

# ESG STRATEGY OF TEN SQUARE GAMES GROUP





# ESG: STRATEGIC GOALS



- We will reduce emissions in Scope 1 and 2
- We will reduce emissions in Scope 3
- We will raise climate awareness at Ten Square Games
- We will engage players in climate actions



- We will build an inclusive and friendly work environment
- We will eliminate pay inequalities
- We will support the development of our employees
- We will foster good relationships with and among players



- We will implement a complete ESG due diligence process
- We will ensure an appropriate level of ESG risk management
- We will provide support for implementing ESG activities

# ESG STRATEGY TIME HORIZON

**2025**

**2030**

**2050**

## OPERATIONAL GOALS

### SHORT-TERM

**E**

- We will set a reduction target for Scope 1+2 emissions
- We will set a reduction target for Scope 3 emissions
- We will organize or participate in initiatives to raise climate awareness among TSG employees
- We will conduct a pilot program engaging players in climate action

## OPERATIONAL GOALS

### MID-TERM

- We will approve the Scope 3 emissions reduction target within the SBTi initiative
- We will take actions to reduce emissions in significant Scope 3 categories
- We will maintain activity at least at the level established for the short-term goal

## OPERATIONAL GOALS

### LONG-TERM

- We will reduce Scope 1 and 2 emissions to zero

**S**

- We will adopt a set of diversity policies
- We will join the Diversity Charter
- We will join organizations supporting women's careers in the gaming industry
- We will include a diversity clause in job advertisements
- We will calculate the adjusted pay gap
- We will implement training data monitoring across the entire Group
- We will update career paths for key employee groups (with more than five employees performing the same work)
- We will assess the training needs of employees
- We will address players' needs regarding fair and ethical relationships

- We will build the commitment to diversity
- We will take actions to minimize the adjusted pay gap
- We will introduce pay transparency for employees (both employed under employment contracts and B2B agreements) once the relevant regulations come into force
- We will create a map of competencies and job functions/positions within the company
- We will establish a process for collecting and analyzing player feedback
- We will explore the possibility of technical self-limitation mechanisms in games
- We will prepare a "get help" section with phone numbers
- We will prepare a section on good/healthy practices for players (e.g., screen time)

- We will ensure that the percentage of underrepresented groups in leadership positions is at least the same as their share within the entire organization
- We will reduce the adjusted pay gap to 0%

**G**

- Implementation of an Ethics Policy System, incorporating the Code of Ethics
- Introduction of an Ethics onboarding module
- Conducting training sessions on Ethics policies
- Adjusting risk monitoring to ESG market trends
- Establishing an internal team to support the implementation of ESG initiatives

