



**Media and Games
Invest SE**

SUSTAINABILITY REPORT

2022

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SUSTAINABILITY REPORT 2022

1 STATEMENT FROM OUR BOARD OF DIRECTORS

In 2022, MGI again made great progress in its ESG efforts. However, it was also a year that probably confronted most of us with unforeseen challenges and changed the framework conditions in which we operate sustainably. In such a situation, it is important to focus and concentrate on your strengths in order to steer your ship successfully through difficult waters. Sustainability may not take a back seat but must remain part of the underlying strategy even in difficult times and be factored into in the decision-making process. In the medium to long-term, this courage will pay off, as long-term economic success and sustainability go hand-in-hand. Consequently, we have also progressed significantly in the area of sustainability in 2022, which is reflected, among other things, in a significant improvement in our ESG rating from MSCI.

We have made the greatest progress in the area of governance. The expansion of the Board, the implementation of various Board Committees and a Nomination Committee, the publication of the first audited Governance Report and the optimization and expansion of the Compliance Management and Internal Control and Risk Management Systems are a few examples of how we have further optimized MGI's governance and thus increased the overall participation opportunities for our stakeholders.

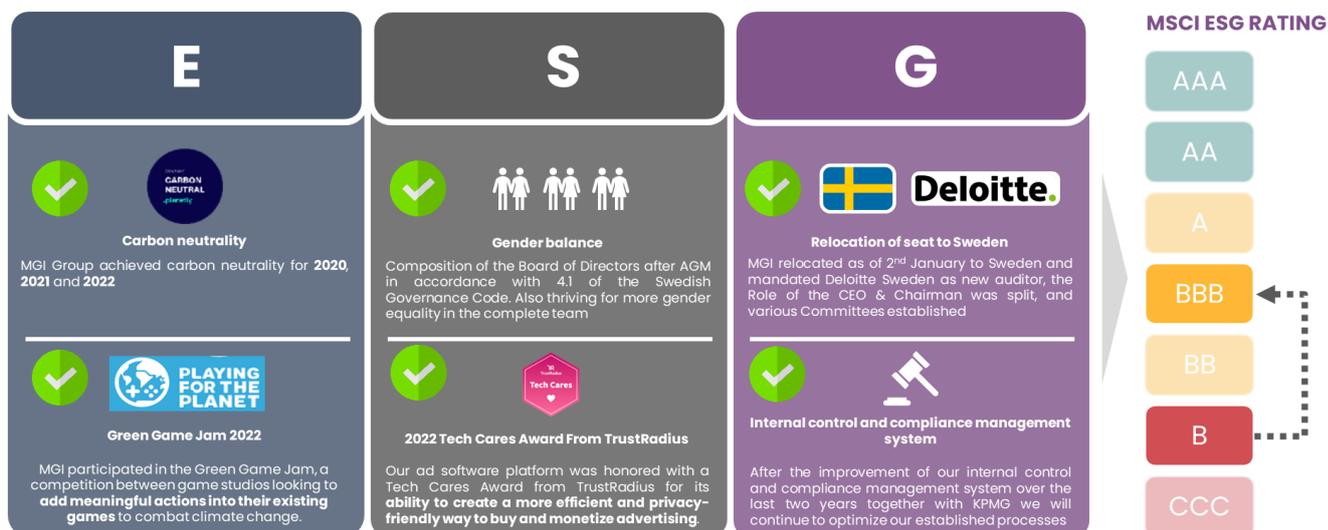
On the social side, we made further improvements, especially in the area of privacy. Our ad software platform was honored with a Tech Cares Award from TrustRadius for its ability to create a more efficient and privacy-friendly way to buy and monetize advertising.

On the environmental front, we were carbon neutral for the first time in 2020 and have also achieved carbon neutrality for 2021 and 2022 by further optimizing our carbon footprint and offsetting carbon emissions where reductions have not yet been realized. In addition, we are using our reach to raise awareness on sustainability issues among our players, for example, through our participation in Playing for the Planet's Green Games Jam.

These are just a few examples of our efforts as we continue to be guided by our five sustainability priorities: (i) Diversity and Fair Play in our Products and Services, (ii) Providing Data Protection and Security, (iii) A Great Team and an Inspiring Workplace, (iv) Working towards a Greener Future and (v) Corporate Governance. These priorities are discussed in the quarterly meetings of the Sustainability Committee, taking into account feedback from our stakeholders, and are regularly reviewed and adjusted as necessary.

For us, sustainability plays an important role for the long-term and sustainable success of the Company, and we recognize our impact on the environment and the responsibility this entails. However, sustainability remains a challenge for companies like MGI. A healthy balance has to be found between the different requirements of numerous stakeholders, which are changing rapidly, especially in these turbulent times. Especially in the area of digital media, there are hardly any standards or best practices that companies can follow and that also provide guidance to stakeholders. In some areas, we as well as our stakeholders are only just beginning to understand what kind of interactions exist where and what levers we have, while the framework conditions are constantly changing, partly due to legislation and partly due to sudden leaps in technological development. We aim to understand this as an opportunity and see it as a chance to play a part in shaping the future. In 2023, we will continue to work on improving sustainability at MGI.

2 OUR SUSTAINABILITY HIGHLIGHTS IN 2022



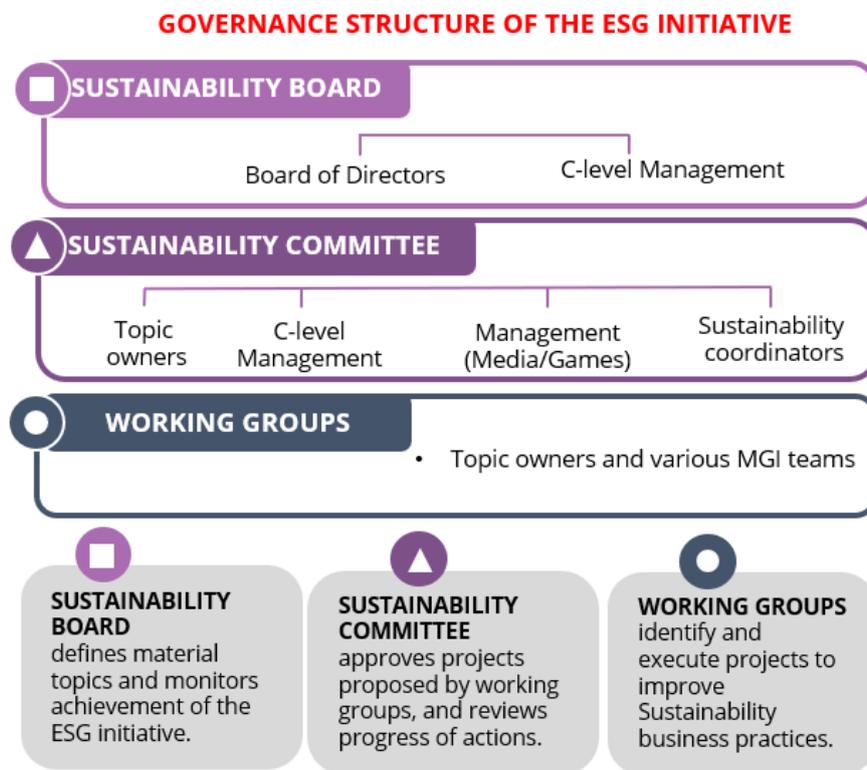
3 SUSTAINABILITY AT MGI

MGI operates a fast-growing, profitable ad-software platform that matches global advertiser demand with publisher ad-supply while improving results through first-party data from own games. MGI's main operational presence is in North America and Europe. Through investments in organic growth and innovation, as well as targeted M&A, MGI has built a one-stop shop for programmatic advertising, enabling companies to buy and sell ad space across all digital devices (mobile apps, web, connected TV and digital out of home), with the mission to make advertising better. We want to grow long-term as a company, creating value for all our stakeholders which can only be achieved if we grow sustainably. To achieve this goal, we have identified the Material Topics for MGI and its stakeholders with our five Sustainability Priorities and are working to further develop and optimize the related

tasks, for example, by measuring our carbon footprint and actively exploring opportunities for efficient energy and infrastructure management, we contribute our part to a greener world. Our HR Processes are constantly improved to ensure a diverse and sustainable workforce and we permanently monitor the high quality of our products and services to keep our focus on the customer and communities in which we operate. This is supported by regular management meetings to ensure the financial stability and sustainable management of the Group.

3.1 Our Sustainability Governance

Sustainability at MGI is overseen by the C-Level and the Board of the Group (Sustainability Board). The work of the Sustainability Board is supported by the Sustainability Committee which in turn is split into various Sustainability Working Groups. The Sustainability Board decides on the individual targets for our five sustainability priorities and assesses target achievements. The Sustainability Board is also responsible for reviewing and approving the Sustainability Report. In quarterly meetings the Sustainability Committee presents the current sustainability actions the Group has implemented with the help of the Sustainability Working Groups (consisting of different topic owners and various MGI teams) as well as discusses new strategies and developments that need to be taken into account in the future.



