



ANNUAL REPORT

2023

DAMM
PEOPLE
ENVIRONMENT
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REPORT

Damm

LETTER FROM
THE EXECUTIVE
CHAIRMAN

2023 AT
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LETTER FROM THE CHAIRMAN



2023: a year of growth

Dear reader,

The Estrella Damm Old Brewery is a historic building dating back to 1905, and one which holds a special place for us. It unquestionably represents the very essence of our purpose, which we define as follows: "Our passion for our products and our region combine to enhance people's moments of enjoyment".

This facility dating back over a century, serving as our headquarters and a leading social and cultural venue in the city of Barcelona, visited by more than 100,000 people in 2023, symbolises a culture of hard work, product craftsmanship, and the importance of people and society. Values which we have kept intact since Damm was founded in 1876, allowing us to grow over time, and improve our performance day by day.

In 2023, then, we achieved a milestone in economic terms: our company's turnover was more than €2,000 M, two years ahead of the date set in the 2026 strategic plan. Meanwhile, EBITDA stood at €300 M, 24.6% higher than the figure achieved in 2022, proof of our robust performance and the effort and dedication of each member of our team. This substantial rise was driven by growing demand for our products in the markets and channels where we operate, thanks to the successful implementation of our strategic plan. Results that guarantee the sustainability of our company, and our commitment to each one of our stakeholders.

Last year, Damm continued its firm ambition to become a leading global drinks group. The company sold almost 21 M hectolitres of beverages and expanded its international operations, with a global presence in more than 130 countries, most notably the United Kingdom, Canada, Portugal and China. Our overall team has increased to 5,735 people, 450 of them abroad.

Despite the uncertainty experienced over recent years as a result of international conflicts which destabilise the global economy, the company has managed to generate new jobs, attain a record turnover and reinvest some of the profits in social initiatives and sustainability projects. This is largely thanks to the efforts made to contain production costs throughout our value chain.

On this scenario, our factories play a key role in taking on future challenges and effectively responding to new customer and market needs. **We have embarked on a series of organisational changes intended to adopt a clear customer-facing approach in both external and internal relations, to maximise the quality of our service.** Unifying all our breweries under one single management structure gives our operations greater capacity and flexibility.

In this regard, with the aim of underpinning our industrial activity, we are making considerable investments at the recently added Bedford brewery in the United Kingdom. This will further help our international expansion, while strengthening our production capacity.

INNOVATION AND DIGITALISATION

Damm is continuously committed to innovation and creativity as its standout factors. In 2023 the company invested €9 M in research, development and technological innovation in the categories of new product creation, packaging and container design, improved industrial processes and efficiency in the consumption of inputs, materials and energy.

Aware that artificial intelligence can help us improve the service we offer to customers and consumers, **we are shifting the company towards a data-driven model, with strategic decisions being taken on the basis of data analysis and interpretation. We acquired 60% of the company Nennisiwok in 2023 as an incubator venture.** The aim is to speed up a number of internal technological projects to apply AI tools in production and marketing, and so make us more efficient. From the farmers who supply the grain down to the end consumer, the digitalisation of the Damm value chain is one of the key levers in transforming the company.

SUPPORT FOR SPORT

This year we embarked on another great adventure: sponsorship of the 37th America's Cup, to be held in Barcelona in 2024. Founded in 1851, the competition is the longest-standing trophy in the history of sport, and will make a huge economic, sporting and social impact on the city. During the summer and autumn seasons, Barcelona will become the global epicentre of sailing, bringing together the leading regatta sailors and teams from all around the globe, and as one of the city's landmark brands, Estrella Damm made sure it was involved.

The beer brand, which previously sponsored the America's Cup in 2007 and 2010, will this year also be sponsoring Emirates Team New Zealand (ETNZ), which has held the title since the previous competition.

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In the field of tennis, Estrella Damm and Mutua Madrid Open have announced the renewal of their sponsorship agreement for the next 5 editions, continuing the relationship that has existed between them since 2008. And as sponsor of the 2023 Davis Cup, Cervezas Victoria opened up its brewery to welcome the tournament's emblematic Salad Bowl when Málaga hosted the final.

SUSTAINABILITY AND SOCIAL IMPACT

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

Within the context of Damm's commitment to continue reducing its environmental impact, the company has extended its operational spheres in terms of sustainability. Among other initiatives, we continued during the year to implement our biodiversity protection plan, installing new photovoltaic panels at our plants to facilitate energy self-consumption, while also developing initiatives to foster circularity and reduce our water footprint.

We thus help to give greater value to the life-cycle of natural and energy resources, and the inputs and materials we use. The aim is to apply sustainability criteria in all company activities, as well as favouring the use of local resources.

The El Prat de Llobregat brewery (Barcelona) sent 97% of the waste generated in its production activity for reuse in 2023. This milestone entitled us to receive the Zero Waste certificate issued by AENOR, which is already held at another six Damm production sites.

The company is thus committed to the circularity of materials such as glass from bottles and aluminium from cans. 100% of Damm packaging is now recyclable, and more than 50% of beer packaging is returnable.

In terms of solidarity, we celebrated the second anniversary of our volunteering scheme #LIVE TO BE PART OF THE CHANGE. In partnership with 38 organisations, over 1,000 people took part in more than 2,100 hours of social action promoted in 2023 to benefit society, the environment, culture and sport.

Lastly, in 2023 we marked the anniversary of two of our main brands. 60 years of Estrella de Levante, founded in 1963 and now a real symbol of the Murcia Region, and 70 years of Voll-Damm, which we created in 1953, and took this opportunity to launch a limited edition paying tribute to the first bottles marketed.

There can be no question that companies are built through the collective efforts of all. Our passion for our products and our region combine to enhance people's moments of enjoyment, as demonstrated by our management processes over the course of 2023, the results of which we share with you below.

Demetrio Carceller Arce

Executive Chairman



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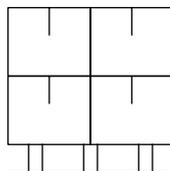
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Business



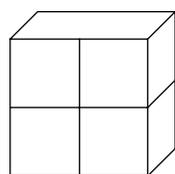
20.8 M

Hectolitres of beer, mineral water, soft drinks and dairy produce packaged



12.8 M

Pallets moved by Alfil Logistics



28.7 M

Boxes delivered to customers by Distribución Directa Integral (DDI)



€8.9 M

Investment in R&D and technological innovation

BEERS

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

— **PKM is the Estrella Damm summer campaign**, starring the singer Bad Gyal and the YouTuber xBuyer.

— Digital campaign to celebrate **70 years of Voll-Damm** and launch of a limited edition paying tribute to the first bottles from the 1950s.

— Launch of **Reserva 60**, a special edition to mark **60 years of Estrella de Levante**.

— Launch of **Inedit Rosé, Calatrava Clásica, Calatrava Especial and Rosa Blanca UK 3.4°**.

— Cervezas Victoria recognised at the **24th edition of the Malagueños del Año Awards** in the company category.

— **Acquisition of 60% of the Nennisiwok startup** specialising in artificial intelligence, to accelerate internal technological projects.

LOGISTICS AND DISTRIBUTION

— **Launch of the 'CLS' Southeast Logistics Centre in Murcia**, which will handle more than 40,000 trucks per year, with capacity for more than 70,000 pallets.

DAIRY PRODUCTS

— **90th Cacaolat anniversary** celebration.

— Launch of **Cacaolat Original in powder format and Cacaolat 0% in an on-the-go cup**.

— Launch of the **new Murmui ice cream** with Laccao milkshake flavour.

— Launch of **Laccao in on-the-go cup format**.

CATERING SERVICES

— **Grupo Rodilla agreement with the Basque Culinary Center** to design new products based on the recipes produced by this prestigious institution.

SPORTING EVENTS

— **10th anniversary of World Padel Tour** with 22 events: 13 internationally and 9 in Spain.

— **27th Estrella Damm Pádel Tour** focused on the concept of inclusion in occupational, social and age terms.

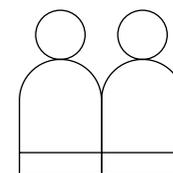
People

— Damm receives the **Cegos Award with Equipos & Talento 2023 in the Talent Attraction and Integration category**, for its collaboration with the CARES Social Group.

— The volunteering plan **#LIVE TO BE PART OF THE CHANGE** receives Corporate Volunteering Programme recognition at the **Respon.cat awards**.

— Presentation of the **new Grupo Cacaolat Graduate Programme**, also known as the 'Masia de Cacaolat', with the mission of creating a talent academy with the potential to train the organisation's future leaders.

— Estrella de Levante renews its **"Distintivo de Igualdad"**.



5,735

Total company workforce (includes SA Damm and subsidiary companies)

€130 M

Net profit

€0.5

Earnings per share

€1,181 M

Net equity

€2,300 M

Total assets / liabilities

€1,400 M

Accumulated industrial investments since 2008

5,625

Workforce within the scope of this report

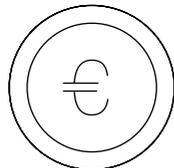
94%

Workforce on permanent contracts

84%

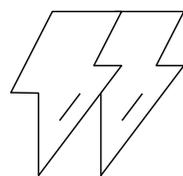
Workforce on full-time contracts

Environment



€7.1M

Investment in environmental improvement actions and activities



40%

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.

— **Expansion of the photovoltaic facility** at the El Prat de Llobregat brewery, the Logistical Activities Zone (ZAL) at the Port of Barcelona and Cervezas Victoria.

— 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.

— Six Damm companies hold **AENOR Zero Waste** certification, demonstrating that they recover more than 90% of the waste generated.

— Damm biodiversity protection plan recognised at the **Barcelona City Council 2030 Agenda awards**.

— **Recovery of 29 tonnes of cans** along the Mediterranean coast from the crushers over the last five years.

WATER CONSUMPTION

4.60

(hl/hl packaged)
Beer

1.89

(hl/hl packaged)
Water and soft drinks

59.78

(hl/t produced)
Malt

9.04

(hl/hl packaged)
Dairy

0.0020

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

ENERGY CONSUMPTION

106.66

(MJ/hl packaged)
Beer

33.85

(MJ/hl packaged)
Water and soft drinks

3.24

(MJ/t produced)
Malt

204.07

(MJ/hl packaged)
Dairy

1.41

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

— **Field Days held with more than 1,000 farmers** who supply the barley for our La Moravia malt house.

89%

Damm
Supplier companies
in Spain and Portugal

92%

Grupo Cacaolat
Supplier companies
in Spain

96%

Grupo Rodilla
Supplier companies
in Spain

88%

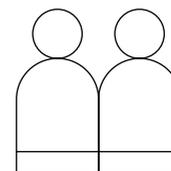
Alfil Logistics
Supplier companies
in Spain

Society

— The Damm Foundation receives the **Impulsa Cultura Mark** awarded by the Fundació Catalunya Cultura; its commitment to the social inclusion of people with learning disabilities is recognised by **AURA**, and the **Red Cross** honours its commitment and corporate partnership, and its contribution to the UN Sustainable Development Goals.

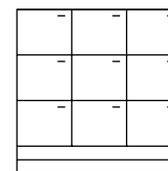
— In the third year since it was founded, the Fundación Estrella de Levante **expands its operations to support cultural, social and environmental projects**.

— The Damm brands continue to sponsor and collaborate in **initiatives in the fields of culture, gastronomy, sport and charity**.



121,265

People attending events
at our breweries



492

Total events
at the breweries

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OUR PASSION FOR OUR PRODUCTS AND OUR REGION COMBINE TO ENHANCE PEOPLE'S MOMENTS OF ENJOYMENT

That is our purpose, our essence and reason for being, the goal towards which we work day by day. A purpose born out of the combination of certain key concepts which steer our operations and help us achieve sustainable growth.

Passion. Our daily fuel.

The inherent value of all of us who form part of Damm.

Products. Our greatest pride.

We are committed to quality and excellence in each of our products.

Territory. Our origins.

This includes the land, the ingredients, the people, their culture, their climate and respect for sustainability.

Enhance. Constant innovation.

We take nothing for granted, and aim continuously to improve our products and processes.

Enjoyment. Flavour and emotion.

We are there during the leisure moments that people share.

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

Damm

**ESTRELLA
DE LEVANTE**

VICTORIA
MÁLAGA 1928

WATER AND OTHER DRINKS

VERI
AGUA PURA DEL PIRINEO

FuenteLiviana

Font MAJOR
AGUA
MINERAL NATURAL
PRODUCTO DE MALLORCA

FontSALEM

DAIRY

AGAMA
ASOCIACIÓN GENERAL
ASRARIA
MALLORQUINA

LACCAO
DE MALLORCA

Cacaolat
DE MALLORCA

Letona
1925

LA LEVANTINA
SEBIDOS VEGETALES COMO LOS DE LEVANTE
1922-1923

RESTAURANTS AND COFFEES

JAMAICA
COFFEE-EXPERIENCE

RODILLA
DESDE 1939

**HAMBURGUESA
NOSTRA**

CAFÉ DE INDIES
COFFEE SHOP

**CAFÉS
GARRIGA**
1850

LOGISTICS AND CAPILLARY DISTRIBUTION

DI DISTRIBUCIÓN
DIRECTA
INTEGRAL

PALLEX
IBERIA

alfil a⁷

EVENT ORGANISATION AND MANAGEMENT

SETPPOINT
events

rumbo sport

FOUNDATIONS

Damm
Fundación

**ESTRELLA
DE LEVANTE
Fundación** ☆

INNOVATION BASED ON AI

N
LAB

60TH ANNIVERSARY OF ESTRELLA DE LEVANTE

More than 4 billion litres of beer, 43 million barrels, over 1,500 millions of 33 cl bottles, over 2,500 millions of 20 cl bottles: those are the resounding Estrella de Levante production figures over the last six decades. More than 2,000 people have worked either directly or indirectly at the Espinardo brewery over the course of those 60 years. A gala event was held to mark the 60th anniversary, attended by the Regional President Fernando López Miras, who emphasised that the Murcia brewer "has become a symbol of this region", and "a hallmark of identity and pride for all citizens of Murcia".



The French Chamber of Commerce and Industry of Barcelona granted special recognition to Damm within the context of the 22nd Prix Pyrénées to highlight the company's track record since it was founded in 1876 by August Kuentzmann Damm, from Alsace. The French Chamber of Commerce aimed through this award to spotlight the historic enterprise efforts of the French citizens who launched their business in the city.

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Grupo Cacaolat continues to consolidate its internationalisation plan, with a presence in some 25 countries. In 2023 it began marketing its products in China, and registered significant growth in the Philippines, while also expanding its presence on the Portuguese market.

90TH ANNIVERSARY OF CACAOLAT

To mark the date, we organised an open day at the Santa Coloma de Gramanet plant in Barcelona, attended by the different teams and their families, who were able to enjoy a guided tour around the various facilities where Cacaolat products are devised and made. Throughout the year, our co-workers also benefited from activities to foster wellness: yoga sessions, afterworks and other events. As the finishing touch to the celebrations, we organised a town hall meeting for co-workers to share the achievements made during the year.



WE ARE INTERNATIONAL

In the beer sector, we continue to progress in our expansion process, growing and consolidating our presence on overseas markets, where we promote our Mediterranean culture and lifestyle. Estrella Damm remains the flagship of the beer portfolio, with a presence on every continent, consolidating its position as Spain's most international beer. In 2023 we continued to expand the rest of the premium beer portfolio, with substantial growth for Victoria, Free Damm and Inedit, driven by both consolidation in existing countries and the entry into new markets.

In 2023 we opened up new markets in seven countries located in Africa, West Asia and Eastern Europe. We have a presence in over 130 countries, and export our own brands to 86.

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)

United States: Estrella Damm US Corp. (Miami), Rodilla US LLC (Miami)

New Zealand: Damm Brewery Pty. Ltd. (Wellington), Branch in NZ (Auckland)

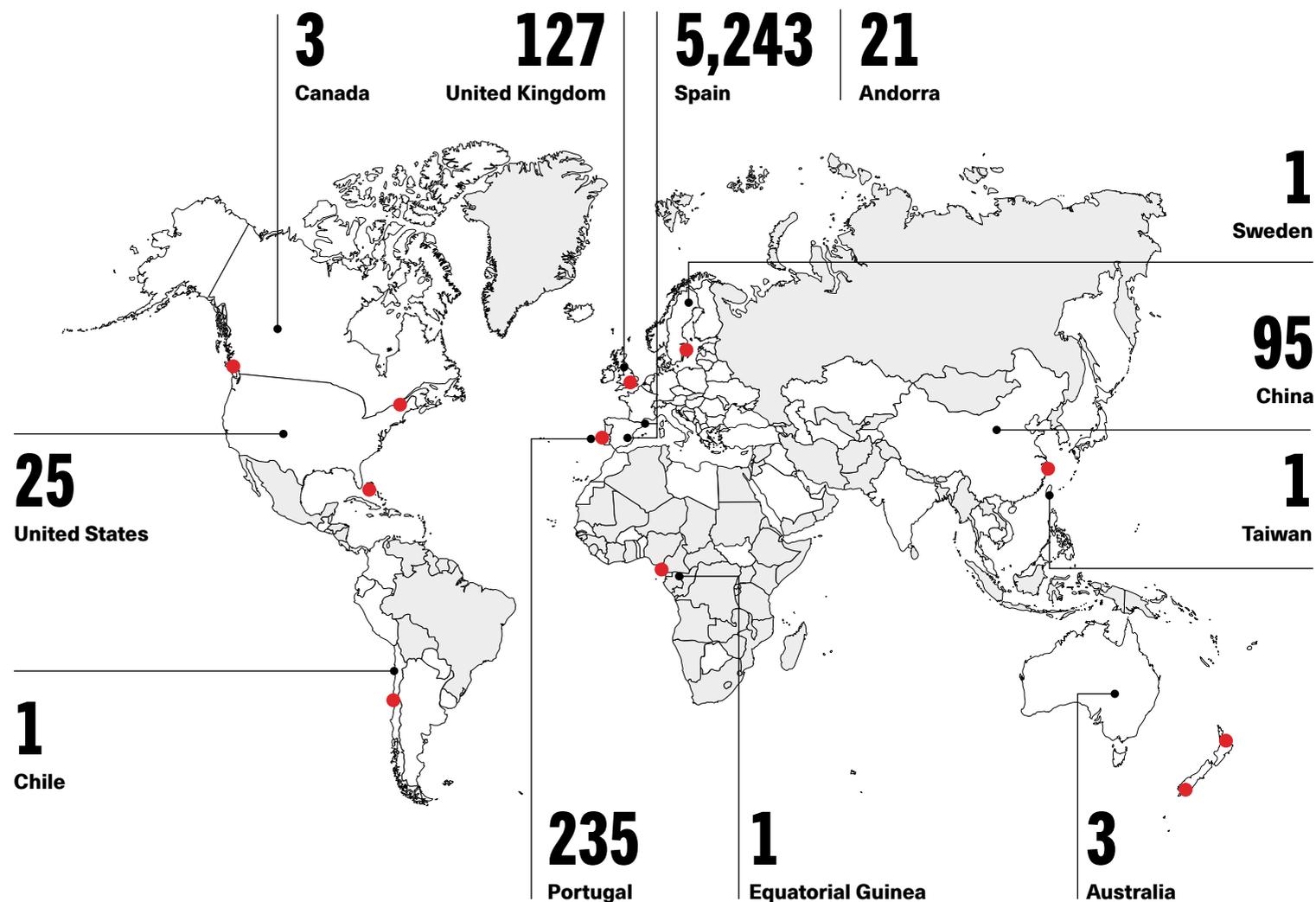
Portugal: Font Salem Portugal, SA (Santarém)
United Kingdom: Damm Brewery UK, Ltd. (London)

Sweden: Damm Brewery Sweden AB (Stockholm)

Equatorial Guinea: Estrella Damm Guinea Ecuatorial, SL (Malabo)

○ Countries where Damm exports beer under its own brand.

● Workforce per country.



*Note: CCDAMM has, since 1 October, been renamed COCEDA, S.L.
The change in company name forms part of the internal organisational
changes undertaken to consolidate the three business units.*



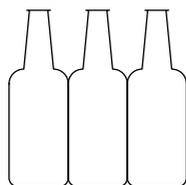
MAIN INVESTMENTS IN 2023

El Prat de Llobregat Brewery

In 2023 we launched a new can production line at the El Prat de Llobregat brewery, with a new grouping machine installed for cardboard can yokes. We also replaced the labelling machine on the larger-volume non-returnable bottling line (litre, 75 cl, 65 cl and 50 cl), allowing the use of self-adhesive labelling, and, consequently, improved efficiency at the Alfil Logistics centre. We also began the remodelling of the non-return line, changing the rinse, filler, labeller and basket packaging and boxing machines, eliminating all packaging machines for the 25 cl format. These investments will serve to improve performance and increase overall packaging capacity by approximately 220,000 hl per year.

Maltería La Moravia

The La Moravia Malt house completed irrigation association installation works to supply water from the Urgell canal to the malt house, with a concession of 120,000 m³/year, the aim being to expand alternative sources of water and provide resource availability in response to the drought. In September 2023 tests began to increase production capacity at the malt house, focusing on the germination and drying programme, with the capacity to achieve an increase of up to 10,000 additional tonnes per year.



18

plants producing beer, water, soft drinks, dairy produce and other beverages

NEW SOUTHEAST LOGISTICS CENTRE (CLS)

Alfil Logistics and Estrella de Levante opened the South East Logistics Centre (Centro Logístico del Sureste, or CLS), a new infrastructure facility located in the San Andrés Polygon in Alcantarilla (Murcia), which integrates two vessels of 48,000 m² and over 30,000 m² of surface area, through which more than 40,000 trucks will pass every year, with a capacity for more than 70,000 pallets.

These facilities will allow the Estrella de Levante brewery in Espinardo to function seven days a week, with three daily shifts, increasing its production capacity from 300,000 l to 2 million hectolitres of beer.

The new logistics centre, representing an investment of 35 million euros in five years, will create more than 100 direct and indirect jobs. The site also houses a handling zone managed by the Astrapace association, with 20 differently abled people on the workforce.

The launch of the site has allowed Alfil Logistics to centralise its operations in the Murcia Region, while Estrella de Levante can achieve maximum productivity thanks to the 42 loading bays and 'SCA' automatic loading and offloading systems, capable of handling an average of 180 operations per day, amounting to 50,000 operations per year.



PRODUCTS THAT MAKE A DIFFERENCE

ESTRELLA DAMM

- **World Beer Challenge**
Gold medal
- **Asia Beer Challenge**
Gold medal
- **Melbourne International Beer Competition**
Gold medal
- **Berlin International Beer Competition**
Gold medal
- **Frankfurt International Trophy**
Grand gold
- **Monde Selection**
Silver medal
- **European Beer Challenge**
Silver medal
- **London Beer Competition**
Silver medal
- **New York International Beer Competition**
Silver medal
- **World Beer Championship**
Silver medal
- **International Beer Challenge**
Silver medal
- **Australian International Beer Awards**
Bronze medal
- **Superior Taste Awards**
Three stars
- **Great Taste**
One star



Where I want to be

Summer campaign starring the singer Bad Gyal and the YouTuber xBuyer. Both performers play themselves in a short film written and directed by Oriol Villar. The narrative is set in Tokyo, where Bad Gyal is performing a concert on his world tour. The singer comes across some viral videos by xBuyer in which he is seen hanging out with a group of friends on board a boat on the Mediterranean, which will completely change his summer.



Estrella Damm is recognised by Brand Finance as one of the 50 most valuable beers in the world. It is the best positioned of Spanish brands, at number 25, four places higher than in 2022.



From here

The campaign invites us to enjoy a quality beer made from local produce provided by nearby farmers. Estrella Damm went to the Ponent barley fields to show consumers the source of its ingredients, presenting them with another alternative type of waves and sunsets.

Meanwhile, to coincide with the *From here* campaign, a collection of nine bottles was launched, with label designs based on news clippings published in Catalan print media over the past year. The news stories contained information about the ingredients used to make Estrella Damm, and the people who work each day to provide these raw materials.



La Poolsera 2023

A promotion based on a piece of digital art designed by Alex Trochut, which provides access to 21 music festivals all around Catalonia, for ten years.



Un dia de partit

As sponsor of FC Barcelona, the Estrella Damm campaign invites Barça fans to support their team at the Estadi Olímpic Lluís Companys. Because *quan cal ser-hi, cal ser-hi*.



Ser campions de Lliga sona molt bé!

Manager Xavi Hernández and players Sergi Roberto, Araujo, Lewandowski, Ter Stegen, Pedri and Ferran Torres perform the Barça club anthem with bottles of Estrella Damm.

Damm beers



VOLL-DAMM

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

Los cinco pasos

Luis Tosar and Luis Zahera are once again directed by filmmaker Alberto Rodríguez. Five barmen face a challenge with no second chances: learning how to properly pour a Voll-Damm beer with complete precision.

70th anniversary

Digital campaign to celebrate the 70th anniversary and the launch of a limited edition paying tribute to its origins: a special label inspired by the bottles in which the double malt beer was sold in the 1950s.

Voll-Damm has kept its original recipe intact, made with 100% natural ingredients, with barley from only pure varieties, malted at the brewery's own malt house, maintaining its unmistakable flavour over all these years.



MALQUERIDA

The Fresh Red Beer. Created by Ferran and Albert Adrià and their team, in partnership with Damm's master brewers. Devised specifically to be paired with Latin cuisine.



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INEDIT

— **Superior Taste Awards**
Two stars

Created by Ferran Adrià and Damm's master brewers, this is a different beer, intended specifically to accompany contemporary cuisine.



INEDIT ROSÉ
New

A malt and wheat beer with berry juice and spices, its touch of bitterness combining to perfection with the sweetness of the strawberries. This is an 'in and out' in the food channel.



DAMM LEMON

Varia

The spot features 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.



COMPLIT IPA

— **Superior Taste Awards**
Three stars

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



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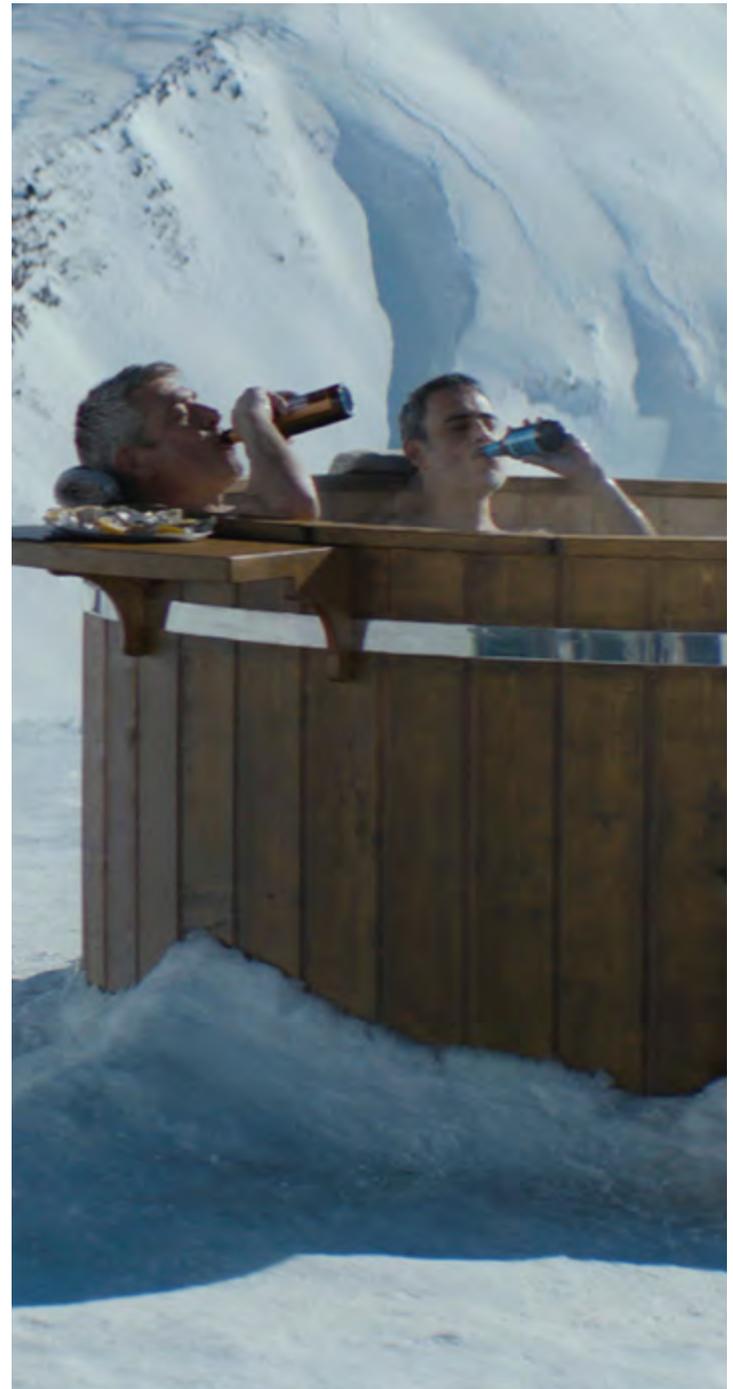


FREE DAMM

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

Greenland

Actors Pere Arquillué and Julio Manrique star in this campaign, sitting in a jacuzzi amid snow-covered mountains. Film-maker David Vergés was chosen as the director.



FREE DAMM LEMON

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



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FREE DAMM AMBER LAGER

- **European Beer Challenge**
Gold medal
- **Monde Selection**
Gold medal
- **World Beer Challenge**
Silver medal
- **International Beer challenge**
Silver medal
- **Asia Beer Challenge**
Silver medal
- **Melbourne International Beer Competition**
Silver medal
- **New York International Beer Competition**
Silver medal
- **Concours International de Lyon**
Silver medal
- **Australian International Beer Awards**
Bronze medal
- **London Beer Competition**
Bronze medal
- **Great International Beer, Cider, Mead & Sake Competition**
Bronze medal
- **Free From Food**
Bronze medal
- **Superior Taste Awards**
One star

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.



XIBECA

Xibeca has been a classic mild, refreshing beer since 1931. As early as the 1930s, Damm'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.



Damm beers



DAURA

- **World Beer Awards**
Gold medal
- **World Beer Challenge**
Gold medal
- **European Beer Challenge**
Gold medal
- **New York International Beer Competition**
Gold medal
- **Asia Beer Challenge**
Gold medal
- **Great International Beer, Cider, Mead & Sake Competition**
Gold medal
- **London Beer Competition**
Silver medal
- **Melbourne International Beer Competition**
Silver medal
- **Berlin International Beer Competition**
Silver medal
- **Monde Selection**
Silver medal
- **Free From Food**
Silver medal
- **International Beer Challenge**
Bronze medal
- **Superior Taste Awards**
Two stars

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



DAURA IPA New

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



DAURA MÄRZEN

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

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BOCK DAMM

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



A. K. DAMM

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



CERVEZA DE NAVIDAD

Limited edition

This limited edition, perfect to serve with celebratory meals at Christmas time, reveals an initially fruity aroma, with ripe pears and apples, as well as a hint of orange, for a fresh bouquet.



