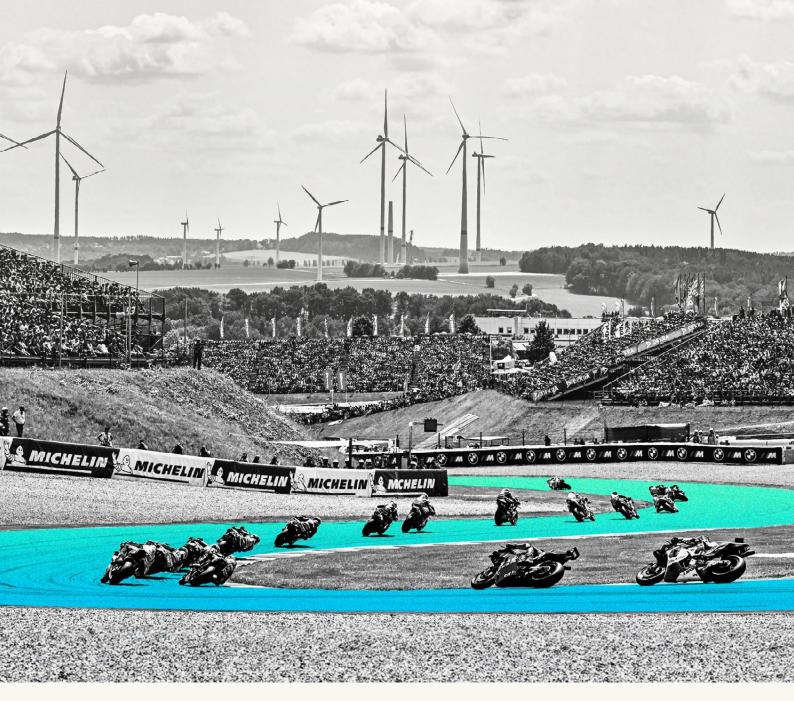
## ESG ANNUAL REPORT 2023



## Contents



## 1. Message from the CEO

#### Dear colleagues and fellow fans of our sport,

I am writing to you all to share the achievements and significant progress we have made at the Dorna Group in our commitment to sustainability and corporate responsibility in 2023.

First of all, I would like to express my sincere gratitude to all of you for your commitment, dedication and contribution to our sustainability initiatives. Without your active and enthusiastic participation it would not have been possible to continue to boost the positive impact of our sport on society, while mitigating any possible negative effects caused by our activity.

The 2023 Consolidated Non-Financial Information Statement we present reflects our integrated approach to environmental, social and governance management or "ESG management" as it is known. Since the approval of our 2021 Sustainability Strategic Plan, we have focused on three fundamental pillars: people and culture, community commitment, and the environment. Our ESG strategy is not only a business obligation but also an opportunity to lead the change towards a more sustainable and resilient future. In 2023 we intensified our efforts to address key challenges, such as climate change and the need for cleaner and more efficient mobility. This is reflected in our work on the Executive Committee whereby we have updated the ESG strategic lines and are defining the action plan to be put in place until 2027, in line with our target of having all the racing motorcycles used in our main championships run on non-fossil fuels by that year.

As proof of our efforts and dedication, we are proud to inform you that we have improved our rating in the Ecovadis ESG Assessment from Bronze to Silver, demonstrating our firm commitment to responsible and sustainable commercial practices.



Carmelo Ezpeleta



#### 2023 has been a year of achievements and progress for Dorna in our race towards sustainability and business excellence

In addition to our achievements in sustainability, These achievements not only demonstrate our successfully celebrated the 1000th Grand Prix of our sport. We have also attained a significant in World Championship history at Le Mans, as milestone in the digital sphere, with almost 55 well as our first Grand Prix in India, thereby million followers on our social media, reflecting consolidating our global presence and attracting the commitment and passion of our fan base an ever wider audience. In the sporting area, across the globe. We have also continued to experience with exciting and accessible content world in more than 200 territories. through the introduction of the MotoGP™ Sprint, the Superpole Race in WorldSBK.

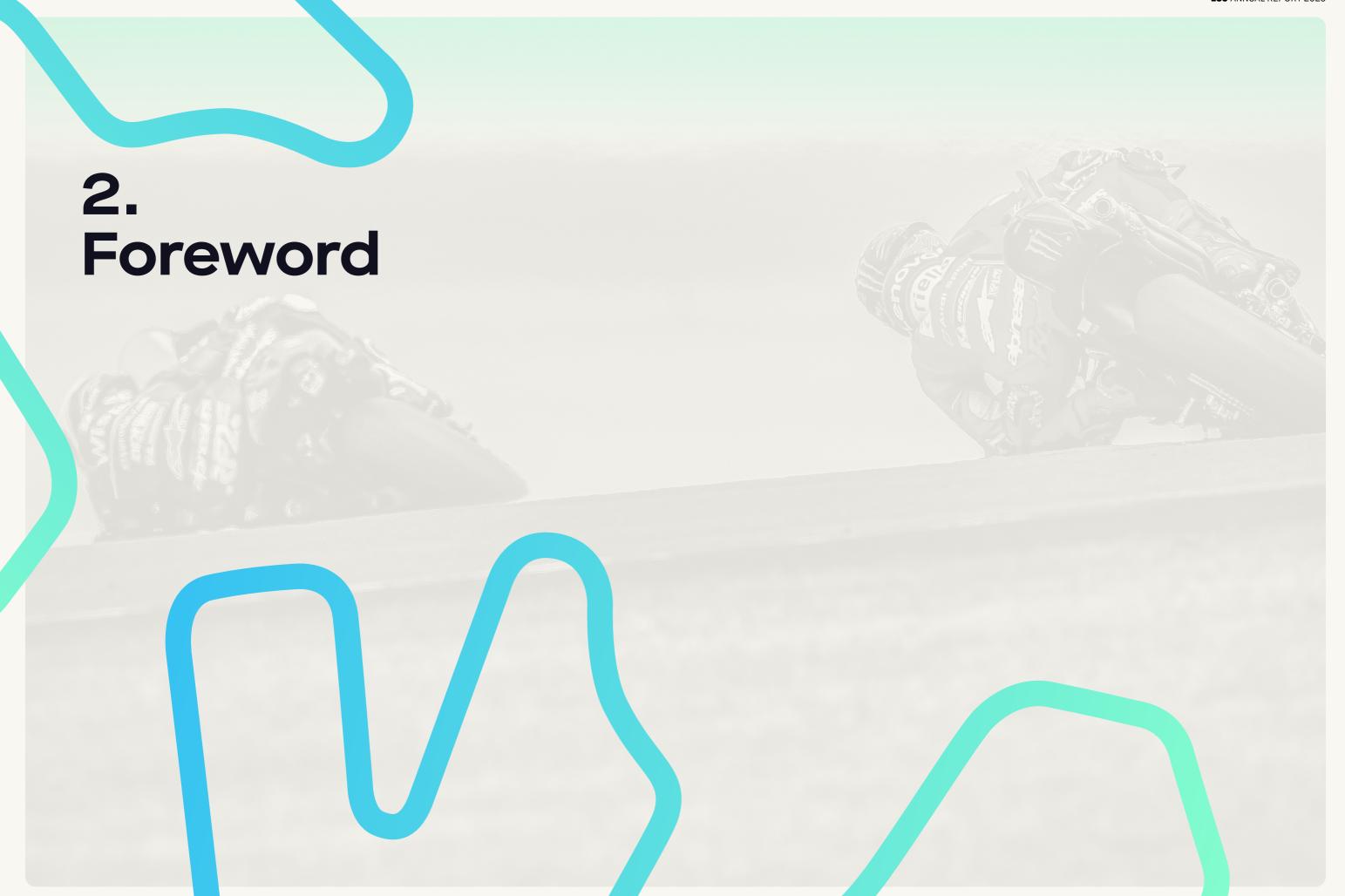
In 2023, Dorna successfully held events in 23 countries, involving 9 different championships, a total of 63 events and 279 races, with the sustainable and exciting future for our sport. participation of 419 riders. We have broken attendance records at seven MotoGP™ circuits, and attracted nearly 3.5 million people to our Carmelo Ezpeleta events overall.

we have also broadened our scope and commit- ongoing commitment to sporting excellence ment to our fans and new audiences. We have but also to the sustainability and global growth we have continued to innovate to improve fans' broadcast the best sporting spectacle in the

after the successful experience of introducing In short, 2023 has been a year of achievements and progress for Dorna in our race towards sustainability and business excellence. I would like to thank you all again for your dedication and commitment to our shared vision of a more

**CEO of Dorna Sports** 





Scope of the report 2. Foreword **ESG** ANNUAL REPORT 2023

#### 2.1. SCOPE OF THE REPORT

Consolidated Non-financial Information Statement, which forms part of the Consolidated Directors' Report accompanying the Group's Consolidated Financial Statements, in accordance information and diversity.

of the management of the Group's non-financial is a reflection of our ongoing commitment to the identified material topics as follows: sustainability and corporate responsibility.

This report covers the period from 1 January to 31 December 2023.

In order to identify the material impacts of our activity, in 2021 we performed a materiality analysis in accordance with the recommendations of the GRI (Global Reporting Initiative) standards. These standards were also the reporting framework chosen by the Group for the preparation of this Non-Financial Information Statement, pursuant to Law 11/2018.

For the third year running, Dorna Sports S.L. and Our materiality analysis began with an exhaussubsidiaries ("Dorna" or the "Group") present the tive review of secondary sources and internal documentation, which provided us with a preliminary inventory of material issues. This preliminary inventory was compared with the findings from 12 interviews with representatives with Law 11/2018, of 28 December, on non-financial of various external and internal stakeholders. In addition, a survey was carried out to gauge the importance the various stakeholder groups The main purpose of this Sustainability Report is attributed to the issues identified, and it is relevant to provide a transparent and accurate overview to note that this materiality table is updated with the information obtained from the surveys of our matters and also highlight our ability to generate fans, circuits, teams, suppliers and customers. The value in the short, medium and long term. It findings of this process enabled us to prioritise



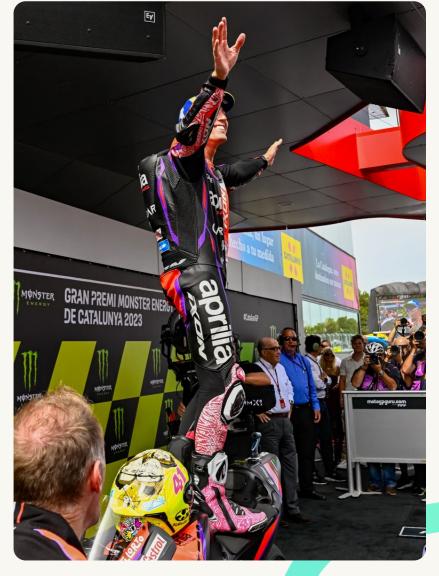


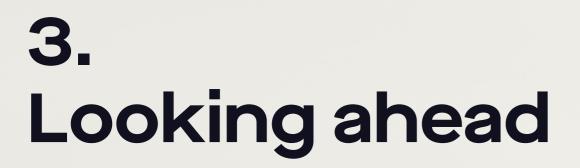
MATERIAL TOPICS	PRIORITY	COVERAGE	AREA
Safety throughout the entire the value chain	ESSENTIAL	INTERNAL/EXTERNAL	SOCIAL
Occupational health and safety	ESSENTIAL	INTERNAL/EXTERNAL	SOCIAL
Promotion of sport and its values	ESSENTIAL	INTERNAL/EXTERNAL	SOCIAL
Carry on delivering a thrilling spectator experience, which adapts to changes in spectators' interests	ESSENTIAL	INTERNAL/EXTERNAL	ECONOMIC
Combat climate change and the pollution associated with events	ESSENTIAL	INTERNAL/EXTERNAL	ENVIRONMENTAL
Ethical and transparent management	ESSENTIAL	INTERNAL	ECONOMIC
Diverse and fulfilling working environments	ESSENTIAL	INTERNAL	SOCIAL
Long-term business growth	VERY IMPORTANT	INTERNAL/EXTERNAL	ECONOMIC
Participation in progress of the community	VERY IMPORTANT	INTERNAL/EXTERNAL	SOCIAL
Stakeholders' trust and fulfilment of their expectations	SIGNIFICANT	INTERNAL/EXTERNAL	SOCIAL
Philanthropy aligned with corporate values	SIGNIFICANT	INTERNAL/EXTERNAL	SOCIAL



In addition, as a result of the analysis performed, weaknesses, threats, strengths and opportunities were identified in the area of sustainability. These findings served as the basis for the preparation and approval of the 2021-2024 ESG Strategic Plan by the Group's Board of Directors, marking an even firmer commitment to integrated sustainability in all our corporate operations and decisions.

We also plan to carry out a double materiality analysis in 2024 and perform an analysis of the corporate information relating to sustainability (CSRD) to ensure that our actions are aligned with sustainability and social responsibility principles.





Our goal is to be the driving force behind the sustainable transformation of motorcycle racing.



First MotoGP™ Grand Prix in India at Buddh International circuit



MotoGP™: 20 events held in 2023, in 5 continents and a total of 17 countries WorldSBK: 12 events held in 2023, in 3 continents and a total of 9 countries 3. Looking ahead **Business model ESG** ANNUAL REPORT 2023



#### 3.1. BUSINESS MODEL

#### 3.1.1. Dorna's profile

Incorporated in 1988, Dorna Sports, the Parent of in 2023 Dorna remained a key presence in the the Group, became the organiser of the FIM Grand Prix World Championship (MotoGP™) in 1991 and has held the exclusive commercial and television rights ever since. Based in Madrid, Spain, with premises in Barcelona and a subsidiary in Rome, we stand out as leaders in the management and operation of major motorsport events, as well as in the use and technological development of related audio-visual content.

At Dorna we have enjoyed continuous growth over the years, expanding our scope to include other motorcycle racing championships. In 2012 we added the MOTUL FIM Superbike World Championship (WorldSBK) to our portfolio via the incorporation of the Group's subsidiary in Rome, Dorna WSBK Organization S.R.L. The FIM Enel MotoE™ World Championship then began as a Cup in 2019 before gaining World Championship status in 2023. MotoE™ is the motorcycle racing space for innovation in two-wheel electric mobility, joining the MotoGP™ paddock at eight Grands Prix. Our Road to MotoGP™ programme, spanning talent promotion initiatives across the world aimed at widening access and increasing diversity, includes the FIM JuniorGP™ World Championship, the Idemitsu Asia Talent Cup and the Northern Talent Cup with Dorna as the sole organiser, as well as a number of projects as co-organiser.

In 2023, Dorna continued as co-organiser of the in sports entertainment. Red Bull MotoGP™ Rookies Cup, which it has been since it began in 2007. We created the series now known as the R&G British Talent Cup in 2018, and

Cup, which is now the sole British Moto3™ class. The FIM MiniGP World Series, in conjunction with the International Motorcycling Federation (FIM) and national motorcycling federations from around the world, began in 2021 and is the first global initiative in motorsport aimed at creating grassroots equality. The 2023 Final was the biggest yet.

April 2023 then saw the announcement of the FIM Women's Circuit Racing World Championship (WorldWCR), a pioneering championship solely for female riders designed to increase representation and access to the sport.

At Dorna we aspire to be a driving force for development and growth in motorsport, creating synergies between the various championships and fostering not only the promotion and staging of events but also attracting and developing new riders, manufacturers, and brands, to form an important base upon which the sport can continue its incredible rise.

The Group has three major business areas: event organisation rights, event and content broadcasting rights and sponsorship and advertising. We strive to remain leaders in the motorsport industry, contribute to the continual rise of this exciting sector and set the standard



## organisation rights

The revenue from event organisation rights comes from the event promoters who, after reaching an agreement with Dorna, sign contracts for an average term of five to ten years which allow In return, the promoters benefit from the sale of event tickets and other services for spectators, generating both significant economic. In addition to our core business relating to impact in the region where the event is held and worldwide exposure thanks to the global AD-Time, a rotating LED advertising board system coverage of the championships.

MotoGP™ and WorldSBK are some of the most profitable and attractive events for circuit promoters. systems globally and provides our customers Many companies seek to host a MotoGP™ race to increase their global visibility and leverage the direct and indirect economic impact that the organisation of an event of this type can generate. In 2023, MotoGP™ ventured to India for the first time, visiting Buddh International circuit and putting on a great show for the fans at a well-attended and successful first Indian Grand Prix. A new challenge awaits FIM MotoGP™ in 2024 with the visit to Kazakhstan.



## Retransmission of events and contents rights

Dorna markets retransmission rights to broadcasters around the world, and offers transmission of live coverage and recorded highlights. We also make documentaries on the management and production of the FIM MotoGP™ World Championship, FIM Enel MotoE™ World Cup and MOTUL FIM Superbike World Championship for television broadcasters and production companies.

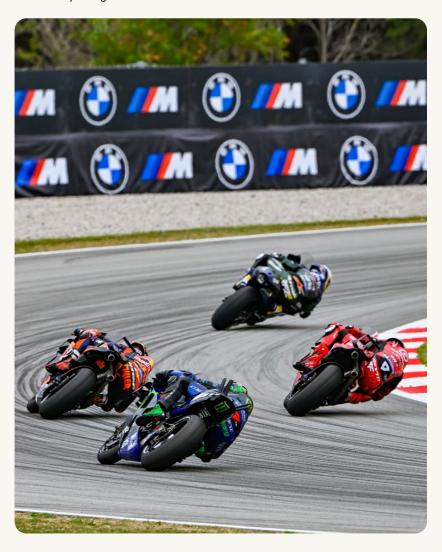
Explotation of our proprietary digital channels which offer exclusive content on the various championships also constitutes a significant source of revenue.



## Sponsorship and advertising

The Group generates sales revenue mainly through sponsorship of our different series of championships, products and services. This includes track side advertising, the sale of them to organise a MotoGP™ or WorldSBK event. tickets for race track VIP areas and licensing of merchandising products.

> top-level motorcycle racing, we also market widely used at sporting events. This business area manages the development, manufacture, sale and/or lease of these stadium advertising with a fully integrated service.



## A GLOBAL SPORT

## 4 CONTINENTS 23 COUNTRIES

**AUSTRALIAN ROUND** 24 - 26 FEBRUARY

INDONESIAN ROUND

3 - 5 MARCH

**DUTCH ROUND** 

21 - 23 APRIL

**CATALUNYA ROUND** 5 - 7 MAY

EMILIA - ROMAGNA ROUND

2 - 4 JUNE

**UK ROUND** 30 JUNE - 2 JULY **ITALIAN ROUND** 

14 - 16 JULY

CZECH ROUND

28 - 30 JULY FRENCH ROUND

8 - 10 SEPTEMBER

ARAGON ROUND

22 - 24 SEPTEMBER

PORTUGUESE ROUND

29 SEPTEMBER - 1 OCTOBER

SPANISH ROUND

27 - 29 OCTOBER

AUSTRIA

enel 47 motoe

FRANCE

ITALY

12 - 14 MAY

9 - 11 JUNE

**GERMANY** 

16 - 18 JUNE

23 - 25 JUNE

**NETHERLANDS** 

DED BILLI DING - SDIELBI

18 - 20 AUGUST

CATALUNYA

CIRCUIT DE BARCELONA - CATALUNYA

1 - 3 SEPTEMBER

8 - 10 SEPTEMBER

SAN MARINO

E DELLA RIVIERA DI RIMINI

11SANO WORLD CIRCUIT 1ARCO SIMONCELLI

4 - 6 AUGUST DUTCH GP 23 - 25 JUNE **AUSTRIAN GP** 18 - 20 AUGUST BRITISH GP 4 – 6 AUGUST <sup>™™</sup> **GERMAN GP** 16 – 18 JUNE FRENCH GP 12 – 14 MAY **JAPANESE GP CATALAN GP** 29 SEPTEMBER - 1 OCTOBER 1 – 3 SEPTEMBER **AMERICAS GP** SAN MARINO GP **QATAR GP** 14 – 16 APRIL 17 – 19 NOVEMBER 8 – 10 SEPTEMBER **INDIAN GP ITALIAN GP** 22 – 24 SEPTEMBER 9 – 11 JUNE **◯** MALAYSIAN GP **SPANISH GP** 10 - 12 NOVEMBER 28 - 30 APRIL **INDONESIAN GP PORTUGUESE GP** 13 – 15 OCTOBER 24 – 26 MARCH THAI GP **VALENCIA GP** 27 – 29 OCTOBER 6 NOVEMBER **AUSTRALIAN GP ARGENTINA GP** 20 - 22 OCTOBER 31 MARCH – 2 APRIL











3. Looking ahead Business model

#### Our international scope

Our international scope is significant and we present below a few relevant facts on the two championships with the broadest international scope:



20 events held in 2023, in 5 continents and a total of 17 countries

The live TV signal of each Grand Prix<sup>1</sup> reaches over 200 countries

We broadcast a total of 23,829 hours of content

61% of our digital fans are between the ages of 18 and 34

We have 18.2 million MotoGP™ website and app users

In 2023, we reached more than 50 million followers on social media platforms, including more than 18.5 million followers on Facebook, 14.9 million on Instagram, six million subscribers on YouTube, more than 3.2 million followers on X (Twitter) and a TikTok audience of more than 3.2 million.

In 2023, we set a new attendance record of nearly 3 million spectators at MotoGPTM events as 2,977,214 fans joined us trackside

#### Games and eSports:

#### GameHub:

- · MotoGP Fantasy has 59,000 players in 7,800 leagues
- · MotoGP Predictor has 40,900 players
- · MotoGP Pick & Play has 1.1 million players

#### eSport:

- Our **Global Series** reached 113 million views
- The **Rising Stars Series** reached 10.8 million views

<sup>1</sup> MotoGP™ offers live worldwide coverage through the list of international broadcasters and digital platforms, and reaches a total of 207 territories (Source: taking into account the international institutions and organisations: UN, IOC, Google, FIFA and the list of ISO standards, Nielsen Sports).

12 events held in 2023, in 3 continents and a total of 9 countries

We broadcast a total of 16,071 hours of content

30% of the WorldSBK global digital profile are between 18 and 34 years of age, and 39% are between 35 and 54

We have 2.8 million WorldSBK website and app users. We have 4.6 million followers on social media and digital platforms, with 2 million followers on Facebook, 1.5 million on Instagram, 652,000 YouTube subscribers, 306,115 followers on X and 162,200 followers on TikTok

We received 593,369 spectators in 2023

This data reflects our global reach and the enormous community of followers we have cultivated in both championships.



3. Looking ahead **Business model ESG** ANNUAL REPORT 2023

#### 3.1.2. Market trends

undergone a significant digital transformation in recent years. Previously focused on viewing TV broadcasts or attending circuits in person, a new model for consuming entertainment via on-demand streaming and video platforms is gaining ground. This global trend enables fans to consume multimedia content on electronic devices in a flexible manner, wherever and whenever they want.

This change in consumer behaviour is being led by the younger generation and provides exciting opportunities for interaction and loyalty-building with fans. It is also encouraging many sports organisations to develop new communication strategies with their followers by generating digital content. However, it is crucial to ensure that the content is adapted to each platform since the audience is diverse and the manner in which it consumes content is also diverse.

With the aim of satisfying the growing demand for digital entertainment and enhancing the sports experience, in 2023 we carried out the following initiatives at Dorna:



#### New MotoGP™ website

The new motogp.com website launched in 2023, with the aim of offering the best possible experience for a variety of users, from seasoned followers of the sport to newcomers.



#### New edition of the MotoGP™ videogame

Milestone and Dorna presented the 2023 edition of the official videogame of the FIM MotoGP™ World Championship, available for PlayStation 5, PlayStation 4, Xbox Series X|S, Xbox One, Nintendo Switch™ and Steam. The game brings fans all the riders and teams from

the MotoGP™ classes, including MotoE™, and introduced the spectacular new Tissot Sprint to the game. MotoGP™23 also introduced two new features for significant improvements to the player experience, offering increased realism: The Dynamic Weather and Flag-to-Flag features bring unpredictable real-world race conditions to

How fans experience their passion for sport has the game, adding a strategic touch to the game experience and making it more attractive and immersive than ever.

#### Strategic partnership with Never say Never (NSN)

MotoGP™ established a new partnership with NSN to offer fan-centred entertainment events and experiences. The partnership included the staging of the 2023 FIM MotoGP™ Awards ceremony in Valencia, marking the start of a series of events combining exciting track action with music performances. The initiative aims to merge the worlds of motorcycling and live music entertainment, offering fans a stunning weekend of sports and entertainment.



#### "MotoGP™ Pick & Play" on Facebook

This new game was launched exclusively on Facebook last year and made available to play free of charge worldwide on mobile devices. MotoGP™ Pick & Play enables fans to participate directly in the world championship action by choosing which rider would finish ahead in a weekly battle. Players are also able to create their own leagues in MotoGP™ Pick & Play, testing their skills against each other to see who comes out on top over the course of the season and in the rankings each week.



#### MotoGP™ Circuit App

The official MotoGP™ App, available in six languages, completely transforms the experience of fans on-site at MotoGP™ events. The app provides access to the timetables for the entertainment sections and race-track action in all categories, the latest news, circuit and access information and details of exclusive promotions, contests and discounts. However, its star feature is Live Timing, which enables fans to follow the riders' performance in each class in real time, and provides accurate real-time information and a thrilling interactive experience never seen before.





ecosystem has grown from a solely sporting focus to a global sport entertainment property. evidenced by the 2022 Global Fan Survey, nearly 3 million spectators. organised by Dorna in collaboration with worldwide survey ever conducted on MotoGP™. fanbase further.

milestone by exceeding 50 million followers been truly historic, with record attendance and climate change have become fundamental. the world championship hanging in the balance up to the last race despite a huge total of 777 across the calendar.