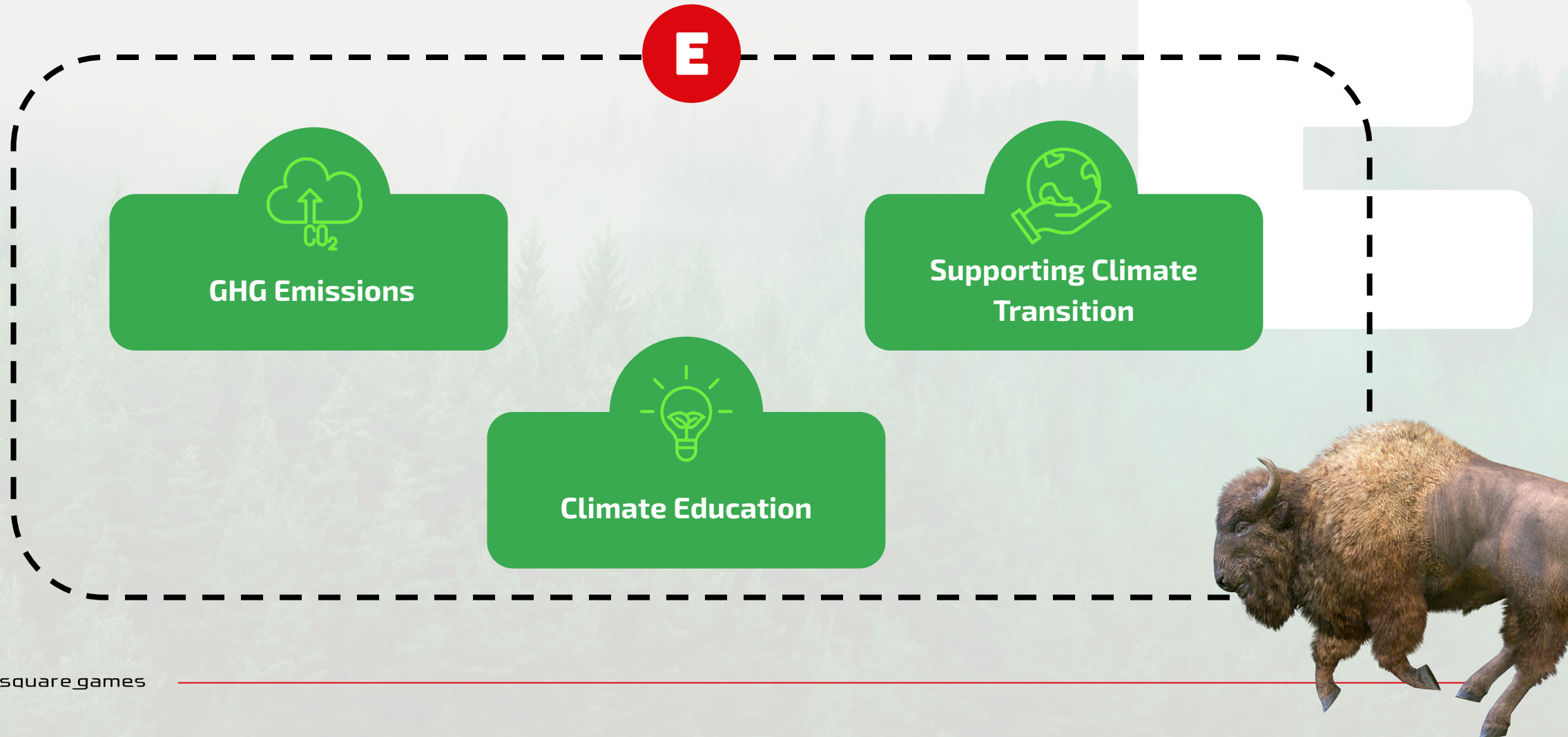
- Ensuring continuous reporting on the outcomes of due diligence processes

- Ensuring continuous reporting on the outcomes of due diligence processes



# PILLARS OF THE ESG STRATEGY

Environmental and Climate Issues



# OUR AMBITIONS

## Environmental and Climate Issues



**Play clean, emit less  
– we will calculate  
and reduce our  
carbon footprint.**



**Play green –  
climate education  
in action.**



**Play and support –  
investments in a  
green future.**



# UN SUSTAINABLE DEVELOPMENT GOALS – ENVIRONMENT



## We act for environmental and climate protection

Climate change is a real challenge that the global community is facing. Our actions will focus on reducing our impact on the climate and the environment, including increasing energy efficiency and the use of renewable energy sources. We will also take action in other environmental areas by reducing waste production and using materials more efficiently.



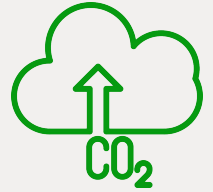
## We educate on climate change

A collective societal response to climate change is crucial. By raising awareness about the impact of climate change, businesses contribute not only to achieving climate and environmental goals but also to improving access to information.



# CLIMATE AND ENVIRONMENT GOALS

Climate Change Mitigation



## STRATEGIC GOAL

# We will reduce Scope 1 and 2 emissions

## OPERATIONAL GOALS

**2025**

We will set a reduction target for Scope 1+2 emissions

**2030**

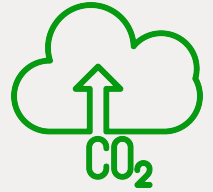
We will approve the emissions reduction target within the SBTi initiative

**2050**

We will reduce Scope 1 and 2 emissions to zero

# CLIMATE AND ENVIRONMENT GOALS

Climate Change Mitigation



## STRATEGIC GOAL

# We will reduce Scope 3 emissions

## OPERATIONAL GOALS

**2025**

We will set a reduction target for Scope 3 emissions

**2030**

We will approve the Scope 3 emissions reduction target within the SBTi initiative

We will take actions to reduce emissions in key Scope 3 categories

**2050**

—



# CLIMATE AND ENVIRONMENT GOALS



Climate Education

## STRATEGIC GOAL

**We will raise climate awareness at  
Ten Square Games**

## OPERATIONAL GOALS

**2025**

We will organize or participate in initiatives to raise climate awareness among TSG employees

