

Sustainability statement

As people spend more of their free time playing games, our mission becomes even more important. Stillfront as a group is responsible for ensuring 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. Playing a Stillfront game is about having a rewarding hobby, a great social experience, or a strategic challenge.

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About the sustainability statement

This sustainability statement has been developed using the European Sustainability Reporting Standards (ESRS). This statement seeks to report currently available information that is requested in the ESRS standards, as a first step in preparing for full compliance. The statement is therefore not fully compliant with the Corporate Sustainability Reporting Directive (CSRD).

General information

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Basis for preparation

Frameworks and data selection

The sustainability statements are prepared with reference to the ESRS standards issued by the European Financial Reporting Advisory Group (EFRAG). All sustainability topics included in the report have been assessed as material according to our double materiality assessment. All greenhouse gas data points (GHG scope 1-3) are reported based on the Greenhouse Gas Protocol.

Consolidation, accounting and estimations

The sustainability statements are prepared on a consolidated basis of Stillfront and all its subsidiaries. Stillfront uses assessments and estimates for the reporting of some data points, for example data points in the EU Taxonomy on Sustainable Finance and scope 3 emissions where actual data was unavailable.

The estimations and judgements are regularly reassessed based on experience, the development of ESG reporting and increased data quality.



Business model and strategy

Building a sustainable gaming business

Stillfront is a global games company. We develop digital games for a diverse gaming audience and we have a broad games portfolio that is enjoyed by more than 50 million people every month. Stillfront’s active portfolio consists of approximately 70 games, spanning over genres such as strategy, simulation, role play, action and casual & mash-up games. The target audiences of Stillfront's games are adults, aged 16 and above. Stillfront’s games are predominantly within the free-to-play (F2P) segment. Main geographical regions, in terms of sales, include North America, Europe and Asia.

Value chain

Stillfront combines individual and well-run game studios and teams with support by our global group, offering an ecosystem of talent and know-how. Key to our business is our talent. We are dependent on attracting, developing, and retaining talent, which is why it is crucial for us to offer an attractive, competitive, and healthy workplace.

Our operating model ensures that our game teams operate individually and agile, at the same time we grow together as one company and as individuals, and we believe in long-term relationships and decentralized leadership.

Stillfront's core expertise is to develop digital games and most of our core disciplines within game production, including design, development and marketing, are conducted internally. Stillfront's games are to a large extent published

and distributed on external platforms such as app stores. Stillfront's upstream supply chain mainly consists of energy providers, office tenants, providers of electric equipment and data server solutions. Stillfront's business partners include technology providers such as Unity, platform providers such as Apple, Google and Steam, as well advertising networks.

Stillfront emits GHG (greenhouse gas emissions) through its operations both directly (office premises, company cars e.g) and indirectly in its value chain. The most significant source of emissions is within use of sold products which are related to the players energy consumption when playing a Stillfront game. Networks and data centres are other major sources of GHG emissions.

STILLFRONT'S VALUE CHAIN



Sustainability framework and targets

Our sustainability framework is set up 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. The sustainability targets and results are reviewed on an annual basis but please note that some of the targets include a longer perspective.

Stillfront's sustainability framework consists of three core areas:

- Climate impact and environment
- Social and employer responsibility
- Responsible business

Sustainability targets and results 2023

	Target 2023	Result 2023
Climate impact	Stillfront commits to reduce absolute scope 1 and 2 GHG emissions by 42 percent and scope 3 GHG emissions by 51.6 percent by 2030.	<p>Scope 1 and 2 emissions -16% (477) tCO₂e</p> <p>Scope 3 emissions -8% (52,588) tCO₂e</p>
Employee wellbeing and engagement, eNPS	Stillfront’s target for global employee wellbeing, Employee Net Promoter Score (eNPS), should be at minimum 25. The eNPS measures how likely our employees are to recommend Stillfront as a good place to work	Average global eNPS 32 (eNPS 2022: 22)
Equality, diversity, and inclusion	The gender balance should be at least 40/60 at all levels of positions within the group.	Gender balance 32% women 68% men At all levels within the group
Open climate and culture	To ensure that Stillfront is fostering an open climate and culture, we target to act upon 100 percent of substantiated reported incidents in our speak-up channels.	100 percent of substantiated reported incidents were acted upon according to our strict protocol.
Responsible play	We strive to create a positive in-game environment for our players, why we have zero tolerance for abusive behavior in our platforms and communities. 100 percent of substantiated reported incidents should be acted upon.	100 percent of substantiated reported incidents were acted upon according to our strict protocol.
Data privacy & protection	Our players should feel that their privacy and data are protected, always. 100 percent of substantiated reported incidents should be acted upon.	100 percent of substantiated reported incidents were acted upon according to our strict protocol.

Stakeholder engagement

Open and continuous dialogue with key stakeholders is vital to proactively and effectively identify concerns, as well as to track global trends and market expectations. Stillfront has a frequent dialogue with stakeholders to ensure their interests and views are considered when formulating and amending the sustainability strategy, supported by targets. The results of the stakeholder views are presented to Stillfront's executive management team and board of directors annually. Depending on the stakeholder, Stillfront uses different methods to engage and organize. The frequency of engagement also varies from stakeholder to stakeholder.

The purpose and usability of the outcome from engagement varies, however the overall purpose is to ensure alignment between stakeholders and their views with Stillfront's strategy and business model. The table illustrates Stillfront's most important stakeholders, engagement, and organization as well as the purpose of engagement and use of the findings. In 2023, the purpose of the engagement was particularly focused on the double materiality assessment.

Stakeholders	Engagement and organization	Purpose and outcome
Current owners / investors	Regular reporting, meetings and dialogue.	Ensure alignment on Stillfront's sustainability strategy and targets as well as sustainability performance targets.
Lenders / banks	Regular meetings and dialogue.	Ensure alignment on Stillfront's sustainability risks and opportunities.
Customers / users	Feedback from product organization, customer surveys, customer studies.	Understand customers' preferences within sustainability topics.
Employees	Regular engagement with employees, including quarterly engagement surveys. Internal culture study conducted in 2023.	Understand and monitor sustainability topics from an employee perspective.
Authorities	Review and assess emerging sustainability related regulations and requirements.	Ensure compliance with existing and future legislation and awareness of potential risks and opportunities that may be driven by regulation.
Suppliers / partners	Regular dialogue with suppliers/partners.	Monitor and review suppliers' matureness and best practices. Ensure alignment on Stillfront's sustainability strategy.
Sustainability organizations	SBTi, UN Global Compact etc	Commitments to take responsibility within the sustainability strategy
Potential new investors	Regular reporting, meetings and dialogue	Educate on Stillfront's material sustainability topics, risks and opportunities.

Double materiality assessment

Assessment process

In 2023, as a response to upcoming CSRD regulation, a double materiality assessment according to the ESRS standards, was performed. The aim with the double materiality assessment has been to identify impacts, risks and opportunities related to the topics, subtopics and sub-subtopics in the ESRS standards.

The scope of the double materiality assessment includes Stillfront's and its subsidiaries' value chain, upstream and downstream. The work includes internal and external assessment and data including Scope 1, 2, 3 GHG emissions baseline, employee engagement and wellbeing survey, peer benchmarks, due diligence process, consumer studies, and analyses of industry reports and various expert reports as input for the assessment.

Methodology of the assessment

Our starting point was the impact assessment of Stillfront's impacts on the environment and society, which is similar to how we previously have identified and assessed sustainability-related impacts of our own operations and value chain. Impacts were evaluated using scale, scope and irremediability determining the severity of an impact as well as likelihood for potential impacts.

We have also conducted a financial assessment of the sustainability-related risks we are exposed to as a business. In the financial materiality assessment, risks and opportunities were assessed by the scope of the financial consequence as well as likelihood.

To verify the results, Stillfront held a structured dialogue with key stakeholders including shareholders, analysts, industry organizations, partners, and internal stakeholders such as members of the management team and subsidiaries. The list of topics was discussed with each stakeholder group from a double materiality perspective and the importance to stakeholders was assessed on a scale high, medium, low. The material topics as identified by Stillfront were confirmed by the stakeholder dialogue and are presented on next page. The identified material topics have been discussed and agreed in Stillfront's management team and by the board of directors.

Disclosure requirements in ESRS standards to be included in Stillfronts future sustainability reporting

The table contains references to the ESRS standards that will be included in Stillfront's sustainability reporting when the regulation comes into force. The sustainability report for 2023 aims to report currently available information requested according to the ESRS standards. The sustainability statement for 2023 is therefore not fully compatible with CSRD.

