

Annual report 2024



Damm

LETTER FROM
THE EXECUTIVE
CHAIRMAN

2024 AT
A GLANCE

DAMM

PEOPLE

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Annual Report 2024

Letter from the chairman



The robustness of Damm

On the eve of our 150th anniversary, which we will be celebrating in 2026, I would like to express our satisfaction at the results obtained in 2024. The sustainable and profitable growth that Damm registered over the course of the year has allowed us to underpin our financial robustness, despite the geopolitical imbalances and international conflicts that have affected the stability of the global economy.

Thanks to our constant effort and dedication, Damm achieved an EBITDA of over 320 million euros in 2024, representing an increase of 7% compared with the previous year. Furthermore, for the second year running our annual turnover was in excess of 2 billion euros, reached ahead of the schedule set in our strategic plan for the landmark year of 2026.

Over the course of almost a century and a half of history, we have transformed ourselves into a global beverage group with a presence in more than 130 countries. Our growth reflects the commitment of our

team, customers, consumers, shareholders, supplier companies and society at large, along with our dedication to protecting the environment.

Particular mention should be made of the expansion of Damm operations on international markets in 2024. The strategic importance of our brewery in Bedford, in the UK, and the fact that more than 500 employees are focused exclusively on international sales, bear witness to our success.

In the corporate sphere, during 2024 Damm signed an agreement with Nestlé to produce, market and distribute the Nestea beverage, the leader in the cold tea segment, in Spain, Andorra and Gibraltar from 2025 onwards. We likewise consolidated our position in the milk shake market through an agreement with Idilia Foods, under which they acquire a 50% stake in Cacaolat. This operation gives us joint management of such flagship brands as Cacaolat, Lacciao, ColaCao, Energy, ColaCao Shake and Okey.

Another historic milestone celebrated was the 85th anniversary of Rodilla, which was founded in 1939. Thanks to our commitment to traditional methods, quality and outstanding management over the years, we staged events at our restaurants, which number more than 150. This successful track record is reflected in a 68% increase in aggregate turnover over the last 10 years, as well as growth in EBITDA, which has trebled over the same period.

Contributing to the welfare of society is a priority for Damm, which channels its philanthropic efforts through the Damm Foundation. In 2024, the 'DANA' flash flooding disaster hit us hard, prompting us to activate a specific operational plan to assist the victims. We donated thousands of litres of water and isotonic drinks, food, refrigerators and bottle racks to the Red Cross and World Central Kitchen, among other organisations, and channelled an emergency support facility for those at the company who live in the affected areas.

As part of our commitment to people, in 2024 the Damm Foundation realised a wonderful dream to encourage young talent: the inauguration of the Damm Sports City. The country's leading dignitaries joined us for the opening of this huge sports complex, covering more than 30,000 m², sustainably located on the slopes of Montjuïc, in Barcelona. The ribbon-cutting coincided with the 70th anniversary of Damm Football Club, one of the country's leading football talent academies.

Likewise in the field of sport, Estrella Damm sponsored the winning team in the 37th America's Cup: Emirates Team New Zealand. This collaboration with the longest-standing sporting trophy in the world (dating back to 1851) helped raise our country's international profile. Along similar lines, Cervezas Victoria renewed its sponsorship of the Spanish men's and women's national football teams. This marks a partnership between two brands with a great deal in common, namely a dedication to passion and victory.

Digital transformation is one of the key factors in remaining competitive. In 2024 we completed the integration of Nennisiwok, a cutting-edge laboratory specialising in AI for the hospitality sector. To optimise decision-making and underpin the company's value chain, we have a team of 100 specialists in place, implementing new projects in the sphere of digitalisation, data analysis and artificial intelligence.

In 2024, Damm invested a total of 9.6 million euros in technological innovation and research. This allowed us to develop new products, design packaging and containers, improve our

industrial processes and become more efficient in the use of ingredients and materials. At the internal level, we also staged the third edition of LAB1876 Talent, our innovation programme, which gave four teams the chance to visit Silicon Valley in California.

Circularity is another strategic demand for Damm. Our commitment to sustainability covers the entire process, from the selection of natural ingredients courtesy of local farmers, through the fermentation and ageing phases, down to packaging and the comprehensive management of containers, which are 100% recyclable and 50% reusable. The company has reduced water consumption at its plants by 36% since 2008. At Damm, we were pioneers in the industrial sector in promoting calculation of the water footprint of each product unit, so as to monitor and reduce environmental impact.

In 2024 we achieved our goal of cutting CO₂ emissions from our logistical operations by more than 30%, making Damm the first manufacturing company in the mass consumer sector to achieve a second Lean & Green Star awarded by AECOC, the Association of Manufacturers and Distributors. We earned our first Star in 2020, an unquestionably memorable milestone.

Increased efficiency has allowed us to reduce Damm's environmental footprint. 100% of the electrical energy used thus holds a green certificate. Over the last 10 years we have managed to employ 45% less energy to produce each hectolitre of beer. This is born out of our investment in more effective sources of generation, based on renewable energies, as well as co-generation, tri-generation using biogas, and photovoltaic solar energy.

In 2024 we expanded our photovoltaic plant, doubling our green energy production capacity. This project, involving an investment of more than 3.5 million euros, consolidates our position as the Spanish brewer with the greatest area of solar panels. Overall, the company's photovoltaic panels avoid 7,000 tonnes of CO₂ emissions per year.

As the great architect Frank Lloyd Wright said: "The best friend on earth of man is the tree. When we use the tree respectfully and economically, we have one of the greatest resources". This is the philosophy underpinning the work and effort conducted by Damm over the course of 2024. In short, our performance reflects our commitment to people, society and the environment.

Demetrio Carceller Arce
Executive Chairman

Business

21^M

Hectoliters of packaged
beer, mineral water,
soft drinks, and dairy
products

27.8^M

Boxes delivered to
customers by Distribución
Directa Integral (DDI)

€9.6^M

Investment in research,
development and
technological innovation,
product development
and digital transformation

€175^M

Net profit

€0.7

Earnings per share

€1,328^M

Net worth

€2,316^M

Total assets/liabilities

Beers

- **Estrella Damm** remains the **flagship of our beer portfolio**, with a presence on every continent, consolidating its position as **Spain's most international beer**.
- **Summer '78 is the Estrella Damm summer campaign**, reliving the summers of the iconic Seventies.
- **Estrella Damm, official sponsor of the 37th America's Cup** to underpin our commitment to sailing and make the competition more approachable for the general public.
- **Free Damm *La penúltima (The Next-to-last)* campaign, starring the players of FC Barcelona Women** to celebrate their historic season, enjoying a 0.0% beer.
- Launch of **Victoria Diez** and **Keler 0,0 Tostada**.

Soft drinks

- **Agreement with Nestlé Spain to produce and distribute Nestea**, the leading brand in the tea-based soft drinks segment, for the Spain, Andorra and Gibraltar markets from January 2025 onwards.

Dairy

- **Agreement between Idilia Foods and Cacaolat to create the largest milkshakes group in Spain**, with leading brands which will continue to be produced in Santa Coloma de Gramenet.
- **Celebration of 80 years of Laccao** with a limited edition.
- **Collaboration between Cacaolat and Gelats del Territori** to launch a Cacaolat-flavoured chocolate ice cream, and with **La Confitería Delaviuda** to present two new products: Cacaolat turrón and Cacaolat Panettone.

Restaurants

- Celebration of the **85th anniversary of Rodilla**.
- Two **new Rodilla restaurants** in Madrid and Leganés.

Logistics and capillary distribution

- **Improvement to the portfolio of DDI private brand wines**, and also *Xplicit* private brand coffee.
- **Consolidation of Pall-Ex Iberia products** and strengthening of the company's organisational structure.

Sporting events

- **28th Estrella Damm Pádel Tour** focused on the concept of inclusion in occupational, social and age terms.

People

- Damm and Estrella de Levante renew their **Family-Responsible Enterprise (efr) certificates**.
- **International Women's Day** marked with *Así son ellas (Meet our women)*, a video paying tribute to women and diversity within the company.
- **New interface and launch of the app version of iDamm**, the Damm intranet.
- **Adaptation of +Damm**, our digital magazine, with **new communication formats**.
- **Participation by some 500 people in Damm's League**, a gamified initiative to align and convey the group's corporate culture.

5,423

Total company staff

97%

Workforce on
permanent contracts

82%

Workforce on
full-time contracts

Environment

€6.9 M
Investment in
environmental
improvement actions
and activities

26.5%
of all electrical
energy consumption
is self-generated

100%
Electrical energy
purchased at all
production and
packaging centres,
as well as Damm
warehouses and Grupo
Rodilla kitchens and
establishments, with a
certificate to prove it is
from renewable sources

- The El Prat de Llobregat brewery once again steps up **initiatives to reduce water consumption**, with the current consumption per litre of packaged beer being lower than 14 years ago, dropping from 6.78 to 4.23 l of water/l of packaged beer.
- Six Damm sites hold **AENOR Zero Waste certification**, demonstrating that they recover more than 90% of the waste generated.
- Recipients of the **Sustainability Action 2024 Award** from Compromiso RSE, acknowledging our efforts to double the size of the photovoltaic generating facility, to a surface area of 59,000 m².
- **Second Lean & Green Star** for Damm, having achieved the aim of **a cut of over 30% in CO₂ emissions** derived from its logistical operations.
- **Celebration of the 30th anniversary of the yearly can recycling promotion**, an initiative which serves to recover half a million cans every year.
- We receive the **4th Cartonplast Sustainability Award for our commitment to reducing CO₂ emissions**, thanks to the efficient use of reusable spacers.

WATER CONSUMPTION

4.23
(hl/hl packaged)
Beer

1.97
(hl/hl packaged)
Water and soft drinks

61.84
(hl/t produced)
Malt

7.93
(hl/hl packaged)
Dairy

0.0018
(m³/kg produced)
Grupo Rodilla and
Hamburguesa Nostra
artisanal bakeries and kitchens

ENERGY CONSUMPTION

108.66
(MJ/hl packaged)
Beer

35.90
(MJ/hl packaged)
Water and soft drinks

3.37
(MJ/t produced)
Malt

192.85
(MJ/hl packaged)
Dairy

1.35
(MJ/kg produced)
Grupo Rodilla and
Hamburguesa Nostra
artisanal bakeries and kitchens

Supplier companies

- **Purchase and procurement strategy for barley for upcoming harvests (2021-2025)** based on four basic pillars: varieties, supply chain, sustainability and digitalisation.
- Two **field days held with the farmers** who supply our La Moravia malthouse, focused on how to deal with climate change.

88%
Damm
Supplier companies
in Spain and Portugal

92%
Grupo Cacaolat
Supplier companies
in Spain

96%
Grupo Rodilla
Supplier companies
in Spain

91%
Alfil Logistics
Supplier companies
in Spain

Society

- The **Damm Foundation** opened the **new headquarters of the Damm Football Club**, a 30,000 m² sports complex in Montjuïc, while continuing to promote Damm's philanthropy and patronage initiatives to support sporting, cultural and social networks.
- In the fourth year since it was founded, the **Estrella de Levante Foundation expands its operations in support of cultural, social and environmental projects**.
- The Damm brands continue to sponsor and collaborate in **initiatives in the fields of culture, gastronomy, sport and charity**.

118,745
People attending
events at our breweries

481
Total events
at the breweries

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Damm

























**Our passion
for our products
and our region
combine to enhance
people's moments
of enjoyment**

Our purpose arises from the combination of our passion for local produce, our links to the region, and our commitment to improvement and sustainability. A purpose which defines our essence and raison d'être.

About us

Damm is made up of SA Damm as the main company and a network of firms involved in the following areas:

- 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.
- Innovation based on AI.

BEERS	WATER AND OTHER DRINKS	DAIRY	RESTAURANTS AND COFFEES
			
			
			
			
			
LOGISTICS AND CAPILLARY DISTRIBUTION	EVENT ORGANISATION AND MANAGEMENT	FOUNDATIONS	INNOVATION BASED ON AI.
			
			
			

85th Anniversary of Rodilla

To celebrate the 85th Anniversary of Rodilla, we undertook initiatives highlighting the company's legacy in Madrid and its ties to its customers. These include above all the social media campaign in which consumers chose to bring back the iconic tuna and sweetcorn sandwich, which was made available for a limited period at all restaurants. The "Madrid Sandwich" was also presented, inspired by the "serranito" recipe, in tribute to the city where the business was founded. These actions emphasised the authenticity and tradition of the brand's products, which have maintained their leading status within Spain's craft food sector.



Damm's commitment to constant innovation drives us continuously to improve our products and processes, with a commitment to quality and excellence in every one of our products.



Agreement between Idilia Foods and Cacaolat

Idilia Foods acquired 50% of Cacaolat from Damm. An agreement serving to create the largest milkshake group in Spain. This alliance results in the joint management of such leading brands as Cacaolat, Laccas, ColaCao Energy, ColaCao Shake and Okey, strengthening their position on the dairy shake market both nationally and internationally. Cacaolat products continue to be made at the Santa Coloma de Gramanet plant in the province of Barcelona.



Agreement with Nestlé

Under the agreement reached with the company Nestlé España, from 2025 onwards Damm will be the producer and distributor of Nestea, the leading brand in the tea-based soft drinks segment, for the Spain, Andorra and Gibraltar markets. We will be making the entire range of Nestea flavours and formats for the Food and Hospitality channels at our plant in Salem, Valencia, to precisely the same quality standards and taste profile that have established this beverage as consumers' favourite in the iced tea category.



We are international

We have opened up new markets in countries located in Africa, North America, the Middle East, Caribbean and Central Asia. We have a presence in over 130 countries, and export our own brands to 87.

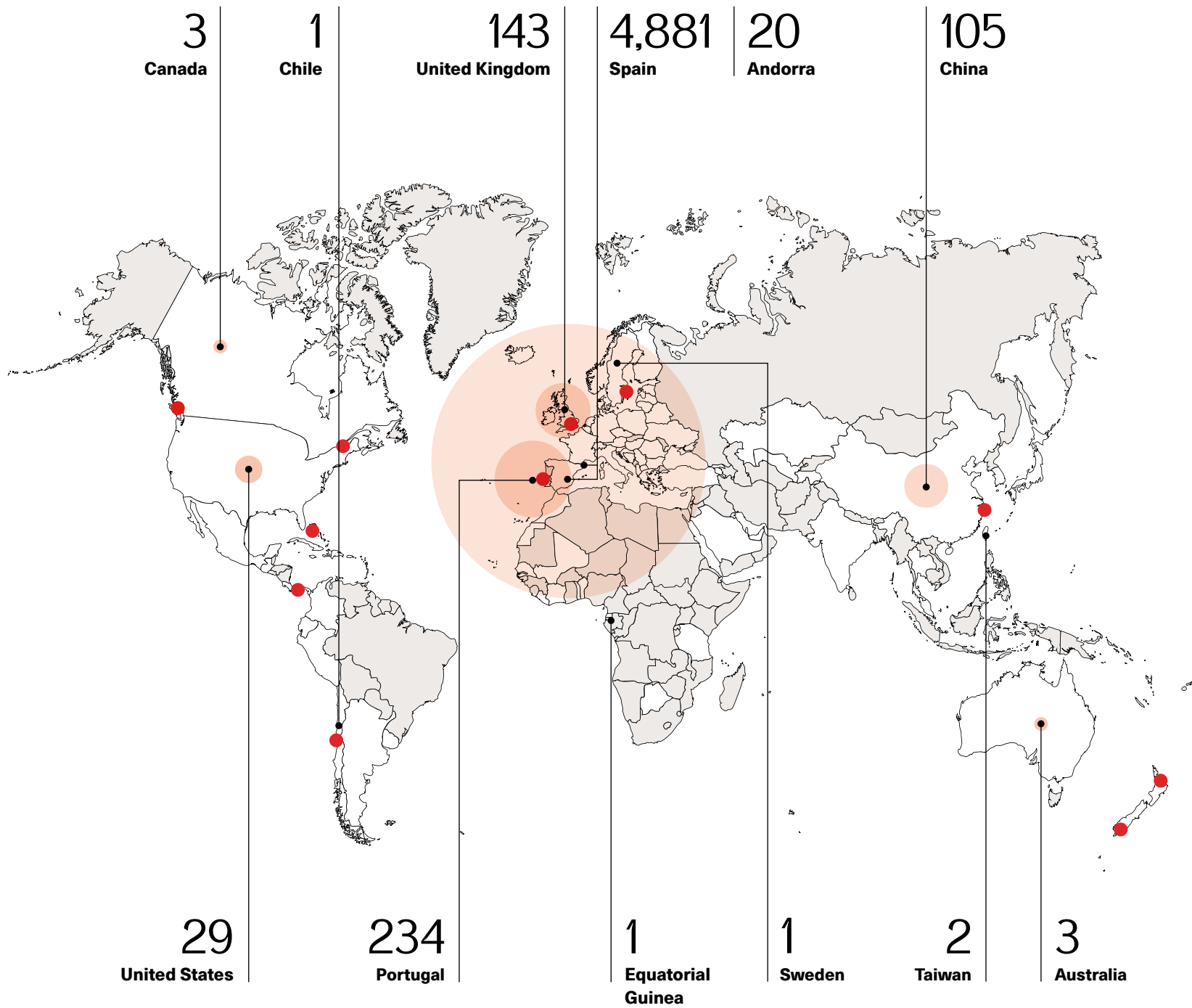
In the brewing sector, we continue to drive forward our process of expansion, growing and consolidating our presence on international markets. Estrella Damm remains the flagship of our beer portfolio, with a presence on every continent, consolidating its position as Spain's most international beer. In 2024 we continued to expand the rest of the premium beer portfolio, with substantial growth for Calatrava and Rosa Blanca, driven by both consolidation in existing countries and the entry into new markets.



We keep investing to continue growing

- **Refurbishment and expansion of the new brewery and soft drink plant in Bedford, United Kingdom**, by conditioning the different areas housing the syrup room and the new canning line. A new reverse osmosis device has also been acquired, along with a range of conditioning work.
- **Two new Rodilla restaurants**. One of them on Glorieta de Embajadores in Madrid, combines a modern design with such technological innovations as people recognition systems and Wi-Fi radar, to improve personalisation and connectivity, optimising the customer experience. The other, at Severo Ochoa University Hospital in Leganés, involves collaboration with Mediterránea Group, a leader in the collective catering sector. This is the sixth Rodilla restaurant at a hospital, adding to the services already managed by Mediterránea, to extend the culinary offering available to patients, relatives and healthcare personnel.

DAMM IN THE WORLD



● INTERNATIONAL BASES

Canada:Brasserie Estrella Damm Quebec Inc. (Montreal), Estrella Damm Services Canada (Vancouver)
Chile: Damm Chile (Santiago de Chile)
China: Estrella Damm Trading Co, Ltd. (Shanghai), Estrella Damm Consulting Co. Ltd. (Liaoning)
United States: Estrella Damm US Corp. (Miami), Rodilla US LLC (Miami)

New Zealand:Damm Brewery Pty. Ltd. (Wellington), Branch in NZ (Auckland)
Portugal: COCEDA Portugal, SA (Santarém)
United Kingdom: Damm 1876 LTD. (London)
Sweden: Damm Brewery Sweden AB (Stockholm)
Republic of Panama: Damm Panamá, SA. (Panama)

□ Countries where Damm exports beer under its own brand.
● — Workforce per country.

Castile and León

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

Andorra

- 1 Distribución Directa Integral centre

Aragon

- 2 Mineral water plants:
Aguas de San Martín de Veri, Bisaurri
Aguas de San Martín de Veri,
El Run – Castejón de Sos
- 1 Pall-Ex Iberia logistics centre
Zaragoza
- 2 Rodilla

Navarre

- 1 Jamaica Service Station
- 1 Pall-Ex Iberia logistics centre
Pamplona

Basque Country

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

Catalonia

- 2 Work centres
SA Damm. Barcelona
Corporación Económica Delta.
Barcelona
- 1 Brewery
COCEDA El Prat de Llobregat
- 1 Malt house
La Moravia. Bell-lloc d'Urgell
- 4 Alfil Logistics centres
El Prat de Llobregat,
Barcelona and Gavà
- 3 Pall-Ex Iberia logistics centres
Barcelona. El Prat de Llobregat
and Montornès del Vallès
- 8 Distribución Directa Integral centres
- 1 Coffee roasting site
Cafès Garriga. Barberà del Vallès
- 5 Rodilla
- 2 Hamburguesa Nostra
- 4 Jamaica Coffee Experience
- 9 Jamaica Service Stations
- 1 Milk and milkshake production plant
Grupo Cacaolat.
Santa Coloma de Gramenet

Asturias

- 1 Jamaica Service Station
- 1 Soft drink production plant
COCEDA Meres

Galicia

- 2 Rodilla
- 1 Jamaica Coffee Experience

Cantabria

- 1 Rodilla

Community of Madrid

- 6 Work centres
Grupo Rodilla. Madrid
SetPoint Events. Madrid
Plataforma Continental Madrid
Rumbo Sport. Madrid
- 2 Distribución Directa Integral centres
- 3 Alfil Logistics centres
Madrid and San Fernando de Henares
- 1 Pall-Ex Iberia logistics centre
San Fernando de Henares
- 2 Artisanal bakeries
Artesanía de Alimentación. Madrid
The Hamburguesa Nostra kitchen.
Madrid
- 127 Rodilla
- 14 Hamburguesa Nostra
- 1 Vaca Nostra
- 7 Jamaica Coffee Experience
- 24 Jamaica Service Stations

Andalusia

- 1 Brewery
Cervezas Victoria brewery. Malaga
- 4 Distribución Directa Integral centres
- 3 Alfil Logistics centres
Níjar and Alhaurín de la Torre
- 1 Pall-Ex Iberia logistics centre
Jaén
- 3 Rodilla
- 1 Hamburguesa Nostra
- 1 Café de Indias Coffee Shop
- 1 Jamaica Coffee Experience
- 32 Jamaica Service Stations

Extremadura

- 1 Jamaica Service Station

Castile-La Mancha

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

Canary Islands

- 3 Rodilla
- 3 Hamburguesa Nostra
- 1 Café de Indias Coffee Shop
- 2 Jamaica Coffee Experience
- 21 Jamaica Service Stations
- 5 Distribución Directa Integral – Intercervecera centres

Community of Valencia

- 2 Soft drink production plants and breweries
COCEDA Salem
COCEDA El Puig
- 4 Distribución Directa Integral centres
- 1 Alfil Logistics centre
Alaquàs.
- 1 Pall-Ex Iberia logistics centre
Valencia
- 2 Rodilla
- 1 Hamburguesa Nostra
- 4 Jamaica Coffee Experience
- 6 Jamaica Service Stations

Balearic Islands

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

Region of Murcia

- 1 Brewery
Estrella de Levante Brewery. Espinardo
- 1 Malt house
Espinardo
- 4 Distribución Directa Integral centres
- 2 Alfil Logistics centres
San Andrés in Alcantarilla
- 1 Rodilla

Ceuta

- 2 Jamaica Service Stations

Portugal

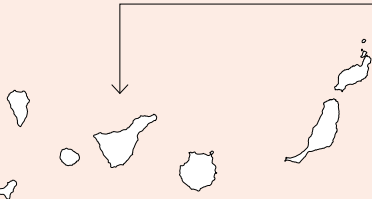
- 1 Soft drink production plant and brewery
COCEDA Portugal
(Santarém)

United Kingdom

- 1 Brewery
Damm 1876 UK LTD.
Bedford

United States

- 2 Rodilla
Miami Florida



Products and services that make a difference



Estrella Damm

- **Superior Taste Award**
Three stars
- **European Beer Challenge**
Gold Medal
- **Australian International Beer Awards**
Bronze Medal
- **Great International Beer Competition**
Gold Medal
- **Melbourne International Beer Competition**
Gold Medal
- **Monde Selection**
Gold Medal
- **International Beer Challenge**
Bronze Medal
- **Berlin International Beer Competition**
Gold Medal
- **World Beer Awards**
Silver Medal
- **World Beer Challenge**
Gold Medal
- **Concours International de Lyon**
Silver Medal
- **World Beer Championships**
Silver Medal
- **XXXIV International Beer Festival World Beer Seal**
Bronze Medal

SUMMER '78
This Mediterráneamente campaign relives the summers of the iconic 1970s, courtesy of one of the hits that transformed the world of music, "Yes Sir, I Can Boogie", by the duo Baccara. It tells the story of María, a young woman who after bidding farewell to her grandmother, receives a box of old photographs which had belonged to her, and is particularly struck by a bundle dated the summer of 1978. This prompts her to go on a tour of each of the places that her grandmother photographed over the course of the summer that year.



ESTRELLA DAMM x FC BARCELONA

To mark the 125th Anniversary of FC Barcelona, we launched a commemorative bottle which was available in supermarkets in Catalonia. Under the slogan "Tenim un nom el sap tothom" ("We have a name everyone knows"), we reasserted our collaboration on this hugely special occasion.

CUCURELLA AND ESTRELLA DAMM

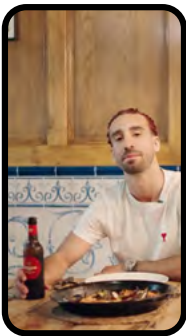
The huge popularity of Marc Cucurella, who plays for Chelsea FC and the Spanish national team (1.8 million followers on Instagram), along with an iconic chant in both the United Kingdom and Spain, inspired us to launch a special collaboration between the footballer and Estrella Damm.

The video shows the footballer singing his famous chant: "Cucurella, Cucurella, he eats paella, he drinks Estrella" blending his charisma with the essence of the brand in an authentic and viral campaign.



AMERICA'S CUP

In 2024 we launched a new design of the 25 cl slim can to mark the America's Cup in Barcelona. This limited edition depicts yachts racing, with the Barcelona skyline as a backdrop. The illustration is the work of the Catalan artist Ricard Jorge.





Voll-Damm

- **Superior Taste Award**
Three stars
- **New York International Beer Competition**
Bronze Medal
- **World Beer Challenge**
Gold Medal
- **International Beer Challenge**
Bronze Medal
- **Melbourne International Beer Competition**
Bronze Medal
- **European Beer Challenge**
Double Gold

In 2024, we launched a new 50 cl can format for the Food channel.

LOS 5 PASOS (THE 5 STEPS)
Second edition of the campaign with Luis Tosar and Luis Zahera, once again directed by filmmaker Alberto Rodríguez.

- **Asia Beer Challenge**
Silver Medal
- **Monde Selection**
Gold Medal
- **Berlin International Beer Competition**
Bronze Medal
- **World Beer Awards**
Silver Medal
- **World Beer Championships**
Gold Medal
- **The International Brewing Awards**
Silver Medal

ASTURIAS ES DOBLE O NADA (ASTURIAS IS DOUBLE OR QUILTS)
A campaign paying tribute to the essence of Asturias: its tenacity, its free spirit and approach to life, which could well be summarised in a single expression: Double or Quits. A visual and artistic proposal designed to blend with the soul of this land, through works created specially for the occasion by Asturian artists.

Damm Lemon

VARIAR (CHANGING)
Second edition of the ad featuring the protagonist, Carlos Cuevas, exploring different landscapes along the Costa Brava, keen to "try new things". When he sits down at a café terrace, however, he asks for "the same as usual", in other words, a Damm Lemon.

DAMM BEERS



Inedit

- **World Beer Awards**
Silver Medal
- **World Beer Challenge**
Silver Medal
- **Asia Beer Challenge**
Gold Medal

Created by Ferran Adrià, the master brewers at Damm, and the team of sommeliers at elBulli, this is a different kind of beer, especially devised to pair with contemporary cuisine, full of contrasts and aromatic nuances.

Inedit Rosé

A malt and wheat beer with berry juice and spices. Its hint of bitterness combines perfectly with the sweetness of the strawberries. This is an in and out product in the Food channel.

Malquerida

A fresh red beer created by Ferran and Albert Adrià and their team, in partnership with Damm's master brewers, intended in particular to be paired with Mediterranean cuisine.

Complot IPA

Damm's first Mediterranean IPA originates from Prades (Baix Camp, Tarragona), a region with a very similar climate and terrain to the major hop-growing regions around the world.

Complot IPA Session

New
A 4.3% version of the original Complot, launched for the UK and Italy.



Free Damm

- **Superior Taste Award**
Two stars
- **European Beer Challenge**
Silver Medal
- **Australian International Beer Awards**
Gold Medal
- **World Beer Challenge**
Silver Medal
- **World Beer Awards**
Gold Medal
- **U.S. Open Beer Championship**
Gold Medal
- **Melbourne International Beer Competition**
Gold Medal

- **Monde Selection**
Gold Medal
- **Berlin International Beer Competition**
Gold Medal
- **Great International Beer, Cider, Mead & Sake Competition**
Gold Medal
- **Free From Food**
Silver Medal
- **The International Brewing Awards**
Gold Medal
- **World Beer Championships**
Gold Medal

GROENLANDIA (GREENLAND)
Second edition of the campaign starring the actors Pere Arquillué and Julio Manrique sitting in a jacuzzi amid snow-covered mountains. Film-maker David Vergés was chosen as the director.

LA PENÚLTIMA (THE PENULTIMATE)
After a historic season, the footballers of FC Barcelona Women starred in this campaign as they enjoyed a well-earned rest at the Joan Gamper Sports Complex, emphasising that any moment is the perfect time for a 0.0% beer.

DAMM BEERS



Free Damm Amber Lager

- **Superior Taste Award**
One star
- **New York International Beer Competition**
Silver Medal
- **Monde Selection**
Gold Medal
- **Free From Food**
Gold Medal
- **The International Brewing Awards**
Bronze Medal
- **World Beer Championships**
Silver Medal
- **Berlin International Beer Competition**
Gold Medal

This is a beer full of nuance, with hints of roasted grain, caramel, coffee and cocoa to the fore. The hops also give it a mild bitterness, to create a fresh, balanced beer.

Free Damm Lemon

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

Cerveza de Navidad

Limited edition
Made with 100% natural ingredients, it offers an aromatic profile with subtle hints of fruit. The combination of flavours make it the perfect pairing for traditional dishes during the Christmas festivities.

