

# RRWMO



**SUSTAINABILITY REPORT**

**2022**

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## **Rovio Entertainment Corporation is a global mobile-first games company**

that creates, develops and publishes mobile games, which have been downloaded over 5 billion times. Rovio is best known for the global Angry Birds brand, which started as a popular mobile game in 2009, and has since evolved from games to various entertainment, animations and consumer products in brand licensing. Rovio has produced The Angry Birds Movie (2016), and its sequel, The Angry Birds Movie 2 was released in 2019. The company offers multiple mobile games and has eight game studios – one in Espoo (Finland), one in Stockholm (Sweden), one in Copenhagen (Denmark), one in Barcelona (Spain), two in Montreal and one in Toronto (Canada). The studios also include a subsidiary in Izmir (Turkey) called Ruby Games, which was acquired in 2021. Most of the employees are based in Finland where Rovio is headquartered. The company’s shares are listed on the main list of NASDAQ Helsinki stock exchange with the trading code ROVIO.

Rovio has reported its sustainability activities annually since 2017 as non-financial reporting. Each report covers the reporting period of January 1 to December 31, in line with the company’s financial reporting. The Sustainability 2022 report, published on March 10, 2023, is compliant with the GRI standards. The referred standards are listed in the GRI Standard and its Content Index on page 30. No restatements are made regarding the previous sustainability reports.

# Sustainability in brief

Rovio's mission is to *craft joy with player-focused gaming experiences that last for decades*. Our objective is to cultivate joy, both in the work we do and in the experiences we provide to our players. We strive to deliver high-quality gaming experiences that are both enjoyable and meaningful. With a strong focus on player experience, we believe that our impact will be both immediate and long-lasting.

Our vision for sustainability is clear: *we want to lead the industry in creating safe and joyful gaming experiences that are crafted in a diverse and inclusive work culture while respecting our planet.*



## Safe & responsible gaming

With safe and responsible gaming we aim to create a safe and enjoyable gaming environment for all our players.



## People & society

As games are made by people for people, we see that the importance of the well-being of our people in a diverse, inclusive, and equitable work culture and our support of the larger society continue to be key areas of focus.



## Climate & environment

Climate and environment combines all our efforts to mitigate our negative environmental impacts and to seize the opportunities to raise awareness on important matters everybody can act on.



# 2022 sustainability highlights

## Appointment of Head of Diversity, Equity, and Inclusion (DEI)

We continued to strengthen the sustainability focus by hiring a Head of DEI in September 2022. While many companies have DEI within the HR function, we made the decision to have it under sustainability because it impacts all functions of our organization, including our games. We are now taking strides towards 1) creating a diverse workforce, 2) fostering an inclusive & equitable workplace, and 3) designing inclusive games and marketing.

## Enhanced focus on diverse and inclusive game design and marketing

Through our core products, games, we have the opportunity and responsibility to think about what kind of world we build and share with our players. In September 2022, we appointed two employees to facilitate cross-functional inclusive game design & marketing initiatives. This includes moderating an internal discussion channel, sharing best practices across the company, as well as managing related projects and initiatives.

## Becoming carbon neutral

During 2022, we reached an important milestone of carbon neutrality within our value chain emissions (Scope 1, 2 and 3). We also published our next step beyond carbon neutral: in late 2022, we sent our commitment letter to the Science Based Targets initiative - the leading framework for setting emission reduction targets. Committing to Science Based Targets helps us to identify potential emission reductions and to set emission reduction targets that are in line with climate science.

## Collaboration with UNICEF Finland continued

Starting from January 2022, our efforts with UNICEF Finland have focused on Sierra Leone, where we are supporting UNICEF's country-wide education program through a contribution to the national education funding pool. In addition to our support for Sierra Leone, we have also contributed to UNICEF's emergency support in Ukraine with our staff for the UNICEF employee donation program in March 2022.

# Message from Chief Sustainability Officer



**Heini Kaihu**  
Chief Sustainability Officer

Our strategy and operations are grounded in a sustainable approach; our mission is to *craft joy with player-focused gaming experiences that last for decades*. Continuously improving sustainability across our whole operations is part of our daily work, and this is also reflected in our 2022 sustainability actions.

We successfully advanced all three of our focus areas. With the safe and responsible gaming strategy, we kicked off a long-term strategic initiative around inclusive game design and marketing. We have the opportunity and responsibility to think about what kind of world we build and share. Instead of old, outdated, and even harmful stereotypes, we want to create worlds, characters, and narratives celebrating diversity allowing us to delight the widest possible audience. We also continuously monitor regulatory developments, such as regulations related to safe internet use and the protection of minors in various regions worldwide, and make sure they are reflected in our games. As part of this work, we developed an in-house technical capability to ask our players to confirm their age when they enter a game and then modify the game feature set accordingly to provide an age-appropriate experience. The functionality was tested in chosen games in Q4 2022 and will be rolled out in our key games across selected regions in 2023.

With people and society, we have focused on analyzing both employee data as well as employee sentiment. To further strengthen our capabilities in advancing the area, we have appointed a Head of Diversity, Equity and Inclusion to drive the agenda. For us, it is important to drive change also in our industry, and at the RovioCon conference, we hosted the panel,

“Let’s change the game together - How to build more diverse and inclusive gaming companies,” with gaming executives.

We also continued to drive our climate and environment strategy forward, ensuring we do our part in protecting the planet. I’m happy to report that we reached carbon neutrality in 2022. This means that any CO<sub>2</sub> released into the atmosphere from our operations is compensated by an equivalent amount through certified climate projects. This is an important milestone for us, but we are not stopping there. In December, we committed to Science Based Targets and are now developing detailed targets and plans to reach those targets.

Sustainability has become an increasingly important factor for committed and engaged employees. We conducted a Sustainability survey in Q4 2022 to gauge employee experience regarding our sustainability, and the results showed Rovians’ desire to participate in this work. Sustainability is an important topic for Rovians, who are knowledgeable and conscious and demand us to do our share as a company. The results also showed the importance of effective and transparent stakeholder communications of our plans and actions, an area we want to focus on in 2023. There was also a clear indication that our sustainability work has a direct and positive impact on our employee engagement.

I am very proud of this, as well as our accomplishments in 2022, and in 2023 we will continue to build on this work. I believe that sustainability efforts strongly support Rovio’s long-term success.

# Our business



# Business model

Rovio's operations are divided into two business areas: games and brand licensing. We create, develop and publish mobile games. The majority of the game development is done in-house, but we also work a lot with partners, especially with game and marketing content production. Currently, we have over 100 partners and approximately 70 independent contractors. All Rovio games are free-to-play (F2P), meaning that they can be downloaded and played for free. Players can make optional in-game purchases to speed up their progress or gain access to additional features. In addition to in-game purchases, players can choose to view advertising in exchange for in-game benefits.

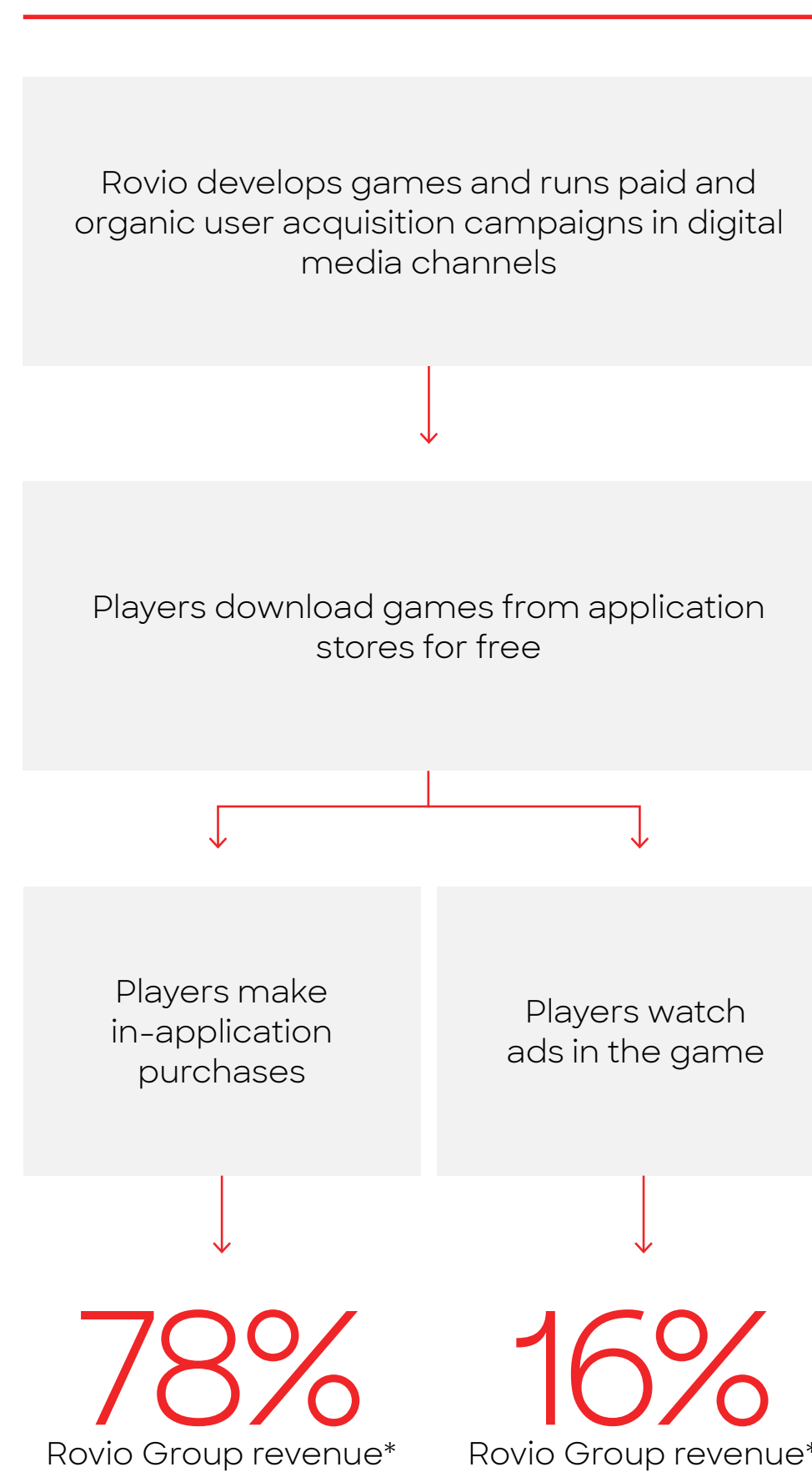
With brand licensing, Rovio licenses the Angry Birds brand and its characters to third parties directly or through an agent.