ESRS Standard	Disclosure requirements
ESRS 2 General information	BP-1 – BP-2, GOV-1 – GOV-5, SMB-1 – SMB-3, IRO-1 – IRO-2, DC-P,A,M,T
ESRS E1 Climate change	E1-1 – E1-9
ESRS E5 Resource use and circular economy	E5-1 – E5-6
ESRS S1 Own workforce	S1-1 – S1-17
ESRS S2 Workers in the value chain	S2-1 – S2-5
ESRS S4 Consumers and end-users	S4-1 – S4-5
ESRS G1 Business conduct	G1-1 – G1-6

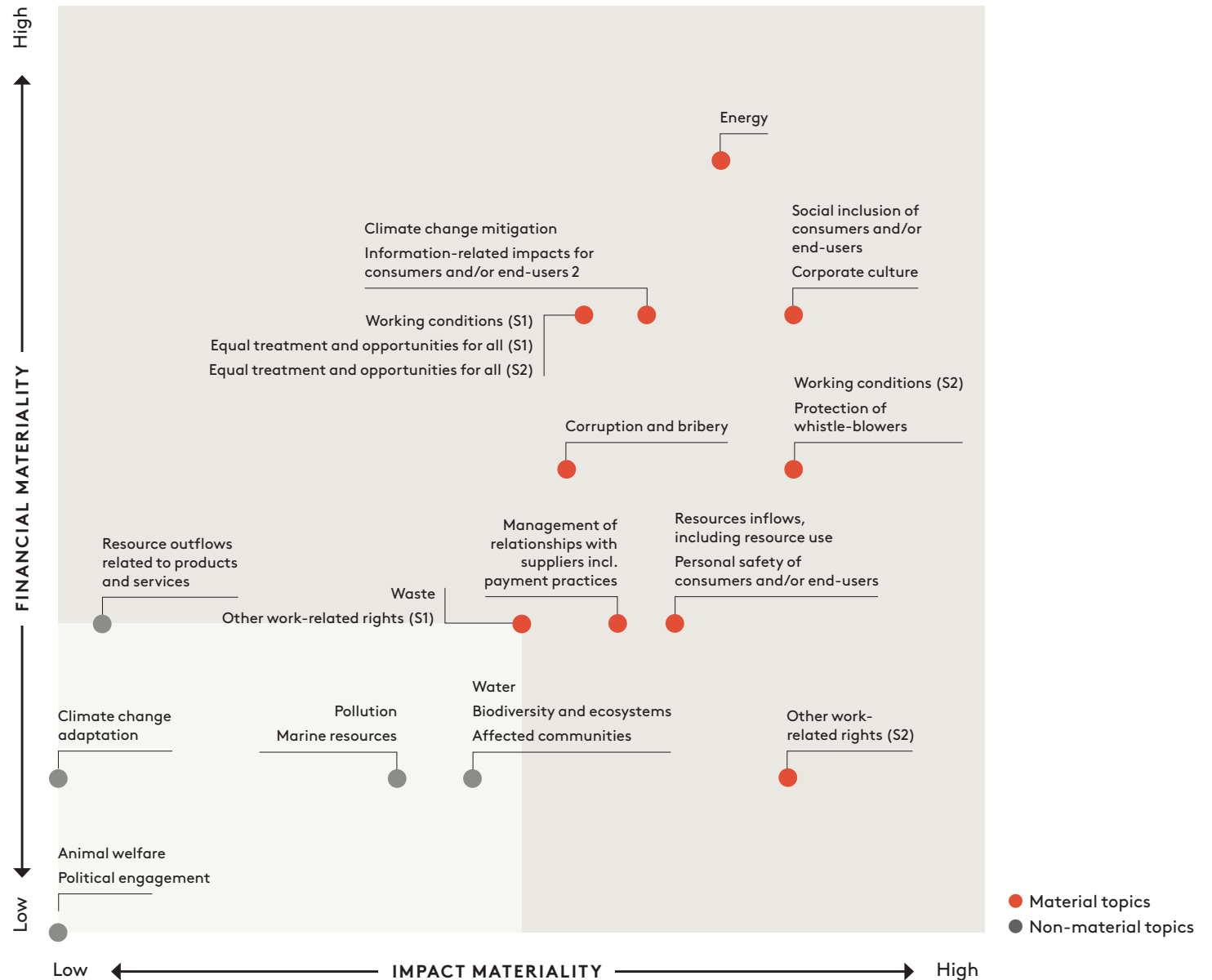
Material impacts, risks and opportunities

The materiality assessment concludes in total six material topics that reflect areas where Stillfront has and will continue to have significant positive impact on people, planet and society. The six material topics also reflect the areas where we see the largest risks related to sustainability and where we need to continuously manage our negative impact. The areas are:

- Climate change
- Resource use and circular economy
- Own workforce
- Workers in the value chain
- Consumers and end users
- Business conduct

Within the six main material areas, we have identified 17 sustainability topics and sub-topics that are material for Stillfront. In the next pages, we provide a high-level description of the topics and sub-topics.

RESULT DOUBLE MATERIALITY ASSESSMENT



DESCRIPTION OF MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ENVIRONMENTAL

Climate change (E1)

Climate change mitigation

Stillfront emits GHG emissions through its operations both directly (office premises, company cars e.g) and indirectly in its value chain. The most significant source of emissions is within Scope 3.11 use of sold products, that are related to the players' energy use when playing the Stillfront games.

Network and data centre is another major source of GHG emissions.

Energy

Mainly related to energy demands of upstream suppliers and end users (players) when using the products Stillfront provide. To some extent office energy consumption.

Gaming business relies on data centers and servers that require significant energy for cooling and maintenance. These facilities contribute to energy consumption and, in turn, carbon emissions, particularly if they are powered by non-renewable sources.

The energy consumption is projected to increase until 2030 due to an increased demand for cloud storage.

Stillfront mainly offers free-to-play mobile games, which requires less energy from consumer devices (mostly mobile) compared to PC games.

Resource use and circular economy (E5)

Resources inflows, including resource use

Stillfront has an impact on resource use, both in the upstream value chain where the electronic devices and office materials used by Stillfront employees are produced, as well as in the downstream value chain where gamers rely on electronic hardware. The production of hardware involves mining and extraction of raw materials such as metals and rare earth elements. This impact resource flows and use of resources. In addition, gaming hardware, primarily mobile devices for Stillfront, usually has a short product life-cycle.

Waste

The gaming industry contributes to electronic waste generation. As technology advances, players frequently upgrade their hardware, leading to the disposal of older PCs and mobile devices. Improper disposal can lead to environmental pollution and the release of hazardous substances to local environments.

SOCIAL

Own workforce (S1)

Working conditions

Working conditions is seen as important for attracting and retaining skilled labour, which is key for Stillfront why employee wellbeing and engagement is a business advantage and a risk. Industry risks include "crunch-time" and work-life balance as game development processes could be subject to short deadlines.

Stillfront could potentially be related to negative impacts on working conditions in studios situated in risk countries/ regions.

Equal treatment and opportunities for all

Ensuring equal treatment and opportunities for all employees is key in creating a positive workplace. Important to ensure that all employees share equality and diversity values across the global operations.

Other work-related rights

Stillfront holds a large workforce why safeguarding their personal data and information is a key topic. Prevention against hacker attacks, data breaches, or in other ways failure to ensure Stillfront's employees integrity is a high priority.

Other work-related issues such as child labour and forced labour is not seen as an issue in Stillfront's own workforce.

Workers in the value chain (S2)

Working conditions

Upholding good working conditions in the value chain is also important for attracting and retaining skilled labour. In the immediate value chain this includes consultants, contractors and other workers supporting the studios. Current workforce are primarily full-time employees and the dependence of consultants and contractors is limited.

Stillfront has an indirect risk in purchasing hardware and other material, which includes rare earth minerals and potentially conflict minerals, which means that that the risk for child labour and forced labour is high. Here Stillfront is only linked to the impact through its business relationships, and its ability to control or manage the impact is very low.

Equal treatment and opportunities for all

Ensuring equal treatment and opportunities for all employees is key in creating a positive workplace. Important to ensure that all employees share equality and diversity values across the global operations. Industry risks could potentially include risk of discrimination and harassment.

Other work-related rights

Stillfront may be indirectly related to negative impacts on child labour and forced labour upstream in the manufacturing of electronics as these are known industry risks and also regional risks, especially in Asia, but Stillfront's ability to control or manage the risk is very limited.

DESCRIPTION OF MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

SOCIAL (CONT.)

