

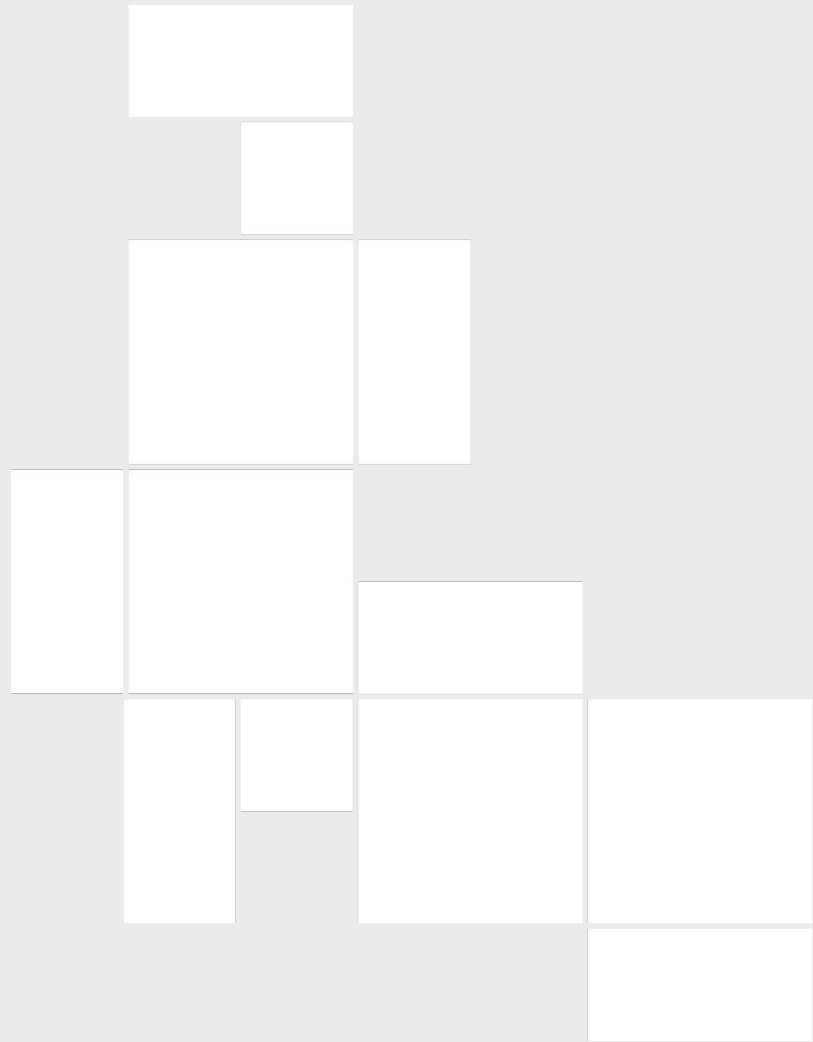
Sustainability overview

Creating

a better world

in a game of life

Introduction. Sustainability overview



Introduction

Room 8 Group is a top game development service provider around the world. The purpose of this presentation is to provide stakeholders with a comprehensive overview of Room 8 Group's commitment to sustainable and ethical business practices, and its efforts to create a positive impact on society and the environment.

Room 8 Group is applying a complex approach to social, environmental, and economic responsibility, and making efforts to leave a positive impact on our stakeholders, by contributing to the well-being of our community and the planet.



