



EMBRACER GROUP INTERIM REPORT

JANUARY – MARCH 2023



Disclamer

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TODAY'S AGENDA

PART 1

& FORECAST 09:00 - ~10:00

- Update on strategic partnership negotiations
- Forecast
- Q&A session #1

PART 2

Q4 PRESENTATION,
DEEP DIVES AND OTHER
PRESENTATIONS
~10:00 - ~11:00

- Highlights from Q4 and Full Year Report
- Operating segments Q4 performance
- Financial performance Q4
- Embracer and Sustainability
- Earnout per Year-End
- 5 years of PLAION and Dambuster Studios | Dead Island 2
- Q&A session #2

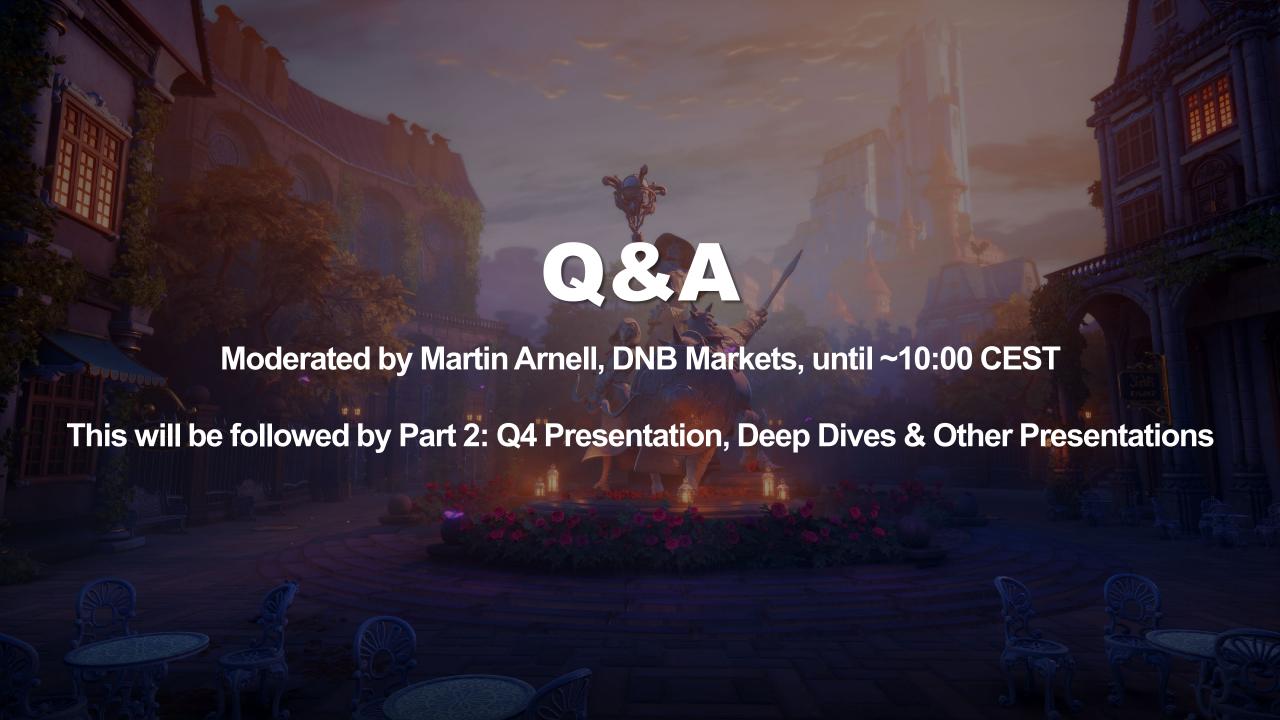
Update on strategic partnership negotiations

- Late last night, we were informed that one ground-breaking strategic partnership that has been negotiated for seven months will not materialize
- The specific strategic partnership deal would have included USD 2bn+ contracted development revenue over a period of six years and would have enabled a catch-up payment at closing for already capitalized costs for a range of large-budget games

Forecast FY 23/24

| | CURRENT FORECAST | PREVIOUS FORECAST |
|---------------|---------------------------|-----------------------------|
| Adjusted EBIT | sek 7,000 - 9,000 million | seк 10,300 - 13,600 million |

- Compared to the previous guidance, a specific, significant transformative partnership will not materialize.
- Additionally, several notable games in the PC/Console Games segment have been delayed from FY 23/24 to FY 24/25.
- In the PC/Console Games segment, we expect a solid, underlying earnings growth driven by more owned and self-published, large-budget game releases during the financial year. The forecast includes more cautious assumptions for certain releases. Additionally, the forecast assumptions include slate changes for a few notable, unannounced games.
- In the Mobile Games segment, we expect a low single-digit organic growth, with gradually stronger growth during the financial year. We assume stable, soft underlying market trends with some gradual improvements to ad monetization throughout the year. The Adjusted EBIT margin is expected to be largely in line or slightly above FY 22/23.
- In the Tabletop Games segment, we expect high-single-digit organic growth driven by the trading cards product area, with an Adjusted EBIT margin slightly below FY 22/23.
- To give some background to the financial guidance for FY 23/24. When comparing to the original forecast given in Q2 FY21/22 it is notable the at least net six notable releases have moved out from FY 23/24 to later years.





Interim Report Q4 FY 22/23

Q4 FY 22/23

Net Sales Group

SEK 9,356m

GROUP ORGANIC GROWTH

- 4%

GROUP PRO FORMA GROWTH

- 5%

YOY GROWTH

79%

Adjusted EBIT

SEK 915m

YOY GROWTH

-14%

FULL YEAR FY 22/23

Net Sales Group

SEK 37,655m

YOY GROWTH

121%

Adjusted EBIT

SEK 6,366m

YOY GROWTH

43%

Adjusted EPS AFTER FULL DILUTION

SEK 4.06

(3.50)

2023/24 PIPELINE









SEVERAL NOTABLE GAMES EXPECTED THIS FY

SEK 9,309m

in capitalized development as of Q4

ANNOUNCED PARTNERSHIPS







UPDATED FORECAST

SEK 7,000m - SEK 9,000m

Source: as of 31 March, 2023





Operative Groups by segment

PC / CONSOLE GAMES

Internal Headcount: 10,436 | Internal Studios: 102 | IP: 258



THQNORDIC













MOBILE GAMES

Internal Headcount: 1,177 | Internal Studios: 11 | IP: 48





Easybrain



Internal Headcount: 900 | Internal Studios: 3 | IP: 193









TABLETOP GAMES

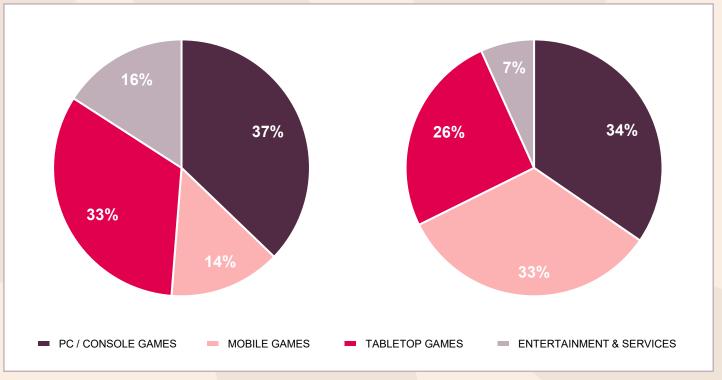
Internal Headcount: 2,582 | Internal Studios: 22 | IP: 397