At the end of 2022, 97% of Rovio's Group revenue came from games and 3% from brand licensing. 78% of revenue came from in-app purchases, 16% from in-game advertising, and 3% from custom contracts and other revenue.

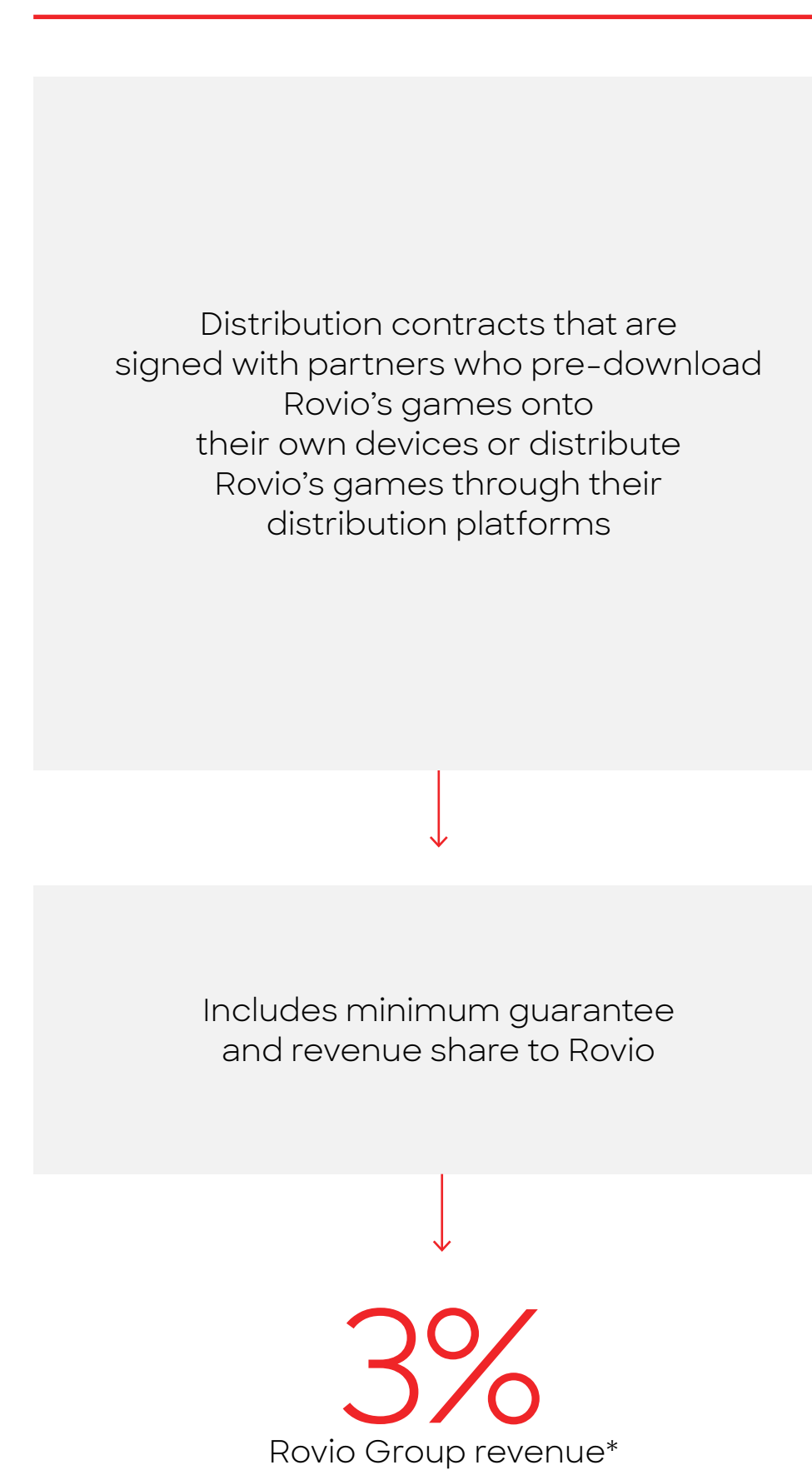
The downstream value chain for Rovio is mostly straightforward: the games developed by Rovio are mainly distributed to end-users through app stores, such as Apple App Store and Google Play, both long-term partners of Rovio. Rovio licenses the right to use its brands to partners with fixed-term contracts. Depending on the licensees' value chain, the value chain can involve manufacturers, distributors, and retailers. In social media, including YouTube, the content is distributed to the users directly through the selected platform.

In 2021, Rovio entered into a long-term partnership with Moomin Characters and Gutsy Animation, the creator of the Moominvalley 3D animation series. Rovio will have the rights to develop and publish Moomin IP-based mobile games and Rovio also became a minority shareholder in Gutsy Animations.

