

DORNA

ESG Annual Report 2022

RACING TOGETHER



Ad Time®



Contents

01. Message from the CEO	4
02. Looking ahead	6
Presentation	7
Business model	9
Dorna's profile	9
Market trends	12
Racing Together	14
03. Developing an ethical culture	18
Organisational structure	19
The principles of our work	22
Our management and compliance framework	23
Compliance system structure	23
Regulatory compliance model	26
Risk management model	28
Information security	28
Combating bribery and corruption and preventing money laundering	29
Whistleblowing Channel	30
Ethics and compliance training	30
Human rights	31
Tax transparency	32

04. People are at our core	33
Corporate and employee-related issues.....	34
Employees.....	35
Organisation of work.....	41
Health and Safety.....	43
Labour relations.....	51
Training.....	52
Equality.....	53
Diversity.....	54
Relationship with the supply chain: The extended paddock family.....	55
05. Fine tuning for a sustainable strategy	59
Environment.....	60
Management framework.....	60
Environmental performance in 2022.....	65
Energy.....	72
Climate change.....	74
Circular economy and waste.....	80
Consumption of resources and other environmental matters.....	82
Working towards sustainable development.....	83
Managing expectations.....	83
With the communities that welcome us.....	85
Talent promotion.....	86
Highlights of cooperation with not-for-profit organisations.....	88
Target recipients of the services we provide.....	92
APPENDICES	97
1. Index of content required by Spanish Non-Financial Information and Diversity Law 11/2018.....	98
2. Independent Limited Assurance Report.....	105



01. Message from the CEO

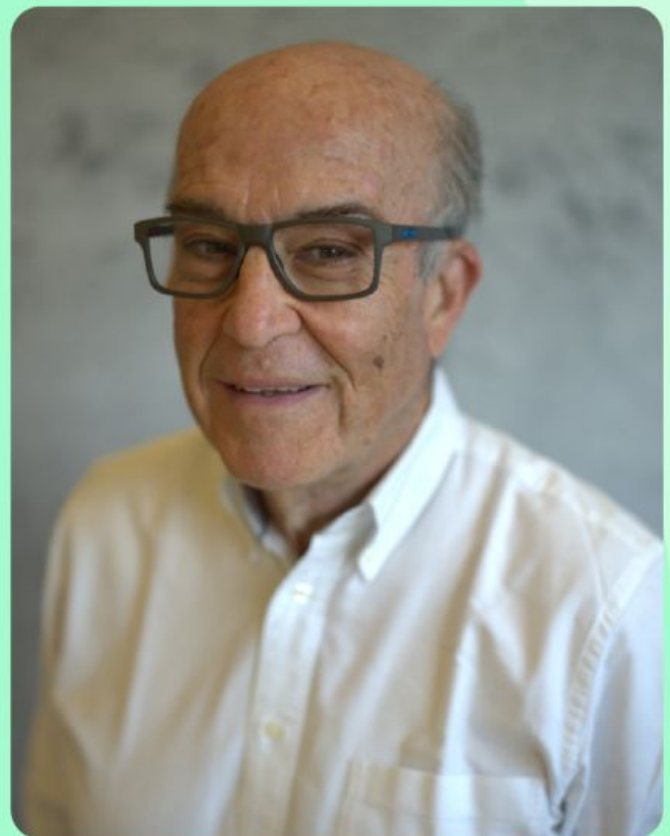
Dear reader,

For the second year running Dorna is presenting its Consolidated Non-Financial Information Statement (CNFIS) which, in accordance with Law 11/2018, supplements the Group's Consolidated Directors' Report for 2022, and demonstrates our commitment to sustainability, born out of the conviction that this is the right path for safeguarding our future and continuing to enjoy sport in a responsible manner.

Therefore, in this report, we wish to inform our stakeholders of our performance regarding sustainable development and the ESG initiatives undertaken in 2022. Many of these initiatives would not have been possible without the participation of all of you who, every day, make it achievable for Dorna and motorcycle racing to be a sport that helps benefit society and contributes towards achieving the United Nations Sustainable Development Goals in the 2030 Agenda. Our 2021–2024 Strategic Sustainability Plan entitled "Racing Together" is our roadmap for this purpose.

Thanks to the post-pandemic situation, in 2022 we were able to hold events in a more normal way and recover pre-pandemic attendance levels, as well as the social and economic impact of the Grands Prix. Accordingly, managing the events free from pandemic restrictions has enabled us to analyse the position we are in, where we want to go and how we can continue to improve.

Having learnt that you can achieve anything with effort and enthusiasm, we have tackled the new challenges that arose in 2022 due to the war between Russia and Ukraine. It caused restrictions in European air space and increased considerably the transport costs of personnel and goods.



Carmelo Ezpeleta



To overcome these new challenges our way, while ensuring that the solutions remain in keeping with our vision and sustainability strategy, we rethought the logistics of our events to make them even more efficient and sustainable, by optimising the capacity of the aircraft required for cargo transport to events, reducing the amount of travel and cutting the emissions generated by each journey.

Along these lines, in 2022 we continued to work on the basis of the three pillars of our Strategic Sustainability Plan. Regarding the first pillar relating to people and culture, of particular note was the promotion of our employees' growth through intensified training plans on key subjects and the development of the Remote Working Agreement prepared by company representatives and workers with the aim of achieving optimal working conditions for all our people. We also continued our active dialogue with the Work Committee and the Equality and Safety Committees in order to continue developing and improving our corporate governance policies.

The second pillar, concerning our commitment to the community, is reflected in the economic and social impact of our events. As proof of this, in 2022 we obtained ISO 20121 certification for our events management system. This recognition endorses our performance and acknowledges positive impacts of a social, economic and environmental nature, positioning us as one of the leading motorsports organisers to obtain this certification.

With respect to the third pillar, which relates to the environment, we are proud that our events have become platforms for sustainable innovation, where our partners are able to develop materials and resources that make less of an impact on the environment. This is enabling MotoGP™ to drive positive change in many sectors. One of our biggest projects is at the heart of the sport: the change to sustainable fuel. In 2024, fuel for all classes will be of a minimum of 40% non-fossil origin, rising to 100% from 2027. With no single proprietor, these fuels have the potential to take real progress from the track to the street – something MotoGP™ is proud to be part of. Meanwhile, we continue expanding the FIM Enel MotoE™ World Championship promoting innovation around electric mobility.

At Dorna we have assumed our leadership position by driving a key cultural change that confirms sustainability as the right path to follow.

In 2022 we also improved our carbon footprint metrics to cover the entire MotoGP™ season. By doing so, we continue to improve our decarbonisation strategy while we step up the energy transition towards sustainable mobility and initiatives to reduce emissions, such as remote event production, the implementation of efficient logistics for the transport of trans-oceanic events and the incorporation of renewable energy sources in our headquarters, among others.

Likewise, ESG criteria and strategies are vital to our organisation and allow us to tackle various challenges such as climate change, the need to decarbonise the sport, and mobility. Our ESG policies also respond to the needs set by the market and our stakeholders, who help to make us ever more sustainable. Accordingly, at Dorna we have assumed our leadership position by driving a key cultural change that confirms sustainability as the right path to follow, taking firm, resolute steps and actions, as we show in the following pages.

I would like to thank all those who helped make the achievements included in this report a reality, and their desire to continue to improve our position on the grid. We will move forward together to the next stage of our journey, always one step ahead, however difficult the terrain.

Carmelo Ezpeleta
CEO of Dorna Sports



02. Looking ahead

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



Looking ahead

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

Presentation

For the second year running, Dorna Sports S.L. and subsidiaries (“Dorna” or the “Group”) present the Consolidated Non-financial Information Statement (CNFIS) in the Consolidated Directors’ Report which accompanies the Group’s Consolidated Financial Statements, in accordance with Law 11/2018, of 28 December, on non-financial information and diversity.

Pursuant to Article 2 of that law, “the consolidated non-financial information statement will include the information required to understand the development, performance and position of the group, as well as the impact of its activity, relating to, as a minimum, environmental and social matters, respect for human rights and anti-corruption and bribery matters, in addition to employee matters”. In order to gain an understanding of the material impacts of our activity in these areas, between January and May 2021 we performed a materiality analysis in accordance with the recommendations of the GRI (Global Reporting Initiative) standards. These standards also constitute the reporting framework chosen by the Group as the benchmark for the preparation of this Consolidated Non-Financial Information Statement, pursuant to Law 11/2018.

The aforementioned materiality analysis was based on the analysis of secondary sources and internal documentation, providing a preliminary inventory of material issues, which was compared with the findings of 12 interviews with representatives of various external and internal stakeholders. A survey was subsequently carried out to gauge the importance that the various stakeholder groups attributed to the issues identified. As a result of the survey’s findings the material topics identified were prioritised as follows:





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 for 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

The analysis also enabled Dorna to identify sustainability-related strengths, weaknesses, opportunities and threats, providing the basis for the preparation of the Group's ESG strategic plan. The plan was approved by the Board of Directors of the Group's Parent on 22 September 2021.





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Business model

Dorna's profile

Incorporated in 1988, Dorna Sports, the Parent of the Group, became the organiser of the FIM Grand Prix World Championship (MotoGP™) in 1991 and has held the event's exclusive commercial and television rights ever since. With its head office in Spain's capital, Madrid, as well as facilities in Barcelona, we are leaders in the management and operation of major motorsport events, as well as in the utilisation and technological development of the related audio-visual content.

In 2012 we added the organisation of the MOTUL FIM Superbike World Championship (WorldSBK) to our portfolio, with the incorporation of the Group's subsidiary in Rome, Dorna WSBK Organization S.R.L.

At Dorna we have enjoyed continuous growth over the years, broadening our focus to include other motorcycle racing championships. These now include the Finetwork FIM JuniorGP™ World Championship, the Idemitsu Asia Talent Cup, and the Northern Talent Cup with Dorna as the sole organiser, as well as the FIM Enel MotoE™ World Championship. MotoE™ is the elite motorcycle racing arena for innovation in two-wheeled electric mobility and expands to become a World Championship in 2023, joining the MotoGP™ calendar for eight Grands Prix.

We have also been co-organisers of the Red Bull MotoGP™ Rookies Cup since its creation in 2007, and created the R&G British Talent Cup, of which we have been co-organisers since the competition became the sole British Moto3™ class.

Our newest collaboration is the FIM MiniGP World Series, in collaboration with the FIM and motorcycle federations and unions around the world. It's the first global initiative in motorsport aimed at creating grass roots equality.

At Dorna we want to be a driving force for development and growth in motorsport. The expansion of the Dorna Group's racing portfolio has helped to create synergies among these championships in key markets around the world, aiding not only in the promotion and running of events but also continually attracting and developing new riders, manufacturers, and brands, creating an important base upon which the sport can continue its incredible ascent. Proof of this is that in 2022 MotoGP™ celebrated a milestone at the Circuit of the Americas in Austin, Texas: Grand Prix number 500 of the #RacingTogether era.



The Group has three main lines of business



Event organisation rights

- This revenue comes from the promoters, who pay the Dorna Group a fixed fee for the right to organise a MotoGP™ or WorldSBK event. In return, the promoters benefit from the sale of event tickets and other services for spectators, the general overall impact on the economy in the region in which the event is held and worldwide exposure through the media coverage of the championships.
- The average term of these agreements is from five to ten years.
- MotoGP™ and WorldSBK races are some of the most profitable and attractive events for circuit promoters. Many countries strive to host a MotoGP™ event in order to enhance their worldwide visibility and for the positive economic impact. In 2022, after more than two decades, the MotoGP™ World Championship returned to Indonesia at the brand new Pertamina Mandalika International Circuit on Lombok, providing one of the sport's biggest fanbases the opportunity to enjoy the event live as well as creating a notable, positive economic impact on the area. India and Kazakhstan will also join in 2023 and we have firm candidates for new locations in the coming years.
- After the covid-19 pandemic and thanks to the considerable easing of restrictions, there has been an increase in demand for our events, which has enabled us to continue optimising our portfolio of circuits.

Retransmission of events and parallel content rights

- This area enjoys constant growth, and continually analyses consumer trends to be able to deliver the best products.
- We market retransmission rights to broadcasters around the world, both for the transmission of live coverage and recorded highlights. We also prepare television documentaries on the management and production of MotoGP™ World Championship, MotoE and WorldSBK for TV broadcasters and production companies.
- Exploitation of our proprietary digital channels through the delivery of content on the various championships also provides another significant source of revenue.
- The average term of these agreements is from three to five years.

Sponsorship area

- The Group generates sales revenue mainly through sponsorship of our different series of championships, products and services.
- The commercial exploitation of track side advertising, marketing of race track VIP areas and licensing of merchandising material are powerful sources of considerable revenue in the sales area.



In addition to our core business relating to top-level motorcycle racing, we also market AD-Time, a rotating LED advertising board system used at sporting events such as NBA, NHL, Spanish Football League, Japanese Football League, UK Premier League and Mexican Football League games, among others. Our AD-Time department manages the development, manufacture, sale and/or lease of these advertising systems for stadiums worldwide and provides customers with a fully integrated service.

At the Group we seek to manage social, environmental and good governance issues through collaboration with the various stakeholders we have relationships with. Beyond internal management, the real impact of our activities is evident in the events held, which involve numerous employees, spectators and residents of the communities hosting the races. Therefore, the Group's management in these areas needs to be considered from an internal and external perspective.

Our international scope

A few relevant facts on the two championships with the broadest international scope:



- 20 Grands Prix held in 2022, across 5 continents visiting a total of 16 countries.
 - Grand Prix events are broadcast to more than 200 countries¹.
 - A total of 22,301 hours broadcast.
 - 63% of the followers of the MotoGP™ digital profile are between 18 and 34 years of age, and 33% are between 35 and 54.
 - 17 million MotoGP™ website and app users.
 - 42.5 million followers on social media and digital platforms, increasing by 33% compared to last season.
 - 17.9 million followers on Facebook (4.4% increase), 13.6 million on Instagram (14.4% increase), 5.28 million YouTube subscribers (16% increase), 3.16 million followers on Twitter (8.2% increase) and 2.1 million on TikTok (78.5% increase).
 - 2.5 million spectators attended a MotoGP™ event in 2022.
 - Game Hub:
 - » MotoGP Fantasy²: 184,000 players in 17,70 - leagues.
 - » MotoGP Predictor³: 82,000 players.
 - » MotoGP Pick & Play: 609,000 players.
 - eSport:
 - » Global Series: 133 million views.
 - » Rising Stars Series: 10 million views.
- 12 events held in 2022, across 5 continents visiting a total of 10 countries.
 - A total of 16,030 hours broadcast.
 - 52.77% of the WorldSBK global digital profile are between 18 and 34 years of age, and 39.33% are between 35 and 54.
 - 2.5 million website and app users.
 - 3.7 million followers on social media and digital platforms, increasing by 11% compared to last season.
 - 1.7 million followers on Facebook (5.9% increase), 1.3 million on Instagram (8.2% increase), 364,992 YouTube subscribers (30.5% increase), 280,953 followers on Twitter (18.3% increase) and 46,700 on TikTok (new social media account).
 - Spectators: 548,275 in 2022.

¹ 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).

² Cumulative data 2020 – 2022.

³ Cumulative data 2021 – 2022.



Market trends

How fans experience their passion for sport, which until a few years ago was focused on viewing TV transmissions or retransmissions and attending sports venues in person, is currently undergoing its own digital transformation. In the global market, a new model for consuming entertainment via on-demand streaming and video platforms on which fans consume multimedia content on their televisions, tablets, computers or mobile phones, where and when they want, is gaining ground.

This new model is becoming the most popular among the younger generation and opens up a wide range of possibilities for interacting with fans and building loyalty, which is encouraging many sports organisations to leverage it and create new opportunities for growth. However, it is important to underline that the content generated needs to be specific to each platform since the audience and the method of delivery vary greatly in each case.

In order to meet the need to offer entertainment on virtual channels that complement and enrich the sports experience, Dorna undertook the following initiatives in 2022:

- **2022 Mobile World Congress:** for the first time we had a stand at the 2022 Mobile World Congress in Barcelona. We joined the 4YFN initiative and form part of the Sport Tech programme, exploring how technology is revolutionising both performance and commercial opportunities in sport. A key focus was the first trial at Silverstone of a stand-alone 5G network during the 2021 Monster Energy British Grand Prix, which proved that our events provide an ideal ecosystem for this new technology in several applications, such as access for fans, data transmission, audio communication, studio cameras, wireless cameras in the pitlane and a specially designed advanced on-board camera system.
- **New edition of the MotoGP™ 22 videogame:** Milestone and Dorna have announced that MotoGP™22, the new chapter of the two-wheel racing simulation game is available for PlayStation 4, PlayStation 5, Xbox One, Xbox Series X|S, Nintendo Switch™ and Steam. This edition includes new dedicated features for beginners as well as experienced players: the enhanced Tutorial and MotoGP™ Academy. Thanks to these two new tailor-made modes, players can master their knowledge of two wheels or learn the basics to start their journey to pro-level.
- **Exclusive strategic partnership with Tata Communications:** Tata Communications, a company which specialises in navigating the global digital ecosystem, and Dorna Sports have renewed and strengthened their collaboration, taking motorcycle sports to almost 500 million homes worldwide. Our aim is to boost migration from an onsite traditional media production to a remote production that will culminate in a future cloud-based model. These remote production capabilities, combined with the global video content delivery network, will also enable increased remote broadcasting of live track action. Sustainability will also be supported to reach our long-term environmental objectives: lower and more efficient use of energy, reducing the number of production staff and amount of equipment that needs to be transported around the world, thereby reducing our carbon footprint and guaranteeing an enhanced spectator experience.
- **Launch of a new game on Facebook, “MotoGP™ Pick & Play”:** the game was launched exclusively on Facebook and made available to play free worldwide on mobile devices. MotoGP™ Pick & Play enabled fans to participate in the world championship action by choosing which rider, in a weekly battle, would finish ahead. Fans were 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.
- **First Augmented Reality Lens in Snapchat:** the first MotoGP™ Augmented Reality Lens was launched in Snapchat and allows fans to engage with each other in a creative way by designing their own competition helmet. Helmets are a crucial part of a rider’s equipment - often the most personal - and every racer has to design theirs at some point in their career.
- **MotoGP™ Circuit App:** with the launch of the MotoGP™ Circuit App, fans at the track can enjoy a totally new experience. The app provides fans with various elements enabling them to get the most out of their onsite MotoGP™ experience, including timetables of track action, fan activities, circuit and access information, breaking news, updates on fan activities at the track, and exclusive promos, contests and discounts.



