



Sustainability Report 2022

SUSTAINABILITY REPORT

2022

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Message from our CEO

Again, we are proud to present this sustainability report that describes the commitment that Logrand Entertainment Group has to various stakeholders, the society and the environment.

For 7 years we have assumed the commitment to grow in a sustainable and responsible way, and 5 years ago we joined the United Nations Global Compact, we have observed with great satisfaction, that besides improving the environment and the impact on the environment, our organization and all employees, we have raised our social awareness and we are more empathetic with those that are directly or indirectly related to the company. This is a great inspiration for us, as we are pleased to see that we are generators of change and have an impact on people's wellbeing. With this in mind, we renew our commitment to support and participate in the United Nations Global Compact.

Certainly, the adoption of sustainability, governance, transparency and other practices that we boost as a socially responsible company have shown us that the benefits are reflected inside and outside our walls, that guided by these practices, literally everyone wins.

Fortunately, the year 2022 showed more favorable conditions for our visitors to enjoy the entertainment and services we provide, now in safer conditions by virtue of the fact that on the one hand, the health contingency derived from

COVID-19 shows less magnitude, but on the other hand, we are pleased to see that those prevention mechanisms we implemented hand in hand with the health authorities have been effective. This has allowed us to provide a safer environment for our customers, employees and suppliers.

This sustainability report shows significant progress in some of the commitments we have taken over, as well as adding more challenging ones with a greater positive impact both in the communities where we operate and with our wonderful team of employees, who with their support and consensus, we continue to show global leadership in sustainability and social responsibility in our industry.

Each step forward invites us to continue and grow with responsibility, equity and harmony with our environment, we will not stop.



**Sergio
Saide M.**



About the Report

About the Report

This is our seventh Sustainability Report and in it we once again present an overview of how we have brought continuity on actions that generate significant environmental, social and economic impacts, and how we have addressed and extended them.

Logrand Entertainment Group has prepared the report in accordance with the GRI Standards for the period from January 1 to December 31, 2022. Annually we publish our Sustainability Reports to identify the progress of our actions and thus we are able to monitor the evolution of the program. They can be found at <https://www.logrand.com/sostenibilidad/reportes-de-sostenibilidad/>

Based on internal analysis and market research, we have found that more than 90% of our customers, all things being equal, prefer to attend a casino that promotes or supports

a social cause or community sustainability initiatives. This document is a work of institutional ethics and morality that has not been subjected to any external verification process.

In this edition we have had the need to re-express the figures of Greenhouse Gas emissions and consequently of the equivalent carbon footprint, due to a new more reliable measurement system. The publication date of this Report is Monday, April 24, 2023 and if you have any questions or comments about this document, we invite you to contact us via email, sending a message to responsabilidadsocial@logrand.com, your feedback will always be welcome.



LOGRAND

ENTERTAINMENT GROUP

About us

Nuestras Marcas



Since 2005, Logrand Entertainment Group was created with the aim of providing entertainment, fun and recreation to our visitors. We are motivated by the purpose of doing so with an ethically and socially conscious approach, as we believe that it is a moral obligation of companies to operate under these criteria.

We are proud of the course we have taken during these 17 years as we have grown and become a reference in the industry for our high standards of business management, as well as the continuous growth and innovation in products and services enjoyed by those who make use of our facilities and service. Likewise, making our organization a great place to work is also a priority, so we pay special attention to the well-being and development of our employees.

Logrand Entertainment Group is a company incorporated as a Variable Capital Corporation (S.A. de C.V.) under the laws of the United Mexican States.

We operate under a strict adherence to the law, we observe all regulations and rules at the municipal, state and federal level, particularly the Federal Law of Gaming and Sweepstakes and its regulations, which regulate our industry, in which by law, our services and products are provided to persons over 18 years of age without exception. We are sure that under this criterion, we guarantee the continuity and permanence of our organization in the long term.

Location of our operations



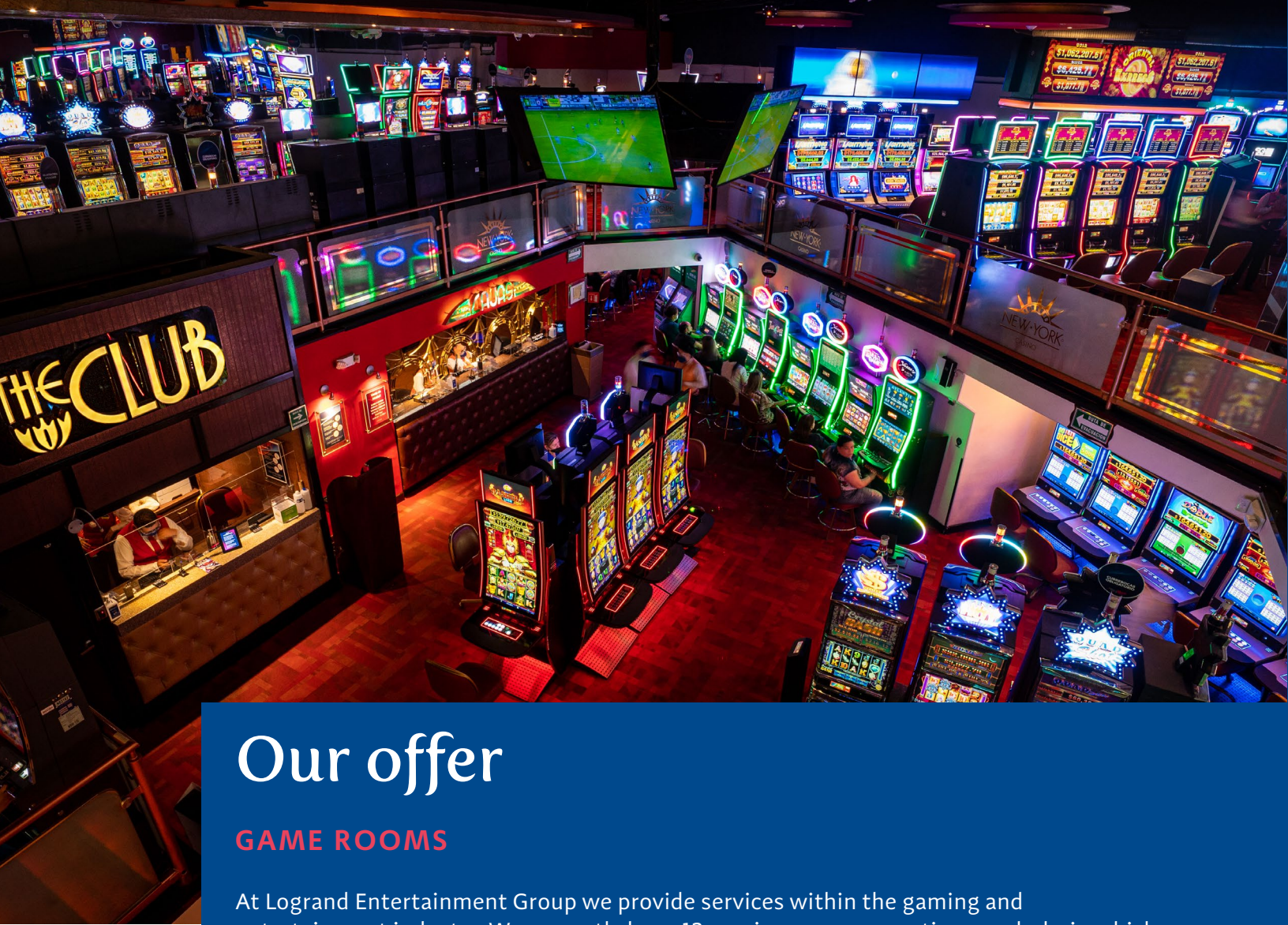
Our headquarters
Monterrey, N.L.



We operate in six Mexican states with 12 land-based gaming rooms, and with minority participation in three other rooms operated by commercial partners. Furthermore, Strendus is our online casino brand that by its nature has nationwide coverage. Our headquarters and central support offices are located in the city of Monterrey, the capital of the state of Nuevo León.

It is worth mentioning that just at the end of the year, a new gaming room in Culiacán Sinaloa that will enter full operation in the first quarter of 2023, will report activities and we will integrate it into next year's report.

- Guanajuato
- Quintana Roo
- Jalisco
- Tabasco
- Nuevo León
- Yucatán



Our offer

GAME ROOMS

At Logrand Entertainment Group we provide services within the gaming and entertainment industry. We currently have 12 gaming rooms operating regularly, in which we offer our visitors diverse experiences through multiple gaming formats, which we complement with food and beverage services in which we strive to achieve high levels of quality and hygiene.

Gaming Machines

With the aim to enrich the gaming experience, we strive to ensure fun and excitement for all our customers. Each visitor has unique tastes and preferences when it comes to gaming machines, which is why we strive to offer a wide variety of titles and formats, prioritizing innovation and vanguard. Gaming machines are a big favorite, representing the main service we provide to our visitors.

We have 4,820 gaming machines installed in all our gaming rooms, all of them certified and operating satisfactorily at the end of 2022. It is worth mentioning that in the previous year, the number of machines installed was 6,405, the reason for this decrease is due to new regulatory provisions in the State of Nuevo Leon, where most of our rooms are located, which forced us to reduce the number in order to comply with the authority's regulations.

To ensure transparency in our operations, we select gaming machines manufactured by more than 30 world-class suppliers that also serve other leading companies in their respective regions, thus ensuring that we manage the highest standards of quality and innovation in the industry.

Gaming Tables

The ideal complement to the gaming machines are the live gaming tables, which are also equipment of excellence, original and patented by international gaming table manufacturing brands of the highest quality worldwide. Currently, 4 of our rooms have the equipment and trained personnel for live gaming; Jubilee and Vivento in Nuevo León, Dubai Palace in Quintana Roo and Grand León in Guanajuato have a total of 52 gaming tables. There you can enjoy the most popular games such as Roulette, Craps, Black Jack and Ultimate Texas Hold'Em, Bally Gaming, Inc.'s variant of the classic Texas Hold'Em Poker game.

In order to manage absolute transparency, we also have Shuffle Master automatic shufflers certified by Gaming Laboratories International (GLI), which undergo thorough inspections during the certification process to guarantee randomness and accuracy.





Food and Beverage

The gastronomic offer that complements the entertainment experience for our clients is very extensive. Whether the visitor's taste tilts to enjoy an extensive buffet or an a la carte restaurant, Mexican and international cuisine, health food options, cravings or even a dish and their favorite drink served while enjoying their favorite game, are available at one of the 31 consumption centers. Full-service restaurants and bars, all prepared in fully equipped kitchens with high standards of quality and hygiene. 100% of the consumption centers are continuously certified to comply with Good Hygiene Practices (GHP) standards and NOM-251-SSA1-2009 Hygiene practices for the processing of food, beverages or food supplements.

In the year 2022 we have a continuous capacity without closures due to the sanitary contingency, increasing the number of food and beverage services between 2 and three times more than those of the previous year. We served 1'154,131 beverages and 1'718,706 dishes, figures that prove that our food and beverage services prove to be great favorites among attendees.



ONLINE

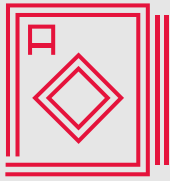
Online Casino

STRENDUS is the name of Logrand's online gaming platform, which offers its customers a wide range of casino games among which we find great favorites such as Baccarat, Black Jack, Poker, Roulette and Sic Bo. Those who enjoy this type of game share with us that the emotions and entertainment which are very similar to the game in the gaming rooms, with the advantage that they can enjoy their game from any place and at any time.

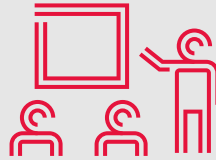
Likewise, sports betting is a big favorite for fans who can choose from more than 2,000 markets. In

Strendus you can find everything from classic horse or greyhound racing, motor racing, motorcycling and the exciting leagues of soccer, American soccer, baseball, boxing and even ping-pong or rugby tournaments, among many other sports.

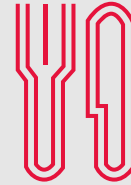
It is common that an online gaming platform is visited by many people who only play for curiosity or entertainment and not necessarily with monetary resources, but our systems must be prepared to receive large volumes of visitors, so we have received more than 30 million visits in strendus.mx. As part of a process of continuous improvement, Strendus initiated an evolution of its infrastructure, thus strengthening its services to the user. To this end, we are in the process of migrating to Amazon Web Services in order to guarantee the user experience on our platform. One of the factors that influenced our decision to select the ideal supplier is that AWS operates clean energy sources with the ecological benefits that this implies.



We have **4,820 machines** and **52 live gaming tables**.



We offered our employees **74,706 hours of training and education**.



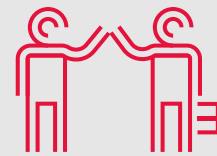
We served **more than 1'718,706 food dishes**.



The **Self-Exclusion Program** reported **33 applications** as part of the **Responsible Gaming Program**.



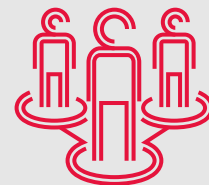
We recycled **10.7 tons** of **plastic** and **more than 19,081 liters of vegetable oil**.