Dorna's mission for MotoGP™ is to make the sport a world benchmark in entertainment. The key innovation in 2023 season to increase the sport's profile and entertainment value was the introduction of the Sprint. This is a shorter race on Saturday afternoon at every Grand Prix and has proved an incredible success with fans, reflected in audience and attendance increases on Saturday that have also driven even higher interest on Sunday. The organisation of a Grand Prix now consists of the following: on Friday there is a Free Practice session, then a timed Practice that decides the first ten riders who will go straight through to the final part of qualifying on Saturday morning. Saturday starts with another free session, and then the grid positions are determined in a two-part qualifying shootout. In the afternoon, the new Sprint takes centre stage, In addition, the widespread media impact of these before Sunday stages the main Grand Prix race.

In the 2023 season we celebrated the 1000th Grand Prix in the history of the MotoGP™ World Championship. It took place at the Le Mans circuit in France, and we reached this historic milestone right as we celebrated another: breaking the all-time attendance record as across the weekend.

As a result of all these activities, the sport's After the challenging period of the covid-19 pandemic for sporting properties worldwide, MotoGP™ has not only recovered by 2023, but set The global nature of this transformation was a new record of attendance across the season of

Motorsport Network. With feedback from 109,676 The motorsport world faces complex economic, fans in 179 countries, it is by far the largest social and environmental challenges and ever-changing demands. Satisfying these In 2023 we used the survey information and demands must be balanced against the findings to improve our strategies to grow the development of increasingly stringent regulatory frameworks in all regions. The safety of riders. workers and spectators has always been our MotoGP™ has attained another historic priority, driving innovation in safety and the creation of more rigorous protocols, factors on social and digital platforms. Last season, we such as the control of suppliers and external celebrated reaching 40 million and, this year, we associates, respect for human rights and, above have seen growth of 25%. The 2023 season has all, the urgent need for the world to combat

This context has resulted in a paradigm shift, points up for grabs as the Sprint made its debut with management of the environmental, social and governance issues becoming even more vital to the growth of the business.

> On the one hand, in recent years, there has been an increase in industry-specific legislation and regulations aimed at fostering environmental and ethical development across all aspects of our activity, including our competitors and other third parties we deal with, such as suppliers, racing circuits, sponsors, media, racing teams, constructors and suppliers of capital. The fight against climate change demands profound changes in all businesses, but especially those which had a significant carbon footprint. This applies to motorcycle racing, not only due to fuel consumption during races, but also the impact associated with transporting the thousands of people and the equipment needed to hold the events.

sports serves as a platform for raising awareness among the stakeholders associated with sport. This includes encouraging more environmentally friendly behaviour and promoting road safety education, occupational health, equality and supply chain best practices. It also provides a valuable opportunity for establishing alliances with other partners and working together to nearly 280,000 fans came through the gates achieve technical innovations that benefit society as a whole.

23

3. Looking ahead **Business model ESG** ANNUAL REPORT 2023



#### 3.1.3. "Racing Together"

As part of their mission to become more sustainable, companies need to integrate environmental, social and corporate governance issues into their strategies in a holistic way. This enables them to meet stakeholders' expectations and actively contribute to the progress and welfare of the society to which they belong.

As proof of our commitment at Dorna, in 2021, we developed a Sustainability Strategic Plan for 2021-2024. This plan, developed on the basis of our aforementioned materiality analysis, establishes our approach to addressing the global risks that may affect the business. It was approved by the Management Committee and encompasses the implementation of ESG indicators in our decision-making process. This approach seeks to drive a positive impact alongside our digital transformation.

#### Our 2021-2024 Sustainability Strategic Plan: "Racing Together"

The "Racing Together" philosophy represents our values, efforts and collective drive towards the sustainable development of motorcycling

racing. Our goal is to continue to offer the best races in motorsport whilst prioritising rider safety and guaranteeing an optimal experience for fans attending the event and those watching at home. We focus our efforts not only on developing our two most important world championships but also on supporting young riders around the world through initiatives driven by Dorna to widen access and increase diversity in the race towards global equality.

Thanks to our deep passion for and love of motorcycling, we are committed to preserving and enriching the heritage of our sport through the integration of environmental, social and corporate governance aspects. At Dorna we aspire to forging a sustainable future in all our championships, taking on a leadership role with respect to our stakeholders, and driving a fundamental cultural change as part of a longer-term transition process. This implies developing management systems to oversee ESG key performance indicators and defining policies that enable continuous improvement of our activities, through participative, responsible and transparent decision-making.

Our Sustainability Strategic Plan therefore aims to improve our social and economic impact and also reduce our negative environmental effects, taking an integrated approach from a local perspective to include all the participants in our events. Our sustainability strategy has the following three pillars:



## People and culture

We strive to be drivers of growth towards more 
The organisation of our events has helped us sustainable motorcycling. We are working to achieve this from the inside out, placing ESG criteria on the agenda of our corporate governance structure to meet the very highest educational programmes and competitions ethical standards. This effort starts internally with our employees, who we consider the main opportunities for developing professionals, either drivers of this cultural transformation. We want to in motorsports or other activities in which the take human resources to the next level, using our skills they have acquired add value. Leveraging platform to promote responsibility, and treating our considerable capacity for communication, we our employees, riders and our planet with care.



#### **Environment**

We believe that, due to their global presence, agility and low emissions, motorcycles are key to the worldwide mission to find sustainable mobility solutions. As the pinnacle of the two-wheeled world, we are a laboratory for testing the technological innovation fostered by all the industries involved in our championships, developing new technologies that will play a role in solving key challenges in the area of sustainability. One great example is the transition to synthetic and sustainable fuels or our parallel path of sustainable innovation, MotoE™.

At the same time, we are committed to reducing the environmental impact of our operations, both on a day-to-day basis and during our events. We meticulously calculate our carbon footprint and we are accelerating our transition to low emissions, in order to reach the global emissions reduction targets.



## Community Commitment

to forge a special relationship with the regions where the competitions are held. This is how we identify and develop sporting talent, supporting for young riders around the world. We create are promoting messages and initiatives among our followers to create awareness of global challenges. By uniting our stakeholders around sustainability, we want to accelerate and increase our global contribution to the community. We are redefining our sustainable event management system, applying the best international standards for the ongoing improvement of our economic, social and environmental impact.



**ESG** ANNUAL REPORT 2023 3. Looking ahead Our contribution to the SDGs

#### 3.2. OUR CONTRIBUTION TO THE SDGs

With the approval in 2015 of the 2030 Agenda by ISO 20121, demonstrating our commitment to for Sustainable Development, the international community set the targets for 2016-2030 to end poverty, reduce inequality, combat climate change and foster sustainable development. At Dorna, we recognise that companies play a vital role in achieving the 17 Sustainable Development Goals (SDGs) and their 169 targets, and we have therefore made a commitment to contribute to reaching these targets.

Our 2021-2024 Sustainability Strategic Plan responds in turn to the FIM's 2021-2025 Sustainability Strategy, which is aligned with the SDGs and seeks to drive sustainability across the entire range of two-wheeled vehicles. This is achieved by fostering the culture of sustainability, promoting equality, supporting sustainable events and certificates, and developing a strategy to achieve net-zero carbon emissions, among other goals.

In this report, we provide detailed information on the contribution made by Dorna to the SDGs, generating a direct impact on how we carry on our activities.

Good health and well-being



Decent work and economic growth



Our commitment to promoting safety, health and well-being in the workplace is a cornerstone of Dorna's activities. This dedication is embedded in our ethical principles and is closely aligned with SDGs 3 and 8.

Health and safety measures: we ensure that our employees have access to all the necessary measures to do their work safely, while meeting legal standards and public health principles.

ISO 20121 certification: our event management is governed by sustainability criteria certified for everyone.

collective health and well-being in all our actions.

Work-life balance: we have an Equality Plan designed to facilitate our employees' work-life balance. It includes the use of technology to reduce work travel and flexible working hours to care for family.

Exceeding legal standards: we implement policies that go beyond the legal requirements on working hours, demonstrating our ongoing commitment to employee well-being.

**Quality education** 



Our approach is reflected in concrete actions. At Dorna we strive to promote talent and the development of our professionals within the motorcycle community.

> Talent Promotion Programme, the Road to **MotoGP™:** this programme focuses on widening access and increasing equality, providing learning and development opportunities for all participants, regardless of their origins or circumstances. Besides imparting technical knowledge relating to the motorcycle world, we also concentrate on instilling fundamental values such as team work, equality and sustainability.

SDG 5 **Gender equality** 



**SDG 10 Reduction in inequalities** 



We are committed to promoting gender equality and diversity across all aspects of our operations. Through different initiatives and policies, we endeavour to create an inclusive and fair work environment, promoting equal opportunities



Commitment to gender equality: gender car models and service vehicles to low-emission equality is a fundamental principle at our Group, models. as reflected in our Code of Ethics and the Equality Plan approved in 2019. This plan establishes FIM Enel MotoE™ World Championship: this specific measures in key areas such as access to employment, training, promotion, remuneration and work-life balance, among others.

FIM Women's Circuit Racing World Cham- Use of electric vehicles: since 2021, Vmoto pionship (WorldWCR): in 2023 we announced championship just for female riders.

MotoGP™, programme we promote cultural diversity and provide opportunities for young talent We are also actively working on expanding the from a range of countries to access a professional motorcycling career.

SDG 7 Affordable and clean energy



**SDG 12** Responsible production and consumption



**SDG 13** Climate action



In line with our commitment to environmental 2021-2024 Sustainability Strategic Plan which prioritises the use of sustainable fuel as a aims to inspire people to act in favour of the SDGs. cornerstone of our operations.

2024, in all MotoGP™ categories, we have made the commitment to ensure that at least 40% of the fuel we use comes from non-fossil sources, and global cooperation, our initiatives address an rising to 100% in 2027.

Adoption of low-emission vehicles: during the fast in continuing to play a major role in building a 2023 MotoGP™ season, BMW changed its safety more sustainable future.

championship is packed with sustainable mobility innovation, from solar panels and charging solutions to sustainable materials in the tyres.

Soco, a leader in the zero-emissions electric the WorldWCR will begin in 2024, a pioneering transport sector, has supplied electric scooters for our employees to move around MotoE™ events. In addition, Yamaha provides a fleet of electric Road to MotoGP™: through our Road to scooters for the mobility of our staff during events.

> use of sustainable fuels to our suppliers, as shown by our agreement with our official truck supplier. This has meant that the permanent fleet of trucks used for logistics operations is run on biofuel (Hydrotreated Vegetable Oil - HVO), thereby reducing the CO2 emissions associated with road transport.

**SDG 17** Partnerships for the goals



Collaboration is essential in our journey towards sustainability and the achievement of the SDGs. At Dorna we prioritise alliances and work hand-in-hand with the various organisations, federations, teams, promoters, media, local authorities and stakeholders to drive the sustainable transformation of our sector.

As a result of Dorna's efforts, in 2023 MotoGP™ established a new partnership with AWorld, involving MotoGP™ fans from around the world undertaking individual initiatives and joining in the MotoGP™ 'Making A Difference Challenge'. sustainability, the Group has established a AWorld is the official app chosen by the United Nations to support the ActNow campaign which

At Dorna we recognise the interconnection Progressive use of sustainable fuel: from between the SDGs and actively work to contribute to their achievement. From promoting gender equality and workplace well-being to climate action array of challenges. Through collaboration, innovation and ongoing commitment, we are stead-

## Developing an ethical culture



New policies: Anti-corruption Code, Anti-Money Laundering and Anti-Terrorist Financing Policy and **Human Rights Policy** 

Management policies and systems to coordinate processes and relationships under a common and consistent framework, aligned with our business goals and our social and environmental commitments.



Cybersecurity



Update of our risk management





4. Developing an ethnical culture Organisational structure



#### 4.1. ORGANISATIONAL STRUCTURE

The Group's principal shareholders are funds managed by Bridgepoint and The Canadian Pension Plan Investment Board.

- **Bridgepoint** is an international fund management group which invests in well-managed, middle-market businesses with good potential for long-term growth, helping them to become stronger and expand.
- Canadian Pension Plan Investment Board is a global investment management organisation established to ensure the long-term resilience and sustainability of the Canada Pension Plan (CPP), safeguarding the best interests of the CPP's beneficiaries for generations of Canadians to come.

At Dorna, we take an integrated management approach to all the sporting, commercial and media aspects of our events. The cornerstone of our success is our experienced, multinational team of 537 employees in Spain and 17 in Italy. This integrated approach, known as the 360-degree

method, not only guarantees effective organisation and cooperation throughout Dorna, but also fosters a close working relationship with the FIM, promoters, manufacturers, racing teams, media, suppliers and circuits across the globe. Our commercial success also relies on the promotion of talent, sponsorship, licensing, corporate hospitality and operational success. Achieving top-quality media production, marketing, communication and PR through digital content develops strong relationships for Dorna and our championships alike.

In 2023, as a company, we continue to adapt to our stakeholders' demands, with the aim of exceeding their expectations and particularly those of the fans. For that purpose, we have adapted our organisational structure to allow us to be more competitive in the environment in which we operate.



**ESG** ANNUAL REPORT 2023 4. Developing an ethnical culture Organisational structure

The composition of the Board of Directors and the various committees is as follows:

#### **BOARD OF DIRECTORS**

NAME	GENDER	POSITION	CATEGORY	COMMITTEE	REPRESENTING
William Jackson	Male	Chairperson	Proprietary	<del>-</del>	Bridgepoint
José María Maldonado	Male	Deputy Chairperson	Proprietary	Chair of the oprietary Remuneration Committee	
Pilar Zulueta	Female	Director	Independent	Chair of the Audit Committee and member of the Remuneration Committee	Independent
William Paul	Male	Director	Proprietary	Member of the Audit Committee	Bridgepoint
Normand Legault	Male	Director	Proprietary	Member of the Audit and Remuneration Committees	CPPI
Nick Senst	Male	Director	Proprietary	-	CPPI
Carmelo Ezpeleta	Male	Director (CEO)	Executive	-	Dorna
Enrique Aldama	Male	Director	Executive	Member of the Audit and Remuneration Committees	Dorna
Ildefonso Polo	Male	Non-Director Secretary	External Secretary	-	Garrigues

The Audit Committee was formed on 12 January In turn, the Remuneration Committee was formed and auditor's report on accounting and internal fulfil its oversight responsibilities and make recommendations to the Board of Directors on the auditor's appointment.

2021 and its main function is to review the Group's on 12 January 2021 and its main objective is to financial and non-financial statements before propose for approval by the Board of Directors they are submitted to the Board of Directors the remuneration policies and procedures, for approval, and to review the directors' report any amendments thereto, the employees or personnel subject to the remuneration systems, control matters. The committee also has to and any exceptions. The committee then has to implement and maintain that system.



#### 4.2. THE PRINCIPLES OF OUR WORK

From our beginnings, at Dorna we have known that passion is a fundamental part of our business. We have consolidated our position by fostering cohesion, shaping the competition and promoting sustainability. Our corporate values are the cornerstone guiding us in the development of the initiatives and tools forming the basis of our model of operating excellence.

4. Developing an ethnical culture Our management and compliance framework

#### 4.3. OUR MANAGEMENT AND COMPLIANCE **FRAMEWORK**

For several years, at Dorna we have been implementing a range of activities to ensure we comply with all laws, regulations and internal policies, as well as the commitments we have undertaken. These activities include the implementation of a compliance programme, which the Compliance Committee is responsible for reviewing and overseeing.

#### 4.3.1. Compliance system structure

In 2016, a Compliance Officer was appointed and a Compliance Committee created, which meets each month. The Committee is composed of the Compliance Officer and two external lawyers specialising in compliance. The functions and responsibilities of the Compliance Committee and the Compliance Officer are detailed in a specific protocol.

#### We highlight the Compliance Officer's following responsibilities:

- Reporting on the performance of their functions to Dorna's Board of Directors, as well as the CFO.
- · Identifying new material risks for Dorna.
- · Analysing any regulatory changes that may affect the Group.
- Developing and implementing preventive and corrective measures.
- · Delivering compliance training.

#### The Compliance Committee's main functions are as follows:

- · Identifying new risks and adopting the necessary measures to minimise them by preparing and implementing action plans to improve the compliance system.
- Developing and maintaining the policies and procedures to ensure regulatory compliance.
- Controlling the execution and achievement of he strategic objectives set by the Compliance Committee.
- · Overseeing compliance with the Codes of Conduct implemented by Dorna as they are updated and amended over time.
- Delivering appropriate training to employees and executives on the procedures, protocols and policies established by Dorna.



- · Monitoring complaints in accordance with Dorna's Whistleblowing and Corporate Defence procedures.
- · Managing the external audits on compliance with the legislation applicable to Dorna.
- · Meeting information requests made by the regulatory bodies.
- Review and ongoing improvement of the compliance model.
- · Reporting to the Board of Directors in accordance with its protocol.

The Compliance Committee reports to the Board of Directors on its activities on a regular basis, at least once a year. In addition, if any relevant circumstance or incident arises in relation to regulatory compliance, the Compliance Committee first informs the CEO, followed by the Board.

The Compliance Committee meetings in 2023 evaluated (i) the Company's situation and any new risks detected which it was considered appropriate to analyse; (ii) the preparation and approval of new internal policies and procedures to mitigate criminal risks, measures performed as part of the review and ongoing improvement of Dorna's Corporate Compliance Programme; (iii) monitoring the appropriate training plan to minimise criminal risks; and, (iv) external support and advisory services in relation to any matters requiring review by the Compliance Committee.

The following actions were undertaken in 2023 on the basis of the annual assessment report submitted in December 2022:

#### Approval of new policies:

Update of the Code of Ethics: as one of the training be practical and in plain language that main guidelines for Dorna's employees, it is essential that the content of the Code of Ethics be updated consistently. Accordingly, a new version employees with training in criminal risks and how of the Code of Ethics was approved in 2023.

New Anti-Corruption Code: approval of a Besides the international standards, important new Anti-Corruption Code which aims to renew and unify the content of the previous ABC Policies, bringing the content into line with the

New Policy for the Prevention of Money Laundering and of Terrorist Financing: a specific policy for the prevention of money laundering and of terrorist financing has been approved.

this policy provides a structure and an approach concluded that Dorna's compliance system to develop effective management systems represents a robust model that complies with with the aim of mitigating the risks relating to the legal and regulatory requirements, as well human rights and promoting positive impacts as business best practices. In addition to this in this area. The main objective of the human positive assessment, the third-party expert rights policy is to serve as guidance for all Dorna submitted two recommendations. The first employees on the importance of protecting was to adopt a different approach to the Law's human rights, and to mitigate the risks relating requirement with respect to "shaping the legal to the Company and stakeholders.

System of internal control over financial reporting: following approval of Law 2/2023, of 20 February, regulating the protection of people reporting regulatory infringements recommendation dealt with updating Dorna's and combating corruption, which was the transposition into Spanish law of Directive (EU) 2019/1937 of the European Parliament and of Dorna responded immediately taking specific the Council of 23 October 2019 on the protection measures. Firstly, it prepared a delegation of of persons who report breaches of Union law, powers procedure to be formally approved in the Dorna updated the content of its previous Whistleblowing Channel Policy to adopt the risk map was also updated. The results of this terminology and adjust certain formal aspects established in the aforementioned Law. After that respect to criminal offences at Dorna is low. review, the Internal Information System Policy was reviewed.

employees at all levels to understand the importance of noting and reporting any unethical or fraudulent conduct when it is observed. This is the first step in preventing and mitigating the risks to the Group's reputation. In standardised compliance management systems, ISO 19600 states that employee training should be adapted to the compliance obligations and risks associated with the organisation and recommends that

is easily understood. In a similar vein, UNE Standard 19601 focuses on the need to provide to avoid them.

regulatory frameworks, such as the USS Sentencing Guidelines, the Foreign Corrupt Practices Act (FCPA) or the Guidance on the UK Company's current situation and updating the Bribery Act or, in Spain, the legislation on the fraud prevention and anti-corruption obligations. criminal liability of legal entities and anti-money laundering, anti-corruption and anti-bribery legislation, underline the importance of training for the adequate and correct functioning of our compliance system.

External audit: in the first six months of 2023, a third-party expert performed an exhaustive New Policy on Respect for Human Rights: audit of Dorna's compliance system. The audit entity's will", and proposed that a document be formalised containing the key issues such as the governance structure, the allocation of powers, the signing of contracts and the management of operations and communications. The second criminal risk map.

> first two months of 2024. The company's criminal update indicated that the residual risk level with

Maintenance of the corporate compliance programme: in addition to the actions Internal training: compliance training helps referred to above, the following initiatives were also undertaken:

- · Regular meetings between the control body (Compliance Officer) and external counsel to identify improvements and areas for development within the system.
- Preparation of an assessment report to evidence the situation of Dorna's compliance programme.

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Our management and compliance framework

#### 4.3.2. Regulatory compliance model

4. Developing an ethnical culture

Our compliance model includes the following:

CORE PRINCIPLES
Dorna's Code of Ethics
Anti-Corruption Policy
Anti-Money Laundering and Anti-Terrorist Financing Policy
Business Partner Standards
Mandatory internal procedures and policies
Risk management
Supervision and control systems

The Code of Ethics is the foundation of our system and is applicable to all our employees. This document encapsulates the essential values that guide our actions, aligning them with the prevailing legislation and generally accepted ethical and responsible principles. It also expressly acknowledges our corporate social responsibility whereby we generate value in the communities where we carry out our operations, reaffirming our commitment to our stakeholders.

From an internal standpoint, the Code of Ethics envisages monitoring that focuses on the design and implementation of best practices regarding control, research and employee training to prevent potential irregular conduct. The Code of Ethics includes a disciplinary system and contains guidelines for conduct relating to our activities, covering aspects from the protection of the environment, public health and human rights, to conflicts of interest, dealings with authorities, intellectual property management and non-discrimination, among others.

In 2023, the Anti-Corruption Policy became our benchmark in the fight against bribery and corruption. Reaffirming our zero-tolerance of these offences, this policy is applied uniformly to all the Group's personnel, as well as all the geographical areas where we carry out our commercial operations. It applies equally to our suppliers, consultants, contractors, distributors, agents and any other parties acting on our behalf. These players are required to be aware of the Anti-Corruption Policy and its principles, and apply them rigorously in any transactions relating to Dorna.

#### COMMUNICATION AND ADHERENCE

#### Review of the compliance management systems

Internal training for employees on the compliance system

#### **ASSESSMENT**

Fostering transparency in the actions undertaken at the Group

Internal Communications Channel (Whistleblowing Channel)

The Anti-Corruption Policy and the Business Partner Standards include the principles that guide the relationships with our partners. Compliance with these standards is crucial to ensuring the fluidity and effectiveness of the relationships. As indicated in both documents, even the slightest indication of a breach may lead to the termination of a relationship. Those guiding principles are as follows:

- Prohibition of bribery
- · Prohibition of covert bribery
- · Prohibition of facilitation payments
- · Compliance with the law
- Registration and documentation
- Risk management

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- · Reporting to Dorna and establishing monitoring and control procedures
- Proper management of outsourcing arrangements

Since 2016 we have been implementing a solid compliance programme in which various policies and procedures have been integrated into a dedicated management system. This system ensures that the corporate commitments are respected and it safeguards the rights of all those involved in Dorna. The Compliance Committee and Compliance Officer are responsible for supervising the adequate functioning of this system, guaranteeing that the established rules are observed.

In addition to the key items described above, at 2023 year-end, our compliance model also included the following:

#### **CORPORATE POLICIES**

#### **PROCEDURES**

	Internal Communications Management Procedure				
Anti-Corruption Policy	Finance Management Procedure				
Policy on the use of technological resources	Supplier selection and engagement procedure				
	Personnel recruitment and engagement procedure				
Policy for the protection of intellectual property rights	Customer and supplier engagement procedure – Standard clauses				
, .	Procedure for relationships with public authorities				
Health and Safety and Wellbeing (HSE) Policy	Environmental management procedure				
Internal Information System Policy	Data protection and information security procedure				
Human Rights Policy	Review, maintenance and management of system compliance procedure				
Anti-Money Laundering and Anti-Terrorist	Corporate defence procedure				
Financing Policy	Operating protocol for the Control Body and dealings with the Board of Directors				
	Offences and penalties procedure				

The above policies are duly notified to all new In the agreements we enter into with suppliers, are held on these policies on a regular basis.

With respect to the selection of suppliers, we continue to apply our established supplier selection and engagement procedure. The purpose of this policy is to avoid conflicts of interest when selecting suppliers and to ensure that suppliers' values align with ours. According to these rules, when a potential risk concerning the origin of a supplier or the nature of its activity is identified, a thorough prior assessment is conducted.

employees upon joining Dorna when they are we require suppliers to undertake to comply with provided with a copy of the existing policies. In the Business Partner Standards and our values, addition, whenever a new policy is approved, it as set out in our Code of Ethics. We also inform is communicated to the employees by corporate them of our crime prevention system. In addition, email. The aforementioned updated policies are according to the characteristics involved, available to our employees at all times on an in certain agreements clauses are included internal website, and specific training sessions entitling the Group to perform audits, which we can undertake where necessary.

**ESG** ANNUAL REPORT 2023 4. Developing an ethnical culture Our management and compliance framework

#### 4.3.3. Risk management model

In line with the objective we set last year to implement a risk management system within the Company, in 2023 Dorna executed the following phases envisaged in the related schedule:

- Consolidation of Phase I, which we started in 2022 relating to risk management, in which Dorna focused on updating the risk management model and which was concluded in December 2022. It consisted of updating our risk map, preparing the risk sheets on our most significant risks as a company and designing a new risk management model, which establishes the appointment of an expert in internal control systems, risk management and internal audits.
- · Commencement of Phase II with the aim of establishing a risk control and oversight model.