The brands associated with motorcycle racing have now evolved from merely having a sports-related purpose to becoming entertainment and leisure creators for their followers. This was reflected in the 2022 Global Fan Survey Dorna conducted online, in collaboration with Motorsport Network, in which 109,676 fans in 179 countries participated, making it the largest ever survey on MotoGP™. The results showed that MotoGP™ has built a very loyal fan base with over 82% of fans following the sport for more than six years, and they rate it as exciting, competitive, entertaining, world-class and unpredictable. However, 66% of those surveyed said efforts needed to be made to attract new fans.

That is Dorna's mission for MotoGP™. One of the first initiatives aimed at widening the sport's audience and providing even more value to an already loyal fanbase is the introduction of the new sporting format for 2023, including the Sprint on Saturday afternoons at every Grand Prix. This has been achieved together with the International Motorcycling Federation (FIM), the International Road Racing Teams Association (IRTA) and the Motorcycle Sports Manufacturers' Association (MSMA), creating a new era for MotoGP™.

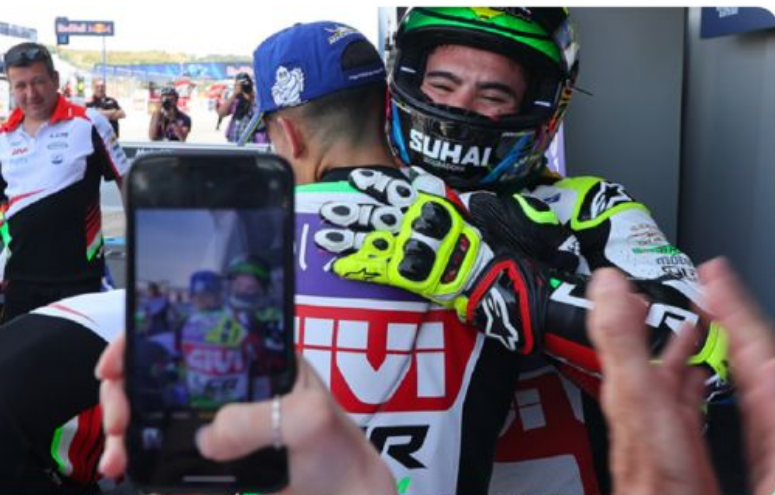
Every day of an event now has an identity, with Friday deciding the first entrants to Q2 qualifying, Saturday deciding the grids and staging the Sprint, and then Sunday hosting the grand finale of the weekend with the Grand Prix race. The new format provides fans at the track with an even better experience on every day of the event and creates a fantastic opportunity for broadcasters to showcase the very best of MotoGP™. That's also what the format does: increases the profile of the MotoGP™ class, as well as providing increased engagement opportunities for fans, broadcasters and media across the event.

Motorcycle racing today also faces complex economic, social, and environmental challenges, combined with constantly evolving demands that need to be balanced with increasingly exacting regulatory frameworks in each region. Although rider, employee and spectator safety has always been a central concern, the health crisis caused by the covid-19 pandemic reinforced the need for vigilance and played an important role in the development of stricter protocols. Also, in a social context where interaction between companies and users is continual and public exposure is inevitable, interest in areas such as control of suppliers and external associates, respect for human rights and, above all, the urgent need to combat climate change continues to grow.

This panorama means that we are on the brink of a shift in cycle, which is not without its risks, where management of the ESG aspects of the business has become a determining factor in its growth.

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 sectors of activity, including our competitors and the companies we deal with in our activities, such as suppliers, racing circuits, sponsors, media, racing teams, constructors and suppliers of capital. The energy transition is already an unstoppable trend that is going to demand profound changes in all businesses, but especially those which have a significant carbon footprint. This is the case for motorcycle racing, not only due to fuel consumption during races, but also the impact associated with transporting the people and equipment needed to hold the events.

However, the widespread media impact of these sports may also be leveraged as a platform to promote awareness among the numerous stakeholders associated with the sport, to encourage more environmentally-friendly behaviour and promote road safety education, occupational health, equality and supply chain best practices, among others. There is also a wealth of opportunity offered by alliances with other partners, in order to raise awareness and achieve technical innovations that benefit society as a whole.





Racing Together

In this context, companies need to integrate environmental, social and corporate governance issues in a holistic strategy that aims to respond to their stakeholders' expectations and actively contribute to the progress and welfare of the society to which they belong.

Based on the materiality analysis, in 2021 at Dorna we defined a 2021-2024 Strategic Sustainability Plan which sets out our approach to addressing the global risks that may affect the business. The plan was approved by the management committee and encompasses the implementation of management systems to include ESG indicators in the Company's decision-making process, driving this change alongside the digital transformation.

The extraordinary efforts made to support the employees and companies associated with all our championships throughout the pandemic, and the success achieved, have given us sufficient legitimacy and confidence to promote the cultural change needed and initiate this long-term transition involving all our stakeholders. To this end we have chosen the "Racing Together" slogan, which was used at championships throughout the months in which health restrictions were in force, to identify our sustainability strategy since it continues to reflect the Group's shared values and a collective effort for a brighter and fairer future. "Racing Together" has now become our corporate slogan, placing sustainable development at the heart of our business strategy.

Our 2021-2024 Strategic Sustainability Plan: Racing Together

The Racing Together philosophy represents our values, efforts and collective drive, together with all our stakeholders, to accelerate the sustainable development of motorcycle racing. Our goal is to offer the best races in motorsport, with the highest levels of safety for competitors, and to guarantee an optimal experience for fans attending the event and those watching at home. Our focus is not only on the development of our two most important international championships; we are also strongly committed to supporting the grassroots of motorcycling to enable future generations of talented young riders around the world to make their dreams come true – fostering equality on and off track.

Thanks to our passion for and love of motorcycling, we are committed to preserving the heritage of our sport through the integration of environmental, social and corporate governance aspects to foster a sustainable future for all our championships. At Dorna we have taken on a leadership role with respect to our stakeholders, driving a key cultural change as part of a longer-term transition process. This entails developing management systems to oversee ESG key performance indicators and defining policies that enable continuous improvement of our activities, through appropriate decision-making, participation, responsibility and transparency.

RACING TOGETHER



The 2021–2024 Sustainability Strategic Plan thus aims to improve our social and economic impact and reduce our environmental impact, not only from a local perspective but also with respect to all the communities involved in our events. Our sustainability strategy is structured around three pillars:



People and culture

We want to be the driving force behind the growth of motorcycling, making it more sustainable. 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 ethical standards. This process starts internally with our employees, the main driver of this cultural transformation. We want to take human resources to the next level, using management best practices that treat our employees as the main drivers of the necessary cultural transformation with an impact on our external activity. As the voice of motorcycle racing we use our platform to promote responsibility, and treat our employees, riders and our planet with care.



Community Commitment

The organisation of our events has helped us to forge a special relationship with the regions where the competitions are held. This is how we identify and develop sporting talent, supporting educational programmes and competitions for young riders around the world. We create opportunities for developing professionals, either in motorsports or other activities in which the skills they have acquired add value. Leveraging our considerable capacity for communication, we 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.



Environment

Due to their global expansion, agility and low emissions, we see motorbikes as the path to follow towards a sustainable mobility solution. Our innovations originate from racing and events production. At Dorna we act as a laboratory for all the industries involved in our championships, developing technologies that will play a role in solving key challenges in the area of sustainability. At the same time, we are working on reducing the environmental impact of our operations, both on a day-to-day basis and during our events. We are committed to calculating our carbon footprint and accelerating our transition to low emissions, in order to reach the global emissions objectives.

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

In our quest to promote the Sustainable Development Goals and collaborate to foster a positive impact between the people we work with and the places where races are held, at Dorna we have launched a series of initiatives and projects to support education, innovation, the development of sustainable cities, the fight against climate change, the promotion of a peaceful and inclusive society and the creation of alliances with companies.

Specifically, we have undertaken the following actions:

 **Contribution to SDG 4
QUALITY EDUCATION**

At Dorna we have a Talent Promotion programme in place which focuses on the motorcycle community. Through this programme we seek to add value for the members of this community by investing in the training and development of tomorrow's professionals. This programme enables us to provide training on team work and developing a community that is fair, sustainable and socially-aware.


 **Contribution of SDG 11
SUSTAINABLE AND SAFE
CITIES AND COMMUNITIES**

We ensure the safety and integrity of riders and their teams at all times. We are involved in projects that research, develop, promote and implement road safety technologies.

 **Contribution to SDG 13
CLIMATE ACTION**

In our pursuit of a decarbonised motorcycling world, together with our partner ENEL, we have also created a parallel path of sustainable innovation: a championship for electric motorcycles called MotoE™. The series continues to excel every year in terms of its results and importance in the sector, and from 2023 it becomes the FIM Enel MotoE™ World Championship, achieving official world championship status as it expands to eight rounds. It also welcomes one of the biggest motorcycle manufacturers in the world as the supplier, further underlining the success of the project and the importance of its contribution to the world's mission to decarbonise.

In addition, in line with our commitment to protect the environment, a plan has been implemented which defines a series of actions and initiatives. Apart from innovating and promoting low-carbon racing series such as MotoE™, we have also developed a corporate and event carbon footprint metric, with the goal of being able to monitor and reduce our emissions.

 **Contribution to SDG 16
PEACE, JUSTICE
AND STRONG INSTITUTIONS**

We strive to create stronger institutions and industries which ensure a social fabric that is fair and transparent. Our aim is to leverage the motorcycle industry in order to innovate and also contribute to society, making decisions that are both responsible and sustainable on issues such as consumer empowerment and transparent and improved safety measures.

 **Contribution to SDG 17
PARTNERSHIPS FOR THE GOALS**

We collaborate with our stakeholders to achieve our shared purpose, developing agreements, initiatives and actions that strengthen common synergies and help us to facilitate innovation and make a positive impact on the society in which we live.

Accordingly, in the corresponding chapters of this report we detail the initiatives conducted in 2022 in relation to our 2021- 2024 Sustainability Strategic Plan.



Our 2021-2024 Sustainability Strategic Plan responds in turn to the FIM's 2021-2025 Sustainability Strategy, which is aligned with the Sustainable Development Goals (SDGs).





03. Developing an ethical culture

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.



Developing an ethical culture

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.

Organisational structure

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

- **Bridgepoint Capital** 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 adopt a 360-degree event management approach to all the sporting, commercial and media aspects of our events. The cornerstone of our success is our experienced, multinational team of 491 employees.

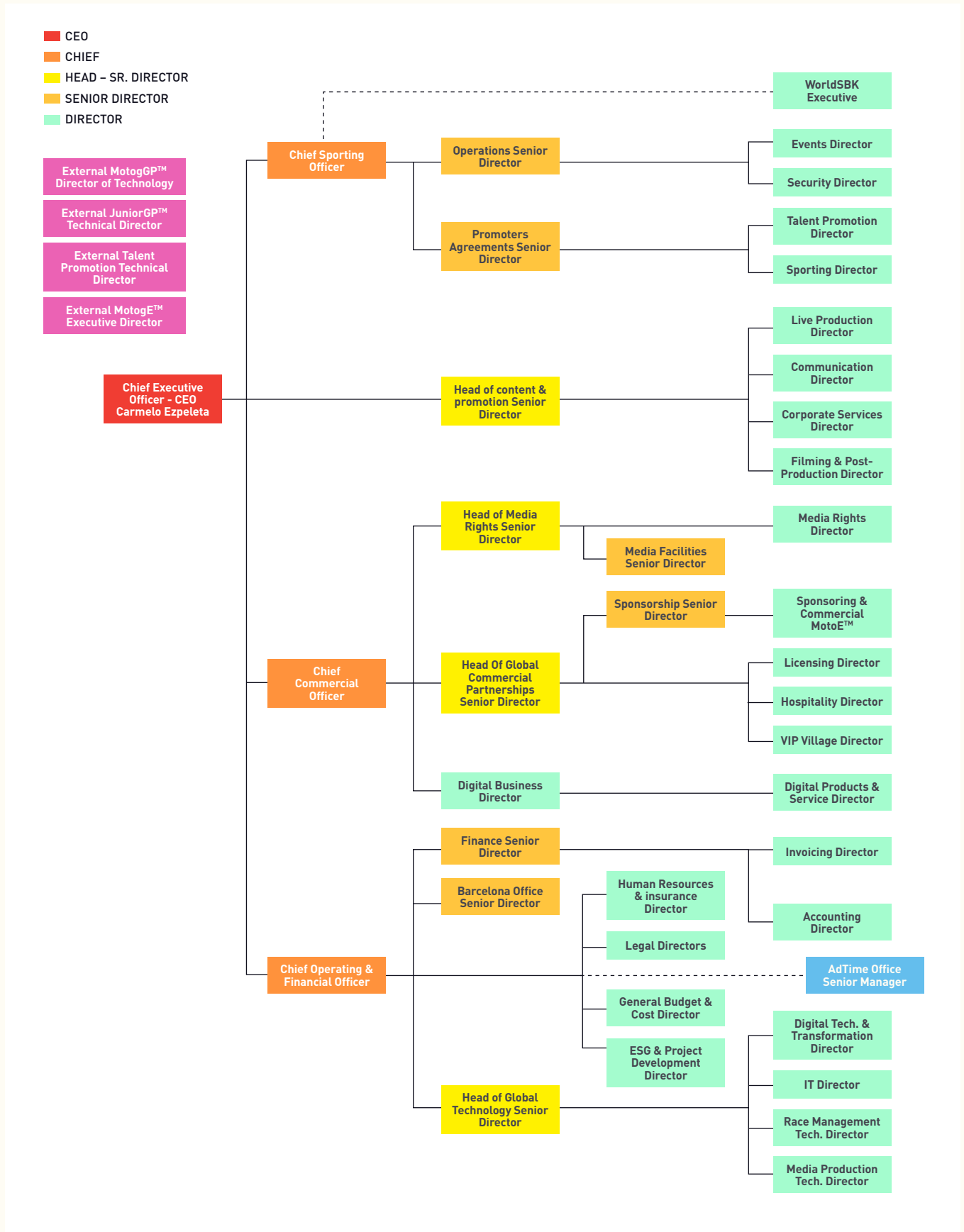
This 360-degree approach not only guarantees effective organisation and cooperation throughout Dorna, but also fosters a close working relationship with the FIM, promoters, manufacturers, racing teams, media, suppliers and circuits across the globe.

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 2022 we continued to adapt as a company to the demands of our stakeholders, always striving to meet their expectations, particularly those of the fans. For that purpose, we have set up a new organisational structure that allows us to be more competitive in the environment in which we operate.



The organisation chart for the 2022 season was as follows:





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	-	Bridgepoint
José María Maldonado	Male	Deputy Chairperson	Proprietary	Chair of the Remuneration Committee	Bridgepoint
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
Ildfonso Polo	Male	Non-Director Secretary	External secretary	-	Garrigues

The Audit Committee was formed on 12 January 2021 and its main function is to review the Group's financial statements before they are submitted to the Board of Directors for approval, and to review the directors' report and external auditor's report on accounting and internal control matters. The committee also has to fulfil its oversight responsibilities and make recommendations to the Board of Directors on the appointment of the auditor.

In addition, the Remuneration Committee was formed on 12 January 2021 and its main objective is to propose for approval by the Board of Directors the remuneration policies and procedures, any amendments thereto, the employees or personnel subject to the remuneration systems, and any exceptions. The committee then has to implement and maintain that system.



The principles of our work

From the outset, at Dorna we have known that passion is the key to our business, which we have consolidated by fostering cohesion, shaping the competition and promoting sustainability. Our corporate values guide us in the development of the initiatives and tools forming the basis of our model of operating excellence.





Our management and compliance framework

For several years, at Dorna we have been implementing a range of activities aimed at ensuring compliance with laws, regulations and internal policies. These include the implementation of a compliance programme, which the Compliance Committee is responsible for reviewing and overseeing.

Compliance system structure

In 2016, a Compliance Officer was appointed and a Compliance Committee created, which meets each month, and is composed of the Compliance Officer and two external lawyers specialising in this field. The role and responsibilities of this office and body are set out in a specific protocol and include most notably the following:

The Compliance Officer's responsibilities

- Identification of risks.
- Analysis of any regulatory changes that may affect the Group.
- Implementation of preventive and corrective measures.
- Delivery of training.

The Compliance Committee's responsibilities

- Policies and procedures; specifically, the compliance system review, maintenance and management procedure.
- Training material.
- Any new risk that may be identified and resolution of any existing risk.
- Analysis and additional steps to be taken concerning existing risks.
- Analysis of new regulations that may affect the Group.
- Analysis and assessment of queries and potential breaches.
- Improvements to the compliance system.
- In the event of any incident, the Compliance Committee is required to conduct the corresponding investigation, assess the incident/breach, the penalty proposed, etc.
- Monitor the complaints received through the Whistleblowing Channel.

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 2022 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 of the training plan, preparation and performance of the appropriate training to minimise criminal risks; and, (iv) external support and advisory services in relation to any matters requiring review by the Compliance Committee.



