

Sustainability statement

- 14 General information
- 23 Environmental information
- 29 Social information
- 37 Governance information
- 40 Appendix
- 50 Auditor's report

General information

General information

- Basis for preparation
- Business model, strategy and value chain
- Material sustainability matters
- Sustainability governance

Environmental information

- EU Taxonomy Disclosures
- Climate change
- Resource use and circular economy

Social information

- Own workforce
- Workers in the value chain
- Consumers and end-users

Governance information

- Business conduct

Appendix

- Taxonomy tables
- Datapoints that derive from other EU legislation
- Content index

Basis for preparation

Stillfront's sustainability statement for 2024 constitutes Stillfront's statutory sustainability report according to the Swedish Annual Accounts Act. The statement has been developed with reference to the European Sustainability Reporting Standards (ESRS). ESRS is part of the Corporate Sustainability Reporting Directive (CSRD), which has been adopted by the EU Commission and will formally come into effect for the financial year 2025. This statement seeks to report currently available information that is requested in the ESRS standards, as a step in preparing for full compliance in the financial year of 2025. Please note that this statement is not fully compliant with ESRS. In the future, the ESRS reporting is to be digitally tagged and to undergo third party assurance, subject to any consequences of the EU Commission's proposed changes in the so-called Omnibus proposal.

The sustainability statement has the same scope as the financial reporting. It includes all subsidiaries and covers the period from 1 January to 31 December 2024.

The basis for Stillfront's sustainability reporting is continual stakeholder dialogue and Stillfront's materiality assessment.

All greenhouse gas data points (GHG scope 1-3) are reported based on the Greenhouse Gas Protocol. Stillfront uses assessments, extrapolation 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. As a result, the methodologies and processes used to collect, analyze, and report data in the environmental information section may vary from year to year. As Stillfront continue to integrate and refine processes, the scope of data reporting may also change, leading to potential variations in the data presented. Users of this sustainability report should be aware that the information may not be directly comparable between different reporting years due to the aforementioned potential differences in data collection and reporting methodologies. Readers are encouraged to consider these variations when comparing sustainability performance over time. The estimations and judgments are regularly reassessed based on experience, the development of ESG reporting and increased data quality.



Business model, strategy and value chain

Building a sustainable gaming business

Stillfront is a global gaming company, holding a broad games portfolio that is enjoyed by almost 47 million people every month. Stillfront's portfolio consists of 16 studios with 10 key game franchises, spanning over many different genres. 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 and the main geographical regions include Europe, North America, MENA (Middle East and North Africa) and APAC (Asia-Pacific).

Stillfront combines individual and well-run game studios and teams with support by a 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. 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 primarily 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 and hosting services. Stillfront's business partners include technology providers such as Unity, platform providers such as Apple, Google and Steam, as well as advertising networks. Stillfront emits GHG (greenhouse gas emissions) through its operations both directly (office premises and business travel 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 centers are other major sources of GHG emissions.

Value chain











Interest of stakeholders

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 views and strategy.

The table below illustrates Stillfront’s most important stakeholders, engagement, and organization as well as the purpose of engagement and use of the findings. In 2024, Stillfront continued to map and align stakeholder views on the material areas concluded in the double materiality analysis from 2023.

Stakeholders	Engagement and organization	Purpose and outcome
 Current owners/investors	Regular meetings and dialogue.	Ensure alignment on Stillfront’s risks and opportunities from an impact as well as financial materiality perspective. Communicate target achievement and fulfillment of sustainability performance targets.
 Lenders/banks	Regular meetings and dialogue.	Ensure alignment on Stillfront’s risks and opportunities from an impact as well as financial materiality perspective. Communicate target achievement and fulfillment of sustainability performance targets.
 Players/users	Regular customer dialogue and interaction. Customer surveys, customer studies, polls and regular interaction.	Customer experience is pivotal to improve sustainability performance. Communicate focus and achievements.
 Employees	Regular engagement with employees, including quarterly engagement surveys. Yearly talent reviews.	The employee perspective means to see sustainability from the lens of the everyday business operations which supports the development of the sustainability strategy. Communicate targets and achievements.
 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 and business partners.	Monitor and review suppliers’ matureness and best practices. Ensure alignment on Stillfront’s sustainability strategy and targets as well as alignment on code of conduct for suppliers.
 Sustainability organizations such as Science Based Targets initiative, SBTi, UN Global Compact e.g.	Yearly review of compliance with the standards in Global Compact. Target achievements according to the targets validated by SBTi.	Ensure compliance and implementation of global high-qualitative standards and frameworks. Communicate alignment and target achievements on an annual basis.
 Potential new investors	Regular reporting, meetings and dialogue.	Educate on Stillfront’s material sustainability topics, risks and opportunities. Communicate targets and achievements.

Material sustainability matters

Assessment process

Stillfront assesses material impacts, risks and opportunities on an annual basis. In 2024, a yearly review has been conducted and the material impacts, risks, and opportunities identified in the assessment form the basis for the sustainability reporting.

Impact on people and environment were evaluated using scale, scope and irremediability determining the severity of an impact as well as likelihood for potential impacts. The evaluation of impacts relied on internal expertise within different areas such as supplier management, product, human resources, IT and security, community involvement and legal. The assessment also considered external industry reports, customer studies, employee engagement and wellbeing studies, peer benchmarks, legislation, and frameworks. The process involved workshops as well as qualitative interviews.

In the financial materiality assessment, risks and opportunities were assessed by the magnitude of the financial consequence as well as likelihood. The financial materiality assessment was based on a short and medium-term perspective which highlighted the most urgent topics.

Based on the input collected, a threshold value for the topics was defined, above which the topics were deemed material and as such a basis for our reporting. A topic is material if Stillfront has an actual or potential significant impact on people or the environment connected to the topic. A topic is also material if it triggers financial effects on Stillfront that are likely to influence its future cash flow.

Stillfront has a multitude of interactions across the value chain: suppliers, partners, customers, and our own operations and interactions related to the end-of-life process. Stillfront's supply chain and geographical footprint are examples of factors that affect the value chain and our impacts, risks, and opportunities.

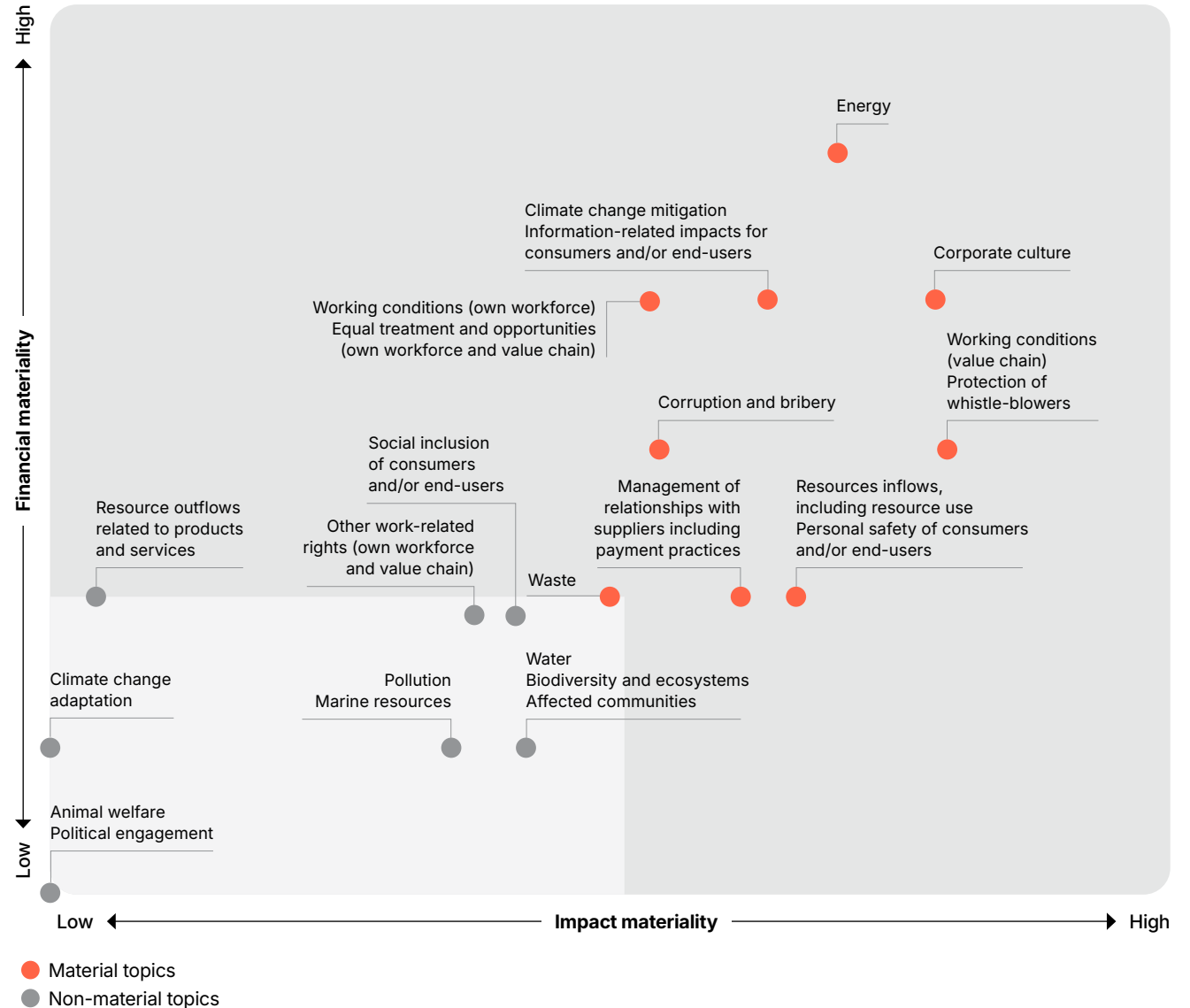
Material impacts, risks and opportunities