DAMM BEERS



Daura

- **World Beer Challenge**
Silver Medal
- **European Beer Challenge**
Gold Medal
- **Asia Beer Challenge**
Bronze Medal
- **New York International Beer Competition**
Gold Medal
- **Australian International Beer Awards**
Gold Medal
- **Monde Selection**
Silver Medal

- **World Beer Championships**
Gold Medal
- **Superior Taste Award**
Two stars
- **Great International Beer, Cider, Mead & Sake Competition**
Bronze Medal
- **Melbourne International Beer Competition**
Gold Medal
- **Berlin International Beer Competition**
Gold Medal

The most garlanded gluten-free beer in the world, with our guarantee of less than 3 ppm. Daura retains all the flavour of "traditional beer".

Daura Märzen

The first gluten-free double malt. This is a unique and special beer, with greater strength, body and flavour, but the same quality guarantee as Daura and under 3 ppm of gluten.

Daura IPA

- **World Beer Awards**
Silver Medal

A genuine India Pale Ale with pronounced hoppiness. Made from natural, local and Mediterranean ingredients, with a blend of hops including Summit (spice), Citra (citrus), Simcoe (pine) and Mosaic (fruity).

DAMM BEERS



Xibeca

Xibeca has been a mild, refreshing beer since 1931. As early as the 1930s, Dammm's litre bottles were known by this name. It was in the 1960s that Xibeca established real popularity as the perfect beer to share, thanks both to its mildness and its main format: the litre bottle.

Duet

Sour beer made in partnership with El Celler de Can Roca. The combination of malted barley and white grenache grapes results in a fresh beer full of subtlety, the perfect pairing for fish, shellfish and other seafood.

Bock Dammm

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

A. K. Dammm

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

ESTRELLA DE LEVANTE



Estrella de Levante

A high-quality golden lager with a sparkling, free-flowing appearance, and light and hugely refreshing style.

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.

Verna

Sparkling and highly refreshing shandy, made with Estrella de Levante and lemons from La Vega del Segura in Murcia.

Punta Este

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

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.



Reserva 60 Aniversario

Limited edition
Special edition to mark the 60th anniversary of Estrella de Levante. In 30-litre barrel format for the hospitality trade, this is a strong, aged beer, cloudy and full of body, with 6.3% alcohol.

Estrella de Levante Negra

Limited edition
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, Almeria and the Murcia Region.

Estrella Levante IPA

Limited edition
An India Pale Ale which stands out for its refreshing, fruity taste, thanks to a painstaking selection of the finest aromatic hops, with hints of orange and mango.

Wheat beer

Limited edition
A highly aromatic and refreshing beer presented in 30-litre barrel format for the hospitality trade. Made to a 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.

Estrella de Levante
unfiltered

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



Victoria

Refreshing and balanced in its body and bouquet, perfect to drink any time of the day. It stands out for its pale yellow colour and fine, white, sparkling bubbles.

**GIRO DE GUIÓN (PLOT TWIST)
MALAGA FESTIVAL**

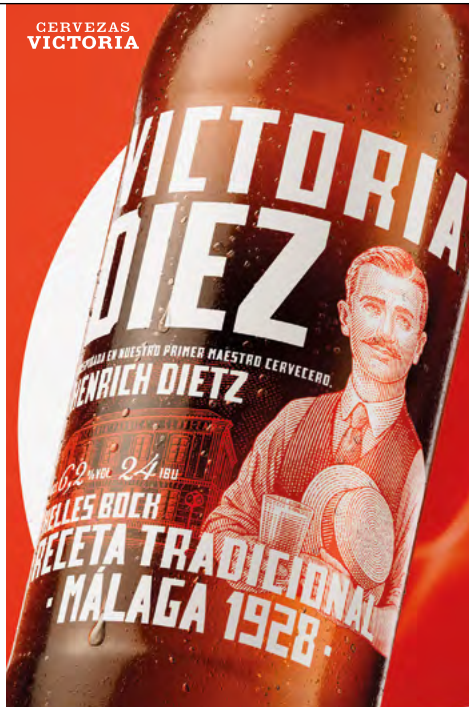
Malaga-born actress and influencer Masi Rodríguez stars in this campaign, marking yet another year in Cervezas Victoria's distinctive "film course for brewers" which began in 2021.

**VICTORIA A VICTORIA
(VICTORIA TO VICTORY)**

The Spanish women's national football team completed their involvement in the Final Four of the Women's Nations League by claiming the trophy. To mark the competition, Victoria once again launched a digital campaign based on the story of Victoria Hernández: the first female footballer to sign a professional contract in Spain.

**LA PLAYLIST DE LA VICTORIA
(THE PLAYLIST OF THE VICTORY)**

To mark Euro 2024, we devised the first playlist cheering the Spanish national team on to victory in the competition. The action was based on the Pygmalion effect, including a compendium of messages for the footballers from fans, leading figures in the world of football, the players' nearest and dearest, psychologist Patri Ramírez, and the brand's own team.



Victoria 0.0%

During production we recover the natural flavours that are typically lost in the de-alcoholisation process, avoiding the use of added flavourings, and thus retaining all the beer's flavour and taste.

Victoria Marengo

100% malt stout inspired by traditional German recipes.

Victoria Diez

New
A special Hellesbock-style beer inspired by the brand's first master brewer, Henrich Dietz, who set up the first brewery and produced the earliest Victoria beers.

Victoria 0.0% Tostada

It stands out for its intense flavour and roasted coffee and cocoa aromas, along with a delightful sense of caramel. On the palate, it combines hints of sweetness with a slight herbal touch to add freshness.

Victoria Malacatí

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

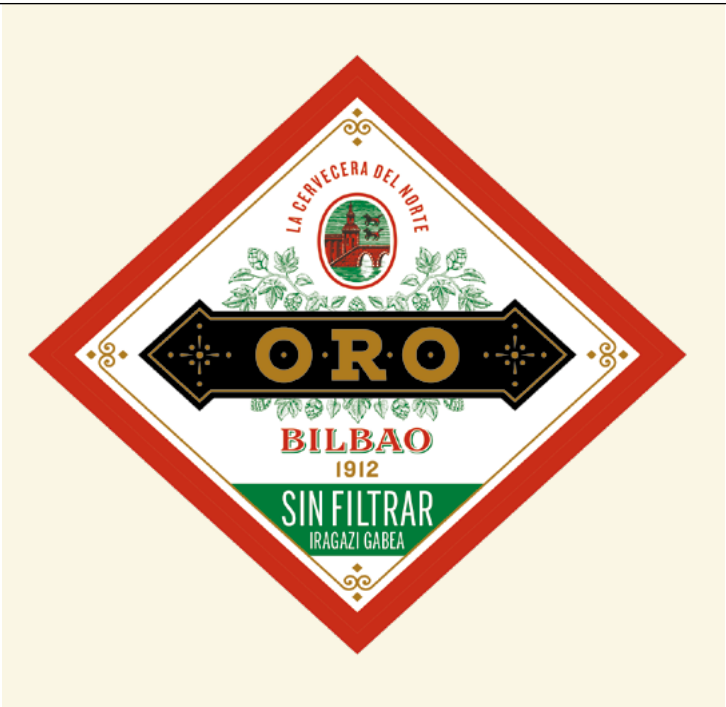
Victoria Pasos Largos

This is an shandy with 100% natural ingredients made with Victoria beer and lemons from southeast Spain.

Victoria Vendeja

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.

OTHER BEERS



Turia

VEUS PER VALÈNCIA (VOICES FOR VALENCIA)
Through the Veus per València initiative, Cerveza Turia has lent its support to the FSMCV (Federation of Musical Societies of the Valencia Region) to help its member organisations recover from the flash flooding suffered in October 2024. Seventeen performers from Valencia and Xoel López recorded a version of the song Lodo (Mud), as a hymn to hope. Turia donated €30,000 to the FSMCV and has promoted other charity initiatives to help rebuild the sphere of culture in Valencia.

ENCESA TURIA
Celebration of the start of the Fallas in Valencia with the 5th edition of Encesa Turia, an electronic music and digital arts event. More than 500 people set Spook swinging to the rhythm of Dee Diggs, Laurine, Mainline Magic Orchestra and theBasement, while enjoying the visual offering served up by Vitamin.

Oro

Malted and unfiltered, 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.

Estrella del Sur

A highly refreshing beer, meant especially for the heat of the south. A light amber beer with a pale, lasting head, a mild, refined taste, and hints of yeast and hops.

Estrella del Sur 0.0

Alcohol-free lager. It has a clear amber colour with glints of gold, a light head and refreshing flavour.

OTHER BEERS



Keler

- **World Beer Awards**
Silver Medal
- **World Beer Challenge**
Silver Medal
- **European Beer Challenge**
Silver Medal
- **Asia Beer Challenge**
Silver Medal
- **New York International Beer Competition**
Bronze Medal
- **Australian International Beer Awards**
Bronze Medal
- **Monde Selection**
Gold Medal
- **World Beer Championships**
Silver Medal
- **International Beer Challenge**
Bronze Medal
- **Superior Taste Award**
Two stars
- **Frankfurt International Trophy**
Bronze Medal

- **Berlin International Beer Competition**
Silver Medal
- **Frankfurt International Trophy**
Gold Medal

ZINEMALDIA

Collaboration with the influencer Flaca to interview film-makers including Pedro Martín-Calero and Greta Fernández. The three videos released in the form of Instagram reels, in partnership with the San Sebastian Festival, clocked up a total of 1.18 million views.

Keler 0.0 Tostada

New
Alcohol-free beer made using toasted malts that retain all the flavour and intensity of Keler.

Calatrava Original

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

OTHER BEERS



Rosa Blanca

Establishments in Palma, Manacor and Sa Pobla took part in the fifth edition of "De tapas con Rosa Blanca" ("Tapas with Rosa Blanca"), serving up a tapas recipe of their own creation paired with Rosa Blanca beer, spotlighting the character of their establishments with an ingredient of Mallorcan origin, and showcasing the wealth of local produce.

Skol

One of the best-selling beers in the world
A light, refreshing lager, perfect to enjoy at any time. It has a mild and balanced flavour, with a touch of bitterness. The name comes from the Swedish word skål, meaning "Cheers".

Skol 0,0

Alcohol-free lager. Light, and with a touch of bitterness, it retains the same spirit as the alcoholic lager.

Skol Shandy

Lemon-flavoured shandy beer.

OTHER BEERS



Carlsberg

We have since 2021 produced and bottled Carlsberg.

Grimbergen

Made with one single yeast, our beers are known for their flavourful signature taste. From delicious lagers to double malt brews, along with refreshing white beers and other fruitier versions.

Radeberger

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

Tagus

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

Olde English

Olde English is a traditional medium dry cider, made with a unique blend of English dessert and cider apples, giving it its distinctive and well-loved flavour, and deliciously refreshing character.

BOTTLED NATURAL MINERAL WATERS AND OTHER BEVERAGES



Veri

Natural mineral water with low mineralisation sourced from the meltwater and rainwater of the High Pyrenees, far from any urban and industrial encroachment. It rises spontaneously, fresh and pure, at an altitude of 1,235 m.

Pirinea

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

Fuente Liviana

A water famed for centuries, renowned for its low sodium and mineral content, and its great taste.

Font Major

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.

Font Major sparkling

Natural mineral water with added carbon dioxide.

Sureo

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

BOTTLED NATURAL MINERAL WATERS AND OTHER BEVERAGES



Fever-Tree

- Premium Indian Tonic Water
- Mediterranean Tonic Water
- Raspberry & Rhubarb Tonic Water
- Elderflower Tonic Water
- Refreshingly Light Indian Tonic Water
- Premium Ginger Beer
- Premium Ginger Ale
- Sicilian Lemonade
- Premium Soda Water
- Pink Grapefruit
- Distillers Cola

Made only with the finest natural ingredients from all round the world, without any artificial sweeteners or flavourings, to create the very best mixers. A variety of flavoured tonics and other mixers, selected to complement the world's premier spirits.

Nestea*

In 2024, Damm and Nestlé signed an agreement making us the producers, marketers and distributors of Nestea in Spain, Andorra and Gibraltar. From January 2025 onwards, we are producing the whole range of flavours and formats at the Salem, Valencia, plant, maintaining the quality standards and profile that have made Nestea the pre-eminent iced tea.

**Available from 1 January 2025*



Agama

- Agama whole milk UHT 1 l
- Agama semi-skimmed milk UHT 1 l
- Agama skimmed 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, SES NOSTRES GRANGES, SA NOSTRA LLET
(AGAMA: OUR FARMS, OUR MILK)

Agama calls on local consumers to continue supporting and drinking milk from the island's farms, so as to keep Mallorca's dairy sector viable.

Laccao

- Laccao glass bottle 200 ml
- Laccao brick 1 l
- Laccao plastic bottle 1 l
- Laccao minibrick 200 ml
- Laccao 0% lactose-free 200 ml glass bottle
- Laccao 0% lactose-free brik 1 l
- 200 ml cup
- Murmui ice cream with Laccao milkshake flavour, 550 ml glass jar

Laccao is celebrating its 80th anniversary with a limited edition, featuring a bottle label redesign inspired by the original version, with a vintage touch appealing to both youngsters and adults.

In July, the children's area of Mobofest, the international independent music festival in Mallorca which attracts a modern, cultural family audience, became the Laccao zone, with afternoon and evening entertainment during the festival.



Letona

- Letona UHT milk Grand Crème
- Letona UHT special milk for hospitality
- Letona UHT 0% fat milk
- Letona UHT lactose-free milk
- Letona fresh whole milk
- Letona fresh semi-skimmed milk
- Letona UHT whole milk 1 l carton
- Letona UHT semi-skimmed milk 1 l carton
- Letona UHT skimmed milk 1 l carton
- Letona UHT whole milk in 1 l returnable glass format

Letona redesigned its pack in the 2023-2024 season to emphasise its positioning of authenticity: milk 100% from local, family farms to preserve its flavour, right from day one in 1925. This redesign claimed Bronze at the Pentawards 2024 and the Best!N Food Awards 2024.

La Levantina

- Oat drink 1 l
- Soya drink 1 l

High-quality plant-based oat and soya drinks, backed up by our 80 years of experience. Intended for the hospitality channel, specifically for baristas, they combine perfectly with coffee or tea, thanks to their texture and extra creaminess.



Cacaolat

- Cacaolat Original
- Cacaolat 0% > 200 ml glass
- Cacaolat Lactose Free
- Cacaolat Cookies & Vanilla
- Cacaolat Mocca
- Cacaolat Doble Cacao
- Cacaolat en polvo
- Cacaolat Rtd Coffee (cappuccino, latte, espresso)
- Cacaolat Kids
- **Products in collaboration with BIG**
 - CFM Iso Zero – Cacaolat
 - Only Whey Zero – Cacaolat
 - Micellar Casein – Cacaolat

CACAOLAT KIDS

Launch of an innovative format especially designed for children: a 190 ml PET bottle with a unique, personalised form, accompanied by a collectible design as a prompt for play and creativity.

CACAOLAT RTD COFFEE

Cacaolat has taken an innovative step by breaking into a new dairy beverage category with its recently launched "Cacaolat RTD Coffee" range. This line includes three options designed for ready-to-drink iced coffee lovers: cappuccino, latte and espresso.

LA CONFITERÍA DELAVIUDA

Collaboration with La Confitería Delaviuda to launch two new products: Cacaolat turrón and Cacaolat Panettone.

GELATS DE TERRITORI

Collaboration is to launch a Cacaolat chocolate-flavoured, multi-layered traditional ice cream, packaged one by one and by hand in glass jars.



Grupo Rodilla

Grupo Rodilla has continued its collaboration with the Basque Culinary Center, to develop innovation in accordance with the 2023-2025 agreement.

Rodilla

Jamaica Coffee Experience

Hamburguesa Nostra

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
- Decaffeinated Selection with water
- Cafès Garriga capsules

Over 160 years of history in traditional coffee production, to offer the bean-loving public the most refined selection of outstanding, 100% natural coffees, maintaining the artisanal roasting formula introduced in 1850. A unique combination of flavour, body and aroma in every cup.



Distribución Directa Integral (DDI)

In line with its commitment to set up an integrated model, DDI has continued to strengthen its position, adapting and improving its product and service catalogue, and strategic agreements.

To underpin its position as a leading wine distributor, DDI has expanded and enhanced its portfolio of private brands in this business line, along with its private brand of coffee: *Xplicit*.

DDI has also worked on the development of other business lines which are a priority for the company, such as food, in both rotation products and the development of the manufacturer's own brand.



Alfil Logistics

Comprehensive logistical services in the widest range of operational sectors, covering both transport and distribution.



Pall-Ex Iberia

Pall-Ex Iberia coordinates all its operations from the different hubs or consolidation centres located on the Iberian Peninsula, providing its express palletised goods distribution services in Spain and Portugal, and operating with the other European networks of the Pall-Ex Group. Products such as the new Mini Light pallet format launched in late 2023 have consolidated their position, while the company has strengthened its organisational structure. The continuous improvement area has also been created.



SetPoint Events

Generation and creation of audiovisual and digital content platforms and social media. Organisation and administration of competitions (pickleball) and all manner of sporting events.

Rumbo Sport

Rumbo Sport has extended its operational radius within national territory, adding Girona, Las Palmas, Valladolid and Murcia to its offering of amateur tournaments. It organised 31 padel tournaments for companies, associations and professional bodies, 22 of which form part of two national circuits.

Our image

At Damm we interact with our clientele, consumers and followers. We develop communication campaigns and social media initiatives to help us listen to society and respond to social needs through our actions, adopting a direct, straightforward, fresh and natural approach.



Accolades for our communication

EFICACIA 2024 AWARDS

Silver Medal for the Voll-Damm campaign "Los cinco pasos" ("The Five Steps"), by Oriol Villar and Arena Media. These awards are handed out each year by the Asociación Española de Anunciantes (AEA).

CERVEZAS VICTORIA LA CLÁUSULA 8.2 (CLAUSE 8.2)

- **National Marketing Awards**
GOLD (sponsorship category)
- **Best in Food 2024**
BRONZE
(integrated campaigns category)
- **CdeC 2024**
YEARBOOK DIPLOMA
- **El Sol 2024**
FINALIST
- **Eficacia 2024 Awards**
FINALIST







FEVER-TREE

Number 1 Mixer: chosen as "Best Selling & Top Trending Mixer" by the world's best bars and cocktail venues, according to Drinks International Brands Report 2025.



Followers on social media

Social media plays a fundamental role in our brand communication. We strive to cultivate strong relationships and offer quality content via these platforms, so as to provide gratifying experiences and build communities in harmony with our values.

							Followers
DAMM	171,429						171,429
BEER							
Estrella Damm	904,000	138,898	313,062	105,735		2,291	1,463,986
Voll-Damm	163,000	17,700	17,800	3,910			202,410
Free Damm	2,400	219	1,850	622			5,091
Inedit	27,000	5,230	6,273				38,503
Daura	52,000	13,800	5,025				70,825
Damm Lemon	8,300	108		423			8,831
Complot	1,000	354	1,897				3,251
Estrella de Levante	73,000	26,122	29,800		15,915		144,837
Keler	10,667	4,423	9,007	783	325		25,205
Oro	862	178	404				1,444
Calatrava	5,916	568	2,813				9,297
Victoria	46,000	22,784	35,439	2,450			106,673
Turia	52,214	16,388	21,470	595	1,073		91,740
Rosa Blanca	3,232	432	11,580				15,244
Xibeca	563	585	1,457	550		39	3,194
SHAKES							
Laccao	6,935		5,374			1,367	13,676
Cacaolat	132,000	6,964	46,200	4,890	22,000	21,000	233,054
Agama			289				289
Letona			2,221				2,221
LOGISTICS							
Pall-Ex Iberia	890		857		2,515		4,262
Alfil Logistics					7,136		7,136
Distribución Directa Integral			4,599		5,795		10,394
RESTAURANTS							
Rodilla	115,000		35,300	365	6,306	1,242	158,213
Hamburguesa Nostra	77,000		24,700			526	102,226
Jamaica Coffee			3,100				3,100

Responsible Governance

The values that define us

#LIVE. These initials set out the values that drive our progress, steer our activity, and define who we are and how we act.

L I V E

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 challenge spurs us on, tackling it through passion and professionalism, straining every sinew.

Integrity, ethics and compliance in the way we act

With a constantly evolving regulatory framework, shaped by a changing economic, political, environmental and social context, compliance risks have increased. Holding firm to our commitment to integrity and compliance in daily management, our operational approach is backed up by robust mechanisms based on principles of ethics, transparency and accountability, to address possible cases of corruption, money-laundering and unfair competition.

Meanwhile, our Internal Audit Department reviews internal fulfilment of the highest operational standards. As with the Compliance Committee, the Internal Audit Department is dependent on and reports directly to the Audit, Sustainability and Control Commission, a delegated body of the Board of Directors, with senior supervisory functions in this area.

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

In 2024, more than 1,000 people at the company received training in the Criminal Risk Prevention System, with plans for this training to cover 100% of the workforce during 2025.



AUDIT, SUSTAINABILITY AND CONTROL COMMISSION

Compliance Committee	Sustainability Committee	Internal Audit Department
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LETTER FROM
THE EXECUTIVE
CHAIRMAN

2024 AT
A GLANCE

DAMM

PEOPLE

CUSTOMERS

ENVIRONMENT

SOCIETY

REPORT

GRI CONTENT
INDEX



Governing bodies

SA Damm Board of Directors

Executive Chairman: Demetrio Carceller Arce

Board Member and Secretary: Ramón Agenjo Bosch

Board Members:

José Carceller Arce, representing DISA Financiación, SAU

María Carceller Arce, representing de Seegrund, BV

Rudolf Louis Schweizer, representing Musrom GmbH

Damm Steering Committee

Executive Chairman: Demetrio Carceller Arce

General Manager: Jorge Villavecchia Barnach-Calbó

Technical Secretary-General: Gabriel Pretus Labayen

Director of Operations: Octavi Martí Crescencio

Director of Marketing: Jaume Alemany Gas

Director of Corporate Finance: Salvador Martínez Navarro

Director of the Hospitality Business Unit: Xavier Vila Vila

CEO of Damm Restauración and of Distribución

Directa Integral: María Carceller Arce

Director of People: Ricardo Lechuga Cisneros

Director of the Food Business Unit: Antoni Folguera Ventura

Director of the International Unit: Juan González Gil

Purchasing Director: Eduard Tenas Salarich

Director of the Distribution Business Unit:

Javier Echenique Moscoso

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

Sustainability as a cornerstone

At Damm, we cannot conceive of any way of acting other than through our commitment to sustainability. It is this vital cornerstone that allows us to develop our business strategy, as we strive to be leaders in sustainability in every sector where we operate.

We aim through our activity and commitment to generate a positive impact on the social, environmental and economic context within which we operate.

Sustainability management, covering environmental, social and governance aspects, is the task of the Damm Sustainability Committee and the Grupo Rodilla Sustainability Committee, set up in 2020 and 2021, respectively.

Delivering value to our stakeholders

We are always actively listening to our stakeholders. Their opinions, needs and expectations are key elements in steering our strategic decisions and in the progress of our activities. We strengthen our relationships through the communication channels we provide them with.

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

We make an active contribution at Damm to the achievement of the Sustainable Development Goals (SDGs) established in the 2030 Agenda for Sustainable Development. We have been a signatory of the UN Global Compact since 2019, reflecting our firm commitment to its 10 principles in the field of human rights, employment regulations, environment and anti corruption.

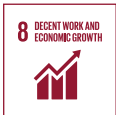
CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)



The health, safety and well-being of people are a priority for Damm. We therefore encourage initiatives in the field of health and safety that go beyond regulatory compliance, to promote a safe working environment and foster healthy conduct among those who belong to the organisation.



Aware that water is a limited natural resource, at Damm we promote actions allowing us to consume water more efficiently at every stage of the production process.



At Damm we foster stable, quality job creation as a fundamental cornerstone in contributing to sustainable economic growth. Our commitments include support for the rural population in the regions of the water springs and malt house, by creating direct and indirect jobs.



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. In our commitment to equal opportunities, non-discrimination and diversity, we promote various policies and initiatives for the people who make up our organisation, undertaking awareness-raising actions intended for society at large.



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.

Committed supplier companies

The company prioritises supplies from local and nearby resources, aiming for a twofold impact: drive economic and social growth in the communities where we are present, and reduce our environmental footprint by minimising goods transportation.



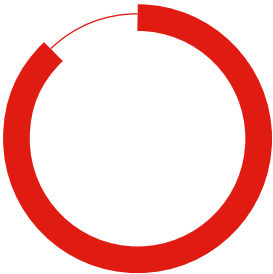
One essential element in promoting sustainability in our company's value chain is our collaboration with supplier companies. We build stable, lasting and trusting relationships through cooperation in projects and initiatives focused on maximising our positive impact on people and the planet.

SUPPLIER COMPANIES 2024

88%

Damm

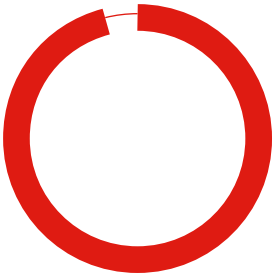
IBERIAN PENINSULA.
(SPAIN AND PORTUGAL)
(not including Grupo Rodilla,
Alfil Logistics or Grupo Cacaolat)
4,397 active



96%

Grupo Rodilla

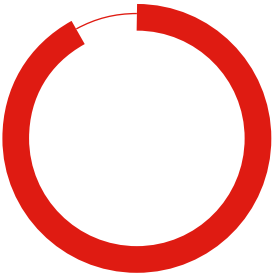
SPAIN
883 active



91%

Alfil Logistics

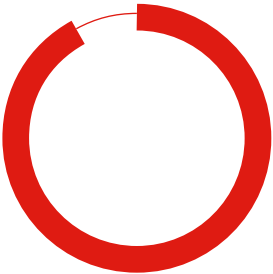
SPAIN
7,962 active



92%

Grupo Cacaolat

SPAIN
516 active



Responsible purchasing

Damm places vital importance on work through alliances. We work in close collaboration with committed supplier companies that are aligned with our corporate values and fulfil the requirements we have established at every stage of production and distribution, in order to achieve the goals we set in terms of sustainability.

Damm

The company 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. Meanwhile, as a result of Damm's signature of the UN Global Compact, we include compliance with the ten principles established by this initiative among our requirements.

The company has implemented an approval and monitoring system for supplier companies, which establishes performance standards and requirements in areas such as quality, service, logistics, technology, environment and finance, tailored to the type of product or service required.

The role of Agronomy and Sustainability Manager was created in 2024 within the Raw Materials Purchasing Area. The aim is to combine all actions to be implemented within the sphere of agronomic development, adapting to new and future climatic circumstances, while also defining a sustainability strategy in the long-term purchase of raw materials, furthermore analysing all environmental aspects affecting the primary sector. The aim is thus to centralise Damm's sustainability projects and boost the transition towards a zero CO₂ emissions company, among other targets.

The Damm Purchasing team have objectives included in their variable remuneration linked to environmental criteria concerning product packaging materials.

Supplier companies are evaluated under the EcoVadis methodology, which includes 21 sustainability criteria covering aspects of the environment, employment, human rights, ethics and sustainable purchasing. By the end of 2024, a total of 268 direct and indirect materials suppliers had been evaluated, accounting for some 80% of expenditure.



The evaluation scorecard has proved positive, with the final figures indicating above-average performance in the field of sustainability according to the EcoVadis database, which evaluates thousands of supplier companies worldwide:

69%
of supplier companies consuming 100% renewable electricity.

83%
have action plans in place to reduce energy consumption and pollutant gas emissions.

61%
report their CO₂ emissions.

60%
have documented action plans to reduce water consumption.



Grupo Cacaolat

This requires supplier companies to sign up to the Good Practice Manual and comply with the principles of standard ISO 14001:2015.

Grupo Rodilla

The group has a purchasing policy and supplier company evaluation procedure in place in accordance with ISO 9001:2015 certification. The promotion of various initiatives continued in 2024 to foster a more sustainable supply chain:

- Measures are in place to reduce environmental impact and optimise the use of materials in the packaging process, bring in smaller caps and tubs, introduce box pallets at our plants, and replace plastics with more sustainable alternatives, among other initiatives.
- Schedule of visits to supplier companies to keep the on-site evaluation process active.
- Schedule of remote audits to extend the scope of the supplier company audits conducted.

SA Damm, COCEDA (El Puig and Salem), COCEDA Portugal and Alfíl Logistics fulfil the requirements of the Walmart Responsible Sourcing and Supply Chain Security programmes.

COCEDA (El Prat) holds SEDEX AUDIT SMETA (Pillar 2) certification, the aim of which is to guarantee greater transparency with regard to employment standards, health and safety, as well as environmental management, throughout the supply chain.



Given our commitment to sustainable agriculture, the ingredients we use in our products are 100% natural, and mostly come from the Mediterranean region.

100% natural and local ingredients

Varieties, supply chain, sustainability and digitalisation. These are the four fundamental cornerstones on which we develop our barley supply and purchasing strategy for the 2021-2025 harvests. 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, carbon footprint, among other aspects.

We guarantee that 100% of the ingredients we use are natural, most being sourced from the Mediterranean.

- **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 two malt houses: La Moravia, in Bell-lloc d'Urgell (Lleida), and Espinardo (Murcia).

Farmer Days

We held two field days for farmers collaborating with Maltería La Moravia, focusing on how to address climate change, in particular drought, along with topics including precision agriculture to optimise resources and reduce the carbon footprint, as well as regenerative agriculture to improve soil and guarantee high-quality, sustainable supplies in the long term.



Strategic alliances with organisations in the sector and surrounding area

Through joint efforts and the exchange of experiences, knowledge and initiatives, we help to identify challenges and opportunities for economic and social development within the context of our activity. Damm thus engages with different associations and organisations aligned with its strategy and values.

