Q2
FY 2025/26

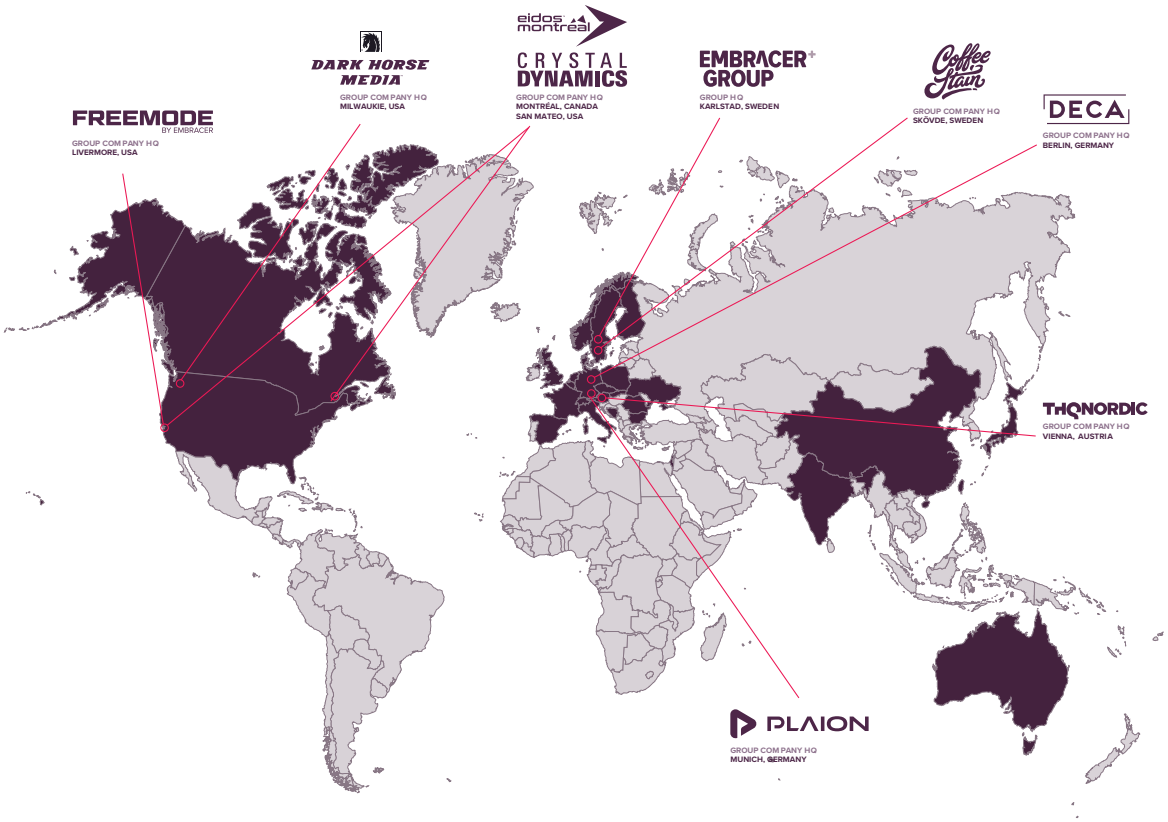
ESG FACT SHEET
Sustainability at Embracer Group

ABOUT US

Embracer Group is a global group of creative and entrepreneurial businesses in PC, console and mobile games, as well as other related media. The Group has an extensive catalog of over 450 owned or controlled franchises. The Group includes 69 internal game development studios and engages nearly 7,000 talents across nearly 30 countries.

At Embracer Group, sustainability is about acting in line with our values and creating long-term value for shareholders and other stakeholders.