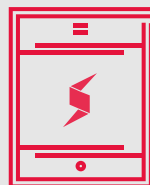
We **hired 1,938** direct jobs.



We attended **2,889,251 customer visits** to our **gaming rooms**.



95% of our **supply chain** is made up of **local suppliers**.



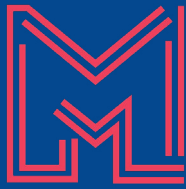
More than 30 million customer visits have been registered **in our online casino**.

Data corresponding to the year 2022.

The year 2022 Strendus showed a considerable increase in the number of registered clients, reaching 567,261, of which approximately 60% remain active. These figures show steady increases, with an average of more than 7,000 new fans registered each month.

Strendus continues in 2022 with the sponsorship of Spain's Liga Santander and very active in international forums such as Gaming & Media News and Sports Betting Community.

Institutional Culture



Mission

To be leaders in creating unique and exciting experiences, exceeding the expectations of our customers, collaborators and the community in the gaming and entertainment industry.



Vision

To entertain, excite and transcend.

Our Values

Six values are the guide that allows us to act responsibly, respectfully, efficiently and with focus to our customers and visitors, as well as with our co-workers.



We do the right thing
even when no one sees us.



We make customers
feel at home
and employees as family.



Passion is
our driving force.



We lead by
example.



We dream
and create
the extraordinary.



We achieve
more with less.

Code of Ethics and Lines of Conduct

It is essential to reach an understanding of the rules with which we operate within a work team, we believe that in turn, these rules should have a focus on conquering, honoring and maintaining the trust that our customers and employees provide to the institution. When we all operate under the same rules, it is easier to achieve harmony and thus work with greater productivity and transparency. An additional benefit is that a consensus is achieved in each person's actions, which in turn builds stronger relationships.





The support of our development will only be a reality to the extent that each member of the organization operates under a single voice. For this reason, when each employee joins our team, he/she is asked to make a commitment to comply with and enforce our Code of Ethics

Ethics and Lines of Conduct

For Logrand Entertainment Group it is essential to have this code and guidelines as a guide that governs the interactions between employees, the company and its stakeholders. In this way, processes can be institutionalized in the organization based on the values that support the development and growth of this company.

Each employee is provided with information on our guidelines of conduct, which together with the institutional philosophy, is shared with them at the time of their hiring and induction. This is not only promoted in order to generate a healthy and professional coexistence, but also as part of the growth and social maturity that characterizes a person who lives in integrity.

Ethics decalogue

-  We promote and respect diversity, we are against discrimination.
-  We comply with the provisions of laws and regulations.
-  We are honest and treat everyone we come in contact with with respect.
-  We protect the confidentiality of company information.
-  We conduct our professional activities solely for Logrand Entertainment Group.
-  Our personal interests do not clash with the company's interests and values.
-  We foster a harmonious and cordial work environment, free of harassment and intimidating behavior.
-  We appropriately use of the information and assets of Logrand Entertainment Group.
-  We protect and preserve the company's tangible and intangible assets, and make efficient use of them.
-  We have integrity, lead the market in a socially responsible manner and compete fairly.

Complaint mechanisms

When the members of a team are truly committed to achieving the same objectives and seeking the common good, we consider it essential that we all act under the same rules. Each committed employee is a key piece in the organization, and who better than themselves to comply with and enforce our Decalogue. For that purpose, at Logrand Entertainment Group we have developed whistleblower mechanisms that allow us to identify any irregular act that compromises the common good, including acts of corruption.

Having whistle-blowing mechanisms in place strengthens our business life and generates peace of mind for our employees, knowing that there are safe instances that will help them to report irregularities, with positive consequences only for them and the organization. Technically, the means of complaint have the option to make them anonymously if so indicated by the complainant, without the possibility of tracing their origin, thus guaranteeing the secrecy of the complaint.

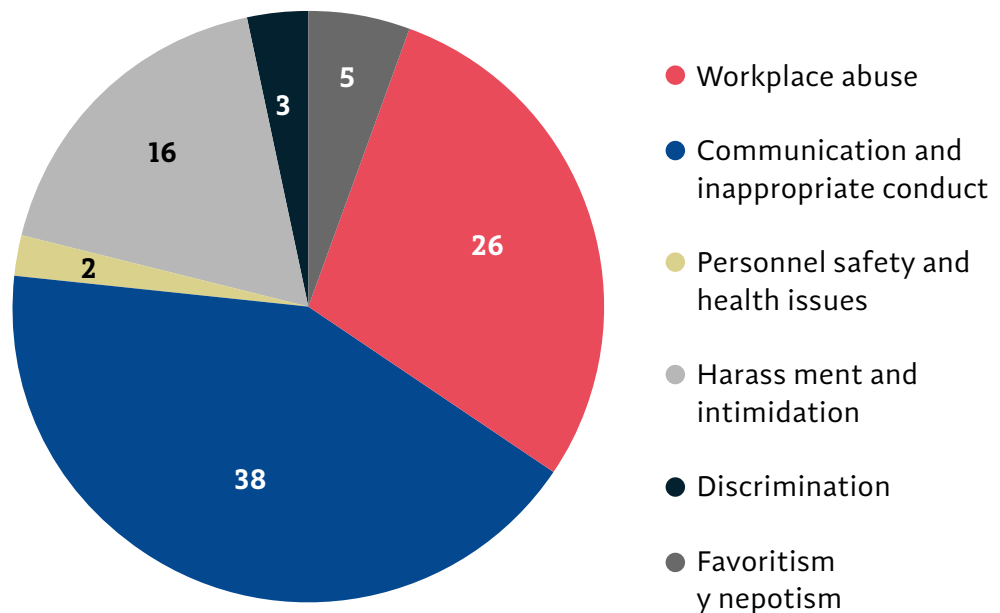
Available daily and around the clock, complaints are handled confidentially and anonymously, as mentioned above, and all staff have unrestricted

access to the reporting facilities. External consultants and our Ethics Committee are in charge of managing the whistleblower channels, the information received through them and the actions to be applied as appropriate.

In the year 2022, 98 notifications were received in the media. Before the end of the year, 100% of them were investigated and resolved, 62% were classified as invalid either due to lack of evidence or lack of substantiation, 0% are in the process of being investigated and 0% are still under review.

It may be remarked that 90 of the 98 complaints received have something to do with Human Capital issues, which is somewhat predictable when large numbers of people live together in spaces with a high density of employees in the area. The incidence of these types of complaints has to do with mistreatment or inappropriate behavior, we will continue to tirelessly promote our institutional philosophy that emphasizes values that can mitigate these behaviors.

Human Capital Interaction and Coexistence Matters



External Initiatives and Associations to which we belong



United Nations
Global Compact



Association of Permit Holders,
Operators and Suppliers of the
Entertainment and Gambling
Industry in Mexico A.C.



Confederation of Industrial
Chambers of the United
Mexican States



National Chamber of
the Restaurant and Seasoned
Food Industry



Community Initiative
Valle del Campestre District



Regional Council of
Gaming Industries

At Logrand Entertainment Group we believe that companies must have institutional links that allow us to strengthen our operation and support us to grow as an organization. Business alliances allow us to integrate and play a leading role in the nation's economic agenda, which is why we always strive to be linked to other like-minded organizations with whom we share the same mindset and objectives.

Corporate Governance

For judicious and responsible decision-making, at Logrand Entertainment Group we have a Corporate Governance that allows us to ensure the transparency, legality and internal efficiency of all our processes, besides sharing and regulating criteria for the key issues in the stability and continuity of the organization.

This model is made up of several focus areas, each with top-level experts who have the necessary knowledge and experience to analyze and reconcile the forces that every company is subject to. Logrand's corporate governance is made up mainly of the highest governance body: the Shareholders' Meeting, with the power to appoint the members of the Advisory Board, who in turn comprise the

Strategy and Corporate Practices Committee; the Planning, Finance and Investment Committee; and the Audit and Risk Committee. It is important to point out that due to the COVID-19 health crisis and for the protection of the people involved, from 2020 to date, meetings have only been held with the Equity Advisors, without the participation of the Independent Advisors, even without a determined date to restart the corresponding face-to-face sessions.

Logrand Entertainment Group's Institutional Relations Department reports directly to the General Management and oversees the management of the organization's social, environmental and economic impacts.

Advisory Board



Arturo Estrada Treanor, Presidente 2
Raúl Saide Marcos 1
Armando Saide Marcos 1
Sergio Saide Marcos 1
Hanna Khalaf 1

Ernesto Cruz 1
Felipe Mellado Flores 2
Rafael Gómez Eng 2
Javier Prieto de la Fuente 2
Steven Saide Azar 1

Advisors

1 Patrimonial
2 Independent

Planning, Finance and Investment Committee

The members of this committee are responsible for approving the annual strategic budgets, as well as receiving proposals from the Executive General Directorate regarding investment and financing. Analyzing current financial information, they allocate the necessary resources for the operation in accordance with the originally agreed strategies and the care of a budgetary exercise that provides the organization with security, health and financial certainty.

Risk and Audit Committee

The Audit and Risk Committee is a testing and consulting body whose purpose is to assess the risks and opportunities associated with the operation, and design internal controls to meet the strategic objectives and mission of the company, in Logrand Entertainment Group, is also responsible for managing internal audits to identify regulatory risks, operational, regulatory compliance, and consequently establish and oversee the processes of treatment and management of them.

Corporate Strategy and Practices Committee

This strategic group of the governing body is responsible for overseeing compliance in the exercise of the functions of the Advisory Council, the Committees and the Executive General Management. Its scope even extends to the observance of the actions of the members of the Steering Committee.

The coordinated execution of all members of Corporate Governance not only guarantees the operability of each area, but also provides cohesion and balance to the work of the company's senior management.

Steering Committee

Comprised of the functional executives of the highest hierarchical level in the operation. They are responsible for the operation of the organization and the execution of the strategic institutional objectives, materializing them in commercial, operational, regulatory and other actions. Headed by the Executive General Management, who is assisted by experts with extensive experience in their respective specialties. Among the functions related to the social responsibility program, each committee member assigns people responsible for managing sustainability commitments and initiatives, overseeing proper execution, ensuring impact mitigation, as well as approving the content of this report.

Economic performance

In 2022, Logrand Entertainment Group's economic performance has improved; 2021 had a recovery process after 2020, where our operations were curtailed by the COVID-19 health crisis. However, in 2022 the organization had a greater recovery.

In 2022, 1,002 million Mexican pesos were allocated to the payment of government taxes, 826.4 million Mexican pesos were allocated to the payment of salaries and employee benefits, 1,155 million Mexican pesos were allocated to the payment of our suppliers and operational and miscellaneous costs. We are pleased to share that donations to charitable institutions reached 1.5 million Mexican pesos, triple the amount of the previous year.

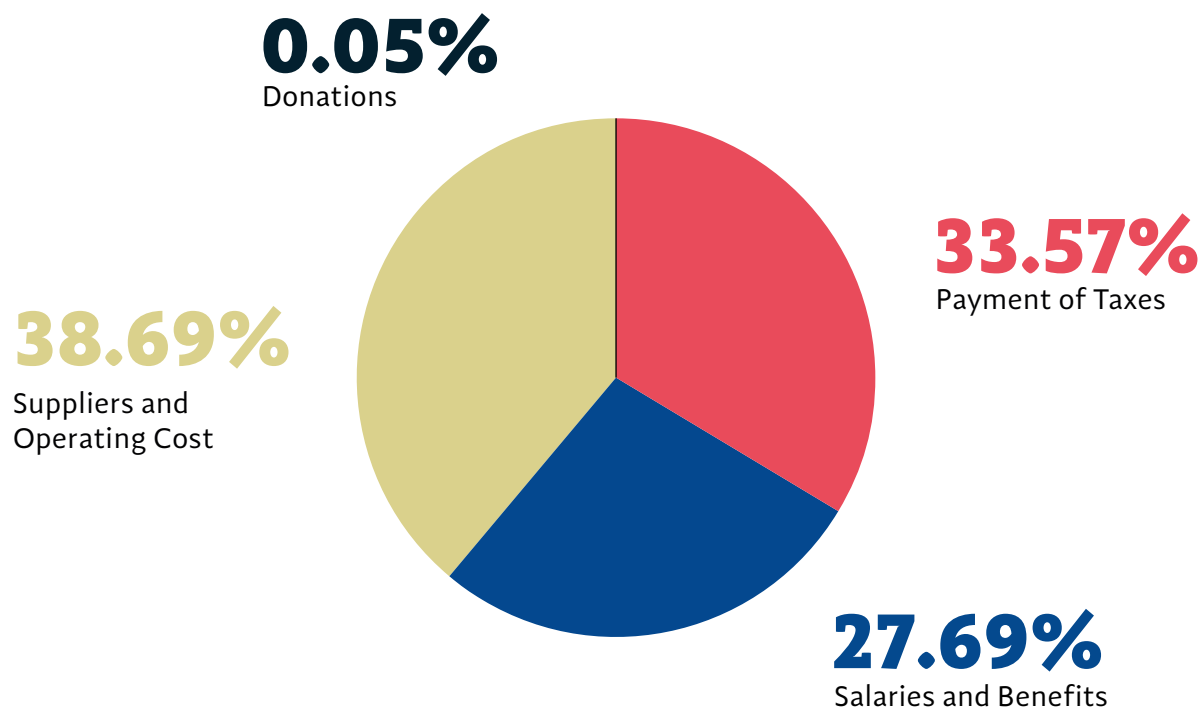
Regarding the financial implications, risks and opportunities derived from climate change, it should be mentioned that the organization does not have a system for calculating the financial implications or costs of this nature. On the other hand, Logrand Entertainment Group does not receive any financial assistance from the government.