asmodee

NET SALES SPLIT | Q4 FY 22/23

ADJUSTED EBIT SPLIT | Q4 FY 22/23



Source: as of 31 March, 2023



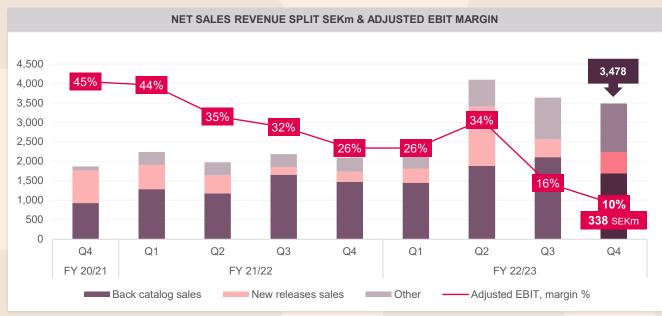






PC/Console Games







NEW RELEASES











TOP 10 BACK CATALOG TITLES Q3 FY22/23





















OPERATIVE GROUPS









THQNORDIC



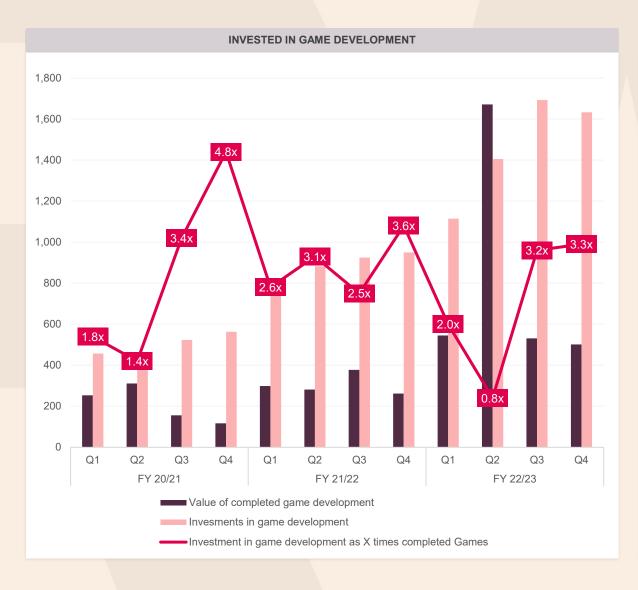


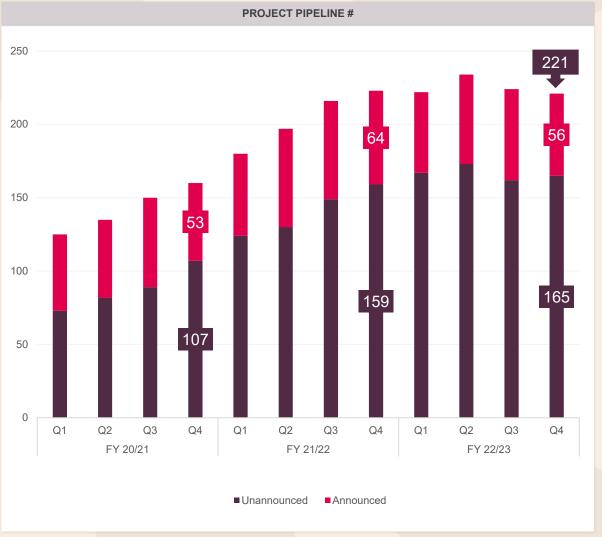


Source: as of 31 March. 2023









Source: as of 31 March, 2023 12





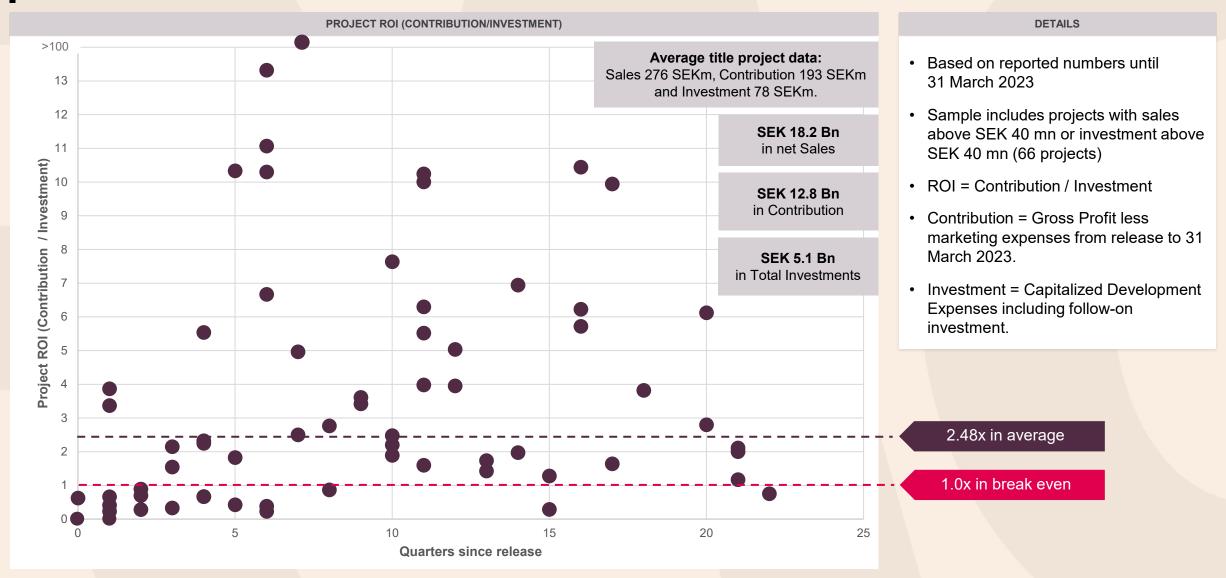






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PROJECT ROI



13 Source: as of 31 March. 2023



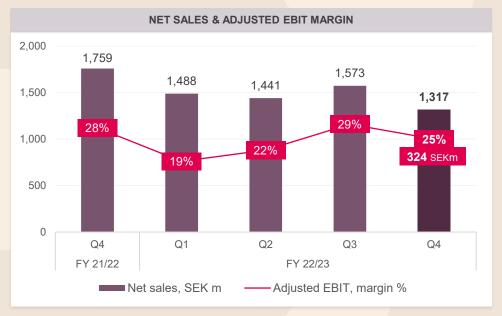






Mobile Games

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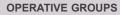
DAILY ACTIVE USERS / MONTHLY ACTIVES USERS (PRO FORMA) 350 million 316 307 307 300 283 300 250 200 36 36 34 150 100 50 Q4 Q1 Q2 Q3 Q4 FY 21/22 FY 22/23 MAU — DAU

6.02 bn **CrazyLabs** DOWNLOADS*

MILESTONES

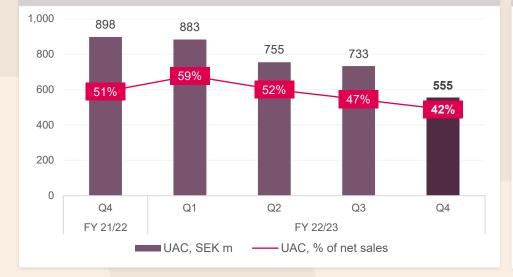








DECAEasybrain



USER ACQUISITION COST

14 Source: as of 31 March, 2023 | *Accumulated downloads

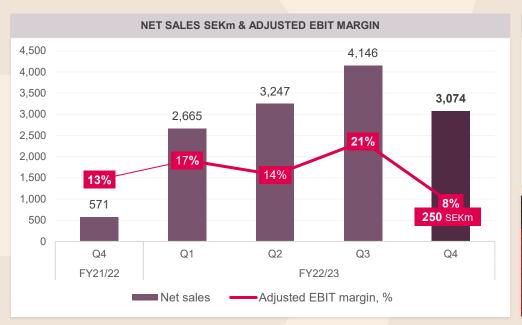






Tabletop Games

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NEW RELEASES























STRONG LINEUP OF KEY NEW RELEASES FOR FY 23/24









25 projects underway within Embracer Group's operative groups





Star Wars™: Unlimited **Trading Card Game**

Coming 2024

Strong free cash flow generation expected to convert above 100% of its Adjusted EBIT in FY 22/23