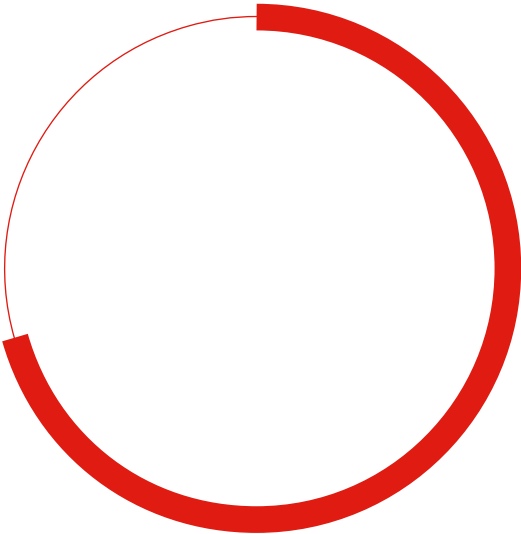


Economic results

ASSET STRUCTURE

70.6%
Fixed Assets

- 21.2% Current assets
- 8.2% Cash and cash equivalents



In the 2024 financial year, Damm increased the consolidated results from its businesses, once again strengthening its robust financial position, and reflecting the implementation of the strategic plan to achieve profitable and sustainable growth.

The market context within which Damm operates was influenced by various aspects during the year. On the one hand, the economy saw a dampening of inflation during 2024, in particular in the cost of energy and production materials, helping to generate a more stable economic environment for companies and consumers. GDP growth was positive, driven by a strong performance from domestic consumption and exports, while the jobs market showed signs of improvement in terms of unemployment figures. In parallel, there was an initial easing of monetary policy in the second half of the year, with central banks beginning to lower interest rates, in an attempt to stimulate growth by cutting the cost of borrowing for companies and individuals.

2024 was also a great year for tourism in Spain, with record numbers of visitors. These figures consolidate the country's position as a first-class tourist destination, with the leading position our products laying strong foundations for the development of our brands.

Within this context, Damm achieved a turnover in excess of two billion euros, and in the 2024 financial year made an operating profit of 188 million, a figure 17.4% higher than the previous year.

Regarding income from the beverage businesses, the volumes achieved in previous financial years were maintained. We would once again this year emphasise the performance in both volume and public profile terms of Damm's operations on such international markets as the United Kingdom, United States, Canada, Portugal and China, which together with the remaining countries are currently contributing 20% of the volume of beverage sales, with more than 500 employees focused solely on international operations.

With regard to production costs, following the widespread rise seen in the previous financial year, such costs performed reasonably in 2024 as an annual average. Raw materials costs dropped slightly, in particular grain (malt, rice, maize), and many of the packaging materials categories, above all affecting cans, bottles, cardboard and PET. As for logistical costs, they dropped because of the fall in energy prices, but also thanks to a process of internal restructuring of Damm's logistical processes.

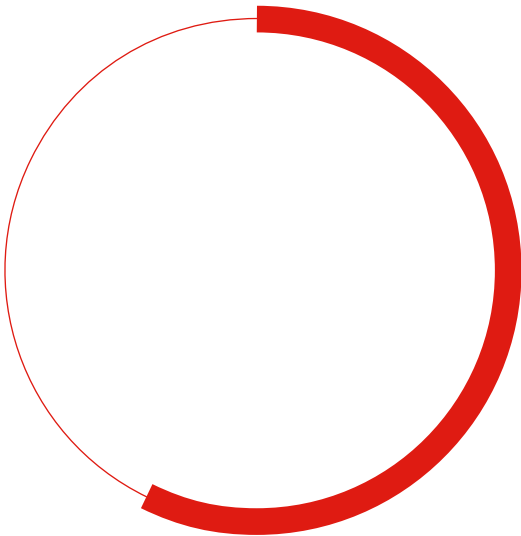
Meanwhile, marketing expenses were higher than the previous financial year because of the increase in marketing, trade marketing and the sponsoring of events with a significant media profile, underpinning Damm's firm commitment to the domestic and international development of its brands. Other operating expenses remained stable as a whole.

All the aspects described above correspond to Damm's main aim, namely to be a global beverage company marketing and distributing its products in more than 130 countries, with constant, profitable growth, ensuring sustainability and a commitment to all stakeholders (workforce, clients and consumers, shareholders, supplier companies, and society at large), with a clear dedication to environmental protection.

LIABILITY STRUCTURE

57.3%
Net equity

24% Non-current liabilities
18.7% Current liabilities



MAIN FINANCIAL FIGURES

				Constant annual growth rate
In millions of euros	2024	2023	Variation	(Last 5 years) 2024 over 2019
BALANCE SHEET FIGURES				
Fixed assets	1,637	1,716	-79	2.8%
Current assets	678	584	94	5.8%
Total assets/liabilities	2,316	2,300	16	3.6%
Net equity	1,328	1,181	147	6.2%
Financial liabilities	237	375	-138	-11.8%
Other liabilities*	751	744	7	8.1%
INCOME STATEMENT FIGURES				
Operating income	2,025	2,019	6	7.9%
EBIT (operating profit)	188	160	28	7.2%
Profit (loss) attributable to the parent company	175	130	45	7.8%
Earnings per share (€/share)	0.7	0.5	0.20	7.0%
OTHER DATA AND INDICATORS				
Accumulated industrial investments (since 2008)	1,452	1,400	52	4.2%
Level of net debt	2.10%	23.46%	-21.4%	-35.9%
Number of shares (thousands)	270,876	270,083	793	0.0%
Number of shares in treasury stock (thousands)	3,530	8,406	-4,876	

* In 2024-2023 this includes the balance of "Lease liabilities under IFRS 16".



People

With people centre stage

People are an essential part of Damm, which is why we strive to attract and retain the very best talent, providing them with a working environment in which to develop their professional skills, and which contributes to their personal well-being. We provide our colleagues with a workplace which stands out for equal opportunities, diversity and inclusion.

Damm People

At Damm we promote the comprehensive well-being and personal and professional development of all those who make up our team.

TOTAL WORKFORCE 2024¹

5,423

Own workforce

- 2,858 Food and beverages
- 1,364 Logistics and distribution
- 1,188 Restaurants
- 13 Event management

2,170

New hirings during the year

- 508 Food and beverages
- 546 Logistics and distribution
- 1,074 Restaurants
- 42 Event management

97%

Workforce covered
by collective agreements



Our #LIVE values (*Loyalty, Innovation, Customer Value and Energy*) define our activity and are present in our corporate strategy. These values drive our progress, guide our activity and have a profound impact on who we are and how we act.

We care about the holistic well-being of our colleagues, and so undertake initiatives that contribute to both their well-being and their personal and professional development. At Damm, we use working climate surveys to identify areas for improvement, allowing us to devise strategies and actions to promote a healthier and more pleasing environment at work.

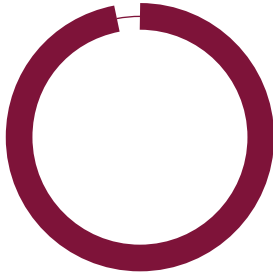
The initiatives in support of our employees have included the promotion of work-life balance measures, flexible working hours, digital disconnection, implementation of flexible compensation, training initiatives, psychological support and advice in a range of different skills, as well as the promotion of healthy lifestyles through Wellhub and by making fresh fruit available.

1. The figures for 2024 include the following companies: SA Damm; Cervezas Victoria 1928, SL; Plataforma Continental, SL; Damm Canarias, SL; Pall-Ex Iberia, SL; Damm Atlántica, SL; SA Distribuidora De Gaseosas, SL; COCEDA, SL; Cafés Garriga 1850, SL; Damm Restauración, SL; Alfíl Logistics, SA; Minerva Global Services, SL; Distribución Directa Integral, SL; Estrella de Levante Fábrica de Cerveza, SAU; Aguas de San Martín de Veri, SA; Gestión Fuente Liviana, SL; Envasadora Mallorquina de Begudes, SLU; Coceda Portugal, SA; Maltería La Moravia, SL; Corporación Económica Delta, SA; Setpoint Events, SA; Pumba Logística, SL; Rumbosport, SL; Agama Manacor 249, SL; Artesanía de Alimentación, SL; Bebidas Ugalde, SL; Carbóniques Becdam, SL; Bizkaiko Edari Komertzialak, SL; Cerbeleva, SL; Cervecera del Turia, SL; Comercial Mallorquina de Begudes, SL; Damm 1876 LTD; DDI Provea, SL; Dismenorca, SL; Distrialmo, SL; Distribucions de Begudes de Marina Alta, SL; Distribuidora de Begudes Movi, SL; Distridamm, SL; El obrador de HN, SL; Estrella del Sur Distribuciones Cerveceras, SL; Coceda, SL; Gasteiz Banaketa Integrala, SL; Grupo Cacaolat, SL; Hamburguesa Nostra, SL; Intercervecera, SL; Mascarell Comercial de Bebidas, SL; Nabrisa Distribuciones, SL; Nennisiwok, SL; Nostra Restauración, SLU; Rodilla Sanchez, SL; Rodilla Sanchez US, LLC. The reduction in the workforce in 2024 compared with 2023 is the result of the departure of some of the Grupo Cacaolat staff following the agreement with Idilia Foods.

WORKFORCE BY CONTRACT TYPE,
WORKING HOURS AND GENDER 2024

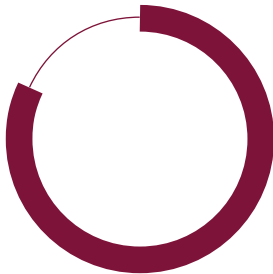
97%
Workforce on a permanent contract

- 97% Food and beverages
- 97% Logistics and distribution
- 98% Restaurants
- 100% Event management



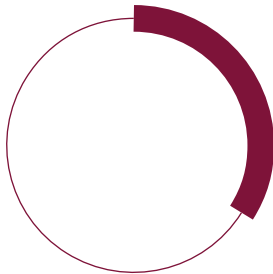
82%
Workforce on full-time contracts

- 94% Food and beverages
- 97% Logistics and distribution
- 34% Restaurants
- 92% Event management



34%
Female workforce

- 27% Food and beverages
- 28% Logistics and distribution
- 69% Restaurants
- 38% Event management



WORKFORCE ACCORDING TO GENDER AND AGE GROUP 2024

<div>♂ Men</div> <div>♀ Women</div>	Food and beverages	Logistics and distribution	Restaurants	Event management
<25 years	<div><div></div></div> <div>♂ 60</div> <div>♀ 34</div>	<div><div></div></div> <div>♂ 32</div> <div>♀ 6</div>	<div><div></div></div> <div>♂ 143</div> <div>♀ 263</div>	<div><div></div></div> <div>♂ 0</div> <div>♀ 0</div>
26-35 years	<div><div></div></div> <div>♂ 393</div> <div>♀ 188</div>	<div><div></div></div> <div>♂ 143</div> <div>♀ 28</div>	<div><div></div></div> <div>♂ 113</div> <div>♀ 238</div>	<div><div></div></div> <div>♂ 5</div> <div>♀ 2</div>
36-45 years	<div><div></div></div> <div>♂ 607</div> <div>♀ 241</div>	<div><div></div></div> <div>♂ 314</div> <div>♀ 69</div>	<div><div></div></div> <div>♂ 64</div> <div>♀ 153</div>	<div><div></div></div> <div>♂ 2</div> <div>♀ 1</div>
46-55 years	<div><div></div></div> <div>♂ 723</div> <div>♀ 238</div>	<div><div></div></div> <div>♂ 386</div> <div>♀ 115</div>	<div><div></div></div> <div>♂ 39</div> <div>♀ 124</div>	<div><div></div></div> <div>♂ 1</div> <div>♀ 0</div>
>56 years	<div><div></div></div> <div>♂ 312</div> <div>♀ 61</div>	<div><div></div></div> <div>♂ 240</div> <div>♀ 31</div>	<div><div></div></div> <div>♂ 15</div> <div>♀ 36</div>	<div><div></div></div> <div>♂ 0</div> <div>♀ 2</div>
Total	<div><div></div></div> <div>♂ 2,095</div> <div>♀ 762</div>	<div><div></div></div> <div>♂ 1,115</div> <div>♀ 249</div>	<div><div></div></div> <div>♂ 374</div> <div>♀ 814</div>	<div><div></div></div> <div>♂ 8</div> <div>♀ 5</div>

Driving talent



Training and talent management

At Damm we take care of our people, and want them to feel proud of belonging to the company, and so develop a management model which helps us to attract, develop and promote talent, by creating an appealing and motivating working environment that incentivises personal and professional growth, offering development, recognition and advancement opportunities to each of our professionals.

We continuously promote learning and foster diverse knowledge among our employees, equipping them with the skills and abilities they need to successfully meet their challenges.

Damm Academy

Our training platform underpins the professional development of our colleagues, by offering them a wide range of training programmes (online, in-person and hybrid), organised around four main areas: corporate, digital, skills and business. In 2024 we expanded our offering of content and courses, so as to reach a greater number of users.

Corporate strand

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

- **Damm Beer Ambassador.** This is the ultimate Damm brewing culture programme, a real training experience courtesy of our master brewers, strengthening product knowledge, binding teams together and increasing engagement with the company.
- **180 people were trained in 2024, making a total of over a thousand since the initiative was launched**
- **English Programme.** Designed to provide co-workers with the language skills required to communicate effectively in the working environment. Two formats are available: one-to-one language coaching and virtual English.
- **Compliance, occupational risk prevention and equality.** In 2024 we updated our training in the Occupational Risk Prevention System, to include the latest legislative developments.
- **Waiting Room training.** Dramatised training which addressed issues connected with inclusion and diversity at work: ethnic origin, age, sexual orientation and different abilities.

Skills strand

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

- **Be Managers.** Multidisciplinary leadership development and team management programme tailored to each business and intended for area managers, the management committee and business managers. This combines different learning formats to maximise content and guarantee application in the daily business of team management.

54 people took part in 2024, with an average satisfaction score of 9.2 out of 10

- **Advancing Negotiation Skills.** Providing the knowledge and skills required to manage complex negotiations in a professional, ethical and competent manner.

24 managers from the Hospitality and International Business Unit took part this year

- **Female leadership.** With a three-project structure: Promociona (executive programme for women in senior management), Progresa (programme for up-and-coming leaders) and Proactiva (programme for high-potential individuals).
- **Communicative management for volunteering.** Damm promotes a culture of positive impact, and so supports the training of volunteers at the organisation so that they can properly perform their functions, deploying communicative skills and emotional management in participating in volunteering initiatives.



- **Leading Change IT.** Workshop intended to learn best practice and techniques for effective change management in a world in constant evolution and transformation.
- **Team building.** Fun activities intended to develop the working team, generating a basis of trust and addressing interpersonal relations.

Business strand

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

- **Damm Sales Performance Programme.** The aim of the programme is to provide an overview of the commercial and sales area from the perspective of management and resource optimisation, to understand the structure of a commercial plan, and design a competitive sales network aligned with the strategy and the market. And lastly, to understand the latest trends and technologies in the commercial area.
- **Training for the Financial Administration area.** Skills development at the Financial Administration area in managing international trade operations so as successfully to handle commercial relations at the international level.

42 participants located in Barcelona, Valencia and Portugal

- **Occupational Risk Prevention.** Training in this and other matters connected with road safety at practically all Damm sites.

Digital strand

Training programs to accompany and facilitate digital skills.

- **BDigital.** Focused on increasing and fine-tuning our co-workers' digital skills.
- **Foundations Damm ISDligital.** A programme which fosters digital skills and accompanies the process of corporate transformation.

246 people trained since the programme began

- **Hub technical skills development.** Intended to strengthen technical skills in the latest developments for the Technology area.
- **Virtual Efficiency.** A programme to get more out of our virtual tools.

290 people from throughout the Damm group took part this year

- **Phishing:** updating our habits. Designed to educate and raise awareness among co-workers as to how to identify and avoid phishing attempts, and provide them with the skills required to protect the company's confidential information and data against possible cyber-attacks.

We likewise delivered other training courses not incorporated within the Damm Academy as part of the training programmes of the different companies, in particular the following:

— **LAB1876 Talent.** This initiative, driven by Damm's Data and Artificial Intelligence area, focuses on the company's internal talent. The aim of LAB1876 Talent is to generate creative and disruptive solutions in response to the company challenges set out by the Management Committee, linked to sustainability, growth and efficiency.

— **Damm Lead Her Ship Programme.** This is the female leadership development programme at Damm. Each session adopts an experiential focus, through which group dynamics serve to deepen the participants' learning, while safely sharing experiences and challenges.

18 managers took part in the first edition of the programme

TRAINING
AT DAMM 2024¹

€1,114,982
invested

38,578
training hours

1,132
training actions

8,504
attendees

16.79
average number of training
hours per attendee

TRAINING AT GRUPO RODILLA
AND HAMBURGUESA NOSTRA 2024

3,903
training hours

108
attendees

11.62
average number of training
hours per attendee

TRAINING AT
GRUPO CACAOLAT 2024

3,618
training hours

1,008
attendees

3.24
average number of training
hours per attendee



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

- **Sales Graduate Programme.** The commercial aim of this initiative is to attract talent from universities to integrate within the sales team. The goal is to find individuals who are proactive and committed, and have a commercial vocation, providing them with training and coaching to develop the skills they need, by bringing them into the area.
- **Pall-Ex Iberia.** Launch of the training programme in the *Advanced Supply Management Model*, approved and designed in partnership with the UPC (Universitat Politècnica de Catalunya), offering an overview of the Damm supply chain model in all phases.
- **Distribución Directa Integral.** Ad hoc training programme for "Specialists in Wine, Tasting and Service", intended for salespeople and heads of sales focused on the wine business line in all the company's distribution operations.
- **Grupo Rodilla. "Trainer training for tutors".** Skills development for colleagues courtesy of an expert who teaches them and helps them perform their functions during the onboarding process.
- **Grupo Cacacolat and "La Masia de Cacaolat" ("The Cacaolat Academy").** The programme mission is to create a stock of talent with the potential to forge the future leaders of the organisation. The programme participants will go through three functional rotations in the Commercial area (Marketing, Trade Marketing and Sales) over a period of three years, so that by the end of this period they will be ready to take on a management position.

Over the course of the year, we extended the scope of the annual development management evaluation at Damm. On this occasion, we added the group within the International Business Unit, including corporate and commercial groups in the United Kingdom, United States, Canada and Australia. The 79 people involved in 2024 brings the total number of colleagues to 1,499. The annual evaluations focus on alignment with corporate values, skills, satisfaction, mobility, etc. This year also saw an update to the corporate skills, introducing Corporate Synergy, Communication and Influence, Digital Skills, Critical Thinking and Leadership (with and without a team).

As for the talent recruitment model, SA Damm launched a new model of the Onboarding process during the year for the Rosselló site, based on improving the experience of new hirings during their first year at the company. A buddy figure now accompanies new hirings to ensure their integration within the teams, helping to convey corporate culture and values. Work has also been undertaken on the company's succession plan, with the aim of identifying and covering strategic positions.

We have reasserted our commitment to internal mobility at groups within the industrial context of the El Prat de Llobregat and Estrella de Levante breweries, to deliver a transparent and objective process. In 2024, SA Damm launched 73 internal opportunities (Mobility).



We offer a management model which helps to attract, develop and promote talent, creating an attractive and motivating workplace atmosphere where our professionals can develop their full potential.

Employer branding

It is vital to attract and retain talent in order to maintain a competitive edge and ensure sound progress for the company. Each year, our programme to attract and recruit the best candidates is strengthened through new initiatives, alliances and collaborations with educational institutions and government bodies.

Actions taken in 2024

SA DAMM

- Involvement at various job fairs, such as Career Week at ESADE, IQS Foro de Empresas, Forum ETSEIB at Universitat Politècnica de Catalunya, Job Barcelona and Job Madrid, ETSETB, V FERIA Virtual de Empleo at UNIR in Spain, ESCI at Universitat Pompeu Fabra, La Salle Talent Week – Campus Barcelona at Universitat Ramon Llull, FERIA Virtual de Ocupación at Universitat Oberta de Catalunya, Jump2Digital, Talent Arena (MWC) and Top Talent Universia - Banco Santander.
- Collaboration with a host of teaching institutions (including ESADE, IQS, ETSEIB-UPC, La Salle, UNIR, UOC, UPF and ESCI), to present professional opportunities to young students and recent graduates. One of the tools is the Sales Graduate Programme, intended for students in their final year or graduates in the field of Business Administration, Economics and similar courses. In 2024 we offered a total of six paid work experience placements, lasting a maximum of one year, and with a genuine chance of subsequently being offered a permanent contract.
- University-enterprise educational and training agreements for curricular work experience.
- Employment portal. We have one single communication channel in place to present candidates with information about the company, while at the same time building up a database.
- JOVES FUTUR+ project. An initiative promoted by the FC Barcelona Foundation with the support of the "la Caixa" Foundation, with the aim of helping young people leaving care throughout Catalonia to achieve full independence, where they are in a situation of greater vulnerability. Within the context of this agreement, Damm provides employment and work experience opportunities for young people within the project at companies such as Distribución Directa Integral and Alfíl Logistics.



COCEDA (EL PRAT DE LLOBREGAT)

- Work experience agreements with different educational establishments. In 2024, three students joined the warehouse and quality areas.

COCEDA (SALEM AND EL PUIG)

- Maintenance of the TNP (Technicians for New Projects) programme, with work experience contracts for newly graduated youngsters without experience, and with prospects for career development at COCEDA. Three contracts were signed in 2024.
- Participation at different job fairs to explain the company and the work it does.

ESTRELLA DE LEVANTE

- Collaboration agreements with vocational training institutions in the Region of Murcia to promote employment among young students. In 2024, a total of 18 students on different university degree and dual vocational training courses joined on work experience placements.
- Three professorial chairs in the Murcia region: Universidad de Murcia, Universidad Politécnica de Cartagena and Universidad Católica San Antonio de Murcia.

DISTRIBUCIÓN DIRECTA INTEGRAL

- Involvement in the ESADE Consulting Academy programme to give students an in-depth understanding of the world of consultancy through real challenges presented to them by the participating companies.
- Involvement in The Capstone Project IESE EMBA programme, in which the students worked on a project based on the development of a B2B eCommerce strategy and model for DDI.

GRUPO RODILLA

- Inclusion of young people through bursaries and learning programmes, with the aim of increasing their skills and abilities, offering them training and experience to help them join the labour market (Rodilla Bursary, agreement for bursary-holders with EAE, work experience agreement with the Universidad de Burgos JCU, the Universitat Oberta de Catalunya and EUDE).
- Participation at the Majadahonda jobs fair and the San Sebastián de los Reyes employment forum.

Well-being, occupational health and safety

43% of Damm co-workers are covered by the health and safety at work management system certified under ISO 45001.

Occupational risk prevention and safety

Our priority is to ensure a high level of health and safety in the workplace, beyond compliance with the current legislation. We have a health and safety at work policy in place with the aim of promoting comprehensive risk prevention for the health and safety of our co-workers in all spheres. This policy is based on a commitment to protect the physical, psychological and social integrity of all workers, and covers measures to identify, evaluate and control occupational risks.

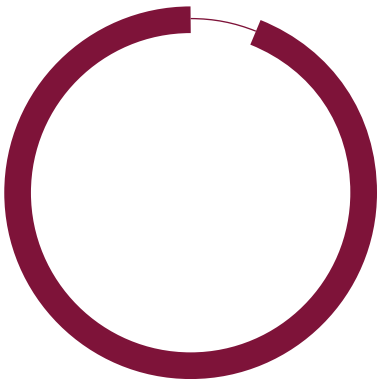
Our occupational health and safety management system is based on the principles of the ISO 45001 international standard. Four comprehensive certification audits were completed in 2024 at the companies SA Damm, Maltería La Moravia, Aguas de San Martín de Veri and Gestión Fuente Liviana, in addition to those conducted the previous year: Estrella de Levante, the company Alfil Logistics and those companies integrated within COCEDA (El Prat, El Puig and Salem sites).

All aspects connected with health and safety at work are communicated to the risk prevention officers, who as members of the works council specialising in risk prevention matters, act as the co-workers' occupational representatives. We maintain constant and fluid communication with both the risk prevention officers and the Health and Safety Committee.

HEALTH AND SAFETY COMMITTEES 2024

94%
Workforce represented
by health and safety
committees in their
respective work centres

- 98% Food and beverages
- 87% Logistics and distribution
(Regional health and safety
committee for Catalonia)
- 78% Restaurants
- 98% Grupo Cacaolat



Main initiatives in 2024

- Improvements and projects have been undertaken at the preventive level at all the plants to improve ambient conditions in the workplace.
- Continuity of initiatives to promote health and safety within the context of the Global Certifiable Healthy Company programme. These initiatives include information campaigns in the "Asegúrate Damm" format, focusing on health and safety issues such as cardiovascular health, physical exercise and road safety. Training has also been offered in the field of healthcare, while the food committees, which organise and implement information and nutritional campaigns, have likewise been relaunched.
- The Damm brewery in El Prat, Barcelona, implemented a programme of technical and organisational measures to address working conditions and days of intense heat (AEMET meteorological alerts), constituting the first prevention protocol to ensure people are protected in the workplace during extreme conditions.
- The Damm brewery in El Puig, Valencia, completed its insulation with textile heat leakage systems to insulate focal points where heat is generated and minimise efficiency losses, along with the installation of various force suction systems to prevent the ventilation of heat from machines affecting people and their working areas.
- The Damm Brewery in Salem, Valencia, increased its climate control resources with the addition of three evaporation coolers and another two units in the container loading area. Meanwhile, to improve the general extraction system and levels of CO₂ building up in certain processes, four air renewal extractors have been installed on the brewery roof.
- The Estrella de Levante brewery has installed an adiabatic climate control system with distribution to workstations throughout the packaging area, helping to regulate temperature and humidity, and so ensure a more comfortable working atmosphere.
- As logistics operators, Alfil Logistics and Pall-Ex Iberia work with supplier companies to raise awareness as to safety measures, business activity coordination and the updating of mobility programmes connected with internal transit.



ACCIDENT STATISTICS 2024

<div>♂ Men</div> <div>♀ Women</div>	Number of occupational accidents	Frequency rate	Severity rate
Food and beverages	69 ♂ 55 ♀ 14	14.8 ♂ 16.4 ♀ 11.3	0.26 ♂ 0.31 ♀ 0.16
Logistics and transport	1 ♂ 1 ♀ 0	3.3 ♂ 5.51 ♀ 0	0.06 ♂ 0.11 ♀ 0
Restaurants	31 ♂ 11 ♀ 20	14.9 ♂ 16.8 ♀ 14.1	0.19 ♂ 0.14 ♀ 0.22
Event management (SetPoint Events)	0 ♂ 0 ♀ 0	0 ♂ 0 ♀ 0	0 ♂ 0 ♀ 0
Grupo Cacaolat	4 ♂ 2 ♀ 2	11.8 ♂ 8.7 ♀ 18.2	0.07 ♂ 0.06 ♀ 0.10

Health Promotion

We nurture the workforce's well-being by raising awareness of the importance of caring for their health, as well as through a range of activities, services and facilities to develop healthy lifestyles.

Main initiatives in 2024

- Damm has launched a healthy lifestyle plan focused on the physical, mental and emotional well-being of workers, with the aim of fostering a more balanced and productive working climate. The plan includes training activities in the form of monthly workshops to promote healthy habits, such as a balanced diet, exercise and self-care.
- Our co-workers can make use of Wellhib, an app providing unlimited access to more than 1,700 gyms and sports centres, including 300 different activities, with one single monthly fee and no type of enrolment or minimum duration.
- Private health services offered via mutual health insurers, discounts for our co-workers at medical groups and specialists.
- Registration for sports competitions and popular activities.
- Charity padel tournaments.
- At those sites with a kitchen and canteen, we work together with the catering service provider to ensure a better and healthier range of food.
- Fresh fruit from local growers is offered each week. During 2024, 38,875 kg were distributed at the sites subscribing to the initiative.
- Grupo Rodilla maintained its health programme to raise awareness among the workforce as to such issues as: back care, healthy diet and ergonomics in general.

At Damm we develop a specific training plan for each business, taking into account the different activities and risks associated with each area.



Equality, diversity and inclusion

Our overall strategy is based on three fundamental cornerstones: the management of diversity, equality and inclusion. We promote the diversity of our teams, with an inclusive leadership style, and operate in accordance with principles of equality and social justice, allowing us to attract and draw on the very best talent.

Equal opportunities and non-discrimination

We promote an inclusive environment, based on equality and non-discrimination, where everyone, irrespective of their origin, gender, sexual orientation, age, religion, functional diversity or any other personal characteristic has the same opportunities.

By implementing Equality Plans, we put actions in place with a focus on achieving equal treatment and opportunities for men and women, while also eliminating any gender-based discrimination. Monitoring of these plans is the responsibility of the equality commissions set up at the different workplaces. Notable progress in connection with the equality plans in 2024 would include the following:

- At **SA Damm** we have signed and applied the new Prevention and Action Protocol for bullying, sexual and gender harassment, which likewise covers situations of harassment based on sexual orientation, gender identity, and digital harassment (cyberbullying).
- **Damm** renews its certificate as a family-responsible enterprise. The MásFamilia Foundation once again awarded Damm the 'efr' family-responsible enterprise insignia, in recognition of the company's belief in balancing personal and professional life. The company's commitment to encouraging a corporate culture that promotes work-life balance, equality, diversity and non-discrimination earned it the level of C+ COMMITTED.
- **Estrella de Levante** renews its 'efr' certification as a family-responsibility enterprise.
- **Fuente Liviana** and **Alfil Logistics** now have their first Equality Plan.
- **Grupo Rodilla** is in the final stage of negotiating the 3rd Equality Plan, which will be put in place in 2025.



Our equality commitment also extends to personnel recruitment companies, including a specific clause in our collaboration agreements in this sphere. This resulted in 47 women joining the workforce in 2024.

Through the Damm Academy we also offer wide-ranging courses on gender equality, diversity and inclusion, and the prevention of gender violence.

Así son ellas (Meet our women), the campaign paying tribute to women on International Women's Day

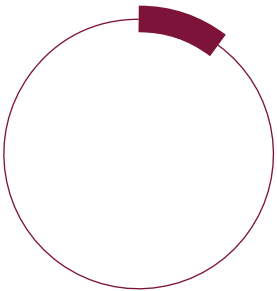
To mark International Women's Day, Damm released *Así son ellas (Meet our women)*, a video paying tribute to women and diversity at the company. Leadership, determination, creativity, empathy and equality are just some of the characteristics, the ingredients, that make the women who work at Damm unique, because they personify the values that inspire us day by day.