To ensure the execution and functioning of both phases, Dorna undertook the following actions in 2023:

- The creation and appointment of a new role within the Group, the Global Risks & Procedures Manager. Their main function will be to develop an integrated risk management model. Over time, they will be responsible for identifying, monitoring and regularly reviewing risks. In addition, they will define the necessary instruments and procedures for mitigating the impact of risks on the Company.
- The update of the risk map with the executio and involvement of the Global Risks & Procedures Manager. To this end:
- We have the unanimous cooperation of all of the directors who participated in defining and assessing the risks last year. We have also incorporated four new directors who were selected for their high level of responsibility and involvement in the areas under analysis.
- We reviewed the risk catalogue from the previous years, identifying and adding further risks that could have an impact on the business and the current risk map. We took into account elements such as the advances in AI, tensions in the logistics and supply chain, as well as restrictions on holding motorcycling events, all within the current context.
- We asked the managers to provide their assessment of each risk, quantifying the impact and probability of occurrence. Taking the average of these assessments, we classified

the risks in a ranking by order of importance. This ranking was compared with the ranking obtained last year, contrasted with the opinions of the different managers and a final ranking of the 15 most significant risks in 2023 was defined, with the aim of reflecting the reality of the Company as faithfully and closely as possible.

- In addition, we prepared risk sheets, which we had worked on last year with expert advisers, to be used as the basis for monitoring each risk . These sheets have been updated and adapted to the ranking for 2023. The objective is to continually monitor and control the risks highlighted last year and establish the basis for addressing the new risks identified in 2023.

To complete Phase II, in 2024 Dorna will continue to work on identifying and defining the procedures and policies required for ensuring proper control and oversight of the risks detected, with the aim of establishing a Risk Management System to provide regular reporting and ongoing advice to Dorna's management.



#### 4.3.4. Information security

technical areas:

IT Manager

Cybersecurity Manager

Web development

Corporate software development

Digital Video platform development

Race Management Tech

In addition, a maturity analysis was performed on the IT systems by an external auditor. As a result of this analysis, the following measures were taken to increase the robustness of the IT system:

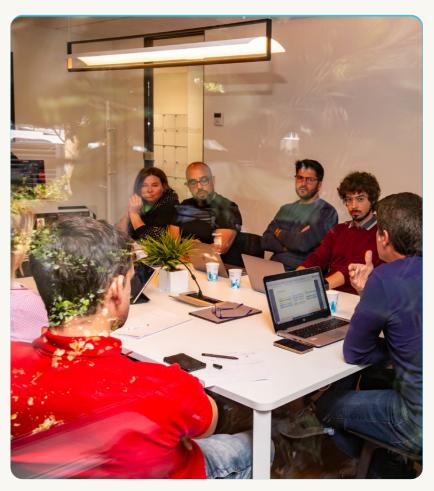
Development of a password policy

Increase in the level of security for access to the ERP

Implementation of an approval system for the installation of third-party applications

Measures to avoid identity theft in emails from third parties

A Cybersecurity Committee was created in 2023 A penetration test (Pentest) was also performed to analyse the various security systems in place by the external auditor Kroll to assess the at Dorna, identify new risks, decide how to security systems and the possibility of external address them and also develop new projects. The and internal intrusion. As a result, new security Committee meets every two weeks and is made measures were put in place to prevent access to up of a security representative from each of the the systems and improve the control environment.



**ESG** ANNUAL REPORT 2023 4. Developing an ethnical culture Our management and compliance framework

#### 4.3.5. Combating bribery and corruption The supplier selection and engagement proceand preventing money laundering

In 2023, the Anti-Corruption Policy established our six anti-corruption and anti-bribery principles:

- 1. Procedures must be proportionate to the risks envisaged.
- 2. Commitment at the highest level of the organisation, endorsed by a strict compliance programme and the approval of the Compliance Committee's work by the Annual General Meeting.
- 3. Periodic, informed and documented risk assessment.
- 4. Due diligence in respect of the agreements Dorna enters into.
- 5. Communication (including training).
- 6. Monitoring and review.

The Code of Ethics expressly prohibits Dorna's employees from offering or making, directly or indirectly, payments in cash or in kind, or any other benefit, to any natural persons or legal entities engaged by any entity, with the intention bring it to their attention. of obtaining a personal gain. Nor is it permitted to accept or offer gifts or hospitality with a value that is not deemed to be reasonable, in accordance with the customs in each country.

dure recommends the inclusion of a specific clause on combating corruption and other offences in the agreements entered into with customers and suppliers registered in Spain. If either of the parties breaches this clause it shall notify the other and such breach may constitute grounds for termination.

The risk associated with dealing with intermediaries (including consultants and agents) is recognised and addressed in the Anti-Corruption Policy, which details the inherent risks, due diligence reviews, documentation requirements, the processing of payments, monitoring and review, and agreement termination when concerns are not resolved.

In our Code of Ethics and Anti-Money Laundering and Anti-Terrorist Financing Policy, we undertake to avoid collaborating in any way with persons and/or entities which may intend to launder money or finance terrorism. Possession, transmission or enjoyment/use of goods that may originate from a unlawful activity or the performance of activities that imply fund raising for terrorist organisations are not permitted. The Code of Ethics also establishes the obligation for all personnel who observe any evidence in this regard to contact the compliance bodies and

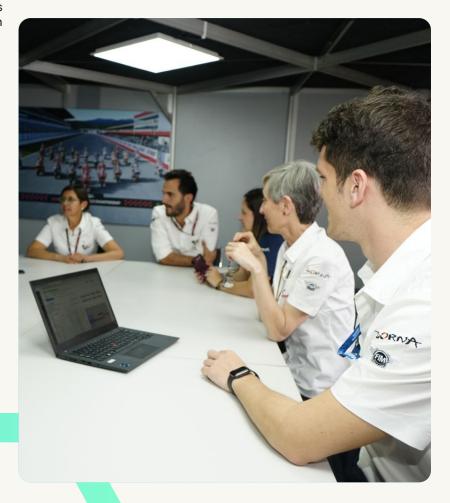
#### 4.3.6. Internal Communications Channel

The Internal Information System Policy and the A crucial component of our compliance system Procedure for Managing Communications Received establish the rules for the function of the Internal Communications Channel, detailing the information procedure for addressing the problem.

No cases of workplace or sexual harassment, discrimination or violation of human rights were detected in 2023. Furthermore, no reports or complaints relating to these matters were received through the Internal Communications Channel.

#### 4.3.7. Ethics and compliance training

involves bribery and corruption training for employees. They are furnished with detailed information on the content of the relevant policies, required for supporting an alert and describing the together with specific training material on bribery and corruption, which also includes an assessment questionnaire. These educational resources are available to employees at all times on a Dorna dedicated website.



**ESG** ANNUAL REPORT 2023 4. Developing an ethnical culture **Human rights** 

#### 4.4. HUMAN RIGHTS

As indicated in the preceding section, our Code We have had an Equality Plan in place at Dorna of Ethics reflects the Group's support of the principles of the UN Global Compact, with the aim of aligning our actions with respect for human rights. compliance with the legislation in force, promotion of dignified work, the safeguarding of individual and collective freedoms and the preservation of the environment. These commitments include guarantees against discrimination and on combating all forms of corruption and bribery.

They have given rise to procedures and policies that cover the different aspects of our activities, as part of our control capacity. In this context, in 2023, Dorna's Board of Directors approved a policy focusing on respect for Human Rights. This policy aims to provide the Company with a specific structure and approach for developing effective management systems. These systems seek to mitigate the risks relating to human rights and foster positive impacts in this crucial area.



### Prevention in the supply chain

Although our activities are rolled out in several countries, most of them are managed by local agents, who assume the inherent responsibilities in accordance with the corresponding domestic legislation. However, all of our agreements with these agents include the obligation to comply with the Code of Ethics, the Anti-Corruption Policy, and the Business Partner Standards. The Business Partner Standards contain specific provisions relating to the personnel engaged and subcontractors, and underline our commitment to the principles of the Global Compact.

Specifically, the merchandising agreements in- In addition, in 2020 we appointed ECIJA as our clude a clause expressly prohibiting the use of child labour in the manufacture of merchandising material and enable audits to be performed of the related suppliers.



since 2019 which specifically includes measures to prevent harassment and discrimination in the Group's workplaces. The Plan helps to foster a work environment that is free of harassment of any kind at any of our facilities.

The Equality Plan's monitoring and assessment committee is responsible for responding to all the potential complaints and promoting measures relating to sexual and gender-based harassment, and for carrying out the related monitoring actions.



In accordance with our Code of Ethics, at Dorna we provide the required security measures for appropriate processing of personal data and operate, in all countries, in accordance with current personal data protection legislation, safeguarding confidentiality and respecting the data subjects' legitimate rights at all times.

We also have a data protection and information security procedure, which serves as a guide for making decisions and executing measures in this area. In 2017, we brought all the personal data management performed at the organisation, and within the framework of our activities, into line with the premises and provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (General Data Protection Regulation or GDPR).

Data Protection Officer (DPO), who ensures strict compliance with personal data processing legislation at Dorna.



There was no record of any complaints or alerts of violations of human rights, discrimination or workplace or sexual harassment at the Group in 2023.

#### 4.5. TAX TRANSPARENCY

At Dorna we settle all taxes payable in accordance with the tax legislation in force in all the locations in which we carry on business activities subject to different tax rates. We have our domicile for tax purposes in Spain, where we settle our direct taxes.

Tax information for the period from 1 January to 31 December 2023 compared with data for 2022

GROUP TAX INFORMATION (SPAIN)	€				
GROUP IAX INFORMATION (SPAIN)	2022	2023			
Profit obtained	(12,637,824.53)	(24,168,212.37)			
Income tax paid	35,886.886.34	35,161,674.03			
Grants received	-	-			

GROUP TAX INFORMATION (ITALY)	€				
GROUP IAX INFORMATION (HALT)	2022	2023			
Profit obtained	(12,012,858.00)	(7,367,087.08)			
Income tax paid	0.00	0.00			
Grants received	-	-			

The profits obtained by country relate to the separate financial statements and their relationship with the income tax paid in each country, irrespective of the corporate groups composing the Group's consolidated financial statements.

## 5. People are at our core

sporting values, and through the synergies that the organisation generates when preparing Grands Prix with suppliers, partners and others, who all form an essential part of the team.

Team spirit is in our DNA and

is reflected in our people

management model, based on







FIM Women's
Circuit Racing World
Championship
(WorldWCR), the first
motorcycling world
championship just for
women



We establish a maximum of 1,715 working hours per year







Corporate and employee-related issues **ESG** ANNUAL REPORT 2023 5. People are at our core

#### 5.1. CORPORATE AND EMPLOYEE-RELATED ISSUES

In 2021 we began a global digital transformation process at Dorna by defining a corporate work programme for the next five years based around the following "fundamental issues":



 Implementation of a corporate digital culture based around values such as agility, transparency, flexibility, communication and empathy, which will place people, both our employees and fans, at the heart of our global transformation.



 Implementation of new digital tools to enable us to roll out the principal values of the business culture, together with new procedures, and to place them at the disposal of the whole Group in a simple and transparent manner.



· Continuous review of our corporate processes, using a critical vision of our procedures to adapt them to the new digital reality.



· Use of the data & analytics model for decision-making.



#### 5.1.1. Employees

As a result of the special nature of the activities to employment, remuneration, training and we perform, at Dorna we have established an professional classification and promotion. Our organisational structure composed of various commitment to non-discrimination is also functional areas that include the corresponding described in the employee selection procedure professional levels.

Employees are categorised under a functional area and professional level according to criteria that take into account knowledge and experience, initiative, autonomy, responsibility, leadership and complexity. We have a staff selection and hiring procedure, the principles and obligations of which include most notably non-discrimination and the search for people of the highest professional

men and women, specifically in relation to access returns on investments.

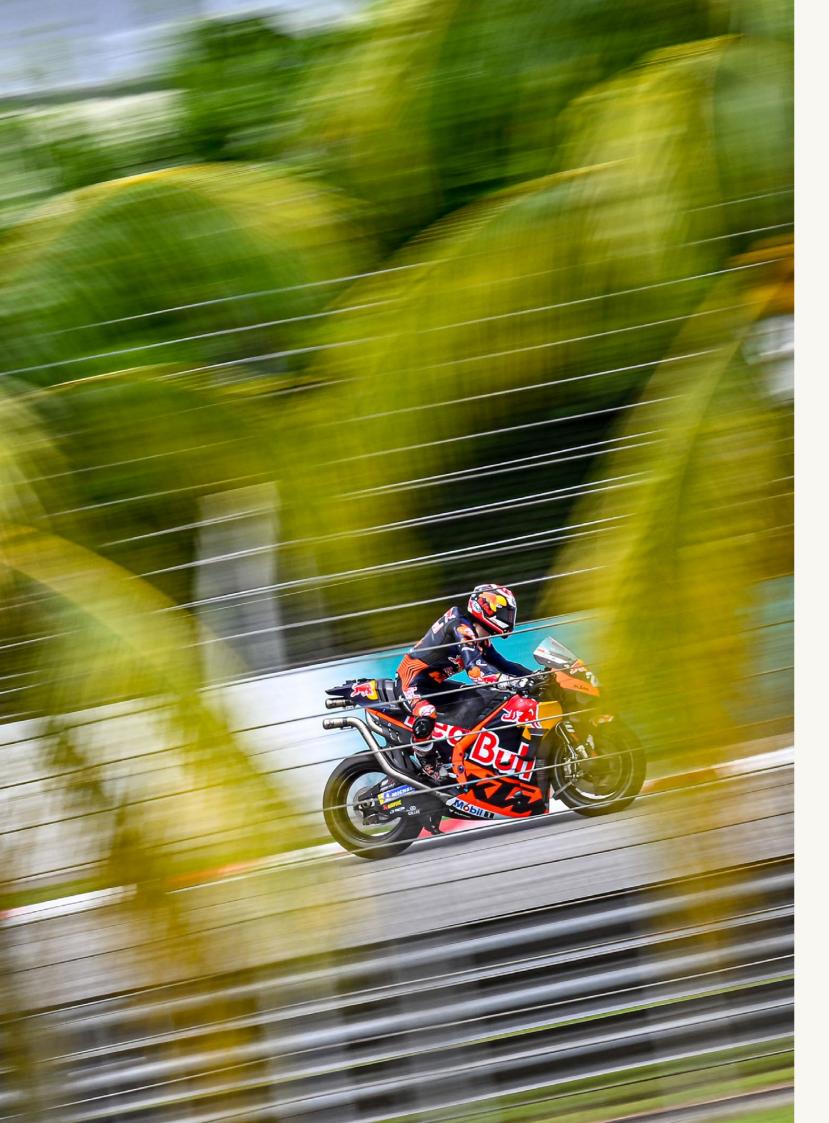
and the Equality Plan, the objectives of which include guaranteeing the principle of equal pay, while ensuring salaries are determined on the basis of responsibilities, capacities, skills and professional achievements.

At Dorna we are committed to achieving a quality working environment and attracting committed professionals which not only allows us to conduct our business activities in the best possible calibre, on the basis of our demands and objectives. conditions with excellent results, but also results in a very low staff turnover rate, making it possible Our Code of Ethics advocates equal treatment of to consolidate long-term strategies and obtain



The following table describes the positions included in the various professional levels making up the Group's structure:

LEVEL	NAME	CATEGORIES INCLUDED
1	Director	C-Level, Head of Department, Senior Director and Director
2	Senior Manager	Senior Manager
3	Manager	Manager, Legal Counsel, Senior Coordinator, Executive Assistants
4	Coordinator and Senior Technician	Coordinators and Senior Technicians
5	Administrative Support and Technical Assistant	Administrative Staff and Technicians
6	Personal Assistant	Receptionists, Administrative Assistants and Technical Assistants



Number of employees by country, age, gender and professional level

Number of employees at		2022		2023			
31 December by country	Men	Women	Total	Men	Women	Total	
Spain	363	160	523	369	168	537	
Italy	7	11	18	7	10	17	
Total	370	171	541	379	175	554	

Age	2022	2023
20-30 years old	100	96
31-40 years old	221	213
41-50 years old	156	175
51 and older	64	70
Total	541	554

Number of employees at 31 December by professional level	2022	2023
LEVEL 1	41	42
LEVEL 2	16	24
LEVEL 3	56	60
LEVEL 4	97	149
LEVEL 5	297	272
LEVEL 6	34	7
Total	541	554

Number of employees at		2022		2023			
31 December by type of contract	Full time	Part time	Total	Full time	Part time	Total	
Indefinite-term contract	533	6	539	545	6	551	
Temporary	2	-	2	3	-	3	
Total	535	6	541	548	6	554	

5. People are at our core Corporate and employee-related issues

Average annual number of indefinite-term and temporary contracts by gender, age and professional level

Average annual number of contracts by gender	2022						2023					
	Indefinite-term contract		Temporary contract		Permanent contract			Temporary contract				
	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
Men	367	-	367	5	-	5	372		372	1	-	1
Women	159	6	165	1	-	1	171	5	176	-	-	-
Total	526	6	532	6	-	6	543	5	548	1	-	1

Average		2022					2023					
annual number of		efinite-			empora contrac			efinite-t contrac			empora contrac	
contracts by age	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
20-30 years old	90	-	90	2	-	2	88	-	88	1	-	1
31-40 years of age	209	3	212	1	-	1	213	2	215	-	-	-
41-50 years old	164	2	166	1	-	1	173	2	175	-	-	-
51 and older	63	1	64	2	-	2	69	1	700	-	-	-
Total	526	6	532	6	-	6	543	5	548	1	-	1

Average	2022					2023						
annual number of contracts by		efinite-			empora contrac			efinite-1 contrac			empora contrac	
professional level	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total	Full time	Part time	Total
LEVEL 1	41	-	41	-	-	-	41	-	41	-	-	0
LEVEL 2	19	-	19	-	-	-	24	-	24	-	-	0
LEVEL 3	54	1	55	1	-	1	60	1	61	-	-	0
LEVEL 4	133	1	134	-	-	-	150	1	151	-	-	0
LEVEL 5	261	3	264	5	-	5	262	2	264	1	-	1
LEVEL 6	18	1	19	-	-	-	6	1	7	-	-	0
Total	526	6	532	6	-	6	543	5	548	1	0	1

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Number of dismissals by gender, age and professional level

Number of dismissals by gender	2022	2023
Women	2	1
Men	3	5
Total	5	6

Number of dismissals by age	2022	2023
20-30 years of age	-	1
31-40 years of age	5	3
41-50 years of age	-	2
51 and older	-	-
Total	5	6

Number of dismissals by professional level	2022	2023
LEVEL 1	1	-
LEVEL 2	-	-
LEVEL 3	-	-
LEVEL 4	2	-
LEVEL 5	2	6
LEVEL 6	-	-
Total	5	6



5. People are at our core Corporate and employee-related issues

#### Average annual remuneration by gender, age and professional level\*

Number of dismissals by gender	2022	2023
Women	39,524.73	40,629.46
Men	51,643.03	54,692.69

Average annual remuneration by age	2022	2023
20-30 years of age	31,461.58	31,543.69
31-40 years of age	40,647.00	42,967.25
41-50 years of age	50,186.31	52,708.12
51 and older	91,350.92	89,140.15

Average annual remuneration by professional level		2022	2023
	C-Level	443,885.28	580,598.50
LEVEL 1	C-Level, Head of Department, Senior Director and Director	116,853.29	120,434.26
LEVEL 2		69,700.57	68,850.17
LEVEL 3		54,736.27	55,171.45
LEVEL 4		45,721.57	43,839.04
LEVEL 5		34,035.24	34,555.24
LEVEL 6		25,875.52	24,684.80

Annual remuneration of	20	)22	2023		
the Board of Directors	Women	Men	Women	Men	
Executive Members	-	1,095,591,20	-	1,097,862.89	
Independent Members*	110,000.00	-	110,000.00	-	

<sup>\*</sup>The Independent Member performs their role on a part-time basis and without holding an executive position. They perform their advisory function by means of meetings of the Board of Directors and other related committees and the meetings organised on a regular basis throughout the year.

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#### Wage gap

	Average annual remuneration		2022		2023			
by gend professi	er and ional level	Women	Men	Gap	Women	Men	Gap	
	C-Level	-	443,885.28	Not applicable	-	580,598.50	Not applicable	
LEVEL 1	Head of Department, Senior Director and Director	95,126.27	121,139.18	21.47%	92,313.95	125,811.32	26.63%	
LE	EVEL 2	64,550.62	72,803.16	11.34%	64,895.93	71,252.43	8.92%	
LE	EVEL 3	53,009.24	55,493.77	4.48%	51,975.13	56,578.56	8.14%	
LE	EVEL 4	44,671.81	46,196.91	3.30%	41,187.55	45,184.96	8.85%	
LE	EVEL 5	31,550.19	35,232.25	10.45%	32,611.49	35,529.38	8.21%	
LE	EVEL 6	28,246.50	24,470.16	-15.43%	26,531.31	21,839.26	-21.48%	

**ESG** ANNUAL REPORT 2023 5. People are at our core Corporate and employee-related issues

#### 5.1.2. Organisation of work

At Dorna, the organisation of the working day is adapted to the activities we perform, and we establish a maximum of 1.715 working hours per year to be distributed as agreed for each specific workplace.

Given the particular nature of our activity and the workload requirements, the Collective Agreement expressly establishes the possibility of an irregular distribution of working hours, enabling the maximum of nine working hours per day to be exceeded at specific moments in time. To compensate for possible imbalances in working hours, we have implemented measures including compensation with rest periods following periods of greater activity such as event organisation.

As established by Royal Decree-Law 8/2019 on combating employment insecurity, at Dorna we have implemented the recording of working hours.



Despite the inherent characteristics of our activity. which occasionally gives rise to irregular although predictable distributions of working hours, we recognise the importance of safeguarding rest periods. This means avoiding overloading our employees to preserve their health and family lives.

Although we do not have a formal digital disconnection policy, the Equality Plan currently under review by the Equality Monitoring Committee to adapt it to the latest legislative developments backs the right of employees to a work-life balance and advocates raising awareness among department heads of the importance of respecting working hours and taking holidays. In this regard, Dorna promotes rationing the use of electronic media and digital communication devices for professional matters during such periods.



Our Equality Plan includes measures to facilitate a work-life balance for all employees to create an optimal working environment that encourages motivation and loyalty at the Group.

These measures include the holding of meetings during working hours, the use of videoconferencing to reduce business trips and the possibility of adapting the working timetable depending on the need to care for children and other family members, as well as awareness-raising actions on fostering joint parental responsibility.



Remote working is a fundamental tool for facilitating a good work-life balance. In November 2022, the Board of Directors approved the Remote Working Agreement applicable to all our employees which gives them the right to decide if they wish to work remotely or on-site. In turn, the percentage of remote working hours may vary according to the characteristics of each role, and employees may even work fully remotely. It should be noted that in January 2023 the agreement was submitted to the registry of the competent public authority for validation and we are currently awaiting their response.



Should the characteristics of their job positions so require, Dorna employees with an indefiniteterm contract have private medical insurance. In addition, upon joining our Group all employees have accident, life, and business travel assistance insurance.

#### 5.1.3. Health and safety

Our commitment to the health and safety of our employees is reflected in our Code of Ethics, where we assume the following commitments:

- Ensuring all requisite measures are in place for employees to carry out their work.
- Observing legal standards on prevention and the
- Complying with public health general principles in our actions and in collective healthcare actions.

The impacts associated with our activities in In addition, at 31 December 2023, Dorna WorldSBK this area are very diverse depending on whether the work is carried out at our offices or in the organisation of sporting events at different circuits around the world.

· In the first case, occupational risk prevention is in line with current Spanish legislation (Occupational Risk Prevention Law 31/1995, of 8 November) and current Italian legislation (Law 123/2007 of 3 August 2007: Measures on the protection of occupational health and safety at work and delegation to the Government for the reorganisation and reform of legislation in the area). Dorna works with an external prevention service both in Spain, Quirónsalud, and in Italy, MF Ingegneria Srl.

The organisation of sporting events entails various risks in terms of occupational health and safety, both for our employees' staff and other associates, depending on the specific features of each job and task performed. Our employees have the protection of the Company's prevention system and specific insurance policies taken out for this purpose. In addition, the current protocols in each location where the competitions take place are rigorously followed.

The coverage provided by Dorna's insurance encompasses all of its employees. In the case of our external associates (both independent contractors and suppliers), at Dorna we ensure that they have their own insurance in accordance with the coverage criteria established at Group level.

· Motorcycling events are held under the control of the International Motorcycling Federation (FIM), applying the guidelines set out in its Medical Code.

Local occupational health and safety regulations must be applied at all the circuits at which events are held.

In this regard, in 2023 the Safety, Health and Well-being Policy was approved, which will act as International Labour Organization (ILO) standards. a quide for the standardisation of health, safety and well-being management at the Group, and its approval was communicated to all the employees in July. This document is available to all employees.

> Organization, headquartered in Rome, implemented the Health and Safety Policy in accordance with local legislation and international occupational health and safety certification was obtained under the ISO 45001 standard.



**ESG** ANNUAL REPORT 2023 5. People are at our core Corporate and employee-related issues



Dorna has an Occupational Risk Prevention Procedure, which applies to all employees at the facilities of our companies: The procedure may be revised on an annual basis to adapt it to any legislative changes or new situation not previously envisaged.

Through this procedure, Dorna takes on the following commitments:

- · To implement and develop an occupational risk prevention system that is integrated into all activities, decisions, technical processes, the organisation of work and the conditions in which it is carried out, on all hierarchical levels.
- To provide all the necessary means for employees to receive all the requisite information relating to safety risks and health monitoring at work, protection and prevention measures and activities applicable to the risks indicated, as well as first aid measures.

Specifically for emergency situations, the external prevention service has drawn up a protocol that aims to comply with the provisions of the aforementioned legislation at all our facilities, through the establishment of emergency measures and by defining the organisation of human and material resources, in order to facilitate communication, evacuation and immediate intervention in the event of an emergency, evacuation of the workplace as quickly and safely as possible for the personnel working there, coordination with external assistance services, and the coordination in relation to emergencies of the various companies that carry on their activities at the workplace.

For sporting events, we send a highly qualified medical team composed of top-level specialists in emergency care and traumatology from the Quirónsalud team. This team provides medical assistance to both riders and paddock members and complements the work of the local medical services provided by the circuits.