Closing net inventory in line with our internal forecast (Q2 deep dive)

Source: as of 31 March, 2023 15



Another solid P&L performance to close the year in seasonally quiet quarter

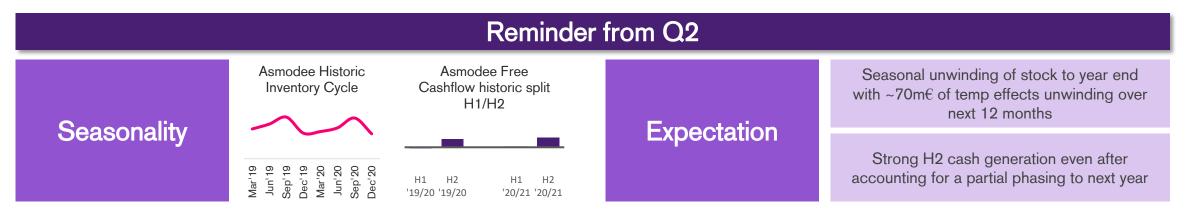


⁽¹⁾ On a pro-forma basis at constant rates of exchange

On an adjusted pro-forma basis at constant rates of exchange



Careful working capital management and unwinding of inventory drives strong H2 cash generation



Q4 update

Net Inventory Q4 closing value = 3,6bn SEK (1)
-659m SEK/ -21 days vs
Q2 (2)

Free cashflow (3)

1,6bn SEK (4) generated in H2

140% conversion of H2 Adj EBIT

Closing inventory is in line with internal forecasts from Q2 and careful working capital management delivers very strong H2 cash generation

^{(1) 322}m€, including 11m€ of VR net inventory

^{(2) -70}m€, on like for like basis excluding 11m€ impact from VR acquisition

⁽³⁾ Free Cashflow (FCF) = Adj. EBIT + operating D&A - capex +/- mvt in working capital

^{(4) 144}m€



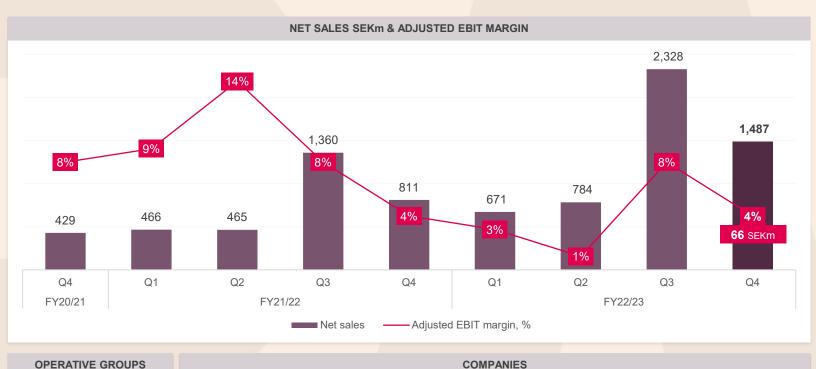






Entertainment & Services

GROUP





OPERATIVE GROUPS















































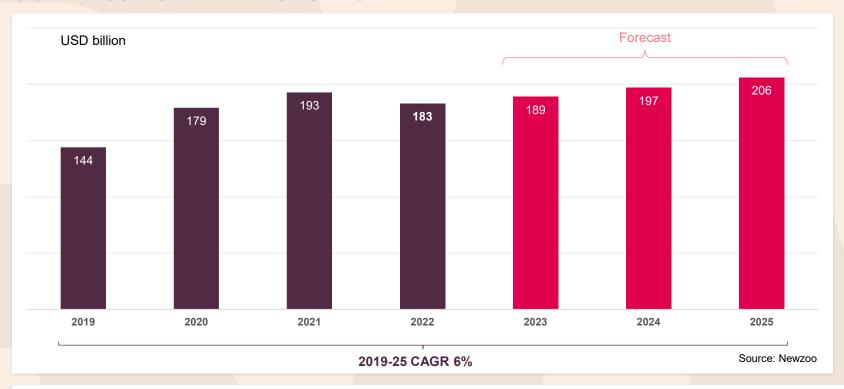
ORDERINGS

- Five titles in production with 3rd party licensed partners that will release during the next 24 months.
- New Line Cinema and Warner Bros. Pictures concluded a multi-year agreement to collaborate on feature films based on "The Lord of the Rings" and "The Hobbit".
- Middle-earth Enterprises and Amazon Games announced a new open-world MMO adventure based on "The Lord of the Rings" and "The Hobbit".

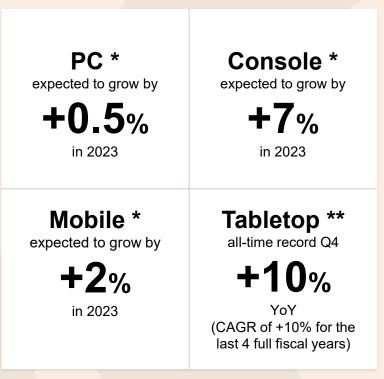
Source: as of 31 March. 2023 18

Market update

GLOBAL VIDEO GAMES MARKET REVENUE FORECAST



GLOBAL MARKET



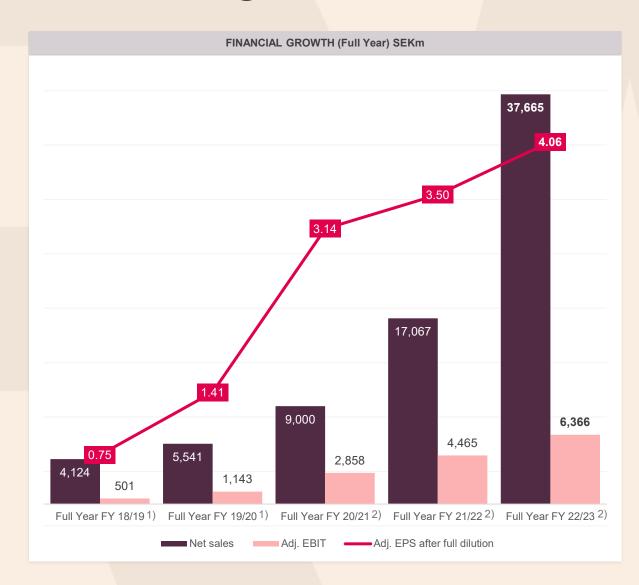
- The global games market had a corrective year, generating USD 183 bn in 2022, a –5 % decrease YoY1). Compared to 2019 (pre-covid), the growth was 27%.
- The market is expected to grow by +3 % YoY to reach USD 189 bn**
- The longer-term growth prospects also remain strong, with Newzoo expecting a +6 % CAGR between 2019 and 2025*.
- The tabletop games market has proven resilient and has seen solid growth in January-March 2023, with 10% YoY growth and positive growth every month.