Economic Value Generated and Distributed

	2016	2017	2018	2019	2020	2021	2022
Economic Value Generated, (VEG)	3,084	3,489	3,692	3,567	1,190.2	2,720.6	3,330.1
Economic Value Distributed, (VED)	2,932	3,243	2,446	2,034	2,403.1	2,591.5	2,985.1
Economic Value Retained (VEG-VED)	172	246	246	533	-1,212.9	129.07	345.0

Economic Value Distributed to Our Stakeholders



Financial Entities of the Organization

For a greater understanding of institutional finances, both for administrative management and for transparency, the organization has consolidated and audited financial statements that are submitted in the financial reports without showing differences with those listed in this same report. Thus, the financial reports included in this edition cover the period from January 1, 2022 to December 31, 2022.

Logrand Entertainment Group is comprised of the following entities included in the consolidated financial statements: Grupo Fobes S.A. de C.V., JEYV de Nuevo León S.A. de C.V., Operadora de

Salas de Juego y Entretenimiento S.A. de C.V., Operadora Megawin S.A. de C.V., New Ads S.A. de C.V., Administradora de Talento Ejecutivo S.A. de C.V., Talento Institucional S.A. de C.V., Marsa Platinum S. de R.L. de C.V., Montevalores S.A. de C.V., Administradora de Bingo Cancún S.A. de C.V., Newdrinks S.A. de C.V., Operadora Class S. de R.L. de C.V., Egaming México S.A. de C.V., Operadora NT S.A.B. de C.V., Operadora Megawin S.A. de C.V., Operadora Bingo San Agustín S.A. de C.V., FC Desarrollos S.A. de C.V., Operadora Cadys S.A. de C.V., Operadora Loma Larga S.A. de C.V., Grupo RGSA S.A. de C.V., Consorcio Integral Internacional S.A. de C.V.





General Strategy for Sustainability and Social Responsibility

It has been more than 7 years since we recognized that our operation has very diverse impacts in the areas where we operate and with diverse stakeholders. That is why since then, we raise the issue of Sustainability and Social Responsibility to the level of considering it a Strategic issue from the top management of the company, convinced of its value and with the desire to conquer the social license to operate fully integrated into society.

For this reason we decided to bring this report to life and to be accountable to society and the world. Make this issue an inalienable commitment of the institution and operate from an ethical and responsible platform.

We fully empathize with the United Nations initiative in which they invite companies to operate under 10 fundamental principles, which is why we decided in 2017 to sign the United Nations Global Compact (UNGC United Nations Global Compact for its acronym in English), since then we report through this medium, the way in which our actions are manifested in the Sustainable Development Goals that the Compact also describes.

Our commitment, then, is to keep our daily operations and actions in compliance with the ten principles set forth in the United Nations Global Compact.

The United Nations logo, featuring a white globe with latitude and longitude lines, surrounded by a laurel wreath, is positioned on the right side of the page. The background is a blue gradient with a subtle pattern of the UN logo.

United Nations Global Compact

The United Nations Global Compact, also known as the Global Compact, was launched by the United Nations in 2000 and is a call to companies to adapt their strategies and operations to the ten universal principles on human rights, labor standards, environment and corruption prevention, among others, and to take measures to promote the Sustainable Development Goals (SDGs). We are more than 15,000 companies in more than 160 countries, who vigorously defend the idea that we can have a significant impact on improving our planet.

COMMUNICATION IN PROGRESS (CoP)

We communicate in this section the progress of the actions that reflect the commitment agreed before the Secretary General of the United Nations since 2017.

Human Rights

1

**Support and respect
for the protection of
internationally proclaimed
Human Rights.**

2

**Ensure that we do not
become accomplice in the
violation of Human Rights**

We firmly believe in absolute respect for the person and the rights of others. Logrand Entertainment Group promotes and defends the principles of fundamental human rights:

Complaint Mechanisms	page 14
Supply Chain	page 55
Personal Data Protection	page 34
Communities	page 39
Equality and Non-Discrimination	page 45
Occupational health and safety	page 46



Labor Standards

3

Allow freedom and effective recognition of the right to collective bargaining

4

Eliminate all forms of forced and compulsory labour

6

Abolish discriminatory practices in employment and occupation

5

Eradicate all forms of child labour



As a consumer services company, a high density of employees is inherent to our operation in order to maintain high quality standards in service. The observance, promotion and defense of the principles of the Labor Standards set forth in the Global Compact are closely managed:

Complaint Mechanisms	page 14
Supply Chain	page 55
Employees	page 43
Equality and Non-Discrimination	page 45

Environment

It is also part of the nature of our service, the high levels of consumption of energy and other resources, in addition to the generation of significant volumes of waste, so that a determined vigilance without tolerance is an obligation for our organization. For more information on how Logrand Entertainment Group promotes and upholds environmental principles:

Energy	page 57
Water and Effluents	page 58
Waste	page 59
Emissions	page 60

7
Maintain a preventive approach that favors the environment

8
Encourage initiatives that promote greater environmental responsibility

9
Promote the development and dissemination of technologies that respect the environment



Anti-corruption

We believe that a significant reduction in the various forms of corruption should be pursued, as we consider that its existence seriously harms society. The way in which Logrand Entertainment Group helps to achieve this is by not participating in any type of corrupt actions. For more information on how we defend and promote the principles of Anti-Corruption:

Complaint Mechanisms	page 14
Supply Chain	page 55
Anti-corruption	page 53

10
Combat corruption in all its forms, including extortion and bribery



Sustainable Development Goals (SDGS)

Part of the 2030 Agenda established in the Global Compact, consists of calling on organizations to collaborate with 17 Sustainable Development Goals. The commitment acquired in Logrand Entertainment Group leads us to seek an active participation in all these Objectives, however, there are some in particular in which, due to the profile of our organization, we participate, focusing more efforts on objectives 3, 4 and 12, which are described below.

3 HEALTH AND WELLNESS



How do we collaborate?

One aspect that stands out within our operation is the Responsible Gaming Program, through which we seek the health and well-being of all our customers, specifically so that the gaming experience is limited to healthy entertainment. We actively promote this program within all our gaming rooms nationwide and on our online platform “Strendus” to achieve responsible consumption of our services.

As the health crisis caused by COVID-19 has been losing strength, Health and Safety protocols have been relaxed, always in accordance with the provisions of the corresponding authorities. Although they have been modified, at Logrand Entertainment Group, these protocols continue to be implemented in all our gaming rooms and support offices, among our customers and employees, with the aim to reduce the risk of possible new infections.

On the other hand, we continue to implement the Health Promotion Program aimed at all our employees nationwide, in which we provide relevant information on disease prevention during the different seasons of the year. We have measured much greater impact when managed by specific campaigns preventing against specific health risks.

Moreover, during the year 2022, we carried out blood donation campaigns as well as fundraising activities and donations to support institutions and various foundations that care for the health, welfare and integrity of vulnerable communities.

For more information:

Communities	page 39
Responsible Gaming	page 37
Health and Safety of Our Customers	page 38
Occupational health and safety	page 46

4 QUALITY EDUCATION



How do we collaborate?

At Logrand Entertainment Group we are committed to the professional development and continuous training of all our operational and administrative collaborators nationwide, for which we offer opportunities such as scholarships, courses, agreements and educational programs. This commitment has reached such a level that we have internally with Logrand University, an academy with curricular value in most of its programs. Whether in person at our Human Development Center or online through the organization's intranet platform, we provide quality education to our employees, but above all, we provide them with tools for life that allow their personal development.

On the other hand, and recognizing that quality education for the community in general is of utmost importance, within this Objective we continue to participate in campaigns focused on supporting the educational sector in some of the communities where we operate.

For more information:

Training, Education and Evaluation page 49
Communities page 39

12 RESPONSIBLE PRODUCTION AND CONSUMPTION



How do we collaborate?

Responsible Consumption is an imperative aspect of our daily operations. In the year 2022, through communication campaigns, we continued to promote a culture of environmental care among our employees by saving and reducing the use of resources and promoting a more conscious use of them.

In other actions, at Logrand Entertainment Group we continue to work in all our gaming rooms with sustainability practices such as waste collection activities and special handling materials, which are subsequently sent for recycling or final disposal with companies 100% certified for this purpose.

One of our main objectives is to mitigate negative impacts on the environment and its ecosystems, while enhancing positive impacts.

For more information:

Energy page 57
Water and Effluents page 58
Waste page 59
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Logrand's Sustainability Strategy

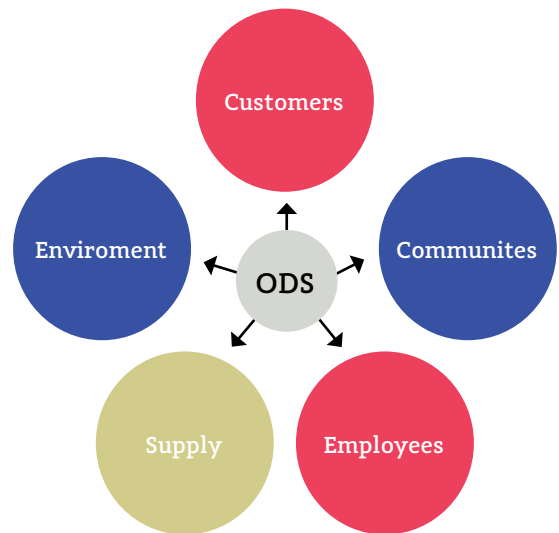


Logrand's Sustainability Strategy

As we have already mentioned, our organization's growing commitment to sustainability and social responsibility is increasingly seen as an inherent part of our daily operations and decisions. Since we started the Sustainability program 6 years ago, we have undertaken more than 15 commitments and initiatives, practically in all areas of our organization

It is likely the core of our Sustainability Strategy lies in harmonizing the different points of view between the company's top management and the company's main stakeholders. How else could we satisfy our Stakeholders if not by asking and communicating internally the perspective of those to whom in many cases we are indebted or who give us the social license to operate.

Our Sustainability Strategy rests on 5 basic pillars: Customers, Employees, Environment, Supply Chain and the Communities where we operate. If we observe, the success of our Strategy will always depend on the harmonization and alignment between the Sustainable Development Goals and the way they are managed in the organization from these 5 pillars.



Stakeholders

At Logrand Entertainment Group we value the opinion of the different sectors that have direct and indirect interaction in our day-to-day operations. We are committed to developing and executing the organization's Sustainability Strategy to generate positive impacts on our stakeholders, mitigating negative impacts.

The main stakeholders that have been identified in Logrand Entertainment Group and its operations are:

- **Customers**
- **Employees**
- **Potential Employees**
- **Suppliers**
- **Neighbors**
- **Chambers and Control Bodies**
- **Government**
- **Non-governmental organizations**
- **Board and Shareholders**

Communication Channels

In order to address the issues and concerns that each of our stakeholders have regarding our operations, it is essential to promote open and dynamic communication. To this end, it is important to identify and activate easily accessible communication channels, each of which is constantly active, albeit at different intervals.

Communication Channels or Mechanisms	Customers	Employees	Potential Employees	Suppliers	Neighbors	Chambers and Control Bodies	Government	NGO	Board
Call Center	●								
Canal Logrand		●							
Chat	●								
Email	●	●	●	●		●	●	●	●
Satisfaction surveys	●	●		●					
Materiality Study Surveys	●	●	●	●	●	●	●	●	●
Job fairs			●						
Focus Group, Work boards		●				●	●	●	●
Sustainability Reporting	●	●	●	●	●	●	●	●	●
Face-to-face interaction	●	●	●	●	●	●	●	●	●
Intranet		●							
Complaint Line		●							
Mentorship		●							
Job search portal			●						
Supplier portal				●					
Information quiskos	●	●							
Social networks	●		●	●					
Web site	●	●	●						
SMS messages	●						●	●	

● Daily ● Weekly ● Monthly ● Bimonthly ● Quarterly ● Annual ● Eventual

Material Topics

As we are truly committed to our stakeholders, it is essential for us to consult their point of view and align expectations and goals.