WOMEN ACCORDING TO JOB CATEGORY 2024

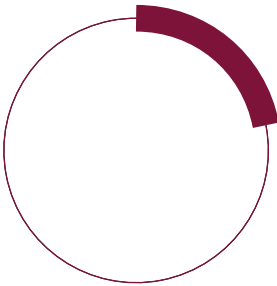
10%
Senior management

- 0% Food and beverages
- 100% Logistics and distribution
- 0% Restaurants
- 0% Event management



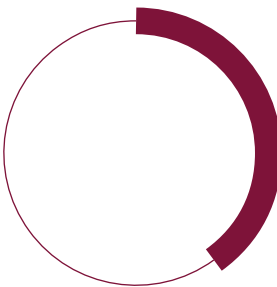
22%
Management

- 16% Food and beverages
- 20% Logistics and distribution
- 38% Restaurants
- 0% Event management



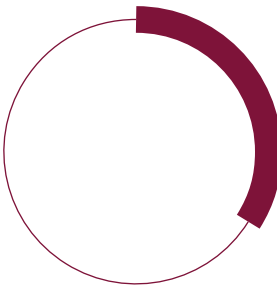
40%
Specialised staff
and middle management

- 35% Food and beverages
- 27% Logistics and distribution
- 68% Restaurants
- 27% Event management



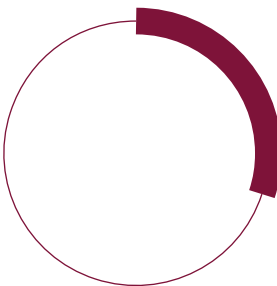
34%
Administrative
and commercial staff

- 31% Food and beverages
- 37% Logistics and distribution
- 78% Restaurants
- 100% Event management



30%
Support staff

- 17% Food and beverages
- 2% Logistics and distribution
- 69% Restaurants
- 0% Event management



In Restaurants and Event Management, there are no workers in the occupational categories indicated with 0%

Professional/personal balance

It is vital for Damm that our fellow professionals should be able to strike a balance between their working, personal and family lives, which is why we strive to offer them a working climate that facilitates people's holistic development, by fostering work-life balance and flexibility measures.

This commitment has led us not only to implement work-life balance measures, but also to conduct working climate surveys and psycho-social studies allowing the company to continue driving forward initiatives for improvement. The most highly rated initiatives according to these surveys are flexible arrival and departure times, family support measures, equal opportunities and the employment stability policy.

Thanks to all these initiatives that we have been undertaking for years now, in 2018 the Másfamilia Foundation awarded SA Damm its efr work-life balance certification as a "family-responsible enterprise". In 2024, SA Damm renewed certification of the model in place at the company, complying with standard efr 1000-1 ed. 5.

During this most recent certification cycle, implementation of the efr model was also extended to the company Estrella de Levante, SA. Estrella de Levante likewise remains the only company in the agri-food sector in the Region of Murcia to hold this certification.

The companies that make up Damm have different measures in place to improve work-life balance needs, such as: unpaid leave, leave of absence, family remuneration programmes, grants for large families, grants for children with special needs, healthcare funds, childcare vouchers and reduced working hours, leave to care for children aged under 14, facilitation of adapted working hours, among other aspects. The company furthermore supplements child care benefit up to 100% of salary. In 2024, this supplement was extended to the company Damm 1876 Ltd in the United Kingdom, by establishing an improvement on the state benefit for a certain period of time, once a minimum service period of 6 months has been confirmed.

Alfil Logistics, Pall-Ex Iberia and Grupo Cacaolat have a work-from-home policy, a format allowing those whose job means they can function remotely to more easily achieve a work-life balance.

The efr insignia acknowledges Damm's belief in allowing colleagues to balance their professional and personal lives. The company's commitment to encouraging a corporate culture that promotes work-life balance, equality, diversity and non-discrimination allowed it to step up to the level of C+ committed enterprise.

RETENTION RATE AFTER
MATERNITY AND PATERNITY LEAVE

98%

Support staff

- 98% Food and beverages
- 98% Logistics and distribution
- 100% Restaurants
- 100% Event management



Diversity and inclusion

The implementation of measures promoting diversity and inclusion is essential in order to create a robust and dynamic organisational culture. We therefore work in partnership with other entities and develop cross-cutting action plans to guarantee inclusion within the labour market for people who are differently abled and at risk of social exclusion. We likewise adapt our sites and facilities to guarantee universal accessibility.

Progressing within a more egalitarian society

— **SA Damm** continues to recruit differently abled people thanks to partnership with a range of organisations, including Inserta, Apipacam, SaóPrat, Fundación CARES, Fundación Randstad, SEPE, Feina Activa, Fundación Adecco, Fundación Sesé, Femarec, AECOC and Barcelona Activa. The company has also signed up to DisJob, the leading employment search platform for differently abled professionals.

62 vacancies at SA Damm were filled through these organisations, thereby promoting the recruitment of differently abled profiles

— **COCEDA (EI Prat de Llobregat)** continues its partnership with SaóPrat as part of its commitment to support occupational inclusion in the hiring of young people at risk of social exclusion.

— **COCEDA (Salem and EI Puig)** work via the ONCE Incorpora Foundation and ADECCO Foundation to publicise available job opportunities at the plants.

— **Estrella de Levante** goes beyond compliance with the legally established 2% quota set aside for differently abled persons. The company works in this regard with Feycsa, a flagship special employment centre in the Region of Murcia, to hire workers performing ancillary services and tasks for the running of the Estrella de Levante brewery.

— **Cervezas Victoria** has signed up to a paid work experience agreement with the Down's Association of Málaga.

— **Alfil Logistics** partners the CARES Foundation and FEYCSA, special employment centres with the mission of integrating differently abled people and those at risk of social exclusion within the labour market, by including professionals from these organisations within various operations. During 2024, there were 108 people in place.

— **Distribución Directa Integral** partnered Grupo Lamont in putting together and distributing the Christmas hampers for all the distribution workforce at DDI.

— **Grupo Rodilla** worked with the Red Cross to hire people suffering social exclusion to work at our stores in Valencia, Malaga and Madrid. We also signed partnership agreements during the year with such institutions as Escuela de los Oficios, Alter Foundation and Bocatás in order to boost the hiring of individuals at risk of social exclusion.

— **Rumbo Sport** continues its partnership with the Inclusión Foundation and Apoyo Aprocor, supporting the occupational inclusion of people with different learning capabilities with hospitality sector training.



DIFFERENTLY ABLED PEOPLE 2024

55
differently abled people
on the workforce (direct hiring)

31.97
indirect jobs created

€690,859.99
in services provided by special
employment centres

Internal communication

We strive to create a sense of belonging, to make our colleagues feel proud of the company they form part of. To this end, we use various internal communication channels to ensure that information can reach as many people as possible, with quality content that helps underpin our corporate culture.

- **Offline communication.** This includes posters and roll-ups with corporate information.
- **Digital signage.** Television screens located at the different workplaces to present the latest news about the company, along with specific information of relevance to each site.
- **Asegúrate Damm.** Newsletter distributed at the El Prat de Llobregat brewery to raise awareness about health and safety at work.
- **Damm Info, Alfíl Info and Rodilla Info.** Internal announcements by email with corporate information about the companies.
- **DDI Informa.** Weekly newsletter publicising relevant and useful business information from the different company areas and sites.
- **Somos DDI.** Quarterly newsletter for everyone at DDI, including podcasts, interviews, training, etc.
- **Grupo Cacaolat Forums.** Fortnightly town hall meetings, breakfasts with general management, quarterly newsletters, screens and noticeboards.

Active listening is one of the main points we aim to promote via the internal communication area, with the legal representatives of our co-workers, both through trade unions and individual delegates, who serve as key partners in achieving corporate goals. Communication between the two parties is undertaken via the People area, in an approachable, fluid and constant manner.

iDamm: the Damm intranet reveals a new interface and launches its app version

In 2024 we launched a new intranet with a desktop and app version, to extend our reach to everyone at Damm, in particular those who do not have a digital identity (corporate email address) via the app version. This new image, design and structure, presenting a more intuitive interface, allows us to encourage two-way communication.

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

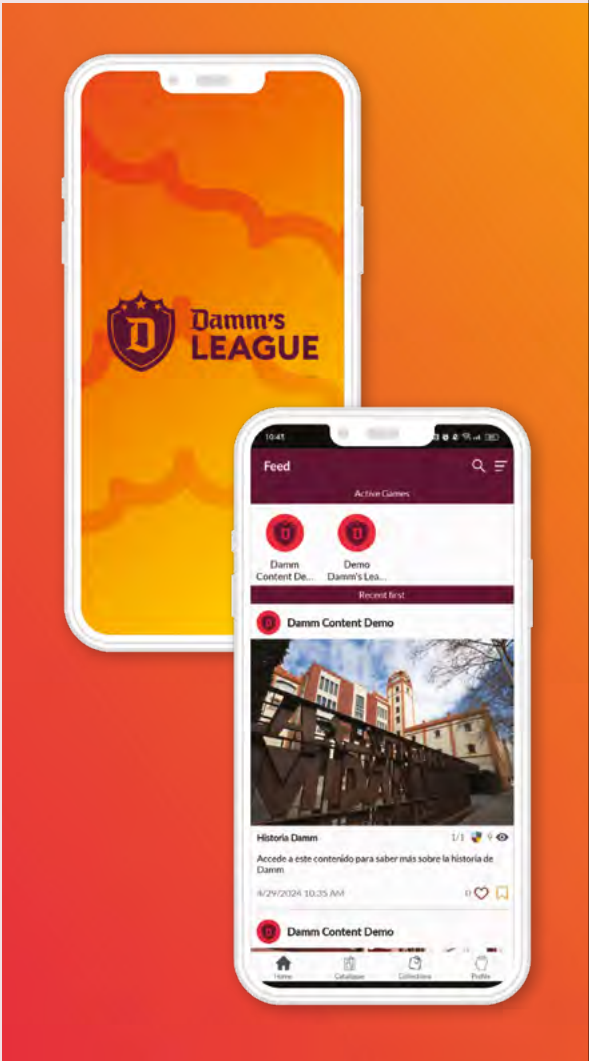


Damm's League: align and convey Damm's corporate culture

Some 500 participants signed up for the Damm's League challenge to find out who knew the most about the company. The voluntary participatory initiative, based on gamification methodology, was intended to align and convey Damm's corporate culture across the different companies belonging to the group, following the process of corporate organisation conducted earlier in the year.

We have adapted +Damm, our digital magazine, with new communication formats

More agile, more social, with new formats and in four languages (Spanish, Catalan, English and Portuguese). This is Damm's new internal digital magazine venture: +Damm. We use the publication to present our colleagues with video podcasts, videos in reel format and competitions to seek engagement and present key information about the company. The publication also involves influencers at the internal level, responsible for making it more dynamic, and sharing content.



Corporate volunteering

The Damm volunteering scheme was launched in November 2021 with the aim of providing one single identity for all the charitable and volunteering initiatives undertaken through the company. The goal of the plan is to exert a positive impact on society and the environment, through four operational strands: social, environmental, sporting and cultural.

46
organisations involved in
collaboration in 2024

+1,300
people involved, including
company employees
and the general public

+2,400
hours of social action



#LIVE TO BE PART OF THE CHANGE is our volunteering plan. This provides the structure for our initiatives through which we aim to generate a positive impact on society and our surroundings. Our volunteers may operate in any of these four areas:

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

Social and environmental initiatives in 2024

— **Charity letters.** For the fourth year running, Damm conducted its Christmas Cartas Solidarias (Charity Letters) initiative. In 2024, thanks to the commitment and generosity of our colleagues, we were able to make dreams come true for more than 275 people in a situation of vulnerability or loneliness in locations including Catalonia, Murcia, Madrid, Valencia, Malaga, and also Santarém in Portugal. As in previous editions, DDI played an active role in the campaign, helping to transport the gifts donated by the Damm team via its distribution network.



- **La Gran Pantalla.** The Estrella Damm Old Brewery for the second year hosted this 'big screen' charity event, comprising a get-together, afternoon snack and film screening for elderly people in the Sagrada Familia neighbourhood living in a situation of loneliness. This second edition was attended by more than 80 elderly people, accompanied by volunteers from the company.
- **Third edition of "Festa de la Platja".** Estrella Damm and the CRAM Foundation organised a major clean-up initiative for the fourth year running in on El Prat Beach to mark International Beach Day, with the involvement of volunteers from Damm. The initiative is based on a general clean-up of El Prat beach, to raise awareness among the population as to the ecological emergency facing the Mediterranean, and the urgent need to protect our seas and their environment.
- **Charity padel tournaments.** A total of 270 Damm co-workers took part in charity padel tournaments organised by the company in Barcelona, Valencia, Murcia and Madrid. The funds raised from ticket sales were donated to the Red Cross "Extrema Vulnerabilidad" Plan.
- **Magic Line.** Damm was involved in the eleventh edition of Magic Line SJD, the movement organised each year by the Obra Social de San Juan de Dios charity to assist the most vulnerable individuals. Under the slogan "Somos lo que compartimos" ("We are what we share"), more than 90 people connected with Damm – including employees, relatives and friends – joined the initiative, covering more than 1,000 km along different routes in Catalonia, Murcia and Valencia.
- **Involvement in the Murcia 90K.** For the third year running, a team from Estrella de Levante took part in the charity race along the Camino de la Cruz.
- **Collaboration in charitable initiatives for those affected by the flash flooding in Valencia.** A number of charitable initiatives were undertaken during the emergency caused by the flash flooding in Valencia: donation of water and isotonic drinks to a number of organisations providing a direct emergency response, donation of food and basic necessities, as well as cold weather kits collected during the "Christmas Charity Letters" campaign in Valencia, Catalonia and Santarém

(Portugal), volunteering in partnership with the Valencia Food Bank for food classification, collaboration with charity bars at various concerts in the city of Murcia, along with monetary contributions, etc.

- **Christmas charity beer.** During the Christmas period, Damm co-workers in Catalonia made food donations to the Banco de Alimentos food bank in Valencia, receiving a 2024 limited edition bottle of beer from the company as a token of gratitude.
- **Charity tickets to the Damm Christmas Dinner.** The charitable contributions raised through the sale of tickets for the Christmas dinner were donated to Associació Amics de la Gent Gran to help organise their yearly Christmas meal for people in a situation of loneliness.
- **Blood donation.** Twice-yearly blood donor campaign held at the Estrella Damm Old Brewery and the El Prat de Llobregat brewery.
- **Charitable Sant Jordi.** To mark Sant Jordi Musical at the Estrella Damm Old Brewery, the company organised a St. George's Day charity initiative, selling roses and themed products to raise funds for the Red Cross "Extrema Vulnerabilidad" plan. A tote bag workshop with an inclusive focus was also held together with the SaóPrat Association, an educational book collection promoted by the Servei Solidari Foundation, and a gift given to the workforce in Catalonia, produced together with ADFO (the Functional Diversity Association of Osona).
- **Litter collection.** To mark World Recycling Day and World Environment Day, an individual challenge was launched to make an active contribution to the natural environment by collecting waste in open-air spaces. In recognition of their efforts, prizes were given to those collecting the most kilograms of rubbish.

For further information about environmental initiatives linked to the Volunteering Plan #LIVE TO BE PART OF THE CHANGE, please see the subsection Protection of Biodiversity.



3

Customers

**Innovation and
maximum quality
for our customers**

At Damm, we strive to remain at the cutting edge, as an exemplary model in the sector, placing customers and consumers at the heart of our strategy. Our goal is to offer them the very best products and services, tailored to their demands and needs, through distinctive, innovative proposals that deliver added value.

Delivering value to our customers

At Damm we support our customers in their process of digitalisation, by launching new projects and further developing those already in place. Since 2016, more than 250 technological projects have been conducted, transforming the operational model and fostering a culture of continuous innovation. This evolution has served to optimise key processes in production, logistics and sales, laying the foundations for the integration of artificial intelligence (AI) and data analysis in strategic decision-making.

Main goals in 2024

- Upgrade the relationship with our clients through digital services and channels.
- Continue developing the company's open innovation, through internal collaboration and the agreement with external partners.
- Help our distributors to develop their commercial model, complementing visits to retail clients.
- Consolidate the Damm data and artificial intelligence hub to identify and develop business use cases based on smart data mining (internal and external).
- Develop the B2B2C strategy, leveraged through digital assets and solutions.



Main actions in 2024

FORMATS

- **Consolidation of the 20-litre barrel.** We continue to extend the 20-litre barrel to practically all Damm specialities, since it offers clear advantages: a lighter and more ergonomic transfer format to facilitate distribution and storage tasks, as well as changing and/or connecting barrels in the bar.
- **Beer Drive: beer tank monitoring in real time.** The system is capable of real-time monitoring from any device of the state of a hospitality establishment's beer tanks, likewise helping to optimise transportation and reduce CO₂ emissions. In 2024, the project continued to grow, expanding within the Spanish mainland by covering the province of Valencia, through the Turia brand. Efforts have also continued to promote the most environmentally friendly format (direct from brewery to retailer), and we have facilitated storage and the elimination of barrel changing and connection in bars.

COMMUNICATION CHANNELS

- **New WhatsApp communication channel.** Development of the channel to reach bars and restaurants directly, to announce commercial actions of interest.



SERVICES

- **Segunda Vida Terrazas (Terrace Second Life) project.** We have made efforts to reduce purchases of terrace furniture by recovering items from contract cancellations and establishment closures, giving them a second life. The initiative will be extended in 2025.

+ 25,000
units recovered

- **Gastronosfera.** Our culinary blog, through which we provide end consumers with content, while also delivering value to our clients: the bars and restaurants.

699,101
social media followers

- **Bar Manager.** The communication app keeps Damm in constant connection with its baristas, while giving them the chance to manage their daily business affairs through functionalities such as technical assistance, access to personalised commercial actions, and other elements. It also provides them with access to relevant news about the hospitality trade, and tips to improve their business.

+ 36,000
registered users

19,800
users on average per month

4.2/5
rating on app stores

- **Lookal project.** Through this consultancy service, Damm provides a comprehensive solution in the Madrid Region for those hospitality business owners looking to relocate their establishment, by searching for premises that meet their needs and expectations, and have the potential for success. This project arose out of LAB1876 Talent, the open innovation programme focused on internal talent at the company.

Innovation and development

Our Brewing Research Area works to optimise and develop a wide range of recipes in different brewing styles based on special malts, various types of hop and yeasts, to give our products their distinctive flavours and aromas.



During 2024 we experienced an upturn in activity at the Innovation area, with a clear commitment to the implementation of new products and developments, along with improved packaging to increase sustainability and efficiency in consumption.

€9.6 M
invested in research, development
and technological innovation, product
development and digital transformation

At Damm we take a holistic view of innovation, as the main element allowing us to improve our processes and services and drive the company forward in its commitment to advance and contribute to creating a present and future with sustainability at its heart. Meanwhile, we aim to use innovation for increased efficiency in response to the different challenges faced by our company.

BEERS

- 4.3% Session IPA for the United Kingdom.
- Unfiltered beers for the domestic market.
- Launch of alcohol-free beers (Lager 0,0%, Tostada 0,0% and Sin 0,5%) and beers with lemon.
- Beers with different degrees of attenuation tailored to international markets.
- Reformulation of the recipes for our Sureo wine-based products.
- Commitment to producing special malts, such as the pale ale type at our own malt houses, relying on local "zero mileage" inputs and ingredients.

TEA

- Adaptation of the original recipes of the Nestea brand in Spain and Portugal for a range of five iced tea flavours (black tea with lemon, sugar-free black tea with lemon, green tea with passion fruit, black tea with mango and pineapple, and black tea with peach) for our domestic customers, and new soft drink recipes for export.

WATER

- Review and development of new disposable PET containers to reduce their environmental impact and adapt to current and future legislative changes. The focus here is on reducing materials, optimising logistics thanks to a new design and reducing CO₂ emissions.
- Analysis of the different tethered cap technologies and initiatives that have emerged on the market, conducting initial testing at the industrial level to comply with the European regulations, which require all plastic containers of under three litres to be fitted with this type of cap from 1 July 2024 onwards. Implementation of this solution already applies to the Fuente Liviana, Font Major and Veri brands.
- Implementation of charity caps and preparation of PET lines in Salem, Valencia, and Santarém, Portugal.

DAIRY PRODUCTS

- Market launch of Cacaolat Original in powder format, giving consumers the option of drinking a milkshake that has been passed down from generation to generation in a new, different form, but with the flavour that has always united us.
- Cacaolat has extended the variety of on-the-go cup formats, including Cacaolat 0% added sugar.
- Laccao launches a new on-the-go format, extending the brand portfolio in line with the needs of the child and teenage market.
- Laccao and Murmui, artisanal ice cream makers from Mallorca, have joined forces to launch a unique ice cream with the delicious flavour of Laccao milkshake.

PACKAGING AND DESIGN

- Improved packaging: cost optimisation for greater competitiveness and sustainability on the market.
- Implementation and new developments in packaging, such as 20 cl glass bottle formats with pull-off caps; new cardboard pack format; new 150 cl, 50 cl and 33 cl PET bottles for Veri, and the launch of box pallet initiatives for several of our brands.
- Alignment with the new legislation in the sphere of waste and waste packaging, proceeding to identify and label non-returnable and returnable materials.

COFFEES

The Xplicit family, one of our main coffee brands, has expanded its range of condensed milk, with whole and skimmed varieties. The brand now also includes Xplicit Soluble Decaffeinated.

BARREL INSTALLATIONS

- Consolidation of the 20-litre barrel for practically all specialities, with a number of clear benefits: lighter and more ergonomic format to facilitate distribution and transfer tasks, and barrel changing in the bar.
- Growth and consolidation of the Beer Drive Project, extended on the Spanish mainland by adding the province of Valencia with the Turia brand.

AGRONOMY

- Progress in the consolidation of local hop growing in Prades, Tarragona, and also at the plant in the Region of Murcia and the Turia area, achieving satisfactory agricultural yields and quality, thanks mainly to the commitment made to reading and irrigation control systems (reduced water footprint).
- Incorporation of best practice in the field and investments in maintaining and improving the hop transformation process.
- Location and standardisation of new varieties of barley that are more productive and resistant to climate change.

Furthermore, from the Data and Artificial Intelligence department, we work to ensure that innovation continues to drive Damm's competitiveness.

Changes in the way that consumers interact with products and services, alongside the impact of digitalisation in working methods and the management of human relations, are radically transforming the way that companies operate. Within this context, we have redefined the strategy to adapt to these new realities and maintain a close and effective relationship with customers. The introduction of digital technology serves to improve efficiency in decision-making and significantly increase productivity.

In 2024, the main aims of this area were to increase the data maturity index and contribute value to the business, while also monetising the efforts made to date in the hospitality channel.

Data and artificial intelligence to offer services tailored to our customers

The Damm Data and Artificial Intelligence hub is the centre of excellence and talent at the company, where technology and knowledge combine to improve operational efficiency and optimise decision-making through projects centred on data and artificial intelligence.

Among other benefits, the hub allows us to identify and implement business cases that make smart use of data to offer our customers an optimal experience, and allow data-based decisions to be taken throughout our value chain.

The hub is promoting key projects that are changing the way the company operates and reaches decisions. These include in particular the transformation of the workplace, in other words the digital environment, to facilitate collaboration and productivity through the introduction of tools such as Microsoft's Copilot Chat and Copilot M365. Damm is likewise focusing its efforts on the application of AI and data analysis in the Hospitality channel, by developing strategic projects to offer customers a better service.



LAB1876: driving innovation and digital transformation

This platform unifies the whole Damm open innovation strategy and fosters a continuous relationship with the different agents within the innovation ecosystem, whether entrepreneurs, corporations, universities or start-ups, to seek out new solutions to the challenges facing the company and the sector. Meanwhile, LAB1876 Talent also fosters the in-house search for disruptive solutions.



Excellence in the quality and food safety of our products

Our consumers are at the heart of our activity, and represent the main motivation to develop and offer them the very best products and services, of the utmost quality. In pursuit of this aim, we hold certification under the leading international regulations and standards for food quality and safety.



Our company undertakes comprehensive supervision of every stage of the production process and supply chain, from the acquisition of raw materials to delivery of the product to the end customer. All our production and operational processes are also subject to rigorous quality controls, both externally and internally.

Over the course of the year, we continued to improve product labelling through digital labels, allowing consumers to access further information about the product's ingredients and nutritional values, with registered icons used to distinguish recycling references for the materials that the packaging is made of.

Food safety

We have consolidated the management systems implemented and certified at our plants, with a particular focus on food safety. Our Purchasing and Quality areas have implemented and monitored stepped control systems intended to ensure product quality, based on regular analyses and tastings.



IFS PROGRESS FOOD

- Aguas de San Martín de Veri (Bisaurri and Run). Version 3 update.
- Gestión de Fuente Liviana. Version 3 update.
- COCEDA (El Prat de Llobregat)
- Estrella de Levante Brewery



INTERNATIONAL FOOD STANDARD (IFS)

- COCEDA (El Puig, Salem and Meres). Version 8 update.
- COCEDA Portugal (Santarém)
- Hamburguesa Nostra Kitchen
- Grupo Cacaolat



BRCS (BRAND REPUTATION COMPLIANCE GLOBAL STANDARDS)

- DAMM 1876 Ltd (brewery in Bedford, United Kingdom). Certification awarded under version 9.
- COCEDA (Meres). Version 9 update.

HAZARD ANALYSIS AND CRITICAL CONTROL POINTS (HACCP)

- At all production sites



Rodilla engages in technological gastronomic innovation in partnership with the Basque Culinary Center

Under the agreement reached between Rodilla and the Basque Culinary Center, an internationally renowned academic institution, we are working on the design of new products based on the recipes devised.

BCC Innovation, the technological Basque Culinary Center, constitutes a unique ecosystem where training, innovation, research and enterprise coexist with the aim of developing and promoting gastronomy, seen as the rational understanding of what we eat and how we eat it. The institution comprises the Faculty of Gastronomic Science attached to Mondragon Unibertsitatea, and the BCC Innovation research centre.

Quality

Quality is another of our priorities. We continuously strive to ensure that our products comply with the most demanding quality standards. In 2024 we maintained our commitment to excellence and continuous improvement under ISO 9001:2015 certification at all our sites.

- SA Damm
- COCEDA (El Prat de Llobregat, El Puig, Salem and Meres) and COCEDA Portugal (Santarém)
- Estrella de Levante Fábrica de Cerveza, SAU
- Cervezas Victoria 1928
- Maltería La Moravia
- Aguas de San Martín de Veri, SA
- Gestión de Fuente Liviana, SL
- Cafès Garriga 1850
- Alfíl Logistics
- Artesanía de la Alimentación
- Damm Canarias
- Pall-Ex Iberia
- Font Major

Grupo Rodilla maintains its partnership agreement with FACE (Federation of Coeliac Associations of Spain) and works with supplier companies approved by the organisation to devise products suitable for the coeliac population. Rodilla also maintains its commitment to ensure that the eggs in its restaurants in Spain will come from 100% cage-free systems by the end of 2025.





PRODUCT CERTIFICATION



Certification of the European
Licensing System (ELS)

Granted by the Federation of Associations of Coeliac-sufferers of Spain (FACE) and CoELIAC UK, for products marketed internationally.
This authorises use of the symbol of an ear of wheat crossed out on our gluten-free products.

- Daura Damm
- Daura Märzen
- Free Damm
- Estrella Damm
- Free Damm Amber Lager
- Free Damm Lemon
- Keler 0,0 Tostada
- Estrella de Levante 0,0 Amber Lager



Kosher
certificate

Recognition of suitability for sale to the Jewish market.

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



Halal
certification

Granted by the Halal Quality Institute Europe for alcohol-free products.

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



Certification of beers and
soft drinks as suitable for vegans

Granted by the Vegan Society.

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



Fairtrade
certificate

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

- Cafès Garriga



Certification for organic coffee production
and marketing (CCPAE)

Accreditation of organic coffee production and marketing.

- Cafès Garriga



Environment

Circularity and responsible use of resources

Caring for the environment and responsible resource management have been part of Damm's identity since the earliest days, prompting us to consolidate sustainability as one of the company's strategic cornerstones. We constantly strive to improve our products and processes to make them more environmentally friendly, throughout the value chain. This year we prioritised initiatives to reduce our water footprint and achieve decarbonisation.

Consolidated environmental management

We aim to foster a circular model that reuses the life-cycle of natural and energy resources and of the ingredients and materials we use.

Our cross-cutting environmental management system constitutes the framework governing all processes, allowing us to identify the impacts generated throughout our value chain, so as to incorporate appropriate mitigation and reduction actions. The Energy Optimisation and Environment area works not only to guarantee fulfilment of the legal framework in place, but also bases its approach on more advanced environmental standards and commitments at all our 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.

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 kilogram terms) per hectolitre (hl) of packaged beer, soft drinks and water product.
- **"KPI 2":** Green energy or energy produced from renewable sources (solar, wind and biogas). In particular, the percentage of green energy generated out of the total consumed at the Damm production plants: COCEDA (El Prat de Llobregat, El Puig and Salem), COCEDA Portugal, Maltería La Moravia (Bell-lloc d'Urgell), Estrella de Levante (Espinardo), 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 per hl packaged)	0.1600	0.0597	0.0222	0.0252	0.0244	0.1100
KPI 2: Green energy or energy produced from renewable sources	3.74%	4.64%	4.82%	5.65%	8.28 %	6.50%

(*) Target values.