Anna Kozlova

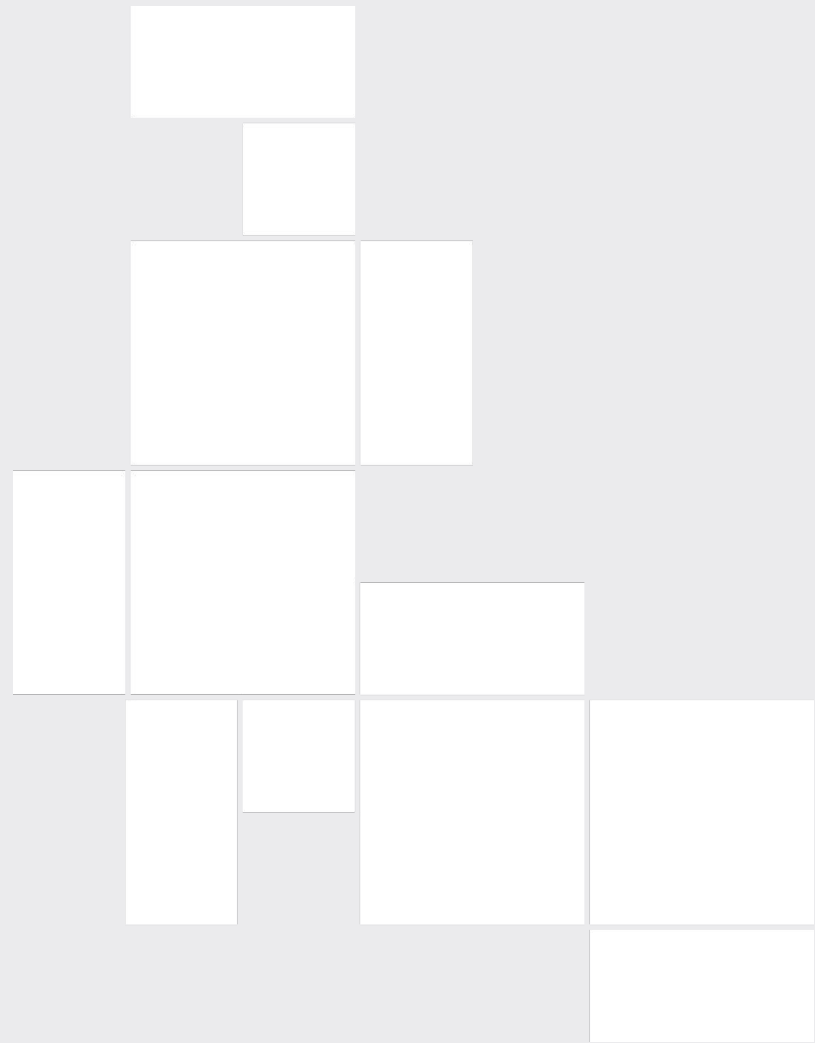
CEO

As a game development business, we understand our influence over the environment and society. That's why we prioritize ethical business practices, promote diversity, equity, and inclusion, and support philanthropic initiatives. By doing so, we contribute to the society and promote such culture on the industry.

We recognize that our success isn't only measured by our profits but also by our positive impact on people's lives. As leaders, we strive to be responsible corporate citizens and utilize our resources and influence to make a difference in the world. We believe that Room 8 Group can be a powerful force for good, and we're proud to effect positive change.



Our approach to sustainability



Balancing Profitability with Sustainability

Room 8 Group has integrated its values into our business practices and products. The impact of games on society is huge these days, and we want to make sure this impact is a positive one for all our stakeholders. Together we bring games to the next level. We believe that responsible balancing between profitability and sustainability contributes to achieving the global Sustainable Development Goals approved by the United Nations.

Expanding Commitment to Sustainable Development

Over the recent years Room 8 Group has evolved from a medium-size team from Ukraine to a global group which currently includes offices and 1700 specialists in 9 countries. At Room 8 Group we recognize the importance of sustainable practices and their impact on the environment and society. We are committed to integrating Environmental, Social, and Governance (ESG) considerations into our operations, decision-making processes, and culture.

At the moment we focus on four United Nations Sustainable Development Goals:

Goal no. 3. Good health and wellbeing

Goal no. 5. Gender equality

Goal no. 4. Quality education

Goal no. 13. Climate action

Mission for Corporate Responsibility in Room 8 Group

Our mission in terms of corporate responsibility as a game development company is to promote a positive social and environmental impact through our activity and projects. By adopting socially responsible practices, we are committing to contribute to the development of the community, creating an inclusive environment, and making life better on our planet.

