



enracha

2024

RANK HOLDING ESPAÑA, S.A.

STATEMENT OF NON-FINANCIAL
INFORMATION FOR THE FINANCIAL
YEAR ENDED ON 30 JUNE 2024



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1. Basis for drawing up the statement of non-financial information

This report on the Statement of Non-Financial Information, (hereinafter referred to as "SNFI"), for the financial year between 1 July 2023 and 30 June 2024, which forms an integral part of the Consolidated Management Report of Rank Holding España S.A., (hereinafter referred to as "Rank", "Enracha" or the "Company"), has been drawn up by the directors of Rank in compliance with Act 11 of 28 December 2018, which adapted the Spanish Commercial Code to the Redrafted Text of the Spanish Capital Companies Act approved by Legislative Royal Decree 1 of 2 July 2010, and the Auditing Act 22 of 20 July 2015 on non-financial information and diversity.

Rank Holding España S.A. presents consolidated accounts including the following companies: Rank Catalunya, S.A.U., Gotfor, S.A.U., Top Rank Andalucía, S.A.U., Verdiales, S.L.U., Rank Centro, S.A.U., Conticin, S.L.U., Rank Digital España, S.A.U., and Rank Stadium Andalucía, S.L.U.



1.1. Analysis of materiality

In this report the company intends to provide information about issues related to sustainability when this has an impact on the company. In this respect, the company conducted an analysis on materiality taking into consideration the matters required according to Act 11/2018 with an impact both on the company, its situation and the environment in 2022.

No exhaustive materiality analysis has been conducted for this financial year, but the risks and priority matters taking place in the previous financial year have been assessed. Due to this process, it was observed there were no important differences in the results for the purpose of complying with Act 11/2018 and therefore they continue being valid for this statement.

The Statement of Non-Financial Information has been drawn up in compliance with the Global Reporting Initiative (GRI) Standards published by the GSSB (Global Sustainability Standards Board), selected due to the requirements considered material for the business.

The materiality process consisted of the following stages:

- Updating the material matters obtained in the materiality process of 2022 based on a press analysis from last year, an analysis of the requirements of investors and ESG analysts for the sector and an analysis of reference standards.
- Prioritising matters that have been previously detected required according to the Non-Financial Information Act.
- Validation of the matters when it has been confirmed that the risks and opportunities remain the same as in the materiality process conducted in 2022.

The result of the material issues required according to the Non-Financial Information Act is provided in Annex I, "Table of contents required according to Act 11 of 28 December 2018."



2. Business Model

2.1. Structure of the Group

Rank Holding España, S.A., with registered office at Calle Balmes 268-270, is the holding company belonging to the Rank Group, hereinafter referred to as “Rank”, the “Company” or “Enracha”, which manages 9 bingo halls in Spain.

Rank is a leading company in Europe in the gaming sector, operating in the United Kingdom and Spain through casinos, bingo halls and online gaming platforms. Since it was founded in the film world in 1937, we have remained faithful to the mission of bringing millions of people the fun and entertainment that characterise our business model.

The company is listed on the stock exchange of London and has been operating in Spain since 1994. Rank operates in Spain under the trade name Enracha, by managing bingo halls.

2.2. Description of the business model

Enracha is one of the leading operators on the Spanish market of one of the private gaming sub-sectors; it has very well-established positions in the most attractive markets and cities in the country through a portfolio of very high-quality clubs.

It offers its customers a very powerful gaming and leisure activity thanks to the possibility for customers to be able to play bingo, all kinds of slot machines, online roulette and sports betting in a comfortable setting and providing a high-quality gastronomic offer with an excellent quality-price ratio. It focuses on the search for a corporate strategy to ensure its consolidation on highly attractive selected markets and a commercial strategy aimed at improving its offer for customers and their experience.

Due to the regulatory environment and the different rules for each region where Enracha operates, the contribution to growth profile of each product and game varies from region to region and club to club.

Enracha has developed a flexible approach in order to quickly adapt to the changes taking place on local markets, at the same time benefiting from diversification of the regulatory risk and its capacity to apply the best practices and coordinate key services, such as procurement, among a larger number of clubs.

The basis of its strategy is to implement a commercial strategy according to the following three focal points:

- **Offering the best service quality to its existing clientele**
- **Enhancing its employees’ motivation**
- **Conducting an in-depth analytical cost control that helps the management adopt the most suitable decisions.**

In addition, the service quality can be divided into the following three additional areas: customer relations, a catering service and pleasant, comfortable facilities.

Enracha’s approach focuses on consumers for the operational management of its clubs that reflects the importance placed on them and the benefits that this approach can imply for the key factors that promote the visits and per capita expenditure, since the customers enjoy the leisure experience more, visit the clubs more often and spend more time in each visit. Enracha considers that the importance placed on consumers and the initiatives obtained from this is one of its main differentiating factors compared with competitors and is hence a strategic priority.

Although promoted by the operational management team at the company’s headquarters, the commercial strategy encompasses and involves all the functioning aspects of a club, including its design, the number of employees and structure of the team as well as other aspects, such as promotional and

marketing policies. The wide areas covered mean that Enracha has developed an integrated strategy to deal with how customers’ needs are covered and how the employees’ roles are assigned to provide the appropriate offer to customers. Enracha believes that this integrated approach focused on customers enables its clubs to retain their leading positions on the relevant local markets and promotes its overall growth.

The operational management is carried out in strict compliance with the various regulations, whether of a tax, gaming, labor nature or of any other kind. This approach provides security to Enracha’s investments.

2.3. Size of the organisation and geographic layout

Rank Holding España manages 9 bingo halls in Catalonia (6), Madrid (1) and Andalusia (2):

- **Don Pelayo:** c/Comte d’Urgell, 154, Barcelona
- **Continental:** c/ de Collblanc, 3, Hospitalet de Llobregat, Barcelona
- **Sabadell:** Av. Onze de Setembre, 125, Sabadell,
- **Girona:** c/Pont de la Barca, 1, Girona,
- **Catedral:** Ctra. de Santa Coloma, 77-79, Girona
- **Reus:** c/Raval de Jesús, 14, Reus
- **Universal:** c/Carretas, 3, Madrid
- **Zahira:** c/Conde de Robledo, Cordoba
- **Andalucía:** Rda. de Capuchinos, 19, Seville

The services rendered in each club are: i) bingo, ii) slot machines, iii) a betting area and iv) a catering service.

Enracha’s sales in Spain in the financial year are distributed geographically as follows:

Autonomous Community	Sales (€)
Catalonia	81,065
Madrid	32,995
Andalusia	33,093
Total	147,153

2.4. Mission, commitment and values

Rank Holding España, Enracha, is the parent company of a group of enterprises that manages bingo halls in Spain by means of qualified professionals who are loyal to its values and principles.

Enracha’s **mission** is to bring the fun and entertainment that characterise its business model to people, but always with a responsible gambling approach, being **committed** in its day-to-day activity to the following:

- Its customers: Guaranteeing their satisfaction through rendering high-quality services and with responsible gambling,
- Its employees: Creating suitable conditions for their professional and personal development,
- Its shareholders: Retaining their trust by means of ethical conduct, guaranteeing the company’s sustainability and generating value for their investment,
- Society: Improving people’s lives by providing society with the fun and entertainment that characterise our business model.

The **values** on which the company is founded are integrity, excellence and commitment.

2.5. Risk policies and management

Enracha is governed by a series of Professional Standards and Policies pre-determined by the Group. Specifically, Enracha’s professional standards and policies are organized in the following two large areas:

- a) Risks and Quality Controls that mainly include internal audits related to the following:
 - i) Verification that all the relevant required legal documents are duly organized and kept in an orderly manner in the club, (equipment permits, prizes, employees’ bingo identity cards, etc),
 - ii) Physical inventories of the cash in the clubs,
 - iii) Regular audits to check compliance with the regulations related to food safety, implementation of hygiene plans, hazard analysis systems and critical control points related to food safety and commitment.
- b) Promoting its strategy for business commitment by supporting responsible gambling, encouraging correct use of the leisure activity and providing the required elements to detect and assess possible problems.

3.Information about issues related to the environment

3.1. Environmental management approach

Rank is making progress in implementing preventive measures related to the impact on the environment of its activities, products and the services it offers.

Due to the activity carried out by Rank, the potential impact on the environment is as follows: energy use and its emissions, water use, waste production and management and food waste.

However, in order to mitigate these impacts, even though the company has no environmental management system, it does apply measures such as the following:

- Encouraging responsible conduct among its workers by using natural resources and applying good practices.
- Efficient waste management with approved managers.
- Minimizing the use of water, energy and paper.
- Undertaking a food safety commitment, complying with the regulations in force related to health conditions in all our establishments and implementing correct hygiene, recycling and staff training practices.
- Conducting regular audits during which it is verified that the regulations related to health and hygiene are fulfilled.