3.2 Determining Material Topics for MGI

MGI has determined its material topics in 2020 in cooperation with imug consulting, an independent sustainability consulting firm, and has since then developed its five sustainability priorities further. The five sustainability priorities, under which the material topics for MGI are grouped, are the following: (i) Diversity and Fair Play in our Products and Services, (ii) Providing Data Protection and Security, (iii) A Great Team and an Inspiring Workplace, (iv) Working towards a Greener Future and (v) Corporate Governance. These priorities are discussed and reviewed frequently during the quarterly Sustainability Committee meetings. Feedback of external stakeholders, be it shareholders who have raised issues during investor meetings, employees who have given feedback or other external stakeholders who have reached out to the Company, is also incorporated.

3.4 Our Sustainability Priorities

As mentioned in the previous chapter, MGI has determined five sustainability priorities under which MGI's material topics are grouped. These sustainability priorities are reviewed on a regular basis. An explanation about how MGI's material topics are grouped into the five sustainability priorities is given below. The full list of material topics can be found in the GRI content index on page 37. There have not been any material changes to the list of material topics compared to the sustainability report 2021.

Diversity and Fair Play in our Products and Services

MGI wants to create inclusive and diverse products that are inspiring for all stakeholders and accessible for any audience. To ensure this, MGI has policies in place that cover individual business units, individual products or the whole company to ensure a safe and sustainable product portfolio. Topics that are covered by the policies and initiatives are diversity, non-discrimination, human rights, content guidelines, brand safety, responsible gameplay and customer health & safety.

Providing Data Protection and Security

Operating globally as a digital company, data protection and IT security are highly important for MGI. To always ensure data protection and IT security for all stakeholders, MGI has implemented different departments covering the topics as well as different policies that govern how we handle the aforementioned topics. In all that we do, we act with a privacy first approach to create a safe environment for our customers.

A Great Team and an Inspiring Workplace

MGI is constantly working to build a strong and diverse team in order to have a successful and reliable business. It is the Company's opinion that a motivated team who can benefit from talent and expertise in all business areas will make the products, services and the Company stronger and more sustainable. Therefore, MGI has processes and policies in place that ensure that all employees receive the same opportunities in the workplace which should be distinguished by diversity and gender equality, as well as a work-life balance. Providing attractive career opportunities with secure employment terms and training opportunities are therefore a focus at MGI and the key for a sustainable business with continued growth.

Working towards a Greener Future

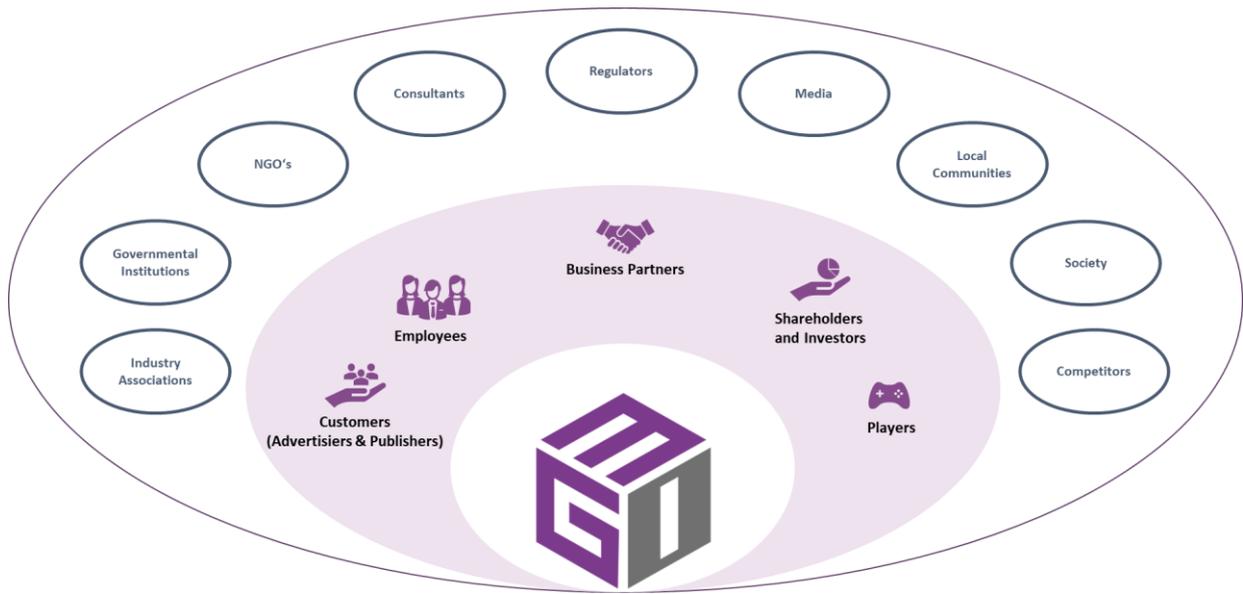
Taking responsibility for the world we live in, must be a priority for any company. As a digital business, MGI is operating with a high energy intensity as especially gaming is energy intensive. To reduce the Company's impact on the environment, MGI has implemented several measures to reduce the CO2 emissions of the Company. Overall, the Company's goal is to become carbon neutral by 2022 at the latest, and if possible, go even beyond that to carbon negative to mitigate the past footprint of the Company.

Corporate Governance

Operating with good corporate governance should be the standard at any company. For MGI, this means to act in accordance with a responsible corporate management including a sustainable value creation and incorporates all areas of the Company. Transparent reporting and corporate communication, corporate management that is aligned to the interests of all stakeholders, cooperation between management and the board based on trust and compliance with the applicable laws are the essential cornerstones of a modern corporate culture. As a Swedish company, MGI applies the Swedish Governance Code and publishes a separate annual Governance Report.

3.5 Interaction With Our Stakeholders

In order to understand current issues and pain points of stakeholders but also to receive feedback and suggestions for improvement, continuous stakeholder engagement is important to MGI. The stakeholders, which MGI has identified as most relevant for its business, are shown below:



The major stakeholders of the Company were first identified during the workshop with imug consulting in 2020. Since then, the different stakeholder groups are reviewed periodically also during MGI'S sustainability committee meetings and adjustments are made if necessary. Stakeholders have different possibilities to get in contact with MGI about any Company-related topics. Engaging with the Company can take place during conversations with customers, at industry events, through feedback forms and surveys, at investor roadshows or at capital markets day, through company communication such as newsletter, reports and press releases, during meetings with business partners as well as during workshops or at conferences in our industry. Gaining insights from as many partners as possible is a valuable exchange for us to continue improving ourselves in our everyday work and the feedback is incorporated in our work.

4 MANAGEMENT OF MATERIAL TOPICS AT MGI

4.1 DIVERSITY AND FAIR PLAY IN OUR PRODUCTS AND SERVICES

Developing sustainable and inclusive products that meet our customers' needs is a key business focus for MGI. As an advertising software platform with strong first-party games content, this means we want to make advertising better for our customers. To achieve this goal, MGI has built an integrated advertising platform that matches advertising demand and supply on a global scale and optimizes this process through the use of data. Integration, global reach and data form essential core elements in MGI's business model to successfully execute its mission.

Integrated Solutions: MGI's goal is building a one-stop shop that is vertically integrated. This means that MGI wants to cover the entire value chain between the advertiser and the publisher. In simplified

terms, the advertising value chain today consists of a Demand-Side Platform (DSP), to which the advertisers are connected, and a Supply-Side Platform (SSP), to which the publishers are connected. Between the DSP and the SSP, the automated matching of demand and supply then takes place via auctioning the ad-spaces. This process is enriched with data contributed by a data management platform; the third layer. Currently, these three layers are mostly covered by several companies, each of which specializing in parts of the value chain. Accordingly, the value chain between advertisers and publishers is fragmented, leading to less transparency and more inefficiency. MGI operates all three layers with the aim of increasing transparency and efficiency in the process.

Global reach: MGI works with many of the Fortune 500 companies on the advertising side. These companies wish to target customers all over the world. Accordingly, MGI's goal is to have a global presence so that advertisers do not have to work with different vendors for certain regions, which increases their overhead. MGI now has 20+ offices worldwide, reaches two billion end users worldwide monthly and delivers 1.7 billion ad impressions daily.

Data: MGI has built its ad-platform for the new data reality, where privacy-compliant advertising is at the core. On the one hand, MGI has a dedicated own and operated games portfolio with consent-based first-party data. On the other, MGI has developed innovative technologies that enable targeting without relying on identifiers and instead using contextual data.

MGI's website provides a good overview of its broad product portfolio. Additionally, for technical specifications, we adhere to the IAB standards for programmatic advertising and are a key partner of IAB and the IAB Tech Lab. For creatives, we also provide custom ad specifications for our advertisers which detail how an ad experience is rendered on the device / for the user. This is applicable for all formats or ad experiences that are custom built by Verve. Moreover, we have published content guidelines (see next section) for advertisers and publishers to ensure that any content (in-app / website) or the advertisement adheres to strict safety guidelines. Lastly, for publishers, we are providing exhaustive developer documentation that guides them in SDK installations should they choose our software development kit for monetization. The SDK is open source and therefore accessible on Github in addition to being hosted on our developer portal. During 2022, the Company has not registered any incidents of non-compliance concerning product and service information and labeling or concerning our marketing communication.