Our achievements



Room 8 Group in numbers

1 700+

specialists

7

game
development
studios

1 100+

projects
delivered

77%

happy specialists
according to an
independent survey

33.5%

female
specialists



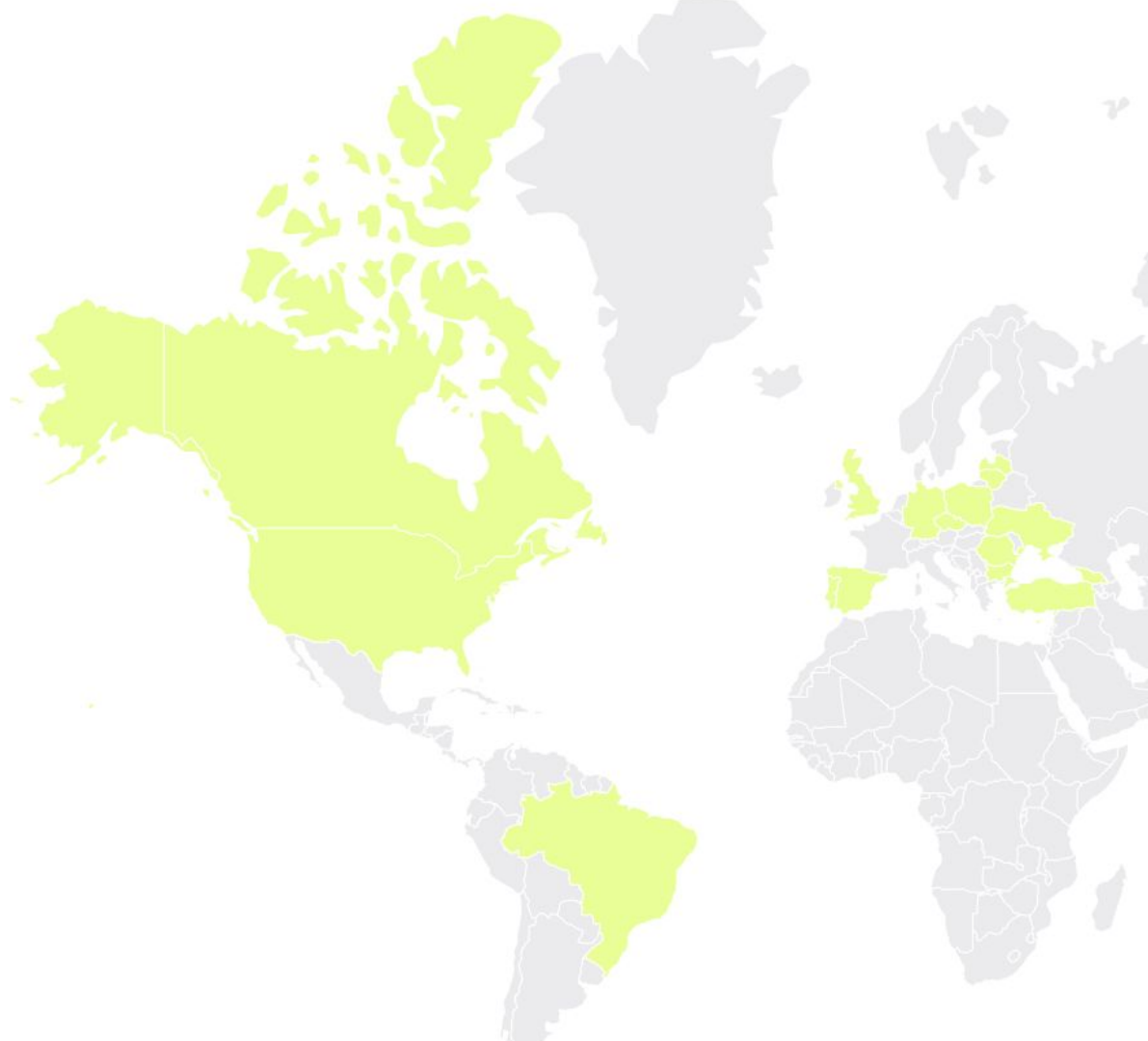
female CEO

TOP 4

companies in the DOU
GameDev ranking of the
biggest game developers
represented in Ukraine