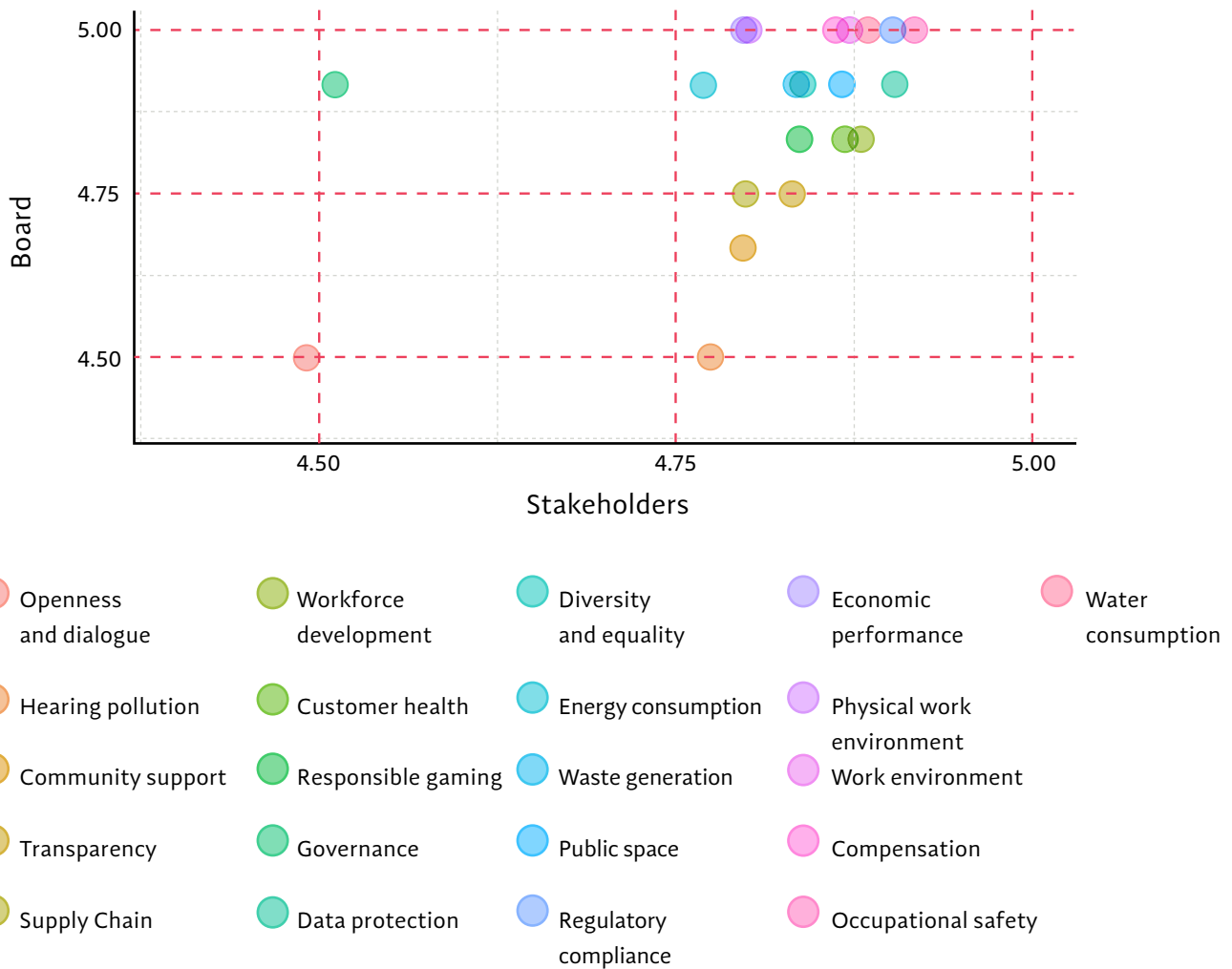
At the end of 2021, we at Logrand Entertainment Group conducted an update of our Materiality Study with the objective of identifying whether the Health Contingency or the simple passage of time would have altered in any way the perspective of our Stakeholders and the company's senior management. This was carried out through the application of more than 3,600 surveys specifically designed for our customers, employees, communities and neighbors, board and shareholders, potential collaborators, associations, chambers and control bodies.

Thus, we have set ourselves the task of working to direct our efforts to projects and initiatives that generate a positive impact and address high-priority issues.



Materiality Matrix

The result of this study is shown graphically in the Materiality Matrix that reflects the analysis of the answers obtained in the surveys applied. This shows the level of importance of each of the material topics considered for each of the stakeholders.



The following table shows the list of topics that are of interest to each group, as a result of the application of thousands of surveys, obtaining 3,643 fully answered. Since this information contains the opinion of the bodies with which the company interacts, these topics take on a high priority level for Logrand Entertainment Group’s overall sustainability strategy.

Priority topics for stakeholders	Shareholders and Board	Employees	Potential Employees	Suppliers	Customers	Chambers and Control Bodies	Financial Institutions and Government	Civil Society Organizations	Neighbors
Openness and dialogue						●	●		
Hearing pollution						●	●		●
Community Support	●					●	●		
Transparency	●					●	●		
Supply chain	●					●	●		
Career Development	●					●	●		
Customer health					●	●	●		
Responsible gaming						●	●		
Governance						●	●		
Personal data protection		●		●	●	●	●		
Diversity and equality	●					●	●		
Energy consumption						●	●		
Waste generation						●	●		
Public space			●			●	●	●	●
Regulatory compliance		●	●			●	●	●	
Economic performance						●	●		
Physical working environment		●				●	●		
Working environment		●				●	●		
Compensation						●	●	●	
Occupational safety	●	●				●	●		●
Water consumption	●	●				●	●		

Customers

The soul of our company lies precisely in our customers, they are the ones to whom we owe ourselves, they are the ones who define our present and future, and they are the ones to whom we are infinitely grateful for the favor of their trust. Taking care of every aspect of your experience by favoring us with their preference, leads us to strive and perfect our processes day by day to guarantee an unforgettable

experience free of incidents. From the safeguarding of your personal data to the perfect calibration of our gaming systems, each and every one of us at Logrand Entertainment Group is committed to our clients and this is something unalterable and non-negotiable. The Customer is our priority.

Personal Data Protection

Based on compliance with the Federal Law for the Protection of Personal Data in Possession of Individuals and its respective regulations, at Logrand Entertainment Group, one of our main responsibilities is to preserve and ensure the protection of the information of all our clients, as well as that of our employees, suppliers and candidates.

During the year 2022, our Information Technology department continuously made reports stating that in the period covered by this report there were no incidents of theft or loss of information, likewise, no substantiated claims of theft or loss of information were received.

On the other hand, it is important to mention that, in Logrand Entertainment Group we have available to our stakeholders the corresponding Privacy Notices as required by the corresponding regulations. Likewise, we have information security policies, procedures and practices that are far superior to the standards of the average company.

We have continued with the training programs for collaborators on Information Security, through these trainings, we instruct our



personnel on the application of preventive measures to avoid incidents, threats and risks to information. By the year 2022, we were able to complete training on this specific topic for 100% of our employees in sensitive areas. By 2023, we will continue training to reach 90% of the workforce.



Information Security

Information security management is a framework of policies, practices and strategies that align enterprise resources to protect information through cybersecurity measures. Once the planned processes have been implemented, a security infrastructure requires continuous operational support.

The loss or theft of information is an issue that has become increasingly important given the sophistication of those who seek to breach computer systems. For this reason, new specific objectives have been established in this area as of 2022 in order to improve safety.

Among the actions implemented during 2022 for the benefit of information security, we carried out an update of the IT policy related to user and password management, also an update of the technological infrastructure hardware and software, as well as the strengthening of passwords in SAP productive and we carried out a strengthening of logical security in LOS (Logrand Operating System).

Gaming Transparency

The trust our clients place in us, our operations and the services we provide is essential to maintaining Logrand Entertainment Group as a leader in the entertainment industry. In all our games and prize-giving, as well as in all our operational areas, transparency is a top priority.

In the year 2022, we continued to be a company that offers its customers 100% of the machines and gaming titles developed by world-class suppliers and evaluated by certified laboratories, which guarantees their correct operation and accredits them for their legal operation in Mexico. At Logrand Entertainment Group we make sure to have table games and machine games that are 100% original, that are protected by intellectual property rights and have the official pay tables on display.

Moreover, all our processes and procedures are duly standardized with internationally

recognized management practices and models. Among them is the publication of the payout tables for each and every one of the games available in our rooms, which gives peace of mind and clarity to our visitors. Being scrupulous in complying with the rules has allowed us to provide our services without having received any complaint regarding the communication or information of our games.

Gaming tables represent a major challenge due to the intervention of the human factor; however, the world's leading companies have processes and devices that make this type of gaming a safe and reliable experience. In our organization, it is our responsibility to maintain the highest world standards and to implement them through processes that guarantee them. Likewise, it is our duty to comply with the Official Product Liability Guidelines for Gaming Tables established by the corresponding authorities.



Responsible Gambling and Voluntary Self-Exclusion

The promotion of Responsible Gaming for all our customers and employees is a priority within Logrand Entertainment Group's Social Responsibility Strategy. We are committed to ensuring that the gaming experience is healthy and is always played consciously and within the personal limits of each customer. While the incidence of players requiring support in the way they play is low, our desire is to eradicate it completely. Prevention techniques demonstrate that ongoing information is highly effective and self-exclusion programs are highly effective as remediation techniques. That is why for the fifth consecutive year, we continue to implement our Responsible Gaming Program aimed at gaming room customers nationwide and users of our Strendus online platform. In the case of the latter, we provide information through three channels: the platform interface, e-mail and articles in the Blog where we provide guidance and attention to those customers who consider that the gaming experience has ceased to be fun and has become a dependency.

As an important element of our Responsible Gaming initiatives, our Voluntary Self-Exclusion Program is now in place in all of our venues nationwide. The objective of implementing it is to provide our clients with the necessary guidance and support when they themselves consider it important to take a temporary or permanent break in their gambling

habits. The program consists of a voluntary subscription, for an established period of time, in which the client himself requests not to have access to the gaming areas in our facilities.

In the period covered by this report, 33 Self-Exclusion requests have been attended and processed in all our wards.

During 2022, some employees were trained on Responsible Gambling and the Voluntary Self-Exclusion program, and since the results were positive, we proposed to strengthen it in 2023, in which 289 employees in key positions will be trained to become "room counselors" whose objective is that, in addition to having the information, they will detect people who show warning signs in their gambling habits.

All of our responsible gaming promotion initiatives are communicated through displays, flyers and posters in gaming rooms, as well as by email and online blog. We have also continued with the implementation of the system to manage deposit limits on behalf of the customer who requests it.

Of course, supporting and honoring such an effort is a moral and ethical obligation of our organization to promote healthy and controlled entertainment.

Health and Safety of Our Customers



At Logrand Entertainment Group, one of our main objectives is to take care of our customers maintaining our commitment to provide entertainment services in spaces and facilities that are safe and healthy. To this end, we continuously work to reinforce the sanitary protocols that allow us to safeguard the integrity and health of our visitors, clients and employees.

During 2022, the health crisis caused by COVID-19 showed a considerable downward trend compared to 2020 and 2021; however, we continued to implement the health measures established by the authorities, in accordance with the recommendations that were established throughout the year. Along similar lines, we deployed information on preventive measures and recommendations for COVID-19 through our system of information screens in all public areas. In addition, these campaigns are rigorously applied among our employees. Even though they were not permanently required by the authorities, as a preventive measure we continued with the sanitization and detection infrastructure with

equipment such as sanitizing gel dispensers, infrared devices and thermal cameras to measure body temperature.

In the year 2022, a total of 218 accidents involving some of our customers were recorded in our rooms, most of them were falls from the same level caused by tripping, each of them were fully attended by trained personnel. On the other hand, throughout the reporting year, a total of 31 Civil Protection drills were successfully carried out in all of our facilities, which keeps us in an absolute leadership position in the industry in terms of prevention.

In order to ensure the well-being of the visitors who enjoy our services through the Strendus online platform, in 2022 we had continuously monitored the correct functioning of the visual assistant, which consists of a digital tool that allows the user to make adaptations to the application interface, such as increasing the font size, changing the screen colors, highlighting texts, among others. These adjustments allow for

better readability to ensure a more user-friendly and error-free experience for all customers who require it.

As part of our commitments for the year 2023, and in order to continue developing inclusion in our business units, we participated in a program of the Government of the State of Tabasco in which it invites prepared food consumption centers to have a menu with the application of the Braille writing system, which applies to our Taj Mahal room. We are not aware of the positive impact of having a menu in Braille, since by nature the entertainment services we provide are not susceptible to be handled by blind people, however, being totally open to the possibility of joining any inclusive initiative, we monitor the program and if favorable results are achieved, it could be extended to the rest of the rooms.

In 2021, a commitment was made to promote better food for visitors to our gaming rooms. The purpose is to make available to the public the basic nutritional information of each dish we serve in our consumption centers. This commitment, which was planned to be implemented in 2022, has shown more challenges than originally estimated, both operational and strategic in its execution. That is why work continues on this issue and the commitment now is to implement it by 2023.



Communities

Our gaming rooms are often the protagonists among the communities where they operate, and as we have stated in this report, we receive millions of visitors to our operation. It is conceivable then that we have a great opportunity to influence and benefit in multiple ways to various philanthropic causes, in fact we are already widely recognized in some communities as an agent of change and support to their cause. We chose some with which we share our institutional values and which are in line with one of our Sustainable Development Goals.

Among our employees, suppliers and customers we also find great allies in support of various causes, who with interest and enthusiasm support the programs to which they are invited, either by actively participating, or by helping and promoting fundraising events, blood donation campaigns or the purchase of products with a cause.