Consumers and end-users (S4)

Information-related impacts for consumers and/or end-users

Stillfront may be related to data leakages or cyber attacks should they lead to the loss of customer data e.g. This could potentially lead to high fines, as well as reputational damage.

Personal safety of consumers and/or end-users

Stillfront's games target an adult audience (+16 and above), however, Stillfront is dependent on platforms such as Google, Apple and Steam, to set the correct requirements and labels. Negative impact could therefore occur when children that should not play the games get access. There is also a negative impact in that players might harass and discriminate each other in communities and forums. Responsible content production and high ethical standards according to the FAIR principles is therefore key for Stillfront.

Social inclusion of consumers and/or end-users

Stillfront's FAIR principles raises the importance of creating responsible content for a diverse audience. Limitations regarding diversity and inclusion may occur in targeted games such as unabilities in diversity of characters representing a wide variety of ethnicities or genders. Stillfront's games require an electronic device for access and can therefore be limited to people that are unable to buy or use an electronic device. Stillfront is following certain requirements which promotes inclusion in the UX/UI of games.

GOVERNANCE

Business conduct (G1)

Corporate culture

Stillfront has a robust governance model and the subsidiaries are fully owned by Stillfront and share the same business principles and culture. Stillfront has a policy program and speak-up system in place and trainings and follow-ups are conducted regularly, which helps the group to address potential negative impact.

Protection of whistle-blowers

Stillfront has a whistleblower function (a speak-up channel) in place and conduct regular trainings with all employees to ensure understanding and commitment to Stillfront's business conduct and values.

Management of relationships with suppliers incl. payment practices

By establishing strong relationships with reliable suppliers, Stillfront can reduce the risk of delays and disruptions locally and globally. By working with suppliers who share the groups values and commitment to sustainability, we can reduce or otherwise manage our environmental impact and support our sustainability targets.

Corruption and bribery

Corruptive behaviour may occur in the value chain, especially in countries with low transparency indexes. Stillfront operates in many markets and geographical regions. High anti-bribery and anti-corruption standards are key.

Sustainability governance

Governance model, roles and responsibilities

The board of directors is responsible for Stillfront's overall strategy, in which sustainability is integrated. The board, which consists of six non-executive members, 50 percent female and 50 percent male, is composed to possess strong experience and skills in the conduct of business leadership, as well as in the development and publishing of digital games for a global audience.

The board is also responsible for Stillfront's key policies and steering documents including the Code of Conduct, Sustainability, HR, Data Protection & Privacy as well as Anti-bribery and Anti-corruption policies. The FAIR (Forum & Communities, Age protection, Inclusion & Diversity, Responsible Marketing and Monetization) guidelines are the primary steering document for how to operate the games and forums in a responsible manner and comprise the values and principles that serve as Stillfront's base as a responsible games company.

The executive management team, which consists of eight members, 38 percent female and 62 percent male. It com-

prises of CEO & Founder, CFO, General Counsel, CPO, COO, CIO, EVP Corporate Development and M&A and EVP Communication & Sustainability. The executive management team represents broad experiences and skills within product development, business leadership, technology, finance and compliance as well as on legal and sustainability topics.

The executive management team is responsible for carrying out sustainability due diligence, conducting double materiality assessment and defining Stillfront's ESG strategy and action plan, which is reviewed annually. The executive management team is, together with the board of directors, responsible for ensuring that ESG impact, risks and opportunities are integrated in the company strategy and processes. ESG risks are addressed in the enterprise risk assessment conducted annually by the executive management team and are overseen by the board of directors. Stillfront's executive management team owns the agenda for prioritizing the group's material sustainability topics and developing tools and processes that guide the head office and the stu-

dios. The EVP Communication & Sustainability is responsible for execution of the sustainability strategy and priorities set by the board.

The ESG strategy and action plan are implemented by Stillfront's ESG forums that meet two to three times per year to discuss priorities, targets and progress. The ESG forums include representatives of all subsidiaries. The management of each subsidiary is responsible for implementing the group policies and guidelines.

In 2023, the board of directors, the executive management team and the ESG forums have, among many, addressed the material topics such as, climate change mitigation, employee wellbeing as well as data protection.

STILLFRONT'S KEY POLICIES AND STEERING DOCUMENTS

Stillfront's policies are assessed and approved by the board of directors on an annual basis, and policy trainings for the Stillfront's employees are conducted yearly.

- Code of Conduct
- Sustainability policy
- HR policy
- Data Protection & Privacy policy
- Anti-bribery & Anti-corruption policy
- Speak Up policy
- FAIR (responsible gaming) guidelines

Sustainability-linked incentives

Stillfront's remuneration guidelines govern the remuneration to the executive management team and links compensation to Stillfront's business strategy, sustainability, long-term interests and long-term value for its shareholders. Stillfront's sustainability targets and ambitions are incorporated into

our remuneration framework. For more details, please see Note 8, pages 84-86.

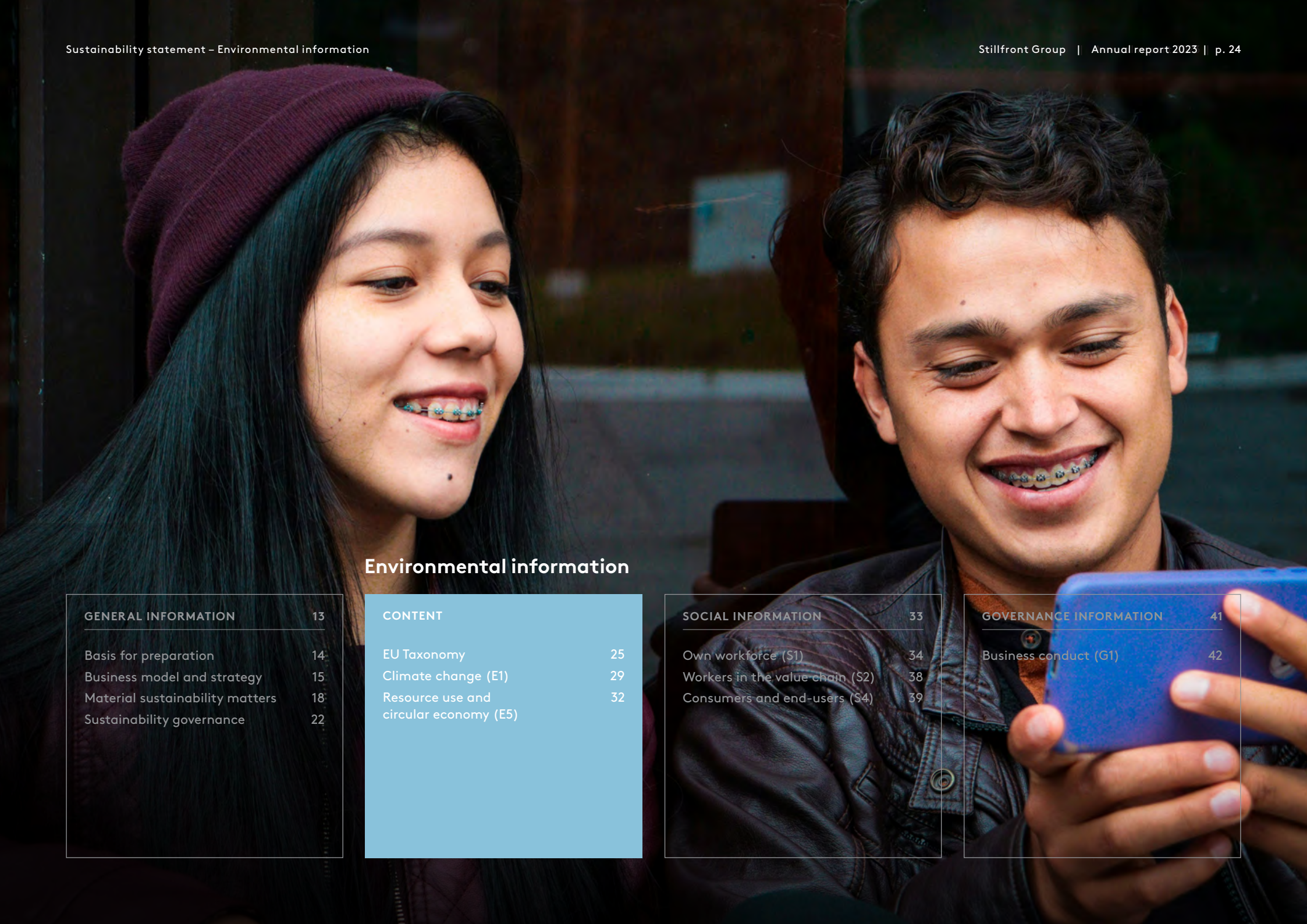
Statement on due diligence

Core elements of due diligence	
Embedding due diligence in governance, strategy and business model	<ul style="list-style-type: none"> Overseeing sustainability strategy and targets. Integration of sustainability-related performance targets in incentive programs. Material impacts, risks and opportunities and alignment with strategy and business model.
Engaging with affected stakeholders in all key steps of due diligence	<ul style="list-style-type: none"> Overseeing sustainability strategy and targets. Interest and views of stakeholders. Description of the processes to identify and assess material impacts, risks and opportunities.
Identifying and assessing impact	<ul style="list-style-type: none"> Description of the processes to identify and assess material impacts, risks and opportunities. Material impacts, risks and opportunities and alignment with strategy and business model.
Taking action to adress material impacts	<ul style="list-style-type: none"> Assessment of climate change. Actions and policies related to resource use and circular economy. Policies related to own work force. Policies related to workers in the value chain. Steering documents related to affected communities.
Tracking and communication	<ul style="list-style-type: none"> Targets related to material topics. Policies related to managing risks and opportunities.