19





Continued growth





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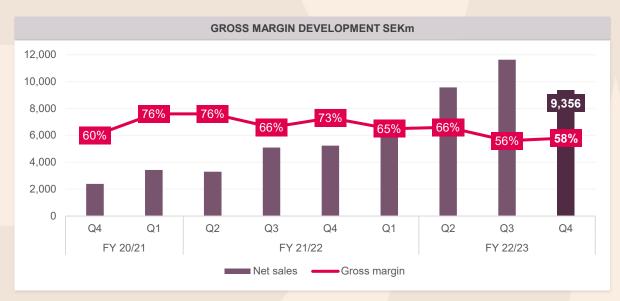
Key PNL Metrics

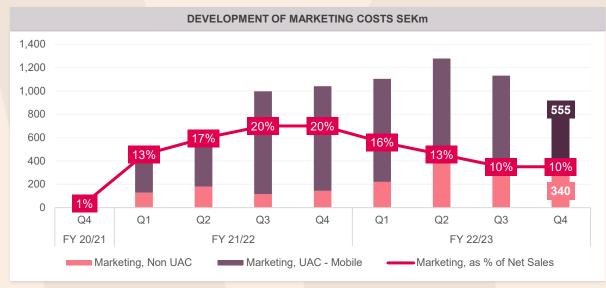
| | SEK million | Q4 FY 22/23 | Q4 FY 21/22 | YOY GROWTH | YOY ORGANIC GROWTH | YOY PRO FORMA GROWTH |
|--|-------------|----------------|----------------|---------------|-----------------------|-------------------------|
| Net sales | | 9,356 | 5,238 | 79% | -4% | -5% |
| Net sales – PC / Console Games | | 3,478 | 2,097 | 66% | 17% | 0% |
| Net sales – Mobile Games | | 1,317 | 1,759 | -25% | -36% | -36% |
| Net sales – Tabletop Games | | 3,074 | 571 | 438% | - | 6% |
| Net sales – Entertainment & Services | | 1,487 | 811 | 83% | 20% | 8% |
| Adjusted EBIT (margin %) | | 915 (10%) | 1,069 (20%) | -14% | - | - |
| Adjusted EBIT – PC / Console Games | | 338 (10%) | 553 (26%) | -39% | - | - |
| Adjusted EBIT – Mobile Games | | 324 (25%) | 494 (28%) | -34% | - | - |
| Adjusted EBIT – Tabletop Games | | 250 (8%) | 74 (13%) | 237% | - | - |
| Adjusted EBIT – Entertainment & Services | | 66 (4%) | 30 (4%) | 124% | - | - |
| Adjusted EPS, SEK | | 0.38 | 0.81 | -53% | | |
| Adjusted EPS after full dilution, SEK | | 0.35 | 0.76 | -54% | | |

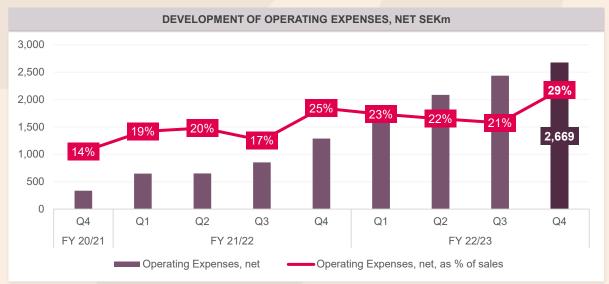
Source: as of 31 March, 2023 22

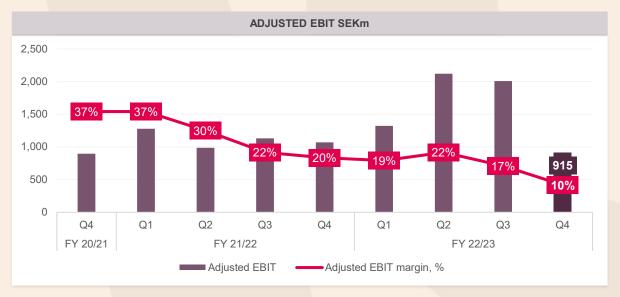
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Financial development





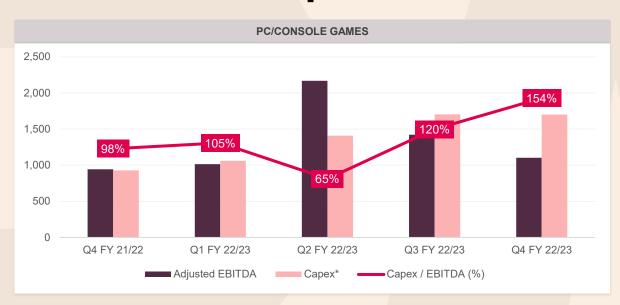


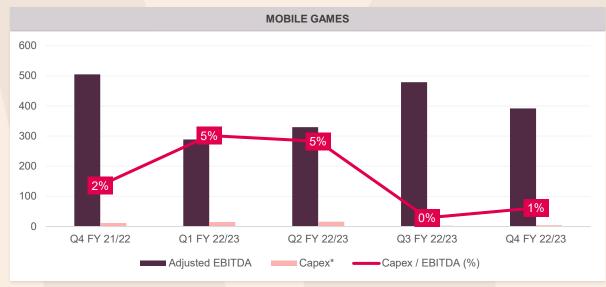


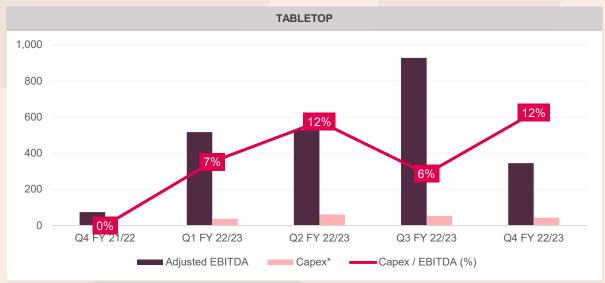
Source: as of 31 March, 2023 23

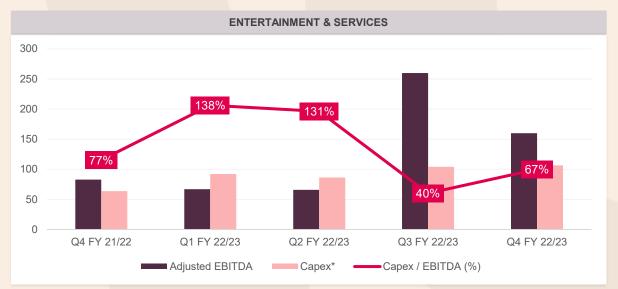
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EBITDA and Capex









Source: as of 31 March, 2023 | *Investments in Intangible Assets



Cash flow and investments

| SEK million | FY22/23 Q4 | FY21/22 Q4 | TTM Q4 |
|--------------------------------------|---------------|---------------|-----------|
| Adjusted EBITDA | 1,938 | 1,527 | 9,867 |
| Cash Tax | -158 | -86 | -902 |
| Other items | -251 | 349 | -288 |
| Operating Cash flow | 1,529 | 1,790 | 8,677 |
| Net investment in intangible assets | -1,807 | -998 | -5,996 |
| Net investment in tangible assets | -178 | -100 | -497 |
| Net investment in financial assets | 62 | -62 | -61 |
| Net Investment | -1,923 | -1,160 | -6,554 |
| Free Cash Flow before WC | -395 | 630 | 2,123 |
| Change in working capital | 363 | 42 | -2,162 |
| Free Cash Flow after WC | -32 | 672 | -39 |
| Cash Flow from financing activities | -877 | 18,014 | 8,501 |
| Net investment in acquired companies | -652 | -27,914 | -10,067 |
| Cash Flow for the period | -1,561 | -9,228 | -1,605 |

- Negative Free Cash flow Before WC mainly driven by increased net investment in portfolio of ongoing game development in PC/Console Games Segment.
- At the end of March 2023, net debt amounted to SEK 15.6 bn and available funds amounted to SEK 6.1 bn.
- Embracer Group AB has an agreement on covenants in its credit agreements. The terms for these are 2.5x net debt through Adjusted EBITDA calculated according to agreement with lenders. As per 31 March Embracer has substantial headroom to the covenants.