Rank has a liability insurance policy that includes a maximum coverage of €6,000,000 for accidental pollution.

3.2. Sustainable use of resources

3.2.1. Use of water

Use of water by source (m³)	2022	2023	2024
Water obtained from the grid	15,194	14,160	14,353

The use of water in the clubs is mainly for cleaning and food preparation purposes.

Due to its activity, no waste parameters have been determined since all the water used is returned directly to the drainage system grid.

3.2.2. The use of energy and energy efficiency measures and the use of renewable energies

Use of energy (Kwh)	2022	2023	2024
Natural gas	458,781	536,783	510,527
Electricity from non-renewable sources	4,119,498	4,167,010	4,085,807
Total	4,578,279	4,703,793	4,596,334

The main measures implemented to reduce electricity use and promote efficiency are installing LED light bulbs and LED TV screens in all its clubs.

Although the company is unaware of the percentage of renewable energy consumed during this period, as it does not have origin certificates, it plans to contract 100% electricity from renewable sources in the next period.





3.3. Circular economy, prevention and waste management

Rank has adopted measures to minimise waste production and has set up a series of control processes aimed at increasing the recycling capacity of its waste, such as the following:

- Depositing used boxes in waste bins to be subsequently recycled.
- Separate waste bins for depositing organic and non-organic waste to be subsequently recycled
- Providing waste paper bins

In addition, Rank has agreements in force with authorized waste managers for its oil waste.

Regarding food waste, the following measures have been implemented:

- Customers are offered the possibility to take home the food on the menu if there are any leftovers.
- The management of food stocks has been improved by using a catering program.

3.4. Climate change

The company has calculated its carbon footprint for scopes 1, 2, and 3 for the previous period (July 2022 to June 2023) through a consultancy, with whom it is designing an emission reduction plan for the coming years.

The main emissions are from the use of electricity and gasoil for air-conditioning purposes.

The emissions for the period have been as follows:

2024

Scope	Source	Data of the activity		GWP Emission Factor	Units	Emissions (kgCO ₂)
		Figure	Unit			
Scope 1	Natural gas	510,527	kWh	0.182 ¹	(kg CO ₂ eq/kWh)	92,915.91
Scope 2	Electricity	4,085,807	kWh	0.260 ²	(kg CO ₂ /kWh)	1,062,309.82

2023

Scope	Source	Data of the activity		GWP Emission Factor	Units	Emissions (kgCO ₂)
		Figure	Unit			
Scope 1	Natural gas	536,783	kWh	0.182 ¹	(kg CO ₂ eq/kWh)	97,694.51
Scope 2	Electricity	4,167,010	kWh	0.271 ²	(kg CO ₂ /kWh)	1,129,259.71

2022

Scope	Source	Data of the activity		GWP Emission Factor	Units	Emissions (kgCO ₂)
		Figure	Unit			
Scope 1	Natural gas	458,781	kWh	0.182 ¹	(kg CO ₂ eq/kWh)	83,498.14
Scope 2	Electricity	4,119,498	kWh	0.259 ²	(kg CO ₂ /kWh)	1,068,597.78

1. Source: Emission Factors. Registry of carbon footprint, compensation and carbon dioxide absorption projects - The Ministry of Ecological Transition and Demographic Challenge, 2022
2. Source: Emission Factors. Registry of carbon footprint, compensation and carbon dioxide absorption projects - The Ministry of Ecological Transition and Demographic Challenge, 2022
3. Source: Emission Factors. Registry of carbon footprint, compensation and carbon dioxide absorption projects - The Ministry of Ecological Transition and Demographic Challenge, 2021
4. Source: The Agreement on Electricity Labelling related to the Energy produced in 2021 - The National Market and Competition Commission

During the period ending in 2023, a project was initiated to monitor the consumption in all company venues, with the aim of gathering the necessary information to propose and implement actions for reducing energy consumption and environmental emissions. By the end of the 2024 period, the monitoring system had been installed in all venues. This system allows for continuous and real-time consumption data to be obtained, segmented by each installation in the venues. As consumption is recorded, the system sends all data in real-time to an online platform for data management and analysis.

The information provided by the monitoring system and its subsequent analysis have meant that immediate corrective measures could be adopted in the clubs, for example the following:

- Rationalization of the use of the climate control systems and protocols have been drawn up with instructions about turning on and/or off such fittings
- Minor repairs and optimizations of the equipment and the components of such fittings.

In addition to this measure, the entire climate control system in the Universal room has been replaced with energy recovery systems.

All our facilities are fitted with carpeting in order to reduce the acoustic inconveniences that could be caused by the activity as much as possible and to improve our customers' experience.

4. Information about issues related to the staff

4.1. Risks related to human resources affecting the organisation

For Rank, as a service company, its main asset is the skills of its staff.

The human resources policy is aimed at applying the best practices in fields such as professional development, training, work environment or career plans.

Therefore, the risks that could affect the organization have been identified, which can be summarized as follows:

COMPLIANCE WITH THE LAW IN FORCE

Rights and obligations:
Types of contracts, working hours, breaks, wages, etc.
Prevention of occupational hazards

Correct compliance with the law in force is one of Enracha’s main focal points, for such purpose the company has persons, either within the organisation or as external service providers, who guarantee suitable management according to the legal regulations in force.

RECRUITMENT

Recruitment of the most suitable workers for each job

Attracting and recruiting talent are Enracha’s fundamental pillars: values such as ethical conduct and honesty are crucial for the Group.

The working conditions must enable the workers’ needs to be covered and hence they must maintain their aim for the company to continue. The conditions to cover such needs are achieving a balance between their personal and professional lives, work stability, sufficient wages and training.

Training is not only important for each worker to perform his/her duties in the best way, but it is a tool to benefit internal promotion and, in this way, ensure the workers’ satisfaction and retain talent, in addition vacancies in the company can be filled with talent profiles known by the company.

One of the most important commitments for the Enracha Group is equal opportunities with no discrimination for ideological, gender, physical or mental reasons, for such purpose we have drawn up equal opportunities plans for the various companies belonging to the group.

Apart from the equal opportunities plans, the company has drawn up an action protocol in cases of harassment, whether sexual, abuse of power or mobbing among colleagues.

4.2. Number of employees

A new classification of the company’s job categories has been carried out this year, according to the level of responsibility and work area. The five categories are as follows:

- **Business and club managers:** Executives from the business departments and clubs. Duties: to manage and coordinate the activities in the different areas of the company, both those related to the product or service offered and those carried out in the clubs where the public is served.
- **Club supervisors:** Middle managers of the clubs. Duties: to supervise and control the work of the operational staff of the clubs, ensuring the targets and the service quality for customers are achieved.
- **Club staff:** Operational staff of the clubs. Duties: tasks related to each club, such as customer service, sales, receiving payment, maintenance, cleaning, etc.
- **Office supervisors:** Middle managers of the offices. Duties: to manage and provide support for the administrative, financial, accounting, human resources, marketing functions, etc., carried out at the head offices.
- **Office staff:** Operating staff for the offices. Duties: administrative, financial, accounting, human resources, marketing tasks, etc. carried out in the head or regional offices of the company.

The number of employees in Spain (natural persons) at the end of the financial year (June 2024) was 616. We explain below the main quantitative data of the staff:

By gender

Contract type and working hours	2022			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Distribution by gender									
Permanent	211	278	489	229	283	512	258	319	577
Part-time	53	10	63	53	14	67	52	22	74
Full-time	158	268	426	176	269	445	206	297	503
Temporary	25	21	46	24	29	53	18	21	39
Part-time	8	5	13	7	11	18	3	4	7
Full-time	17	16	33	17	18	35	15	17	32
Total	236	299	535	253	312	565	276	340	616

Number of employees by age

Contract type and working hours	2022				2023				2024			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Distribution by age												
Permanent	30	248	211	489	36	244	232	512	45	282	250	577
Part-time	4	44	15	63	6	41	20	67	3	40	31	74
Full-time	26	204	196	426	30	203	212	445	42	242	219	503
Temporary	10	26	10	46	13	28	12	53	10	18	11	39
Part-time	1	6	6	13	3	4	11	18	2	2	3	7
Full-time	9	20	4	33	10	24	1	35	8	16	8	32
Total	40	274	221	535	49	272	244	565	55	300	261	616

Number of employees by category

2022					
Distribution by professional category	Senior management*	Executives	Middle managers	Administrative staff	Total
Permanent	7	20	61	401	489
Part-time	0	0	3	60	63
Full-time	7	20	58	341	426
Temporary	0	0	3	43	46
Part-time	0	0	3	10	13
Full-time	0	0	0	33	33
Total	7	20	64	444	535

* The members of the Management Committee are included in this category

2023						
Distribution by professional category	Business and club managers*	Club supervisors	Club staff	Office supervisors	Office staff	Total
Permanent	15	54	388	10	45	512
Part-time	0	2	64	0	1	67
Full-time	15	52	324	10	44	445
Temporary	0	3	49	0	1	53
Part-time	0	3	14	0	1	18
Full-time	0	0	35	0	0	35
Total	15	57	437	10	46	565

* The members of the Management Committee are included in this category

2024						
Distribution by professional category	Business and club managers*	Club supervisors	Club staff	Office supervisors	Office staff	Total
Permanent	18	62	419	18	60	577
Part-time	1	4	68	0	1	74
Full-time	17	58	351	18	59	503
Temporary	0	0	39	0	0	39
Part-time	0	0	7	0	0	7
Full-time	0	0	32	0	0	32
Total	18	62	458	18	60	616

* The members of the Management Committee are included in this category

In 2024, the average number of workers in the year was 587.55 (557.96 in 2023 and 526.60 in 2022).

