

Sustainability report 2022

"Striving to make a positive impact on people's lives through games."

STILLFRONT'S SUSTAINABILITY PILLARS

Gaming for all

We develop games that are fun, smart, and entertaining, and at the same time have a positive impact on people and society. We always try to make sure that gaming is not only a great social experience, but we also take responsibility for a safe, equal, and welcoming environment for everyone.

Living our values

Stillfront's most important asset is human capital. We are committed to build a work culture that is including, diverse, attracts talent and is value-based.

Smart resource use

For us, smart resource use is a given for the long-term prosperity of gaming and the planet. Our business is digital, and our largest negative environmental impact derives from the emissions of our gamers when playing our games on mobile or browser devices. We strive to reduce our own emissions and initiate projects and communicate on how to be a smart gamer.

Building a sustainable gaming business

COMMENTS BY OUR CEO

At Stillfront, we strive to make a positive impact in our gamers' everyday lives. This encompasses everything we do as a company and sustainability is an integrated part of our business model. As people spend more of their free time playing games, our mission becomes even more important. Stillfront as a group is responsible for securing that the content that we publish is in accordance with our values and that we can create a gaming universe that is digital, affordable, equal, and sustainable.

During 2022, we introduced a playbook for all our studios. The playbook is intended to provide both strategic and practical guidance for our studios on how to implement sustainability in their everyday operations. The playbook includes initiatives covering Stillfront's three sustainability pillars: Responsible gaming; Living our values; and Gaming for all. The playbook also consists of three maturity phases that helps determine the maturity of each studio's sustainability work and appropriate actions for each phase. A digital data collection tool was also introduced for all studios that will collect data covering all three pillars on an annual basis, which will enable our studios to benchmark internally and better track their yearly progress.

During the year, we also intensified our focus on internal and cultural perspectives with particular focus on our employees' satisfaction and wellbeing. We initiated a Living our values forum where we hosted our studios' HR managers and addressed common challenges and shared best-practices. We have also significantly extended the scope of our annual survey on employee satisfaction and wellbeing.

By the end of 2022, we committed to set near-term company-wide emission reduction targets in line with climate science and with the Science Based Targets initiative (SBTi). Since 2019, we have built a solid data collection model for our organization, and we have published yearly greenhouse gas emission disclosures. We have now extended our climate impact analysis and created a model for calculating the emissions derived from our digital marketing activities. Going forward, we will focus on implementing sufficient actions to reduce emissions from our own operations as well as initiating projects related to reducing energy when gamers play our games.

Focus areas for 2023 include conducting an updated double materiality analysis and implement an agenda for increasing the use of renewable energy in our office premises. We are also increasing our focus on the talents in the group and will continue running projects within talent management among many other things.

Our business is in digital entertainment, and we reach more than 60 million users every month, why we together with our industry peers and our platforms will partner and educate on important measures to be taken as a responsible game company. We are humble and aware of the difficulties, but we have a clear vision.



Jörgen Larsson
CEO & Founder, Stillfront Group

"In 2022, we introduced a playbook for all studios, providing strategic and practical guidance in implementing sustainability."

Our sustainability framework and targets

For Stillfront, sustainability is an integrated part of our strategy and business model. We use a framework to focus our resources on the most relevant environmental, social and governance issues to drive performance and to engage internal and external stakeholders. The framework is made

up of Stillfront’s material topics, targets, and objectives which become our three material pillars: Gaming for all (the value we create through our products), Living our values (internal and cultural perspectives) and Smart resource use (climate impact and reduction plan). When establishing this

framework, we considered several principles, regulations, standards, and guidelines, including the principles of the United Nations Global Compact, the EU Taxonomy, UN Guiding Principles on Business and Human Rights as well as OECD guidelines for multinational enterprises.

Gaming for all

“Focusing on the value we create through our products”

TARGET

RESULT 2022

Diverse gaming content

New games introduced or developed should strive to increase diversity in the game portfolio.

The active portfolio of games increased by 14 new games during 2022, offering an even wider range of addressed audience, cultural representation and expanded access for gamers all around the world.

Responsible gaming culture

Zero tolerance for abusive behavior among gamers. 100 percent of substantiated incidents to be acted on.

100 percent of the substantiated incidents have been acted on by the studios according to our strict protocol.

User privacy and data security

100 percent of substantiated incidents to be acted on.

In 2022, there was one substantiated data breach reported to local data protection authorities and four of complaints from data protection authorities.

Read more on p. 17–19 →

Living our values

“Internal and cultural perspectives”

TARGET

RESULT 2022

Equality, diversity and inclusion

1. New game teams introduced, should improve diversity and inclusion.

1. The game teams introduced during 2022 are diverse and multicultural, mirroring the high diversity of genres and audiences they target.

2. The gender balance should be 40/60 at all levels of positions within the group.

2. The gender balance was 31/69 percent at all levels within the group in 2022.

Employee engagement and wellbeing

Our global Employee Net Promoter Score (eNPS) should be above 25. Measuring how likely our employees are to recommend Stillfront as a good place to work.

At year end, 2022, our global eNPS was 22.

A good eNPS is between 10 and 30, above 30 is excellent.

Responsible business

100 percent of substantiated reported incidents in our Speak Up channels should be acted upon.

During 2022, we have not received any substantiated reports in the Speak Up channels.

Read more on p. 20–22 →

Smart resource use

“Climate impact and reduction plan”

TARGET

RESULT 2022

Carbon reduction

During 2022, our ambition was to set an emissions reduction target in line with the Science Based Targets initiative’s (SBTi) criteria.

In December 2022, Stillfront committed to set nearterm company-wide emission reduction targets in line with climate science and with the Science Based Targets initiative (SBTi). By joining the SBTi, Stillfront will now seek to get its near-term emission reduction targets validated and approved by the SBTi.

Read more on p. 23–24 →

About our business

Our business does not operate in a vacuum: we rely on suppliers, distribution platforms as well as our gamers. Stillfront's games reach users on mobile and browser. At year-end 2022, mobile games totaled 76 percent of Stillfront's total bookings and the share of advertising bookings totaled 16 percent.