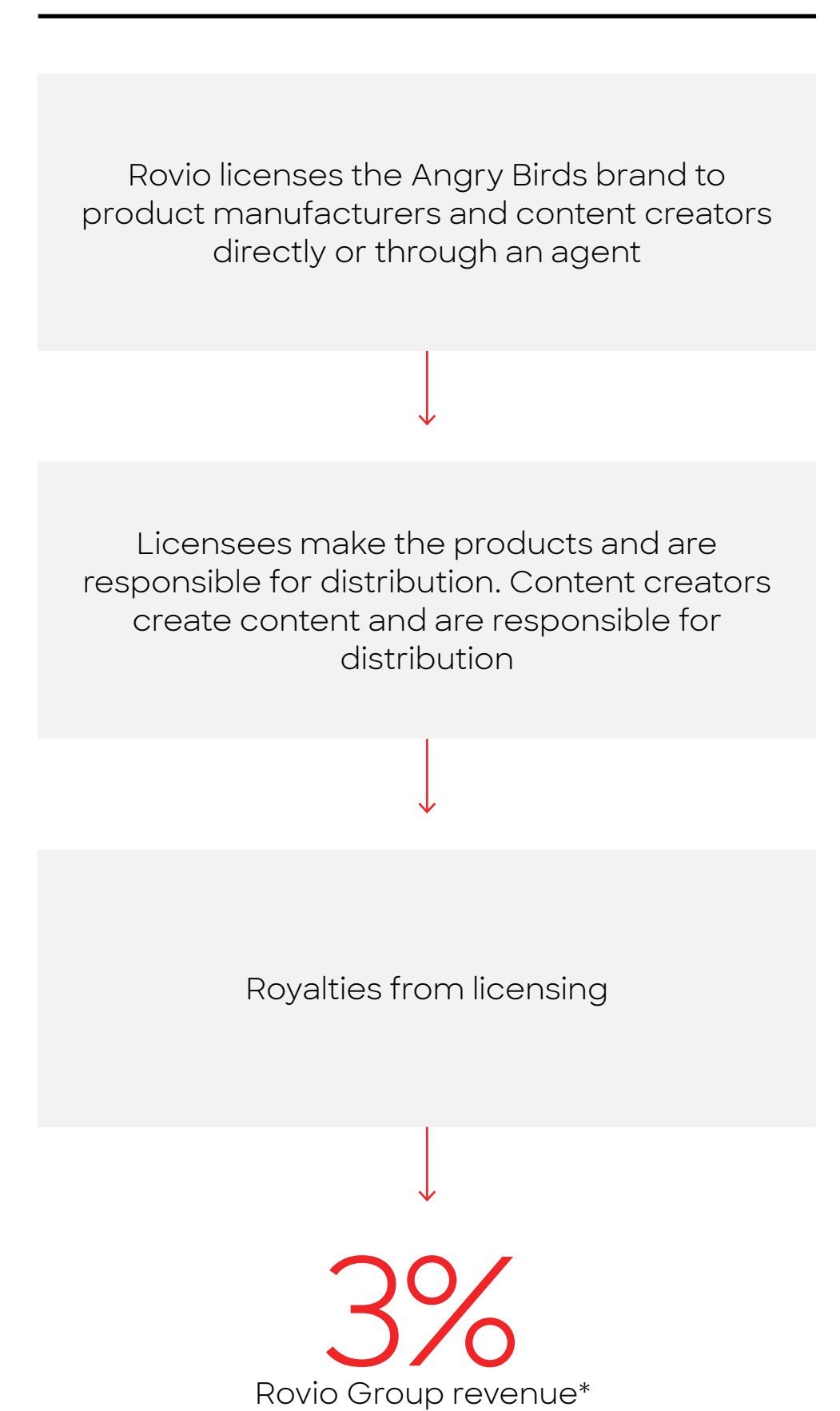
## Games: Free-to-play



## Games: Custom contracts and other games revenue



## Brand licensing

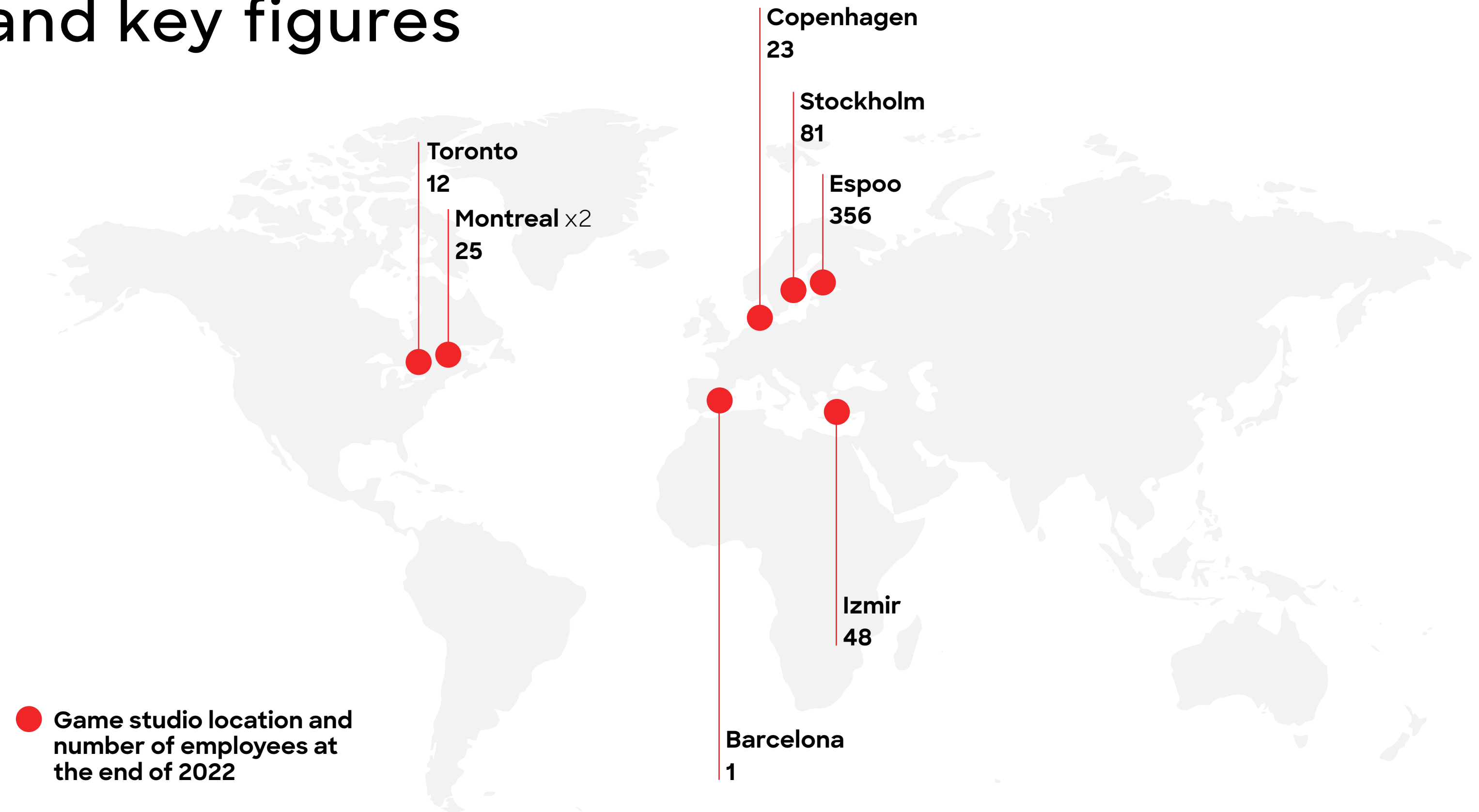


\*Q4 2022

# Rovio market presence and key figures

Rovio operates in the highly dynamic mobile gaming market, with the focus mostly on western territories (the US and Western Europe). Gaming continues to be mainstream entertainment with over 3 billion players globally at the end of 2022. The gaming market generated USD 184.4 billion in revenue in 2022 across PC, console, and mobile.

Rovio is headquartered in Espoo, Finland, and has eight games studios across Europe and Canada. We are already well positioned in the market through our puzzle studio in Espoo and advanced casual studio in Stockholm, and we aim to grow our presence in new market areas through our other studios. In 2022, we opened a new studio in Barcelona, Spain, to support our puzzle games and got an experienced team in Montreal, Canada to strengthen our hybrid-casual know-how. Our other Montreal studio focuses on cross-platform gaming while the Toronto studio in Canada explores new avenues in the traditional casual market. We have acquired two studios over the years; Copenhagen studio in Denmark focuses on casual role-playing games while Ruby Games' team in Izmir, Turkey has expertise in hyper and hybrid-casual gaming.



● Game studio location and number of employees at the end of 2022

**Group revenue**  
317.7  
EUR million

**Games revenue**  
306.7  
EUR million

**Group adjusted operating profit**  
39.2  
EUR million

**Group adjusted operating profit margin**  
12.3%

**Game downloads\***  
5 bn  
\*since 2009



# Our strategy



## Company strategy

In pursuit of our mission of *crafting joy with player-focused gaming experiences that last for decades*, we have three main growth areas to deliver long-term value creation and growth: free-to-play (F2P) mobile games, mergers and acquisitions (M&A) and cross-platform gaming.

Our strategy centers around our identity – we are a mobile-first games company. Gaming is a creative industry where success depends on having the most talented teams. Our passionate and skillful people are guided by our values of being bold, embracing innovation, and acting with integrity.

Rovio’s core business is built around F2P mobile games, meaning that we operate our live games and launch new, successful games. To maximize the chances of achieving our goals, we adjusted our strategy in 2022 to double down on our top live games by increasing the sizes of our game teams. We want to keep the games lively by offering more content and events to drive player engagement and monetization through live operations for years to come. In addition, we have several new games in development across our game studios. Our games utilize both the Angry Birds IP and new IPs, depending on the fit for each specific game project.

### Free-to-play mobile

Double down on top live games  
 Launch new successful games  
 Leverage a stronger network of players

- Red’s Club loyalty program and online hub

### M&A

Focus on free-to-play mobile gaming studios according to our strategy  
 Create real synergetic value through Beacon

### Cross-platform gaming

Expand Angry Birds beyond mobile (cross-platform gaming)  
 Revenue after 2024

Long-term value creation & growth

# Sustainability strategy

Sustainability strategy is an important tool for us to set sustainability guidelines. Reflecting our overall strategy, it puts the most material topics at the front of our work and gives us clarity on what we are focusing on.

Our sustainability strategy is based on three focus areas: safe and responsible gaming, people and society and climate and environment. The selection of the focus areas is based on our company strategy, our mission, and values, as well as a sustainability materiality analysis, which was conducted in 2020. More details of the process as well as a detailed list of our current material topics can be found in our 2020 annual report. In 2023, we will complete a new materiality analysis, and update our long-term sustainability strategy for 2024 onwards accordingly.

We have also clarified our way of working, as we build our sustainability with continuous improvement and focus on the long-term perspective instead of quick wins. Going forward, we want to see sustainability even deeper embedded into our core business and operations, and we ensure that by involving the key stakeholders in defining the strategy and action plan. Lastly, in our work, we want to prioritize those opportunities that can deliver shared value to us and to our stakeholders.

In 2022, we formed the Sustainability Steering Group for the sustainability team to meet quarterly with the leadership team and the studio leaders to update them on the progress of the sustainability initiatives, raise concerns related to the area, and ensure that sustainability continues to be on the agenda at the leadership and senior management levels. Similarly, our Board of Directors is regularly updated on sustainability issues so that they know we are taking a responsible approach to our business.

Read more on

[Rovio strategy](#)  
[2020 Annual report](#)



## Focus areas



**Safe & responsible gaming**



**People & society**



**Climate & environment**

## Way of working

Continuous improvement  
Long-term perspective  
Shared value creation

## Foundation

Rovio  
strategy

Mission and  
values

Materiality analysis

# Our sustainability focus areas



## Safe & responsible gaming

### Strategy with a strong focus on inclusive game design and marketing

This focus area is closest to our core products, mobile games, and is closely related to the social sustainability of our games. We aim to create a safe space for our players to enjoy a fun gaming experience. We put the player at the center of our activities, and constant player feedback is used to refine the games and ensure a safe environment for all.

