

ANNUAL REPORT

2025

2026



Annual Report 2025 – 2026

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www.juegosostenible.es

Letter from the President of the SGP

There are moments in an organization's journey when its results demonstrate that the path it has taken has been worthwhile, and the financial year we are now closing is undoubtedly one of those moments.

Throughout this year, the Sustainable Gambling Platform has continued to make progress, guided by a conviction that has remained unchanged since its establishment: To address the challenges facing our industry through responsibility, knowledge and collaboration.

This brings us to one of the most significant developments of the year: the independent assessment conducted by Gaming Laboratories International (GLI®). The validation obtained through this process is a particularly valuable recognition, as it places our operating model within an international framework and endorses the work carried out over the years. The fact that a leading organization has reviewed our activities and identified areas of leadership, particularly in initiatives such as the FES Project, provides significant endorsement of an approach based on planning, evaluation and continuous improvement.



Jaime Estalella
President of the SGP

However, recognition acquires its true value when it becomes a driving force for embarking on new stages of development. And that is the mindset with which we must approach the future.

During this financial year, we have continued to expand the reach of our initiatives and establish new avenues of collaboration with organizations, institutions and professionals from a wide range of fields. This openness is essential for an organization such as ours, which seeks to understand the social changes affecting people and to contribute solutions within its area of expertise.

The FES Project is a good example of this evolution. Its development across different settings and its gradual implementation among adolescents, families, educational institutions and groups with specific needs demonstrate that prevention requires listening, education and ongoing support. The launch and consolidation of initiatives such as FES DIScapacidad further reinforce our commitment to prevention that takes diverse circumstances into account and reaches those who may need it most.

All this has been made possible thanks to the companies and associations that form part of the Sustainable Gambling Platform and that understood from the outset that this project represents a shared responsibility. It has also been made possible thanks to those outside the industry who have chosen to work with us and contribute their knowledge, experience and fresh perspectives.

I would particularly like to acknowledge the work of Cristina García, whose dedication and coordination skills have been instrumental in translating the Platform's objectives into concrete initiatives and strengthening our relationships with public and private institutions across a wide range of fields.

Our responsibility now is to live up to what we have achieved. The international validation of our model is not an endpoint, but a new benchmark that requires us to maintain rigorous standards, evaluate our activities and seek new responses to the challenges posed by a constantly evolving society.

Today, the Sustainable Gambling Platform has the experience, structure and capacity to undertake this task. Above all, it has something I consider essential: a group of institutions, companies and professionals willing to pool their efforts and move forward in the same direction.

The future of our industry will also depend on our ability to build trust. Trust is not built through statements, but through transparency, tangible results and a constant commitment to doing things better.

That will remain our commitment.

"Trust is not built through statements, but through transparency, actions and an ongoing commitment to doing things better"

Letter from the Vice-President of the SGP



The Sustainable Gambling Platform was established with the aim of demonstrating that our industry can play an active role in social transformation, generating value beyond its own business activities. Since then, we have worked tirelessly to build an organization founded on responsibility, transparency and a commitment to society. Year after year, we have seen that the most effective way to improve perceptions of our industry is through action: promoting useful, measurable initiatives that have a tangible impact on people's lives.

The 2025–2026 financial year has been marked by a particularly significant milestone for our organization: the international validation granted by Gaming Laboratories International (GLI®). Following a thorough independent audit, the Sustainable Gambling Platform has received recognition for its operating model as a comprehensive reference framework for prevention, player protection and sustainability. This recognition aligns our organization and its members with the highest international standards and confirms the rigor, transparency and effectiveness that have characterized our work for many years. It is particularly noteworthy that the assessment identified areas of international leadership in initiatives such as the FES Project and recognized the pioneering and unique nature of programs such as FES DIScapacidad.

Beyond this important recognition, 2025–2026 has also been a year of consolidation and growth. We have expanded our partnerships, strengthened our presence in new territories and continued to develop initiatives that enable us to address prevention, training and awareness-raising from an increasingly broad and inclusive perspective. The FES Project continues to establish itself as a leading tool for preventing behavioral addictions among adolescents and families, while collaboration with public authorities, educational institutions, universities and social organizations continues to strengthen the reach and quality of our activities.

None of this would be possible without the commitment of our member companies, partner organizations and everyone who believes in this project. Thanks to them, the Platform continues to grow, welcoming new organizations, strengthening partnerships and demonstrating that

sustainability, prevention and responsible gambling are integral to both the present and the future of our industry.

As Vice-President, I am deeply proud to be part of an organization that has successfully translated commitments into action and ideas into projects capable of generating a positive, tangible impact on society. This pride is shared by all the organizations that make up the Platform and that contribute every day to achieving our common objectives through their commitment and sense of responsibility.

The progress made over the past year, together with the international endorsement secured through GLI's validation, encourages us to continue working with the same determination that inspired the Platform's establishment. We will continue to promote innovative initiatives, strengthen our partnerships and demonstrate that sustainability, prevention and responsibility are the foundations upon which the future of our industry must be built.

"We have succeeded in turning commitments into action and ideas into projects that can generate a positive, tangible impact on society"

Letter from the SGP Spokesperson and Coordinator

Once again, we face the challenge of presenting the key milestones of the past financial year in our Annual Activity Report, encouraged by the work accomplished, the results achieved and the many objectives that remain outstanding. Our seven years of experience have taken us well beyond the stage of a collective experiment. We have established a stable, long-term organization built on its own achievements, which are in turn underpinned by the strength of our partnerships.

First, I would like to highlight the ongoing process of updating the existing content of the FES Project, being undertaken by the team assembled by the Juan José López Ibor Foundation. This work will not only bring the content into line with the context of 2026, as is rightfully required, but will also incorporate groundbreaking elements such as the widespread use of artificial intelligence and its influence on the field of addiction.



The second, equally important milestone is the implementation of the collaboration agreement signed with ACADE, which represents the private education sector in Spain. This agreement confirms that, working alongside ACADE, we will extend prevention, training, education and awareness-raising initiatives throughout the country's entire education network. From the outset, we have maintained strong partnerships with the public sector through our collaboration with the regional departments responsible for education and youth institutions across various autonomous communities. This network has also expanded, and continues to do so, territory by territory, through our work with the Spanish Confederation of Education Centres (CECE) and its regional federations, including Catalonia and the Balearic Islands during this financial year. We are therefore proud to continue building on this progress through the broader reach and new opportunities for dissemination and collaboration offered by ACADE.

As a third key development, in the public and institutional sphere, we have further strengthened our partnerships with a range of organizations and bodies, including the Island Council of Tenerife, the Foral Police of

Navarre, the journalism sector through our participation in the 7th National Journalism Course in Alcañiz, and the Mental Health Forum of the Ortega-Marañón Foundation.

The fact that the gambling industry has succeeded in attracting and consolidating partnerships with third parties of this standing clearly demonstrates that our credibility as a trusted partner has grown. We have moved beyond a stereotype shaped by bias and established credible partnerships that would have been difficult to imagine just seven years ago.

Against this backdrop, and with new members joining our ranks, we once again face the task of extending our reach and deepening our impact by delivering initiatives that create lasting social value and make a sustained, positive difference.

Looking back, the fact that the prestigious international auditor Gaming Laboratories International (GLI®) has certified the **Sustainable Gambling Platform as the world's most comprehensive and effective collective expression of corporate social responsibility, sustainability and responsible gambling** serves only to encourage us to continue promoting this standard of excellence for many years to come. An achievement that would not have been possible without the unwavering support of our members, who have generously contributed their time and effort to make all the above possible and have received, in recognition of their commitment, the well-deserved Responsible Gambling Seal awarded by GLI.

"We continue to expand our reach and impact, delivering initiatives that create lasting social value and make a positive difference over time"

01

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02

The Sustainable Gambling Platform

The Platform

The Sustainable Gambling Platform brings together leading companies and associations from the various subsectors of Spain's private gambling industry, committed to being part of the solution to the problems associated with gambling activities, with Corporate Social Responsibility and Responsible Gambling at the heart of its initiatives.

Our member companies combine the provision of legal, regulated and high-quality leisure options to Spanish society with the ongoing adoption of the industry's latest technologies and highest standards, strict regulatory compliance, proactive social and Responsible Gambling policies, and adherence to the Sustainable Development Goals.

We are committed to society and to the various stakeholders involved in promoting responsible consumption through dialogue, training, monitoring and objective data analysis, collaboration on and promotion of preventive, educational and informational campaigns, and regulation.

Our Philosophy, Our VALUES and our Commitment



- We are **COMMITTED** to society and to addressing the problems arising from gambling consumption.
- We are firmly committed to supporting efforts to **prevent excessive gambling**.
- We advocate **ZERO TOLERANCE** towards gambling access for **MINORS** and **SELF-EXCLUDED INDIVIDUALS**.
- We are committed to **developing information, educational and awareness-raising measures** to combat excessive and inappropriate gambling.
- We believe that **education, information and awareness-raising** are the primary means of fostering responsible attitudes and changing inappropriate habits.
- We are committed to **dialogue with all stakeholders**, including public and private institutions, associations and professionals, to achieve responsible gambling objectives that undoubtedly benefit society.
- We believe that **EDUCATION** is the only effective way to influence behavior and change habits. We have a vested interest in ensuring that our products are consumed responsibly.

Responsible and moderate gambling is entirely compatible with a healthy lifestyle.

Our Objectives

Training, Education and Awareness-Raising for Minors and Vulnerable Groups through the FES Project

We pursue this objective through several key areas of action:

1. Promote and present the FES Project across all Spain's autonomous communities (CCAA) and in every relevant setting.

2. Secure the adoption of the program by public education systems across Spain's autonomous communities.

3. Secure the adoption of the program by private and publicly funded independent educational institutions.

4. Promote adoption by sports clubs for their youth development programs.

5. Promote the FES Project at municipal level.

Socio-Occupational Inclusion

Agreements with Organizations Supporting Vulnerable People and People with Disabilities

1. Promote the employment of people with disabilities in companies operating in the private gambling sector.

2. Prevent behavioral addictions among people with disabilities.

Industry Representation

Appearances before Public and Political Forums.

Communicating the Reality of the Industry

Collecting relevant data and information about our industry from official and public sources.

Presenting this information CLEARLY and OBJECTIVELY through various communication and dissemination channels.

What Is the FES Project?

The FES Project is a training, education and awareness-raising initiative designed to address social and political concerns regarding the risk of developing behavioral addictions in leisure and gambling contexts. The excessive amount of time spent on mobile phones, social media, new technologies and video games, together with the need to reiterate the prohibition on gambling by minors, creates a context in which we must all take action to ensure appropriate awareness-raising.

To this end, the FES Project provides a platform offering preventive tools and content developed by professionals specialising in the clinical treatment of behavioral addictions, with the aim of promoting primary prevention before problems arise. This approach includes dedicated support for people with disabilities, providing adapted resources to identify and prevent risks. It also promotes transparency, integrity and ethical conduct in sports and recreational settings, helping to foster a culture of respect and fair play.

Our commitment to society requires coordinated solutions involving all relevant social stakeholders. These solutions must create value and promote primary prevention, information and education, while also providing families, educators and specialists with the training they need to address this growing social challenge.

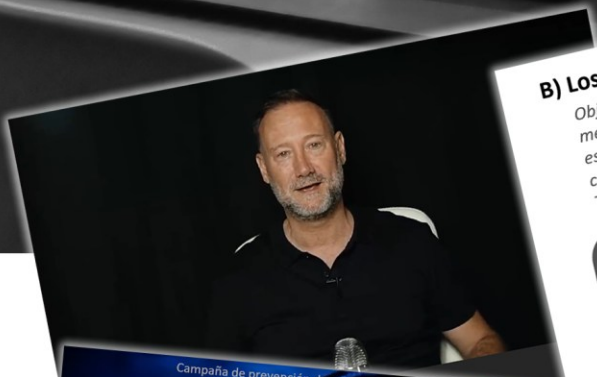


Collaborations have already been established with numerous autonomous communities, local councils, associations, and public and private educational institutions. These organizations are provided with all the necessary materials, with a focus on adolescents through talks and workshops for their families. Activities are delivered dynamically and in direct collaboration with each institution. With the support of an exceptional ambassador: **Pedro García Aguado**.







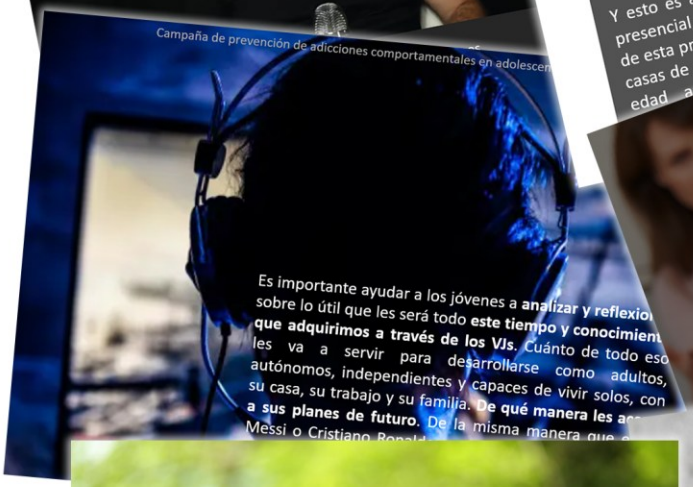


B) Los juegos de azar con dinero

Objetivo: En este tema el formador tendría que ayudarles a conocer cómo es el mercado del juego de azar y las apuestas deportivas, identificar posibles riesgos de este tipo de juegos, así como tomar conciencia del papel del azar y de la falta de control sobre el resultado de la apuesta. Presentar a los timadores de las redes: Tipsters.

El primer punto a remarcar por el formador es que los juegos de azar están prohibidos para menores de 18 años.

Y esto es así en todos sus formatos y manifestaciones: juego online, juego presencial, loterías, rascas... por lo que los menores deben tener conciencia de esta prohibición, y cumplirla. Los locales de juego (bingos, casas de apuestas) tienen un control



Es importante ayudar a los jóvenes a **analizar y reflexio** sobre lo útil que les será todo **este tiempo y conocimient que adquirimos a través de los VJs**. Cuánto de todo eso les va a servir para desarrollarse como adultos, autónomos, independientes y capaces de vivir solos, con su casa, su trabajo y su familia. **De qué manera les a a sus planes de futuro**. De la misma manera que Messi o Cristiano Ronal



nflictos del siglo XXI. Ante es
s padres?

yudar a los jóvenes a convertir
os de recursos. Para ello, debemos
l uso de estos dispositivos se desar

d de **educar y pactar** conducta
idos. De la misma manera que

protección muy importar
e aprendizaje. Como adul
ás influencia "lo que se ve











The FES Project is just the beginning of a series of initiatives and campaigns to be implemented throughout Spain.

The FES Project currently comprises three programs.

FES Project

PROYECTO FES

FES DIScapacidad

FES Disability

FES Integrity

FES INTegridad

PROYECTO FES

Behavioral addictions among minors are a matter of concern for the educational community, families and society as a whole. As new technologies continue to advance, behavioral addictions are becoming an increasingly serious concern and require a coordinated, effective response that facilitates prevention.

The **FES Project** is a campaign to prevent behavioral addictions among adolescents. It aims to **train, educate and raise awareness** among teenagers, their families and the educational community about the importance of early intervention through prevention. In doing so, it seeks to prevent young people from developing behavioral addictions while promoting healthy lifestyle habits.

To achieve this, The FES Project provides tools developed by professionals specialising in the clinical treatment of behavioral addictions, whose primary objective is primary prevention, or intervention before a problem arises. FES aims to inform and educate on the basis of scientific evidence rather than moral judgements. It does so through talks and workshops demonstrating that prevention and education are the only genuinely effective means of preventing addictive behaviors among adolescents.