DESCRIPTION	2021	2022	2023	2024
Electricity consumed in production (kWh)	171,436,028	191,209,208	187,530,476	203,509,637
Renewable electricity generated (kWh)	7,951,860	9,220,496	10,596,456	16,844,308
Renewable electricity generated / total consumed (%)	4.64%	4.82%	5.65%	8.28%

€6.9 M
Investment in environmental
improvement actions and activities



ENVIRONMENTAL CERTIFICATIONS IN 2024



ISO 14001:2015 Environmental
Management System

- COCEDA, SL (El Prat de Llobregat, El Puig and Salem breweries)
- Estrella de Levante Fábrica de Cerveza, SAU
- Maltería La Moravia, SL
- Aguas de San Martín de Veri, SA
- Gestión Fuente Liviana, SL
- Grupo Cacaolat, SL



Water footprint verification certificate
of conformity according to the *Water
Footprint Network*

- COCEDA, SL (El Prat de Llobregat brewery)
- Estrella de Levante Fábrica de Cerveza, SAU
- Maltería La Moravia, SL



ISO 14064-1:2019 Carbon footprint
verification

- COCEDA, SL (El Prat de Llobregat brewery)
- Estrella de Levante Fábrica de Cerveza, SAU
- Maltería La Moravia, SL
- Alfíl Logistics, SA



ISO 50001 Energy management system

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



AENOR Zero Waste

- COCEDA, SL (El Prat de Llobregat, El Puig and Salem breweries)
- Estrella de Levante Fábrica de Cerveza, SAU
- Maltería La Moravia, SL
- Gestión Fuente Liviana, SL
- Aguas de San Martín de Veri, SA



Aluminium Stewardship Initiative
(ASI) Performance Standard and
Chain of Custody Standard

- SA Damm
- COCEDA, SL (El Prat de Llobregat brewery)
- Estrella de Levante Fábrica de Cerveza, SAU

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



UTZ Rainforest Alliance

- Grupo Cacaolat, SL



BREEAM certification

- Southeast Logistics Centre of Alfíl 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: COCEDA, SL (El Prat de Llobregat, El Puig, Salem and Meres breweries); COCEDA Portugal, SA; Estrella de Levante Fábrica de Cerveza, SAU; Cervezas Victoria 1928, SL; Aguas de San Martín de Veri, SA; Gestión Fuente Liviana, SL; Maltería La Moravia, SL; Alfíl Logistics, SA; Grupo Rodilla (including Hamburguesa Nostra); Agama Manacor 249, SL; Grupo Cacaolat, SL, and Damm 1876 LTD (where data is available).

Circularity of resources

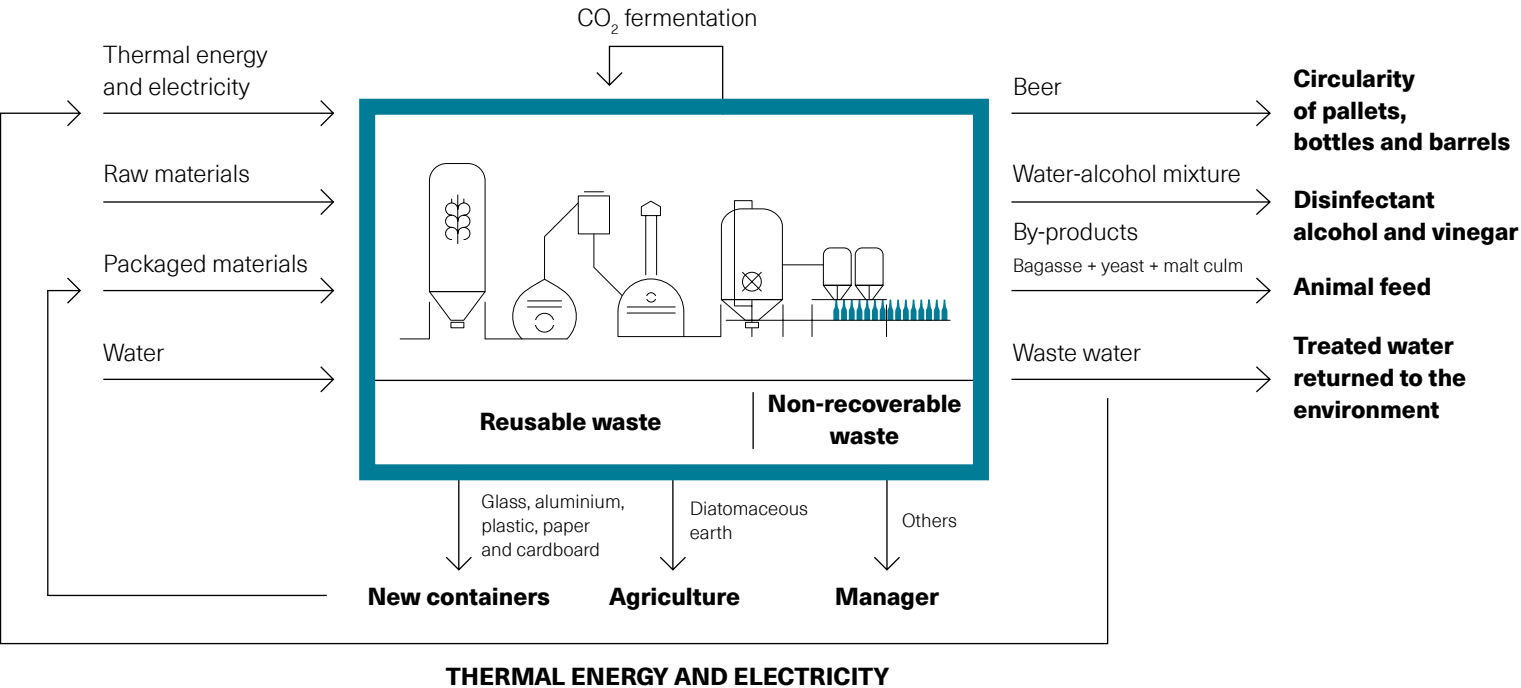
We promote the circular economy in all our activities and processes. Hence our ongoing commitment to a business model based on resource recovery and reuse. This includes the production and consumption of clean energy, the use of more sustainable materials, and improvements in the efficiency of production, distribution and waste recovery systems.



The circularity of packaging and promotion of eco-sustainable and efficient designs are key aspects in the strategy of our sector in terms of environmental sustainability, with high compliance standards. At our production sites, we implement measures to ensure alignment with the EU Circular Economy Action Plan. We are likewise committed to various initiatives promoting the transformation of the sector and the circular economy.

Along similar lines, Grupo Rodilla has signed up to the Ecoembes Corporate Prevention Plan (2024-2028), promoting 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 other actions.

CIRCULARITY OF MATERIALS AND ENERGY IN BEER PRODUCTION



30 years promoting can recycling on the Mediterranean coast

This summer we celebrate the 30th anniversary of our annual can recycling campaign, reasserting our commitment to the circular economy. We have installed more than 400 can crushers along the Mediterranean coastline to help collect and properly separate aluminium, to ensure it is then recycled and reused. Each of these devices can crush up to 2,000 cans, which are then transferred to the recycling plant, where the aluminium, a 100% recyclable material, is cleaned and melted down to make new metal sheets suitable for reuse. This initiative allows us to collect more than half a million cans every summer, helping to reduce environmental impact and fostering sustainable habits within society.



100%
of Damm containers are recyclable

+ 50%
beer containers are returnable

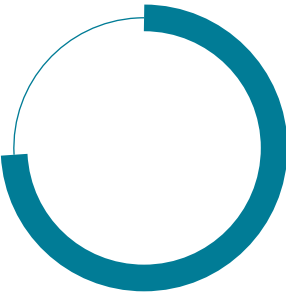
+ 90%
waste recovered at breweries,
water and soft drinks plants

PACKAGING CIRCULARITY ACTIONS

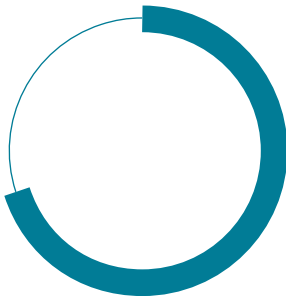
- Returnable container management system**
Returnable bottle and barrel management represents a significant part of the company's sales. This involves transporting full bottles and barrels from the breweries to the establishments, and the reverse logistics to return the empty containers to the brewery of origin. The empty containers are processed for reuse within a procedure that forms part of this packaging management system.
Our Beer Drive system, designed for hospitality establishments with a high level of consumption, facilitates the distribution of beer in tankers, to minimise CO₂ emissions from transport.
- Recycling plan at production plants and offices**
The aim is to give continuity to all initiatives connected with proper waste management. Waste separation points and plastic bottle crushers are in place at the offices of the Estrella Damm Old Brewery in Barcelona and at the El Prat de Llobregat brewery, 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).**



74.2%
Recycling rate of the containers
managed by Ecoembes.
Source: Ecoembes 2023 Annual Report



70.1%
Recycling rate of glass
containers managed by Ecovidrio
(Eurostat 2020).
Source: 2023 Ecovidrio sustainability report



Raw materials and waste

The constant pursuit of innovation and efficiency in our processes is essential in order to fulfil our goal of reducing the consumption of ingredients and materials, and to satisfy the changing needs of the markets where we operate, while also complying with the regulations in force. At every stage of production, from ecodesign to the creation of more sustainable packaging, we incorporate the circular economy concept. This is achieved by optimising the use of materials and integrating recycled and recyclable materials.

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 has developed projects to optimise plastic materials. 2024 saw the consolidation of the launch of the tethered cap project, in accordance with EU regulations which from 3 July 2024 onwards required all plastic containers of under 3 litres to be fitted with this type of cap.



Actions to foster circularity in the use of raw materials and in manufacturing processes, and use of sustainable materials

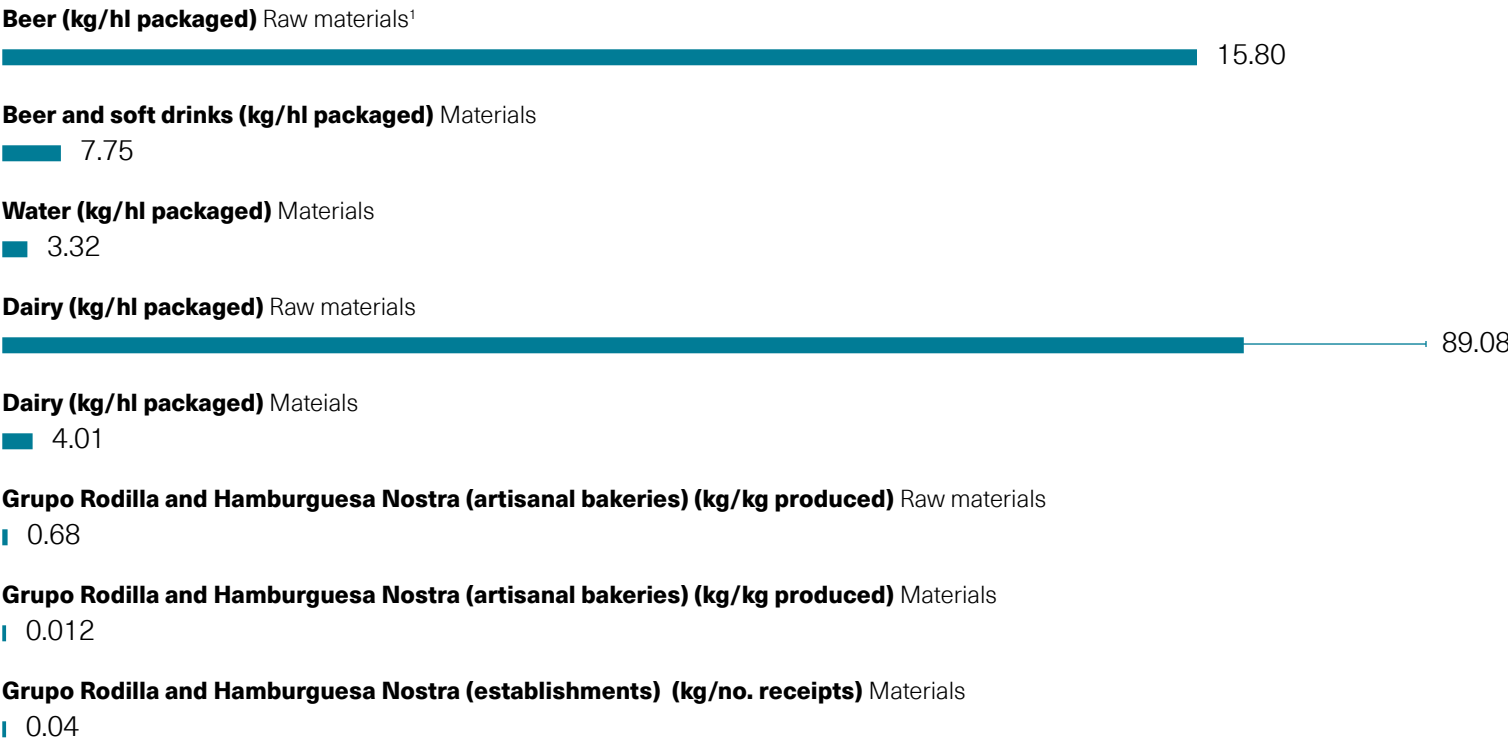
- **Aluminium Stewardship Initiative (ASI) certification at the El Prat de Llobregat and Estrella de Levante breweries.** Performance standard guaranteeing the integration of environmental, social and ethical matters throughout the life-cycle of the aluminium used for the cans (production, manufacturing, brewing and recycling).
- **Paper and card with FSC or PEFC certification.** 100% of the paper and card used for beer and bottled water containers at the El Prat de Llobregat, Estrella de Levante, Cervezas Victoria, Aguas de San Martín de Veri, Gestión Fuente Liviana and Font Major plants comes from sustainably and responsibly managed forests. Furthermore, 100% of the card used in the water business is recycled. We likewise demand that supplier companies hold both certificates. Grupo Rodilla also prioritises the use of materials with both certifications.
- **Advances at restaurants.** Grupo Rodilla fosters the use of reusable containers (cloth bags, refillable coffee caps, etc.) and thinner packaging films for fillings, while at special events disposable containers are replaced with lower-impact materials, such as cardboard salad bowls and fibre-based cup lids, sugar cane plates and other items. The Hamburguesa Nostra kitchen has managed to achieve a level of 70% of supplier companies delivering their orders in cardboard boxes, with plastic baskets being exchanged between the two parties for constant re-use.
- **Use of recycled materials.** The main glass supplier companies for the bottles used by Damm brands employ at least 70% glass from other bottles. Meanwhile, the shrink wrap used on both the company's brands and white label brands contains 70% recycled material. We likewise continue to make progress in reducing the plastic content of packaging for white label products, such as by implementing 30% of PET preforms with rPET content compatible with the requirements of Royal Decree 1055/2022, on Product Packaging and Waste Packaging.
- **CO₂ recovery.** Recovery of carbon dioxide from fermentation, to be used as gas for pushing and filling processes.

We continue to promote the ecodesign of containers and packaging, reducing the use of materials, improving their recyclability and increasing the percentage of raw materials of recycled origin in their composition.

Damm is one of the winners of the 4th Cartonplast Sustainability Award, an accolade highlighting our commitment to reducing CO₂ emissions, through the efficient use of our reusable spacers and new sustainability projects.



CONSUMPTION OF MATERIALS AND RAW MATERIALS 2024



1. The figures include the El Prat de Llobregat, El Puig, COCEDA Portugal and Estrella de Levante Fábrica de Cervezas plants.
Note: the Grupo Rodilla headquarters consumed 0.341 tonnes of paper and card. 100% of the paper and card consumed is of recycled origin.

Waste and by-products

All production sites have implemented measures to improve the segregation and management of waste, helping to increase subsequent reuse, giving the material a new lease of life. We have managed to achieve a level of 90% of waste generated in production being reused, through a commitment to the circularity of materials (such as glass for bottles and aluminium for cans). Furthermore, 99% of by-products (bagasse and yeast) are reused.

Waste circularity actions

- Use of the final residue from the beer filtration process as a natural organic soil improver for crops.
- Transformation of the organic matter in wastewater into energy that we use in the production process itself.
- Supply of 100% of bagasse from wort production during the brewing process to be used as animal feed on farms. In 2024 we reused 96,126 tonnes of bagasse generated at the El Prat de Llobregat brewery. We likewise perform a similar process with the yeast extracted from the fermentation process.
- New procedure for the repair of obsolete barrels within the company's stock (21,000 barrels repaired in 2024), to extend their useful life.
- Participation by Estrella de Levante in the VE-BEER project: Development of a pilot process for the recovery of by-products and waste from the brewing industry for the culture of bacteria producing bioplastics.
- At Grupo Rodilla, replacement of cardboard boxes with returnable plastic boxes; periodic collection of frying oil by an authorised manager and training for co-workers in the proper separation of waste streams.

Actions to combat food waste

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 canteens.
- Comprehensive monitoring of expiry dates and proper handling of rotation.
- Granting of several extensions authorised by supplier companies with reference to the best before date on safe products.
- Preparation of the Food Waste Prevention Plan to comply with the Food Waste and Loss Prevention Act which will imminently take effect.
- Customers informed of the availability of containers to take uneaten food with them.
- Incorporation of the Too Good to Go mobile app at 13 sites (7 Rodilla and 6 Café de Indias) to make food left unsold at the end of the day available for sale to consumers, so as to reduce the resulting waste.

CACAOLAT AND AGAMA

- Introduction of process improvements to minimise food waste.
- Donation of surplus produce to various non-profit organisations.

The El Prat de Llobregat, El Puig, Salem, Estrella de Levante, Fuente Liviana, Veri plants and Maltería La Moravia hold AENOR Zero Waste certification, demonstrating that they reuse more than 90% of the waste generated, preventing it from ending up in landfill.



All the breweries and the malt house have applied circular economy projects by reusing spent malt grain for animal feed, making use of CO₂ for packaging processes, and recycling 99% of organic waste from the brewing process.

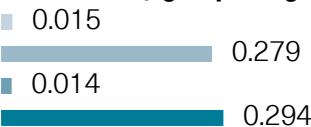
GENERATION OF WASTE 2024

■ Non-recoverable waste ■ Recoverable waste ■ Toxic/hazardous waste ■ Total

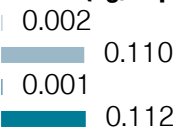
Beers¹ (kg/hl packaged)



Soft drinks² (kg/hl packaged)



Water³ (kg/hl packaged)



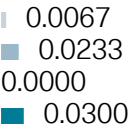
Dairy⁴ (kg/hl packaged)



Grupo Rodilla and Hamburguesa Nostra (artisanal bakeries) (kg/kg produced)



Grupo Rodilla and Hamburguesa Nostra (establishments)² (kg/no. of receipts)



1. Beer includes COCEDA (El Prat de Llobregat, El Puig and Salem), COCEDA Portugal, Estrella de Levante Fábrica de Cervezas and Cervezas Victoria;
2. Soft drinks includes COCEDA (Salem).
3. Water includes Aguas de San Martín de Veri (Bisaurri and El Run) and Gestión Fuente Liviana.
4. Dairy includes Cacaolat.
Note: The waste generated by Grupo Rodilla's own establishments covers 100% of the total.



Water footprint

Water is an essential input for the production of beer, mineral water and soft drinks, and is drawn mainly from springs and underground wells. We are therefore aware of the importance of optimising water use in production processes, and so constantly promote improvement measures to monitor and reduce water consumption in every phase of production.

It is vital to consider the impact of climate change on water resources, since droughts and floods could cause a shortage of supply, restrictions in the sphere of agriculture and price increases, which could affect our entire value chain.

The El Prat de Llobregat and Estrella de Levante breweries and Maltería La Moravia hold certification from the Water Footprint Network, along with certification of the water footprint under standard ISO 14046:2016. These certifications demonstrate a commitment to responsible water resource management, through the evaluation and metering of water consumption and the identification of opportunities for improvement.

Since 2021, the El Prat de Llobregat and Estrella de Levante breweries have held the EsAgua Platinum insignia, in recognition of the efforts made to calculate their water footprint and publicise the results obtained via the EsAgua platform. Meanwhile, both breweries have implemented specific measures to reduce their water footprint in particular areas, as verified by means of periodic water footprint calculation. The aim is to raise awareness as to the importance of water management and to publicise the concept of the water footprint among all stakeholders, both within and beyond the organisation.

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.

356,313 m³
of water recycled at the El Prat de Llobregat and Estrella de Levante breweries and Maltería La Moravia

947.42 m³
of water reused from pasteurisation treatment at Grupo Rodilla kitchens

Responsible water use at the El Prat de Llobregat brewery

During 2024 we continued initiatives begun the previous year as a result of the drought situation in Catalonia to reduce water consumption, without affecting the production process at the El Prat de Llobregat brewery. These include implementation of a real-time water consumption control system and the optimisation of water capture and treatment by reverse osmosis, serving to reduce extraction and energy consumption; the reuse of 300,000 m³/year of osmotically treated water; the replacement of equipment with more efficient technology and optimisation of water use in key processes, achieving significant reductions in water consumption.

Additional actions were taken as a new development in 2024:

- Replacement of recovery membranes for reject water from reverse osmosis water treatment.
- Expansion of water recovery from pasteurisation equipment.
- Improvements to the pasteurisation equipment water regeneration system throughout the brewery, and subsequent distribution to the pasteurisation equipment and vacuum filling pumps.
- Recovery of water from the sterilisation of brewery filters for reuse in cleaning processes.
- New flow meters at the wells.

The launch of these actions resulted in a reduction of approximately 7% in the brewery's overall consumption compared with the previous year.



Actions to reduce the water footprint and improve the quality of waste water

BEER

- Water consumption control systems for comprehensive monitoring of each stage of the process, serving to detect opportunities for improvement and any incidents that could affect water consumption.
- Optimisation of groundwater capture.
- Water reuse through recirculation at various stages of the process.
- Inclusion of improvements in the pasteurisation processes, with high-efficiency equipment serving to reduce water consumption.

WATER

- Resource usage plans and aquifer protection perimeters for water management at the plants.
- Internal treatment facilities at the plants, which process the water before it reaches the final discharge point into the river.
- Incorporation of the best techniques available on the market to reduce the impact at the head of the river.

RESTAURANTS

- Grupo Rodilla continued to improve its water consumption per kilo ratios in practically every month of the year, except for those months when output was lower, but cleaning of the installations continued.

MALT HOUSE

- La Moravia completed its investments to improve the steeping room so as to optimise the process and reduce water consumption.



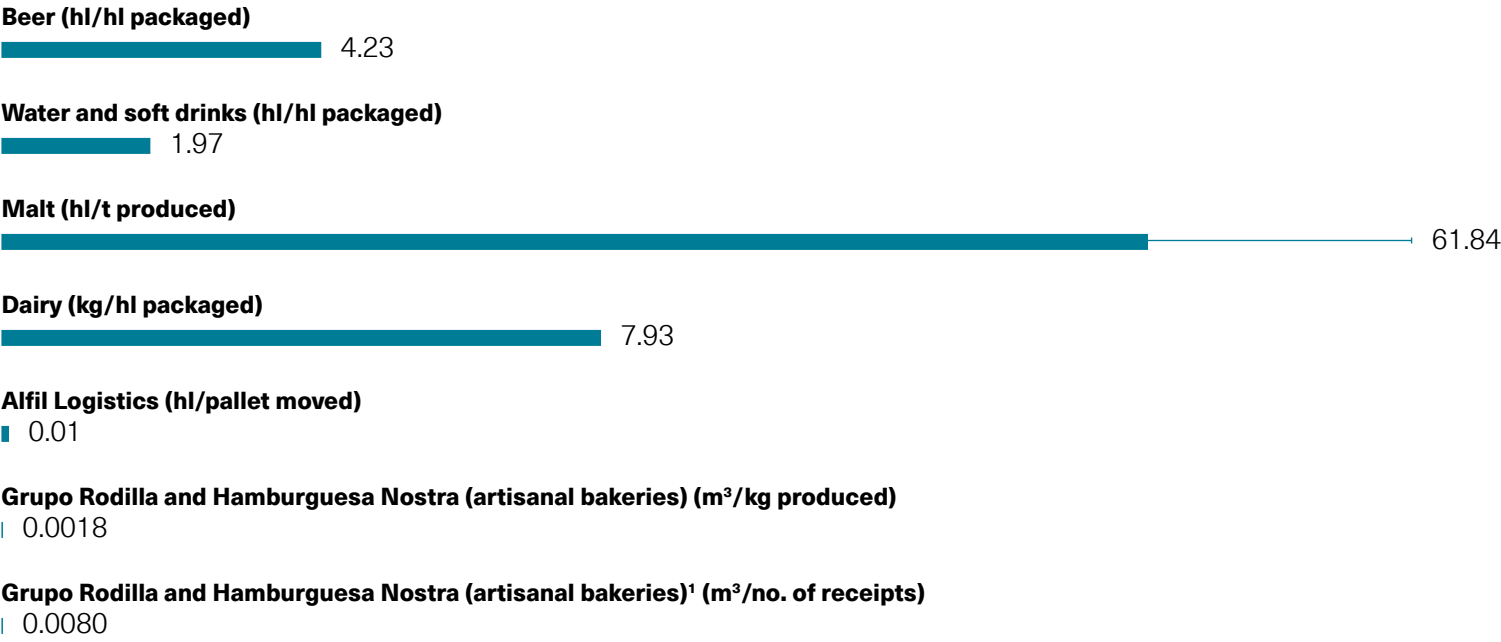
**Damm and Ciments Molins
promote the recharge of
the Llobregat aquifer to
offset their water footprint**

Damm partnered with Ciments Molins in this project approved by the ACA (Agència Catalana de l'Aigua), comprising the construction of two new infiltration ponds with a capacity of 4,000 m² each on the course of the River Llobregat in the municipality of Molins de Rei, to be connected to the existing ponds within the initial INTERREC SUDOE AQUIFER project, allowing more water to be recharged, and serving to offset the corporate water footprint. The expectation is that each pond will allow infiltration/recharge into the aquifer of 0.7 hm³/year, which would for the El Prat brewery be the equivalent of returning 25% of actual consumption for 2023 to the natural environment.

Since 2009, we have invested almost 2 million euros with the aim of reducing water consumption at the El Prat de Llobregat brewery. This has allowed us to bring current water consumption per litre of packaged beer down below the level 14 years ago, from 6.78 to 4.23 hl per hl of packaged beer.

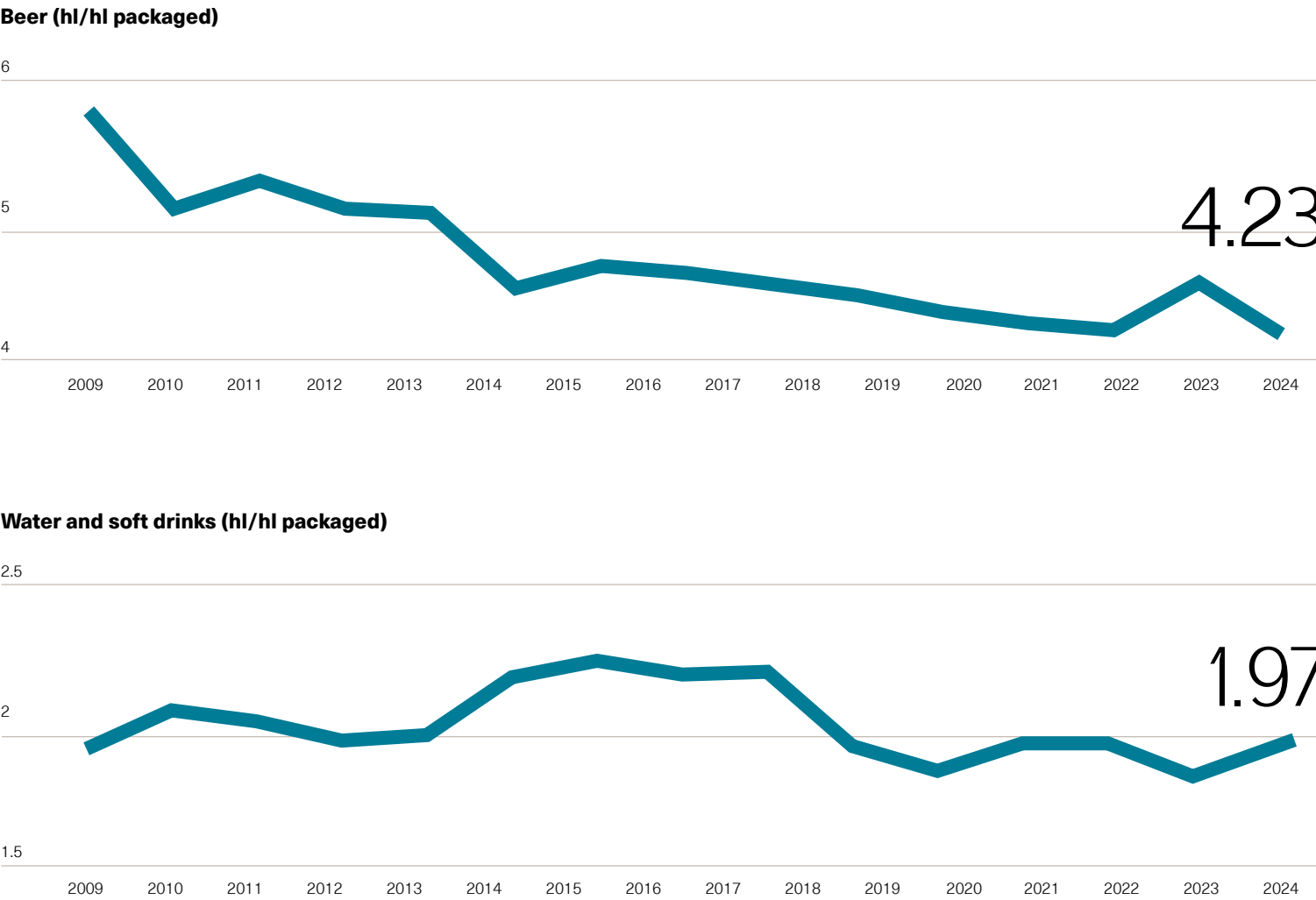


WATER CONSUMPTION 2024



1. Water consumption at Grupo Rodilla covers 34% of all its own establishments.
Note: The water consumed at headquarters (Carrer Rosselló 515, 08025 Barcelona) amounted to 4,220 m³ in 2024.

EVOLUTION OF WATER CONSUMPTION 2009-2024



Fight against climate change

In 2024 we continued to expand our energy self-consumption capacity. We are the Spanish brewer with the largest surface of solar panels in the Iberian Peninsula.

At Damm we are fully committed to combating climate change, and so undertake initiatives intended to improve energy efficiency, reduce water and energy consumption, promote the use of renewable energies and reduce our carbon footprint throughout the value chain.

To minimise greenhouse gas emissions, we calculate the carbon footprint of all our breweries, aiming always to achieve continuous improvements in processes, and implementing specific measures to help us reduce emissions.