By gender

Contract type and working hours	2022			2023			2024		
Distribution by gender	Female	Male	Total	Female	Male	Total	Female	Male	Total
Permanent	216.32	282.10	498.42	216.24	289.81	506.06	245.32	306.39	551.71
Part-time	48.68	10.50	59.18	53.47	14.00	67.47	50.08	22.25	72.33
Full-time	167.65	271.59	439.24	162.77	275.81	438.59	195.23	284.15	479.38
Temporary	18.63	9.55	28.18	30.22	21.67	51.90	18.88	16.95	35.84
Part-time	6.87	3.84	10.71	9.02	2.68	11.71	2.64	1.41	4.05
Full-time	11.77	5.70	17.47	21.20	18.99	40.19	16.24	15.55	31.79
Total	234.95	291.65	526.60	246.47	311.49	557.96	264.2	323.35	587.55

In some breakdowns, the totals may vary slightly when considering all the decimals in the calculation.

By age

Contract type and working hours	2022				2023				2024			
Distribution by age	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Permanent	23.59	251.13	223.70	498.42	34.42	243.92	227.72	506.06	39.79	266.38	245.55	551.71
Part-time	2.22	42.47	14.49	59.18	4.49	41.48	21.50	67.47	4.12	38.20	30.01	72.33
Full-time	21.37	208.66	209.21	439.24	29.93	202.44	206.22	438.59	35.66	228.18	215.54	479.38
Temporary	6.33	15.20	6.65	28.18	12.35	31.30	8.24	51.90	11.19	19.79	4.86	35.84
Part-time	1.28	5.16	4.27	10.71	2.21	7.62	1.88	11.71	1.52	1.72	0.82	4.05
Full-time	5.05	10.04	2.38	17.47	10.15	23.68	6.36	40.19	9.67	18.07	4.05	31.79
Total	29.92	266.33	230.35	526.60	46.77	275.22	235.96	557.96	50.97	286.16	250.41	587.55



By category

2022					
Distribution by professional category	Senior management*	Executives	Middle managers	Administrative staff	Total
Permanent	6.11	21.07	62.65	408.59	498.42
Part-time	0.00	0.00	3.00	56.18	59.18
Full-time	6.11	21.07	59.65	352.41	439.24
Temporary	0.00	0.00	2.01	26.17	28.18
Part-time	0.00	0.00	2.01	8.70	10.71
Full-time	0.00	0.00	0.00	17.47	17.47
Total	6.11	21.07	64.66	434.76	526.60

2023						
Distribution by professional category	Business and club managers*	Club supervisors	Club staff	Office supervisors	Office staff	Total
Permanent	16.00	65.72	371.53	10.42	42.40	506.06
Part-time	0.00	6.00	58.61	0.00	2.87	67.47
Full-time	16.00	59.72	312.92	10.42	39.53	438.59
Temporary	0.00	0.00	51.46	0.00	0.44	51.90
Part-time	0.00	0.00	11.27	0.00	0.44	11.71
Full-time	0.00	0.00	40.19	0.00	0.00	40.19
Total	16.00	65.72	422.99	10.42	42.83	557.96

2024						
Distribution by professional category	Business and club managers*	Club supervisors	Club staff	Office supervisors	Office staff	Total
Permanent	16.71	58.76	409.64	16.44	50.17	551.71
Part-time	0.25	4.43	66.07	0.00	1.58	72.33
Full-time	16.46	54.33	343.57	16.44	48.59	479.38
Temporary	0.00	0.00	35.84	0.00	0.00	35.84
Part-time	0.00	0.00	4.05	0.00	0.00	4.05
Full-time	0.00	0.00	31.79	0.00	0.00	31.79
Total	16.71	58.76	445.48	16.44	50.17	587.55

*The members of the Management Committee are included in this category

4.3. Dismissals

The total number of dismissals during the period was 28, 27 for disciplinary reasons and one for objective reasons, of which 12 were men and 16 were women.

Rank experienced a significant decrease in dismissals between the 2022 and 2023 periods, dropping from 62 to 25 dismissals, respectively. This difference is mainly explained by the closure of the Gorbea room in Madrid in December 2021, which led to the objective dismissal of 37 employees (15 women and 22 men) due to a disaster at the property caused by the Filomena storm in January 2021, which caused the roof to collapse.

This strategic decision by the Group had a significant impact on the number of dismissals in 2022, which was substantially reduced in 2023, thanks to improvements in Rank’s economic and financial situation, as well as the implementation of labor flexibility and adaptation measures.

Below are the dismissals broken down by gender, age, and professional category.

Dismissals by gender

Years	Female	Male	Total
2024	16	12	28
2023	10	15	25
2022	27	35	62

Dismissals by age

Years	<30	30-50	>50	Total
2024	7	14	7	28
2023	4	11	10	25
2022	7	32	23	62

Dismissals by category

Years	Business and club managers*	Club supervisors	Club staff	Office supervisors	Office staff	Total
2024	0	1	25	0	2	28
2023	0	3	20	1	1	25
Number of dismissals	0	3	20	1	1	25



Distribution by professional category	Senior management	Executives	Middle managers	Administrative staff	Total
2022	1	2	9	50	62
Number of dismissals	1	2	9	50	62

*The members of the Management Committee are included in this category



4.4. Remuneration⁷

The details of the average remunerations, considering base salary and supplements, are shown below:

Remuneration by gender

Average remuneration	2022 (€)	2023 (€)	2024(€)
Male	26,984.78	26,867.46	27,862.27
Female	20,610.55	20,300.58	21,700.09
Total	24,109.34	23,846.31	24,994.97

Remuneration by age

Average remuneration	2022 (€)	2023 (€)	2024(€)
<30	19,566.65	20,555.04	23,035.66
30-50	23,699.09	24,066.34	25,534.10
>50	24,820.79	24,507.19	24,901.63
Total	24,109.34	23,846.31	24,994.97

7. The indication ‘Con’ is used for those groups where the data is not reported for confidentiality reasons, due to there being three or fewer people in that group.

Remuneration by category

2022 (€)			
Average remuneration	Female	Male	Total
Senior Management	N/A**	118,001.59	116,333.99
Executives	40,929.37	41,320.32	41,271.45
Middle Managers	28,223.87	32,025.63	31,127.99
Administrative staff	19,568.66	22,757.74	21,166.20
Total	20,610.55	26,984.78	24,109.34

2023 (€)			
Average remuneration	Female	Male	Total
Business and club managers ⁸	Con	76,305.83	72,826.39
Club supervisors	26,526.80	30,523.94	29,818.56
Club staff	19,065.38	21,331.02	20,147.48
Office supervisors	Con	55,472.07	55,597.45
Office staff	33,057.06	39,962.51	37,614.65
Total	20,300.58	26,867.46	23,846.31

2024 (€)			
Average remuneration	Female	Male	Total
Business and club managers ⁸	71,151.80	46,393.50	54,011.44
Club supervisors	26,523.23	30,738.57	29,866.43
Club staff	19,646.95	22,581.98	21,042.63
Office supervisors	Con	63,858.10	62,758.81
Office staff	34,067.98	38,581.03	37,097.28
Total	21,700.09	27,862.27	24,994.97

8. For average remunerations, members of the Management Committee are not considered in this category.

9. The difference in the data for this group in this period, compared to 2023, is due to the departure of employees with high salaries from the company.