The materiality assessment concludes in total six material topics:

- 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 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

Description of impact, risk and opportunity		Value chain
Climate change (E1)		
Climate change mitigation	The most significant source of emissions is within Scope 3.11 use of sold products, and are related to the players energy use when playing the Stillfront games. Through Stillfront's own operations, data centers and hosting are a source of GHG emissions. Stillfront contributes to global warming and there is a risk not being able to decrease the emissions and not contribute to the Paris Agreement.	Own operations Downstream
Energy	Shortages of electricity could impact Stillfront's value chain since it is dependent on a global digital environment. Risks might occur mainly related to energy demands of upstream suppliers and players when using the products. Digital gaming relies on data centers and servers that require significant energy for cooling and maintenance. Risks include the inability to reduce our carbon footprint through energy efficiency improvements and renewable energy sources. Increased reuse of game engines, product development gains due to AI are important opportunities.	Upstream Own operations Downstream
Resource use and circular economy (E5)		
Resource 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 impacts resource flows and use of resources. Through the resources needed to operate its business, Stillfront inevitably has a negative impact on the environment through its resource inflows.	Upstream Downstream
Waste	Stillfront and the industry contributes to electronic waste generation. As technology advances, gamers frequently upgrade their hardware, leading to the disposal of older gaming consoles, PCs, and accessories. Improper disposal can lead to environmental pollution and the release of hazardous substances to local environments. This is mainly a direct issue from Stillfront's subsidiaries, but also in Stillfront's value chain (upstream).	Upstream Own operations

Social

Description of impact, risk and opportunity		Value chain
Own workforce (S1)		
Working conditions	Industry risks include for example excessive working time and work-life balance. Stillfront's immediate value chain includes consultants, contractors and other workers supporting the HQ and studios. Stillfront suppliers of hardware which include rare earth materials and potentially conflict materials, could potentially pose a risk for child labor and forced labor, although Stillfront's ability to control or manage the impact is low.	Own operation
Equal treatment and opportunities for all	The gaming industry as well as Stillfront may be related to negative impacts on gender discrimination and equal treatment as a result of a historically male dominated industry. It is key for Stillfront to ensure equal treatment and opportunities to be able to recruit talented employees. Also important to ensure that all employees share equality and diversity values, to ensure bias free recruitment of e.g., consultants. Equality, diversity and inclusion are also key for Stillfront's mission to create a positive gaming experience for the players when playing games and participating in the communities.	Own operation
Workers in the value chain (S2)		
Working conditions	Stillfront requires suppliers and business partners to abide by the supplier code of conduct, either by confirming their compliance with Stillfront's supplier code of conduct, or by providing sufficient evidence that a code of conduct of similar nature is applied and followed at the supplier or business partner. Operating globally introduces the complexity of navigating through the local differences in standards, rules, and regulations. Differences in labor laws and safety standards across countries can lead to inconsistencies in how sustainability is integrated across the supply chain and can further lead to decreased transparency in regions with less regulations. Stillfront's suppliers of hardware, which include rare earth materials and potentially conflict materials, could potentially pose a risk for child labor and forced labor, although Stillfront's ability to control or manage the impact is low.	Upstream

Social (cont.)

Description of impact, risk and opportunity		Value chain
Workers in the value chain (S2) (cont.)		
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.	Upstream
Consumers and end-users (S4)		
Information-related impacts for consumers and/or end-users	Data privacy and data protection are of utmost importance to Stillfront. Stillfront is continuously striving to maintain the highest standards to protect its players from cyberattacks and card fraud when playing Stillfront's games. Being subject to a cyberattack or having personal user data stolen could result in negative impacts with possible legal implications.	Downstream
Personal safety of consumers and/or end-users	Stillfront has an important role to establish positive environments and protect users from facing an unsafe environment and unhealthy behavior. Gaming addiction and negative impact on personal finances are present within the gaming industry and thus there is a risk of Stillfront being connected to such issues by being part of the industry. Stillfront is dependent on platforms and business partners in terms of marketing and distribution of the games and Stillfront's ability to control or manage negative impact is sometimes limited.	Downstream

Governance

Description of impact, risk and opportunity		Value chain
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.	Own operation
Protection of whistle-blowers	Stillfront has a whistleblower function (a speak-up system) in place and conducts regular trainings with all employees to ensure understanding and commitment to Stillfront's business conduct and values.	Own operation
Management of relationships with suppliers	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 group's values and commitment to sustainability, we can reduce or otherwise manage our environmental impact and support our sustainability targets.	Upstream Own operation
Corruption and bribery	Corruptive behavior 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.	Upstream Own operation

Sustainability governance

Governance model, roles and responsibilities

Stillfront's board of directors is overall responsible for Stillfront's business strategy, in which sustainability is integrated. The board is also responsible for Stillfront's key policies and steering documents including the Code of Conduct, Supplier 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 board decides on overall objectives and key performance indicators which are disclosed annually in the sustainability report. In 2024, the board of directors and the executive management team, addressed material topics such as, climate reduction activities in accordance with the near-term carbon reduction targets, validated by Science Based Targets initiative, SBTi, transition plans and engagement with Stillfront's supply chain. During the year, the board adopted a revised policy package including adopting a new code of conduct for suppliers that will be effective 1 January 2025.

Stillfront's executive management team is responsible for the execution and implementation of the sustainability strategy. The executive management team is responsible for carrying out sustainability due diligence, conducting double materiality assessment and defining Stillfront's sustainability strategy and action plan, which is reviewed annually. The executive management team is,

together with the board of directors, responsible for ensuring that sustainability impact, risks and opportunities are integrated in the company strategy and processes. Sustainability 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 subsidiaries. In 2024, the executive management team was responsible for implementing a new groupwide HR platform in order to establish seamless processes within talent management and retention.

The composition, expertise, experience and diversity of the board of directors and executive management team are presented in the corporate governance report on page 57 and 58 respectively. These pages also present independence with regards to board members and responsibility for monitoring, measurement and control of the operation's impact, risk and opportunities.

The sustainability strategy and action plans are implemented by Stillfront's HQ and subsidiaries. The management teams of the subsidiaries are responsible for implementing Stillfront's policies and guidelines as well as monitor and measure activities. Stillfront's subsidiaries are very active in the dialogue with the players and they run various campaigns and activities together with the players on for example climate impact in the gaming industry.

Basis for sustainability initiatives

As a responsible games company, Stillfront is to promote sustainable development. Stillfront regards the precautionary principle, as well as statutory and regulatory requirements, as a minimum standard. Effective sustainability initiatives require Stillfront to:

- Act in accordance with the UN Global Compact.
- Adopt and implement carbon emissions targets in line with the Paris Agreement via the Science Based Targets initiative, SBTi.
- Comply with Stillfront's code of conduct and the supplier code of conduct. All Stillfront's employees and business partners must understand and comply with their respective codes of conduct.
- Continually increase competence in sustainability through communication of sustainability issues.
- Routinely monitor, report on and improve the company's sustainability initiatives.