In 2023 the agreement to establish a Quirón Prevención MotoGP™ Health Centre at each European Grand Prix in the MotoGP™ paddock remained in force in order to equip the paddocks with world-leading medical and physiotherapy services, providing preventive care and treatment to help riders recover from and prepare for their time on track.

In addition, work continued on a psychosocial study aimed at overseeing and guaranteeing our employees' health and safety. In that study, the qualitative phase was carried out, consisting of conducting interviews and group dynamics with employees. The result of this study shows specific values for the factors analysed for which preventive and/or corrective measures have been developed that will be implemented in 2024 jointly with the monitoring committee for this study composed of staff from the Human Resources and Administration departments, in addition to workers' representatives, at both the Barcelona and Madrid offices.

In 2023 training was given to new hires and refresher courses on safety in the handling of forklifts were provided to the appropriate employees since the training is valid for five years.

Circuit inspections were carried out as part of the monitoring of the prevention actions that are being implemented. Moreover, employees were trained in emergency procedures and first aid, and a drill was carried out at the offices where the headquarters of the Dorna WorldSBK Organization and Human Resources are located.



The comprehensive management of all matters related to rider safety is a cornerstone of our day-to-day responsibilities in the sporting area. In continuous coordination with the FIM, the governing body responsible for approving circuits and ensuring compliance with the sporting and technical regulations, and with the various circuits that have to implement the services during the events, we make all of our resources available in order to contribute to the continuous improvement of the sport's safety on a day by day basis. We also form part of the Safety Commission, made up of the FIM safety personnel and open to all riders. These meetings are held at each event with a view to evaluating all situations that might arise during the races. The objective is to agree on improvement plans for the future or, if necessary, adopt immediate measures.

The monitoring and development of any safety a) Equipment matters, and changes in technical and sporting Prix and SBK commissions. Both commissions comprise representatives of the FIM, Dorna, the teams and constructors participating in the championships. Ultimately, decisions must be ratified by the "Permanent Bureau", a body comprising the heads of the FIM and Dorna.

The joint work of all these commissions and the advances that are implemented by motorcycle and rider protection equipment manufacturers provide an exceptional testing ground for innovation in road safety matters. Both the technology used onto the market to provide solutions that improve consumer safety on a daily basis.

Even though the ultimate goal of these commissions is to minimise the risk of serious accidents b) Medical services and the circuits continuously invest heavily in improving the safety systems of the circuits and motorcycling entails high-risk situations.

Therefore, in 2023, new measures were approved by the Permanent Bureau and work continued implementing the measures from prior years in order to improve rider safety. We can classify these measures into four categories related to equipment, medical services, track safety and circuit safety.

with all equipment manufacturers introducing a new FIM certification and labelling system for suits, gloves, and boots, mandatory for all manufacturers from 2024 onwards.

Only FIM homologated helmets (with a valid FIM Homologation Label) will be allowed with the following deadlines: - Until 31/12/25: FRHPhe-01 and FRHPhe-02 - From 01/01/26: FRHPhe-02 only.

These changes constitute some examples of how the world of motorcycling racing helps in competition motorcycles and rider passive to improve active and passive protection protection systems are progressively brought systems, how technological innovations that are developed in top-level competition have high road relevance, subsequently made available to non-professional motorcyclists.

The FIM Medical Commission together with the FIM the homologation requirements set by the FIM, Medical Officer and MotoGP Medical Director updated the FIM Medical Code during the 2023 season to improve various procedures and documentation.

#### c) Track safety

• In 2023 the automatic fall detection system was introduced with very positive results, providing race directors with an immediate alert in the event of a fall or incident.



Corporate and employee-related issues **ESG** ANNUAL REPORT 2023 5. People are at our core



- · Work continued on the development of a war- where MotoGP races have already been held, carrying out the necessary studies to implement audio devices integrated into helmets for the In the case of new circuits, a simulation of communication of alerts to riders.
- In the Moto2<sup>™</sup> and Moto3<sup>™</sup> categories the defihave been updated with the aim of helping to apply WorldSBK grade B). the regulations, which prohibit riders from racing without having both hands on the handlebars.
- ·In all categories, a single rear light has been introduced on all motorcycles which can switched on remotely by the race directors if it starts to rain.

#### d) Circuit safety

Dorna and the FIM, in conjunction with the University of Padua, continue to work together on the improvement of a tool to study motorcycle dynamics, as part of a research and development project to carry out simulations that can provide relevant information to define the safety conditions of new and existing circuits.

The software is now fully operational. On circuits

ning system for riders following an incident, it is being used to verify the accuracy of the when they approach the area of the crash. simulations and study improvements in circuit Dorna, FIM and equipment manufacturers are safety, using data collected from previous years.

the layout and run-off areas is carried out to guarantee that any new circuit that becomes part of the championship is equipped with the safety 



As part of the commitment to our employees regarding their healthcare, and pursuant to Article 22 of Spanish Occupational Risk Prevention Law 31/1995, of 8 November, the annual health check campaign was carried out as proposed by the medical department of the Quirón Prevención prevention service.

During the 2023 campaign 228 medical check-ups were performed, covering 39% of the workforce. These check-ups followed general basic health parameters that included blood and urine tests, a hearing test, and tests associated with specific health protocols linked to job positions. In addition, the technical personnel at circuits were included in a spirometry study as a means of monitoring respiratory health.

Number of occupational accidents with or without medical leave by gender

Occupational accidents by gender	2022	2023
Women	-	2
Men	2	5
Total	2	7

Occupational accidents with medical leave	2022	2023
With leave	2	2
Without leave	-	5
Total	2	7

#### Performance indicators in the health and safety area

Health and safety indicators	2022			2023		
	Total	Men	Women	Total	Men	Women
Net accident frequency rate	2.37	2.37	-	2.68	1.34	1.34
Accident seriousness rate	0.02	0.02	-	2.68	0.03	0.01
Occupational illness rate	-	-	-	0	0	0



### **Absenteeism**

In order to calculate the number of absenteeism hours, both professional contingencies (occupational accidents, pregnancy-related risks and breastfeeding and childcare leave) and ordinary contingencies (non-occupational accidents and common illnesses) were taken into account. Absenteeism days totalled 2,793 and, therefore, the total number of absenteeism hours was 22.344.

Hours of absenteeism	2022	2023
Women	6,360	8,392
Men	16,360	13,950
Total	22,720	22,344

Corporate and employee-related issues **ESG** ANNUAL REPORT 2023 5. People are at our core

#### 5.1.4. Labour relations

At Dorna we have maintained a close relationship with trade unions as representatives of workers' rights in order to establish a tool for dialogue and communication to meet employees' needs and expectations.

We have our own collective agreement, which applies to all employees providing their services at our workplaces in Spain. Employees in Italy are covered by a collective agreement ("Contratto collettivo nazionale delle aziende del terziario").

The Dorna works council in Barcelona was elected in 2020 and represents the employees at Dorna Sports, S.L.'s workplace in Barcelona. Across our Madrid and San Fernando de Henares workplaces there are two employee representatives, one at each site.

The standing committees include both an Equality Committee and a Health and Safety Committee. In addition to the works council, in 2023 there were two work committees made up of representatives of Dorna and of the employees:

- The equality monitoring committee: four meetings were held in 2023. Work continued on updating the Equality Plan and the drafting of the Sexual Harassment Protocol commenced. In 2024 these two projects will continue until the Plan and the Protocol have been agreed upon and approved.
- · The Committee for monitoring the psychosocial study by our external prevention service conducted personal interviews and group dynamics in 2023 for the final evaluation. The results of the report were obtained during the 2023 season and since its completion the Health and Safety Committee has been implementing the preventive measures proposed.





#### 5.1.5. Training

Our commitment to our employees' training and prevention. In addition, the preparation of training professional advancement is established in the sessions on regulatory compliance issues at Code of Ethics, together with the desire to promote Dorna (Compliance) began, and the sessions are programmes to keep employees up to date with scheduled to be given in 2024. the knowledge and skills required to best perform their tasks and achieve our goals.

Various training activities were carried out to promote the safety, health and professional development of our employees. These includes conducting environment (HSE), as well as occupational risk it will be used correctly.

Furthermore, English courses were offered to improve the language skills of our employees, as well as training sessions on content production, video editing and digital management. As part of the implementation of the working hour recording mandatory basic training in health, safety and the tool, specific training was provided to ensure that

Hours of training by professional category	2022	2023
LEVEL 1	89.89	53
LEVEL 2	111.90	100
LEVEL 3	377.45	293
LEVEL 4	993.15	789
LEVEL 5	1,749,11	2018
LEVEL 6	128.00	80
TOTAL	3,449.50	3,333

These training initiatives reflect Dorna's commitment to professional development and the continuous improvement of the skills of our employees.

5. People are at our core Corporate and employee-related issues ESG ANNUAL REPORT 2023

#### 5.1.6. Equality

At Dorna we have had an Equality Plan targeting our entire workforce since 2019, which complies with Organic Law 3/2007, of 22 March, for the effective equality of women and men. The plan includes the Company's equality diagnosis upon its approval and the results of the agreements between Dorna and the employees' representatives relating to improvement measures.

The plan establishes measures grouped into ten areas in response to general and specific objectives: area responsible; access to employment; training; promotion; remuneration; work-life balance and joint parental responsibility; communication; occupational health and safety; gender violence; and protection from harassment.

The body responsible for monitoring and evaluating the plan each year is the Equality Monitoring Committee, which was set up on 19 April 2022, and is made up of Company and employee representatives.

#### Promotion of equality at events

At Dorna and the FIM we acknowledge the crucial role we play in leading motorcycling towards a new era of greater inclusion, working to create a more visible pathway that is accessible to all, and particularly to enable women to occupy a comfortable and safe place in sport, both on and off the track. Motorcycling can therefore become an ideal platform for breaking bias and showing that any barriers that may have existed in the past are no longer in place.

In 2023 the FIM Women's Circuit Racing World Championship (WorldWCR) was announced It is a historic milestone as it is the first championship featuring only women in the world of motorcycling. This Championship, comprising six events that will take place in 2024, stands out for its focus on inclusivity and its aim to increase representation and access to motorcycling. Featuring the Yamaha R7 as the designated official bike, the WorldWCR provides a level playing field for competitors to demonstrate their skills on a world stage with equal resources. A bold step towards inclusivity and diversity in motorcycling, this Championship reflects a broader vision and commitment to the growth of women in our sport.

The WorldWCR not only seeks to maximise the opportunities and potential of young female riders, but also addresses existing disparities in access to the global stage. By providing a dedicated space for women to compete professionally, the Championship aims to break down stereotypes and increase women's representation in a sport where they have historically been underrepresented.

Beyond the track, the WorldWCR aspires to be a source of inspiration and a role model for the next generation of women in motorcycling. With a focus on fairness, equal opportunity and competitive spirit, the Championship promises to be an exciting journey where talent takes centre stage and barriers are constantly broken down.



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#### 5.1.7. Diversity

At Dorna, we are aware of the additional difficulties faced by people who have some kind of disability, whether due from birth or resulting from an illness or accident. We therefore promote the acceptance of, and respect for, any visible or invisible differences. We understand and uphold the value of each individual without any kind of bias or discrimination.

Therefore, the staff selection and hiring procedure is designed to promote the hiring of employees from minority groups and people with different abilities whenever this is possible and appropriate for the job position.

We currently have two employees with a disability. In addition, we actively cooperate with the Aura Foundation, a non-profit organisation for the inclusion into society and the workplace of people with disabilities, in the event it were not possible to hire more employees with a disability in 2023.

In relation to the mobility of this group at our facilities, it is important to highlight that the buildings where our offices are located in Madrid, Barcelona and Rome are equipped with the requisite technical elements to guarantee access (such as lifts, ramps, adapted toilets, open work and meeting spaces and reserved parking spaces). We also work very closely with our various suppliers to guarantee accessibility at all the events held at circuits. Moreover, we cooperate with the circuits to adapt their facilities and services, thus ensuring an inclusive and accessible environment for all our associates and fans.



5. People are at our core Relationship with the supply chain: the extended paddock family

### 5.2. RELATIONSHIP WITH THE SUPPLY CHAIN: THE EXTENDED PADDOCK FAMILY

Organising Grands Prix and broadcasting them across the globe would not be possible without the assistance of hundreds of suppliers of goods and services that place their experience and know-how at the Group's disposal. There are also suppliers outside the paddock which work directly with our offices in Spain and Italy.



In accordance with our Code of Ethics, the target is for our supplier selection procedures to meet objectivity and impartiality criteria to avoid any type of conflict of interest in relation to their selection.

Suppliers are a fundamental part of our supply chain and, therefore, must be aligned with our ethical and environmental management. Therefore, we convey our commitments in these areas to them through the ABC Policies and the Business Partner Standards, as explained in the section on ethical culture.

The relationship with suppliers corresponds to the departments depending on the product/service required to carry on the activity.

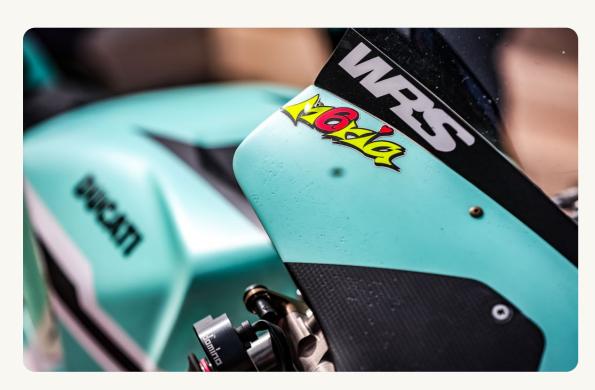


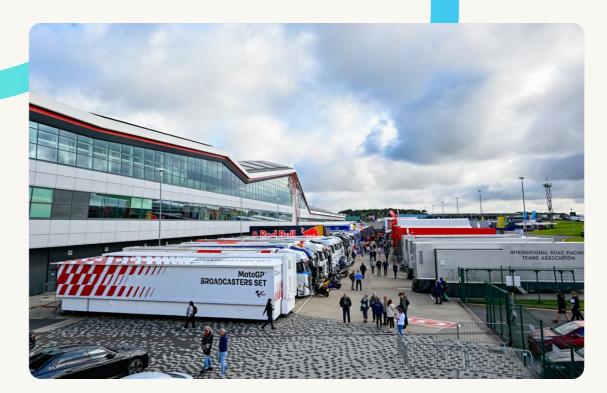
At Dorna we have a supplier selection and engagement procedure to guide the selection and engagement of the suppliers with which we can do business as they have demonstrated that their conduct is ethical and aligned with our values.

The commitment to our values must be reflected in our relationship with suppliers and be subject to objectivity and impartiality criteria. The process must focus on avoiding any kind of conflict of interest or subjective favouritism.

Compliance with following principles and obligations is required:

- Preferential treatment and non-discrimination. Avoiding personal relationships, signing up to the values contained in the code of ethics, avoiding relationships with public or private authorities and prohibition of preferential treatment on the basis of race, gender or religion.
- Candidate crime prevention system. Having a crime prevention system, and internal policies and controls if they have certifications, and furnishing the contact details of the Compliance Officer.





In line with our values, we undertake various initiatives to cooperate with our suppliers and support any proposals that contribute to overall progress, which are often subsequently launched onto the market and improve the lives of all motorcyclists around the world. Some of our most noteworthy agreements and projects include:

- As a result of the agreement with our official lorry supplier, the permanent fleet of lorries used for logistical operations have engines that run on biofuel (HVO - Hydrotreated Vegetable Oil), thus reducing the CO<sub>2</sub> emissions associated with road transport.
- At Dorna we provide an invaluable platform via MotoE™, within the racing laboratory of the MotoGP™ paddock, for Michelin to achieve its goals related to the manufacture of tyres using recycled and sustainable materials in its various circular economy projects. In 2023 the use of sustainable materials was increased in all Michelin MotoE™ tyres, reaching 52% sustainable material in rear tyres in 2023.
- In the 2023 season Ducati became the sole official MotoE<sup>™</sup> supplier, where the first racing Ducati equipped with a fully electric powertrain was launched with a view to developing a fully electric road motorcycle in the near future.

Since 2021 the Australian company Vmoto Soco, a leader in the zero-emissions electric transport in-

dustry, has supplied electric scooters for the mobility of our employees during the MotoE™ events.

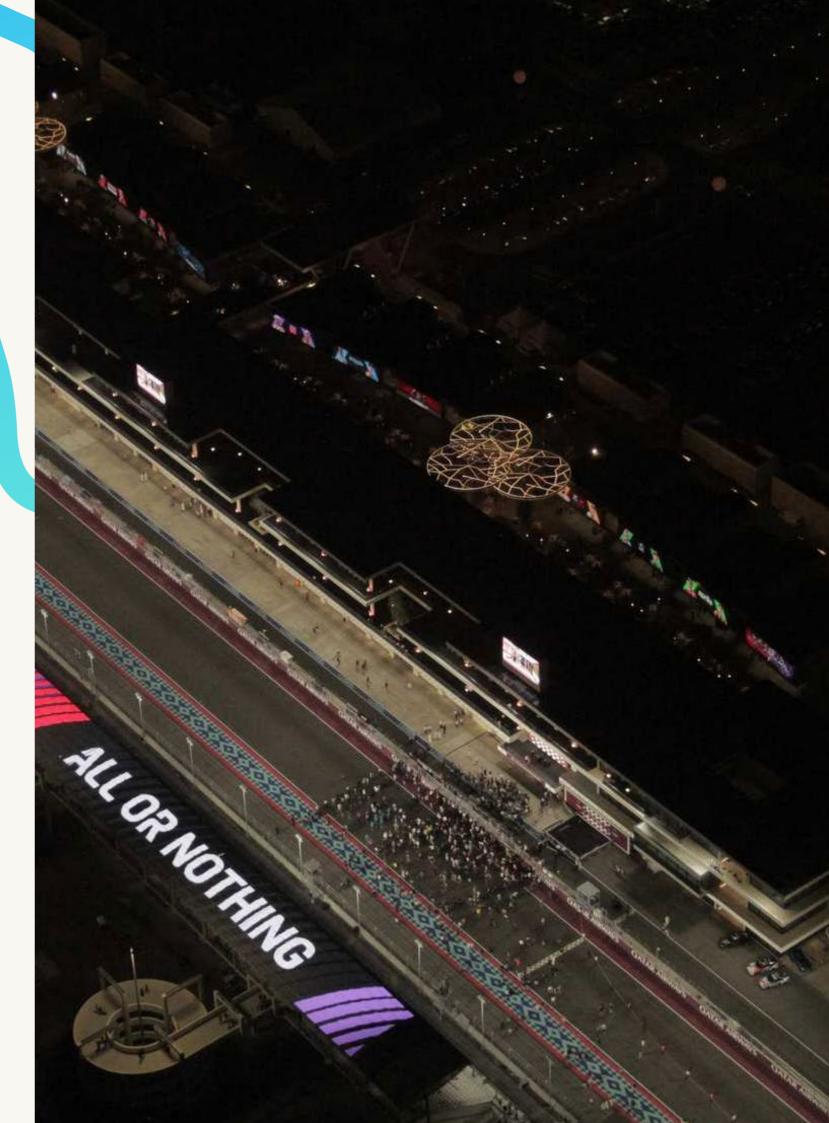
- We work with Quirón salud to ensure medical assistance is provided both during Grands Prix and before and after the events. In addition, in 2023 we established the "Quirón MotoGP™ Prevention Health Centre" at each European Grand Prix in the FIM MotoGP™ paddock, thus guaranteeing quick and efficient access to high-quality medical services for all those participating and attending races.
- AMG Event Services, the supplier of structures for temporary spaces at our European events, selects products made from sustainable/ recycled materials, undertakes waste-reduction initiatives, chooses local suppliers, reduces transport volumes, and opts for materials with several useful lives. Therefore, the 2023 season saw the continuation of the use of more sustainable materials and work systems at our MotoGP VIP Village™ events. Some specific examples include:
  - We implemented the reuse of MotoGP VIP Village™ furniture from previous years, thus reducing the need to manufacture new furniture and minimising waste.
- We prioritised the use of recycled plastic, ecological fabrics, and wood from responsibly managed forests in the construction of our structures.

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- We prioritised the recycling and reuse of the materials used, such as carpets, which are recycled through a local supplier and used as protection during transport activities. Aluminium structures that have suffered damage during the season are also melted down to create new items that can be used at our events. Accordingly, most of our construction materials have a second life and can continue to function in good condition.
- We introduced MotoGP VIP Village  $^{\text{TM}}$  generator sets and hybrid means of transport to increase energy efficiency and reduce our environmental footprint.
- -We perfected our logistics during the production phase through a lorry loading study in order to optimise the loading of each lorry needed and thus reduce the number of trips required for each event, thereby reducing CO<sub>2</sub> emissions.
- The modular floor used for the structure is made up of Bolon materials obtained from green waste, reducing the amount of materials used by up to 70% and also cutting energy consumption since the moulds allow us to produce at low temperatures. Polyurethane foam is a lightweight, recyclable material with a smaller carbon footprint.
- In 2023 Mobieleunits, the e-paddock supplier, supplied a folding container system to reduce the number of lorries needed for transportation.
- Food & Mambo, the catering supplier for the VIP zone at European circuits, provided its services based on the principle of zero waste in the production of all its dishes and making use of any leftover food for the local community. Thanks to this, in 2023 Food & Mambo renewed its KMO certification and its Circular Economy certifications. In 2023 Food & Mambo implemented certain initiatives to work with us to make our events increasingly sustainable, including:
- Training in waste management with processes implemented at the production facilities and events.
- Working with trusted local producers.
- -Preparation of some of the food at the Grand Prix central kitchen, thereby controlling consumption and reducing food waste by between 3% and 5%.

- Reduction of non-recyclable materials and introduction of coffee machines without capsules, a food service without portions served in individual containers and renewal of materials to be used in reusable containers throughout the season.
- Collection of data at each Grand Prix: a new task was defined involving the collection of data for future use as indicators of consumption, left-over food, emissions and any other specific features relating to the circuit.
- Food trays continued to be prepared for TV and NGOs with food that was left offer after each event, thereby contributing to the reduction of food waste and helping the community.
- •Worth noting are our alliances with other key suppliers such as Alpinestars, a leader in protection system innovation; DHL, for sustainable transport solutions; Sportsradar, involved in the fight against fraud in sports betting and La Liga, with which we undertake joint initiatives to combat audio-visual piracy. These partnerships reflect our commitment to excellence, innovation and social responsibility across our operations.





# 6. Fine tuning for a sustainable strategy







We raised our commitment to achieving sustainable competitions by adding a further two MotoE™ races, going from six to eight events in 2023

Managing our external impact with the responsibility of being seen by millions.



First official test in which all the motorcycles used fuel with a minimum of 40% of non-fossil origin, aiming to reach 100% by 2027



Greater precision in the calculation of our carbon footprint





**ESG** ANNUAL REPORT 2023 6. Fine tuning The environment

#### **6.1 THE ENVIRONMENT**

#### 6.1.1 Management framework

The environmental impact associated with our activity is largely concentrated in the organisation of events, while the management operations carried out in our offices have, by nature, a limited effect on the environment. At Dorna, we address this disparity by applying the precautionary principle and adopting differentiated approaches to address each area in a specific way. All of this is part of a shared culture that prioritises risk prevention and respect for the environment.



#### **Environmental impacts identified**

#### AT THE OFFICES

Movement of employees

Paper consumption

Electricity consumption

Consumption of drinking water

Treatment of electrical and electronic appliances no longer in use

Vehicle engines

Waste classifiable as urban waste

#### AT THE GRANDS PRIX

Employee, team, supplier and fan travel and accommodation

Transport of machinery and materials

Assembly of facilities

Fitting out of circuit entrances

Energy and water consumption

Noise emissions

Waste generation

Spectator management

#### **Environmental management**

We have an environmental procedure that reflects our commitment to establishing a comprehensive In July 2022 we obtained the international ISO protection system for the management and prevention of environmental crimes. This procedure is designed for integration in all our activities and decisions, encompassing both the technical processes and the organisation of work on all hierarchical levels. The organisation explicitly prioritises the prevention and minimisation of pollution arising from its activities.

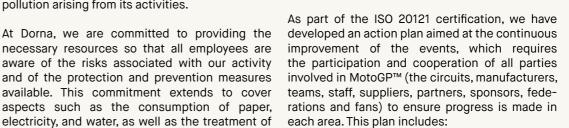
At Dorna, we are committed to providing the necessary resources so that all employees are aware of the risks associated with our activity and of the protection and prevention measures available. This commitment extends to cover electricity, and water, as well as the treatment of disused electrical and electronic devices, vehicle engines and other items. Also, our commitment includes developing and maintaining an effective environmental management system to prevent environmental crimes, ensuring legal compliance and establishing protocols, identifying and preventing adverse effects and allocating the necessary resources to these ends.

In all our activities, we provide employees with the necessary instructions for the use of products and resources, as well as for waste management. through our environmental procedure. The Administration, Maintenance and Prevention department is responsible for managing services such as lighting, cleaning, fire extinguishers, ventilation and HVAC equipment, as well as for controlling resource consumption and managing waste in our offices. Moreover, the review and updating of current environmental legislation is the responsibility of our organisation's Legal department.

During events, our internal regulations are complemented by the FIM's environmental code, applicable to the sporting events that we organise in compliance with the contract entered into with this organisation. This code seeks to reinforce the positive impacts of motor sport on the environment and minimise negative effects, implementing a culture of sustainability in motorcycling on a global level. The code provides for the designation of a supervisor from the National Federation and a delegate from the FIM at each international event who is in charge of overseeing compliance. In addition, it establishes specific measures for the protection of soil and biodiversity, along with obligations for all participants before and after the event.

#### Sustainable events and ISO 20121

20121 certification, issued by TÜV NORD, in recognition of our commitment to managing increasingly sustainable events as organisers of the MotoGP™. This certification endorses the positive impacts of an economic, environmental and social nature of our events, positioning us as one of the first motorsports organisers to obtain it.