The "Human" Impact of Our Products & Services

As a company active in the advertising industry, we are highly aware that any advertisements we deliver have a direct impact on the user's experience. Therefore, we follow a clear policy when it

comes to ad quality which includes several different measures and policies. Firstly, we have a strict ad content guideline that restricts and prohibits certain advertising categories and content on our exchange such as discrimination, harassment or violence. The full content guidelines for our demand partners and publishers can be found on the Verve Group website. Secondly, we have a stringent vetting policy that prequalifies advertisers and DSP's before they are onboarded. Additionally, the policy curates publishers and placements before they are eligible for monetization. Thirdly, we have independent ad quality verification partnerships with global leaders such as GeoEdge that guarantee a zero-bias measurement. Lastly, our manual ad operations team maintains a human control and audit quality on both sides of our marketplace.

On the publisher side, while it is impossible to completely eliminate cases of bad ads, we continuously work toward reducing any such instances. On the advertiser side we have implemented several measures to prevent ad fraud (including stopping invalid traffic, device spoofing, location fraud, etc.) and have been voted consistently as the most trusted ad marketplace by the Sellers' Trust Index published by independent fraud detection partner Pixalate.

Privacy-Enhancing Technologies

As an ad-software platform with first-party games content, data privacy is extremely important to us and we operate with a privacy-by-design approach. However, we also need to work with the data that is provided to us (with consent) in order to deliver the best advertising to our customers. In light of the deprecation of Apple's Identifier for Advertising (IDFA) and Google's announcement of taking similar steps, we have innovated and devised measures and products that still allow us to target our customers efficiently while respecting the user's privacy.

One solution is our anonymized targeting solution "ATOM" which we have already described in last year's sustainability report. ATOM, or Anonymized Targeting On Mobile, is a privacy-first, on-device audience targeting solution built exclusively for in-app advertisers and app developers. This in-house solution allows user acquisition without the use of IDFA or cookies while operating with a full privacy first approach.

In 2022, we launched Moments.AI™, a real-time contextual targeting solutions which provides advertisers with a holistic solution for their advertising campaigns by providing them with high-quality, real-time contextual targeting information thereby reaching consumers in meaningful moments. With breakthrough pre-bid technology, content is analysed in real-time and broken down by multiple dimensions to allow for instant, precise and accurate audience targeting. The product is based on the software code that we have acquired with the Beemray acquisition in 2021. With Moments.AI™,

brands can access fresh content instantly with high-quality contextual segments curated towards capturing consumer attention based on visual content analysis, keywords, semantics and meta tags- without the use of any identifiers.

In 2022, we also acquired Datasat, an AI-driven non-identifier platform. Datasat is a mobile demand-side platform that uses contextual signals instead of device IDs for user acquisition. Datasat provides mobile app developers and game publishers with the possibility to efficiently reach new audiences in a privacy-first way.

To underline our efforts in the area of privacy compliant advertising, our ad software platform Verve Group is proud to be awarded a Tech Cares Award from TrustRadius in 2022. Winners were chosen based on their strong commitment to corporate social responsibility programs that enable employees and local communities to live in a more sustainable and equitable world. Verve Group was selected due to their ability to create a more efficient and privacy-focused way of buying and monetizing advertising.

Collaborating With Industry Leaders For Privacy-First Targeting

Apart from its own innovations in the area of privacy first targeting, Verve Group is also collaborating with different industry leaders on this topic. Verve Group supports the SKAdNetwork which is Apple's attribution mechanism. Additionally, Verve Group partners with third-party universal identifiers such as TradeDesk UID 2.0, Liveramp RampID or iD5. We have also started working with providers such as Adelaide to support tactics like attention metrics as an alternative to driving outcomes by using ID in 2022. Moreover, we have a strong association with IAB, where we have actively promoted the privacy-first narrative over the years. This includes major contributions in building IAB EU's thought leadership guide on identity or different webinars such as IAB Industry Insider Webinar on Trust and Transparency and the IAB Europe Webinar *"The Post Third-Party Cookie Era: How Prepared Are You?"*

Charitable Actions

During 2022, we have supported different charities and good causes with the free use of our product. Amongst others, we have collaborated with American Airlines for a Stand up to Cancer campaign and have committed to donate impressions and deliver campaigns through Bliss for a charity of MGI's choosing.

First-Party Games Content From Our Games Studios

Since the start of building our games product portfolio, we have aimed to create a diverse and inclusive games portfolio that caters to different preferences, age groups and genres. In our MMO portfolio, we have different game genres that are at least available in four different languages, with some even offering 10+ different languages which is thanks to a dedicated localization team that provides high quality translations. All games are accessible worldwide and the age range of our players lays between 18-60 years. Our code of conduct for our games aims at protecting our players and opposes any kind of insults, sexual harassment, racist or hateful language, threats or bullying and we have implemented preventive measures and sanctions for misconduct. How to behave in our games is also covered in our responsible gaming policy. In terms of youth protection, we continue to work with USK, PEGI and ERSB and youth protection officers that monitor our group.

MGI has also continued to involve its players in ESG related initiatives. In addition to having an inclusive and diverse games portfolio, we have also taken action to implement sustainable actions into our games to incentivize and educate our players to get involved with sustainability topics. We continued our permanent cooperation with Eden, which was established in Q3 2021 and created several in-game events to inform players about the impacts of deforestation and what actions can be taken to fight it. We have also introduced sustainability days into our games. These were events that were linked mostly to international awareness days or UN specific days on certain topics such as Earth Day, UN World Bee Day, World Environment Day and many more. We have been using these days as an opportunity to introduce fun and educating events into our games or to incentivize players to take actions in the real world. Players could also earn small rewards and in-game items when taking part in the events. Some challenges were purely in-game while others also animated the players to get out and take care of the environment around them. Overall, we have hosted 24 sustainability days in our MMO portfolio this year and the players as well as the production teams of our game's portfolio enjoyed the days very much, so we will continue to incorporate them into our games next year as well.

MGI participated for the first time in the Playing for the Planet Green Game Jam through its game studio gamigo. Playing for the Planet is an alliance that was launched during the climate summit at the UN Headquarters in New York and aims to support the global environmental agenda by using its widespread network through which it can reach more than one billion video game players. Gamigo has joined Playing for the Planet in the beginning of 2022.

The ultimate purpose of the Green Game Jam is to leverage the power of games, to rally the industry to reduce its carbon footprint, to inspire environmental action through green activations in game as well as to share learnings and explore new strategies. In the 2022 Green Game Jam, 50 different games

studios participated with the aim to either shift one million players' food choices, plant and protect one million trees or to band together one million players in a digital climate walk or by combining the different goals. The aim was to create environment-themed activities in the games to capture player's attention to help combat climate change. gamigo has participated through its game Trove with the in-game event "Grovin' and Trovin'". Trove players could earn a seed pet and a tree sapling through different actions and the community worked together to plant one million in-game trees to make Trove a lush and more vibrant world but also to raise awareness for the issues around deforestation in the real world. The event was very well received by players, we managed to plant the one million in-game trees and it was available on PC, PlayStation, Xbox and Switch.

4.2 PROVIDING DATA PROTECTION AND SECURITY

Being an ad software platform with strong first-party games content and therefore a company that that works with and process significant amounts of personal data of clients, customers and gamers, data privacy and security is irremissible. It is therefore one of our top priorities and we continuously work on further improving our processes, systems and policies in this area. Data Privacy is handled by the legal department / data protection unit which is headed by the MGI Head of Group Data Protection. IT and Data Security belongs to the Heads of IT and Security headed by MGI Group COO.

Our Approach to Data Privacy

Data privacy within MGI is – from the legal side – lead by the Head of MGI Group Data Protection, which is part of the general Legal Department of MGI. The Head of MGI Group Data Protection coordinates closely on all important data privacy topics with the Board of Directors / Management of the individual MGI companies and the head of the entire MGI Legal Department (Director Legal MGI).

For U.S.-specific data privacy issues, the Head of MGI Group Data Protection can also access U.S.-based legal department resources that have broad expertise and qualifications in this area.

MGI pursues a holistic data protection approach, which means that data protection is understood as a task that goes beyond the implementation of legal requirements. Data privacy in a large, internationally active group of companies such as MGI can only function optimally if all employees are familiar with the topic and deal with it on an ongoing basis. After all, there is hardly an area in which data privacy does not play a role – be it in the introduction of new HR applications, in IT or in simple daily business with the various contractual partners MGI is dealing worldwide on a constant basis.

Externally, MGI ensures that all individuals whose data is processed by MGI are accurately informed about the purposes of the processing and their resulting data privacy rights. Therefore, MGI companies have privacy policies online that are continuously updated to always comply with

applicable laws. Thus, there are privacy policies for clients, for applicants and for employees (see for example: AdTech sector: <https://www.smaato.com/applicant-privacy-policy/>, <https://www.smaato.com/ccpa-privacy-notice/> and gaming sector: <https://www.glyph.net/en/privacy-policy>). The most recent adaptation to changing laws was the adaptation of the Verve Group's privacy policies to the stricter data protection laws in the U.S. (starting with CCPA / CPRA in California, others to follow in the course of 2023) from 2023 on, a process which was prepared in Q4 2022.