Our active portfolio consists of 78 games divided into three product areas: Strategy; Simulation, RPG & Action; and Casual & Mash-up. The target audiences of our games are adults, aged 16 and above, as per their terms and conditions. By year-end 2022, approximately 60 million users all over the globe enjoyed our games and approximately half of our users are females.

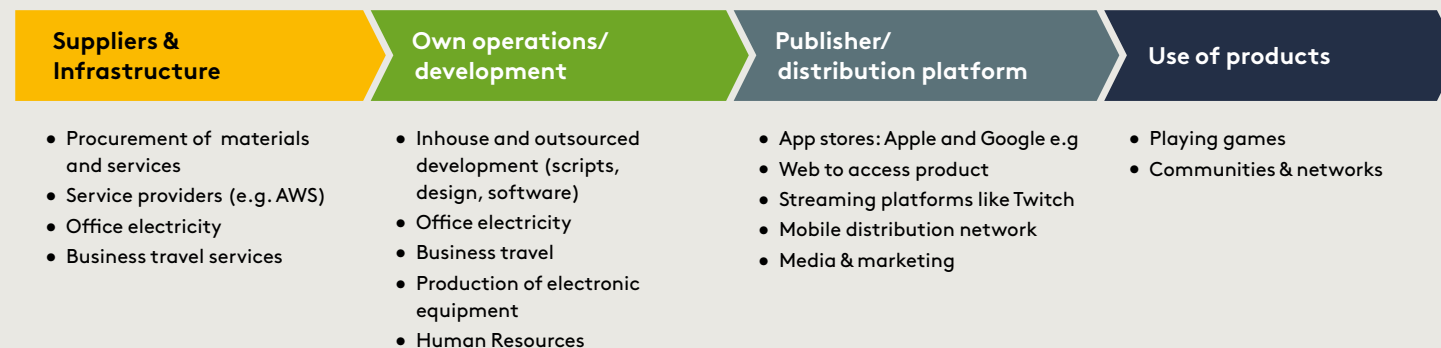
Stillfront's games are predominantly within the free-to-play (F2P) segment. F2P games give gamers free access to games,

as opposed to premium games which must be paid for prior to being played. Our 23 game studios typically publish games inhouse or in cooperation with another studio in the group. Stillfront manages marketing inhouse through strong performance marketing expertise.

We are committed to improve sustainability throughout our entire value chain to meet our ethical and social responsibilities, reduce costs, and ensure a sustainable future for the industry while providing an enjoyable and responsible gaming experience for all users.

Our business is digital, and our largest negative environmental impact derives from the emissions of our gamers when playing our games on mobile or browser devices.

Our value chain



How we govern sustainability

DEVELOPMENT RANKING INDICES 2022

MSCI

A Improvement from BBB to A

 Clear upwards trend during past years

Sustainalytics

13.8 Improvement from 18.8 to 13.8 (lower = better)

36 Stillfront ranks 36 out of 1,068 companies within software and services

DJSI/S&P Global

+11 Improvement from 12 to 23, +11 year over year.

The board of directors is responsible for Stillfront’s overall strategy, in which sustainability is integrated. The sustainability policy has been adopted by the board of directors. Our management team develops tools and processes that guide the head office and our studios. We have set up specific forums for studio representatives covering the three pillars of our sustainability framework. The EVP Communication, IR & Sustainability is heading the forums and is responsible for execution of the sustainability strategy and priorities set by the board.

All our studios and employees are expected to live up to our sustainability ambitions. The studio head is responsible for implementation together with the representative of the respective committee, carrying out trainings and follow-ups. An approach that is resource-efficient, decentralized, and digital is key to our business’ success.

Our code of conduct, built upon the ten principles by United Nations Global Compact which Stillfront is signatory of, states that all professionals around the world should act as Stillfront representatives and responsible citizens. To ensure alignment on our code of conduct we conduct yearly trainings with all employees.

Key policies

Stillfront offers a shared structure of values and business principles to underpin local implementation and drive sustainability improvement in our studios. Our key policies include Code of Conduct, Sustainability, HR, Data Protection & Privacy, Anti-bribery & Anti-corruption as well as Speak Up channel. The policies are assessed by the board of directors on an annual basis, and we conduct yearly policy trainings for the group’s employees. In 2022, 100 percent of our employees (excluding employees on leave) completed the policy training, provided by our legal team.

Our FAIR model is the primary steering document for responsible content and comprises the values and principles that we base our content on. Our FAIR model comprises Forum & Communities, Age protection, Inclusion & Diversity as well as Responsible Marketing and Monetization.

Material topics

In steering our sustainability work effectively, we engage in close dialogue with our stakeholders. The stakeholder groups have been identified as the groups that are affected most by our operations and those that have a major impact on our ability to reach our goals.

Our sustainability framework include the material topics deriving from our materiality analysis that we conducted in 2019. The materiality assessment identified our most material sustainability topics through questionnaires, surveys and interviews with our main internal and external stakeholders, including our employees, our board, customers, investors and NGOs.

Material topics include;

- Equality, diversity and inclusion
- Employee satisfaction and well-being
- Data privacy and security
- Responsible gaming and marketing

The analysis also identifies risks within labor and human rights, environment and anti-corruption across our value chain, and the governance of these risks. The analysis also included industry specific risks as well as global risks.

During 2023, we will conduct a double materiality analysis according to the requirements of the Corporate Sustainability Reporting Directive, CSRD.

GAMING FOR ALL

Diverse and inclusive games

TARGET

New games introduced or developed should strive to increase diversity in the game portfolio.

RESULT

The active portfolio increased by 14 new games by year-end 2022, offering an even wider range of addressed audience, cultural representation and expanded access for gamers all around the world.

We believe in creating games and experiences for our global gaming community that reflects a diverse world. We celebrate diversity of gender, race, ethnicity, color, national origin, ancestry, citizenship, religion or other belief, sexual orientation, gender identity or expression, disability, age, union membership, civil status, political beliefs. In our games, we create a diverse range of characters and we strive to avoid stereotyping. In instances where our gamers can create their own characters, we aim to offer diverse options.