DUET

Sour beer made 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.



EQUILATER

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



Estrella de Levante



ESTRELLA DE LEVANTE*

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

New

Launch of the 20 cl easy-open bottle, sold in six packs.

* Change of image in 2024.



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.

* Change of image in 2024.



ESTRELLA DE LEVANTE 0.0 TOSTADA*

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

* Change of image in 2024.



PUNTA ESTE

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



VERNA

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

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ESTRELLA LEVANTE IPA
New / 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.



UNFILTERED BEER
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.



STOUT
Limited edition

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



WHEAT BEER
Limited edition

In 30-litre barrel format for the hospitality trade, this is a highly aromatic and refreshing beer, made to the traditional German recipe, with 100% natural ingredients. It combines wheat malt with barley malt, revealing fruity hints of banana and slightly spicy nuances of cloves.



RESERVA 60
New / 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.



Victoria



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.

Comunicado

Campaign once again starring the former player Fernando Torres to support the Spanish national football team prior to the international competition held in July 2023. This served to announce the renewal of the sponsorship agreement up until the end of 2026.

Victoria a Victoria

Launched for the second year, the campaign supports the Spanish national women's football team on their global travels. The star is Victoria Hernández, a pioneering figure in Spanish women's football, as the first female player to sign a contract in Spain, in 1971.

Formas de tomarse una Victoria

As in 2021, this is an audiovisual campaign in Andalusia to publicise the brand's links to the Málaga Film Festival. It features Miguel Ángel Muñoz (@tunomandas) explaining cinematographic terms by means of the product.



VICTORIA SIN

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



VICTORIA PASOS LARGOS

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

CERVEZAS VICTORIA, 'MALAGUEÑO DEL AÑO' AWARD

Cervezas Victoria was recognised at the 24th edition of the Malagueños del Año Awards in the company category. Damm's Executive Chairman, Demetrio Carceller Arce, accepted the accolade at a gala ceremony held at Málaga's Palacio de Ferias y Congresos. In his speech, he expressed his satisfaction at the brand's national and also international growth, a success which he attributed to "the team of people at Cervezas Victoria, to whom we owe the brand's relaunch in Málaga".

The editorial staff of the newspaper Diario SUR, organiser of the awards together with Unicaja Banco, bestows these accolades in recognition of the efforts of people or institutions in the province of Málaga.



VICTORIA VENDEJA

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



VICTORIA MARENGO

100% malt stout inspired by traditional German recipes. This beer pays tribute to the seafaring trades of El Perchel, the city district where Cerveza Victoria was founded in 1928.



VICTORIA BOCOY Limited edition

A beer aged with shavings of French oak, blending flavours of caramelised malt together with the distinctive features of oak wood, hints of vanilla and sweet spices. It pays tribute to the brand's history and the city of Málaga, in particular the barrel-making business of Eduardo Franquelo, father of the founder of Cervezas Victoria, Luis Franquelo.



VICTORIA MALACATÍ

Wheat beer based on traditional recipes. Highly aromatic and refreshing. Malacatí is a word defining bold and daring people, as well as being a synonym for those born in Málaga. The label shows a female climber on the face of the Los Gaitanes gorge, one of the most famous areas of the Caminito del Rey.



Other beers



TURIA

A mi manera

Celebrating the start of spring and a delight in the "simple moments of life". "Dolce far niente" is the central theme of the campaign, inviting us to enjoy the present and to challenge the hectic pace of daily life. Accompanied by Guitarricadela fuente's now famous version of the classic song A mi manera (*My Way*).



Estem fent Falla

To mark the biggest festival in Valencia, Turia conducted a series of online and off-line campaigns as its way of taking part in Las Fallas 2023. During the three weeks of festivities, it appealed to the true spirit and tradition of Las Fallas. Popular Fallas sculptor Manolo García reproduced the iconic Turia in 'vareta', the material traditionally used to make the Fallas effigies.



Sorteo Extraordinario de Turia

The campaign offers a take on the traditional lottery draw, to celebrate Christmas with all the brand's followers, and round off a wonderful year in style. A video posted to Instagram announced the 3 prizes drawn on 22 December.



CALATRAVA ORIGINAL

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



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CALATRAVA ESPECIAL New

A Pilsner with a touch of bitterness and hint of grain.



KELER

- **Monde Selection**
Gold medal
- **Berlin International Beer Competition**
Double gold medal
- **Asian Beer Challenge**
Double gold medal
- **London Beer Competition**
Silver medal
- **World Beer Challenge**
Silver medal
- **World Beer Awards**
Silver medal
- **Melbourne International Beer Competition**
Silver medal
- **International Beer Challenge**
Bronze medal
- **New York International Beer Competition**
Bronze medal
- **Superior Taste Award**
Two stars
- **Great Taste**
One star

Special edition with Real Sociedad

Launch of five exclusive bottles with five unique illustrations starring Real Sociedad's five most charismatic players: Take Kubo, Robin Le Normand, Mikel Merino, Mikel Oyarzabal and Martin Zubimendi. A special design aiming to transmit a passion for Real Sociedad, to be shared with all fans.

A well-poured Keler

Videochallenge filmed in the Keler Espazioa at the Reale Arena stadium, with the first-team players Carlos Fernández, Andoni Gorosabel, Robin Le Normand, Álex Remiro, Diego Rico, Alexander Sørloth, Andoni Zubiaurre and Martin Zubimendi competing to claim the prize for the best poured Keler beer.



CALATRAVA CLÁSICA New

A clear malt lager beer with neutral hops and mineral hints.



Other beers



ROSA BLANCA

The 6th edition of Tast de Rosa Blanca pays tribute to the figure of Joan Miró. The pairing sessions were therefore held in the magnificent artistic and cultural setting of the Miró Mallorca Foundation, in the studios where the artist lived and worked for almost 30 years. This time around, Tomeu Arbona and Lluís Pérez combined their talents to create a selection of sweet and savoury dishes evoking the forms and flavours of Miró's pictorial world.

New

Launch of Rosa Blanca UK 3.4° on the British market. The reformulation of the Rosa Blanca recipe to create a new version with less alcohol, without compromising the beer's "hoppy" taste.



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 ESPECIAL

Premium beer focused on the Andalusia market.



ESTRELLA DEL SUR

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



ESTRELLA DEL SUR 0,0

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

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CALSBERG AND GRIMBERGEN

We have since 2021 produced and bottled Carlsberg.



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".



RADEBERGER

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



TAGUS

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



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.



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.



FUENTE LIVIANA

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



SUREO

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



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. Different flavours and classes of unmistakable tonics to complement the very best of the world's spirits.

Dairy



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

Campaign in which 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.

Agama, la llet dels mallorquins

This is the continuation of the communication begun in 2021 with the cows wearing sunglasses, underpinning the campaign with local ambassadors to raise awareness and deliver a call to action about local milk.



LACCAO

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

New

- 200ml cup
- Murmui ice cream with Lacciao milkshake flavour, 550ml glass jar

Launch of the 200ml cup, an on-the-go format extending the brand's portfolio in line with the needs of the child and teenage market.



Dairy



CACAO LAT

- Cacaolat Original
- Cacaolat 0%
New 200 ml cup
- Cacaolat Lactose Free
- Cacaolat Cookies & Vanilla
- Cacaolat Mocca
- Cacaolat Doble Cacao
- Cacaolat en polvo

Products in collaboration with BIG

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

Product in collaboration with La Menorquina

- Stick ice cream – Cacaolat

Launch of Cacaolat Original in powder format, providing consumers with the option of drinking the milkshake handed down from generation to generation in a new, different form, but with the flavour that has always united us.

In 2023 we extended the variety of our on-the-go cup format, by bringing the 0% to market.



LETONA

- Letona UHT milk Grand Crème
- Letona UHT special milk for hospitality
- Letona UHT milk 0% fat
- Letona UHT lactose free
- 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

We redesigned the pack to emphasise its positioning of authenticity: milk 100% from local, family farms to preserve its flavour, right from day one in 1925. The new design received bronze at the Pentawards 2023.



LA LEVANTINA

- Oat drink 1 l
- Soya drink 1 l

High quality vegetable oat and soy beverages, guaranteed by our 80 years of experience. Designed for the horeca channel, barista specialty, they are perfect to combine with coffee or tea thanks to their texture and extra creaminess.

Restaurants and coffees



GRUPO RODILLA

Grupo Rodilla has reached an agreement with the Basque Culinary Center to promote innovation strategies and projects over the period 2023-2025. New products will be designed on the basis of the recipes produced by this prestigious culinary establishment, comprising the Faculty of Gastronomic Science attached to Mondragon Unibertsitatea, and the BCC Innovation research centre.



CAFÈS GARRIGA

- Pure Arabica Selection
- Pure Arabica Intense Selection
- Decaffeinated Selection
- Natural Crème Selection
- Natural Express Selection
- Natural Superior Selection
- Colombia Selection
- Selection Decaffeinated with water
- Pure Arabica Organic Coffee
- Cafès Garriga capsules

Rodilla

RODILLA
DESDE 1939

Jamaica Coffee Experience

JAMAICA
COFFEE-EXPERIENCE

Hamburguesa Nostra

HN
CARNICEROS DESDE 1958
**HAMBURGUESA
NOSTRA**

Vaca Nostra


VACA NOSTRA
RESTAURANTE DE CARNES

Café de Indias



The Rodilla brand claimed the "Franchisor of the Year in the Restaurant Sector" at the National Awards of the AEF (Spanish Franchise Association), and one of the WIR Awards for its commercial strategy. The brand also claimed the honours as Best SCO in Retail

Logistics and capillary distribution

DISTRIBUCIÓN DIRECTA INTEGRAL (DDI)

In line with its commitment to set up an integrated model, in 2023 DDI continued to strengthen its position, adapting and improving its product and service catalogue. In line with its commitment to building a comprehensive model, in 2023, DDI has continued to strengthen, adapt and improve its catalog of products, services and strategic agreements, thus consolidating its position as a benchmark distributor.

DDI is committed to its customers, but also to the environment, society and people, which is why, for yet another year, the company has become involved in social projects and initiatives that allow it to continue facing the future with energy and passion.



ALFIL LOGISTICS

Alfil Logistics has combined distribution centres to serve supermarkets and hypermarkets, leading to changes in warehouse management. In transport terms, and with the aim of improving the service provided to Damm companies, it opted to bring in physical traffic managers to guarantee safe and efficient resource transit, minimising congestion, optimising delivery times and more effectively coordinating logistics operations.

Alfilxpress, the express delivery service provided by Alfil Logistics, has consolidated its reverse logistics service for a major marketplace, while also successfully implementing various e-commerce campaigns for the food & drink channel.



PALL-EX IBERIA

Pall-Ex Iberia coordinates all its operations from the different hubs or consolidation centres located on the Iberian Peninsula, providing its urgent palletised goods distribution services (domestic, Connect Europe and Connect World) in Spain and Portugal, and operating with the other European networks of the Pall-Ex Group.



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Sports event organisation



SETPOINT EVENTS

Organisation of the World Padel Tour, with 22 events staged during the 2023 season: 13 internationally and 9 in Spain.

RUMBO SPORT

Rumbo Sport extends its sphere of operations to the whole of Spain, with three national circuits for two corporate groups (Grupo Electro Stocks and Total Energies) and the Womenalia Association of Professional Women.

Social media followers of our brands and companies

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					162,179		162,179
BEER							
Estrella Damm	902,000	141,300	289,500	104,100		1,600	1,438,500
Voll-Damm	164,000	17,995	15,400	3,890			201,285
Free Damm	2,420	254	1,204	560			4,438
Inedit	27,810	5,583	5,846				39,239
Daura	4,535	15,480	6,133				26,148
Daura NA	25,758	1,662	4,472				31,892
Damm Lemon	8,409	183		1,331			9,923
Malquerida	3,157	275	3,265				6,697
Complot	1,042	454	1,832				3,328
Estrella de Levante	74,000	26,600	25,000		13,897		139,497
Keler	10,714	4,483	8,261	254			23,712
Gold	870	186	391				1,447
Calatrava	5,923	591	2,864				9,378
Victoria	43,866	21,973	30,099	1,490	4,907		102,335
Turia	54,322	18,521	18,900	479			92,222
Rosa Blanca	3,243	444	8,984				12,671
Xibeca	557	591	934	529		39	2,650
Duet	40	24	350				414
Equilater	250	4	261				515
Cerveza de Navidad	112		432				544
Bock Damm	109	9	239				357
SHAKES							
Laccas	6,760		4,670			582	12,012
Cacaolat	132,000	6,748	38,900	4,750	18,000	15,700	216,098
Agama				152			152
Letona			2,274				2,274
WATER							
Veri	2,151	92	793	572			3,608
Font Major	149	6	303				458
LOGISTICS							
Pall-Ex Iberia	701		287	34	2,071		3,093
Alfil Logistics					6,911		6,911
Distribución Directa Integral			5,070		5,100		10,170
RESTAURANTS							
Grupo Rodilla	116,990		22,353		5,000	79	144,422
Hamburguesa Nostra	78,323		23,928		2,000	375	104,760

Source: Data drawn from each of the social media platforms as at 31 December 2023.

Accolades for our communication



BEST!N FOOD 2023 AWARDS

Voll-Damm received the Gold award in the Best Film - Drinks category, for the campaign *El arrepentido*.

ASTER AWARDS

Cervezas Victoria won the Aster Award in the Marketing category. This accolade recognises its efforts to connect with the audience, conveying local traditions and values and offering authenticity and excellence in the consumption of its beers.

NATIONAL MARKETING AWARDS

María Carceller, CEO of Grupo Rodilla, received the Leading Business Marketing Driver award at the 15th edition of the National Marketing Awards.

NUMEROUS AWARDS FOR EL DISCURSO DE TODO UN PAÍS

The Cervezas Victoria campaign received various honours:

- Bronze in the **National Marketing Awards**, in the Sponsorship category.
- Silver in the *Best Digital-Tech* category at the **Best!N Food Awards**.
- **Audiovisual Media Innovation Genius Award**.
- Bronze **Inspirational Award**, from IAB Spain (Interactive Advertising Bureau) in the Best Use of Data category.
- Bronze in the Best Existing Product Campaign category at the **Eficacia Awards**.
- Bronze in the Audiovisual Advertising category at the **LAUS Awards**.

Constant innovation to transform the future

The Brewery Research Area continues its efforts to optimise and develop a wide range of recipes for different brewing styles, using highly varied ingredients, such as special malts, different types of hop and yeasts from different strains, to capture the distinctive flavours and aromas of each beer.

Innovation has always been a core element at Damm, and remains crucial to our advancement. We have a holistic view of innovation, which goes beyond simply creating and launching new products. We focus on the continuous improvement of our processes, with the aim of moving towards a more sustainable future that, at the same time, brings us greater efficiency in responding to the different challenges facing our company.

Once again last year we saw an increase in R&D and innovation activity, with a clear and ongoing commitment to improve efficiency in service processes for Damm overall. Notable developments in this regard include the unification of the R&D and innovation teams of our own brands, client brands and distribution within the context of the overall process of reorganising business units, focused on their respective markets. One of the biggest challenges we must now face is the integration and unification of processes and project management software in private label and distribution, in order to achieve greater coordination between areas. This is also a great opportunity to reengineer processes and management systems in the search for greater efficiency and responsiveness to our customers.

The integration of the teams has made it possible to restructure and give a new focus to the organization of the R&D Department. In this way, two large blocks with different objectives have been defined: the "Projects Area", focused on providing the necessary technical support for business development (focus on customers), and the "R&D and Industrial Optimization Area", focused on improving operating costs, promoting technological innovation and improving in terms of sustainability. The rest of the department's areas are maintained, such as the "Beverage R&D Area" with its pilot plant to continue providing support to customer projects, innovating new beers or testing raw materials, among others, as well as the "Agronomic R&D Area" and the "Barrel Facilities R&D Area".



€8.9 M

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

BEERS

— Development and launch of new beers for the Spanish and international market, such as Inedit Rosé (recipes for China and for National), Rosa Blanca 3.4% ABV, Daura IPA, Calatrava Clásica and Calatrava Especial.

— Reformulation by Victoria Marengo to adapt the recipe in can format.

— Optimisation of the Equilater brewing process and optimization of the aromatic profile of Free Damm 0.0% Tostada.

— For third-party brands, several new recipes have been developed, including: unfiltered beer, high-attenuation beer, and a new toasted beer profile.

PACKAGING AND DESIGN

— Changes in packaging (containers) and palletisation for adaptation to different local legislations and markets.

— Improved packaging: optimisation of plastic materials, use of recycled material and development of plastic caps tethered to the bottle.

— Development and launch of the new 2023 Advent Calendar.

COFFEES

— Development of a new, more intense "Longo" coffee capsule, designed to go better with milk.

— Improved intensity of Café ECO.

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 technologies and initiatives that have arisen in the Tethered cap market (cap attached to the container), with the first tests being carried out in the industrial level in order to comply with the European regulation that requires that, as of July 1, 2024, all plastic containers of less than three liters must have this type of cap. This solution took place at Fuente Liviana in November, and is scheduled to be implemented at Font Major and Veri in January and March 2024, respectively.

— Selection of charity caps and preparation of the Salem and Santarém PET production lines for implementation between November 2023 and March 2024.

— Development and implementation of the new 5-liter Veri bottle design, which has allowed us to reduce its weight and environmental impact.

BARREL INSTALLATIONS

— Advances in the digitalisation of the Beer Drive process, with the launch of a pilot scheme to integrate all the model's IoT systems, to facilitate interaction among the different information systems.

— Development of two multiple dispenser pilots for major events, allowing more beer to be served in less time, while reducing queueing times.

— Implementation of a new range of smaller-sized cooler to facilitate installation behind bars and optimise costs. Introduction of new display cases for the premium horeca channel to gain a competitive advantage.

DAIRY

— 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 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.

— Laccas launches a new on-the-go format, extending the brand portfolio in line with the needs of the child and teenage market.

— Laccas and Murmi, artisanal ice cream makers from Mallorca, have joined forces to launch a unique ice cream with the delicious flavour of Laccas milkshake.

AGRONOMY

— Progress in the consolidation of hop growing in Prades. Despite the adverse weather conditions in 2023, we have managed to obtain satisfactory agronomic and quality yields, especially in our Prades crops, thanks mainly to the investment we made in irrigation reading and control systems (reduction of water footprint).

— Incorporation of best practice in the field and investments in the maintenance and improvement of the hop transformation process.

— Production of Pale Ale malt brought in-house at the La Moravia Malt house.

— Location and standardisation of new varieties of barley that are more productive and resistant to climate change.

GRUPO RODILLA AGREEMENT WITH BCC INNOVATION, THE TECHNOLOGICAL BASQUE CULINARY CENTER



The aim of the agreement is to develop an innovation plan over the period 2023-2025 to design new products based on the recipes produced by this academic institution, which enjoys international prestige.

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.



MAXIMUM QUALITY AND FOOD SAFETY OF OUR PRODUCTS



We place consumers at the heart of our operations, with the aim of developing and offering them quality products and services. We hold certification under the leading international regulations and standards for food quality and safety.

We undertake 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 client. All our production and operational processes are also subject to both external and internal rigorous quality controls.

Food safety

In 2023 we consolidated the management systems implemented and certified at our plants, with a particular focus on food safety. We conduct a survey to evaluate the food safety knowledge of the different departments, and draw up an action plan to improve the results obtained.



IFS GLOBAL MARKETS FOOD

- Aguas de San Martín de Veri, SA (Bisaurri and Run). Version 3 update.
- Gestión de Fuente Liviana, SL. Version 3 update.
- COCEDA, SL (El Prat de Llobregat brewery).
- Estrella de Levante Fábrica de Cerveza, SA.



INTERNATIONAL FOOD STANDARD (IFS)

- Font Salem (El Puig, Salem, Santarém and Meres). Version 8 update.
- Hamburguesa Nostra, SL kitchen.
- Grupo Cacaolat, SL.



BRCGS (BRAND REPUTATION COMPLIANCE GLOBAL STANDARDS)

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

HAZARD ANALYSIS AND CRITICAL CONTROL POINTS (HACCP)

- At all food and drink production plants of all Damm and Grupo Rodilla companies.

Quality

Quality is another of our priorities. We continuously strive to ensure that our products comply with the most demanding quality standards. In 2023 we maintained our commitment to excellence and continuous improvement under ISO 9001:2015 certification at all our sites.

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

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. It likewise continues its compliance with the HAVISA Plan to foster healthy lifestyles among the Spanish population.

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
- Estrella Damm Non Alcoholic
- Free Damm
- Free Damm Lemon
- Free Damm Amber Lager
- Estrella de Levante 0,0
- Estrella de Levante 0.0 Amber Lager
- Victoria Sin



Kosher certificate

Recognition of suitability for sale to the Jewish market.

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



Halal certification

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

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



Certification of beers and soft drinks as suitable for vegans

Granted by the Vegan Society.

- Daura
- Daura Märzen
- Estrella Damm
- Estrella Damm Barcelona
- Free Damm
- Free Damm Lemon
- Free Damm Amber Lager
- Complot
- Malquerida
- Inedit
- Various Font Salem products (El Puig, Salem and Santarém) according to customer requests



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

GOOD GOVERNANCE

The values that define us

Our #LIVE values define our activity and are present in our corporate strategy. They drive our progress, guide our activity and have a profound impact on who we are and how we act.

Ethics and integrity in the way we act



L

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

I

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

V

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

E

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

The current economic and social climate means that companies are now operating in a more complex market, constantly evolving in terms of the regulatory framework and increased compliance risks.

This scenario demands that organisations adopt an integrity and compliance focus in their daily management, supported through mechanisms based on principles of ethics, transparency and accountability to address possible cases of corruption, money laundering and unfair competition.

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

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

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

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

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

In 2023, a total of 480 people at the company received training in business ethics, an increase of 64%, while 400 people received training in compliance and the Legal Risk Prevention System.

AUDIT, SUSTAINABILITY AND CONTROL COMMISSION

Compliance Committee	Sustainability Committee	Internal Audit Department
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Governing bodies

SA DAMM BOARD OF DIRECTORS

Executive Chairman

Mr Demetrio Carceller Arce

Board Member and Secretary

Mr Ramón Agenjo Bosch

Board Members

Mr Ramon Armadàs Bosch, representing Hardman-Ceres, SL

Mr Raimundo Baroja Rieu, representing Disa Corporación Petrolífera, SA

Mr José Carceller Arce, representing DISA Financiación S.A.U.

Ms María Carceller Arce, representing Seegrund, B.V.

Mr Rudolf Louis Schweizer, representing Musrom GmbH

DAMM STEERING COMMITTEE

Executive Chairman

Mr Demetrio Carceller Arce

General Manager

Mr Jorge Villavecchia Barnach-Calbó

Technical Secretary

Mr. Gabriel Pretus Labayen

Director of Operations

Mr Octavi Martí Crescencio

Director of Marketing

Mr Jaume Alemany Gas

Director of Corporate Finance

Mr Salvador Martínez Navarro

Director of the Horeca Business Unit

Mr Xavier Vila Vila

CEO of Damm Restauración and Distribución Directa Integral

Ms Maria Carceller Arce

Director of People

Mr Ricardo Lechuga Cisneros

Director of the Business Unit Food

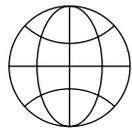
Mr Antoni Folguera Ventura

Director of the International Unit

Mr Juan González Gil



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



28 of 100

In 2023 the efforts undertaken in recent years were rewarded with a climb up the MERCO ESG Responsibility rankings.

Sustainability at the heart

Sustainability is an integral part of everything we do at Damm. It is a vital cornerstone of our business strategy, as we strive to be leaders in sustainability in every sector where we operate.

We believe it is essential to integrate sustainability into all areas of our company. We seek to generate a positive impact in our operations to drive long-term responsible growth.

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.

STAKEHOLDERS

Knowledge and understanding of our stakeholders are of vital importance in the development of our operations. Their opinions, needs and expectations are key elements in steering our strategic decisions and in the progress of our activities. Year after year, we strengthen our channels of communication and launch initiatives to establish ever-closer ties in our relationship with them.

- 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

Damm has been a signatory of the UN Global Compact since 2019, entailing a firm commitment to its 10 Principles in the field of Human Rights, Employment Regulations, Environment and Anti-corruption. We are likewise committed to making an active contribution to the achievement of the Sustainable Development Goals (SDGs) established in the 2030 Agenda for Sustainable Development.

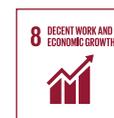
CONTRIBUTION BY DAMM TO FULFILMENT OF THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)



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.



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 our workforce, 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 and 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.

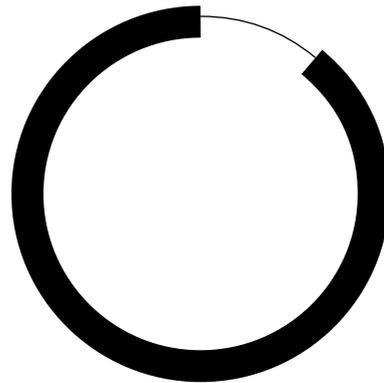
SUPPLIER COMPANIES COMMITTED TO SUSTAINABILITY

SUPPLIER COMPANIES 2023

89%

Damm

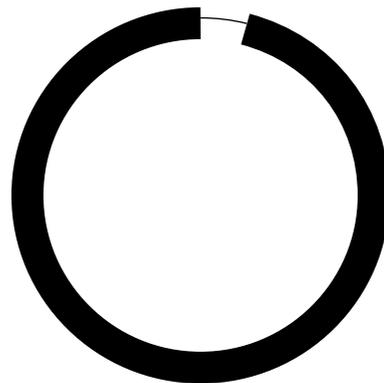
IBERIAN PENINSULA.
(SPAIN AND PORTUGAL)
(not including Grupo Rodilla,
Alfil Logistics or Grupo Cacaolat)
5,318 active



96%

Grupo Rodilla

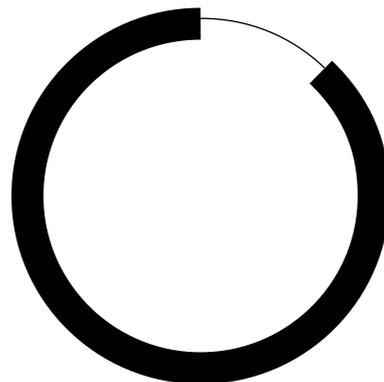
SPAIN
882 active



88%

Alfil Logistics

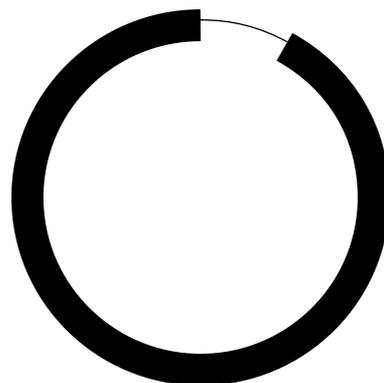
SPAIN
7,774 active



92%

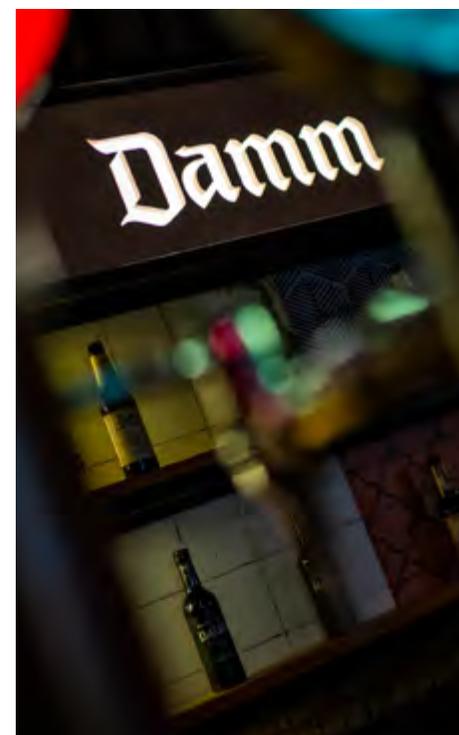
Grupo Cacaolat

SPAIN
483 active



The commitment to source our supplies from local resources serves to promote economic and social growth in the communities where we are present, while likewise reducing 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.



Responsible purchasing

Supplier companies are an essential element in the Damm value chain, since their contribution and alignment are vital to achieve the commitments set in terms of sustainability. We foster sustainable best practice and ensure that they are aligned with our corporate values and comply with the requirements we have established in every phase of production and distribution.



SA Damm, Font Salem (El Puig and Santarém) and Alfil Logistics comply with the requirements of the Walmart Supply Chain Security and Responsible Sourcing programmes. In 2023, COCEDA (former Compañía Cervecera Damm) renewed its SEDEX AUDIT SMETA (Pillar 2) certification, with the aim of guaranteeing greater transparency in connection with employment and health & safety standards, as well as environmental management, throughout the supply chain.

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.

In 2023 we significantly increased the number of supplier companies evaluated within the OPEX area, and incorporated key indicators connected with electricity consumption. We likewise formalised a key energy consumption indicator in our contracts with power plants and Waste Water Treatment Plants (WWTPs), with a system of incentives and penalties.

Supplier companies are evaluated under the EcoVadis methodology, which includes 21 sustainability criteria (environmental, occupational, human rights, ethics and sustainable purchasing). By the end of 2023, 240 supplier companies had been evaluated under this methodology. During the year we evaluated the main companies supplying direct materials and indirect materials, accounting for 80% of expenditure.

The evaluation scorecard 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:

64%

of supplier companies consuming 100% renewable electricity.

50%

report their CO₂ emissions.

81%

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

60%

have documented action plans to reduce water consumption.

Damm purchasing personnel have objectives included in their variable remuneration linked to environmental criteria concerning product packaging materials.

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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 development of various initiatives continued in 2023 to foster a more sustainable supply chain:

— Reduced thickness of packaging and ancillary materials, and incorporation of non-plastics, reusable tableware.

— Ongoing active calendar of supplier company evaluation both on-site and remotely to extend the scope of the audits conducted.

— Centralisation of all non-capillary purchases of all brands at one single operator, reducing the number of deliveries per supplier company.

ALFIL LOGISTICS

Commencement of full-scale operations at the South East Logistics Centre in Alcantarilla (Murcia) served to unify the whole southern area at one single distribution centre to optimise all processes.