Important data privacy projects that were advanced / followed up in 2022

Processing Directory (see Art. 30 General Data Protection Regulation ("GDPR")):

The GDPR requires that any controller processing personal data must document its processing operations in a detailed register of processing activities. The processing directory was further formalized in 2022 and also expanded to include the new companies that joined the Company in 2022. In addition, a process was initiated to ensure that the processing directory is always up to date.

Authorization Concepts / Permission Matrix:

The authorization concept is an essential technical-organizational measure within the meaning of Art. 32 GDPR. The authorization concept must show which persons or groups of persons and departments have access to which type of personal data. This is the only way to ensure effective access control. In 2022, not only were individual authorization concepts designed for individual applications, but a process was also developed to ensure that authorization concepts are tracked and thus always up-to-date.

Deletion Concept:

Requirements regarding the deletion of personal data result from Art. 17 and Art. 25 GDPR: In order to ensure that personal data is not stored longer than necessary, the responsible party should provide deadlines for its deletion or a regular review. This concept is consistently implemented and professionalized within MGI.

Standard Contractual Clauses ("SCC")

The SCC are a data privacy building block to ensure the safe transfer of personal data from the EU / EEA / U.K. to so-called "third countries" (i.e. countries without a level of data protection comparable to GDPR). By the deadline of December 27, 2022, companies transferring personal data from the aforementioned economic area to states such as the U.S. (i.e., states without an adequate level of

data protection under the GDPR) had to replace the old version of the SCC with the new 2021 version published by the EU Commission. MGI has implemented and documented this process in due time.

Technical and Organizational Measures (“TOMs”)

Under the GDPR, when companies process personal data, they must ensure that this data is sufficiently safeguarded. This is done in particular by way of implementing appropriate TOMs. Data privacy includes different precautions that must be taken by data controllers within the company to ensure the security of the personal data collected and processed. MGI has revised and updated the TOMs of all MGI companies in 2022 and this process will continue into 2023, including newly added companies to be incorporated into this process.

MGI Privacy Coordinators (“MGI PC”):

As noted above in the intro, data privacy is an issue that only works if the entire staff takes it seriously and is constantly aware of the topic. Therefore, in 2022, so-called MGI PCs were installed within MGI. These serve as an interface between the MGI legal department and the individual teams at MGI when it comes to data privacy. After implementing these roles, it quickly became apparent that this measure significantly increased data privacy awareness within MGI. In addition, this concept has benefited MGI’s legal department, as information needed by the legal department on data privacy issues has begun to flow to the legal department much more quickly as a result of this measure than was previously the case. MGI PCs also have the opportunity to keep up to date on current data protection topics via an internally accessible “Knowledge Hub” that was created by the MGI Legal Department.

Involving the Management in Data Protection Matters on a Constant Basis:

Since data privacy is a matter for management not only in the final instance, the Head of MGI Group Data Protection keeps the relevant bodies informed on a regular basis about all relevant data privacy issues and ensures that these issues are implemented as promptly as possible.

Continuous Training Within the Legal Department:

The MGI Legal Department is responsible, among other things, for providing the entire MGI staff with data privacy guidance for day-to-day business. Therefore, it is of high importance that the MGI Legal Department itself also has a continuously high level of expertise in the area of data privacy. In order to ensure this goal on a permanent basis, the data privacy expertise of the legal department is continuously fostered through data privacy training courses (internal and external) and an internal legal department newsletter informing about current data privacy topics.

Data Privacy Training for the Entire MGI Staff:

All MGI employees must complete mandatory annual data privacy training. The process is overseen by the Head of MGI Group Data Protection and team. Employees who do not complete the training by the deadline are subject to immediate reminders.

MGI Data Protection Officers:

Pursuant to Article 37 of GDPR, a data protection officer (“DPO”) has to be appointed under the conditions specified therein. The appointment of an external DPO is not required by the GDPR, MGI however prefers the use of outside data protection officers, not least for compliance reasons.

Therefore, the decision was made to work with external data protection officers, each of whom specializes precisely in the individual business areas and territories in which our companies operate. Thus, MGI has an external data protection officer for its U.S. gaming companies who has specialized in U.S. law, an external DPO for MGI’s German gamigo companies, and a DPO for MGI’s programmatic advertising business (Verve Group), the latter of whom brings particular expertise in the area of programmatic advertising. The DPO responsible for programmatic advertising is responsible for all Verve Group companies, which helps enormously with the orderly implementation of any data privacy requirements across the entire Verve Group.

Data Protection Requests From Data Subjects Pursuant to Art. 15 et seq. GDPR:

The timely processing of data protection requests pursuant to Articles 15 et seq. GDPR was further professionalized in 2022 (and will further be in 2023) (semi-automated processes, direct involvement of external data protection officers, transparent documentation of GDPR requests and more).

Constant Alignment With Other Departments Within MGI:

In 2022, a weekly coordination meeting was established between the Data Protection Unit / Legal Department MGI and MGI IT senior leadership. Using this format helps to identify data protection risks at an early stage and to implement the appropriate processes in a timely manner.

Consumer Protection

In 2022, various regulations strengthening consumers’ rights came into force, in particular the German Fair Consumer Contracts Act (Gesetz für faire Verbraucherverträge) (FCCA), which affect the Company’s games segment. The gamigo group companies were involved in implementing these new consumer protection regulations. The FCCA, which came into force on March 1, 2022, and July 1, 2022, respectively, provides, inter alia, for more stringent regulation of long-term contracts, including enabling consumers to easily terminate ongoing contracts concluded on websites through a “cancellation button”.

We are also constantly monitoring the current developments in terms of youth protection by consulting with our Youth Protection Officers and attending workshops of amongst others *game-Verband der deutschen Games-Branche e.V.* (German Games Industry Association).

Information Security

MGI's information security strategy aims to effectively decrease cybersecurity risks for the Company assets, as well as for client data, by implementing and evolving better solutions and practices for granting confidentiality, integrity for information and availability of our services in compliance with the current privacy laws and data protection requirements such as GDPR and PCI DSS (Payment Card Industry Data Security Standard).

During 2022, MGI has rolled out multi-factor authentication throughout the Company. While the first steps and the most important applications have been added already, the rollout will continue in 2023 as we are adding new apps on a constant basis.

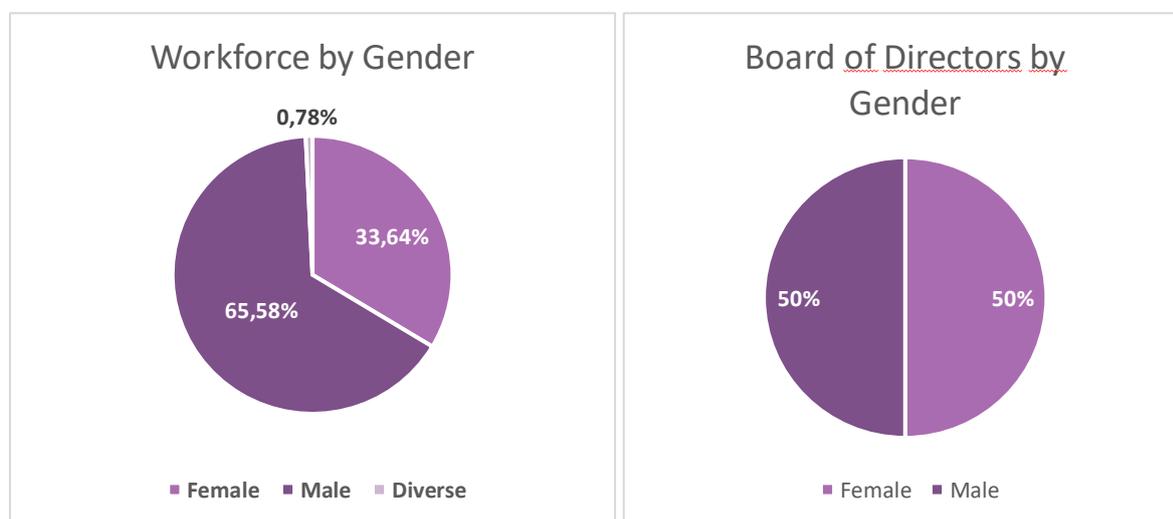
Verve Group has rolled out a new security awareness training platform and started with introducing the new security awareness training program with a CPD (Continuing Professional Development) approach to replace existing training programs of all individual companies. Under our new Security Awareness Program, all employees are periodically trained in varying and over time regularly updated training sessions aimed at creating better awareness of attacks, enabling each employee to recognize and properly react to instances of phishing, social engineering and other attacks. An effective cyber defence training program is more than an annual event; it is an ongoing process improvement. The training should be specific, tailored and focused based on the specific behaviours and skills needed by our workforce, depending on each employee's job role and responsibility. It will be repeated periodically, measured and tested for effectiveness and updated regularly and it should increase awareness and discourage risky workarounds by including rationale for good security behaviours and skills.

At MGI, company acquisitions are integrated into the overall information security strategy. This includes anti-malware, intrusion prevention, web control and web security. Moreover, all new devices that get into the group through an acquisition get a managed full-disk encryption and are included in the security awareness training program. Workspaces are migrated with the existing applications and multi-factor-authentication is established.