4.4.1. Wage gap¹⁰

The following formula has been used to calculate the wage gap:

Average Wage for Men – Average Wage for Women

Average Wage for Men

X 100=%

Where the positive gap specifies the percentage in which the average wage for women is lower than the average wage for men and the negative gap specifies the percentage in which the average wage for women is higher than the average wage for men.

Bearing in mind gender, we can see below the details of the wage gap existing in each of the categories analyzed:

Job Category	Wage gap 2023	Wage gap 2024
Business and club managers	Con	-53.37% ¹¹
Club supervisors	13.10%	13.71%
Club staff	10.62%	13.00%
Office supervisors	Con	Con
Office staff	17.28%	11.70%
Total	24.44%	22.12%

* The average data of women in these categories are not reported because there are fewer than 3 women with these job categories

Job Category	Wage gap 2022
Senior Management	Con
Executives	0.95%
Middle Managers	11.87%
Administrative staff	14.01%
Total	23.62%

10. The term ‘Con is used for groups where the data is not reported due to confidentiality reasons, as there are three or fewer individuals in the group.

11. This result is due to the supplements received by the female employees within this category.

4.4.2. Average remuneration of directors and executives

The average remuneration of the members of the Management Committee is as follows:

2023			
Average remuneration	Female	Male	Total
Directors and executives	Con	59,243.01	153,368.71 €

2024			
Average remuneration	Female	Male	Total
Directors and executives	Con	140,915.73 €	136,601.28 €

The Board of Directors is not remunerated because the effective management of the Group is carried out by applying the decisions adopted by the Executive Committee. The Committee is composed of four men and one woman. Since there is only one woman in this group, her salary is not reported for reasons of privacy, neither for 2023 nor for 2024.

4.5. Policies related to disconnection from work

Enracha has created flexibility schemes (maternity, paternity, shorter working hours) and digital disconnection policies so that its employees can disconnect after their working hours. For example, no phone calls are made to the employees when they are not at work nor are they encouraged to connect to computers or telephones, etc. at such times.

4.6. Number of disabled employees

In spite of the company’s commitment to include 2% of disabled employees on the staff, this could not be achieved with the company having a total of 8 disabled workers in the financial year.



4.7. Work organisation

The work organization is structured bearing in mind the following:

1. The company’s production activity:

It is crucial that the clubs are open in the hours that the customers usually visit them; there are therefore shifts in each centre to cover all their opening hours.

2. The work for the maintenance services of the clubs is as follows:

This work is carried out depending on the way it could interfere in the production activity of the club; in other words, there are workers, such as the cleaning staff, who generally perform their work before or after the hours when customers visit the clubs in order not to interfere in the business activities; nevertheless cleaning work is always carried out during opening hours. The same happens with the maintenance work, there are repairs that can be carried out during opening hours and other work that must wait for a time when there are no customers in the club.

3. The company’s administrative management work:

The workers in the departments performing such work for administration and finances, human resources or marketing do so during “normal” office hours with flexi-hours for beginning and ending their shifts, providing they work all the contractually agreed working hours.



4.7.1 Measures aimed at helping to achieve a balance between the employees’ professional and personal lives

The Group has adopted measures to help achieve a balance between workers’ professional and personal lives that enables them to have sufficient free time to be able to spend time on themselves, absolutely regardless of their possible family responsibilities. By means of its flexi-hour policy, the company endeavors to ensure that everyone can achieve a certain balance as equally as possible.

We differentiate the measures implemented to help achieve a balance in the employees’ professional and personal lives depending on their jobs:

1. The company’s production activity:

There are employees who, due to their personal needs, require a specific timetable and this is assigned to them in a permanent manner to allow them to achieve the relevant balance.

The rest of the staff’s working hours are assigned according to the variable quadrants that are informed to them one month beforehand.

2. The work for the maintenance services of the clubs is as follows:

In principle, the balancing mechanism is the same as the one applied to the production staff. However, special situations can arise for work such as maintenance in which there could be unexpected circumstances that need to be resolved, in such case, the worker is contacted to find the best solution that fits both his/her needs and also ensures the maintenance work is duly carried out.

3. The company’s administrative management work:

There is a flexi-hour system for beginning and ending the employees’ working day in order for them to achieve a balance between their professional and personal lives. In addition, the specific

4.7.2 Number of hours of absenteeism

Number of hours of absenteeism during the financial year:

Total		hours		of		absenteeism
2022		2023		2024		
Temporary Disability	Other reasons	Temporary Disability	Other reasons	Temporary Disability ¹²		
70,440	18,663	4,126	73,743	72,844		

The hours of absenteeism due to “other reasons” correspond to the following:

2023						
Maternity	Paternity	Pregnancy risk	Personal affairs	Illness/Death of a 2nd grade relative	Moving home	Sanctions
720	1,537	783	40	70,154	11	451

Total hours of absenteeism for other reasons - 2022						
Maternity	Paternity	Breastfeed-ing	Health care	Leave	Illness/Death of a 2nd grade relative	Marriage
5,920	943	160	29	11,343	263	8

12. For the current period, only records of hours lost due to work accidents (3,084 hours) and illness (69,760 hours) are available. No hours have been recorded, as in previous periods, for “other causes.”.

13. For the 2023 period, only the hours of leave due to work accidents are considered within sick leave (I.T.).



4.8. Health and safety conditions in the workplace

As explained throughout this document, the importance of the employees working in the company is its most significant asset. Therefore, as cannot be otherwise, the employees’ health and safety is a crucial and priority aspect for the company’s management.

Health care is a broad concept that we encompass by means of two aspects:

A) The working environment

Nobody’s health should be harmed due to or resulting from their work; hence not only are the provisions in the Prevention of Occupational Hazards Act fulfilled but also those in the Royal Decree that structures it, and campaigns are also launched, such as the one taking place this year by disseminating advice to avoid falls, since this is the main hazard and in which the greatest number of accidents can occur in the clubs and office.

B) In a personal sphere

With the good intention of protecting the workers’ welfare, the company monitors the reasons for the staff taking sick leave (monitoring that it is carried out supported by the reports issued by the occupational accident and illness mutual society, completely anonymously and only the reason causing the contingency is taken into account).

Such study is conducted in order to be able to assess what the recurrent health problems are and to launch informative and preventive campaigns that could help to prevent them as well as in cases when the workers’ health care could be delayed due to the long waiting lists for public health services and the collaboration of the mutual society through its medical services could help them.

We provide a table below with the number of accidents occurring along with the reasons for them.

Reason for the accident 2022	Occurring in the work centre		Commuting		Total
Colliding with or being hit by a moving object	1	1	1	0	3
Being hit by an immobile object or a worker in movement	1	1	1	0	3
Bites, kicks, etc. by animals or persons	1	0	0	0	1
Over-exertion, mental trauma, radiation, noise, etc.	0	1	0	0	1
Injuries caused by a jagged, sharp or hard material agent	2	0	0	0	2
Total	5	3	2	0	10

Reason for the accident 2023	Occurring in the work centre		Commuting		Total
	With sick leave	Without sick leave	With sick leave	Without sick leave	
Colliding with or being hit by a moving object	7	5	2	2	14
Being hit by an immobile object or a worker in movement	2	2	1	1	5
Bites, kicks, etc. by animals or persons	0	0	0	0	0
Over-exertion, mental trauma, radiation, noise, etc.	6	3	0	0	9
Injuries caused by a jagged, sharp or hard material agent	1	0	0	0	1
Total	16	10	3	3	32

Reason for the accident 2024	Occurring in the work centre		Commuting		Total
	With sick leave	Without sick leave	With sick leave	Without sick leave	
Colliding with or being hit by a moving object	5	1	0	0	6
Being hit by an immobile object or a worker in movement	5	6	0	0	11
Bites, kicks, etc. by animals or persons	1	2	3	0	6
Over-exertion, mental trauma, radiation, noise, etc.	1	1	0	0	2
Injuries caused by a jagged, sharp or hard material agent	6	3	3	0	12
Total	18	13	6	0	37

By conducting an in-depth analysis of the reasons for the accidents we can highlight the following:

- a) a) 33,3% of the workers that were involved in accidents had seniority of more than 5 years.
- b) 54.5% of the cases are due to superficial wounds and injuries.
- c) 100% of the objects involved in the collisions are: doors, walls, partitions, or any other structural elements of the building. Of these, 35.5% results in superficial wounds or cuts
- d) The days on which most of the accidents occur are Mondays, with 27.8%.