Donations in kind

It is now a common and continuous practice for each of our units to have a clothing donation program and the donation of perishable and non-perishable food on certain occasions. Unit managers detect needs in their immediate environment and organize campaigns to collect products at different intervals and then deliver them directly to the communities in need. Likewise, the finance area systematically makes financial donations to various causes. Here are some of them:

During 2022 we made several in-kind donations consisting of 4,278 products, including non-perishable foodstuffs, clothing, and some other consumer goods in good working order. All of our gaming rooms participated in this work, through which various associations and charitable groups such as Casa Indi Hogar and Padre Infante's soup kitchen in the Monterrey metropolitan area, Nuevo

Corazon Villa de la Paz in Cancun, Ayuda a la Mujer Embarazada A.C. in Merida, Asilo de Ancianos Desamparados in Guadalajara and Amigo Daniel A.C. in the city of Leon were able to benefit.

Thus, the Strendus Online Casino platform is working on a program called Strendus Universe in which customers accumulate points (Strendus Coins) for their bets and these are redeemed for various items in a virtual store. The idea is to add items in the store that are direct donations to a cause, for example: \$200, \$500 and \$1,000 to be transferred to philanthropic organizations.

Very active Strendus, achieved an alliance this year with the professional basketball team Fuerza Regia, through which in 2023 it plans to support the rehabilitation of basketball courts in low-income areas.



Operación Sonrisa



Probably the first of the structured efforts we established at Logrand Entertainment Group, even before formalizing our social responsibility program, this campaign was created and gives us a lot of satisfaction. It consists of the donation of toys by our own employees, who are invited in November and December of each year to donate at least one new toy. In the 2022 edition, part of the toys collected were donated to the Fundación Rayito de Sol in Monterrey, to the children of the 4th Military Region in Nuevo Leon and to various foundations

and altruistic organizations in other cities where we have a presence, such as DIF Jalisco, Casa Hogar Cancun Pro Kids, Angeles Creativos in Villahermosa and the Salvation Army in Merida.

This movement began in the city of Monterrey and over time has been implemented in all of our gaming rooms to bring a little joy to underprivileged children for Christmas. Over the years it was baptized as Operación Sonrisa and in 2022 the donation of toys increased by 83% over the previous year reaching 2,690 toys and by 2023 we want to increase this figure even more.

The generosity of our employees is very motivating and the success of the campaign invites us to continue and make it bigger and more participative every day. Congratulations to all our personnel!

Blood Donation

Since blood cannot be produced artificially, blood donation is indispensable in any society, however, it hurts to know that Mexico ranks last in Latin America in voluntary blood donation. In addition, and for obvious reasons, it had a low participation and subsequent suspension during the COVID-19 health contingency. This shows a point of attention and opportunity, which we at Logrand Entertainment Group can support and have done.

During the year 2022 we reinitiated efforts through the Blood Donation program in conjunction with the Blooders organization in the city of Monterrey with magnificent results, since on the first occasion that was implemented in 2019 we obtained 57 donations, in this year 2022 378 people joined the cause, but the goal is to implement it in a next stage in all the gaming rooms of Monterrey and Guadalajara.



Platillos que Donan

One program that was active in 2021 was La Dona que Dona, in which the sale of donuts in consumption centers donated a portion to the municipal DIF of Monterrey. Since the supplies are not available in all units, the success of the program inspired us to strengthen this initiative and it was transformed to include all wards and extend the variety of products under the name Platillos Que Donan. In this first year of the new format, \$140,000 pesos were raised in four campaigns, Manjares de Cuaresma, Favoritos de Verano, Trío de Mexicanos and Delicias Navideñas, each of which raised \$35,000 pesos.



Pink Playing Cards

This great campaign that in 2021 managed to donate \$236,000 pesos in support of the CIMA Foundation, which dedicates its cause to providing care and support to women suffering from breast cancer, was interrupted because the event it was associated with was not held in 2022 for regulatory reasons.

However, in order to give continuity to this commitment, specific efforts will be made at the beginning of the year 2023. We will continue to look for ways to expand our support to the CIMA Foundation.



Employees

For a service company such as Logrand Entertainment Group, a key resource lies in our team. Each employee is a key player and together they are the asset that allows us to fulfill our institutional and customer service promise. That is why we pay special attention to the well-being, diversity and equal opportunities for each person.

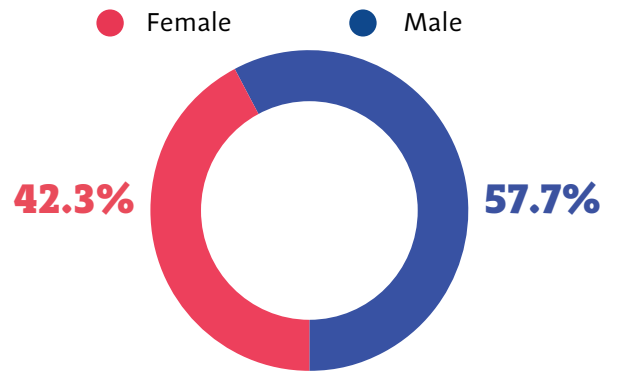
Another sign of recovery after the health crisis of past years is that at the end of the year 2022, the number of employees grew by 49% compared to the previous year and we were able to increase the number of full-time jobs, thanks to which more than three thousand families benefited.

At the end of December 2022, we had the support of 3,205 employees, of whom 57.7% are men and 42.3% are women, many of them mothers. In spite of various efforts, in 2022, employee turnover showed a rebound, reaching 65.3%, which represents an increase of more than 27% with respect to 2021.

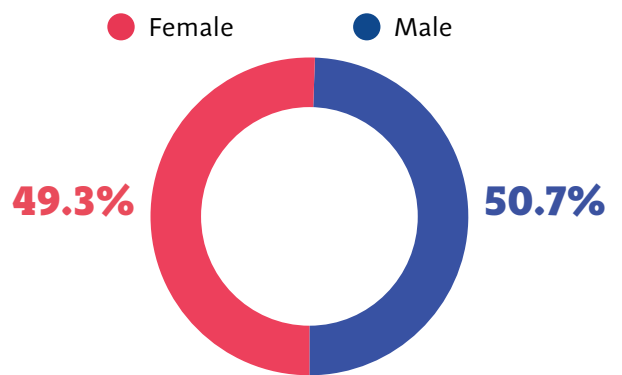
It is the policy of our organization to offer our employees a benefits package that meets and exceeds the requirements of the Federal Labor Law. In our case, we provide our personnel with food vouchers, major medical insurance, a savings fund, a savings bank, a vacation bonus, an employee cafeteria, vacation periods longer than those established by law, among other benefits. All those who work for Logrand Entertainment Group companies are full-time employees and enjoy the aforementioned benefits.

From January 1, 2022 to the last day of the same year, 1,938 people joined our organization, of whom 49.3% are women and 50.7% are men. The age groups that make up this income are composed of 1,176 who are between 18 and 30 years of age, 662 are between 31 and 50 years of age and 100 are over 50 years of age.

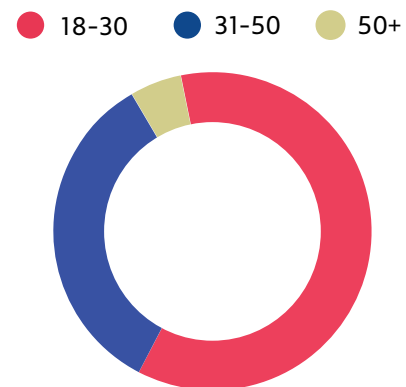
Total Employees
as of December 31, 2022



Recruitment by Gender



Recruitment by Age Range





Many of our employees, as is to be expected, are fathers and mothers of families, and the law allows them to attend to maternity and paternity issues when they welcome a new member at home.

In 2022, a total of 19 women and 20 men took advantage of the benefits of this leave of absence. We found that there are times when the new structure at home does not allow them to continue with their work, as we recorded that 84% of the women and 75% of the men return and stay at least one more year after the birth of their baby.

Another relevant fact is that, during the period of this report, we have 108 leadership positions that hold the titles of Managers or Directors, of which 20 are women.

Equality and Non-Discrimination

As we have mentioned before, we believe in diversity and inclusion in the workplace and consequently we have zero tolerance if we detect any exclusion or preference when it comes to gender, race, color, religion, political affinity or nationality. Mexico is a nation with little presence of different ethnicities or nationalities compared to other countries. In fact, only 11% of our middle- and senior-management employees are non-Hispanic born in Mexico, and we have a total of 27 people in the entire company. However, it is not a decision factor at the time of selection and hiring, a criterion that also complies with the 6th Principle of the UN Global Compact to which we subscribe.

Although we did not receive any reports of discrimination through our hotlines in 2022, our position is not tolerant. The organization's ethics committee is empowered to investigate and take corrective action as appropriate. The same applies to equality, since if any favoritism, differential treatment or discrimination against women is detected, the Ethics Committee will act energetically against anyone who engages in such practices.

We believe that an important measure that allows our employees to make their work commitments more predictable is that any operational changes are scheduled in advance and they are informed with sufficient time to adapt to the new circumstances.





Occupational Health and Safety

The health of our employees and well-being in the workplace go along with healthy and safe conditions that safeguard the physical, psychological and moral integrity of everyone. From infrastructure, work areas, to service times, are closely monitored by an internal department specifically dedicated to ensuring that all regulations set forth by the Federal Labor Law are respected and exceeded in this regard. In fact, 100% of our employees are covered by a public or private health system.

We have a Safety and Hygiene Committee made up of employees from different areas and hierarchical levels of the organization, whose primary responsibility is to carry out periodic evaluations of working conditions and detect threats in 100% of the work areas, both in the gaming rooms, public areas, service areas, outdoors and even the administrative offices. They examine possible accidents that may arise from physical, chemical and natural hazards, unsafe acts and conditions, signage, order and cleanliness of work areas, as well as the existence and accessibility of safety devices.

The same Commission is in charge of the effectiveness of risk communication and the capacity of personnel to respond to any

emergency situation. They are the ones who assign and provide the personal protective equipment, the state in which they are in and their correct use. They work closely with the personnel in order to understand the working conditions and prevent any possible accidents. Being aware that our standards can be much higher than previous jobs, all our employees receive training from their induction in Civil Protection and Health and Safety, they are taught how to recognize risk areas and zones, escape routes, emergency exits, the use of safety equipment, signs and emergency procedures, and those that require it by the nature of their work, in addition, they are provided with specific training that includes the identification of ergonomic and chemical risks or when their position involves the execution of a high-risk job.

We believe that no effort is too much when it comes to preventing risks and acting appropriately in the event of an emergency.

In previous years we have continued to implement the system for the Control and Recording of Accidents at Work (CRA), which is an excellent tool for promoting safety among employees and for compliance with applicable

regulations and laws. In addition, by covering all employees, it demonstrates a strong commitment to worker safety.

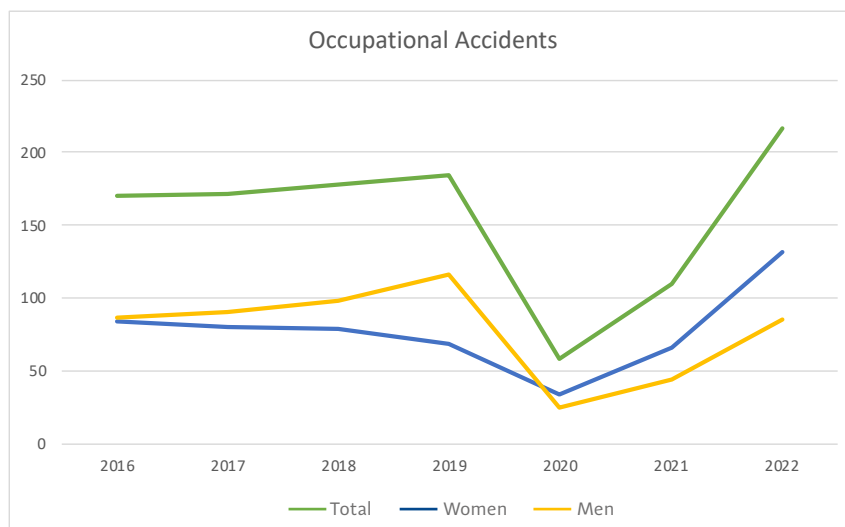
Moreover, a thorough investigation of each accident is carried out to identify the underlying causes and take preventive measures to avoid future occurrences. We also believe it is important to involve employees in this process, giving them the opportunity to share their perspectives and improve working conditions together.

At Logrand Entertainment Group, Health and Safety Protocols and Plans have been implemented and strengthened since 2020 to take more rigorous occupational hygiene measures and prevent the spread of COVID-19. That health emergency considerably raised

institutional competencies in prevention on how to prevent any other contingency, as well as on other important topics such as the Psychosocial Risk Factor of NOM-035-STPS-2018. In 2022, 2,870 people were trained in this Official Standard and 340 collaborators were trained to increase the safety and operational efficiency of the Emergency Brigades.