Also, since the last annual assessment report submitted in December 2021, the following actions have been taken by Dorna under the advice of external counsel, ECIJA:

- **UPDATE OF THE CODE OF ETHICS:** as one of the main guidelines for Dorna's employees, it is essential that the content of the Code of Ethics be updated constantly. Accordingly, in 2022 the content of our Code of Ethics was reviewed, identifying certain clarifications to be included, which will be approved in 2023.
- **NEW ANTI-CORRUPTION CODE:** this code aims to renew and unify the content of the ABC Policies, bringing the content into line with the Company's current situation and updating the fraud prevention and anti-corruption obligations. The code was prepared in 2022 and will be approved in 2023.
- **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 developed. The policy was prepared in 2022 and will be approved in 2023.
- **NEW POLICY ON RESPECT FOR HUMAN RIGHTS:** this policy provides a structure and an approach to develop effective management systems with the aim of mitigating the risks relating to human rights and promoting positive impacts in this area. The main objective of the human rights policy is to serve as guidance for all Dorna employees on the importance of protecting human rights, and to mitigate the risks relating to the Company and stakeholders. The policy was prepared in 2022 and will be approved in 2023.
- **INTERNAL TRAINING:** compliance training helps 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 training be practical and in plain language that is easily understood. In a similar vein, UNE Standard 19601 focuses on the need to provide employees with training in criminal risks and how to avoid them.

Besides the international standards, important regulatory frameworks, such as the USS Sentencing Guidelines, the Foreign Corrupt Practices Act (FCPA), the Guidance on the UK Bribery Act and Spanish anti-money laundering legislation underline the importance of training processes for the effectiveness of compliance systems.



Therefore, in order to comply with these standards and in view of the importance of the internal training process, as well as the prevention of corruption, the following actions were carried out in 2022:

- » Anti-corruption training, placing particular emphasis on the following areas:
 - Respect for the principles and values of our Code of Ethics.
 - Object, scope and importance of the ABC Policies.
 - Anti-corruption alerts.
 - How to report conduct relating to corruption and fraud: Whistleblowing Channel.

A brief questionnaire was sent out to check that the employees had understood the anti-corruption training.

- **MAINTENANCE OF THE CORPORATE COMPLIANCE PROGRAMME:** in addition to the actions referred to above, the following initiatives were also undertaken:
 - » Regular meetings between the control body (Compliance Officer) and external counsel (ECIJA) to identify improvements and areas for development within the system.
 - » An assessment report was prepared to evidence the situation of Dorna's compliance programme.



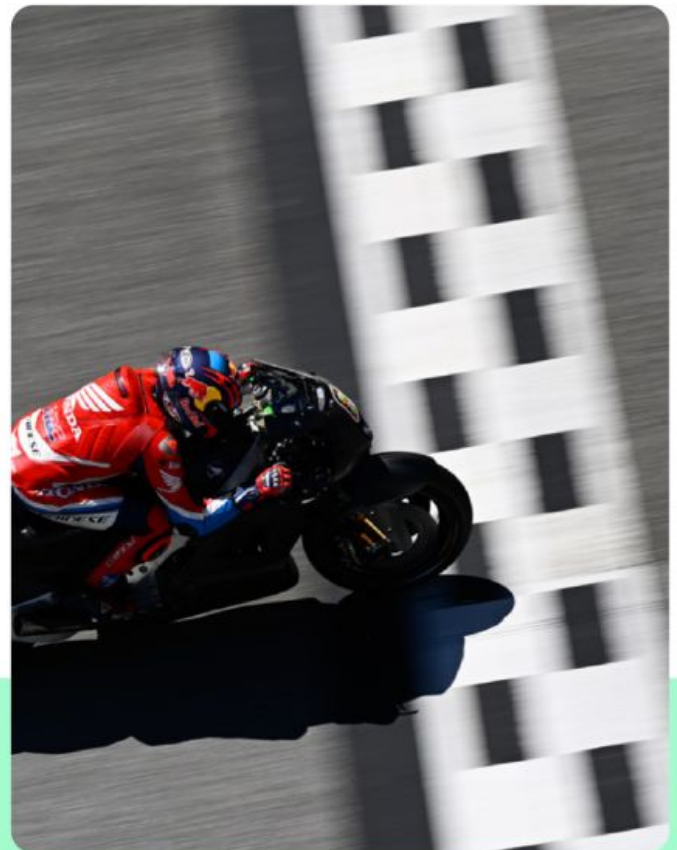
In addition, in 2022 Dorna WorldSBK Organization (Rome, Italy) carried out the following actions:

• **APPROVAL AND UPDATE OF INTERNAL POLICIES**

NEW POLICIES APPROVED	UPDATED POLICIES
<ul style="list-style-type: none"> • Procedure to manage budget deviations. • Process for the hiring of a new employee and/or any movement within the Group companies: employment request form. • Supplier selection and evaluation policy. • Staff uniform management procedure. • Whistleblowing policy. 	<ul style="list-style-type: none"> • WorldSBK 2022 health and safety protocol. • Travel management procedure. • Approval form for travel over budget.

- **INTERNAL TRAINING:** on the supplier selection and evaluation process for the employees of Dorna WorldSBK Organization (Rome, Italy) to consolidate their knowledge of the criteria and requirements concerning the selection and contracting of third parties, and in all commercial relationships that may arise in the course of its activity.

We thereby demonstrate our commitment to complying with all the applicable legislation and to establishing a culture of compliance and ethical behaviour in our day-to-day activities. In addition, at Dorna we consider ESG criteria an evolution of corporate compliance and aim to include them in the compliance system to improve our corporate governance in general.





Regulatory compliance model

Our compliance model includes the following:

• Core principles

- » Dorna Code of Ethics (updated in 2022 for approval in 2023)
- » Compliance and ABC policies, which will be unified and updated in the new Anti-Corruption Code (prepared in 2022 for approval in 2023)
- » Business Partner Standards
- » Mandatory internal procedures and policies
- » Risk management
- » Supervision and control systems

• 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
- » Whistleblowing Channel

The **Code of Ethics** is the fundamental pillar of the system and is applicable to all our employees. It sets out the core values that guide our actions, aligning them with both the prevailing legislation and generally accepted ethical and responsible principles. The Code of Ethics also recognises our corporate social responsibility whereby we create value in the communities in which we operate and reaffirms our commitment to our stakeholders. It also envisages internal monitoring of the design and implementation of best practices regarding control, research and employee training to prevent potential unlawful conduct. The Code of Ethics includes a disciplinary system and specific guidelines for conduct in 25 areas of our activities, such as the protection of the environment, public health, human rights, conflicts of interest, dealings with authorities, intellectual property management and non-discrimination, among others.

In addition to the Code of Ethics, as a company we adhere to the provisions of the FIM's code of ethics applicable to all Dorna's associates based on their relationship with the Group. Adherents to FIM's code of ethics are committed to the principles of respect for the law, fair play, honesty, integrity and combating corruption and doping, among others.

In 2022 the **ABC Policies** constituted our main benchmark in the fight against bribery and corruption. Adopting a zero tolerance approach to this type of offence, the ABC Policies apply to all the Group's employees in all the geographical areas in which we do business, as well as to our suppliers, consultants, contractors, distributors, agents and any other parties acting on our behalf, who are required to be aware of these policies and their principles, and apply them in any transactions relating to Dorna.

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

At Dorna we have been rolling out a compliance programme since 2016 which has gradually been incorporated into a compliance management system that guarantees adherence to the corporate commitments and respect for the rights of all those who form part of Dorna. The Compliance Committee is the body responsible for ensuring proper development of the system and adherence to the rules put in place.



In addition to the key items described above, at 2022 year-end, our compliance model also included the following:

CORPORATE POLICIES	PROCEDURES
<ul style="list-style-type: none"> • Policy on the use of technological resources. • Policy for the protection of intellectual property rights. 	<ul style="list-style-type: none"> • Anti-corruption procedure. • Internal Whistleblowing Channel procedure. • Offences and penalties procedure. • Policy on the use of technological resources. • Supplier selection and engagement procedure. • Personnel recruitment and engagement procedure. • Customer and supplier engagement procedure – Standard clauses- • Policy for the protection of intellectual property rights. • Procedure for relationships with public authorities. • Occupational risk prevention procedure. • Financial management procedure. • Environmental management procedure. • Data protection and information security procedure. • Review, maintenance and management of system compliance procedure. • Corporate defence procedure. • Operating protocol for the Control Body and dealings with the Board of Directors. • Policy for the prevention of money laundering and of terrorist financing (prepared in 2022 for approval in 2023). • Policy on respect for human rights (prepared in 2022 for approval in 2023). • Health, safety and well-being policy (prepared in 2022 for approval in 2023).

The above policies are duly notified to all employees upon joining Dorna when they are provided with a copy of the existing policies. In addition, whenever a new policy is approved it is communicated to the employees by corporate email. The approved and updated policies are also available to our employees at any time on an internal website. Specific training is also conducted on the policies.

Supplier selection is governed by the supplier selection and engagement procedure. The purpose of this policy is to avoid a conflict of interest when selecting suppliers and to ensure that suppliers' values align with ours. In accordance with this policy, if there is a possible risk relating to the origin of a potential supplier or an activity to be carried out, a preliminary assessment is conducted on the potential supplier. In the agreements we enter into with suppliers, we require suppliers to undertake to comply with the Business Partner Standards and our values, in accordance with the Code of Ethics, and we also inform them of the crime prevention system. As indicated in the section on human rights, certain agreements include audit rights that may be exercised by the Group.



Risk management model

At Dorna we operate in an international context and have a high level of exposure; accordingly, we consider it key to manage financial and other types of risk, such as risks impacting our brand image and the risks inherent to international contexts, and we also implement robust risk management and internal control mechanisms.

Therefore, in order to ensure correct management of any risks that may have an impact on the Group's goals, in 2022, on the basis of advisory services provided by PricewaterhouseCoopers ("PwC"), we implemented the development of several internal control mechanisms to improve our internal control system. This project consists of the following three phases, which will be carried out between 2022 and 2023: risk management (completed in December 2022), control and oversight model (both phases scheduled for 2023).

The first phase gave rise to the following results:

- We have updated our risk map, identifying the main risks as strategic, compliance, reporting and operational, and also categorising them according to their degree of impact and probability of occurrence. In addition, the persons responsible for the management of each risk at Dorna have been indicated.
- Preparation of the risk sheets on the most important risks for Dorna. These sheets were prepared on the basis of meetings held by PwC with key personnel in the various areas of the company in relation to the most significant risks and, as a result, these dynamic documents will form the basis of the risk monitoring system. For that purpose, the risk sheets contain a description of the risk, the evolution of the annual risk assessment, the main actions and initiatives to mitigate risk, the persons in charge of each action and initiative, the frequency of reporting, evidence of risk control, etc.
- Proposal of a new risk management model which establishes the appointment of an expert in internal control systems, risk management and internal audit. It is proposed that the expert will be involved, above all at the outset, in the construction of the new risk model in conjunction with the personnel in charge and, subsequently, be involved mainly in the periodic review.

Information security

The information security risk assessment performed in 2016 concluded that the Group had a medium level of inherent risk. The highest levels of exposure were identified in relation to personal data processing, the supply chain, high-value goods and intellectual property issues.

As a result of this assessment, we have made progress, developing a Security Master Plan, implementing a series of security policies, defining and prioritising projects such as the installation of a next generation firewall, two factor authentication, security information and event management (SIEM) software, web application firewalls (WAF) and single sign-on (SSO), among others.

In 2022, numerous cyberattacks took place which the protection systems minimised and controlled. However, two incidents occurred in which the protection systems were bypassed but both were detected and controlled without any impact on the Company's data or operations.

The first was a ransomware attack which was detected when it occurred, the affected system was isolated and certain data encrypted, which was restored from the backup copies. The second cyberattack involved access of an account in a brute force attack. The protection systems blocked the account when unusual activity was detected. The affected user was contacted and the security measures for the account were increased.



Combating bribery and corruption and preventing money laundering

In 2022, the ABC Policies 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 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.

The supplier selection and engagement procedure 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 ABC Policies, which detail the inherent risks, due diligence reviews (including the use of a red flag system), documentation requirements, the processing of payments, monitoring and review, and agreement termination when concerns are not resolved.

In our Code of Ethics, 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 an 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 bring it to their attention.

In order to bolster the ethics management parameters and mechanisms of our business, in 2022, we prepared a new policy on the prevention of money laundering and of terrorist financing, which will be approved and come into effect in 2023.



Whistleblowing Channel

The procedure for the use of the Whistleblowing Channel regulates its functioning, including which information needs to accompany a complaint, and the procedure to be followed to resolve the issue.

No cases of workplace or sexual harassment, discrimination or violation of human rights were detected in 2022 and no related reports and/or complaints were received by the Whistleblowing Channel.

Ethics and compliance training

The anti-bribery and anti-corruption training received by employees is a significant part of our compliance system. Employees are furnished with information on the content of the relevant policies and specific training material on bribery and corruption, which also includes a questionnaire. The relevant material is permanently available to employees on the corporate website.

In 2022 we offered our employees specific anti-corruption training (explained above).



Human rights

As indicated in the preceding section, our Code of Ethics states that the Group adheres to the principles of the UN Global Compact, which implies respecting human rights, current legal regulations, dignified work, individual and collective freedoms and the environment, as well as including non-discrimination guarantees and combating bribery and corruption in all its forms.

These commitments have given rise to procedures and policies applicable to each of the different aspects of our activities, as part of our control capacity. In this respect, in 2022 we prepared a new policy on respect for human rights, which will be approved by the Board of Directors in 2023. This policy aims to provide Dorna with a structure and an approach to develop effective management systems in order to mitigate the risks relating to human rights and promote positive impacts in this area.



PREVENTION IN THE SUPPLY CHAIN

Although our activities in this area are carried out in different countries, the vast majority relate to local agents, who bear the corresponding obligations, subject to the domestic legislation that applies. In all cases, we include in our agreements with these local agents the obligation to adhere to the ABC Policies and the Business Partner Standards, which include specific provisions relating to the employees engaged and the outsourcing arrangements, and underline our commitment to the principles of the UN Global Compact.

Specifically, the merchandising agreements include a clause expressly prohibiting the use of child labour in the manufacture of merchandising material and allow the related suppliers to be audited.



PREVENTION OF HARASSMENT AT DORNA

We have had an Equality Plan in place at Dorna 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.



PERSONAL DATA PROTECTION

In accordance with the 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).

In addition, in 2020 we appointed ECIJA as our Data Protection Officer (DPO), who ensures strict compliance with personal data processing legislation at Dorna.



COMPLAINTS AND ALERTS OF VIOLATIONS OF HUMAN RIGHTS

There was no record of any complaints or alerts of violations of human rights, discrimination or workplace or sexual harassment at the Group in 2022.



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 2022 compared with data for 2021:

GROUP TAX INFORMATION (SPAIN)	€	
	2021	2022
Profit obtained	(43,838,474.29)	(12,637,824.53)
Income tax paid	25,101,053.15	35,319,811.19
Grants received	-	-

GROUP TAX INFORMATION (ITALY)	€	
	2021	2022
Profit obtained	(2,340,850.75)	(12,012,858.00)
Income tax paid	19,021.98	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.



04. People are at our core

Team spirit is in our DNA and is reflected in both our people management model, based on sporting values, and through the synergies that the organisation generates when preparing events with suppliers, partners and others, who all form an essential part of the team.



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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. Values such as: agility, transparency, flexibility, communication and empathy (among others) will be promoted in this new digital culture, which will place people (employees and FANS) at the heart of our global transformation.



Continuous review of our corporate processes. A critical vision of our current procedures will be required to enable us to take a new approach to, or start from scratch with, each and every one of the processes currently in force, which must be adapted to the new digital reality.



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



Exploitation of the data and analytics model for decision-making.



Employees

As a result of the special nature of the activities we perform, at Dorna we have established an organisational structure composed of various functional areas that include the corresponding professional levels. As described in the Collective Agreement, these functional areas are as follows: Administration, Image and Communication, Commercial Area, Systems and Events.

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 calibre, on the basis of our demands and objectives.

Our Code of Ethics advocates equal treatment of men and women; specifically in relation to access to employment, remuneration, training and professional classification and promotion. Our commitment to non-discrimination is also described in the employee selection procedure 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 conditions with excellent results, but also results in a very low staff turnover rate, making it possible to consolidate long-term strategies and obtain returns on investments.