Cash & credit facilities SEK **5.2bn**

Beginning of May 2023

Source: as of 31 March, 2023 25





Goal for our sustainability work

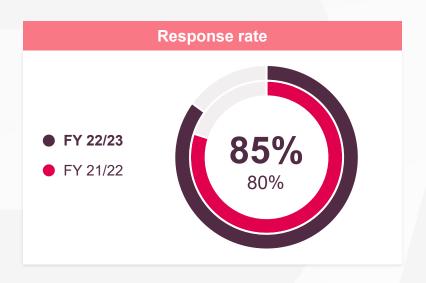
- Minimizing the risk of negative impacts on our stakeholders.
- Finding and developing business opportunities to do good for our stakeholders and the rest of the world.
- Living our values.

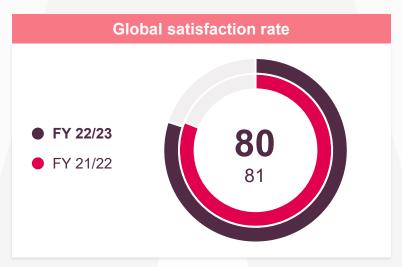


Sustainability tools

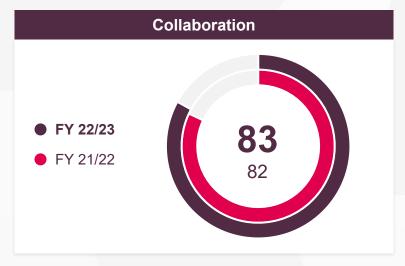
- Sustainability goals
- Policies
- Ambassador Group
- Case database for sustainability work
- Internal webinars
- Employee Survey
- Whistleblower program
- Reporting

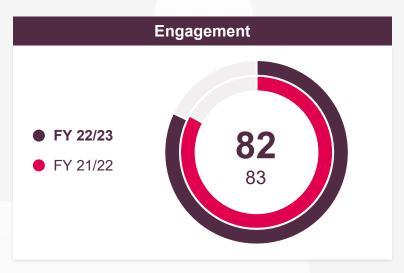
Result of the Employee Survey 2023

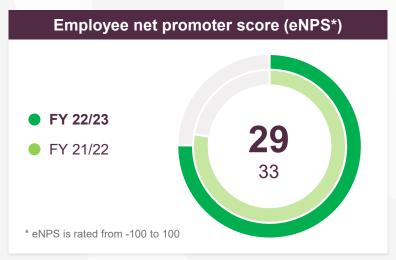




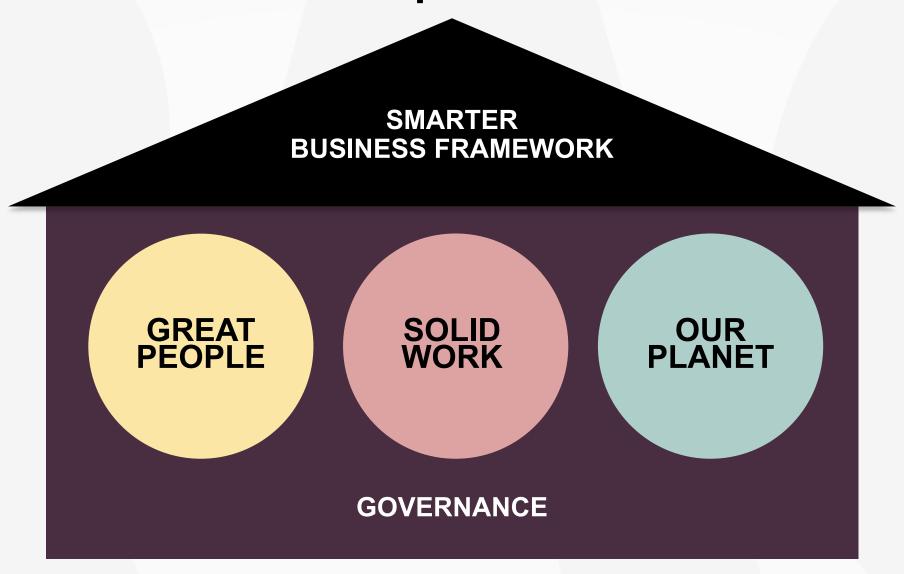








Smarter business – Great People

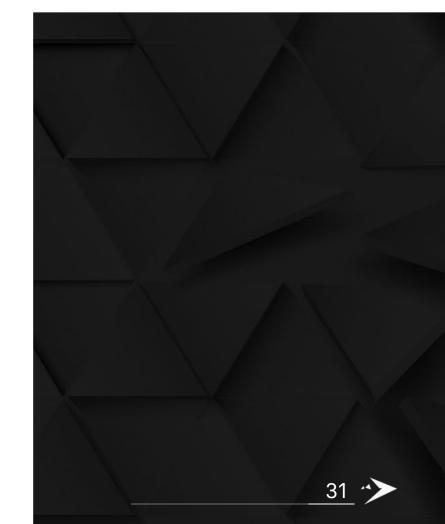




LINDA DUCHAUSSOY

Communications Director | Eidos-Montréal

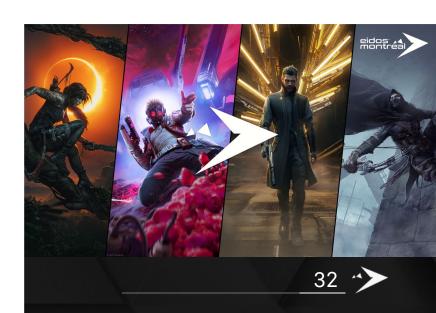




SUSTAINABILITY | EIDOS-MONTRÉAL FOCUS ON GREAT PEOPLE





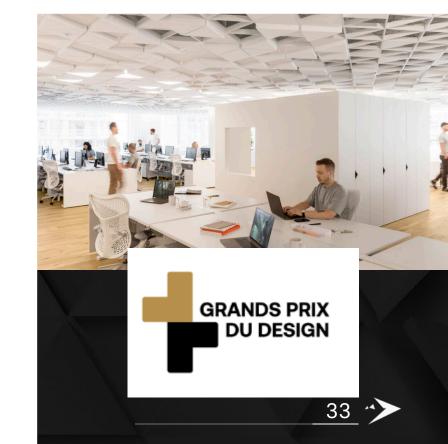


OUR CONTEXT

- □ WORLD'S 5TH LARGEST VIDEO GAME DEVELOPMENT HUB
- **☐ MORE THAN 200 STUDIOS**
- ☐ 19 000 TALENTS

* Data from Montréal International











WORK-LIFE BALANCE

- ☐ HYBRID MODEL: WORK REMOTELY OR FROM THE OFFICE
- ☐ TIME MANAGEMENT POLICY
- ☐ HOLISTIC APPROACH TO WELL-BEING





WELL-BEING

- ☐ HEALTHCARE ASSISTANCE
- □ PROVISION OF VARIOUS FITNESS FACILITIES AND ACTIVITIES
- ☐ GIVE BACK, BEING PART OF OUR COMMUNITY





CAREER DEVELOPMENT

- ☐ INTERNAL MOBILITY: PEOPLE OR TECHNICAL PATH
- ☐ CONTINUOUS LEARNING
- ☐ COMMUNITIES OF PRACTICE





CONCLUSION

Net Promoter Score of 32 (Great) to the question:
How likely is it that you would recommend your company to a friend?