Lastly, during 2022 a new incident response plan was rolled out throughout the Verve Group which was introduced to appropriately protect all information relating to Company customers and end-users, as well as protecting confidential business information. The incident response plan provides a well-defined and organized approach for handling actual or potential threats to the business and describe the roles and responsibilities of the security incident response team. There have been no incidents that were subject to a formal process within the last year.

4.3 A GREAT TEAM AND AN INSPIRING WORKPLACE

Having a strong and motivated workforce is essential for MGI in order to grow the Company sustainably. At MGI, we have several focus areas in terms of our team and our workplace which include amongst others Recruiting & Onboarding, Talent Development and Retention & Wellbeing.



Nationalities

69

different nationalities at MGI

New Hires

295

new hires in 2022

Diversity at MGI

People are the most important asset of MGI. Capitalizing on what is unique about individuals and drawing from their different perspectives adds value to our business. That is why MGI aims to recruit and develop talent from the widest possible talent pool to create an environment that inclusive to different lifestyles and living situations. At MGI, it does not matter who you are, where you come from

or what age you are. Our Equal Opportunities Policy covers our understanding of equality, diversity and inclusion and gives the Company's view on harassment and bullying which we strongly oppose and for which we have zero tolerance. It also provides guidelines as to what to do in case the policy is violated and what disciplinary and grievance procedures are available in case of a violation or if an employee feels treated unfairly. Additionally, the responsibilities of managers and employees are explained.

To increase awareness about diversity with our hiring managers, in 2022 we have included diversity factors in our kickoff meetings and interviews when hiring for a new position. Questions such as could a position potentially be filled part-time are included in the process to open our job offers to a more diverse group of potential candidates. Additionally, to foster a more diverse environment, we have set up a cross-departmental recruiting process and have also hired a new Head of Talent Acquisition with a diversity and inclusion certification. We are also using search tools that focus on underdeveloped groups and have someone from a completely different team join the recruiting process.

Our employees confirm our stance on diversity. During an employee survey which we have conducted during 2022, we have received 8.88 points out of 10 for diversity ("I feel treated fairly, regardless of my age, race, ethnicity, gender and / or sexual orientation").

Recruiting & Onboarding

Hiring and retaining great talent is of the utmost importance to MGI. Especially in current times where hiring has become much more difficult, finding good talent is essential. Therefore, constantly working on improving our recruitment processes to be able to hire strong personnel that fits well with our company culture is a priority for MGI.

January 2023 saw the introduction of the new recruiting tool Workable for our gaming side. It helps to increase the applicants experience, the efficiency and reporting of the recruiting process. In addition, the landing pages for new applicants are controlled via Workable. This means that they can be prepared independently and presented in a contemporary manner. In addition, the use of one tool by the entire gaming part of the Company supports internal global collaboration. In 2024, we plan to use the tool for the corporate media area as well, so we can benefit from our experience with Workable in 2023.

To make our recruiting processes more efficient, we have introduced a candidate experience survey to identify improvement points for the recruiting process from the candidate's perspective. We have

also improved the existing interview process, including a new company presentation, rolling out the company messaging throughout all recruiting materials and general employer branding initiatives.

Additionally, to deal with short-term recruitment demands, we have also built up a freelancer pool to handle sudden requests. Lastly, as part of the onboarding process we have rolled out tailored knowledge exchange sessions that cover different product areas of the company, company culture, manager insights as well as relevant information for the respective department.

The gamigo side has also had several possibilities for interested candidates and potential employees during the last year. To support development of new generation, we have created various opportunities for students and fresh graduates.

For our games studios in Germany, we have partnered with school4games to help students get a better understanding of the games development and also co-organized open door days and job fairs. This partnership resulted in several internships that developed into full-time employment. We have also had several working students during the year who have joined us for thesis projects or work experience. For our U.S. games studios, we run a summer intern program together with local colleges and high schools where interested students can join the company for a project and work on it for a period of up to ten weeks during the summer. Additionally, on this topic, we have hired some students for our games studios.

Talent Development

Investing in the development and training of our employees is a priority for MGI. To ensure the development of our workforce, we have implemented a formal training plan for all employees (full-time and part-time). We upgraded the department trainings budgets, to approximately EUR 500 on average per employee per year. Individual training opportunities are discussed between manager and employee are supported with an access to variety of online training through Udemy or LinkedIn. Whether professional or professional skill training is selected is at the discretion of the employee. On top of that, training on the job including monitoring or job shadowing is provided to employees.

Additionally, we have implemented HR trainings on processes and policies and product workshops for all employees, mid-level management training and knowledge sharing sessions for new joiners.

Overall, 9,902.5 training hours were completed at MGI during the year 2022 which corresponds to an average of training hours per employee of 12.5.

100 percent of employees have regular feedback sessions and performance reviews with their managers in which the managers but also the employee can give feedback on the current

performance. Following these bi-lateral discussions, individual career paths are discussed and competency-based development training according to the growth needs are agreed.

Improvement of HR Infrastructure

During 2022, we have taken a significant step to consolidate our IT HR infrastructure by implementing a new HR tool HiBob throughout all our companies, meaning the consolidation of data of MGI, our ad software platform Verve Group and our games studio gamigo. Next to the usual employee data management functions, the new HR system includes an advanced talent management module, compensation planning module and internal communication tools.

Retention & Wellbeing

During 2022 we have also worked on refining our retention and wellness initiatives. We have introduced a new rewards and recognition program including a new benefits structure where employees have the option to choose different items up to a certain budget limit. The cafeteria system was designed with the wellbeing of the employee in mind and include such offers as a subsidy to the gym, a bike leasing option or healthy food boxes to be delivered to your home. All employees independent of them working full-time or part-time have the right to the benefits. During pandemic, providing health and safety for our employees has been an ongoing concern. We have continued offering our employees the freedom to work from home office and to choose when or even if they would like to come to the office. In addition, during 2022, we have also included an option to work from abroad for a limited pre-agreed time to adjust to the employees' individual situations. The easing of COVID-19 also meant that we were able to again meet live in the office with colleagues we have sometimes only met in the digital world. Therefore, we have also started a "Back to the office" – encouragement program to promote employees to join us in the offices again. This is particularly relevant for offices that we have opened during the pandemic where employees sometimes have never met each other face to face. Additionally, different activities are organized by our social and culture teams that we have created throughout the different location and online to help employees reconnect after a long time without meeting each other personally.

Moreover, we have also completed a comprehensive employee survey and evaluated the feedback carefully making the necessary adjustments. Overall, employees' satisfaction was 7.6 and team spirit, international diverse team, chance to develop and take responsibility as well as flexible work arrangements have been the outstanding areas. We also conducted a comprehensive employee survey and carefully evaluated the feedback in order to make the necessary adjustments. Overall, employee satisfaction was 8 (out of a possible 10 points). Team spirit, an international and diverse

team, the opportunity to develop and take on responsibility, as well as flexible working arrangements were the outstanding aspects.

We have also again had several initiatives throughout the year concerning mental health awareness. We have held mental health awareness months with courses such as yoga, healthy nutrition, ergonomics or brainfood. Additionally, we have the mandatory health and safety trainings in the offices where applicable such as fire protection officers or first aider training.

We also again offered COVID-19 boosters and flu vaccinations to all employees who would like to receive them. Again, the offer has been well received as in the previous year.

During 2022, we had no work-related injuries at MGI.

4.4 WORKING TOWARDS A GREENER FUTURE

Continuing to work on the reduction of our CO₂ emissions and creating opportunities to improve our business procedure, is an important pillar of MGI's sustainability work. We have therefore initiated several different workstreams and initiatives throughout the Company to actively work on the reduction and improvement of our footprint thereby creating a greener future for all.

CO₂ Emissions

We have been carbon neutral since 2020. For 2021, a total of 15,870 tons CO₂ equivalent was measured at MGI. CO₂ emissions for 2022, have amounted to 20,325 tons CO₂ equivalent in total. The emissions are split into 4.4 t CO₂e for Scope 1, 34.1t CO₂e for Scope 2 and 20,323.6t CO₂e for Scope 3.¹ The following projects, among others, were supported as part of the off-setting: River run-of Hydro Project Honduras and Nicaragua, Clean Water Project Zimbabwe, REDD+ Rainforest Protection Borneo and Indonesia, WWF Nepal Gold Standard Biogas Voluntary Emission Reduction (VER) project, Household Biogas Project in Uttarakhand and Kerala in India, Promoting Improved Cooking Practices in Nigeria, GYAPA Cook Stoves Project in Ghana and Biogas Program for the Animal Husbandry Sector of Vietnam. MGI employees were able to participate in the selection of projects.

Cloud Operations

Improving the efficient energy usage is one of the priorities for MGI for its sustainability priority "Working towards a Greener Future". For our ad-software platform, MGI does not own its own server hardware, which means that the company has limited possibilities to adjust the energy output.

¹ According to Planety's recommendation, the total amount of carbon mentioned for the year 2022 includes a 10% surcharge to compensate for possible errors in the calculation.

Nonetheless, MGI has several strategies in place to regulate its energy usage as much as possible with the external providers.