Accident statistics:

	2022		2023		2024	
Accident occurrence rates	Female*	Male**	Female*	Male**	Female*	Male**
Incident rate	4.06	3.79	6.83	4.96	8.68	3.19
Frequency rate	23.17	21.65	39,00	28.34	49.52	18.20
Seriousness rate	0.16	0.24	1.26	0.40	1.11	0.37
Number of accidents with sick leave (without itinere accidents)	1	4	12	7	13	5
Number of occupational illnesses detected	0	0	0	0	0	0
Number of deaths caused by an occupational accident or illness	0	0	0	0	0	0
Number of workers taking sick leave due to Covid-19	93	69				

4.9. Labour Relations

The workers have legal representatives in all the work centres, except the one in the city of Cordoba, with whom an open and fluid dialogue is maintained. In the case of Cordoba, the company has proposed that they democratically appoint a couple of representatives from among all the workers at the club to act on behalf of all of them and to set up the equal opportunities committee, draw up such plan and be able to jointly deal with any aspect related to inequality, harassment or other issue that could arise and could be subject to discriminatory conduct.

This also occurs regarding prevention of occupational hazards. All the centres, except for Cordoba, have prevention officers who are members of the relevant occupational health and safety committees. In the case of Cordoba, due to not having these bodies, the company allows all the workers at the centre to take part in resolving any issues that arise related to health and prevention.

The meetings of the company with both committees are held every quarter; however both parties may hold an urgent meeting should any other issue arise.

4.9.1 Employees covered by collective bargaining agreements

All the workers in Spain are governed by a specific collective bargaining agreement. All these collective agreements include health and safety in the workplace, but they only refer to the right to participation and consultation; in other words, there is nothing apart from what is already stipulated in the Prevention of Occupational Hazards Act 31 of 8 November 1995, which already includes this right not only for the prevention officers but also for all the workers.

4.10.Training policies

One of Enracha's priorities for managing human capital is to provide its professionals with the possibility of training and ongoing improvement. Training is a highly valued aspect in the company and includes subjects related to two aspects:

Technical aspects:

These are subjects that are basically required to be able to perform the duties of a job from an “objective” standpoint. They could be subjects related to the company's business activity, mainly aimed at the staff working in the clubs, or they may be related to the management area, mainly aimed at management staff.

There are subjects that are even completely transversal to the organisation and are also necessary for all the staff, for example knowledge of English.

Relational or conduct aspects:

These are topics that foster better relationships with other individuals within the organization. The primary target audience for this type of training includes middle managers or directors, due to their obvious responsibility in managing people, or technical/administrative staff who are or may be exposed to high levels of stress.



NB:

* Frequency rate for women = (the number of accidents with sick leave without counting itinere accidents/effective number of hours worked by women) x 10⁶

Seriousness rate for women = (the number of days due to an accident with sick leave/effective number of hours worked by women) x 10³

** Frequency rate for men = (the number of accidents with sick leave without counting itinere accidents/effective number of hours worked by men) x 10⁶

Seriousness rate for men = (the number of days due to an accident with sick leave/effective number of hours worked by men) x 10³

The discussed training areas are aimed at addressing two main training needs:

1) Competency improvement

This training is provided to staff with the goal of improving their performance in their regular duties at work.

2) Promotions and career advancement

These are courses offered to individuals who are considered for promotion. In other words, these individuals have shown appropriate potential based on their evaluation and performance results or have enrolled in the corporate university “Enracha campus” and achieved sufficiently favorable results, indicating that investment in their continuous development is worthwhile.

The Enracha campus training program, while not a promotion program per se, serves as a training platform that employees can voluntarily join. It offers courses aimed at improving their competencies. Additionally, it allows for the identification of talent that may require specialized training with a view to promoting them to managerial positions or positions with greater added value.

Furthermore, the company has a training program called Silver Talent, which is specifically designed for professional development both in terms of skills and technical knowledge. This program is part of the corporate university.

Below is the number of individuals and training hours dedicated in recent years.¹⁴

Number of employees taking part in training (July 2023 - June 2024)	Business and club managers*	Club supervisors	Club staff	Office supervisors	Office staff	Total
Customer orientation	0	6	6	0	0	12
Emotional intelligence	0	6	6	0	0	12
English	5	1	0	7	17	30
French	1	7	2	0	0	10
Change Management	0	6	6	0	0	12
Values and ethics	0	6	6	0	0	12
Verbal and non-verbal communication	0	6	6	0	0	12
Negotiation	0	6	6	0	0	12
Decision Making	0	6	6	0	0	12
Digital Graphic designer	0	0	0	1	0	1
ISTQB Certified Tester	0	0	0	1	0	1
Private security management	0	0	1	0	0	1
Total	6	50	45	9	17	127

Number of employees taking part in training (July 2022 - June 2023)	Business and club managers*	Club supervisors	Club staff	Office supervisors	Office staff	Total
Customer orientation	1	7	43	0	0	51
Emotional intelligence	0	3	10	0	0	13
English	3	0	0	5	17	25
French	2	6	2	0	0	10
Change orientation	0	3	10	0	0	13
Safety	4	18	44	0	0	69
Values and ethics	0	3	10	0	0	13
Negotiation	0	3	10	0	0	13
Decision-making	0	3	10	0	0	13
Total	10	46	139	5	17	220

14. The employees who have received specific training in each area are counted, meaning that the same employee may be counted in multiple areas.

Number of hours spent on training (July 2021 – June 2022)	Senior management	Executives	Middle managers	Administrative staff	Total
English	3	2	4	13	22
Excel	4	4	0	21	29
Power BI	0	1	1	1	3
Power Point	5	5	1	19	30
Money laundering	0	7	62	342	411
Enracha campus	0	0	22	259	281
Silver talent	0	3	13	20	36
Total	12	22	103	675	812

Number of employees taking part in training (July 2023 - June 2024)	Business and club managers*	Club supervisors	Club staff	Office supervisors	Office staff	Total
Verbal and non-verbal communication	0	2	2	0	0	4
Negotiation	0	2	2	0	0	4
Decision Making	10	34	0	15	16	75
Digital Graphic designer	36	29	13	0	0	78
ISTQB Certified Tester	0	2	2	0	0	4
Private security management	0	2	2	0	0	4
Verbal and non-verbal communication	0	2	2	0	0	4
Negotiation	0	2	2	0	0	4
Decision Making	0	2	2	0	0	4
Digital Graphic designer	0	0	0	0	1,503	1,503
ISTQB Certified Tester	0	0	0	0	20	20
Private security management	0	0	0	1,503	0	1,503
Total	46	77	27	1,518	1,539	3,207

Number of employees taking part in training (July 2022 - June 2023)	Business and club managers*	Club supervisors	Club staff	Office supervisors	Office staff	Total
Customer orientation	4	28	172	0	0	204
Emotional intelligence	0	12	40	0	0	52
English	129	0	0	167	527	823
French	84	252	99	0	0	435
Change Management	0	12	40	0	0	52
Safety	24	108	264	0	18	414
Values and ethics	0	12	40	0	0	52
Negotiation	0	12	40	0	0	52
Decision Making	0	12	40	0	0	52
Total	241	448	735	167	545	2,136

Number of hours spent on training (July 2021 – June 2022)	Senior management	Executives	Middle managers	Administrative staff	Total
English	3	2	4	13	22
Excel	4	4	0	21	29
Power BI	0	1	1	1	3
Power Point	5	5	1	19	30
Money laundering	0	7	62	342	411
Enracha campus	0	0	22	259	281
Silver talent	0	3	13	20	36
Total	12	22	103	675	812

Accessibility and equal opportunities and treatment to obtain training are guaranteed by means of the following:

- a) The objectivity represented by the worker’s performance assessment, as an element used to detect potential talent to be supported and promoted.
- b) The objectivity represented by the assessment of the results obtained by the employees who have enrolled in the Enracha campus training platform.
- c) The diversity of inputs, all of them objective, to access the Silver talent scheme.
- d) The non-discrimination policy, guaranteed by the various equal opportunities plans, for which there are the required equal opportunities committees that ensure their suitable fulfilment and receive any kind of complaint or report that could be made about this issue.
- e) The harassment protocol that, in the same way as the equal opportunities plans, guarantees conduct cannot occur intended to hinder access to training or promotion due to an act of harassment.

4.11. Universal accessibility of disabled persons

The company has undertaken a commitment to guarantee universal accessibility and therefore all its offices and main facilities comply with the stipulated rules to guarantee access to persons with impaired mobility.



5. Human Rights

5.1. The main risks affecting the organisation related to human rights

Being involved in a business activity of a company like ours that operates in the western world implies a high level of supervision of everything that happens in it, i.e. tax obligations (the tax authorities - AEAT), social security obligations (The general social security treasury - TGSS, the Spanish social security institute - INSS and the labour inspection unit), and the bodies governing our specific business activity (the Gaming Commission).