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100% NATURAL AND AND LOCAL INGREDIENTS

We have a purchase and procurement strategy for barley for upcoming harvests (2021-2025) based on four cornerstones: varieties, supply chain, sustainability and digitalisation. We aim to ensure that at least 80% of barley must come from farms located within 200 km, and the remaining 20% from a maximum of 400 km from the production site. We are also working to strengthen certifications of our water footprint, carbon footprint, among other aspects.

We remain committed to sustainable agriculture. 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 2 malt houses: La Moravia, in Bell-lloc d'Urgell (Lleida) and Espinardo (Murcia).

In 2014 we launched the zero mile hops project in the town of Prades (Tarragona), located less than 200 km from the El Prat de Llobregat brewery, and in 2020 began to plant some five hectares of the nugget variety in Caravaca de la Cruz (Murcia), to provide the hop harvest supplying the Estrella de Levante brewery.

FARMER DAYS

In 2023 we continued to promote the Farm Days, with more than 1,000 farmers who supply the barley for our La Moravia Malt house. These events were staged in Sábada and Sariñena (Huesca) to share technical information as to best agricultural practice to improve crop yields and promote more sustainable agriculture.

Within the context of the 60th anniversary of Estrella de Levante, we invited more than 50 barley farmers from the Albacete region to the Espinardo brewery and malt house in Murcia. During the day, we shared the different projects undertaken since 2011 to improve barley crops. The lines of work pursued included in particular a reduced water footprint, reduced mineral fertiliser, full crop traceability from farm to brewery, and the use of barley as a green filter for the Mar Menor region.



STRATEGIC ALLIANCES WITH ORGANISATIONS IN THE SECTOR AND SURROUNDING AREA

Identifying challenges and opportunities for economic and social development is a core element for Damm, and the driving force behind its engagement with different associations and organisations aligned with its strategy and values. Together with them, we achieve progress towards our goal of sustainability, sharing knowledge and experience.

In 2023 we signed up to the IEEB (Spanish Business and Biodiversity Initiative), coordinated by the Biodiversity Foundation of the Ministry for Ecological Transition and Demographic Challenge (MITECO), through which we commit to appraise our biodiversity impacts and dependencies, draw up a roadmap to reduce impacts and publicise the efforts and achievements made.



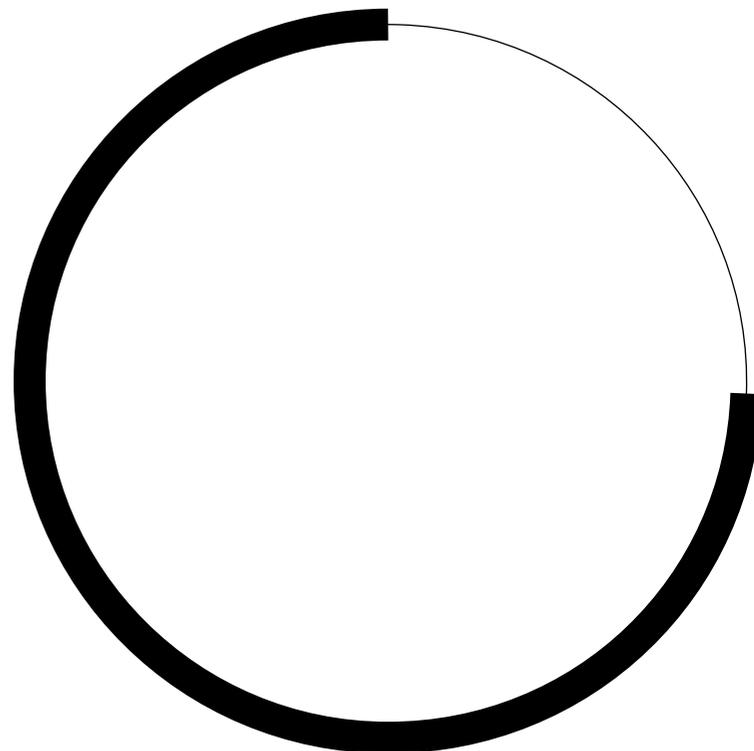
ECONOMIC RESULTS

ASSET STRUCTURE

74.6%

FIXED ASSETS

21.5% Current assets
3.9% Cash and cash equivalents



2023 was a year of growth for Damm, consolidating progress in its operations, surpassing previous levels and renewing its robust financial position.

The year 2023 was marked by a series of events with a significant impact on the environment within which the company operates. Among others, we would highlight the ongoing warfare in Ukraine, which continues to have a negative impact on the price of energy and production materials, along with the tightening of monetary policy, with central banks raising interest rates at a historic pace to combat high inflation, which has undermined the purchasing power of consumers.

Within this difficult context, Damm registered significant growth in revenues during 2023, with a turnover in excess of 2 billion euros, 10% higher than the previous year. This growth was driven by strong demand for our products within the markets and channels where we operate, as well as the successful implementation of our strategic plan.

Sales figures in the company's drinks businesses consolidated the significant increase as registered in the previous year, 2022. We would once again highlight the performance of the company's operations on international markets, with significant growth in volume and awareness in countries including the United Kingdom, United States, Canada, Portugal and China, which alongside the other countries now account for more than 450 employees overall, dedicated solely to international operations. The other distribution, restaurants and logistics businesses also performed very strongly, in line with the increase in consolidated earnings. All of which resulted in a volume of 20.8 million hectolitres of beverages sold in 2023.

With regard to production costs, they once again registered a widespread increase. Our raw materials costs rose significantly, in particular grain (malt, rice, maize), and many of the packaging materials categories, above all affecting cans, bottles and cardboard. The higher price for various forms of energy likewise affected production and logistics costs, which could not overall be offset despite continued improvements seen in the energy efficiency and productivity ratios of the production plants and the company's logistics systems.

Meanwhile, general operating expenses rose in line with the increase in activity, with a resumption in levels of investment in product dispensers, marketing, trade marketing and sponsorship of events with a significant media reach, underpinning the company's clear commitment to the national and international development of its brands.

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 clear actions to protect the environment.



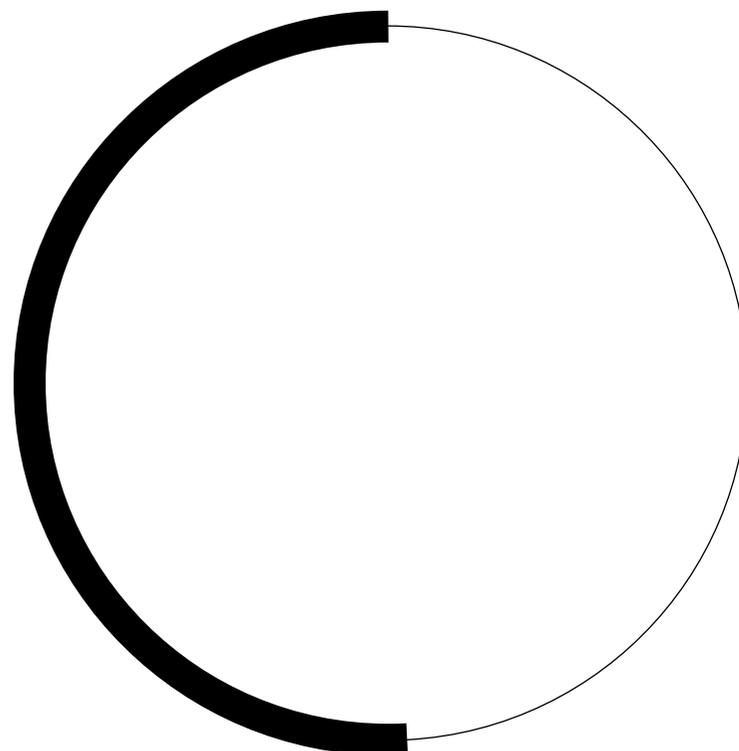
**LIABILITY
STRUCTURE**

51.3%

NET EQUITY

24.8% Non-current liabilities

23.8% Current liabilities



MAIN FINANCIAL FIGURES

Constant annual growth rate

In millions of euros

2023

2022

Variation

(Last 5 years) 2023 s/2018

BALANCE SHEET FIGURES

Fixed assets	1,716	1,682	34	7.1%
Current assets	584	663	-79	1.9%
Total assets/liabilities	2,300	2,345	-45	5.6%
Net equity	1,181	1,126	55	5.9%
Financial liabilities	375	440	-65	-4.7%
Other liabilities*	744	779	-35	14.1%

INCOME STATEMENT FIGURES

Operating income	2,061	1,876	185	10.3%
EBIT (operating profit)	160	115	45	4.7%
Profit (loss) attributable to the parent company	130	101	29	2.8%
Earnings per share (€/share)	0.5	0.39	0.11	2.1%

OTHER DATA AND INDICATORS

Accumulated industrial investments (since 2008)	1,400	1,356	44	5.7%
Level of net debt	23.46%	24.96%	-1.5%	-6.7%
Number of shares (thousands)	270,083	270,083	0	0.0%
Number of shares in treasury stock (thousands)	8,406	8,713	-307	

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

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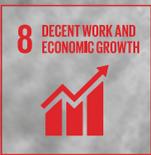
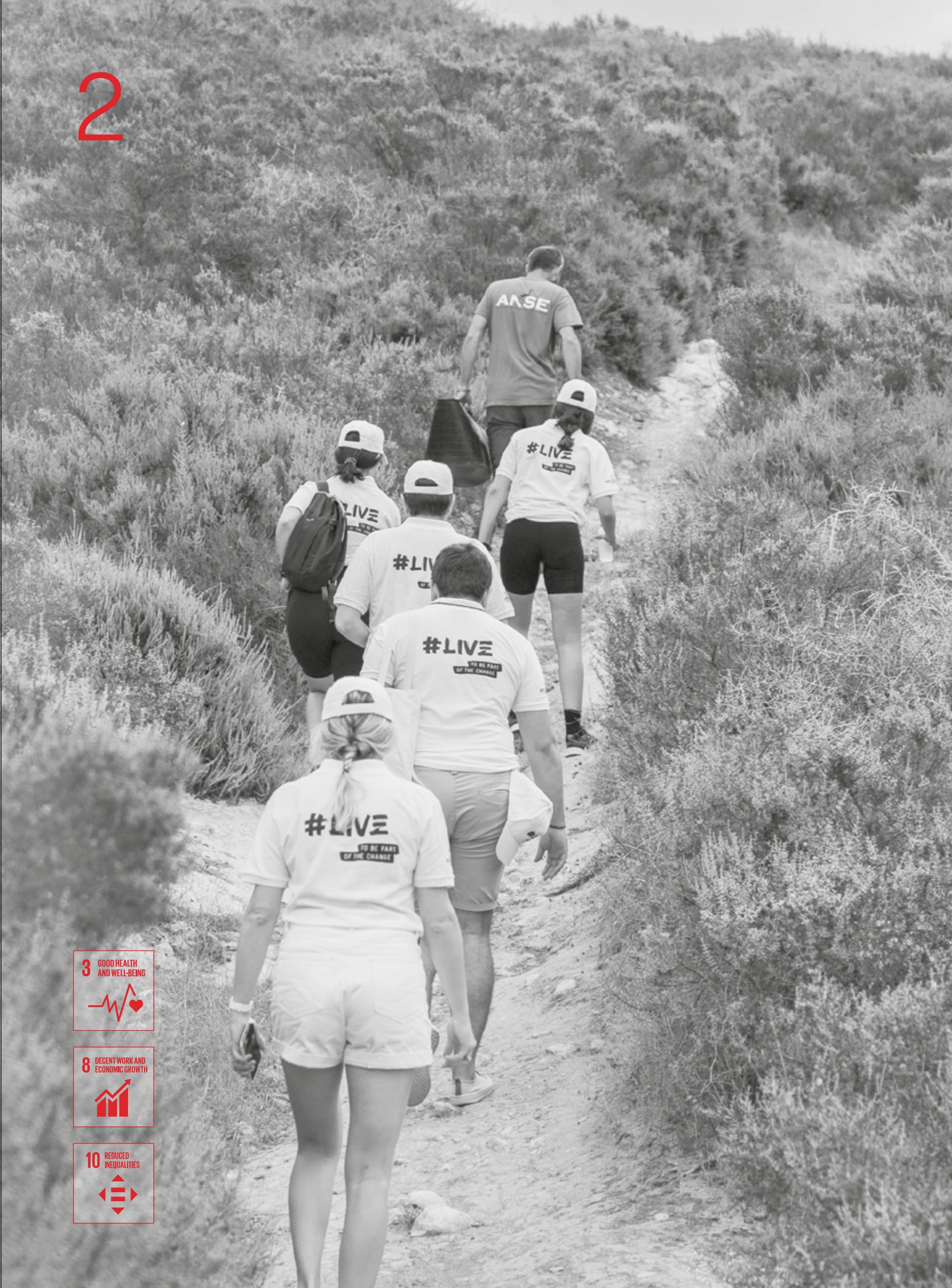
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PEOPLE, OUR HALLMARK

Our co-workers are the driving force behind Damm, an essential part of the company who have made us a leading player in our sector. Consequently, and in order to continue attracting the brightest talent, we aim to stand out by providing an environment that promotes well-being and professional development, and ensures respect for equal opportunities, diversity and inclusion.

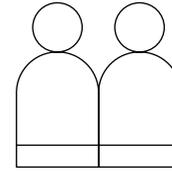
DAMM PEOPLE

Guided by our #LIVE values (Loyalty, Innovation, Customer Value and Energy), our team take the company forward by fostering innovation and pursuing excellence, while creating businesses and environments that promote a positive impact on people and the planet.

We aim to ensure the comprehensive well-being of our co-workers through initiatives which not only increase team motivation, but also contribute to their personal and professional well-being and development. We undertake working climate surveys and psycho-social studies to understand their opinions and evaluate the working atmosphere and conditions, along with the impact on mental health and well-being. This allows us to identify areas for improvement, detect possible sources of dissatisfaction, and devise strategies and actions to promote a healthier and more fulfilling working environment. In 2023 we extended and updated our assessments of psycho-social risks at SA Damm, Alfil Logistics, Font Salem and Pall-Ex Iberia. Meanwhile, at the El Prat de Llobregat brewery we undertook studies to assess workload in those sections identified as critical.

As for social benefits, we have brought in consultancy in the field of differently abled people. We likewise continue to offer training grants or discounts, the opportunity to acquire products under the Bènefit Programme, promotional discounts on service and product purchases and other benefits.

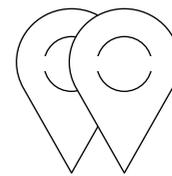
In 2023, most of our companies took place in the Great Place to Work (GPTW) working climate survey.



5,735

Total workforce 2023¹

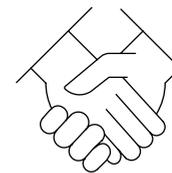
Including SA Damm and subsidiary companies



5,625

Own workforce

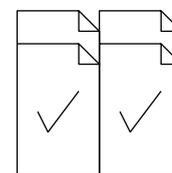
3,012 Food and beverages
1,443 Logistics and distribution
1,131 Restaurants
39 Event management



2,538

New hires during 2023

834 Food and beverages
633 Logistics and distribution
1,067 Restaurants
4 Event management

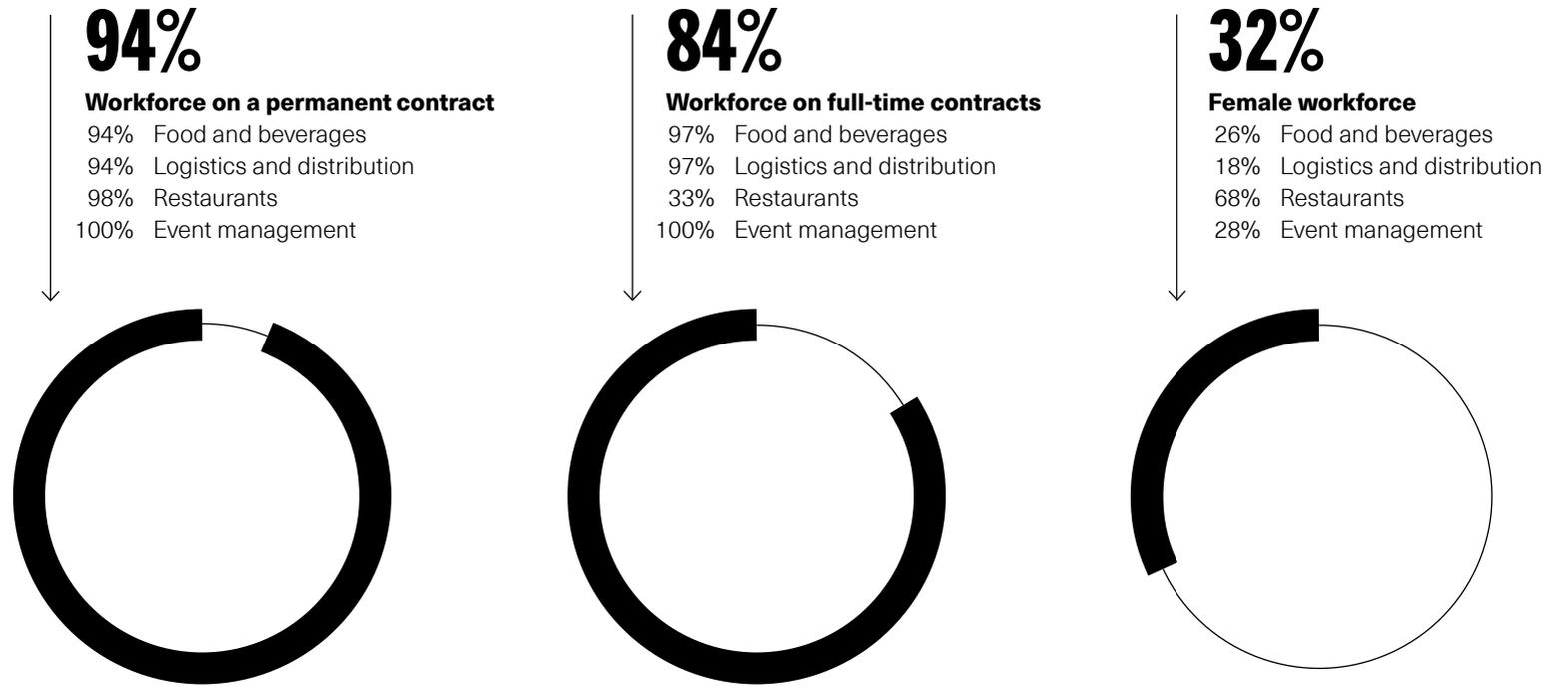


100%

Workforce covered by collective agreements

1. The figures for 2023 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; Alfil 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; Font Salem 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 Becdamm, 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; Font Salem, SL; Gasteiz Banaketa Integrala, SL; Grupo Cacaolat, SL; Hamburguesa Nostra, SL; Intercervecera, SL; Mascarell Comercial de Bebidas, SL; Nabrisa Distribuciones, SL; Nennisivok, SL; Nostra Restauración, SLU; Rodilla Sanchez, SL; Rodilla Sanchez US, LLC.

WORKFORCE BY CONTRACT TYPE, WORKING HOURS AND GENDER, 2023



WORKFORCE ACCORDING TO GENDER AND AGE GROUP 2023

	♂ Men ♀ Women	Food and beverages	Logistics and distribution	Restaurants	Event management
<25 years		♂ 120 ♀ 45	♂ 46 ♀ 7	♂ 142 ♀ 261	♂ 1 ♀ 0
26-35 years		♂ 388 ♀ 200	♂ 168 ♀ 42	♂ 109 ♀ 211	♂ 5 ♀ 6
36-45 years		♂ 727 ♀ 261	♂ 329 ♀ 79	♂ 64 ♀ 155	♂ 9 ♀ 2
46-55 years		♂ 678 ♀ 211	♂ 404 ♀ 98	♂ 26 ♀ 110	♂ 6 ♀ 2
56-65 years or more		♂ 325 ♀ 57	♂ 236 ♀ 34	♂ 18 ♀ 35	♂ 7 ♀ 1
Total		♂ 2,238 ♀ 774	♂ 1,183 ♀ 260	♂ 359 ♀ 772	♂ 28 ♀ 11

PROMOTION OF TALENT



Our management model fosters the attraction, encouragement and promotion of talent. The aim is to create an attractive and motivating working atmosphere which incentivises the personal and professional growth of our co-workers, offering opportunities for development, recognition and progression in their professional careers.

Training and development management

We use a range of initiatives and tools to support lifelong learning, and foster diverse knowledge, along with new abilities and skills so as successfully to meet the challenges that lie ahead.

DAMM ACADEMY

Our training platform is designed to boost our co-workers' professional development. It offers a wide range of programmes covering both digital and face-to-face formats, or a blend of both, divided into four main structural areas: corporate, digital, skills and business. In 2023 we continued to expand the offering of content and courses, and the number of users.

CORPORATE STRAND

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

— **Damm Beer Ambassador** Theoretical-practical brewery workshop, focused on acquiring specific knowledge about Damm's variety of beers.

— **English Programme.** Designed to provide co-workers with the language skills required to communicate effectively in the working environment.

— **Food safety.** Training focused on the key aspects underpinning a robust food safety culture, to promote their development and improvement within the company.

— **Onboarding process.** Designed to onboard new co-workers within their working environment, familiarising them with the company, its culture, policies, procedures, as well as their roles and responsibilities.

— **Compliance, occupational risk prevention and equality.** This provides the knowledge, skills and tools required to fulfil legal regulations, internal policies regarding regulatory compliance, to promote occupational safety and also gender equality in the workplace. The themes covered by the training initiatives included road safety, the legal risk prevention system and the glass ceiling.

DIGITAL STRAND

Training programmes to improve digital skills.

— **B-Digital.** Focused on increasing and fine-tuning our co-workers' digital skills.

— **Foundations Damm ISDigital.** Programme to promote digital transformation at Damm.

— **ICT regulations.** Intended to strengthen the information security culture at Damm.

— **Virtual Training.** Support programme for occupational development in virtual environments.

— **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.

COMPETENCE 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.

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

— **Female leadership.** With a three-project structure: Promociona (executive programme for women in senior management), Progesa (programme for up-and-coming leaders) and Proactiva (programme for high-potential individuals).

— **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.

— **Support for the commercial relationship of pre-sales administrators.** Programme to improve negotiation skills and promote win-win relationships.

— **Training in industrial equipment** Intended for plant co-workers, to provide them with the knowledge and skills needed in order effectively to manage the teams they lead.

— **Global advanced supply chain management.** This provides an overview of the Damm supply model. Intended for those working in the supply chain and logistics business areas, as well as new hirings associated with these areas.

— **Handling of VAT in Spain, Portugal and the United Kingdom.** Providing knowledge and practical experience about how to handle this tax at the EU and non-EU level.

— **Legal framework of purchasing contracts.** This covers the main legal issues addressed in purchasing contracts.

— **Food crisis management.** Theoretical and practical training in food crisis situation management.

— **Higher-level individual training.** This includes master's, post-graduate and other courses at leading educational establishments (IESE, Esade, EADA, IQS, etc.).



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We likewise delivered other training courses outside the Damm Academy as part of the training programmes of the different companies, in particular the following:

— **Font Salem.** 223 training initiatives delivered, covering such wide-ranging topics as languages, occupational risk prevention and safety, software, skills for managers and new technologies. We likewise continued the Master's in Permanent Training in Brewing Science and Technology.

— **Grupo Rodilla.** Launch of the "Talento Rodilla" training initiative for 12 people at the organisation, who underwent comprehensive training in all areas of the company over six months. We also continued the "Tutor Trainer Training" course to ensure that co-workers receive training from an expert who can help them in performing their functions.

— **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 Cacaolat.** Launch of Cacaolat College, a programme intended to cover the entire group. This training involves both core mandatory credits and specific pathways for each area, with the aim of addressing three main categories: Digital Capabilities, Commercial Excellence and Lean Manufacturing.

— **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.

In 2023 we once again extended the scope of the annual performance management evaluation at SA Damm, including the Font Salem production environment group. This allowed us to cover a total of 2,233 co-workers, who undergo a yearly evaluation of their alignment with corporate values, skills, satisfaction, mobility and other aspects. This provides us with a talent map built on objective data on which to base our strategic and business decisions.

We also once again launched the VDD development appraisal process for those working within the production environment at the El Prat de Llobregat brewery.

Some 40% of the Grupo Cacaolat workforce are covered by a goals-based evaluation system linked to the remuneration policy. All others have *ad hoc* development evaluations for departments such as production, maintenance, logistics and some commercial teams.

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 2023, SA Damm launched 127 internal opportunities (Mobility), 44 more than in 2022, and 75 more than in 2021.

TRAINING AT DAMM 2023¹

€859,121

invested

10,194

individual participants

36,554

training hours

14.46

average number of training hours
per attendee

761

training actions

TRAINING AT GRUPO RODILLA AND HAMBURGUESA NOSTRA 2023

1,256

training hours

108

individual participants

11.62

average number of training hours
per attendee

TRAINING AT GRUPO CACAO LAT 2023

3,273

training hours

1,008

individual participants

3.24

average number of training hours
per attendee



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

LAUNCH OF THE DAMM YOUNG TALENTS PROGRAMME

The programme has two aims: attract young talent to the company, in particular in those areas where it is harder to find trained talent; and offer young people an opportunity to gain genuine work experience, allowing them to join the labour market and acquire knowledge, abilities and skills that could be of use to them in the future.

The programme lasts one year, and comprises a select group of six recent graduates who join the company on a paid trainee contract. Over the course of the year they undergo a series of training initiatives where they can acquire the skills required for the world of work, and put them to the test in a real environment.

The distinctive factor of the programme is the involvement in the business, in other words the sales area. Each programme participant is accompanied by one of our managers, serving as their mentor at the company. We also create an *ad hoc* training pathway by working together with them, ensuring quality work experience to guarantee valuable learnings and genuine support for the department.



"LA MASIA DE CACAOLAT", THE NEW CACAOLAT GRADUATE PROGRAMME

In 2023, Grupo Cacaolat presented its new graduate programme, also known as "La Masia de Cacaolat", founded with the mission of building up a pool of talent with the potential to make up 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. Three people have begun the process, and the list of young prospects will gradually be extended, to promote internal talent.



LAB1876 Talent

We launched the third edition of the Damm intrapreneurship programme, also involving Cacaolat, Rodilla and the rest of the Damm companies. One change made in 2023 was the launch of a technical office to provide over 200 ideas from previous editions with greater visibility and prospects.

During 2023 we undertook a programme to accelerate the winning solutions from previous editions, in particular with the Filling Good glass, pilot trials have already been undertaken with highly satisfactory results.

3RD EDITION OF LAB1876 TALENT

139

participants

32

ideas presented

8

companies

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 2023

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 and Jump2Digital.

— 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 2023 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.

— Corporate selection website. 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 Fundació FC Barcelona 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 have less protection from public bodies and 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 (DDI) and Alfil Logistics. In 2023, two young people who received recognition for their involvement in this initiative joined DDI Barcelona.

Estrella de Levante

— Collaboration agreements with different universities and dual vocational training institutions in the Murcia region to promote employment among young students. In 2023, 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.

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).

Font Salem

— 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 Font Salem. Three contracts of this kind were signed in 2023.

— Collaboration with the prestigious ICEX Spain Export and Investments Bursary Programme, providing opportunities for various work experience participants.

— Participation at different job fairs to explain the company and the work it does.

El Prat de Llobregat Brewery

— Work experience agreements with different educational establishments. In 2023, three students joined the warehouse and quality areas.

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.



WELL-BEING, OCCUPATIONAL HEALTH AND SAFETY



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. The policy focuses on protecting the physical, psychological and social safety of all co-workers, by identifying, evaluating and controlling occupational risks, and promoting a risk prevention culture. We foster active participation by co-workers through training and skills development to guarantee their well-being and prevent occupational illnesses and accidents.

Our occupational health and safety management system is based on the principles of the ISO 45001 international standard. The companies currently holding this certification are Estrella de Levante, COCEDA (El Prat de Llobregat brewery) and Alfil Logistics, while during 2023, the Font Salem El Puig and Salem plants were also certified.

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' representatives. We maintain constant and fluid communication with both the risk prevention officers and the Health and Safety Committee.

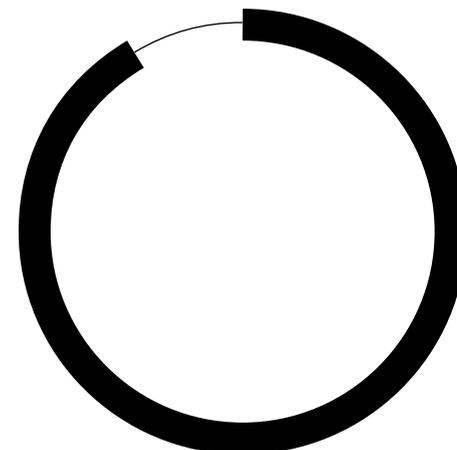
49% of Damm
co-workers are covered
by the health and safety
at work management
system certified under
ISO 45001.

HEALTH AND SAFETY COMMITTEES 2023

91.5%

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

98.1% Food and beverages
82.2% Logistics and distribution (Regional health and safety committee for Catalonia)
77.8% Restaurants
91.5% Grupo Cacaolat



MAIN INITIATIVES IN 2023

— Updating of self-protection and emergency plans. All companies undertake training, with efficacy tested in practical exercises (drills) at the facilities.

— Remodelling of the non-return line at the El Prat de Llobregat brewery with a new layout serving to improve operations and safety in the packaging zone.

— Launch of three automatic loading systems and twelve self-driving vehicles for palletised goods transport in the packaging zone and warehouse at the Estrella de Levante brewery, substantially improving logistical operations and general safety at the site.

— First Housekeeping Audit undertaken at the Bedford Brewery (United Kingdom), evaluating the level of organisation, cleanliness and fulfilment of good manufacturing practice in the workplace, receiving a score of 71.3%. The aim is to achieve a score above 80.1% in the 2024 audit.

— 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, discussing health and safety issues such as cardiovascular health, physical exercise and road safety. Training has also been offered for all those so wishing in the field of healthcare, while the food committees, which organise and implement information and nutritional campaigns, have likewise been relaunched.

— 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 2023

♂ Men ♀ Women	Number of occupational accidents	Frequency rate	Severity rate
	44 ♂ 34 ♀ 10	9.1 ♂ 10.4 ♀ 8.7	0.2 ♂ 0.22 ♀ 0.24
	1 ♂ 1 ♀ 0	2.6 ♂ 3.95 ♀ 0	0.01 ♂ 0.01 ♀ 0
	31 ♂ 10 ♀ 21	16.1 ♂ 15.8 ♀ 16.3	0.2 ♂ 0.2 ♀ 0.2
	0 ♂ 0 ♀ 0	0 ♂ 0 ♀ 0	0 ♂ 0 ♀ 0
	10 ♂ 9 ♀ 1	24.12 ♂ 30.09 ♀ 9.33	0.53 ♂ 0.73 ♀ 0.03

Health Promotion

We nurture the workforce's wellbeing 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 2023

— We provide our co-workers with the option of using Gympass, 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.