Governing documents

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

Sustainability-related performance in incentive schemes

Stillfront's remuneration guidelines govern the remuneration to the executive management team and senior executives 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 the remuneration framework. In May 2024, Stillfront's annual general meeting adopted a long-term incentive program for 2024–2028, depending on sustainability related performance targets including employee satisfaction and data privacy and security. The program includes the CEO, senior executives and key personnel within Stillfront. More information about remuneration and the incentive programs is available in the corporate governance report, on pages 57 and 58.

Risk management and internal control of sustainability reporting

Since 2024, the sustainability reporting is governed by Stillfront's enterprise risk management system and internal controls framework. In cases where data is not available in time or at all, Stillfront uses best estimates or extrapolation to provide the most accurate disclosures possible. The company's auditors annually issue an Auditor's report based on FAR's auditing standard RevR 12, confirming that a sustainability report has been prepared.

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.

Statement on due diligence

Core elements of due diligence		Page
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. 	21, 22, 18–19
Engaging with affected stakeholders	<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. Policies related to material topics. Stakeholder engagement related to material topics. 	17–18, 21, 25, 28, 30, 34, 35, 38–39
Identifying and assessing negative impacts on people and the environment	<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. 	18–19
Taking action to address negative impacts on people and the environment	<ul style="list-style-type: none"> Actions related to material topics. 	25, 28, 30, 34, 35–36, 38–39
Tracking the effectiveness of efforts	<ul style="list-style-type: none"> Targets related to material topics. Metrics related to material topics. 	26–28, 31–34, 36, 39

Environmental information

General information

- Basis for preparation
- Business model, strategy and value chain
- Material sustainability matters
- Sustainability governance

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- EU Taxonomy Disclosures
- Climate change
- Resource use and circular economy

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- Business conduct

Appendix

- Taxonomy tables
- Datapoints that derive from other EU legislation
- Content index

EU Taxonomy

Stillfront has been in scope for the EU taxonomy since 2021. By screening our business activities, we have concluded that our activities as a developer and publisher of digital games are not covered by the Climate Delegated Act and consequently are Taxonomy non-eligible.

Turnover in Stillfront is considered as non-eligible. Capex in real estate in the form of additions to right-of-use assets for office premises is considered as eligible (according to activity 7.7, Acquisition and ownership of buildings in Annex I), whereas all other Capex in Stillfront is non-eligible.

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 in general lead to expenditures related to maintenance, repair or similar.

Taxonomy alignment

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 Taxonomy non-aligned.

See pages 41-43 for the taxonomy tables

Definitions

Turnover

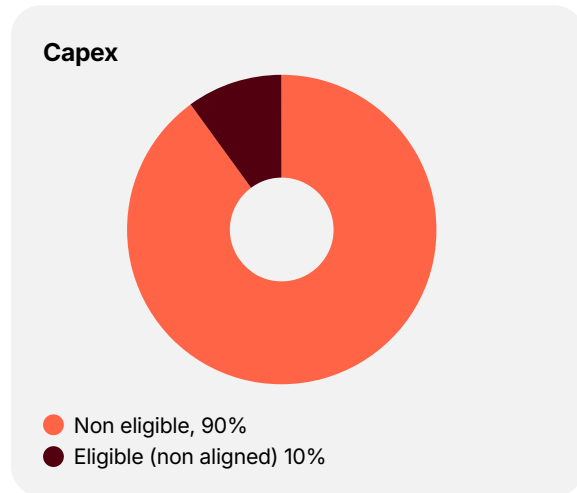
Total Turnover corresponds to Net revenues in the Consolidated statement of comprehensive income in the financial statements. See also note 5 in the financial statements.

Capex

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.

Opex

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.



Climate change

Our approach

Stillfront's operations impact the climate through GHG emissions and the use of energy and natural resources. The operations also give rise to waste. Our environmental and climate activities promote enhanced efficiency of energy use, responsible use of natural resources, reduced GHG emissions and waste volumes. Stillfront is gradually progressing in contributing to the industry's decarbonization. Our policies, strategic initiatives and targets, highlight our continued efforts towards a low-carbon economy.

Transition plan

Stillfront's climate initiatives focus on minimizing our environmental footprint for long-term sustainability. Stillfront is committed to assessing how we could adapt our business and operational set-up to ensure compatibility with the transition to a sustainable economy and with the limiting of global warming to 1.5°C in line with the Paris Agreement. Stillfront has 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) that helps companies set science-based emissions reduction targets to combat climate change. Stillfront's transition plan outlines our key decarbonization levers and identifies strategic initiatives. The plan supports broader policy priorities, including the EU taxonomy. These goals represent both an opportunity and a responsibility to align our business strategy with global decarbonization efforts, contributing to the renewable energy transition and broader sustainability objectives. The key decarbonization levers include:

- An increase in renewable energy efficiency in office buildings
- Sustainable business travel
- Optimization of core game development processes (AI, shared game engines e.g)
- Optimization of data server and hosting services, engagement of suppliers and business partners (cloud providers, hosting services e.g.)
- Activation and engagement of players

Energy consumption

Stillfront is dependent on a well-functioning global and digital community. Energy consumption for Stillfront is mainly related to energy demands of upstream suppliers as well as downstream for players playing the games. A 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 to GHG emissions. Stillfront is targeting a 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 is related to energy consumption in the office premises. An increased demand for, and shortages of, electricity could impact Stillfront's value chain since it is dependent on a global digital environment.

Impact, risk and opportunity management

Climate change could potentially lead to increased costs for Stillfront through an increased need for office and server cooling, as a result of more frequent heat waves and increased temperatures over time. There are also risks related to climate change adaptation, mainly related to operations in areas of high temperatures, flooding and cyclones. Recognizing the inevitable impacts of climate change, we are committed to building a more resilient organization. Our objective is to reduce our energy consumption and switch to renewable sources of energy, prioritize responsible resource use and embrace the principles of a circular economy. To achieve this, we target resource efficiency, material circularity, and sustainable sourcing. Stillfront's sustainability policy focuses on reducing our overall resource consumption and waste generation throughout our operations and value chain. Stillfront monitors, measures, works to reduce, and reports annually on its carbon footprint in accordance with the international standard Greenhouse Gas (GHG) Protocol. Early in 2024, SBTi validated Stillfront's emissions reduction targets. Based on the targets, Stillfront has analyzed and started to implement a transition plan. By continuously monitoring climate risks and implementing these adaptation measures, we aim to ensure the long-term viability and sustainability of our operations while minimizing potential disruptions caused by climate change.

Climate change could potentially lead to an increased demand for, and shortages of, electricity which could impact Stillfront's value chain since it is dependent on a global digital environment. Digital gaming 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. Initiatives such as the EU code of conduct on data center energy efficiency, which specifies demands on data center providers are valuable for the industry and Stillfront. Stillfront's code of conduct for suppliers and business partners states how our suppliers shall promote the development and use of environmentally friendly technologies, minimize water use as well as energy consumption. Working together with the broader gaming industry and collaborating with industry peers and business partners is key for Stillfront in supporting a sustainable gaming community. Finally, to gradually finetune and implement sustainable core game development processes include among many other things reuse of standardized game engines and increased resource efficiency as well as technology gains, by further implementation of artificial intelligence, AI.

Targets

	Target	Result 2024
Climate change	Stillfront commits to reduce absolute scope 1 and 2 GHG emissions with 42 percent by 2030 from 2022 as base year.	Scope 1 and 2 emissions 505 tCO ₂ e -11% (2023: 570 tCO ₂ e)
	Stillfront commits to reduce scope 3 GHG emissions with 51.6 percent per SEK value added within the same timeframe.	Scope 3 emissions 48,976 tCO ₂ e -7% (2023: 52,588 tCO ₂ e)

Metrics

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⁾	N/A	N/A

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

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

E1-5 Energy consumption and mix

Energy consumption and mix	2023	2024	Change
Total fossil energy consumption, MWh	1,621	949	-41%
Share of fossil sources in total energy consumption, %	82%	54%	
Consumption from nuclear sources, MWh	63	156	148%
Share of consumption from nuclear sources in total energy consumption, %	3%	9%	
Fuel consumption for renewable sources, including biomass, MWh	3	3	8%
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources, MWh	299	652	118%
Consumption of self-generated non-fuel renewable energy, MWh	0	0	N/A
Total renewable energy consumption, MWh	302	655	117%
Share of renewable sources in total energy consumption, %	15%	37%	
Total energy consumption, MWh	1,986	1,761	-11%

Note: All data points are reported based on the GHG protocol energy consumption calculation guidance to produce the relevant energy consumption figures. Overall energy consumption was extrapolated for entities that could not report data, consumption of energy from renewable and nuclear sources was not extrapolated, potentially overestimating the share of energy consumption from fossil sources. Extrapolated energy represents a share of 14%. 2024 data includes Stillfront and 20 studios. 2023 energy consumption contains data from Power Challenge which was divested in October 2023.