All the foregoing means there is at least a guarantee that the principles of fundamental human rights are observed and there are therefore no risks for the company or its members in this respect.

5.2. Policies and commitments

In this respect, even though no international treaty has yet been signed, such as the United Nations Global Compact, the company does indeed include its ten principles in its values.

- A) **Human rights:** The guarantees stipulated in the Spanish Labour Relations Act, the Prevention of Occupational Hazards Act as well as the collective bargaining agreements, equal opportunities plans and harassment protocol, along with the relevant labour and social security inspections and the bargaining held with the relevant Works Councils and workers’ representatives protect the workers from being subject to any kind of treatment that could violate their rights.
- B) **Labour:** The legislation, measures and bodies referred to above also guarantee working conditions are observed pursuant to the standards set by the International Labour Organization (ILO) among which is the effective abolition of child labour.
- C) **Environment:** The company offers its workers flexible remuneration by means of which they can purchase public transport tickets that are tax exempt and, in this way, we encourage workers to use public instead of private transport hence contributing to improving environmental conditions. In the same way, a possibility is offered to work from home as a measure to help workers save money and reduce the CO² in the atmosphere. Other measures adopted by the company are to encourage the work being carried out online, in this way there is less use of paper, or to provide state-of-the-art slot machines that use less energy.
- D) **Anti-corruption:** The kind of activity performed by the company means it must not only guarantee ethical gaming but also its transparency. For such purposes, the slot machines are subject to internal and external tests by the company that markets them or by the Gaming Commission to guarantee they are operated honestly.

The company has also appointed a compliance officer to ensure no punishable conduct is committed in the company.

5.3. Whistle blowing in cases of violation of human rights

No reports have been received related to violation of human rights nor does the company know of any case that has not yet been reported. In any case, the harassment action protocol determines the whistle blowing means and channels so that they can be reported anonymously and this is known by the whole company since informative bulletins are posted on the notice boards and also through the workers’ legal representatives.



6. Information about corruption and bribery

6.1. Risks related to corruption and bribery

The management bodies, through the Code of Conduct, clearly state their willingness and intention to comply with all the laws with no exception, prohibiting all kinds of corruption of any kind in the company. This has been its policy throughout all the years the company has existed and has always been a key aspect when deciding on its strategy.

No report about corruption has been received up to now.

Rank applies a Crime Prevention Scheme (Compliance) by means of which the following measures are implemented:

- Specific training of the company's staff in order to provide in-depth development of a zero-tolerance policy regarding conduct that promotes corruption at any level. It is important to highlight that the prohibition

of corrupt conduct encompasses not only actions to the benefit of an executive or employee, their family, friends, etc., but also conduct that could presumably be carried out to the benefit of the company itself.

- Definition of responsibilities: Relations with the public authorities are only carried out by persons specifically empowered for such purpose, whether these are the company's legal counsel, managers, etc. No other person can represent the company in these relations for any reason.
- A confidential file is kept that includes political appointments of persons to public office with which relations of special importance are developed, so that in each case it can be known with whom each matter of special importance was dealt with.
- Absolute prohibition to offer gifts, payments, tips, services, privileges, etc. to any public official, except for those normally or customarily accepted.
- To insist on and promote the company's mandatory code of conduct and its mission, vision and values for training and in the day-to-day work to continuously and suitably inform the staff about the disciplinary consequences they could face if they fail to observe the code of conduct.
- In the event of any possible suspicion of conduct that could presumably imply any of the aforementioned crimes have been committed, this must be reported through the External Compliance Channel or other available whistle blowing mechanisms.

6.2. Measures to prevent money laundering

The companies belonging to the Enracha Group, including the Spanish company, are obliged to apply systems for prevention of money laundering and terrorist financing.

Specifically, they are obliged to do so by virtue of Article 2.1 u) of Act 10 of 28 April 2010 on prevention of money laundering and terrorist financing as far as payment of prizes is concerned. The aforementioned companies in the group have adopted the relevant prevention schemes that are currently active and subject to regular review.

According to the provisions in Act 10/2010, the prevention of money laundering scheme is also subject to a report being issued every three years by an external expert approved by SEPBLAC, in addition to the annual monitoring reports also issued by an external expert, which are sent to SEPBLAC with the specified regularity.

No alert has recently been received that would mean that the process to report suspicious transactions to SEPBLAC must be activated.

The following are among the measures adopted by the group for prevention of money laundering:

- Appointment of a sole representative with SEPBLAC, pursuant to the provisions in the regulations in force.
- Appointment of an internal supervisory body with representatives from the different business departments of the group, which ensures compliance with the regulations, holding its ordinary meetings every quarter.
- Identification of the prizes awarded one or several consecutive times to the same player for an amount equivalent to or higher than €2,000.
- The training recently given to employees.
- A file containing documents related to money laundering and terrorist financing in each company including the documents drawn up in each annual review, a list of prize winners, the employees' self-assessment questionnaires collected, among others.
- Providing instructions to employees, with a catalogue of suspicious transactions, the alert notification procedure, etc.
- An order to abstain from performing a transaction if there are signs it could imply a money laundering crime and not to disclose any information about this to the customer involved.

6.3. Contributions to associations or sponsorships

The sponsorships in the financial year are listed below:

Association	Amount (€)
Intrepid Consult	1,815.00

No contributions were made to sector associations in the financial year.

7. Society

7.1. The company’s commitments to sustainable development

Enracha undertakes its commitment to society and sustainable development, contributing to i) job creation and ii) a responsible gambling policy. Gambling provides people with a way to improve their social and emotional well-being, offering them benefits that impact their personal relationships, as long as they act responsibly, a fact that implies an informed and educated decision on the part of consumers.

Enracha places the customer at the centre of its responsible gambling policies by implementing the following awareness-raising and supervisory actions that benefit the players in general and in particular those with possible compulsive gambling problems.

- 1) Access controls to protect minors and self-excluded persons
- 2) Training for employees about responsible gambling and codes of conduct in situations of compulsive gambling problems.
- 3) A communication plan in the clubs about safe gambling for customers and employees.

7.2. Contributions to foundations and non-profit organisations

During the period, a single contribution was made to Menudos Corazones for a total amount of €2,400.

7.3. Outsourcing and suppliers

In order for Enracha to be able to maintain its level of activity and fulfil its quality commitment, it uses a network of suppliers that know the organization and are able to cover the commitments undertaken.

Enracha enters into the relationship with its suppliers based on ethical conduct and mutual trust. In these strategic alliances, Enracha seeks companies that can constantly increase the quality of their work and have the required flexibility in the current situation to handle the changes imposed by the market.

An “anti-bribery” clause is included in all the agreements signed with suppliers, in which the supplier states that it complies with the applicable regulations related to anti-corruption, expressly stating the following: (i) it has not offered, nor agreed to give, nor will it offer nor agree to give any gift, privilege or advantage of any kind to any employee or director of the Client (Rank) nor, in more general terms, any person that has been contracted by the Customer, which could imply or implies an incentive or compensation for any act or omission related in any manner to this Agreement or any other agreement, even potentially, between the Supplier and the Customer and (ii) neither has it offered, nor agreed to give, nor will it offer or agree to give any third party any gift, privilege or advantage of any type or kind that could imply or implies an incentive or compensation for any act or omission to the Customer’s benefit, whether such benefit is related in any manner to this Agreement or to any other agreement, even potentially, between the Supplier and the Customer.

The supplier selection policy is based on quality, price, variety, and adherence to ethical principles.

Due to the nature of its activities, Enracha’s main suppliers are: i) Food suppliers for the hospitality operations, ii) Machinery and maintenance suppliers for the operation of the venues, and iii) Construction and renovation suppliers for the works carried out in the venues.

One of Enracha’s ethical principles refers to a responsible supply chain, where no illegal or immoral behavior is tolerated from our suppliers.

For the hospitality operations, most of the purchases are made from a single global supplier with sustainability commitments and standards. Therefore, additional audits in this area are not deemed necessary.

For machinery and maintenance, we are working to incorporate sustainability criteria such as energy efficiency in the purchase of new equipment.

Finally, for the construction projects, the Group is committed to working with suppliers who implement measures to reduce consumption and light and noise pollution. For instance, the installation of energy-efficient lighting (LED) is carried out in venues and rooms that require renovations or construction works.

7.4. Consumers

Measures for privacy and protection of consumers’ data

The Enracha group has a security document applicable to the company that guarantees it is authorized to collect data, correct information is provided to the data subjects, they are suitably supported and protection measures are implemented according to criteria based on a risk analysis, ensuring the confidentiality, integrity, availability, authenticity and traceability of the personal data.