— Training activities in the form of promotional workshops and a culture of healthy habits, focused at all times on an individual's physical and mental well-being and health (balanced diet, exercise, etc.). One example is Health Week, in which Damm co-workers employed at the Estrella Damm Old Brewery site had the chance to take part. For five days, those so wishing were able to attend workshops on postural health, nutrition, mindfulness and seated yoga. This last workshop was also held to benefit people with cancer, to supplement their therapies at the Fundació Kàlida.

— Registration for sports competitions and popular activities.

— 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.

Font Salem has since 2021 been a signatory to the Luxembourg Declaration, involving a commitment to incorporate basic health promotion principles at work.



EQUALITY, DIVERSITY AND INCLUSION

We incorporate the management of equality, diversity and inclusion as a key element within our overall strategy. We are convinced that fostering the diversity of our teams, promoting an inclusive leadership style and fulfilling principles of equality and social justice offers significant benefits for our business: it helps us to attract and retain the best diverse talent, while fostering innovation and bringing us into closer contact with a diverse and changing society.

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 at our companies, 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 2023 would include the following:

— **Estrella de Levante** renewed its Equality Badge granted by the Ministry of Social Policy, Families and Equality of the Region of Murcia.

At SA Damm we extend our equality commitment to personnel recruitment companies, including a specific clause in our collaboration agreements in this sphere. This served to increase the number of women joining by 44% in 2023.

Through the Damm Academy we offer wide-ranging courses on gender equality, diversity and inclusion, and the prevention of gender violence. In 2023 we delivered internal drama workshop training to raise awareness as to equality and diversity in the professional context known as the "Glass Ceiling". Similarly, a total of 160 people received training in diversity, discrimination and harassment, an increase of 125% compared with 2022.

WE CELEBRATE INTERNATIONAL WOMEN'S DAY

To mark International Women's Day, we launched *La esencia que nos caracteriza*, a video story linking the present and the past of four women at the company. The piece focuses on the dreams, experience and dedication that have allowed them to grow and have made them who they are today.

Meanwhile, the Estrella Damm Old Brewery hosted a new edition of Let's Damm Together, involving four experts in technology, moderated by Laura Gil, Damm's Director of Digital Transformation. Esther Checa, Director of Innovation at t2Ó, delivered an address entitled "Does technology have a gender? Challenges of artificial intelligence", explaining how the way in which we relate to technology has evolved from the web 1.0 to the web 3.0.

For its part, DDI paid tribute to 6 of its female co-workers, who shared their experiences, opinions and their vision of the future of the distribution sector. These DDI employees showcase the importance of having professional role models to develop their career as women in the distribution sector.



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WOMEN ACCORDING TO JOB CATEGORY 2023

9%

Senior management

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

20%

Management

- 19% Food and beverages
- 0% Logistics and distribution
- 44% Restaurants
- 0% Event management

39%

Technical staff and middle management

- 39% Food and beverages
- 23% Logistics and distribution
- 66% Restaurants
- 27% Event management

33%

Administrative and commercial staff

- 28% Food and beverages
- 39% Logistics and distribution
- 73% Restaurants
- 67% Event management

28%

Support staff

- 14% Food and beverages
- 2% Logistics and distribution
- 69% Restaurants
- 0% Event management

The efr certification awarded by the Fundación MásFamilia, with the support of the Ministry of Social Rights, Consumer Affairs and 2030 Agenda, highlights Damm's commitment to implement measures that facilitate work-life balance for the entire workforce.

PROFESSIONAL/PERSONAL BALANCE

We continue our efforts to provide a working environment which assists people in their comprehensive development, to which end we promote adaptation and flexibility measures to allow our co-workers to strike a balance between their professional, personal and family lives.

In 2018 the Fundación Másfamilia awarded SA Damm its efr work-life balance certification as a "family-responsible business". Six years later, SA Damm will renew its certification of the model implemented at the company, in fulfilment of the standard efr 1000-1 ed. 5. The SA Damm work-life balance model covers a total of 55 measures, within the following categories: employment quality, time and space flexibility, personal and professional development, family support and equal opportunities.

During this most recent certification cycle, implementation of the efr model was extended to the company Estrella de Levante SA, which achieved its own "family-responsible business" certification for the first time in 2021, renewed in 2023. It likewise remains the only company in the agri-food sector in the Murcia region 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 shift changes and adapted working hours, among other aspects. Some companies also offer flexible options allowing employees to adapt their return to work after maternity or paternity leave. This includes the possibility of bundling the breastfeeding period and/or pending holiday dates with their paid leave before resuming work. The company also supplements childcare benefit up to 100% of salary.

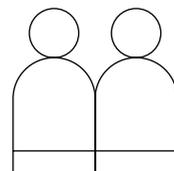
Alfil Logistics, Pall-Ex Iberia, Font Salem and Grupo Cacaolat have a work-from-home policy, a format allowing those whose job means they can function remotely to more easily achieve a work-life balance.

RETENTION RATE AFTER MATERNITY AND PATERNITY LEAVE

97%

Support staff

- 99% Food and beverages
- 90% Logistics and distribution
- 100% Restaurants
- 50% Event management

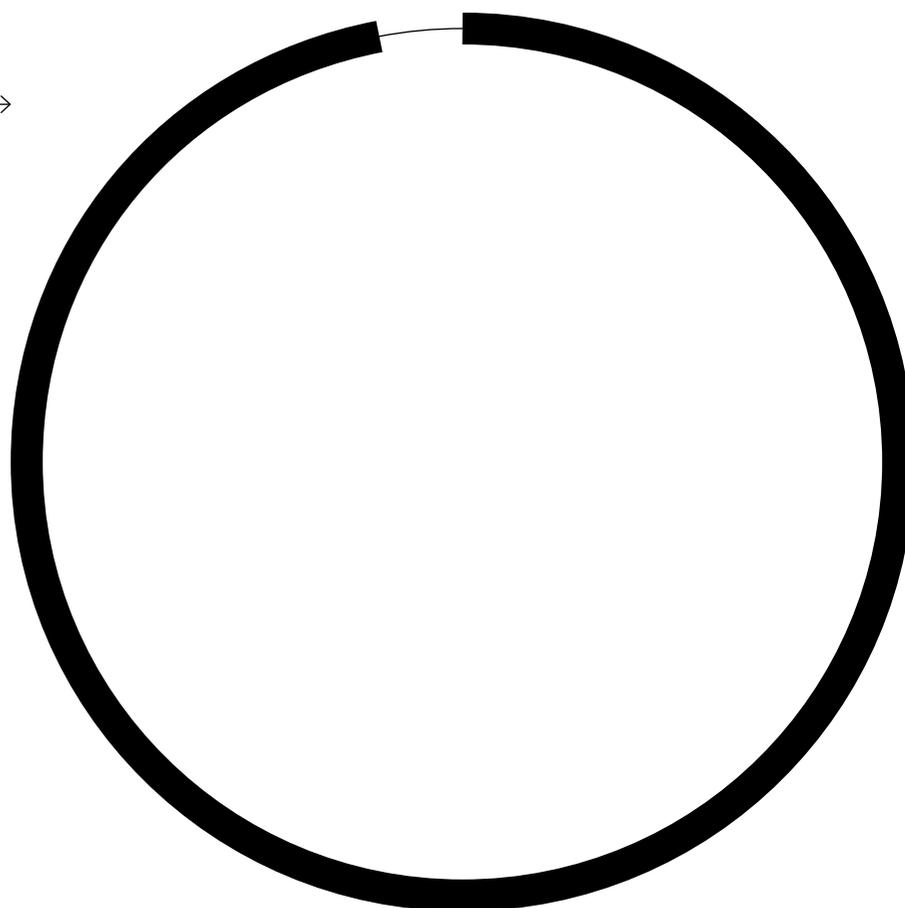


96%

Men

98%

Women





Diversity and inclusion

Diversity and inclusion are essential to create a robust and dynamic organisational culture that drives innovation, improves performance and promotes the satisfaction and commitment of all co-workers. We 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, irrespective of a person's physical condition.

SOCIALLY RESPONSIBLE PROCUREMENT TO PROGRESS TOWARDS A FAIRER SOCIETY

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

— **Alfil Logistics** continues its partnership with the Fundación CARES 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.

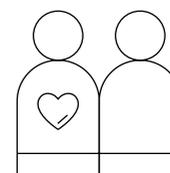
— **Estrella de Levante** continues to work with the FEYCSA special employment centre, comprising people with different learning capabilities in barrel emptying administration tasks, replacement of coolers, vending machines and other ancillary tasks. It has also supported training in partnership with the Fundación CEPAIM for all middle managers in terms of administering diversity in the workplace.

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

— **Grupo Rodilla** and Ilusión opened a new Rodilla restaurant with a team made up of differently abled people. The restaurant represents a further step in Rodilla's commitment to the social environment within which it operates. Since 2019, it has also had another restaurant together with the Fundación A LA PAR, likewise run by differently abled people. The partnership with the Fundación A LA PAR received the award for Best Social Problem-Solving Initiative at the Expansión Transformation towards a Sustainable Economy Awards, organised together with Bankinter and KPMG.

— **Font Salem** has continued to contract various services from Grupo Sifu, which

DIFFERENTLY ABLED PEOPLE 2023



67

differently abled people on the workforce
(direct hiring)

31.97

indirect jobs created

€690,859.99

in services provided by special
employment centres

has the mission of incorporating differently abled people within the labour market. It has specifically incorporated professionals within various outsourced roles as part of the loading logistics process, reception and gardening. Font Salem likewise works with the Eurofirms Foundation to increase opportunities for differently abled people on the company's workforce. One further development in 2023 was the start of operations with SIVAL, a special employment centre, in cooperation with the Incorpora Foundation of the ONCE Group to publicise different job offers.

— **Distribución Directa Integral** partnered Grupo Sifu in putting together and distributing the Christmas hampers for all the workforce at DDI. In addition, through its DDI BARCELONA center, it has received recognition for its participation in the Joves Futur+ initiative, promoted by the Fundació Barça.

— **The El Prat de Llobregat brewery** 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.

— **Rumbo Sport** continues its partnership with the Inclusión Fundación Inclusión y Apoyo Aprocor, supporting the occupational inclusion of people with different learning capabilities with hospitality sector training. The professionals who worked at the Estrella Damm 2023 Padel Tour marquee were trained at both organisations.

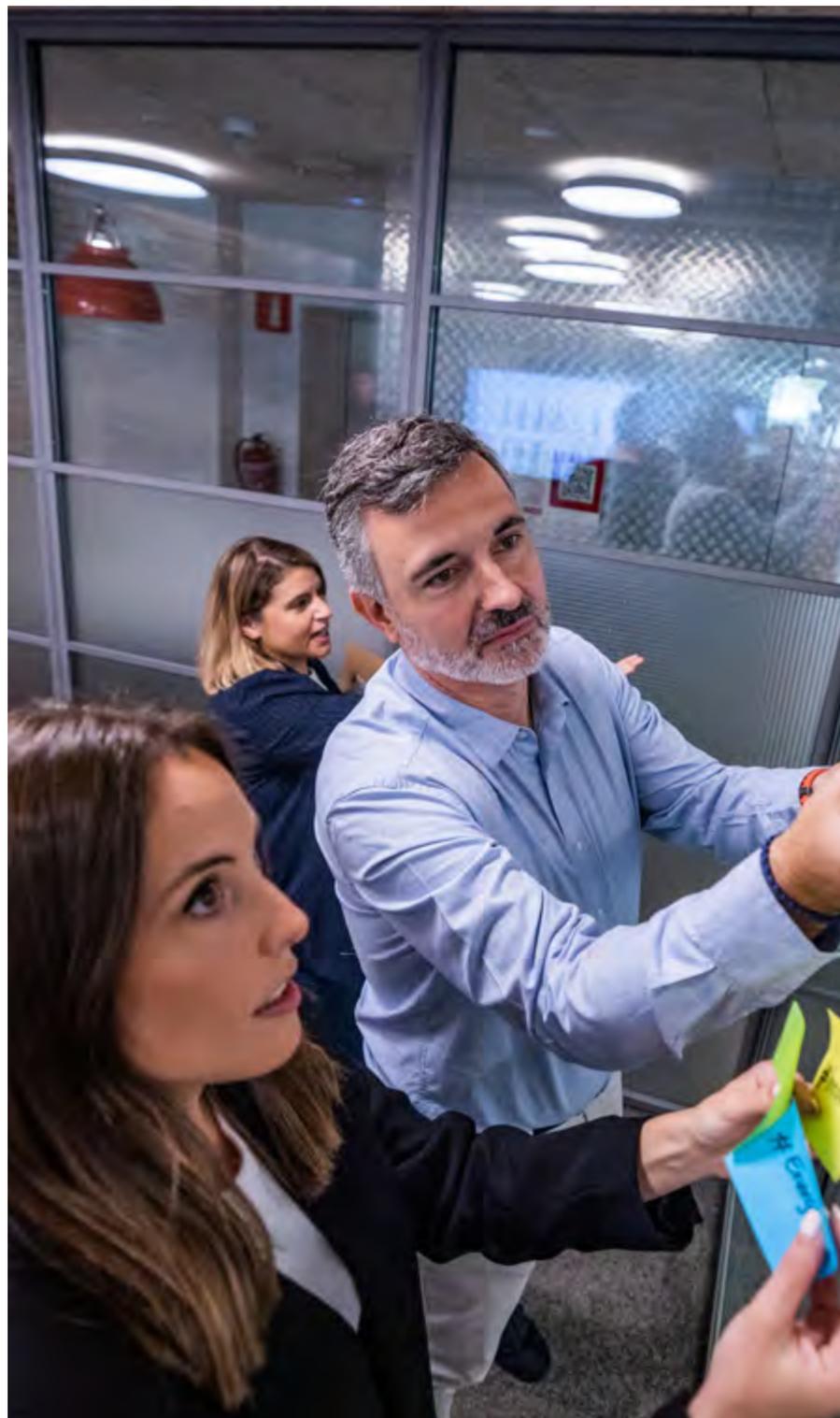
CEGOS CON EQUIPOS & TALENTO 2023 AWARD

Damm received the Cegos con Equipos & Talento 2023 Award in the Talent Attraction and Integration category for its partnership with the Social CARES Group, an initiative set up in 1999 to generate and promote occupational opportunities for differently abled people and those at risk of social exclusion. The accolade highlights the company's efforts to instigate good practice among its teams, and contribute to building a more inclusive and diverse society.

Thanks to this project, a total of 118 people are currently developing their professional career in different areas of Damm, with a total of 376 people having benefited from this alliance since it first started. Meanwhile, thanks to the online mentoring initiative added to the project in 2021, as many as five job search training courses have been delivered for young students at risk of social exclusion, providing them with access to the tools required for their professional development and to facilitate their integration within the labour market.



INTERNAL COMMUNICATION



We take great care with internal communication with all co-workers by setting up channels to make sure that information can reach as many people as possible and that the information we share is of high quality. In turn, this helps to reinforce our sense of belonging and corporate culture.

Workers' legal representatives, both individual and trade union figures, have been and remain a key partner in achieving corporate objectives. Dialogue is conducted via the People Department, and takes place as an approachable, free-flowing and constant process, aiming at all times to maintain credibility and good faith. Thanks to such understanding, a great many companies in the group have their own collective bargaining agreement.

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

— **Damm Info, Alfil Info, Rodilla Info and Font Salem Info.** Internal announcements by email with corporate information about the companies.

— **+Damm.** Digital magazine available in Spanish, Catalan, English and Portuguese.

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

— **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 channels of communication.** Monthly town hall meetings are held to share information about the company's performance and the latest news in each area, along with a WhatsApp group, suggestions box, monthly newsletters, screens in rest areas and noticeboards.

CORPORATE VOLUNTEERING

#LIVE TO BE PART OF THE CHANGE is our volunteering plan. It sets out all the initiatives through which we aim actively to generate a positive impact on society and the environment. Our volunteers are involved in the following 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, in particular through the Damm Foundation.

ENVIRONMENTAL INITIATIVES 2023

— **"Festa de la Platja"**. For the second year running, Estrella Damm and the CRAM Foundation organised this mass event to mark International Beach Day. An initiative 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. The day ended with an exclusive concert by Renaldo & Clara for all the volunteers taking part.

— **Litter collection.** Launch of an individual litter collection challenge to mark World Recycling and Environment Days. A prize is given to the person who collects the most kilograms of rubbish from the natural world.

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

DAMM VOLUNTEERING PLAN HONOURED AT THE RESPON.CAT AWARDS

These awards, organised with the support of the Autonomous Government of Catalonia and the Council of Chambers of Commerce, are handed out to companies, organisations and individuals in recognition of their good practice in different spheres. The Damm volunteering scheme, #LIVE TO BE PART OF THE CHANGE, was launched in November 2021 with the aim of providing one single identity for all the charitable and volunteering initiatives undertaken through the company.



2023 SOCIAL INITIATIVES

— **Magic Line SJD.** More than 150 people, including Damm employees, their friends and relatives, took part in a walk covering more than 1,400 km via routes organised in Catalonia, Madrid, Murcia and Valencia. The sporting challenge 'Cuanto más andemos, más ayudaremos' was also launched, through which the Damm Foundation donated 1 euro for each kilometre covered in Catalonia, Madrid and Valencia, and the Estrella de Levante Foundation for each kilometre covered in Murcia. Overall we managed to raise more than 15,000 euros, all of which will go to fund the social and healthcare programmes of San Juan de Dios.

— **Oxfam Intermón Trailwalker 2023.** A Damm team took part in the 12th edition of Trailwalker, the charity race organised by Intermón Oxfam with the aim of combating poverty and providing thousands of people with access to drinking water. Three teams from Damm covered 55 km between Olot and Girona, raising more than 5,000 euros.

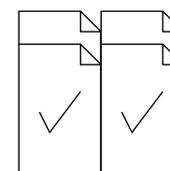
— **Charitable Sant Jordi.** To mark the Sant Jordi Musical event at the Estrella Damm Old Brewery, we organised the sale of roses and other festively themed items for charity, in partnership with social organisations including Fundació Amics de la Gent Gran, Associació Diversitat Funcional d'Osona (ADFO), Associació SaóPrat, Fundació Finestrelles, Fundació Portolà, Fundació Roure, Fundació Rubricatus and Sant Joan de Déu, with the profits assigned to the Red Cross 'Reacciona ante la Crisis' plan.

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

— **La GRAN Pantalla.** The Estrella Damm BREWERY hosted a charity film screening intended for elderly people in a situation of unwanted solitude. The gathering, attended by 30 elderly people, was organised in partnership with Fundació Amics de la Gent Gran de Barcelona, an organisation working to combat unwanted solitude and social isolation, Associació Sagrada Família per a Ancians, Residencia de Mayores Arco Iris and La GRAN Pantalla, the Barcelona International Old People's Film Festival, with the aim of breaking down prejudices and stereotypes about this sector of society.



— **Christmas Charity Letters.** For the third year running, we launched this initiative through which the solidarity of our co-workers allowed us to make dreams come true for 270 people in a situation of vulnerability or unwanted solitude in Catalonia, Murcia, Madrid, Valencia and Málaga. DDI once again this year collaborated in the campaign, using the vehicles on various distribution routes to hand out the gifts donated by the Damm team.



38

organisations with which
we collaborated in 2023

1,000+

people involved, including company
employees and the general public

2,000+

hours of social action

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INNOVATION TO OFFER CLIENTS THE VERY BEST SERVICE

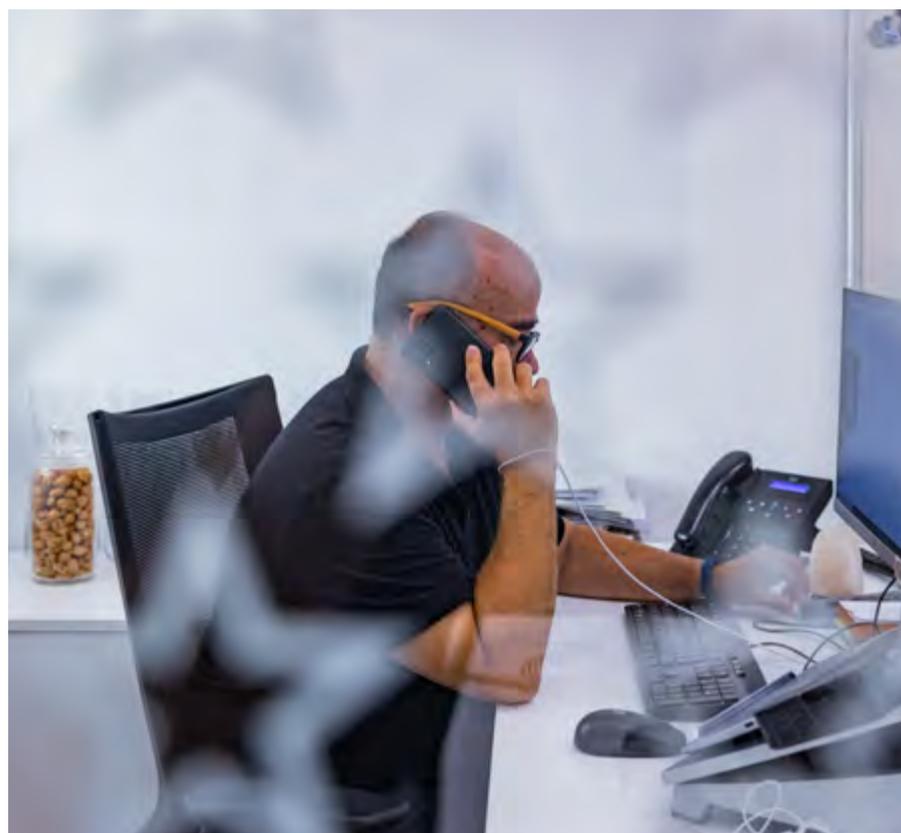
Placing clients at the heart of innovation projects is vital to offer the very best products and services. At Damm we have always stood out as a cutting-edge company in terms of product, marketing and industrial process innovation. Our innovation aims not only to adopt advanced technologies, but also to transform the client experience at all levels. We are committed to leading the way towards more efficient, personalised service, focused on the needs of each client.

FINAL TARGET: DELIVER GREATER VALUE TO OUR CLIENTS

At Damm we have led more than 250 projects to drive digital transformation throughout the company's value chain, from the farmers who supply our grain to our consumers. We likewise promote the use of new digital tools in bars and restaurants to improve competitiveness and efficiency in the hospitality sector. We continuously support our clients in their process of digitalisation, with new projects and the upgrading of existing solutions.

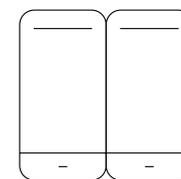
The process of digital transformation has been accompanied by a cultural change extending to everyone who belongs to Damm. In other words, understanding and committing to innovation in the broadest sense has led us to expand innovation beyond our R&D and digital transformation departments themselves. To this end, three years ago we launched Damm's LAB1876 in Tripura programme, through which we began to structure our open innovation strategy.

We have acquired a 60% stake in the startup Nennisiwok, which specialises in artificial intelligence, with the aim of accelerating some of the internal projects we are undertaking in the field of technology. We are trying out various artificial intelligence tools in beer production and marketing, as well as in other processes, to improve our efficiency.



Main goals in 2023

- 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 our data strategy to identify and develop business use cases based on intelligent data mining (internal and external).
- Develop the B2B2C strategy, leveraged through digital assets and solutions.



250

projects undertaken by
our transformation team
in just seven years

80%

current level of digital maturity

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Main actions in 2023

ADVANCES IN AUGUST, THE SALES FORCE APPLICATION FOR THE HORECA CHANNEL

Deployment of a solution to administer commercial conditions, inverse logistics for café terraces, definition of the contracts white paper and inclusion of new services to request barrel installations and handle events.

GASTRONOSFERA, A BYWORD FOR GASTRONOMY

Flagship blog in the fields of gastronomy and beer, including restaurant reviews, recipes, trends, interviews with chefs and an agenda section, among other elements.

OPTIMAL COMMERCIAL PROPOSAL

Development of a support tool for commercial agents to make proposals to establishments, so as to improve the capture rates and margins achieved. New developments in 2023 included a product basket based on the region, level of consumption and type of establishment, automatic generation of a promotional catalogue and calculation of the dynamic margin, among other aspects.

MOVE & FLOW, THE SELF-SERVICE BEER APPLICATION

This app allows users to activate the beer tap, and pay for the amount consumed. During 2023, new means of payment were added, such as Google Pay, Apple Pay and Bizum. The app has been present at such major events as Brunch Elektronik, Primavera Sound, World Padel Tour and others.

€100,000

turnover

28,000+

beers served

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 2023 the project continued to grow and expand within the Spanish mainland, above all in Western Andalusia.

BAR MANAGER, AN EVEN MORE INTUITIVE APP

Our client communication app allows them to handle their daily business through functionalities such as e-commerce for retailers, consumption and order management, technical support for refrigeration equipment and commercial assistance, along with access to relevant news items about the hospitality trade, and tips to improve their business. New developments in 2023 included greater consistency given to the app home screen (interface), along with design changes to make it even more intuitive. New functionality was also launched to improve promotional purchases.

Almost

38,000

registered clients

7,100

users on average per month

4.2/5

rating on app stores

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AUTOMATIC BAR ORDERS

Construction of a model serving to anticipate demand from bars by means of advanced statistical algorithms. We will begin implementation at a number of bars in 2024.

COMMUNICATION CRM

Creation of a database of journalists and contacts at the Communication Department, used to send out press releases and also to administer invites to events sponsored by Damm.

DAMM DATA LAB

Its aim is to identify and implement business use cases with a proposition leverage through "intelligent" data mining.

DIGITAL MENUS: AN ECOLOGICAL SOLUTION

As one of the Bar Manager services, the digital menu replaces the paper version, delivering a more environmentally friendly solution, while also allowing our specialist products to be developed at hospitality establishments. In 2023 we optimised its functionality and security.

3,356

active menus in digital format

11,845,000

scans per year

E-COMMERCE DISTRIBUTOR

Orders can be placed swiftly and conveniently.

4,100+

orders in 2023
(+57% compared with 2022)

Damm was the sponsor of the 2023 editions of Valencia Digital Summit and Tech Spirit, and took part at MWC Barcelona – 4YFN, where we presented a prototype of the Filling Good glass, the first smart and reusable beer glass which aims to improve the consumer experience at such major events as music festivals.

We once again attended HIP Horeca Professional Expo 2023 last year, the hospitality and restaurant innovation congress held at IFEMA Madrid where we presented our latest innovations to foster digitalisation in the hospitality sector. In partnership with Estrella Damm, chef Dabiz Muñoz took part at an exclusive session, where he shared with Jaume Alemany, Damm's Global Chief Marketing Officer, how he built up the successful business model of "UniverXO".



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LAB1876, THE DAMM GLOBAL OPEN INNOVATION PLATFORM



For the third year running, we finalised a collaboration agreement with the Catalonia's UPC technical University, for the course focused on resolving R&D and innovation challenges in matters connected with agriculture and the automation of beer taps.

We transformed our previous LAB1876 intrapreneurship programme, converting it into a global open innovation platform likewise intended for corporations, universities, start-ups and other agents within the innovation ecosystem.

Within the context of this new focus, LAB1876 launched Business Impact Challenge, a call to start-ups in the field of energy efficiency and the supply chain, with the goal of finding innovative solutions to deliver added value to our business in the short term. Xylene GmbH and Zenit Solar Tech were the winning start-ups in this first edition, which received a total of 83 applicants. Xylene GmbH, which has made a name for itself in the sphere of supply chain efficiency, has developed a digital passport for food products and materials, covering their traceability throughout the value chain. For its part, Zenit Solar Tech, the winner of the energy efficiency challenge, has developed a digital platform allowing companies to maximise the benefit from the solar energy they generate.

The new LAB1876 platform likewise covers all external partnerships we undertake in the fields of innovation and digital transformation. Examples would include the Horeca Challenge, an initiative launched in collaboration with other partners in the sector with the aim of boosting growth and technological transformation in the hospitality sector, involvement at the 2nd edition of the Sustainable Festival Challenge, together with Cruilla, Barcelona Music Lab and the Agència Catalana de Residus, focused on waste processing at festivals and events attracting large crowds, and the collaborations we maintain with such educational institutions as IED, ESADE and UPC, with students on various degree courses contributing ideas connected with the challenges launched by our company.

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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 dedicate efforts to improving our products and processes to make them more environmentally friendly, throughout our 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 Department 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.

SUSTAINABILITY INDICATORS AND SUSTAINABILITY INDICATOR GOALS

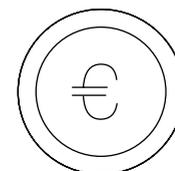
"KPI 1": The waste recovery rate. Non-recoverable waste will be understood as any waste the of which does not guarantee reuse, recycling or waste-to-energy use, and which ends up in landfill. The aim is in particular to reduce non-recoverable waste (in kilogram terms) per hectolitre (hl) of packaged 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), Font Salem (El Puig y Salem), Font Salem Portugal (Santarém, Portugal), La Moravia Malt house (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	0.0255	0.1200	0.1100
KPI 2:						
Green energy or energy produced from renewable sources						
	3.74%	4.64%	4.82%	5.65%	6.00%	6.50%

(*) Target values.

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



€7.1M

Investment in environmental improvement actions and activities

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.

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ENVIRONMENTAL CERTIFICATIONS IN 2023



ISO 14001:2015 Environmental Management System

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



Water footprint verification certificate of conformity in accordance with Water Footprint Network and 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
- Alfil Logistics, SA



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
- Alfil 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 brewery)
- Estrella de Levante Fábrica de Cerveza, SAU
- Maltería La Moravia, SL
- Font Salem, SL (El Puig and Salem)
- 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 Alfil Logistics, SA, located on the San Andrés industrial estate in Alcantarilla, Murcia.

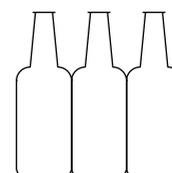
CIRCULARITY OF RESOURCES



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 (2021-2023), 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.