The first strategy is the appropriate vendor selection, meaning to choose those cloud partners that have sustainability initiatives in place so that the overall energy usage of the vendor is more sustainable. MGI primary cloud provider is Google Cloud Platform who already has carbon neutral facilities in all regions. All facilities are provided with renewable energy and data centres are constructed sustainably. Additionally, Google is planning to move to carbon-free energy by 2030 for all its operations. Moreover, Google is developing tools for determining carbon costs for its server and hardware from cradle to grave which should be released soon. Overall, the Google Cloud Platform can be seen as one of the cleanest cloud providers in the industry.

MGI's secondary provider, Amazon Web Services (AWS), is also taking similar steps. AWS wants to be working on 100% renewable energy by 2025. Additionally, there are several initiatives at AWS to reduce the embodied carbon in their data centre construction. Lastly, they also have a customer carbon footprint tool in preview.

MGI is actively working with their vendors to find additional carbon reduction potentials and is also testing the new tools that Google and Amazon are developing. Additionally, our colocation hosting providers such as Aixit, Performive or Lumen, which we are using for our games studios, are already running on 100% green energy or are planning for it.

MGI's second optimization strategy is better resource utilization by choosing what technologies we are using with our different cloud partners. As new technologies and tools become available, we carefully select technologies based on carbon footprint as well as cost. For new regions, the choice of the vendor takes their sustainability approach into account.

The third and final strategy to reduce emissions of our cloud operations is selective processing meaning that we optimize the yield of our data and do not process data unnecessary. To achieve this, MGI focuses on customers and partners with higher fill-rates and better bid quality. Non-revenue-generating data is filtered out, so that it is not stored and processed further. Additionally, MGI's data science teams algorithmically reduce low-yielding inventory so that we do not pay to deliver or process it, thereby reducing overall energy usage. We also adjust our resource allocation based on our needs and shut down no longer needed resources. For our games servers particularly, we have a goal to reduce our infrastructure footprint in 2023. This includes shutting down old websites or platforms wherever possible to reduce our impact.

Offices, Marketing & Trade Fairs

We have also been evaluating our marketing materials in terms of their environmental impact and have reviewed client gifts at trade fairs, how to get multiple uses out of trade fair equipment, evaluated employee onboarding materials and many other initiatives. Business travel is being kept to a minimum to reduce our CO2 footprint and video calls are preferred over face-to-face meetings if these would involve travel. For 2023, we are planning to implement a greener office checklist which includes guidelines for employees to encourage more sustainable behaviour inside and outside of the office. Additionally, for 2023 the procurement of goods and services will be revised in terms of sustainability and also our waste handling will be reviewed to encourage a more climate-conscious behaviour and improve the sustainability quality of our processes.

4.5 CORPORATE GOVERNANCE

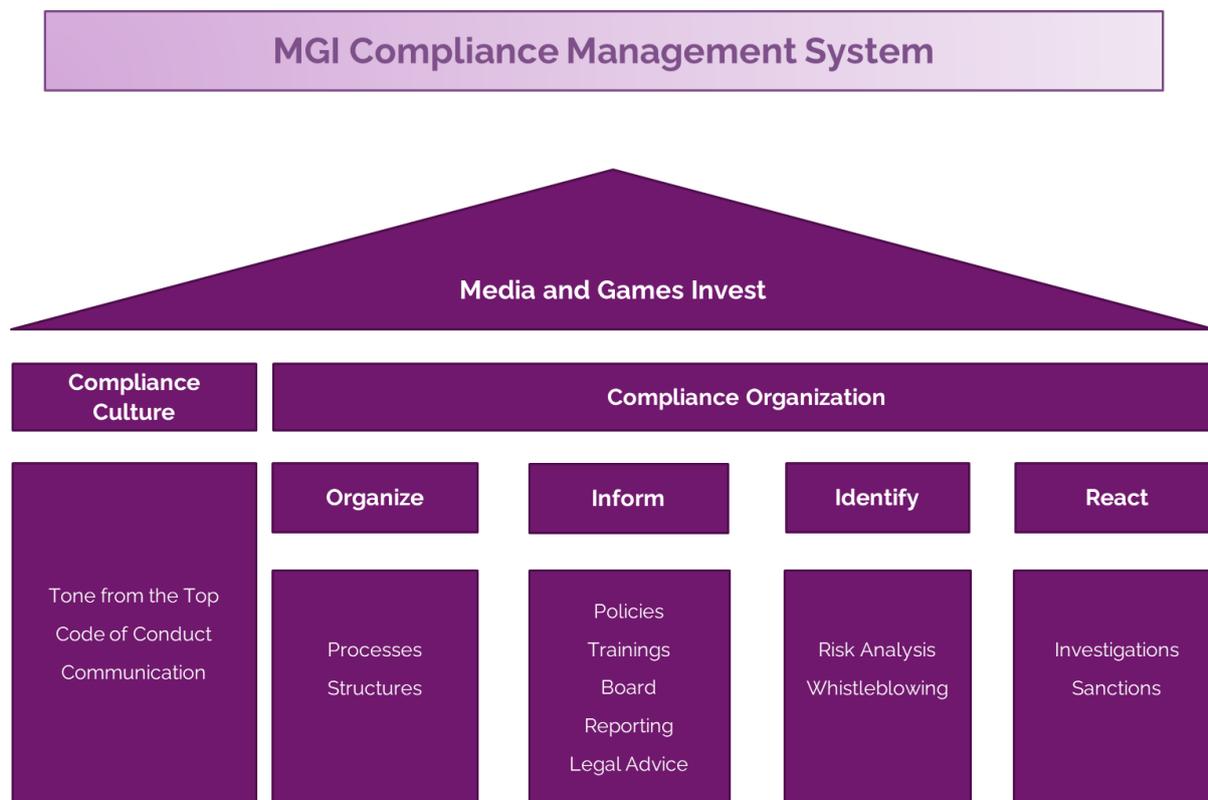
As part of our annual report, we will also include a Corporate Governance Report for the year 2022. Please refer to the Corporate Governance Report for a complete overview over our governance structure. In this part, we would like to give you some insights into the highlights in terms of governance during the year 2022, nonetheless.

During 2022, MGI has worked on three large areas in terms of corporate governance which are the update of the Compliance Management System, the optimization of the Internal Control System as well as the final measures to prepare for the relocation of the Company from Malta to Sweden, which became effective in January 2023 and in connection with which far-reaching measures were taken to align MGI's governance structures with Swedish best practice, such as the establishment of a Nomination Committee and an Audit Committee.

Compliance Management System

During 2022, we have further developed the Compliance Management System. The system sets the compliance culture in the Company and contains several measures to avoid violations of the law and reduce liability risks. By an adequate tone from the top the management communicates and reminds employees that compliance is more than just a nice-to-have and commits to our values and to compliance with the law. The Compliance Management System includes our code of conduct and provides information on how compliance at MGI is organized including the responsibilities of the board, processes, the policies and trainings as well as how we identify compliance risks, how they can be reported and what MGI does to react to any compliance issues. Policies such as the sanction compliance and sanction screening policy, the anti-bribery and anti-corruption policy as well as the whistleblowing policy were updated in the process and distributed to the employees by an information campaign around compliance topics (an overview of MGI's key policies can be found on

the company's website under: https://mgi-se.com/key_policies/). The elements of our Compliance System in summary are:



During the reporting period 2022, no instances of non-compliance with laws and regulations have been reported. All employees have been updated by email about the updated system and about new or updated policies such as the update of our anti-bribery and anti-corruption policy, which now also includes a new approach to training. For the anti-bribery and anti-compliance training, we are working with a risk-based approach, meaning that all employees that are in contact with external business partners and could therefore potentially be exposed to corruption, are identified and will receive training. We can also confirm that we did not have any incidents of corruption during 2022.

Internal Control System

The Board of Directors is responsible for ensuring that the Company has sufficient and effective internal control systems in place to protect the Company's assets as well as the shareholders' investment. The Executive Management is responsible for establishing a risk management and internal control system to achieve strategic and operational objectives and protect the Company's assets and shareholders' investment. MGI operates under a Risk, Compliance and Internal Control (RCIC) Framework, which is describing the approach and the responsibilities of MGI employees, Management, and the Board of Directors together with actions related to risk management, compliance, and internal controls to protect the Company's assets as well as shareholders'

investment. The RCIC Framework enables MGI to successfully grow the business by helping identify potential events that may affect the Company, manage the associated risks and opportunities, and helps support the achievement of the Company's vision. The Compliance Management System (CoMS), the Internal Control System (ICS) over financial reporting, and the Strategic and Operational Risk Management (SORM) are established to support in fulfilling this responsibility. In addition, activities are undertaken to ensure Environmental, Social and Governance (ESG) expectations and targets are being met.

MGI follows the COSO framework for internal control and complies with the rules for companies listed on Nasdaq First North Premier Growth Market, Nasdaq Stockholm (for bonds) and the Scale Segment of Deutsche Börse, as well as the Act and the Code. In 2022, MGI has further optimized the Internal Control Systems using a state-of-the-art internal control and framework as well as process technology so that the Company has sufficient and effective internal controls in place taking future growth and size into account. The main purpose of the Internal Control System (ICS) is to provide reasonable assurance over the reliability of financial statements and of controls related to financial reporting and disclosures, as required by regulators and the Company's policies. The ICS mandates MGI to put in place procedures and policies to record transactions fairly and accurately, and to prevent or detect material misstatements and unauthorized use of MGI's assets.