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, Management Secretaries
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 31 DECEMBER BY COUNTRY	2021			2022		
	Men	Women	TOTAL	Men	Women	TOTAL
Spain	352	151	503	363	160	523
Italy	7	10	17	7	11	18
TOTAL	359	161	520	370	171	541

AGE	2021	2022
20-30 years old	111	100
31-40 years old	210	221
41-50 years old	148	156
51 and older	51	64
TOTAL	520	541

NUMBER OF EMPLOYEES AT 31 DECEMBER BY PROFESSIONAL LEVEL	2021	2022
LEVEL 1	40	41
LEVEL 2	14	16
LEVEL 3	59	56
LEVEL 4	105	97
LEVEL 5	267	297
LEVEL 6	35	34
TOTAL	520	541

NUMBER OF EMPLOYEES AT 31 DECEMBER BY TYPE OF CONTRACT	2021			2022		
	Full time	Part time	TOTAL	Full time	Part time	TOTAL
Indefinite-term contract	509	6	515	533	6	539
Temporary	3	2	5	2	-	2
TOTAL	512	8	520	535	6	541



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

AVERAGE ANNUAL NUMBER OF CONTRACTS BY GENDER	2021						2022					
	Indefinite-term contract			Temporary contract			Indefinite-term contract			Temporary contract		
	Full time	Part time	TOTAL	Full time	Part time	TOTAL	Full time	Part time	TOTAL	Full time	Part time	TOTAL
Men	341	-	341	2	2	4	367	-	367	5	-	5
Women	150	5	155	1	1	2	159	6	165	1	-	1
TOTAL	491	5	496	3	3	6	526	6	532	6	-	6

AVERAGE ANNUAL NUMBER OF CONTRACTS BY AGE	2021						2022					
	Indefinite-term contract			Temporary contract			Indefinite-term contract			Temporary contract		
	Full time	Part time	TOTAL	Full time	Part time	TOTAL	Full time	Part time	TOTAL	Full time	Part time	TOTAL
20-30 years old	82	-	82	1	-	1	90	-	90	2	-	2
31-40 years old	209	2	211	1	2	3	209	3	212	1	-	1
41-50 years old	140	1	141	-	-	-	164	2	166	1	-	1
51 AND OLDER	60	2	62	1	1	2	63	1	64	2	-	2
TOTAL	491	5	496	3	3	6	526	6	532	6	-	6

AVERAGE ANNUAL NUMBER OF CONTRACTS BY PROFESSIONAL LEVEL	2021						2022					
	Indefinite-term contract			Temporary contract			Indefinite-term contract			Temporary contract		
	Full time	Part time	TOTAL	Full time	Part time	TOTAL	Full time	Part time	TOTAL	Full time	Part time	TOTAL
LEVEL 1	40	-	40	-	-	-	41	-	41	-	-	-
LEVEL 2	15	-	15	-	-	-	19	-	19	-	-	-
LEVEL 3	57	1	58	-	-	-	54	1	55	1	-	1
LEVEL 4	106	1	107	-	-	-	133	1	134	-	-	-
LEVEL 5	240	2	242	3	3	6	261	3	264	5	-	5
LEVEL 6	33	1	34	-	-	-	18	1	19	-	-	-
TOTAL	491	5	496	3	3	6	526	6	532	6	-	6



Number of dismissals by gender, age and professional level

NUMBER OF DISMISSALS BY GENDER	2021	2022
Women	1	2
Men	1	3
TOTAL	2	5

NUMBER OF DISMISSALS BY AGE	2021	2022
20-30 years old	-	-
31-40 years old	1	5
41-50 years old	1	-
51 and older	-	-
TOTAL	2	5

NUMBER OF DISMISSALS BY PROFESSIONAL LEVEL	2021	2022
LEVEL 1	-	1
LEVEL 2	-	-
LEVEL 3	-	-
LEVEL 4	1	2
LEVEL 5	1	2
LEVEL 6	-	-
TOTAL	2	5



Average annual remuneration by gender, age and professional level

ANNUAL REMUNERATION BY GENDER	2021	2022
Women	35,033.23	39,524.73
Men	41,312.02	51,643.03

AVERAGE ANNUAL REMUNERATION BY AGE	2021	2022
20-30 years old	24,872.36	31,461.58
31-40 years old	34,764.25	40,647.00
41-50 years old	45,739.09	50,186.31
51 and older	67,252.72	91,350.92

AVERAGE ANNUAL REMUNERATION BY PROFESSIONAL LEVEL		2021	2022
LEVEL 1	C-Level	350,609.16	443,885.28
	Head of Department, Senior Director and Director	102,567.40	116,853.29
LEVEL 2		64,317.58	69,700.57
LEVEL 3		54,003.85	54,736.27
LEVEL 4		39,910.14	45,721.57
LEVEL 5		28,841.45	34,035.24
LEVEL 6		26,038.86	25,875.52

ANNUAL REMUNERATION OF THE BOARD OF DIRECTORS	2021		2022	
	Women	Men	Women	Men
Executive Members	-	1,089,065.30	-	1,095,591.20
Independent Members*	110,000.00	-	110,000.00	-

*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.



Wage gap

AVERAGE ANNUAL REMUNERATION BY GENDER AND PROFESSIONAL LEVEL		2021			2022		
		Women	Men	Gap	Women	Men	Gap
LEVEL 1	C-Level	-	350,609.16	Not applicable	-	443,885.28	Not applicable
	Head of Department, Senior Director and Director	85,220.88*	119,913.92	28.93%	95,126.27	121,139.18	21.47%
LEVEL 2		63,658.82	64,617.01	1.51%	64,550.62	72,803.16	11.34%
LEVEL 3		50,294.18	55,349.24	10.05%	53,009.24	55,493.77	4.48%
LEVEL 4		40,313.43	39,733.69	-1.44%	44,671.81	46,196.91	3.30%
LEVEL 5		26,788.47	29,632.28	10.62%	31,550.19	35,232.25	10.45%
LEVEL 6		27,529.55	25,024.61	-9.10%	28,246.50	24,470.16	-15.43%

*Updated according to calculation methodology.



Organisation of work

The organisation of the working day adapts to the activities we perform, and maximum working hours of 1,715 per year to be distributed as agreed for each specific workplace are established.

Also, in view of the special nature of the Company's activities and the workload requirements, the Collective Agreement expressly establishes an irregular distribution of working hours, which may result in the maximum of nine working hours per day being exceeded at specific moments in time. The measures established to offset this potential imbalance in the working day include: compensation with leave following a particular reduction in workload related to the Group's production activities, such as the holding of events; or of the hours worked (on an annual basis) in excess of stipulated working hours.

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



Digital disconnection

Irrespective of the characteristics of the activity, which give rise to irregular although predictable distributions of working hours, we are aware of the need to respect the established rest periods and to avoid overloading our employees in such a way that could affect their health or family life.

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 reaffirms 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, by reducing the use of electronic media and digital communication devices for professional matters during such periods.



Work-life balance

Our Equality Plan includes measures to facilitate a work-life balance for all employees, thus creating an optimal working environment, and motivating employees sufficiently to obtain their loyalty to 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 to care for children and other family members, as well as awareness-raising actions on fostering joint parental responsibility.



Remote working

Of the many different lessons learnt from the covid-19 pandemic in 2020, one of the most notable is the use of remote working as a way of working that is appreciated by employees and generates benefits, particularly with respect to improving people's work-life balance. Therefore, in 2021, at Dorna we set up a remote working committee with the employees' representatives at all the workplaces to study the new legislation to be applied and to achieve the best possible understanding between the parties involved.

As a result of this joint work, in November 2022, the Board of Directors approved the Remote Working Agreement applicable to all our employees. Therefore, in principle, it is up to employees to decide if they wish to work remotely or on-site at the offices. Also, certain departments may opt to work 100% remotely, others 50%, etc., according to the dynamics of the work and needs of each area. In January 2023 the agreement was submitted to the registry of the competent public authority for validation and their response is being awaited.



Other employee benefits

According to the nature of their position, Dorna employees with an indefinite-term contract have private medical insurance. In addition, upon joining our Group all employees have accident, life and business travel assistance insurance.



Health and Safety

Since 2016 our Code of Ethics has included the Group's commitment to the safety of our employees, thus acquiring the following obligations:

- Ensuring all requisite measures are in place for employees to carry out their work.
- Respect for the legal standards on prevention and the ILO (International Labour Organisation) standards.
- Compliance with public health general principles in its actions and collective healthcare actions.

The impacts associated with our activities in this area are very diverse depending on whether the work carried out at our offices or the organisation of sporting events at different circuits around the world is taken into account.

- In the first case, occupational risk prevention is in line with the legislation in force in Spain (Occupational Risk Prevention Law 31/1995, of 8 November) and in Italy (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). In Spain, work is performed with an external prevention service provided by Quirónsalud. In Italy, work is carried out with the service of MF Ingegneria Srl.
- The organisation of sporting events entails various occupational health and safety risks, both for our employees and for other workers, depending on the characteristics of each job position. Our employees are covered by the Company's prevention system and specific insurance policies taken out for this purpose, and the protocols in force at each venue where races take place are always followed. The coverage provided by Dorna's insurance includes all of its employees. In the case of our external associates (independent contractors and suppliers), we verify that they all have their own insurance in accordance with the coverage criteria established at Group level.
- When motorcycling events are held under the control of the International Motorcycling Federation, the guidelines set out in its Medical Code are applied.
- In addition, local occupational health and safety regulations must be applied at all the circuits at which Grands Prix are held.

In this regard, in 2022 we drew up the Safety, Health and Well-being Policy to act as a guide for the standardisation of health, safety and well-being management at the Group. This policy will contain the activities and measures adopted in all the phases of our activity in order to avoid or reduce the possibility of any injury, accident or ill-health that could be suffered by an employee, associate or visitor, and guarantee a healthy and positive working environment. This policy had not yet been signed and approved by the Board of Directors on 31 December 2022.

In addition, at 31 December 2022, Dorna WorldSBK Organization (Rome, Italy) is carrying out the corresponding actions to initiate the process for obtaining ISO 45001 occupational health and safety certification.





Occupational risk prevention

Since 2016, we have had an Occupational Risk Prevention Procedure, which applies to all employees at the facilities where our companies are located: Dorna Sports, S.L.; Dorna Worldwide, S.L.U.; International Events Services, S.L.U. and Dorna WSBK Organization, S.R.L.; the first four being located in Madrid (Spain) and the last one in Rome (Italy). The procedure may be reviewed on an annual basis to adapt it to any new situation not previously envisaged.

Through this procedure, we undertake 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.
- 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.



Along these lines, in 2022 we entered into an agreement to establish a “Quirónprevención MotoGP™ Health Centre” at each European Grand Prix in the MotoGP™ World Championship paddock from 2023. Thanks to this new agreement with Quirónprevención, the paddock will be equipped with world-leading physiotherapy and medical services, providing preventive care and treatment to help riders recover from and prepare for their time on track.

In addition, two specific studies were carried out in 2022 to oversee and guarantee our employees’ health and safety:

- At the 2022 Catalan Grand Prix, an industrial hygiene report was prepared in conjunction with Quirónprevención which evaluated certain job positions’ exposure to noise, in accordance with Royal Decree 286/2006, of 10 March, on the protection of workers’ health and safety with regard to risks relating to noise exposure.
- A psychosocial study consisting of two parts. A first phase involving a survey of all our employees which was completed in October 2022. The second phase, which was still under way at 31 December 2022, consists of interviews of employees and group dynamics. There is a monitoring committee for this study composed of staff from the HR and Administration departments, in addition to workers’ representatives, at both the Barcelona and Madrid offices.

In the area of preventive initiatives, in 2022 training was provided to new hires and the safety training for forklifts, rope access work and the use of lifting platforms was updated, and drone driving certificates were also awarded. Circuit inspections were performed and at the Catalan Grand Prix a joint visit was carried out with Quirónprevención and the prevention delegates as part of the monitoring of the prevention activities. Inspection visits also took place at premises and offices, the various emergency plans for the facilities were updated and training and drills are scheduled for 2023.





Circuit safety

The management of all matters related to rider safety forms part of the everyday work in our sport. In constant coordination with the FIM, which is responsible for the homologation of circuits and the development/enforcement of sporting regulations, and with the various circuits that ultimately have to implement services during events, at Dorna we make all of our resources available to enable improvements to be made to the sport's safety on a daily basis.

We also participate in the safety commission comprising FIM safety delegates and the riders in the various classes, who meet at each event to evaluate all the situations that may arise during the competition and to agree upon future improvements or, where necessary, immediate action.

The monitoring and development of any safety matters, and changes in technical and sporting regulations, are the responsibility of the Grand Prix and SBK commissions. Both commissions comprise representatives of the FIM, Dorna and the teams and constructors participating in the championships. Ultimately, decisions have to be ratified by the "Permanent Bureau" made up of 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 in competition motorcycles and rider passive protection systems are progressively brought onto the market to provide solutions that improve consumer safety on a daily basis.

At Dorna we also actively participate in awareness-raising campaigns with national road safety organisations.

Despite the fact that the ultimate goal of these commissions is to minimise the risk of fatal accidents and the circuits continuously invest heavily in improving the safety systems of the circuits and the homologation requirements set by the FIM, motorcycling entails high-risk situations.

Therefore, in 2022, the following measures were approved by the Permanent Bureau to further improve rider safety:

1. From 2023 the minimum age for all GP Classes (Moto3™, Moto2™ and MotoGP™) will be 18, with specific exceptions (winners of the Rookies and/or JuniorGP™, as well as the winner of the European Moto2™ Championship). The minimum age for the Talent categories will also be increased to 14 for Cups, to 16 in JuniorGP™ and to 18 in the WorldSSP Championship.
2. The number of participants in the Talent Cups has been limited to 30 competitors on each grid; and in JuniorGP™ and WorldSSP to a maximum of 32 competitors.
3. An automatic accident detection system will be introduced in 2023 which will warn riders of an accident ahead.



4. For Moto3™ and Moto2™, the permitted maximum total length for the handlebar grip will be 130 mm. The grip must be fitted at the end of the handlebar with the only exceptions being the handlebar end plug and/or the fittings of the brake lever protection.
5. Any device that modifies or adjusts the motorcycle's static ride height whilst the motorcycle is moving are already forbidden. This ban now also applies to devices that only operate once at the race start (i.e., hole-shot devices).
6. The minimum permitted ground clearance for the swing arm spoon was increased from 15 mm to 35 mm.
7. Composite construction of the brake disc carrier (including carbon fibre reinforced, glass fibre reinforced, and similar) is not permitted. The only permitted materials are magnesium and aluminium alloys.
8. The main structure of the fuel tank must be made completely from either steel or aluminium. However, the use of other material including carbon fibre, aramid fibre, glass fibre is permitted as an add-on where necessary, to add additional stiffness and protection or for other purposes.
9. A system of positive fastening for riders' leathers is now mandatory.
10. 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.

With regard to homologated helmets, in December 2022 the FIM began Phase 2 of the Homologation Programme (FRHPhe-02 label). Initially, Phase 1 of the programme (FRHPhe-01 label) was only for Circuit Racing and the first homologated helmet was introduced in June 2019 (in MotoGP™). Subsequently, in January 2020, it was introduced for all the other circuit disciplines. Now, after four seasons' experience, the FIM is proud of the benefits of the FRHPhe-01, which has increased rider safety.

Following close collaboration with the main interested parties and the University of Zaragoza Impact Laboratory (an FIM-homologated lab), Phase 2 of the FIM Racing Helmets Homologation Programme (FRHPhe-02) has been initiated. This new phase also focuses on off-road helmets, representing a major turning point for safety in Motocross, Enduro, Speedway and Cross-Country, with the first FIM standard for the FIM Off-Road Championships.

All of the above initiatives are just some of the examples of how the motorcycle racing world helps to improve active and passive protection systems for urban and touring motorcyclists alike.



Association with the University of Padua

Dorna and the FIM have worked with the prestigious University of Padua, a point of reference in the study of motorcycle dynamics, on 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 currently at the final development stage and is being fed with all the information available from the various data collection systems for riders, motorcycles and circuits. This tool will be able to accurately predict the trajectory and behaviour of both riders and motorcycles in the event of an accident and help with run out area or track design.



Covid-19 protocol

In 2022 the restrictions imposed as a result of the covid-19 pandemic were eased considerably, enabling the regular schedule of events to go ahead. However, at Dorna we maintained a covid-19 protocol in accordance with the established regulations and in response to the level of incidents in 2022. Therefore, guidelines were provided at our facilities on how to act in the event of the appearance of possible covid-19 symptoms and the applicable procedure in such cases.



Promotion of health

As part of our commitment to help our employees remain in the best possible health, we carry out an annual health check campaign as proposed by the medical department of the Quironprevención prevention service, which is based on the health guidelines of the occupational health area of our mutual insurance company. During the 2022 campaign 275 medical check-ups were performed, covering 53.7% of the workforce. These check-ups following basic health parameters and include blood and urine tests, as well as a hearing test. In addition, the technical personnel at circuits were included in a study on respiratory health issues.

Number of occupational accidents with or without medical leave by gender

OCCUPATIONAL ACCIDENTS BY GENDER	2021	2022
Women	-	-
Men	5	2
TOTAL	5	2

OCCUPATIONAL ACCIDENTS WITH MEDICAL LEAVE	2021	2022
With leave	2	2
Without leave	3	-
TOTAL	5	2

Performance indicators in the health and safety area

HEALTH AND SAFETY INDICATORS	2021			2022		
	Men	Women	TOTAL	Men	Women	TOTAL
Net accident frequency rate	5.42	-	5.42	2.37	-	2.37
Accident severity rate	0.06	-	0.06	0.02	-	0.02
Occupational illness rate	-	-	-	-	-	-



Absences from work

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 2,840 and, therefore, the total number of absenteeism hours was 22,720⁴.

HOURS OF ABSENTEEISM	2022
Women	6,360
Men	16,360
TOTAL	22,720

The increase in the absenteeism hours in 2022 was due to the increase in maternity and paternity leave, as well as leave for surgery in that year. The increase in the workforce (from 520 employees in 2021 to 541 employees in 2022) also needs to be taken into account, as this results in a proportional rise in the probability of incidents leading to absenteeism hours occurring.

⁴ A breakdown of the absenteeism hours was not provided in 2021 when the total hours were 16,024.



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 located in Spain.

The Dorna work council in Barcelona was elected in mid-2021 and represents the employees at Dorna Sports, S.L.'s workplace in Barcelona. At our Madrid and San Fernando de Henares workplaces there are two employee representatives, one at each site.

In addition to the work council, in 2022 there were three work committees made up of representatives of Dorna and employees:

- The remote working negotiation committee: it met on two occasions to agree upon the remote working terms and conditions at Dorna, as explained in the corresponding section of this report.
- The equality monitoring committee: three meetings were held in the year and work was started on updating the 2019 equality plan. At 31 December 2022 work continued on updating the plan.
- The psychosocial study monitoring committee: four meetings were held to manage the launch of the study, agree on the analysis units and carry out the questionnaire for all the employees. As indicated in the corresponding section of this report, the second phase of the study will be performed in 2023.

Employees at the Italian company are covered by a collective agreement ("Contratto collettivo nazionale delle aziende del terziario").





Training

Our commitment to our employees' training and professional advancement is established in the Code of Ethics, together with the desire to promote programmes to keep employees up to date with the knowledge and skills required to best perform their tasks and achieve our goals.

In 2022, the topics covered in training included ESG issues; ISO 20121; compulsory initial basic HSE training; anti-corruption (legislation and internal procedures); and English classes.

HOURS OF TRAINING BY PROFESSIONAL CATEGORY	2021	2022
LEVEL 1	315.00	89.89
LEVEL 2	81.00	111.90
LEVEL 3	390.00	377.45
LEVEL 4	725.00	993.15
LEVEL 5	1,652.00	1,749.11
LEVEL 6	125.00	128.00
TOTAL	3,288.00	3,449.50





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.