THIS IS EMBRACER GROUP



NET SALES*
FULL YEAR 2024/25

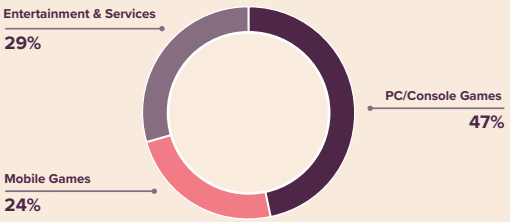
SEK 22,370 M

ADJUSTED EBIT MARGIN*
FULL YEAR 2024/25

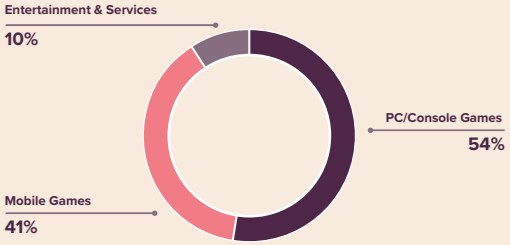
15 %

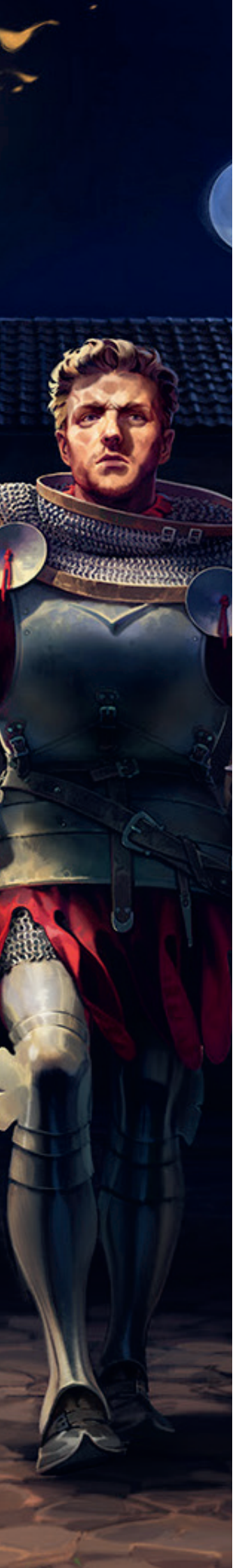
** Excludes discontinued or divested operations (Asmodee, Easybrain, Gearbox and other divestments)*

SALES BY OPERATING SEGMENT
FULL YEAR 2024/25



ADJUSTED EBIT
FULL YEAR 2024/25





HIGHLIGHTS

UPDATES FROM THE SECOND QUARTER

Sustainability is a central and long-term priority for us. Our success is built on responsible working methods and creating value for all stakeholders. Business ethics and care for our gaming community are prioritized areas, each receiving dedicated attention and resources. We continue our sustainability work, living our values, mitigating risks, and seeking new opportunities – while adapting to new ways of working. The progress we make today lays a stable foundation for sustainable growth in the future

Games can be more than just entertainment – It can strengthen community, creativity, and resilience. During Q2 2025/26, representatives from Embracer participated in the UN Global Compact SDG Innovation Accelerator for Young Professionals, aimed at empowering young employees to drive innovation in line with the UN Sustainable Development Goals. This resulted in them presenting an idea at the UN Global Compact Leadership Summit in New York on how we can make online gaming safer for children, counter grooming, criminal recruitment and bullying, as well as enhance digital well-being and safety for young people in the gaming world. This is one of several initiatives to explore how games can contribute to a sustainable and safe digital environment in the future, where collaboration between the industry, companies, platforms, society, and parents is crucial.

Embracer participated in the S&P Global Corporate Sustainability Assessment (CSA), an annual evaluation of companies' sustainability efforts focusing on industry-specific and financially material criteria. The assessment benchmarks sustainability performance and provides stakeholders with important insights into the company's sustainability work and value drivers. The CSA 2025 score for Embracer Group is 41 (previously 39), compared to an average score of 26 within our peer group.