- Further reducing MotoGP™'s carbon footprint.
- Increasing the social inclusion initiatives in the various communities in which MotoGP™ is present.
- Constantly improving the management of waste and recycling at the events.
- · Introducing sustainability criteria in the partner and customer selection process, and in the procurement of services and/or materials.



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 Encouraging all the companies and interested parties to work to achieve common sustainability objectives.

As required by ISO 20121, during the design phase we carefully assessed the context and characteristics of the championship. Thus, we identified priority areas to improve the environmental, social and economic impact of our events and established a clear plan of actions and targets. Three specific matters were identified as priorities and, since they had the most impact, they were given special attention.

The main priority matters identified, and the results obtained in 2023, were as follows:

- · Process reengineering: with the objective of ensuring that sustainability was effectively integrated as a fundamental aspect of our organisational culture, an exhaustive analysis was carried out of the processes involved in the design, planning and execution of the MotoGP™ events.
- Communication, awareness-raising and involvement of stakeholders: we acknowledge that the active participation of our stakeholders is key to enabling us to attain our sustainability goals. For this reason, we seek to raise awareness of the importance of organising and participating in events in a responsible and sustainable way and involve all the stakeholders. In this regard, the following sustainable management tools were identified:
- a) Digital platforms: we use digital platforms to communicate and disseminate our initiatives. One example of this is the "Sustainability" section of Dorna's corporate website, which is devoted to our "Racing Together" sustainability strategy, the ISO 20121 certification, the sustainable development policy and the entire Company's Annual ESG Report.
- b) Self-assessment: the circuits, partners, suppliers, teams and services companies completed a questionnaire, which enabled their sustainability profiles to be assessed, taking into account matters such as certifications, internal policies, sustainability criteria in the purchasing process and voluntary initiatives to improve the

environmental, social and economic impact of products and activities. From the circuits and suppliers, teams and services companies that participated in this survey, we obtained the following results:

- 20% of suppliers, partners, teams and service companies had a sustainability policy or annual report.
- 66.67% of circuits had a sustainability policy or annual report.
- Two circuits had ISO 20121 certification.

Thus, the self-assessment process represents a starting point from which we will be able to design additional initiatives to create a structural participation, with the aim of constantly improving our sustainability performance.

- c) Training: the alignment of Dorna staff with the sustainability goals and the corresponding responsibilities at organisational level is of vital importance. Accordingly, we organised two training sessions devoted to ESG matters, the principles of sustainable development and the ISO 20121 standard, and their application to our sustainability project. Also, the training sessions were recorded to make them available to all staff.
- d) Fan survey: in order to assess public perception of MotoGP™, in 2022 we designed a participation survey for fans available on social media, which contained questions on the championship's environmental and social performance. The survey was completed by 1,182 people, the findings being as follows:
- 58.30% considered MotoGP™'s environmental performance to be good.
- 16.80% considered MotoGP™'s environmental performance to be excellent.
- 55.20% considered MotoGP™'s social performance to be good.
- 24% considered MotoGP™'s social performance to be excellent.

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In 2023 a new survey was conducted that was In the same vein, in the 2023 season we implemen-Grands Prix. According to the results obtained, 83.2% of the spectators at the circuits come from the host country while 16.8% of the spectators travel from abroad.

At Dorna, we fully acknowledge the importance of sustainability in all our operations, including the impact our events have on the environment and local communities. As part of our commitment to sustainability, we carry out various awareness-raising initiatives, especially with regard to the promotion of sustainable mobility.

In addition, we collaborate closely with circuits to implement awareness campaigns aimed at spectators. These campaigns include discounts and benefits for those who opt for more sustainable means of transport, thus encouraging responsible practices among attendees at our events.

· Reduction of the carbon footprint: the environmental impact of MotoGP™ can be quantified on the basis of its carbon footprint. To reduce CO<sub>2</sub> emissions, it is necessary to design and implement a structured plan that aims to achieve specific results over the next few years. For this reason, after measuring the carbon footprint of the 2021 Portuguese Grand Prix, in 2022 Dorna extended this measurement to the entire MotoGP™ championship and in 2003 we continued with these measurements, as required by the ISO 14067 standard on greenhouse gases, the carbon footprint of products and requirements and guidelines for quantification.

completed by 13, 033 people at 19 different ted a series of basic sustainability guidelines for all the circuits, promoters, teams and companies participating in MotoGP™ events:

- · MotoGP™ Events Sustainability Guidelines: in this document, targeted at teams and companies, suggestions and guidelines have been included aimed at optimising their environmental, social and economic impact during the season, in accordance with the ISO 20121 standard. These guidelines cover various topics, including waste management, the circular economy, green energy, energy efficiency, mobility and logistics, health and safety, social initiatives and emissions reporting, among other crucial issues.
- · MotoGP™ Promoter Sustainability Guidelines: this section has been included in the Promoter Manual, where guidelines are established for circuits and their promoters for the purpose of encouraging that improvements be made in accordance with ISO 20121. The guidelines address matters such as the collection and donation of surplus food, sustainable traffic and mobility, waste management, energy efficiency and emissions reporting, among other key matters.
- · Operational Management: these are the measures that must be carried out to ensure that the management of our events evolves towards greater sustainability. Guidance is provided to implement throughout the entire cycle of events, pre-season, season and post-season, along with quarterly and annual monitoring and reporting.



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#### 6.1.2. Environmental performance in 2023

Within the framework of our ongoing commitment to sustainability, we have calculated our carbon footprint as an organisation and of that of MotoGP™ as part of our 2021-2024 Strategic Sustainability Plan. Since the inception of this Plan in 2021, we have acknowledged the importance of measuring our carbon footprint as the first fundamental step towards reducing our environmental impact.

identified significant challenges related to Scope 3 emissions. These emissions, which are those linked to our operations, represent a significant part of our total carbon footprint. Some of the challenges we have faced have been associated with the lack of reporting and standardisation of these data.

Over the years we have significantly refined and improved our measurement methodology, increasingly adopting a more rigorous and comprehensive approach. This has led, in some cases, of a shift from using estimates to employing precise and complete measurements, thanks to the increase in reporting data. This has enabled us to correct discrepancies and ensure that we are using more exact calculations.

In 2024 we undertake to continue taking firm steps towards addressing these challenges and continuing to make progress in our environmental impact reduction strategy, based on the principles of measuring, reducing and contributing.

In connection with these three principles, the following initiatives carried out in 2023 are especially worthy of mention:



However, it is important to note that, as we In collaboration with the FIM, the constructors begin measuring our carbon footprint, we have and their fuel suppliers, we have made a series of commitments to reduce the use of fossil fuels, with implications both in the consumption generated outside the scope of Dorna, but are of energy and resources and in combating climate change. To this end, all fuels used in the different Grand Prix categories must contain at least 40% non-fossil fuel from 2024, increasing to 100% by 2027. This transition was ratified by the Grand Prix Commission in 2022. Similarly, the Superbike Commission resolved to introduce sustainable fuels in all WorldSBK classes from the 2024 season, with a minimum content of 40% non-fossil fuel. This type of fuel must comply with the specifications adopted by MotoGP™.

> Working towards this goal, at the end of the MotoGP™ season in 2023 the first official test was carried out in which all motorcycles used fuel with a minimum of 40% of non-fossil origin. This milestone marks a significant step in our transition towards greater sustainability and an effective reduction of our carbon footprint, reflecting our commitment to innovation and environmental responsibility in the world of motorsport.



with its fuel suppliers to make progress towards platform for testing these products.

of different technologies with the possibility of generating a positive impact worldwide in the fight against climate change. With the same performance as the current technologies but engine and, with no single proprietor, they will of Dorna's success as a racing laboratory for sustainability, we have also renewed our contract meet the established sustainable fuel requirement for 2024.). This commitment reaffirms our leadership as a racing laboratory, driving progress towards a more sustainable future.

Furthermore, we have sought the contribution of all the actors involved in the world of MotoGP™. changes to our fleet of vehicles. BMW security vehicles are now low-emission models (electric/ hybrid), as are mobility vehicles for guests and Dorna employees in the paddock.



A combination of various global factors, such as geopolitical conflicts and changes in the air cargo transportation market, have impacted the logistics of our organisation in recent years. Specifically, the restriction of European airspace due to the covid-19 pandemic, conflicts such as the war between Russia and Ukraine and the decommissioning of the Boeing 747 gave rise to significant challenges in the management of air transport flows.

In response to these challenges, it became imperative for all teams, the organisation, suppliers and key parties to take innovative and strategic measures to optimise freight transportation logistics for international events with the aim of mitigating adverse effects and reducing the associated carbon footprint.

In the team spirit that drives everything we do, The introduction of long-range, fuel-efficient each constructor in the championship will work cargo aircraft, such as the Boeing 777-F, was highlighted as a key solution to overcoming the target, using MotoGP™ as the state-of-the-art logistical challenges. However, to make the most of these aircraft and increase our efficiency, it was necessary to adapt the design of the Thus, at Dorna we promote the development cargo transport boxes. The adaptation project focused on standardising the equipment boxes to the new space provided by the Boeing 777-F. achieving a volume utilisation rate of close to 98%. This initiative, implemented during the without the same environmental impact, these 2023 season, not only facilitated a gradual new fuels can be used in a standard combustion transition from the 4xBoeing 747 configuration to the new generation twin-engine fleet, but it also be more accessible to everybody. As evidence contributed significantly to reducing the carbon footprint of our logistics operations.

with Petronas as the exclusive fuel supplier for the Additionally, strategies were adopted to maximise Moto2™ and Moto3™ classes, working closely to the use of cargo space, such as efficiently placing all boxes on air cargo pallets and using all the available space. This operation, carried out at the European Grands Prix before international events and innovation at the forefront of the global drive or between events abroad, which had previously needed flights of approximately eight hours, was streamlined thanks to the optimisation of the size of the boxes, which improved safety in route and reduced the number of cargo planes needed, As regards mobility, we have made significant thus reducing emissions and increasing the profitability of the organisation.



The environment

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FIM Enel MotoE™ World Cup

The 2023 FIM Enel MotoE™ World Champion- •In 2023 the MotoE™ paddock ran on 100% reneship marked another ground-breaking milestone for sustainable innovation in the motorcycle industry as the series gained World Championship status, expanding from six to eight rounds alongside MotoGP™ and welcoming Ducati as sole official manufacturer.

MotoE™ is a cutting-edge testing ground, where the most advanced technologies in electric mobility undergo rigorous testing on the track before reaching millions of consumers around the world. This approach not only drives progress within the motorcycle industry, but also contributes significantly to global efforts to combat climate change and promote sustainability.

Over the years, MotoE™ has been a shining light within electric mobility, thanks to the continuous following should be highlighted in 2023:

efficient and accessible electric mobility future. applied in the market on a large scale.

- wable energy.
- In 2023 Ducati became the sole official supplier to the FIM Enel MotoE™ World Championship, leading the industry by introducing a new pure-bred racing motorcycle.
- ·Michelin, the official tyre supplier, increased the use of sustainable materials in tyres, demonstrating its commitment to green. MotoE™ tyre production uses a wide variety of bio-based and recycled materials, placing a spotlight on the importance of the circular economy and the responsible use of natural resources.

This pioneering approach is not only driving the motorcycle industry towards a more sustainable future, but also inspiring other industries to follow commitment of our partners and associates. The suit and adopt innovative practices to address global environmental challenges. By leading sustainable innovation, MotoE™ demonstrates · Enel, as the Official Smart Charging Partner of the transformative power of collaboration and the MotoE™ World Championship, has develo- a shared vision towards a cleaner, safer and ped innovative solutions for the fast charging of more sustainable world for all, as well as laying electric motorcycles, paying the way to a more the foundation for all of these innovations to be



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generating live audiovisual content that uses advanced communication systems with the aim of reducing production costs and the carbon human resources and materials at live events.

During the 2023 MotoGP™ season, we successfully implemented this approach, achieving cost reductions and avoiding a total of 1,826.4 tons of CO2eq. by not transporting an average of 92 employees.

It should be highlighted that despite having more people working remotely with respect to 2022, we have achieved a notable increase in the volume Remote production is an efficient model for of avoided CO2 emissions. This is due to a change in our calculation methodology compared to the previous year, since, in the absence of detailed data, we take Dorna's total contribution (including footprint associated with the transportation of freight transport) and divide it among the number of Dorna employees. This year, with greater data precision, the avoided emissions were calculated solely on the basis of the trips and accommodation of Dorna staff, which provides a more coherent and precise basis for the calculation.

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The breakdown of avoided emissions is as follows:

Moto GP™	No. of en who did r	nployees not travel			tCO₂e avoided at eac event	
event	2022	2023	2022	2023	2022	2023
Losail	89	87	5.44	1.4	484.16	120.4
Pertamina Mandalika	90	90	5.67	2.3	510.30	209.9
Termas de Río Hondo	79	94	5.55	2.6	438.45	246.0
The Americas	81	86	3.19	1.9	258.39	166.0
Algarve International Circuit	85	101	1.21	0.4	102.85	43.7
Jerez	82	96	0.27	0.2	22.14	18.6
Le Mans	86	90	0.59	0.5	50.74	45.7
Mugello	85	89	0.42	0.4	35.70	32.6
Catalunya Circuit	75	84	0.17	0.1	12.75	11.3
Sachsenring	90	95	0.48	0.6	43.20	59.5
Assen	83	96	0.46	0.4	38.18	39.3
Silverstone	89	95	0.39	0.6	34.71	53.5
Redbull Ring	86	99	0.46	0.6	39.56	59.9
Misano Marco Simoncelli	88	94	0.27	0.3	23.76	32.5
Motorland Aragón	93	-	1.00	-	93.00	-
Buddh International Circuit	-	-	99	-	1.7 -	168.4
Motegi	83	91	3.49	1.2	289.67	112.5
Chang	87	93	2.36	2.3	205.32	212.3
Phillip Island	83	88	1.91	1.2	158.53	102.4
Sepang	87	80	2.71	0.9	235.77	75.2
Ricardo Tormo	90	91	0.76	0.2	68.40	16.6
Average number of employees who did not travel over the season	85.55	92	Total tCO <sub>2</sub> over the	e avoided e season	3,145.58	1,826.4

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and consistently expanding model for us, not only in terms of sustainability, but also for improving the quality of life of our employees by giving them a more natural work-life balance. This project was initiated in 2015 with a view to minimising costs, promoting work-life balance and reducing the emissions associated with the transport of material and personnel around the world.

During the pandemic, we redoubled our efforts and, as a result, our production team works in Barcelona. In addition, we are considering relocating the entire International Program Feed (IPF)2 to the Barcelona control centre, which would significantly reduce the number of people at the circuit to between eight and ten and increase the control personnel for managing replays3.

In 2023 we made significant investments in the Barcelona studios, including improvements to

Remote production has proven to be a successful the technical rooms, such as the implementation of a new set with virtual reality, among other technical enhancements. This new virtual set, equipped with cutting-edge technology, will allow us to give fans an experience never felt before. At Dorna, we ensure that fans will be able to enjoy an even better viewing experience through a set that will make it possible to analyse the circuits in an innovative way, create augmented realities of motorcycles and other objects and generate virtual windows for image analysis and connections with the circuit. These innovations will transform every race into a truly unique and immersive experience.

> Furthermore, we are streamlining our processes by implementing 5G, which improves the way we transmit data and simplifies our means of production.

<sup>3</sup>Replays: different takes/replays of previously occurring fragments of action.





## FIM environmental code and good environmental practices at circuits





Dorna participates in Ride Green, the environmen- Motorcycling is used as a vehicle to raise awareness tal code of the International Motorcycling Federation. This code is an essential tool for affiliate national federations and for the organisers of FIM events. It prescribes rules and recommendations to improve motorcycling's relationship with the environment and promotes sustainable events. Following the code's stipulations, we have included the best practices in the various manuals the elimination of printing in the press areas at MotoGP™ circuits.

environmental practices on circuits, we actively participate in the various KiSS ("Keep It Shiny and Sustainable") Programme events organised by encourage organisers to organise sustainable events by framing and amplifying all the environmental actions already implemented by them, and In the 2023 season, three MotoGP™ Grands Prix incorporating other innovative activities.

across the motorcycling community and enhance the social impact of motorcycling-related events.

The first edition of the KiSS Programme took place at the MotoGP™ Mugello Grand Prix in 2013. Since then, KiSS has been a fundamental platform for implementing specific actions aimed at enhancing the environment and benefitting the community. of the circuits hosting the events. These include From the implementation of initiatives for waste collection and recycling to the execution of social programmes and collaboration in the collection of surplus food, KiSS has become an example of Furthermore, as part of our commitment to good how to merge environmental and social action in order to maximise the positive impact achieved at each circuit and event. Having celebrated its 10th anniversary in the 2023 season, KiSS continues to the FIM. This programme's main objective is to strengthen and expand around the world with the impetus and vision afforded to it by Dorna.

were also KiSS events.

<sup>&</sup>lt;sup>2</sup>IPF: second production unit present at the circuit, where the final coverage of the World Championships is decided upon.

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#### **Mugello Circuit 2023**

Since 2013 **KiSS Mugello** has been the Italian Grand Prix's environmental and sustainability programme. The aim of the initiative is to raise awareness of the importance of sustainability during major sporting events and everyday life, while it also reduces the impact of the events at the circuit. In 2018 **KiSS Mugello** was acknowledged as one of the international best practices in sports sustainability by UEFA, WWF and the GREEN Sport Alliance.

• As every year, surplus food was collected in collaborationwithAssociazioneBancoAlimentare Toscana, Fondazione Banco Alimentare. Aluminium containers provided by Cuki Cofresco were used to collect the food which, after they had been used, were sent for recycling. The effort to reduce food waste involved the teams in the paddock, the MotoGP VIP Village™ and the hospitality areas of the Mugello Circuit. The food collected was donated to local organisations that cooperate with Banco Alimentare Toscana and cater for people in need in the area.



Sustainable innovation, technology, passion and entertainment were the values on the track, while the commitment in this tenth anniversary edition focused on: avoiding food waste, promoting sustainable mobility, fostering the recycling of materials and the circular economy, combatting littering, protecting natural resources, promoting the importance of positive local impact, accessibility and inclusion of people with disabilities and supporting local non-profit organisations through the following initiatives:

- There was a separate waste collection and waste recycling area at the track, as well as a recycling area inside the paddock.
- Free drinking water for spectators, with over 120 fountains within the circuit which were compliant with the FIM Environmental Code.
- Numerous activities were organised, such as the Solidarity Pit Lane Walk, dedicated exclusively to local non-profit organisations engaging in social work.

- The riders issued messages on the circular economy in a bid to inspire fans and spectators to be greener.
- The special initiatives included a charity auction in aid of the Fondazione dell'Ospedale Pediatrico Meyer located in Florence.
- The KiSS Mugello sustainability programme was organised at the same time as the FIM Sustainability Week, from 5 to 11 June, which started precisely on 5 June to coincide with the UN's World Environment Day.
- Also, on Friday 9 June, Dorna and the FIM organised a roundtable on sustainability to mark the 10th anniversary of the KiSS Programme.

#### Circuit de Barcelona - Catalunya 2023

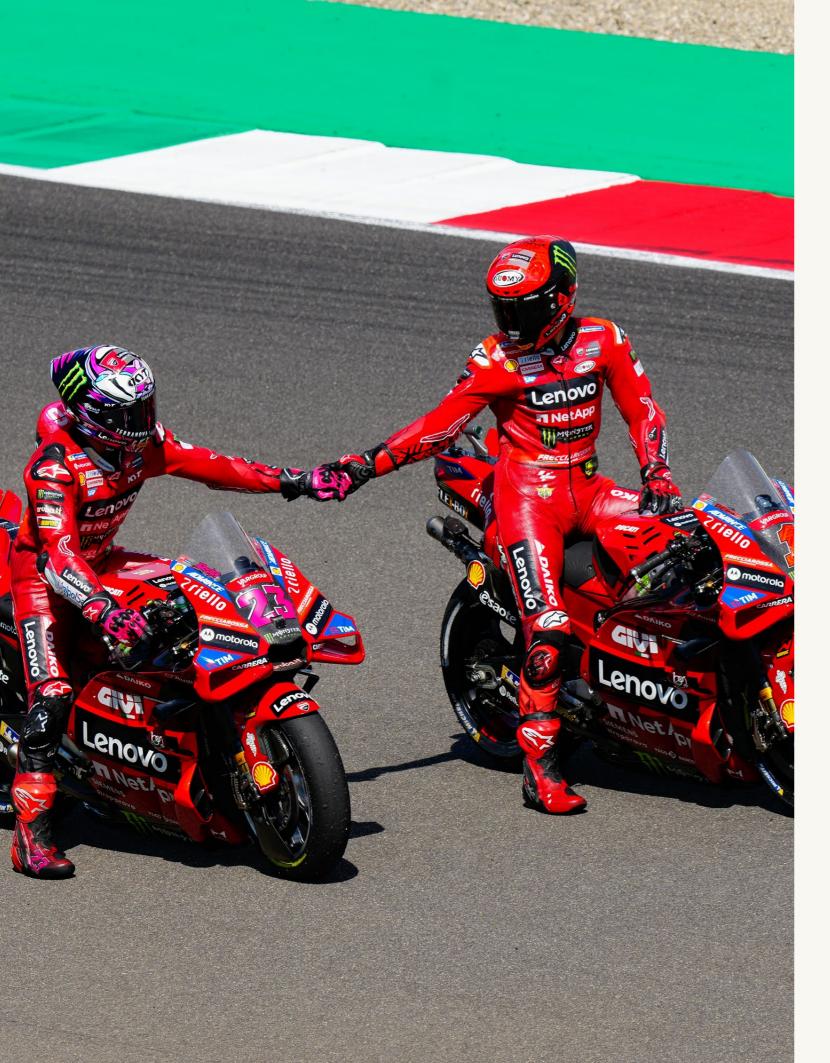
The **Circuit de Barcelona – Catalunya** circuit was notable for its continued commitment to sustainability, marking the tenth consecutive year in which an eco-friendly culture was promoted to make the event as environmentally friendly as possible.

In 2023 various initiatives were carried out to reduce carbon emissions and raise awareness among attendees about the importance of sustainability:

- The use of public transport, carpooling and electric vehicles was actively promoted to encourage the thousands of fans who attended the event to opt for more sustainable mobility options. In addition, bus transfers from Montmeló station to the **Circuit de Barcelona Catalunya** were provided, thus ensuring efficient and sustainable mobility.
- The capacity of public transport in the area was increased with 22,000 additional seats made available on local trains and special timetables to guarantee a more frequent service.
- Several charging points for electric vehicles were installed on the circuit, promoting the use of this clean technology.

- Local food producers were supported in order to minimise the distances travelled to the circuit and promote sustainable agriculture.
- The "Stop Food Waste" campaign was run to raise awareness among attendees about the importance of avoiding food waste, and food surpluses were donated to the local soup kitchen "El Xiprer".
- Reusable cups were distributed at catering points to reduce waste and the profits were used to finance forestry preservation initiatives.
- An educational campaign was carried out in the Cráter Forest, demonstrating sustainable forest management practices to promote environmental protection.
- Several Sustainability Meeting Points were installed with information on the circuit's sustainable actions, promoting environmental awareness among attendees.
- All common areas were equipped with recycling containers, making it easier for attendees to properly separate waste during the event.





#### Misano Circuit 2023

for a sustainable strategy

6. Fine tuning

**KiSS Misano** is the sustainability program at the • Informative activities were organised targeted at Gran Premio di San Marino e della Riviera di Rimini at the Misano World Circuit Marco Simoncelli, an initiative that involved everyone: teams, drivers, spectators, fans, sponsors, companies, professionals, the community as a whole and non-profit organisations.

- operators, teams and hospitality areas on waste selection to increase the amount of waste sent for recycling
- · The sustainable mobility plan for the arrival and departure of spectators was one of the highlights



- "The Riders' Land | LaTerra dei Piloti" joined together to promote environmental protection and social responsibility through the following initiatives:
- · Activities were carried out to improve the quantity and quality of waste sorting during the Grand Prix, and separately collected recyclable waste began being recycled.
- · A European campaign "Every Can Counts" was organised in collaboration with CIAL (Consorzio Imballaggi Alluminio).
- · In Área de Prato (kart racing track area), an information stand on aluminium recycling was set up, while the "Green Riders", members of the KiSS Misano team, stood in all parts of the spectators' area with the aim of raise awareness among spectators about the correct selection of waste and recycling of aluminium cans.
- · Activities were carried out to raise awareness among spectators about the circular economy and the importance of waste selection for material recycling.

- of the Misano World Circuit, starting with the program "What ticket do you have? I'll tell you which way to go," which included specific routes depending on the type of ticket purchased.
- · A Pit Walk was organised exclusively for some local non-profit organisations the members of which were able to walk down the Pit Lane and visit the teams' pits along with their guests.
- The surplus food was collected in collaboration with the Comunità Papa Giovanni XXIII de Rimini (Pope John XXIII Community) association, a non-profit organisation founded more than 30 years ago by Oreste Benzi. The surplus food was donated to the charitable institutions managed by the Comunità Papa Giovanni XXIII that help people and families in need in the area.
- · A reception and assistance service for people with disabilities was organised by Comunità Papa Giovanni XXIII. In addition, visitors with disabilities aged 74% or more were given free access to the event.

6. Fine tuning **The environment** for a sustainable strategy

## 6.1.3. Energy

Through our energy efficiency adviser, Endesa Energía, we carry out an ongoing analysis of our energy consumption needs, assessing our existing contracts on a monthly basis. This process allows us to annually adjust the level of power supplied based on the results obtained and on consumption growth projections, ensuring that our facilities have adequate power supplies to cater for our operations.

At Dorna we are committed to promoting energy efficiency in our warehouses and offices, constantly seeking initiatives that enable us to reduce our environmental impact and improve our sustainability. In this regard, in 2023 we installed solar PV panels in Warehouse 1 in Sant Just and we approved the expansion of this installation to cover the energy needs of our offices and warehouses in Barcelona. These panels are scheduled to be installed in 2024, which will permit us to move towards a more sustainable and efficient energy model, contributing to the reduction of CO<sub>2</sub> emissions.