POSITIVE IMPACT ON EMPLOYEE SATISFACTION & ENGAGEMENT

- ☐ Improved employee well-being
- ☐ Reduced turnover and absenteeism
- □ Increased Talent acquisition and rehiring







Earnouts – Fair value evaluation

As part of the year-end closing, we have performed fair value evaluations on contingent considerations and other balance sheet items relating to earnouts. The evaluation considers the likelihood of meeting earnout targets, the timing of meeting earnout targets and the settlement structure. The results can be viewed from an IFRS and NON-GAAP perspective, with the following impacts on Profit & Loss (PL), Balance Sheet (BS), Cash Flow (CF) and dilution on capital.

| IFRS | Impact in SEKm | |
|--|-------------------|--|
| Impact on adjusted EBIT | 0 SEKm | |
| Decrease of personnel expenses in profit and loss | 1,029 SEKm | |
| Gain in financial net in profit and loss | 1,359 SEKm | |
| Total impact on PL/BS | 2,388 SEKm | |
| Decrease in future personnel expenses ¹ | 700 SEKm | |
| Total decrease of future obligations | 3,088 SEKm | |
| Of which cash ² | 2,082 SEKm | |
| Of which shares | 1,006 SEKm | |
| Of which number of shares ³ | 14 million shares | |

| NON-GAAP | Impact in SEKm | |
|--|-------------------|--|
| Impact on adjusted EBIT | 0 SEKm | |
| Decrease of personnel expenses in profit and loss | 0 SEKm | |
| Gain in financial net in profit and loss | 0 SEKm | |
| Total impact on PL | 0 SEKm | |
| Decrease in future personnel expenses ¹ | 0 SEKm | |
| Total decrease of future obligations | 3,088 SEKm | |
| Of which cash² | 2,082 SEKm | |
| Of which shares | 1,006 SEKm | |
| Of which number of shares ³ | 14 million shares | |

The present value of obligations as of 2023-03-31 represents managements best estimation for expected outcome for each individual agreement (SEK 8.6 bn in cash and 63-76 million shares to be issued)

^{1.} No impact on PL or BS as of 31/3-2023

^{2.} Total decrease from Q3 of 2640 MSEK also includes changes in settlement structure from cash to shares, payments in the quarter, new acquisitions, FX and present value.

^{3.} According to the individual VWAP share price in each individual agreement.

FY 2022/23 – derivation of P&L metrics

| Adjusted EBIT Derivation | GAAP | NON-GAAP |
|---|----------|-------------|
| Reported EBIT | 194 SEKm | 194 SEKm |
| Add back of acquistion related personnel expenses | +0 SEKm | +2,631 SEKm |
| Add back of acquistion related amortizations | +0 SEKm | +2,973 SEKm |
| Add back of transaction costs | +0 SEKm | +290 SEKm |
| Non recurring items | +0 SEKm | +278 SEKm |
| Adjusted EBIT | 194 SEKm | 6,366 SEKm |

| Adjusted Net Profit Derivation | justed Net Profit Derivation GAAP | | | |
|--|-----------------------------------|-------------|--|--|
| Reported Net profit | 4,454 SEKm | 4,454 SEKm | | |
| Add back Acq-rel. Items in financial net, net of tax | +0 SEKm | +1,061 SEKm | | |
| Adjusted Net profit | 4,454 SEKm | 5,515 SEKm | | |

To reflect a true and fair picture of the underlying operational performance, specific items related to historical acquisitions and items affecting comparability are excluded from EBIT in NON-GAAP.

The higher net profit in NON-GAAP is excluding adjustments to specific items attributable to historical acquisitions and items affecting comparability with regard for full dilution to be able to calculate Adjusted Earnings per share after full dilution.

FY 2022/23 – derivation of EPS and BS metrics

| Earn out Derivation | GAAP | NON-GAAP | |
|---|--------------------|--------------------|--|
| Cash obligation included in purchase price | 5,595 SEKm | 8,595 SEKm | |
| Cash obligation classified as personnel cost | 3,065 SEKm | 0 SEKm | |
| Total cash obligation | 8,595 SEKm | 8,595 SEKm | |
| Share obligation included in purchase price | 173 million shares | 238 million shares | |
| Share obligation classified as personnel cost | 65 million shares | 0 million shares | |
| Total share obligation | 238 million shares | 238 million shares | |

| Adjusted earnings per share Derivation | Not adjusted (GAAP) Adjusted (NON-GAA | | |
|---|--|---------------|--|
| Net profit 4,454 SEKm 5,515 SEKm | | 5,515 SEKm | |
| Average number of shares, no dilution | 1,069 million | 1,252 million | |
| Dillution | +12 million | +108 million | |
| Average number of shares, dilluted | 1,081 million | 1,360 million | |
| Earnings per share after full dilution | 4,12 | 4,06 | |

To reflect a true and fair picture of the Obligations related to historical acquisitions, obligations treated as personnel liability is included as part of the purchase price under NON-GAAP. Hence, operationally it is more representative to include all of the cash and shares obligations as part of purchase price.

Average number of diluted shares under GAAP is lower due to that shares that has not been released to the recipients due to target achievement is excluded.

The overall higher share count in NON-GAAP is used to reflect the actual shares outstanding and the maximal amount of shares that could be issued to settle future obligations. Hence the diluted share count is 279 million higher.



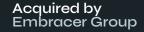
Deep Dive: 5 Years of PLAION as Part of Embracer Group

Klemens Kundratitz, CEO



5 Years at Embracer

Growing and Unlocking Potential





Acquired Sola Media



Established Free Radical Design Studio



Rebranding to PLAION

EMBRACER* GROUP



MILESTONE

Acquired Warhorse Studios and Milestone



Acquired Voxler





Acquired
Springboard VR and
Force Field VR

Acquired
DigixArt Studio

DIGIXART



Acquired Splatter Connect



Release of Dead Island 2

2019

2020

Released Metro Exodus



Published Kingdom Come: Deliverance



2021

Acquired Flying Wild Hog



Acquired Vertigo Games



2022

Acquired DPI Merchandising



Acquired by Koch Films Spotfilm Networx



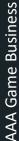
2023

Acquired by PLAION PICTURES Anime Ltd.



Release of Saints Row







Creating Long-Lasting Value By Building a AAA Games Business

A track record of developing and publishing PC/console games to global success





Specialized in Racing Games Milestone

On track for expanding the games portfolio and audience









VR Experts Vertigo Games Group

Leading AAA VR games developer and publisher









Transmedia Opportunities DPI Merchandising

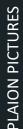
Expanding our reach and revenue through diverse merchandising opportunities tied to our game IPs and films













European Independent Film Company with Award-Winning Portfolio PLAION PICTURES

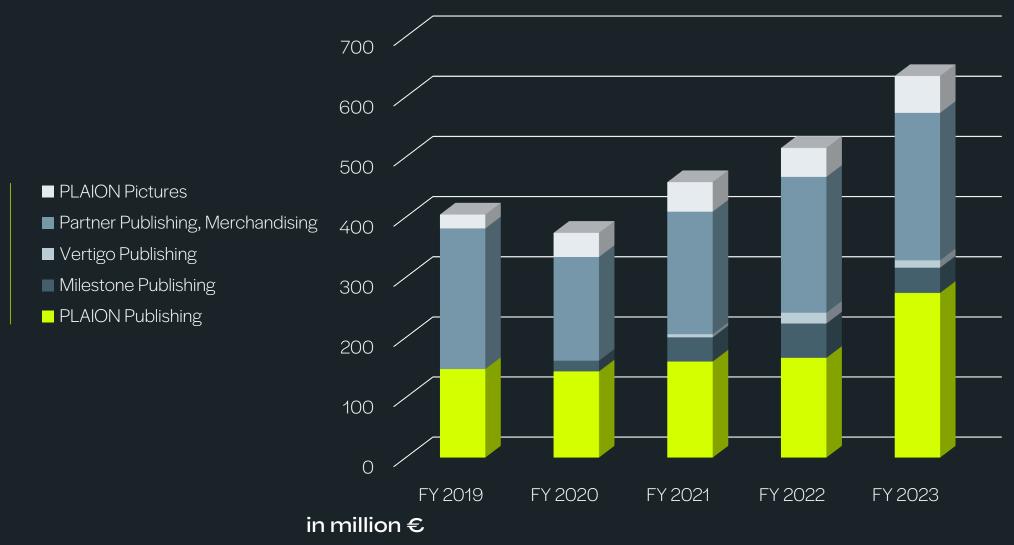
The Whale, the next Oscar-winning film – further establishing our presence in the film industry