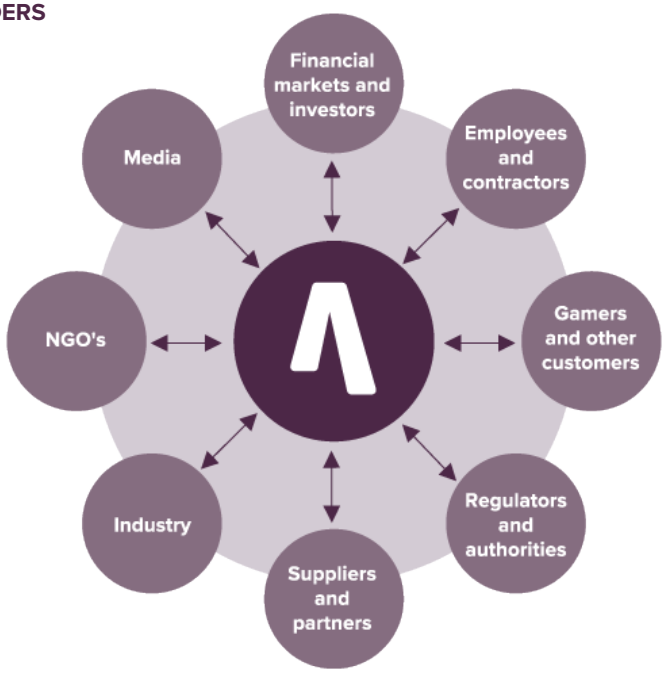
SUSTAINABILITY STRATEGY

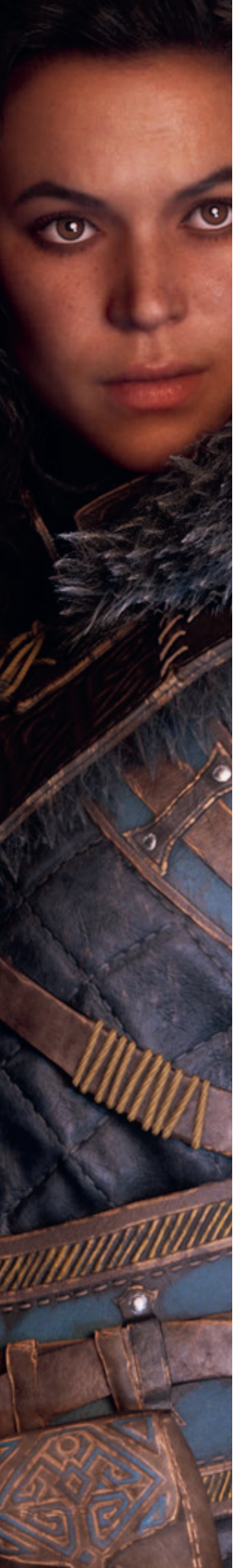
The Group believes in simplicity and focusing on the areas where the most positive impact can be accomplished. Across the Group, the sustainability strategy involves acting in line with core values, managing risks, and capitalizing on opportunities. Sustainability is embedded into the business model, enabling the Group to contribute to meaningful outcomes for stakeholders while managing risks. Collaboration with partners and peers enhances industry awareness and addresses critical issues relevant to the business and the sector. The Group remains responsive to global trends and challenges, ensuring strategies adapt to the changing landscape.

The focus areas cover the most material sustainability topics, both social and environmental, supported by strong business ethics and governance. The interests and views of stakeholders are of utmost importance. Embracer Group maintains ongoing contact with stakeholders, directly or indirectly, including employees, non-governmental organizations (NGOs), media, industry regulators and authorities, financial markets, gamers, other customers, and suppliers.

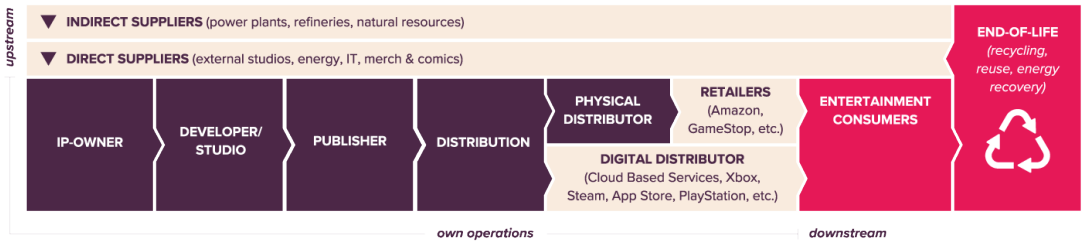
More information about the Sustainability strategy can be found in the Annual Report 2024/25.