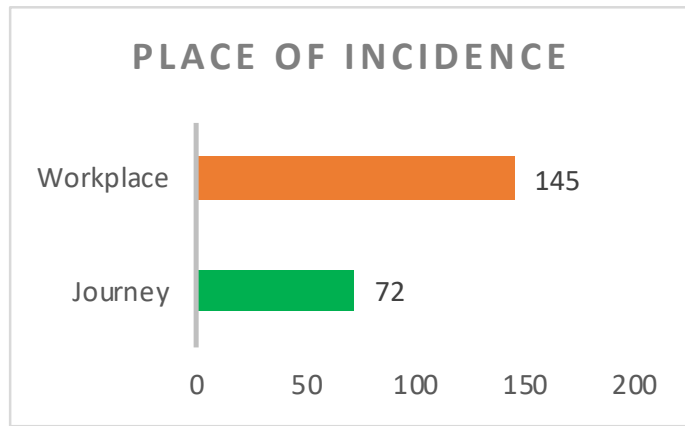
From the beginning of the year, the Health Promotion Program has also been carried out, implementing campaigns with recommendations and prevention of various diseases, both respiratory and those transmitted by insects or community viruses such as COVID-19, as well as sharing information on recommendations for a healthy lifestyle based on nutrition, sports and the risks of some symptoms such as hypertension.

Occupational accidents



With a substantial reduction in the number of closures due to the sanitary contingency ordered by state authorities, the number of working days has increased. This has also been reflected in an increase in occupational accidents, with a total of 217 accidents during the year.

This figure, in relation to the previous year, exceeds the proportion of accidents compared to the total population of employees, the corresponding area is analyzing the nature of each and every one of the cases, in order to determine the factors that could influence this rebound and find.



Within the incidence of accidents we note that in 2022, 67% occurred within the work center and the remaining 33% on the way to work. Again in this period we note that the incidence of accidents in women represented 61%, a proportion almost equal to that of the previous year, which represented 60%.

Fortunately, there were no fatalities due to work-related accidents during the year and very few cases resulted in serious injuries. All were attended and covered by social security and reported as terminated or resolved.

Training, Education and Evaluation

What is a company without its employees? What results can be expected in terms of productivity if its personnel is not adequately trained and updated? What mutual benefit is obtained with the permanence and personal development of the employee?

These questions and more give us certainty that the employee, his or her growth and well-being are strategic elements for the sustainability of an organization with a social focus.

The way we have been managing this strategic pillar for years is through a structured program focused on Talent Attraction, Retention and Development. A method that has shown positive results thanks to a structure that consists of six projects dedicated to promoting the education, performance and certification of each employee at all levels of the organization. These tasks are carried out by three internal areas; Training and Development, Technical Training and Human Capital Planning, whose commitment is to train personnel according to their position and contribution to the business objectives.

Technical Training: Develops skills specific to your job functions. Cashiers, Dealers, Valet Parking, Service Attendants, Waiters, among others, acquire the skills to master their activities, which in turn are reflected in a positive experience with visitors.



Institutional Training: It is focused on the development of competencies, business management, leadership and organizational culture, which in turn translates into productivity, control and certainty in decision making.

Logrand University

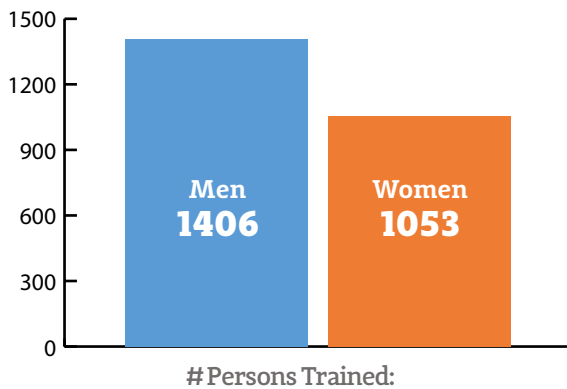
Being aware of the value of training and promoting the personal development of our employees, years ago we launched the Logrand University, which is our vehicle for professionalizing the development of knowledge and skills in our employees. It is an academy with curricular value in most of its programs that is housed in our Human Development Center and has facilities, training rooms, event and conference rooms, restrooms, cafeteria, as well as the resources to offer distance training, better known as “online” through the organization’s intranet platform. The objective is to provide quality education to our employees, with a special interest in providing them with tools for life that will allow them to develop personally.

The numbers show the company's effort and commitment to its personnel: Between January 1 and December 31, 2022, 2,459 employees at all levels were trained, receiving a total of 74,706 man-hours of instruction, of which 78% was operational training and 12% administrative. Total training hours are 37% higher than in the previous year, and the average number of training hours per person also increased to 30.4 compared to 24.3 in the previous year.

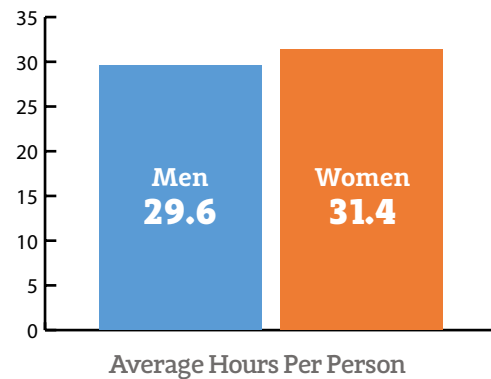
On average, women received 31.5 hours per person and men received 29.6 hours per person. The program is zealous in seeking to provide this support at all levels of the organization. Operational positions received an average of 32.2 hours of training per person, administrative positions 23.4 hours and executive positions 34.3 hours of training during the year.



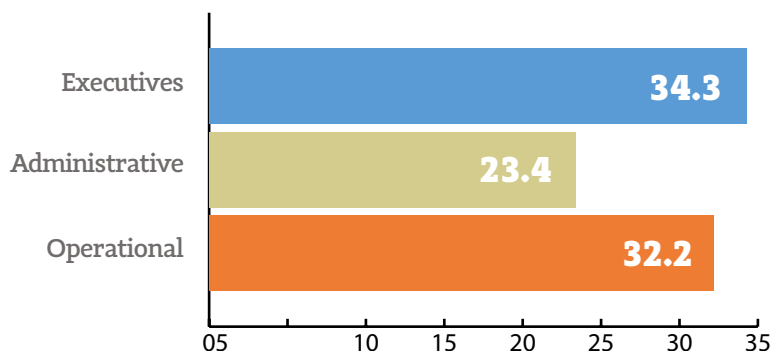
Number of people trained by gender



Average Number of Training Hours per Person and their Gender



Average Hours of Training by Labor Category



Logrand Philosophy Workshop

Every employee who joins our organization, regardless of the function to be performed or their hierarchical level, whether in the support offices or in the gaming rooms, undergoes an induction process in which they are introduced to the organization and its characteristics. The protagonist of this induction is the Logrand Philosophy Workshop, in which employees get to know and begin to live the institutional values. In 2022, we welcomed 1,938 new employees nationwide to this workshop as part of the induction of new hires.

Team Leader Evaluation

In order to identify strengths and opportunities for improvement, and at the same time to promote effective communication between executive and managerial staff and their subordinates, a commitment was made to promote a performance evaluation system. Leaders will receive feedback on how their staff rates the relationship between them. This initiative was conceived in the year 2021 and finally reached more than one hundred collaborators in 2022 with excellent results that are reflected in higher productivity, but above all in greater empathy and collaborative spirit among the personnel.

Bachelor's Degree in Entertainment Business Administration and Higher Technical Degree - Generations 2022

An initiative that has been in the pipeline since 2021 and that for budgetary reasons had been postponed, is to offer through the Logrand University, a Bachelor's Degree in Entertainment Business Administration, and a Higher Technical University program with curricular value and duly registered with the educational authorities to have official validity. This ambitious initiative finally saw the light of day in 2022 and by the end of the year had 35 students enrolled.

The Logrand University also has a Logrand High School program to support those who do not have that degree. In 2022, 60 people were enrolled in this program.



Regulatory Compliance

Rigorous compliance with the law is essential to Logrand Entertainment Group's sustainability strategy as it enables responsible management, enhances the company's reputation, ensures its long-term continuity and is clear evidence of adherence to our institutional Values.

Another important aspect is the compliance with the legal norms regarding games and sweepstakes, which contributes to protect consumers and promote a responsible industry. By following these standards, Logrand Entertainment Group can ensure that its operations are safe and fair for its customers, which is critical to maintaining its market leadership position. Full compliance with the Federal Gaming and Sweepstakes Law also demonstrates a commitment to society. By conducting its operations in a responsible and ethical manner, the company can ensure the transparency and trust of its stakeholders, which is fundamental to its success over the years.

Internal policies and procedures, audits, training and particularly Anti-Money Laundering (AML) measures are also a fundamental part of our sustainability strategy, as they ensure operational transparency, perhaps the most important intangible asset in this industry.

Being such a sensitive topic, 505 hours of training were provided exclusively in PLD in 2022. By 2021, 194 people had been trained in key positions where anomalies can be

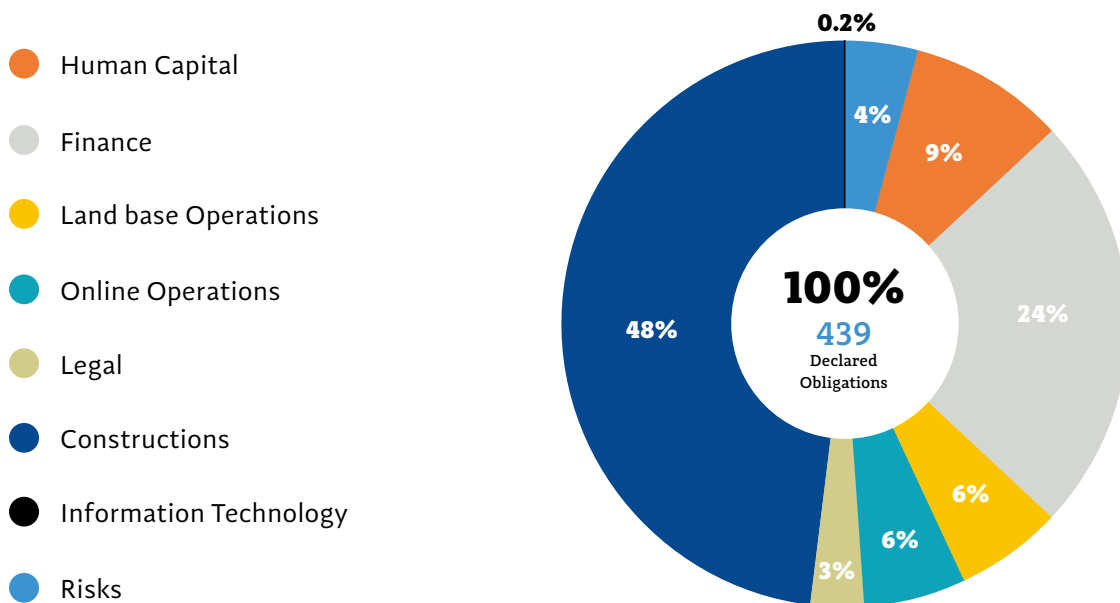
detected. By the year 2022, the goal had been set to reach 500 people trained, and the total number of employees who received this training was 532.

Satisfactorily, no PLD incidents were reported during the year, which gives us the confidence that surveillance with trained personnel will undoubtedly bear fruit.

Starting in 2023, we will expand the Regulatory Training effort, which is planned to begin in April.

In the previous report we shared that a project had been initiated to automate the supervision of regulatory compliance, we are pleased to share that the development and implementation project is now 100% complete, it is currently operating regularly and the information reaches the Compliance area on a continuous basis, as it is extremely easy for users to comply with the reporting requirements. With this system we can issue reports and risk maps at any time in order to monitor compliance with organizational regulatory obligations in real time.

In this system, each Directorate was notified of the obligations it must comply with and report. Of the total 439 obligations to be reported, at the close of this report, most of the Directorates reported over 82% of Declared Obligations in compliance. The purpose is that by having visibility of this information, the percentage of compliance will gradually increase.



There is also a Compliance Operating Committee that visits and supervises the processes in each room and issues minutes with recommendations to prevent non-compliance, which, in addition to not being in line with the company’s philosophy, could result in sanctions or fines.

Anti-corruption

Commitment to integrity and transparency is fundamental to Logrand Entertainment Group’s reputation as it is to its success and continuity. By establishing clear anti-corruption policies and principles and applying them rigorously, the company can ensure that its operations are conducted in an ethical and responsible manner.

The role of the Ethics Committee and the strict vigilance of the General Management in overseeing compliance with anti-corruption policies is crucial to ensure that the company maintains high ethical standards in all its operations. The Complaints Mailbox has also proved to be a valuable tool to detect and resolve any corruption-related issues efficiently and expeditiously. During 2022, 2 cases of corruption were received through the Whistleblower Channels, in one of which the facts could not be proven, and in the second case, those directly responsible were identified and referred to the authorities.

Furthermore, we have a communication campaign that disseminates the guidelines established in the Anti-Corruption Policy, which covers



aspects such as prohibited activities, bribery and corruption, gratuities, gifts, travel and entertainment, donations, and lobbying, and other similar, in order to encourage our employees the standards of conduct in our organization, to act in accordance with our values and the correct way to behave and do business. This campaign, which was planned in 2021 and executed in the current year, comprises video messages through the Logrand Channel of screens in the operational areas, by email, WhatsApp and the distribution of printed brochures.

Taxation

The nature of the industry itself in which we operate requires us to ensure that our tax management complies with tax regulations. Moreover, when it comes to honoring our philosophy of “Strict Adherence to the Law”.