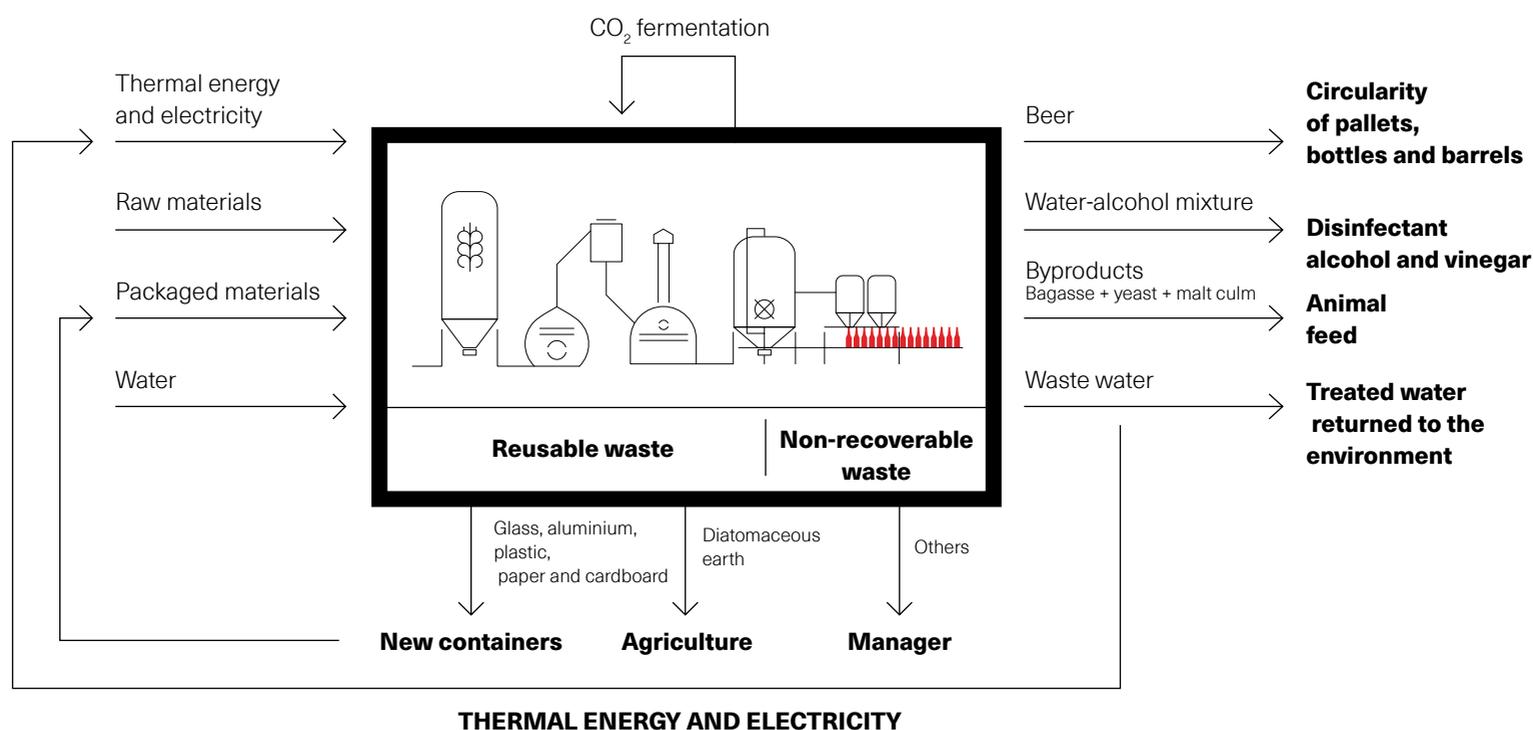


100%
of Dammm containers are recyclable

50%+
beer containers are returnable

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

CIRCULARITY OF MATERIALS AND ENERGY IN BEER PRODUCTION



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PACKAGING CIRCULARITY INITIATIVES

— **Returnable container management initiative.** 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 that receive the goods, 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.

The Ametller Origen stores exclusively offer our Letona milk in a returnable glass container. This means that consumers can return the empty milk bottles and receive payment for the bottle in exchange. The container is made of 100% recyclable glass, and can be reused more than 30 times. This initiative, which forms part of the Buying Circular Packaging project, meant that in 2023 a total of 2,625 Letona milk bottles were returned and placed back on the market, with an average annual return rate of 53%.

— **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 plant, to collect PET plastic from water bottles at source.

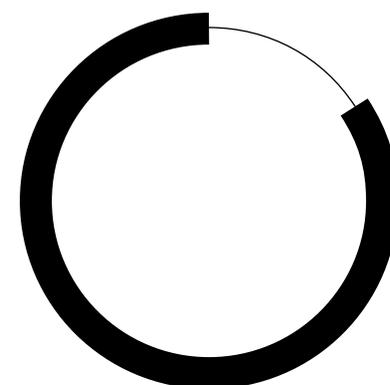
— **We collaborate with entities that manage the systems for selective collection and recovery of used containers and packaging waste (Ecoembes and Ecovidrio).**



84.4%

Recycling rate of the containers managed by Ecoembes.

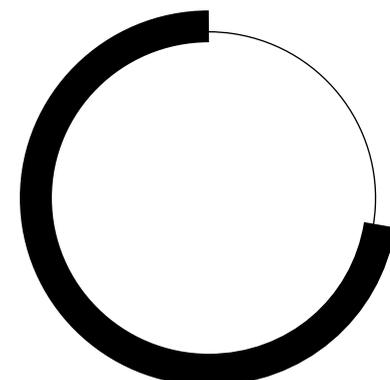
Source: 2022 Ecoembes Executive Summary



72.5%

recycling rate of glass containers managed by Ecovidrio (Eurostat 2020).

Source: 2022 Ecovidrio 2022 sustainability report



CAN CRUSHERS ON THE MEDITERRANEAN COAST

During summer 2023, we installed some 400 can crusher devices in 61 towns along the Mediterranean coastline, to guarantee proper segregation of recovered aluminium. Each crusher can hold 2,000 aluminium cans, which are collected in bags to allow simple transportation to the recycling plant. Once they are at the recycling plant, the aluminium from which the cans are made, which is 100% recyclable, is cleaned and melted down to create new aluminium sheets which can again be used, thereby closing the circular material cycle. Thanks to this initiative, which we have been rolling out over the course of 29 years, more than half a million cans are recycled each summer. Over the last five years we have recovered 29 tonnes of such packaging.



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, focusing in particular on packaging and the use of recycled materials. Work has also focused on the design of plastic caps tethered to water bottles, to be brought to market in 2024.

In the water business, we have worked on the design and development of new non-returnable PET containers to reduce their environmental impact and adapt to new legislative changes, along with optimised logistics through a new design which will serve to reduce CO₂ emissions from transportation.

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 plan is that in 2024, 100% of the shrink wrap used for both Damm brands and distribution brands will contain 70% recycled material. We likewise continue to make progress in reducing the plastic content of packaging for distribution brand products, such as by implementing 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 utilized as gas for pressurization 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.

CONSUMPTION OF MATERIALS AND RAW MATERIALS 2023

Beer (kg/hl packaged) Raw materials¹
10.85

Beer and soft drinks (kg/hl packaged) Materials²
9.01

Water (kg/hl packaged) Materials
2.76

Dairy (kg/hl packaged) Raw materials
90.75

Dairy (kg/hl packaged) Materials
4,34

Grupo Rodilla and Hamburguesa Nostra (kitchens) (kg/kg produced) Raw materials
0.73

Grupo Rodilla and Hamburguesa Nostra (kitchens) (kg/kg produced) Materials
0.014

Grupo Rodilla and Hamburguesa Nostra (establishments)³ (kg/no. receipts) Materials
0.014

1. The figures do not include the Bedford brewery (Damm 1876 LTD).

2. The figures include the El Prat de Llobregat, Estrella de Levante Fábrica de Cervezas, SAU, Font Salem (El Puig) and Font Salem Portugal plants.

3. The figures include 100% of the establishments owned by Rodilla, Café de Indias and Hamburguesa Nostra. 100% of the paper, card and plastics consumed at our own establishments is of recycled origin.

Note: the Grupo Rodilla headquarters consumed 0.819 tonnes of paper and card in 2022, and 0.887 in 2023. 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 cans). Furthermore, 99% of by-products (bagasse and yeast) are reused.

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

WASTE CIRCULARITY INITIATIVES

- 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 2023 we reused 100,000 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.
- Involvement of Estrella de Levante in the Pipeces Project with the aim of developing feed for fish farms from brewery by-products.
- 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.

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



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GENERATION OF WASTE 2023

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

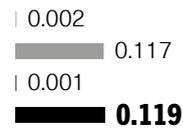
Beers¹ (kg/hl packaged)



Soft drinks (kg/hl packaged)



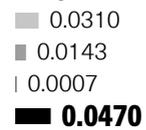
Water (kg/hl packaged)



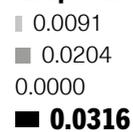
Dairy (kg/hl packaged)



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



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



1. Beer includes COCEDA, Estrella de Levante Fábrica de Cervezas, SAU, Font Salem (El Puig), Font Salem Portugal (Santarém) and Cervezas Victoria; Soft drinks includes Font Salem (Salem); Agua incluye Aguas de San Martín de Veri (Bisaurri y El Run) and Gestión Fuente Liviana; and Dairy includes Cacaolat.
2. The waste generated by Grupo Rodilla establishments covers 100% of the total.

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INITIATIVES 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.

— There is an ongoing process to draw up the Food Waste Prevention Plan in compliance with the future Food Waste and Loss Prevention Act.

— Customers informed of the availability of containers to take uneaten food with them.

Cacaolat and Agama

— Introduction of process improvements to minimise food waste.

— Donation of surplus produce to various non-profit organisations.



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 the Alfil Logistics and La Moravia Malt house 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 Badge, 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.

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 production sites.

— 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. At the Font Major site, water treatment plant filter cleaning is performed with treated water from the process itself, significantly reducing the consumption of service water.

Logistics

— Alfil Logistics has its own treatment plant which processes the water prior to outflow.

Restaurants

— Grupo Rodilla has conducted an internal process reorganisation serving to improve top

Malt house

— La Moravia Malt house has undertaken improvements in the soaking room to optimise the process and reduce water consumption.

Since 2009, we have invested 1.5 million euros with the aim of reducing water consumption at the El Prat de Llobregat brewery. We have thereby managed to bring current water consumption per litre of packaged beer down below the level 14 years ago, from 6.78 to 4.5 hl per hl of packaged beer.



WATER CONSUMPTION 2023

Beer (hl/hl packaged)

4.60

Water and soft drinks (hl/hl packaged)

1.89

Malt (hl/t produced)

59.78

Dairy (hl/hl packaged)

9.04

Alfil Logistics (hl/pallet moved)

0.01

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

0.0020

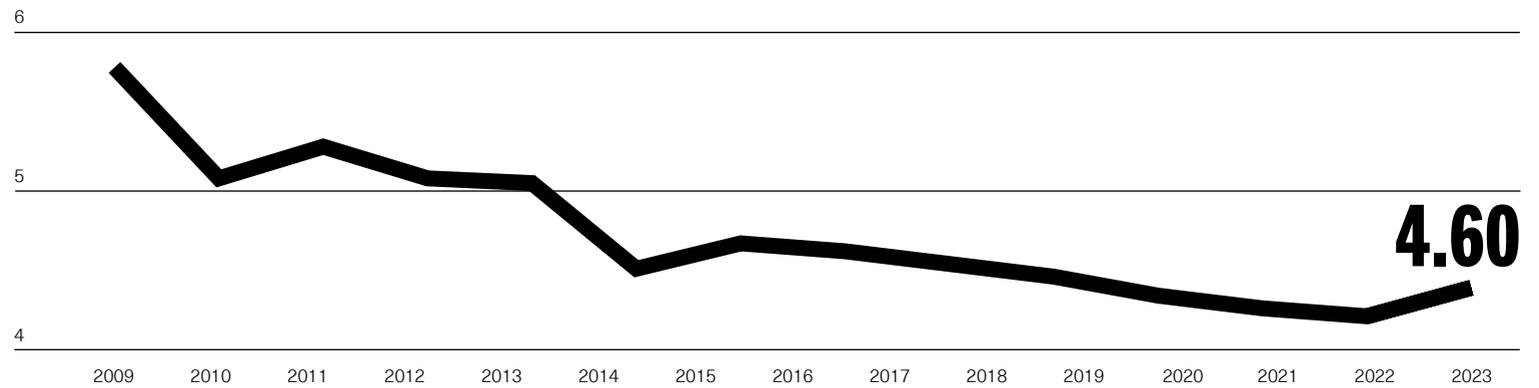
Grupo Rodilla and Hamburguesa Nostra (establishments)¹ (m³/receipts)

0.0091

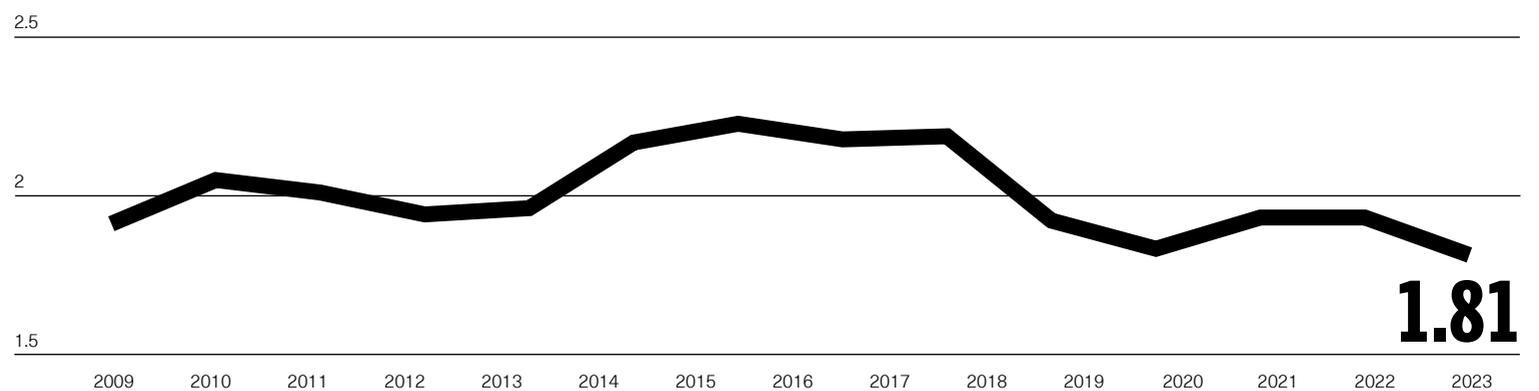
1. Water consumption at Grupo Rodilla covers 23% of all establishments.
Note: The water consumed at headquarters (Carrer Rosselló 515, 08025 Barcelona) amounted to 3,938 m³ in 2023.

EVOLUTION OF WATER CONSUMPTION 2009-2023

Beer (hl/hl packaged)



Water and soft drinks (hl/hl packaged)



RESPONSIBLE WATER USE AT THE EL PRAT DE LLOBREGAT BREWERY

In March 2023, because of the drought in Catalonia we took firmer action to reduce water consumption at the El Prat de Llobregat brewery without affecting the production process:

— Launch of a continuous water consumption control system using specialised software to monitor each stage of the process in real time, serving to uncover opportunities for improvements in water savings, while also immediately detecting any incidents that could affect water consumption.

— Optimisation of groundwater capture, serving to improve water quality at the point of capture, facilitate treatment, and reduce water and energy consumption.

— Treatment of water from the aquifer by means of a reverse osmosis system as treatment prior to the production process. The new system is capable of recovering up to 85% of the surplus water from the osmosis process, and saving around 17% of well extraction.

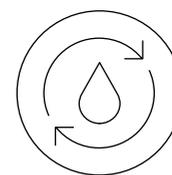
— Reuse of water by means of recirculation at various points of the process. Almost 300,000 m³/year of water is recirculated following osmotic treatment, representing 12% of annual consumption. This serves to avoid the extraction of 333,000 m³/year from the local aquifer.

— Replacement of pasteurisation machines with new high-efficiency equipment, serving to reduce water consumption by more than 70%.

— Minimisation of the need to cool the beer after the pasteurisation machines, leading to an additional water saving at this stage.

— Reduction in the process time for sterilisation and pumping with water from the beer transfer pipes in the packaging lines.

The results obtained following the launch of these initiatives serves to reduce water consumption by approximately 5.6% in the cellar area, which accounts for 10.8% of all brewery consumption.



331,610 m³

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

942.35 m³

of water reused from pasteurisation treatment at Grupo Rodilla kitchens

FIGHT AGAINST CLIMATE CHANGE



We are firmly committed to stopping climate change. We implement actions intended to improve energy efficiency, reduce water and energy resource consumption, promote the use of renewable energy and mitigate the carbon footprint throughout our value chain.

To reduce greenhouse gas emissions we calculate the carbon footprint at all breweries and undertake specific actions to reduce it.

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

Efficient and renewable energy

In 2023 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. We currently self-generate some 40% of the electrical energy we use.

Over recent years we have adopted measures to optimise our energy consumption and reduce the emissions associated with electricity use, focusing our attention on renewable sources of energy.

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.

The El Prat de Llobregat brewery generated 3,963 MWh of electrical energy by tri-generation, and 544 MWh of thermal energy in 2023. At the same brewery and the 'ZAL' Logistical Activities Zone platform at the Port of Barcelona, the various photovoltaic panel installations operating on a self-consumption basis generated 935 MWh of electrical energy in 2023. Veri produced a total of 168,446 kWh of renewable energy through its photovoltaic panels, and Fuente Liviana, 300,288 kWh. The rest of the energy required for production is of renewable origin.

The Cervezas Victoria photovoltaic facility covers 20% of total electrical energy consumption.

The new South East Logistics Centre, which holds Breeam certification, has implemented measures to reduce water and energy consumption that allow a reduction in the carbon footprint by 80 tons of CO₂ per year.



We 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.

— **Generation of electricity from biogas.** Treatment plants at the Estrella de Levante and Santarém plants.

— **Heat and electricity co-generation.** Font Salem plants (El Puig, Salem and Santarém).

— **Electricity, heat and cold tri-generation.** El Prat de Llobregat brewery

— **Solar-photovoltaic.** El Prat de Llobregat and Estrella de Levante breweries, Font Salem (Salem & El Puig), Aguas de San Martín de Veri and Fuente Liviana production plants, Port of Barcelona ZAL logistics platform, and La Moravia Malt house.

EXPANDING OUR PHOTOVOLTAIC FACILITY FOR SELF-CONSUMPTION

In 2023 we continued to expand our energy self-consumption capacity:

— **El Prat de Llobregat Brewery.** Installation of a photovoltaic solar plant with 5,627 panels on the roof connected to the internal network, on a self-consumption basis without surplus, in the service buildings, car park and returnable packaging, with an installed peak power rating of 3.2 MW. This will begin operation during the first quarter of 2024.

— **Estrella de Levante and Font Salem plants in Santarém.** Both sites have expanded their photovoltaic facilities, which will begin operation in 2024.

— **Logistics Activities Area (ZAL) at the Port of Barcelona.** Expansion of the photovoltaic facility from 90.06 kWp to 540.52 kWp, with the potential to generate 702.34 MWh of energy per year. The total investment made for this initiative was €357,498.30, with an associated incentive of €50,085.00. This energy roll-out will not only make a significant contribution to environmental savings, but is also expected to generate considerable economic savings for the El Prat de Llobregat brewery.

— **Cervezas Victoria.** Operational start-up of photovoltaic panels for self-consumption with a peak power rating of 138.6 kWp and the potential to generate 198 MWh of energy per year. This energy roll-out, with an investment amounting to €96,805.86, will avoid approximately 64 tonnes of CO₂ emissions per year.

The installation of solar panels at the ZAL and at Cervezas Victoria was subsidised by the EU's Next Generation Fund.



ACTIONS FOR ENERGY EFFICIENCY

El Prat de Llobregat Brewery

— New N₂ generation system to replace CO₂ in land preparation. The calculated saving is a 600,000 kg CO₂ per year, which will allow CO₂ tankers to be sent to those plants so requiring.

Estrella de Levante Brewery

— Use of a special solar lighting system in the packaging warehouses to reduce energy consumption.

— New CO₂ storage tank with 90t capacity. April 2023 saw the first deliveries of tankers of recovered CO₂ to the Font Salem plants in Salem and El Puig.

Alfil Logistics

— Replacement of conventional light fittings with LED in units A and B at the ZAL. We have replaced 70% of light fittings. 100% of light fittings will be covered during the first quarter of 2024.

Grupo Rodilla

— Improved energy efficiency and reduced energy consumption at the Hamburguesa Nostra kitchen through internal changes made to production processes, storage of ingredients and of the finished end product. The average reduction was around 6% compared with 2022.

Cafès Garriga

— Replacement of the brewery roaster burner to improve energy efficiency and maintain qualitative efficiency, with an estimated reduction in gas consumption of between 3% and 5% in 2024.

Fuente Liviana

— Reduction of 7.6% in the ratio of gas consumption per hl of glass, by adding an anti-foaming agent to the bath, so as to regulate the water input in the washing machine.

ELECTRICAL AND THERMAL ENERGY CONSUMPTION 2023

Beer (MJ/hl packaged)

106.66

Water and soft drinks (MJ/hl packaged)

33.85

Malt (MJ/t produced)

3.24

Dairy (MJ/hl packaged)

204.07

Alfil Logistics (MJ/pallet moved)

2.92

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

1.41

Grupo Rodilla and Hamburguesa Nostra (establishments)¹ (MJ/receipts)

3.20

1. Electricity consumption by Grupo Rodilla establishments covers 74%, while natural gas consumption corresponds to 3 premises, accounting for 100% of those which consume gas.
Note: The electrical energy consumed at the corporate headquarters (Carrer Rosselló 515, 08025 Barcelona) was 1,471 MWh in 2023.

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



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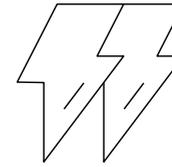
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100%

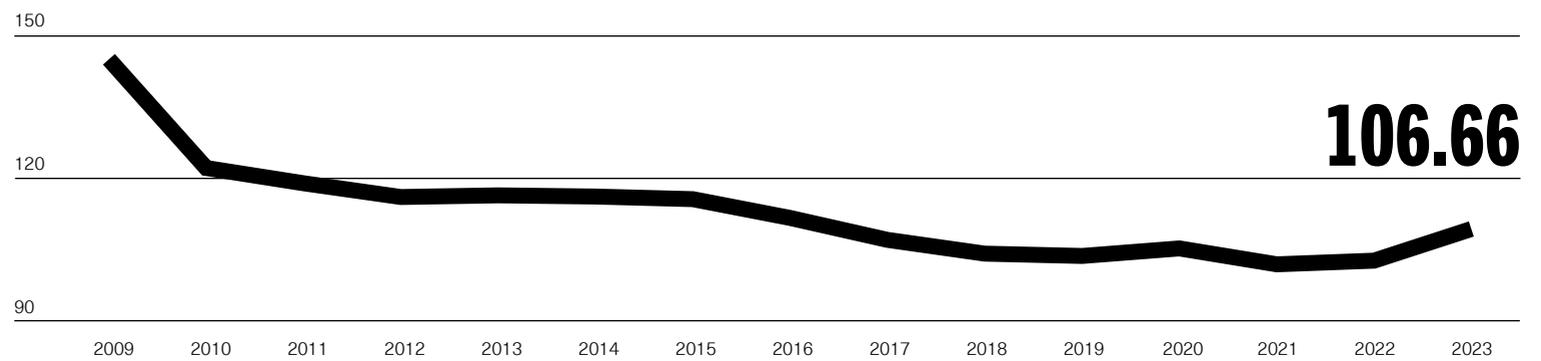
of electric energy purchased at all production and packaging centres, as well as Damm warehouses and Grupo Rodilla kitchens and establishments, has a certificate to prove it is from renewable sources.

157,272 MWh

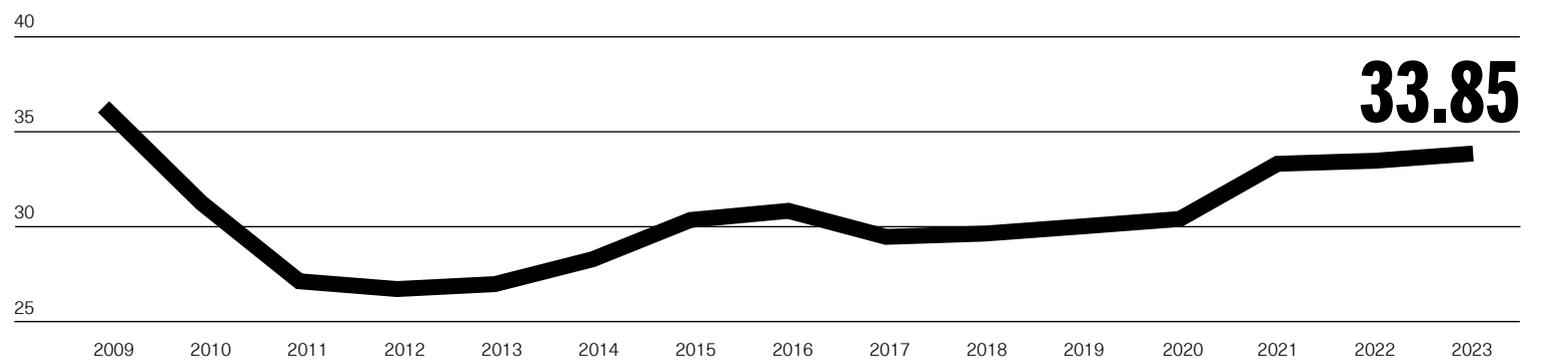
energy generated by *Compañía de Explotaciones Energéticas (CEE)*

EVOLUTION OF ENERGY CONSUMPTION 2009-2023

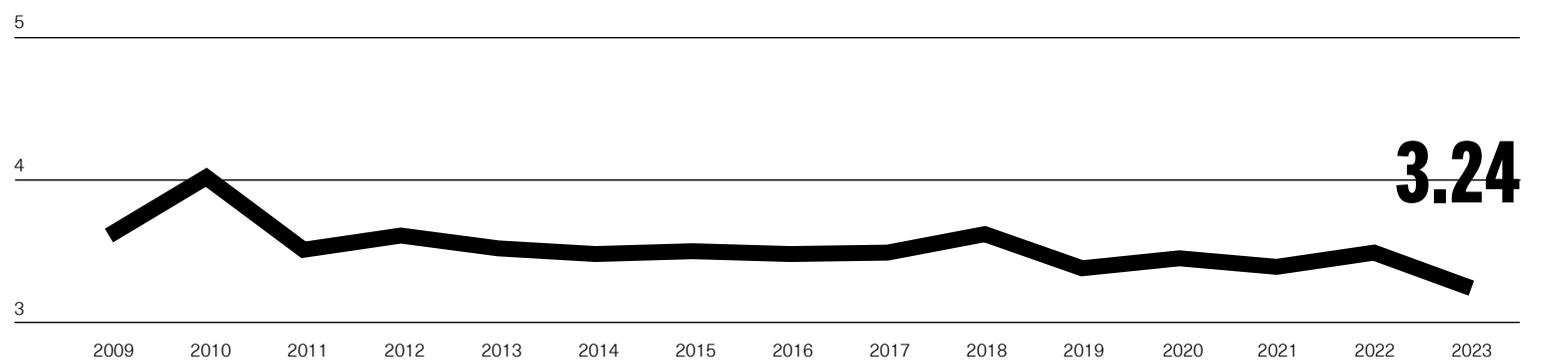
Beer (MJ/hl packaged)



Water and soft drinks (MJ/hl packaged)



Malt (MJ/kg produced)



Sustainable mobility

The transition to sustainable mobility is another of the fundamental aspects helping gradually to reduce our CO₂ emissions.

SUSTAINABLE MOBILITY ACTIONS

Alfil Logistics and Estrella Levante

— Introduction of the first three electric zero emissions trucks to cover the route between the Estrella de Levante brewery and the new Southeast Logistics Centre in Alcantarilla (Murcia). The vehicles are equipped with automatic loading and offloading, and are capable of reducing CO₂ emissions by up to 170,000 kg/year.

Alfil Logistics

— Operational start-up of the first duo-trailer for Damm transport services, to reduce the carbon footprint on each trip by 25%, avoiding 105 tonnes of CO₂ emissions per year.

— Optimisation of distribution routes to avoid empty trips, thereby reducing the carbon footprint per trip by around 20%, by making better use of load capacity on each trip.

— Expansion of rail routes, with the promotion of the Barcelona-Madrid route, which is electrified.

Distribución Directa Integral

— Fleet renewal, with the addition of more than 60 new vehicles.

— Introduction of three electric vans for the Balearic Islands, Madrid and Barcelona.

— Addition of four 100% electric 7.5 tonne trucks over the course of 2024.

Pall-Ex Iberia

— Progressive elimination of fossil fuels by using 100% electric forklift trucks.

Grupo Rodilla

— Optimisation of Hamburguesa Nostra kitchen routes thanks to a change in logistics platform. The number of routes leaving the kitchen on peak days has dropped from 26 to 11.

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, in accreditation of a 35%+ reduction in CO₂ emissions from operations at their logistics hubs. Since 2020, SA Damm has held a Lean & Green star in accreditation of a 20%+ reduction in CO₂ emissions from logistics operations. These reductions have been achieved through the implementation of an action plan focused on energy efficiency and reduced energy consumption.

Alfil Logistics forms a part of the Lean & Green Commission promoted in Spain by AECOC (Association of Manufacturers and Distributors).

— **MITECO seal.** Alfil Logistics registered for the "Calculation" seal in 2013, which it obtained, and in 2016 achieved the "Reduction and Calculation" seal. Estrella de Levante registered for the "Calculation" seal in 2016, which it obtained, and in 2019 achieved the "Reduction and Calculation" seal. The El Prat de Llobregat brewery registered for and obtained the "Calculation" seal in 2019. The seals are awarded by the OECC (Spanish Climate Change Office) of the MITECO (Ministry for Ecological Transition and Demographic Challenge), for organisations that calculate their carbon footprint and manage to reduce their greenhouse gas emissions impact.

CALCULATION OF CARBON FOOTPRINT

Since 2013, we have measured the carbon footprint generated as a result of our activity and quantify greenhouse gas emissions 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.