**2030**

We will maintain activity at least at the level established for the short-term goal

**2050**

—

# CLIMATE AND ENVIRONMENT GOALS

Supporting Climate Transition



## STRATEGIC GOAL

**We will engage players in climate action**

## OPERATIONAL GOALS

**2025**

**2030**

**2050**

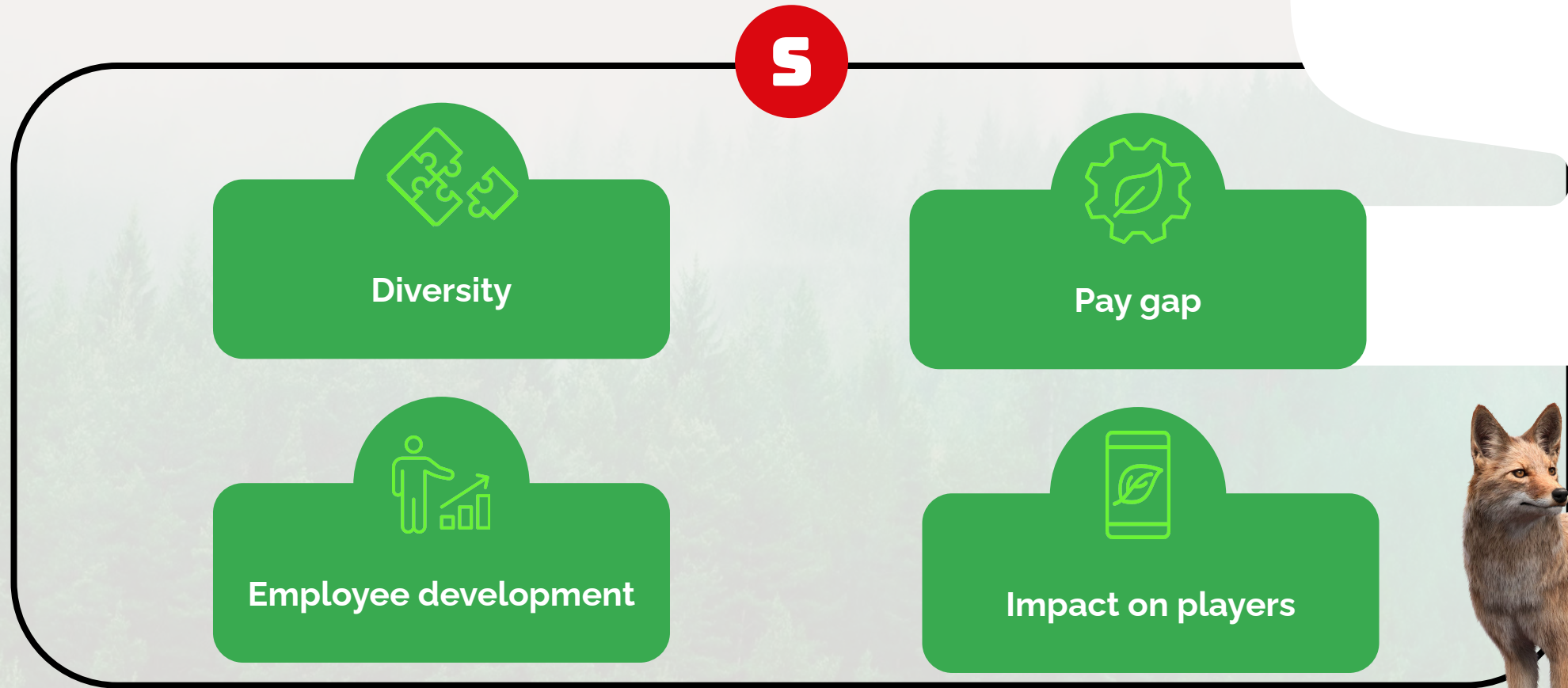


We will conduct a pilot program engaging players in climate action



# PILLARS OF THE ESG STRATEGY

Social and workforce issues





# OUR AMBITIONS

Social and workforce issues



**Play in a diverse team – create an inclusive work environment with us.**



**Fair play in pay – play without pay gaps.**



**Level Up! – grow with us.**



**Safe Zone – a secure space in our games.**



# UN SUSTAINABLE DEVELOPMENT GOALS – COMMUNITY AND EMPLOYEES



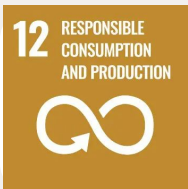
## Ensuring quality education and promoting lifelong learning

Ensuring quality education for the community and employees, as well as promoting equal opportunities in access to it, are key actions aligned with Goal 4 of the UN Sustainable Development Goals Agenda.