Risk management and internal controls

Stillfront's sustainability reporting is governed by Stillfront's enterprise risk management system and internal controls framework to ensure completeness, accuracy and integrity of reported data. In cases where data is not available in time or available at all, Stillfront uses best estimates or extrapolation to provide the most accurate disclosures possible.

Stillfront uses internationally recognized standards to support the calculation of relevant datapoints. Furthermore, Stillfront uses external experts to calculate GHG emissions. All datapoints are reviewed in comparison to previous periods and expected results to assess validity. Stillfront's prioritization of completeness, data accuracy and timely data is based on materiality. Stillfront reports on progress on the ESG strategy and metrics to stakeholders on a yearly basis.



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EU Taxonomy

Stillfront is in scope for the taxonomy since 2021. Besides the previous year's two objectives (Climate change mitigation and Climate change adaptation), this year's reporting includes the four remaining objectives (Sustainable use and protection of water and marine resources, Transition to a circular economy, Pollution prevention and control, and Protection and restoration of biodiversity and eco-systems). For the previous two objectives, eligibility and alignment are reported, but for the four new objectives, only eligibility.

By screening its business activities, Stillfront has concluded its activities as developer and publisher of games, not being covered by the Climate Delegated Act and consequently Taxonomy-non-eligible.

Below, a presentation of the share of Stillfront's group turnover, capital expenditure (capex) and operating expenditure (opex) for the reporting period 2023.

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

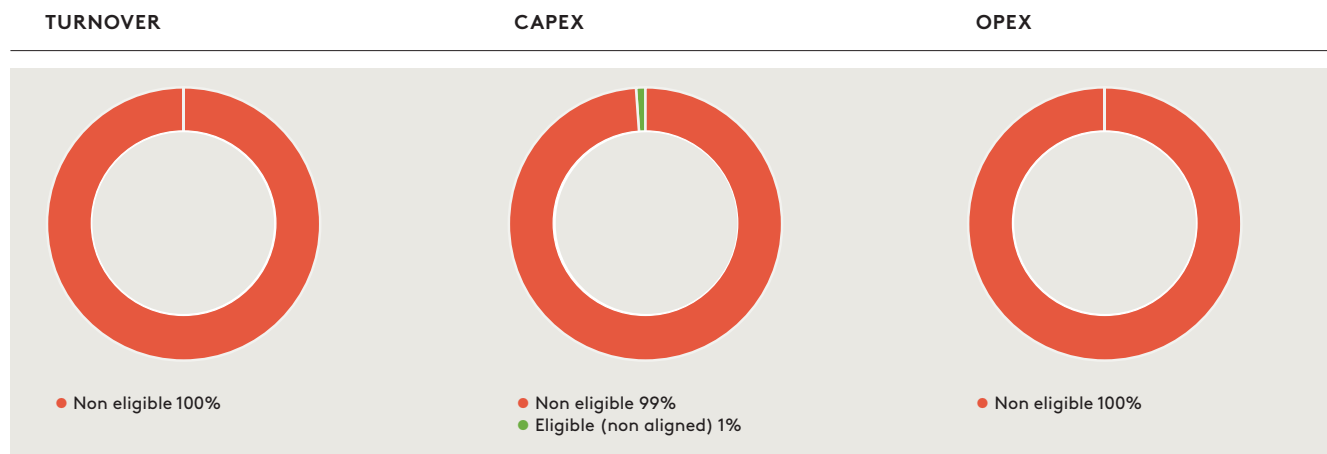
Total Opex corresponds to non-capitalized short-term leases (see note 16), maintenance, and repair costs and other direct costs for the day-to-day servicing of equipment, tools, fixtures, and fittings. Opex in Stillfront is for all practical purposes considered as non-eligible since Opex as defined in 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

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 TURNOVER FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2023

Financial year January–December	2023		Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Minimum safeguards	Proportion of Taxonomy aligned (A.1. or eligible(A.2.) turnover, year 2022)	Category (enabling activity)	Category (transitional activity)		
	Code(s)	Turnover	Proportion of turnover, year 2023	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy					Biodiversity	
Economic activities		MSEK	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	Y/N	%	E	T
A. TAXONOMY ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
										Y	Y	Y	Y	Y	Y	Y	Y			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)										Y	Y	Y	Y	Y	Y	Y	Y			
Of which Enabling										Y	Y	Y	Y	Y	Y	Y	Y		E	
Of which Transitional										Y	Y	Y	Y	Y	Y	Y	Y			T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
				Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL											
				%	EL	EL			EL											
Turnover of Taxonomy- eligible but not environmentally sustainable activities (not Taxonomy-aligned)																				
A. Turnover of Taxonomy eligible activities (A.1+A.2)																				
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy- non-eligible activities		6,982	100%																	
TOTAL		6,982	100%																	

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate change mitigation	0%	0%
Climate change adoption	0%	0%
Water		0%
Circular economy		0%
Pollution		0%
Biodiversity		0%

PROPORTION OF OPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2023

Financial year January–December	2023		Substantial contribution criteria					DNSH criteria (Do No Significant Harm)					Proportion of Taxonomy aligned (A.1. or eligible(A.2.) OpEx, year 2022		Category (enabling activity)	Category (transitional activity)		
	Code(s)	OpEx	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity			Minimum safeguards	OpEx, year 2022
Economic activities	MSEK	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	Y/N	%	E	T
A. TAXONOMY ELIGIBLE ACTIVITIES																		
A.1. Environmentally sustainable activities (Taxonomy-aligned)																		
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)																		
Of which Enabling																		
Of which Transitional																		
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)																		
A. OpEx of Taxonomy eligible activities (A.1+A.2)																		
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																		
OpEx of Taxonomy- non-eligible activities																		
TOTAL																		

	Proportion of operating expenditure/ Total operating expenditure	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate change mitigation	0%	0%
Climate change adoption	0%	0%
Water		0%
Circular economy		0%
Pollution		0%
Biodiversity		0%

PROPORTION OF CAPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2023

Financial year January-December	2023		Substantial contribution criteria					DNSH criteria (Do No Significant Harm)					Minimum safeguards	Proportion of Taxonomy aligned (A.1. or eligible (A.2.) CapEx, year 2022)	Category (enabling activity)	Category (transitional activity)			
	Code(s)	CapEx	Proportion of CapEx, year 2023	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Climate change mitigation	Climate change adaptation	Water					Pollution	Circular economy	Bio-diversity
Economic activities		MSEK	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N	Y; N	Y; N	Y; N	Y; N	Y; N	Y/N	%	E	T
A. TAXONOMY ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
Of which Enabling																			
Of which Transitional																			
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Acquisition (leasing) of buildings																			
CapEx of Taxonomy- eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
A. CapEx of Taxonomy eligible activities (A.1+A.2)																			
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy- non-eligible activities																			
TOTAL																			

	Proportion of capital expenditure/ Total capital expenditure	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate change mitigation	0%	1%
Climate change adoption	0%	1%
Water		1%
Circular economy		1%
Pollution		1%
Biodiversity		1%

NUCLEAR AND FOSSIL GAS RELATED ACTIVITIES

Row Nuclear energy related activities

1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas related activities		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

Climate change

Approach and policies

Stillfront is committed to reduce the environmental footprint caused by its operations, by making efficient use of energy and natural resources. Stillfront and its subsidiaries are to strive to minimize environmental damage and reduce waste generation. The overall aim is to run a sustainable business by striving for Stillfront's business processes to have the lowest possible impact on the environment.