OUR STAKEHOLDERS





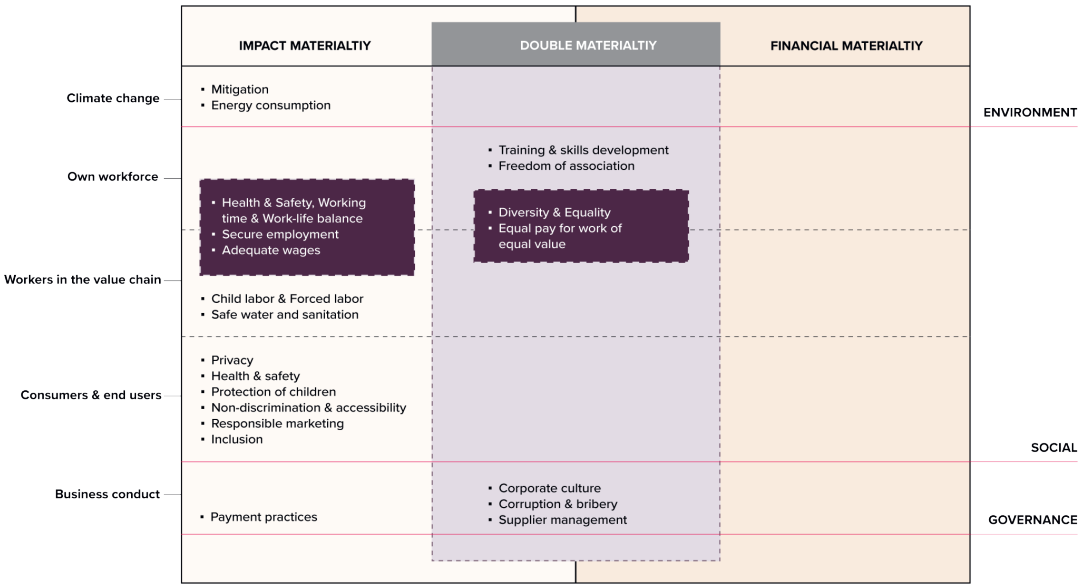
OUR VALUE CHAIN



Embracer Group in the value chain

Embracer Group has a large number of external partnerships whereby Embracer acts as both licensor and licensee. Embracer Group's main business areas are IP ownership, development and publishing. Some of the operative groups also have distribution and retail businesses. Some of Embracer Group's businesses, including Limited Run Games, Dark Horse, Grimfrost and DPI Merchandising operate a direct to consumer business. In addition Dark Horse operates the e-commerce and bricks and mortar retail chain Things From Another World.

DOUBLE MATERIALITY ASSESSMENT - RESULT



OWN WORKFORCE

- Employees by region: Europe 64%, North america 31%, Asia Pacific 4%, Middle east 1 %
- Gender distribution: 27% women, 73% men.

GOVERNANCE AND BUSINESS ETHICS

At the annual general meeting held on 18 September 2025, the shareholders re-elected Yasmina Brihi, Bernt Ingman, Jacob Jonmyren, Cecilia Qvist, Kicki Wallje-Lund, Brian Ward and Lars Wingefors as directors of the board, whereby the Board now consists of seven directors, of which four are men and three are women. Lars Wingefors was also elected as new Chair of the board. Following the annual general meeting, at the inaugural meeting, the board of directors appointed Kicki Wallje-Lund as deputy chair of the board and Lars Wingefors as executive chair of the board.

SEVENTEEN GROUP POLICIES IN USE [2)]