At our Barcelona offices, where most of our employees are located and which account for a large part of our energy consumption, we promoted various energy efficiency initiatives:

- Installation of 120 solar PV panels with a maximum nominal production of 60 kW in 2023 that are currently serving as self-consumption sources of power.
- Agreement with the owners of Warehouse 2 in Sant Just Desvern for the replacement of the asbestos roof with aluminium panels with thermal insulation, scheduled for May 2024.
- Agreement with the owners for the installation of 200 solar PV panels with a nominal production of 100 kW.
- Agreement with the owners for the installation of 80 extra solar PV panels for the nominal production of up to 100 kW in Warehouse 1.
- Agreement with Endesa for the management of the power generated under a shared self-consumption arrangement, guaranteeing the maximum efficiency of the solar PV facilities.
- Implementation of a shared self-consumption system between Universal Supply Point Code numbers of the same consumer in a radius of less than two kilometres.



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### Energy consumption

				202	2		
		Spa	in	Ital	ly	Total quantity	
	Fuel	Quantity	Units	Quantity	Units	Quantity	Units
	Diesel	13,127.98	I	0	I	13,127.98	I
	Petrol	1,143.12	1	0	I	1,143.12	1
	Ethanol	-	-	-	-	-	-
Valida.	Biodiesel	-	-	-	-	-	-
Vehicles	LNG	-	-	-	-	-	-
	CNG	-	-	-	-	-	-
	LPG	-	-	-	-	-	-
	Other	363.78	I	0	1	363.78	I
	Natural gas	0	m³	1,313.00	m³	1,313.00	m³
	Heating oil	-	-	-	-	-	-
	Red diesel	-	-	-	-	-	-
Fixed	Butane	-	-	-	-	-	-
combustion	Propane	-	-	-	-	-	-
appliances	Fuel oil	-	-	-	-	-	-
	LPG	-	-	-	-	-	-
	Coal	-	-	-	-	-	-
	Other	-	-	-	-	-	-
Elect	ricity	1,179,249	kWh	11,948	kWh	1,191,197	kWh

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				202	3		
		Spa	in	Ital	Italy		antity
	Fuel	Quantity	Units	Quantity	Units	Quantity	Units
	Diesel	14,177	I	0	I	14,177	I
	Petrol	993	I	0	I	993	I
	Ethanol	-	-	-	-	-	-
Vehicles	Biodiesel	-	-	-	-	-	-
venicies	LNG	-	-	-	-	-	-
	CNG	-	-	-	-	-	-
	LPG	-	-	-	-	-	-
	Other	394	I	0	I	394	1
	Natural gas	0	m³	1.041	m³	1.041	m³
	Heating oil	-	-	-	-	-	-
	Red diesel	-	-	-	-	-	-
Fixed	Butane	-	-	-	-	-	-
combustion	Propane	-	-	-	-	-	-
appliances	Fuel oil	-	-	-	-	-	-
	LPG	-	-	-	-	-	-
-	Coal	-	-	-	-	-	-
	Other	-	-	-	-	-	-
Electricity		962,449	kWh	15,029	kWh	977,478	kWh

As can be seen in the tables, in terms of energy consumption, there was a significant decrease in Spain, from 1,179,249 kWh in 2022 to 962,449 kWh in 2023, and in Italy, from 1,191,197 kWh in 2022 to 977,478 kWh. in 2023. These data reflect our ongoing efforts to improve energy efficiency and reduce our environmental impact.

The environment

#### 6.1.4. Climate change

In 2021 we took the first steps towards creating Dorna's future corporate carbon strategy, marking a milestone with the first calculation of the organisation carbon footprint. This calculation was essential to introducing climate change management at the Group and to addressing our environmental responsibilities. It should be noted that the organisation carbon footprint covers all emissions associated with our permanent workplaces, which include two offices and a warehouse in Spain; and an office and a warehouse in Italy, where mainly administrative work is carried out.

In 2023 we continued to advance towards meeting this commitment by calculating our emissions in accordance with the methodology provided for in the ISO 14064 standard, opting for a more precise approach in the greenhouse gas (GHG) emissions report. Accordingly, we increased our scope 3 categories (indirect emissions that occur in the value chain) identified as significant, according to Dorna 
It is important to highlight that, starting in 2024, criteria. The categories included are as follows:

- · Movement of employees.
- Purchased goods and services (including emissions arising from the use of water and indirect emissions from materials and gas and fuel consumed).
- · Capital goods using the annual cost method.
- Other services such as the maintenance of buildings, equipment and the company-owned fleet,

professional services, courier services and telephone costs, for example.

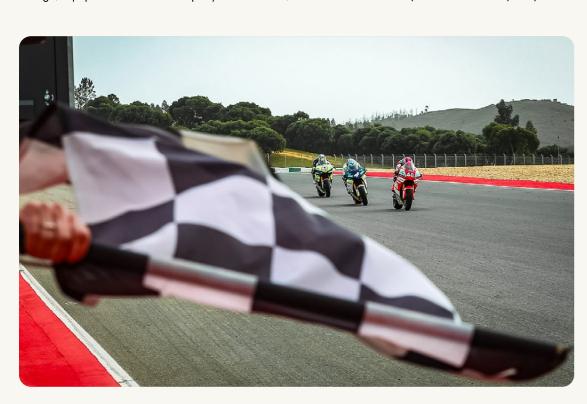
As a result of this expansion and improvement of the calculation methodology, our organisation carbon footprint for 2023 was 3,837 tCO2e, compared to 3,116.17 tCO2e in 2022. This increase was due mainly to an increase in acquisitions of capital goods and services purchased during the year.

More specifically, in 2023 spending on capital goods was almost double that of 2022 and that ion services more than doubled with respect to the preceding year.

Despite there having been a significant increase in purchases of goods and services, this was not the case with our carbon footprint in 2023, which demonstrates the efforts we are making to reduce it.

we will break down and add the emissions relating to the transport of material and people for the organisation of events in the organisation carbon footprint, which will allow us to make more precise calculations but will also lead to an increase in our emissions. In addition, we are committed to including WorldSBK and JuniorGP footprint data, which will further improve the accuracy of our calculations for 2024.

Following is a breakdown of the results of the organisation carbon footprint calculation by scope:



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#### Dorna organisation carbon footprint 2023 - offices

	2022 (ISO 14064 methodology)						
	Spain (tCO₂e)	Italy (tCO <sub>2</sub> e)	Total (tCO <sub>2</sub> e)	% proportion of total			
Scope 1	40.42	6.25	46.67	1.50%			
Refrigerant gases	0	0	0	0%			
Natural gas	0	6.25	6.25	0.20%			
Company-owned fleet	40.42	0	40.42	1.30%			
Scope 2	198.45	3.39	201.84	6.48%			
Electricity	198.45	3.39	201.84	6.48%			
Scope 3	2,805.32	62.34	2,867.66	92.03%			
Movement of employees	199.14	22.28	221.42	7.11%			
Business travel	167.03	0	167.03	5.36%			
Waste	1.50	0.09	1.59	0.05%			
Purchased goods and services (water, indirect emissions from materials and gas and fuel consumed)	58.64	1.38	60.02	1.93%			
Capital goods	322.09	5.20	327.29	10.50%			
Other services	2,056.92	33.39	2,090.31	67.08%			
TOTAL	3,044.19	71.98	3,116.17	100%			

	2023 (ISO 14064 methodology)						
	Spain (tCO <sub>2</sub> e)	Italy (tCO₂e)	Total (tCO <sub>2</sub> e)	% proportion of total			
Scope 1	42	2	44	1.15%			
Refrigerant gases	0	0	0	0%			
Natural gas	0	2	2	0.05%			
Company-owned fleet	42	0	42	1.09%			
Scope 2	177	4	182	4.74%			
Electricity	177	4	182	4.73%			
Scope 3	3,568	43	3,611	94.11%			
Movement of employees	303	11	314	8.19%			
Business travel	239	5	244	6.35%			
Waste	1	1	2	0.05%			
Acquisition of goods and services (water)	0	0	1	0.01%			
Capital goods	542	8	550	14.34%			
Other services	2,483	18	2,501	65.17%			
TOTAL	3,787	49	3,837	100%			

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Scope 1 emissions comprise emission sources under our operational control and represent 0.7% of total greenhouse gas (GHG) emissions, with the company-owned fleet being the primary contributor to these emissions.

The scope 2 emissions are associated with electricity consumption. The installation of solar PV power at the Barcelona offices and warehouses and the Madrid warehouses in 2023 was the first step taken towards reducing scope 2 emissions. The drop in electricity consumption has already resulted in lower Scope 2 emissions.

Lastly, scope 3 emissions, i.e., those emission sources not controlled by the organisation, are the main contributor to the carbon footprint with 95.75% of total GHG emissions, the most significant item being outside services accounting for 63.5% of emissions. Emissions associated with the impairment of capital assets represent approximately 23%. Emissions associated with capital goods increased due to the rise in business investment.

An analysis of the data by country shows that Spain clearly contributes almost all (98%) of the organisation's GHG emissions. As regards monitoring indicators, the carbon footprint per employee was calculated, which stands at 11 tCO2e/employee.



#### Quantity of refrigerant gas consumed

		2022			2023	
	Spain	Italy	Total	Spain	Italy	Total
Refrigerant gas	Refill (kg)	Refill (kg)	refill (kg)	Refill (kg)	Refill (kg)	refill (kg)
R-32	0	0	0	0	0	0

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#### **Event carbon footprint**

In 2023 we organised MotoGP™ events across the measurement, the agents considered are Dorna, the world, which entailed the mobilisation of a large number of personnel, as well as the participating teams and organisations. As an important step In 2023 the carbon footprint exercise continued to towards its future corporate carbon strategy, Dorna wished to evaluate the environmental impact of its event management activity.

In this regard, it should not be overlooked that other players in the value chain are also involved in producing the environmental impacts of the FIM MotoGP™ World Championship and, therefore, the prevention and control of those impacts are not the sole responsibility of the Group. For example, the teams are responsible for the energy consumption of the vehicles they use, and spectators are responsible for how they travel to the venue and how they manage their waste. Promoters, sponsors, For the calculation, the MotoGP™, Moto2™ and maintenance technicians and even media Moto3™ classes were considered, as well as representatives have a role to play in the staging of the event, and this often has environmental implications that only they can manage.

In this context, in order to be able to quantify the environmental impact of MotoGP™, we need to calculate its carbon footprint and, on the basis of that information, design and implement a plan aimed at reducing the CO2 emissions. For this reason, after measuring the carbon footprint of the 2021 Portuguese Grand Prix, we extended the scope of this measurement to the entire 2022 MotoGP™ championship, as required by the ISO 14067 standard on greenhouse gases, the carbon footprint of products and requirements and guidelines for quantification. In addition, to ensure precise

circuits, the teams, and the services companies.

grow, as we sought to broaden the scope for the collection of data associated with the events. In order to achieve this, a customised data collection platform was designed and launched, open to all the players involved (Dorna, the teams, the companies and the circuits, not only for MotoGP™, Moto2™ and Moto3™, but also for MotoE™), so as to facilitate the data compilation process. Thanks to this tool, the quantity of primary information received increased-supplied by 33 reporting entities in 2022 and by 49 in 2023-, thus enhancing the accuracy of the general calculation.

MotoE™ and additional classes when these were present. Also, the following sources of emissions at events were identified:

- Transportation of materials: delivery of all the goods required for the event to take place.
- Waste management: impacts arising from the closure of the event and the handling of waste.
- **Electricity:** energy supplied by the local network to the circuit's facilities.
- · Temporary electricity generators: portable electricity generators to guarantee the correct supply of electricity for the event.



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- both the spectators and the employees who travel to the event, including long-distance journeys (aeroplane, train) and local journeys.
- · Accommodation: impacts of people's accom- By player: modation and related activities. The teams, all companies, Dorna staff and self-employed contractors are included here.

In 2023, despite the expansion in terms of markets (India) and MotoETM races (2 more were held than in 2022), we managed to reduce our carbon footprint with respect to the previous year, from 101,079 tonnes of CO2 equivalent emissions (tCO2e) to 98,699 tCO2e.

Although in both years the same number of MotoGP™ races were held (20), there was a change in the geographical distribution of the venues. In 2022 eleven races took place in Europe As can be observed, the teams account for the resulted in increased emissions, in particular due to the impact of transportation to the event in India-both of personnel and other logistics requirements—in comparison with the event held in Spain (Aragón) in 2022.

However, our improved footprint is the result of the efforts we have been making, which have involved the implementation of internal policies under which only strictly necessary personnel now travel to events, and the effective management of our operations to mitigate their environmental impact. This was reflected in a reduction of emissions at the Grands Prix held outside Europe, highlighting our ongoing commitment to adopt more sustainable and efficient measures in the organisation of events. This approach not only

• Competing motorbikes: direct impacts gene- contributes to the reduction of carbon emissions, rated by race bikes, from testing to the race but also provides additional benefits, enabling our employees to achieve a better work/life balance.

•Transportation of spectators and employees: In short, in 2023 a carbon footprint of 98,699 tCO2e was calculated for the entire MotoGP™ season. Set forth below is the detail by player and emission source.

Results			
by player	2022	2023	
Teams	36%	40%	
Services companies	30%	35%	
Circuits	20%	13%	
Dorna	13%	12%	
TOTAL	100%	100%	

and nine were staged elsewhere, whereas in largest proportion of the carbon footprint for the 2023 ten were held in Europe and ten elsewhere, event (36%), whereas the emissions generated including one in India. This change could have by Dorna represent the lowest proportion (12%), equivalent to 11,844 tonnes of CO2 of the total 98,699 tonnes of CO<sub>2</sub>.

#### By emission source:

esults by emission ource	tC	O₂e	%CO₂e		
	2022	2023	2022	2023	
Transportation of materials	32,163	28,522	31.82%	29%	
Air transport	25,714	17,066	25.44%	17%	
Road transport	6,177	11,268	6.11%	11%	
Sea transport	272	188	0.27%	0%	
Waste management	372	2,483	0.37%	3%	
Event operations	7,208	5,933	7.13%	6%	
Electricity	1,294	882	1.28%	1%	
Generators	3,617	2,359	3.58%	2%	
Competing motorbikes	163	709	0.16%	1%	
Other event operations	2,134	1,983	2.11%	2%	
Transportation of spectators	7,344	2,408	7.27%	2%	
Installation of the event	755	-	0.75%	0%	
Accommodation	20,530	30,441	20.31%	31%	
Transportation of employees	31,790	28,358	31.45%	29%	
Consumables (tyres)	917	555	0.91%	1%	
TOTAL	101,079	98,699	100%	100%	

As shown in the table above, the mobility of our Fully aware of these challenges facing us, we employees, event logistics and accommodation are constantly searching for innovative solutions during events are all significant sources of carbon to enable us to address the relevant issues in a emissions. The transportation of employees to more efficient and sustainable manner. Through the event venues constitutes one of our major the implementation of practices such as remote sustainability-related concerns, closely followed production and the adoption of the Logistic Freight by operational logistics which, controlled by the ID programme, we seek to improve our logistics various organisations participating in the event, planning in order to reduce both our carbon footprint mostly also depend on the use of air transport. and other environmental impacts. Furthermore, accommodation during the events and the associated services, such as the provision of food, contribute significantly to our carbon footprint.



In addition, although the calculation of the 2023 MotoGP™ carbon footprint includes MotoE™, we consider it pertinent to show, on an individual basis, the results obtained from the calculation of the CO₂ emissions generated in MotoE™. The MotoE™ carbon footprint for 2023 stood at 2,973 tCO2e, representing approximately 2.92% of total 2023 FIM MotoGP™ emissions.

By contrast, in 2022 the carbon footprint of MotoE™ was substantially lower (732 tCO2e). When analysing the increase in 2023, it should be borne in mind that two additional races were held and that one of the teams improved the information it supplied, reporting the transportation of a large quantity of materials from one race to the next. It is important to note that this team was inactive in 2022, which explains the difference in emissions between the two years.

The detail by player and by emission source is as follows:

#### By player:

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Results	%tCO₂e			
by player	2022	2023		
Circuits	45%	18%		
Services companies	30%	13%		
Teams	21%	67%		
Dorna	4%	2%		
TOTAL	100%	100%		

The figures show a different breakdown compared with the results for 2022. This is due mainly to a more accurate data compilation process, which included an optimisation of the model with regard to the impacts associated with the teams. Transportation and logistics represent the main variables influencing the impacts of teams and companies. Dorna's contribution is quite low, accounting for around 2% of the total emissions.

#### By emission source:

Results by emission source	%C	:O₂e
	2022	2023
Transportation of materials	8%	5%
Road transport	8%	0%
Air transport	0%	5%
Sea transport	0%	0%
Waste management	1%	5%
Event operations	17%	49%
Electricity	7%	0%
Generators	5%	1%
Competing motorbikes	0%	0%
Other event operations	5%	48%
Transportation of spectators	17%	6%
Installation of the event	0%	0%
Accommodation	35%	22%
Transportation of employees	18%	11%
Consumables	4%	1%
TOTAL	100%	100%

In this case, the main source of emissions is that associated with event operations, which is affected mainly by two contributory factors: the transportation of facilities (marquees and mobile offices) and the actual setting up of the event itself (use of cranes, paddock assembly, etc.). The accommodation and transportation of spectators and employees represent another significant source of emissions.

The contribution of electricity to the MotoE<sup>™</sup> footprint is insignificant, since most of the energy consumed for MotoE™ is obtained from renewable sources with a very low impact. It is also important to highlight the fact that, unlike MotoGP™ events, trucks are the only means of freight transportation used.

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This first calculation of the carbon footprint of all the events has enabled us to establish a procedure for identifying and compiling data associated with emission sources, as well as to raise awareness among the numerous participating organisations and involve them in the process, in addition to throwing light upon the highest-emission producing activities. It also served to detect areas for improvement, such as the need for participating organisations to begin to compile more precise data and to work together with the circuits to compile spectator data.

We intend to continue to raise awareness through the introduction of the ongoing carbon footprint calculation for all events from now on, which will enable us to set specific targets on the basis of quantifiable data. In 2024 the web tool-based data compilation centre will continue to operate, and it is expected that the calculation module will be perfected, and subsequently verified by a third party, in order to guarantee the robustness of the calculations performed.

#### 6.1.5. Circular economy and waste

We have implemented a waste management system in our offices in order to ensure that waste is disposed of in an appropriate, responsible manner. This system includes the placement of waste paper bins and specific containers so that waste can be classified according to its nature. Urban waste, such as office-use paper and cardboard, is collected by municipal refuse collection services, in both Spain and Italy.

Waste requiring a distinct treatment, such as computer hardware and electronic devices, is sent to specialist waste managers. The responsibility for guaranteeing the proper management of waste lies with the Administration department.

Waste management at our offices is classified into three main categories:

- Recycling of various items, including paper and cardboard (with certification).
- Specialist recycling of computer, video and television equipment.
- Recycling of batteries and toners for devices, such as printers, multi-function devices, fax machines, etc. (with certification).

In 2023 we recorded an overall reduction in the quantity of both hazardous and non-hazardous waste. More specifically, the quantity of hazardous waste, such as electrical equipment and toner cartridges, fell from 4,930 kg to 2,489 kg. This reduction can be attributed to a more efficient consumption and to waste reduction measures introduced in our operations in Spain.

It should be noted that the data relating to Italy was estimated on the basis of the information for the Madrid office, which operates in a similar manner, since no specific data for Italy was available.



#### Waste generated at offices in 2023

	2022			2023		
	Spain	Italy		Spain	Italy	
Hazardous waste	Quantity (kg)	Quantity (kg)	Quantity Total (kg)	Quantity (kg)	Quantity (kg)	Quantity Total (kg)
Electrical waste	4,638.00	255.00	4,893.00	2,479	-	2,479
Toner	37.00	-	37.00	10	-	10
Total	4,675.00	255.00	4,930.00	2,489	-	2,489

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In addition, there was also a reduction in the quantity of non-hazardous waste, such as paper and cardboard, which fell from 5,878 kg to 4,692 kg in 2023. As regards Italy, whose contribution of non-hazardous waste is seen to be zero, it should be borne in mind that operations at the Italy office are conducted using a co-working model and thus the requirements and practices in Italy are different from those of the offices in Spain. The reduction in the quantity of non-hazardous waste at our Spanish offices is possibly due to various factors, such as the promotion of the use of technology, the increase in remote working, the implementation of more efficient paper and cardboard consumption practices, and the awareness of employees regarding the need to reduce waste and their involvement in doing so. The combination of these efforts can have made a significant contribution to the reduced generation of waste, reflecting our commitment to sustainability and the reduction of the environmental impact of our operations. This trend becomes even more apparent if we compare the data for 2023 with that for previous years, such as 2021, for which a total of 6,769 kg of non-hazardous waste was recorded at our offices worldwide.

		2022			2023	
	Spain	Italy		Spain	Italy	
Non-Hazardous waste	Quantity (kg)	Quantity (kg)	Quantity Total (kg)	Quantity (kg)	Quantity (kg)	Quantity Total (kg)
Paper and cardboard	1,138.00	700.00	1,838.00	1,360.00	-	1,360.00
Mixed municipal waste	3,340.00	700.00	4,040.00	3,332.00	-	3,332.00
Total	4,478.00	1,400.00	5,878.00	4,692.00	-	4,692.00

At the sporting events we organise, responsibility for waste management lies with the event promoters, the circuit owners and the circuit managers.

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sustainability programme to improve its positive properly. These initiatives included: impact on the environment and society and to reduce any possible adverse effect. The ultimate aim is to establish a culture of sustainability in motorcycling worldwide.

In order to achieve this, the FIM is currently:

- Continuing to promote an environmental protection programme.
- · Complying with all legislation, regulations, policies, local laws and field-level agreements designed to safeguard the environment.
- · Monitoring technological advances and best environmental management practices and applying them where appropriate.
- · Continuing to develop environmental standards and guidelines and seeking enhanced options in order to reduce potential environmental impacts relating to:
- Noise emission
- Soil and groundwater contamination
- Air emissions
- Biodiversity protection
- Cultural heritage protection and promotion

At Dorna we not only apply the FIM environmental code, but also promote the adoption of best practices among our partners. This is reflected in initiatives such as selective waste collection, which benefits the environment, society and the economy, as well as serving as a sustainability management tool in the fight against climate change.

In addition, we have implemented a monitoring system to highlight both best practices and areas for improvement. Regular audits are conducted at the circuits in order to assess their compliance with the established guidelines and identify any potential non-conformance issues.

On the basis of this analysis, the following findings were obtained4:

- The circuits that implemented a selective waste collection system avoided a total of 72,551 kg of CO2e.
- 85% of the circuits have waste classification (recycling) processes in place, while 30% of them have successfully implemented waste management plans.

Dorna and the circuit promoters have signed up Also in 2023, we were actively involved in a to the Environmental Code of the FIM, whose series of initiatives designed to minimise waste commitment is to develop and promote a generation and ensure that waste is managed

- · In collaboration with our strategic partners, such as Michelin, our official MotoGP™ tyre supplier. we implemented measures to reduce the number of tyres used on track, thus further contributing to our environmental sustainability efforts. In the course of the year, we reduced the number of rear tyre types available at each Grand Prix. This optimisation measure not only maintained the existing performance and safety levels but will also enable riders to use the same number of tyres on track (12 per event), thus preventing approximately 1,500 unused tyres from going to waste. The result of this measure is that 1,500 fewer tyres are manufactured and transported. which represents a significant contribution to our commitment to promote a circular economy and reduce waste in the paddock.
- 2023 saw the continuation of the surplus food collection programme at 14 events, in cooperation with Dorna's catering service, the MotoGP VIP Village™'s catering service, the circuits' restaurants and the teams' hospitality suites. A total of 14 government and non-profit organisations were involved in the programme, including Banco Alimentar Portugal, Tu me importas, Restos du Coeur, Banco Alimentare italiano, TowFood, Caritas, El Xiprer, Associazione Comunità Papa Giovanni XXIII - Capanna di Betlemme, the Social Welfare Council of Motegi town and the non-profit organisation from Utsunomiya, Oz Harvest and Second Bite, Buriram - Social Development and Human Security, Wahab. In the 2023 season we were able to donate a total of 19,608 meals<sup>5</sup>.

<sup>4</sup>Data based on the circuits that completed the event carbon footprint form (8/20) and on-site

50.5 kg of food donated = 1 meal



#### 6.1.6. Consumption of resources and other environmental matters



#### Raw material consumption

Raw material consumption is not a significant issue for the Group, since our main line of business is based on the rendering of services this report.



#### Water consumption

Our offices use only water from the public water supply and discharge their waste water into the public wastewater treatment network. Water is regard, water dispensers have been made available the event carbon footprint. to employees at the Madrid and Barcelona offices as part of our circular economy initiatives.



#### Pollution

The pollution generated by our activities is primarily the result of the events held, taking into account the considerations already and, therefore, it was not deemed necessary to indicated with regard to our offices. Dorna disclose any information in this connection in promotes responsible energy consumption at the events by all the groups participating in them, and the proper management of the waste generated, thus contributing to diminishing the environmental impact on the days that events take place.

Also, it should be noted that although Dorna can raise awareness and announce various initiatives to the other players present at each event, the emissions they generate are beyond our control. used for purposes similar to those of a household, In spite of this, we have compiled and identified and we promote the responsible reduction of water the CO2 emission levels of these players in the use and responsible water consumption. In this section of this report detailing the calculation of

#### Water consumption in offices - 2023

		2022			2023	
	Spain	Italy		Spain	Italy	
Source	Quantity of water consumed (m³)	Quantity of water consumed (m³)	Total quantity of water consumed (m³)	Quantity of water consumed (m³)	Quantity of water consumed (m³)	Total quantity of water consumed (m³)
Water supply network	2,430.00	39.22	2,469.22	2,510.13	73.51	2,583.64
Total water consumption	2,430.00	39.22	2,469.22	2,510.13	73.51	2,583.64

In general, the parties responsible for the water supply and wastewater treatment at sporting events are the owners of the facilities at which they take place. At motorcycling Grands Prix water is used for a variety of purposes, including, among others, human consumption, sanitation, cleaning, vehicle washing and track watering.