FES Discapacidad is an adaptation of the FES Project (Training, Education and Awareness-Raising) designed to provide tools for the **prevention, identification and treatment of behavioral addictions** among people with disabilities. Its goal is to equip support units at Special Employment Centres with practical, accessible resources that enable them to respond effectively to risks associated with excessive use of mobile phones, social media, video games and the internet.

The program includes **training and informational materials** developed by specialists and available in various formats, including introductory videos, group activities, bibliographies and presentations. These resources are designed to facilitate implementation, including by professionals without specialized training in psychology. Through these measures, FES Discapacidad seeks to strengthen **awareness, education and primary prevention**, supporting both employees with disabilities and their families in creating **safer, healthier and more inclusive** digital and workplace environments.

FES
DIScapacidad



FES INTegridad is an extension of the FES Project designed to **promote integrity in sport**. Its objective is to promote best practices among physical education teachers, sports clubs and sporting organizations, addressing issues such as **fair play, financial integrity, competition manipulation, doping and the prevention of sports fraud.**

The project combines **training, education and awareness-raising** with innovative tools, including **artificial intelligence** to detect and prevent irregular conduct in sporting competitions and sports betting. It seeks to strengthen **transparency, ethics and social responsibility** in sport, fostering a culture of respect, fair play and regulatory compliance at every level of sporting activity.

FES
INTegridad



The FES Project is active in:



www.proyectofes.org



03

GLI®

Certification

GLI® Certification:
International Recognition of Our Commitment

This year, the Sustainable Gambling Platform achieved a particularly significant milestone: obtaining international certification in responsible gaming from **Gaming Laboratories International (GLI)**.

This recognition represents independent validation of the work we have been carrying out to promote a safer, more responsible and more sustainable gambling model. GLI's assessment process examined our activities, commitments and initiatives promoted by the Platform, using international standards and best practices as its benchmark.

The audit covered twelve key areas of activity, including the prevention of risky behaviors, personal protection, transparency, institutional collaboration, innovation and the application of evidence-based approaches.



This certification is particularly valuable to us because it recognizes an approach that lies at the very heart of the Platform's work: pooling efforts, generating knowledge and promoting initiatives that can make a tangible and effective contribution to an increasingly safe and responsible gambling environment.

It also recognizes the commitment of the organizations that form part of the Platform and that, across different areas of activity, share a common vision: moving towards a more sustainable industry, strengthening prevention and maintaining open dialogue with public authorities, the scientific community, social organizations and society as a whole.

Rather than viewing this certification as a final destination, we see it as an impetus for further progress. It encourages us to continue improving our initiatives, strengthening our partnerships and promoting projects that address the challenges of responsible gambling through collaboration, rigor and accountability.

Ultimately, GLI certification reaffirms our commitment to an objective that has guided our work from the outset: **ensuring that gambling is always conducted responsibly, with appropriate information and safeguards in place to protect people**.



Responsible Gambling



12 areas of commitment. One shared goal: Responsible Gaming.

The international validation by Gaming Laboratories International (GLI®) represents one of the most significant milestones for the Sustainable Gambling Platform.

Following a thorough independent audit, GLI recognized the scope of our **12 areas of commitment**, which cover everything from prevention and education to research, institutional cooperation, sports integrity and the protection of the most vulnerable groups.

The assessment concluded that the model developed by the Platform meets or exceeds international best practices in Responsible Gaming, recognising the collective efforts of our members and the breadth of our initiatives.

Twelve areas of activity demonstrating that our commitment to Responsible Gaming extends far beyond a single project.

Political Engagement	Institutional relations and participation in initiatives related to Responsible Gaming and its regulation.
Communication	Dissemination of information, public awareness-raising and promotion of the Platform's initiatives.
Awards and Recognitions	Highlighting and recognising best practices and commitments to Responsible Gaming.
Regional Implementation of the FES Project	Expansion of Training, Education and Awareness-Raising activities across different regions.
Cooperation Agreements	Cooperation with public, private and social organisations to develop joint projects.
University Partnerships	Academic collaboration to support training, knowledge development and prevention initiatives.
Prevention for Adults with Disabilities	Development of prevention initiatives tailored to the needs of this group, such as FES Disability.
Partnerships with Family Organisations	Cooperation with family associations and related organisations to promote prevention.
Healthcare and Treatment Partnerships	Cooperation with healthcare professionals and institutions specialising in healthcare and addiction treatment.
Sports Integrity	Promotion of sports integrity and prevention of conduct that could undermine it.
Research and Documentation	Generation, collection and dissemination of knowledge to inform Responsible Gaming initiatives.
Outstanding Ambassadors	Involvement of individuals who help raise awareness of the Platform's messages and initiatives and extend their reach.



04

Industry Data

Economic Contribution

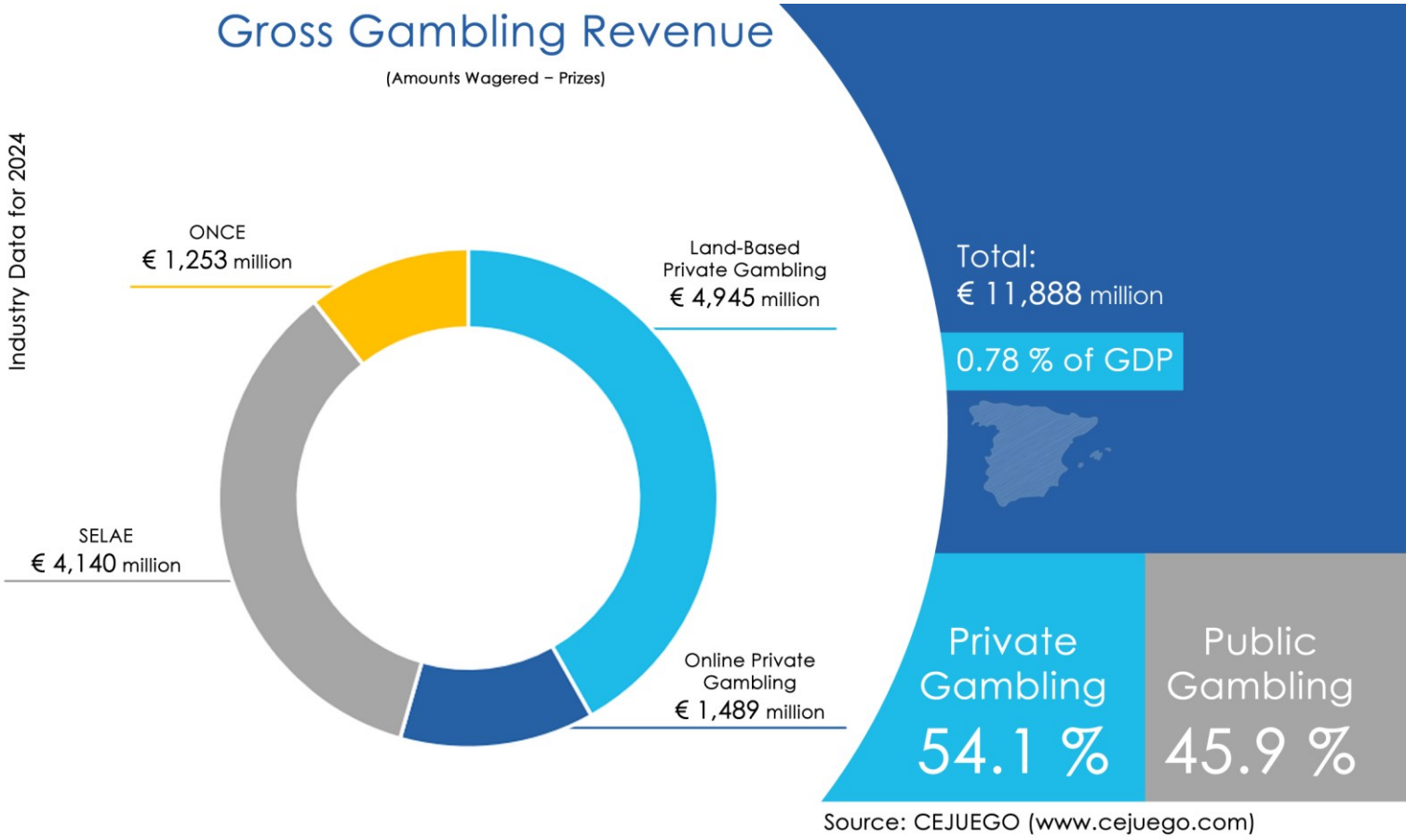
Spain's legal gambling market is structured around:

Public Gambling, comprising a lottery segment and a **land-based and online gambling** segment operating nationwide, marketed by two operators: (SELAE) and (ONCE).

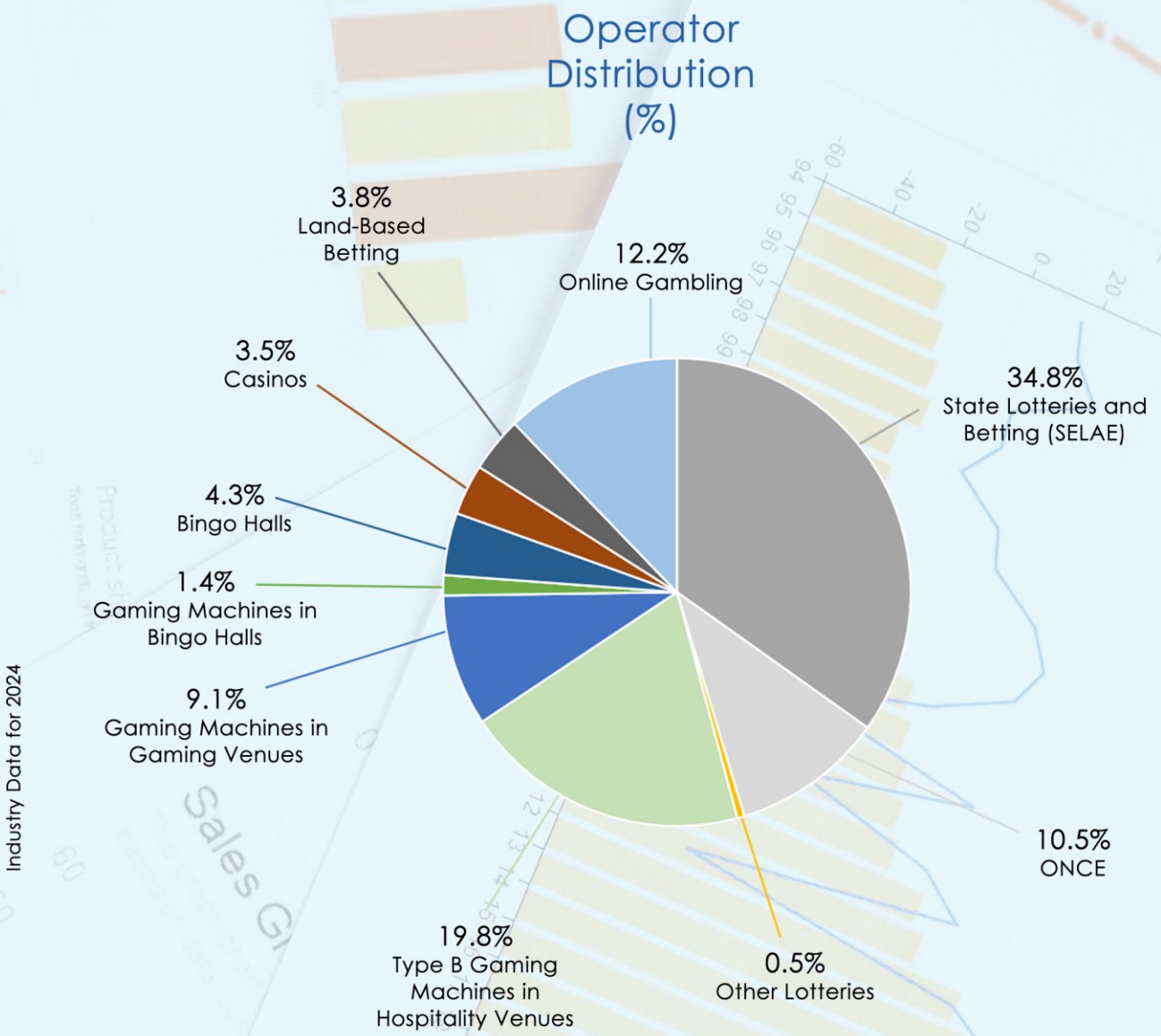
Prize payout ratio: approximately 60%

Private Gambling, through the **land-based** channel (casinos, bingo halls, gaming venues and Type B gaming machines in hospitality venues) and the **online** channel, offering various legally permitted forms of gambling.

Prize payout ratio: ≥ 70%



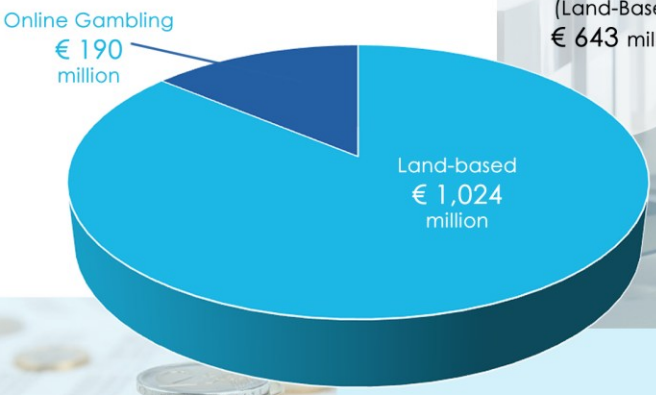
Source: CEJUEGO (www.cejuego.com)


Operator Distribution (%)
3.8%
Land-Based Betting
12.2%
Online Gambling
3.5%
Casinos
34.8%
State Lotteries and Betting (SELAE)
4.3%
Bingo Halls
1.4%
Gaming Machines in Bingo Halls
9.1%
Gaming Machines in Gaming Venues
10.5%
ONCE
19.8%
Type B Gaming Machines in Hospitality Venues
0.5%
Other Lotteries
Industry Data for 2024

Tax Revenue and Contribution to Society

Special Gambling Taxes and Fees

Private Gambling
€ 1,214 million

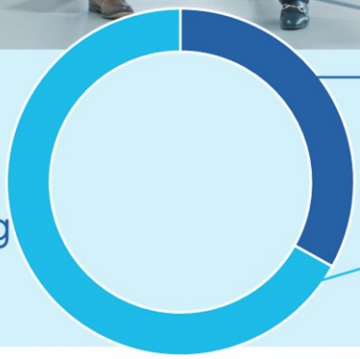




General Taxes
Private Gambling
(Land-Based)
€ 643 million



Total Tax Revenue Collected
Private Gambling
€ 1,857 million









Reinvestment in R&D and Innovation

Between 10% and 15% of turnover

Sustainability

€ 2,000,000 per year spent on industrial and electronic waste management

Problem Gambling

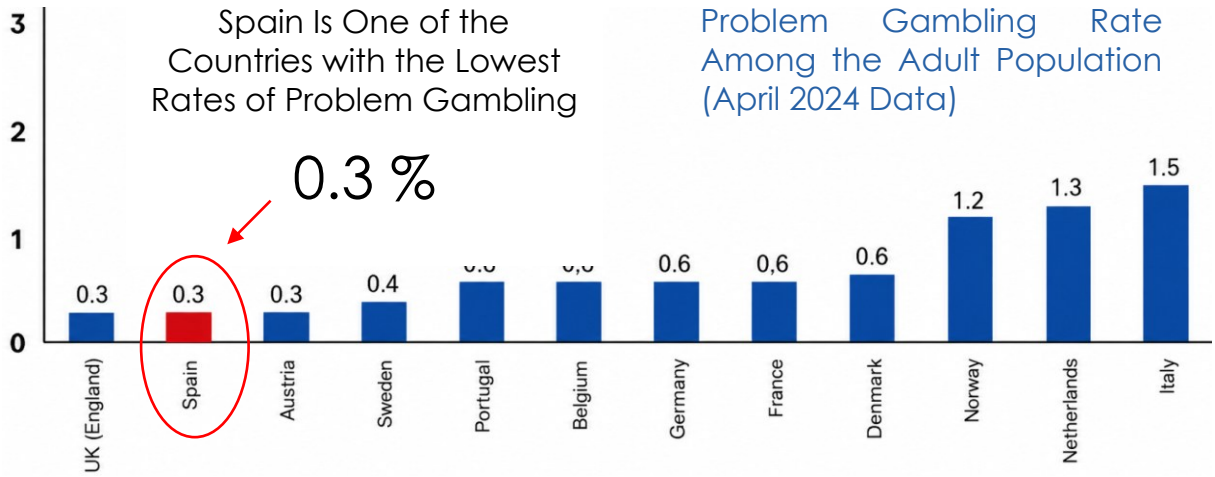
The report "**Gambling and Society in Spain 2026**", published by CEJUEGO, estimates that **0.3% of the Spanish population aged 18 to 75** falls within the most severe category of problem gambling, according to the **PGSI and DSM-5-CS scales**. This figure remains at levels similar to those recorded in recent years, with **Spain having one of the lowest rates of problem gambling**.