The company has also drawn up a protocol applicable to all the employees and a commitment is undertaken to implement and update these mandatory regulations to be fulfilled by all the staff who process personal data or the information systems, files and documents that allow access to them. All the staff who are authorized to access the personal data defined in the various processing activities or through any automated or manual means to access the data are legally obliged to comply with the provisions in this document.



Measures adopted to encourage safe and responsible gambling

A responsible gambling protocol was drawn up last year. For the purpose of this document, the Rank Group, including the Spanish company, consisting of the companies in the group operating gambling establishments, performs its business according to the principle of corporate social responsibility, among other things, undertaking a social commitment to encourage responsible gambling and, for such purpose, to prevent, minimise and detect the risk of their customers practicing irresponsible or compulsive gambling.

With this objective, the purpose of the protocol is to compile the different actions that have been developed by the Rank Group in the “Enracha” establishments, along with other new ones, specifying and defining the Responsible Gambling Policy (“RGP”) to be applied in all the “Enracha” establishments.

For such purpose, this RGP identifies risk situations and determines action protocols for customers who show symptoms or factors that could be considered a risk of irresponsible or compulsive gambling.

The directors of the various companies within the “Enracha” group, including those in Spain, received comprehensive training on Responsible Gaming during this period.

In addition to these measures, customers are provided with brochures about responsible gambling in clubs as well as posters being placed in the toilets.

Measures adopted to protect young and/or vulnerable consumers

The company strictly complies with each and all of the obligations stipulated in the regulations that develop the activity in gaming and gambling clubs in all the Autonomous Communities where the company operates.

There is an admission database in each of the clubs with a list of the number of potential customers that are not allowed to enter a gaming club according to the prohibition lists of each Autonomous Community.

The admission computer is directly connected to the server of the gaming department of each Autonomous Community to check whether a customer is included in the list.

The worker at each entrance asks each customer for his/her identity document in order to double check that such customer is not included in the aforementioned database and that he/she is of legal age.

Description of the marketing and advertising measures adopted

All the marketing and advertising campaigns strictly comply with the regulations of each Autonomous Community related to promoting and advertising gambling. This means that the communication and/or authorization of each and all of the campaigns intended to be launched are processed by the competent body in question. Each internal or external campaign is also accompanied by warnings about responsible gambling and that players must be at least 18 years old.

Information related to the clubs is only sent to customers if they have expressly and specifically stated that they wish to receive it. In the same way, the customers can revoke such consent at any time through the different channels made clearly available and easily accessible for them.

Informative brochures and signs are also provided to the customers inside the club in which the problems are specified that could arise by gambling without moderation and a free support channel is offered to customers who could consider they have a problem related to gambling.

Description of the whistle blowing systems, the complaints received and their solution

The company provides all its consumers with the official complaint forms in accordance with the regulations of each Autonomous Community (CCAA) where the company operates. These complaints are managed through a central platform where all incidents related to complaints and claims are reported.

In the current period, 12 complaints were received regarding the service in the venue and the prohibition of entry. Of these, 8 were managed by the venue manager. The remaining 4 were handled by the Enracha legal department without the customers presenting them to the relevant consumer offices. The venues have a flexible course of action allowing venue managers and supervisors to decide the best way to manage a specific incident, always based on the game regulations, which must never be violated.

In the previous period, 29 complaints were received, of which 24 were handled by the venue manager. The remaining 5, which were also presented by the consumer to the Consumer Service Office, were resolved in favor of Enracha without significant consequences for the organization.

Customer satisfaction surveys are conducted to measure the level of satisfaction. The most recent survey was carried out in June 2024 by a reputable company in the sector. The overall results are particularly positive when compared to the industry average, ranking in the Top-10. The accumulated TRIM index is 99, compared to the sector’s 61.

8. Tax Information

8.1. Profits

The profits obtained by Enracha in the financial year ended on 30 June 2024 are as follows:

Result (profit) before taxes: €11,994,831 (€10,308,761 in the previous period and €9,609,765 in the 2022 period).

8.2. Taxes

The income tax that was payable in the financial year ended is shown below:

Spain	Corporate income tax payable (€)	Payment in the financial year (split payments) (€)
Taxes on 30 June 2024	3,040,745	2,512,674
Taxes on 30 June 2023	2,106,333	1,558,807
Taxes on 30 June 2022	963,658	906,527

8.3. Subsidies

No subsidies have been received during the reviewed period, nor in the periods ending in 2023 and 2022.

9. ANNEX I. Required table of contents according to Act 11 of 28 December 2018

General Information

Description of the business model that includes its corporate situation, its organization and structure.	Material	2.1 Structure of the Group 2.2 Description of the business model	GRI 2-6 a)	Not applicable
Markets on which it operates.	Material	2.3 Size of the organisation and geographic layout	GRI 2-1 GRI 2-6 a)	Not applicable
The organization's targets and strategies.	Material	2.4 Mission, commitments and values 2.5 Risk policies and management	GRI 2-6	Not applicable
The main factors and trends that could affect its future development.	Material	2.5 Risk policies and management	GRI 2-6	Not applicable
Disclosure framework applied.	Material	1.1 Analysis of materiality	GRI 1	Not applicable
Materiality principle.	Material	1.1 Analysis of materiality	GRI 3-1 a)	Not applicable

Environment

ENVIRONMENTAL MANAGEMENT				
Management approach: Policies and risks	Material	3.1 Environmental management approach	GRI 3-3 GRI 2-23 a)	Not applicable
The current and foreseeable impact of the company's activities on the environment and, if any, on health and safety.	Material	3.1 Environmental management approach	GRI 3-3	Not applicable
Environmental assessment or certification procedures.	Material	3.1 Environmental management approach	GRI 3-3	Not applicable
Resources used to prevent environmental risks.	Material	3.1 Environmental management approach	GRI 3-3	Not applicable
Applying the principle of precaution.	Material	3.1 Environmental management approach	GRI 2-23 a) iii	Not applicable
Number of provisions and guarantees for environmental risks.	Material	3.1 Environmental management approach	GRI 3-3	Not applicable

Contents of the Non-Financial Information Act	Materiality	Section of the report where the aspect is dealt with	Disclosure criteria: Selected GRI (Version 2016 unless stated otherwise)	Remarks/reason for omission
POLLUTION				
Measures to prevent, reduce or remedy emissions that have a serious impact on the environment; taking into account any kind of specific atmospheric pollution caused by an activity, including noise and lighting pollution.	Pursuant to the materiality analysis conducted, it is not considered that the company has any relevant impact in this respect.	Not applicable	Not applicable	Not applicable
CIRCULAR ECONOMY, PREVENTION AND WASTE MANAGEMENT				
Measures for prevention, recycling or reuse and other ways to recuperate and eliminate waste.	Material	3.3. Circular economy, prevention and waste management	GRI 3-3	Not applicable
Actions to prevent food wastage.	Material	3.3. Circular economy, prevention and waste management	GRI 3-3	Not applicable
SUSTAINABLE USE OF RESOURCES				
Water use and supply, according to local restrictions.	Material	3.2.1 Use of water	GRI 303-05 a)	Not applicable
Use of raw materials and measures adopted to improve the efficiency of their use.	Pursuant to the materiality analysis conducted, it is not considered that the company has any relevant impact in this respect.	Not applicable	Not applicable	Not applicable
Direct and indirect use of energy.	Material	3.2.2 The use of energy and energy efficiency measures and the use of renewable energies	GRI 302-01 a)	Not applicable
Measures adopted to improve energy efficiency.	Material	3.2.2 The use of energy and energy efficiency measures and the use of renewable energies	GRI 3-3	Not applicable
Use of renewable energies.	Material	3.2.2 The use of energy and energy efficiency measures and the use of renewable energies	GRI 3-3	Not applicable
CLIMATE CHANGE				
The important elements related to greenhouse gas emissions due to the company's activities, including the use of the goods and services that produce them.	Material	3.4. Climate change	GRI 305-1 a) GRI 305-2 a)	Not applicable
Measures adopted to adapt to the impact of climate change.	GRI 305-2 a)	Not applicable	Not applicable	Not applicable
Reduction goals voluntarily set for the medium- and long-term to reduce greenhouse gas emissions and the measures adopted for such purpose.	Material	3.4. Climate change	GRI 3-3	Not applicable

Contents of the Non-Financial Information Act	Materiality	Section of the report where the aspect is dealt with	Disclosure criteria: Selected GRI (Version 2016 unless stated otherwise)	Remarks/reason for omission
BIODIVERSITY				
Biodiversity protection: Measures adopted to protect or restore biodiversity.	Pursuant to the materiality analysis conducted, it is not considered that the company has any relevant impact in this respect.	Not applicable	Not applicable	Not applicable
Biodiversity protection: The impact caused by activities or operations in protected areas.	Pursuant to the materiality analysis conducted, it is not considered that the company has any relevant impact in this respect.	Not applicable	Not applicable	Not applicable