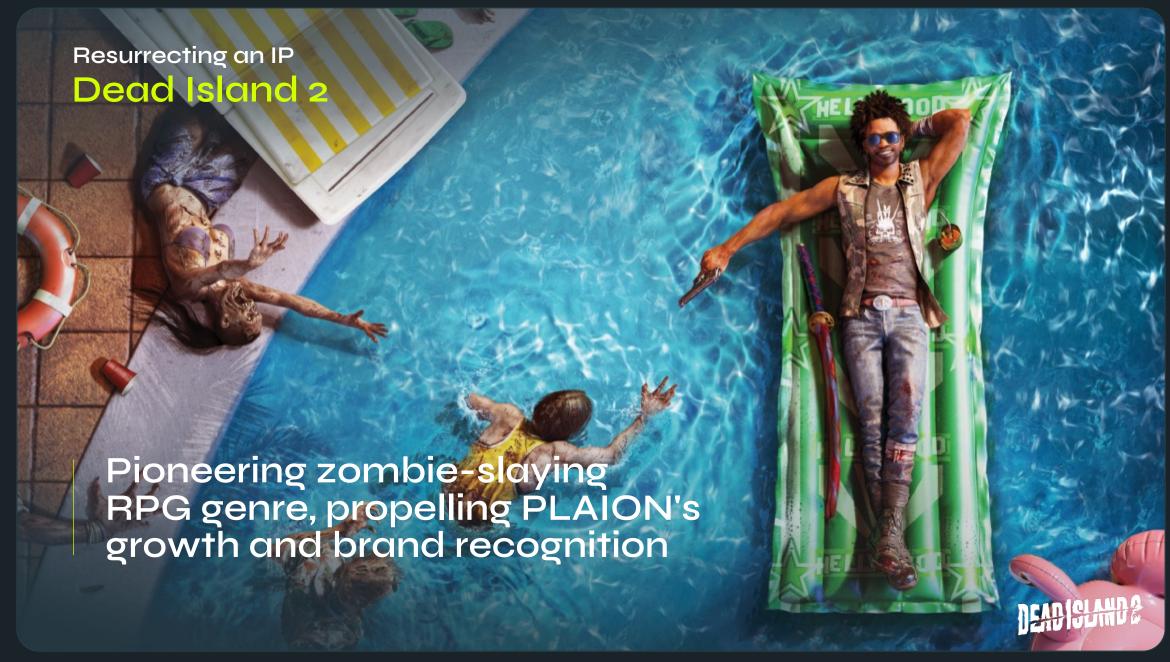


5 Years of Commercial Success Revenue Performance











BRAND CHALLENGES





DI2 was already announced in 2014, players and press got promised a specific tone and content



A new iteration of DI2 was deemed dead on arrival – way too many zombie IPs to be able to stand out



Game was believed cancelled or in constant development hell

DAMBUSTER CHALLENGES





How do we live up to players expectations after an 11-year wait?





The first-person zombie genre has moved on. How do we stay relevant?



What features to focus on and where to excel?

DAMBUSTER RESPONSE

NEW BRAND ID & TONE



BUILD UPON KEY DIFFERENCES



NO SMOKE AND MIRRORS



AIM FOR TOP TIER ASSET



DAMBUSTER RESPONSE

ESTABLISH KEY PILLARS



LESS IS MORE



FOCUS ON OUR PASSIONS

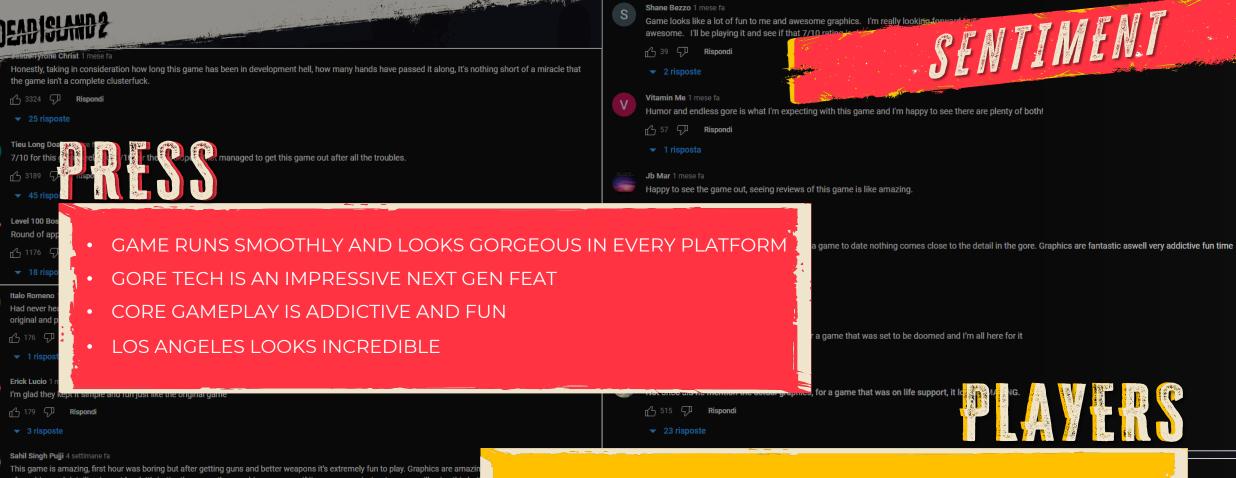


TECHNICAL EXCELLENCE









of zombies and detailing is next level. It's better than any other zombie game even if it seems generic, trust me you will enjoy this bet 2hours in the game. Better than dying light 2 anyday

占 23 分 Rispondi

Matz 3 settimane fa

I'm honestly in love with this game, yes the story is short and tbh the cutscenes can be a bit boring for some quests but with the combat over the story and the combat is the best, the gore Physics are some of the best I've seen In a game, I would definitely R enjoyed the earlier titles but I would wait till it's on offer to save money

Killa Kage 1 mese fa

i loved the simplicity of dead island, the character builds, side quests, collectibles, all of it. It was a simple hack and slash zombie game, but something about it always stuck with me. Dead island will always have a special place in my heart.

- MASSIVE PRAISE FOR DAMBUSTER'S WORK DESPITE ALL ODDS
- GAME SIMPLICITY IS ONE OF ITS CORE STRENGTHS
- TRUE TO NAME AND SPIRIT TO THE ORIGINAL DEAD ISLAND
- GAME TONE AND LOOK ARE SPOT ON

n't take itself s gold and I ..

ut all the cool

ou can't just







Honestly I'm perfectly fine with them taking this long to finish this game, it's absolutely beautiful and a LOAD of fun









DEAD ISLAND ?