Room 8 Group has a global presence

And operates in multiple locations
worldwide, including the US, the UK,
Canada, Brazil, Cyprus, Spain, Poland,
Romania, and Ukraine

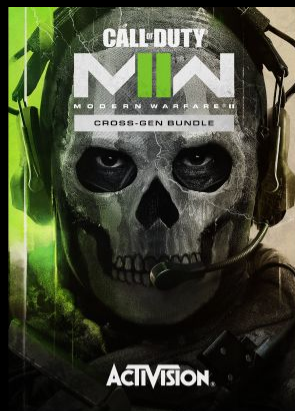


Partners

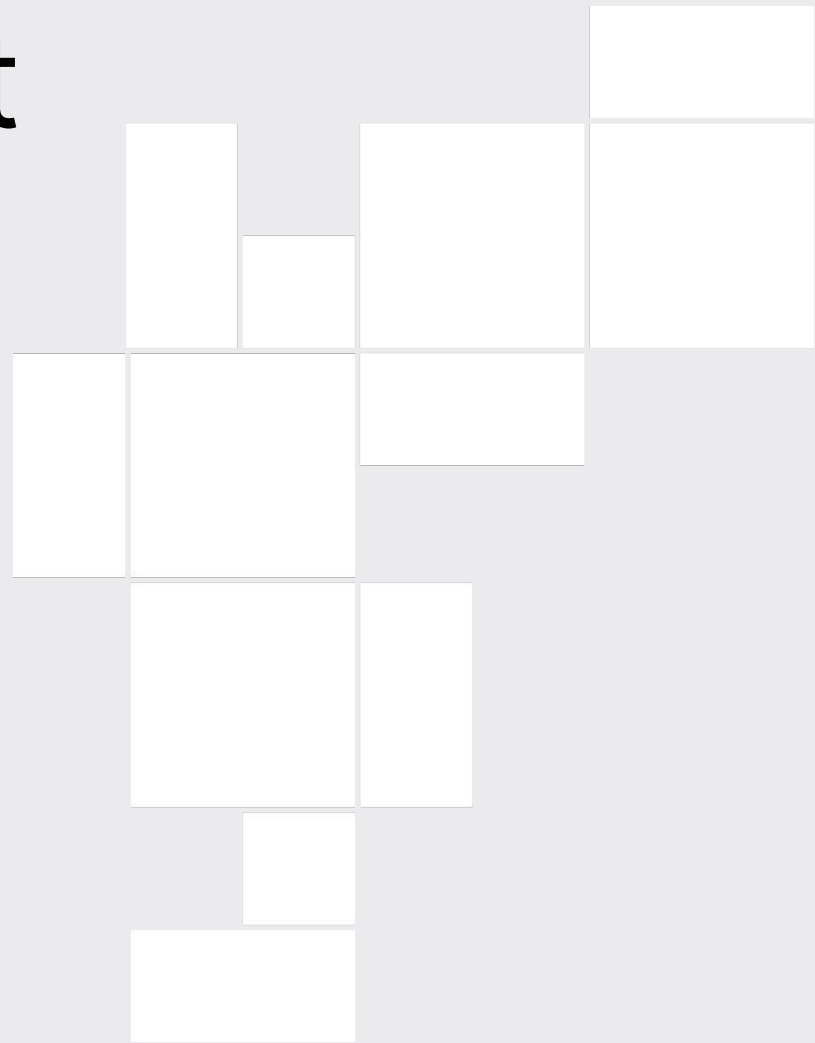
Room 8 Group is a leading service provider in art production and game development. Working with 7 out of the top 10 global publishers, Room 8 Group brings games to a new level, proven by many years of cooperation with the game industry leaders.