We also continuously analyse the reports of the Intergovernmental Panel on Climate Change (IPCC) and the future climate scenarios provided by the Spanish State Meteorology Agency (AEMET) to identify key risks, such as variations in the cost and availability of barley, and water management in situations of drought.

Efficient and renewable energy

We have a firm commitment to renewable energy, and so over recent years have adopted measures to optimise our energy consumption and reduce the emissions associated with electricity use. The organisations that make up Damm are in fact committed to co-generation and tri-generation from biogas, used to generate a resource at the El Prat de Llobregat, Espinardo, El Puig, Salem and Santarém plants.

Investment in efficient generation technologies, such as co-generation, tri-generation and photovoltaic solar energy, allow us progressively to reduce the energy consumption needed to produce each hectolitre of beer.



- **Electricity generation from biogas**
Treatment plant at the Estrella de Levante brewery.
- **Cogeneration of heat and electricity**
El Puig, Salem and Santarém breweries
- **Tri-generation of electricity, heating and refrigeration**
El Prat de Llobregat brewery.
- **Solar photovoltaic**
El Prat de Llobregat, El Puig, Salem, Estrella de Levante, Cervezas Victoria, Aguas de San Martín de Veri and Fuente Liviana plants, Port of Barcelona ZAL logistics platform, Maltería La Moravia, Santarém and Southeastern Logistics Platform (Murcia).



We also form part of the Grup de Gestors Energètics (GGE) initiative, a leading group of energy professionals with the aim of promoting reduced energy intensity to facilitate sustainability and economic competitiveness.



Actions for energy efficiency

- The **El Prat de Llobregat brewery** has implemented an N₂ generation system to replace CO₂ in soil preparation, enabling an approximate saving of 600,000 kg of CO₂ per year.
- The **Estrella de Levante brewery** has improved its thermal energy recovery capacity, through modifications to production processes. It has also embarked on a project to install a biogas enrichment and biomethane production plant. The malt house has likewise installed a new, more efficient roasting motor, serving to reduce the electricity consumed by the facilities.
- The **Santarém brewery** has installed micro-turbines with a power rating of 65 kW each, enabling 780 MWh of electricity self-consumption per year, and use of the steam produced by the fumes to maintain the digester temperature without using natural gas.
- The **Salem brewery** has been fitted with a biogas micro-turbine, which began operating in January 2025. This micro-turbine will allow us to save 445 MWh of electricity for self-consumption, while generating 787 MWh HCV in the form of 100% renewable thermal energy.
- The **El Puig brewery** has been fitted with a new balloon in the water treatment plant, serving to maximise the reuse of biogas. A new evaporation cooling tower has also been installed, saving electricity in the production process.
- The **Meres brewery** has been fitted with an exchanger in the pasteurizer, allowing heat recovery from the interior baths and greater water reuse. Direct natural gas savings are estimated at an annual consumption of more than 1,500 MWh HCV, taking into account the increase in production compared with 2023.
- The **Agama production plant** has improved its steam boiler installation. The burners have been replaced with more efficient models, economisers have been installed, and an obsolete boiler replaced with a more efficient alternative. This has allowed a direct annual saving of 279 MWh HCV in brewery consumption, despite the increase in production compared with the previous year.
- **Alfil Logistics** has replaced conventional light fittings with LED in units A and B at the ZAL, covering almost 100% of all lighting.
- **Grupo Rodilla** has succeeded in having 100% of its own establishments, as well as the Artesanía de la Alimentación kitchens and El Obrador de Hamburguesa Nostra kitchens consuming 100% of the electrical energy from renewable sources. In addition, El Obrador de Hamburguesa Nostra improved its energy efficiency and cut its energy consumption thanks to internal changes undertaken within production processes, storage of raw materials and conservation of the finished product.

100%
of electrical 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.

73,462 MWh
energy generated by Compañía de
Explotaciones Energéticas (CEE)

In 2024 we
underpinned our
commitment to
renewables with a
total area of 59,000 m²
of solar panels,
and received the
Sustainability Action
2024 award.

We double the capacity of our photovoltaic solar farm

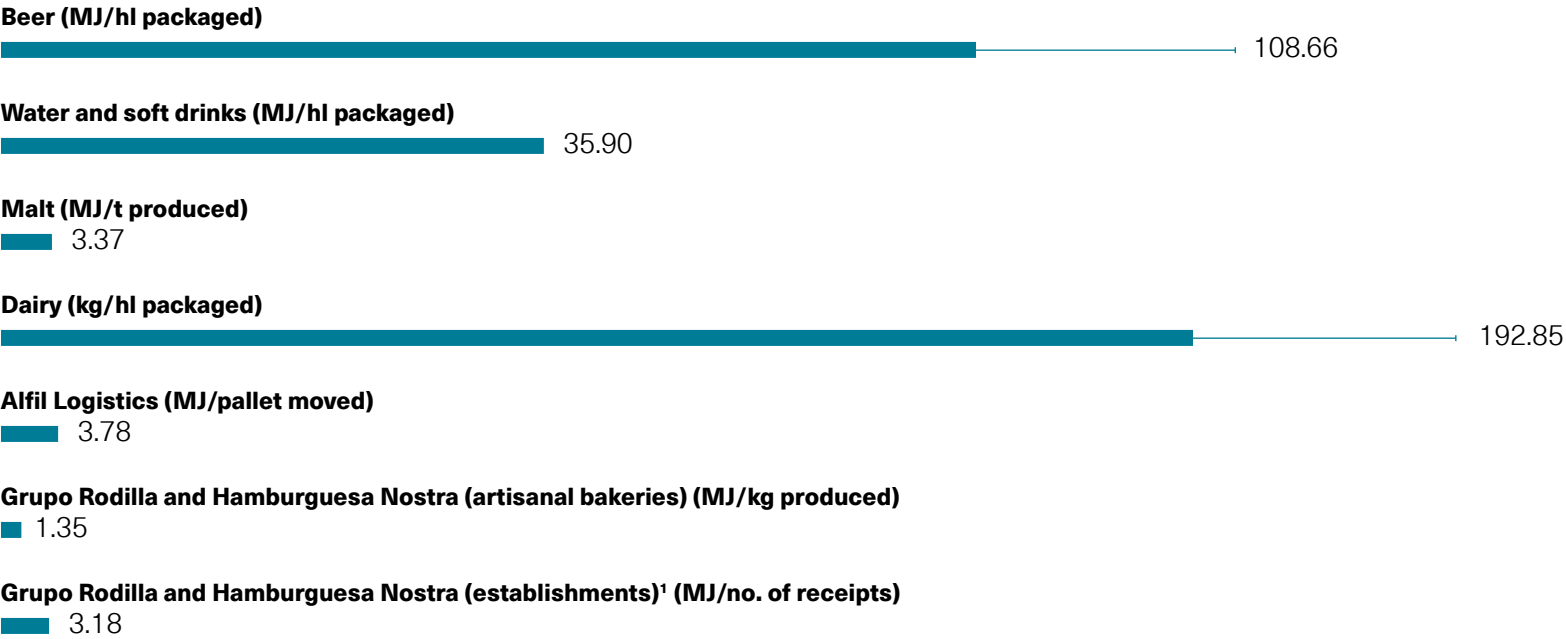
Our commitment to renewable energies earned us the Sustainability Action 2024 Award from Compromiso RSE, in recognition of our efforts to double the size of the photovoltaic solar farm, up to a surface area of 59,000 m².

In line with our firm determination to make responsible and efficient use of resources and energy, this extension by more than 26,000 m² will allow us to produce our own green energy, accounting for nearly 9% of Damm's energy consumption. Meanwhile, the company's photovoltaic panels will avoid the emission of 7,000 tonnes of CO₂ per year, equivalent to the planting of more than 2,600 Aleppo pine trees each year.

The capacity to generate photovoltaic energy comes from the plants in El Prat de Llobregat, Murcia, Malaga, the ZAL logistics zone in Barcelona and the La Moravia malt house. The peak power generated stands at 11,200 kWp, allowing the company to double its green energy production capacity to 15 GWh of electricity per year. In the case of the El Prat de Llobregat brewery, the photovoltaic surface area has been increased to a total of 5,627 panels, with capacity to generate up to 3,235 kWp of energy on a self-consumption basis.

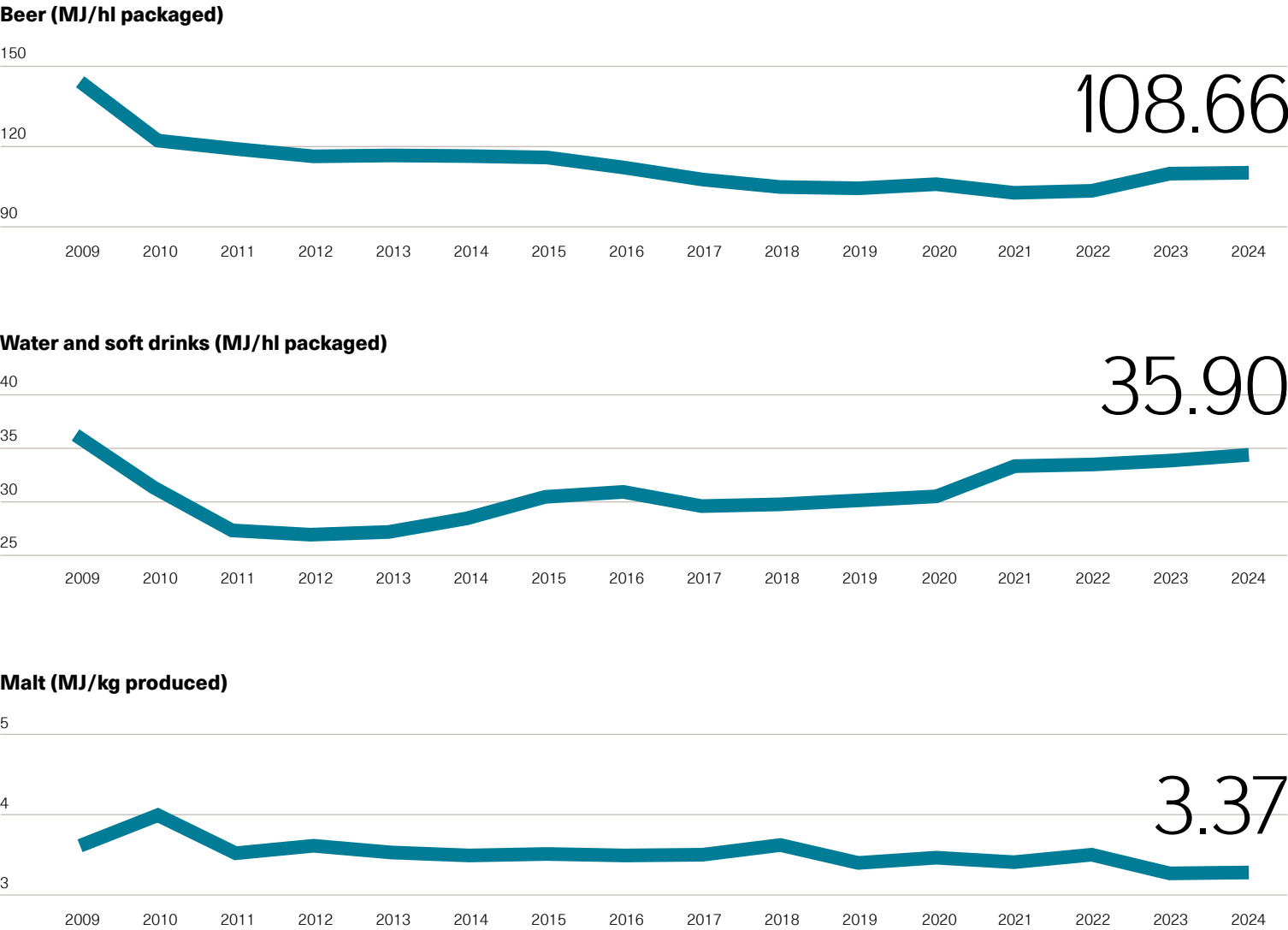


ELECTRICAL AND THERMAL ENERGY CONSUMPTION 2024



1. Electricity consumption by Grupo Rodilla's own establishments covers 78%, while natural gas consumption corresponds to three premises, accounting for 100% of those which consume gas.
Note: The electrical energy consumed at the corporate headquarters (Carrer Rosselló 515, 08025 Barcelona) was 1,448 MWh in 2024.

EVOLUTION OF ENERGY CONSUMPTION 2009-2024



Sustainable mobility

The transition towards sustainable mobility is another of the fundamental aspects in managing to reduce our carbon footprint, hence our work on new solutions to reduce our environmental impact.

- **Alfil Logistics** and **Estrella de Levante** have introduced their first three zero emissions electric trucks to cover the route between the brewery and the new Southeastern Logistics Centre in Murcia, achieving CO₂ reductions of up to 170,000 kg. Alfil Logistics has also optimised its distribution routes to avoid empty journeys, succeeding in reducing the carbon footprint per trip by around 20%.
- **Distribución Directa Integral** has renewed its fleet with more than 60 new vehicles, introducing 100% electric trucks on the Barcelona, Madrid and Mallorca distribution routes, which will serve to avoid 40 tonnes of CO₂ emissions per year.
- **Pall-Ex Iberia** has advanced towards the progressive elimination of fossil fuels through the use of 100% electric forklift trucks in its logistical operations.
- **Grupo Rodilla** has reduced the number of Obrador de Hamburguesa Nostra logistical routes on peak days from 26 to 11, thanks to a change in distribution platform, so as to optimise transport efficiency.

Carbon footprint mitigation strategy - Calculation and reduction

We continue to promote initiatives focused on reducing our carbon footprint.

- **Lean & Green.** Since 2022, Alfil Logistics and Pall-Ex Iberia have had three Lean & Green stars, thanks to a reduction of more than 35% in CO₂ emissions at their logistics hubs. SA Damm has since 2024 held a second star, after reducing its logistical emissions by more than 30%. These advances have been achieved through an action plan focused on efficiency and reduced energy consumption. Alfil Logistics also forms a part of the Lean & Green Commission promoted in Spain by AECOC (Association of Manufacturers and Distributors).
- **MITECO seals.** Alfil Logistics registered in 2013, and obtained the Calculo seal from 2016 to 2019. Estrella de Levante registered in 2016, and in 2019 and received the Calculo y Reduzco seal. The El Prat de Llobregat brewery registered in 2019 and obtained the Calculo seal in 2019 and 2020. These insignias, awarded by the MITECO OECC, recognise those organisations that calculate and reduce their carbon footprint.

Damm earns second Lean & Green Star for its commitment to environmental sustainability

Damm has earned a second Estrella Lean & Green Star awarded by AECOC, the Association of Manufacturers and Distributors, having achieved its goal of cutting CO₂ emissions from its logistical activity by more than 30%.

By launching an action plan focused on energy reduction, transformation of the vehicle fleet, collaborative transport and internal training in best practice, Damm has succeeded in becoming the first manufacturing company in the mass consumer sector to achieve this significant environmental sustainability milestone.



CALCULATION OF CARBON FOOTPRINT

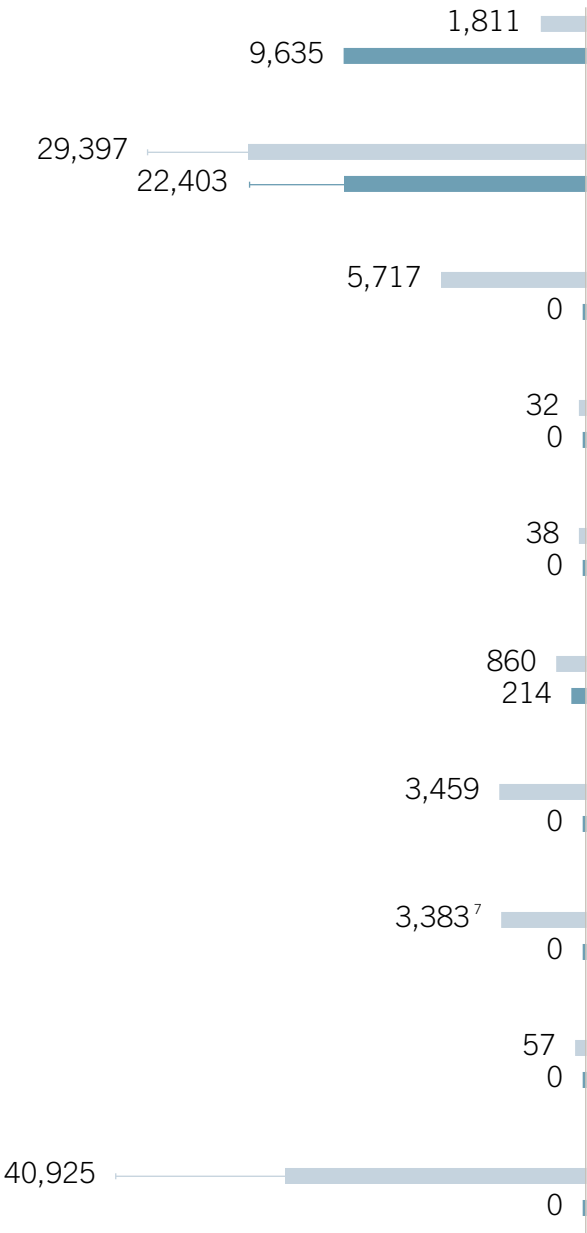
In 2013 we began to measure the carbon footprint generated as a result of our activity and quantify greenhouse gas emissions, expressed in tonnes of CO₂eq.

REDUCTION IN CO₂ EMISSIONS

The self-consumption of renewable energy, the purchase of electrical energy from renewable sources, increased energy efficiency and good environmental practices are the main actions that we undertake to reduce our carbon footprint.

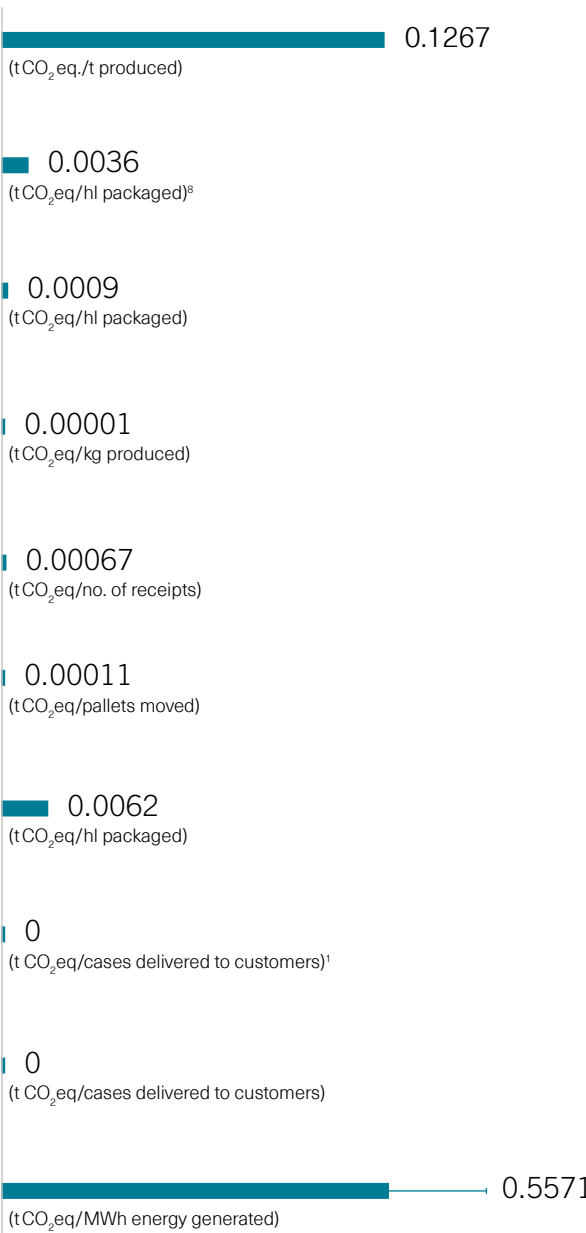
CARBON FOOTPRINT
(t CO₂EQ) 2024¹

- Direct greenhouse gas emissions²
- Indirect greenhouse gas emissions from imported electricity³



INTENSITY OF GREENHOUSE GAS EMISSIONS 2024

- Direct and indirect emissions from imported electricity



1. The calculation method used is market-based. Sources of emissions factors: Guia Catalana de Canvi Climàtic, MITECO, DEFRA and Ecoinvent.

2. 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.

3. Indirect emissions include imported electricity consumption emissions and imported energy consumption emissions via a physical network.

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

5. 100% of electrical energy consumed at the Grupo Rodilla kitchens and own establishments comes from renewable sources.

6. Including emissions derived from consumption of electricity and coolant gases (estimated).

7. Estimated data.

8. The DDI figures are published for the first time in 2024, likewise incorporating 2023, which was not reported in the 2023 NFRS.

Note: The thermal energy consumed by La Moravia and the El Prat de Llobregat brewery is supplied by Compañía de Explotaciones Energéticas.

Protecting biodiversity

In order to expand our spheres of action and positive impact in the environmental field, we promote initiatives to support biodiversity.



We play an active role in numerous projects, working with organisations and entities at the local level. 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 to this end, such as our Estrella Damm Guide, publicising information about protecting the environment and Mediterranean culture.

Actions to preserve biodiversity

— **Seaweed forest restoration project in the Cap de Creus Nature Park, in the Port Lligat area, promoted by Estrella Damm and Centro de Estudios Avanzados de Blanes (CEAB-CSIC).** This initiative has reintroduced brown algae or the *Cystoseira* genus, specifically the species *Gongolaria barbata*, to its natural habitat, after being extinct there for four decades. The project aims to restore one of the most important habitats for the diversity and productivity of the marine ecosystem, as it provides structure, food and shelter for various marine species. The earliest trials of the project, which is at the initial stage, have proved satisfactory.

- **Recovery of the Spanish toothcarp.** Damm, Barcelona Zoo Foundation and Consorci del Delta del Llobregat once again released Spanish toothcarp in the Llobregat Delta, with the help of company volunteers. The initiative forms part of the collaboration agreement in place among the three organisations, and corresponds to the educational plan "*Salvem el fartet*", intended to raise awareness as to the situation of this Mediterranean fish, declared as endangered.
- **Crayfish.** Fuente Liviana continues its collaboration with the Regional Department of Sustainable Development of Castile-La Mancha on the project to repopulate the basin of the River Tejadillos with this native species of crayfish, which had been practically extinct for half a century. The collaboration between the two parties also allows monitoring of the repopulation process, and a study into how the populations evolve, along with the environmental risks threatening the establishment of the Iberian crayfish in the waters of the River Tejadillos, using environmental DNA (eDNA) techniques, a non-invasive method undertaken by the Spanish National Research Council (CSIC), with considerable potential in the field of aquatic ecosystem analysis, beyond merely statistical population censuses.
- **Naturalisation of the Estrella Damm Old Brewery.** In 2024 we maintained and enhanced the naturalisation actions undertaken the previous year at the facilities of the Estrella Damm Old Brewery, with the aim of continuing to enrich biodiversity in the area.

Damm supports the recovery of marine wildlife

Damm and the CRAM (Marine Wildlife Conservation Recovery Foundation) collaborate in sea turtle recovery and reintroduction. Within the context of this agreement, the adopted turtle named Free was released to mark World Ocean Day in 2024, and the turtle Estrella Damm to mark World Beach Day, celebrated within the context of the Festa de la Platja, both events sponsored by Damm.



ESTRELLA DE LEVANTE FOUNDATION

- Removal of 20 tonnes of waste from the Mar Menor in collaboration with the Cofradía de Pescadores de San Pedro del Pinatar fishing association.
- Actions together with SEO/BirdLife and ANSE to improve the habitat of the El Espigar property (El Hondo Nature Park), to encourage breeding pairs of marbled duck, a critically endangered species.
- Continuation of the Marchamalo Salt Flats environmental and productive recovery project with ANSE, including visits and activities such as "Salinero por un día" ("Salt maker for a day").
- Water source and watering hole conservation project on the Hoya Lóbrega property (Moratalla), with ecosystem benefits such as the supply of drinking water and carbon fixation.
- Creation of a wetland and watchtower for bird spotting and environmental awareness-raising, in collaboration with ANSE.
- Support for Hippocampus initiatives to restore the seahorse population and remove lead pollution from the seabed through the Plumbum project.
- Trial of barley crops for use as a green filter together with the UPCT, to reduce nitrates in the subsoil of the Mar Menor, with optimal results.
- Collaboration with Thader Lutra initiatives to improve the otter habitat on the River Segura.
- Agreements with the Columbares Association and Huerta de Alcantarilla Museum to showcase and protect the surroundings of the River Segura.
- Actions with Columbares such as environmental trails, restoration of riverbank settings and improved biodiversity on the Los Pelaos estate.

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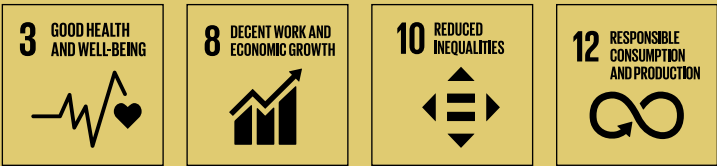
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Society

Positive impacts on our environment

Through the actions of the Damm Foundation, the Estrella de Levante Foundation and the patronage and sponsorship initiatives promoted by the different companies, we support cultural, social, culinary, sporting and environmental initiatives, to help generate a positive impact on our environment.

The Damm Foundation, supporting culture, sport and society

We help to build a more inclusive society, in particular by supporting vulnerable groups and young children. For more than two decades now, the Damm Foundation has promoted Damm's patronage and philanthropic activities to support sporting, cultural and social infrastructure in the surrounding area.

Further information about the work of the Damm Foundation can be found on its website:
fundaciodamm.cat/es

70
organisations that the Damm
Foundation has collaborated with
(30 cultural and 40 social, educational
and sporting)

275
young athletes trained at Damm
Football Club and Damm Padel Club
(244 football and 31 padel)

€4.01 M
allocated to projects

€4.9 M
Damm contribution
to the Damm Foundation





The Damm
Foundation assigned
more than 4 million
euros in 2024 to
projects underpinning
its commitment
to sport, culture
and society.

Main actions in 2024

SPORT

Through the Damm Football Club and Damm Padel Club we encourage sporting pursuits and a spirit of sportsmanship among hundreds of young people, by partnering different institutions and bodies.

For its part, the Damm Padel Club gave out bursaries to the players belonging to the squad during the year, allowing them to continue their academic training while still developing their sporting skills. The bursaries cover 100% of their sporting expenses, providing the beneficiaries with access to physical and technical training four days a week, as well as involvement in competitions throughout Spain.



CULTURE

The Damm Foundation views culture as an essential element for the development and growth of both individuals and groups, and we therefore collaborate with cultural organisations and events throughout the country with which we share values and goals. Art, music, theatre, film and literature are just some of the artistic disciplines receiving active support through philanthropy and patronage.

The Damm Foundation works with institutions including the Gran Teatre del Liceu, Teatro Real, Museo Reina Sofía, Museu Nacional d'Art de Catalunya (MNAC), the Miró Foundation and the MACBA Foundation. Over the course of 2024, our Damm colleagues were able to enjoy the Miró-Picasso exhibition at the Joan Miró Foundation, the Blanch and Guinovart concert at the Palau de la Música Catalana, "Sacre (The Rite of Spring)" at the Gran Teatre del Liceu, among others.

Notable milestones in 2024 include the renewal of the Impulsa Cultura Seal awarded by the Catalunya Cultura Foundation, distinguishing those companies that promote and support the world of culture through their good practice.



SOCIETY

The Damm Foundation gives great importance to supporting projects that contribute to the development and growth of society in the spheres of social action and education. With this aim in mind, it works with organisations throughout the country in these spheres, placing an emphasis on initiatives that support early childhood and vulnerable groups, as well as transferring knowledge and fostering talent.

The Damm Foundation this year received the Social Responsibility Commitment Award at the 17th Foment del Treball Awards and Medals of Honour - Carles Ferrer Salat Awards.



The Damm Sports City, a dream come true

On the 70th anniversary of the Damm Football Club, the Damm Foundation inaugurated the Club's new headquarters, a 30,000 m² sports complex on Montjuïc. The new facilities, comprising two full-size football pitches, one of which can be divided into two 7-a-side pitches, and two buildings, allow the organisation to continue promoting football, training and educating young athletes and helping them in their development as footballers and as people. The Foundation's new sports complex, developed in conjunction with the Barcelona architectural practices Max de Cusa and Hiha Studio, blends into the hillside landscape of Montjuïc and provides CO₂ emissions-free and environmentally friendly facilities.



Emergency help for victims of the flash flooding in Valencia

The Damm Foundation set up an emergency grant facility for people at Damm living in areas affected by the extreme flash flooding event. The grants are intended to cover expenses derived from replacing lost possessions, temporary accommodation, home repair and adaptation, restoration of utilities and other elements. This initiative goes hand-in-hand with the raft of actions launched by the Damm Foundation to support people in the towns devastated by the flash flooding, mainly in Valencia. These include the donation of more than 417,000 litres of water and isotonic drinks, as well as food, bottle racks and refrigerators for organisations such as World Central Kitchen, the Red Cross of Valencia and Red Cross of the Region of Murcia, who worked on the ground to meet the basic needs of the towns affected. These actions form part of its commitment to contribute to the well-being of its social context.



Estrella de Levante Foundation, committed to its land and people

The Estrella de Levante Foundation was set up in 2021, with the aim of becoming a major social player in its area of influence (Murcia, Alicante, Albacete and Almeria). Its key operational areas are protection of the environment, focusing in particular on the Mar Menor and the basin of the River Segura, the preservation of culture and tradition, social initiatives in support of vulnerable groups, and the values of local cuisine, from the perspective of training and talent management.

Further information about the work of the Estrella de Levante Foundation:
fundacionestrelladelevante.es



Main actions in 2024

SOCIETY

The Estrella de Levante Foundation supports the Red Cross in the Region of Murcia in its inclusion and social integration programmes, as well as creating opportunities for more vulnerable groups. In addition, 2024 was marked by the support given by the Foundation to the efforts to assist in the regions of Valencia and Letur affected by the flash flooding in October.