Social issues and those related to the staff

EMPLOYMENT				
Management approach: Policies and risks	Material	4.1 Risks related to human resources affecting the organisation	GRI 3-3 GRI 2-23 a) iii	Not applicable
Total number and distribution of employees bearing in mind criteria representing diversity (gender, age, country, etc.)	Material	4.2 Number of employees	GRI 2-7 regarding employees by gender	Not applicable
Total number and distribution of types of employment contract and the annual average of permanent contracts, temporary contracts and part-time contracts by gender, age and job category.	Material	4.2 Number of employees	GRI 2-7 regarding employees by employment contract and type, and by gender	Not applicable
Number of dismissals by gender, age and job category.	Material	4.3 Dismissals	GRI 3-3	Not applicable
Average remuneration and its evolution, broken down by gender, age and job category or equivalent value.	Material	4.4 Remuneration	GRI 405-2	Not applicable
Wage gap, remuneration for the same jobs or the average of the company.	Material	4.4.1. Wage gap	GRI 405-2	Not applicable
Average remuneration of the directors and executives, including variable remuneration, expenses, compensation, payment to long-term pension schemes and any other amount, broken down by gender.	Material	4.4.2 Average remuneration of directors and executives.	GRI 405-2	Not applicable
Implementation of policies related to achieving a balance between the employees' professional and personal lives.	Material	4.5 Policies related to disconnection from work	GRI 3-3	Not applicable
Disabled employees	Material	4.6 Number of disabled employees	GRI 405-1 b) iii	Not applicable

Contents of the Non-Financial Information Act	Materiality	Section of the report where the aspect is dealt with	Disclosure criteria: Selected GRI (Version 2016 unless stated otherwise)	Remarks/reason for omission
WORK ORGANISATION				
Organisation of the working hours.	Material	4.7 Work organisation	GRI 3-3	Not applicable
Number of hours of absenteeism.	Material	4.7.2 Number of hours of absenteeism	GRI 403-9 regarding absenteeism hours	Not applicable
Measures aimed at helping to achieve a balance between the employees' professional and private lives and encouraging both parents to be jointly responsible for applying these measures.	Material	4.7.1 Measures aimed at helping to achieve a balance between the employees' professional and personal lives	GRI 3-3	Not applicable
HEALTH AND SAFETY				
Health and safety conditions in the workplace.	Material	4.8 Health and safety conditions in the workplace	GRI 3-3	Not applicable
Occupational accidents, in particular, their frequency and seriousness, along with occupational illnesses; broken down by gender.	Material	4.8 Health and safety conditions in the workplace	GRI 403-9 regarding the number and rate of accidents GRI 403-9 e) GRI 403-10 a) regarding employee fatalities and occupational diseases	Not applicable
LABOUR RELATIONS				
Organisation of social dialogue, including procedures for informing and consulting the staff and holding negotiations with them.	Material	4.9 Labour Relations	GRI 3-3	Not applicable
Percentage of employees covered by collective bargaining agreements by country.	Material	4.9.1 Employees covered by collective bargaining agreements and the weight of these in the field of health and safety in the workplace.	GRI 2-30 a)	Not applicable
Weighting of the collective bargaining agreements, in particular in the field of health and safety in the workplace.	Material	4.9.1 Employees covered by collective bargaining agreements and the weight of these in the field of health and safety in the workplace.	GRI 3-3	Not applicable
TRAINING				
Policies implemented related to training.	Material	4.10 Training policies	GRI 3-3 GRI 404-2 a)	Not applicable
Total number of training hours by job category.	Material	4.10 Training policies	GRI 404-1 ii	Not applicable

Contents of the Non-Financial Information Act	Materiality	Section of the report where the aspect is dealt with	Disclosure criteria: Selected GRI (Version 2016 unless stated otherwise)	Remarks/reason for omission
UNIVERSAL ACCESSIBILITY				
Universal accessibility of disabled persons	Material	4.11 Universal accessibility of disabled persons	GRI 3-3	Not applicable
EQUAL OPPORTUNITIES				
Measures adopted to promote equal opportunities and treatment between men and women.	Material	4.1 Risks related to human resources affecting the organisation	GRI 3-3 GRI 2-26 a)	Not applicable
Equal opportunities plans (Chapter III of Act 3 of 22 March 2007 on effective equality between men and women), measures adopted to promote employment, protocols to prevent sexual and gender harassment, universal integration and accessibility of disabled persons.	Material	4.1 Risks related to human resources affecting the organisation	GRI 3-3	Not applicable
Policy to prevent all kinds of discrimination and, if any, related to diversity management.	Material	4.1 Risks related to human resources affecting the organisation	GRI 3-3	Not applicable

Human rights

Management approach: Policies and risks.	Material	5.1. The main risks affecting the organisation related to human rights 5.2. Policies and commitments	GRI 3-3 GRI 2-23 a) iii	Not applicable
Applying due diligence procedures related to human rights and prevention of risks of human rights being violated and, if any, measures to reduce, manage and remedy the possible abuses committed.	Material	5.1. The main risks affecting the organisation related to human rights 5.2. Policies and commitments	GRI 3-3 GRI 2-26	Not applicable
Whistle blowing in cases of violation of human rights.	Material	5.3. Whistle blowing in cases of violation of human rights	GRI 406-01 a)	Not applicable
Promotion and compliance with the provisions in the fundamental treaties of the International Labour Organization related to upholding the freedom of association and the effective recognition of the right to collective bargaining; elimination of discrimination in respect of employment and occupation; elimination of all forms of forced and compulsory labour; effective abolition of child labour.	Material	5.1. The main risks affecting the organisation related to human rights 5.2. Policies and commitments	GRI 3-3	Not applicable

Corruption and bribery

Management approach: Policies and risks.	Material	6.1. Risks related to corruption and bribery	GRI 3-3 GRI 2-23 a) iii GRI 2-26	Not applicable
Measures adopted to prevent corruption and bribery.	Material	6.1. Risks related to corruption and bribery	GRI 205-3 a) GRI 2-26	Not applicable
Measures to prevent money laundering.	Material	6.2. Measures to prevent money laundering	GRI 3-3 GRI 2-26	Not applicable
Contributions to foundations and non-profit organisations.	Material	7.2 Contributions to foundations and non-profit organisations	GRI 3-3	Not applicable

Contents of the Non-Financial Information Act	Materiality	Section of the report where the aspect is dealt with	Disclosure criteria: Selected GRI (Version 2016 unless stated otherwise)	Remarks/reason for omission
Society				
THE COMPANY'S COMMITMENTS TO SUSTAINABLE DEVELOPMENT				
Management approach: Policies and risks	Material	7.1 The company's commitments to sustainable development	GRI 3-3 GRI 2-23 a)	Not applicable
The impact of the company's activity on local employment and development.	Material	7.1 The company's commitments to sustainable development	GRI 3-3	Not applicable
The impact of the company's activity on local towns/cities and on the territory.	Material	7.1 The company's commitments to sustainable development	GRI 3-3	Not applicable
Relations held with players of the local communities and the types of dialogue with them.	Material	7.1 The company's commitments to sustainable development	GRI 3-3	Not applicable
Association or sponsorship actions.	Material	6.3. Contributions to associations or sponsorships	GRI 2-28	Not applicable
OUTSOURCING AND SUPPLIERS				
Inclusion of social, equal opportunities for men and women and environmental issues in the procurement policy.	Material	7.3 Outsourcing and suppliers	GRI 3-3	Not applicable
Consideration of social and environmental responsibility in its relationships with suppliers and sub-contractors.	Material	7.3 Outsourcing and suppliers	GRI 308-1	Not applicable
Supervision systems and audits and their results.	Material	7.3 Outsourcing and suppliers	GRI 3-3	Not applicable
CONSUMERS				
Measures adopted for consumers' health and safety.	Material	7.4 Consumers	GRI 3-3 GRI 416-1	Not applicable
Whistle blowing systems, complaints received and their solution.	Material	7.4 Consumers	GRI 3-3 GRI 416-2 a) GRI 418-1 a)	Not applicable
TAX INFORMATION				
The profits obtained country by country.	Material	8.1 Profits	GRI 207-4 b) vi	Not applicable
Income tax paid.	Material	8.2 Taxes	GRI 207-4 b) ix	Not applicable
Public subsidies received.	Material	8.3 Subsidies	GRI 201-4 a) y b)	Not applicable



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