Stillfront monitors, measures, works to reduce, and reports annually on its carbon footprint in accordance with the international standard Greenhouse Gas (GHG) Protocol. Climate change and mitigation is regulated in Stillfront's sustainability policy.



Material Impacts, Risks, and Opportunities

The only environmental topic that is currently assessed as posing significant financial risks and opportunities for Stillfront is climate change. Stillfront's business strategy entails an asset-light business model with a primarily digital value chain and low-carbon footprint, which makes Stillfront resilient towards climate related risks. The climate change impact comes from the energy consumption required to produce and play games. There are also risks related to climate change adaptation, mainly related to operations in areas of high temperatures such as the Middle East and India.

Energy consumption and mix

Energy consumption is critical for Stillfront's operations, and consumers, and could come at higher costs. Energy efficiency could at the same time save cost. Stillfront aims to transition to renewable energy sources to reduce GHG emissions, lower energy costs and contribute to its science-based targets achievements. The direct impact of Stillfront's own operations are related to energy usage in offices. The indirect impact relates to the energy consumption from players when playing a Stillfront game.

Actions and resources

In 2023, Stillfront's board of directors approved the overall ambition for Stillfront climate impact work including reduction targets. In 2024, an action plan with focus on reduction will be implemented across the group.

Metrics and targets

Early 2024, Stillfront's near-term science-based emissions targets were approved by the Science Based Targets initiative, SBTi. The approval underscores Stillfront's commitment to align with the latest climate science and contributing effectively to global climate action efforts, consistent with levels required to meet the goals of the Paris Agreement.

Stillfront's emissions reduction targets

Stillfront commits to reduce absolute scope 1 and 2 GHG emissions 42 percent by 2030 from a 2022 base year. Stillfront also commits to reduce scope 3 GHG emissions 51.6 percent per SEK value added within the same time-frame.

In 2023, Stillfront reduced scope 1 and 2 emissions by -16 percent compared to 2022, to 477 tCO₂e. Scope 3 emissions totaled 52,588 tCO₂e, a reduction of -8 percent compared to 2022. As a company with a mainly digital value chain, development of methodologies to further understand and disclose our emissions are ongoing. 2023 saw a decrease in absolute Scope 3 emissions compared to 2022, but increases in subcategories can be attributed to e.g., increased data coverage.

E1-4 Targets related to climate change mitigation and adaption

Milestones and target years	As of emissions of base year 2022	
Scope 1		
Absolute emissions reduction (tCO ₂ e)	31	
Percentage emissions reduction	-42%	
Scope 2		
Absolute market-based emissions reduction (tCO ₂ e)	207	
Percentage emissions reduction	-42%	
Scope 3		
Intensity emissions reduction (tCO ₂ e/MSEK Value added)	-0.30	
Percentage emissions reduction	52%	
Emissions of base year and target year		
	2022	2030
Scope 1 GHG Emissions (tCO ₂ e)	75	43
Scope 2 GHG emissions (tCO ₂ e)	493	286
Scope 3 GHG emissions (tCO ₂ e) ¹⁾	2,935	N/A

¹⁾Scope 3 GHG emissions target is based on intensity, therefore no absolute target is available.

Optional Scope 3 categories are excluded from the base year and targets.

E1-5 Energy consumption and mix

Energy consumption and mix	2022	2023	Change %
Total fossil energy consumption (MWh)	1,731	1,621	-6%
Share of fossil sources in total energy consumption (%)	86%	82%	-5%
Consumption from nuclear sources (MWh)	0	63	N/A
Share of consumption from nuclear sources in total energy consumption (%)	0%	3%	N/A
Fuel consumption for renewable sources, including biomass (MWh)	0	3	N/A
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	293	299	2%
The consumption of self-generated non-fuel renewable energy (MWh)	0	0	N/A
Total renewable energy consumption (MWh)	293	302	3%
Share of renewable sources in total energy consumption (%)	14%	15%	5%
Total energy consumption (MWh)	2,023	1,986	-2%

Overall energy consumption extrapolated, consumption of energy from renewable and nuclear sources not extrapolated, potentially overestimating the share of energy consumption from fossil sources. Extrapolated energy represents a share of 18%.

E1-6 Gross Scope 1,2, 3 and total GHG emissions

	Base year (2022)	2022	2023	Change %
Scope 1 GHG emissions				
Gross Scope 1 GHG Emissions (tCO ₂ e)	75	75	78	4%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	N/A	N/A
Scope 2 GHG emissions				
Gross location-based Scope 2 GHG emissions (tCO ₂ e)	511	511	492	-4%
Gross market-based Scope 2 GHG emissions (tCO ₂ e)	493	493	399	-19%
Significant scope 3 GHG emissions				
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ e)	56,827	56,827	52,588	-8%
1 Purchased goods and services	1,492	1,492	1,744	17%
Sub-category: Cloud computing and data centre services	177	177	267	51%
Sub-category: Digital marketing	957	957	1,058	11%
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	108	108	94	-13%
4 Upstream transportation and distribution	121	121	3	-98%
5 Waste generated in operations	3	3	10	276%
6 Business travel	508	508	932	84%
7 Employee commuting	467	467	440	-6%
9 Downstream transportation	0	0	0	N/A
11 Use of sold products	54,129	54,129	49,365	-9%
Total GHG emissions				
Total GHG emissions (location-based) (tCO ₂ e)	57,412	57,412	53,157	-7%
Total GHG emissions (market-based) (tCO ₂ e)	57,394	57,394	53,064	-8%

Emissions of greenhouse gases have been calculated in line with the GHG Protocol. Sources for emission factors are e.g., DEFRA and IEA. Extrapolations were made for studios that had no available data. Extrapolated data represents an overall share of 1%.

Resource use and circular economy

Approach and policies

Stillfront's material environmental impact is limited to climate change and resource use and circular economy. The objective of the circular economic model is to reduce waste, maximize resource efficiency, and promote sustainable usage and is regulated in Stillfront's sustainability policy.

Stillfront's games are predominantly within the free-to-play (F2P) segment for primarily mobile devices. Developing, operating and scaling F2P games is an iterative, data-driven and resource-efficient process.

Resource inflows and outflows

By developing games, Stillfront is part of the digital economy, and the productivity gains is constantly increasing. Standardized game engines are used for multiple games and the games have long lifecycles for large audiences. Artificial intelligence, AI, has further increased productivity and technology gains, by the efficient creation of graphics and content.

Stillfront are committed to reducing the environmental footprint caused by its operations, by making efficient use of energy and natural resources. Stillfront and its subsidiaries strive to minimize use of material that may cause environmental damage and reduce waste generation. Stillfront and its subsidiaries maintain a waste diversion for its operations through a combination of waste reduction, reusing and responsible recycling.