Proud to work on



Our social impact



Dream place to work for a diverse team

During 2022, Room 8 Group has expanded its footprint to Poland, Romania, and Spain, opening offices in these countries. These new locations also allowed Room 8 Group to increase the number of specialists from 900 in 2021 to almost 1,700 in late 2022.

In 2022, we acquired PUGA Studios, the top Brazilian outsourcing company for stylized games and one more art studio - Massive Black, which provides services via art direction, concept art, storyboarding, and cinematics another, this has become a step forward in our ongoing global expansion into the US market. The company is also hiring talented professionals in other countries in Europe, North America, and South America.



Room 8 Group globally promotes DEI principles and provides equal opportunities for all. We value professionalism over stereotypes. Our people are working mostly remotely in a creative and comfortable atmosphere, with decent compensation for participating in projects' development.

We love corporate engagement activities, branded gifts for newcomers, seasonal gifts, and recognition of work anniversaries. We promote constant learning, therefore training and development in the company includes corporate English, access to the LMS platform for improving hard and soft skills, training on well-being and D&I, and a psychological support hotline both for specialists and their family members.



Psychological support line

Since 2022 we have implemented a psychological support hotline both for specialists and their family members. The service is designed to provide employees with individual psychological assistance to respond to any life challenges. Special attention is paid to people in Ukraine to ensure their security and take care of their mental wellbeing. About 25% of specialists in Ukraine have applied to the service, the most frequent requests are related to life balance and relationships.

We will do everything possible to ensure the economic growth of independent Ukraine and that our specialists, together with their families, can return to their hometowns as soon as they become safe.



Education and Awareness

Room 8 Group has opened wide opportunities of education and potential employment for beginners in gamedev. Education and practical training on the creation of games from Room 8 Group is unique in terms of accessibility. We empower people to follow their dreams and become part of the gaming industry.



Dragons Lake mentoring program

Since 2018, our programs for the entry-level specialists have brought dozens of Dragons on board. Each is a 6+ months program of exciting yet hardcore learning everything about creation of games. The graduates will have an opportunity to join the Dragons Lake team as C++ Engine/UE Developers.

In 2022 Nov-Dec. despite all challenges we launched 4 groups simultaneously in Europe (Poland, Romania, Ukraine and others)

5000+

applications
received

350+

Interviews

400+

test tasks
reviewed

11

groups were
graduated

150

participants

MARCH
2023

recent group

3D Photoreal Environment Bootcamp

Room 8 Group has developed an online educational program for external users from our best experts will share their experience and help you master your skills.

Real career starter

During the bootcamp, participants get all the fundamental knowledge an artist needs to start a career in 3D Photoreal Environment creation.

Best fit for junior artists

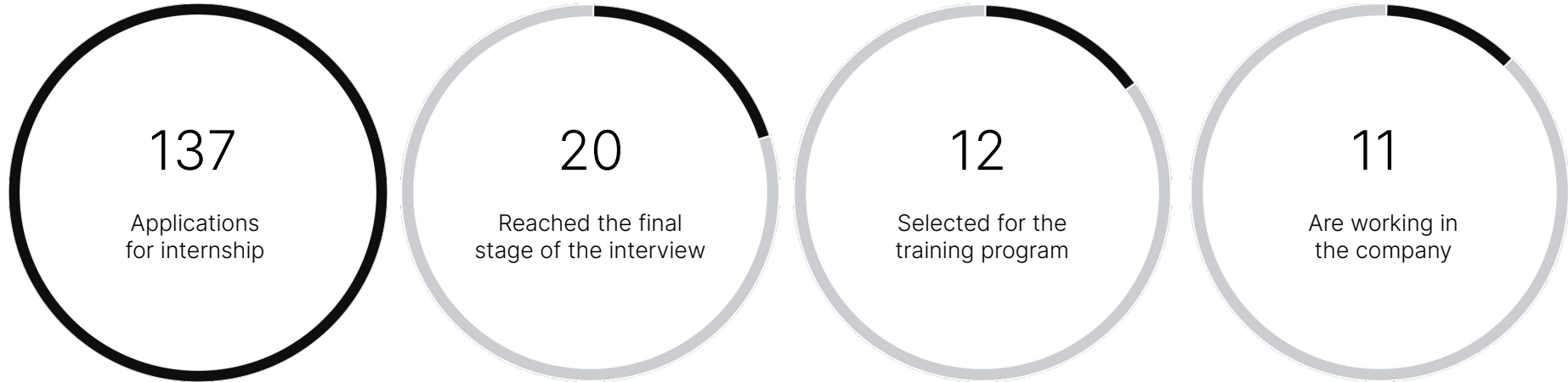
Great opportunity for junior specialist to boost one's skills and get closer to the dream job in 3D Protoreal Environment