How we govern diverse and inclusive games

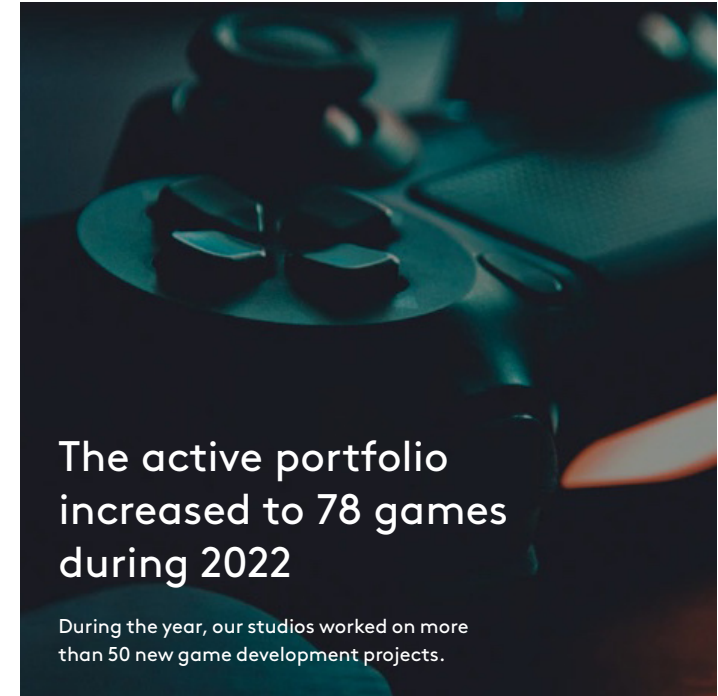
Our FAIR model regulates how we take responsibility for our products and comprises the values and principles that we base our content on. The FAIR model is integrated into our business processes and in our monthly business reviews, our Chief Product Officer and our operational team meet our studios and review content updates as well as new game development projects.

Activities during the year

We offer a diversified portfolio of games that attract different types of gamers, yet always targeting adults. Stillfront’s portfolio of games has grown into an exciting and vibrant ecosystem with more than 60 million monthly active users by year-end 2022.

During the year, our studios worked on more than 50 game development projects including larger content updates. New game development projects span over all three genres (Simulation, Action & RPG, Casual & Mash-up and Strategy) and attracts diverse audiences. We have also reached a wider audience on a new platform by developing a game with Netflix, which is available to Netflix subscribers globally.

In 2022, we increased our geographical presence with our acquisition of 6waves. 6waves is a studio with extensive experience of adapting and bringing high quality strategy games to the Japanese audience that has strengthened our presence in East Asia and specifically in the Japanese gaming market.



The active portfolio increased to 78 games during 2022

During the year, our studios worked on more than 50 new game development projects.

GAME PORTFOLIO SPLIT, YEAR-END 2022



- Casual & Mash-up 43%
- Simulation, Action & RPG 23%
- Strategy 35%

GAMING FOR ALL

Responsible gaming culture

TARGET

Zero tolerance for abusive behavior among gamers. 100 percent of substantiated incidents to be acted on.

RESULT

During 2022, 100 percent of substantiated reports were handled by our studios according to our strict protocol.

Apart from making sure that our products follow our ideas of responsible content, we also aim to create a positive in-game environment. We want our gamers to feel safe and respected in our digital worlds, and as people spend more of their free time playing our games, our responsibility of ensuring a good gaming culture is more important than ever.

The opportunity to interact with other gamers is a central and appreciated function in many of our games, but there is a risk of toxic behavior. Keeping things fair, without cheating or exploitation, is a requirement. No one is allowed to engage or promote harmful behavior including harassment or attacks on race, sexual orientation, gender identity/expression, religion or political beliefs, heritage, country of origin, or unwelcome sexual advances and messages.

How we govern responsible gaming culture

The ecosystem we are active in, consisting of game developers, publishers, platform providers and gamers, has over time established standards of what defines responsible content. Our games are to follow the industry standards set by the gaming ecosystem. In addition, Stillfront has established its own responsible content declaration that addresses, and includes a plan for, how we deal with unacceptable content and behavior from gamers' actions in the games.

This responsible content declaration, our FAIR model, regulates our users' behavior towards each other. It also regulates how we take responsibility for our products and addresses unacceptable content covering our own games and forums.

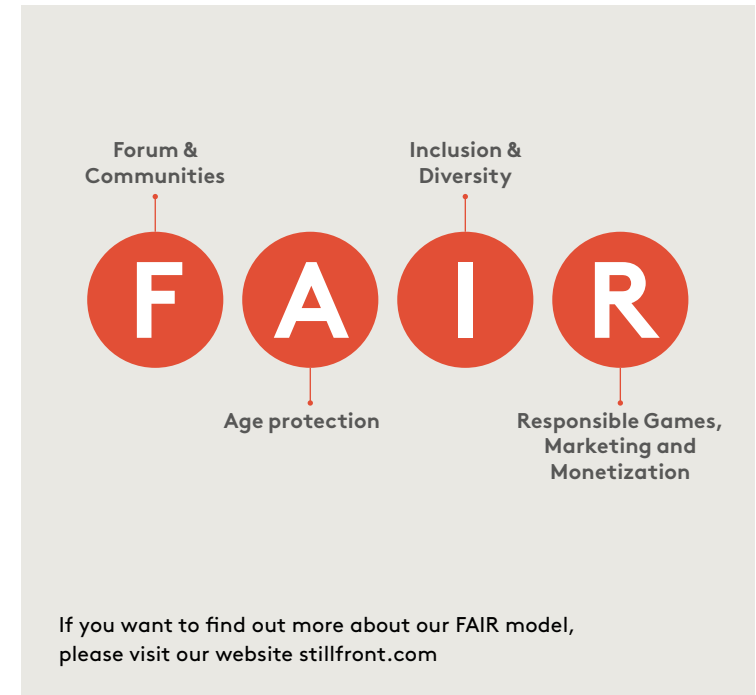
We manage toxic behavior with built-in functions and algorithms that filter out bad language and gamers that are not complying with our games terms of services are put on mute and/or banned. Stillfront has zero tolerance for abusive behavior amongst users and our studios have dedicated teams focusing on creating a positive and inclusive environment.