Regarding gambling disorder cases treated by healthcare services, the CEJUEGO 2026 report estimates that approximately 8,000 people receive treatment each year. The latest data included in the report relate to 2023 and correspond to 0.024% of the population aged 18 to 75.

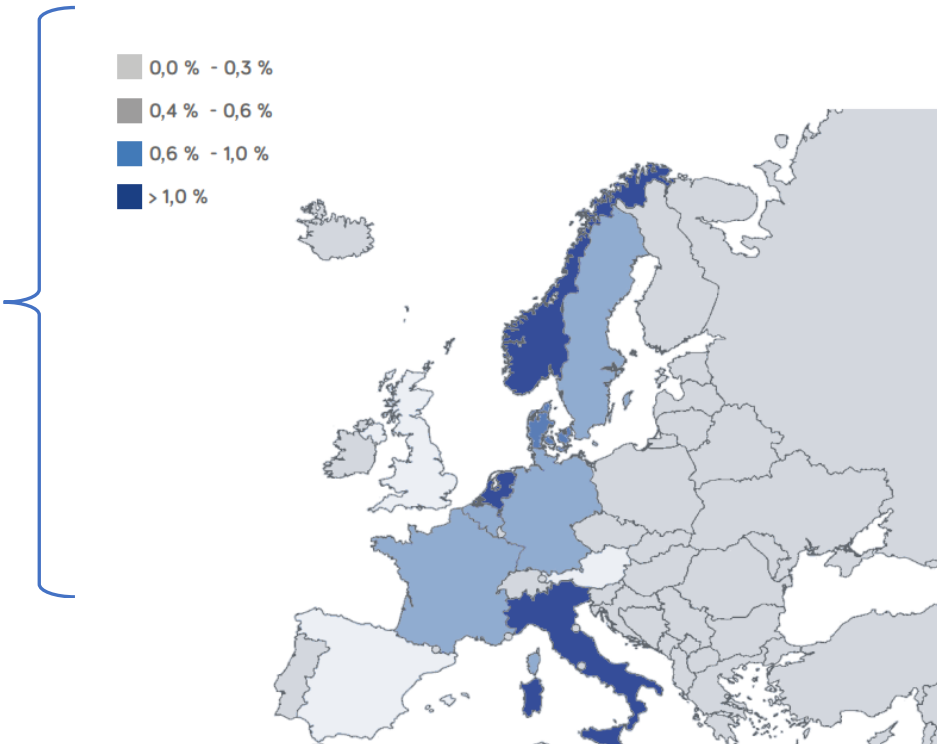
The characteristics of this population are consistent with findings from other countries:

Only 15% of cases occur in isolation. More commonly, gambling problems emerge from a complex combination of psychological and family-related issues. Gambling is not the trigger for these problems. A recent study of patients receiving treatment in the psychiatry departments of Spain's leading hospitals found that 97.5% of gambling disorder cases were associated with other behavioral problems.

In other words, this disorder forms part of a complex set of conditions with multiple contributing causes.



Problem Gambling Rates (Gambling Disorder) in Europe



The low prevalence of gambling disorder and its association with other behavioral problems make it difficult to identify social groups in which this issue is widespread. However, it is possible to identify risk profiles based on personality traits or family history. For this reason, public policy must be based on an accurate diagnosis, recognising that the roots of the problem lie not in the availability of gambling, but in individuals' psychological characteristics.

The article published in *Frontiers in Psychiatry* (2020) examines gambling disorder from a clinical neuroscience perspective. It highlights that reward-seeking behaviors, such as gambling, are essential to human evolution, but can lead to a disorder in vulnerable individuals.

Only a minority of people who engage in reward-seeking activities develop addictions, which involve complex processes across different mental functions. Furthermore, the development of gambling disorder is influenced by genetic, neurobiological and psychosocial factors.

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- Gambling Dual Disorder: A Dual Disorder and Clinical Neuroscience Perspective.



05

Human Capital



Employment and Business Scale

Wages in the Industrial Sector

26.2% above the manufacturing industry average, reflecting the high level of specialisation required.

Jobs Generated by the Gambling Sector in Spain



Spain's private gambling sector comprises more than 5,000 companies, some of which operate internationally, although the vast majority are family-owned small and medium-sized enterprises (SMEs).



Our industry requires and provides employment across a broad range of professional roles, including administrative staff, sales representatives, engineers, mathematicians, programrs, designers, managers, general operatives, gaming operators, retail customer service staff, production personnel, supervisors and technicians. It offers stable, high-quality employment, with women accounting for approximately 55% of the workforce.





06

Milestones Achieved

Key Milestones Achieved



Pedro García Aguado Highlights the Role of Journalism in Digital and Family Education at the 7th Alcañiz Journalism Course

The FES Project Takes Part in the Mental Health Forum Organized by the Ortega-Marañón Foundation and the López-Ibor Foundation on the Challenges Facing Adolescents in the Digital Age

The FES Project Brings Together More Than 200 Students at Tenerife Auditorium to Promote Responsible Technology Use

The FES Project Arrives in Tenerife with an Educational Session at Santa Catalina de Siena School

The FES Project Arrives in Catalonia in Partnership with FECACEN to Promote the Prevention of Behavioral Addictions in Schools

Gaming Laboratories International (GLI®) to Validate the Sustainable Gambling Platform's Responsible Gaming program and Recognize Its Members for Their Membership

ACADE and the Juan José López-Ibor Foundation Establish a Strategic Partnership to Promote Prevention and Mental Health in Private Education, Incorporating the FES Project

More Than 300 Students in Godella Attend the Presentation of the FES Project on Addiction Prevention

2026



The Sustainable Gambling Platform Presents the FES Project in the Balearic Islands in Partnership with CECEIB

Responsible Gaming Seal Award Ceremony and GLI® International Validation for the Sustainable Gambling Platform and Its Members

The Sustainable Gambling Platform Participates in the 13th ANESAR Congress

The FES Project Presented at an Institutional Event Held at the Parliament of Navarre on Gaming and behavioral Addiction Prevention

RIAMP and the Sustainable Gambling Platform Sign an Agreement to Promote Older Adults as Active Agents of Prevention

Cristina García Receives Best Executive in Responsible Gaming Award at the 8th International Responsible Gaming and CSR Awards

Key Milestones Achieved

Pedro García Aguado Highlights the Role of Journalism in Digital and Family Education at the 7th Alcañiz Journalism Course

September 16, 2025

Pedro García Aguado, ambassador for the FES Project, took part in the 7th Alcañiz Journalism Course, which focused on mental health. During the event, he examined the challenges posed by young people's use of digital devices. In his presentation, he emphasized the importance of family guidance and the role of the media in raising awareness and providing information about responsible technology use. In response to proposals to ban screens in educational settings, he advocated an approach based on training, education and awareness-raising. He also stressed that the risks associated with technology do not stem from screens themselves, but rather from the relationship each individual develops with them. He therefore highlighted the importance of individual and family responsibility. In this context, he highlighted the FES Project, promoted by the Sustainable Gambling Platform, as a practical tool for preventing risks and encouraging responsible leisure activities.



The FES Project Takes Part in the Mental Health Forum Organized by the Ortega-Marañón Foundation and the López-Ibor Foundation on the Challenges Facing Adolescents in the Digital Age

October 8, 2025

The Sustainable Gambling Platform took part in the second edition of the López-Ibor Permanent Mental Health Forum, held at the Ortega-Marañón Foundation under the theme "Adolescent Mental Health in the Digital Age". The event brought together experts from a range of fields to examine the impact of new technologies and social media on young people's emotional well-being. Pedro García Aguado, ambassador for the FES project, participated in the panel dedicated to the role of social media, highlighting the importance of family guidance in technology use. As he noted, these digital environments can have a direct impact on adolescents' self-esteem and emotions. The Platform's participation forms part of the agreement signed with the Juan José López-Ibor Foundation to develop joint initiatives in mental health and addiction prevention. Through this collaboration, both organizations are strengthening their commitment to prevention, awareness-raising and scientific rigor.



The FES Project Arrives in Tenerife with an Educational Session at Santa Catalina de Siena School

November 3, 2025

Santa Catalina de Siena School, part of the Santo Domingo Educational Foundation, hosted a FES Project (Training, Education and Awareness-Raising) session. The initiative, promoted by the Sustainable Gambling Platform, aims to encourage responsible digital habits among young people. More than 500 secondary school students and teachers took part in a training session delivered by Pedro García Aguado, ambassador for the project. During his presentation, he highlighted the importance of making informed decisions when using technology, developing self-awareness and setting boundaries to enjoy a healthy digital leisure experience. Cristina García, the Platform's spokesperson and coordinator, emphasized the importance of educational institutions' involvement in responsible digital education and the prevention of behavioral addictions. The initiative forms part of Project FES's nationwide expansion, which aims to strengthen preventive education and awareness among adolescents, families and teachers.



The FES Project Brings Together More Than 200 Students at Tenerife Auditorium to Promote Responsible Technology Use

November 5, 2025

The landmark Tenerife Auditorium hosted a FES Project session promoted by the Sustainable Gambling Platform in collaboration with the Island Council of Tenerife. More than 230 secondary school students attended a session focused on preventing behavioral addictions. Pedro García Aguado encouraged students to reflect on their digital habits and the importance of maintaining a balance between online and offline activities. Cristina García highlighted the commitment of the Canary Islands' institutions to preventive education, noting that institutional collaboration with schools and families equips adolescents with the tools they need to manage technology more effectively and prevent risks. Águeda Fumero, Island Councillor for Social Action, Inclusion and Volunteering, emphasized the importance of prevention and the Second Island Plan for Children and Adolescents. Rosa Dávila, President of the Island Council of Tenerife, advocated education over prohibition and promoted responsible technology use. The event strengthened cooperation between families, schools and public authorities to promote healthy digital leisure habits.



The FES Project Arrives in Catalonia in Partnership with FECACEN to Promote the Prevention of Behavioral Addictions in Schools

November 13, 2025



The FES Project, promoted by the Sustainable Gambling Platform in partnership with FECACEN (Catalan Federation of Education Centres), has begun its implementation in Catalonia with an event held at the Talent Garden Auditorium in Barcelona. The session focused on preventing behavioral addictions and problematic internet use among adolescents. The event brought together more than 70 educational institution representatives to introduce the program's teaching resources. Cristina García explained how to access the materials and highlighted the project's expansion as a step forward in preventive education and student digital well-being. Pedro García Aguado emphasized the importance of involving the entire educational community and families in prevention, providing resources to help them understand the risks associated with excessive screen time and online gaming. The session concluded with a networking and discussion opportunity for attendees, further strengthening the network of educational institutions committed to responsible digital education in today's environment.



ACADE and the Juan José López-Ibor Foundation Establish a Strategic Partnership to Promote Prevention and Mental Health in Private Education, Incorporating the FES Project

January 13 2026

The Association of Independent Private Education Centres (ACADE) and the Juan José López-Ibor Foundation have signed a collaboration agreement in Madrid to promote mental health across the educational communities of private schools throughout Spain. The agreement provides for the creation of a Mental Health Cluster to bring scientific knowledge, training and practical tools to educational institutions. As part of this strategy, both organizations will integrate the FES Project, which focuses on preventing behavioral addictions and promoting the responsible use of digital leisure activities. From 2026 onwards, the FES Project will be progressively implemented in schools affiliated with ACADE, with content tailored to minors and their families. The initiative will benefit from the Foundation's scientific support and promote awareness-raising, monitoring and adaptation initiatives to address emerging challenges in mental health and emotional well-being, strengthening prevention through education.





Gaming Laboratories International (GLI®) to Validate the Sustainable Gambling Platform's Responsible Gaming program and Recognize Its Member Organisations

January 26 2026

Gaming Laboratories International (GLI®) to Validate the Sustainable Gambling Platform's Responsible Gaming program and Recognize Its Member Organisations This agreement, initiated in late 2025, will enable the development of an official seal recognizing member organizations' contributions to corporate social responsibility, sustainability and responsible gaming. The initiative is based on an independent and rigorous model designed to ensure transparency, leadership and alignment with international standards. GLI will assess the program, further strengthening its credibility among regulators and across the market. With more than six years of experience, the Sustainable Gambling Platform is consolidating its position as a leading forum in Spain's gaming sector, promoting collaboration between operators and organizations. GLI, a globally recognized organization, supports the initiative in recognition of its rigor, independence and commitment to the integrity of the sector.



More Than 300 Students in Godella Attend the Presentation of the FES Project on Addiction Prevention

February 18 2026

The Sustainable Gambling Platform and the Federación de Centros de Enseñanza de Valencia (FECEVAL) presented the FES Project at Escuelas Profesionales Luis Amigó in Godella during an educational event attended by more than 300 students. The event was opened by Mayor José María Musoles, who highlighted the importance of early prevention of behavioral addictions and the essential role of education and families in an increasingly digitalized environment that presents growing challenges for young people. The session began with an address by Cristina García, the project coordinator, who outlined its approach based on primary prevention, critical thinking and scientific evidence to address intensive technology use. Pedro García Aguado, ambassador for the FES Project, subsequently delivered an interactive talk on digital habits, self-control and decision-making, encouraging direct dialogue with students in an environment conducive to reflection and educational engagement.



The Sustainable Gambling Platform Presents the FES Project in the Balearic Islands in Partnership with CECEIB

March 13, 2026



The Regional Minister for Education and Universities, Antoni Vera, the Regional Secretary for Educational Development, Mateu Suñer, and the Director General for Teaching Staff and State-Funded Schools, Joana Maria Cabrer, attended a new edition of the CECEIB Breakfast Meetings: "Un cafè amb l'Educació" (a coffee with Education), held in Palma de Mallorca and organized by CECEIB-ACENEB, with the support of GRUPO ANAYA and EUREST FUNDACIÓN. The presentation, entitled "FES Project: Preventing Digital Addictions in Schools and Families", was delivered by Pedro García Aguado and focused on the challenges of digital and emotional education in school and family settings. García Aguado emphasized the importance of guiding adolescents towards the responsible use of technology. The event brought together school directors, proprietors and guidance counselors, further establishing this forum as a strategic platform for addressing current educational challenges in the Balearic Islands.

Responsible Gaming Seal Award Ceremony and GLI® International Validation for the Sustainable Gambling Platform and Its Members

April 27, 2026

Santoña Palace, home to the Madrid Chamber of Commerce, hosted the ceremony at which Responsible Gaming Seals were awarded to members of the Sustainable Gambling Platform following an independent audit conducted by Gaming Laboratories International (GLI). The recognition certifies the organizations' commitment to responsible gaming and international best practices in sustainability. GLI's Responsible Gaming Framework concludes that the Sustainable Gambling Platform has developed a comprehensive approach based on prevention, cross-sector collaboration, scientific evidence, nationwide implementation, social innovation and transparency. The audit, led by Mike Randall, assessed the Sustainable Gambling Platform's twelve areas of activity and benchmarked its standards against international organizations, including WLA, LE, ICRG and EGBA. Key findings highlighted the FES Project's leadership, including FES Discapacidad, which was recognized as an international benchmark. GLI emphasized that the Sustainable Gambling Platform meets or exceeds global best practices in responsible gaming.