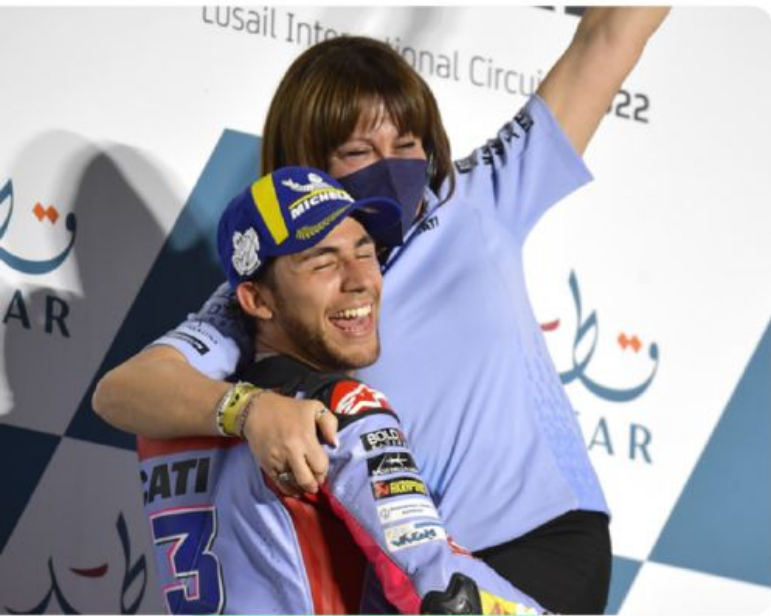
Promotion of equality at events

At Dorna and the FIM we are aware of the important role we play in leading motorcycling through a new era of greater inclusion, working to create a more visible pathway accessible to everyone, and particularly to women, for them to find a welcoming space within the sport – on track or off. 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 present.

Accordingly, as part of International Women's Day, recognition was shown to all the women who make our events possible and visibility was given to their work, on social media and across our platforms. An historical event also took place in 2022 when María Herrera lined up on the Moto3™ grid as part of an all-female team to participate in the Aragón Grand Prix as a wildcard entry. This was the first time in history that an all-female team had participated in a Grand Prix thanks to the cooperation between María Herrera, Angeluss and the MTA Moto3™ team.

We also participated as speakers at the II Women in Motorsports Conference, held at the Royal Automobile Club in London, an event jointly organised with the FIA and the FIM, through their respective Women in Motorsport and Women in Motorcycling commissions. We explained the role and presence of women in the press and media activity in motorsport.

These initiatives were undertaken with the aim of increasing the visibility of women in the sport, and encouraging their presence in motorcycling, as well as reducing the gender gap in the industry. We should note that such initiatives have many positive effects, such as increasing the number of MotoGP™ female fans, as indicated in the Global Fan Survey we conducted in 2022. More than 110,000 fans in 179 countries responded to the survey, reflecting that the women surveyed were significantly younger than their male counterparts, with 56% of female fans being between the ages 16 and 34, compared to 40% in the case of male fans. They're also one of the fastest-growing demographics of fans.





Diversity

We are conscious of the added difficulties faced by people who, either from birth or due to illness or accident, have some kind of disability. We therefore promote the acceptance of, and respect for, any visible and invisible differences. We understand and advocate for the value of each individual without any kind of bias or discrimination.

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

We have two employees with a disability. Dorna's Board has approved the association 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 2022.

In relation to the mobility of this group at our facilities, it is worth noting that the buildings where our offices are located in Madrid, Barcelona and Rome all have the requisite technical elements to guarantee access (lifts, ramps, adapted toilets, open work and meeting spaces, reserved parking spaces, etc.). We also work shoulder to shoulder with various suppliers to guarantee mobility at all the events held at circuits and during travel (airport assistance services, special vehicles to get to the circuits, selection of adapted hotels in the area, etc.).





Relationship with the supply chain: The extended paddock family

Holding 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.



Ethical and environmental management

According to the Group's Code of Ethics, the supplier selection procedures must 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.



Supplier guidelines

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 based on demonstrated honourable conduct aligned with our interests.

Our 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, internal policies and controls, if they have certifications, and furnishing the Compliance Officer's contact details.

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. The most noteworthy agreements and projects include:

- As a result of the agreement with our official truck supplier, the permanent fleet of lorries used for logistical operations have engines that run on biofuel (HVO - Hydrotreated Vegetable Oil), thus reducing the CO₂ emissions associated with road transport.
- At Dorna we employ the MotoGP Innovation Platform to assist Michelin to achieve its goals related to the manufacturing of tyres using recycled materials in its various circular economy projects. Michelin's role as the official tyre supplier for the FIM Enel MotoE™ World Championship is essential as it uses the MotoGP™ paddock as a racing laboratory. In 2022 it incorporated 46% sustainable materials in all rear MotoE™ tyres.





- Over the entire 2022 season, the competition motorcycles for MotoE™ were provided by Energica Motor Company, the first Italian manufacturer of supersport electric motorcycles. However, from 2023, Ducati will be the sole official supplier of bikes competing in MotoE™, where the first racing Ducati equipped with a fully electric powertrain will be 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 industry, has supplied electric scooters for the mobility of our employees during MotoE™ events. In addition, Yamaha provides a fleet of electric scooters for the mobility of our staff during events.
- In conjunction with Accenture, in 2022 online and in-person courses were given to riders included in talent promotion programmes to enhance their communication skills in the competition environment. These courses group together riders of the same nationality to provide them with English classes focusing on communication with mechanics, as well as advice on giving interviews. In Qatar, Japan and Malaysia we also carried out joint in-person training sessions with all the riders.
- We work with Quirónsalud to ensure medical assistance is provided both during Grands Prix and before and after the events. Also, from 2023 a "Quirónprevención MotoGP™ Health Centre" will be established at each European Grand Prix in the MotoGP™ World Championship paddock.



- 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, in 2022 we continued to promote and implement more sustainable tools, materials and work systems at our MotoGP™ VIP Village™ events. Some examples are as follows:
 - » 85% of the MotoGP™ VIP Village™ furnishings from prior years were reused.
 - » Sustainable furnishings and decorative elements The aluminium parts of the tents used for the MotoGP™ VIP Village™ that need to be disposed of are sent to a specialised supplier who recycles the material and creates new parts. In 2022, 30% of the aluminium parts of the structure went through this process.



- » Hybrid generators and increased LED lighting at events.
 - » The modular floor system used for the structure is made of Bolon, which contains recycled vinyl and textile off-cuts woven into flooring.
 - » Local resources and suppliers.
 - » Reduction in the use of plastic for the packaging of equipment, and waste separation during assembly and disassembly.
 - » Implementation of hybrid generators for the electricity supply of MotoGP VIP Village™, which have improved energy efficiency.
- In 2023, Mobieleunits, the e-paddock supplier, will supply a folding container system to reduce the number of trucks during transport.
 - Food & Mambo, the catering supplier for the VIP zone at European circuits, provides 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 2022 Food & Mambo received KMO certification and Circular Economy certifications. Also, in 2022, some of the initiatives undertaken by Food & Mambo in conjunction with us to make our events increasingly sustainable included:
 - » 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%.
 - » 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 left-over food that can be donated at the end of the event.
 - In addition, it is worth noting our alliances with other suppliers such as Alpinestars, a leader in protection systems innovation; DHL, for sustainable transport solutions; Sportsradar, involved in the fight against fraud in sports betting and LaLiga, with which we undertake joint initiatives to combat audio-visual piracy.





05. Fine tuning for a sustainable strategy

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



Fine tuning for a sustainable strategy

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

Environment

Management framework

Any environmental impact associated with our activities are concentrated mainly in the events themselves. The management activities that we perform at our offices have little impact on the environment due to their nature. Dorna addresses this dichotomy taking into account the precautionary principle and uses distinct approaches aimed at tackling each aspect specifically in the framework of a common culture of risk prevention and respect for the environment.

Environmental impacts identified

AT THE OFFICES	AT THE GRANDS PRIX
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 implementing and developing a system of protection for the management and prevention of environmental offences. It is scheduled to be integrated into all our activities and decisions, both in the technical processes and in the organisation of work and the conditions in which it is carried out, on all hierarchical levels. The organisation's main concerns explicitly include the prevention and minimisation of pollution caused by our activities.

Dorna is committed to providing the means to ensure that all employees are aware of the risks associated with their activities and the protection and prevention measures at their disposal.

The procedure covers the consumption of paper, electricity and water, as well as the treatment of electrical and electronic appliances no longer in use, vehicle engines and other devices. It also includes a commitment to developing and maintaining a suitable and effective environmental management system for the prevention of environmental offences, which must ensure legal compliance, on the one hand, and also aim to establish protocols, identify and prevent negative effects, and define and arrange the necessary resources, on the other.

In addition, as regards our various activities, through our environmental procedure, Dorna provides its employees with the necessary instructions they must follow for the use of products and resources, as well as for waste management.

The organisation and resources assigned to work on these commitments are the responsibility of the Administration, Maintenance and Prevention department which manages all the services (lighting, cleaning, fire extinguishers, HVAC, water, energy and paper consumption control and waste management) at the offices.

In addition, the Legal Advisory Department reviews, and keeps the Company up to date with, current environmental legislation.

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 aims to enhance the positive impacts of motorsport on the environment and to minimise the negative ones, with the overall objective of implementing a sustainability culture in motorcycling on a global level. The code envisages the appointment of a supervisor from the National Federation at each international event and a delegate from the FIM, who are responsible for ensuring compliance, and establishes specific measures for the protection of the land and biodiversity, as well as obligations to be taken into account before and after the event by all those involved in its organisation and implementation.





Sustainable events and ISO 20121



As part of our commitment to organise increasingly sustainable events, in July 2022 we obtained international ISO 20121 certification from TÜV NORD. This certifies our sustainable event management system as organisers of the MotoGP™ World Championship and recognises the events' positive economic, environmental and social impacts. Thus, we have become one of the first motorsports organisers to obtain this certification.

As part of the ISO 20121 certification, we included an action plan for the continuous improvement of the events. This plan requires the participation and cooperation of all the parties interested in MotoGP™ (the circuits, manufacturers, teams, staff, suppliers, partners, sponsors, federations and fans) to ensure progress is made in each area. This plan includes:

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

As required by ISO 20121, during the design phase of the MotoGP™ World Championship we carefully assessed the context and characteristics of the championship. Thus, we identified certain areas for development 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 2022, were as follows:

- **Process reengineering:** in order to ensure that sustainability was integrated into the organisational culture, an exhaustive analysis was carried out of the processes involved in the design, planning and execution of the MotoGP™ World Championship events.
- **Communication, awareness-raising and involvement of stakeholders:** our stakeholders' participation has been shown to be a necessary condition to enable us to attain our sustainability goals. For this reason, we must raise awareness of the importance of organising and participating in events in a responsible and sustainable way and actively involve our groups. In this regard, the following sustainable management tools were identified:
 - a) **Digital platforms:** the use of these platforms enables us to better communicate and disseminate our initiatives. An 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. In addition, in 2022 we launched the "Racing Together" web platform, which highlights the key sustainability initiatives that we are implementing. When we obtained ISO 20121 certification, we announced it on social media, across our platforms and as a press release, and the impact was as follows:



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. In this regard, in 2022 total of 20 circuits, 35 suppliers and collaborators, 53 teams and 37 services companies participated, with the following findings⁵:

- 45% of suppliers and partners had a sustainability policy or annual report.
- 83% of circuits had a sustainability policy or annual report.
- 26% of teams and services companies had a sustainability policy or annual report.
- Three 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. In total, 450 employees participated in the training sessions, and their knowledge was tested by means of an online multiple-choice questionnaire.

d) Fan survey: in order to assess public perception of MotoGP™, 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.

e) Sustainable press areas: another key point of communication is the press areas at each MotoGP™ event, where journalists can work and where press conferences take place. Press areas are where useful information is provided to journalists on the official programme, details regarding the track and race results, as well as press releases and reports. In 2022 all these materials were digitalised by means of the use of QR codes strategically placed in the press area. Digitalising all these communication materials gave rise to the following results:

- The use of around 20,000 A4 paper documents per Grand Prix, or a total of 400,000 copies on A4 paper, was avoided.
- MotoGP™'s Media Guide has also been fully digitalised, avoiding the use of around 130,000 printed pages.

⁵ Percentages based on the number of circuits (12/20), suppliers and sponsors (20/35) and teams and services companies (28/90) that completed self-assessment questionnaires.



- **Reduction of the carbon footprint:** the MotoGP™ World Championship's environmental impact can be quantified on the basis of its carbon footprint. To reduce CO₂ 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, as required by ISO 14067 standard on greenhouse gases, the carbon footprint of products and requirements and guidelines for quantification.

In the same vein, our aim for the 2023 season is to implement a series of basic sustainability guidelines for all the circuits, promoters, teams and companies participating in MotoGP™ events:

- **MotoGP™ Events Sustainability Guidelines:** the teams and companies must follow the guidelines contained in this document in order to improve their environmental, social and economic impact, pursuant to the parameters established in ISO 20121. These guidelines develop topics such as waste management, the circular economy, green energy, energy efficiency, mobility and logistics, social initiatives and emissions reporting, among others.

- **MotoGP™ Promoter Sustainability Guidelines:** the circuits and their promoters must comply with these guidelines in order to facilitate achievement of the improvements established by ISO 20121. These guidelines develop topics such as the collection and donation of surplus food, traffic and sustainable mobility, waste management, energy efficiency and emissions reporting, among others.
- **Operational management:** are the actions that must be performed to guarantee that the management of our events is increasingly sustainable. Accordingly, indications were established to be executed throughout the event cycle (pre-season, season and post-season), together with monitoring and quarterly and annual reports.





Environmental performance in 2022

As part of the 2021-2024 Strategic Sustainability Plan, in 2021 we calculated the carbon footprint of the organisation and of the MotoGP™ World Championship. On the basis of this calculation steps will be taken in 2023 to continue to make progress on reducing the environment impact of our activities in the framework of the development of a carbon strategy based on three basic principles (measure, reduce and contribute).

In this connection, the most noteworthy initiatives are as follows:



Sustainable fuels

Together with the FIM, the constructors and various fuel suppliers, we have made a series of commitments to reduce the use of fossil fuels, which also has implications for energy and resource consumption and combating climate change. To this end, all fuel used in all Grand Prix classes must be a minimum of 40% non-fossil fuel by 2024, rising to 100% 2027. This shift was ratified by the Grand Prix commission in 2022. Similarly, the Superbike commission resolved to introduce sustainable fuel for all WorldSBK classes from the 2024 season, with a minimum non-fossil fuel content of 40%. Such fuel must comply with the specifications adopted by MotoGP™.

In the team spirit that drives everything we do, each constructor in the championship will work with its fuel suppliers to make progress towards the target, and they will all depend on MotoGP™ as the state-of-the-art platform for testing these products; primarily eco-fuels derived from waste, taken from carbon capture and, wherever possible, made using renewable sources of energy.

Dorna is thus helping to develop a range of technologies with the possibility to make truly global impact in the fight against climate change. Providing the same performance levels as today but without the environmental impact, these new fuels will be ready to use in a standard combustion engine and have no single proprietor – making them as accessible as possible for real customers on the street. Proving the success of MotoGP™ as a racing laboratory, one supplier – Repsol – has launched the 'Road to Sustainable Racing' programme, demonstrating the efforts made by the Repsol Honda Team to ensure that MotoGP™ continues to be the best possible testing ground for its sustainable products.

We also renewed the contract with PETRONAS as exclusive fuel supplier for the Moto2™ and Moto3™ classes, also converting PETRONAS into a partner working towards the sustainable fuel requirements for 2024 (40% of the fuel used to be non-fossil fuel). Accordingly, we will continue to blaze the trail as a racing laboratory, driving progress and innovation at the forefront of the journey to a more sustainable future.



Efficient logistics

Since the pandemic caused by covid-19, air traffic flows to and from the main airports around the world have been reduced or halted. This, together with the war between Russia and Ukraine in 2022, which gave rise to restrictions in European airspace, led to more than 50 cargo planes being grounded, obliging the equipment and other types of cargo to be shipped by commercial aircraft and collapsing the available capacity. Also, in 2022 the Boeing 747 aircraft that were being used for shipping cargo were close to the ends of their service lives.

Against this backdrop and in order to reduce the carbon footprint caused by the transport of cargo from race to race abroad, it became necessary for all the teams, the organisation, suppliers and key players to take steps to optimise the logistics of cargo shipping for events.

For this to take place, new long-range low-fuel consumption options in the market, such as the Boeing 777-F, acquired considerable importance. However, the cargo transport pallets that were used had to be adapted to the to the space available in the new Boeing 777-F models. Accordingly, we started a project to adapt the design of the cargo transport pallets.

The teams' boxes were standardised to the new space provided by the Boeing 777-F, maximising the volume in use at around 98%. This project, which will be implemented during the 2023 season, will enable the championship to make a gradual year-after-year transition from the 4xBoeing 747 configuration to the Boeing 777-F aircraft, considerably reducing the carbon footprint after changing from a fleet of four-engine aircraft to a fleet of new generation two-engine aircraft.

In addition, in order to maximise deck space, all the boxes are loaded into air cargo pallets and are loaded to use all the space available. This operation takes place at the European Grands Prix before a flyaway race or between one flyaway race and another. Previously, the loading of all these pallets took around eight hours per plane, which made the schedule extremely tight in a scenario of consecutive races or long-distance events.

Also, unusual and oversized crates made this operation very difficult, compromising the schedule and the safety and integrity of the crates and leaving unoccupied space, thus increasing prices. Optimising crate size has allowed us to speed up this process, improve the security of the equipment en route and exploit all the aircraft's capacity, reducing the number of cargo planes to be used and the emissions generated on every journey while increasing cost efficiency for the company.