In 2022, we executed our long-term strategy for the safe and responsible gaming domain, which was introduced in 2021. The strategy focuses on minimizing harmful and negative aspects that our players may face, while enforcing positive aspects in the gaming space. The strategically important initiatives include both ones that aim at streamlining the internal processes and guidelines to reduce risks, as well as ones that improve the gaming experience for the players, such as inclusive game design and marketing.

We continuously develop further ways to minimize harmful user-generated content in our games. User-generated content is defined as any kind of content that can be created or customized by players, for example, usernames, chat messages, or guild names or descriptions. Our player experience team actively engages with our player community to prevent poor behavior and act on it. We work towards all Rovio games being free of hate, adult-only content, harassment, and activities damaging to our players. Furthermore, Rovio's Player Code of Conduct stipulates what we expect from our players. To ensure we are fully compliant, Rovio has a designated Lead Product Manager for this area.

## Active player in the industry

Being actively involved in industry development to promote safe and responsible gaming is very important for us. Rovio is a member of an international Fair Play Alliance (FPA) established by gaming companies with more than 200 members now joined. The goal of the alliance is to promote fair online gaming by sharing best practices and research between members. FPA's Disruption and Harms in Online Gaming Framework was used in the development of our strategic framework for safe and responsible gaming. In addition to this, we are regularly in contact with our peers and gaming associations to make sure we all actively pursue important topics in the gaming industry together.

## Responsible use of player data

Over the years, we have invested heavily in our technology and data-related capabilities. Responsible data processing is a core part of Rovio's technology strategy and an area where we strive for continuous improvement. As part of the privacy governance, Rovio has a designated Data Protection Officer to oversee data protection related matters. Amidst a rapidly evolving regulatory landscape, we actively engage with other gaming companies in an effort to translate new legislative requirements into concrete actions for the industry and Rovio. We continuously monitor regulatory developments, such as regulations related to safe internet use and the protection of minors in various regions around the world, and make sure they are reflected in our games. As part of this work, we have developed an in-house technical capability to ask our players to confirm their age when they enter a game and to then modify the game feature set accordingly to provide an age-appropriate experience. The functionality was tested in selected games in Q4 and will be rolled out in our key games across selected regions in 2023.

During the reporting period, there have been no substantiated complaints concerning breaches of customer privacy and losses of customer data.

## What is safe and responsible gaming at Rovio



## Designing inclusive games and marketing

We want our games to bring joy to a wide variety of people. And we believe that to do it, we need to create games that provide a safe place for all and help people feel accepted and welcome as they are. Here are some examples during the year:

- **Created games and marketing content guidelines.** We created internal guidelines on inclusive game design and marketing to ensure that we continue to deliver high-value experiences to our players in our rapidly changing industry.
- **Formed an inclusive game design and marketing working group.** We set up a cross-functional working group to work on specific area initiatives, highlight any topics or development needing our attention, and provide a sounding board for professionals advancing the area.
- **We created two new roles to advance inclusive game design.** In September 2022, we appointed two employees to facilitate work on cross-functional inclusive game design and marketing initiatives. This includes moderating an internal discussion channel, sharing best practices across the company, as well as managing related projects and initiatives.

- **Creating inclusive marketing.** The UA team partnered with an external partner on a campaign called Creative Women in Games Marketing. Traditionally, gaming marketing has been skewed towards men who play, and the same holds true for our largest game Angry Birds 2. Angry Bird 2 players are 60% men and 40% women, while acquired users to the game via our partner Meta are 75% men and 25% women. With the support of top creative agencies, we are aiming to increase our share of media spend to expand our audience and target more women gamers.

## Identified risks

The risks and potential negative impacts we have identified in safe and responsible gaming are mainly related to information security and privacy protection, as well as inappropriate in-game behavior, user-generated content, and discrimination. Risks related to information security and privacy protection are managed by carefully designed automated in-game processes that minimize the chances of information security breaches, as well as by internal processes and guidelines that guide Rovio employees. Guidelines for game developers, the monitoring of player behavior in games, and user surveys aim to ensure that games are safe and fun for players. We aim to remain at the forefront of any development in the industry, for instance, being involved with the Fair Play Alliance and other initiatives and constantly monitoring the latest industry and regulatory developments in order to manage risks.

Read more on  
[Rovio player Code of Conduct](#)  
[Fair Play Alliance](#)



# Safe & responsible gaming goals and targets

During 2022, all targets advanced well. Participating in industry forums is an ongoing activity and will continue going forward. Requirements and monitoring framework work has advanced with streamlining the player safety and privacy-related requirements to be more easily understood by game teams. This work continues in 2023 with the scorecard implementation. Key strategic initiative 'inclusive game design and marketing' was kicked off, and the work will continue in 2023.

Implementing a scorecard for safe and responsible gaming will be one of the key targets for 2023. This will make the required activities clearer and more transparent to all stakeholders. Finalizing the adoption of the Player Safety Policy is a key part of the baseline activities being done. Inclusive game design and marketing continues in 2023 by building topic insight, equipping teams with guidelines and tools as well as providing low-threshold channels to ask for feedback, support, and advice.

## GOALS

- Continue fostering a safe and responsible gaming space for our players
- Advance inclusive game design and marketing

Targets 2022	Status 2022	Targets 2023	Relevant UN's Sustainable Development Goal
1. Advance strategic initiatives	<span style="color: yellow;">●</span> In progress	1. Implement scorecard for safe and responsible gaming	
2. Streamline requirements and monitoring framework	<span style="color: yellow;">●</span> In progress	2. Participate and influence in the relevant industry and legislative forums	
3. Participate and influence in the relevant industry and legislative forums	<span style="color: green;">●</span> Completed	3. Build and solidify inclusive game development and marketing building blocks	
		4. Finalize Player Safety Policy adoption	



### A diverse and inclusive workforce that promotes well-being and drives innovation

Engaged employees are essential for a successful business. We strive to provide a safe, inspiring, and fun workplace for all our employees. We want to be an employer that adapts to employee's life circumstances and builds a healthy work-life balance, helping our people to maintain their work abilities, essential for a high-performing organization. Employee satisfaction and well-being are further supported with better than statutory benefits packages in all of our locations, including e.g. employee share savings plan, relocation benefit, extensive occupational healthcare and/or private health insurance, and recreational allowance.

Our ambition is to create excellent game experiences that stand out in the market and to do that, one needs to differentiate. Differentiation requires innovation, and innovation is fueled by diversity. The global player community represents a wide diversity of demographics, with players in nearly every country. To create games and experiences that resonate with the players, it is imperative that our employee community reflects that diversity. In September 2022, we appointed a Head of Diversity, Equity, and Inclusion to drive strategic change and development in this crucial area.

### What is diversity, equity and inclusion (DEI) at Rovio

**Diverse and inclusive company**

**MAXIMIZING factors boosting DEI**

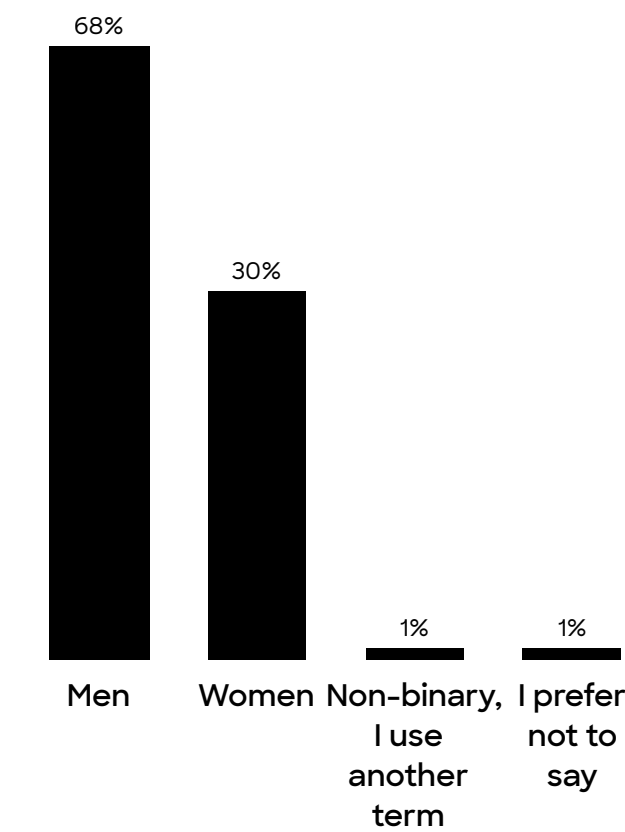
E.g. inclusive culture welcoming different opinions and voices, diverse representation of employees, DEI tied to company strategy and operations

**MINIMIZING factors weakening DEI**

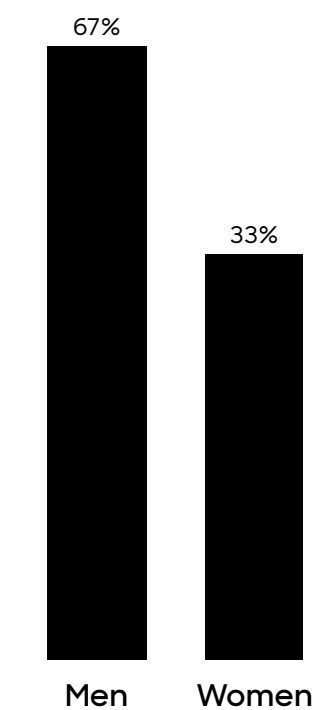
E.g. lack of diverse role models, culture tolerating insensitivity and inappropriate behavior, lack of awareness of unconscious biases