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

	Base year (2022)	2023	2024	YoY change
Scope 1 GHG emissions				
Gross Scope 1 GHG Emissions, tCO ₂ e	75	78	72	-8%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes, %	0	N/A	N/A	
Scope 2 GHG emissions				
Gross location-based Scope 2 GHG emissions, tCO ₂ e	511	492	433	-12%
Gross market-based Scope 2 GHG emissions, tCO ₂ e	493	399	335	-16%
Significant scope 3 GHG emissions				
Total Gross indirect (Scope 3) GHG emissions, tCO ₂ e	56,827	52,588	48,976	-7%
1 Purchased goods and services	1,492	1,744	2,417	39%
Sub-category: Cloud computing and data center services	177	267	488	83%
Sub-category: Digital marketing	957	1,058	1,404	33%
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	108	94	87	-7%
4 Upstream transportation and distribution	121	3	264	9724%
5 Waste generated in operations	3	10	11	11%
6 Business travel	508	932	825	-11%
7 Employee commuting	467	440	460	5%
9 Downstream transportation	0	0	0	-100%
11 Use of sold products	54,129	49,365	44,911	-9%
Total GHG emissions				
Total GHG emissions (location-based), tCO₂e	57,412	53,157	49,481	-7%
Total GHG emissions (market-based), tCO₂e	57,394	53,064	49,382	-7%

Note: Emissions of greenhouse gases have been calculated in line with the GHG Protocol. Sources for emission factors are e.g., DEFRA, IEA and Energiföretagen. 2024 emissions include Stillfront and 20 studios. Extrapolations were made for studios that had no available data. Extrapolated data represents an overall share of 1%. 2023 emissions contain data from Power Challenge which was divested in October 2023. Emissions from upstream transportation have increased significantly due to more studios having access to supplier data. The higher data availability has also led to a higher extrapolation factor for studios that were unable to report on this category.

Resource use and circular economy

Our approach

Stillfront strives to act as a responsible corporate citizen and is committed to supporting a transition to the green economy by optimizing resource efficiency and promote sustainable usage throughout the organization.

Impact, risks and opportunity management

Through the resources needed to operate its business, Stillfront inevitably has an impact on the environment through its resource inflows. 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 players rely on electronic hardware. The production of hardware involves mining and extraction of raw materials such as metals and rare earth elements. A potential future resource shortage, especially for electric equipment, could lead to increased cost for Stillfront. Operating globally introduces the complexity of navigating through the local differences in standards, rules, and regulations related to sustainability. Differences in environmental regulations and safety standards across countries can lead to inconsistencies in how sustainability is integrated across the supply chain and can further lead to decreased transparency in regions with less regulations. The majority of Stillfront's suppliers are large companies operating in strict regulations. Furthermore, Stillfront is able to negotiate group deals which further mitigates the risk of being dependent on smaller vendors in less regulated regions.

Stillfront's suppliers should abide to our code of conduct for suppliers which states that our suppliers shall actively work towards minimizing its negative impact on the environment and climate. Our suppliers shall promote the development and use of environmentally friendly technologies, minimize water use as well as energy consumption. The supplier shall not purchase or use materials from High Conservation Value Areas (HCVA) or endangered forests under the Convention of International Trade in Endangered Species (CITES) and/or the International Union for Conservation of Nature (IUCN).

Stillfront's sustainability policy states how we as a company should act as a responsible corporate citizen by optimizing our resource efficiency and sustainable usage. We shall use recycled and recyclable materials as much as possible and all waste must be managed in accordance with current legislation and handled in an environmentally responsible manner by a certified waste management company. Stillfront should actively explore ways to extend the life-cycle of resources, by for example using product take-back programs for IT materials.

Targets

	Target	Result 2024
Waste	Stillfront and its subsidiaries are to reduce waste, maximize resource efficiency, and promote sustainable usage.	Low data availability as a result of local and regional differences in reporting standards and data availability.

Metrics

E5-5 Resource outflow

Waste amounts, tonnes	2023	2024	Waste treatment types	2023		2024	
				Hazardous waste	Non-hazardous waste	Hazardous waste	Non-hazardous waste
Total waste generated	7	12	Waste diverted from disposal				
Waste types			Reuse	0	0	0	0
Hazardous waste	0	0	Recycling	0	2	0	3
Non hazardous waste	7	11	Other recovery	0	0	0	0
Radioactive waste	0	0	Total	0	2	0	3
Waste recycling			Waste diverted to disposal				
Non-recycled waste	6	9	Incineration	0	4	0	5
Non-recycled waste, %	79	75	Landfilling	0	2	0	3
Recycled waste	2	3	Other disposal	0	0	0	1
			Total	0	6	0	9
			Waste with unknown operations				
			Total	-	-	0	0

Note: Low data availability with only 5 out of 21 entities being able to report data.

Social information

General information

- Basis for preparation
- Business model, strategy and value chain
- Material sustainability matters
- Sustainability governance

Environmental information

- EU Taxonomy Disclosures
- Climate change
- Resource use and circular economy

Social information

- Own workforce
- Workers in the value chain
- Consumers and end-users

Governance information

- Business conduct

Appendix

- Taxonomy tables
- Datapoints that derive from other EU legislation
- Content index

Own workforce

Approach

At Stillfront, we work actively to ensure a safe and inclusive workplace where all employees can thrive. We engage with the employees through various channels and have an open and transparent culture. We are focused on development of our employees' skills and competences and follow up on the general well-being of employees through performance dialogues at individual level and other measures.

Human rights

We see human rights as fundamental principles for protecting people's dignity and ensuring freedom and respect both in the head office, in our subsidiaries, and in the communities where we operate. Our commitment to upholding human rights is outlined in our global HR policy as well as our Code of Conduct. Our global HR policy and Code of Conduct aligns with the UN Guiding Principles on Business & Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, the International Bill of Human Rights, and the International Labour Organisation's (ILO) Declaration on Fundamental Principles & Rights at Work. Violations of human rights are unacceptable and will, under no circumstances, be tolerated. The use of child labor of any kind is strictly forbidden.

Working conditions

A safe and healthy working environment is fundamental for Stillfront and is a right for all employees. Stillfront strives to be an attractive employer by creating a work environment based on collaboration, responsibility and openness. The well-being of professionals is a high priority, and Stillfront is committed to providing safe and healthy working conditions. 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. Stillfront supports parental leave, and the group has zero tolerance against harassment and discrimination. Stillfront is working actively and systematically to minimize risks of injuries, accidents and other incidents, as well as fulfill all applicable work environment requirements and endeavor to always improve the work environment organizationally as well as socially and physically.

Equal treatment and opportunities for all

Stillfront is present in many regions and countries across the world and the workforce is diverse in many different aspects, not only in terms of geography, nationality and language skills, but also in experiences, skillsets and perspectives. A diverse workforce is key for Stillfront's business model and diverse consumer base. As an essential part of ensuring equal rights, Stillfront expect all professionals to actively support and continuously enhance a supporting work environment, free from all discrimination and harassment. This means that Stillfront believes that all professionals shall be treated the same and with courtesy and respect, has zero tolerance for any discrimination, sexual harassment or any other kind of harassment or reprisals, urges all professionals to be alert and take responsibility for ensuring compliance with this policy. Stillfront is committed to ensuring a workplace which promotes equal opportunities for all in accordance with applicable legislation during any work-life transitions. We actively support our employees in managing their parenting responsibilities alongside their work at Stillfront. We encourage employees to take parental leave in line with local legislation, ensuring that such leave is never a source of discrimination in employment or career advancement.

Impact, risk, opportunity management

Various impacts, risks and opportunities have been identified related to Stillfront's workforce. Potential negative impacts include risks within working conditions in risk countries or regions which could potentially include freedom of association and health and safety. There are also risks related to equality and inclusion. Child labor as well as forced labor is not seen as an issue in Stillfront's own workforce. As part of the global gaming industry, work-related ill health risks occur, such as long working hours and stressful deadlines.

Stillfront strives to impact its employees in many positive aspects by ensuring good working environment ensuring a positive culture with strong corporate values. Stillfront's commitments regarding its employees are governed by the company's code of conduct, sustainability policy, the global HR policy as well as other procedures that concern the company's employees. Important topics such as employee safety, engagement and wellbeing, diversity, equality and inclusion, professional development as well as remuneration, are covered in Stillfront's HR policy. Stillfront complies with applicable labor laws, regulations and occupational health and safety laws and standards. All employees have easy access to the code of conduct and 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.