The Sustainable Gambling Platform Participates in the 13th ANESAR Congress

May 18, 2026

The Sustainable Gambling Platform participated in the 13th ANESAR Congress, held under the theme "Positive Gaming", which brought together regulators, law enforcement agencies, manufacturers, operators and other industry stakeholders to discuss the future of gaming venues in Spain.



Cristina García, spokesperson for the Sustainable Gambling Platform, participated in a panel discussion on the "Human Factor", representing the perspectives of customers and employees and highlighting the importance of incorporating their experiences and insights into industry discussions.

During the event, participants revisited a 2022 study conducted by GAD3 at the initiative of the Sustainable Gambling Platform and Club de Convergentes, examining sustainable and healthy in-person gaming experiences in Spain. The analysis found that players seek a more positive social perception of gaming that better reflects their motivations, which centre on free, controlled and healthy entertainment. The study also identified areas for improvement and challenges relating to responsible gaming.

The FES Project Presented at an Institutional Event Held at the Parliament of Navarre on Gaming and behavioral Addiction Prevention

May 26, 2026



The Parliament of Navarre hosted an event commemorating the 40th anniversary of the Foral Police's Gaming and Entertainment Unit, bringing together institutional representatives, law enforcement officials and experts to examine the evolution of gaming regulation and the challenges involved in preventing behavioral addictions. The event highlighted the Unit's work since 1986 in regulating and supervising gaming and public entertainment, as well as its role in protecting the public. The program addressed historical, regulatory and preventive perspectives, strengthening cooperation between Spain's autonomous communities. One of the key highlights was the presentation of the FES Project, which focuses on educating and raising awareness among young people and families. Cristina García emphasized the importance of prevention through education and close engagement, while Pedro García Aguado highlighted the value of educational guidance and support. The event concluded with a call to strengthen public prevention policies.

RIAMP and the Sustainable Gambling Platform Sign an Agreement to Promote Older Adults as Active Agents of Prevention

June 24, 2026

The International Network of Older Adult Prevention Advocates (RIAMP) and the Sustainable Gambling Platform have signed a cooperation agreement to promote joint training, education and awareness-raising initiatives addressing behavioral addictions and encouraging healthy habits. Signed by their respective secretaries-general, Javier Martín Nieto and Cristina García López, the agreement establishes a stable framework for knowledge-sharing, coordinating initiatives and developing preventive projects.

The agreement particularly highlights the role of older adults as active agents in prevention, early detection, support and the promotion of responsibility and self-care within their communities. RIAMP contributes its expertise in active ageing and the empowerment of older adults, while the Sustainable Gambling Platform reinforces its commitment to prevention through the FES Project. Both organizations recognize the need for cross-cutting, intergenerational prevention initiatives that help create safer, better-informed and more responsible environments.



Cristina García Receives Best Executive in Responsible Gaming Award at the 8th International Responsible Gaming and CSR Awards

July 03, 2026



On 30 June, Cristina García received the Best Executive in Responsible Gaming Award, awarded ex aequo, at the 8th International Responsible Gaming and Corporate Social Responsibility Awards, held at the Teatro Real in Madrid. In her remarks, García highlighted that the award recognizes a career shaped by the collective efforts of Club de Convergentes and the Sustainable Gambling Platform, as well as their members' commitment to social responsibility, sustainability and responsible gaming. García highlighted initiatives such as the FES Project and the programs developed by the Sustainable Gambling Platform, as well as the independent audit conducted by Gaming Laboratories International (GLI), which certified that its twelve areas of activity meet and exceed international standards for sustainability and responsible gaming. She concluded by emphasising that these achievements are the result of the collective efforts of all members.



Other Milestones Achieved

The FES Project: Pedro García Aguado Highlights the Emotional Challenges Young People Face in the Digital Environment

September 08, 2025

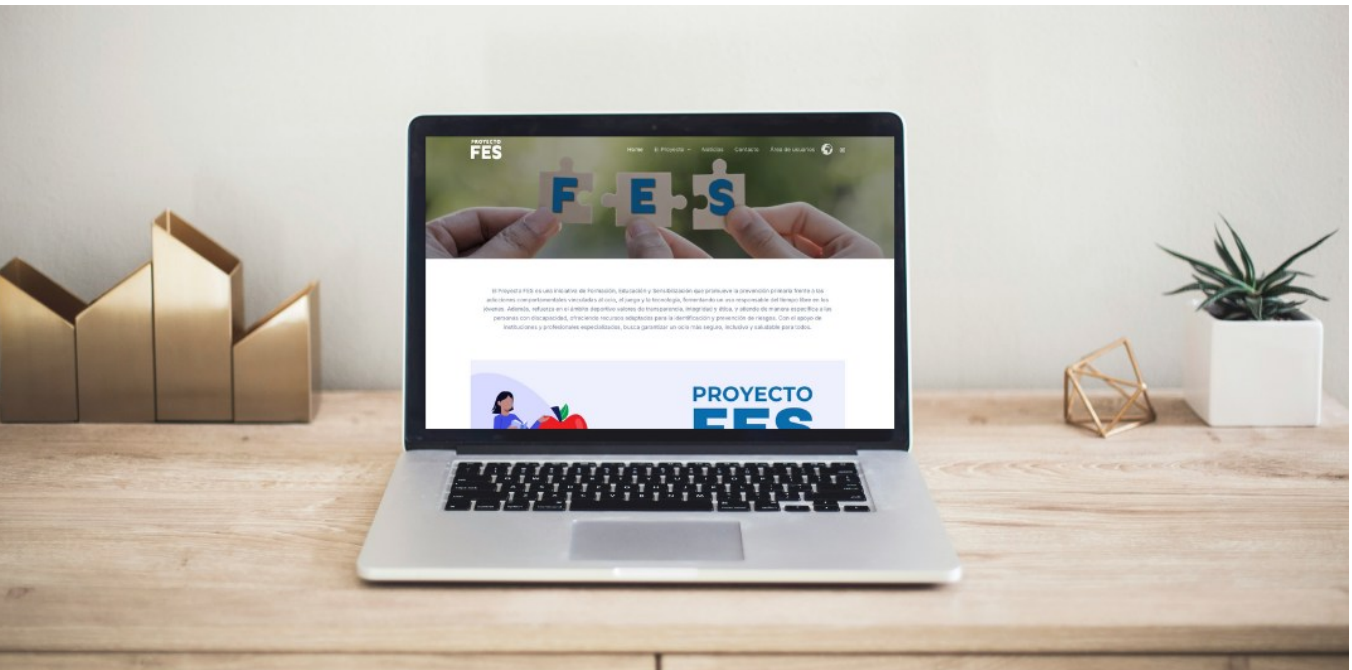


In an interview ahead of the 7th National Specialized Journalism Course in Alcañiz 2025, "ComunicativaMENTE. Reporting on Mental Health: A Shared Responsibility", Pedro García Aguado, ambassador for the FES Project, analysed the emotional impact of the digital environment on young people. He explained that the problem lies not in screens themselves, but in their early use without supervision, advocating training, education and awareness-raising rather than bans. He also explained that addiction depends on genetic, psychological and contextual factors that increase individual vulnerability. Furthermore, he warned that algorithms reinforce the pursuit of instant gratification by activating the brain's reward pathways. He also highlighted the importance of responsible journalism that provides accurate information, prevents risks and avoids stigmatising technology.

The FES Project Launches Its New Website

October 06, 2025

The FES Project (Training, Education and Awareness-Raising) has revamped its website to strengthen its work in preventing behavioral addictions, promoting the inclusion of people with disabilities and upholding integrity in sport. The new website provides information on its three areas of activity: The FES Project, focused on prevention among adolescents; FES DIScapacidad, dedicated to identifying and addressing addictions among people with disabilities; and FES INTegridad, aimed at promoting values such as fair play and combating sports fraud. The website features a news section and a private area containing resources for educators, families and institutions. In addition, the project has launched an Instagram profile to share its activities, content and latest updates.



The Sustainable Gambling Platform Holds Its 2025 General Assembly in Barcelona

November 11, 2025

Barcelona was selected to host the Annual General Assembly of the Sustainable Gambling Platform, held on 11 November 2025 with the support of ACORDJOC in a professional and welcoming setting. The meeting reviewed activities, financial statements, the budget and the 2025–2026 program, ensuring compliance with statutory obligations. Key milestones included the expansion of the FES Project across the Canary Islands, Aragon, Extremadura and the Valencian Community; the development of its activities in Andalusia in partnership with the Andalusian Youth Institute; collaboration with the University of La Laguna and Complutense University of Madrid; and the development of FES INTegridad with support from the Government of Melilla, the National Police, LaLiga and the MARS network, alongside the agreement with the Juan José López-Ibor Foundation.



COPE's "Duros a 4 Pesetas" program Interviews Cristina García on the Presentation of the FES Project in Catalonia

November 16, 2025

COPE's "Duros a 4 Pesetas" program interviewed Cristina García on the occasion of the presentation of the FES Project in Catalonia, an initiative focused on the early prevention of behavioral addictions and problematic internet use among adolescents. García explained that the project, established in 2019, evolved towards a comprehensive approach in response to the growing problems associated with excessive use of mobile phones, social media, video games and online platforms. The program promotes education and self-control rather than prohibition, with particular emphasis on family guidance and support. She also highlighted Pedro García Aguado's role and the project's nationwide expansion. The FES Project also includes FES Discapacidad and FES Integridad, which focus on the inclusion of people with disabilities and prevention in the sports sector, respectively.



The Family Watch Holds Its 10th Awards for Best Advertising Campaigns

November 18, 2025

The Family Watch held the 10th edition of its Awards for Best Advertising Campaigns, to which Cristina García was invited in her capacity as spokesperson for the Sustainable Gambling Platform and coordinator of the FES Project. Both organizations have a cooperation agreement focused on preventing digital addictions among adolescents, young people and their families through training, education and awareness-raising. The event also included the 16th Annual Family Lecture, delivered by Andrés Sendagorta, President of the Sener Group, and moderated by Pablo A. Iglesias, Director of News at SERVIMEDIA. The event highlighted the essential role of the family in society and in transmitting ethical, developmental and educational values.



Sustainable Gambling Platform Activity Report 2024–2025

November 24, 2025

The Sustainable Gambling Platform concludes the 2024–2025 financial year following a period of growth, collaboration and strengthened efforts to prevent addictions and promote responsible gambling in Spain. The FES Project has expanded its presence across the Canary Islands, Aragon, Extremadura and the Valencian Community, consolidating its position as an educational benchmark for young people and families. In Andalusia, it is expanding its activities in partnership with the Andalusian Youth Institute, while in Tenerife and Madrid it is strengthening collaboration with the University of La Laguna and Complutense University of Madrid. A key milestone was the launch of FES INTegridad, supported by institutional and sports-sector partners, including the National Police, LaLiga and the MARS Network. The agreement with the Juan José López-Ibor Foundation strengthens the focus on mental health and addiction prevention through a multidisciplinary approach.



Cristina García Discusses the Challenges of Sustainable Gambling and Evidence-Based Prevention on "Tiempo de Ley"

January 21, 2026

Coinciding with ICE Barcelona, the "Oír y Ver" podcast, featured on the "Tiempo de Ley" program hosted by Jorge Fuset, interviewed Cristina García, spokesperson for the Sustainable Gambling Platform. A law graduate with extensive experience in gambling-sector regulation, García analysed regulatory developments, the role of the regulated market and the importance of preventing behavioral addictions through an educational, evidence-based approach. She explained that the FES Project was created to address not only gambling, but also digital habits and online leisure activities, promoting self-control tools from an early age. She advocated balanced regulation and greater institutional involvement to strengthen prevention and user protection.



17 February: World Responsible Gambling Day

February 17, 2026

To mark World Responsible Gambling Day, celebrated every year on 17 February, the Sustainable Gambling Platform reaffirms its commitment to prevention, education and the promotion of healthy habits. This day serves as a reminder that gambling should be a form of responsible entertainment and highlights the importance of preventing behavioural addictions, particularly those associated with the digital environment. In this context, the FES Project promotes educational initiatives aimed at young people to encourage critical thinking and balanced use of technology. FES Discapacidad adapts preventive resources to the needs of vulnerable groups, while FES Integridad promotes ethics, transparency and good practices in sport, reinforcing a prevention model based on education and inclusion.



Pedro García Aguado Analyses Report on behavioral Addictions Among Young People on esRadio

February 23, 2026

Pedro García Aguado analysed the latest official report on behavioral addictions and young people on esRadio's "Es la Mañana de Fin de Semana", broadcast by Libertad Digital. He highlighted that the study provides figures on gambling, internet use, video games, social media and other digital behaviors. He noted that one in four students aged 14 to 18 had gambled for money in the past year, and that the online environment presents greater risks due to its accessibility and immediate rewards. He emphasized that survey findings are not equivalent to clinical diagnoses and called for the data to be interpreted rigorously, without sensationalism. He also advocated for a more detailed breakdown by age and for evidence-based prevention built around self-control, education and responsible use of technology, highlighting the role of the FES Project.



DEGESTEC Joins the Sustainable Gambling Platform

March 02, 2026

DEGESTEC, a manufacturer with more than 25 years of experience in the gaming and entertainment industry, has joined the Sustainable Gambling Platform, a leading organization in sustainability and social responsibility in Spain. Driven by Grupo Innova, the company has evolved by integrating technological innovation, regulatory expertise and a sustainability-focused vision. Since its inception, the company has championed gambling as a leisure activity centred on the user experience, with responsible gambling at the core of its business model. Its membership reinforces its commitment to player protection, mental health and risk prevention, particularly among vulnerable groups. DEGESTEC contributes to the development of a safe, transparent and responsible gambling environment in Spain.

AZULRED Joins the Sustainable Gambling Platform

March 09, 2026

AZULRED, Degestec Games' electronic bingo brand, has joined the Sustainable Gambling Platform, reinforcing its commitment to an entertainment model built on innovation, responsibility and sustainability. The company has transformed bingo through the interconnection of venues, enhancing the experience with competitive formats and prizes while preserving its social character. Driven by Grupo Innova, the project aims to modernise in-person entertainment in Spain through more innovative digital solutions. AZULRED emphasises that innovation must go hand in hand with social responsibility and customer wellbeing. Its membership reinforces this vision, aligning the brand with initiatives such as the FES Project and reaffirming its commitment to a safe, transparent and sustainable sector.

The Family Watch: Roundtable Discussion on Its 15th Family Barometer

March 18, 2026

On March 17, the roundtable discussion "Family Life in Spain: Analysis and Perspectives Based on the 15th Family Barometer" was held, organized by The Family Watch and Influencia Hispana. The event presented the findings of a study involving 1,000 households, aimed at analysing family life and contributing to the development of public policy. The discussion addressed social challenges and the need for institutional support. A highlight was the contribution of Professor of Psychiatry María Inés López-Ibor, who emphasized the protective role of the family in mental health and advocated education and training rather than restrictive measures on digital devices. The Sustainable Gambling Platform's collaboration with The Family Watch and the López-Ibor Foundation on the FES Project was also highlighted.



Asensi Abogados Joins the Sustainable Gambling Platform

March 27, 2026

Asensi Abogados has joined the Sustainable Gambling Platform, reinforcing its commitment to a responsible and ethical gambling model grounded in corporate social responsibility. This membership will enable the law firm to participate in training, research and awareness-raising initiatives alongside public and private organizations, helping to promote best practices and sustainability across the sector. Asensi Abogados considers this a strategic step aligned with values such as integrity, education and regulatory compliance. The firm's managing partner, Santiago Asensi, has highlighted the development of the Platform and the FES Project. Cristina García has welcomed the appointment as strengthening legal rigor and regulatory expertise.