TOMBIES DISPATCHED



DISMEMBERMENTS

"KEY STATS"



T70 MIL
PLAYER DEATHS





Navigating the Present Embracing Opportunities and Challenges in the Entertainment Industry



Adapting to market changes: Successfully navigating the evolving landscape in gaming and film during the COVID-19 pandemic and in the post-pandemic era



Re-branding from Koch Media to PLAION: Seamlessly transitioning to a new brand identity while maintaining a strong market presence



Portfolio Diversification: Balancing a mix of game IPs, film projects, and merchandising, driving success across multiple sectors



Global Distribution Network: Leveraging our extensive network of territory offices to effectively distribute our products worldwide





PLAION's Strategy Update and Organizational Alignment Guiding Principles Going Forward



Focused

Streamlined portfolio, prioritizing quality over quantity and leveraging our IPs in gaming, film and merchandising





PLAION's Strategy Update and Organizational Alignment **Guiding Principles Going Forward**



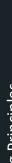
Focused

Streamlined portfolio, prioritizing quality over quantity and leveraging our IPs in gaming, film and merchandising



Better

Commitment to delivering outstanding entertainment experiences for our players, viewers, and consumers





PLAION's Strategy Update and Organizational Alignment Guiding Principles Going Forward



Focused

Streamlined portfolio, prioritizing quality over quantity and leveraging our IPs in gaming, film and merchandising



Better

Commitment to delivering outstanding entertainment experiences for our players, viewers, and consumers

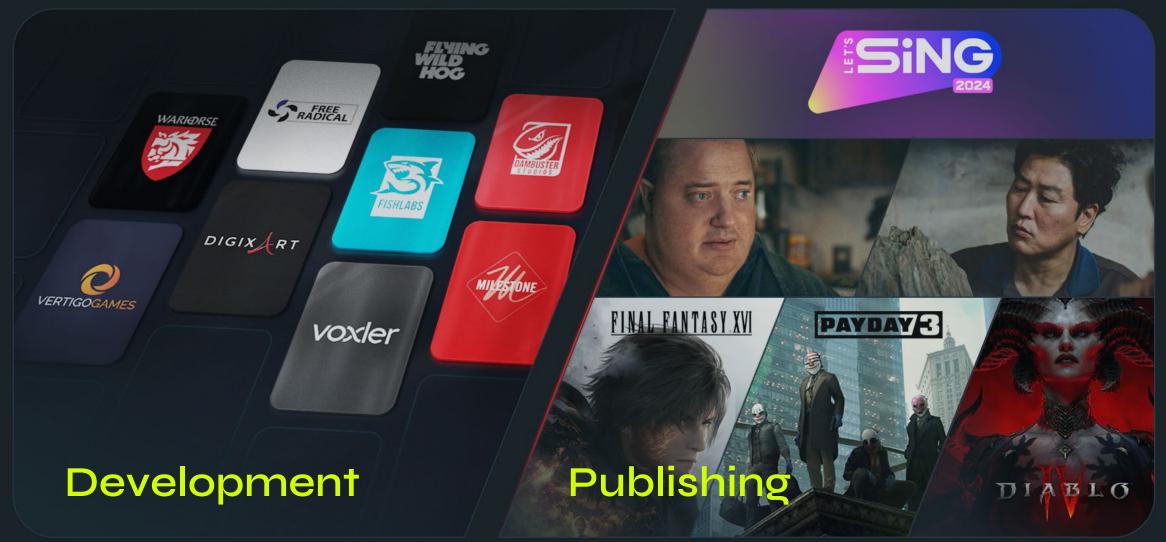


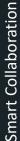
Together

Fostering collaboration and teamwork within our organization to drive innovation and success in the entertainment industry



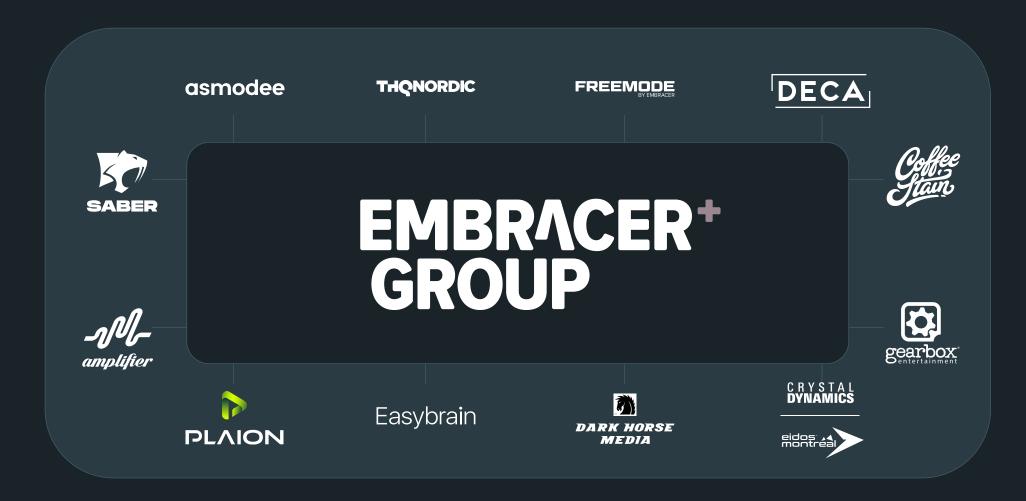
Building for The Future





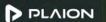


Supporting M&A Deal-Making and Strategic Partnerships Smart Collaboration within Embracer





Focused. Better. Together.





Appendix

Example of a typical earnout structure

Embracer has made an agreement to acquire a game studio with a deal term of total 1,500. 600 will be paid at day of closing and 900 is future payments pending on earnout agreements.

Of the total earnout of 900, 300 is connected to that key employees are still employed three years from closing. Hence, this part is excluded from the purchase price in the PPA and will be accounted as personnel expenses.

The remaining 600 of the earnout is contingent to financial targets from the day of closing to the three-year anniversary of closing. This earnout is part of the purchase price in the PPA.

Total purchase price in the PPA sums therefore up to 1,200.

| | Deal terms | Purchase price under IFRS |
|---|------------|---------------------------|
| Day 1 consideration | 600 | 600 |
| Earnout contingent to future employment | 300 | 0 |
| Earnout contingent to financial targets | 600 | 600 |
| Sum | 1,500 | 1,200 |

Earnout effects on P&L, BS, CF and dilution

| Non-GAAP | Year 1 | Year 2 | Year 3 | Year 4 |
|----------------------------------|--------|--------|--------|--------|
| Earnout liability ¹ | 900 | 900 | 900 | 0 |
| Personnel expenses | 0 | 0 | 0 | 0 |
| Personnel liability | 0 | 0 | 0 | 0 |
| Cash/Shares ⁵ outflow | 600 | 0 | 0 | 900 |

NON-GAAP

- The full value of the earnout is recognized at day 1
- No costs is accrued over the PL
- In year 4 when the conditions for earnout has been met 900 is paid to settle the earnout
- Total cash flow/shares paid for the acquisition sums up to 1500 (600+900)

| IFRS | Year 1 | Year 2 | Year 3 | Year 4 |
|----------------------------------|--------|--------|--------|--------|
| Earnout liability ² | 600 | 600 | 600 | 0 |
| Personnel expenses ³ | 100 | 100 | 100 | 0 |
| Personnel liability ⁴ | 100 | 200 | 300 | 0 |
| Cash/Shares outflow | 600 | 0 | 0 | 900 |

IFRS

- Only the part of the earnout (part of the PPA) is recognized day 1
- A yearly personnel cost of 100 is accrued in the PL (300/3 years)
- In year 4 when the conditions for the earnout have been met, 900 is paid to settle the earnout part of the PPA and the employee liability not part of the PPA.
- Total cash flow/shares paid for the acquisition sums up to 1,500 (600+900)

- Corresponding to total liability in obligation table at page 21 of the quarterly report
 Corresponding to contingent consideration presented in note 5 of the quarterly report
 Corresponding to amount presented in Adjusted EBITDA/EBIT derivation table of the quarterly report
- 4. Corresponding to liabilities to employees presented in note 5 of the quarterly report
- 5. Assuming a share price of 1 per share

EMBRACER* GROUP