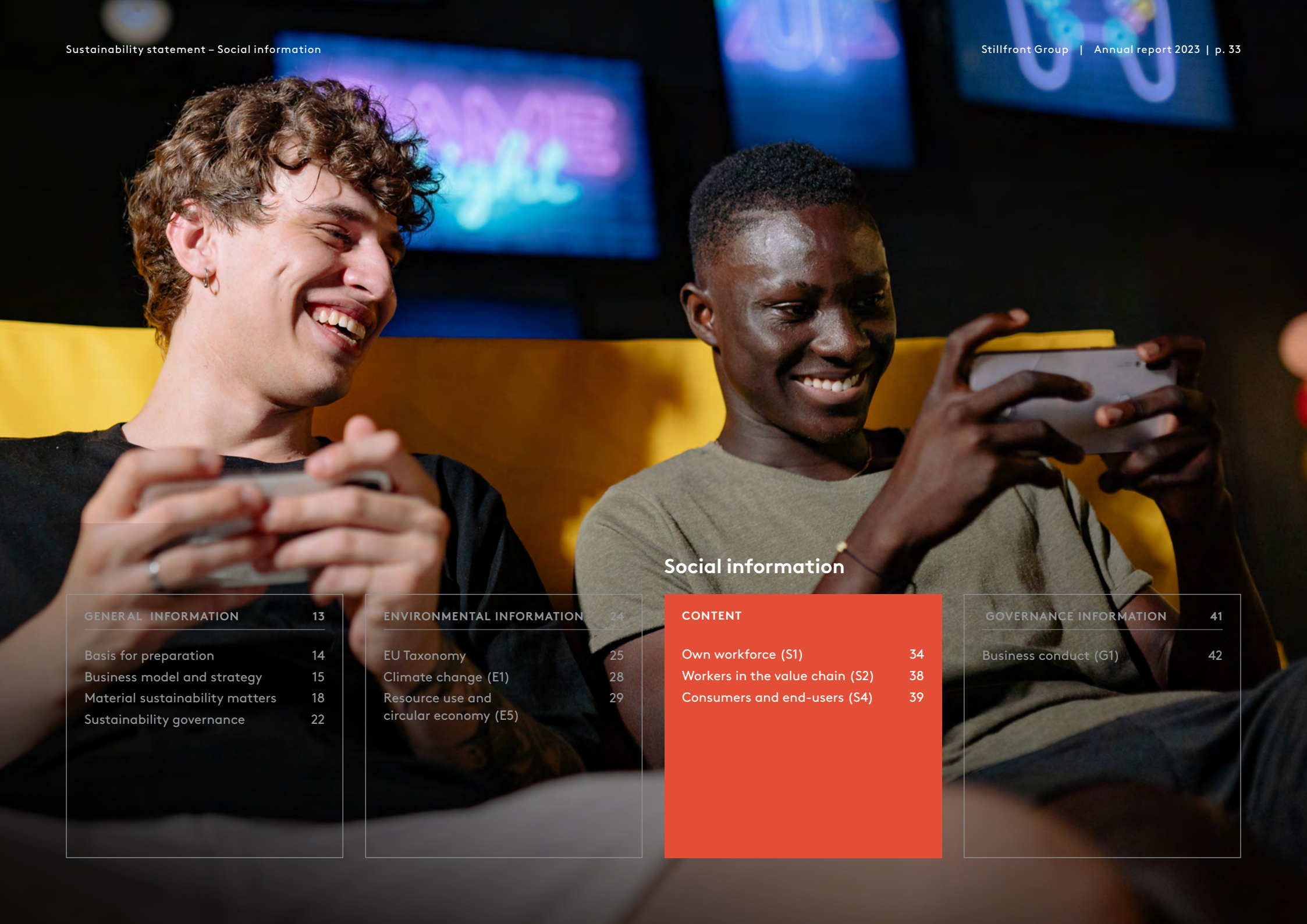
In 2024, an action plan with focus on reduction and resource efficiency will be implemented across the group.

Metrics and targets

E5-5 Resource outflow

WASTE AMOUNTS	2023
Total waste generated (tonnes)	7
Waste types	
Hazardous waste (tonnes)	0
Non hazardous waste (tonnes)	7
Radioactive waste (tonnes)	0
Waste recycling	
Non-recycled waste (tonnes)	6
Non-recycled waste (%)	79%
Recycled waste (tonnes)	2

WASTE TREATMENT TYPES	2023	
	Hazardous waste	Non-hazardous waste
Waste diverted from disposal		
Reuse	0	0
Recycling	0	2
Other recovery	0	0
Total	0	2
Waste diverted to disposal		
Incineration	0	4
Landfilling	0	2
Other disposal	0	0
Total	0	6



Social information

GENERAL INFORMATION	13	ENVIRONMENTAL INFORMATION	24	CONTENT		GOVERNANCE INFORMATION	41
Basis for preparation	14	EU Taxonomy	25	Own workforce (S1)	34	Business conduct (G1)	42
Business model and strategy	15	Climate change (E1)	28	Workers in the value chain (S2)	38		
Material sustainability matters	18	Resource use and circular economy (E5)	29	Consumers and end-users (S4)	39		
Sustainability governance	22						

Own workforce

Approach and policies

A safe and healthy working environment is fundamental for Stillfront and is a right for all employees. Stillfront is committed to providing a safe and secure place to work and an environment that supports the health and well-being of all employees. Stillfront's employees shall be able to work under legal conditions where diversity is treasured, privacy of the individual is protected, and where freedom of association and collective bargaining is a common right. All these statements including employee safety, engagement and wellbeing, diversity, equality and inclusion, professional development as well as remuneration, are covered in Stillfront's HR policy. Stillfront supports parental leave, and the group has zero tolerance against harassment and discrimination.

Stillfront became a signatory the UN Global Compact ("UNGC") in 2021 and is committed to the Ten Principles of the UNGC for responsible business conduct within the areas of human rights, labour, environment, and anti-corruption. As stated in Stillfront's code of conduct, the group supports and respects basic human rights for all and strives to uphold these essential rights in the ways that Stillfront conduct business. Violations of human rights are unacceptable and will, under no circumstances, be tolerated. The use of child labour of any kind is strictly forbidden and child labour as well as forced labour is not seen as an issue in Stillfront's own workforce.

All employees have easy access to the code of conduct which outlines the group's value framework, its approach to doing business as well as its views on human rights. Awareness training is conducted on an annual basis. Further, as part of onboarding, all new employees are trained in the code of conduct and all other relevant policies for a new employee.

Employee wellbeing and engagement

Stillfront conducts yearly employee engagement surveys and on quarterly basis Stillfront measure the employee's engagement and wellbeing by asking "how likely are you to recommend Stillfront as a good place to work", resulting in a global Employee Net Promoter Score (eNPS).

Equality, diversity and inclusion

Stillfront is 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. A diverse workforce is also key for understanding Stillfront's global audiences. The demand for developing games in multiple languages, adapted to different cultures, religions and customs is increasing.

Training and skills

At Stillfront, we are committed to cultivating and expanding a skilled workforce. We firmly believe that for employees to thrive and perform effectively, collaboration and exchange of knowledge is key. Stillfront's local game teams, present around the world, have a lot to share between each other and our internal channels are important for day-to-day learning. Stillfront conducts regular training and knowledge sharing sessions focused on specific disciplines and expertise, across the group. We also host regular summits with focus on prioritized areas such as AI, that is highly relevant for all game teams.

Speak-up channel

Stillfront has a speak-up policy and system in place, to ensure that all employees can report suspected serious violation of law and other serious matters with Stillfront including incidents of discrimination and harassment. The

speak-up channel helps to ensure fairness, justice, and protection for individuals and communities. If an employee has experienced an instance of bullying, discrimination, or harassment e.g, they are to utilize the speak-up channel. The speak up channel is available on Stillfront's website and also allows for reports sent by e-mail or by post. Cases are handled by Stillfront's speak up committee in a fair, consistent way, without bias.

Metrics and targets

At the end of the year, Stillfront had 1,270 employees measured as head count. Most of Stillfront's employees are in Germany, followed by United States and Jordan. 77 percent are permanently employed and 32 percent of the workforce are female.

Employee wellbeing, eNPS

Stillfront's target for global employee wellbeing, eNPS, should be at least 25 in 2023. The eNPS measures how likely our employees are to recommend Stillfront as a good place to work. At year end, 2023, Stillfront's average global Employee Net Promoter Score (eNPS) was 32, to be compared with 22 in 2022.

Equality, diversity and inclusion

The gender balance should be at least 40/60 at all levels of positions within the group. In 2023, the gender balance was 32 percent women and 68 percent men at all levels within the group, to be compared with 31 percent women and 69 percent men in 2022.

Open climate and culture

To ensure that Stillfront is fostering an open climate and culture, we target to act upon 100 percent of substantiated reported incidents in our speak-up channels.

In 2023, no substantiated cases of discrimination and harassment were received. Stillfront is not aware of any breach on work-related grievances, incidents and complaints related to social and human rights matters in the group in 2023. Stillfront has not received any fines, penalties or compensation for damages because of violations regarding social and human rights factors.

According to our policies, 100 percent of Stillfront's employees are entitled to take parental leave in a gender equitable manner due to local legislation or policies.

S1-6 Characteristics of the Stillfront's employees

HEAD COUNT BY GENDER

Gender	2023
Male	857
Female	411
Other	2
Total employees	1,270

EMPLOYEE HEAD COUNT IN COUNTRIES WHERE AT LEAST 50 EMPLOYEES REPRESENT AT LEAST 10 PERCENT OF THE TOTAL NUMBER OF EMPLOYEES

Country	2023	
	Number of employees (head count)	Percentage
Bulgaria	58	5%
Jordan	126	10%
India	115	9%
Croatia	114	9%
Canada	67	5%
Germany	400	31%
United States	158	12%

Cont. S1-6 Characteristics of Stillfront's employees

EMPLOYEES BY CONTRACT TYPE BROKEN DOWN BY GENDER

Female	Male	Other	Not disclosed	Total
Number of employees (head count/FTE)				
401	854	2	0	1,258
Number of permanent employees (head count/FTE)				
378	826	2	0	1,206
Number of temporary employees (head count/FTE)				
10	14	0	0	24
Number of non-guaranteed hours employees (head count/FTE)				
14	14	0	0	28

EMPLOYEES BY CONTRACT TYPE BROKEN DOWN BY REGION

Bulgaria	Jordan	India	Croatia	Canada	Germany	United States
Number of employees (head count/FTE)						
58	126	115	114	67	372	157
Number of permanent employees (head count/FTE)						
58	126	115	102	67	356	157
Number of temporary employees (head count/FTE)						
0	0	0	5	0	15	0
Number of non-guaranteed hours employees (head count/FTE)						
0	0	0	7	0	2	0

Region/country where at least 50 employees represent at least 10% of the total number of employees.

