ENVIRONMENTAL POLICY

Introduction

MTG's commitment to sustainability reflects our recognition of the profound impact that environmental well-being has on communities, economies, and ecosystems worldwide. This Environmental Policy outlines our dedication to reducing greenhouse gas emissions, minimizing waste and promoting sustainable practices across all areas of our operations. We recognize that environmental stewardship is essential not only for meeting regulatory requirements but also for achieving long-term resilience and value for our stakeholders. Through a continuous effort to innovate and improve, we are determined to drive positive change and align with the global agenda for climate action.

Objective

MTG is committed to minimizing its environmental impact through proactive measures and sustainable practices. This policy outlines our approach to addressing climate change, energy consumption, and waste reduction.

- **Prevent** potential environmental impacts associated with our operations and supply chain.
- **Mitigate** actual impacts through proactive strategies and sustainable practices.
- **Remediate** any negative consequences that may arise from our activities, ensuring continuous improvement in our environmental performance.

Scope

This Environmental Policy applies globally to all areas of our operations, including but not limited to our studios, products, services, and supply chain. It covers all employees, contractors, and partners, and extends to the impact of our business activities on local and global environments. This policy is reviewed yearly to stay aligned with environmental regulations, industry standards, and evolving best practices.

1. Climate change mitigation

- **Emissions reduction:** We will actively work to minimize emissions in our operations, including those from offices, IT-equipment, cloud storage data centres, and game play. This includes conducting assessments to identify and implement emissions reduction strategies.
- **Renewable energy Use:** We will seek to source renewable energy for our offices and lease cloud storage and data centres that operate on renewable energy whenever possible.
- **Travel emissions:** We recognize that business travel contributes to scope 3 emissions. We will promote remote collaboration tools and limit unnecessary travel to reduce our carbon footprint, where this is possible.

2. Energy efficiency

- **Energy-saving initiatives:** MTG will implement energy-saving measures across all offices, including the use of LED lighting, energy-efficient servers, and low-energy monitors.
- **Data centre assessments:** We will review and assess our cloud storage and data centre suppliers' sustainability commitments and environmental impacts. Focus will be on renewable energy, optimization of energy efficiency and reducing water consumption associated with cooling.

3. Resource management

- **Water usage:** As data centers may be significant water consumers, we will adopt strategies to minimize water usage and prioritize facilities located in areas with sufficient water resources.
- **E-waste management:** MTG will establish protocols for the responsible disposal and recycling of electronic waste, ensuring compliance with environmental regulations. We will work with partners who adhere to sustainable waste management practices.
- **Circular economy initiatives:** We will explore opportunities to promote a circular economy within our operations, focusing on recycling and reusing materials to minimize waste generation.

Accountability

- MTG's CFO is the document owner of this Policy and is responsible for its content and for ensuring that it is properly published and enforced throughout the group.
- We will engage with stakeholders, including employees, suppliers, and third parties to raise awareness and gather input on our sustainability initiatives.
- We will regularly monitor and report on our environmental performance, including emissions, energy consumption, and waste management.

Policy availability

This policy will be made available to all affected stakeholders through MTG's internal communication channels and external website. Training sessions will ensure that all employees and relevant stakeholders understand the policy and their roles in its implementation.