Stillfront games do not offer any real money features, including gambling for real money and in-game contests that reward real money. Gamers need to transfer their money via verified purchases into in-game currencies and items that cannot be transferred back

to cash. The purchase is a transparent process and in accordance with the platform regulations and applicable law Stillfront studios have processes and software to detect and intervene against activities violating the games' terms of services.

Activities during the year

These topics are up for discussion in our regular business reviews when the Chief Product Officer, the operational team and the studio management meet for regular check-ins and discussions. During 2022 we have put a lot of consideration into how to conduct marketing of war strategy games considering the Ukraine war. During most of the year we did not conduct any marketing of some of our games in affected regions and set even stricter guidelines for marketing material for games with relevant themes. Other topics handled in this forum is new game development as well as content updates.



GAMING FOR ALL

User privacy and data security

TARGET

Our gamers should feel that their privacy and data are protected, at all times. 100 percent of substantiated incidents to be acted on.

RESULT

In 2022, there was one substantiated data breach reported to local data protection authorities and four complaints from data protection authorities.

Data privacy and data protection are of the utmost importance to Stillfront. Our processes have been designed to safeguard confidentiality, privacy and access to information and data. Stillfront is continuously striving to maintain the highest standards to protect its users from cyberattacks and card fraud when playing our games. We put in a lot of resources to comply with all applicable legislations and rules to achieve utmost security and expect the same of our business partners and suppliers.

How we govern user privacy and data security

Over the years, we have put considerable resources into ensuring that our Privacy program meets the criteria of the General Data Protection Regulation (GDPR) and other applicable data protection and privacy regulations. Stillfront's website contains information on the rights that users have and descriptions of how Stillfront processes personal data. The end-user data is processed by the studios

and such processing activities are subject to the privacy notice applicable for the respective games. Deloitte is engaged as the group's external Data Protection Officer (DPO), a role that includes recurring targeted audits.

Activities during the year

All professionals of Stillfront are offered regular data privacy and data protection trainings. Stillfront provides best-practice templates and guidance that have enabled the younger and less mature studios to quickly establish a more solid and formal foundation for their privacy capabilities. Stillfront has during 2022 implemented a record of processing activities (ROPA) software that facilitates the group's compliance efforts in respect of recording its processing activities in relation to personal data. The ROPA software ensures efficient record keeping procedures and accountability within the group, which promotes compliance with the GDPR requirements.



LIVING OUR VALUES

Equality, diversity and inclusion

At Stillfront, we are of the opinion, that a diversified workforce is key to understanding our global audience. Not only is the share of women who are playing games increasing, but there is also a demand for high-quality entertainment in multiple languages, adapted to different cultures, religions, and customs. Therefore, for us at Stillfront, equality, diversity and inclusion are not only important aspects for creating a culture where everyone can grow – but it is also an increasingly important aspect in successful game development.

How we govern equality, diversity and inclusion

Our operating model ensures that all Stillfront studios maintain their unique identity and retain operational autonomy. We aim to grow together as a company and as individuals and we believe in long-lasting relationships and a decentralized leadership. We are a value-driven group, present in many regions and countries across the globe. Our workforce is diverse in many different aspects: diverse not only in terms of geographic presence, nationality and language skills but also in experiences, skillsets, and perspectives. We embrace differences and doing things in various ways.

Our Code of Conduct supports our business strategy and states the importance of equality, diversity and inclusion. We have zero-tolerance against all forms of discrimination and harassment and our studios work proactively for equality and inclusion. The gaming industry is facing challenges in talent supply and the industry needs to attract more females. At Stillfront, we have a clear ambition to attract more women across the organization.

Activities during the year

In 2022, we updated our corporate values as part of the larger Stillfront IV project. The Stillfront IV project aims to futureproof the group and take the next step as a global games company. Stillfront is a multicultural organization, with employees from many different regions and geographies.

During the year, we initiated a talent mapping project which is the first group-wide talent project with the aim of supporting all our studios on talent acquisition and retention. Equality, diversity, and inclusion is an integrated pillar in our processes, both in terms of recruiting and staffing game teams.

TARGET

New game teams introduced should improve diversity and inclusion.

RESULT

The game teams introduced during 2022 are diverse and multicultural, mirroring the high diversity of genres and audiences they target.

What it means to be a Stillfronter

Passionate

We are passionate about games. Innovation is part of our DNA and we embrace new ideas and initiatives. We always strive to do our utmost to succeed.

Responsible

We act with professionalism and take ownership of our actions to sustainably build the best games company in the world.

Humble

We are open to new perspectives, and we perform the best when we work together as a diverse team with mutual trust.

TARGET

The gender balance should be 40/60 at all levels within the group.

RESULT

We are proud of having 50 percent women and 50 percent men on our board of directors and 43 percent women and 57 percent men in our executive management team. In our group business management team, we increased diversity, and the gender balance is now 17 percent women and 83 percent men. Throughout our entire group, we had 31 percent women and 69 percent men by year-end 2022, to be compared with 30 and 70 in 2021.

Board of directors

50% women

Executive management team

43% women

Group business management team

17% women

Entire group

31% women

LIVING OUR VALUES

Employee engagement and well-being

TARGET

For Stillfront it is key to attract and retain the most talented people in the gaming industry. Our target is a global Employee Net Promoter Score (eNPS) above 25.

eNPS measures how likely our employees are to recommend Stillfront as a good place to work.

RESULT

At year end, 2022, our global Employee Net Promoter Score (eNPS) was 22.

A good eNPS score is between 10 and 30; above 30 is excellent.

We have a vision to build the world's best games company which means creating the best platform for game teams and talents to thrive. We aim to build what we define as the modern company, with a strong and open culture, distributed leadership, and responsible employees. Our model relies on entrepreneurship, scale, structure and synergies, and the entrepreneurial spirit is key to our success.