EMPLOYEE TURNOVER	2023
Employees who have left	338
Percentage of employee turnover	25

Employee numbers reported in FTE and as of 31/12/2023, unless specified otherwise. ESRS methodology No. of employees that left in 2023 divided by the average no. of employees in 2023.

The average no. of employees in 2023 is calculated as the sum of employees in the beginning and at the end of the year, divided by 2.

S1-7 – Characteristics of non-employee workers in the company's own workforce

Number of non-employees	2023
Self-employed people	146
People provided by other organizations	73
Other	46
Total non-employees	264

S1-8 – Collective bargaining coverage and social dialogue

Number of employees within and outside EEA	2023
Total number of employees within EEA	689
Total number of employees outside EEA	581
Total employees	1,270
Collective bargaining agreement coverage	
Coverage of employees within EEA	13
Coverage of employees outside EEA	0
Total number of employees covered	13
Percentage of coverage	1%
Worker's representative councils	
Total number of employees within EEA covered by workers' representatives	0
Percentage of employees within EEA covered by workers' representatives	0%

S1-9 Diversity metrics

GENDER DISTRIBUTION OF TOP MANAGEMENT	2023	
	Number of headcount	Percentage
Male	82	77%
Female	25	23%
Other	0	0%
Total (in top management)	107	

Top management defined as management positions in all subsidiaries including the group's executive management.

AGE DISTRIBUTION OF ALL EMPLOYEES	2023	
	Number of headcount	Percentage
Below 30	372	29%
Between 30–50	856	67%
Above 50	42	3%
Total	1,270	

S1-10 Adequate wages

	2023
Total employees in the organization	1,270
Total employees earning below applicable adequate wage benchmark	0
Percentage of total employees paid below the applicable adequate wage benchmark	0%

Adequate benchmark include no lower than 60% of the country's median wage and 50% of the gross average wage.

S1-11 Social protection

	2023
Number of employees not covered by social protection	0

S1-13 Training and skills development metrics**PERCENTAGE OF EMPLOYEES THAT RECEIVED PERFORMANCE AND CAREER DEVELOPMENT REVIEWS**

	2023
Male	78%
Female	79%
Other	50%
Total	79%

AVERAGE NUMBER OF TRAINING HOURS BY GENDER

	2023
Male	14
Female	18
Other	2
Total	15

S1-14 Health and safety metrics, own workforce

	2023
Own workforce	
Health and safety management system coverage	38%
Number of work-related accidents	1
Accident rate	0.43
Number of work-related ill health cases	0
Number of days lost to work-related injuries, work-related ill health and fatalities	0
Number of fatalities as result of work-related injuries and work-related ill health	0
Other workers on undertaking's sites	
Number of fatalities as result of work-related injuries and work-related ill health	0

Accident rate measured as accidents per 1,000,000 working hours.
Extrapolated total working hours are based on reported working hours.

S1-15 Work-life balance metrics**PERCENTAGE OF EMPLOYEES ENTITLED TO TAKE FAMILY-RELATED LEAVE**

Percentage of employees entitled to take family-related leave	2023
Percentage of employees entitled to take family-related leave	94%
Percentage of employees that took family-related leave	2023
Male	5%
Female	10%
Other	0%
Total	7%

Percentage of employees that took family-related leave is based on the number of employees entitled to family-related leave.

S1-17 Incidents, complaints and severe human rights impacts

Discrimination and harrasment incidents	2023
Number of Incidents of discrimination, including harrasment	0
Number of complaints filed through own workforce grievance mechanisms not included above	0
Number of complaints filed to National Contact Points f or OECD Multinational Enterprises	0
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors (EUR)	0 €
Severe human rights incidents	
Number of severe human rights issues and incidents connected to own workforce	0
Number of severe human rights issues and incidents connected to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	0
Amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce (EUR)	0 €

Workers in the value chain

Approach and policies

All professionals involved in Stillfront's value chain are collectively essential to Stillfront's business, and it's our responsibility to respect their rights, driven by our values and commitment to be a fair and equal company. We respect human rights and fair working conditions of everyone working across our value chain.

We focus on supporting decent jobs with fair compensation and benefits in safe, secure workplaces free from discrimination, where workers have a voice, equal opportunities to develop, and freedom of association is respected. Upholding good working conditions in the value chain is also important for attracting and retaining skilled labour. In the immediate value chain this includes consultants, contractors and other workers supporting our studios and game teams.

Our work is aligned with our HR policy and the UN Guiding Principles for Business and Human Rights, among others. We assess our salient human rights issues on an annual basis, but also the long-term risks and impacts for different parts of our operations and value chain.

Current workforce are primarily full-time employees and the dependence of consultants and contractors is limited.

Metrics and targets

Speak-up channel

Stillfront has a speak-up policy and system in place, to ensure that all employees as well as partners can report suspected serious violation of law and other serious matters with Stillfront. The speak-up channel helps to ensure fairness, justice, and protection for individuals and communities. If an employee has experienced an instance of bullying, discrimination, or harassment e.g, they are to utilize the speak-up channel. The speak-up channel is available on Stillfront's website and also allows for reports sent by e-mail or by post. Cases are handled by Stillfront's speak-up committee in a fair, consistent way, without bias.

Stillfront is not aware of any breach on work-related grievances, incidents and complaints related to social and human rights matters and Stillfront has not received any fines, penalties or compensation for damages because of violations regarding social and human rights factors.

Consumers and end-users

Approach and policies

Stillfront is committed to the Ten Principles of the UNGC for responsible business conduct within areas of human rights, labour, environment, and anti-corruption. Violation of human rights (also for partners and end-consumers) are unacceptable and will, under no circumstances, be tolerated. Applicable policies including Data privacy and protection policy, the FAIR Guidelines as well as the Code of Conduct are approved by the Stillfront board of directors. Stillfront's FAIR guidelines regulate how the group takes responsibility for products and end-users and comprise the group's values and principles. Stillfront considers its code of conduct and related policies to be aligned with internationally recognized standards.

Data privacy and protection

Data privacy and data protection are of the utmost importance to Stillfront. The group's 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 players from cyberattacks and card fraud when playing Stillfront's games. Stillfront strives to comply with all applicable legislations and rules to achieve utmost security and expect the same of business partners and suppliers.

Over the years, Stillfront have put considerable resources into ensuring that the 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.

Responsible play

Stillfront's aim is to create a positive in-game environment for end-users. The gamers should feel safe and respected in the digital world of Stillfront, and as people spend more of their free time playing games, responsibility of ensuring a good gaming culture is more important than ever.

- Stillfront has zero tolerance for abusive behavior among gamers.
- 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.

The ecosystem that Stillfront is active in, consist of game developers, publishers, platform providers and players, has over time established standards of what defines responsible content.

Stillfront games do not offer any real money features, including gambling for real money and in-game contests that reward real money. Players 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.

Actions

The FAIR guidelines and Stillfront's view on responsible gaming are integrated in the general business processes and business reviews. Stillfront's Chief Product Officer is responsible for implementation together with the operational team.

Stillfront manages toxic behavior with built-in functions and algorithms that filter out bad language and gamers that are not complying with the 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.

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 2023 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.

Metrics and targets

Positive gaming experience

We strive to create a positive in-game environment for our players, why we have zero tolerance for abusive behavior in our platforms and communities. During 2023, 100 percent of substantiated reports were acted upon according to our strict protocol.

Data privacy and protection

Our players should feel that their privacy and data are protected, at all times. In 2023, 100 percent of substantiated reports were acted upon according to our strict protocol.