To bring this principle to life, the tax strategy we manage at Logrand Entertainment Group is under the strict supervision of the Advisory Board and the General Management, in addition to continuous internal audits by our Internal Control department. This shows that it is an element of capital importance in our organization.

An initiative that we have continued in 2022, and which is in line with the above, is the standardization of our reports under international standards in accordance with the International Financial Reporting Standards (IFRS), from which

we have also received a favorable opinion. Another commitment that is already an ongoing process in the tax area is the continuous ascertainment and verification that none of our suppliers or business partners are on the list of Simulated Transaction Invoicing Companies (EFOS) issued by the nation’s tax authority. By doing so, we ensure that we are not part, even unintentionally, of practices that could jeopardize our tax reputation.

By keeping our alignment with the values of transparency and governance, we offer accessibility to our financial and tax opinions to qualified stakeholders.

The combination of all these practices has allowed us to reduce risks and we will continue to apply them and create new prevention measures.





Supply chain

Like any company, our business partners represent a strategic component in the fulfillment of our institutional promise. Without suppliers of high quality inputs and services at fair prices, it would be impossible for us to provide services with the quality we are committed to, which is why the careful selection and development of our supply chain is a permanent task. But beyond that, in Logrand Entertainment Group as a company with a social approach, we undertake to invite, and in certain areas require the members of our supply chain to share our values, code of ethics and social focus, including key aspects included in the decalogue to which we committed ourselves by signing the United Nations Global Compact, otherwise our contribution of value to society would be limited to our own operations and we would be falling short in the purpose of multiplying the effect of our efforts. In order to achieve this, we provide extensive information and ask our suppliers to submit a written commitment to join the 10 initiatives of the Global Compact. At least 387 suppliers have expressed their sympathy with this initiative and have shared this commitment with us in writing.

Although in 2022 we did not have sufficient scope to measure negative social impacts in the supply chain, we seek to prevent them by including clauses where we condition the relationship with companies, excluding those that practice any type of child labor

and forced labor in all their operations. We simply do not consider at all, to have relations or business dealings with companies that do not respect fundamental human rights.

In the supply chain, as well as in other areas of our organization, anti-corruption guidelines and policies, whistleblower channels and ongoing training govern the actions of our personnel to avoid conflicts of interest that can be identified as a type of corruption. Ensuring that all participants in the supply chain are aligned with the company's objectives and values is crucial for long-term success.

On the other hand, monitoring our inputs and orienting them to the culture of recycling, efficiency, reduction and environmental protection, adds to other efforts, always being aware that every detail, no matter how small, adds value and gradually transforms the company and its suppliers. Great goals are achieved by adding all these small and major efforts together.

By means of our Supply Chain, we also seek to impact the national economy and the communities where we operate, which is why more than 95% of our inputs are supplied by Mexican producers and local distributors, whether they are large corporations or Small and Medium-Sized Enterprises (SMEs), which account for more than 88% of our suppliers.



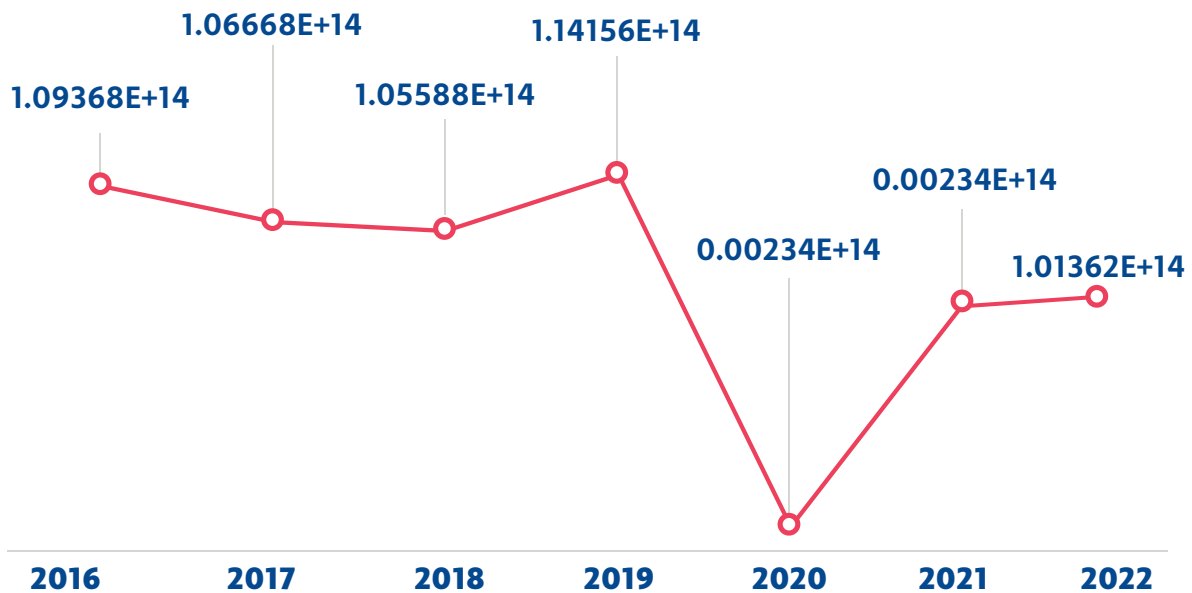
Environment

The nature of our operations as a service company manages low levels of environmental impact, and we specifically do not identify impacts to environmental biodiversity. However, as an organization, we are fully aware of the influence that our activities can have on the environment. For this reason, we strive to develop and implement projects aimed at reducing the use of resources, properly managing the waste we generate and promoting a culture of recycling. In the following pages we detail how we address these and other issues related to environmental impact and sustainability.

It is a fact and a commitment that if we detect any action that voluntarily or involuntarily could seriously or irreparably affect the environment, we will suspend it immediately and permanently without any tolerance whatsoever.

Energy

Total Energy Consumption



Basically, all the devices through which we provide entertainment to our visitors are electronic components and consequently energy consumption is higher than other service companies with equivalent spaces. In addition, some of our rooms are open 24 hours a day, 365 days a year.

Knowing this, and with the purpose of continuously designing strategies for energy savings and efficiency, we have an internal sustainability system in which we record energy consumption periodically on a monthly basis and generate an annual summary room by room, which allows us to have continuous visibility of energy consumption.

During the year 2022, the total electricity consumption was 1,01362 E+14 Joules, of which at least half of the consumption centers are partially using energy from renewable sources. Precisely, provided the complexity of reducing consumption, which is mainly generated by the gaming machines and the air conditioning and purification systems of

the rooms, we see that the best strategy to follow is to acquire energy from renewable sources.

In September 2021, we launched an initiative to replace traditional energy sources with energy from renewable sources provided through the wholesale electricity market, as we do not generate energy from renewable sources at our facilities. The rooms have been gradually incorporated, going from 2% of our consumption in 2021 to 13% by the end of 2022, achieving with this initiative that 13,177.1 Giga Joules are no longer provided by the federal grid. There are currently 5 gaming rooms in the city of Monterrey that already partially manage renewable sources, the purpose of this initiative is to gradually increase the percentage and the number of gaming rooms. It is estimated that by the beginning of the second semester of 2023, another 7 rooms will be added and achieve between 10% and 15% of renewable energy in the 12 rooms, which proportionally comes from Solar 45%, Wind 45%, Hydroelectric 7% and from Cogeneration 3%.

Water and Effluents

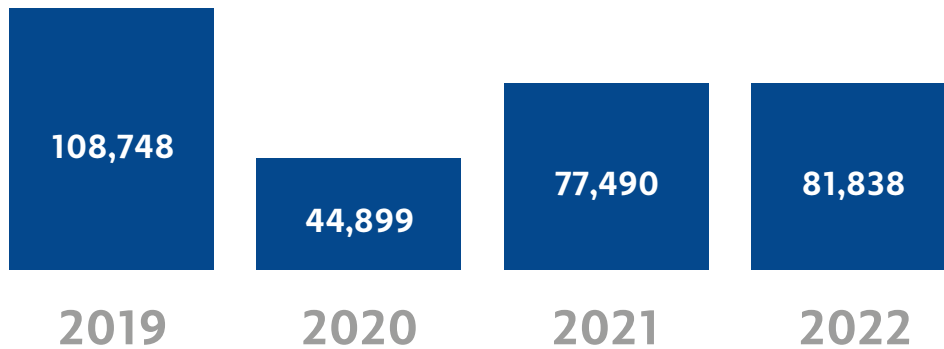
In the year 2022, Monterrey, headquarters of our support offices and seven of our rooms, the most serious water supply crisis that the city has suffered in its history. It was an unusual event but at the same time a trend of recent years pointing to the Monterrey metropolitan area as a water stress zone. Water scarcity has plagued several regions of the country, which further commits us to the goal of reducing water consumption and recycling as much water as possible.

We are reinforcing our efficient and rational use culture campaigns among all our customers and employees. For Logrand Entertainment Group, the use, saving and recovery of the precious liquid is and will be a permanent mission.

During 2022, total water consumption in our gaming rooms was 81,838 cubic meters, not including the Viva Mexico rooms in Monterrey, Nuevo Leon and Providens in Guadalajara, Jalisco, as they are located in shopping malls and are provided collectively. Approximately 60% were consumed in water-stressed areas.

In our operations, we obtain the necessary water from the municipal networks of each locality where our gaming rooms are located. Effluent discharges are carried out through the urban drainage and sewerage system of each city. All of our discharges are classified as Sanitary Discharges and we do not perform direct water well extractions.

WATER CONSUMPTION IN GAMING ROOMS (M3)



Water consumption showed unusual behaviors for the interpretation of a trend in the graph, since several factors occurred that altered the standards. Likewise, in 2022 a new room was added to those measured in previous years. Additionally, in 2022, the Nuevo León region suffered the effect mentioned at the beginning of this section, and in 2021 there were temporary closures in some rooms due to new outbreaks of COVID-19, which led to instructions from the authorities to suspend operations.

Although due to budgetary issues since the sanitary crisis until 2021 we had not been able to implement the process of recovering water from the condensation of air conditioning systems that gave excellent results in 2017 and 2018, we set the purpose of reactivating it in 2022, in which we were able to recover 363,000 liters of water that were mainly used for irrigation. By 2023, a goal has been set to recover 1.2 million liters of the precious liquid.

Waste

With millions of visitors per year, it is to be expected that the amount of supplies needed to meet their requirements results in the generation of significant amounts of waste. That is why we continually seek options that allow us to better manage, reduce and recycle the waste generated in our daily operations. With this objective in mind, we continue to promote a culture of saving and recycling among our employees and customers, implementing and reinforcing projects and initiatives that reduce the impact caused by waste.

Fortunately, the waste generated in the operation does not present health risks that require specific disposal processes, with the sole exception of alkaline and other types of batteries, as some contain heavy metals, the rest is usually similar to the waste generated at the domestic level, but in considerable quantities. It is through the establishment of specific collection processes that we are able to classify waste such as plastics, used vegetable oil, batteries and cardboard. Part of these processes includes the selection of dedicated and certified companies for the collection, disposal or recycling of waste.

The continuous effort pays off, as the amount of waste collected, sorted and delivered to the collection companies is growing month by month, both in the gaming halls and in the support offices. In these campaigns during 2022, significant progress was made, such as a 63% increase in cardboard collection, which reached 35,236 kg, and 19,081 liters of cooking oil were recycled, which represented more than double the previous year. Of recyclable plastics such as PET, 10,716 kg were sent for recycling. This shows an increase of more than 50% with respect to the year 2021, and the collection for recycling of alkaline batteries was just over 19.05 tons, compared to only 2 tons in the previous year.

In the previous year, we planned to add other recyclable waste, which became a reality in 2022, in which, in addition to those already mentioned, we separated, concentrated and sent for recycling 1,179

kg of disposable bottle caps and 20,399 kg of glass containers.

In the Food and Beverage area of the gaming rooms, the company has opted to reduce or eliminate non-biodegradable disposable items, such as plastic plates, cups and cutlery, a culture to which the support offices have also adhered. We have chosen to purchase products with a high percentage of environmentally friendly materials, such as agave straws, corn starch or sugarcane bagasse containers, avocado pit cutlery, recycled paper cups and other similar products.

On the other hand, during 2022 we continued our efforts to reduce paper consumption through the redesign and merger of control formats and the use of digital media in the generation of reports in the Vault and Cashier's area, which by their nature, are large consumers of paper sheets, polyethylene bags, heat-treated paper rolls for printers and some other disposable items.



Emissions

The Social Responsibility program brought with it several initiatives that allow us to reduce the environmental impact generated by GHGs (Greenhouse Gases), as we learned how they affect the ecosystem. The characteristics of our operation do not generate emissions derived from processes, except for those generated by the combustion of gas in the cooking equipment. However, operations of the magnitude of ours can have an equivalent CO₂ measurement and thus have a management metric to reduce the impact on the environment.

In 2021 a first GHG measurement was performed and reported in the central offices; however, we consider it important to perform this measurement in greater depth and extent. In the year 2022, a commitment was made to prepare a study to carry out this measurement, for which the support of the Environmental Engineering Department of the University of Monterrey was obtained, in order to determine the Organizational Carbon Footprint.

