

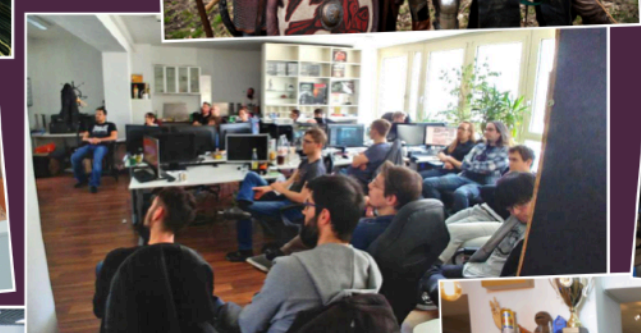
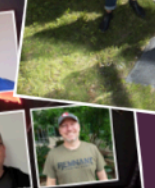
THQ Nordic → Embracer Group

A wide-angle, cinematic shot of a desolate, post-apocalyptic landscape. The scene is bathed in the warm, golden light of a setting or rising sun, which is positioned centrally in the sky, partially obscured by wispy clouds. The horizon is dominated by rugged, layered rock formations and cliffs. In the foreground and middle ground, the remnants of a once-thriving settlement are visible: dilapidated stone and brick buildings, some with missing roofs, and skeletal metal structures that appear to be the remains of a power grid or industrial facility. The ground is uneven, with patches of dry, scrubby vegetation and scattered debris. The overall atmosphere is one of quiet devastation and a sense of a world that has been left behind.

Launch video not included

**We embrace
great people,
great companies
and great ideas.**

Great people.



JoWood

THQ

DREAMCATCHER INTERACTIVE

RAINBOW

nordic games

GRIMLORE GAMES

THQNORDIC

101

NOVALOGIC

BLACK FOREST

MIRAGE GAME STUDIOS

BUGBEAR

FOXGLOVE

Pieces Interactive

LAVAPOTION

KOCH MEDIA

DEEP SILVER

volition

FISH LABS

DAMBUSTER STUDIOS

Coffee Stain

MILESTONE

GUNFIRE GAMES

GOODBYE KANSAS HOLDING

GAYA ENTERTAINMENT

GOE DISTRIBUTION

KSM

PIRANHA

WARRIORSE

18 P(O)INT 2



11

12

13

14

15

16

17

18

19

20



Great companies.



Embracer Group.



THE BOARD



**EMBRACER⁺
GROUP**



THQ NORDIC



KOCH MEDIA



*Coffee
Stain*

The Board.



**Strengthening
the parent company further.**

Parent company organisation



Lars Wingefors
Founder & Group CEO



Erik Stenberg
Co-Founder &
Deputy Group CEO



Johan Ekström
Group CFO



Egil Strunke
Chief Operating Officer



Joachim Wingårdh
Mergers & Acquisitions



Maria Lyrén
PA to CEO



Karin Edner
Corporate Governance &
Sustainability



Johan Hermerén
Business Developer



Peter Ågren
Finance



Ronny Karlsson
Finance



Beatrice Flink Forsgren
Brand and Communication

Smarter business
– our approach to sustainability.

A character with red fur, wearing a yellow and green outfit, is sitting on a large rock in a lush jungle. The character is looking towards a city in the distance, which is visible through the trees and mist. The scene is set during sunset or sunrise, with a warm glow in the sky. A sword lies on the rock in front of the character. The text "A year ago" is overlaid on the image in a white, bold font.

A year ago

A character with large red wings, wearing a green and yellow outfit, is kneeling on a large, flat rock. A sword with a red hilt lies on the rock in front of them. The background is a lush, green landscape with trees and a bright sky. A semi-transparent grey banner is overlaid on the image, containing the text.

“Operating sustainably is becoming increasingly important”

**“Growing Investor Attention
to Sustainability”**

**“What does sustainability
mean to us?”**

“It’s always been important for us at Embracer Group to be part of the world around us, to keep being a good place to work and attract more great people”

We want to make business decisions that are focused on the future and creating long term value.

**To keep up and be set up for the
future, we need to be smart in
how we do business.**

**Start small and focusing on
what matters most.**



Algeria
Australia
Austria
Belgium
Brazil
**Bosnia and
Herzegovina**
Bulgaria
Canada
China
Croatia
Czech Republic
Egypt

Finland
France
Germany
Hungary
India
Ireland
Italy
Macedonia
Mexico
The Netherlands
Norway
Poland
Romania

Russia
Serbia
Slovakia
South Africa
Spain
Sweden
Switzerland
Tunisia
Turkey
United Kingdom
USA
Vietnam

“Our employees take pride in their work and they want to do good”



Key take aways...

Key take aways:

- Companies within Embracer Group deliver passionate and creative work.



Key take aways:

- Key that each subsidiary have the independence to set their own ambitions for their sustainability work





Key take aways:

- Integrating sustainability in Embracer Group's business strategy, will help show that we are in it for the long run
- And...