Relocation of the Company From Malta to Sweden

During the course of 2022, we have also taken the final steps of preparing the move of MGI from Malta to Sweden. The relocation took effect on January 02, 2023. Ahead of the relocation, several changes were implemented during our AGM and EGM in 2022. More information can be found in the governance report.

As part of the AGM, shareholders have elected a new Board of Directors and have thereby welcomed three new members to the board. Franca Ruhwedel (German), Mary-Ann Halford (American) and Johan Roslund (Swedish) have joined the previous board members Remco Westermann (Dutch), Tobias M. Weitzel (German) and Elizabeth Para (Canadian). In addition, MGI CEO Remco Westermann has stepped down from his position of Chairman of the Board and the role has been taken by Tobias M. Weitzel. Moreover, we have instated a nomination committee, an audit committee and a remuneration committee. With the new Board we are pleased to not only have added different expertise in the area of accounting, media and the Swedish capital market, but to also achieve a gender parity for the first time on the Board of Directors. In addition to that, the name of the Company was changed to "MGI – Media and Games Invest SE" and Deloitte was also nominated as the Company's new auditor following the relocation to Sweden.

5 DATA

Workforce

Employees

<i>(Head count at the end of the reporting period)</i>	Female	Male	Diverse	Total
Total 2022	258	503	6	767
Germany	124	206	1	331
Netherlands	6	11	0	17
Spain	7	28	0	35
Sweden	11	15	0	26
Finnland	0	8	0	8
Armenia	5	16	0	21
Poland	1	5	0	6
United Kingdom	3	12	0	15
Canada	0	1	0	1
USA	77	162	5	244
Brazil	3	3	0	6
South Korea	0	2	0	2
India	8	30	0	38
China	11	3	0	14
Singapore	2	1	0	3

Permanent Employees

<i>(Head count at the end of the reporting period)</i>	Female	Male	Diverse	Total
Total 2022	248	491	6	745
Germany	121	200	1	322
Netherlands	2	8	0	10
Spain	7	28	0	35
Sweden	11	15	0	26
Finnland	0	8	0	8
Armenia	4	13	0	17
Poland	1	5	0	6
United Kingdom	3	12	0	15
Canada	0	1	0	1
USA	77	162	5	244
Brazil	3	3	0	6
South Korea	0	2	0	2
India	8	30	0	38
China	9	3	0	12
Singapore	2	1	0	3

Temporary Employees

<i>(Head count at the end of the reporting period)</i>	Female	Male	Diverse	Total
Total 2022	10	12	0	22
Germany	3	6	0	9
Netherlands	4	3	0	7
Armenia	1	3	0	4
China	2	0	0	2

Non-Guaranteed Hours Employees

<i>(Head count at the end of the reporting period)</i>	Female	Male	Diverse	Total
Total 2022	2	1	0	3
Germany	2	1	0	3

Full-Time Employees

<i>(Head count at the end of the reporting period)</i>	Female	Male	Diverse	Total
Total 2022	232	488	6	726
Germany	104	193	1	298
Netherlands	2	10	0	12
Spain	7	28	0	35
Sweden	11	15	0	26

Finnland	0	8	0	8
Armenia	5	16	0	21
Poland	1	5	0	6
United Kingdom	3	12	0	15
Canada	0	1	0	1
USA	76	161	5	242
Brazil	3	3	0	6
South Korea	0	2	0	2
India	8	30	0	38
China	10	3	0	13
Singapore	2	1	0	3

Part-Time Employees

<i>(Head count at the end of the reporting period)</i>	Female	Male	Diverse	Total
Total 2022	10	12	0	22
Germany	3	6	0	9
Netherlands	4	3	0	7
Armenia	1	3	0	4
China	2	0	0	2

Workers who are not employees at the end of the reporting period (in headcount)

In addition to our employees, MGI has employed 78 freelancers at the end of the reporting period, who are carrying out work for MGI on a monthly basis, amongst others, in the areas of product management, engineering, community management, game art and design, game engineering, recruitment and sales.

Remuneration Policies

The Company has implemented a Remuneration Committee that consists of Mary Ann Halford (Chair), Johan Roslund and Tobias M. Weitzel. The Remuneration Committee has the responsibilities and authority that follows from the Swedish Companies Act and the Code.

The Duties of the Remuneration Committee are defined in annually adopted instructions and include amongst others, (a) prepare the Board of Directors' decisions on issues concerning principles for remuneration, remunerations and other terms of employment for the executive management, (b) monitor and evaluate programs for variable remuneration or (c) monitor and evaluate the current remuneration structures and levels in the Company.

Remuneration is negotiated between employer and employee based on frequent employee reviews considering performance, added value and motivation. Bonuses are linked to the economic success of the Company and department specific KPI's and can be received by any employee according to performance.

Annual Total Compensation Ratio

Annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excl. the highest-paid individual) is: 8.7. As this is the first year in which this number is reported, there is no ratio of the percentage increase in annual total compensation provided. This will be included in next year's report using this year as a base year.

New Hires

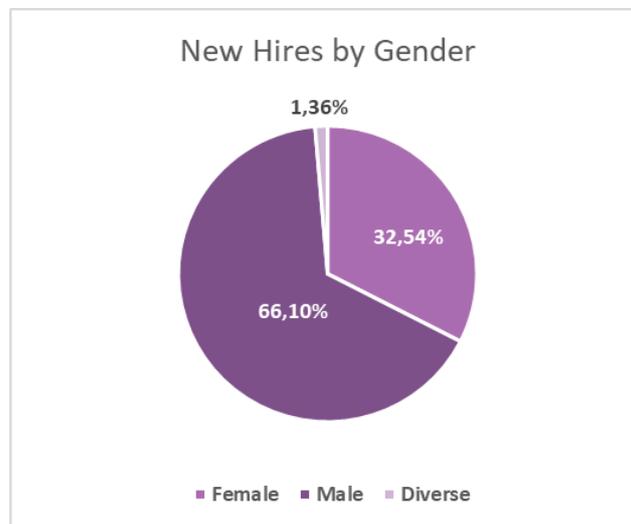
<i>(Head count at the end of the reporting period)</i>	Female	Male	Diverse	Total
Total 2022	96	195	4	295

Germany	41	93	0	134
under 30	15	31	0	46
30-50	26	56	0	82
over 50	0	6	0	6
Netherlands	3	2	0	5
under 30	2	1	0	3
30-50	1	1	0	2
over 50	0	0	0	0
Spain	6	28	0	34
under 30	1	7	0	8
30-50	5	21	0	26
over 50	0	0	0	0
Schweden	10	5	0	15
under 30	8	3	0	11
30-50	2	1	0	3
over 50	0	1	0	1

<i>Finnland</i>	0	2	0	2
under 30	0	0	0	0
30-50	0	2	0	2
over 50	0	0	0	0
<i>Armenia</i>	3	12	0	15
under 30	1	6	0	7
30-50	2	6	0	8
over 50	0	0	0	0
<i>Poland</i>	0	3	0	3
under 30	0	1	0	1
30-50	0	2	0	2
over 50	0	0	0	0
<i>USA</i>	25	37	4	66
under 30	4	6	0	10
30-50	18	28	4	50
over 50	3	3	0	6

Brazil	2	2	0	4
under 30	0	0	0	0
30-50	2	2	0	4
over 50	0	0	0	0
South Korea	0	0	0	0
under 30	0	0	0	0
30-50	0	0	0	0
over 50	0	0	0	0
India	2	7	0	9
under 30	1	4	0	5
30-50	1	3	0	4
over 50	0	0	0	0
China	2	0	0	2
under 30	2	0	0	2
30-50	0	0	0	0
over 50	0	0	0	0

Singapore	0	0	0	0
under 30	0	0	0	0
30-50	0	0	0	0
over 50	0	0	0	0
United Kingdom	2	4	0	6
under 30	1	0	0	1
30-50	1	4	0	5
over 50	0	0	0	0