In keeping with our commitment to the conservation of water and the environment, we are introducing restrictions at the events that take place in regions affected by local drought conditions.

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#### **6.2. WORKING TOWARDS** SUSTAINABLE DEVELOPMENT

#### 6.2.1. Managing expectations

ponsibility into the organisation-wide management of the Group and aligning decisions with Dorna conducted an analysis of the existing strengths, weaknesses, opportunities and threats in environmental, social and governance (ESG) matters, as part of the work carried out to identify material issues in this area.

The analysis gave rise to different action proposals for 2021-2024, which, grouped together in three distinct strategic lines, make up the Group's ESG action plan under the slogan "Racing Together".

With the aim of integrating corporate social res- In 2023 we worked on our strategy in this connection, with a view to updating our ESG targets, which involved internal analysis, the various corporate commitments, in 2021 strategy-defining sessions and the participation of all our stakeholders. By holding interviews, making technical visits and conducting surveys, we actively strove to ensure an inclusive, diverse approach was adopted. This review and updating process guaranteed that the targets and proposed actions were in line with the needs and expectations of all parties involved.



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#### "Racing Together":

As indicated in the "Business model" section of this report, the Racing Together philosophy reflects the values, efforts and shared impetus of Dorna and all its stakeholders with respect to the sustainable development of our sport. This corporate philosophy, and the - Strategic Sustainability Plan, take into account the following key matters:

Owing to its very nature, our business involves the participation of numerous stakeholders, with

different expectations and interests, all of which need to be met to ensure that everyone is satisfied.

For this reason, a fluid, ongoing dialogue with all of these stakeholders is essential if true value is to be created. We have various communication channels through which we can identify the issues that concern our stakeholders and thus gain a better understanding of the risks and opportunities of the industry.

#### People and culture

Our employees as the main ambassadors of sustainability, driving corporate cultural transformation.

#### Commitment to the community

Disseminate and encourage initiatives with all our stakeholders, creating awareness and making a positive contribution to the community.

#### **Environment**

Reduce the environmental impact of our operations and promote sustainable innovation and the use of the motorcycle as a sustainable mobility solution.

#### **OBJECTIVES**

Place ESG criteria at the heart of our business strategy: by prioritising the well-being of our employees, of cyclists and the planet and ensuring that Dorna is environmentally sustainable and that it promotes a work environment capable of attracting and retaining a diverse, inclusive and talented workforce.

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Boost the positive impacts of our activity and reduce any negative impacts across our entire ecosystem, by applying sustainable, responsible business practices and ensuring that events organised by Dorna have a minimal environmental impact, are diverse and inclusive, and guarantee the highest health and safety standards.

Define the future of our sport and perpetuate its legacy, supporting talent and creating equal opportunities for everyone involved in the world of motorcycling, harnessing Dorna's power of influence to leave a positive legacy for the planet and for society.

Guarantee, develop and support projects for a low-carbon economy that will enable us to attain our global emissions targets.



6. Fine tuning for a sustainable strategy

## Working towards sustainable development

#### **Shareholders**

- Directors' report
- · Non-financial report
- Regular meetings of the Board of Directors and the Audit Committee
- Quarterly reports

#### Public authorities

- In-person meetings and videoconferences
- E-mailing campaigns
- Corporate websites
- Social networks: Youtube, Twitter, Facebook and LinkedIn

#### Manufacturers

- MSMA (Motorcycle Sport Manufacturers Association)
- Association of manufacturers and championship participants
- GP and SBK Commission
- In-person meetings and videoconferences
- E-mailing campaigns

#### Teams and riders

- In-person meetings and videoconferences
- Corporate websites
- Social networks: Youtube, Twitter, Facebook and LinkedIn
- Corporate events
- E-mailing campaigns
- Participant management platform
- · SBK App
- IRTA Committee (team and rider representation at championships)

#### **Federations**

- In-person meetings and videoconferences
- E-mailing campaigns
- Corporate websites
- Social networks: Youtube, Twitter, Facebook and LinkedIn
- Corporate events

#### Platforms with audiovisual rights

- In-person meetings and videoconferences
- E-mailing campaigns
- Corporate websites
- Social networks: Youtube, Twitter, Facebook and LinkedIn
- · Corporate events
- MotoGP™ Fantasy
- · MotoGP™ Predictor
- MotoGP™ Videopass

#### Promoters/circuits

- In-person meetings and videoconferences
- E-mailing campaigns
- Corporate websites
- Social networks: Youtube, Twitter, Facebook and LinkedIn
- Corporate events
- Participant management platform

#### **Sponsors**

- In-person meetings and videoconferences
- E-mailing campaigns
- Corporate websites
- Social networks: Youtube, Twitter, LinkedIn and Facebook
- Corporate events
- Participant management platform

#### **Employees**

- E-mailing campaigns and periodic HR communications
- · Works Committee
- Safety Committee
- Meetings with department managers

#### Public opinion: fans

- E-mailing campaigns
- Corporate websites
- Social networks: Youtube, Twitter, Facebook and LinkedIn
- Corporate events
- Customer service

#### Public opinion: society

- Corporate websites
- Social networks: Youtube, Twitter, Facebook and LinkedIn
- Corporate events

#### Public opinion: the media

- In-person meetings and videoconferences
- E-mailing campaigns
- Corporate websites
- Social networks: Youtube, Twitter, Facebook and LinkedIn
- Corporate events
- Management platforms

#### **Suppliers**

- In-person meetings and videoconferences
- E-mailing campaigns
- Corporate websites

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Participant management platform

As part of our firm commitment to fostering responsible, sustainable business management, a special section of our Dorna website (https://www.dorna.com/sustainability/) is devoted to informing our stakeholders, and keeping them up to speed, with regard to our ESG vision-related initiatives. In that section, we highlight the "Racing Together" concept and describe in detail the three fundamental pillars of our current strategy.

Furthermore, in 2023 we unveiled the "Racing Together" section of the MotoGP™ website (Racing Together | The Official Home of MotoGP™). This section, which is updated frequently, provides an in-depth view of the various ESG projects that are being undertaken, including initiatives such as Two Wheels for Life, the MotoGP™: Making a Difference Challenge and the Racing Together evenings. We also showcase our commitment to the reduction of the use of fossil resources, the promotion of no-smoking at events, the creation of an increasingly sustainable and social paddock, MotoE™ competitions and the KiSS initiative, as well as the progress made towards obtaining ISO 20121 certification.



**ESG** ANNUAL REPORT 2023 6. Fine tuning Working towards for a sustainable strategy sustainable development

#### 6.2.2. With the communities that welcome us

A large number of parties are involved in organising and staging our events: Dorna, the federations, the teams, the promoters, the media, the local authorities, the fans, etc. We fully acknowledge the positive impact that these events have on the local economy, and very often it is the local governments/authorities themselves who promote them, aware as they are of the economic 
This impressive increase in attendance figures and social benefits they generate.

In this regard, some of the impacts identified are those associated with the expenditure incurred with respect to suppliers and utilities, hospitality and transport services and other activities related to these events, the repercussions of which, although primarily affecting the host regions, are also felt worldwide, due both to purchases made from international suppliers and, inter alia, to the social activities that take place during the television broadcasts.

2023 witnessed continued growth in this connection, with almost 3 million people attending the various MotoGP™ events, considering the total 3-day attendance figures for all the circuits. As a result, the 2023 season ranks as the season with the highest attendance figures in the history of motorcycling.

evidences the growing passion felt by fans for the sport and their commitment to experiencing it live, which helps further strengthen the social and economic impact of MotoGP™ events, at both local and global level, and contributes significantly to the economic and social revitalisation of the host communities.

Analysing the global diversity of fans, there were significant changes in attendance at the MotoGP™ events held in 2023 in the different regions of the world.





#### Social and economic impact of events

and involves both government and private-sector entities, as well as other stakeholders. This impact the race is held, but also benefits various local is observed in tourism, trade, employment, politics/ government and industry.

The effect on tourism includes most notably the income generated from the provision of transport, accommodation, food and drink, and leisure The impact of the broadcasting of our events activities for spectators.

87,202 people were involved in the staging of the 20 Grands Prix held in 2023, with an average of approximately 5,540 people working at each event. 34% of the stakeholders have people of 6 or more different nationalities in their teams, and 41.8% have employees that are under 25 years of age.

in attendance at the circuits are from the host country, while 16.8% are visitors from abroad. country, 41.3% of these travel more than 200 significant regional reach of the events. The flow of fans not only injects money into the host of the local tourism industry.

70.3% of the spectators surveyed that were in attendance at the circuits spent at least 1 night away from home, to the benefit of local hotels, restaurants and other businesses.

The planning of sporting events, such as Grands The lengthy presence of fans in the host region, Prix, has various economic and social effects, with an average stay of 3 nights away from home, not only generates income over the weekend that businesses. Furthermore, the race event experience can encourage spectators to decide to return to the region in the future to spend further holidays there, thus contributing to repeat tourism.

> increases the general exposure of the host regions, providing as it does an all-round view of the region's attractions. Thus, a sporting event not only generates an immediate economic impact, but also promotes the region as an attractive tourist destination and encourages repeat tourism.

It should be noted that the broadcasting of our events, including the connections made before The fan survey shows that 83.2% of spectators and after the competition itself, also increases the level of exposure of the host regions, providing a comprehensive picture of the various Although 83.2% of spectators live in the host attractions they have to offer. Holding a sporting event not only gives rise to direct impacts, but kilometres to get to the circuit, evidencing the also influences the planning of future trips to the venue where they are staged, demonstrating the positive effect of positioning a destination with region, but also contributes to the development a brand, such as ours, that is tied to events with international projection.

6. Fine tuning Working towards for a sustainable strategy sustainable development

ROAD TO

#### 6.2.3. Talent promotion

The organisation of Grands Prix has helped forge a very special relationship between Dorna and the regions in which they are held. For more than two decades, Dorna has invested in opening the doors to motorcycle racing, widening access and increasing opportunities in the race towards global equality. Each of our talent promotion programmes is now part of the Road to MotoGP™, which fosters on-track skills, promotes sporting values and educates riders on wider skills such as communication and English. By supporting educational programmes and youth motorcycling competitions around the world, Dorna contributes to the academic and sporting education of many young people.

Dorna has a dedicated Talent and Promotion department in charge of the activities required to create these opportunities for young aspiring

riders from around the world, boosting the cultural diversity of our championships and creating a more level playing field.

The search for and promotion of sporting talent in the motorcycling world has a three-fold positive impact in the medium and long-term:

- Professional development of young people with limited opportunities to progress in the sport in their countries of origin.
- Expansion of markets and generation of new commercial agreements.
- Increase of interest in the sport, giving rise to higher attendances at the national event due to the "local hero" effect.



The initiatives carried out in 2023 can be divided into four categories:

1. Competitions in various different championships:



2. Partnership and sponsoring programmes:

















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- 3. Junior Talent Team in the FIM Junior  $GP^TM$  World Championship, as part of the Road to Moto  $GP^TM$  programme.
- 4. FIM MiniGP World Series comprises competitions organised by national, regional and continental federations in their respective territories. The top riders from each of these Series were invited to a world final organised by Dorna, at which the following series took part in 2023:



Working towards sustainable development

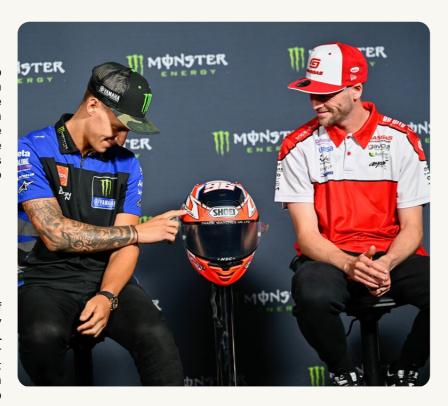
#### 6. Fine tuning for a sustainable strategy

#### 6.2.4. Highlights of cooperation with non-profit organisations

Thanks to the events organised by the Group and its various communication channels with worldwide reach, we are able to support the social action of various organisations. In addition to helping them disseminate their message and attract new followers to their cause, the activities carried out enable these organisations to raise significant third-party funds with which to undertake their initiatives.

#### TWO WHEELS FOR LIFE

Two Wheels for Life (TWFL), the official charity of Dorna and the FIM, is registered with the Charity Commission of England and Wales (under no. 1169942). Its mission, which it has pursued for more than 30 years, is to raise funds to support the provision of medical care for communities in rural areas of Sub-Saharan Africa, and to do so through the use of motorcycles: in many regions people die simply because the area is difficult to access, something that can very often be avoided by placing two-wheeled vehicles at the disposal of the medical professionals. In order to actively safeguard the right of all people, wherever they may be, to receive the necessary medical care, TWFL supports the provision of motorcyclist and driver training to ensure that front-line health workers drive safely and in the proper manner. Training is also given to mechanics so that the motorcycles and other vehicles used to provide medical care remain reliable and cost effective.





#### Fundraising initiatives in 2023

TWFL organises unique activities, memorabilia auctions and experiences to raise funds at specific Dorna events at which motorcycling fans inside and witness riders' race preparations, all of which is possible thanks also to the cooperation of the local organisers and the involvement of all enterprises present in the paddock.

Thanks to what was the most successful fundraising year since the pandemic, more key progress towards achieving our humanitarian goals was Two Wheels for Life made its return to the MOTUL achieved. In 2023 TWFL held one of its most FIM Superbike World Championship at Doningsuccessful Day of Champions weekends to date, ton Park, at which it had its best year to date an event comprising different fan-centered fun- in 2023. Before a truly impressive crowd, two draising activities at the British GP, reaching the auctions of rider memorabilia and a rider concert amazing figure of GBP 275,000 raised.

This figure represents an increase of 33% on the total for 2022, and all these funds raised make an enormous difference to the vital healthcare work in some of the most remote areas of Lesotho, Malawi, Nigeria and The Gambia. Carried out are given the chance to see the paddock from the in conjunction with the associate organisation "Riders for Health", the Two Wheels programmes, which are directed and managed locally, focus on providing transportation for healthcare workers, ensuring that health services reach the most remote areas of each community, for which purpose motorcycles are the perfect ally.

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were organised.



6. Fine tunina for a sustainable strategy **ESG** ANNUAL REPORT 2023

Here is the full performance of each fundraising initiative in 2023:

Working towards

sustainable development

- The Day of Champions and weekend activities at Silverstone during the MotoGP™ Grand Prix, at which EUR 321,000 were raised.
- The online MotoGP™ auctions, which raised a total of FUR 148,000.
- The MotoGP™ experience days, which raised EUR 109.370.54.
- The WorldSBK event at Donington Park, at which EUR 27.000 were raised.

#### **Two Wheels for Life projects 2023**

In 2023 many lives were saved and improved thanks to the joint efforts in cooperation with our partners. The social actions performed were as follows:

- · 32 motorcycles were delivered to Riders for Health in The Gambia. These motorcycles are of vital importance in providing essential medical care, including the distribution of mosquito nets for the prevention of malaria, the provision of pre-natal and post-natal care, the administration of vaccinations, and many more life-saving activities.
- · Aid for cyclone victims in Malawi. Malawi was struck by a cyclone in early 2023, leaving entire communities bereft of healthcare facilities due to the damage and destruction caused to hospitals and clinics. The aid provided by Two Wheels for Life-of both a financial and practical nature, using motorcycles in areas which four-wheeled vehicles were unable to access—proved to be crucial during the crisis. Two Wheels for Life gave support to many of the families affected by the disaster.

- · Transportation of samples. Specially designed boxes and bags were supplied for the transportation, using motorcycles, of medical samples and specimens from hospitals and clinics to laboratories for diagnosis.
- · Digital and technical updating. 2023 saw the continuation of the project to digitalise all Riders for Health programmes to enable these to offer a more efficient and cost-effective service. This included the provision of vehicle tracking hardware, route optimisation software, the development of AI technology to enhance data accuracy, the development of drones for the transportation of samples, mobile applications for data compilation, and the training of personnel.
- Training of 46 healthcare workers and personnel development in remote regions of Lesotho. The reliable transportation of samples ensures a swift diagnosis and the ability to commence treatment as soon as possible for conditions such as tuberculosis and the HIV virus.
- · Extension of the Riders for Health programme through the expansion of its network in Nigeria, widening the coverage in more states to be able to provide more people with life-saving medical care.
- · Supply of protective clothing for motor-cycleriding healthcare professionals, including thermal garments for the mountain regions of Lesotho.



#### INTERNATIONAL FOUNDATION FOR MOTORCYCLING IFM

The foundation was formed in 2020 and its main • In an attempt to foster gender equality in motormission is to promote and support the development of motorcycling and the interests of the worldwide motorcycling community. To contribute to that mission, we made a donation of CHF 50,000 to the foundation in 2023. This contribution was used mainly in the following programmes, activities and projects:

- · Sustainability education programmes, which took place both online and in classrooms, with the participation of more than 100 people.
- · Sustainability Week, which is held in June of each year with the participation of most National Federations and supported by eight ambassadors from different motorcycling disciplines.
- Evidencing its solidarity with the motorcycling community and in an effort to provide humanitarian aid to those affected by the earthquake in Turkey, the IFM made a donation to the Turkish Motorcycling Federation. This contribution enabled it to purchase vital equipment and materials for the rescue teams, including thermal motorcyclesuits, motorcycle boots, thermal gloves, technical clothing, glasses and backpacks. In addition, the IFM urged the motorcycling community to join together in showing their solidarity and to offer any aid they can, within their possibilities.

- cycling and promote female participation in sporting events, the Foundation provided an incentive for the participation of women in the 2023 edition of the FIM International Six-Day Endurance event (ISDE). To this end, it offered financial subsidies to the FIM Affiliated National Federations (FMN) that registered women riders for this prestigious event.
- The Board of the Foundation approved a donation to the Speedway Riders Benevolent Fund, also known as Ben Fund Bonanza. The aim of this organisation is to assist speedway riders and their families when faced by difficult situations, in particular when riders have suffered serious or life-changing injuries in speedway competitions.
- The first speedway academy for women arose as a result of cooperation between the FIM Track Racing Commission and the FIM Women in Motorcycling Commission. Their objective was to increase the number of women participating in speedway. The first academy session took place in Diedenbergen, Germany, with the participation of six riders: Teegan Pedler (Australia), Katie Gordon (Great Britain), Celina Liebmann (Germany), Nynke Sijbesma (Netherlands), Kim Kempa (Germany) and Patricia Earhart (Germany).

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#### **OTHER SOCIAL ORGANISATIONS**

endeavour to be receptive to the specific needs of the locations at which the events take place, supporting actions that provide added value or the local communities.

#### Cooperation with AWorld, the official United Nations app in support of the ActNow campaign:

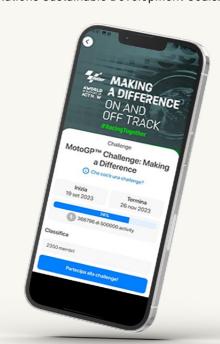
With regard to our efforts to bolster our commitment to sustainability and the United Nations Sustainable Development Goals (SDGs), of the "Making a Difference Challenge".

In September 2023, MotoGP™ launched this challenge in conjunction with AWorld, the official application selected by the United Nations to support the ActNow campaign. The main aim of this challenge was to raise environmental and social awareness among MotoGP™ fans worldwide, encouraging them to engage in sustainable actions.

The challenge was based on the number of actions recorded and the educational content completed. The target set was to reach a total of 500,000 actions in three months. The response to the challenge exceeded all expectations, representing a target achievement of 117%, with a total of 587,474 actions being recorded in that period.

During the organisation of our events, we AWorld supplied seven Learning Paths, five take part in a variety of local social initiatives of which were chosen from existing AWorld in cooperation with the local promoters. We content, while the remaining two were personalised paths. The first personalised path was divided into five episodes devoted to MotoGP™ and Racing Together, and the second which directly help mitigate the crises affecting centred on road safety. The content focused on issues such as mobility, road safety, waste management, circular economy, solidarity, equal education and energy efficiency.

During the three months that the challenge lasted, MotoGP™ fans responded with great enthusiasm, recording nearly 600,000 sustainable actions. These actions gave rise to a significant impact, including the saving of 6.2 we are proud to report the launch and success million kg of CO2, 67.3 million litres of water and 242,300 kWh of energy. This response demonstrated the firm commitment shown by our fan community to sustainability and to the United Nations Sustainable Development Goals.



The cooperation with AWorld played a fundamental role in the success of the challenge, facilitating fan participation and strengthening the MotoGP™ community. The application provided an intuitive and accessible platform on which fans were able to record their sustainable actions of sustainability.

In recognition of the level of their commitment and engagement, the most active fans were rewarded through a series of incentives, including VIP Village™ passes, tickets for MotoGP™ events and Accompanied by other key players, we form part between MotoGP™ and its devoted fan base.

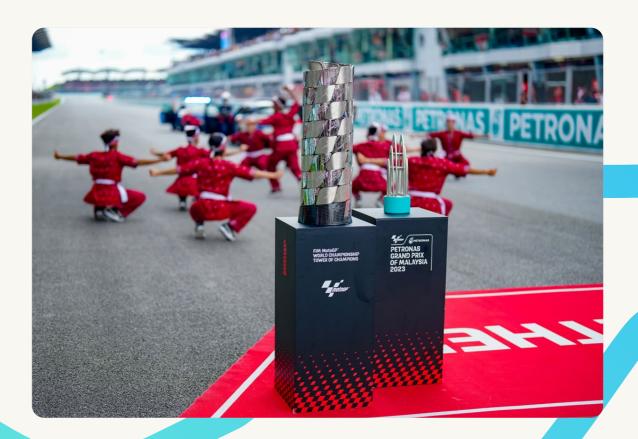
This exciting initiative, in line with our sustainability and ESG policies, sought to mobilise our global fan community to take part in specific actions in benefit of the environment and society.

#### Cooperation with the Aura Foundation:

In keeping with our commitment to diversity, and as mentioned in the related section of this report, Dorna's Board ratified a programme of strategic cooperation with the Aura Foundation, a non-profit organisation for the inclusion into society and and feel part of a greater movement in pursuit the workplace of people with disabilities. Our association with Aura mirrors our firm commitment to ensuring the inclusion of diverse communities in society and the provision of support to them.

#### Sustainability alliances:

other exclusive prizes. Not only did these prizes of the sustainable transformation of motorsports, serve as an incentive to boost participation in the and are committed to forging alliances capable challenge, but they also strengthened the bond of multiplying the impact achieved, in keeping with the initiatives mentioned in the section on suppliers.



**ESG** ANNUAL REPORT 2023 6. Fine tuning Target recipients of the services for a sustainable strategy we provide

#### 6.3. TARGET RECIPIENTS OF THE SERVICES **WE PROVIDE**

By virtue of the agreements, we have entered into with the FIM, we organise various championships and races all over the world. At each race event, the national promoters who own the circuits are responsible both for ticket distribution and sales and for guaranteeing that all necessary measures are taken to safeguard the health and safety of the people attending such events, all in accordance with the corresponding national regulations.

To ensure that all fans around the world have At Dorna we oversee all organisational matters the opportunity to enjoy the sport, in addition to our own OTT platform<sup>6</sup>, Dorna has commercial agreements with various content platforms and broadcasting partners worldwide, allowing us companies from all industries, through the sale of on advertising at sports-related activities in force tality services.

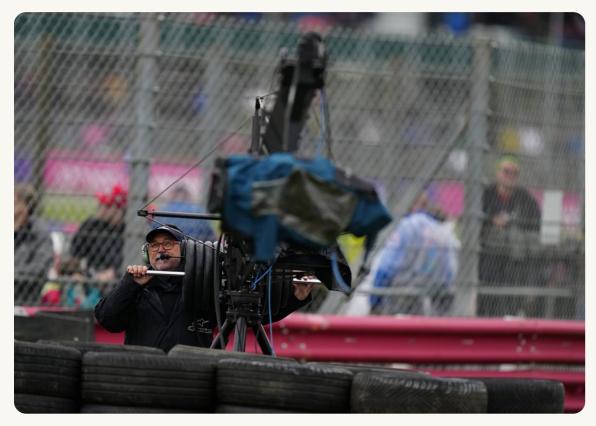
in each geographical area. We also operate the Ad-Time® advertising system, which is used at numerous sporting events, and grants licences for the trademarks owned by it for the manufacture and sale of merchandise.

#### **Sponsors and broadcasting platforms**

We have departments that are specialised, from a commercial and operational perspective, in managing our relationships with our various types of customers, partners and suppliers.

in the preparation of each Grand Prix and are directly involved in the sporting dimension of the competition itself. We guarantee the production of high-quality media content, coverage and content to reach an audience of hundreds of millions. distribution, and the coordination of television Furthermore, we offer access to this audience to rights and all championship-related communication matters. Meanwhile, our commercial area manages advertising space both at the circuits and in the the acquisition of sponsorships and the sale broadcasts, in accordance with the regulations of licensing rights, as well as corporate hospi-

6 Over-the-top platforms and applications, or OTT platforms, are applications that offer video content over the internet instead of via cable or satellite television (the traditional method). They permit instant video streaming on mobile devices (smartphones and tablets), over the web and on televisions equipped with devices such as Chromecast, AppleTV and Amazon Fire TV, as well as smart TVs.





#### Commitment to motorcycle racing followers

Dorna's Customer Service department is in me a benchmark. The results demonstrate that permanent contact with motorcycle racing fans. MotoGP™ has built a very loyal fanbase, with more Knowing exactly what fans like at any given time is than 82% of fans having followed the sport for essential to being able to continue offering them more than six years; survey respondents desthe best experience in enjoying their favourite sport. We have seen it this way from the outset, as evidenced by the pioneering role we played in offering video-on-demand services. However, in view of the current scenario, a farther-reaching, more profound digital transformation is required As part of our ongoing commitment to ensuring in which services are brought increasingly closer to fans.