2.5 months of intensive learning with cool experts

Personalized education with flexible schedule and a concept within a given task.

We received 95 applications for the boot camp, of which we selected 20 boot campers, who are currently studying for the 3D Photoreal Environment Team.

This year we looked at different formats of training and recruitment to the 3D Photoreal Environment team.



Management and Leadership program

In 2022 Room 8 Group has launched Management Leadership Program to help our direct managers to withstand rapid changes and support the development of our businesses.

The objectives of the program were to develop core management skills and to build an understanding of leadership and to identify our type of leadership and the maturity of our managers.



Management and Leaderships program

The program included theory and practical workshops on the following 8 modules:

Modern Management
Trends

People
Management

Performance
Management

Project Management
Essentials

Team
Management

Communication &
Best Management
Practices

Change
Management

Leadership
Essentials

The relevance of the program was positively evaluated by the participants and reached 97%, therefore it will be continued in 2023.

People Management in War

Since the beginning of war in Ukraine in 2022, we ensure the safety of Ukrainian specialists and maintain the company's performance in Ukraine despite the war.

Room 8 Group condemns any military action against Ukraine, has always supported and will continue to support universal human values and each one of our specialists.

To support our direct managers from Ukraine we developed a unique program - People Management in War. Its purpose is to help them address the new challenges they are now facing because of Russian aggression.



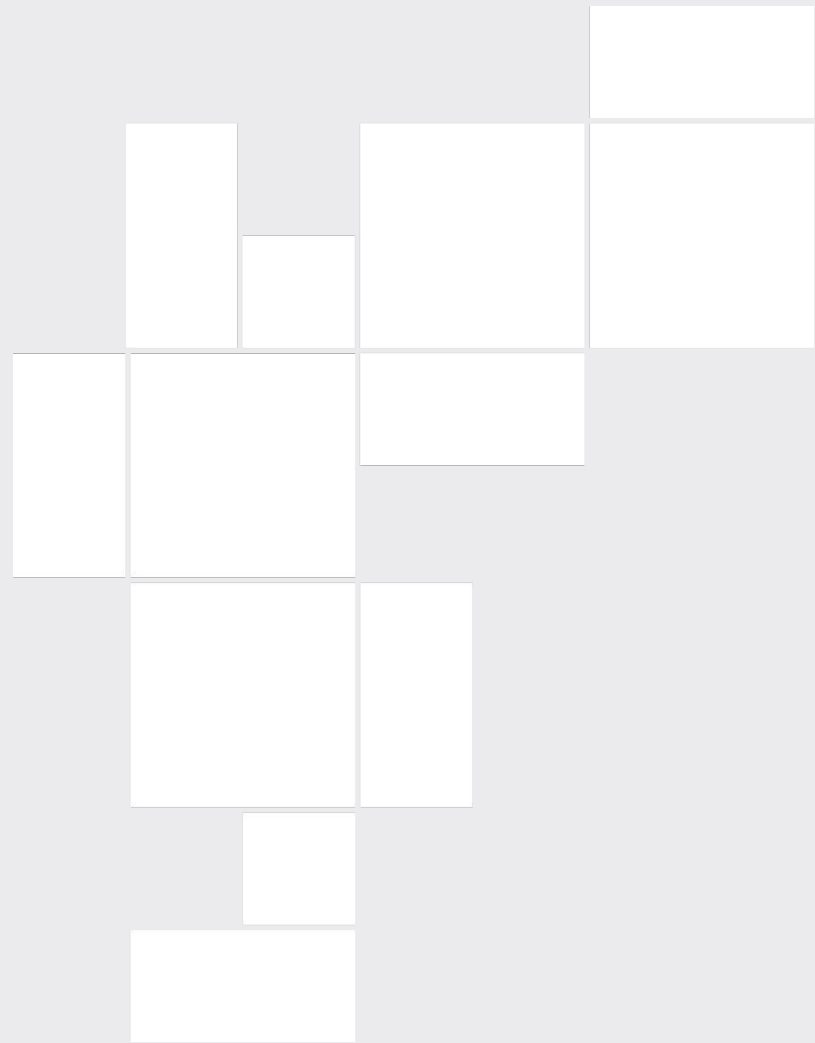
Our managers have received written materials and guides based on the program to communicate fluently on any concerns and sustain high performance teams. We are committed to supporting our people, assisting in relocation and other needs to ensure normal working process. As we continue to navigate the complexities of the situation, we remain focused on our mission of providing quality products and creating great games.