Corporate Social Responsibility in the Gambling Sector

June 25, 2026

Cristina García, spokesperson and coordinator of the Sustainable Gambling Platform, discussed the Gambling Sector's commitment to corporate social responsibility on TALENTYOC. She highlighted that CSR goes beyond legal compliance and is built on environmental sustainability, social commitment and good governance. She also emphasized the numerous initiatives undertaken by companies in the sector to generate a positive impact on society, and highlighted the Platform's work in promoting prevention, sustainability and responsible gambling programs, which received recognition following an audit by Gaming Laboratories International (GLI). She concluded that these advances should serve as an incentive to further strengthen the sector's social commitment.



Cristina García Receives Best Female Executive Award at the 8th Responsible Gambling and CSR Awards

June 30, 2026



Cristina García has received the Best Female Executive in Responsible Gambling Award at the 8th edition of the International Responsible Gambling and Corporate Social Responsibility Awards. The jury recognized her leadership in prevention, governance and responsibility. The award was presented jointly to two recipients and the ceremony took place at the Teatro Real in Madrid. As spokesperson and coordinator of the Sustainable Gambling Platform, Cristina García leads the FES Project, one of Spain's leading early-intervention campaigns aimed at preventing behavioral addictions, with a presence throughout the country. She has also brought the sector's preventive approach into the institutional sphere, establishing prevention and social responsibility as key pillars of Responsible Gambling.

Pedro García Aguado Advocates Educating, Training and Raising Awareness Among Minors to Prevent Screen Dependency

August 31, 2026

Pedro García Aguado, ambassador for the FES Project, appeared on "La Trinchera" on esRadio to discuss the challenges families face as children return to school, amid the growing use of screens and social media. During the interview, he referred to his role as ambassador for the FES Project, advocating the need to train, educate and raise awareness among minors to encourage responsible use of technology, rather than relying on prohibition as the sole strategy. García Aguado distinguished between use, misuse and dependency, highlighting the importance of providing guidance, setting boundaries, understanding the digital environment and developing emotional regulation skills.



The Sustainable Gambling Platform's commitment to promoting Responsible Gambling is reflected in actions, projects, agreements and partnerships that generate news coverage and maintain a strong presence in the media and on social media, demonstrating our ongoing activity.

Each initiative represents another step towards our goal of promoting prevention, training and awareness-raising, raising the profile of the work we continue to carry out. We have featured in numerous news stories and will continue to do so, because behind every headline lie hard work, collaboration and, above all, a firm commitment to society.

We will continue working to ensure that our commitment to Responsible Gambling translates into tangible actions that are worthy of making the news.





07

Our Members

ACORDJOC

The Legacy of Shared Responsibility

The recent agreement signed by the Sustainable Gambling Platform and the International Network of Older Adult Prevention Advocates (RIAMP), aimed at recognising and promoting the role of older people as active agents of prevention, reflects a principle that we at ACORDJOC fully share: building a more responsible society is a collective endeavour.

Prevention is not solely the responsibility of public authorities or the sector itself. Families, social organisations, the education system and the business community also play an essential role. In this context, older people bring unique value. Their experience and ability to pass on values such as responsibility, prudence and sound resource management make them role models for younger generations.

At ACORDJOC, we strongly identify with this vision. As an association representing small and medium-sized family businesses in the gambling sector, we believe that social responsibility is built through close engagement, commitment and leading by example. We recently had the honour of receiving the Outstanding Association Award for Responsible Gambling. This recognition encourages us to continue promoting initiatives that contribute to responsible gambling and the sector's social responsibility. Every day, our member companies put responsible gambling into practice by providing safe and sustainable leisure environments.

It is no coincidence that older people and family businesses share these values: responsibility, commitment, close engagement, experience and the desire to leave a positive legacy for future generations. Both play a fundamental role in passing on a culture of responsibility that benefits society as a whole.

We therefore welcome this initiative promoted by the Sustainable Gambling Platform and RIAMP. Involving older people as active agents of prevention not only enriches awareness-raising strategies, but also reinforces a conviction we wholeheartedly share: only through collaboration between generations, institutions, social organisations and businesses can we continue moving towards an increasingly responsible and sustainable gambling model. This is the legacy we want to help build.

ACORDJOC
L'alternativa associativa
20 ANYS

www.acordjoc.com/es

NUMBER OF MEMBERS
Professional association representing Catalan micro, small and medium-sized businesses in the gambling sector.

55 member operating companies managing more than 7,000 Type B gaming machines and 20 gaming venues.

EMPLOYMENT
Direct jobs: **275**
Indirect jobs: **250**

ANMARE

Established in 1999, the ANMARE Federation comprises the eight provincial associations operating in Andalusia, one for each province; the Andalusian Association of Gaming Venues, Amusement Centers and Leisure (ANDESA); the Association of Amusement Machine Suppliers and Distributors of Andalusia (ACODISA); and the company Servitronic. It also includes some of Spain's leading private gambling operators by turnover: Juegomatic, Codere, Veramatic and Orenes.

The more than 550 companies directly or indirectly affiliated with the Federation have been practising what is now known as corporate social responsibility since its establishment.

One of the Federation's main priorities, particularly among its member companies, has always been to provide employees with ongoing training in two key areas:

- Helping employees avoid developing gambling-related problems associated with private gambling.
- Providing continuous employee training to achieve this goal and ensure compliance with the increasingly restrictive and demanding regulations governing private gambling, in contrast with the much more lenient, almost non-existent, regulatory framework for public gambling.

In this regard, as early as 2011, the Federation contacted training providers interested in offering distance-learning courses to employees of gambling companies. Topics included occupational risk prevention, customer first aid and workplace psychology focused on customer service.

Since then, companies have continued to train their employees as increasingly restrictive regulations governing the operation and conduct of private gambling have been introduced.

- In this respect, all gaming venues in Andalusia have trained their employees on how to interact with players, placing particular emphasis on zero tolerance towards minors and individuals listed in the Register of Self-Excluded and Banned Persons. Under no circumstances or exceptions may minors or banned individuals be admitted to gaming venues. Employees must also comply fully with the regulations introduced by the authorities and report behavior that falls outside the bounds of recreational entertainment, which is the core of our business: providing leisure and entertainment.

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One of the Federation's objectives is to ensure the continuity of training programs for employees of its member companies. For more than 13 years, the Federation has also organized the Andalusian Gambling Expo Congress in Torremolinos. The event features roundtable discussions on private gambling and presentations by speakers covering legal, economic and psychological topics. This year, the 14th Luis Escribano Gambling Expo Congress will welcome more than 2,000 attendees, providing a forum for exchanging projects, ideas and business contacts.

ANMARE is also part of the FES Project, an initiative focused on Training, Education and Awareness-Raising to prevent behavioral addictions and promote responsible gambling. Within this framework, ANMARE actively participates in a social and employment inclusion project for people with disabilities, developed in collaboration with the National Confederation of Special Employment Centers (CONACEE), the Spanish Association Club de Convergentes and the Association of Special Employment Centers of Andalusia (ACEEAN).

This collaboration promotes employment opportunities for more than 1,000 people with disabilities in the gambling sector and raises awareness among industry professionals about the risks of behavioral addictions, reinforcing the Andalusian sector's commitment to inclusion and social responsibility.

In recognition of its commitment to responsible gambling and sustainable gambling practices, ANMARE has been awarded the Responsible Gambling Seal by the Sustainable Gambling Platform, which recognizes its members' commitment to these principles. This recognition confirms that ANMARE's membership of the Platform, independently assessed by Gaming Laboratories International (GLI®), is aligned with the highest international standards for responsible and sustainable gambling.

ANMARE's membership of the Sustainable Gambling Platform also recognizes the work it has carried out in Andalusia and demonstrates its support for nationwide collaboration. The Federation is confident that this collective effort will contribute to the sector's sustainability, responsible coexistence with society and the development of a more ethical, collaborative industry committed to social wellbeing.

ANMARE Federación Andaluza de Asociaciones de Máquinas Recreativas, Salones y Ocio www.anmare.es	NUMBER OF MEMBERS More than **400 gaming machine operating companies** managing over 18,000 Type B gaming machines in hospitality venues. **210 companies** operating more than 790 gaming venues. 95% of gaming product distributors.	EMPLOYMENT More than **6,000** employees in the hospitality sector, more than **3,500** workers in gaming venues and more than **300** workers at gaming product distribution companies.

ARISTOCRAT

Our enterprise-wide Empowering Safer Play approach

At Aristocrat, our mission is bringing joy to life through the power of play. Central to that mission is our enterprise-wide responsible gameplay program, Empowering Safer Play or ESP, which guides how we approach player protection, education, and continuous improvement across our business.

At the heart of Empowering Safer Play are three core pillars : Comply, Empower, and Improve. Together, these pillars help shape how we operate, innovate, and engage with stakeholders around the world.



We believe the best outcomes are achieved when players are equipped with information and supported in making informed choices.

Responsible gameplay is not a static goal. It requires ongoing learning, innovation, and collaboration.

Research and collaboration are equally important. We are proud to support academic research that expands the evidence base around gambling-related harm and effective prevention measures. Through partnerships with organizations such as the International Center for Responsible Gaming and our involvement as a founding member of the University of Nevada, Las Vegas Artificial Intelligence Research Hub (AiR Hub), we are supporting independent research and collaboration that can help the industry better understand risk, prevention and responsible innovation.

For Aristocrat, responsible gameplay is not a once-a-year conversation. Our Empowering Safer Play strategy reflects a long-term commitment to compliance, player empowerment, and continuous improvement. Whether through employee education, player awareness campaigns, research partnerships, technological innovation, or collaboration with stakeholders, we remain focused on helping players make informed choices about their gameplay, because when we empower players with knowledge, support informed decision-making, and continuously strive to improve, we strengthen the future of gaming for everyone.

ARISTOCRAT

www.aristocrat.com

NUMBER OF EMPLOYEES
+7,000
Worldwide

AREAS OF ACTIVITY
Development and manufacture of gaming equipment.

ASENSI ABOGADOS

2026: A year of consolidation, recognition and commitment

During 2026, Asensi Abogados, a law firm specialised in regulated and technology-driven industries, particularly in the gaming sector, continued to advise and represent leading gaming machine manufacturers, operators, payment providers and software companies.

As usual, the firm's work focused on regulatory and compliance matters, dispute resolution and corporate law. Throughout the year, Asensi Abogados supported clients with licensing processes, international expansion projects, anti-money laundering compliance and the challenges arising from new regulatory developments.

During 2026, the firm's professionals actively contributed to specialised media covering regulation, technology and gaming, collaborating with leading industry publications such as Infoplay and other sector-focused outlets. The firm also featured in mainstream media, including El Periódico, with one of the year's highlights being partner Alla Serebrianskaia's appearance on RTVE's Canal 24 Horas.

Asensi Abogados also maintained a strong presence at major industry events, reflecting its commitment to knowledge sharing, professional development and the advancement of sound regulatory frameworks. Members of the firm took part in panels and conferences at key events including the IAGA International Gaming Summit (Sarasota), ICE (Barcelona), SBC Summit (Lisbon), G2E (Las Vegas), MERGE (São Paulo and Madrid), Token2049 (Singapore) and the IMGL Italian Gaming Expo & Convention (Rome). The firm also attended Bet on Ceuta (Ceuta), one of Spain's leading gaming industry events.



Several of these conferences also provided the backdrop for important industry recognitions. In January, Clarion Gaming presented Asensi Abogados with the ICE Landmark Award, acknowledging its twenty years as a leading contributor to the legal and regulatory development of the gaming industry. In June, the firm received the JDigital Best Service Provider Award for the fifth time. In addition, it was named among the ten finalists in the Expansión Jurídico Awards in the Best Boutique Law Firm category.

For the eighteenth consecutive year, Chambers and Partners included Asensi Abogados professionals in its global rankings. Santiago Asensi retained the top-tier Band 1 ranking in the Gaming & Gambling category, while Alla Serebrianskaia was once again recognised as Band 3. Likewise, Lexology Index (formerly Who's Who Legal) continued to rank the firm among the world's leading practices in its field. Santiago Asensi was recognised as a Global Elite Thought Leader, a distinction reserved for only a small percentage of professionals worldwide, while Alla Serebrianskaia was again recognised as a Thought Leader in the industry.

Among the firm's most significant milestones in 2026 was its incorporation into the Plataforma para el Juego Sostenible (Sustainable Gaming Platform). This membership represents a strategic step within the firm's corporate social responsibility policy, aligning its professional activities with values such as integrity, education and regulatory compliance.

ASENSI

ABOGADOS

www.asensi.es

NUMBER OF EMPLOYEES

24

20 Direct

4 Indiect

AREAS OF ACTIVITY

Legal Services

AZULRED

Azulred: Electronic Bingo Has Revolutionized Bingo in Spain

Azulred is Spain's leading electronic bingo operator. Its product was developed by Degestec Games, part of the Innova Group. Its offering redefines the traditional concept of bingo: it retains the essence of the game while reinventing it through advanced technology that connects hundreds of players simultaneously in gaming venues across the country, creating a shared real-time experience that no individual venue-based game can offer.

A more flexible system, offering a wider variety of prizes and designed to adapt to each player, it appeals to a broader customer base and restores bingo's prominence as a modern form of entertainment.

Azulred's electronic bingo continues to expand throughout Spain, supported by positive feedback and reviews from both regular and new customers. Its model operates in six autonomous communities — the Valencian Community, Catalonia, Extremadura, Castilla-La Mancha, the Canary Islands and Aragon — connecting bingo halls within each region so that players can participate in games together in real time.

The figures speak for themselves: Azulred has installed more than 2,900 terminals in over 270 venues. Its impact has been recognized by the industry itself: at EXPOJOC 2026, it received the award for Best Product in recognition of its innovative contribution to modernising bingo in Spain.

At Azulred, innovation and entertainment go hand in hand with responsibility and a commitment to customers. The company has therefore received the Sustainable Gambling Platform's seal of recognition, endorsing its management model based on transparency and the well-being of those who enjoy its games.

www.azulred.es

NUMBER OF EMPLOYEES
100

AREAS OF ACTIVITY
Marketing and operation of interconnected electronic bingo systems • Management and promotion of gaming venues • Innovation in land-based entertainment • Coordinated operations across multiple establishments

BARIANZA

BARIANZA: Where ESG Is a Driver of Growth

BARIANZA is a **platform for consolidating operators of amusement and gaming machine**s in bars across Spain and Italy. Our aim is to build an efficient, transparent and highly professional industrial leader, underpinned by technology, scale and operational excellence.

We believe that the gambling sector in Spain and Italy has significant potential to improve efficiency, oversight, digitalisation and profitability. BARIANZA delivers precisely that through an advanced management model powered by its **GRAZIELLA** technology platform. By monitoring machines, enabling real-time oversight and integrating operations, the platform significantly improves performance and professionalizes the business.

None of this would be possible without BARIANZA's ESG approach, which goes beyond minimum regulatory compliance. It aims to establish consistent Group-wide standards, embedded from the outset in acquisitions and implemented coherently throughout the integration and operational lifecycle. In this way, ESG is integrated into the core of the consolidation model as a tool for managing operational, social and regulatory risks, rather than as an ancillary or purely reputational consideration.

From an investor's perspective, this approach positions BARIANZA as a company capable of scaling up in a sensitive sector without amplifying its structural risks. The implementation of common responsible gambling policies, a regulated shared-responsibility framework with the hospitality sector, systematic training, internal controls and transparency all help reduce the likelihood of penalties, regulatory disputes and reputational damage. At the same time, these measures strengthen the Group's institutional credibility with public authorities and the market, creating a more predictable, resilient growth platform aligned with investors' current ESG expectations.

