

Modern Slavery Act statement

Background

MTG (Modern Times Group MTG AB) is an international mobile gaming group that owns and operates gaming studios with popular global IPs across a wide range of casual and mid-core genres. The group is focused on accelerating portfolio company growth and supporting founders and entrepreneurs. MTG is an active driver of gaming industry consolidation and a strategic acquirer of gaming companies around the world. MTG is headquartered in Stockholm, Sweden, but operates globally (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 31 December 2022.

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-corruption policy, 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 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 the risk of 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's main supply chain includes vendors for IT support, data centers, transmission and distribution partners, and software and technology contractors.

MTG's Supplier Code of Conduct reflects our Code. Violations of the Supplier Code of Conduct will initiate a review of the contract and could potentially lead to a termination of the supplier contract. The Supplier Code of Conduct encourages suppliers to act responsibly and adhere to international conventions, laws and regulations with regard 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>

Training

MTG understands that a key component of an effective compliance environment is employee training and education regarding the rules and policies that apply to their daily business activities. MTG is in the process of implementing a training platform with learnings in our Code of Conduct, Anti-corruption policy and whistleblower process to all employees, across MTG. These training sessions reinforce MTG's commitment to compliance with laws and ethical behavior.

Risk assessment and reporting

Corporate Sustainability risk assessment was concluded in Q1 2022 with the risk level within our supply chain assessed as low. However, MTG is in the process of strengthening our supply chain work following the new EU Directive on Corporate Sustainability Due Diligence to be implemented. Employees and suppliers are informed and encouraged to report any incidents or concerns regarding breaches of the Code and Supplier Code of Conduct. In 2022, 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 the 8th of December 2022.

Policy 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
1.3	2022-12-08	Addition of a section on training