With a view to enhancing the experience of our fans, a Fan Relationship Management (FRM) system has been launched that makes it possible to create 1. Self-stabilising micro-camera system: a unique 360° view of the fan. This new system enables us to customise the communications that fans receive and, at the same time, it helps us improve the level of customer care that we provide to them.

surveys of different stakeholders, either during the events themselves or by means of digital tools, on a variety of strategic topics in order to pinpoint demands and trends that enable us to continuously improve the products and services we offer our customers. In 2022, together with Motorsport Network, we carried out the Global Fan Survey. Conducted online and completed by 109,676 fans from 179 countries, making it the largest MotoGP™ survey ever performed, the survey beca-

cribed MotoGP™ as exciting, competitive, entertaining, world class and unpredictable.

#### Service innovation and improvement

the sustainability and excellence of fans' experience, in 2023 we implemented a series of innovative projects that reinforce the cornerstones of our philosophy:

We have introduced a revolutionary system featuring high-resolution self-stabilising microcameras built into riders' racing suits. This pioneering system not only provides unique, detailed images of the track racing experience, but also makes it possible to offer an unrivalled In the course of the season we conduct numerous view of the rider's actions and the race. By offering a more immersive viewing experience, we foster a greater appreciation and understanding of the skills and performance of MotoGP™ riders, thus promoting true passion for motorcycle racing.

we provide

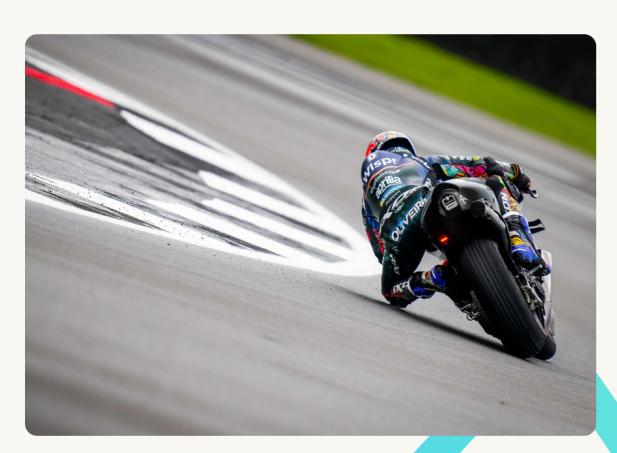
**ESG** ANNUAL REPORT 2023 6. Fine tuning Target recipients of the services for a sustainable strategy

- 2. Delocalised digital system for sporting action. This technological advancement enhances fast-track credential authorisation and render circuit access more flexible, but also ensures enhanced digitalisation and efficiency in travel and resource management. By minimising the use of paper and other physical resources, we are reducing our environmental footprint and encouraging the use of more sustainable upload, cataloguing, transcoding and publication of all of Dorna's video content, thus providing an optimum viewing experience.
- 3. Introduction of dual-sensitivity minimicrophones: In association with AudioTechnica, we have incorporated in our systems a series of adjustable dual-sensitivity mini microphones, designed to capture high-quality audio of on-track and in-pit integration of responsible on and off-track practices.

event management: We have developed an the quality of broadcasts and the listening innovative digital system to optimise consumer experience for viewers and, at the same time, experience in all aspects of the events we facilitates immediate, effective communication organise. This platform not only serves to between riders and their teams. By reducing the need to repeat instructions and coordinate actions, we optimise on-track performance and safety, whilst promoting a culture of cooperation and efficiency.

4. Logistic Freight ID: In 2023 we developed the Logistic Freight ID programme, the aim of which practices in event organisation. Furthermore, is to enable us to manage our logistical resources this initiative includes the development of a in a more efficient and sustainable manner. By digital platform on which video can be seen live integrating route planning, inventory-taking and and on-demand and which will facilitate the container-weighing, this programme allows us to reduce transportation-related emissions and minimise our environmental impact. In the first third of the 2024 season, we will commence actual tests using the new Logistics Operations platform.

> These initiatives exemplify our commitment to sustainability and bolster our position as leaders in the



#### Complaints and claims received in 2023

e-mail addresses of each of the company's departments or over the social networks, from both our fans in general and the customers of our digital products on web platforms and apps. 25,826 in 2023. Queries relating to official merchandise products (https://store.motogp.com/) and tickets for We answer 100% of the consultations we receive events (https://tickets.motogp.com, https:// motogppremier.motogp.com/es/yhttps://tickets. worldsbk.com/) are redirected to customer care services that are managed for Dorna by third parties.

Although this is not a Group business, we facilitate the management of third-party claims by the entities that operate it.

by email, in English and Spanish, and it does not on working days year-round, as well as on all yet include a hotline. Queries can be sent to us MotoGP™ and WorldSBK™ race weekends.

Our Customer Service department replies to directly via e-mail or by using the contact forms the messages we receive at the various generic provided on our main websites: motogp.com and worldsbk.com. The number of consultations submitted to our Customer Service (questions, complaints, suggestions and problems) totalled

> and we currently have an average response time (in which the consultation is resolved) of around 15.3 hours (an improvement of 1.1 hours on the figure for 2022). Although this average figure may vary over the various "peak" and "trough" times of the year, our aim, in any case, is to resolve all consultations within a maximum period of 24-48 hours.

At present we only provide our customer service At present the Customer Service team is available

#### Complaints and claims in 2023 - MotoGP

Type	2022		2023		Percentage
of complaint or claim	Subtotal	Percentage	Subtotal	Percentage	change
VideoPass	15,244	61%	17,450	68%	+7%
Account	5,135	21%	2,847	11%	-9%
Championship	1,403	6%	2,490	10%	+4%
TimingPass	1,004	4%	842	3%	-1%
Ticketing	809	3%	807	3%	0%
Games	293	1%	220	1%	0%
Store	264	1%	193	1%	0%
Other (commercial sporting, etc.)	947	34%	977	4%	0%
TOTAL	25,109	100%	25,826	100%	3%

Target recipients of the services we provide

6. Fine tuning for a sustainable strategy **ESG** ANNUAL REPORT 2023

2023 saw an increase of 727 consultations to the changes. By contrast, a notable decrease (2.8%) with respect to 2022, halving the increase recorded from 2021 to 2022 (5%). Considering the fact that the number of registered users rose by almost 11%, it can be observed that the ratio of the total number of consultations received to the number of users is proportionally lower: in 2022 it stood at 0.95%, with 2,639,832 registered users, while in 2023 it was 0.88%, in relation to 2,928,852 registered users.

As can be seen in the breakdown by type of complaint or claim, the increase relates mainly to two categories: VideoPass (subscriptions and video content) and Championship (content, news, browsing and usability). This is due to the increase in the number of consultations received following the launch of the new website and apps at the end of July. This increase can be regarded as normal in the circumstances, given that changes in content usability and organisation always give rise to doubts and the need for a certain period of time for fans to adapt

is observed in the consultations included in the Account category (fan accounts, fan registration and access log-in).

This year we continued to implement the service enhancements that had been identified as positive in the previous year, including most notably:

- · Reinforcement of the service provided by agents, with coverage on all weekends during the season, and extra personnel on the Sundays when most races are held.
- · Updating, extension and improvement of the FAQs available to fans on the official websites, translated into six languages, as well as the inclusion of the Indonesian version of the entire website and adapted versions for use on mobile devices.
- · Speeding-up of the processes for the reporting, diagnosis and follow-up of bugs, if any, in the platforms.

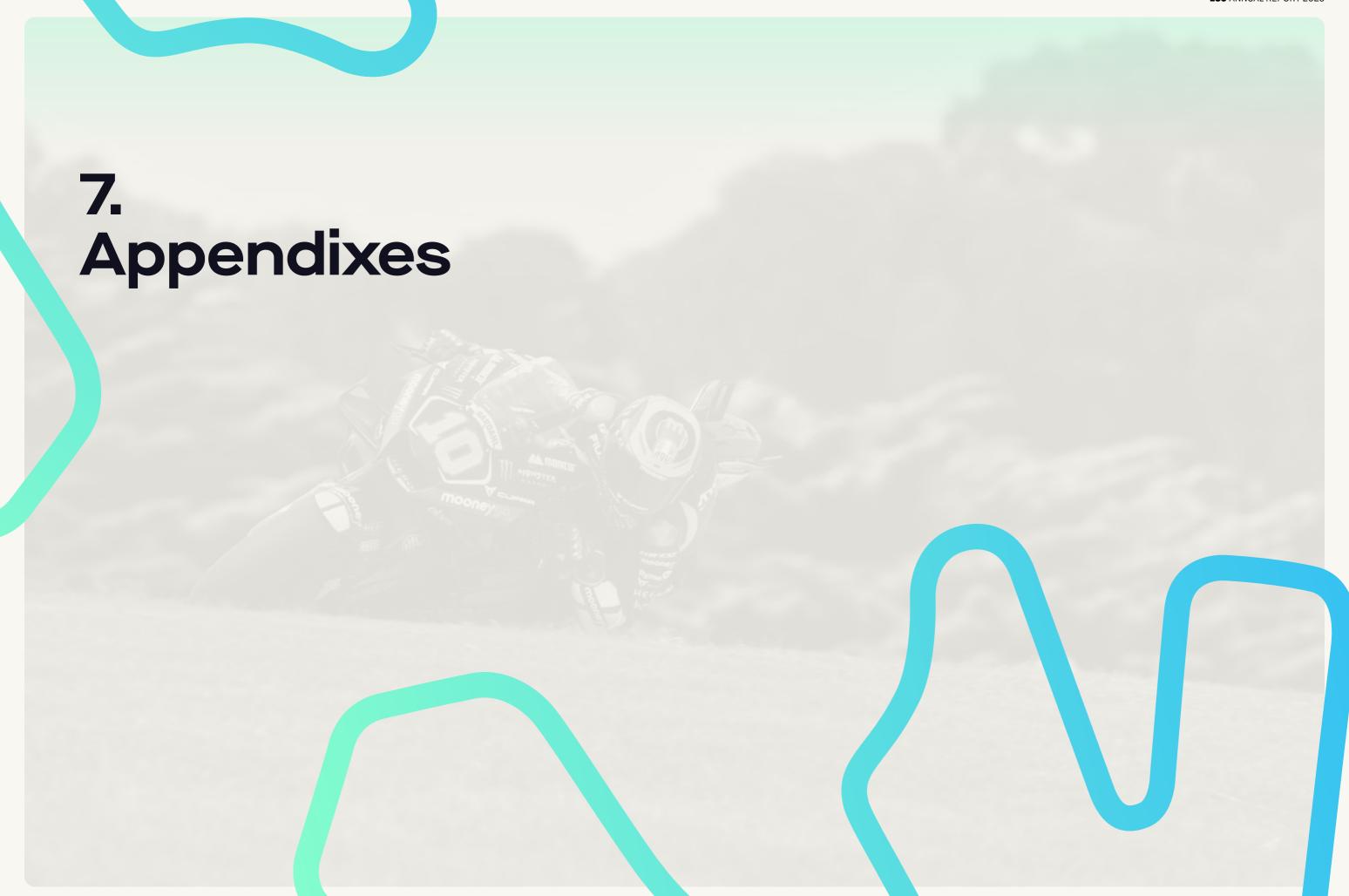


#### Complaints and claims in 2023 - WorldSBK

This year, in keeping with our commitment to increase the information reported to our stakeholders, we include the information relating to the consultations regarding the WorldSBK championship following its integration, at the end of 2022, into the same CRM platform as that used by MotoGP.

Type of complaint	2023		
or claim	Subtotal	Percentage	
VideoPass	1,622	62%	
Account	478	18%	
Championship	244	9.5%	
TimingPass	8	0.5%	
Ticketing	89	4%	
Store	17	1%	
Other (commercial sporting, etc.)	127	5%	
TOTAL	2,590	100%	

In 2023 a total of 2,590 consultations were received in relation to the WorldSBK championship. This figure represents 10% of the number of consultations for MotoGP, due to the fact that WorldSBK does not enjoy the same level of recognition worldwide and has fewer registered users and users holding a subscription. (2023: 606,667 registered users and 22,667 users with a purchased subscription). The ratio of consultations received to the number of registered users stands at 0.4%.



7. Appendixes ESG ANNUAL REPORT 2023

# 7.1. CONTENT INDEX REQUIRED BY SPANISH NON-FINANCIAL INFORMATION AND DIVERSITY LAW 11/2018

MATTERS RELATING TO LAW 11/2018	SECTION	FRAMEWORK USED: GRI 2021 STANDARDS			
DESCRIPTION OF BUSINESS MODEL					
Business environment	3.1 Business model	GRI 2-6			
Organisation and structure	4.1 Organisational structure	GRI 2-9			
Markets in which it operates	3.1 Business model	GRI 2-6			
Objectives and strategies	3.1.3 Racing Together	GRI 2-22			
Factors and trends that could affect its future evolution	3.1 Business model	GRI 2-6 GRI 201-2 GRI 2-22			
DESCRIPTION OF THE GROUP'S POLICIES IN RESPECT OF THE	OSE ISSUES				
Due diligence processes implemented to identify, assess, prevent and mitigate risks	4.3 Our management and compliance framework	GRI 2-23 GRI 3-3			
Significant impacts, verification and control.  Measures adopted	2 Foreword 4.3 Our management and compliance framework	GRI 2-24 GRI 3-3			
OUTCOME OF THE POLICIES					
Relevant key non-financial performance indicators that enable progress to be monitored and assessed and favour comparability between companies and industries	3.1.3 Racing Together 4.3.6 Whistleblowing channel 4.4 Human rights 4.5 Tax transparency 5.1.1 Employment 5.1.3 Health and safety 5.1.5 Training 6.1.2 Environmental performance in 2023 6.1.3 Energy 6.1.5 Circular economy and waste 6.1.6 Consumption of resources and other environmental matters 6.2.4 Highlights of cooperation with non-profit organisations 6.3 Target recipients of the services we provide	GRI 3-3			

MATTERS RELATING TO LAW 11/2018		SECTION	FRAMEWORK USED: GRI 2021 STANDARDS
PRINCIPAL RELATED RISI	(S ASSOCIATED WITH THE GROUP'S	ACTIVITIES	
Commercial relationships and products or services that may have adverse effects			
How the Group manages these risks		2 Foreword  3.1.3 Racing Together	
Procedures used to detect and assess them		4.3 Our management and compliance framework	GRI 3-3
Information on the impacts detected and a detail thereof, particularly in relation to the main risks at short, medium and long term		compliance framework	
INFORMATION ON ENVIR	ONMENTAL MATTERS		
Current and foreseeable activities on the enviror	e effects of the company's nment		
Current and foreseeable activities on health and	e effects of the company's safety	5.1.1 Management framework	GRI 3-3
Environmental assessm	ent or certification procedures	-	
Resources dedicated to the prevention of environmental risks		6.1.1 Management framework	GRI 3-3
Precautionary principle		6.1.1 Management framework	GRI 2-23
Treductionary principle			GRI 3-3
Amount of provisions ar environmental risks	nd guarantees for	There are no provisions of this kind	GRI 3-3
	Measures to prevent, reduce		GRI 305-1
	or offset carbon emissions that seriously affect the	6.1.4 Climate change	GRI 305-2
	environment		GRI 305-3
Pollution	Any type of activity-specific atmospheric pollutants including noise and light pollution	6.1.6 Consumption of resources and other environmental matters	GRI 3-3
Circular economy and waste prevention and management	Measures for prevention, recycling, reuse, recovery and disposal of waste	6.1.5 Circular economy and waste	GRI 306-2
	Actions to combat food waste		ial topic for the Group, releva ne "Circular economy and was

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MATTERS RELATING TO LAW 11/2018		SECTION	FRAMEWORK USED: GRI 2021 STANDARDS
	Water consumption and supply in accordance with local limitations	6.1.6 Consumption of resources and other environmental matters	GRI 303-5
Sustainable use of	Consumption of raw materials and measures adopted in order to improve the efficiency of their use	This is not a material topic for the Group. See "Raw material consumption" in the "Consumption of resource and other environmental matters" section	
resources	Direct and indirect energy consumption		
	Measures taken to improve energy efficiency	6.1.3 Energy	GRI 302-1
	Use of renewable energies		
	Significant elements of the greenhouse gas emissions generated as a result of the company's activities and the use of the goods and services it produces	6.1.4 Climate change	
Climate change	Measures adopted to adapt to the consequences of climate change		GRI 305-1 GRI 305-2 GRI 305-3
	Medium and long-term targets voluntarily set for the reduction of greenhouse gas emissions, and measures implemented to that end		
Biodiversity	Measures taken to conserve or restore biodiversity	This is not a material topic for the Group	
protection	Impacts caused by activities or operations in protected areas		

MATTERS RELATING TO LAW 11/2018		SECTION	FRAMEWORK USED: GRI 2021 STANDARDS
INFORMATION ON	SOCIAL AND PERSONNEL-RELATED MATTER	RS	
	Total number of employees and breakdown by gender, age, country and professional category  Total number of employees and breakdown by type of employment contract		GRI 2-7
	Annual average number of permanent, temporary and part-time contracts by gender, age and professional category		
	Number of dismissals by gender, age and professional category		GRI 401-1
Employment	Average remuneration and remuneration trends by gender, age and professional category or equivalent value	5.1.1 Employment	
	Pay gap		
	Remuneration of identical job positions or average remuneration at the company		GRI 405-2
	Average remuneration of directors and executives, including variable remuneration, attendance fees, termination benefits, payments to long-term savings schemes and any other benefits, broken down by gender		
	Implementation of work disconnection measures	5.1.2 Organisation of work	GRI 3-3
	Employees with a disability	5.1.7 Diversity	GRI 3-3
Organisation of work	Organization of working hours		
	Absenteeism (number of hours)		
	Measures to foster a good work-life balance and shared parental responsibility	5.1.2 Organisation of work GRI 3-3	GRI 3-3

7. Appendixes

MATTERS RELATIN	G TO LAW 11/2018	SECTION	FRAMEWORK USED: GRI 2021 STANDARDS
Health and safety	Occupational health and safety conditions  Occupational accidents, in particular the frequency and severity thereof, and occupational diseases, by gender	5.1.3 Health and safety	GRI 3-3 GRI 403-1 GRI 403-9
Labour relations	Organisation of social dialogue, including the procedures for informing, consulting and negotiating with employees  Percentage of employees covered by collective agreements, by country	5.1.4 Labour relations	GRI 3-3
	Assessment of collective agreements, particularly in the occupational health and safety area		
	Training policies implemented		GRI 3-3
Training	Total number of training hours by professional category	5.1.5 Training	GRI 404-1
Universal accessibility for people with disabilities	Integration of, and universal accessibility for, people with disabilities	5.1.7 Diversity	GRI 3-3
	Measures adopted to promote equal treatment and opportunities for women and men		GRI 3-3
Equality	Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men)		
	Measures adopted to promote employment	5.1.5 Training 5.1.6 Equality	
	Protocols against sexual and genderbased harassment and for integration and universal accessibility of people with disabilities	5.1.7 Diversity	
	Anti-discrimination policy and, where appropriate, diversity management policy		

MATTERS RELATING TO LAW 11/2018	SECTION	FRAMEWORK USED: GRI 2021 STANDARDS
INFORMATION ON RESPECT FOR HUMAN RIGHTS		
Application of due diligence procedures in human rights matters		
Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and redress any abuses committed		
Complaints of violations of human rights		GRI 2-23
Promotion and fulfilment of the provisions of the	4.4 Human rights	GRI 2-26 GRI 3-3
fundamental conventions of the ILO in relation to respect for freedom of association and the right to	ii i i i i i i i i i i i i i i i i i i	GRI 406-1
collective bargaining		GRI 414-1
Elimination of discrimination in respect of employment and occupation		
Eradication of forced or compulsory labour		
Effective abolition of child labour		
INFORMATION RELATING TO ANTI-CORRUPTION AND BRIBER	RY ISSUES	
Measures adopted to prevent corruption and bribery	4.3 Our management and	ODI 205 0
Measures to combat money laundering	compliance framework	GRI 205-2
Contributions to foundations and nonprofit entities	6.2 Working towards sustainable development	GRI 3-3

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MATTERS RELATING TO LAW 11/2018		SECTION	FRAMEWORK USED: GRI 2021 STANDARDS
INFORMATION ON SO	OCIETY	,	
	Impact of the company's activity on employment and local development	6.2 Working towards	
The company's commitments	Impact of the company's activity on local populations and on the territory		GRI 3-3
to sustainable development	Relationships and dialogue with local community players	sustainable development	GRI 413-1
	Association or sponsorship activities		
Outsourcing and suppliers	Inclusion of social, gender equality and environmental issues in the procurement policy	5.2 Relationship with the supply chain. The extended paddock family	GRI 3-3 GRI 308-1 GRI 414-1 GRI 416-1
	Consideration, in relationships with suppliers and subcontractors, of their social and environmental responsibilities		
	Supervisory systems, audits and audit findings		
	Consumer health and safety measures		GRI 3-3
	6.3 Target recipients of the services we provide	GRI 416-1	
Tax information	Earnings obtained on a country by country basis		
	Income tax paid	4.5 Fiscal transparency	GRI 201-1
	Government grants received		

Translation of a report originally issued in Spanish based on our work performed in accordance with International Standards on Auditing. In the event of a discrepancy, the Spanish-language version prevails.

# INDEPENDENT LIMITED ASSURANCE REPORT ON THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT OF DORNA SPORTS, S.L. AND SUBSIDIARIES FOR 2023

To the Shareholders of Dorna Sports, S.L.,

In accordance with Article 49 of the Spanish Commercial Code, we have performed the verification, with a scope of limited assurance, of the accompanying Consolidated Non-Financial Information Statement ("Consolidated NFIS") for the year ended 31 December 2023 of Dorna Sports, S.L. and subsidiaries ("Dorna Sports, S.L. and subsidiaries" or "the Group"), which forms part of the Group's Consolidated Directors' Report.

The content of the Consolidated NFIS includes information, additional to that required by current Spanish corporate legislation relating to non-financial reporting, that was not the subject matter of our verification. In this regard, our work was limited solely to verification of the information identified in the "Contents required by Spanish Non-Financial Information and Diversity Law 11/2018" included in the accompanying Consolidated NFIS.

#### **Responsibilities of the Directors**

The preparation and content of the Consolidated NFIS included in the Consolidated Directors' Report of Dorna Sports, S.L. and subsidiaries are the responsibility of the directors of Dorna Sports, S.L. and subsidiaries. The Consolidated NFIS was prepared in accordance with the content specified in current Spanish corporate legislation and with the criteria of the selected Global Reporting Initiative Sustainability Reporting Standards (GRI Standards), as well as other criteria described as indicated for each matter in the "Contents required by Spanish Non-Financial Information and Diversity Law 11/2018" of the aforementioned Consolidated NFIS.

These responsibilities of the directors also include the design, implementation and maintenance of such internal control as is determined to be necessary to enable the Consolidated NFIS to be free from material misstatement, whether due to fraud or error.

The directors of Dorna Sports, S.L. and subsidiaries are also responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the Consolidated NFIS is obtained.

Deloitte, S.L. Inscrita en el Registro Mercantil de Madrid, tomo 13.650, sección 8ª, folio 188, hoja M-54414, inscripción 96ª. C.I.F.: B-79104469 Domicilio social: Plaza Pablo Ruiz Picasso, 1, Torre Picasso, 28020 Madrid.

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#### **Our Independence and Quality Management**

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management (ISQM) 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our engagement team consisted of professionals who are experts in reviews of non-financial information and, specifically, in information on economic, social and environmental performance.

#### **Our Responsibility**

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed. We conducted our work in accordance with the requirements established in International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements other than Audits or Reviews of Historical Financial Information, currently in force, issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and with the guidelines published by the Spanish Institute of Certified Public Accountants on attestation engagements regarding non-financial information statements.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and, consequently, the level of assurance obtained is substantially lower.

Our work consisted of making inquiries of management and the various units of Dorna Sports, S.L. and subsidiaries that participated in the preparation of the Consolidated NFIS, reviewing the processes used to compile and validate the information presented in the Consolidated NFIS, and carrying out the following analytical procedures and sample-based review tests:

Meetings held with personnel of Dorna Sports, S.L. and subsidiaries to ascertain the business model, policies and management approaches applied, and the main risks relating to these matters, and to obtain the information required for the external review.

- Analysis of the scope, relevance and completeness of the contents included in the 2023 Consolidated NFIS based on the materiality analysis performed by Dorna Sports, S.L. and subsidiaries and described in section 2.2, taking into account the contents required under current Spanish corporate legislation.
- Analysis of the processes used to compile and validate the data presented in the 2023 Consolidated NFIS.
- Review of the information relating to risks and the policies and management approaches applied in relation to the material matters presented in the 2023 Consolidated NFIS.
- Verification, by means of sample-based review tests, of the information relating to the contents included in the 2023 Consolidated NFIS, and the appropriate compilation thereof based on the data furnished by information sources.
- Obtainment of a representation letter from the directors and management.

#### **Conclusion**

Based on the procedures performed in our verification and the evidence obtained, nothing has come to our attention that causes us to believe that the Consolidated NFIS of Dorna Sports, S.L. and subsidiaries for the year ended 31 December 2023 was not prepared, in all material respects, in accordance with the content specified in current Spanish corporate legislation and with the criteria of the selected GRI standards, as well as those criteria described as indicated for each matter in the "Contents required by Spanish Non-Financial Information and Diversity Law 11/2018" table.

#### **Use and Distribution**

This report has been prepared in response to the requirement established in corporate legislation in force in Spain and, therefore, it might not be appropriate for other purposes or jurisdictions.

DELOITTE, S.L.

Victoria López Téllez



# ESG ANNUAL REPORT 2023