We would also like to highlight the **role of the Sustainable Gambling Platform** as a leading forum for promoting activities grounded in responsibility, transparency and the protection of people. At a time when sustainability and public trust are essential to the future of the sector, the work carried out by this initiative makes a decisive contribution to fostering a responsible gambling culture by encouraging dialogue, raising awareness and promoting best practices among all stakeholders.

BARIANZA is proud to be part of this Platform and to work actively with an organisation that shares our vision of a sustainable business model committed to society. Through the collective efforts of its members, responsible gambling is being strengthened and advanced as a central element in ensuring the sector's long-term sustainability and reinforcing trust among citizens, public authorities and institutions.

We are convinced that the future of the sector depends on responsible growth, and the Sustainable Gambling Platform is now one of the best examples of collective collaboration to move in that direction.

BARIANZA's ESG vision can be summed up in one sentence: ***"To consolidate the amusement and gaming machine sector in bars under an ethical, responsible and transparent model aligned with social protection, ensuring long-term business sustainability and creating value for investors, customers, public authorities and society."***

Barianza

www.barianza.com

NUMBER OF EMPLOYEES
65

AREAS OF ACTIVITY
Consolidation and operation of gaming machines in the hospitality sector in Spain and Italy • 2,900 machines and 1,100 locations (750 in Spain and 350 in Italy)

DEGESTEC GAMES

DEGESTEC: Leaders in Electronic Gaming, Setting the Standard for Innovation

Degestec specializes in developing innovative technological solutions for the gambling sector. By combining design, software and hardware with cutting-edge technology, the company transforms the experience in gaming venues through unique solutions with broad reach. Its flagship product and main area of expertise is electronic bingo, although its portfolio also includes centralized games, slot machines, lottery games and more.

The company was founded in 2018 by a small team of developers in Valencia, Spain, and has continued to grow ever since. In 2020, it consolidated its international expansion by establishing a team in Mexico, marking its entry into Latin America. Degestec is part of the Innova Group, which supports its technical and commercial capacity to operate at scale.

In Spain, its electronic bingo networks are licensed in autonomous communities including the Valencian Community, the Canary Islands, Aragon, Catalonia, Castilla-La Mancha and Extremadura, where it operates under its Azulred electronic bingo network.

Today, Degestec has a global presence across more than 500 venues in five countries spanning Europe and the Americas, establishing itself as an international benchmark in the gambling sector.

www.degestec.com

NUMBER OF EMPLOYEES
150

AREAS OF ACTIVITY
Technology development and manufacturing for the gambling and entertainment sectors • Platforms, games and interconnected systems • Omnichannel land-based and online solutions • Integration of specialised hardware and software • R&D and innovation applied to entertainment.

EGT

EGT: Global Innovation with a Local and Sustainable Purpose

EGT (Euro Games Technology) is one of the fastest-growing and most widely recognized companies in the global gambling and entertainment industry. Founded in 2002 and headquartered in Sofia, Bulgaria, the company has grown into a major industrial group with a global workforce of **more than 4,500 employees**.

The company specializes in developing, manufacturing and distributing a wide range of high-quality technological products, with an extensive production capacity exceeding **30,000 machines per year**. Its business model covers both the l**and-based** sector and the **digital** environment, the latter supported by the development of its own technology platform.

For EGT, joining the Sustainable Gambling Platform is more than an agreement; it reflects an unwavering corporate philosophy. This year, the company has further consolidated its leadership in compliance and social responsibility by obtaining the Responsible Gambling Seal, following the successful completion of the rigorous international audit and validation process conducted by GLI® (Gaming Laboratories International) through the Platform.

With a strong international track record spanning 28 offices and operations in more than 110 jurisdictions, EGT has a clear vision: to transform perceptions of the industry for the better and promote gambling strictly as a form of leisure and entertainment, grounded in ethical principles. The company works closely with regulators, partners and manufacturers in Spain and around the world to continue designing safe technological environments that ensure a well-protected leisure experience.

Its commitment to **ESG** (Environmental, Social and Governance) principles translates into tangible action across all its global locations:

- **Sustainable Headquarters:** An energy-efficient building in Sofia equipped with electric vehicle charging points, bicycle parking and a centralized recycling system.
- **Green Infrastructure:** Installation of green walls and roofs to improve thermal insulation and reduce CO_2 emissions.

Furthermore, guided by the principle of "Giving Back", the company promotes social and community development through four key areas of corporate social responsibility (CSR):

- **Supporting Sport and Healthy Living**: As a key part of its ESG and CSR strategy, EGT actively supports a wide range of sporting activities, clubs and events. The company sees sport as a key pillar of social well-being, teamwork and the promotion of healthy lifestyles in the communities where it operates.

- **Educational and University Partnerships:** The company works closely with academic institutions, funding the modernisation and construction of state-of-the-art technology classrooms. This gives students specialising in engineering, software and technology development access to suitable laboratories, while also creating opportunities for work placements and youth employment programs.

- **Volunteering and Charitable Initiatives**: EGT promotes joint campaigns with NGOs and local organisations across the jurisdictions in which it operates. These initiatives include direct charitable donations, community-based social support projects and events in which employees actively participate as volunteers.

- **Culture and Internal Expression:** Internal ESG initiatives, such as the annual **"Expressions"** art exhibition, showcase and support employees' cultural talents, linking them to charitable events open to the wider community.

At EGT, cutting-edge technology, industrial capacity and the diversification of its business platforms go hand in hand with a firm commitment to a sustainable, transparent and socially responsible future.

www.egt.com

NUMBER OF EMPLOYEES
+4,500
Worldwide

AREAS OF ACTIVITY
Development, manufacture and global distribution of gaming machines, as well as comprehensive solutions for casinos and online gambling platforms.

FEMURE

The Murcian Federation of the Amusement and Gaming Sector (FEMURE) was established in the summer of 2019 in response to a growing wave of media coverage that was unfairly critical of private gambling. Since its creation, FEMURE has worked to help the sector's various associations present a unified and robust image, conveying a constructive message that challenges existing myths and highlights the reality of the sector.

The Federation maintains that gambling, when understood as a voluntary and responsible leisure activity, contributes to social well-being by encouraging social interaction and enjoyment. It is also an important contributor to the regional economy, generating employment, wealth and opportunities, and thus helping to underpin the welfare state.

To this end, FEMURE continues to work in coordination with professional associations across the sector, acting as a representative body in dealings with public authorities, the media and the people of Murcia. It also remains committed to initiatives that promote the same values of responsibility and sustainability, such as the FES Project, led by the Sustainable Gambling Platform.

This collaboration reflects the project's relevance and value. Through independently substantiated reports and studies, it provides a realistic picture of the impact of private gambling while fostering cooperation between the sector, public authorities and citizens to advance towards a responsible and sustainable leisure model.

At FEMURE, we are committed to helping the initiative gradually expand across the rest of the country, establishing a more realistic and balanced understanding of gambling's role in society and strengthening trust among all our stakeholders.

Federación Murciana del RECREATIVO

www.femure.es

MEMBERS

More than **70%** of the gaming machine stock in the Autonomous Community of the Region of Murcia.
Leading member companies: Grupo Orenes, Grupo Matencio, Tiki Taka, Marinocio, Rotonda, Trébol. Jokerbet.

EMPLOYMENT

More than **2,700** direct employees

GRUPO JUAN PADRÓN

Grupo Pama - Pama e Hijos, S.A.

WHO WE ARE

Grupo Juan Padrón is a family-owned business group originating in the Canary Islands and operating in the leisure and gambling sectors. All companies within the Group operate under a single management structure and a common management standard. The Group comprises two subgroups, Grupo Pama e Hijos and the Jupama Commercial Subgroup, which bring together companies operating in private gambling, family entertainment, hospitality and real estate, alongside the technical and logistical support activities underpinning these operations. Its venues include the Holiday World Family Entertainment Center, bingo halls offering all formats, and amusement arcades, among others.

The Group is governed by a Management Committee and guided by its 2024–2027 Strategic Plan, whose priorities are growth, diversification, the professionalisation and efficiency of operations, brand development and customer loyalty. The Group prepares and publishes an annual Non-Financial Information Statement in accordance with Law 11/2018.

COMMITMENT TO RESPONSIBLE GAMBLING

1.- Staff training

Venue staff receive specific training in identifying risky behaviors and the procedures for responding to them.

2.- Access control and age verification

Age and identity are verified when customers enter the Group's venues, in accordance with a documented protocol.

3.- Self-exclusion and access restrictions

Management of self-exclusion requests and consultation of the register of individuals prohibited from accessing gambling activities at the Group's bingo halls.

KEY FIGURES FOR 2025

3.5%
growth in the workforce at year-end compared with 2024

50.6 %
of employees are women: 327 women and 319 men

2,369 h
of training, an increase of 157%, with €56,272 invested

92.3 %
of employees on permanent contracts

–51 %
reduction in the occupational accident severity index

8
Group companies with their own employees included within the scope of the Non-Financial Information Statement (NFIS)

PEOPLE, SAFETY AND THE ENVIRONMENT

The workforce grew by 3.5% in 2025, with an almost equal gender balance and a staff retention rate of 92.3%. Employees with disabilities account for 1.24% of the workforce. Investment in training increased 6.5-fold compared with the previous financial year, with a leadership program for middle managers that brought together 53 participants and achieved a satisfaction rate of 98%. In occupational health and safety, the number of working days lost due to accidents fell from 336 to 176, while the severity index was halved.

In environmental terms, the Group reduced water consumption by 8.0%, paper and cardboard waste by 10.2%—driven by reusable bottling and process digitalisation—and the use of generator sets by 64.8%. The Group measures and reports its Scope 1 and Scope 2 emissions, identifying their sources in order to take action to reduce them.

ETHICS, COMPLIANCE AND GOVERNANCE

In 2025, no significant negative impacts or complaints resulting in legal proceedings were recorded in relation to human rights, corruption or bribery. The Group allocated €10,599 to contributions, donations and sponsorships for foundations and non-profit organisations, and has begun early preparations to comply with Directive (EU) 2023/970 on pay transparency.

GRUPO JUANPADRÓN

www.grupojuanpadron.com

NUMBER OF EMPLOYEES
810
in Spain

AREAS OF ACTIVITY
Casino Operator.
Bingo operator.
Gaming venue operator.
Hospitality sector operator.

GRUPO KIROL

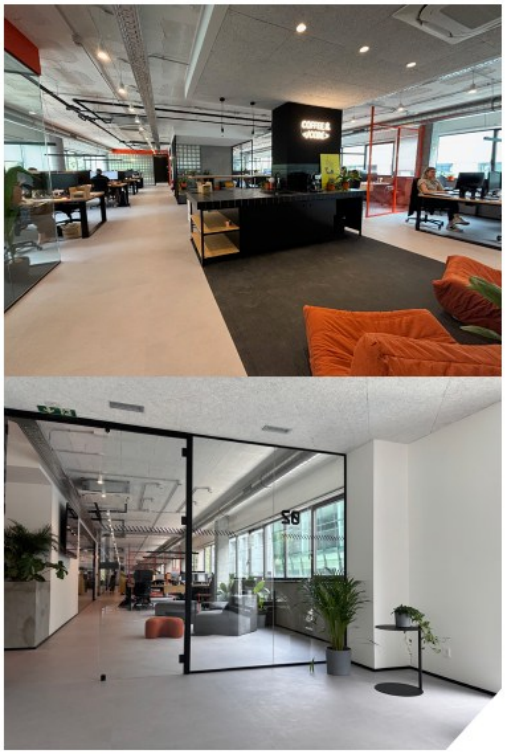
EMPLOYEE HEALTH AND WELL-BEING

One of the strategic priorities of our Corporate Social Responsibility program for this financial year has been promoting the health and well-being of our employees.

01. NEW FACILITIES

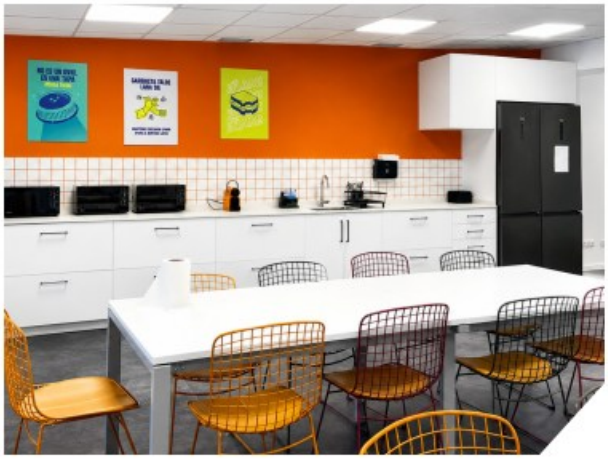
NEW R&D&I OFFICES IN DONOSTIA

In addition to providing a functional and efficient workspace, the new R&D offices have been designed as an inspiring and welcoming environment that encourages creativity, collaboration and the well-being of all employees.



NEW STAFF BREAK ROOM IN EIBAR

The new dining area has been relocated away from the work areas. As well as offering more space, it allows employees to properly disconnect during their lunch break.



02. SPORTS EVENT SUBSIDIES

In 2025, Grupo Kirol subsidized up to 40 registrations for sporting activities to encourage employees to take part in sport.

03. EMPLOYEE EVENTS

We foster camaraderie and team cohesion by organising various activities, including a go-karting race and the annual employee gathering.

04 HEALTHY HABITS

As part of our commitment to health and well-being, we provide employees with fresh fruit and nuts to encourage healthier eating habits.







GRUPO KIROL

www.kirol.es

NUMBER OF EMPLOYEES
300

AREAS OF ACTIVITY
Online and retail sports betting operator.
Developer and provider of gaming platforms and betting data feeds.
Manufacturer of gaming terminals and POS systems.
Gaming venue operator.

GRUPO MARINOCIO

At Grupo Marinocio, we remain firmly committed to creating increasingly better working environments for our customers and, of course, our employees and partners. This commitment is part of our corporate social responsibility strategy, under which every action and business decision is geared towards achieving that goal. This strategy is built around two main areas:

1). Actively collaborating, wherever we operate, with local and national associations working to ensure that our sector develops in a responsible and sustainable way over the long term. We do so not only out of a sense of responsibility, but also because we firmly believe this is the only way to run our business while ensuring that all stakeholders — public authorities, customers, employees and partners, suppliers and other social actors — coexist in a balanced environment, without activities giving rise to problems that could harm anyone. A prime example of this active involvement is our collaboration with the Sustainable Gambling Platform. Alongside contributing resources, we help develop and share new initiatives that can further advance the Platform's objectives. We are particularly proud of this collaboration because we believe the Platform is one of the organisations doing the most effective and valuable work to promote sustainability in our sector. However, it is not the only one, and we also work with other associations and organisations pursuing this shared goal.

2). Supporting initiatives in our communities that promote sport and healthy living. Many people across our company are passionate about sport. For many years, we have therefore worked with sporting organisations and other entities to help their projects succeed. As we often say, this is our way of giving back to society some of what we receive through our business activities. Ultimately, our goal has always been to recognize that businesses, regardless of their sector, have a social responsibility to contribute within their means not only to generating wealth, but also to creating safe, sustainable and responsible environments. A company should not remain detached from the needs of its community; contributing to its improvement should always be one of its objectives.

As part of our near-term plans, the Group is working to incorporate clean energy into its operations by installing solar panels at many of our workplaces and replacing our entire vehicle fleet with electric cars. These measures will help us contribute to environmental protection and the sustainability of our surroundings.

MARINOCIO GRUPO

www.marinocio.com

NUMBER OF EMPLOYEES
130
in Spain

AREAS OF ACTIVITY
Operations in Murcia (hospitality venues and gaming venues), Andalusia (gaming venues) and the Valencian Community (gaming venues). Product distribution in the Basque Country (Slotmatic).

GRUPO MAS

PEOPLE, COMMUNITY AND THE ENVIRONMENT

At Grupo MAS, we turn our social and corporate commitments into concrete action. We look after our people, work alongside the hospitality sector, promote responsible leisure and collaborate with organisations capable of making a positive impact in our communities.