Electric motorcycles

The FIM Enel MotoE™ World Cup was held for the fourth time in 2022, with electric motorcycle races staged alongside MotoGP™ at six Grands Prix. MotoE™ has shown that speed, sustainability and excitement can work in perfect harmony. Every year the electric class makes headway towards achieving sustainability thanks to the commitment of its partners:

- In the 2022 season, the competition motorcycles for the FIM Enel MotoE™ World Cup were provided by Energica Motor Company, the first Italian manufacturer of supersport electric motorcycles. From 2023, Ducati will be the sole official supplier of bikes competing in MotoE™ as it becomes a World Championship, and the bike will be the first racing Ducati equipped with a fully electric powertrain.
- The tyre supplier Michelin has incorporated 46% sustainable materials in all the rear MotoE™ tyres.
- Enel is driving innovation in MotoGP™, and has become a strategic partner for sustainable power and in the achievement of the paddock's mission to increase efficiency and sustainability. As part of this role, Enel, with its Global Enel X Global Retail business line, a leader in the development of innovative solutions to support energy transition, has supported us in the measurement and reporting of the carbon footprint of MotoGP™'s 2022 season and has defined a decarbonisation road map, with the aim of finding a new solution reduce the environmental impact and play an important role in the creation of a more sustainable future for our planet.





Remote production

Remote production is a live audiovisual content generation model that uses advanced communications systems to reduce the production costs of a live event by minimising the transport of human and material resources. In our case, in the 2022 season of MotoGP™ events, costs were reduced and we avoided a total 3,145.58 tCO₂e by not transporting an average of 86 workers. The detail of the emissions avoided is as follows:

MOTOGP™ EVENT	No. of employees who did not travel	Average tCO ₂ e per employee	tCO ₂ e avoided at each event
Losail	89	5.44	484.16
Pertamina Mandalika	90	5.67	510.30
Termas de Río Hondo	79	5.55	438.45
The Americas	81	3.19	258.39
Algarve International Circuit	85	1.21	102.85
Jerez	82	0.27	22.14
Le Mans	86	0.59	50.74
Mugello	85	0.42	35.70
Catalunya Circuit	75	0.17	12.75
Sachsenring	90	0.48	43.20
Assen	83	0.46	38.18
Silverstone	89	0.39	34.71
Redbull Ring	86	0.46	39.56
Misano Marco Simoncelli	88	0.27	23.76
Motorland Aragon	93	1.00	93.00
Motegi	83	3.49	289.67
Chang	87	2.36	205.32
Phillip Island	83	1.91	158.53
Sepang	87	2.71	235.77
Ricardo Tormo	90	0.76	68.40
Average number of employees who did not travel over the season	85.55	Total tCO₂e avoided over the season	3,145.58



Thus, remote production has become a successful model that is being constantly expanded, which enables us to be more sustainable while improving employees' quality of life by giving them a far more natural work-life balance. This project began in 2015 as a commitment to minimise costs, improve the work-life balance and reduce the volume of emissions associated with the transport of material and people around the world. As a result of the efforts made during the pandemic, the production team now works in Barcelona, and Dorna is considering relocating the entire International Program Feed (IPF)⁶ to the Barcelona control centre, which would limit the number of people at the circuit to between eight and ten and increase the control personnel for managing replays⁷.

In 2022, we renewed and strengthened the exclusive multi-year strategic collaboration with Tata Communications, a global digital ecosystem enabler, which enabled us to bring motorcycling competition to nearly 500 million homes worldwide. Our aim is to boost migration from an onsite traditional media production to a remote production that will culminate in a future cloud-based model. These remote production capabilities, combined with the global video content delivery network, will also enable increased remote broadcasting of live track action. Sustainability will also be supported to reach our long-term environmental objectives: lower and more efficient use of energy, reducing the number of production staff and amount of equipment that needs to be transported around the world, thereby reducing our carbon footprint and guaranteeing an enhanced spectator experience.

From now until 2023, a series of initiatives are being carried out, such as the preparation, extension and adaptation of the studios in Barcelona to house all the people who will no longer be at the circuit, the installation of chargers for electric vehicles for personnel working at the Grands Prix and the installation of solar PV energy to supply all the technical rooms used for remote production.

In addition, processes are being speeded up by the use of 5G (improving transmission methods and simplifying media) and artificial intelligence (making processes more agile).

⁶ IPF: second production unit present at the circuit, where the final coverage of the World Championships is decided upon.

⁷ 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 environmental code of the International Motorcycling Federation (FIM). 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 of the circuits hosting the events. These include the elimination of printing in the press areas at MotoGP™ circuits.

We also participated in the various KiSS ("Keep It Shiny and Sustainable") events organised by the FIM. The KiSS project aims to raise awareness across the motorcycling community, enhance the social impact of motorcycling-related events and reduce their environmental impact. In the 2022 season, three MotoGP Grands Prix were also KiSS events.

Mugello Circuit 2022

KiSS Mugello is the environmental and sustainability programme of the Oakley Grand Prix of Italy. 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. During the event, a series of initiatives took place that helped the Mugello Circuit to strive to be as environmentally friendly and sustainable as possible, such as:

- 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.
- There was a charity pit walk, dedicated to boys and girls with disabilities, thanks to local not-for-profit organisation. This enabled them to visit the pit lane and the teams' pit boxes.
- In an effort to reduce food waste and raise awareness, a collection of surplus food took place in the Dorna VIP Village™ and in the circuit's hospitality areas. The teams also joined in the initiative. This took place in collaboration with the Banco Alimentare Toscana (Tuscan food bank), a local not-for-profit organisation.
- The riders issued messages on the circular economy in a bid to inspire fans and spectators to be greener.

Circuit de Barcelona – Catalunya 2022

For the tenth consecutive year, a sustainable culture was embraced to try and make the Monster Energy Catalan Grand Prix as green as possible. The circuit organised a series of initiatives to contribute to reducing carbon emissions raise awareness among spectators, such as:

- Actively encouraging the thousands of fans who attended the event do so by public transport, carpooling or using electric vehicles.
- Arranging for 22,000 additional seats to be made available by the local train operators, as well as implementing a special timetable to ensure an average frequency of four trains per hour.
- Facilitating bus transfers from Montmeló station to the Circuit de Barcelona - Catalunya, stopping at all the gates.
- Installing charging points for electric vehicles at the circuit.



- Supporting local food producers to make sure the distance travelled to the circuit is as little as possible.
- The circuit used 100% renewable energy throughout the weekend, as well as having low-emission generators.
- Dissemination of the Stop Food Waste campaign at the facilities to raise awareness among spectators of the importance of not wasting food. In addition, all of the surplus food was collected and donated to a local El Xiprer diner.
- Reusable cups were distributed at the catering points in order to avoid generating waste, and the profits from these cups will be used to finance the forestry care of the track.
- An educational campaign in the Crater Forest was organised. A demonstration of sustainable forest management, in order to raise awareness among spectators about the care of nature and the environment in general.
- Several Sustainability Meeting Points were set up, with information on the actions carried out by the Catalan circuit.
- All the public areas had clearly differentiated containers to enable spectators to recycle throughout the sporting event.

Aragón Circuit 2022

MotorLand Aragón launched this initiative whose objective is to raise awareness among all fans to reduce the environmental impact through various activities during the Grand Prix. The measures taken were as follows:

- Tree planting in Pelouse 6, one of the natural stands of the circuit, in which students from a school in Alcañiz participated with riders from the MotoGP™ World Championship.
- “KiSS MotorLand” kits were distributed on the circuit, containing coloured garbage bags, an informative flyer of the initiative with environmental tips and a gift from the sponsor, Coca Cola, to encourage recycling.
- To promote more sustainable transport, a bus service was set up to connect the circuit with Alcañiz to enable fans to avoid using private cars. The Saturday and Sunday bus service, and the night service connecting the camping areas, was completely free.
- A parking area was made available for those who could travel by bicycle, thanks to the proximity to Alcañiz.
- Thanks to one of the sponsors (Urbaser), containers and bins differentiating the type of waste were distributed in the stands of the circuit.
- There was an oil collection in the teams’ pit boxes and in the various hospitality suites for subsequent treatment.
- During the event, messages and videos were constantly broadcast on the screens at the circuit to raise awareness among fans to enjoy this Grand Prix in a sustainable way.





Energy

Our energy efficiency adviser, Endesa Energía, assists us in monthly studies of the Group's actual energy needs given the contracts we have entered into. In addition, potential increases in consumption will be considered since we have an exponential increase in requirements at our facilities and the power supplied is ultimately adapted to the results of the studies on an annual basis.

Dorna is seeking to implement initiatives aimed at boosting energy efficiency in our warehouses and offices. Accordingly, in 2022 we approved the installation of solar PV panels at the offices and warehouses in Barcelona, and at the warehouses in Madrid. These panels will be installed in 2023 with the aim of constructing an increasingly sustainable and efficient energy model and avoiding the emission of tonnes of CO₂ into the atmosphere every year.

The following initiatives have been promoted in relation to energy efficiency at the Barcelona offices, which account for the largest number of employees and the highest energy consumption:

- Thermal insulation of the facade of the offices with high-density expanded polystyrene plates.
- Acoustic and thermal glass insulation with special features to optimise interior heating/cooling of the offices.
- Installation of nine electric vehicle charging points to promote electric mobility for Dorna's employees.





Energy consumption

	FUEL	2021					
		Spain		Italy		TOTAL	
		Quantity	Units	Quantity	Units	Quantity	Units
Vehicles	Diesel	14,041.48	l	0	l	14,041.48	l
	Petrol	1,425.18	l	0	l	1,425.18	l
	Ethanol	-	-	-	-	-	-
	Biodiesel	-	-	-	-	-	-
	LNG	--	-	-	-	-	-
	CNG	-	-	-	-	-	-
	LPG	-	-	-	-	-	-
	Other	-	-	-	-	-	-
Fixed combustion appliances	Natural gas	0	m ³	2,965.00	m ³	2,965.00	m ³
	Heating oil	-	-	-	-	-	-
	Red diesel	-	-	-	-	-	-
	Butane	-	-	-	-	-	-
	Propane	-	-	-	-	-	-
	Fuel oil	-	-	-	-	-	-
	LPG	-	-	-	-	-	-
	Coal	-	-	-	-	-	-
Other	-	-	-	-	0	-	
Electricity		1,201,937	kWh	10,129	kWh	1,212,066	kWh

	FUEL	2022					
		Spain		Italy		TOTAL	
		Quantity	Units	Quantity	Units	Quantity	Units
Vehicles	Diesel	13,127.98	l	0	l	13,127.98	l
	Petrol	1,143.12	l	0	l	1,143.12	l
	Ethanol	-	-	-	-	-	-
	Biodiesel	-	-	-	-	-	-
	LNG	--	-	-	-	-	-
	CNG	-	-	-	-	-	-
	LPG	-	-	-	-	-	-
	Other	363.78	l	0	l	363.78	l
Fixed combustion appliances	Natural gas	0	m ³	1,313.00	m ³	1,313.00	m ³
	Heating oil	-	-	-	-	-	-
	Red diesel	-	-	-	-	-	-
	Butane	-	-	-	-	-	-
	Propane	-	-	-	-	-	-
	Fuel oil	-	-	-	-	-	-
	LPG	-	-	-	-	-	-
	Coal	-	-	-	-	-	-
Other	-	-	-	-	-	-	
Electricity		1,179,249	kWh	11,948	kWh	1,191,197	kWh



Climate change

In 2021 we began to take the first steps in preparing Dorna's future corporate carbon strategy. These included most notably the first calculation of the organisation's carbon footprint, an action of vital importance in order to start to manage climate change within the Group. It should be stated that the organisation carbon footprint is understood to be all the emissions associated with our permanent workplaces. In this regard, we have five workplaces, two offices and two warehouses in Spain and a centre in Italy, where activities mainly of an administrative nature are carried out.

However, in contrast with the calculation performed in 2021 based on the GHG Protocol methodology, the emissions corresponding to the organisation carbon footprint in 2022 were calculated pursuant to the ISO 14064 standard methodology on the calculation of the carbon footprint. This change in the calculation methodology was the result of a corporate decision to opt for a more precise approach in the greenhouse gas (GHG) emissions report. Accordingly, the new standard adopted considers all the scope 3 categories (indirect emissions that occur in the value chain) identified as significant, according to Dorna criteria; in contrast to the GHG Protocol methodology, which establishes that scope 3 reporting is voluntary.

Accordingly, the categories related to the indirect scope 3 GHG emissions were extended to include:

- 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.

Accordingly, our organisation carbon footprint for 2022 stood at 3,116.17 tCO₂e, the increase in which was due mainly to the inclusion of the new categories in scope 3, as established in the ISO 14064 methodology.

When comparing data from 2021 and 2022, and only considering categories from the GHG Protocol previously reported, it is evident that overall emissions have decreased from 424.6 tCO₂e to 417,62 tCO₂e. This reduction is mainly due to decreased electricity consumption at our headquarters.

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

Dorna organisation carbon footprint 2022 - offices

	2021 (GHG Protocol methodology)			% PROPORTION OF TOTAL
	Spain (tCO ₂ e)	Italy (tCO ₂ e)	TOTAL (tCO ₂ e)	
Scope 1	39.1	6.0	45.1	10.6%
Refrigerant gases	1.4	0.0	1.4	0.3%
Natural gas	0.0	6.0	6.0	1.4%
Company-owned fleet	37.7	0.0	37.7	8.9%
Scope 2	240.4	2.2	242.6	57.2%
Electricity	240.4	2.2	242.6	57.2%
Scope 3	136.7	0.2	136.9	32.2%
Movement of employees				
Business travel	133.3	0.0	133.3	31.4%
Waste	2.8	0.1	2.9	0.7%
Acquisition of goods and services (water)	0.6	0.1	0.7	0.2%
Capital goods				
Other services				
TOTAL	416.2	8.4	424.6	100%



	2022 (ISO 14064 methodology)			
	Spain (tCO ₂ e)	Italy (tCO ₂ e)	TOTAL (tCO ₂ 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%

Scope 1 emissions comprise emission sources that are under our operational control and account for 1.50% of total GHG emissions, with the company-owned fleet contributing most of these emissions (1.30%).

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, both of which are scheduled for 2023, will be the first actions taken to reduce 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 92.03% of total GHG emissions, the most significant item being other services with 67.08% of emissions. Emissions associated with the management of waste produced and with water consumption account for around 2% of total emissions.

Analysing the data by country, Spain clearly contributes virtually all (98%) of the organisation's GHG emissions. As regards monitoring indicators, the carbon footprint per employee was calculated, which stands at 6.35 tCO₂e/employee.



Also, no refrigerant gas was consumed at Dorna in 2022.

Quantity of refrigerant gas consumed

Refrigerant gas	2021			2022		
	Spain	Italy	TOTAL REFILL (KG)	Spain	Italy	TOTAL REFILL (KG)
	Refill (kg)	Refill (kg)		Refill (kg)	Refill (kg)	
R-32	2	0	2	0	0	0

With the information gathered in 2022 and taking into account that 2022 was the first year in which a complete schedule of events has been able to take place on a regular basis since the pandemic caused by covid-19, in 2023 we are going to continue to work on our carbon strategy by defining the lines of action required to mitigate and offset its GHG emissions and contribute to environmental care.

Regarding the carbon footprint calculation, in 2021 a first estimation exercise was performed to detect the most significant areas of emissions at the Portuguese GP, so that the calculation could be extended to the MotoGP™ World Championship throughout 2022. Accordingly, the Group's total organisation footprint does not, in any case, include the emissions related to events. Moreover, the calculation of the event carbon footprint is explained below.

Event carbon footprint

In 2022 we organised MotoGP™ competitions in various parts of the world, leading to the mobilisation of a large number of people, as well as the participating teams and organisations. As an important first step towards its future corporate carbon strategy, Dorna wished to ascertain the environmental impact of its event management activity.

In this regard, it shouldn't be forgotten that the environmental impacts of the MotoGP™ World Championship also involve other agents in the value chain and, therefore, the prevention and control of such environmental impacts are not solely the Group's responsibility. 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 or how they dispose of their waste. Promoters, sponsors, maintenance technicians and even media representatives have a role to play in the staging of the event, and this often has environmental implications, which only they can manage.

In this connection, in order to be able to quantify the environmental impact caused by the MotoGP™ World Championship, 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 Portuguese Grand Prix in 2021, we extended this measurement to the entire 2022 MotoGP™ championship, in accordance with the parameters established in ISO 14067 standard on

greenhouse gases, the carbon footprint of products and requirements and guidelines for quantification. Also, to ensure precise measurement, agents are deemed to be Dorna, the circuits, teams and services companies.

For the calculation, the MotoGP™, Moto2™ and Moto3™ classes were used, as well as MotoE™ and additional classes when they were present. Also, the following sources of emissions at events were identified:

- Shipping 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.
- Competing motorbikes: direct impacts generated by race bikes, from testing to the race itself.
- Transportation of spectators and employees: both the spectators and the employees who travel to the event, including long-distance journeys (airplane, train) and local journeys.
- Accommodation: impacts of people's accommodation and related activities. The teams, companies, Dorna staff and self-employed contractors are included here.



Thus, the carbon footprint for the whole MotoGP™ World Championship in 2022 was calculated as 101,079 tCO₂e, and the detail by player and by emission source is as follows:

DATA BY PLAYER	% CO ₂ e 2022
Teams	36%
Services companies	30%
Circuits	20%
Dorna	13%
TOTAL	100%

As can be observed, the teams contribute the highest percentage of the event carbon footprint (36%), while the emissions made by Dorna account for the lowest percentage of CO₂ emissions, with 13% (13,069 tCO₂e) of the total (101,079 tCO₂e).

RESULTS BY EMISSION SOURCE	tCO ₂ e 2022	% CO ₂ e 2022
Shipping of materials	32,163	31.82%
Air freight	25,714	25.44%
Road Transportation	6,177	6.11%
Sea Freight	272	0.27%
Waste management	372	0.37%
Event operations	7,208	7.13%
Electricity	1,294	1.28%
Generators	3,617	3.58%
Competing motorbikes	163	0.16%
Other event operations	2,134	2.11%
Transportation of spectators	7,344	7.27%
Installation of the event	755	0.75%
Accommodation	20,53	20.31%
Transportation of employees	31,79	31.45%
Consumables (tyres)	917	0.91%
TOTAL	101,079	100%

The main source of emissions is the transportation of employees to the event, which is carried out mainly by air, followed by logistics operations—mostly by air—involving vehicles controlled by the various organisations participating in the event. Accommodation is also a significant source of emissions



However, although the calculation of the carbon footprint of the MotoGP™ World Championship 2022 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™. Similarly, the carbon footprint of MotoE™ in 2022 was 732 tCO₂e, or 0.73% of the total emissions of the 2022 MotoGP™ World Championship.