### People by gender

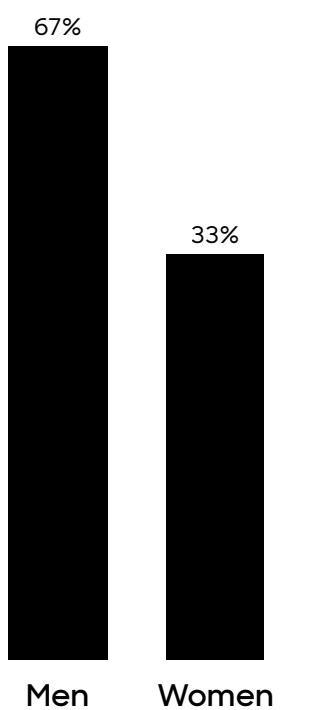
**Employees**  
%



**Leadership team**  
%



**Board of Directors**  
%



At the end of 2022, Rovio consisted of people from 58 nationalities and a 30% representation of women, which is an underrepresented demographic in our industry. As growth continues to be core to our strategy, we will start to accelerate our focus on hiring diverse talent with inclusive practices. Here are the highlights of our approach:

- **Collect demographic data.** In October 2020, we started collecting gender data in our job application form to understand the breakdown of our inbound applicants. Since then, 29.6% of our inbound applicants have been women, which is slightly below the global industry representation. Interestingly, since then 36% of our inbound applicant hires have been women, indicating that they have a higher conversion rate in the interview process. Of all new employees in 2022, 35% were women.
- **Showcase diversity.** We make a conscious effort to have a diverse panel of employees in our careers page that represent our employee base so candidates can better picture themselves joining Rovio.

### Fostering an inclusive and equitable workplace

Diversity helps to unleash collaborative creativity, and being a diverse and value-driven workplace helps us attract talent globally. It is also a vital component to mitigate potential negative impacts related to employee retention, well-being, and human rights issues in our value chain. For diversity to have a true impact, however, it needs an inclusive work culture that welcomes different viewpoints where employees feel respected for who they are.

We conducted a DEI survey in Q1 2022 to better understand our current state of inclusion. The highlights were that 94% of respondents agreed that “People of all cultures and backgrounds are valued and respected at Rovio,” and 90% agreed that “The people I work with are respectful to one

another.” Below are illustrative examples of our approach based on the insights gathered:

- **Equipping our leaders.** Based on the DEI survey result that 10% of respondents did not feel that senior leadership is capable of managing a diverse group of employees, we hosted a DEI onboarding for Board members and senior management in Q2. In Q4, we rolled out an Inclusive Leadership training focusing on unconscious biases for those in lead positions, and nearly 75% of the target audience has attended so far.
- **Raising concerns.** Based on the DEI survey 15% of respondents did not know how to report instances of harassment or discrimination. While we already have a Code to Address Workplace Harassment as part of employee onboarding material, we are exploring ways to increase the awareness of the support channels for all Rovians.
- **Honoring self-identity.** To recognize and honor how Rovians self-identify, we improved our digital tools (e.g., HR system, communication tool) by activating the custom pronoun fields encouraging people of any gender to share their most affirming pronouns.
- **Harnessing employees’ passion.** Many Rovians are passionate about DEI either as allies or as a member of an underrepresented group. To better harness their passion, we established the DEI Working Group where the group will focus on advancing DEI at the employee level such as outreach towards women in tech and the LGBTQIA+ community.

### Being a force for good by contributing to society

We want to be a force for good in our society that is both responsible and aligned with our values. For instance, we hosted a panel on how to build more diverse and inclusive game companies at our annual

### Our values



**Be BOLD**



**Embrace INNOVATION**



**Act with INTEGRITY**

RovioCon conference, where we had nearly 800 industry professionals in attendance. In addition, we collaborated with partners in order to scale efforts. Together with our key partner UNICEF Finland:

- We completed our Salmaïtou Senegal pilot project, which aimed to give a second chance to 100 of the most vulnerable girls in Senegal's Kolda region. The project concluded with positive results helping them acquire skills in digital technologies, innovation, and social entrepreneurship.
- Since January 2022, our collaboration has focused on Sierra Leone, where we are supporting their country-wide education program. The education program improves both the accessibility and the content of education to better meet the demands of the rapidly changing world and future work life. Our support enables UNICEF to prevent school dropouts, revise the curriculum to promote digital skills, strengthen alternative learning for those out of school and promote internship opportunities.
- We raised approximately EUR 45,000 through our Staff for the UNICEF employee donation program in March 2022. The donations supported on-ground operations in Ukraine, such as helping with healthcare, education, child protection, water supply, and sanitation.

We also supported SpecialEffect for the fifth consecutive year through our game Angry Birds 2. They are a UK-based charity dedicated to sharing the joy of gaming with people with disabilities that hinder their ability to play in traditional ways. All daily UK revenues generated from the game on October 7, 2022 were donated to SpecialEffect.





# People & society goals and targets

The data and inclusivity analysis was completed during the first half of the year, which helped us define the requirements for the new Head of Diversity, Equity, and Inclusion position. The person started in their role in September, which pushed back the delivery of the DEI strategy, targets, and roadmap. In 2023, we will continue to further the work that we have started with data, scorecards, and targets to measure and hold ourselves accountable.

## GOALS

- Create a diverse workforce
- Foster an inclusive and equitable workplace
- Be a force for good by contributing to society

Targets 2022	Status 2022	Targets 2023
1. Conduct data and inclusivity analysis	● Completed	1. Conduct enhanced data and inclusivity analysis
2. Publish DEI strategy and targets	● In progress	2. Implement scorecard for DEI
3. Set roadmap for DEI actions	● In progress	3. Publish DEI strategy, targets and roadmap
		4. Collaborate with UNICEF to provide meaningful support for the most vulnerable groups

## Relevant UN's Sustainable Development Goals





## Climate & environment

### Continuing our journey for a better planet

For some years, our goals for climate and environment have been super simple: minimize negative impacts and maximize positive impacts. This remains as is. Over the years, we have worked to recognize all the burden that our full value chain of operations causes to our planet. We can say with confidence that today we have a good view on what are the matters we should actively manage and what things do not need to be prioritized. When minimizing our negative impacts, we have prioritized value chain energy consumption over many things. The value chain in mobile games requires electricity to run, and although mobile devices are really energy efficient, we believe the whole industry can improve, and we want to play our part in this. We have been actively seeking possibilities to minimize our own value chain footprint but also worked together in different industry forums to create clear rules on emission accountability and elevate the industry's ambition level in sustainability. A lot of this work is ongoing and never-ending.

During 2022, we reached an important milestone to being carbon neutral within our value chain emissions (Scope 1, 2 and 3). We also published our next step beyond carbon neutral: in late 2022, we sent our commitment letter to Science Based Targets initiative – the leading framework for setting emission reduction targets. Committing to Science Based Targets helps us to identify potential emission reductions and to set emission reduction targets that are in line with climate science.

Read more on  
[Playing for the Planet](#)



### Bigger handprint

The gaming industry has grown to be the most popular form of entertainment. A bigger audience means bigger influence and with bigger influence industry has greater leverage to raise awareness on important matters such as meaningful actions on climate and environment. Playing for the Planet Alliance, our key partner in climate and environment focus area, has united many of the industry's big names for a common cause to support the global environmental agenda through different initiatives. Since its launch in 2019, the Alliance has supported gaming studios to decarbonize, created a culture of collaboration, and launched a Green Game Jam – a yearly event that has reached hundreds of millions of players to be inspired through green activations in games. As a founding member of the Alliance, Rovio has been actively driving decarbonization and awareness creation in different industry working groups.

In 2022, Angry Birds Friends had two major events to raise awareness of climate and environment. In January, Angry Birds Friends organized a collaboration event with Popeye and the SeaCleaners to raise awareness of the health of our oceans. The event reached 5.5 million players and 2.7 million views on social media. In June, as part of Rovio's contribution to the Green Game Jam, Angry Birds Friends launched a one-week event featuring a special green theme: the pigs are deforesting, and the birds are trying to stop them. Alongside the event, we reached our goal of planting 15,000 trees together with our players through Ecosia's platform. With this event, we reached 3.8 million players in the game and 1 million through social media.



# Climate & environment goals and targets

We met three important targets in 2022. Regarding our own environmental impacts, we reached externally verified carbon neutrality and also published our roadmap to go beyond carbon neutrality with our commitment to the Science Based Targets initiative. In Angry Birds Friends, we successfully hosted two events that built environmental awareness among our players. Work to reach the target of developing carbon accounting principles in collaboration with the gaming industry will continue in 2023, as the project has been delayed due to its complexity.

In 2023, our first target is to work with the Science Based Targets initiative to get approval for our emission reduction targets. Building awareness will stay an important external facing target, and we aim to publish the carbon accounting principles together with other industry stakeholders, a project that was planned to be finished already in 2022. Lastly, we'll start evaluating the feasibility of setting net-zero emission targets.