We are moving towards an increasingly structured ESG management approach, integrating environmental, social and good governance criteria into our decision-making. This approach involves improving resource efficiency, protecting and developing talent, strengthening compliance, ethics and cybersecurity, assessing risks, and establishing indicators that allow us to measure our impact and communicate our progress transparently.

Throughout 2025–2026, we have continued to follow a way of working based on prevention, trust, solidarity and the continuous improvement of our management practices.

RESPONSIBLE LEISURE

- Preventive guidance and the "We Are Responsible for Your Enjoyment" ten-point charter.
- Promotion of responsible accreditation for hospitality establishments and staff training.
- Access Controls and Protective Measures at Our Gambling Venues.



PEOPLE AND WELL-BEING

- "Brain-Safe Space" certification with Freno al Ictus, alongside internal talent development.
- Equality Plan and protocols addressing gender-based violence and sexual harassment.
- Risk prevention, ongoing training and communication promoting healthy habits.





SOCIAL COMMITMENT

- Initiatives during 2025–2026 with IQSEC2 España, Mary's Meals and Juegaterapia.
- Ongoing collaboration with the Spanish Red Cross, AECC, Cáritas, AFANIAS, Fundación Caná and Fundación "la Caixa".
- Support for sport, associations, local clubs and community projects.



SUSTAINABLE MANAGEMENT

- Solar self-consumption, energy storage and measures to promote responsible water use.
- Waste management in collaboration with Ecoasimelec and Ecopilas; reduction of paper and plastic through digitalisation.
- Code of Ethics, internal reporting channel, data protection, cybersecurity and the gradual renewal of the vehicle fleet.



Our goal is to continue growing responsibly: Creating value for our partners, well-being for our teams and opportunities for society.

GRUPO MAS

www.grupo-mas.es

NUMBER OF EMPLOYEES
300
in Spain

AREAS OF ACTIVITY
Gaming machine operator in the hospitality sector and gaming venue operator.

GRUPO MATENCIO

At Grupo Matencio, we believe that corporate social responsibility in the gambling sector is measured not only by the introduction of new initiatives, but also by the strength and continuity of those already in place. At Grupo Matencio, we believe that corporate social responsibility in the gambling sector is measured not only by the introduction of new initiatives, but also by the strength and continuity of those already in place.

Consolidating Existing Training

- **Ongoing training:** The training modules on early identification of risky behavior and the management of vulnerable customers, introduced in the previous reporting period, remain active and are now part of the standard induction and refresher training program for staff.

- **External certified training:** Collaboration with specialist organisations continues to ensure that training content is accredited in line with the standards promoted by the Sustainable Gambling Platform.

Maintaining Safer Gambling Tools

- **Proactive blocks and limits:** Personal limit-setting and digital self-exclusion options, available through the customer service channel and sports betting app, remain active and continuously available to customers.

- **Digital awareness campaigns:** Preventive messages and support contact details continue to be shared through our digital channels.

Maintaining Partnerships and Social Commitment

- **Partnerships with treatment organisations:** Collaboration with treatment organisations through FEMURE continues, with established referral channels remaining in place.

- **Inclusive employment program:** The program launched in the previous year remains in place, ensuring continuity for integration processes already underway.

A Responsible Internal Culture

- **Updated Code of Conduct:** The Code remains in force, and its compliance indicators continue to be reviewed at the established intervals.

- **Employee participation:** The confidential ideas and reporting mailbox and local CSR improvement committees remain operational.

Planned New Workstream: Strengthening the FES Project's Presence Across the Region of Murcia

As a company affiliated with the FES Project of the Sustainable Gambling Platform, Grupo Matencio aims to deepen its involvement, not by launching a separate parallel campaign, but by strengthening the project's reach in the area where it has the most direct impact: the Region of Murcia. In recent years, the FES Project has continued to expand its presence across different regions, through events and new workstreams in several autonomous communities. We believe our contribution can support this same direction of progress at a local level.

For the next financial year, we aim to:

- Facilitate local access to FES: make our knowledge of the local network available to the Platform through FEMURE, helping identify educational centers or social organisations in Murcia that have not yet benefited from the project.
- Collaborate on an in-person event in Murcia: replicate the format already used by FES in other regions, providing the company's own logistical resources (venue, local outreach and coordination with educational centers).
- Raise internal awareness of the project: explicitly incorporate FES materials and messages into the training we already provide to our staff, enabling them to act as a channel for disseminating the initiative to customers and the wider community.

This is a modest but tangible and realistic contribution given the size of our company: it does not replace the work carried out by the Platform at national level, but rather helps extend its reach and impact in our region, where Grupo Matencio can make a meaningful contribution.

Strategic objective

During this financial year, we have chosen to consolidate the model already implemented, ensuring that the protection and prevention measures adopted operate consistently and sustainably over time, and to take an initial step towards strengthening our regional involvement in the FES Project as a foundation for further expanding our commitment in the coming financial years.

GRUPO MATENCIO

www.grupomatencio.es

NUMBER OF EMPLOYEES
400
Across its branches in Murcia, the Valencian Community and Andalusia

AREAS OF ACTIVITY
Operation of gaming machines in hospitality venues and gaming venues in these regions, as well as the operation of its own sports betting brand, "APUESTAS VALOR", in all gaming venues across the Region of Murcia.

MERKUR DOSNIHA

Corporate social responsibility has been part of Merkur Dosniha's philosophy for many years and is an integral aspect of its activities. Over the past financial year, the company has continued to advance this commitment through initiatives designed to generate a positive impact both in its local environment and among its employees and society as a whole.

Environmental protection, particularly the marine environment, has become an area of special importance. In collaboration with PROTEMAR, Merkur Dosniha once again involved its employees in coastal clean-up activities in Mallorca. One of these activities took place in **Portals Vells**, where **225 kilograms of waste** were collected, followed by another clean-up session in the **Magaluf–Calvià** area. These activities combined the direct participation of company employees with financial contributions supporting projects to conserve and protect marine ecosystems.



The commitment to **responsible and sustainable gambling** also featured prominently during the financial year. At **ICE Barcelona 2026**, Merkur Dosniha was represented in the Sustainable Gambling Zone by Yolanda Barqueros, Director of Institutional Relations and Corporate Social Responsibility, who took part in a discussion on Positive Play, prevention and new approaches to sustainability in the gambling sector. The company also contributed to a charitable initiative launched at the event, which allocated **€80,000 to four organisations specialising in responsible gambling**, reinforcing the value of collaboration as a means of making progress in this area.





The social dimension of Merkur Dosniha's commitment is also reflected directly in **employee participation**. This philosophy is reflected in **Merkur Dreams**, an initiative launched to support the training and preparation of athletes with disabilities and promote their inclusion and social integration, which received the INFOPLAY Award for Best Social Inclusion Initiative in the previous financial year.

Along these lines, Merkur Dosniha collaborated with **Fundación Raíles** this year, gaining first-hand insight into its work supporting **the inclusion of people with intellectual or developmental disabilities** and further strengthening the company's commitment to equal opportunities and social inclusion.



Alongside these initiatives, Merkur Dosniha continues to champion **equal opportunities, diversity and talent development**, with particular emphasis on raising the profile of female talent and building an inclusive corporate culture. The aim is to ensure that these principles are reflected in the organisation's day-to-day activities and in the way it engages with its employees.

Finally, the company views Corporate Social Responsibility as an area that requires **dialogue, collaboration and the development of partnerships** beyond the company itself and the gambling sector. In this regard, Yolanda Barqueros served as a member of the jury for the **2026 DIRSE Awards** and participated in the first **Corresponsables Regional Dialogue in the Balearic Islands**, contributing to the exchange of experience and knowledge on sustainability and corporate responsibility.



In this way, Merkur Dosniha continues to evolve from an approach to Corporate Social Responsibility based on individual initiatives towards a **comprehensive commitment to people, the environment and society**, with employee participation, collaboration with specialist organisations and the development of partnerships serving as essential elements in generating a positive and sustainable impact.



MERKUR DOSNIHA

www.merkurdosniha.com

NUMBER OF EMPLOYEES
+ 15,000
Worldwide

AREAS OF ACTIVITY
Development, production and sale of games and amusement machines in almost every part of the world, as well as the development and sale of online casino solutions and online games • Change machines and cash-handling.

NOVOMATIC SPAIN

NOVOMATIC AG Group is one of the world's largest operators and technology providers in the gambling industry, with a presence in more than 50 countries and over 20,000 employees. NOVOMATIC's corporate CSR and ESG policy revolves around five pillars that underpin all the Group's actions and initiatives: **Responsible Entertainment, Always Compliant, Working With Us, Going Green and Active In the Community.**

Over the past year, NOVOMATIC Spain has consolidated a Corporate Social Responsibility strategy aligned with the NOVOMATIC Group's ESG principles, developing high-impact initiatives in the following areas: **Responsible gambling and user protection, social inclusion and support for people with disabilities, promotion of sport and its values, charitable action and support for social organisations, employee well-being and professional development, and transparency and responsible communication**, particularly under the following pillars:

Active in the Community: a strong commitment to society

- **ADMIRAL's "Running Towards a Dream" Sports Schools arrive in Madrid**
  The first sports schools in the Community of Madrid have opened at the **Alcobendas campus of the European University of Madrid**, joining the three already operating in the Region of Murcia. This initiative aims to promote social inclusion, personal development and participation in sport among people with disabilities through completely free activities led by specialized professionals.

- **6th ADMIRAL Gala of the Spanish Sports Awards**
  The company held another moving edition of the ADMIRAL Spanish Sports Awards, an **established initiative recognising the dedication, excellence and values of Spanish sport.** These awards recognize athletes across various categories, including women's sport, men's sport, Paralympic sport and emerging talent, helping to raise the profile of positive role models in society and reinforcing NOVOMATIC Spain's ongoing support for Spanish sport.

- **Support for the Spanish Red Cross through emergency relief projects**
  Through this support, NOVOMATIC Spain is helping to **strengthen the humanitarian organisation's emergency response capacity** for the sixth consecutive year, ensuring rapid, effective and high-quality medical assistance throughout the country.

- **Operation Kilo**
  Employees donated food at the company's Alcalá de Henares headquarters from 15 December to 15 January. For the eighth consecutive year, the Spanish subsidiary took part in the campaign held over the Christmas period.

- **Donation to the Vivir Compartiendo Association**
  During "La Gran Verbena", NOVOMATIC Spain made a donation to the **Vivir Compartiendo** Association, an organisation dedicated to supporting vulnerable people and promoting community solidarity.

- **Solidarity with victims of the earthquakes in Venezuela**
  The company made a financial contribution through **Cáritas Venezuela** to support people affected by the earthquakes that occurred on 24 June 2026, **helping distribute essential supplies in the hardest-hit areas.**

Working With Us: a safe, healthy and motivating working environment for employees.

- **NOVOMATIC Campus: promoting professional development**
  The company strengthened ongoing team training through the development of **NOVOMATIC Campus**, a corporate learning platform designed to promote professional training and skills development.

Responsible Entertainment: appropriate conditions to prevent problematic gambling behavior.

- **"Responsibility Is Part of the Game" campaign**
  The ADMIRAL gaming venue brand launched a new responsible gambling awareness campaign, reinforcing the message that **entertainment should always take place in a safe, informed and sustainable environment.** The campaign highlighted **preventive measures**, **response protocols** and **employee training** as essential elements in protecting users.

- **Awarded the Responsible Gambling Seal**
  Gaming Laboratories International (GLI®) awarded NOVOMATIC Spain the **Responsible Gambling Seal** in recognition of its **commitment to fair and safe gambling** and its sustainable practices throughout Spain, following a positive assessment of its participation in the Sustainable Gambling Platform and its practices in prevention, training, transparency, innovation and user protection.

- **Renewal of the G4 International Responsible Gaming Certificate**
  NOVOMATIC Spain renewed its international responsible gambling certification, once again confirming **that its procedures meet the highest international standards for user protection, regulatory compliance and sustainability.**

- **"Responsible Gambling Ambassador" Award**
  ADMIRAL Slots, the operating company of NOVOMATIC AG Group, was named Responsible **Gambling Ambassador**, recognising the company's ongoing work in prevention, user protection and the promotion of sustainable practices within the gambling sector.

- **Communication and transparency through ADMIRAL ESG**
  NOVOMATIC Spain strengthened its communication channels through the **ADMIRAL ESG** platform, which is designed to share best practices, ESG criteria, certifications, corporate policies and specialized content on responsible gambling.

These actions reflect NOVOMATIC Spain's ongoing commitment to creating sustainable value for society, employees, customers and the communities in which it operates.

NOVOMATIC SPAIN

www.novomatic-spain.com

NUMBER OF EMPLOYEES
+ 25,000
(1,335 in Spain)

AREAS OF ACTIVITY
Development and manufacture of gaming equipment • Casino operator • Gaming venue operator • Online gambling operator.

Responsible gambling and prevention

Commitment to responsible gambling is one of the main pillars of RETABET's sustainability strategy. As part of this commitment, the company actively participates in industry initiatives designed to foster a safer gambling environment, promote responsible leisure habits and help prevent risky behaviors, particularly among the most vulnerable groups.

In keeping with this commitment, RETABET is a member of the Sustainable Gambling Platform, an initiative that brings together various industry operators to promote awareness-raising, training and educational activities on the importance of responsible gambling. Through this collaboration, the company helps disseminate preventive messages and develop initiatives aimed at reducing the risk of addictive behaviors, while reinforcing the sector's role as a socially responsible stakeholder.

The Bilbao-based company follows the recommendations of the Directorate-General for the Regulation of Gambling (DGOJ), implementing measures to protect participants, particularly minors and other vulnerable groups. To this end, it regularly disseminates information and awareness campaigns through its digital channels, including its corporate website, affiliate channel and social media, promoting a leisure model based on information, prevention and responsible consumption.

Through these actions, RETABET reinforces its commitment to long-term sustainable operations based on responsibility, transparency and continuous improvement, helping to create a safer leisure environment for both its customers and society as a whole.

Training, knowledge and talent development

Continuous training and knowledge sharing are essential elements of RETABET's corporate culture. A key initiative in this area is RETATalks, a series of events organized by the technology department to introduce teams to the latest industry trends and innovations, fostering learning and collaboration.

Since its first edition in 2018, RETATalks has evolved from an internal gathering of around 50 people into an initiative open to the entire organisation, also featuring external speakers. After ten editions, the event now attracts around 120 attendees and covers topics such as artificial intelligence, ecodesign and new technological tools, while also encouraging networking and the exchange of professional experience.

Through this initiative, RETABET reaffirms its commitment to talent development, continuous learning and a corporate culture built on innovation and shared knowledge.

Great Place To Work

RETABET's commitment to its people has once again been recognized through the international Great Place To Work certification, awarded for the fifth consecutive year.

This recognition reflects the trust, respect and sense of pride expressed by the people who work for the organisation, consolidating a corporate culture based on professional development, teamwork and employee well-being.

Through all these initiatives, RETABET reaffirms its commitment to responsible, sustainable management that remains closely connected to society, promoting a business model that puts people, knowledge, the environment and responsible gambling first.

GRUPO **RETABET** www.retabet.es	NUMBER OF EMPLOYEES **575** (485 in Spain 90 abroad)	AREAS OF ACTIVITY Online and retail sports betting operator in Spain and Peru • Development and manufacture of betting terminals and POS systems • Gaming venues • Hospitality sector operator.

SAREIBA

The Balearic Association of Amusement Arcade and Gaming Venue Operators (SAREIBA) once again reaffirms its commitment to the Sustainable Gambling Platform and to consolidating a business model based on safe, responsible gambling that is fully integrated into Balearic society.

Training is one of the fundamental pillars of this strategy. SAREIBA remains actively involved in the responsible gambling training courses promoted by ANESAR, which are considered essential for providing industry professionals with the tools needed to prevent risky behaviors and identify situations of vulnerability. Participation by member companies in these activities has been very high, reflecting the sector's genuine commitment to continuous training and improving the quality of the services provided.