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

DATA BY PLAYER	% CO ₂ e 2022
Circuits	45%
Services companies	30%
Teams	21%
Dorna	4%
TOTAL	100%

As can be observed, in this case it is the circuits that contribute the highest percentage of the carbon footprint of MotoE™ events (mainly due to the generation of electricity and the transportation of spectators), while Dorna once again accounts for the lowest percentage of CO₂ emissions, with 4% (29.28 tCO₂e) of the total (732 tCO₂e).

RESULTS BY EMISSION SOURCE	% CO ₂ e 2022
Shipping of materials	8%
Road Transportation	8%
Air Freight	0%
Sea Freight	0%
Waste management	1%
Event operations	17%
Electricity	7%
Generators	5%
Competing motorbikes	0%
Other event operations	5%
Transportation of spectators	17%
Installation of the event	0%
Accommodation	35%
Transportation of employees	18%
Consumables	4%
TOTAL	100%

In this case, the main source of emissions is accommodation, transportation of spectators and employees and event operations (mainly electricity generation). Also, mention must be made of the fact that, in contrast to MotoGP™ events, trucks are the only means of cargo transport used.



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 footprint calculation for all events from now on, which will enable us to define specific targets on the basis of quantifiable data.



Circular economy and waste

Our offices have wastepaper baskets and specific bins for waste classifiable as urban waste and for waste office materials. The former is managed through the municipal refuse collection services, both in Spain and in Italy, whereas all waste requiring a distinct treatment is handed over to specialist waste managers. Waste management at office level, which is the responsibility of the Administration department, can be divided into three main areas:

- Recycling of all manner of items: habitual waste such as paper and cardboard (with certificate).

- Special recycling of all types of computer, video and television equipment.
- Recycling of all classes of batteries and toners (printers, multi-function devices, fax machines, etc.) (with certificate).

Following is a detail of the hazardous and non-hazardous waste generated at our offices in 2022 and handed over to waste managers. The data relating to Italy were estimated on the basis of the information for the Madrid office (the most similar in operating terms), since no actual data for Italy was available.

Waste generated at offices in 2022

	2021			2022		
	Spain	Italy	QUANTITY TOTAL (KG)	Spain	Italy	QUANTITY TOTAL (KG)
Hazardous waste	Quantity (kg)	Quantity (kg)		Quantity (kg)	Quantity (kg)	
Electrical waste	7,953.00	-	7,953.00	4,638.00	255.00	4,893.00
Toner	29.40	6.90	36.30	37.00	-	37.00
TOTAL	7,982.40	6.90	7,989.30	4,675.00	255.00	4,930.00

	2021			2022		
	Spain	Italy	QUANTITY TOTAL (KG)	Spain	Italy	QUANTITY TOTAL (KG)
Non-hazardous waste	Quantity (kg)	Quantity (kg)		Quantity (kg)	Quantity (kg)	
Paper and cardboard	3,120.00	59.00	3,179.00	1,138.00	700.00	1,838.00
Mixed municipal waste	3,590.00	-	3,590.00	3,340.00	700.00	4,040.00
TOTAL	6,710.00	59.00	6,769.00	4,478.00	1,400.00	5,878.00

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

Dorna and the circuit promoters have signed up to the Environmental Code of the FIM, whose commitment is to develop and promote a sustainability programme to improve its positive 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

Dorna applies this code and promotes the adoption among its partners of best practices such as selective waste collection, which benefits the environment, society and the economy; as well as being a sustainability management tool in the fight against climate change. In order to encourage and strengthen selective waste collection at the circuits, in 2022 we conducted an analysis of the circuits that separated urban waste from the rest and implemented a system of measurement as part of the calculation of the event carbon footprint.

The management of selective waste collection at events was assigned to the teams, catering services and suppliers present in the paddock, who delivered waste in containers provided by the circuits hosting the events. It should be noted that the final disposal of the waste is the responsibility of each circuit, which, on the basis of local and municipal rules and regulations, may or may not separate the waste.

On the basis of this analysis, the following findings were obtained⁸:

- The circuits that implemented a selective waste collection system avoided a total of 747,665 kg of CO₂e.
- 70% of circuits have an independent waste collection process.



In addition to the aforementioned analysis, in 2022 we participated actively in initiatives designed to minimise waste generation and ensure that waste is managed correctly. Thus, for example:

- It has been agreed with Michelin, the official tyre supplier of MotoGP™, that from 2023, the number of types of rear tyres available at each Grand Prix will be reduced from three to two. This reduction will mean that the existing levels of performance and safety will be maintained, as well as enabling riders to use the same number of tyres on track (12 per event), but it will avoid around 1,500 tyres being wasted because they are not used. Accordingly, 1,500 fewer tyres will have to be manufactured and shipped, making a significant contribution to the paddock's mission of promoting the circular economy and reducing waste.
- In 2022 an initiative to collect surplus food was implemented at eleven events by Dorna's catering service, the MotoGP VIP Village™'s catering service, the circuits' restaurants and the teams' hospitality suites, who collaborated with 12 different not-for-profit organisations (Do and Co, Restos du Coeur, Pain contre la Faime, Associazione Banco Alimentare Toscana, Fundació El Xiprer, Food Bank Hart van Drenthe, Towcester Community Food, Austrian Caritas, Associazione Papa Giovanni XXIII, Residencia Santo Angel, Philip Island Community and Learning Centre, Cruz Roja). 18,253 meals were donated in 2022⁹, while 240 litres of water were collected and donated.

⁸ Data from the circuits (12/20) that completed the event carbon footprint form.

⁹ 0.5 kg of food donated = 1 meal donated.



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 and, therefore, it was not deemed necessary to disclose any information in connection with this in 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 used for purposes similar to those of a household, and we promote the responsible reduction of water use and responsible water consumption. In this regard, water dispensers have been made available to employees at the Madrid and Barcelona offices as part of circular economy initiatives.

Water consumption in offices - 2022

SOURCE	2021			2022		
	Spain	Italy	TOTAL QUANTITY OF WATER CONSUMED (M ³)	Spain	Italy	TOTAL QUANTITY OF WATER CONSUMED (M ³)
	Quantity of water consumed (m ³)	Quantity of water consumed (m ³)		Quantity of water consumed (m ³)	Quantity of water consumed (m ³)	
Water supply network	1,962.3	203.0	2,165.3	2,430.00	39.22	2,469.22
TOTAL WATER CONSUMPTION	1,962.3	203.0	2,165.3	2,430.00	39.22	2,469.22

In general, the parties responsible for the supply of water and the discharge of wastewater at sporting events are the owners of the facilities at which they are held. At motorcycling Grands Prix, water is used in connection with beverages, sanitary systems and cleaning, vehicle washing and track watering activities, etc.



Pollution

The pollution generated by our activities is primarily the result of the events held, taking into account the considerations already indicated with regard to our offices. Dorna promotes responsible energy consumption at events to 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 Dorna can raise awareness and announce various initiatives to the other participants at each event, but the emissions they make are beyond our control. Despite this, we have gathered and identified the levels of CO₂ emissions made by these participants in the section on the calculation of the event carbon footprint of this report.



Working towards sustainable development

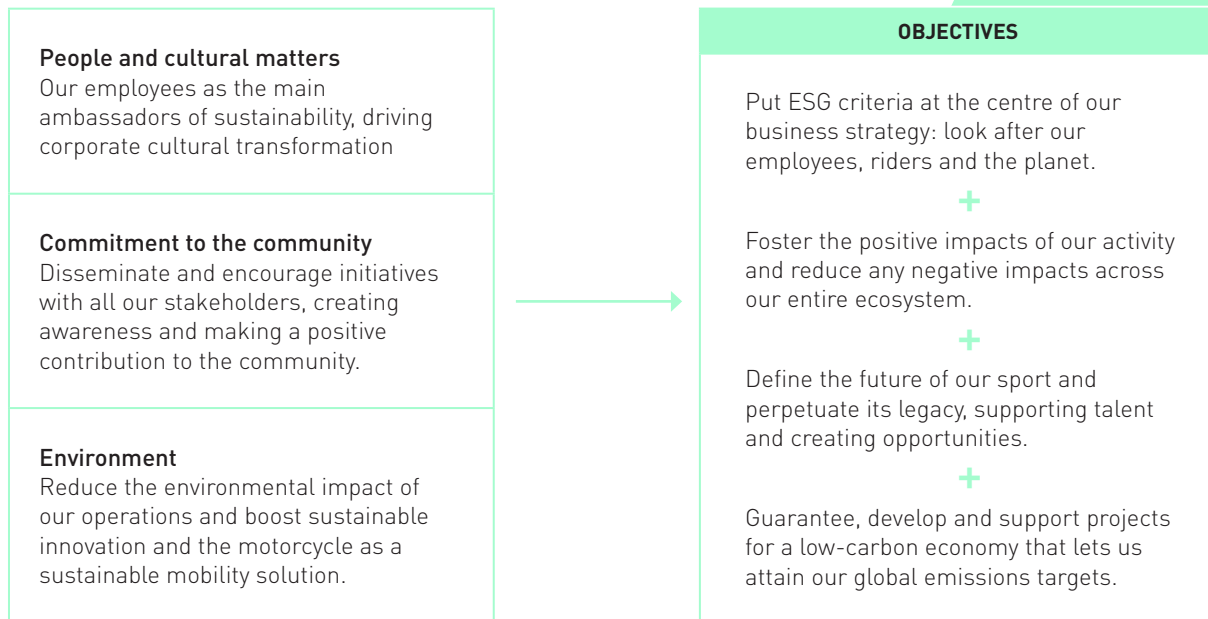
Managing expectations

With the aim of integrating corporate social responsibility into the organisation-wide management of the Group and aligning decisions with the various corporate commitments, in 2021 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.

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".

Racing Together

As indicated in the "Business model" section of this report, the Racing Together philosophy reflects the values, efforts and shared collective impetus of Dorna and all our stakeholders with respect to the sustainable development of our sport. This corporate philosophy, and the 2021-2024 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 it can identify the issues that concern its stakeholders and thus gain a better understanding of the risks and opportunities of the industry.



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
- » Participant management platform

For the purpose of showcasing the various ESG initiatives and keeping our stakeholders up to speed in this regard, in 2022 we launched the new "Racing Together: Making A Difference" (<https://racingtogether.motogp.com/makingadifference/>) website. On the website we give details of the various projects in progress, such as Two Wheels for Life, the aims for ensuring that the fuel used is not fossil fuel, incentivising non-smoking at events, creating a paddock that is increasingly sustainable and social, the MotoE™ competitions and the KiSS initiative.



With the communities that welcome us

A large number of players are involved in organising and holding our events: Dorna, the federations, the teams, the promoters, the media, the local authorities, the fans, etc. Aware as they are of the impact that these events have on the local economy, very often it is the local governments/authorities themselves who promote them.

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 carried out during the television broadcasts.

In contrast with the 2021 season, when the holding of events gradually recovered but with reduced attendance, in 2022 a complete calendar was held thanks to a considerable reduction of the restrictions put in place as a result of covid-19. Accordingly, in the case of MotoGP™, a total of 2.5 million spectators watched the races at the circuits in 2022. Thus, pre-pandemic attendance levels started to return (almost 3 million in the 2018 and 2019 seasons), which will help restore the social and economic impact of the events.

Economic impact of events

The organisation of a sporting event gives rise to a wide range of monetary and non-monetary impacts. A large number of government agencies (both public and private), stakeholders and other players are involved in organising a Grand Prix and setting its wheels into motion. The economic impact of motorcycle racing is seen to affect tourism, trade, employment, politics/government and industry.

Specifically, the impact on tourism relates to all the income obtained from providing transport, accommodation, food and drink, and leisure activities for spectators. It represents all those people who visit a given location to attend a race and who would otherwise not have gone there. According to the last MotoGP™ global contribution, the MotoGP™ World Championship generated an estimated economic activity of 2.016 million euros during the 2019 season.

In the 2023 season, we will conduct a comprehensive socio-economic analysis to update all data on the impact of our events on the economic development of the hosting regions. The impact generated by the broadcasting of the event, including before and after the competition, increases the awareness of the territory providing a comprehensive view of the different attractions of the hosting country.

Accordingly, holding a sports event becomes important not only for what the event itself generates, but for how it can influence the planning of future journeys to the destination where it takes place. Which demonstrates the effect of positive positioning of a destination with a brand tied to an event with international projection such as ours are.



Talent promotion

For more than two decades, Dorna Sports has put huge investment into the future of motorcycle racing, immensely increasing the accessibility of the sport. Those who want to take part should only need talent, passion and drive to succeed, and economic factors shouldn't play a role. That's why Dorna has created the Road to MotoGP™, providing millions of young riders the opportunity to excel.

The organisation of Grands Prix has helped forge a very special relationship between Dorna and the regions in which they are held. This is the origin of the programmes we created to identify and develop sporting talent at an early age. By supporting educational programmes and youth motorcycling competitions around the world, Dorna contributes to the academic and sporting education of many young people, who thus have the opportunity to develop their potential and embark upon a professional career, whether in motorsports or in other activities in which the skills they have acquired are an added value.

We have a dedicated Talent and Promotion department in charge of the activities required to develop a pool of young aspiring riders of different nationalities, thus boosting the cultural diversity of our championships.

The Road to MotoGP™ is unrivalled in motorsport, opening doors and increasing access in the race towards global equality. On track, riders have the chance to compete equally, foster their skills and learn sporting values. Off track, they also get the chance to improve their English and communication skills, and work with rider coaches and support teams.





The Road to MotoGP™ starts with the FIM MiniGP World Series, in collaboration with the FIM and motorcycle federations and unions around the world. It's the first global initiative in motorsport aimed at creating grass roots equality. The support of key partners keeps costs low and tightly controlled, ensuring maximum accessibility for all young riders who want to race.

The next paths on the Road to MotoGP™ then create even more opportunities to riders around the world. The Idemitsu Asia Talent Cup offers young riders from Asia and Oceania an incredible opportunity to further their careers, and the Northern Talent Cup is a newer addition established to do the same for riders from central and northern Europe. The R&G British Talent Cup, now the sole British Moto3™ class in which Dorna acts as co-promoter, provides another stepping-stone onto the world stage, and the North America Talent Cup marked a new partnership that began in 2022 to do the same for riders across North America.

Coming soon, the FIM MiniGP Latin America Series will launch as the step before the all-new Latin America Talent Cup. Together, the two will provide an incredible opportunity for riders from more than 20 countries across the continent to join the Road to MotoGP™.

The Red Bull MotoGP Rookies Cup, co-organised by Dorna, is a global stepping-stone, and the Finetwork FIM JuniorGP™ World Championship is the biggest path. For many, it has proven the final step on the road

to Grand Prix glory. Creating future global superstars for more than 25 years, it comprises the JuniorGP™ category, Moto2™ European Championship and European Talent Cup.

The Road to MotoGP™ has already created some incredible Champions and will only continue to increase accessibility as it expands, driving diversity and inclusion around the world. It also doesn't stop at competitions. Dorna has a wide range of investments and sponsorships across multiple continents, all aimed at widening access to motorcycle racing and supporting programmes that themselves invest in the future of our riders and sport.

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.

Accessibility drives diversity and inclusion, and Dorna is committed to winning the race towards global equality.





Highlights of cooperation with not-for-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 (TWFL)

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 2022

TWFL organises activities, auctions memorabilia, and offers unique experiences to raise funds at specific Dorna events at which motorcycling fans are given the chance to see the paddock from the 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 the enterprises present in the paddock.

In this regard, TWFL's main fundraising event is the Day of Champions, which has been held for more than 30 years and kick-starts the British Grand Prix. However, it could not be held in 2020 and 2021 owing to the pandemic caused by covid-19. However, in August 2022, as a result of the easing of health restrictions, the official Day of Champions auction could be held, at which a considerable variety of unique collectors' items were sold to fans and donations were made by riders.

As well as the Day of Champions 2022, TWFL's fundraising initiatives included an online draw to win a VIP weekend for two at a Grand Prix of the winner's choice, paddock experience events, online unique experience events including race-day grid passes, and weekend hospitality packages with MotoGP™ teams.

The following funds were raised:

- GBP 11,000 from the MotoGP™ VIP weekend prize draw (winter 2021/22).
- GBP 24,000 from online equipment auctions.
- GBP 31,000 from paddock experience events.
- GBP 206,000 at the Day of Champions.
- GBP 51,000 from online experience auctions (total access to the network).



Two Wheels for Life projects 2022

- 20 Yamaha motorcycles in The Gambia, allowing for healthcare workers to reach at least 20,000 people (including women and children). Also, bed nets were acquired to help prevent malaria, pre-natal and post-natal help was provided for women and new-borns, vaccines, transporting samples for quick disease diagnosis, and other initiatives.
- Protective clothing for 65 riders (including helmets, boots, gloves, jackets and trousers, plus back protectors). It is vital for us to ensure that all the health workers and couriers transporting medical samples by motorbike have protective clothing for their safety.
- 100 motorcycle helmets, as well as work clothing for mechanics, were supplied to programmes in The Gambia.
- Health workers and sample transport couriers who ride in extremely cold temperatures in Lesotho received 60 sets of thermal clothing.
- 120 specially designed backpacks and 60 top boxes – now UN approved – used by motorcycle couriers for transporting samples for disease diagnosis at laboratories.
- Remittance of clothing and other goods, reducing the total cost by 50% by filling the containers to their maximum capacity.
- Vehicle trackers to monitor the use of vehicles, ensuring drivers and patients are safe in remote areas.
- Digital development to aid medicine store management and efficient journey planning for shipping medicines. All for the purpose of improving the population's healthcare.
- Funds are also invested in training courses in each country programme. This includes practical road safety rider and driver training, digital training for the correct handling of medical and vehicle data, and mechanical training for fleet technicians.
- Financing of the Riders for Health African Management Council summit. TWFL and the Riders for Health country directors from Lesotho, Malawi, The Gambia and Nigeria met in November to discuss their priorities going forward and how Two Wheels for Life can most effectively support them moving into 2023.