In the first instance, the measurement process contemplates three different scopes, the first comprises direct GHG emissions from sources

owned or controlled by the organization, such as combustion and fugitive emissions usually derived from leaks or evaporation. The second scope contemplates the indirect generation of gases, derived from the consumption of purchased energy, and scope 3, which is derived from the transportation of collaborators.

The commitment is to publish in the 2023 report the generation of Greenhouse Gases through the establishment of the Carbon Footprint of all offices, rooms and work centers in order to have visibility of the progress of our actions aimed at reducing the generation of these Gases.

On the other hand, we mentioned earlier that some of the gaming halls have acquired energy from renewable sources, achieving in the last third of the year 2021 a saving of 254.76 tons of CO₂ equivalent. Already in 2022 with this practice accumulated throughout the year and increasing the percentage of renewable energy from 2% to 13%, a very considerable reduction of tons of CO₂ equivalent was achieved, the exact figures as already mentioned, will be reported in 2023.



GRI
Content
Index

Logrand Entertainment Group has reported in accordance with the GRI Standards 2021 for the period 1 January 2022 to 31 December 2022.

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-2 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

GOVERNANCE, TRANSPARENCY				
DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
GRI 3: Material Topics 2021				
3-3 Management of material topics	About Us	6		
GRI 2: General Disclosures 2021				
2-1 Organizational details	About the Report	5		
2-2 Entities included in the organization's sustainability reporting	About the Report, About us	5,6		
2-3 Reporting period, frequency and contact point	About the Report	5		
2-4 Restatements of information	About the Report	5		
2-5 External assurance	About the Report	5		
2-9 Governance structure and composition	Advisory Board	16		
2-10 Nomination and selection of the highest governance body	Corporate Governance	16		
2-11 Chair of the highest governance body	Advisory Board	16		
2-12 Role of the highest governance body in overseeing the management of impacts	Steering Committee	17		
2-13 Delegation of responsibility for managing impacts	Planning, Finance and Investment Committee, Risk and Audit Committee, Corporate Strategy and Practices	17		
2-14 Role of the highest governance body in sustainability reporting	Message from our CEO Steering Committee	3, 17		

2-17 Collective knowledge of the highest governance body	Omitted		Confidentiality constraints
2-19 Remuneration policies	Omitted		Confidentiality constraints
2-20 Process to determine remuneration	Omitted		Confidentiality constraints
2-21 Annual total compensation ratio	Omitted		Confidentiality constraints
2-22 Statement on sustainable development strategy	General Strategy for Sustainability and Social Responsibility Message from our CEO	3, 21, 29	
2-23 Policy commitments	Code of Ethics and Lines of Conduct General Strategy for Sustainability and Social Responsibility	13, 21	
2-24 Embedding policy commitments	Human Rights Labor Standards Environment Anticorruption Sustainable Development Goals (SDGs) Code of ethics and Lines of Conduct	13, 23, 24, 25, 26, 56	
GRI 3: Material Topics 2021			
3-1 Process to determine material topics	Materiality Matrix	31	
3-2 List of material topics	Openness and dialogue Hearing pollution Community support Transparency Supply Chain Workforce development Customer health Responsible gaming Governance Data protection Diversity and equality Energy consumption Waste generation Public space Regulatory compliance Economic performance Physical work environment Work environment Compensation Occupational safety Water consumption	32	
GRI 205: Anti-corruption 2016			
205-1 Operations assessed for risks related to corruption	Anti-corruption	53	

205-2 Communication and training about anti-corruption policies and procedures	Anti-corruption	53
205-3 Confirmed incidents of corruption and actions taken	Anti-corruption	53

OPENNESS AND DIALOGUE

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Communication Channels	30
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GRI 2: General Disclosures 2021

2-16 Communication of critical concerns	Complaint mechanisms	14
2-18 Evaluation of the performance of the highest governance body	Team Leader Evaluation	51
2-26 Mechanisms for seeking advice and raising concerns	Complaint mechanisms	14
2-29 Approach to stakeholder engagement	Stakeholders Material Topics Communication Channels Materiality Matrix	29, 30, 31,32, 33

REGULATORY COMPLIANCE

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Regulatory Compliance	52
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GRI 2: General Disclosures 2021

2-27 Compliance with laws and regulations	Regulatory Compliance	52
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GRI 207: Tax 2019

207-1 Approach to tax	Taxation	54
207-2 Tax governance, control, and risk management	Taxation	54
207-3 Stakeholder engagement and management of concerns related to tax	Taxation	54

207-4 Country-by-country reporting

The organization operates only in Mexico.

GRI 415: Public Policy 2016

415-1 Political contributions

During 2022 the organization did not make any financial or in-kind contributions to political parties or political representatives.

PUBLIC SPACE

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics

Health and Safety of Our Customers 38

GRI 410: Security Practices 2016

410-1 Security personnel trained in human rights policies or procedures

The company does not have security personal at its charge.

DATA PROTECTION

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics

Personal Data Protection Information Security 34, 35

GRI 418: Customer Privacy 2016

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

No concerning breaches of customer privacy and losses of customer data were reported during the 2022 period

RESPONSIBLE GAMING AND CUSTOMER HEALTH

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics

Responsible Gambling and Voluntary Self-Exclusion 37

GRI 416: Customer Health and Safety 2016

416-1 Assessment of the health and safety impacts of product and service categories

“Responsible Gambling and Voluntary Self-Exclusion Health and Safety of Our Customers” 37, 38

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No non-compliances related to health and safety impacts were reported during the 2022 period		
GRI 417: Marketing and Labeling 2016			
417-1 Requirements for product and service information and labeling	Gaming Transparency	36	
417-2 Incidents of non-compliance concerning product and service information and labeling	No non-compliances related to concerning product and service information and labeling were reported during the 2022 period		
417-3 Incidents of non-compliance concerning marketing communications	No non-compliances concerning marketing communications were reported during the 2022 period		

COMMUNITY SUPPORT

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Communities	39		
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GRI 2: General Disclosures 2021

2-28 Membership associations	External Initiatives and Associations to which we belong	15		
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GRI 413: Local Communities 2016

413-1 Operations with local community engagement, impact assessments, and development programs	Communities	39, 41, 42		
413-2 Operations with significant actual and potential negative impacts on local communities	No negative impact related to communities has been identified since the operation is located in urban environment.			

ECONOMIC PERFORMANCE

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Economic performance	18		
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GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed	Economic Value Generated and Distributed	19		
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201-2 Financial implications and other risks and opportunities due to climate change	Economic performance	18
201-4 Financial assistance received from government	Economic performance	18

SUPPLY CHAIN

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Supply Chain	55		
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GRI 2: General Disclosures 2021

2-6 Activities, value chain and other business relationships	About Us, Our offer	6, 8		
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2-15 Conflicts of interest	Supply Chain	55		
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GRI 204: Procurement Practices 2016

204-1 Proportion of spending on local suppliers	Supply Chain	55		
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GRI 308: Supplier Environmental Assessment 2016

308-1 New suppliers that were screened using environmental criteria	Omitted		Information unavailable/incomplete	During 2022 any filters for suppliers included environmental criteria
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308-2 Negative environmental impacts in the supply chain and actions taken	Omitted		Information unavailable/incomplete	During 2022 any evaluation for suppliers included environmental criteria
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GRI 407: Freedom of Association and Collective Bargaining 2016

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supply Chain	55		
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GRI 408: Child Labor 2016

408-1 Operations and suppliers at significant risk for incidents of child labor	Supply Chain	55		
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GRI 409: Forced or Compulsory Labor 2016

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain	55		
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GRI 414: Supplier Social Assessment 2016

414-1 New suppliers that were screened using social criteria	Omitted	Information unavailable/incomplete	The organization was not able to measure negative social impacts related to the supply chain.
414-2 Negative social impacts in the supply chain and actions taken	Omitted	Information unavailable/incomplete	The organization was not able to measure negative social impacts related to the supply chain.

WORK ENVIRONMENT

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Employees	43		
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GRI 2: General Disclosures 2021

2-25 Processes to remediate negative impacts	Code of Ethics and Lines of Conduct	13		
2-30 Collective bargaining agreements	Labor standards	24		

GRI 401: Employment 2016

401-1 New employee hires and employee turnover	Employees	43		
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees	43		
401-3 Parental leave	Employees	44		

GRI 402: Labor/Management Relations 2016

402-1 Minimum notice periods regarding operational changes	Equality and Non-Discrimination	45		
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GRI 406: Non-discrimination 2016

406-1 Incidents of discrimination and corrective actions taken	Complaint mechanisms	14		
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COMPENSATION

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Employees	44		
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GRI 201: Economic Performance 2016

201-3 Defined benefit plan obligations and other retirement plans	Employees	43		
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GRI 202: Market Presence 2016

202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Omitted	Information unavailable/incomplete	The organization does not measure these ratios.
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WORKFORCE DEVELOPMENT

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Training, Education and Evaluation	49		
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GRI 404: Training and Education 2016

404-1 Average hours of training per year per employee	Logrand University	50		
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404-2 Programs for upgrading employee skills and transition assistance programs	Logrand Philosophy Workshop Team Leader Evaluation Bachelor’s Degree in Entertainment Business Administration and Higher Technical Degree - Generations 2022”	51		
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404-3 Percentage of employees receiving regular performance and career development reviews	Team Leader Evaluation	51		
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DIVERSITY AND EQUALITY

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Equality and Non-Discrimination	45		
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GRI 2: General Disclosures 2021

2-7 Employees	Employees	43		
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2-8 Workers who are not employees	100% of the workers are employees.			
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GRI 202: Market Presence 2016

202-2 Proportion of senior management hired from the local community	Equality and Non-Discrimination	45		
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GRI 405: Diversity and Equal Opportunity 2016

405-1 Diversity of governance bodies and employees	Employees	43		
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405-2 Ratio of basic salary and remuneration of women to men	Omitted	Information unavailable/incomplete	Information is not available for this standard.
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OCCUPATIONAL SAFETY AND PHYSICAL WORK ENVIRONMENT

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Occupational Health and Safety	46		
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GRI 403: Occupational Health and Safety 2018

403-1 Occupational health and safety management system	Occupational Health and Safety	46		
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403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	46		
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403-3 Occupational health services	Occupational Health and Safety	46		
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403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	46		
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403-5 Worker training on occupational health and safety	Occupational Health and Safety	46		
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403-6 Promotion of worker health	Occupational Health and Safety	46		
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403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	46		
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403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	46		
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403-9 Work-related injuries	Occupational accidents	47		
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403-10 Work-related ill health	Occupational accidents	47		
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ENERGY CONSUMPTION

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Energy	57		
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GRI 302: Energy Consumption

302-1 Energy consumption within the organization	Omitted		Information unavailable/incomplete	The organization did not measure energy generated within the organization.
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302-2 Energy consumption outside of the organization	Energy	57		
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302-3 Energy intensity	Omitted		Information unavailable/incomplete	The organization did not measure an energy intensity during 2022.
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302-4 Reduction of energy consumption	Energy	57
302-5 Reductions in energy requirements of products and services	Energy	57

GRI 305: Emissions 2016

305-2 Energy indirect (Scope 2) GHG emissions	Omitted		Information unavailable/incomplete	The organization did not measure an energy indirect (Scope 2) GHG emissions
305-5 Reduction of GHG emissions	Emissions	60		

WASTE GENERATION

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Waste	59		
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GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts	Waste	59		
306-2 Management of significant waste-related impacts	Waste	59		
306-3 Waste generated	Waste	59		
306-4 Waste diverted from disposal	Waste	59		
306-5 Waste directed to disposal	Omitted		Information unavailable/incomplete	The organization does not measure its waste directed to disposal.

GRI 301: Materials 2016

301-2 Recycled input materials used	Waste	59		
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WATER CONSUMPTION

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Water and effluents	58		
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GRI 303: Water and Effluents 2018

303-1 Interactions with water as a shared resource	Water and effluents	58		
303-2 Management of water discharge-related impacts	Water and effluents	58		
303-3 Water withdrawal	Water and effluents	58		
303-4 Water discharge	Water and effluents	58		

HEARING POLLUTION

DISCLOSURE	LOCATION	PAGE	REASON FOR OMISSION	EXPLANATION
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GRI 3: Material Topics 2021

3-3 Management of material topics	Each gaming machine has the ability to control the volume of its music and sound effects, we always try to keep individual volumes as low as possible. We have devices for measuring environmental noise that allow us to monitor it.			
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NON-MATERIAL DISCLOSURES

GRI 203: Indirect Economic Impacts 2016

203-1 Infrastructure investments and services supported

203-2 Significant indirect economic impacts

GRI 206: Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

GRI 301: Materials 2016

301-1 Materials used by weight or volume

301-3 Reclaimed products and their packaging materials

GRI 304: Biodiversity 2016

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

304-2 Significant impacts of activities, products and services on biodiversity

304-3 Habitats protected or restored

304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

GRI 305: Emissions 2016

305-1 Direct (Scope 1) GHG emissions

305-3 Other indirect
(Scope 3) GHG
emissions

305-4 GHG
emissions intensity

305-6 Emissions of
ozone-depleting
substances (ODS)

305-7 Nitrogen oxides
(NO_x), sulfur oxides (SO_x),
and other significant
air emissions

**GRI 411: Rights of
Indigenous Peoples 2016**

411-1 Incidents of
violations involving rights
of indigenous peoples



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