The Foundation worked in particular with the Titeremurcia object and puppet theatre festival, enabling groups of differently abled people to enjoy the festival, which dates back two decades. The Foundation also promotes the Christmas charity match between Real Murcia and UCAM Murcia as a key partner of the Regional Football Federation's Súper 8 League.

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The environmental efforts of the Estrella de Levante Foundation focus in particular on the ecosystems of the Mar Menor and the Segura River basin. It collaborates in various biodiversity preservation initiatives with organisations such as SEO/BirdLife, ANSE (the Southeast Association of Naturalists) and Columbares. For further information about the initiatives supported, please refer to the environment section.

CULTURE

In the sphere of culture and tradition, the Estrella de Levante Foundation supports the most firmly rooted traditional popular fiestas, in collaboration with local authorities and neighbourhood and community associations. During the year, we would emphasise the collaboration with the Peñas Huertanas Federation, focused on promoting the folklore of Murcia, and also linked with traditional arts and crafts, and cuisine. It also supports cultural institutions such as the Museo Salzillo of which it is a trustee member, the Orquesta Sinfónica de la Región de Murcia and the Real Academia Alfonso X El Sabio, all of which enjoy a long-standing social tradition.

GASTRONOMY

The Estrella de Levante Foundation works with Cáritas to promote its Eh! Catering School, with the mission of contributing to the social and occupational integration of people at risk of exclusion through vocational training in the catering field. It likewise supports the JECOMUR Association (Chefs of the Region of Murcia) to promote training for talented young people in the world of cuisine in Murcia, through a bursary for the winner of the yearly Murcia Region Young Chefs competition which the association organises.

Sponsorship and partnerships

Our small-scale grassroots approach means we support an extensive programme of sponsorship and partnership agreements in the spheres of culture, cuisine and sport, strengthening our links to society at large, offering us the opportunity to share our values and commitments.



GASTRONOMY

We promote and showcase Mediterranean cuisine locally and internationally.

National events

- Tast a la Rambla
- El Nacional
- Mercat de Mercats
- Time Out Fest
- Andorra Taste
- Disfrutar
- Meat&Fire
- Encuentro de los mares
- Costa del Sol
- espeto competition
- Magazinos Dènia
- La Fábrica de hielo
- Murcia Gastronómica
- Alicante Gastronómica
- Cartagena Puerto de Sabores
- SaborArte
- Premios Sol Repsol

- La Mar de Tapas
- Cómete Murcia
- Puerto Lumbreras Hamburger Festival
- Guateke Keler

International events

- Estrella Damm Top 50 Gastropubs Awards (United Kingdom)
- Taste of Dubai (United Arab Emirates)
- Asia's 50 Best Restaurants (South Korea)
- Food 2024 (Finland)
- Inedit Damm in China
- Les Lauriers (Canada)
- World's 50 Best Restaurant Awards (USA)
- National Restaurant Awards (United Kingdom)
- Taste Port Douglas (Australia)

CULTURE

We promote culture through our involvement in cultural activities and events held nationwide.

National events

- Primavera Sound
- La Mercè Festival
- Sónar
- Concurs de Castells
- Cruïlla Festival
- Vida Festival
- Canet Rock
- Brunch Electronik Barcelona & Madrid
- Sant Jordi Musical
- Festival B
- Mallorca Live Festival
- Barcelona Jazz Festival
- Perelada Festival
- Málaga Cinema Festival
- Espacio Cultural La Térmica
- Málaga Carnival
- Weekend Beach Festival
- Brisa Festival
- Brunch Electronik Málaga
- Local festivities in the province of Cuenca
- Bigsound Festival
- Sansan Festival
- La Villa Experience
- Días de Campo
- Fallas
- Warm Up Estrella de Levante
- La Mar de Músicas
- Rock Imperium
- Cooltural Fest
- Carthaginenses & Romanos
- Spring Fiestas
- Local festivities in the province of Huesca
- Acústica
- Portaferrada
- BSide Festival
- Big Up!
- Fortaleza Sound
- Festival Murmura
- Lemon Pop
- Fan Futura
- Welcome Estrella Levante
- Otoño y Sal
- Hermosa Fest
- Animal Sound
- Los Favoritos
- Alfarera Fest
- Indie Elx
- oh see! Malaga
- Oleosónica (Jaén)

International events

- Sonidos de Miami
- Exclusive screening of the film "Society of the Snow" in Los Angeles (USA)
- Grammis Awards, held in Stockholm (Sweden)
- FIHAV (Feria Internacional de La Habana) (Cuba)



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SPORT

We are sponsors of leading clubs, and are involved at a range of different sporting events at the national and international level.

Padel

- National padel series
- Estrella Damm Padel Tour

Football

- FC Barcelona
- Girona FC
- RCD Espanyol
- RCD Mallorca
- Real Sociedad
- Spanish national football team (men and women)
- CD Castelló
- Elche CF
- FC Cartagena
- UD Almería
- FC Andorra
- Gimnàstic de Tarragona
- UD Ibiza
- UD Las Palmas
- Federació Catalana de Futbol
- Real Murcia CF
- CE Sabadell
- CE Europa
- UE Sant Andreu
- UE Olot

Sailing

- 37th America's Cup
- Emirates Team New Zealand
- Sailing Copa del Rey (Sailing Team)



Estrella Damm, official beer of the 37th edition of the America's Cup

Estrella Damm has supported the sport of sailing for more than 25 years. During 2024, the official beer of the 37th Edition of the America's Cup lent its support to the longest-standing international competition, dating back to 1851, which brought the world's leading sailors and sailing teams to Barcelona.

As official sponsor, Estrella Damm enjoyed a prominent position at the different venues set up both for the prior regatta in Vilanova i la Geltrú, and during the competition in Barcelona. Initiatives were also undertaken to bring the competition and the sport of sailing closer to the general public.



Basketball

- Club Joventut de Badalona
- Bàsquet Girona
- Bàsquet Manresa
- Bàsquet Menorca
- Unió Girona Club de Bàsquet
- Barça CBS
- Cadí la Seu
- Unicaja de Málaga
- UCAM Murcia Club de Baloncesto

Tennis

- Barcelona Open Banc de Sabadell – Conde de Godó Trophy. 71st Edition
- Mutua Madrid Open 2024
- Gonet Geneva Open
- ATP Mallorca 2024
- Davis Cup Finals

Golf

- Estrella Damm N.A. Andalucía Masters
- Betfred British Masters
- LIV Golf Valderrama
- LIV Golf UK

Other sports

- Ski resorts of Ferrocarrils de la Generalitat de Catalunya
- Madrid Horse Week 2024

OTHER EVENTS

- MWC Barcelona (Mobile World Congress Barcelona)
- Rec.0
- BCN Bridal Fashion Week

Other charitable initiatives

With the aim of boosting our positive impact on society, we go beyond the activities conducted by the Damm Foundation, Estrella de Levante Foundation, and sponsorship arrangements. We also promote our own initiatives and get involved in external projects.



- **3rd Ametller Origen Christmas Charity Dinner.** Damm was one of the companies contributing to this charity initiative to raise funds to improve the quality of life of patients and their families using La Casa de Sofía, a care model for children with complex or chronic conditions or advanced illness, led by the Hospital Sant Joan de Déu in Barcelona.
- **Soles de Málaga.** Cervezas Victoria supports the El Pimpi Foundation, whose key activities include the Soles de Málaga programme, raising funds for charities in the province.
- **Grupo Rodilla collaboration with the Querer Foundation.** In order to draw attention to underprivileged groups, products were provided for their charity market for families, held in late November.
- **Agreement with the A La Par Foundation.** Grupo Rodilla and the A La Par Foundation, who champion the rights and involvement of intellectually differently abled people within society, have opened the first Rodilla staffed by people with functional diversity. In December 2024 the "Corazón de roscón" campaign was launched, an initiative which donates 100% of the profits raised through the sale of traditional "roscón" cakes to 1 of the Foundation's projects. This collaboration also extends to the recruitment of people undertaking work experience in areas including Human Resources and Accounting.



— **Redondeo solidario ("Charity rounding-up").** Fundraising through the charity rounding-up at Grupo Rodilla point-of-sale terminals to cover the basic needs of vulnerable individuals cared for by Cáritas, and also to help in the emergency caused by the flash flooding in Valencia, a campaign promoted by the Red Cross.

— **Charitable product donation.** Grupo Rodilla and Grupo Cacaolat conducted controlled donations to social canteens of surplus produce still fit for consumption.

— **#1 TantoMás campaign.** Within the context of the Estrella Damm Padel Tour, padel balls are collected to be reused to soundproof educational classrooms for students with hearing difficulties.

— **KILO Campaign.** The COCEDA works council partnered the company to take part in this initiative once again, which involved collecting and donating non-perishable foodstuffs and toiletries for the San Francisco de Asís Shelter.

— **Pall-Ex Iberia support for the Ronald McDonald Home in Valencia.** Pall-Ex Iberia sponsored the 1st Charity Padel Tournament, with all proceeds being donated to the maintenance of the Ronald McDonald Home, providing free accommodation for families with seriously ill children who have to travel to Valencia for medical treatment.

— **Collaboration in charity padel tournaments.** Rumbo Sport collaborates with various charity tournaments organised by Francisco de Vitoria University, the Numen Foundation and Pádel Silla Association.

— **1001 Esperanzas Family Day.** Rumbo Sport organised a charity tournament supporting the activity of the 1001 Esperanzas association in support of children and teenagers undergoing cancer treatment, and their families.



Visits and activities at our breweries

The Estrella Damm Old Brewery and the Estrella de Levante, Cervezas Victoria and Cacaolat plants serve as meeting points hosting a wide range of events, combining sport, culture, cuisine and innovation. They are also the perfect place to show how we make our products.

During the year, we lit up our façades to lend visibility and support to a range of initiatives. The façades of the Estrella Damm Old Brewery (Barcelona), the El Prat de Llobregat Brewery (Barcelona), Cervezas Victoria (Málaga), Estrella de Levante (Espinardo) and Plataforma Continental (Madrid) 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.

BREWERY VISITORS IN 2024

18,807
visitors to the Estrella Damm Old Brewery
(Barcelona) and El Prat de Llobregat brewery

9,505
visitors to Cervezas Victoria (Malaga)

7,072
visitors to Estrella de Levante (Espinardo)

12,300
visitors to the Cacaolat plant
(Santa Coloma de Gramanet)



Estrella Damm Old Brewery

The Estrella Damm Old Brewery remains a flagship venue in the city of Barcelona, hosting numerous events connected with culture, charity, cuisine, sport, innovation and other areas. Guided tours around the facilities and the historical archive remain a popular leisure option in Barcelona for both domestic and foreign visitors.

Main events in 2024

SPORT

- INEOS Britannia Concert
- Barça ONE
- Damm Football Club season presentation
- PRO Women in Sports
- PRO Sports Tech 2024
- European Women's Football Gala
- Estrelles del Fútbol Català Gala
- SportBiz

CULTURAL

- Sant Jordi Musical
- Sant Jordi de Nadal
- Delicatessen
- Confidential
- Fira de Segells
- La Mercè
- AuronPlay LAN Party
- Mutek
- NetCom 2024
- Jazzbah
- Diada Castellera Sagrada Família
- Gegants gathering
- Radio Primavera Sound
- Gaudí Award candidates gala
- Enderrock Sona
- Sónar 2024 festival press conference
- Cruïlla 2024 festival press conference
- Sona 9

GASTRONOMY

- Se Me Antoja
- Premis Restauració
- FestiFest
- Van Van (Spicy, Chopstick & 100 %)
- Time Out Fest

CHARITY

- Lovaas Foundation Concert
- Relats Solidaris de l'Esport:
acte amb Lewandowski
- NASCO Feeding Minds Dimarts Solidari
- Presentació Relats Solidaris



91,740
attendees in 2024

241
events held in 2024

Estrella de Levante Brewery

Visitors to the Estrella de Levante brewery have the chance to discover the whole brewing process, from malting the barley to final bottling, while also enjoying a tasting. Meanwhile, the Estrella de Levante Tasting Room inside the brewery hosts a wide range of events throughout the year.

Main events in 2024

SPORT

- Inaugural event at Costa Cálida Región de Murcia Sport Business convention
- Launch of Aperitivos Deportivos con Estrella de Levante gatherings
- Visit by the UCAM Murcia Basketball Club and Real Murcia Football Club teams
- Fan Zone Ucam Murcia CB

CULTURAL

- Sala de Catas podcast recording
- Mutantes artistic experimentation event exhibition
- Secret Show at the Warm Up Estrella de Levante festival with Arde Bogotá
- Generación Estrella Literary Competition prize giving

GASTRONOMY

- Sala de Tapa series of dinners with brand customers
- Estrella de Levante Beer Pouring Contest final

CHARITY

- Charity snack with the Red Cross

OTHER

- Beer Sessions with tastings and DJs
- Gastrociencia brewing event



16,005
attendees in 2024

155
events held in 2024

Cervezas Victoria brewery

The brewery opens its doors to reveal how Victoria beer is brewed, on a 90-minute tour of its facilities. These days it also serves as a meeting point hosting a range of cultural, sporting and culinary events.

Main events in 2024

SPORT

- Communication, Equality and Sport, organised by the Malaga Association of Sports Journalists
- Presentation of Jabegas league by the Malaga Provincial Authority
- Meeting with Conchita Martinez organised by Diario Sur during the Davis Cup

CULTURAL

- Concert Series
- Brisa Festival presentation
- La Térmica Village presentation
- Diario Sur Aula de Cultura
- ACRO Festival press conference
- Mafiz event with the Malaga Festival
- Noches Carnavaleras, and other events

GASTRONOMY

- Launch of Macarfi Guide in Malaga
- Anchovy Recipe Book presentation
- Gastrohub (various events)
- Opinión de Málaga "El Delantal" awards
- Victoria Diez presentation press conference

OTHER

- El Español Technology Gatherings in Malaga
- Outstandings by Málaga Tech

11,000
attendees in 2024

85
events held in 2024



Cacaolat production plant

We conduct school visits to our plant to explain the ingredients in Cacaolat products (Letona milk from local, family farms and cocoa from sustainable agriculture) and to conduct a product tasting. In 2024 we launched a pilot scheme for families, opening up one weekend per month with two visits per day, allowing them to enjoy the same experience.

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Report

Technical data and materiality matrix



PERIOD COVERED

2024 (From 1 January to 31 December)

POINT OF CONTACT

comunicacion@damm.com

REFERENCE STANDARDS

This report has been drawn up on the basis of the GRI Standards (GRI 1: Foundations 2021).

DOUBLE MATERIALITY ANALYSIS

In 2023 we updated the materiality analysis, incorporating the double materiality perspective, which covers both financial materiality and impact materiality. Financial materiality is the impact of the environment on development, performance and evaluation of the business, while impact materiality is the level of the organisation's impact on the environmental, social and economic context.

This exercise was conducted in line with the requirements and recommendations of the Universal Standard GRI 3: Material Topics 2021.

The analysis was approached as an update to the materiality study conducted in 2021, which covered a comprehensive consultation process involving almost 150 internal and external Damm partners. Individual online interviews were conducted to produce this study with executive figures from Damm and external partners. Each interview included a dual quantitative and qualitative evaluation of the impact topics by means of a quantitative survey and open, exploratory questions to elicit shades of perception in each case.

In 2025 a new double materiality analysis was undertaken to align us with the requirements established by the Corporate Sustainability Reporting Directive (CSRD), thereby ensuring rigorous identification of the most significant impacts, risks and opportunities for the organisation and our stakeholders.

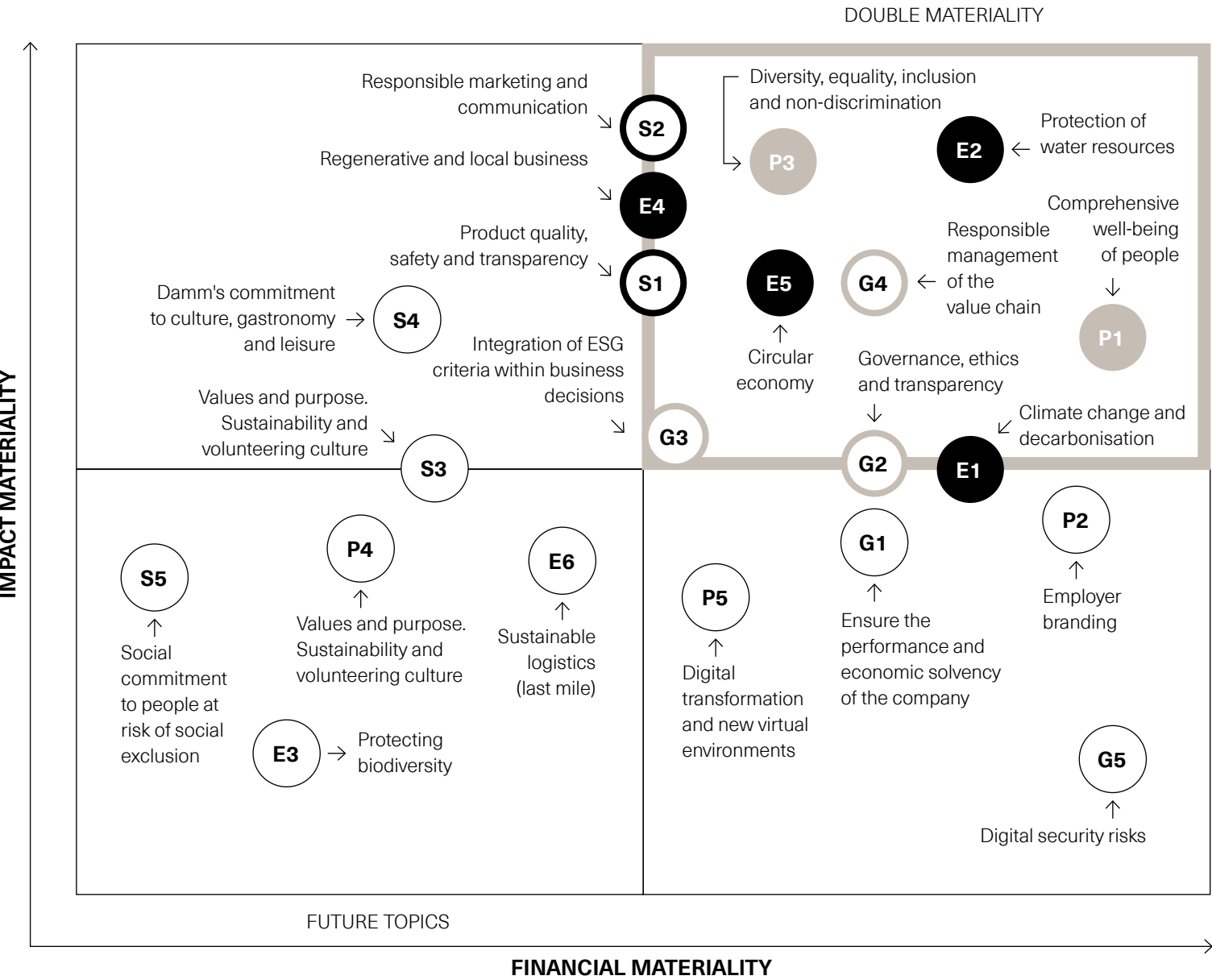
SCOPE

This information covers all the companies controlled and managed by Damm:

Agama Manacor 249; Aguas San Martín de Veri, SL; Alfíl Logistics, SA; Artesanía de la Alimentación, SL; Australia Damm; Bebidas Ugalde, SL; BecDamm, SL; Bizkaiko Edari Komertzialak, SL; Cafès Garriga 1850, SL; Cerbeleva, SL; Cervecera del Turia, SL; Cervezas Victoria 1928, SL; Coceda Portugal, SA; Coceda, SL; Comercial Mallorquina de Begudes, SLU; Corporación Económica Delta, SA; Damm 1876 LTD; Damm Atlántica, SL; Damm Brewery Sweden AB; Damm Canarias, SL; Damm Global Barcelona, SLU; Damm Restauración, SL; Damm Taiwan/Taipei; DDI Nexia, SL; DDI Provea, SL; Dismenorca, SL; Distrialmo, SL; Distribución Directa Integral, SL; Distribuciones de Begudes de Marina Alta, SL; Distribuidora de Begudes Movi, SL; DistriDamm, SL; El Obrador de HN, SL; Envasadora Mallorquina de Begudes, SL; Estrella Damm Chile SpA; Estrella Damm Guinea Ecuatorial, SL; Estrella Damm Services Canada, Inc; Estrella Damm Trading Co, Ltd; Estrella Damm US Corporation; Estrella de Levante, SA; Gasteiz Banaketa Integrals, SL; Gestión Fuente Liviana, SL; Grupo Cacaolat, SL; Intercervecera, SL; Maltería La Moravia, SL; Minerva Global Services, SL; Nabrisa Distribuciones, SL; Nennisiwok, SL; Nostra Restauración, SLU; Pallex Iberia, SL; Plataforma Continental, SL; Pumba Logística, SL; Rodilla Sánchez, SL; Rodilla Sánchez, US, LLC; Rumbosport, SL; SA Damm; Sadiga; Setpoint Events, SA.

Double materiality matrix

- People
- Environment
- Governance
- Social commitment



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GRI content index

GRI content index

Statement of use	Damm has presented the information cited in this GRI content index for the period from January 1 to December 31, except for Cacaolat, whose information covers up to November 30, 2024, using the GRI Standards as a reference.
GRI 1 Used	GRI 1: Fundamentals 2021

GRI standard
indicatorPage/Direct Answer

GRI 2 GENERAL DISCLOSURES 2021

THE ORGANIZATION AND ITS REPORTING PRACTICES

2-1 Organizational details	8, 11-13, 117
2-2 Entities included in the organization's sustainability reporting	117
2-3 Reporting period, frequency and contact point	Annual

ACTIVITIES AND WORKERS

2-6

Activities, value chain and other business relationships

8-37, 43-46

Activity Sectors		Customers Typology	
Beverages (beers, waters and soft drinks) and food (dairy and vegetable products and coffee)		Clients. Based on the distribution channel: major hospitality accounts (organized restaurant chains and collectives), traditional hospitality (distribution companies), major food accounts (national and regional hypermarkets and supermarkets, cash-and-carry, and wholesalers), and online sales (individual customers purchasing products through Damm Shop). Based on the retail customer, there are two consumption categories: food for off-premise consumption and hospitality for on-premise consumption. These categories are further divided into two types of clients: independent (the majority of establishments in Spain) and organized (clients in the major hospitality accounts channel).. Consumers. End consumers of the products.	
Restaurants		Franchises. Individual or legal person who has the right to market and exploit the brand. Consumers. Final consumers of the products at the establishments.	
Logistics and capillary distribution services		Customers. Companies from different sectors and other logistics operators.	
Event management		Clients. Companies or organizations that wish to organize competitions and sporting or cultural events of any kind.	

2-7 Employees

5, 51-52

Workforce as at 31 December		2022	2023	2024
Own personal	Food and beverages	2,887	3,012	2,858
	Logistics and distribution	1,419	1,443	1,364
	Restaurants	1,095	1,131	1,188
	Event management	40	39	13
	Damm	5,441	5,625	5,423

Workforce by hire type and gender (as at 31 December)	2022					2023					2024				
	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management
% Permanent	90%	91%	98%	75%	88%	94%	94%	94%	98%	100%	97%	97%	97%	98%	100%
Permanent	4,876	2,623	1,392	826	35	5,315	2,819	1,353	1,104	39	5,271	2,768	1,328	1,162	13
Men	3,402	1,959	1,142	273	28	3,575	2,105	1,096	346	28	3,495	2,043	1,082	362	8
Women	1,474	664	250	553	7	1,740	714	257	758	11	1,776	725	246	800	5
Temporary	565	264	27	269	5	310	193	90	27	0	152	90	36	26	0
Men	288	191	20	74	3	233	133	87	13	0	97	52	33	12	0
Women	277	73	7	195	2	77	60	3	14	0	55	38	3	14	0

	2022					2023					2024				
	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management
Workforce by workday type and gender (as at 31 December)															
% Full-time	90%	91%	98%	75%	88%	94%	94%	94%	98%	100%	97%	97%	97%	98%	100%
Full-time	4,876	2,623	1,392	826	35	5,315	2,819	1,353	1,104	39	5,271	2,768	1,328	1,162	13
Men	3,402	1,959	1,142	273	28	3,575	2,105	1,096	346	28	3,495	2,043	1,082	362	8
Women	1,474	664	250	553	7	1,740	714	257	758	11	1,776	725	246	800	5
Part-time	565	264	27	269	5	310	193	90	27	0	152	90	36	26	0
Men	288	191	20	74	3	233	133	87	13	0	97	52	33	12	0
Women	277	73	7	195	2	77	60	3	14	0	55	38	3	14	0

	2022					2023					2024				
	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management
Workforce by gender and age group (as at 31 December)															
Men	3,690	2,150	1,162	347	31	3,808	2,238	1,183	359	28	3,592	2,095	1,115	374	8
< 25 years	279	124	43	109	3	309	120	46	142	1	235	60	32	143	0
26-35 years	667	370	156	135	6	670	388	168	109	5	649	393	143	113	0
36-45 years	1,155	744	342	59	10	1,129	727	329	64	9	990	607	314	64	5
46-55 years	1,079	636	407	31	5	1,114	678	404	26	6	1,150	723	386	39	2
56-65 years or more	510	276	214	13	7	586	325	236	18	7	568	312	240	15	1
Women	1,751	737	257	748	9	1,817	774	260	772	11	1,831	763	249	814	5
< 25 years	288	47	6	235	0	313	45	7	261	0	303	34	6	263	0
26-35 years	469	180	32	252	5	459	200	42	211	6	456	188	28	238	2
36-45 years	488	271	81	135	1	497	261	79	155	2	464	241	69	153	1
46-55 years	403	195	107	99	2	421	211	98	110	2	478	238	115	124	0
56-65 years or more	103	44	31	27	1	127	57	34	35	1	130	61	31	36	2

	2022					2023					2024				
	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management
Women by professional category (as at 31 December)															
Board and senior management	1	0	1	0	0	1	0	1	0	0	0	0	0	0	0
Senior management	9	6	0	3	0	12	8	0	4	0	12	6	1	5	0
Specialised staff and middle managers	646	417	75	147	7	663	421	76	157	9	625	336	78	208	3
Administrative staff and commercial	382	178	172	30	2	346	168	168	8	2	408	239	160	7	2
Supporting Workforce	713	136	9	568	0	795	177	15	603	0	786	182	10	594	0

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STRATEGY, POLICIES AND PRACTICES					
2-22	Statement on sustainable development strategy	3, 4, 42			
2-24	Embedding policy commitments	Mainstreaming is based on the principle of “mainstreaming” commitments and policies at all levels and activities of SA Damm and companies Dependent.			
2-26	Mechanisms for seeking advice and raising ethical concerns	40			
2-28	Membership associations	47			
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	Employees covered by collective bargaining agreements by country	2022	2023	2024
		Spain	100%	100%	100%
		Portugal	100%	100%	100%
		Andorra	100%	100%	100%
		United Kingdom ¹	ND	ND	30%
		United States ²	10%	10%	100%
		China	100%	100%	100%
		Chile	100%	100%	100%
(1) In the United Kingdom, the collective agreement applies to employees whose working conditions are not individually agreed. (2) 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.					
MATERIAL TOPICS 2021					
3-1	Process to determine material topics	117			
3-2	List of material topics	118			

Material topics

GRI standard indicator	Page/Direct Answer
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ECONOMIC TOPICS

GRI 204: PROCUREMENT PRACTICES (2016)

GRI 3-3 Management of material topics	43-46
201-1 Proportion of spending on local suppliers	43

GRI 205: ANTI CORRUPTION (2016)

GRI 3-3 Management of material topics	40
205-3 Confirmed incidents of corruption and actions taken	In 2024, no confirmed corruption cases have been registered at Damm companies.

Q5. DIGITAL TRANSFORMATION

GRI 3-3 Management of material topics	54, 55, 70, 71, 74
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Environmental topics

GRI 301: MATERIALS (2016)

GRI 3-3 Management of material topics	79-81, 83, 84			
301-1 Materials used by weight or volume	84			
Materials and raw materials used (t)		2022	2023	2024
Beer and soft drinks¹	Raw materials for beer (malt, rice, maize, barley in process and hops) ¹	231,966	213,444	222,168
	Materials for beer and soft drinks (glass, aluminium, steel, paper/cardboard and plastic)	174,261	158,607	166,233
Water	Packaging materials for water (PE and PET plastics, paper/cardboard, aluminum, and steel)	6,787	6,526	7,634
Grupo Rodilla and Hamburguesa Nostra (kitchens)	Raw materials (meat and ingredients)	1,608	1,630 ³	1,654
	Materials (trays, cellophane, film, and bands)	31	32	30
Grupo Rodilla and Hamburguesa Nostra (restaurants)²	Materials (paper, cardboard, plastic, aluminum, wood, fiber, and others)	2,212	237	284
Dairy (Cacaolat and Agama)	Raw materials (sugar, cocoa powder, raw milk, powdered milk, and whey)	49,848	48,511	46,083
	Dairy packaging materials (PE and PET plastics, paper/ cardboard, glass, and steel)	1,067	3,961 ⁴	3,658

(1) Data includes the factories in El Prat de Llobregat, El Puig, Santarém (Portugal), and Estrella de Levante Brewery.
(2) In 2023, the data includes 100% of the owned establishments of Rodilla, Café de Indias, and Hamburguesa Nostra. All paper, cardboard, and plastic consumed in these establishments come from recycled sources.
(3) Due to an error in the 2023 EINF, the reported figure of 19 corresponded to the consumption of recycled materials.
(4) The published value for 2023 (2,574) has been corrected due to a reporting error.
Note: At Grupo Rodilla's headquarters, 0.887 tons of paper and cardboard were consumed in 2023 and 0.341 tons in 2024. All consumed paper and cardboard come from recycled sources.