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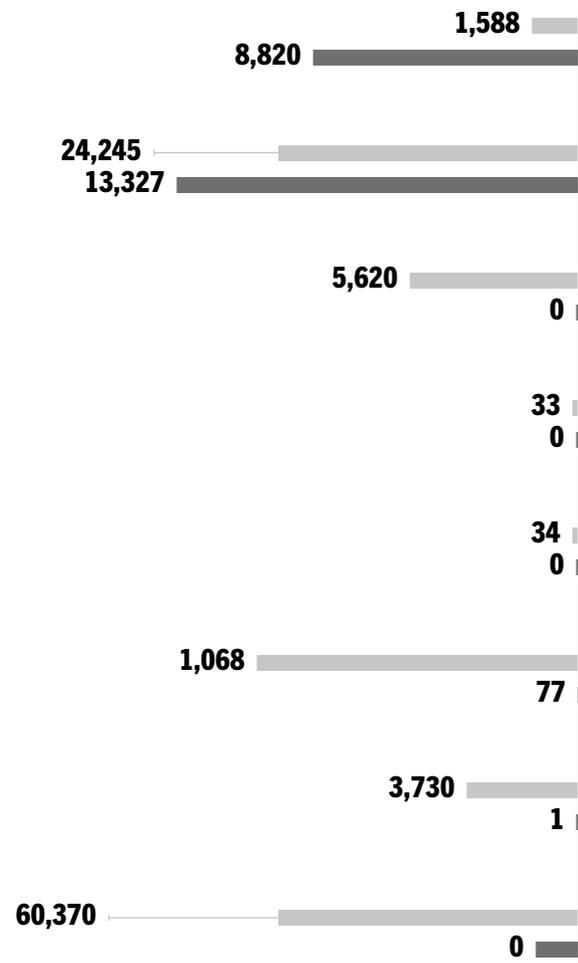
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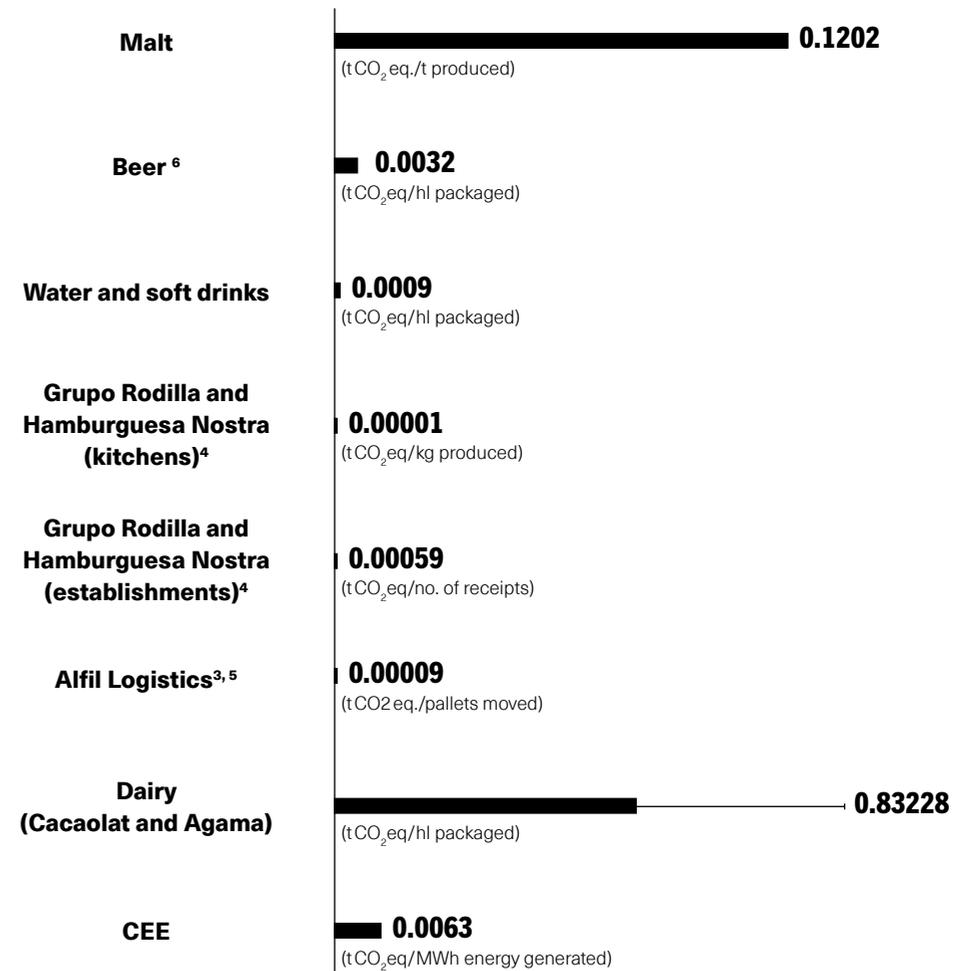
CARBON FOOTPRINT (t CO₂eq) 2023

- Direct greenhouse gas emissions¹
- Indirect greenhouse gas emissions from imported electricity²



INTENSITY OF GREENHOUSE GAS EMISSIONS 2023

- Direct and indirect emissions from imported electricity



1. Includes emissions derived from stationary combustion, mobile combustion, emissions connected with the production process (water treatment plant), fugitive emissions and emissions through land use, changes of land use and woodland.
2. Indirect emissions include imported electricity consumption emissions and imported energy consumption emissions via a physical network.
3. Includes emissions derived from the consumption of CNG, LPG and coolant gases (estimated) in cold stores.
4. 100% of electrical energy consumed at the Grupo Rodilla kitchens and establishments comes from renewable sources.
5. Including emissions derived from consumption of electricity and coolant gases (estimated).
6. Not including emissions from the Bedford Brewery (Damm 1876 Ltd).
Note: The thermal energy consumed by Malteria La Moravia malt house, SL and COCEDA, SL is supplied by Compañía de Explotaciones Energéticas.

PROTECTING BIODIVERSITY

Aware of the need to expand our spheres of action and 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, such as our Estrella Damm Guide, publicising information about protecting the environment and Mediterranean culture.

ACTIONS TO PRESERVE BIODIVERSITY

— **Recovery of the Spanish toothcarp.** Damm, Barcelona Zoo Foundation and Consorci del Delta del Llobregat released 100 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.

— **European freshwater crayfish.** Fuente Liviana, in close collaboration with the Department of Sustainable Development of Castile-La Mancha, released 3,000 young specimens of European freshwater crayfish in the vicinity of the River Tejadillos to repopulate the river basin with this native species, which has been practically non-existent for half a century.

— **Naturalisation of the Estrella Damm Old Brewery.** In 2023 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.

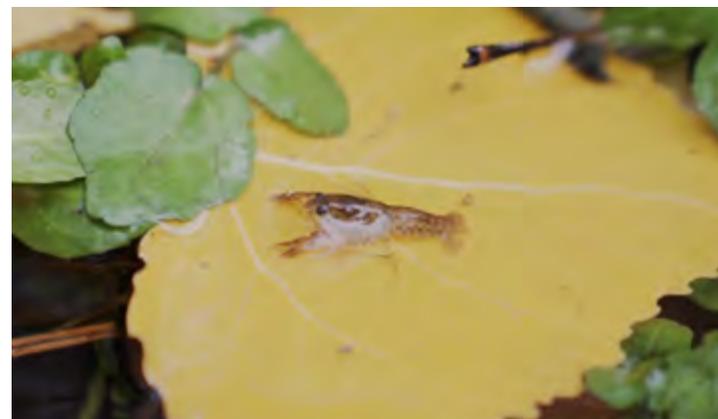
— **Protection of the Majorcan midwife toad.** The project continued in 2023, with the animals released in 2021 being monitored.

— **Otter characterisation.** We took part in the project for the characterisation of otters with coastal habits in the Alt Empordà region, being undertaken by the Department of Climate Action, Food and Rural Agenda and the Barcelona Zoo Foundation.

— **Reintroduction of *Cystoseira*.** Estrella Damm joined forces with CEAB-CSIC (Advanced Study Centre of Blanes) to restore a seaweed forest of the *Cystoseira* genus, in the Cap de Creus Nature Park.

— **Release of Complot the turtle.** We work with the CRAM Foundation to assist and recover threatened species. Complot is the first male adult *Caretta caretta* turtle we sponsored and returned to the ocean, to mark World Oceans Day.

The Damm Biodiversity Protection Plan was recognised at the second edition of the 2030 Agenda Awards of Barcelona City Council, as the best project promoted by a company to achieve the SDGs.



Estrella de Levante Foundation

— Cooperation with SEO/BirdLife and ANSE (Association of Southeastern Naturalists) on different initiatives to improve the habitat conditions of the El Espigar estate, located within the El Hondo Nature Park (Elche, Alicante), given the significant presence and diversity of birdlife.

— Environmental and economic recovery Project of the eastern part of the Marchamalo Flats, on the southeastern shore of the Mar Menor, together with ANSE.

— Project for the protection and conservation of water sources and watering holes on the Hoya Lóbrega property in Moratalla, together with forestry management, which will help guarantee the estate's ecosystem services, such as the supply of quality drinking water for the town and carbon fixing, likewise undertaken in partnership with ANSE.

— Creation of a wetland and construction of a watchtower to spot different species of bird with a view to encouraging visits by students and the general public, in partnership with ANSE.

— Cooperation with SEO BirdLife in undertaking different initiatives intended to improve the habitat of the marbled duck (*Marmaronetta angustirostris*).

— Support for different initiatives by Hippocampus, an organisation focused on monitoring marine species diversity, including the recovery of the seahorse in the Mar Menor, and the Plumbum project to eliminate lead pollution from the seabed.

— Trial of barley crops as a green filter, parametrising both soil and plant variables, together with the UPCT (Cartagena Technical University). The planting of the barley needed to make beer reduces nitrates in the subsoil, part of the problem of the Mar Menor aquifer. The results obtained to date are optimal.

— The agreements with the Columbares Association and Alcantarilla Market Garden Museum for outreach initiatives covering the River Segura, its ecosystem and support for its recovery.

— Agreements with Columbares on various initiatives, such as environmental routes around a number of natural sites in the Murcia region, the restoration of riverbank environments (copses on the banks of watercourses) along the River Segura and the irrigation channels of the Murcia Market Garden, reforestation and the enhancement of flora biodiversity on the Los Pelaos estate, among others.

— Collaboration with the Thader Lutra association to improve the living conditions of otters on the River Segura.

— Cleaning of the seabed, together with the San Pedro del Pinatar Cofradía de Pescadores fishing association. Over the last two years, more than 50 tonnes of waste has been collected from the bed of the saltwater lagoon, following the agreement with all the authorities involved at the local, regional and national level, and ecology associations.



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OUR SOCIAL COMMITMENT AS A HALLMARK

At Damm we maintain a firm commitment to society. As demonstrated by the way we support and promote cultural, social, culinary, sporting and environmental initiatives that have a positive impact on our surroundings. Through the activities of the Damm Foundation and the Estrella de Levante Foundation, patronage and sponsorship initiatives promoted by the various companies, we continue to contribute to social progress. The Estrella Damm Old Brewery and the Estrella de Levante and Cervezas Victoria Breweries are flagship venues in their local areas, staging a host of events connected with cuisine, sport and innovation. They also allow us to explain our brewing process and our history.

THE DAMM FOUNDATION AND SUPPORT FOR CULTURE, SPORT AND SOCIETY

For more than two decades now, the Damm Foundation has organised and publicised all Damm's patronage and philanthropic activities to support sporting, cultural and social activity in the surrounding area. They all share one single goal: to help build a better society through the comprehensive development of individuals, in particular children and more vulnerable groups.

The Damm Foundation website contains full information about its work, as well as the Activities Report.



Main actions in 2023

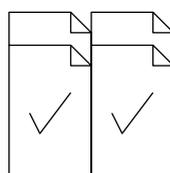


SPORT

Sport is one of the Foundation's priority spheres of action. The Damm Football Club and Damm Padel Club encourage sporting pursuits and a spirit of sportsmanship among hundreds of young people. They also collaborate with various sporting institutions and organisations nationwide.

The Damm Football Club handed out the Fernando Coll educational bursaries, named after Damm's chairman of more than 30 years, and one of the key figures behind the club, allowing 20 of the squad players to continue their academic education. Meanwhile, the Damm Football Club covers 100% of all the players' sporting expenses.

The Damm Foundation continues its progress on the construction of its sports centre. This sports complex will be located on the slopes of Montjuïc in Barcelona, and is scheduled to open in 2024. The main users of the facilities will be Damm Football Club, but they will also be made available to Damm co-workers and their families. The new space has been designed in accordance with sustainability and energy efficiency criteria, the goal being to create Nearly Zero-Energy Building (NZEB) with energy-self-sufficient facilities.



€4.6 M

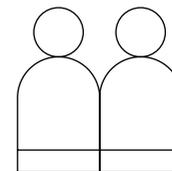
allocated to projects

MAJOR SUCCESSES OF DAMM FOOTBALL CLUB AND DAMM PADEL CLUB

Both clubs have continued their training efforts, achieving great results. The Youth A team at Damm Football Club won the Catalan Football Championship, while the club's former player María Pérez won the World Cup with the Spanish national team. The Damm Padel Club claimed the Spanish Padel Championship in the child and junior team categories, with a number of its players being crowned World Under-17 Champions in Paraguay, and were proclaimed champions in the European Games held in Poland.



Demetrio Carceller Arce, the Executive Chairman of Damm, receives the Executive Talent Award at the 4th Sporting Values Gala, recognising him as a key figure in the national and international growth of padel.



69

organisations involved in Damm Foundation collaborations

37 cultural

37 social, educational and sporting

250

young athletes trained at Damm Football Club and Damm Padel Club

219 football

31 padel

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The Damm Foundation sees it as vitally important to support 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, placing an emphasis on initiatives that support early childhood and vulnerable groups, as well as transferring knowledge and fostering talent. The most significant collaboration project in 2023 includes the renewal of the institutional collaboration and patronage agreement with CUNEF Universidad, under which the Damm Foundation will continue to support academic, extracurricular and research activities at the university. The new agreement includes the Damm Foundation awarding three bursaries for outstanding students on the Master in International Business and Global Management at CUNEF Universidad, which will also include a six-month work experience placement at Damm. Meanwhile, the Damm Foundation and IE University have signed a 10-year collaboration agreement to facilitate access to education by talented young people worldwide. Lastly, 40 laptop computers have been donated to NASCO Feeding Minds, with the aim of fostering access to training in Ghana, along with 30 desktop computers for the Cáritas charity.

AURA recognised the Damm Foundation's efforts through its commitment to the social inclusion of people with learning difficulties.

The Red Cross has recognised the Damm Foundation's contribution to the UN Sustainable Development Goals (SDGs) and its corporate partnership and commitment.



CULTURE

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

The Damm Foundation views culture as an essential element for the development and growth of both individuals and groups, and so collaborates with cultural organisations and events throughout the country with which it shares values and goals. Art, music, theatre and literature are among the artistic disciplines actively supported 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. Particular mention should be made of the renewal in 2023 of the collaboration agreement with the Orfeó Català – Palau de la Música Catalana Foundation, continuing a relationship dating back almost two decades. Company co-workers were also invited to the Teatre Nacional de Catalunya, Gran Teatre del Liceu, Auditori de Barcelona and Palau de la Música, while a concert by the Escuela de Música Reina Sofía was held at the Estrella Damm Old Brewery.

ESTRELLA DE LEVANTE FOUNDATION, COMMITTED TO ITS LAND AND PEOPLE

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

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.

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



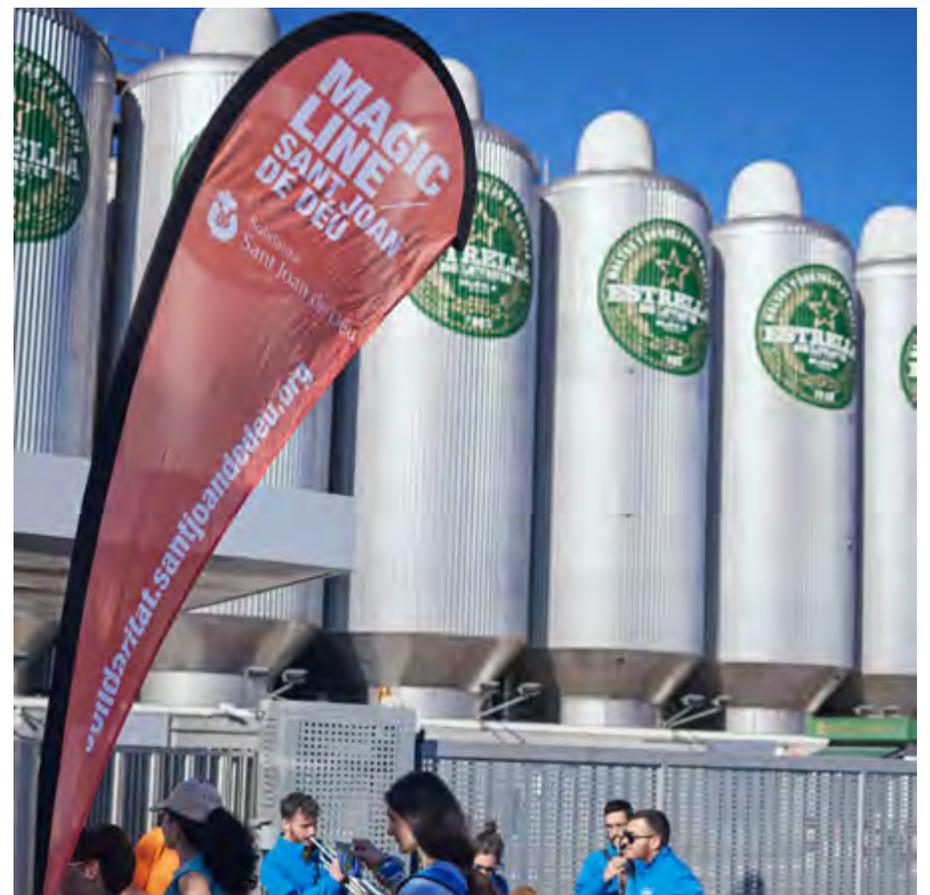
Main actions in 2023

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In support of social inclusion, in 2020 the Estrella de Levante Foundation signed a collaboration agreement with the Red Cross for a period of two years. Within the context of this agreement, it lent support in 2023 to projects focusing on the environment, the elderly, assistance for people in situations of extreme vulnerability, and the reception and integration of refugees. The activities undertaken include in particular the promotion of active ageing among the elderly, the promotion of social participation by the elderly, as a means of preventing unwanted solitude and its impacts on quality of life, care for carers, improved accessibility for differently abled people and/or those with reduced mobility, donation of food to people and families in situations of vulnerability, and leisure outings and visits with the users of the programme for international protection applicants and beneficiaries.

The Estrella de Levante Foundation likewise sponsored to performances at the object and marionette theatre festival Titeremurcia, inviting associations from the region that work with groups of differently abled people, to allow them to enjoy the event.

The Estrella de Levante Foundation likewise supported the Magic Line charity walk by Obra Social San Juan de Dios and the Christmas charity match between Real Murcia and UCAM Murcia. It was also the main partner of the Súper 8 League of the Murcia Region Football Federation, a league of teams of differently abled people, serving as an example for other regions.



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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. In this regard, it collaborates with SEO/BirdLife, ANSE (the Southeast Association of Naturalists) and Columbares, among others, on a range of biodiversity preservation initiatives. 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. It thus maintains a collaboration agreement with Murcia City Council to support and promote the different fiestas held in the city of Murcia, such as the Fiestas de Primavera, the Entierro de la Sardina and the Feria de Septiembre, with a particular focus on such cultural events as the Festival Murcia Tres Culturas and initiatives with up-and-coming cultural groups. It likewise collaborates with the Local Authority of Caravaca de la Cruz to maintain the traditional Caballos del Vino fiesta, and with the Local Authority of Almansa and the traditional Fiestas de Moros y Cristianos there. 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.

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



Through an extensive programme of sponsorship and partnership agreements in the spheres of culture, cuisine and sport, we strengthen our links to consumers and society at large, offering us the opportunity to share our values and commitments.



CUISINE

We promote and showcase Mediterranean cuisine locally and internationally.

National events

- Gastrohub cycle at the Cervezas Victoria brewery
- 9th edition of the Espetos Costa del Sol Competition
- Foodtrucks Xperience in different towns around the province of Málaga
- Encuentro de los Mares Market
- El Sur de las Estrellas
- Región de Murcia Gastronómica
- Alicante Gastronómica
- Fórum Gastronómico de Girona
- HIP 2023
- Tast a la Rambla
- Mercat de Mercats
- Gastronomic Forum 2023
- Meat and Fire
- Van Van Market
- Bauxes de Rosa Blanca
- 4th edition of De tapes amb Rosa Blanca
- Guateke Keler
- Amigos del Santo Reino Gastronomy Awards (Jaén)

International events

- Estrella Damm Top 50 Gastropubs Awards (United Kingdom)
- Asia's 50 Best Restaurants 2023 (Singapore)
- Inedit Damm Chef's Choice 2023 Award (Singapore)
- Middle East and North Africa 50 Best Restaurant Awards 2022 (UAE)
- Chefs à Prova (Portugal)
- The Stars of Estrella Damm (Israel)
- Collaboration by Albert Adrià with the chefs Daniel Högländer and Niclas Jönsson at the Aloë restaurant in Sweden
- Tel Aviv Eat Food Festival (Israel)
- Les Lauriers Awards (Quebec, Canada)
- Estrella Damm Culinary Journey (Miami, USA; Dubai and Abu Dhabi, UAE; Santiago de Chile and regions, Chile; Toronto, Canada)
- Taste Port Douglas (Queensland, Australia)
- Andorra Taste (Andorra)
- The World's 50 Best Restaurants 2023 (Valencia)
- Mid Autumn Festival (China)
- National Restaurant Awards (United Kingdom)



CULTURE

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

National events

- Málaga Carnival
- Málaga Cinema Festival
- Teatro del Soho, Málaga
- Festival Internacional Cala Mijas
- Weekend Beach Festival
- Brunch Electronik (Málaga, Madrid and Barcelona)
- Mujeres Fest (Canarias)
- Ciclo Mar Abierto (Canarias)
- Noches de Vanguardia (Granada)
- Granada On TV
- Electrolunch (Seville and Cordoba)
- Festival de Diseño y Cultura Telmodice
- Murcia Spring Fiesta
- Fiestas de Carthagineses y Romanos
- Warm Up Estrella de Levante
- Cooltural Fest
- Rock Imperium
- Fan Futura Fest
- La Mar de Músicas
- Feria de Murcia
- Premios Gaudí
- Fiestas de la Magdalena de Castellón
- Fires de Sant Narcís and Temps de Flors (Girona)
- Barraques de Sitges
- Fiestas de Santa Tecla
- Mallorca Live Festival
- Primavera Sound (Barcelona and Madrid)
- Sónar
- Share Festival
- Cruïlla
- Vida Festival
- El Tingladu
- Canet Rock
- Cabro Rock
- Festival Portaferrada
- Pride
- Portalblau
- Tempo Girona
- Festival Idilic
- Cap Roig Festival
- Festiuet
- Sons del Món
- Summerfest
- Empordà Music Festival
- Festival Internacional de Música de Cambrils
- La Mercè Festival
- Festival Wipe Out
- L'Acústica de Figueres
- Madblue 2023
- Festival de Literatura Expandida (Magaluf)
- Bloodcity
- Voll-Damm Festival de Jazz de Barcelona and Jazz & Food
- Festival de Jazz de Terrassa
- FSTVL – B23
- Podcast La Ruina
- Benidorm Fest 2023
- Las Fallas 2023 – Encesa Turia
- La Mascletá at La Terraza Turia
- Sansan Festival
- Días de Campo
- Festival Incendiari
- Festival Bigsound 2023
- La Filmoteca d'Estiu
- Festival Opera de Valencia
- Boga Boga Festibala

International events

- Sónar Lisboa (Portugal)
- Festival MOGA Caparica de Lisboa (Portugal)
- Cool Jazz Festival (Portugal)

The SonarVillage by Estrella Damm stage was remodelled in 2023, headed by two of the most renowned figures on the global clubbing scene: the outstanding and iconic South African house producer and DJ Black Coffee, and The Blessed Madonna from the USA, as a key representative of global house and dance music.



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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.

Football

- Futbol Club Barcelona
- Real Sociedad de Fútbol
- Girona Futbol Club
- Real Club Deportivo Mallorca
- Unión Deportiva Las Palmas
- Unión Deportiva de Almería Club de Fútbol
- Elche Club de Fútbol
- Real Club Deportivo Espanyol
- Spanish National Football Team (men and women)
- Fútbol Club Andorra
- Unión Deportiva Ibiza
- Nàstic Tarragona
- Centre d'Esports Sabadell
- Club Deportivo Castellón
- Fútbol Club Cartagena
- Club Esportiu Europa
- Unió Esportiva Sant Andreu
- Federació Catalana de Futbol
- World Football Summit

Tennis

- Mutua Madrid Open 2023
- Davis Cup 2023
- Barcelona Open Banc Sabadell - Conde de Godó Trophy 2023
- Gonet Geneva Open

ESTRELLA DAMM EMBARKS ON THE 37TH AMERICA'S CUP

The Estrella Damm Old Brewery in Barcelona hosted the presentation of Estrella Damm's sponsorship of the 37th America's Cup, to be held in Barcelona in 2024. The event, with the legendary America's Cup occupying pride of place as the longest-standing sporting trophy in history, dating back to 1851, was attended by Grant Dalton, CEO of the 37th America's Cup, and Damm's General Manager, Jorge Villavecchia.

As official sponsor, Estrella Damm will be the tournament beer, with a presence at the various venues set up both during the prior regatta in Vilanova i la Geltrú and the competition in Barcelona, along with events staged to present the competition in the sport of sailing to the general public.

Estrella Damm is once again sponsoring the America's Cup, as it did in 2007 and 2010 when the event was held in Valencia, thus underpinning its commitment to sailing, sport and society.



In 2023 we renewed sponsorship agreements with FC Barcelona, Girona FC, RCD Mallorca, RCD Espanyol, UD Las Palmas and the Spanish men's and women's national football teams.



Padel

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

Basketball

- FC Barcelona Baloncesto
- Club Joventut de Badalona
- Bàsquet Girona
- BAXI Manresa
- Hestia Menorca
- UCAM Murcia Club de Baloncesto
- Uni Girona Club de Bàsquet
- Barça CBS
- Copa del Rey de Baloncesto 2023

Golf

- Estrella Damm N.A. Andalucía Masters
- LIV Valderrama

Sailing

- Emirates Team New Zealand

Horseriding

- Madrid Horse Week 2023

Other sports

- Skoda Titan Desert Almería
- Cursa Delta Prat
- Grandvalira ski resort
- Ski resorts of Ferrocarrils de la Generalitat de Catalunya

OTHER EVENTS

- Outstanding
- Soles de Málaga
- MWC Barcelona
- Rec.0
- Rata Markets
- Valencia Digital Summit
- Tech spirit



Damm was the sponsor of the Valencia Digital Summit 2023, which had the aim of consolidating the innovation ecosystem of Valencia, and taking it to the next level by promoting the transformation of emerging enterprises into competitive scale-ups.

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10TH ANNIVERSARY OF THE WORLD PADEL TOUR

To mark the anniversary, we created a commemorative logo and redesigned the competition slogan "We All Play the Game" to illustrate the close links between the competition and its fans, and convey the sense of belonging to a community. We likewise restructured the hierarchy of the competition, by introducing the Open 500 and Open 1000 categories to adapt to changing times and establish a structure allowing fans to distinguish between different tournament levels. The following events were held under this system: Reus Costa Daurada Open 500, Granada Open 1000, Comunidad de Madrid Master and BOSS Barcelona Master Final.

In fact, on 16 December 2023 a record crowd attended the padel semi-final during the BOSS Barcelona Master Final held at the Palau Sant Jordi, with more than 15,000 people watching.



The 2023 edition of the Estrella Damm Padel Tour focused on the concept of inclusion. Fans were able to learn more about the person with different abilities who worked in the Estrella Damm marquee, who received training at the Fundación Inclusión and Apoyo Aprocor. In addition, inclusive clinics were organized, in which professionals in wheelchairs and people on foot shared the court.

OTHER CHARITABLE INITIATIVES

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

— **Charity padel tournaments.** A total of 242 Damm co-workers took part in the charity padel tournaments organised in Valencia and Barcelona, and for the first time in Murcia and Madrid. The funds raised from ticket sales were donated to the Red Cross 'Reacciona' Plan.

— **Blood donation.** Biannual campaign (March and October) for blood donation at the Estrella Damm Old Brewery and El Prat de Llobregat brewery, with record numbers taking part in the October edition: 63 people gave blood.

— **Soles de Málaga.** Cervezas Victoria supports the El Pimpi Foundation, whose key activities include the Soles de Málaga programme, raising funds for 14 charities in the province.

— **2nd KILO Campaign.** The Font Salem works council collaborated with the company in participating in this initiative, which involved collecting and donating non-perishable foodstuffs and toiletries for the San Francisco de Asís Reception Centre.

— **Grupo Rodilla collaboration with the Querer Foundation.** The aim is to raise awareness as to the special educational needs of children with neurological diseases and who suffer language disorders, while also raising the profile of the foundation's work. One of the initiatives involves raising funds through "charitable rounding up" at point of sale terminals, with the intermediation of the company WorldCoo, through a contribution of €0.10/receipt. By the end of 2023, this was being implemented at all Rodilla's own stores, while implementation at franchises will begin in 2024.

— **Grupo Rodilla agreement with the A LA PAR Foundation.** Within the context of the agreement, in 2019 we opened the first Rodilla establishment with a team made up of people with learning difficulties. This collaboration was chosen as the Best Social Problem-Solving Initiative at the EXPANSIÓN Transformación hacia una

Economía Sostenible Awards. Meanwhile, in December 2023 we launched the "Corazón de roscón" initiative, allocating 100% of the profits generated through the sale of these festive cakes to a project of the A LA PAR Foundation in 2024.

— **Collaboration in charity padel tournaments.** The Estrella Damm Padel Tour, organised by Rumbo Sport, focused its 27th edition on inclusion, continuing its collaboration with the Inclusión y Apoyo Aprocor Foundation.

— **Christmas charity beer.** During the Christmas period, Damm co-workers in Catalonia passed food donations on to Banc dels Aliments, receiving a 2023 limited edition bottle of beer as a token of gratitude.

— **1001 Esperanzas Family Day.** Within the context of its corporate volunteering scheme, the Rumbo Sport team organised this initiative to help children and teenagers undergoing cancer treatment, and their families. Over 1,000 people attended the event, raising 20,825 euros donated to the 1001 Esperanzas Association.

— **Charity mug.** The World Padel Tour collaborated in fundraising for the Spanish Cancer Association by selling their Charity Mug at its official store.

— **Product marketing.** Once again last year, Grupo Cacaolat and Grupo Rodilla made controlled donations to social canteens in the form of surplus produce still safe to eat.

— **Pall-Ex support for the Ronald McDonald Home in Valencia.** Pall-Ex Iberia is the sponsor of the 1st Charity Paddle Tournament to be held in February 2024, 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.