All employees are to take part in annual performance and career development reviews to set and monitor targets, identify any need for competence development and as needed, to conduct dialogue around creating a motivating work situation, engagement, and well-being. Stillfront strives to foster a collaborative learning environment, offering internal learnings and development initiatives like best practice sharing sessions, summits, targeted workshops, and lunch-and-learn events where employees can share insights, discuss new ideas, and learn from one another's experiences. These initiatives support knowledge transfer and build a culture of continuous improvement across the organization. To support employee well-being, Stillfront offers a range of resources and initiatives, including options for remote work, flexible working hours, compressed workweeks, fitness programs, and access to wellness resources that promote a healthy lifestyle. Stillfront is focused on nurturing the benefits of being a global company, providing career exchange opportunities across the subsidiaries.

Processes for engaging with our own workforce

Stillfront believes in the importance of gaining direct insights and perspectives from our own workforce on a wide variety of matters. We see these insights as key aspects when outlining decisions and strategies. Stillfront conducts an employee survey three times a year. The survey comprises several questions that follow up on employee commitment and trends linked to commitment, as well as identify the need for corrective measures. The survey also follows up on psychosocial work environment issues, and targets linked to the psychosocial work environment are set yearly.

Channels for own employees to raise concerns

We are dedicated to ensuring that our employees not only have access to grievance channels but also have the knowledge, confidence, and psychological safety to utilize them when necessary. Stillfront has the responsibility to take all reported cases seriously and we maintain secure and confidential

records of reports and outcomes. All employees have the right to make a complaint or raise a grievance without fear of retaliation. Employees can use various mechanisms for raising their concerns or complaints. Firstly, an employee can always go to their direct people leader for support. Secondly, employees can reach out to the People & Culture organization if they have a question, either on local or global level. Thirdly, the employees can raise their concerns on an anonymous basis in our employee surveys.

Stillfront also has a speak-up function 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 function helps to ensure fairness, justice, and protection for individuals and communities. The speak-up function is available on Stillfront's website and 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.

Targets

	Target	Result 2024
Employee wellbeing and satisfaction, eNPS	Stillfront's target for global employee wellbeing, Employee Net Promoter Score (eNPS), is to be at minimum 30. The eNPS measures how likely our employees are to recommend Stillfront as a good place to work.	Stillfront's average global Employee Net Promoter Score (eNPS) at year end. 30 (2023: 32)
Gender balance	The gender balance should be at least 40/60 at all levels of positions within Stillfront.	Gender balance at all levels within the group, excluding Other 33% women 67% men (2023: 32%) (2023: 68%)
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 system.	100% of substantiated reported incidents were acted upon according to our strict protocol.

Metrics¹⁾

S1-6 Characteristics of Stillfront's employees

Head count by gender

Gender	2023	2024
Male	857	780
Female	411	378
Other	2	7
Not disclosed	-	13
Total employees	1,270	1,178

Employee head count in countries where at least 50 employees represent at least 10 percent of the total number of employees

Country	2023		2024	
	Number of employees	Percentage	Number of employees	Percentage
Croatia	114	9%	119	10%
Germany	400	31%	411	35%
United States	158	12%	120	10%
Other countries	598	47%	528	45%

Employee turnover

	2023	2024
Employees who have left	338	268
Employee turnover, %	25	22

Note: Employee turnover decreased from 25% in 2023 to 22% in 2024, suggesting improved workforce stability despite ongoing organizational adjustments. A significant share of departures in 2024 was driven by workforce reductions and reorganization as a result of a strategic overview.

¹⁾ Employee data is presented as head count unless otherwise specified. Head Count represents the number of employees in the organization, regardless of their hours worked.

S1-6 Characteristics of Stillfront's employees, cont.

Full-Time Equivalent (FTE) by contract type, broken down by gender

Number of employees (FTE)	2024				Total
	Female	Male	Other	Not disclosed	
Permanent employees	341	743	7	12	1,103
Temporary employees	19	21	0	0	40
Non-guaranteed hours employees	5	4	0	0	9
Total employees	365	768	7	12	1,152
Of which full-time employees	341	743	6	11	1,101
Of which part-time employees	24	25	1	1	51

Number of employees (FTE)	2023				Total
	Female	Male	Other	Not disclosed	
Permanent employees	378	826	2	0	1,206
Temporary employees	10	14	0	0	24
Non-guaranteed hours employees	14	14	0	0	28
Total employees	402	854	2	0	1,258

Note: Full-Time Equivalent (FTE) reflects the number of employees based on hours worked, where one FTE equals the hours of a full-time position.

The FTE figures are reported as of December 31st of the reporting year. These definitions differ from those in Note 8 of the Financial Reporting, where employee numbers are presented as the average FTE for the entire reporting year. As a result, the figures will not reconcile.

In 2024, the reporting includes a breakdown of full-time and part-time employees. While these metrics are voluntary and not included in 2023, they provide a more detailed and comprehensive view of our workforce.

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

Number of non-employees

	2023	2024
Self-employed people	146	221
People provided by other organizations	73	56
Other	46	9
Total non-employees	265	286

Note: The year-over-year change is a result of improved data availability on non-employees, which allows for better categorization across all relevant categories.

S1-8 Collective bargaining coverage and social dialogue

	2023	2024
Number of employees within and outside EEA		
Total number of employees within EEA	689	714
Total number of employees outside EEA	581	464
Total employees	1,270	1,178

Collective bargaining agreement coverage

Coverage of employees within EEA	13	13
Coverage of employees outside EEA	0	0
Total number of employees covered	13	13
Percentage of coverage, %	1	1

Worker's representative councils

Total number of employees within EEA covered by workers' representatives	0	0
Percentage of employees within EEA covered by workers' representatives, %	0	0

Note: In 2024, we see a slight increase in employees within the EEA region and a more significant reduction outside the EEA. This change reflects organizational adjustments, including including workforce reductions.

S1-9 Diversity metrics

Gender distribution of top management

	2023		2024	
	Number	Percentage	Number	Percentage
Male	7	64%	5	100%
Female	4	36%	0	0%
Other	0	0%	0	0%
Total (in top management)	11		5	

Note: Please note that top management is defined as Stillfront's executive management team since 2024. Comparison figures for 2023 also include General Business Management team which were merged in 2024.

Age distribution of all employees

	2023		2024	
	Number	Percentage	Number	Percentage
Below 30	372	29%	311	26%
30-50	856	67%	826	70%
Above 50	42	3%	41	3%
Total	1,270		1,178	

Note: Please see S1:6 for total employees by gender.

S1-10 Adequate wages

	2023	2024
Total employees in the organization	1,270	1,178
Total employees earning below applicable adequate wage benchmark	0	0
Percentage of total employees paid below the applicable adequate wage benchmark	0%	0%

Note: 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	2024
Total employees in the organization	1,270	1,178
Total employees not covered by social protection	0	0
Percentage of total employees not covered by social protection	0%	0%

S1-13 Training and skills development metrics**Participation in performance and career development reviews, percent of employees**

%	2023	2024
Male	78	90
Female	79	92
Other	50	86
Not disclosed	–	77
Total	79	90

Average number of training hours by gender

Hours	2023	2024
Male	14	14
Female	18	20
Other	2	7
Not disclosed	–	0
Total	15	16

Note: Participation in performance and career development reviews increased in 2024, reflecting stronger implementation of review processes and greater emphasis on structured employee development across the organization.

S1-14 Health and safety metrics, own workforce

	2023	2024
Own workforce		
Health and safety management system coverage, %	38	100
Number of work-related accidents	1	0
Accident rate	0.43	0
Number of work-related ill health cases	0	0
Number of days lost to work-related injuries, work-related ill health and fatalities	0	0
Number of fatalities as result of work-related injuries and work-related ill health	0	0
Other workers on undertaking's sites		
Number of fatalities as result of work-related injuries and work-related ill health	0	0

Note: The significant increase in 2024 Health & Safety management system coverage reflects a clearer, ESRS-aligned definition beyond just digital platforms to include structured practices and reporting. Data covers employees only, with non-employees planned for future inclusion.

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**Family-related leave**

	2023	2024
Percentage of employees entitled to take family-related leave	94	96
Percentage of employees that took family-related leave		
Male	5	5
Female	10	11
Other	0	0
Not disclosed	–	0
Total	7	7

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

S1-16 Remuneration metrics

At present, we are not able to disclose our gender pay gap ratio or annual total remuneration ratio. We are taking several actions, including enhancements to our HR system landscape and we expect to be able to report on the two disclosures for the financial year 2025.