GRI 302: ENERGY (2016)					
302-3 Energy intensity	94				
		Energy consumption	2022	2023	2024
		Beer (MJ/hl packaged)			
		Electrical energy	35.39	37.50	37.17
		Thermal energy	67.15	71.30	72.05
		Total	103.20	109.30	109.22
		Water and soft drinks (MJ /hl packaged)			
		Electrical energy	17.23	17.74	19.09
		Thermal energy	16.24	16.11	16.80
		Total	30.05	33.85	35.89
		Malt (MJ /t produced)			
		Electrical energy	577.65	507.50	505.33
		Thermal energy	2,915.08	2,735.81	2,864.02
		Total	3.49	3.24	3,369.35
		Alfil Logistics (MJ /pallet moved)			
		Electrical energy	1.72	1.88	2.18
		Thermal energy	1.44	1.48	1.59
		Total	3.13	2.92	3.77
		Grupo Rodilla and Hamburguesa Nostra – Kitchens (MJ /kg produced)			
		Electrical energy	1.68	1.21	1.17
		Thermal energy¹	0.27	0.20	0.18
		Total	1.95	1.41	1.35
		Grupo Rodilla and Hamburguesa Nostra – Restaurants (MJ/number of receipts)			
		Electrical energy²	3.22	3.10	3.08
		Thermal energy³	13.61	11.72	10.39
		Total	16.83	14.82	13.47
		Dairy (Cacaolat and Agama) (MJ /hl packaged)			
		Electrical energy	74.10	80.84	74.40
		Thermal energy	122.90	124.74	118.45
		Total	196.76	204.07	192.85
(1) There is no thermal energy consumption at El Obrador de Hamburguesa Nostra, SL.					
(2) The electricity consumption of Grupo Rodilla's own restaurants covers 74% of the total in 2023, 75% in 2022 and 77% in 2021.					
(3) Natural gas consumption covers the three own restaurants which represent 100% of the one with gas consumption.					
Note: The electricity consumed at the head office (c/ Rosselló, 515, 08025 Barcelona) amounted to 1,471 MWh in 2023, 1,512 MWh in 2022 and 1,371 MWh in 2021.					

302-4 Reduction of energy consumption	94
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GRI 303: WATER (2018)					
GRI 3-3 Management of material topics	79-81, 87-90				
303-1 Interaction with water as a shared resource	79-81, 87-90				
303-3 Water withdrawal by source	90				
		Water consumption by source (m³)	2022	2023	2024
		Beer	6,550,122	6,465,012	6,036,426
		Water from the municipal supply	71,829	128,540	250,585
		Groundwater	6,478,293	6,336,472	5,785,841
		Water and soft drinks	1,463,827	1,206,384	1,293,013
		Water from the municipal supply	4,547	3,812	1,364
		Groundwater and spring water	1,459,280	1,202,572	1,291,649
		Malt houses¹	549,653	517,439	558,424
		Surface waters (canal)	402,484	385,829	399,431
		Groundwater	145,839	130,513	157,632
		Water from the municipal supply	1,330	1,097	1,361
		Alfil Logistics	22,730	13,344	9,651
		Water from the municipal supply	22,730	13,344	9,651
		Grupo Rodilla and Hamburguesa Nostra (kitchens)	4,243	4,413	4,499
		Water from the municipal supply	4,243	4,413	4,499
		Grupo Rodilla and Hamburguesa Nostra (restaurants)²	13,263	17,171	20,950
		Water from the municipal supply	13,263	17,171	20,950
		Dairy (Cacaolat and Agama)	499,101	535,601	454,002
		Water from the municipal supply	10,132	4,239	448,642
		Groundwater	488,969	531,362	5,360

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

(2) Water consumption of Grupo Rodilla's own restaurants covers 23% of the total in 2023 and 34% of the total in 2024.

Note: Water consumption at the headquarters (c/ Rosselló, 515, 08025 Barcelona) was 3,938 m³ in 2023 and 4,220 m³ in 2024.

GRI 305: EMISSIONS (2016)					
305-4 Intensidad de las emisiones de GEI	96				
		Greenhouse Gas Emissions Intensity (Direct greenhouse gas emissions and indirect greenhouse gas emissions from imported electricity)	2022	2023	2024
		Malt (t CO ₂ eq./t produced)	0.1213	0.1202	0.1267
		Beer (t CO ₂ eq./hl packaged) ¹	0.0032	0.0032	0.0036
		Water and soft drinks (t CO ₂ eq./hl packaged)	0.0007	0.0009	0.0009
		Alfil Logistics (t CO ₂ eq./moved pallet)	0.00008	0.00009	0.00011
		DDI (t CO ₂ eq/per cases delivered to customers) ²	0.00014	0.00014	0.00014
		CEE (t CO ₂ eq/MWh of energy generated)	0.30725	0.83228	0.55710
		Grupo Rodilla and Hamburguesa Nostra – Kitchens (t CO ₂ eq./kg produced)	0.00002	0.00001	0.00001
		Grupo Rodilla and Hamburguesa Nostra – Restaurants (t CO ₂ eq./no. of receipts)	0.00069	0.00059	0.00067
		Dairy (Cacaolat and Agama) (t CO ₂ eq./hl packaged)	0.0075	0.0063	0.0062
(1) In 2023, the Bedford factory (Damm 1876 LTD) was not included.					
(2) In 2024, DDI data is published for the first time, incorporating figures from 2022 and 2023, which were not reported in the 2023 EINF.					
Note: The thermal energy consumed by Maltería La Moravia, SL, and COCEDA, SL, is supplied by Compañía de Explotaciones Energéticas.					
305-5 Reduction of GHG emissions	91-93, 95				
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions		Other emissions into the atmosphere (NO₂) (g/hl packaged)	2022	2023	2024
		COCEDA (El Prat de Llobregat)	5.78	5.93	4.98
		Estrella de Levante (Espinardo)	5.76	5.97	3.51
		COCEDA (El Puig)	4.44	4.61	3.87
		COCEDA (Salem)	1.35	1.35	1.16
		Gestión Fuente Liviana (Huerta del Marquesado)	0.42	0.47	0.39
		Aguas de Veri (Bisaurri y El Run)	0.47	0.50	0.42
		COCEDA Portugal (Santarém)	6.12	4.18	3.86
		Cervezas Victoria (Málaga)	7.18	10.78	7.35
		Agama ¹	8.86	9.39	8.25
		Cacaolat	ND	6.40	4.55
		Obrador de Rodilla	5.09	4.05	3.73
(1) In 2024, Agama data is published for the first time, also incorporating 2023 figures, which were not included in the 2023 Annual Report.					
GRI 306: WASTE (2020)					
GRI 3-3 Management of material topics	79-83, 86				
306-1 Waste generation and significant waste-related impacts	79-83, 86				
306-2 Management of significant waste-related impacts	79-83, 86				

306-3 Waste generated

86

306-4 Waste diverted from disposal

306-5 Waste directed to disposal

Waste generation (t)		Non-recoverable waste	Recoverable waste	Total	Toxic and hazardous waste
2024	Beer	415	25,717	26,132	150
	Soft drinks	59	1,077	1,136	55
	Water	11	683	694	3
	Dairy (Cacaolat y Agama)	28	1,174	1,202	7
	Total	513	28,651	29,164	215
2023	Beer	419	26,130	26,549	156
	Soft drinks	66	2,404	2,470	46
	Water	12	745	757	6
	Dairy	35	1,351	1,386	9
	Total	532	30,630	31,162	217
2022	Beer	430	26,885	27,315	159
	Soft drinks	60	1,127	1,187	28
	Water	0,3	780	780	5
	Dairy	22	1,534	1,556	7
	Total	512	30,326	30,838	199

Note: Beer includes COCEDA (El Prat de Llobregat and El Puig). COCEDA Portugal, Estrella de Levante Brewery, and Cervezas Victoria. Soft drinks include COCEDA (Salem). Water includes Aguas de San Martín de Veri (Bisaurri and El Run) and Gestión Fuente Liviana. Dairy includes Cacaolat.

Waste generation in Grupo Rodilla and Hamburguesa Nostra (t) (kitchens)		2022	2023	2024
Toxic and hazardous waste		1.33	0.79	0.81
Non-hazardous waste		71.74	61.16	81.65
Recoverable waste		25.37	35.01 ⁽¹⁾	35.27

(1) In the 2023 Annual Report, a value of 69.95 was reported, which corresponded to non-recoverable waste.

Waste generation in Grupo Rodilla and Hamburguesa Nostra (t) (own establishments) ⁽¹⁾		2022	2023	2024
Toxic and hazardous waste		0.00	0.00	0.00
Non-hazardous waste		83.09	69.04	52.71
Recoverable waste		141.96	154.29	184.00

(1) The data includes the waste generated in 100% of the establishments of Rodilla, Café de Indias and Hamburguesa Nostra.

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)

GRI 3-3 Management of material topics	44
308-1 New suppliers that were screened using environmental criteria	44

Social topics

GRI 401: EMPLOYMENT (2016)

GRI 3-3 Management of material topics	52- 53																
401-1 New employee hires and employee turnover	52-53																
New employee hires by gender and age group (as at 31 December)	2022					2023					2024						
	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management		
	Men	460	0	67	393	0	1,570	625	582	361	2	1,261	360	492	372	37	
	< 25 years	237	0	6	231	0	472	129	109	234	0	419	78	90	235	16	
	26-35 years	151	0	19	132	0	481	222	153	104	2	353	124	111	102	16	
	36-45 years	49	0	24	25	0	298	126	152	20	0	271	85	153	29	4	
	46-55 years	21	0	16	5	0	240	120	118	2	0	168	59	102	6	1	
	56-65 years or more	2	0	2	0	0	79	28	50	1	0	50	14	36	0	0	
	Women	819	0	25	794	0	968	209	51	706	2	909	148	54	702	5	
	< 25 years	488	0	4	484	0	493	57	7	429	0	443	44	7	387	5	
	26-35 years	228	0	5	223	0	260	74	11	173	2	284	51	4	229	0	
	36-45 years	70	0	10	60	0	140	53	15	72	0	117	37	22	58	0	
	46-55 years	26	0	5	21	0	63	21	16	26	0	60	14	19	27	0	
	56-65 years or more	7	0	1	6	0	12	4	2	6	0	5	2	2	1	0	
	Total	1,279	0	92	1,187	0	2,538	834	633	1,067	4	2,170	508	546	1,074	42	
	New employee hires index	24%	0%	6%	108%	0%	45%	28%	44%	94%	10%	40%	18%	40%	90%	323%	
	Employee voluntary turnover by gender and age group (as at 31 December)	2022					2023					2024					
		Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	
		Men	365	58	107	198	2	408	133	69	203	3	532	168	138	201	25
		< 25 years	110	7	13	89	1	122	7	7	107	1	155	9	15	124	7
26-35 years		136	23	26	86	1	131	36	12	81	2	153	50	31	61	11	
36-45 years		72	17	38	17	0	95	55	27	13	0	111	54	40	13	4	
46-55 years		39	7	27	5	0	46	28	17	1	0	75	31	42	2	0	
56-65 years or more		8	4	3	1	0	14	7	6	1	0	38	24	10	1	3	
Women		517	50	33	434	0	510	80	18	412	0	523	69	31	418	5	
< 25 years		246	5	2	239	0	260	9	1	250	0	252	10	2	238	2	
26-35 years		188	28	10	150	0	155	31	3	121	0	171	28	4	138	1	
36-45 years		49	8	12	29	0	57	23	5	29	0	59	19	11	28	1	
46-55 years		28	8	7	13	0	33	16	8	9	0	32	8	10	13	1	
56-65 years or more		6	1	2	3	0	5	1	1	3	0	9	4	4	1	0	
Total		882	108	140	632	2	918	213	87	615	3	1,055	237	169	619	30	
Employee turnover rate		16.2%	3.7%	9.9%	57.7%	5.0%	16.3%	7.1%	6.0%	54.4%	7.7%	19%	8%	12%	52%	231%	

401-3 Parental leave	63																																																																																																																																																																																																																																																
	<table><tr><th></th><th colspan="5">2022</th><th colspan="5">2023</th><th colspan="5">2024</th></tr><tr><th></th><th>Damm</th><th>Food and beverages</th><th>Logistics and distribution</th><th>Restaurants</th><th>Event management</th><th>Damm</th><th>Food and beverages</th><th>Logistics and distribution</th><th>Restaurants</th><th>Event management</th><th>Damm</th><th>Food and beverages</th><th>Logistics and distribution</th><th>Restaurants</th><th>Event management</th></tr><tr><td>Retention rate</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Number of employees that took parental leave</td><td>251</td><td>154</td><td>65</td><td>29</td><td>3</td><td>188</td><td>125</td><td>43</td><td>19</td><td>1</td><td>243</td><td>139</td><td>61</td><td>41</td><td>2</td></tr><tr><td>Men</td><td>192</td><td>126</td><td>55</td><td>8</td><td>3</td><td>140</td><td>95</td><td>39</td><td>5</td><td>1</td><td>161</td><td>98</td><td>53</td><td>8</td><td>2</td></tr><tr><td>Women</td><td>59</td><td>28</td><td>10</td><td>21</td><td>0</td><td>48</td><td>30</td><td>4</td><td>14</td><td>0</td><td>82</td><td>41</td><td>8</td><td>33</td><td>0</td></tr><tr><td>Number of employees that returned to work after parental leave ended</td><td>241</td><td>154</td><td>65</td><td>19</td><td>6</td><td>188</td><td>125</td><td>43</td><td>19</td><td>2</td><td>239</td><td>137</td><td>60</td><td>40</td><td>2</td></tr><tr><td>Men</td><td>190</td><td>126</td><td>55</td><td>6</td><td>3</td><td>140</td><td>95</td><td>39</td><td>5</td><td>1</td><td>160</td><td>98</td><td>52</td><td>8</td><td>2</td></tr><tr><td>Women</td><td>51</td><td>28</td><td>10</td><td>13</td><td>0</td><td>48</td><td>30</td><td>4</td><td>14</td><td>0</td><td>79</td><td>39</td><td>8</td><td>32</td><td>0</td></tr><tr><td>Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work</td><td>235</td><td>154</td><td>59</td><td>19</td><td>3</td><td>182</td><td>124</td><td>38</td><td>19</td><td>1</td><td>230</td><td>128</td><td>59</td><td>41</td><td>2</td></tr><tr><td>Men</td><td>184</td><td>126</td><td>49</td><td>6</td><td>3</td><td>135</td><td>94</td><td>35</td><td>5</td><td>1</td><td>152</td><td>91</td><td>51</td><td>8</td><td>2</td></tr><tr><td>Women</td><td>51</td><td>28</td><td>10</td><td>13</td><td>0</td><td>47</td><td>30</td><td>3</td><td>14</td><td>0</td><td>78</td><td>37</td><td>8</td><td>33</td><td>0</td></tr><tr><td>Retention rate</td><td>98%</td><td>100%</td><td>89%</td><td>100%</td><td>50%</td><td>97%</td><td>99%</td><td>90%</td><td>100%</td><td>50%</td><td>98%</td><td>99%</td><td>98%</td><td>98%</td><td>100%</td></tr><tr><td>Men</td><td>96%</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td><td>96%</td><td>99%</td><td>75%</td><td>100%</td><td>100%</td><td>99%</td><td>100%</td><td>98%</td><td>100%</td><td>100%</td></tr><tr><td>Women</td><td>86%</td><td>100%</td><td>2%</td><td>100%</td><td>-</td><td>98%</td><td>100%</td><td>2%</td><td>100%</td><td>-</td><td>96%</td><td>95%</td><td>100%</td><td>97%</td><td>-</td></tr></table>		2022					2023					2024						Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Retention rate																Number of employees that took parental leave	251	154	65	29	3	188	125	43	19	1	243	139	61	41	2	Men	192	126	55	8	3	140	95	39	5	1	161	98	53	8	2	Women	59	28	10	21	0	48	30	4	14	0	82	41	8	33	0	Number of employees that returned to work after parental leave ended	241	154	65	19	6	188	125	43	19	2	239	137	60	40	2	Men	190	126	55	6	3	140	95	39	5	1	160	98	52	8	2	Women	51	28	10	13	0	48	30	4	14	0	79	39	8	32	0	Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	235	154	59	19	3	182	124	38	19	1	230	128	59	41	2	Men	184	126	49	6	3	135	94	35	5	1	152	91	51	8	2	Women	51	28	10	13	0	47	30	3	14	0	78	37	8	33	0	Retention rate	98%	100%	89%	100%	50%	97%	99%	90%	100%	50%	98%	99%	98%	98%	100%	Men	96%	100%	100%	100%	100%	96%	99%	75%	100%	100%	99%	100%	98%	100%	100%	Women	86%	100%	2%	100%	-	98%	100%	2%	100%	-	96%	95%	100%	97%	-
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GRI 403: OCUPATIONAL HEALTH AND SAFETY (2018)																																																																																																																																																																																																																																																	
GRI 3-3 Management of material topics	58-60																																																																																																																																																																																																																																																
403-1 Occupational health and safety management system	58																																																																																																																																																																																																																																																
403-2 Hazard identification, risk assessment, and incident investigation	<p>In Damm, the risk analysis is carried out systematically for each significant input: observations or improvement proposals derived from the comparative analysis of the process, significant changes due to technical improvements, changes in products or equipment, audits, or incident analysis with personnel. This ensures that all facilities and operations are evaluated annually.</p> <p>The employee representation bodies participate through their respective prevention delegates, and all management and its results are planned and presented in the safety and health committees of each factory. Planned visits are extended to all companies as an additional mechanism for verification and operational control to integrate dynamics and preventive culture within the organization.</p> <p>The management results are public and announced on digital screens. The rest of the preventive information (hazard information, benchmarking from other factories, etc.) is explained to the staff through their direct managers in specific meetings, scheduled weekly with an interdepartmental character. Management based on incidents provides benefits for the collective by anticipating solutions and, consequently, minimizing accidents. The direct involvement of the chain of command in the preliminary analysis of the causes of any incident, as well as its communication and reporting to designated prevention personnel, ensures an effective resolution of problems and greater commitment from the entire chain of command, as they are responsible for determining the applicable corrective or preventive actions.</p>																																																																																																																																																																																																																																																
403-3 Occupational health services	<p>The health surveillance service is frequently consulted to find a proactive solution in adapting positions for individuals who have restrictions related to the demands of the job, and it is necessary to adapt the position or adopt generally ergonomic measures to accommodate the work. Plural participation is also encouraged for monitoring and controlling psychosocial action plans. The contact and direct attention of the medical staff facilitate the information and ensure the understanding and commitment to the planned measures in the full implementation of the program and its follow-up.</p>																																																																																																																																																																																																																																																

LETTER FROM
THE EXECUTIVE
CHAIRMAN

2024 AT
A GLANCE

DAMM

PEOPLE

CUSTOMERS

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REPORT

GRI CONTENT
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403-4 Worker participation, consultation, and communication on occupational health and safety	<p>In all Damm organizations, full participation is actively promoted. As a result, the considerations put forward by employee representatives are addressed and managed as integral proposals. These are incorporated and developed within the preventive measures plan of each plant. The results are then communicated through the prevention delegates and channeled via the Safety and Health Committee. In audited factories, members of the Safety and Health Committee play an active role in the audit process. They are individually interviewed by an auditor, both during internal assessments and in the official annual audit conducted by an external entity. During these interviews, committee members highlight any organizational or functional deficiencies they deem relevant and engage in a confidential dialogue with the audit team to address key concerns.</p> <p>In 2024, a new psychosocial risk assessment was completed at Estrella de Levante, revealing a significant improvement in employee well-being compared to previous evaluations of psychological risk factors. The objective is to reduce absenteeism and prevent stress-related illnesses. Meanwhile, at the El Prat de Llobregat factory, workload studies have been expanded in critical sections identified in the previous psychosocial evaluation. Additionally, psychosocial risk assessments at Grupo Rodilla have been updated and broadened.</p> <p>Progress in coordinating business activities between the parent company and service providers working alongside us has been reinforced through periodic meetings with each company's hierarchical structure. These meetings serve to monitor the implementation of safety measures and assess the level of safety maintained in their operations.</p> <p>This level of coordination is also required in the operation of distribution and commercial work carried out at our clients' premises or sales points. This demand has led to a reorganization and integration to meet and manage these contractual requirements from clients and collaborating companies to whom we outsource transportation and distribution operations.</p>
403-5 Worker training on occupational health and safety	<p>At Damm, a specific training plan is developed for each business that takes into account the different activities and the associated risks of each area. Training activities are assigned and prioritized with the appropriate periodicity, focusing on the risks and preventive measures inherent to each position. Safety and preventive measures are integrated into the learning processes of new procedures, machines, and services, while the prevention service supervises the corresponding aspects.</p> <p>In 2024, safety sheets were updated, and this relevant information for each position was communicated to the entire Damm workforce. Participation reached 97% of employees, with a special focus on prevention both at work and in the offices. Additionally, 300 people whose work involves traveling by vehicle have received road safety training.</p> <p>For the Beer and Water businesses, theoretical-practical training plans have been defined with a scope of 3 and 5 years depending on the type of training. During the year, a completely digitalized integral course was created to complement the training plan for the factories. The accreditation of the training and the responsible certification will be done through the internal prevention service, integrating management in Damm Academy. The learning process for the operation of new machines, services, processes, etc., includes the safety conditions and the prevention aspects that are supervised by the prevention service or safety manager in each case.</p> <p>At Estrella de Levante, a total of 1,460 hours of training were completed with 285 participants, representing 72% of the execution of the training plan. Specific preventive training is regular and continuous, and it is scheduled to keep the people aware and updated to achieve optimal and safe performance that does not harm their health. The training journey in the beer businesses includes the following aspects: I) job security and extension of modules on machine safety, manual load handling, chemical handling, and use and maintenance of PPE; II) hygienic aspects: noise and vibrations and special works in confined spaces; III) functional safety: driving of work equipment (platforms, elevating platforms, and electric forklifts), safety in working at heights, and fire protection and emergencies (including first aid, defibrillators, etc.).</p> <p>At Grupo Rodilla, the health program continues to raise awareness among the workforce on topics such as back care, healthy eating, and general ergonomics. In addition to mandatory occupational risk prevention training for all personnel, preventive management training has been completed as part of the organizational leadership course in catering services throughout 2024 for the managers/supervisors of Rodilla Sánchez, SL, and Nostra Restauración, SLU.</p> <p>At Grupo Cacaolat, the training plan for maintenance personnel was completed with training in equipment consignment, working at heights and in confined spaces, and forklift driving.</p>
403-6 Promotion of worker health	<p>The health surveillance service carries out medical examinations applying medical protocols based on the risks of the work. From the medical examinations, the clinical and epidemiological data generated by the tests, the examinations performed, the questionnaires, etc., are determined along with the rest of the preventive area the general or individualized restrictions: functional or operational limitations, organizational aspects, and other considerations to reduce or prevent harm to the person's health.</p> <p>Periodic control is complemented by entry or reintegration checks and proactively verifies the health status of the person. Additionally, employees who, due to their personal characteristics or known biological status, are vulnerable to risks follow a personalized control regime.</p> <p>The organization provides all employees with a comprehensive annual health check, extending beyond occupational risk factors to include additional health parameters. This approach enables the early identification of potential issues and allows for personalized preventive guidance.</p> <p>Facilities with a dedicated medical service unit conduct both preventive and assistive monitoring of health conditions. They also contribute to the company's health improvement initiatives and collaborate on follow-up programs focused on psychological well-being and mental, emotional, or social care, which are generally managed through an external professional assistance network.</p> <p>Complementarily, the company offers private health services to employees in the form of health mutuals, discounts in medical groups or specialists, and also organizes training activities in the form of workshops on the promotion and culture of healthy habits, always focused on the physical, mental, and healthy well-being of the person (balanced diet, exercise, etc.).</p>

403-7 Prevention and mitigation of occupational health and safety impact directly linked by business relationships

The health surveillance services perform individual medical control, applying the medical protocols inherent to the risks of work activities. Annually, each company provides a complete health check that includes parameters that are not strictly occupational; with this checkup, people are given control over their health and can preventively identify personal issues.

In occupational health, the assessment of an individual's health status considers multiple factors, including medical examinations, clinical data from routine or specific check-ups conducted for further analysis, epidemiological studies, and any relevant reports or results. This comprehensive evaluation determines the person's fitness for work and identifies any functional limitations or restrictions.

These limitations are communicated from the preventive health area to the management structure, ensuring they are respected at all times in the workplace. This approach helps prevent any worsening of the employee's health or the development of potential occupational illnesses. Similarly, employees who, due to their personal characteristics or known biological conditions, are particularly sensitive to risks receive personalized monitoring, activity restrictions, or, when necessary, temporary leave to mitigate potential hazards.

Centers with medical service units perform both preventive and assistive care and collaborate with company health improvement campaigns, as well as with other follow-up programs focused on psychological and mental health, emotional or social care, which are generally treated in an external professional assistance network.

It is worth mentioning that Damm has launched a healthy plan to promote the well-being of its employees, which includes monthly workshops with the aim of fostering a more balanced and productive work environment. Workshops have included Yogilates, body care in the office, microbiota, sleep, summer recipes, hypopressives, postural health, etc. These initiatives aim to generate positive changes that will persist in daily life.

Additionally, the organization encourages various physical activities designed for enjoyment and social interaction, while also providing health benefits. Some well-established initiatives include:

- Registration for athletic competitions and popular activities.
- Solidarity padel tournaments.
- In centers with kitchens and dining rooms, work is done jointly with the service provider to ensure a better and healthier gastronomic offer.
- Weekly provision of fresh fruit from local farms. This year, 38.875 kg were distributed in all centers participating in the initiative.

The health surveillance service at Estrella de Levante has been expanded to include weekend coverage, ensuring a faster and more effective medical response to any eventuality. This measure enhances healthcare quality and employee support. Additionally, private health services remain available under advantageous conditions through social health mutuals, offering discounts on medical groups and specialists.

403-8 Workers covered by an occupational health and safety management system

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403-9 Work-related injuries

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Accident statistics	2022	2023	2024	
Number of occupational accidents	Food and beverages	44	44	69
	Men	34	34	55
	Women	10	10	14
	Logistics and distribution	1	1	1
	Men	1	1	1
	Women	0	0	0
	Restaurants	22	31	31
	Men	7	10	11
	Women	15	21	20
	Event management (SetPoint Events)	0	0	0
	Men	0	0	0
	Women	0	0	0
	Grupo Cacaolat	4	10	4
	Men	4	9	2
	Women	0	1	2

Frequency index	Food and beverages	9.8	9.1	14.8
	Men	9.8	10.4	16.4
	Women	10.1	8.7	11.3
	Logistics and distribution	2.59	2.6	3.3
	Men	4.07	3.95	5.51
	Women	0.0	0	0
	Restaurants	12.01	16.1	14.9
	Men	9.88	15.8	16.8
	Women	13.35	16.3	14.1
	Event management (SetPoint Events)	0.0	0	0
	Men	0.0	0	0
	Women	0.0	0	0
	Grupo Cacaolat	17.2	24.12	11.8
	Men	18.7	30.09	8.7
	Women	0.0	9.33	18.2
Severity index	Food and beverages	0.15	0.2	0.26
	Men	0.15	0.22	0.31
	Women	0.13	0.24	0.16
	Logistics and distribution	0.02	0.01	0.06
	Men	0.04	0.01	0.11
	Women	0.0	0	0
	Restaurants	0.019	0.2	0.19
	Men	0.12	0.2	0.14
	Women	0.23	0.2	0.22
	Event management (SetPoint Events)	0.0	0	0
	Men	0.0	0	0
	Women	0.0	0	0
	Grupo Cacaolat	0.62	0.53	0.07
	Men	0.58	0.73	0.06
	Women	0.0	0.03	0.10

Note: The companies included in each of the business activities are the following: beverages and food (COCEDA. SL; Estrella de Levante Brewery. SAU; Font Salem. SL (Puig and Salem); Aguas de San Martín de Veri. S.A.; Gestión Fuente Liviana. SL; Envasadora Mallorquina de Begudes. SLU; Agama Manacor 249. SL; Font Salem Portugal. SA; Cervezas Victoria 1928. SL; Cafès Garriga 1850. SL; Maltería La Moravia. SL; SA Damm; Damm Atlántica. S.A.; 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)

GRI 3-3 Management of material topics	53-56
404-1 Average hours of training per year per employee	55
404-2 Programs for upgrading employee skills and transition assistance programs	53-56
404-3 Percentage of employees receiving regular performance and career development reviews	56

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)																
GRI 3-3 Management of material topics	61-64															
405-1 Diversity of governance bodies and employees	62															
Women by job category (as at 31 December)		2022					2023					2024				
		Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management	Damm	Food and beverages	Logistics and distribution	Restaurants	Event management
	Senior management	9%	0%	50%	0%	0%	9%	0%	50%	0%	0%	0%	0%	0%	0%	0%
	Management	16%	16%	0%	33%	0%	20%	19%	0%	44%	0%	22%	16%	20%	38%	0%
	Specialised staff and middle managers	41%	41%	23%	69%	21%	39%	39%	23%	66%	27%	40%	35%	27%	68%	27%
	Administrative staff and commercial	35%	30%	39%	59%	67%	33%	28%	39%	73%	67%	34%	31%	37%	78%	100%
	Support staff	26%	11%	1%	69%	0%	28%	14%	2%	69%	0%	30%	17%	2%	69%	0%
	Own Workforce with functional diversity according to employment category											2022	2023	2024		
	Senior Management											0	0	0		
	Management											0	0	0		
	Specialised staff and middle managers											10	17	5		
	Administrative staff and commercial											18	20	19		
	Support staff											34	45	31		
	Total											62	82	55		

GRI 406: NON-DISCRIMINATION (2016)	
GRI 3-3 Management of material topics	61
406-1 Incidents of discrimination and corrective actions taken	In 2024, no cases of harassment or discrimination have been recorded in Damm's societies.

GRI 413: LOCAL COMMUNITIES (2016)	
GRI 3-3 Management of material topics	57. 64. 67. 68. 97. 98. 100-115
413-1 Operations with local community engagement, impact assessments and development programs	57. 64. 67. 68. 97. 98. 100-115

GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)	
GRI 3-3 Management of material topics	44
414-1 New suppliers that were screened using with social criteria	44

GRI 416: CUSTOMER HEALTH AND SAFETY (2016)	
GRI 3-3 Management of material topics	75-77
416-1 Assessment of the health and safety impacts of product and service categories	75-77

CULTURA CORPORATIVA ENFOCADA EN LA SOSTENIBILIDAD	
GRI 3-3 Management of material topics	42



Damm