## GOALS

- Minimize the negative impact on our planet: focus on reducing negative impact in our value chain
- Maximise the positive impact on our planet: focus on raising awareness with our audience and within the industry

Targets 2022	Status 2022	Targets 2023
1. Reach verified carbon neutrality	● Completed	1. Submit and get approval for emission reduction targets from the Science Based Targets initiative
2. Publish roadmap to go beyond carbon neutral	● Completed	2. Launch multiple awareness creation campaigns
3. Launch multiple awareness creation campaigns	● Completed	3. Publish carbon accounting principles in collaboration with the gaming industry
4. Develop carbon accounting principles in collaboration with the gaming industry	● In progress	4. Evaluate the feasibility of the net-zero emissions target for Rovio

## Relevant UN's Sustainable Development Goals

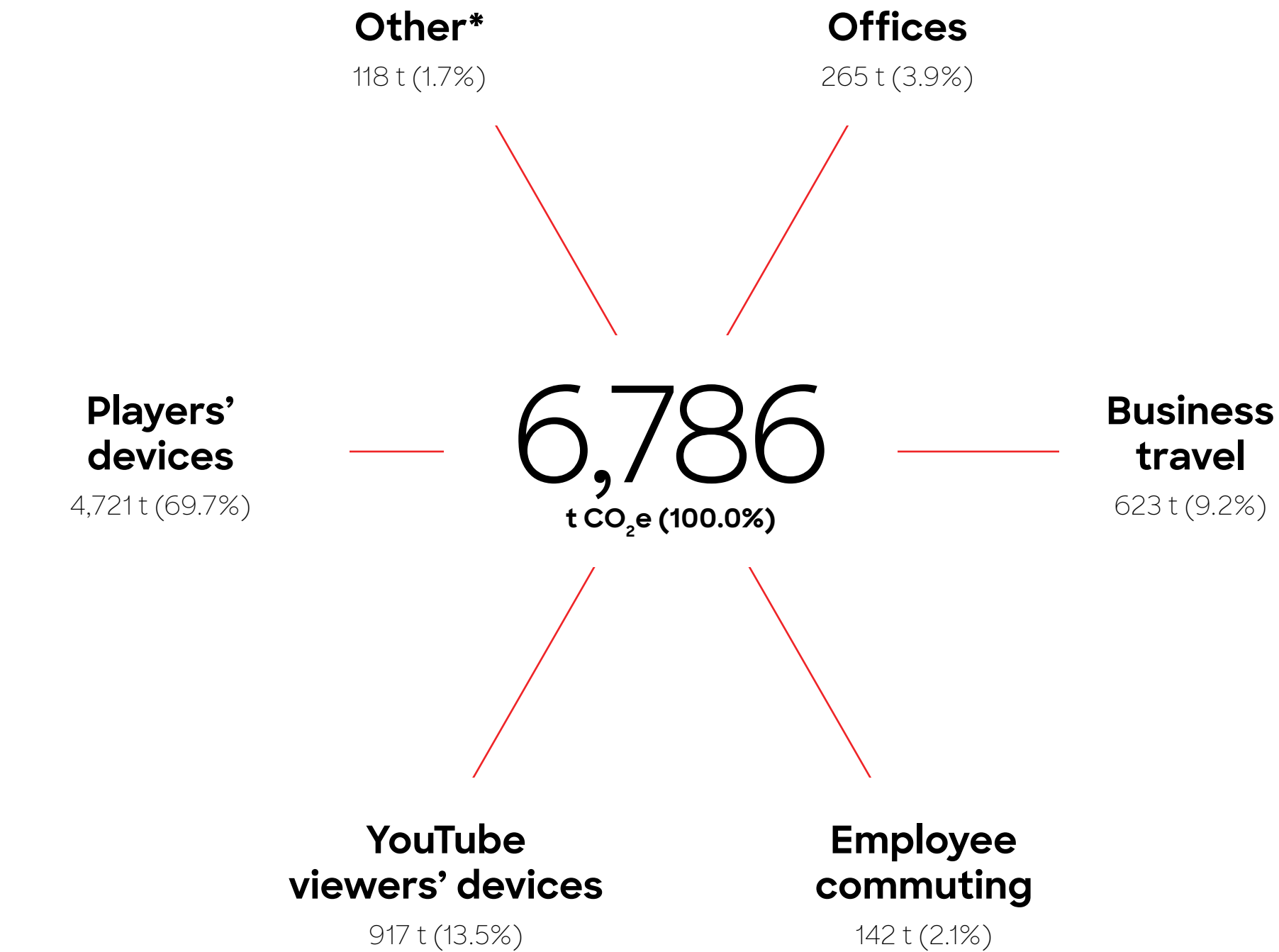


# Carbon footprint

Carbon footprint is our key environmental metric. Based on our calculations our total carbon footprint for 2022 was 6,786 CO<sub>2</sub>e tons. 97.7% / 6,635 t were categorized as Scope 3 and 0.02% / 151 t were categorized as Scope 2 emissions. Rovio did not have any direct Scope 1 emissions as all our offices are leased, we do not manufacture any physical products and we do not own any company vehicles. Rovio's carbon intensity related to revenue was 21.36 (in tons of CO<sub>2</sub>e equivalent per million euro of revenue).

We continue to fully compensate for our 2022 carbon footprint through certified projects. In 2023, we are putting more focus on emission reductions. Although most of our climate emissions are considered as indirect use-phase emissions (customer device energy use) we recognize the importance of reducing our own and value chain emissions as much as we feasibly can.

In 2022, we evaluated the carbon impact of purchased goods and services with a spend-based method to cover supplier emissions where we have poor availability for activity-based data. As we recognized that the spend-based method has significant uncertainty on accuracy, this carbon impact (21,584 CO<sub>2</sub>e t) has not been included into our greenhouse gas inventory. We constantly strive to refine the Scope 3 calculation methods and data granularity in order to cover the indirect emissions material to our business as reliably as possible.



\*Purchased goods and services, spend-based is excluded



# Corporate Governance

## Governance structure

The ultimate responsibility for the management and operations of Rovio Group and its subsidiaries lies with the governing bodies of the parent entity Rovio; the General Meeting of Shareholders, the Board of Directors, and the CEO, supported by the Leadership Team. The shareholders take part in the supervision and governance of Rovio through the resolutions of General Meetings of Shareholders. The General Meeting of Shareholders is the Company's highest decision-making body.

Read more on

[Rovio's risk management policy](#)  
[Rovio Code of Conducts](#)



### **Board of Directors**

The general objective of the Board of Directors is to define and direct strategy for the Rovio Group and duly arrange the business, administration, and operations of the entire Rovio Group. The Board of Directors has a quorum when more than half of the members are present. The Board of Directors approves Rovio Group's ethical values and evaluates and monitors issues pertaining to significant risks and risk management activities, and risk management policies. Rovio has two Board committees.

### **Audit Committee**

The Board's Audit Committee assists the Board of Directors ("Board") in matters relating to financial reporting, internal control and risk management systems, and related party transactions in accordance with the duties specified for audit committees in the Finnish Corporate Governance Code. The purpose of the Committee is to assist the Board in ensuring and monitoring the appropriate arrangement of governance, controls, and risk management and thus releasing the Board's time for strategic matters.

### **Remuneration Committee**

The Board's Remuneration Committee is responsible for preparing matters pertaining to the remuneration and appointment of the Chief Executive Officer (CEO) and the members of the Leadership Team, evaluating the performance of the CEO, and making recommendations to the Board on the Company's overall remuneration framework, including the long- and short-term incentive plans.

The Committee also reviews and prepares the remuneration policy and the remuneration reports, monitors and evaluates the remuneration policy regularly in order to ensure alignment with the Company's business strategy and pay-for-performance philosophy, presents the remuneration policy and remuneration report in the general meeting, reviews the results of the general meeting votes and comments from the shareholders regarding the remuneration policy and report.

### **Nomination Board**

The Annual General Meeting on March 30, 2021, decided to establish a permanent Shareholders' Nomination Board. The primary task of the Nomination Board is to ensure that the Board of Directors and its members have sufficient expertise, competence, experience, and diversity to meet the needs of the Company. Diversity principles are considered for each nomination. The nomination board is a corporate body of the Company's shareholders and is responsible for preparing proposals and submitting them to the Annual General Meeting and, if needed, to an Extraordinary General Meeting concerning the nomination and remuneration of the members of the Board of Directors and remuneration of the members of the Committees of the Board of Directors.



### Board of Directors

The task of the Board of Directors is to see to the governance of the company and ensure the appropriate organization of the company's operations. The Board of Directors approves the Company strategy, including the sustainability strategy, business plans, and budgets, and monitors their implementation. The Board of Directors approves the Company values and policies and evaluates and monitors issues pertaining to significant risks and risk management activities and risk management policies. The Board of Directors is the highest governance body for sustainability matters and approves the annual sustainability report.

The Board of Directors conducts an annual self assessment of its operations and working methods, including sustainability. The purpose of this evaluation is to establish how the Board of Directors has executed its tasks during the year and to act as a basis for developing the work of the Board of Directors.



### CEO and Leadership Team

The Chief Executive officer (CEO) is responsible for managing and controlling Rovio's business and day-to-day operations in accordance with the directions and instructions of the Board of Directors. It is the duty of the CEO to ensure that Rovio's operations are in compliance with the laws and regulations applicable at the time. The CEO is the chairman of the Leadership Team. The Leadership Team prepares Rovio Group's strategic and annual planning, supervises the implementation of plans and financial reporting, and prepares significant investments as well as mergers and acquisitions. Both strategic and operational sustainability topics are regularly discussed within the Leadership Team.