**The gaming industry has
several issues to deal with**



Embracer Group Sustainability Framework



**Smarter Business is our approach
to sustainability.**

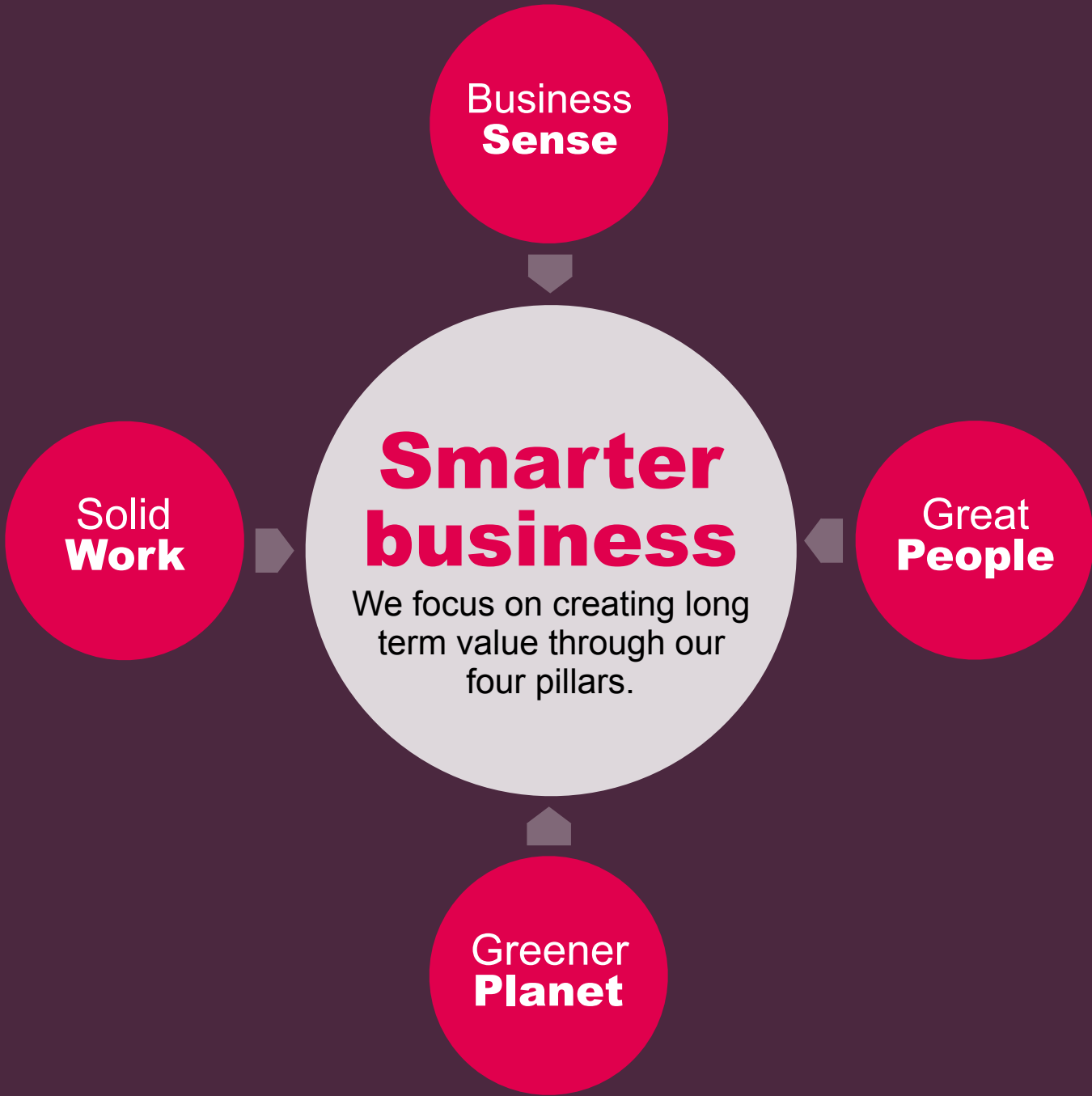
“Embracer Group is not like everyone else, our creativity, business sense and always keeping it real is what makes us stand out”

**“Make sure we are true to ourselves,
but more important, being true is
to stand for respectable values
shared by the many”**

For us, smarter business is all about operating in a sustainable way making sure we run a sound business that helps create value to all our stakeholders while staying true to our way of doing things.

A dark, atmospheric forest scene with a stone path, glowing plants, and a character in the background. The scene is dimly lit, with a blueish-green color palette. In the foreground, there are several glowing, white, flower-like plants with small lights. A stone path leads through the forest. In the background, a character with a staff and a hat is visible. The overall mood is mysterious and magical.

**Four pillars will help us focus
our efforts and work:**



1. Business Sense

With honesty and trust we make acquisitions and build brand value for the long term

Focus areas

- Explore new business models and go beyond innovating products
- Increase transparency
- Anti-corruption
- Risk management
- Compliance code
- Consumer data protection



2. Solid Work

Our products entertain and create feelings, based on creative expression and common sense.

Focus areas

- Continue to innovate and explore new creative fields
- Responsible gaming content
- Responsible marketing
- Work against gaming addiction
- Increase accessibility with our games and make them for all



3. Great People

Our people are creative, dedicated and our most important asset

Focus areas

- Increase diversity, different perspectives, and skillsets
- Nurture creative independence and talent development
- Work-life balance
- Offer the most creative workplaces
- Community involvement and volunteering



4. Greener Planet

We want to make our planet greener through innovation and technological advancements

Focus areas

- Invest in partnerships that focus on preventing and mitigating the climatic impact
- Minimize environmental footprint from our operations
- Engage in initiatives that impact the local surroundings



Next step

Going forward we will, together with our employees, identify activities that fit under each pillar and start working on the initiatives each subsidiary believes create the most value.

**Business
Sense**

**Solid
Work**

**Great
People**

**Greener
Planet**

Responsible for the roll-out:

Karin Edner

Corporate Governance & Sustainability Coordinator
Embracer Group

We are on a journey
to do better through creating great
entertainment, be a great place to work
and do better for the environment.

Great ideas.

Line up – upcoming games (video not included)

BIOMUTANT.®

THE NORDIC

Q & A

**EMBRACER⁺
GROUP**