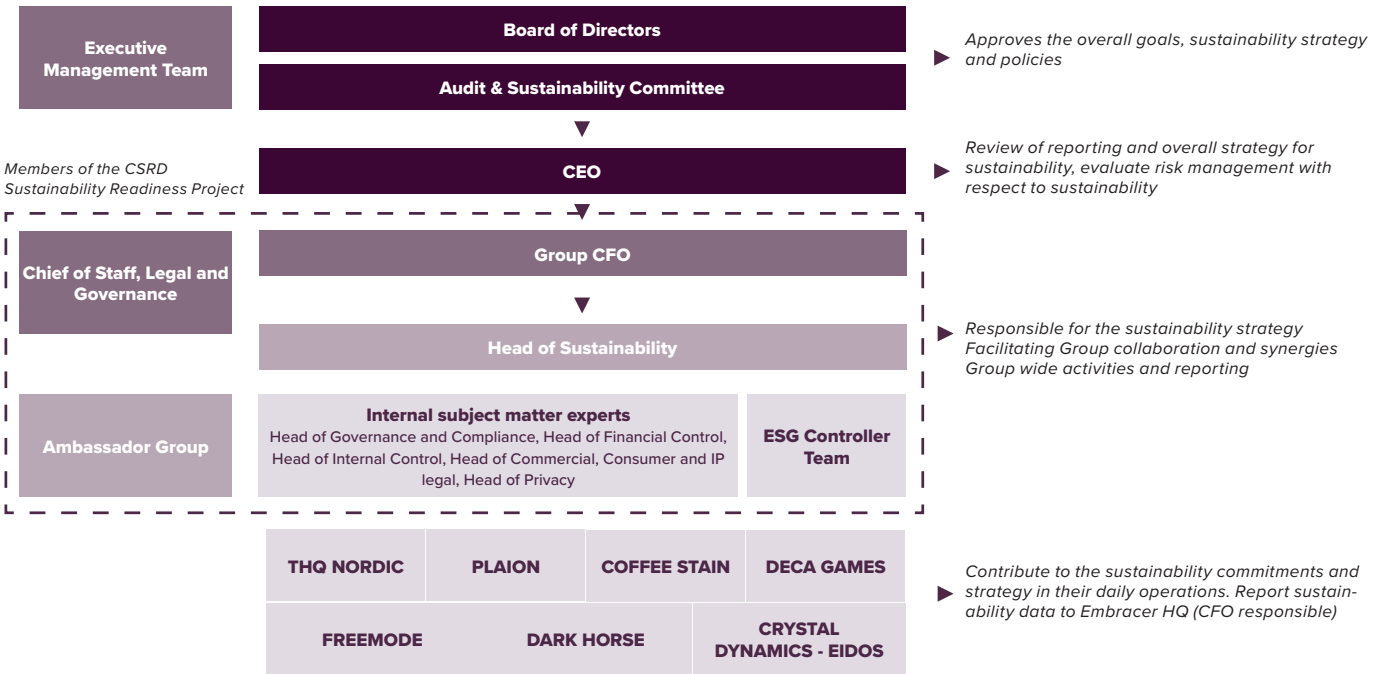
- AI Policy (52%)
- Anti-Corruption Policy (96%)
- Code of Conduct (99%)
- Corporate Governance Policy (90%)
- Delegation of Authority (91%)
- Enterprise Risk Management and Internal Control Policy (81%)
- HR Policy (86%)
- Information Policy (93%)
- Information Security Policy (91%)
- Insider Policy (91%)
- IT Policy (87%)
- Privacy Policy (91%)
- Related Party Transaction Policy (85%)
- Supplier Code of Conduct (97%)
- Sustainability Policy (-)
- Tax Policy (86%)
- Trade Compliance Policy (97%)
- Treasury Policy (83%)

[2)] % represents implementation rate

SEVENTEEN GROUP GUIDELINES AND INSTRUCTIONS

- Authorization Instruction
- Accounting Principles and Guidelines
- Business Continuity Plan
- Employee Handbook
- Enterprise Risk management and Internal Control Guideline
- Financial Manual
- Insider Q&A
- Onboarding and Offboarding Guidelines
- M&A Guidelines
- Password Guidelines
- Instruction for Cash Management and Liquidity
- Smarter Business Framework
- Whistleblowing Guidelines
- Privacy Guideline
- AI Image Guideline
- IP Guideline
- Guidelines for Non-Audit Services performed by the External Auditor of Embracer Group

SUSTAINABILITY ORGANIZATION AND GOVERNANCE



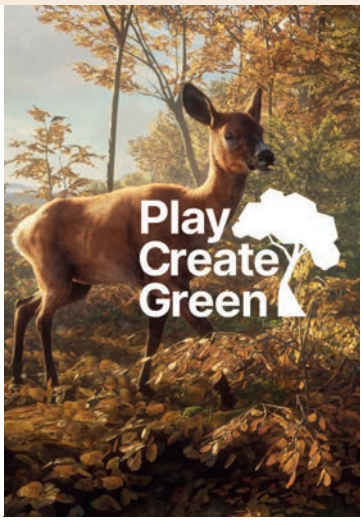
PARTNERSHIPS AND COLLABORATIONS

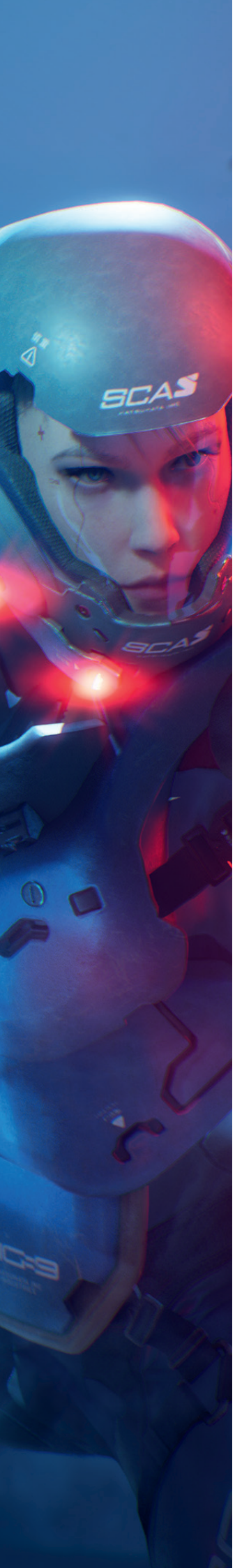
Embracer Group has been a signatory member of the **UN Global Compact** since 2021. Supporting the UN Global Compact goes hand-in-hand with our core values and is a great way to create strong networks with other companies to gain and share insight. It is a strategic tool for our sustainability efforts and a way of mitigating risks while pursuing business opportunities.