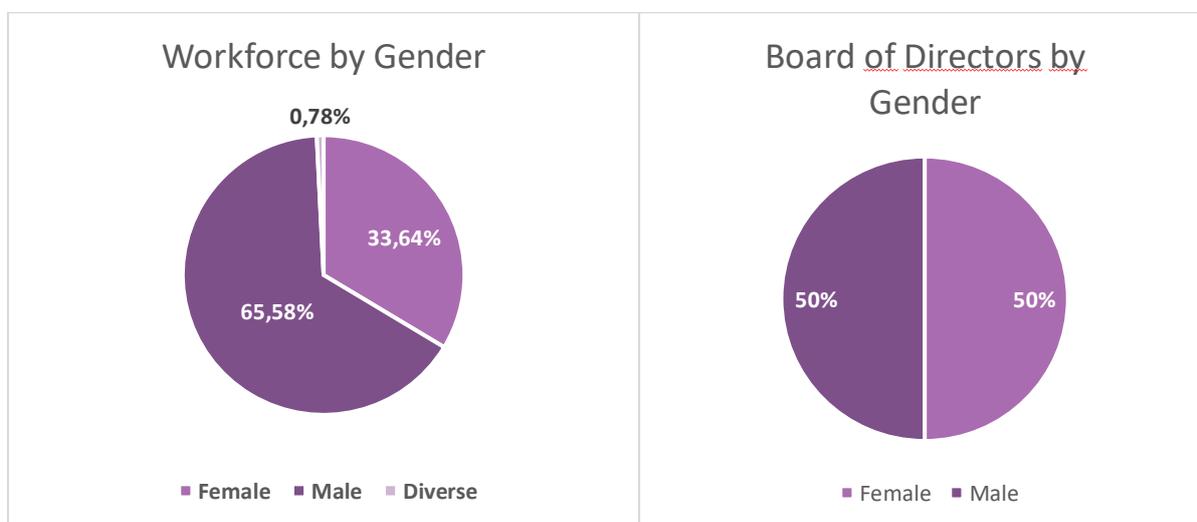


Paternal Leave

<i>(Head count at the end of the reporting period)</i>	Female	Male	Diverse
Total no. of employees entitled to paternal leave	258	503	6
Total no. of employees that took paternal leave	11	16	0
Total no. of employees returned to work after parental leave	4	15	0
Total no. of employees returned to work after paternal leave and still employed 12 months after	5	11	0
Return to work of employees that took paternal leave*	36%	94%	0%

* Total number of employees that did return to work after paternal leave / total number of employees due to return to work after taking paternal leave

Diversity



Employees Age Distribution

under 30	144
30-50	562
over 50	61

Incidents of discrimination and corrective actions taken

During the reporting period there were no incidents of discrimination and hence no corrective actions were taken.

6 CONTACT

For any questions relating to this report, please contact:

Sören Barz, Head of IR, Soeren.barz@mgi-se.com

7 NOTES

Entities included in the organization's sustainability reporting

The entities included in this sustainability report are identical to those that are included in the Company's annual report including the audited consolidated financial statements. The full list of entities can be found on page 110.

Mergers, acquisitions and disposals of entities or parts of entities are included in the sustainability report for the period they are part of the consolidated financial statements. Information about the acquisitions and disposals of entities including the date of the first / final consolidation can be found in the Notes in the Annual Report (Page 135). Any adjustments are marked in the respective section.

Reporting Period

MGI publishes its annual sustainability report alongside its governance and its annual report. The reporting period for all three reports covers the FY 2022 (01.01.2022-31.12.2022). This report was published on 28.04.2023.

Restatements of Information

This report is the second sustainability report of Media and Games Invest SE that follows the GRI standard. While most information on our impacts includes an update on how we manage our material

topics, some information is restated as we deem it important to explain our processes. This applies for the chapters “Sustainability at MGI”, “Our Sustainability Governance”, “Determining Material Topics for MGI”, “Our Sustainability Priorities” and “Interaction with Stakeholders”. Other restatements of information are indicated by statements such as “as previously reported”, “as reported in last year’s report” and the like.

External Assurance

The second sustainability report of MGI that follows GRI Standard has not been externally assured. The Sustainability Board (Board of Directors and C-Level) is currently responsible for reviewing and approving the Sustainability Report.

Policy Commitments

MGI continues to be a signatory of the **UN Global Compact** and has published its communication on progress on October 07, 2022. The report can be found on the following website: <https://www.unglobalcompact.org/what-is-gc/participants/141879>.

The ten principles of the United Nations Global Compact are derived from the Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Conventions against Corruption. MGI’s approach to these topics is explained in detail in the communication on progress.

8 GRI CONTENT INDEX

Statement of use Media and Games Invest SE has reported in accordance with the GRI Standards for the period 01.01.2022 - 31.12.2022.
GRI 1 used GRI 1: Foundation 2021
Applicable GRI Sector Standard(s) N/A

AR = Annual Report GR = Governance Report SR = Sustainability Report

DISCLOSURE	LOCATION	OMISSION		
		REQUIREMENT	REASON	EXPLANATION
GENERAL DISCLOSURES				
2-1 Organizational details	GR (p. 31)			

2-2 Entities included in the organization's sustainability reporting	AR (p. 110 – 111)			
2-3 Reporting period, frequency and contact point	SR (p. 36)			
2-4 Restatements of information	SR (p. 35 – 36)			
2-5 External assurance	SR (p. 36)			
2-6 Activities, value chain and other business relationships	AR (p. 8 – 18; 82 – 89)			
2-7 Employees	SR (p. 25 – 28)			
2-8 Workers who are not employees	SR (p. 39)			
2-9 Governance structure and composition	GR (p. 31 – 33)			
2-10 Nomination and selection of the highest governance body	GR (p. 41 - 42)			
2-11 Chair of highest governance body	GR (p. 41 – 42)			
2-12 Role of the highest governance body in overseeing the management of impacts	SR (p. 3)			
2-13 Delegation of responsibility for managing impacts	SR (p. 3)			
2-14 Role of the highest governance body in sustainability reporting	SR (p. 3)			
2-15: Conflicts of interest	GR (p. 44)			

2-16: Communication of critical concerns	AR (p. 87)			
2-17 Collective knowledge of the highest governance body	GR (p. 43)			
2-18 Evaluation of the performance of the highest governance body	GR (p. 45)			
2-19 Remuneration policies	SR (p. 29 / GR (p. 42)			
2-20 Process to determine remuneration	SR (p. 29 / GR (p. 42)			
2-21 Annual total compensation ratio	SR (p. 29)			
2-22 Statement on sustainable development strategy	SR (p. 1)			
2-23 Policy commitments	SR (p. 36)			
2-27 Compliance with laws and regulations	SR (p. 22)			
2-29 Approach to stakeholder engagement	SR (p. 5)			
MATERIAL TOPICS				
3-1 Process to determine material topics	SR (p. 3-4)			
3-2 List of material topics	SR (p. 3-4; 38-43)			
GRI 201 Economic Performance				
201-1 Direct economic value generated and distributed	AR (p. 92-98)			

GRI 205 Anti-Corruption				
3-3 Management of material topics	SR (p. 5; 22) Anti Corruption Policy			
205-2 Communication and training about anti-corruption policies and procedures	SR (p. 22)	Omission	Information unavailable/incomplete	Total and percentage of employees/governance body reported, no split by employee category or country available.
205-3 Confirmed incidents of corruption and actions taken	SR (p. 22)			
GRI 305 Emissions				
3-3 Management of material topics	SR (p. 5; 20)			
305-1 Direct (Scope 1) GHG emissions	SR (p. 20)			
305-2 Energy indirect (Scope 2) GHG emissions	SR (p. 20)			
305-3 Other indirect (Scope 3) GHG emissions	SR (p. 20)			
GRI 401 Employment				
3-3 Management of material topics	SR (p. 4 ; 16 ff.)			
401-1 New employee hires and employee turnover	SR (p. 30)			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR (p. 19)			
401-3 Parental leave	SR (p. 34)			

GRI 403 Occupational Health and Safety				
3-3 Management of material topics	SR (p. 4 ; 19)			
403-1 Occupational health and safety management system	SR (p. 19-20)			
403-3 Occupational health and services	SR (p. 19-20)			
403-5 Worker training on occupational health and safety	SR (p. 19-20)			
403-6 Promotion of worker health	SR (p. 19 - 20)			
403-9 Work-related injuries	SR (p. 19-20)			
403-10 Work-related ill health	SR (p. 19-20)	Omission	Legal prohibitions	Legal prohibition to ask for reasons of illness of employees
GRI Training and Education				
3-3 Management of material topics	SR (p. 5)			
404-1 Average hours of training per year per employee	SR (p. 19)			
404-2 Programs for upgrading employee skills and transition assistance programs	SR (p. 13-15; 18-19, 20; 23-24)			
404-3 Percentage of employees receiving regular performance and career development reviews	SR (p. 19-20)			

GRI 405 Diversity and Equal Opportunity				
3-3 Management of material topics	SR (p. 4; 16-17) / GR (p. 43-42)			
405-1 Diversity of governance bodies and employees	GR (p.43-42)			
GRI 406 Non-Discrimination				
3-3 Management of material topics	SR (p. 4; 6)			
406-1 Incidents of discrimination and corrective actions taken	SR (p. 35)			
GRI 416 Customer Health and Safety				
3-3 Management of material topics	SR (p. 4; 6)			
416-1 Assessment of the health and safety impacts of product and service categories	SR (p. 7-8)	Omission	Information unavailable/incomplete	Reported only for the media part of the business, games information currently unavailable
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	SR (p. 7-8)			
GRI 417 Marketing and Labeling				
3-3 Management of material topics	SR (p. 6-11)			

417-1 Requirements for product and service information and labeling	SR (p. 6 - 11)			
417-2 Incidents of non-compliance concerning and service information and labeling	SR (p. 7)			
417-3 Incidents of non-compliance concerning marketing communications	SR (p. 7)			
GRI 418 Customer Privacy				
3-3 Management of material topics	SR (p. 4; 11-16)			
418-1 Substantiated complaints breaches of customer privacy and losses of customer data	SR (p. 16)			