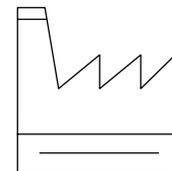
— **Charity tickets to the Damm Christmas Dinner.** The charitable contributions raised through the sale of tickets for the Christmas dinner were donated to Associació Amics de la Gent Gran to help organise their yearly Christmas meal for people in a situation of unwanted solitude.



VISITS AND ACTIVITIES AT OUR BREWERIES



The Estrella Damm Old Brewery, historically known as La Bohemia, is an eclectic building dating from 1905, occupying a whole city block and reflecting the industrial style of the era. It is made up of different sections, most notably the Estrella Tower.



BREWERY VISITORS IN 2023

18,233

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

10,255

Cervezas Victoria (Málaga)

8,876

Estrella De Levante (Espinardo)

6,780

Cacaolat plant (Santa Coloma
de Gramanet)

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

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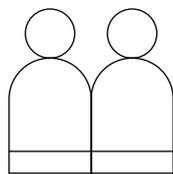
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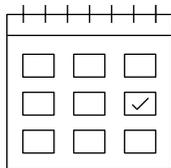
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100,000

attendees
at events in 2023



230

events held
in 2023

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.



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Main events in 2023

SPORT

- Woman Sport Awards Gala
- European Women's Football Gala
- Presentation of Estrella Damm sponsorship at the America's Cup
- Gala de les Estrelles - Catalan Football Federation

CULTURAL

- Cruïlla XXS
- Sant Jordi Musical
- La Mercè
- Diada Castellera de la Sagrada Família
- Gegants gathering
- Radio Primavera Sound
- Gaudí Award candidates gala
- Enderrock Sona
- Sónar 2023 festival press conference
- Cruïlla 2023 festival press conference
- Festival Strenes
- Sona 9
- Bridge Festival

GASTRONOMY

- Time to Eat Fest
- Van Van Market
- 2nd Estrella Damm Beer Pouring Competition
- Barcelona Restauració Awards

SOLIDARITY

- Multiple Sclerosis Foundation Charity Concert
- 35th Anniversary of Alzheimer Catalunya Fundació

OTHER

- Netcom Dircom
- MWC Barcelona presentational press conference
- King's Birthday Party at the British Consulate
- Revolució 4.0 Awards - Catalunya Ràdio
- FESesDESIGN 2023

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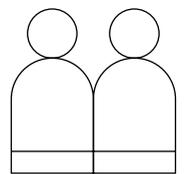
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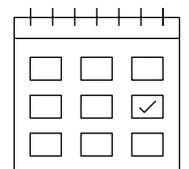
ESTRELLA DE LEVANTE BREWERY

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.



9,372

attendees
at events in 2023



177

events held
in 2023

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Main events in 2023

SPORT

- Visit by Jauris Club Baloncesto
- Official Murcia Sport Business event
- Annual meal of the Murcia Region Golf Federation
- Presentation of the Carnaval Regatta
- Sports receptions with Estrella FCC Business
- Presentation of the Christmas charity match between UCAM Murcia and Real Murcia
- Visit by Fútbol Club Cartagena
- Sports reception with Ana Carrasco and Mista
- Visit by UCAM Murcia Club de Básquet
- Presentation of the UCAM Murcia Club de Básquet player Troy Caupain
- Presentation of the Punta Este Camino de la Cruz Regatta – Punta Este Trophy
- Presentation of Valverde Team
- Presentation of the Tokyo Marathon for runners from Murcia
- Presentation of the UCAM Murcia team

CULTURAL

- Presentation of Microsonidos
- Warm Up Secret Shows
- Cultural Fest Almería Secret Shows
- Tasting Room podcasts
- Presentation of the tour by the group Second and broadcast of the farewell concert
- Presentation of Carnaval de Águilas poster
- Presentation of La Bruja de Alcantarilla poster
- Presentation of the Catafalco del Entierro de la Sardina
- Final of the 4th Club Renacimiento Short Story Competition – Generación Estrella Award
- Bando Huerta concert
- Presentation of the Lydia Martín video
- Presentation of BUM Actividades UMU
- Generación Estrella awards ceremony

GASTRONOMY

- Sala de Tapas
- Beer Sessions
- Presentation and final of the 2nd Estrella de Levante Beer Pouring Competition
- Final of Ruta 60
- GastroCiencia with Universidad de Murcia
- Presentation of the Cómete Murcia gastronomy series
- Presentation the Caravaca Hop Dinners
- Presentation of Las Pelotas de Patiño

SOLIDARITY

- 2nd Charity Market
- Charity snacks for the Red Cross
- Museo Ramón Gaya charity auction for Banco de Alimentos
- Presentation of cheque from CARM to Banco de Alimentos for the Charity Concert marking the 40th Anniversary of the Statute of Autonomy

OTHER

- Asociación Columbares Circular Economy season
- Round table on Equality
- Events to celebrate the 60th anniversary of Estrella de Levante
- Meeting of FRECOM (Regional Federation of Construction Businesses of Murcia)
- Meeting of the Más RSC Association
- Hairdressing Instructors seminar
- Labour relations training day of the Business Confederation of the Region of Murcia
- Training for catering schools



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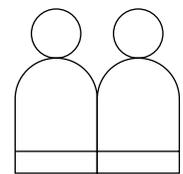
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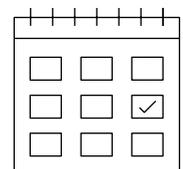
CERVEZAS VICTORIA BREWERY

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.



11,893

attendees
at events in 2023



85

events held
in 2023

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Main events in 2023

CULTURAL

- Cervezas Victoria Acoustic Season
- Presentation of Brisa Festival
- Presentation of Cala Mijas Festival
- Presentation of Weekend Beach Festival
- Presentation of Festival Brunch Electronik
- Presentation of the 1st edition of the Antonio Banderas Teatro Soho Autóctonxs Festival
- Aula de Cultura season with Diario Sur
- Second edition of the Stand-up Season
- El Español de Málaga technology gatherings
- Noches Carnavaleras within the context of sponsorship of Málaga Carnival
- Cadena Ser podcast with beer

SPORT

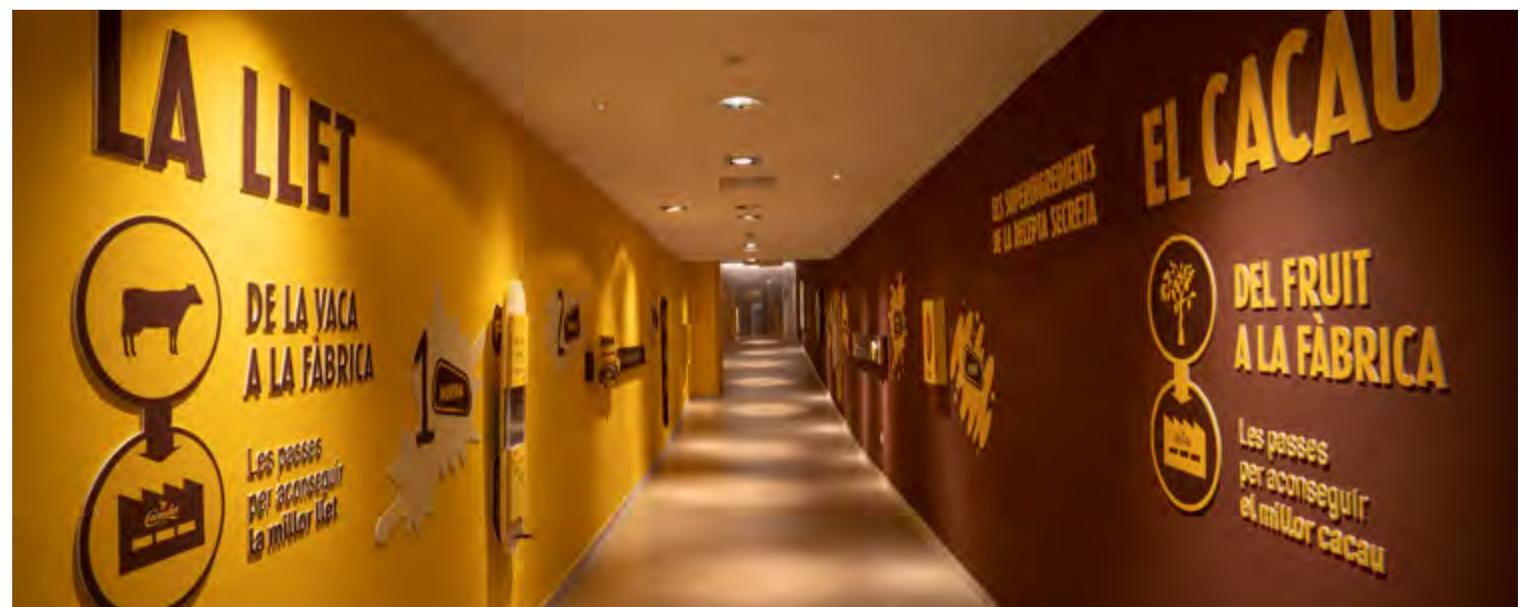
- Twitch programme with Senén Morán and Víctor Romero
- M&G with Feliciano López, director of the Davis Cup

GASTRONOMY

- Edition of the El Delantal awards
- Final of the 2nd Beer Pouring Competition of Andalusia
- Genius Days with El Pimpi Foundation

OTHER

- DISA 90th anniversary celebration.



CACAO LAT PRODUCTION PLANT

We receive visits from schools 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 2023 we likewise conducted the first open door tours for the general public during the Santa Coloma local fiesta.

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TECHNICAL DATA AND MATERIALITY MATRIX

PERIOD COVERED

2023 (from 1 January to 31 December)

REFERENCE STANDARDS

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

SCOPE

This information covers all the companies controlled and managed by Damm: Agama Manacor 249, SL; Aguas de San Martín de Veri, SA; Alada 1850, SL; Alfil Logistics, SA; Artesanía de Alimentación, SL; Bebidas Ugalde, SL; Cafès Garriga 1850, SL; Cafeteros desde 1933, SL; Cerbeleva, SL; Carbòniques Becdamm, SL; Cervezas Victoria 1928, SL; Distribuidora Cervezas Victoria Málaga, SL; Comercial Mallorquina de Begudes, SL; Comercial Plomer Distribucions, SL; Comercializadora Distribuidora Cervezas Nordeste, SL; Coceda, SL; Corporación Económica Delta, SA; Damm Atlántica, SA; Damm Canarias, SL; Damm Restauración, SL; Dayroveli, SL; Dismenorca, SL; Distrialmo, SL; Distribuidora de Begudes Movi, SL; Distribucions de Begudes de Marina Alta, SL; Distridamm, SL; El obrador de HN, SL; Envasadora Mallorquina de Begudes, SLU; Estrella de Levante Fábrica de Cerveza, SAU; Estrella del Sur Distribuciones Cerveceras, SL; Distribuidora Nexia, SL; Distribuidora Provea, SL; Font Salem Portugal, SA; Font Salem, SL; Gasteiz Banaketa Integrala, SL; Gestión Fuente Liviana, SL; Hamburguesa Nostra, SL; Maltería La Moravia, SL; Mascarell Comercial de Bebidas, SL; Minerva Global Services, SL; Nabrisa Distribuciones, SL; Nostra Restauración, SL; Pall-Ex Iberia, SL; Plataforma Continental, SL; Pumba Logística, SL; Rodilla Sánchez, SL; Rodilla Sánchez US LLC, SL; Rumbosport, SL; Distribución Directa Integral, SL; SA Damm; SA Distribuidora Gaseosa; Setpoint Events, SA; Intercervecera, SL; The Wine List, SL; Grupo Cacaolat, SL; and Nennisiwok, SLU.

POINT OF CONTACT

comunicacion@damm.com

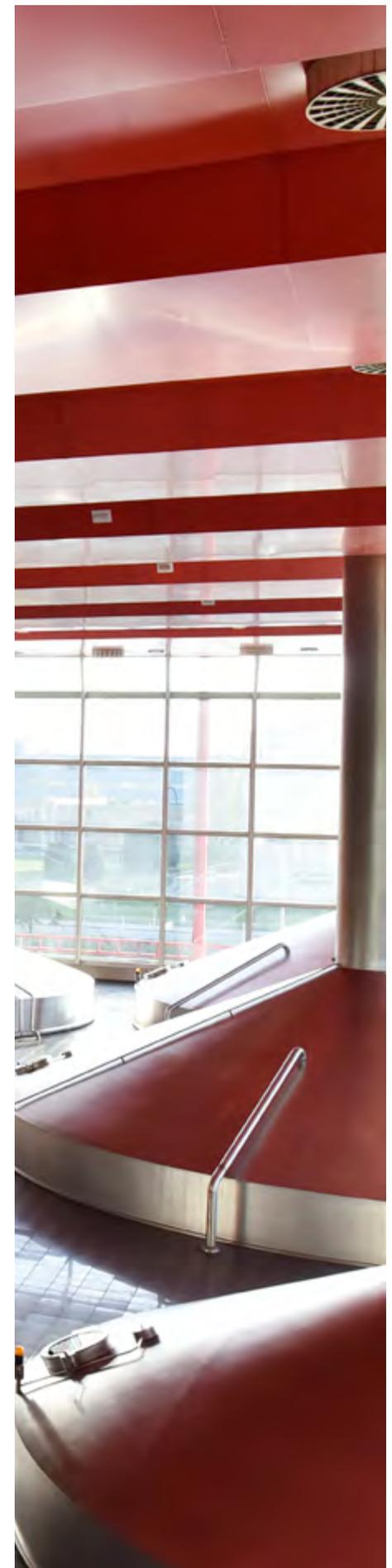
DOUBLE MATERIALITY ANALYSIS

We have 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

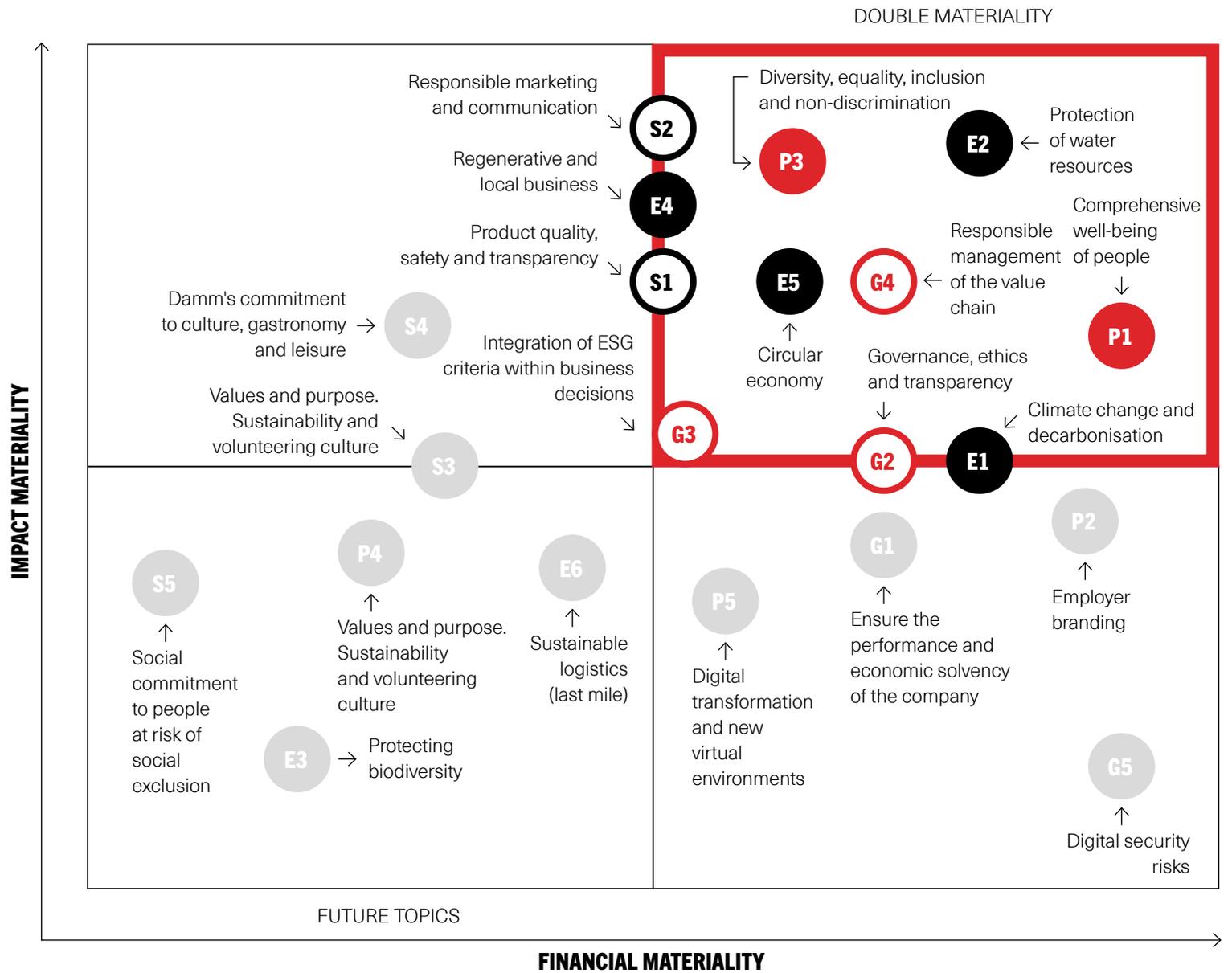
The analysis was approached as an update to the materiality study conducted in 2021, which covered a comprehensive consultation process involving almost 150 internal and external Damm partners. By incorporating the double materiality vision, we remain a step ahead of the demands of the new European legislation, applying a model of constant consultation of stakeholders, this being of increasing significance in the current context.

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.



Double materiality matrix

- People
- Environment
- Governance
- Social commitment



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GRI content index	
Statement of use	Damm has reported the information cited in this GRI content index for the period from 1 of January to 31 of December with reference to the GRI Standards.
GRI 1 Used	GRI 1: Fundamentals 2021

GRI standard indicator	Page/Direct Answer
-------------------------------	---------------------------

GRI 2 GENERAL DISCLOSURES 2021

THE ORGANIZATION AND ITS REPORTING PRACTICES

2-1 Organizational details	9, 12-13, 123
2-2 Entities included in the organization's sustainability reporting	123
2-3 Reporting period, frequency and contact point	Annual

ACTIVITIES AND WORKERS

2-6 Activities, value chain and other business relationships	9-36, 46-49	<p>Beverages (beers, waters and soft drinks) and food (dairy and vegetable products and coffee)</p> <p>Clients. According to the distribution channel: large accounts in the hotel and catering industry (organised catering chains and communities), traditional hospitality (distribution companies), large food accounts (national and regional hypermarkets and supermarkets, <i>cash</i> and wholesalers) and online sales (individuals who buy their products through Damm Shop). According to the retail customer, there are two categories of consumption: food for consumption outside the establishment and hospitality for consumption in the establishment itself. These categories are subdivided into two types of customers: independent (most establishments in Spain) and organized (customers of the large accounts channel in the hospitality industry). Consumers. End consumers of the products.</p> <p>Restaurants</p> <p>Franchises. Individual or legal person who has the right to market and exploit the brand. Consumers. Final consumers of the products.</p> <p>Logistics and capillary distribution services</p> <p>Customers. Companies from different sectors and other logistics operators.</p> <p>Event management</p> <p>Clients. Companies or organizations that wish to organize competitions and sporting or cultural events of any kind.</p>																																																																																																																																																																											
2-7 Employees	5, 55-56	<p>Workforce as at 31 December</p> <table border="1"> <thead> <tr> <th></th> <th>2020</th> <th>2021</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Own personal</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Food and beverages</td> <td>2,701</td> <td>2,887</td> <td>3,012</td> </tr> <tr> <td>Logistics and distribution</td> <td>1,257</td> <td>1,419</td> <td>1,443</td> </tr> <tr> <td>Restaurants</td> <td>1,006</td> <td>1,095</td> <td>1,131</td> </tr> <tr> <td>Event management</td> <td>35</td> <td>40</td> <td>39</td> </tr> <tr> <td>Damm</td> <td>4,999</td> <td>5,441</td> <td>5,625</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th rowspan="2">Workforce by hire type and gender (as at 31 December)</th> <th colspan="5">2021</th> <th colspan="5">2022</th> <th colspan="5">2023</th> </tr> <tr> <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> </thead> <tbody> <tr> <td>% Permanent</td> <td>85%</td> <td>86%</td> <td>91%</td> <td>75%</td> <td>100%</td> <td>90%</td> <td>91%</td> <td>98%</td> <td>75%</td> <td>88%</td> <td>94%</td> <td>94%</td> <td>94%</td> <td>98%</td> <td>100%</td> </tr> <tr> <td>Permanent</td> <td>4,253</td> <td>2,328</td> <td>1,138</td> <td>752</td> <td>35</td> <td>4,876</td> <td>2,623</td> <td>1,392</td> <td>826</td> <td>35</td> <td>5,315</td> <td>2,819</td> <td>1,353</td> <td>1,104</td> <td>39</td> </tr> <tr> <td>Men</td> <td>2,929</td> <td>1,741</td> <td>927</td> <td>234</td> <td>27</td> <td>3,402</td> <td>1,959</td> <td>1,142</td> <td>273</td> <td>28</td> <td>3,575</td> <td>2,105</td> <td>1,096</td> <td>346</td> <td>28</td> </tr> <tr> <td>Women</td> <td>1,324</td> <td>587</td> <td>211</td> <td>518</td> <td>8</td> <td>1,474</td> <td>664</td> <td>250</td> <td>553</td> <td>7</td> <td>1,740</td> <td>714</td> <td>257</td> <td>758</td> <td>11</td> </tr> <tr> <td>Temporary</td> <td>746</td> <td>373</td> <td>119</td> <td>254</td> <td>0</td> <td>565</td> <td>264</td> <td>27</td> <td>269</td> <td>5</td> <td>310</td> <td>193</td> <td>90</td> <td>27</td> <td>0</td> </tr> <tr> <td>Men</td> <td>469</td> <td>283</td> <td>103</td> <td>83</td> <td>0</td> <td>288</td> <td>191</td> <td>20</td> <td>74</td> <td>3</td> <td>233</td> <td>133</td> <td>87</td> <td>13</td> <td>0</td> </tr> <tr> <td>Women</td> <td>277</td> <td>90</td> <td>16</td> <td>171</td> <td>0</td> <td>277</td> <td>73</td> <td>7</td> <td>195</td> <td>2</td> <td>77</td> <td>60</td> <td>3</td> <td>14</td> <td>0</td> </tr> </tbody> </table>		2020	2021	2023	Own personal				Food and beverages	2,701	2,887	3,012	Logistics and distribution	1,257	1,419	1,443	Restaurants	1,006	1,095	1,131	Event management	35	40	39	Damm	4,999	5,441	5,625	Workforce by hire type and gender (as at 31 December)	2021					2022					2023					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	85%	86%	91%	75%	100%	90%	91%	98%	75%	88%	94%	94%	94%	98%	100%	Permanent	4,253	2,328	1,138	752	35	4,876	2,623	1,392	826	35	5,315	2,819	1,353	1,104	39	Men	2,929	1,741	927	234	27	3,402	1,959	1,142	273	28	3,575	2,105	1,096	346	28	Women	1,324	587	211	518	8	1,474	664	250	553	7	1,740	714	257	758	11	Temporary	746	373	119	254	0	565	264	27	269	5	310	193	90	27	0	Men	469	283	103	83	0	288	191	20	74	3	233	133	87	13	0	Women	277	90	16	171	0	277	73	7	195	2	77	60	3	14	0
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Workforce by workday type and gender (as at 31 December)	2021					2022					2023				
	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
% Full-time	87%	100%	98%	41%	100%	85%	98%	96%	37%	100%	84%	97%	97%	33%	100%
Full-time	4,368	2,692	1,232	409	35	4,623	2,821	1,362	400	40	4,720	2,913	1,398	370	39
Men	3,211	2,020	1,019	145	27	3,450	2,133	1,144	142	31	3,544	2,215	1,172	129	28
Women	1,157	672	213	264	8	1,173	688	218	258	9	1,176	698	226	241	11
Part-time	632	10	25	597	0	818	66	57	695	0	905	99	45	761	0
Men	188	5	11	172	0	240	17	18	205	0	264	23	11	230	0
Women	444	5	14	425	0	578	49	39	490	0	641	76	34	531	0
Workforce by gender and age group (as at 31 December)	2021					2022					2023				
	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	3,370	2,023	1,003	317	27	3,690	2,150	1,162	347	31	3,808	2,238	1,183	359	28
< 25 years	207	86	17	100	4	279	124	43	109	3	309	120	46	142	1
26-35 years	618	363	123	130	2	667	370	156	135	6	670	388	168	109	5
36-45 years	1,126	753	319	43	11	1,155	744	342	59	10	1,129	727	329	64	9
46-55 years	971	577	359	30	5	1,079	636	407	31	5	1,114	678	404	26	6
56-65 years or more	448	244	185	14	5	510	276	214	13	7	586	325	236	18	7
Women	1,628	677	254	689	8	1,751	737	257	748	9	1,817	774	260	772	11
< 25 years	234	33	4	196	1	288	47	6	235	0	313	45	7	261	0
26-35 years	464	191	38	231	4	469	180	32	252	5	459	200	42	211	6
36-45 years	500	260	83	157	0	488	271	81	135	1	497	261	79	155	2
46-55 years	339	156	100	81	2	403	195	107	99	2	421	211	98	110	2
56-65 years or more	91	37	29	24	1	103	44	31	27	1	127	57	34	35	1
Women by professional category (as at 31 December)	2021					2022					2023				
	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
Board and senior management	1	0	1	0	0	1	0	1	0	0	1	0	1	0	0
Senior management	6	3	0	3	0	9	6	0	3	0	12	8	0	4	0
Specialised staff and middle managers	475	331	77	62	5	646	417	75	147	7	663	421	76	157	9
Administrative staff and commercial	496	236	144	113	3	382	178	172	30	2	346	168	168	8	2
Supporting Workforce	622	106	5	511	0	713	136	9	568	0	795	177	15	603	0

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2-11 Chair of the highest governance body	44
2-15 Conflict of interest	43

STRATEGY, POLICIES AND PRACTICES

2-22 Statement on sustainable development strategy	3-4, 45
2-24 Embedding policy commitments	The incorporation is based on the principle of "integration" of commitments and policies at all levels and activities of SA Damm and dependent companies.
2-26 Mechanisms for seeking advice and raising ethical concerns	43
2-28 Membership associations	50

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	2021	2022	2023
	Spain	100%	100%	100%
	Portugal	100%	100%	100%
	Andorra	100%	100%	100%
	United States ¹	10%	10%	100%
	China	100%	100%	100%
	Chile	100%	100%	100%
(1) In the United States, most male and female employees are hired on the "Employment at Will" basis, which implies that the parties acknowledge and agree that the employment is for an unspecified duration and constitutes "at will" employment.				