S1-17 Incidents, complaints and severe human rights impacts**Discrimination and harassment incidents**

	2023	2024
Number of Incidents of discrimination, including harassment	0	0
Number of complaints filed through own workforce grievance mechanisms not included above	0	0
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0	0
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors, €	0	0

Severe human rights incidents

	2023	2024
Number of severe human rights issues and incidents connected to own workforce	0	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	0
Amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce, €	0	0

Workers in the value chain

Our approach

Stillfront's commitments to responsible business conduct within the areas of human rights, labor, environment, and anti-corruption are based on international generally accepted regulations and norms, including the Ten Principles of UN Global Compact. These commitments, which are grounded in our efforts to always conduct business ethically, also expand to our partners in the supply chain. Stillfront engages a multitude of suppliers in its value chain. The largest suppliers and business partners consisting of 3:rd party distribution channels and platform providers, software and server providers as well as lessors and energy providers for office buildings.

Impact, risks and opportunity management

At Stillfront, we want to support good working conditions in the digital gaming industry. This means jobs providing employees with decent wages, secure employment, safe working conditions, and a working environment where they are free to express their concerns and their right to organize in trade unions is protected. Our commitment to upholding human rights, including labor rights, is outlined in our sustainability policy, HR policy, code of conduct and the code of conduct for suppliers and business partners. Our supplier code of conduct serves as a compass for our choices and conduct in our daily endeavors and sets forth our basic expectations surrounding how our suppliers and third-party intermediaries should conduct business on our behalf. The supplier code of conduct clearly states our commitments to anti-bribery, anti-corruption, anti-money laundering and anti-terrorist financing. Applicable laws always need to be followed, and the health and safety, including the protection of labor rights is just as important for Stillfront employees as it is for workers in the supply chain for which we do business with. The group's delegation of authority policy defines the limits of authority designated to specified positions of responsibility within Stillfront and together with its subsidiaries and to establish the types and maximum number of obligations that may be approved by individuals. This policy is approved by the Stillfront board of directors and is reviewed annually and available to all professionals.

Stillfront engages a global supply network because of being a global games company with operations across the world. As such, there are certain risks and opportunities presented as it relates to sustainability in the supply chain.

To ensure that our suppliers are committed to our same high ethical standards, we require our suppliers and business partners to abide by our supplier code of conduct, either by confirming their compliance with our supplier code of conduct, or by providing sufficient evidence that a code of conduct of similar nature is applied and followed at the supplier or business partner.

Operating globally introduces the complexity of navigating through the local differences in standards, rules, and regulations related to sustainability. Differences in environmental regulations, labor laws, and safety standards across countries can lead to inconsistencies in how sustainability is integrated across the supply chain and can further lead to decreased transparency in regions with less regulations.

Our approach to addressing concerns and grievances within our value chain is built on the principles of transparency, trust, and effective remediation that is proportionate to the grievance that has occurred. Workers in the supply chain have free access to and are encouraged to make use of the Stillfront speak-up system to confidentially report any inappropriate or illegal conduct.

Targets

	Target	Result 2024
Suppliers & Partners	All of Stillfront's suppliers should adhere to the ethical standards stated in Stillfront's code of conduct for suppliers.	Stillfront has not identified any breaches with the ethical standards stated in the supplier code of conduct in 2024.
Speak-up system	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.

Consumers and end-users

Approach

Stillfront's aim is to create a positive in-game environment for its players and end-users. The players should feel safe and respected in the platforms and communities that Stillfront provides. As people spend more of their free time playing digital games, responsibility of ensuring a good in-game culture is more important than ever. The ecosystem that Stillfront is active in, consisting of game developers, publishers, platform providers and users, has over time established standards of what defines responsible gaming.

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.

Each game that Stillfront and its studios create is tailored to a specific audience and may therefore not be for everyone. However, considering the total game portfolio of Stillfront there is a game for almost all audiences with one exception - Stillfront's games are neither developed nor targeted towards children.

Information-related impact for consumers and end-users

Stillfront is a data-driven organization focusing on analyzing patterns and behaviors related to our users on a daily basis. Data privacy and data protection are of the utmost importance to Stillfront. Stillfront's processes have been designed to safeguard 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 legislation to achieve an adequate level of security and expect the same of business partners and suppliers. Over the years, Stillfront has put considerable resources into ensuring that its privacy program meets legal requirements in applicable jurisdictions, including, but not limited to, the General Data Protection Regulation (GDPR).

Personal safety of consumers and/or end-users

Stillfront has an important role to establish positive environments and protect users from facing an unsafe environment and unhealthy behavior. Gaming addiction and negative impact on personal finances are present within the gaming industry and thus there is a risk of Stillfront being connected to such issues by being part of the industry. A solid policy framework with clear code of conduct for the users combined with a close partnership between the studios community managers and customer support is key for providing a positive gaming environment and safeguarding the end-users well-being.

Impact, risk, opportunity management

There are various impact risks in Stillfront's value chain, for example within responsible gaming content, responsible marketing and consumption as well as data privacy and security. There is also an impact risk when users are behaving badly towards other users in the games and communities. Negative impact could potentially lead to reputational issues for Stillfront. Unsafe online environments are addressed through policies and guidelines. Gaming addiction is a complex issue that Stillfront is not solely responsible for. Still, we take responsibility by classifying games by the correct age gate in close collaboration with our platform and marketing partners.

Stillfront maintains a zero-tolerance policy for abusive behavior among users. Our dedicated customer support channels and community managers play a vital role in promoting a positive and respectful gaming climate. While abusive behavior may occur, Stillfront employs built-in functions and algorithms in multiple games to automatically filter out offensive language and imagery. Additionally, all users are provided with tools to report those who violate the terms of service. Reports and detected offenses are reviewed promptly and addressed with high priority by moderators. Players who fail to comply with the terms of service face consequences such as being muted or banned.

Stillfront is committed to the Ten Principles of the UNGC for responsible business conduct within areas of human rights, labor, environment, and anti-corruption. Violation of human rights (also for partners and end-consumers) is unacceptable and will, under no circumstances, be tolerated.

Stillfront's governing documents relating to consumers and end-users are the Stillfront code of conduct, the data privacy and protection policy, the sustainability policy and the FAIR guidelines. Stillfront's FAIR guidelines regulate how the company takes responsibility for products and end-users and comprise the group's values and principles. 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 together with the executive management team is responsible for implementation, in close collaboration with the game teams.

Stillfront's game teams are in close dialogue with the players. Digital free-to-play games are developed in partnership with the users and feedback and input are collected on a regular basis in the games and in the communities around the games. In the Stillfront games, moderators are active in the forums

and communities, and they are interacting closely with the players. User satisfaction is an automated process which include polls and feedback reviews, a/b tests as well as surveys.

Within Stillfront's risk management processes, we identify and manage potential sustainability risks such as cyber security vulnerabilities and data breaches. Stillfront's website contains information on the data privacy rights that users have and how Stillfront processes personal data. The user data is processed by the studios and such processing activities are subject to the privacy notice applicable to each of our games. Stillfront engages an external Data Protection Officer (DPO) that is responsible for e.g. conducting recurring targeted audits.

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 data privacy capabilities. Stillfront has a record of processing activities (ROPA) software that facilitates Stillfront's compliance efforts in respect of recording its data processing activities. The ROPA software ensures efficient record-keeping procedures and accountability within the group, which promotes compliance with relevant laws and regulations, including GDPR.

Several activities have been carried out during 2024 to achieve the targeted implementation rate of the privacy program. Revisions have been made to the privacy policy templates to ensure regional compliance in the market areas of North America and APAC. A groupwide data breach procedure has been implemented which aims to achieve cohesive response to and documentation of security incidents across Stillfront. Two targeted audits have been carried out and groupwide workshops have been held in light of the results of these audits.

Targets

	Target	Result 2024
Responsible play	Stillfront has zero tolerance for abusive behavior in the platforms and communities and 100 percent of all substantiated reports must to be acted upon.	100 percent of substantiated reports were acted upon according to our strict protocol.
Data privacy & protection	Stillfront's players should feel that their privacy and data are protected, at all times, why 100 percent of all substantiated reports are to be acted upon.	100 percent of substantiated reported incidents were acted upon according to our strict protocol.
	Stillfront aims to achieve and maintain a groupwide implementation rate of at least 80 percent of its data privacy program.	Stillfront has achieved a compliance level of 81 percent, which exceeds the group-wide strategic compliance target for 2024.