How we govern employee engagement and wellbeing

Stillfront offers a unique combination of individual and well-run game studios supported by a global group, offering a large network of colleagues, knowledge, and opportunities. Our Stillops platform connects and empowers our game teams, enabling collaborations and realizing synergies.

For Stillfront's future success, we are dependent on attracting, developing and maintain our talents, why it is crucial for us to offer an attractive, competitive, and healthy workplace. Our group-wide HR policy covers employee safety, engagement & wellbeing, recruitment, diversity and inclusion, professional development as well as remuneration. Stillfront supports parental leave, and the group has zero tolerance against harassment and discrimination.

Stillfront conducts employee satisfaction surveys on an annual basis and quarterly we measure our employees engagement and

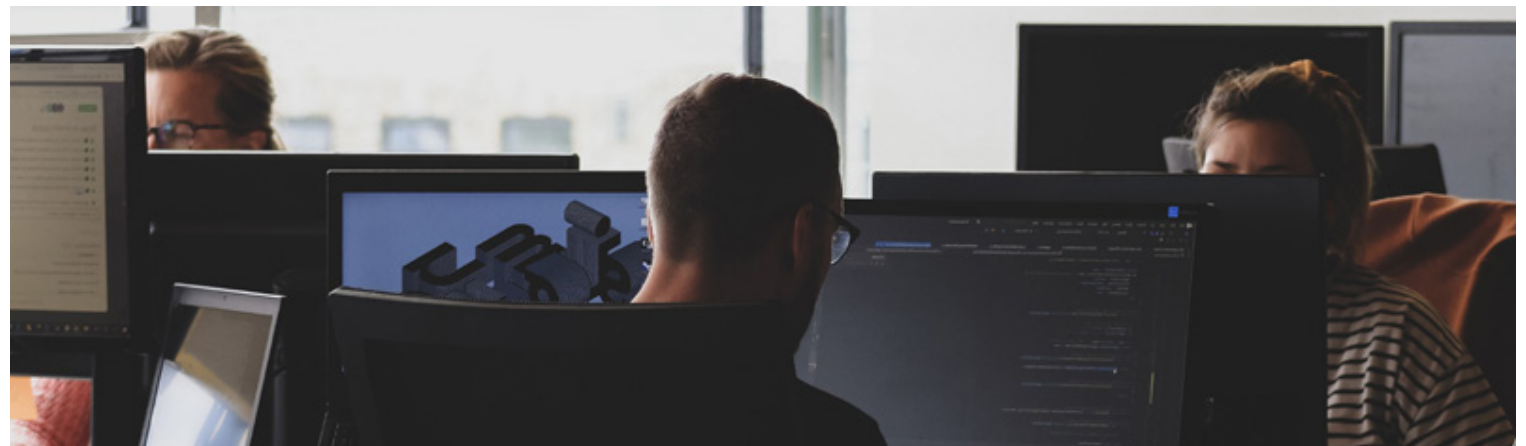
well-being by asking "how likely are you to recommend Stillfront as a good place to work". The result is our global Employee Net Promoter Score (eNPS). A good eNPS score is between 10 and 30; above 30 is excellent.

Activities during 2022

In 2022 we intensified our focus on internal and cultural perspectives with particular focus on our employees' satisfaction and wellbeing. We initiated a Living our values forum where we host our studios' HR managers and address common challenges and shared best-practices.

During the year, we have also increased the focus on supporting the studios' HR managers in areas such as talent mapping, recruiting, remuneration e.g. The talent management program includes for example employee development talks, clear career paths, strong corporate values, policy trainings, employee satisfaction surveys.

In the course of 2022, 78 percent of all employees took part in regular performance and career development reviews. The average number of training hours was three hours in 2022 and examples of training include external classes in local languages, leadership skills training, and other external employee training groups. During 2022, no work related injuries was reported and no recordable cases of ill-health and we had zero incidents of discrimination.



LIVING OUR VALUES

Responsible business

TARGET

100 percent of substantiated reported incidents in our Speak Up channels should be acted upon.

RESULT

During 2022, we received zero substantiated reports in the Speak Up channels. All issues reported through Stillfront's dedicated Speak Up channels have been acted on in accordance with applicable laws and regulations.

Stillfront has a shared framework of values and business principles that underpin local implementation. Our organization lets us seize local opportunities and as a group we share the same principles and values. Our key policies include Code of Conduct, Sustainability, HR, Data Privacy & Security, Anti-bribery and Anti-corruption as well as a public Speak Up procedure.

How we govern responsible business

Our code of conduct, built upon the ten principles by United Nations Global Compact which Stillfront is signatory of, states that all professionals around the world should act as Stillfront representatives and responsible citizens. To ensure alignment on our code of conduct and other policies, all employees undergo yearly training.

Our Speak Up channel is available on our website and also allows for reports sent by e-mail or by post. Cases are handled by Stillfront's Speak Up committee which comprises the Chair of the board and the General Counsel, in a fair, consistent way, without bias.

Stillfront has a zero-tolerance stance against bribery, corruption and money laundering and has adopted an anti-bribery and anti-corruption policy that apply to all companies and professionals of the group. We are further committed to observing the standards of conduct set forth in applicable anti-bribery, anti-corruption and anti-money laundering laws and regulations, including the United Kingdom Bribery Act 2010 and the United States Foreign Corrupt Practices Act.

Activities during the year

During 2022, all employees were trained in anti-corruption. Any breach of the principles set out in the policy must be reported through the designated channels, which includes Stillfront's Speak Up channels. During 2022, we had zero cases of corruption.

The payment of taxes is a central link between governments, communities, and businesses. Stillfront has assessed how different tax rules affects its operations, to ensure an accurate tax status. Stillfront reports and pays tax in accordance with applicable legislations, considering expert advice from tax advisors. The tax rate for the full year of 2022 amounted to 27 percent for the group.