In May 2020, we partnered with **Safe in Our World**. Our employees are vital to our success and by committing to Safe in Our World, we can offer our employees training and other support to manage and prevent mental health issues. It is our commitment to raise awareness of mental health in our group.

Embracer aims to create even more diverse and inclusive workplaces. Different perspectives and skillsets lead to an even better environment for all of us and to better results for the business. In 2022, Embracer Group joined **Women in Games** as a Corporate Ambassador. The program consists of a worldwide network of individuals engaged with the agenda to support, empower, and celebrate talented women in the games industry. Several employees from different Operative Groups are registered as Women in Games ambassadors. This program empowers individuals to take action through collaborative, connected and diverse networks.

PlayCreateGreen is a community of gaming industry professionals who've joined together to create a greener game industry. PlayCreateGreen invites all gaming companies to become architects of a gaming industry-driven movement claiming ownership of and improvement in our carbon footprint. PlayCreateGreen has developed a green handbook by gaming companies for gaming companies with practical guides, examples, and inspiration for reducing carbon footprints and celebrating climate action. improves the world concretely and directly.





Solvatten is a social enterprise based in Sweden with one mission: to provide people living in developing countries with safe and hot water in a portable, environmentally friendly way. Thanks to its durable design, Solvatten is an affordable and convenient way to get clean, hot water. Through investing in Solvatten Embracer contributes to impacting gender equality and reducing greenhouse gas emissions in the developing countries.

The Great Journey is part of the EU project "Stories from Värmland and the Nordics", initiated by The Great Journey, Karlstad Innovation Park and Embracer Group with the goal of building a games industry in Värmland. The project is funded by Embracer Group, Karlstad Kommun, Region Värmland and by the European Regional Development Fund.

Embracer Group is a proud member of **Dataspelsbranschen**. Dataspelsbranschen (Swedish Games Industry) is Sweden's trade association for video game companies. Their mission is to create the best conditions for game development, increase knowledge about games, and be the voice for the Swedish gaming industry both in Sweden and internationally.

Since 2021, we have been members of **Video Games Europe**, an organization that, since 1998, has ensured that the voice of a responsible gaming ecosystem is heard and understood, that its creative and economic potential is supported and celebrated, and that players around the world continue to enjoy fantastic gaming experiences. For us, it is important that the industry has a unified voice in Europe to build awareness and understanding of gaming.

We are members of **TechSverige**, an industry organization for all companies in the tech sector, with the mission to, together with its members, create the best possible conditions for a competitive Swedish tech industry. Through our membership, we are also members of Svenskt Näringsliv (The Confederation of Swedish Enterprise), which is the leading business organization in Sweden.

Embracer Group is a proud partner of **Ung Företagsamhet Värmland** and has through it started the project Make A Game, in collaboration with The Great Journey. Make A Game gives high school students the opportunity to start their own business, develop their own game and at the same time receive professional mcoaching from experienced people in the gaming industry during their high school years.

CSR Sweden is a network that for over 20 years has brought together companies that want to go deep with their sustainability work and create value for both owners and society. The goal is for knowledge to be gathered, created, organized, and shared to promote learning, innovation, and collaboration between organizations, industries, and disciplines. In this way, the network actively contributes to sustainable social development. As a company we value the opportunity to be part of a broader network, expand perspectives and learn from others.

Embracer has been involved with **Future Seeds** assignments linked to the curriculum since 2020, engaging over 7,500 students. These tasks, aimed at various age groups, include creating characters, designing movement-based games, and inspiring climate-friendly activities. By working entrepreneurially and innovatively, students can take initiative, solve problems, and develop their own creative solutions to real issues through games.

CONTACTS

Read more about our sustainability work and progress in our Annual Report and Sustainability Report 2024/25 available on our website embracer.com.

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