



Modern Slavery Act statement

Background

MTG (Modern Times Group MTG AB) is a strategic acquirer and operator of companies in gaming and esports entertainment. MTG holds some of the strongest brands in the industry and has headquarter in Stockholm, Sweden. MTG operates through the two verticals internationally, including in the United Kingdom. For more information on MTG's company structure and group companies, please visit MTG's website at: <http://www.mtg.com/>

This statement is made and adopted by MTG, pursuant to the requirements of Section 54 of the United Kingdom Modern Slavery Act 2015. The statement outlines activities undertaken by MTG to identify and mitigate the potential risk of modern slavery related to its business operations and supply chain during the financial year ending 31st of December 2021.

Standards of Business Conduct

As a responsible global business, MTG is committed to act in accordance with international initiatives and standards such as the Fundamental Conventions of the International Labor Organization, the UN Universal Declaration of Human Rights, and the UN Guiding Principles on Business and Human Rights. All forms of modern slavery, forced labor, child labor, exploitation and discrimination are prohibited at MTG.

MTG's Code of Conduct (the "Code"), together with applicable policies such as the Supplier Code of Conduct, Anti-discrimination policy and the Whistleblower Policy form the backbone of MTG's work with human rights and labor rights. The Code sets the standards with which all companies within MTG Group are expected to comply. It states MTG's commitment to human rights and accordingly prohibits forced or child labor as well as any forms of exploitation or discrimination. In addition, the Code commits to fair working conditions, including compensation, working hours and freedom of association. The Whistleblower Policy is intended to encourage reports on suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviors or practices) without retribution. This includes any circumstances that may give rise to a heightened risk of slavery or human trafficking.

All our employees are required to adhere to the Code.

MTG Group's main supply chains include vendors for IT support, data centers, transmission and distribution partners, software and technology contractors.

MTG's Supplier Code of Conduct reflects our Code and is included in contracts with suppliers. Violations of the Supplier Code of Conduct will initiate a review of the contract and could potentially lead to a termination. The Supplier Code of Conduct encourages suppliers to act responsibly and adhere to international conventions, laws and regulations with regards to human and labor rights. Suppliers can report any ethical concerns or suspected cases of non-compliance directly to MTG or through our whistleblower channel available at: <https://whistleblowersoftware.com/secure/MTG>

Risk assessment and reporting

MTG commissioned a third-party Human Rights Risk Assessment on one of our business operations. The assessment was concluded in Q4 2021 and insights from the report will be used in the updated supply chain process for MTG and its group companies. Employees and suppliers are informed and encouraged to report any incidents or concerns regarding breaches of the Code and Supplier Code of Conduct. In 2021, no incidents of modern slavery in our business or supply chains were reported.

Approval of Statement

This statement was approved by the Board of Directors of Modern Times Group MTG AB (publ) on 8th of December 2021.

Document history and change information

Version	Revision Date	Change information
1	2019-05-20	Initial statement
1.1	2020-12-09	Minor editorial changes
1.2	2021-12-08	Clarification on MTG's standards of business conduct and risk assessment for 2021