### Chief Sustainability Officer

The Chief Sustainability Officer (CSO) supervises the creation and implementation of sustainability strategy, actions, and reporting. The CSO is part of the Leadership Team and reports to the CEO. The CSO has a cross-functional sustainability team to define and implement strategies in each focus area, support reporting and communication, and identify sustainability matters that are most relevant for Rovio. In 2022, Sustainability Steering Group was formed, and a working group meets quarterly with the Leadership Team and senior leaders to ensure that sustainability continues to be on the agenda at the leadership and management levels. The CSO reports regularly to the Board of Directors on the progress of the Sustainability strategy and operations and separately to the Audit Committee on regulatory and compliance-related issues.

The CSO is also responsible for providing insights and trend developments on sustainability topics for the Leadership Team and The Board of Directors to ensure the skills and knowledge are at a sufficient level to take sustainability into account in their respective areas.

# Business conduct

To observe good corporate governance practice in Rovio Entertainment Corporation's decision-making and corporate governance, we commit to Finnish legislation, in particular the Limited Liability Companies Act, Accounting Act, and Securities Markets Act, as well as Rovio's Articles of Association and corporate governance principles ratified by the company's Board of Directors. We also observe the rules and regulations of the Helsinki Stock Exchange (NASDAQ Helsinki) and the Financial Supervisory Authority, the Corporate Governance Code for Finnish Listed Companies (2020), and the obligations of the market abuse regulation.

We are committed to respecting human rights and promoting their fulfillment and protection in our operations. Rovio's Code of Conduct outlines the general principles of ethical and responsible behavior standards. The Code of Conduct and sub-policies are applicable to all Rovio employees, including the employees of its subsidiaries and the members of the Board of Directors. Every person to whom the Code of Conduct applies has an obligation to ensure that they understand the guidelines and comply with them. We also require our consultants, freelancers, suppliers, licensees, and any other partners to comply with Rovio's Code of Conduct or similar guidelines.

Rovio's employees must avoid any activity that may lead to a conflict of interest, i.e., in a situation where personal interest is or may be inconsistent with or opposed to Rovio's best interest. Additionally, Rovio's employees shall not use their position to obtain personal gain or gain for others with whom the employee has a significant relationship. The best interests of Rovio shall always be observed.

We also have a separate anti-bribery policy in place, which covers matters such as gifts, hospitality, and conflicts of interest. We have a zero-tolerance approach to bribery and other corruptive practices. When it comes to gifts and hospitality, employees must not give or receive gifts

or hospitality to/from current or potential suppliers, customers, or other Rovio stakeholders unless a gift or hospitality is given or received during the ordinary course of business and, in all circumstances, is of moderate value. Cash gifts are never acceptable.

We also have a separate Code to Address Workplace Harassment policy to ensure that all individuals working at Rovio Group are aware and committed to fighting against all kinds of harassment and bullying and know whom to contact and how to proceed if they have experienced harassment or are accused of harassment. All employees are expected to behave respectfully and courteously towards other employees, clients, customers, and partners at all times.

Rovio organizes regular Code of Conduct, Anti-Corruption, and Compliance training among employees. The training coverage is monitored, and the target is to reach 100% coverage. Rovio provides a whistleblower tool for the employees to report observations and suspected misconduct related to the securities market, corruption, harassment, and other forms of unethical and unacceptable behavior. To ensure proper documentation and to confirm the date and time of the incident, the reports are submitted either anonymously via our whistleblower tool or non-anonymously by sending an email to [whistleblowing@rovio.com](mailto:whistleblowing@rovio.com) (which is automatically forwarded to the General Counsel). Four reports were filed via the official whistleblower channels in 2022, and one was reported via the HR helpdesk. They concerned unwanted internal behavior and were handled according to our internal process for such cases. In addition to more formal training and channels, we have low-threshold internal Slack channels to contact and ask for help and advice on both legal and people-related matters.

There were no significant instances of non-compliance with laws and regulations, or fines paid during the reporting period. For purposes

of transparency, a lawsuit was brought against Rovio in August 2021 by the Attorney General of the State of New Mexico alleging that Rovio's Angry Birds games unlawfully collect and disclose children's personal information for advertising purposes. The lawsuit was settled on December 30, 2022 without any admission of liability or wrongdoing by Rovio.

Read more on

[Rovio Code of Conducts](#)

[Rovio's risk management policy](#)





## Key memberships and organisations



### UNICEF

Our collaboration with UNICEF Finland started in 2019. Since January 2022, our efforts with UNICEF have focused on Sierra Leone, where we are supporting UNICEF's country-wide education program through a contribution to the national education funding pool. We have committed to support this program for at least until 2024.

In addition to our support for Senegal and Sierra Leone, we have also supported UNICEF's emergency help program in Ukraine with our Staff for the UNICEF employee donation program supporting UNICEF's on-ground operations in Ukraine.



### Playing for the Planet Alliance

Since 2019, Playing for the Planet Alliance has been one of the key gaming industry drivers for better climate & environmental management. Rovio has been an active member of the Playing for the Planet Alliance since its' launch. When combined, members of the Alliance can reach more than 1 billion video game players. Playing for the Planet Alliance is led by the United Nations Environment Programme (UNEP). The Alliance provides important member support, has different working groups, and raises awareness while supporting members in media coverage.



### Fair Play Alliance

Rovio is a member of international The Fair Play Alliance (FPA). The FPA is a coalition of gaming companies and provides a forum for gaming professionals and companies to work together to develop and share best practices to build healthy communities and respectful player interactions in online gaming. The mission of FPA is well in line with our commitments to safe and responsible gaming.



### Finnish Business Society

Finnish Business Society (FIBS) is the largest corporate responsibility network in the Nordics. We've been a member of FIBS since 2014. Every year, FIBS organizes events that gather thousands of corporate responsibility experts, decision-makers, and influential people from all fields together to learn and be inspired by the latest practices and solutions in the field of sustainable business.

# Reporting principles

In order to ensure transparency and comparability, Rovio's sustainability report is based on the Global Reporting Initiative (GRI) guidelines. Aspect-specific standards have been reported for Rovio's material aspects. A summary of the comparison between the report contents and the reporting guidelines is presented in the GRI content index.

Rovio's sustainability aspects, environmental indicators, and HR indicators are reported annually for the same period as the financial figures (January 1 – December 31). Unless otherwise mentioned in the context, the reporting covers all operations of the parent company and subsidiaries in all countries of operation. There has been no need for restatements of information from previous reporting periods.

No external assurance was sought for the sustainability report.

## Reporting of environmental information and emissions

The indicators for environmental responsibility cover the Group's operations with the most significant environmental impacts in all of its countries of operation. The accounting for greenhouse gas emissions follows the Greenhouse Gas Protocol standards and guidelines developed by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). Accounting is based on the principle of operational control. Carbon dioxide equivalent emission factors have been used as the emissions factor whenever they have been available.

## Rovio and EU Taxonomy

The EU taxonomy is a classification system establishing a list of environmentally sustainable economic activities. In practice, this means that with EU taxonomy in place, companies, customers, investors, and other stakeholders could more easily separate environmentally sustainable activities from those that are not meeting the criteria of sustainable business activities set in the Taxonomy requirements.

EU Taxonomy has its basis in the European Green Deal, which has the vision to transform Europe into a more sustainable and resource-efficient economy. In order to direct investments into a sustainable business, EU Taxonomy plays an important role by guiding what's classified as sustainable.

The Taxonomy Regulation has six environmental objectives:

1. Climate change mitigation
2. Climate change adaptation
3. The sustainable use and protection of water and marine resources
4. The transition to a circular economy
5. Pollution prevention and control
6. The protection and restoration of biodiversity and ecosystems

Rovio recognizes the importance of these six environmental objectives and welcomes the well-needed regulation on what is classified as a sus-

tainable business and what is not. EU Taxonomy technical screening criteria are developed primarily for those industry sectors that are considered to have a substantial impact on climate change. Based on our analysis, none of Rovio's current business activities fall under sectors or activities defined in the screening criteria. Therefore, Rovio's eligibility (whether an activity is covered by the EU Taxonomy) is 0% for all; revenue, Capex, and Opex.

Although Rovio's business activities do not fall under EU taxonomy criteria, this does not distract from our increasing focus on sustainability. Since the renewal of our sustainability strategy in 2020, we have raised Climate & Environment as one of the focus areas. Therefore, we see that Rovio is well-equipped to address the challenges of climate change mitigation & adaptation, the first two objectives in the EU Taxonomy. Looking at the big picture, integrating sustainability into our everyday business has been, and will be an important activity for us, and we hope that in the future regulations will include the games industry under sector-specific guidelines.