## We will strive for gender equality and the empowerment of underrepresented groups

At Ten Square Games, we strive to ensure that everyone feels safe and valued. We are building an organization that aims to set positive examples in both internal and external relationships. Our mission is to create entertainment spaces through our products. Our efforts in this area focus on eliminating potential inequalities and exclusion, promoting education, and supporting diversity.



## We will promote sustainable consumption and production patterns

We want our games to be a source of fun, healthy competition, and relaxation. We actively work to ensure that our players feel their opinions matter and have a real impact on shaping Ten Square Games' approach.



# GOALS IN THE **SOCIAL AND WORKFORCE** AREA

Diversity



## STRATEGIC GOAL

# We will build an inclusive & friendly work environment

## OPERATIONAL GOALS

**2025**

We will adopt a set of diversity policies

We will join the Diversity Charter

We will become a member of organizations supporting women's careers in the gaming industry

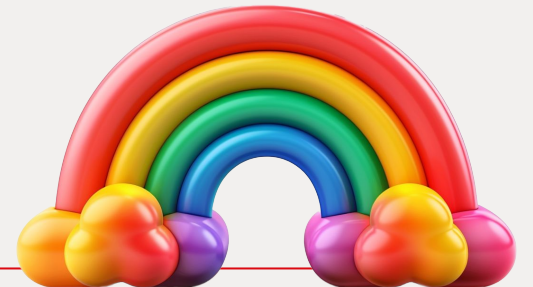
We will introduce a diversity clause in job advertisements

**2030**

We will foster diversity

**2050**

We will ensure that the percentage of individuals from underrepresented groups in leadership positions is at least equal to their percentage within the entire organization





# GOALS IN THE **SOCIAL AND WORKFORCE** AREA

Pay gap



## STRATEGIC GOAL

# We will eliminate pay inequalities

## OPERATIONAL GOALS

**2025**

We will calculate the adjusted pay gap

**2030**

We will take actions to minimize the adjusted pay gap

We will introduce pay transparency for employees (both those employed under employment contracts and B2B agreements) once the relevant regulations come into force

**2050**

We will reduce the adjusted pay gap to 0%

# GOALS IN THE SOCIAL AND WORKFORCE AREA

Employee development



## STRATEGIC GOAL

# Employee Development

## OPERATIONAL GOALS

**2025**

We will implement training data monitoring across the entire Capital Group.

We will update career paths for key employee groups (where more than five employees perform the same role)

We will assess employees' training needs

**2030**

We will create a map of competencies and job functions/positions within the company

**2050**

—

# GOALS IN THE **SOCIAL** AND **WORKFORCE** AREA

Impact on players – responsible gaming



## STRATEGIC GOAL

# We will foster good relationships with and among players

## OPERATIONAL GOALS

**2025**

We will address players' needs for fair and ethical interactions

**2030**

We will establish a process for collecting and analyzing player feedback

We will explore the possibility of technical self-limitation mechanisms in games

We will prepare a "Get Help" section

We will prepare a section on good/healthy practices for players (e.g., screen time)