Metrics

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

Complaints concerning breaches of customer privacy

Complaints	2023	2024
Complaints received from outside parties and substantiated by the organization	0	0
Complaints from regulatory bodies	0	0
Total number of substantiated complaints	0	0

Losses of consumer data

Incidents	2023	2024
Total number of identified leaks, thefts or losses of customer data	6	0

Governance information

General information

- Basis for preparation
- Business model, strategy and value chain
- Material sustainability matters
- Sustainability governance

Environmental information

- EU Taxonomy Disclosures
- Climate change
- Resource use and circular economy

Social information

- Own workforce
- Workers in the value chain
- Consumers and end-users

Governance information

- Business conduct

Appendix

- Taxonomy tables
- Datapoints that derive from other EU legislation
- Content index

Business conduct

Approach

In all situations, regardless of country or market, Stillfront’s actions should be characterized by responsibility and respect for consumers, employees, suppliers, business partners and the local community. Stillfront is committed to good business ethics and strives for long-term and trusting relationships.

Management of relationships with suppliers

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.

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

Anti-bribery and anti-corruption

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. Stillfront’s speak-up culture is critical to promoting and maintaining an ethical work environment and sustainable business. Stillfront’s 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.

Impact, risk, opportunity management

All business transactions entail a risk of corruption and bribery, which can have a negative impact on human rights and society at large. Moreover, Stillfront has presence in geographies where there is an increased risk for corruption.

Supplier risks are for example related to a reliance on a limited number of distributors which could pose risks to the supply chain. This dependency becomes particularly concerning if those distributors face disruptions – be it due to environmental disasters, geopolitical tensions, or economic instabilities. Such events can jeopardize the supply chain, leading to Stillfront having to engage new distributors, potentially facing increased costs, and inability to meet customer demands.

As Stillfront is a developer and publisher of digital games, most suppliers and vendors used are large tech companies operating in strict regulations. Furthermore, Stillfront can negotiate group deals which further mitigates the risk of being dependent on smaller vendors in less regulated regions. Meanwhile, Stillfront has procedures and controls in place to ensure that vendors are following Stillfront’s supplier code of conduct which are applicable to all suppliers in the value chain. Stillfront has processes and internal controls in place, governed by our enterprise risk management framework, to both on-board suppliers and business partners and to confirm continued compliance with our code of conduct. The code should be shared and communicated to all Stillfront’s current and future suppliers who are responsible for the continuous implementation of and compliance with the code, by making the code available at Stillfront’s website. Stillfront requires all suppliers to read and understand the code, to always comply with it, and to inform Stillfront if there are any violations of the code or if there is a risk of such violations. This includes any of the supplier’s suppliers and/or business partners. If there are serious breaches of the code, Stillfront will consider terminating any agreements entered with the supplier. Our strategy to manage relationships with our suppliers is guided by a deep understanding of the potential sustainability risks within our supply chain. To evaluate performance and identify any gaps or adverse impacts, we employ a combination of risk screenings and code of conduct assessments, which may occur both before and after contract signing.

Stillfront’s code of conduct regulates how employees are to act so as not to be exposed to risk in business ethics. Through Stillfront’s policy program and compliance function, the aim is to ensure that Stillfront and its subsidiaries live

up to the high standards and that all the partners and suppliers of Stillfront also operate in accordance with the code. In the event of a breach or suspected breach of the code of conduct, employees should immediately report the incident to their immediate manager. If this is not possible, the immediate manager's manager should be informed as per the chain of command. Incidents can also be reported through the speak-up system, which is managed by an external independent party, ensuring protection for whistleblowers against retaliation. All Stillfront employees have a responsibility to adhere to the code of conduct and to report any breaches of this code.

Protection of whistle-blowers

Suppliers and other external stakeholders, as well as employees, may use Stillfront's speak-up (whistle-blowing) system to report any observations of serious misconduct. The system allows reporters in good faith report concerns and violation of our code of conduct and applicable laws and regulations anonymously without the risk of retaliation. The speak-up function helps to ensure fairness, justice, and protection for individuals and communities. The speak-up function is available on Stillfront's website and 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.

Targets

	Target	Result 2024
Corruption and bribery	Stillfront has zero tolerance against bribery, corruption and money laundering and 100 percent of all substantiated reports must be acted upon.	Stillfront has not been convicted or received any fines for violation of anti-corruption and anti-bribery laws and no incidents were reported in 2024.
Supplier code of conduct	All of Stillfront's suppliers should adhere to the ethical standards in Stillfront's supplier code of conduct.	Stillfront has not identified any breaches with the ethical standards stated in the supplier code of conduct in 2024.

Metrics¹⁾

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

Board diversity	2023		2024	
	Number	Percentage	Number	Percentage
Male	3	50%	4	66.7%
Female	3	50%	2	33.3%
Other	0		0	
Total board members	6		6	
Board's gender diversity ratio	1		0.5	

Number of members

Head count	2023	2024
Executive	0	0
Non-executive	6	6

G1-3 Prevention and detection of corruption and bribery

Training coverage anti-corruption and bribery

	2023	2024
At risk functions		
Number of employees in at-risk functions	1,270	1,178
Number of employees in at-risk functions receiving training	1,270	1,178
Percentage of employees in at-risk functions receiving training, %	100	100

Note: 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	2024
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0
Number of fines for violating anti-corruption and anti-bribery laws, €	0	0
Incidents of corruption or bribery		
Number of confirmed incidents of corruption or bribery	0	0
Number of confirmed incidents where workers were dismissed or disciplined	0	0
Number of confirmed incidents where business partner contracts were terminated or not renewed	0	0

¹⁾ Employee data is presented as head count unless otherwise specified. Head Count represents the number of employees in the organization, regardless of their hours worked.

Appendix

General information

- Basis for preparation
- Business model, strategy and value chain
- Material sustainability matters
- Sustainability governance

Environmental information

- EU Taxonomy Disclosures
- Climate change
- Resource use and circular economy

Social information

- Own workforce
- Workers in the value chain
- Consumers and end-users

Governance information

- Business conduct

Appendix

- Taxonomy tables
- Datapoints that derive from other EU legislation
- Content index

Taxonomy tables

Proportion of turnover from products or services associated with taxonomy-aligned economic activities – disclosure covering year 2024

Financial year January–December	2024		Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Proportion of Taxonomy aligned (A.1. or eligible (A.2.) turnover, year 2023	Category (enabling activity)	Category (transitional activity)	
	Code(s)	Turnover	Proportion of turnover, year 2024	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	%	E	T
A. TAXONOMY ELIGIBLE ACTIVITIES																		
A.1. Environmentally sustainable activities (Taxonomy-aligned)																		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)									Y	Y	Y	Y	Y	Y	Y			
Of which Enabling									Y	Y	Y	Y	Y	Y	Y		E	
Of which Transitional									Y	Y	Y	Y	Y	Y	Y			T
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)			Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL										
A. Turnover of Taxonomy eligible activities (A.1+A.2)		%	EL	EL				EL										
B. TAXONOMY NON-ELIGIBLE ACTIVITIES																		
Turnover of Taxonomy-non-eligible activities	6,737	100%																
TOTAL	6,737	100%																

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate change mitigation	0%	0%
Climate change adaptation	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 2024

Financial year January–December	2024		Substantial contribution criteria						DNSH criteria (Do No Significant Harm)						Minimum safeguards	Proportion of Taxonomy aligned (A.1. or eligible (A.2.) turnover, year 2023)	Category (enabling activity)	Category (transitional activity)	
	Code(s)	Opex	Proportion of Opex, year 2024	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	%	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)																			
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 adaptation	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 2024

Financial year January–December	2024			Substantial contribution criteria				DNSH criteria (Do No Significant Harm)				Minimum safeguards	Proportion of Taxonomy aligned (A.1. or eligible (A.2.) turnover, year 2023)	Category (enabling activity)	Category (transitional activity)				
	Code(s)	Capex	Proportion of Capex, year 2024	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	%	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)																			
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%	10%
Climate change adaptation	0%	10%
Water		10%
Circular economy		10%
Pollution		10%
Biodiversity		10%

Nuclear and fossil gas related activities

Nuclear 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

Datapoints that derive from other EU legislation

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material/ Not relevant	Page reference
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator #13 Table 1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		Material	39
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		Material	57
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator #10 Table 3 of Annex 1				Material	22
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators #4 Table 1 of Annex 1	Article 449a Regulation (EU) No 575/2013: Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not relevant	–
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator #9 Table 2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not relevant	–
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator #14 Table 1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not relevant	–
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not relevant	–
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	Material	25
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		Material	–
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator #4 Table 2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		Material	26
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator #5 Table 1, Indicator #5 Table 2 of Annex 1				Material	26
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator #5 Table of Annex 1				Material	26
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator #6 Table 1 of Annex 1				Material	26
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators #1 and 2 Table 1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		Material	27
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators #3 Table 1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		Material	27

