



ENVIRONMENTAL POLICY

A culture of respect
and responsibility

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I. INTRODUCTION

The CIRSA Group has as a priority the implementation of measures that ensure the prevention of the impact on the environment of its activities, products and services offered by the CIRSA Group and, if this is not possible, collect measures that contribute to the reduction of the impact of said actions.

This policy (the "Policy") establishes commitments to continuous improvement and lines of environmental action to place environmental management as a key element of the CIRSA Group's global strategy.

Likewise, the policy promotes a culture to raise awareness of the environmental impact among all people who work at the CIRSA Group and collectively contribute to sustainable development.

II. AREA OF APPLICATION

This Policy is applicable and communicated to all professionals, management personnel and administrators of all companies that make up the CIRSA Group, including those investee companies over which it has effective control, within the limits provided for in the applicable regulations. In those investee companies in which the CIRSA Group does not have effective control, the Company will promote principles and guidelines consistent with those established in this policy.

III. GENERAL PRINCIPLES AND OBJECTIVES

All CIRSA Group companies are committed to protecting the environment, preventing pollution and promoting environmental sustainability. To this end, the following principles are articulated:

- Comply with current legislation on environmental issues in all countries in which the CIRSA Group operates.
- Apply measures for continuous improvement, setting periodic objectives verified through audits.
- Promote and improve the company's adaptation to climate change. To this end, work will be done on:
 - Define greenhouse gas (GHG) emissions reduction objectives for scopes 1, 2 and 3, which are ambitious and based on science.
 - Minimize the impact of refrigerant gases.
 - Promote energy efficiency measures, such as:
 - Conducting energy audits
 - Change from conventional lighting to LED technology
 - Application of remote management tools (IoT)
 - Use of energy from renewable sources
 - Promotion of self-consumption renewable energy installations
 - Progressively incorporate measures that lead the company towards a net zero emissions scenario.
 - Transition towards 100% renewable electricity consumption.
 - Reduce the use of fossil fuels.
- Make sustainable use of natural capital. In particular:
 - Make rational and sustainable use of water, managing the risks related to its scarcity and ensuring that the water used returns to the environment in the desired conditions. To this end, processes will be carried out to evaluate the use of water, the quality of discharges and their recycling.
 - Improve the circularity of the activity and that of the supply chain by integrating the life cycle approach and the circular economy into management. Actions like:
 - Application of an active recycling methodology through which all waste arising in its production chain is divided and classified according to the categories of electronics, plastics, methacrylates and banal waste for subsequent and correct recycling.
 - Effective waste management with approved managers in order to contribute to reducing the environmental footprint:
 - Waste control and management
 - Minimization of water, paper and energy consumption
 - Implementation of good energy and eco-efficient practices.
 - Minimize the generation of waste in the manufacturing of slot machines.
 - Use recyclable materials as raw materials in the packaging of slot machines.
 - Integrate the protection and promotion of biodiversity into the strategy at the CIRSA Group level and develop a sustainable and positive business model with nature.

- Train and raise awareness among employees and clients, transmitting to them the importance of acting in a respectful manner with the environment, emphasizing efficient water management, waste reduction, recycling and energy efficiency.
- Promote in our supply chain (suppliers, logistics...) the best management practices and mandatory environmental standards. Likewise, incorporate environmental criteria in our purchases, such as energy consumption, carbon emissions, etc.
- Collaborate with other organizations to promote a decarbonized and circular economy, promoting digitalization as a means to address the main environmental challenges.
- Regularly and transparently communicate our environmental performance to all stakeholders.

To guarantee environmental objectives, the CIRSA group has established different roles with specific responsibilities, integrated into different work groups, providing resources and assigning employees to implement and guarantee the achievement of the functions.

Likewise, the CIRSA Group has its own environmental management system, inspired by the international standard ISO 14001 and various international references in environmental matters.

- United Nations Global Compact (www.globalcompact.org)
- UNEP-FI (www.unepfi.org)
- Principles for Responsible Investment (www.unpri.org)
- Carbon Disclosure Project (www.cdproject.net)
- Science Based Targets (www.sciencebasedtargets.org)
- Task Force on Climate-Related Financial Disclosures (www.fsb-tcfd.org)

IV. MANAGEMENT MODEL

Although the Board of Directors of the CIRSA Group is ultimately responsible for corporate policies, the company has a specific Corporate Management for environmental and biodiversity management, as well as an internal committee with the following functions:

- Periodically evaluate and review the environmental and biodiversity policy, so that it fulfills its mission of integrating the criteria and takes into account, as appropriate, the needs of the remaining interest groups.
- Coordinate the environmental sustainability function, while ensuring its transversality throughout the Group.
- Promote actions and projects in environmental matters.

V. CONTINUOUS IMPROVEMENT: APPROVAL, REVIEW AND COMMUNICATION OF THE POLICY

This policy has been approved by the Board of Directors of the CIRSA Group and is effective from the moment of its approval.

It will be subject to continuous review and improvement, especially when business circumstances require it. In any case, this policy will be reviewed annually on an ordinary basis and, if required, it will be duly updated.

Failure to comply with this policy may lead to disciplinary measures.

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