**2050**

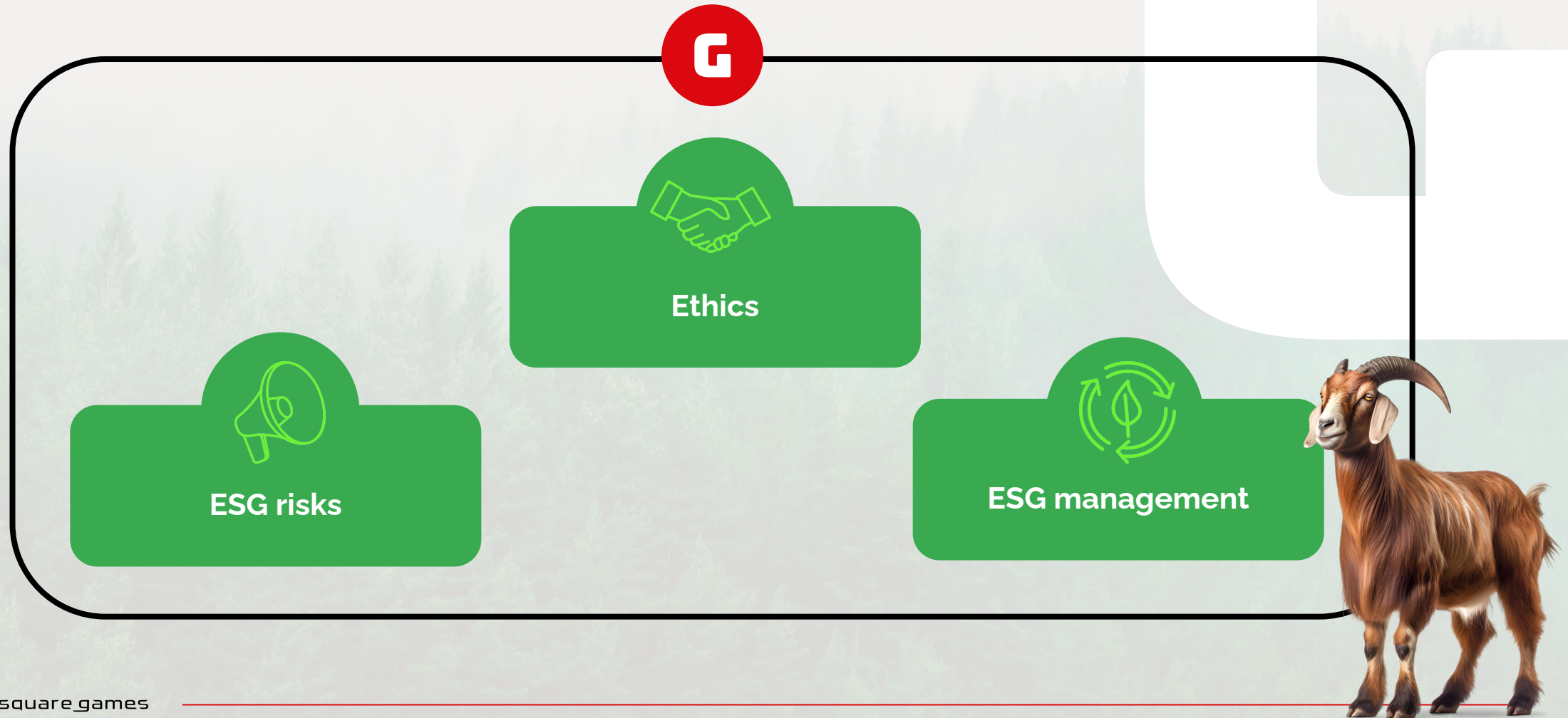
—





# PILLARS OF THE ESG STRATEGY

## Governance Issues



# OUR AMBITIONS

Governance area



**Play fair – follow ethics and transparency rules**



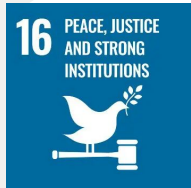
**Play strategically – we will integrate ESG risk management with the Group's risk map**



**Manage effectively and responsibly – we will ensure support and continuous monitoring of ESG activities**



# UN SUSTAINABLE DEVELOPMENT GOALS – GOVERNANCE ISSUES



## Peace, justice, and strong institutions

Through its internal relationship ecosystem, Ten Square Games creates an organization that is both attractive and resilient to the challenges businesses face within the concept of sustainable development.





# GOALS IN THE GOVERNANCE AREA

Ethics



## STRATEGIC GOAL

**We will implement a complete ESG due diligence process**

## OPERATIONAL GOALS

**2025**

Implementation of a set of ethics policies, incorporating the Code of Ethics.

Introduction of an Ethics onboarding module.

Conducting training sessions on ethics policies.

**2030**

Ensuring continuous reporting on the outcomes of due diligence processes

**2050**

Ensuring continuous reporting on the outcomes of due diligence processes



# GOALS IN THE GOVERNANCE AREA

ESG risks



## STRATEGIC GOAL

**We will ensure an appropriate level of ESG risk management**

## OPERATIONAL GOALS

**2025**

Adjusting risk monitoring to ESG market trends

**2030**

—

**2050**

—



# GOALS IN THE GOVERNANCE AREA

ESG management



## STRATEGIC GOAL

**We will provide support for the implementation of ESG activities**

## OPERATIONAL GOALS

**2025**

Establishing an internal team to support the implementation of ESG initiatives

**2030**

**2050**