# Appendix



# Rovio's sustainability key performance indicators and results

People		Stakeholders	Methods of dialogue
Number of employees (end of year)	546		
Nationalities	58	Customers	Publication of information about our products Support channels for raising concerns and getting help Casual online communication (various channels) Player surveys
Share of women/men/other among employees	Women 30% Men 68% Non-binary / I use another term 1% I prefer not to say / not disclosed 1%	Partners & Suppliers	Regular partner meetings Day-do-day interaction in project collaborations
Share of women/men among leadership team	Women 33% Men 67%	Shareholders, investors and analysts	Quarterly publication of information of our company's financial performance Publication of information in the form of stock exchange or press release about major events, launches and other key news Annual General Meeting of Shareholders Capital Markets Day Meetings with Rovio management and experts
Share of women/men among Board of Directors	Women 33% Men 67%	Employees	Quarterly employee engagement surveys Monthly meetings with employee representatives Open ongoing dialogue and information sharing via company Slack channel Meetings and ongoing dialogue with employee DEI working group
Employee age structure	21% under 30 75% 30-50 4% over 50	Trade bodies and NGOs	Partnerships with NGOs Meetings Participation in working groups and knowledge sharing
eNPS - yearly average	22 (Q1 18, Q2 20, Q3 21, Q4 28)		
Employee turnover, %	19%		
Employee attrition, %	14.5%		
Share of non-Finnish in the Leadership team	44%		
Share of non-Finnish in the Board of Directors	50%		
Number of nationalities in the Leadership team	4		
Number of nationalities in the Board of Directors	3		
Gender pay gap (Finland)	2%		
Share of women of new employees, %	35%		

Employee turnover = employees who leave the organization voluntarily due to dismissal, end of fixed-term contract, or retirement  
 Employee attrition = employees who leave the organization voluntarily through resignation  
 Gender pay gap = the difference in the base salary between women and men when comparing to similar position and role seniority

2022 Other GHG metrics	
GHG emissions per full time employee (FTE)	12.43 (tCO <sub>2</sub> e/FTE)
GHG emissions per revenue	21.36 (tCO <sub>2</sub> e/M€)
Coverage of GHG inventory compensated through certified projects *	100%

2022 Energy consumption	
Category	Energy (GJ)
<b>Total energy consumption within the organization</b>	<b>5714.41</b>
Total electricity consumption	2697.31
Total heating consumption	2947.87
Total cooling consumption	69.23
Total steam consumption	0
<b>Total fuel consumption from non-renewable sources</b>	<b>0</b>
<b>Total fuel consumption from renewable sources</b>	<b>0</b>
<b>Energy intensity</b> (energy consumption within the organization / revenue)	<b>17.99 (GJ/M€)</b>

2022 Greenhouse gas inventory	
Category	Emissions (tCO <sub>2</sub> e)
<b>Scope 1: Direct GHG emissions</b>	<b>0</b>
<b>Scope 2: Energy indirect GHG emissions</b>	<b>151.3</b>
Electricity	12.7
Heating and cooling	138.6
<b>Scope 3: Other indirect GHG emissions*</b>	<b>6634.7</b>
Business travel	623.4
Purchased goods and services, activity-based	153.6
Capital goods	34.1
Employee commuting and teleworking	141.6
Use of sold products	5637.7
Waste generated in operations	3.4
Fuel and energy related activities	40.9

Emissions excluded from inventory	
<b>Scope 3 Other indirect GHG emissions: Purchased goods and services, spend-based *</b>	<b>21583.8</b>

Other GHG emission categories excluded as not applicable or considered as not relevant.

\* Scope 3: Other indirect GHG emissions excludes Purchased goods and services, spend-based as the evaluation of carbon impact based on spend has significant uncertainty on accuracy in this category. Purchased goods and services, spend-based is reported as a separate table to improve our emissions coverage on suppliers where we have poor availability for activity-based data. Inventory that excludes spend-based emissions is comparable with 2021 reported emissions.

# Global Reporting Initiative (GRI) standard and its content index

Disclosure number	Location	Additional information
<b>GRI 2: General Disclosures 2021</b>		
2-1 Organizational details	Sustainability report - Introduction (page 2)	
2-2 Entities included in the organization's sustainability reporting	Sustainability report - Reporting principles (page 26)	
2-3 Reporting period, frequency and contact point	Sustainability report - Reporting principles (page 26)	
2-4 Restatements of information	Sustainability report - Reporting principles (page 26)	
2-5 External assurance	Sustainability report - Reporting principles (page 26)	
2-6 Activities, value chain and other business relationships	Sustainability report - Business model (page 7)	
2-7 Employees	Sustainability report - Appendix, People table (page 28)	
2-8 Workers who are not employees	Sustainability report - Business model (page 7)	
2-9 Governance structure and composition	Sustainability report - Appendix, People table (page 28)	
2-10 Nomination and selection of the highest governance body	Sustainability report - Governance structure (page 22)	
2-11 Chair of the highest governance body	Corporate governance statement	
2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability report - Governance structure (page 23)	
2-13 Delegation of responsibility for managing impacts	Sustainability report - Governance structure (page 23)	
2-14 Role of the highest governance body in sustainability reporting	Sustainability report - Governance structure (page 23)	
2-15 Conflicts of interest	Sustainability report - Business conduct (page 24)	
2-16 Communication of critical concerns	Sustainability report - Business conduct (page 24)	
2-17 Collective knowledge of the highest governance body	Sustainability report - Governance structure (page 23)	
2-18 Evaluation of the performance of the highest governance body	Sustainability report - Governance structure (page 23)	
2-19 Remuneration policies	Remuneration Policy, Remuneration Report	
2-20 Process to determine remuneration	Remuneration Policy, Remuneration Report	
2-21 Annual total compensation ratio	Remuneration Report	In remuneration report disclosure CEO compensation is total compensation, average employee compensation is cash based compensation, ratio and annual change (in %) not calculated.
2-22 Statement on sustainable development strategy	Sustainability Report - Sustainability strategy (page 10)	
2-23 Policy commitments	Sustainability report - Business conduct (page 24)	
2-24 Embedding policy commitments	Sustainability report - Business conduct (page 24)	
2-25 Processes to remediate negative impacts	Sustainability report - Business conduct (page 24)	
2-26 Mechanisms for seeking advice and raising concerns	Sustainability report - Business conduct (page 24)	

Disclosure number	Location	Additional information
2-27 Compliance with laws and regulations	Sustainability report - Business conduct (page 24)	
2-28 Membership associations	Sustainability report - Key memberships and organizations (page 25)	
2-29 Approach to stakeholder engagement	Sustainability report - Appendix: Stakeholder table (page 28)	
2-30 Collective bargaining agreements		No CBAs but Rovio's own policy (following local legislation) negotiated with Employee representatives
<b>GRI 3: Material Topics 2021</b>		
3-1 Process to determine material topics	Sustainability Report - Sustainability strategy (page 10), Annual Report 2020	
3-2 List of material topics	Sustainability Report - Sustainability strategy (page 10), Annual Report 2020	
3-3 Management of material topics	Sustainability Report - Sustainability strategy, Sustainability focus areas (pages 10-20)	
<b>GRI 302: Energy 2016</b>		
302-1 Energy consumption within the organization	Sustainability report - Appendix: Climate and environment table (page 29)	
302-2 Energy consumption outside of the organization	Sustainability report - Appendix: Climate and environment table (page 29)	
302-3 Energy intensity	Sustainability report - Appendix: Climate and environment table (page 29)	
302-4 Reduction of energy consumption		Rovio has committed to the Science Based Targets Initiative in 2022, target setting ongoing
302-5 Reductions in energy requirements of products and services		Rovio has committed to the Science Based Targets Initiative in 2022, target setting ongoing
<b>GRI 305: Emissions 2016</b>		
305-1 Direct (Scope 1) GHG emissions	Sustainability report - Appendix: Climate and environment table (page 29)	
305-2 Energy indirect (Scope 2) GHG emissions	Sustainability report - Appendix: Climate and environment table (page 29)	
305-3 Other indirect (Scope 3) GHG emissions	Sustainability report - Appendix: Climate and environment table (page 29)	
305-4 GHG emissions intensity	Sustainability report - Appendix: Climate and environment table (page 29)	
305-5 Reduction of GHG emissions		Rovio has committed to the Science Based Targets Initiative in 2022, target setting ongoing
305-6 Emissions of ozone-depleting substances (ODS)	n/a	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	n/a	

Disclosure number	Location	Additional information
<b>GRI 401: Employment 2016</b>		
401-1 New employee hires and employee turnover	Sustainability report - Appendix: People table (page 28)	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability report - People and society (page 14)	No significant differences in what is provided to full-time and part-time, and fixed-term employees.
401-3 Parental leave	Annual report - People and culture	
<b>GRI 401: Employment 2016</b>		
404-1 Average hours of training per year per employee	n/a	Training is an essential part of our people growth strategy, but currently not systematically tracked.
404-2 Programs for upgrading employee skills and transition assistance programs	Annual report - People and culture	
404-3 Percentage of employees receiving regular performance and career development reviews	n/a	Career development and talent review are an essential part of our people growth strategy, but currently not systematically tracked.
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1 Diversity of governance bodies and employees	Sustainability report - Appendix: People table (page 28)	
405-2 Ratio of basic salary and remuneration of women to men	Sustainability report - Appendix: People table (page 28)	
<b>GRI 406: Non-discrimination 2016</b>		
406-1 Incidents of discrimination and corrective actions taken	Sustainability report - Business conduct (page 24)	
<b>GRI 418: Customer Privacy 2016</b>		
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability report - Safe and responsible gaming (page 12)	



# More information

For more information on Rovio's sustainability  
[INVESTORS.ROVIO.COM/EN/SUSTAINABILITY](https://investors.rovio.com/en/sustainability)



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