All companies that become part of Stillfront, undergo due diligence specifically focusing on internal processes that safeguard legal and financial compliance, including preventing corruption, sanctions, and anti-money laundering risks.



SMART RESOURCE USE

Climate
action

TARGET

During 2022, our ambition is to set an emissions reduction target in line with the Science Based Targets Initiative's (SBTi) criteria.

RESULT

In December 2022, Stillfront committed to set near-term company-wide emission reduction targets in line with climate science and with the Science Based Targets initiative (SBTi). By joining the SBTi, Stillfront will now seek to get its near-term emission reduction targets validated and approved by the SBTi.

At Stillfront, we believe that our industry has a role to play in the fight against climate change and we are committed to taking action to reduce our environmental impact. We recognize that as a leading player in the gaming industry, we have a unique opportunity to set an example and inspire others to follow suit. We are proud to be taking steps to minimize our carbon footprint and operate in a sustainable manner.

In every country, environmental requirements are applied to the business operations that, at a minimum, correspond to local environmental regulations, so far as they apply to the group's operations. The environmental impact from Stillfront's business activities is only indirect, in the form of energy consumption in conjunction with data traffic and data storage as well as travel.

How we govern climate action

Measuring is the first step to mitigation and a way to ensure we stay on track with our plans. Stillfront has created a solid data collection model and has conducted yearly greenhouse gas emission disclosures since 2019. The climate calculations are conducted in accordance with the Greenhouse Gas Protocol.

Stillfront has an environmental committee in place since 2020. The Smart resource use forum, comprising all 23 studios.

Activities during the year

In 2022, Stillfront committed to set near-term company-wide emission reduction targets in line with climate science and with the Science Based Targets initiative (SBTi). The SBTi is a partnership between CDP (Climate Disclosure Project), the United Nations Global Compact, World Resources Institute (WRI) and the Worldwide Fund for Nature (WWF).

During the year, Stillfront conducted its first reduction impact analysis which resulted in an activity plan and framework for the group's first near-term climate targets. By joining the SBTi, Stillfront will now seek to get its near-term emission reduction targets validated and approved by the SBTi. Stillfront will from now on focus on implementing sufficient actions to reduce emissions from our own operations as well as initiating projects related to reducing energy when gamers play our games.



GHG Disclosure

Stillfront's total GHG emissions for 2022 was 57,394 tCO₂e to be compared with 33,173 tCO₂e in 2021. The increase of CO₂e emissions compared to the previous year is primarily driven by an increase in scope 3 emissions. This is mainly due to improved data coverage and quality where we have revised and updated our calculation methodologies, specifically for estimating Scope 3.11 Use of sold products, which impacted the emissions.

Scope 1 includes direct emissions from fuels for heating, delivery vehicles and passenger vehicles as well as from refrigerants and totals 74 tCO₂e for 2022. The emissions in Scope 1 increased by 17 percent compared to 2021. Scope 2 includes indirect emissions from purchased energy such as

electricity, district heating and district cooling. The emissions in scope 2 market-based were 493 tCO₂e for 2022. The tCO₂e emissions decreased compared to the previous year, mainly due to an increase in the procurement of renewable electricity, representing 16 percent of total energy procurement (electricity, district heating and district cooling), and 29 percent of electricity procurement (8 percent in 2021).

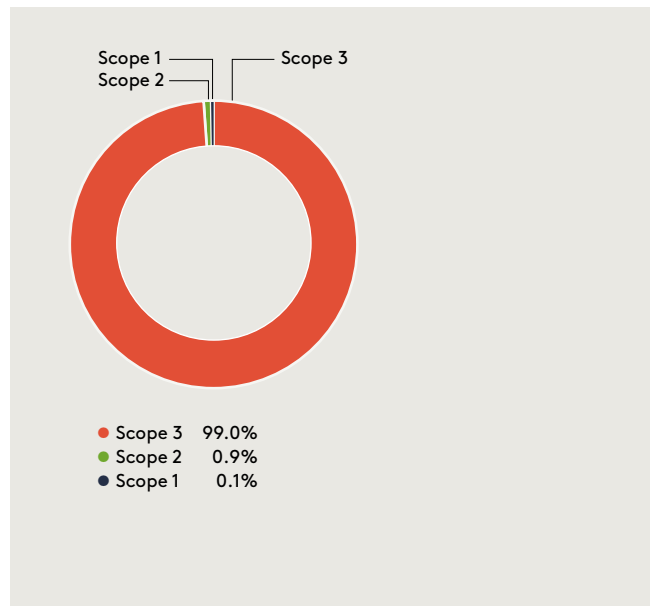
Scope 3 emissions, 56,827 tCO₂e for 2022, represent 99% of Stillfront's total emissions. The category Use of sold products (gaming hours) make up 95 percent of total Scope 3 emissions. In total, Stillfront Group's Scope 3 emissions increased with 77 percent compared to 2021, mainly due to the increase in emissions from gaming hours.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION 2022 (MWH)

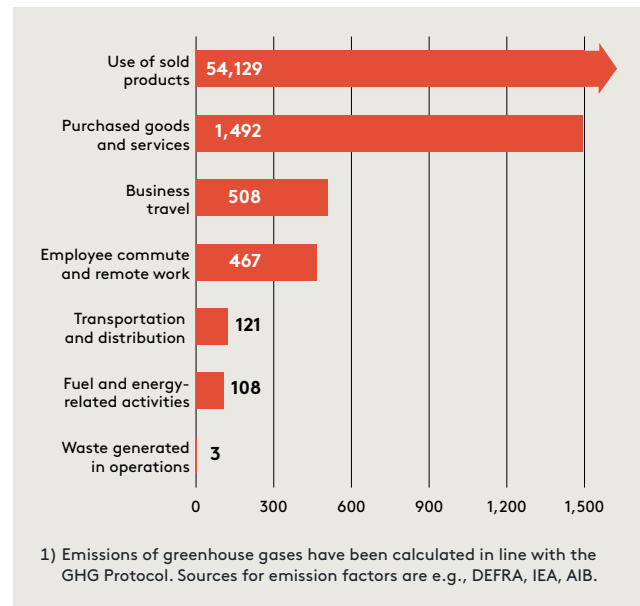
Energy type	Total amount	Of which renewable
Electricity	1,019	293
District cooling	78	0
District heating	683	0
Fuels	243	0
Total	2,023	293

Electricity, district heating, and district cooling has been purchased by Stillfront Group during the reporting year 2022. Stillfront Group did not purchase any steam. Fuels represent diesel and petrol used on cars owned or controlled by Stillfront Group, as well as the energy used in electric vehicles and consumption of natural gas used on-site. When data was unavailable, estimations and extrapolations has been made based on average FTE. Extrapolation of energy related to electricity, district heating and cooling represent 56% and extrapolations related to fuels represents 38%.