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material/ Not relevant	Page reference
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Material	-
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Material, but phase-in disclosure	-
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk.			Material, but phase-in disclosure	-
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book – Climate change transition risk: Loans collateralized by immovable property – Energy efficiency of the collateral			Material, but phase-in disclosure	-
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Material, but phase-in disclosure	-
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator #8 Table 1 of Annex 1, Indicator #2 Table 2 of Annex 1, Indicator #1 Table 2 of Annex 1, Indicator #3 Table 2 of Annex 1				Not material	-
ESRS E3-1 Water and marine resources paragraph 9	Indicator #7 Table 2 of Annex 1				Not material	-
ESRS E3-1 Dedicated policy paragraph 13	Indicator #8 Table 2 of Annex 1				Not material	-
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator #12 Table 2 of Annex 1				Not material	-
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator #6.2 Table 2 of Annex 1				Not material	-
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations paragraph 29	Indicator #6.1 Table 2 of Annex 1				Not material	-
ESRS 2-SBM-3-E4 paragraph 16 (a) i	Indicator #7 Table 1 of Annex 1				Not material	-
ESRS 2-SBM-3-E4 paragraph 16 (b)	Indicator #10 Table 2 of Annex 1				Not material	-
ESRS 2-SBM-3-E4 paragraph 16 (c)	Indicator #14 Table 2 of Annex 1				Not material	-
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator #11 Table 2 of Annex 1				Not material	-
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator #12 Table 2 of Annex 1				Not material	-

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material/ Not relevant	Page reference
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator #15 Table 2 of Annex 1				Not material	–
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator #13 Table 2 of Annex 1				Material	28
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator #9 Table 1 of Annex 1				Material	28
ESRS 2-SBM3-S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator #13 Table 3 of Annex I				Material	30
ESRS 2-SBM3-S1 Risk of incidents of child labour paragraph 14 (g)	Indicator #12 Table 3 of Annex I				Material	30
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator #9 Table 3, Indicator #11 Table 1 of Annex I				Material	30
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		Material	30
ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	Indicator #11 Table 3 of Annex I				Material	30
ESRS S1-1 workplace accident prevention policy or management system paragraph 23	Indicator #1 Table 3 of Annex I				Material	30
ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	Indicator #5 Table 3 of Annex I				Material	31
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator #2 Table 3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	33
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator #3 Table 3 of Annex I				Material	33
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator #12 Table 1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		Material	33
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator #8 Table 3 of Annex I				Material	33
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator #7 Table 3 of Annex I				Material	33
ESRS S1-17 Nonrespect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	Indicator #10 Table 1, Indicator # 14 Table 3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		Material	33
ESRS 2-SBM3-S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	Indicators #12, Indicators #13 Table 3 of Annex I				Material	34
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator #9 Table 3, Indicator #11 Table 1 of Annex 1				Material	34
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator #1, Indicator #4 Table 3 of Annex 1				Material	34

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material/ Not material/ Not relevant	Page reference
ESRS S2-1 Nonrespect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator #10 Table 1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Material	34
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Material	34
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator #14 Table 3 of Annex 1				Material	34
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator #9 Table 3 of Annex 1, Indicator #11 Table 1 of Annex 1				Not material	–
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator #10 Table 1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material	–
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator #14 Table 3 of Annex 1				Not material	–
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator #9 Table 3, Indicator #11 Table 1 of Annex 1				Material	35
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator #10 Table 1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Material	35
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator #14 Table 3 of Annex 1				Material	36
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator #15 Table 3 of Annex 1				Material	39
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Indicator #6 Table 3 of Annex 1				Material	39
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator #17 Table 3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Material	39
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator #16 Table 3 of Annex 1					

Content index

List of material DRs **Paragraph or page reference**

ESRS 2 General Disclosures

BP-1 General basis for preparation of the sustainability statement	15
BP-2 Disclosures in relation to specific circumstances	15
GOV-1 The role of the administrative, management and supervisory bodies	21
GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	21
GOV-3 Integration of sustainability-related performance in incentive schemes	22
GOV-4 Statement on due diligence	22
GOV-5 Risk management and internal controls over sustainability reporting	22
SBM-1 Strategy, business model and value chain	16
SBM-2 Interests and views of stakeholders	17
SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	18–19
IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities	18
IRO-2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	48–49

E1 Climate Change

ESRS 2 GOV-3-E1 Integration of sustainability-related performance in incentive schemes	22
E1-1 Transition plan for climate change mitigation	25
ESRS 2 SBM-3-E1 Material impacts, risks and opportunities and their interaction with strategy and business model	25
ESRS 2 IRO-1-E1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities	18
E1-2 Policies related to climate change mitigation and adaptation	25
E1-3 Actions and resources in relation to climate change policies	25
E1-4 Targets related to climate change mitigation and adaptation	26
E1-5 Energy consumption and mix	26
E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions	27
E1-7 GHG removals and GHG mitigation projects financed through carbon credits	–
E1-8 Internal carbon pricing	–
E1-9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	–

List of material DRs **Paragraph or page reference**

E5 Resource use and circular economy

ESRS 2 SBM-3-E5 Material impacts, risks and opportunities and their interaction with strategy and business model	28
ESRS 2 IRO-1-E5 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	18
E5-1 Policies related to resource use and circular economy	28
E5-2 Actions and resources related to resource use and circular economy	28
E5-3 Targets related to resource use and circular economy	28
E5-5 Resource outflows	28
E5-6 Anticipated financial effects from material resource use and circular economy-related impacts, risks and opportunities	–

S1 Own workforce

ESRS 2 SBM-2-S1 – Interests and views of stakeholders	17
ESRS 2 SBM-3-S1 – Material impacts, risks and opportunities and their interaction with strategy and business model	30
S1-1 Policies related to own workforce	30
S1-2 Processes for engaging with own workforce and workers' representatives about impacts	31
S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns	31
S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	30
S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	31
S1-6 Characteristics of the undertaking's employees	31–32
S1-7 Characteristics of non-employees in the undertaking's own workforce	32
S1-8 Collective bargaining coverage and social dialogue	32
S1-9 Diversity metrics	32
S1-10 Adequate wages	32
S1-11 Social protection	33
S1-12 Persons with disabilities	33
S1-13 Training and skills development metrics	33
S1-14 Health and safety metrics	33
S1-15 Work-life balance metrics	33
S1-16 Remuneration metrics (pay gap and total remuneration)	33
S1-17 Incidents, complaints and severe human rights impacts	33

List of material DRs	Paragraph or page reference
S2 Workers in the value chain	
ESRS 2 SBM-2-S2 Interests and views of stakeholders	17
ESRS 2 SBM-3-S2 Material impacts, risks and opportunities and their interaction with strategy and business model	34
S2-1 Policies related to value chain workers	34
S2-2 Processes for engaging with value chain workers about impacts	34
S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns	34
S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	34
S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	34
S4 Consumers and end-users	
ESRS 2 SBM-2-S4 Interests and views of stakeholders	17
ESRS 2 SBM-3-S4 Material impacts, risks and opportunities and their interaction with strategy and business model	35
S4-1 Policies related to consumers and end-users	35
S4-2 Processes for engaging with consumers and end-users about impacts	35–36
S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	35–36
S4-4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	35–36
S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	36

List of material DRs	Paragraph or page reference
G1 Business Conduct	
ESRS 2 SBM-3-G1 Material impacts, risks and opportunities and their interaction with strategy and business model	38
ESRS 2 GOV-1-G1 The role of the administrative, management and supervisory bodies	39
ESRS 2 IRO-1-G1 Description of the processes to identify and assess material impacts, risks and opportunities	18
G1-1 Business conduct policies and corporate culture	38–39
G1-2 Management of relationships with suppliers	38–39
G1-3 Prevention and detection of corruption and bribery	39
G1-4 Incidents of corruption or bribery	39

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 2024 on pages 14–49 and that it has been prepared in accordance with the Annual Accounts Act in accordance with the older wording that applied before 1 July 2024.

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 2025,

Öhrlings PricewaterhouseCoopers AB

Nicklas Kullberg

Authorised Public Accountant

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.