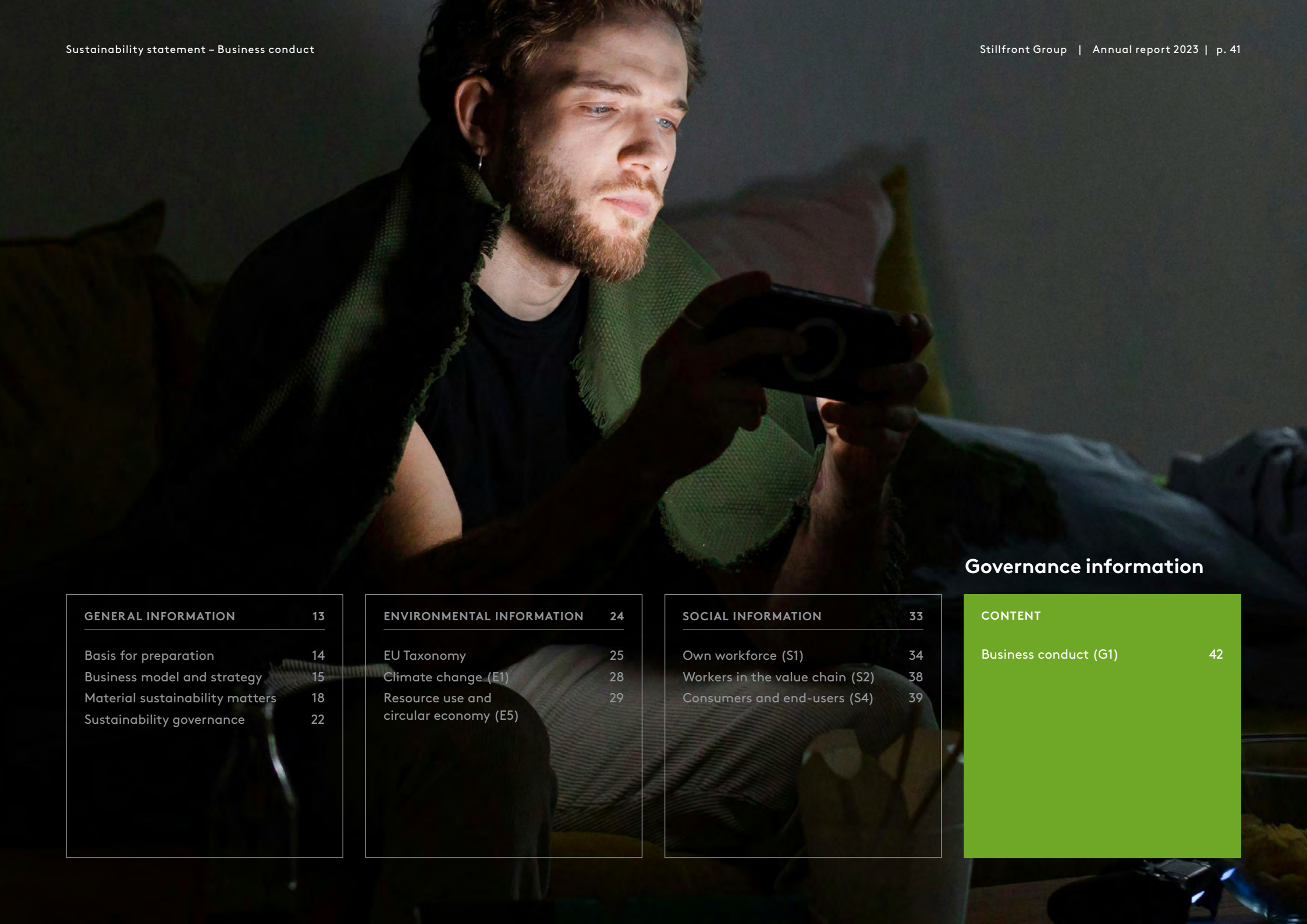
S4-5 Substantiated complaints concerning breaches of customer privacy and losses of customer data

COMPLAINTS CONCERNING BREACHES OF CUSTOMER PRIVACY

Complaints	2023
Complaints received from outside parties and substantiated by the organization	0
Complaints from regulatory bodies	0
Total number of substantiated complaints	0

LOSSES OF CONSUMER DATA

Incidents	2023
Total number of identified leaks, thefts or losses of customer data	6



Governance information

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Business conduct

Business conduct and corporate culture

Stillfront strive to uphold a healthy corporate culture with a high level of integrity, providing guidance to all employees on the expected behaviour at Stillfront and in interactions with stakeholders. We are committed to the Ten Principles of the United Nations Global Compact for responsible business conduct, within the areas of human rights, labour, environment, and anti-corruption.

We work actively on ethics and compliance awareness across the business using our code of conduct and values in our daily activities. Through our policy program and compliance function, we aim to ensure that we live up to our high standards and that all the companies we do business with also operate according to our values.

Stillfront's continued expansion to additional markets offers business opportunities, but at the same time may come with higher exposure to compliance risks, as with every growth and expansion process. 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. Stillfront is further committed to observing the standards of conduct set forth in applicable anti-bribery, anti-corruption and anti-money laundering laws and regulations.

Protecting whistle-blowers

Stillfront's speak-up culture is critical to promoting and maintaining an ethical work environment and sustainable business. Our employees, including work related third parties such as suppliers, can in good faith report concerns and violation of our Code of Conduct and applicable laws and regulations anonymously without the risk of retaliation.

Management of relationships with suppliers including payment practices

Supplier management in Stillfront involves overseeing the procurement process, negotiating contracts with suppliers, and ensuring that the services provided by our suppliers meet the necessary quality standards. Additionally, supplier management ensure the smooth and efficient operation of Stillfront. By establishing strong relationships with reliable suppliers, Stillfront can reduce the risk of delays and disruptions locally and globally. In addition, effective supplier management can lead to cost savings. By negotiating favorable terms with suppliers and establishing long-term partnerships, Stillfront can secure lower prices for the services it purchases. Finally, supplier management is also important for maintaining our sustainability efforts. By working with suppliers who share the groups values and commitment to sustainability, we can reduce or otherwise manage our environmental impact and support our sustainability targets.

Stillfront normally pays its suppliers on or immediately before the agreed due date, which commonly is 30 days from the invoice date.

Political influence and lobbying activities

Stillfront does not make any political donations or participate in lobbying activities connected to local, regional or national political campaigns or organizations. All of our regulatory and public affairs work is carried out taking outmost account of relevant EU laws and policies related to transparency, anti-bribery, corruption and corporate compliance in general.

Metrics and targets

Incidents of Corruption or Bribery

Stillfront has not been convicted or received any fines for violation of anti-corruption and anti-bribery laws. Further, Stillfront has not identified any insufficiencies in actions taken to address breaches in procedures and standards of anti-corruption and anti-bribery.

Approach to Taxes

The Stillfront tax strategy, is aligned with Stillfront's business strategy. Stillfront recognizes that tax is at the core of its corporate responsibility and plays an important part in continuing to deliver value to the society as a whole and making a positive impact. By paying taxes companies contribute to societies in which they operate. Stillfront aims to take decisions regarding tax in compliance with applicable tax laws, tax treaties and relevant international guidance. The key principles according to which tax affairs within Stillfront shall be managed are set out in the Finance Policy. The Finance Policy is adopted by the board of directors and reviewed annually.

The tax rate for 2023 is 30 (28) percent (excluding the impact of non-deductible transaction costs, non-cash earnout interest, tax-free earnout revaluations and withholding tax on dividends).

Gov-1 The role of the administrative management and supervisory bodies

	2023	
	Number of (head count)	Percentage
Board diversity		
Male	3	50%
Female	3	50%
Other	0	
Total board members	6	
Board's gender diversity ratio	1	
Number of members (head count)		2023
Executive		0
Non-executive		6

G1-3 - Prevention and detection of corruption and bribery

Training coverage anti-corruption and bribery	2023
At risk functions	
Number of employees in at-risk functions	1,270
Number of employees in at-risk functions receiving training	1,270
Percentage of employees in at-risk functions receiving training	100%

Number of employees excluding any employees on long-term leave.

G1-4 Incidents of corruption or bribery

Violations of anti-corruption and anti-bribery laws	2023
Number of convictions for violation of anti-corruption and anti-bribery laws	0
Amount of fines for violating anti-corruption and anti-bribery laws (EUR)	0 €
Incidents of corruption or bribery	
Number of confirmed incidents of corruption or bribery	0
Number of confirmed incidents where workers were dismissed or disciplined	0
Number of confirmed incidents where business partner contracts were terminated or not renewed	0

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 2023 on pages 12–43 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, 22 April 2024

Öhrlings PricewaterhouseCoopers AB

Nicklas Kullberg

Authorised Public Accountant