INTERNATIONAL FOUNDATION FOR MOTORCYCLING

International Foundation for Motorcycling - IFM

The foundation was formed in 2020 and its main mission is to promote and support internationally 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 2022. This contribution was used mainly in the following programmes, activities and projects:

- The 2022 International Women's Day theme was #BreakTheBias, and the Women in Motorcycling Commission participated by presenting several women involved in motorcycling with their different roles, cultural backgrounds, ages etc. to raise awareness against bias and stereotypes. Then, as part of the "Arabic Women" campaign, five countries in the Middle East organised a dedicated event for women with the support of the Women in Motorcycling Commission in order to raise awareness of Arabic women involved in motorcycling.
- The Motorcycling Is campaign, the aim of which is to promote diversity and inclusion in the motorcycling world and to show that motorcycling is for everyone.
- Sustainability education programmes, which took place both online and in classrooms, with the participation of more than 100 people.
- The first edition of the racing academy for women, at which the participants were given motorcycling training and practice sessions, as well as sessions of mental and physical training and training in how to handle social media.
- 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.
- "If I can do it – You can do it!" campaign, which consisted of a video with the participation of various women motorcycling champions to attract and inspire girls and women to join the world of motorcycling and to provide them with role models.



Other social organisations

During the organisation of events, we played host to a variety of local social initiatives in cooperation with the local promoter. We are sensitive to the specific needs of the places where the events take place, for which reason we support actions that add value or might contribute directly to mitigate crises impacting the local community.

Among the most noteworthy of these is the Talita foundation, which promotes the inclusion of girls, boys and young people with intellectual disabilities or specific educational needs, so they can receive an education at an ordinary school to enable them to enjoy a dignified personal life and professional career. In this regard, Dorna coordinates access to one of our events and rider Joan Mir joins children from the foundation in a photo-shoot for their annual calendar.

Also, young participants from the Click Diversity organisation (one participant and one mentor) and from the Positive View Foundation (ten participants and two mentors of the "Depth of Field" programme) were present at the British Grand Prix. Both organisations support vulnerable young people seeking training in photography. For this reason, the participants and their mentors were allowed to take photographs at the Grand Prix and live the experience of professional photographers of the sport of motorcycling.

Since 2020 we have formed part of the Vive la Moto ("Live the Motorcycle") platform promoted by the National Association of Motorcycle-Industry Companies (ANESDOR) in order to foster synergies among the various industry players committed to improving road safety and, ultimately, to reduce the number of victims of traffic accidents. The Group's parent is also a member of the Forum of Renowned Spanish Brands and habitually assists the Spanish Sports Council in the implementation of its initiatives.

Accompanied by other key players, we form part of the sustainable transformation of motorsports, and are committed to forging alliances capable of multiplying the impact achieved, in keeping with the initiatives mentioned in the section on suppliers.



Target recipients of the services we provide

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

To ensure that all fans around the world have the opportunity to enjoy the sport, in addition to our own OTT platform¹⁰, we have commercial agreements with various content platforms and worldwide broadcast partners to enable us to reach an audience of hundreds of millions. Furthermore, we offer access to this audience to companies from all industries, through the sale of advertising space both at the circuits and in the broadcasts, in accordance with the regulations on sports-related advertising activities in force 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.

We oversee all organisational matters 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 distribution, and the coordination of television rights and all championship-related communication issues. This department manages the acquisition of sponsorships and the sale of licensing rights, as well as corporate hospitality services.



¹⁰ 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 motorcycling followers

Dorna's Customer Service department is in permanent contact with motorcycle racing fans. Knowing exactly what fans like at any given time is essential to being able to continue offering them the 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 panorama, a farther-reaching, more profound digital transformation is required 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 is being launched that makes it possible to create 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.

In the course of the season we conduct numerous 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 we carried out the Global Fan Survey in partnership with Motorsport Network, which was conducted online and was completed by 109,676 fans from 179 countries, the largest number to have participated in a survey on MotoGP™. The results demonstrate that MotoGP™ has built a very loyal fanbase, with more than 82% of fans who have followed the sport for more than six years; respondents called MotoGP™ exciting, competitive, entertaining, world class and unpredictable. As well as this project, during the course of the season other surveys were conducted at a smaller scale on our digital platforms as part of the live project that is constantly being updated, and in-person surveys were conducted at the British and Thai Grands Prix.

As part of the digital transformation process, we can highlight the development of the following digital products and services:

- Implementation of new digital assets: web, app & CMS
- Evolution of our FRM (our fans' CRM) system
- Analysis of our OTT (review of functionalities and adaptation of products to customers' needs)





Innovation

In this process of loyalty-building and improving the experience for our fans, in 2022 we implemented the following projects to continue to offer top-level entertainment to motorcycling racing's passionate followers:

- A new system for controlling high-resolution self-stabilising microcameras, which will be attached to riders' riding suits. This system will have full control of the camera's configuration parameters, and will attempt to stabilise the image seen in real time in order to be able to provide spectators with unique views of the ride around the circuit with the highest quality standards.

Thanks to the use of a new onboard camera, previously unseen detail details can be seen, such as the dashboard display information and what the rider does on the front dashboard or on the handlebars. In addition, the close-up shots of the rider's adjustment on the entry into the corners on the circuit are views that can only be provided by attaching the onboard technology to the rider's body and not the structure of the bike.



- An advanced analytical solution of the digital assets and corporate applications, and a detailed design of the functional infrastructure of the main front- and back-end systems. The main objective of this project is to develop a new business model based on the consumer's direct interaction with Dorna's digital platforms, eliminating intermediaries that might slow down sales transactions and customisation of the portfolio. This change of model gave rise to an inherent digital transformation of our systems and internal tools, requiring a detailed redefinition of each functional area that is impacted.

Also, implicit in the new business model is the need to know the end user in order to be able to continually use the changes in spectators' dynamic needs and, based on the analysis performed, take decisions in this regard as part of a renewed, scalable and flexible infrastructure.

- A new delocalised digital system for managing our sporting events, for the purpose of improving consumers' experience over the whole lifecycle of event content consumption. The scope of this project includes the assessment and development of all the systems and services that enable credential authorisations, circuit access and travel management for each destination to be digitised and made more agile.

In addition, it must be remembered that a large part of the content is consumed using our platforms and digital apps, which is where fans go to see events live or to watch recorded content on demand. For which reason, as part of the assessment of the project, the need to develop an innovative digital platform to enable video to be seen live and on-demand was recognised, and that will facilitate the uploading, cataloguing, transcoding and publication of all of Dorna's video content.



Complaints and claims received in 2022

Our Customer Service department replies to the messages we receive at the various generic 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.

Queries relating to official merchandise products (<https://store.motogp.com/>) and tickets for events (<https://tickets.motogp.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.

At the present point in time we can only provide customer service by e-mail in English or Spanish, and we do not provide support over the telephone. Queries can be sent to us directly via e-mail or by using the contact forms provided on our main websites: motogp.com and worldsbk.com.

The number of consultations currently being handled by our Customer Service (questions, complaints, suggestions and problems) totals 25,109.

We answer 100% of the consultations we receive and we currently have an average response time (in which the consultation is resolved) of around 16.4 hours. Although this average figure varies 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 the Customer Service team is available on working days all year round, as well as on all MotoGP™ and WorldSBK race weekends.

Complaints and claims in 2022

TYPE OF COMPLAINT OR CLAIM	2021		2022		PERCENTAGE CHANGE
	Subtotal	Percentage	Subtotal	Percentage	
VideoPass	17,063	71.5%	15,244	60.7%	-10.7%
Account	2,87	12%	5,135	20.5%	+78.9%
Championship	1,319	5.5%	1,403	5.6%	+6.4%
TimingPass	666	3%	1,004	4.0%	+50.8%
Ticketing	810	3.5%	809	3.2%	-0.1%
Games	198	1%	293	1.2%	+0.48
Store	148	0.5%	264	1.1%	+78.4%
Other (commercial, sporting, etc.)	837	3%	947	3.8%	+13.1%
TOTAL	23,912	100%	25,109	100%	+5%



Although in comparison with 2021 the number of consultations received rose by 1,197 (5%), it should be remembered that, since the number of registered users increased by 11%¹¹ in 2022, the total number of consultations received as a percentage of the number of users is proportionally lower. Thus, the number of consultations received in 2021 was equal to 1% of the total number of registered users (2,377,343), while in 2022 it was 0.95% of 2,639,832 registered users).

Also, the increase in the number of consultations in 2022 took place mainly in the account category (registration and login matters) due to the password strengthening process implemented in the second half of the year and which gave rise to consultations from our fans as all registered users had to change their passwords for new ones with a higher level of security.

Furthermore, each year improvements are made to the service in order to minimise the number of consultations and make it easier for them to be resolved. Some of those applied in 2022 were as follows:

- Reinforcement of the service provided by agents, with coverage on all weekends in the season, and extra personnel on the Sundays when races are held.
- The FAQs available to fans on the official websites have been updated, extended and improved, and translated into six languages.
- The processes for the reporting, diagnostic and follow-up of bugs, if any, in the platforms, was made more agile.

¹¹ At 31 December 2021, there were 2,377,343 registered users, whereas at 31 December 2022 there were 2,639,832; up 262,489 (11.04%).




Appendices


1. Index of content required by Spanish Non-Financial Information and Diversity Law 11/2018.
2. Independent Limited Assurance Report.



INDEX OF CONTENT 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	2.2 Business model	GRI 2-6
Organisation and structure	3.1 Organisational structure	GRI 2-9
Markets in which it operates	2.2 Business model	GRI 2-6
Objectives and strategies	2.2.3 Racing Together	GRI 2-22
Factors and trends that could affect its future evolution	2.2 Business model	GRI 2-6 GRI 201-2 GRI 2-22
DESCRIPTION OF THE GROUP'S POLICIES IN RESPECT OF THOSE ISSUES		
Due diligence processes implemented to identify, assess, prevent and mitigate risks	3.3 Our management and compliance framework	GRI 2-23 GRI 3-3
Significant impacts, verification and control. Measures adopted	2.1 Presentation 3.3 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	2.2.3 Racing Together 3.3.6 Whistleblowing channel 3.4 Human rights 3.5 Tax transparency 4.1.1 Employment 4.1.3 Health and safety 4.1.5 Training 5.1.2 Environmental performance in 2022 5.1.3 Energy 5.1.5 Circular economy and waste 5.1.6 Consumption of resources and other environmental matters 5.2.4 Highlights of cooperation with not-for-profit organisations 5.3 Target recipients of the services we provide	GRI 3-3




MATTERS RELATING TO LAW 11/2018		SECTION	FRAMEWORK USED: GRI 2021 STANDARDS 
PRINCIPAL RELATED RISKS ASSOCIATED WITH THE GROUP'S ACTIVITIES			
Commercial relationships and products or services that may have adverse effects		2.1 Presentation 2.2.3 Racing Together 3.3 Our management and compliance framework	GRI 3-3
How the Group manages these risks			
Procedures used to detect and assess them			
Information on the impacts detected and a detail thereof, particularly in relation to the main risks at short, medium and long term			
INFORMATION ON ENVIRONMENTAL MATTERS			
Current and foreseeable effects of the company's activities on the environment.		5.1.1 Management framework	GRI 3-3
Current and foreseeable effects of the company's activities on health and safety			
Environmental assessment or certification procedures			
Resources dedicated to the prevention of environmental risks		5.1.1 Management framework	GRI 3-3
Precautionary principle		5.1.1 Management framework	GRI 2-23 GRI 3-3
Amount of provisions and guarantees for environmental risks		There are no provisions of this kind	GRI 3-3
Pollution	Measures to prevent, reduce or offset carbon emissions that seriously affect the environment	5.1.4 Climate change	GRI 305-1 GRI 305-2 GRI 305-3
	Any type of activity-specific atmospheric pollutants including noise and light pollution	5.1.6 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	5.1.5 Circular economy and waste	GRI 306-2
	Actions to combat food waste	Although this is not a material topic for the Group, relevant information is provided in the "Circular economy and waste" section	






MATTERS RELATING TO LAW 11/2018		SECTION	FRAMEWORK USED: GRI 2021 STANDARDS 
Sustainable use of resources	Water consumption and supply in accordance with local limitations	5.1.6 Consumption of resources and other environmental matters	GRI 303-5
	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 resources and other environmental matters" section	
	Direct and indirect energy consumption	5.1.3 Energy	GRI 302-1
	Measures taken to improve energy efficiency		
	Use of renewable energies		
Climate change	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	5.1.4 Climate change	GRI 305-1 GRI 305-2 GRI 305-3
	Measures adopted to adapt to the consequences of climate change		
	Medium and long-term targets voluntarily set for the reduction of greenhouse gas emissions, and measures implemented to that end		
Biodiversity protection	Measures taken to conserve or restore biodiversity	This is not a material topic for the Group.	
	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 MATTERS			
Employment	Total number of employees and breakdown by gender, age, country and professional category	4.1.1 Employment	GRI 2-7
	Total number of employees and breakdown by type of employment contract		
	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
	Average remuneration and remuneration trends by gender, age and professional category or equivalent value		GRI 405-2
	Pay gap		
	Remuneration of identical job positions or average remuneration at the company		
	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		4.1.2 Organisation of work
Employees with a disability	4.1.7 Diversity	GRI 3-3	
Organisation of work	Organization of working hours	4.1.2 Organisation of work	GRI 3-3
	Absentee rate		
	Measures to facilitate work-life balance and encourage shared parental responsibility		





MATTERS RELATING TO LAW 11/2018		SECTION	FRAMEWORK USED: GRI 2021 STANDARDS 
Health and safety	Occupational health and safety conditions	4.1.3 Health and safety	GRI 3-3 GRI 403-1 GRI 403-9
	Occupational accidents, in particular the frequency and severity thereof, and occupational diseases, by gender		
Labour relations	Organisation of social dialogue, including the procedures for informing, consulting and negotiating with employees	4.1.4 Labour relations	GRI 3-3
	Percentage of employees covered by collective agreements, by country		
	Assessment of collective agreements, particularly in the occupational health and safety area		
Training	Training policies implemented	4.1.5 Training	GRI 3-3
	Total number of training hours by professional category		GRI 404-1
Universal accessibility for people with disabilities	Integration of, and universal accessibility for, people with disabilities	4.1.7 Diversity	GRI 3-3
Equal opportunity	Measures adopted to promote equal treatment and opportunities for women and men	4.1.5 Training 4.1.6 Equality 4.1.7 Diversity	GRI 3-3
	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		
	Protocols against sexual and gender-based harassment and for integration and universal accessibility of people with disabilities		
	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	3.4 Human rights	GRI 2-23 GRI 2-26 GRI 3-3 GRI 406-1 GRI 414-1
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		
Promotion and fulfilment of the provisions of the fundamental conventions of the ILO in relation to respect for freedom of association and the right to collective bargaining		
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 BRIBERY ISSUES		
Measures adopted to prevent corruption and bribery	3.3 Our management and compliance framework	GRI 205-2
Measures to combat money laundering		
Contributions to foundations and non-profit entities	5.2 Working towards sustainable development	GRI 3-3



MATTERS RELATING TO LAW 11/2018		SECTION	FRAMEWORK USED: GRI 2021 STANDARDS 
INFORMATION ON THE COMPANY			
The company's commitments to sustainable development	Impact of the company's activity on employment and local development	5.2 Working towards sustainable development	GRI 3-3 GRI 413-1
	Impact of the company's activity on local populations and on the territory		
	Relationships and dialogue with local community players		
	Association or sponsorship activities		
Outsourcing and suppliers	Inclusion of social, gender equality and environmental issues in the procurement policy	4.2 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 sub-contractors, of their social and environmental responsibilities		
	Supervisory systems, audits and audit findings		
Consumers	Consumer health and safety measures	5.3 Target recipients of the services we provide	GRI 3-3 GRI 416-1
	Grievance mechanisms, complaints received and their resolution		
Tax information	Earnings obtained on a country-by-country basis	3.5 Fiscal transparency	GRI 201-1
	Income tax paid		
	Government grants received		



Dorna Sports, S.L. and Subsidiaries

Non-Financial Information Statement
for the year ended 31 December
2022 with Independent Limited
Assurance Report

*Translation of a report originally issued in Spanish. In the
event of a discrepancy, the Spanish-language version
prevails.*



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INDEPENDENT LIMITED ASSURANCE REPORT ON THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT OF DORNA SPORTS, S.L. AND SUBSIDIARIES FOR 2022

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 2022 of Dorna Sports, S.L. and subsidiaries (“Dorna Sports, S.L.” or “the entity” 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. are the responsibility of the directors of Dorna Sports, S.L. 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) and those criteria described as indicated for each matter in the “Contents required by Spanish Non-Financial Information and Diversity Law 11/2018” table in 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. 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.

Our Independence and Quality Control

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



Our firm applies International Standard on Quality Control 1 (ISQC 1) and, accordingly, maintains a comprehensive system of quality control including documented policies and 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, which refers exclusively to 2022. The information relating to previous years was not subject to the verification provided for in current Spanish corporate legislation. 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 provided is also substantially lower.

Our work consisted of making inquiries of management and the various units of Dorna Sports, S.L. 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 Dorna Sports, S.L. personnel 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 2022 Consolidated NFIS based on the materiality analysis performed by Dorna Sports, S.L. and described in section 2.1 Presentation, 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 2022 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 2022 Consolidated NFIS.



- Verification, by means of sample-based tests, of the information relating to the contents included in the 2022 Consolidated NFIS and the appropriate compilation thereof based on the data furnished by the 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. for the year ended 31 December 2022 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 in the Consolidated NFIS.

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.

DORNA

ESG Annual Report
2022
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