TOTAL GREENHOUSE GAS EMISSIONS PER SCOPE 2022



SCOPE 3 EMISSIONS 2022, tCO₂e¹



GREENHOUSE GAS EMISSIONS, tCO₂e²

Emission category	Amount		
	2022	2021	2020
Scope 1 (Direct emissions) - Total	74	64	8
Scope 2 (Indirect emissions) - Total Market based ³	493	1,026	1,150
Scope 3 (Other emissions) - Total ⁴	56,827	32,083	26,692
Total emissions	57,394	33,173	27,850

2) Emissions of greenhouse gases have been calculated in line with the GHG Protocol. Sources for emission factors are e.g., DEFRA, IEA, AIB. When data was unavailable, estimations and extrapolations has been made based on average FTE. Extrapolations make up 3% of total CO₂e emissions in Scope 1, 2 och 3.

3) Emissions in tCO₂e according to the location based method: 511 tCO₂e

4) The scope 3 emissions have increased significantly compared to previous years which primarily is due to improved data coverage and quality. During the year, Stillfront Group also revised and updated calculation methodologies for Scope 3.11 (Use of sold products), leading to an increase in those emissions compared to the previous year.

EU Taxonomy reporting

For reporting year 2022, we are required to report on 1) the eligibility of their economic activities, 2) the environmental objectives their eligible activities substantially contribute to and 3) the alignment of their eligible activities with the applicable Do No Significant Harm (“DNSH”) criteria and the Minimum Safeguards in line with Article 3.

By screening our business activities, we have identified that our activities as developer and publisher of games, is not covered by the Climate Delegated Act and consequently Taxonomy-non-eligible.

Below, we present the share of our group turnover, capital expenditure (capex) and operating expenditure (opex) for the reporting period 2022, which are associated with Taxonomy-aligned economic activities related to the first two environmental objectives (climate change mitigation and climate change adaption) in accordance with Article 8 of the Taxonomy Regulation.

Revenue Taxonomy-non-eligible

Total Turnover corresponds to Net revenues in the Consolidated statement of comprehensive income in the financial statements. See also note 5 in the financial statements. Turnover in Stillfront is considered as non-eligible.

Capex Taxonomy-eligible

Total Capex corresponds to additions, including business combinations, to balance sheet items intangible assets excluding goodwill, and equipment, tools, fixtures, and fittings, before depreciation, amortization, or impairment, as specified in notes 14 and 17 (lines Acquisition of companies, Internal development in the year, and New acquisitions) to the Consolidated statement of financial position, complemented by additions/changes to right-of-use assets as specified in note 16. In Stillfront, Capex in real estate in the form of additions to right-of-use assets for office premises is considered as eligible, whereas all other capex is non-eligible, according to activity 7.7, Acquisition and ownership of buildings in Annex I.

Opex Taxonomy-non-eligible

Total Opex corresponds to non-capitalized short-term leases (see note 16), maintenance, and repair costs and other direct costs for the day-to-day servicing of equipment, tools, fixtures, and fittings. Opex in Stillfront is for all practical purposes considered as non-eligible since Opex as defined in the EU Taxonomy is considered as not material for our business model. As a publisher of games our business model does not generally lead to expenditures related to maintenance, repair or similar.

Taxonomy alignment

Minimum Safeguards

Our governance and policy framework are based on the United Nations Guiding Principles on Business and Human Rights (“UNGPs”) and Organization for Economic Co-Operation and Development (“OECD”) Guidelines for Multinational Enterprises. The policy framework contains the necessary requirements to be considered as adequate processes for human rights as per Article 18 of the Delegated Act.

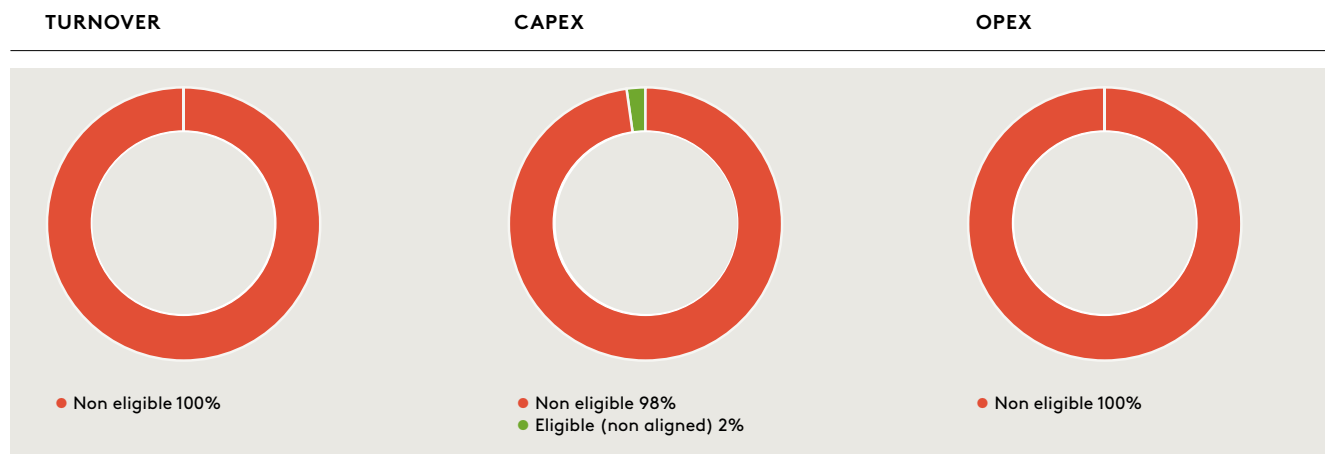
Our global anti-bribery and anti-corruption policy consists of standards and requirements to observe and comply with applicable anti-bribery and anti-corruption laws and regulations of the countries in which we operate and on an annual basis, our employees undergo training in this policy. Further, we review our processes regularly to ensure that we have adequate anti-corruption and anti-bribery processes in place in compliance with Article 18 of the Delegated Act.