This year, in an increasingly demanding regulatory context and a particularly sensitive social environment, SAREIBA has continued to focus its efforts on promoting best practices, regulatory compliance and initiatives that position the sector as a jointly responsible stakeholder committed to social responsibility.

Similarly, SAREIBA continues to maintain an open dialogue with public authorities and the Gaming Unit of the law enforcement agencies, with whom it has established a constructive and effective institutional relationship.



SAREIBA views the progress of the FES Project very positively, as its contribution to preventing behavioral addictions represents an important step towards healthier and more mindful leisure activities. Following the excellent reception of its presentation in Palma, the association remains committed to actively supporting its implementation across the Balearic Islands and has fully participated in the events held in Mallorca throughout the year.

On March 5, 2026, a tribute event was held to honour gaming venue operators, recognising their work over the years and, among other achievements, their efforts to embed sustainable gambling in the corporate culture of companies in our region.

Finally, SAREIBA's full integration into the Sustainable Gambling Platform, of which it is a committed member, is worth highlighting. This membership reinforces its determination to continue working alongside other industry associations and companies to build a sustainable gambling model that combines business development with the protection of users.

SAREIBA

Business association representing gaming venue and betting companies in the Balearic Islands since 1979.

Member of CAEB-CEOE and ANESAR

MEMBER COMPANIES
Its 20 member companies manage 80% of all gaming and betting venues in the region.

EMPLOYMENT
Direct jobs: **780**
Indirect jobs: **560**

GRUPO VERAMATIC / JOKERBET

During the 2025–2026 period, Grupo Veramatic and JOKERBET strengthened their contribution to responsible gambling and social action. Fundación JOKERBET coordinates the Group's social action and its support for the FES Project (Training, Education and Awareness), working with organisations that address specific local needs.

Throughout 2025, the Group continued to promote informative talks and workshops at local educational centers, focusing on good practices in technology use and increasing public awareness of cognitive biases and addiction prevention through the use of available tools and responsible gambling. In 2026, the Group received recognition in this area and launched various awareness-raising and emergency assistance initiatives.

Responsible Gambling Seal

In June 2026, JOKERBET announced that it had obtained the Responsible Gambling Seal, recognising its commitment as a member of the Sustainable Gambling Platform. The Platform's responsible gambling framework has been independently audited and validated by Gaming Laboratories International (GLI) and covers 12 areas of activity focused on prevention, people's protection and transparency.

JOKERBET marked this milestone by launching a dedicated webpage for users, explaining the recognition and providing access to its protection tools, prevention resources and licensing information, as well as mechanisms for reporting and rejecting illegal gambling.



ASPRODALBA and inclusive sport

In June 2026, Fundación JOKERBET collaborated with ASPRODALBA, an organisation that supports people with intellectual disabilities and their families in the eastern Almería region. The contribution funded a cycling project, the sponsorship of new cycling jerseys and the replacement of sports and gym equipment.

The donation was presented in Vera, Almería, in the presence of representatives from ASPRODALBA, the Foundation and the local council. The collaboration forms part of the Foundation's support for the FES Project and its FES DIScapacidad program, promoting sport as a means of participation and personal autonomy.



Support during the wildfires in Almería

In July 2026, in response to the wildfires affecting Los Gallardos and other municipalities in Almería, Fundación JOKERBET delivered refrigerated trucks carrying water and isotonic drinks to the Coordination Center to support emergency personnel and volunteers deployed in the affected areas. This action continued the Group's support during emergencies, following its assistance during the 2024 Valencia floods (DANA).

New JOKERBET Foundation website

The JOKERBET Foundation website was launched in July 2026, bringing together information about its objectives, institutional background and main projects by area of activity. The website enables users and organisations to learn about its prevention, inclusion and emergency response initiatives, while increasing the visibility of the organisations with which it collaborates.

VERAMATIC
JOKERBET

www.grupoveramatic.es

NUMBER OF EMPLOYEES
1,000
in Spain

AREAS OF ACTIVITY
Gaming venue operator • Hospitality gaming operator • Online gambling operator.

GRUPO VID / PAUSE&PLAY

For Grupo VID, Corporate Responsibility is not merely a moral obligation, but also an opportunity to build strong relationships with our stakeholders in an increasingly aware and demanding social environment.

Driving progress through associations

At Grupo VID, we are active participants in numerous associations that promote Responsible Gambling initiatives, including Anesar, Sajucar, Aesa, Ase, AECC and, of course, the Sustainable Gambling Platform.

Specific Corporate Responsibility programs

We develop specific Corporate Responsibility programs focused on training, prevention and regulatory compliance, supported by a robust internal framework of protocols and procedures.

The company has a specialized team that monitors applicable regulations and communicates their implications throughout the organisation, ensuring consistent implementation across all workplaces. As part of this commitment, we maintain operational manuals and regulatory controls that are updated periodically to help teams correctly apply legislation and responsible gambling policies.

Grupo VID also promotes the continuous professional development of its employees through its Pause&Play Training Academy, with locations in Zaragoza and Seville, where dedicated programs cover compliance, customer service, the prevention of risky behaviors and responsible gambling. These initiatives are complemented by internal and external audits, access controls, informational materials, operating protocols and awareness campaigns aimed at both employees and customers. Through this management model, the company promotes a safe and responsible gambling environment aligned with the highest standards in the sector.

Integration Committee

As part of our commitment to people, Grupo VID has established an **Integration Committee under the Vid Incluye program**, an internal initiative designed to foster inclusion, equal opportunities and the integration of all professionals within the organisation. The committee promotes the active participation of employees from different departments and professional backgrounds, driving initiatives that foster a respectful, diverse and collaborative working environment. This forum makes it possible to identify opportunities for improvement, share concerns and develop initiatives that strengthen team cohesion, reinforce corporate culture and ensure that everyone at Grupo VID has an environment in which to grow both professionally and personally.

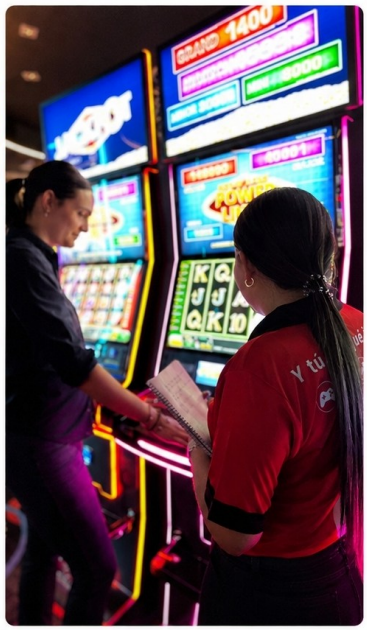
Local and national initiatives

Agreements with ESIC Business School and the University of Melilla to provide training for Grupo VID employees and recruit young talent. Because the well-being of our employees is very important to Grupo VID, we encourage the creation of internal training forums and measures to improve employee well-being in the workplace, and we undertake various initiatives to this end every year.

Specific contributions

In June 2025, Casino Pause&Play took part in sessions on the Protocol for Responding to Cases of Identity Theft Affecting Taxpayers, organized by the National Police and the Directorate-General for the Regulation of Gambling (DGOJ), where company representatives worked with other industry stakeholders to address identity theft in online gambling. During the event, participants shared best practices and worked on developing coordinated protocols to improve the detection and management of such cases. Through its participation, Grupo VID reinforced its commitment to security, transparency, user protection and the continuous improvement of preventive measures addressing emerging risks in the digital environment.











That same year, Inma García Alonso, Head of Legal Affairs and People Management at Grupo VID, took part in ANESAR's 12th Congress of Gaming Venues, where she argued that the sector's sustainability and competitiveness must be safeguarded in the face of the growing impact of regulation. During her presentation, she highlighted the increase in costs resulting from measures such as the reduction in working hours and the rise in inspections, noting the administrative and organisational burden these place on businesses. The event brought together various industry experts, who agreed on the importance of moving towards a more balanced and coordinated regulatory framework. Grupo VID used its participation to reaffirm its commitment to a sustainable and responsible gambling model.

Sustainability and the environment

At Grupo VID, we continue to advance and continuously improve our sustainability and environmental initiatives, incorporating innovative solutions that help reduce our environmental impact and promote more efficient resource management. Our commitment focuses on promoting responsible practices across all areas of the company, integrating sustainability criteria into day-to-day operations by digitalising processes and contributing to a paperless approach, while moving towards an increasingly responsible and efficient business model aligned with today's environmental challenges.

pause&play.es Grupo Vid

www.pauseandplay.es

NUMBER OF EMPLOYEES
+350
in Spain

AREAS OF ACTIVITY
Gaming venue, bingo hall and online casino operator, sports bar operator and sports betting operator.

ZITRO

Zitro strengthens its commitment to sustainability

Over the past year, Zitro has taken a decisive step towards consolidating a more sustainable and responsible business model. The company, recognized for its technological innovation in the gambling sector, has focused its efforts on strengthening its Corporate Social Responsibility (CSR) policies, pursuing responsible growth that integrates environmental, social and governance (ESG) criteria.

This commitment has been reinforced by the update of Zitro's Corporate Sustainability Policy, a strategic framework that integrates ESG principles across all its international operations. The policy applies to all its offices, employees, suppliers and the value chain, establishing the foundations for responsible management aimed at minimising environmental impact, fostering inclusion and promoting an ethical and transparent corporate culture.

The main areas of focus include:

- **Environmental commitment:** resource optimisation, energy efficiency, emissions reduction and responsible waste management, in line with international standards, form the basis of this commitment. A notable achievement in this area is the recent recertification of ISO 14064 and ISO 14067, two leading international standards in environmental management. This achievement, which forms part of the company's ESG (Environmental, Social and Governance) commitments, reaffirms its dedication to sustainability and reducing its environmental impact.
  For Zitro, this dual recertification confirms the rigour with which we manage our carbon footprint, in line with the sector's most demanding criteria. The achievement also reflects its commitment to responsible resource management and continuous process improvement, as part of its efforts to make the gambling industry increasingly sustainable.
  It is worth noting that ISO 14064 establishes the principles and requirements for quantifying and monitoring an organisation's greenhouse gas (GHG) emissions. Its recertification enables Zitro to maintain rigorous management of emissions generated at its offices and throughout its value chain, strengthening oversight of its corporate carbon footprint.
  ISO 14067, meanwhile, focuses on measuring the carbon footprint of products throughout their life cycle, providing a globally recognized methodology for assessing their climate impact and reporting the results consistently.

- **Social commitment:** Zitro's social commitment is based on fairness and equity for our employees and throughout the global value chain. We regard occupational health and safety as an essential, non-negotiable value, and work to ensure risk-free environments at all our locations.
  We actively promote the development of our human capital by investing in continuous training and strengthening a culture of diversity, inclusion and zero tolerance for discrimination, while ensuring equal opportunities at every level.
  Finally, we extend our ethical conduct standards to customers and suppliers, contributing to the well-being and development of the communities in which we operate.

- **Commitment to governance:** Business integrity and corporate governance are the foundations of Zitro's global operations. We operate with the utmost transparency and ensure strict regulatory and legal compliance in every jurisdiction. We maintain zero tolerance for fraud and corruption and extend our high ethical standards throughout the value chain, including customers and suppliers, through due diligence. We also promote diversity within our governing bodies, ensuring that integrity and ethics guide every strategic decision we make.

As evidence of compliance with these commitments, Zitro delivered more than 3,200 hours of ESG-related training covering environmental, social and governance issues at its Spanish offices during 2025, an increase of 33% compared with 2024. This growth reinforces the company's ongoing commitment to safety, health, the environment and governance.

Furthermore, all our locations where energy management is monitored have completed the necessary procedures to source 100% renewable energy, thereby achieving carbon neutrality for Scope 2 emissions, a key milestone in our ESG commitments.

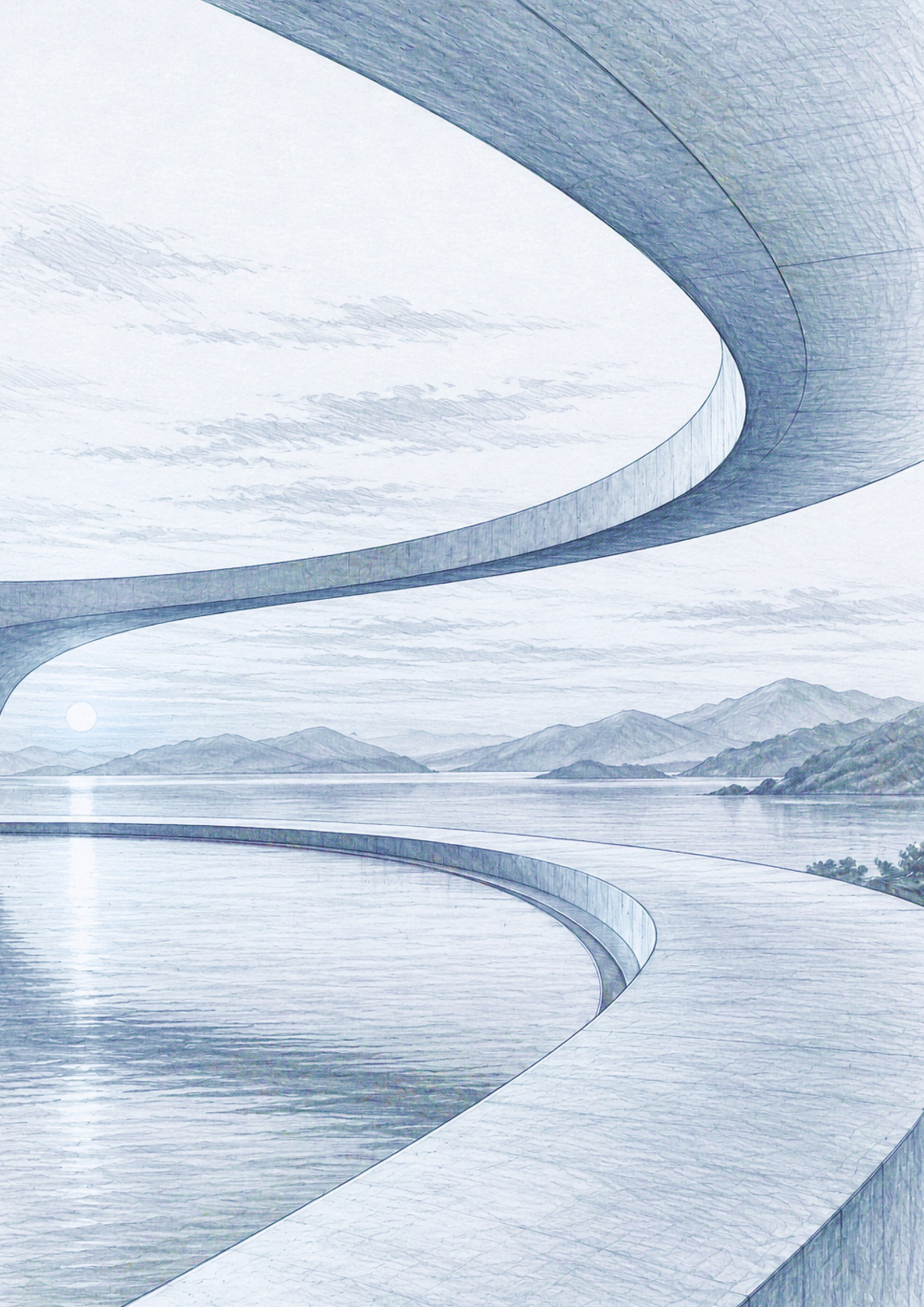
All these efforts demonstrate how important environmental, social and good governance issues are to the company. That is why we work closely with our employees, customers and suppliers to ensure that our operations are socially responsible and environmentally sustainable.

ZITRO®

www.zitrogames.com

NUMBER OF EMPLOYEES
1,500
Worldwide

AREAS OF ACTIVITY
Development and manufacture of gaming equipment.





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