MATERIAL TOPICS 2021

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<table border="1"> <thead> <tr> <th colspan="2">Materials and raw materials used (t)</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Beer and soft drinks</td> <td>Raw materials for beer (malt, rice, maize, barley in process and hops)¹</td> <td>211,070</td> <td>231,966</td> <td>213,444</td> </tr> <tr> <td>Materials for beer and soft drinks (glass, aluminium, steel, paper/cardboard and plastic)²</td> <td>167,929</td> <td>174,261</td> <td>158,606</td> </tr> <tr> <td>Water</td> <td>Plastics (PE and PET), paper/cardboard</td> <td>5,520</td> <td>6,787</td> <td>6,525</td> </tr> <tr> <td rowspan="2">Grupo Rodilla and Hamburguesa Nostra (kitchens)</td> <td>Raw Materials</td> <td>1,476</td> <td>1,608</td> <td>1,630</td> </tr> <tr> <td>Materials</td> <td>27</td> <td>31</td> <td>32</td> </tr> <tr> <td>Grupo Rodilla and Hamburguesa Nostra (restaurants)³</td> <td>Materials</td> <td>171²</td> <td>2212</td> <td>236²</td> </tr> <tr> <td rowspan="2">Dairy</td> <td>Raw Materials</td> <td>43,632</td> <td>49,848</td> <td>48,511</td> </tr> <tr> <td>Materials⁴</td> <td>902</td> <td>1,067</td> <td>2,574</td> </tr> </tbody> </table>		Materials and raw materials used (t)		2021	2022	2023	Beer and soft drinks	Raw materials for beer (malt, rice, maize, barley in process and hops) ¹	211,070	231,966	213,444	Materials for beer and soft drinks (glass, aluminium, steel, paper/cardboard and plastic) ²	167,929	174,261	158,606	Water	Plastics (PE and PET), paper/cardboard	5,520	6,787	6,525	Grupo Rodilla and Hamburguesa Nostra (kitchens)	Raw Materials	1,476	1,608	1,630	Materials	27	31	32	Grupo Rodilla and Hamburguesa Nostra (restaurants)³	Materials	171 ²	2212	236 ²	Dairy	Raw Materials	43,632	49,848	48,511	Materials ⁴	902	1,067	2,574
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<p>(1) The figures do not include the Bedford brewery (Damm 1876 LTD).</p> <p>(2) The figures include the El Prat de Llobregat, Estrella de Levante Fábrica de Cervezas, SAU, Font Salem (El Puig) and Font Salem Portugal plants.</p> <p>(3) The figures include 100% of the establishments owned by Rodilla, Café de Indias and Hamburguesa Nostra. 100% of the paper, card and plastics consumed at our own establishments is of recycled origin.</p> <p>(4) 2021 and 2022 data do not include Agama. 2023 data includes Agama in addition to other materials such as glass and cardboard.</p> <p>Note: Grupo Rodilla headquarters consumed 0.847 tonnes of paper and card in 2021, 0.819 tonnes in 2022 and 0.887 tonnes in 2023. 100% of the paper and card consumed is of recycled origin.</p>																																											
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302-3 Energy intensity	95-96				
	Energy consumption		2021	2022	2023
Beer (MJ/hl packaged)	Electrical energy		34.65	35.44	36.41
	Thermal energy		69.47	67.76	72.88
	Total		104.12	103.20	109.30
Water and soft drinks (MJ /hl packaged)	Electrical energy		22.93	16.85	17.74
	Thermal energy		13.10	13.20	16.11
	Total		36.04	30.05	33.85
Malt (MJ /t produced)	Electrical energy		549.42	578.46	505.95
	Thermal energy		2,894.98	2,915.08	2,735.81
	Total		3.39	3.49	3.24
Alfil Logistics (MJ /pallet moved)	Electrical energy		1.52	1.69	1.86
	Thermal energy		1.18	1.44	1.06
	Total		2.70	3.13	2.92
Grupo Rodilla and Hamburguesa Nostra – Kitchens (MJ /kg produced)	Electrical energy		1.82	1.68	1.21
	Thermal energy ¹		0.33	0.27	0.20
	Total		2.15	1.95	1.41
Grupo Rodilla and Hamburguesa Nostra – Restaurants (MJ/number of receipts)	Electrical energy ²		2.80	3.22	3.10
	Thermal energy ³		11.27	13.61	11.72
	Total		14.07	16.83	14.82
Dairy (Cacaolat and Agama) (MJ /hl packaged)	Electrical energy		76.95	74.10	79.33
	Thermal energy		140.74	122.66	124.75
	Total		217.69	196.76	204.07
	<p>(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.</p>				

302-4 Reduction of energy consumption	94			
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GRI 303: WATER (2018)

GRI 3-3 Management of material topics	81-83, 89-92				
303-1 Interaction with water as a shared resource	82-83, 89-92				
303-3 Water withdrawal by source	91				
	Water consumption by source (m³)		2021	2022	2023
Beer	Beer		5,913,932	6,622,715	6,465,012
	Water from the municipal supply		112,739	71,829	128,540
	Groundwater		5,801,193	6,550,886	6,336,472
Water and soft drinks	Water and soft drinks		1,127,287	1,206,302	1,206,384
	Water from the municipal supply		5,151	3,402	3,812
	Groundwater and spring water		1,122,136	1,202,900	1,202,572
Malt houses¹	Malt houses¹		532,951	477,060	517,439
	Surface waters (canal)		450,745	402,484	385,829
	Groundwater		81,228	73,246	130,513
Alfil Logistics	Water from the municipal supply		978	1,330	1,097
	Alfil Logistics		10,926	17,983	15,673
	Water from the municipal supply		10,926	17,983	15,673
Grupo Rodilla and Hamburguesa Nostra (kitchens)	Grupo Rodilla and Hamburguesa Nostra (kitchens)		4,018	4,243	4,413
	Water from the municipal supply		4,018	4,243	4,413
	Grupo Rodilla and Hamburguesa Nostra (restaurants)²		10,872	13,263	17,171
Dairy (Cacaolat and Agama)	Water from the municipal supply		10,872	13,263	17,171
	Dairy (Cacaolat and Agama)		476,025	492,646	535,601
	Water from the municipal supply		5,371	3,677	4,239
	Groundwater		470,654	488,969	531,362
	<p>(1) Water consumption includes only Maltería la Moravia, SL. (2) Water consumption of Grupo Rodilla's own restaurants covers 22% of the total in 2021 and 2022, and 23% of the total in 2023. Note: Water consumption at the headquarters (c/ Rosselló, 515, 08025 Barcelona) was 2,912 m3 in 2021, 3,608 m3 in 2022 and 3,938 m3 in 2023.</p>				

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305-4 Intensidad de las emisiones de GEI	98				
		GHG emissions intensity (direct greenhouse gas emissions¹ and indirect greenhouse gas emissions from imported electricity²)	2021	2022	2023
		Malt (t CO ₂ eq./t produced)	0.1149	0.1213	0.1202
		Beer (t CO ₂ eq./hl packaged) ⁶	0.0040	0.0032	0.0032
		Water and soft drinks (t CO ₂ eq./hl packaged)	0.0007	0.0007	0.0009
		Alfil Logistics (t CO ₂ eq./moved pallet) ^{3,5}	0.00007	0.00002	0.00001
		Grupo Rodilla and Hamburguesa Nostra – Kitchens (t CO ₂ eq./kg produced) ⁴	0.0008	0.00069	0.00059
		Grupo Rodilla and Hamburguesa Nostra – Restaurants (t CO ₂ eq./no. of receipts) ⁴	0.00011	0.00008	0.00009
		Dairy (Cacaolat and Agama) (t CO ₂ eq./hl packaged)	0.42975	0.30725	0.83228
		(1) Includes emissions derived from stationary combustion, mobile combustion, emissions connected with the production process (water treatment plant), fugitive emissions and emissions through land use, changes of land use and woodland.			
		(2) Indirect emissions include imported electricity consumption emissions and imported energy consumption emissions via a physical network.			
		(3) Includes emissions derived from the consumption of CNG, LPG and coolant gases (estimated) in cold stores.			
		(4) 100% of electrical energy consumed at the Grupo Rodilla kitchens and establishments comes from renewable sources.			
		(5) Including emissions derived from consumption of electricity and coolant gases (estimated).			
		(6) Not including emissions from the Bedford Brewery (Damm 1876 Ltd).			
		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	93-94, 97				
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions		Other emissions into the atmosphere (NO₂) (g/hl packaged)	2020	2021	2023
		COCEDA (El Prat de Llobregat)	6.28	5.78	5.93
		Estrella de Levante (Espinardo)	4.44	5.76	5.97
		Font Salem (El Puig)	4.50	4.44	4.61
		Font Salem (Salem)	1.52	1.35	1.35
		Gestión Fuente Liviana (Huerta del Marquesado)	0.38	0.42	0.47
		Aguas de Veri (Bisaurri y El Run)	0.41	0.47	0.50
		Font Salem (Santarém)	6.49	6.12	4.18
		Cervezas Victoria (Málaga)	8.42	7.18	10.78
		Cacaolat	10.10	8.86	9.39
		Obrador de Rodilla	4.67	5.09	4.05

GRI 306: WASTE (2020)

GRI 3-3 Management of material topics	81-85, 87-89
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	Waste generation (t)		Non-recoverable waste	Recoverable waste	Total	Toxic and hazardous waste
	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	218
	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
	2021	Beer	3,075	22,386	25,639	178
		Soft drinks	73	933	1,046	40
		Water	4	467	474	3
		Dairy	21	1,179	1,209	9
		Total	3,173	24,965	28,368	230
	<p>Note: <i>Beer</i> includes COCEDA, Estrella de Levante Fábrica de Cervezas, Font Salem (El Puig), Font Salem Portugal (Santarém) and Cervezas Victoria; <i>Soft drinks</i> include Font Salem (Salem); <i>Water</i> includes Aguas de San Martín de Veri (Bisaurri and El Run) and Gestión Fuente Liviana; <i>Dairy</i> includes Cacaolat.</p>					
	Waste generation in Grupo Rodilla and Hamburguesa Nostra (t) (kitchens)					
						2022
					2023	
Toxic and hazardous waste					1.33	0.79
Non-hazardous waste					71.74	61.16
Recoverable waste					25.37	69.95
Waste generation in Grupo Rodilla and Hamburguesa Nostra (t) (restaurants)¹						
					2022	
					2023	
Toxic and hazardous waste					0.00	0.00
Non-hazardous waste					83.09	69.04
Recoverable waste					141.96	154.29
(1) The waste generated by Grupo Rodilla's restaurants covers for 100% of the total.						

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)

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GRI 401: EMPLOYMENT (2016)

GRI 3-3 Management of material topics	55-56, 67														
401-1 New employee hires and employee turnover	55-56														
	New employee hires by gender and age group (as at 31 December)	2021					2022					2023			
		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
Men	830	311	311	201	7	460	0	67	393	0	1,570	625	582	361	2
< 25 years	184	30	41	109	4	237	0	6	231	0	472	129	109	234	0
26-35 years	274	106	86	82	0	151	0	19	132	0	481	222	153	104	2
36-45 years	203	95	98	8	2	49	0	24	25	0	298	126	152	20	0
46-55 years	132	55	75	1	1	21	0	16	5	0	240	120	118	2	0
56-65 years or more	37	25	11	1	0	2	0	2	0	0	79	28	50	1	0
Women	585	141	42	400	2	819	0	25	794	0	968	209	51	706	2
< 25 years	260	22	4	233	1	488	0	4	484	0	493	57	7	429	0
26-35 years	190	51	6	132	1	228	0	5	223	0	260	74	11	173	2
36-45 years	82	41	16	25	0	70	0	10	60	0	140	53	15	72	0
46-55 years	43	25	13	5	0	26	0	5	21	0	63	21	16	26	0
56-65 years or more	10	2	3	5	0	7	0	1	6	0	12	4	2	6	0
Total	1,415	452	353	601	9	1,279	0	92	1,187	0	2,538	834	633	1,067	4
New employee hires index	28%	17%	28%	60%	26%	24%	0%	6%	108%	0%	45%	28%	44%	94%	10%
Employee turnover by gender and age group (as at 31 December)	2021					2022					2023				
		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
Men	213	83	92	36	2	365	58	107	198	2	408	133	69	203	3
< 25 years	27	8	6	13	0	110	7	13	89	1	122	7	7	107	1
26-35 years	83	41	27	15	0	136	23	26	86	1	131	36	12	81	2
36-45 years	62	19	34	8	1	72	17	38	17	0	95	55	27	13	0
46-55 years	34	13	20	0	1	39	7	27	5	0	46	28	17	1	0
56-65 years or more	7	2	5	0	0	8	4	3	1	0	14	7	6	1	0
Women	313	28	12	273	0	517	50	33	434	0	510	80	18	412	0
< 25 years	120	1	1	118	0	246	5	2	239	0	260	9	1	250	0
26-35 years	151	19	5	127	0	188	28	10	150	0	155	31	3	121	0
36-45 years	34	6	4	24	0	49	8	12	29	0	57	23	5	29	0
46-55 years	6	2	2	2	0	28	8	7	13	0	33	16	8	9	0
56-65 years or more	2	0	0	2	0	6	1	2	3	0	5	1	1	3	0
Total	526	111	104	309	2	882	108	140	632	2	918	213	87	615	3
Employee turnover rate	10.5%	4.1%	8.3%	30.7%	5.7%	16.2%	3.7%	9.9%	57.7%	5.0%	16.3%	7.1%	6.0%	54.4%	7.7%

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		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		202	136	27	38	1	251	154	65	29	3	188	125	43	19	1
Men		146	110	23	12	1	192	126	55	8	3	140	95	39	5	1
Women		56	26	4	26	0	59	28	10	21	0	48	30	4	14	0
Number of employees that returned to work after parental leave ended		202	136	27	38	2	241	154	65	19	6	188	125	43	19	2
Men		146	110	23	12	1	190	126	55	6	3	140	95	39	5	1
Women		56	26	4	26	0	51	28	10	13	0	48	30	4	14	0
Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work		193	136	27	29	1	235	154	59	19	3	182	124	38	19	1
Men		144	110	23	10	1	184	126	49	6	3	135	94	35	5	1
Women		49	26	4	19	0	51	28	10	13	0	47	30	3	14	0
Retention rate		96%	100%	100%	76%	100%	98%	100%	89%	100%	50%	97%	99%	90%	100%	50%
Men		99%	100%	100%	100%	100%	96%	100%	100%	100%	100%	96%	99%	75%	100%	100%
Women		88%	100%	100%	73%	-	86%	100%	2%	100%	-	98%	100%	2%	100%	-

GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)

GRI 3-3 Management of material topics	62-64
403-1 Occupational health and safety management system	62
403-2 Hazard identification, risk assessment, and incident investigation	<p>At Damm, risk analysis is carried out systematically, and each company's health and safety risk assessment are updated annually. Thus, 100% of the facilities are checked on a regular basis throughout the year and are extraordinarily checked in the event of changes in working conditions or signs that may affect people's health.</p> <p>In the event of any process- or facility-related incidents, the risk assessment and necessary preventive measures are reviewed and adjusted.</p> <p>The company applies a methodology for the evaluation and control of occupational safety and health, which has been consulted with the representative bodies and is based on the principles of the Law on the Prevention of Occupational Risks. Prevention delegates are actively involved, and employees are consulted to establish the best corrective or preventive actions and checkpoints, as well as to ensure mental and physical health at work.</p> <p>A strategy to eliminate, reduce or control hazards is prioritized on the basis of the risk assessment, by acting on materials, products, processes, organization or protective equipment. In all companies there is a designated person for risk management and the hierarchical way is the most practical and used way to report hazards or undesirable situations and to co-responsibilize the whole organization for the response and/or resolution of the issue.</p> <p>In 2023, we have expanded and updated psychosocial risk assessments at SA Damm, Alfil Logistics, Font Salem and Pall-Ex Iberia. In addition, at the El Prat de Llobregat factory we have carried out workload assessment studies in the critical sections identified.</p> <p>Damm uses different means to report hazards, such as Health and Safety Committee communiqués and interdepartmental meetings and encourages the participation of employees in proposing safety improvements. It also constantly monitors the health of its employees, allowing confidentiality if they wish to report the impact of their work on their health, so that the prevention service can analyse the situation.</p> <p>In the ORP computer system, work-related incidents are recorded as direct notifications from the chain of command. Subsequently, the command line carries out a preliminary analysis of the causes of the incident and communicates the information to the designated prevention people. These persons are responsible for determining the necessary corrective or preventive actions.</p>
403-3 Occupational health services	<p>The prevention service has fully integrated the discipline of health surveillance, which allows a synergic work with the technical prevention staff. It intervenes in the evaluation of critical workstations and proactively in the resolution of personal problems related mainly to ergonomics. The psychosocial evaluation is also developed by the prevention service, which carries out the program of measures and follow-up.</p>

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403-4 Worker participation, consultation, and communication on occupational health and safety	<p>All Damm organizations promote a structure focused on prevention that includes labour representation through the Works Committee. Communication is carried out through the Prevention delegates and is channelled through the Health and Safety Committee.</p> <p>In the audited factories, the members of the Health and Safety Committee actively participate in the audit and are interviewed individually by an auditor, both in the internal processes and in the official audit carried out annually by an external entity. During the interview, Committee members point out any organizational or functional deficiencies they consider relevant and answer questions in a confidential dialogue with the audit team.</p> <p>In the field of outsourcing companies, regular meetings are held with the people responsible for occupational health and safety as a follow-up measure of preventive actions with respect to their collaborators. Companies in the logistics business line contractually establish the requirements and policies for partner companies to those who outsource transportation and distribution services.</p>																																																																											
403-5 Worker training on occupational health and safety	<p>Damm develops a specific training plan for each business, considering the different activities and risks associated with each area. Training activities are assigned and prioritized with the appropriate periodicity, focusing on the risks and preventive measures inherent to each job. Safety and prevention measures are integrated into the learning processes for new procedures, machines and services, while the prevention service supervises the corresponding ends.</p> <p>During 2023, a total of 205 Damm employees have received job-specific training, which informs about the potential hazards and preventive measures inherent to each activity and focuses especially on prevention at work and in offices. Likewise, 207 people with jobs that require travel by vehicle have been trained in road safety.</p> <p>Specific training in preventive matters is regular and continuous and is periodized to keep people aware and updated to achieve optimal and safe performance that does not harm their health. The training course in the beer business includes the following aspects: I) safety and prevention of the workplace with extension of modules on machine safety, manual handling of loads, use of chemical products and use and maintenance of PPE; (ii) hygienic aspects: noise and vibration and special work in confined spaces; III) functional safety: driving work equipment (platforms, lifts and electric forklifts), safety at work at heights and protection against fire and emergencies (including first aid, defibrillators, etc.).</p>																																																																											
403-6 Promotion of worker health	<p>63</p> <p>The health surveillance service carries out occupational medical examinations by applying medical protocols according to the risks of the work. On the basis of the medical examinations, the clinical and epidemiological data generated by the tests, the examinations carried out, the questionnaires, etc., the general or individualized restrictions are determined, together with the rest of the preventive area: functional or operational limitations, organizational aspects and other considerations in order to reduce or prevent harm to the person's health. Periodic monitoring is complemented by admission or reincorporation and proactively verifies the person's state of health. Likewise, employees who, due to their personal characteristics or known biological status, are vulnerable to risks follow a personalised control regime. Every year, the organization offers all the company's employees a complete health check-up. It is not limited to risk factors, but extends to non-occupational health parameters, making it possible to identify problems and provide preventive advice to the person. Centres with a medical service unit carry out both preventive and care control for damages and collaborate with the company's health improvement campaigns, as well as with other follow-up programmes aimed at psychological, mental, emotional or social health care that are generally treated in an external professional care network. In addition, the company offers employees private health services in the form of mutual health insurance companies, discounts in medical groups or specialists, and also training activities in the form of workshops to promote and culture in 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	<p>With regard to preventing or reducing negative effects on occupational health and safety related to business activities, the organization identifies risks and presents them to management for solution or they are discussed directly with the departments involved. In the case of chemicals, substances or raw materials, a study is carried out to find possible substitutes or improvements for safer use. In the case of work equipment, their safety conditions are evaluated to ensure that they comply with current legislation.</p>																																																																											
403-8 Workers covered by an occupational health and safety management system	<p>62</p>																																																																											
403-9 Work-related injuries	<p>63</p> <table border="1" data-bbox="735 1254 2024 1916"> <thead> <tr> <th colspan="2">Indicadores de accidentabilidad</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Número de accidentes de trabajo</td> <td>Food and beverages</td> <td>45</td> <td>44</td> <td>44</td> </tr> <tr> <td>Men</td> <td>37</td> <td>34</td> <td>34</td> </tr> <tr> <td></td> <td>Women</td> <td>8</td> <td>10</td> <td>10</td> </tr> <tr> <td rowspan="2">Logistics and distribution</td> <td>Logistics and distribution</td> <td>0</td> <td>1</td> <td>1</td> </tr> <tr> <td>Men</td> <td>0</td> <td>1</td> <td>1</td> </tr> <tr> <td></td> <td>Women</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td rowspan="2">Restaurants</td> <td>Restaurants</td> <td>34</td> <td>22</td> <td>31</td> </tr> <tr> <td>Men</td> <td>10</td> <td>7</td> <td>10</td> </tr> <tr> <td></td> <td>Women</td> <td>24</td> <td>15</td> <td>21</td> </tr> <tr> <td rowspan="2">Event management (SetPoint Events)</td> <td>Event management (SetPoint Events)</td> <td>1</td> <td>0</td> <td>0</td> </tr> <tr> <td>Men</td> <td>1</td> <td>0</td> <td>0</td> </tr> <tr> <td></td> <td>Women</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td rowspan="2">Grupo Cacaolat</td> <td>Grupo Cacaolat</td> <td>5</td> <td>4</td> <td>10</td> </tr> <tr> <td>Men</td> <td>4</td> <td>4</td> <td>9</td> </tr> <tr> <td></td> <td>Women</td> <td>1</td> <td>0</td> <td>1</td> </tr> </tbody> </table>	Indicadores de accidentabilidad		2021	2022	2023	Número de accidentes de trabajo	Food and beverages	45	44	44	Men	37	34	34		Women	8	10	10	Logistics and distribution	Logistics and distribution	0	1	1	Men	0	1	1		Women	0	0	0	Restaurants	Restaurants	34	22	31	Men	10	7	10		Women	24	15	21	Event management (SetPoint Events)	Event management (SetPoint Events)	1	0	0	Men	1	0	0		Women	0	0	0	Grupo Cacaolat	Grupo Cacaolat	5	4	10	Men	4	4	9		Women	1	0	1
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Frequency index	Food and beverages	10.1	9.8	9.1
	Men		11.3	9.8
Women		7.3	10.1	8.7
Logistics and distribution		0.0	2.59	2.6
Men		0.0	4.07	3.95
Women		0.0	0.0	0
Restaurants		26.5	12.01	16.1
Men		24.6	9.88	15.8
Women		27.4	13.35	16.3
Event management (SetPoint Events)		18.8	0.0	0
Men		23.9	0.0	0
Women		0.0	0.0	0
Grupo Cacaolat		15.0	17.2	24.12
Men		15.0	18.7	30.09
Women		13.0	0.0	9.33
Severity index	Food and beverages	0.13	0.15	0.2
Men		0.15	0.15	0.22
Women		0.08	0.13	0.24
Logistics and distribution		0.0	0.02	0.01
Men		0.0	0.04	0.01
Women		0.0	0.0	0
Restaurants		0.11	0.019	0.2
Men		0.09	0.12	0.2
Women		0.12	0.23	0.2
Event management (SetPoint Events)		2.12	0.0	0
Men		0.11	0.0	0
Women		0.0	0.0	0
Grupo Cacaolat		0.90	0.62	0.53
Men		0.57	0.58	0.73
Women		0.42	0.0	0.03

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	57-60
404-1 Average hours of training per year per employee	59
404-2 Programs for upgrading employee skills and transition assistance programs	57-60

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GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)

GRI 3-3 Management of material topics	65-69																																																																																																																
405-1 Diversity of governance bodies and employees	66																																																																																																																
Women by job category (as at 31 December)	<table border="1"> <thead> <tr> <th></th> <th colspan="5">2021</th> <th colspan="5">2022</th> <th colspan="5">2023</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> </thead> <tbody> <tr> <td>Senior management</td> <td>10%</td> <td>0%</td> <td>50%</td> <td>0%</td> <td>0%</td> <td>9%</td> <td>0%</td> <td>50%</td> <td>0%</td> <td>0%</td> <td>9%</td> <td>0%</td> <td>50%</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>Management</td> <td>13%</td> <td>10%</td> <td>0%</td> <td>38%</td> <td>0%</td> <td>16%</td> <td>16%</td> <td>0%</td> <td>33%</td> <td>0%</td> <td>20%</td> <td>19%</td> <td>0%</td> <td>44%</td> <td>0%</td> </tr> <tr> <td>Specialised staff and middle managers</td> <td>37%</td> <td>39%</td> <td>25%</td> <td>60%</td> <td>19%</td> <td>41%</td> <td>41%</td> <td>23%</td> <td>69%</td> <td>21%</td> <td>39%</td> <td>39%</td> <td>23%</td> <td>66%</td> <td>27%</td> </tr> <tr> <td>Administrative staff and commercial</td> <td>39%</td> <td>35%</td> <td>34%</td> <td>68%</td> <td>75%</td> <td>35%</td> <td>30%</td> <td>39%</td> <td>59%</td> <td>67%</td> <td>33%</td> <td>28%</td> <td>39%</td> <td>73%</td> <td>67%</td> </tr> <tr> <td>Support staff</td> <td>26%</td> <td>9%</td> <td>1%</td> <td>70%</td> <td>0%</td> <td>26%</td> <td>11%</td> <td>1%</td> <td>69%</td> <td>0%</td> <td>28%</td> <td>14%</td> <td>2%</td> <td>69%</td> <td>0%</td> </tr> </tbody> </table>		2021					2022					2023						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	10%	0%	50%	0%	0%	9%	0%	50%	0%	0%	9%	0%	50%	0%	0%	Management	13%	10%	0%	38%	0%	16%	16%	0%	33%	0%	20%	19%	0%	44%	0%	Specialised staff and middle managers	37%	39%	25%	60%	19%	41%	41%	23%	69%	21%	39%	39%	23%	66%	27%	Administrative staff and commercial	39%	35%	34%	68%	75%	35%	30%	39%	59%	67%	33%	28%	39%	73%	67%	Support staff	26%	9%	1%	70%	0%	26%	11%	1%	69%	0%	28%	14%	2%	69%	0%
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GRI 406: NON-DISCRIMINATION (2016)

GRI 3-3 Management of material topics	65
406-1 Incidents of discrimination and corrective actions taken	In 2023, 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	61, 68-69, 71-72, 78, 99-100, 102-120
413-1 Operations with local community engagement, impact assessments and development programs	61, 68-69, 71-72, 78, 99-100, 102-120

GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)

GRI 3-3 Management of material topics	47
414-1 New suppliers that were screened using with social criteria	47

GRI 416: CUSTOMER HEALTH AND SAFETY (2016)

GRI 3-3 Management of material topics	41-42
416-1 Assessment of the health and safety impacts of product and service categories	41-42

NO GRI: CULTURA CORPORATIVA ENFOCADA A LA SOSTENIBILIDAD

GRI 3-3 Management of material topics	45
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Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Damm has a Legal Risk Prevention System that has the following tools: Code of Conduct, Complaint Channel and Compliance Committee or Compliance Officers, which are the managing bodies of the Prevention System. The purpose of the Code of Conduct is to establish the guidelines for action that all employees of the organization must respect, in order to guarantee a responsible and transparent way of operating in the development of their activity and in their relationships and interactions with others. employees, customers, suppliers, competitors in the market, consumers, and the environment in general.	GRI 3-3, GRI 2-12, GRI 2-14, GRI 2-22, GRI 2-25, 406, GRI 407, GRI 408, GRI 409, GRI 410, GRI 411, GRI 413, GRI 414
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	<p>The Code of Conduct also responds to the prevention needs established in the field of criminal liability of legal persons and includes Damm's commitment to the principle of due diligence for the prevention and detection of illegal acts in all its fields of action.</p> <p>The Complaint Channel is an essential tool within Damm's Risk Prevention System that its collaborators must use correctly to report possible wrongdoing. Additionally, the Complaint Channel constitutes an open channel of communication between its collaborators and the SA Damm Compliance Committee, a permanent internal body with powers in the field of supervision and compliance with the Code of Conduct.</p> <p>In this sense, through the Complaint Channel, Damm employees can consult the Compliance Committee with any doubts that may arise in relation to the content, interpretation or application of the Code of Conduct, and also send them suggestions regarding the prevention of legal risks.</p> <p>The Compliance Committee depends on and reports directly to the Audit, Sustainability and Control Committee, a delegated body of the Board of Directors with senior supervision functions in this field.</p> <p>The internal regulations comply with the provisions of the UNE: 19601 standard, which includes a Criminal Compliance Policy and the Procedure that develops it, having enabled a Complaint Channel for Suppliers.</p> <p>Respect for human rights is contemplated in Damm's Code of Conduct. The company applies the principles of honest treatment and respect for human rights, so that relations between all collaborators and the companies with which it is related in the framework of its activity must be characterized by fair, polite and respectful.</p> <p>Specifically, the Code of Conduct contemplates respect for the principles contained in the Universal Declaration of Human and Labor Rights aligned with the principles of the World Labor Organization.</p> <p>Damm is also a participating company and signatory to the principles of the United Nations Global Compact, whose principles 1 and 2 make direct reference to respect for human rights:</p> <ul style="list-style-type: none"> • Principle 1. "Businesses should support and respect the protection of internationally proclaimed human rights." • Principle 2. "Businesses should make sure that they are not complicit in human rights abuses." <p>Likewise, the Code of Conduct refers to the elimination of forced or compulsory labor and child labor.</p> <p>In the 2021-2023 financial years, Damm has not registered any complaints for cases of violation of human rights.</p>	GRI 3-3, GRI 2-23, GRI 2-25, GRI 406, GRI 407, GRI 408, GRI 409, GRI 410, GRI 411, GRI 414

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Principles of the United Nations Global Compact	Pages or direct answer	GRI Standards
Principle 3: Businesses should uphold freedom of association and the effective recognition of the right to collective bargaining.	<p>The legal representation of employees, both union and unitary, is and has been a key partner to achieve business objectives. The dialogue is carried out from the People Department and is developed in a close, fluid and constant manner, always trying to ensure credibility and good faith persist. As a result of this good understanding, a good number of companies in the group have their own collective agreement.</p> <p>These collective agreements contemplate the creation of work commissions (groups) to delve into certain matters: Occupational Health Commission, Training Commission or Equality Commission, among others.</p> <p>In 2023, the companies with their own collective agreement are: SA Damm, COCEDA, SL (El Prat de Llobregat factory), Malteria La Moravia, Font Salem (El Puig, Salem and Santarém), Grupo Rodilla, Fuente Liviana, Estrella de Levante and Cacaolat. Likewise, during 2023 the following collective agreements have been approved: SA Damm (valid period 2023-2026), COCEDA (El Prat de Llobregat Factory) (valid period 2023-2025), Malteria La Moravia (valid period 2022 -2025), Fuente Liviana (valid period 2022-2025).</p> <p>On the date of publication of this report, the Estrella de Levante collective agreement has been signed with retroactive effects for the period 2023-2024.</p> <p>It should be said that in the agreements of Damm companies there is a specific section in which union rights are regulated and that in some cases expands the legal provisions.</p> <p>On the other hand, at Grupo Rodilla an inter-center committee has been established to represent state employees, which represents a total of approximately 921 employees.</p>	GRI 2-23, GRI 2-30, GRI 402, GRI 407
Principle 4: Businesses should support the elimination of all forms of forced and compulsory labor.	The Code of Conduct refers to the elimination of forced or compulsory labor.	GRI 2-13, GRI 409
Principle 5: Businesses should uphold the effective abolition of child labor.	The Code of Conduct refers to the elimination of child labour.	GRI 2-9, GRI 2-13, GRI 408
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<p>Regarding discrimination, Damm's Code of Conduct, in article 9, promotes respect for people. In this sense, it defends and promotes compliance with human and labor rights and is committed to applying regulations and good practices regarding employment conditions, health and safety in the workplace.</p> <p>Therefore, it respects the principles of the United Nations Universal Declaration of Human Rights and the declarations of the International Labor Organization, and is committed to non-discrimination based on race, color, nationality, social origin, age, sex, marital status, different abilities, sexual orientation, ideology, political opinions, religion or any other personal, physical or social condition of its collaborators, as well as with equal opportunities between said people. Furthermore, any manifestation of violence, physical, sexual, psychological, moral or other harassment, abuse of authority at work and any other intimidating or offensive conduct for the personal rights of its collaborators is prohibited and rejected.</p> <p>The organization's staff must report, through the complaints channel enabled on the intranet, any type of harassment or discrimination of which they are aware, as well as facilitate respectful and collaborative treatment.</p> <p>In 2023, no cases of harassment or discrimination have been recorded in Damm companies.</p>	GRI 2-7, GRI 2-8, GRI 2-23, GRI 205, GRI 401, GRI 402, GRI 403, GRI 404, GRI 405, GRI 414, GRI 406
Principle 7: Businesses should support a precautionary approach to environmental challenges.	80-100	GRI 2-12, GRI 3-1, GRI 3-3, GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	80-100	GRI 2-26, GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	80-100	GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308

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Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Damm has a Criminal Risk Prevention System that has the following tools: Code of Conduct, Whistleblowing Channel and Compliance Committees or Compliance Officers as managing bodies of the Prevention System.

GRI 2-19, GRI 205, GRI 415

The Criminal Risk Prevention System has been modified in 2023 to adapt to current legislation, especially with regard to the Internal Information System and the protection of the Informant and the provisions of the UNE: 19601 standard, adaptations that include, but are not limited to: not limited to, the development of a Criminal Compliance Policy, the Procedure that develops it and a Corporate Anti-Corruption Policy.

All Damm staff have received in-person training on the Criminal Risk Prevention System. In 2023, training on said Prevention System has been carried out, in most cases in person, for new additions to the Damm Group for a total of 480 people. In the previous year, a total of 400 new additions to the Group were formed.

A digital version of this report is available on the Damm website:

www.dammcorporate.com

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1.1 kg of raw materials consumed

9.9 MJ of energy consumed

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Damm