Our Code of Conduct includes a section on fair competition, which includes clear obligations for Stillfront and our employees to act in a manner consistent with all applicable competition laws and regulations. We conduct Code of Conduct training for all employees on a yearly basis.

Taxonomy-aligned Capex

To determine if an economic activity is Taxonomy-aligned, it must first comply with the first requirement as described in the Taxonomy Regulation. It must contribute substantially to one or more of the environmental objectives. Secondly it must not significantly harm any of the other environmental objectives.

For the eligible CAPEX activities, obtaining evidence that supports a substantial contribution has largely not been possible. The same applies to the Do no significant harm (DNSH) criteria for Taxonomy-aligned activities where we have not obtained evidence that supports the assumption of DNSH. Therefore, the proportion of our Capex that is eligible, is reported as not Taxonomy-aligned.



PROPORTION OF TAXONOMY-ALIGNED ECONOMIC ACTIVITIES

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities

Economic activities	Code(s)	Absolute turnover [MSEK]	Proportion of turnover %	Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Minimum safeguards Y/N	Taxonomy-aligned proportion of turnover, year 2022 Percent	Taxonomy-aligned proportion of turnover, year 2021 Percent	Category (enabling activity) Y/N	Category (transitional activity) Y/N			
				Climate change mitigation %	Climate change adaptation %	Water and marine resources %	Circular economy %	Pollution %	Bio-diversity and ecosystems %	Climate change mitigation Y/N	Climate change adaptation Y/N	Water and marine resources Y/N	Circular economy Y/N	Pollution Y/N	Bio-diversity and ecosystems Y/N								
A. TAXONOMY ELIGIBLE ACTIVITIES																							
A.1. Environmentally sustainable activities (Taxonomy-aligned)																							
Turnover of eligible Taxonomy-aligned activities (A.1)																				0	0		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																							
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																				0	0		
Total (A.1 + A.2)																				0	0		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																							
Turnover of non-eligible activities (B)		7 058	100%																				
Total (A + B)		7 058																					

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities

Economic activities	Code(s)	Absolute CapEx MSEK	Proportion of CapEx %	Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Minimum safeguards Y/N	Taxonomy-aligned proportion of CapEx, year 2022 Percent	Taxonomy-aligned proportion of CapEx, year 2021 Percent	Category (enabling activity) Y/N	Category (transitional activity) Y/N
				Climate change mitigation %	Climate change adaptation %	Water and marine resources %	Circular economy %	Pollution %	Bio-diversity and eco-systems %	Climate change mitigation Y/N	Climate change adaptation Y/N	Water and marine resources Y/N	Circular economy Y/N	Pollution Y/N	Bio-diversity and eco-systems Y/N					
A. TAXONOMY ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
CapEx of eligible Taxonomy-aligned activities (A.1)																				
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Acquisition (leasing) of buildings	7.7	43	2%															0	0	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																				
Total (A.1 + A.2)																				
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																				
CapEx of non-eligible activities (B)																				
Total (A + B)																				

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities

Economic activities	Code(s)	Absolute OpEx MSEK	Proportion of OpEx %	Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Minimum safeguards Y/N	Taxonomy-aligned proportion of OpEx, year 2022 Percent	Taxonomy-aligned proportion of OpEx, year 2021 Percent	Category (enabling activity) Y/N	Category (transitional activity) Y/N
				Climate change mitigation %	Climate change adaptation %	Water and marine resources %	Circular economy %	Pollution %	Bio-diversity and eco-systems %	Climate change mitigation Y/N	Climate change adaptation Y/N	Water and marine resources Y/N	Circular economy Y/N	Pollution Y/N	Bio-diversity and eco-systems Y/N					
A. TAXONOMY ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
OpEx of eligible Taxonomy-aligned activities (A.1)																				
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																				
Total (A.1 + A.2)																				
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																				
OpEx of non-eligible activities (B)																				
Total (A + B)																				

Sustainability index

Statement of use Sillfront has reported the information cited in this sustainability index for the period 2022-01-01 to 2022-12-31 with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	LOCATION	COMMENT
GRI 1 used	GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Page 16	
	205-2 Communication and training about anti-corruption policies and procedures	Page 22	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Page 22	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 24	
	305-1 Direct (Scope 1) GHG emissions	Page 24	
	305-2 Energy indirect (Scope 2) GHG emissions	Page 24	
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Page 24	
	403-9 Work-related injuries	Page 21	
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	Page 21	
	404-1 Average hours of training per year per employee	Page 21	
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Page 21	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 20	Partial omission: Age and governance body not disclosed.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 21	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 19	
Own KPI: User complaints	Number of user complaints and incidents reported and followed up upon in line with policies.	Page 18	
Own KPI: Equality, diversity and inclusion	Good internal examples of how equality, diversity and inclusion is applied in practice within the studios	Page 17 and 20	

Auditor's report on the statutory sustainability report

TO THE GENERAL MEETING OF THE SHAREHOLDERS IN STILLFRONT GROUP AB (PUBL), CORPORATE IDENTITY NUMBER 556721-3078

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2022 on pages 12–28 and that it has been prepared in accordance with the Annual Accounts Act.

The scope of the audit

Our examination has been conducted in accordance with FAR's auditing standard RevR 12 The auditor's opinion regarding the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm, 19 April 2023

Öhrlings PricewaterhouseCoopers AB

Nicklas Kullberg

Authorised Public Accountant