Online training for our managers included 6 practical modules:

- the psychological impact of war;
- maintaining high productivity;
- communication within the team;
- uncertainty management: goals, plans, and roles.



Diversity and inclusion



Diversity and Inclusion

Our approach

We are very proud of how talented and diverse our team is. Equal gender representation of specialists in our company provides a wide range of ideas and unique approaches. We believe that diversity and creative freedom are extremely important in the gaming industry.

Room 8 Group is a strong team of various people, and we value our people for their professionalism. We see talent and promote zero tolerance for any type of discrimination. In Room 8 Group and all of our studios in all countries we apply principles of Diversity, Equity, and Inclusion.

In 2022 **DEI training webinar** took place for Room 8 Group specialists to provide our people with required knowledge and skills on this topic. Two day webinar took place for Human Resources heads, which included such topics:

- Gender equality
- Age diversity
- LGBTQ+ inclusion in the teams

Cross Cultural communications

to enhance our team with knowledge how to communicate better in our multi cultural team

W women in games

The problem of gender inequality is relevant in the field of game development and needs to be solved at the global level. That is why Women in Games unites major game development companies for a common goal. In 2015, the organization launched a mentorship program to support women working or starting their careers in the gaming industry, as well as promoting economic equality and diversity.

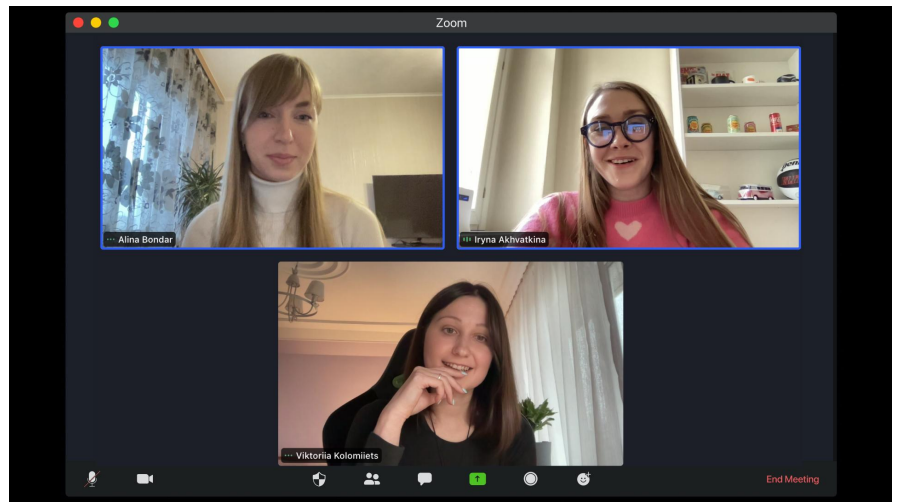
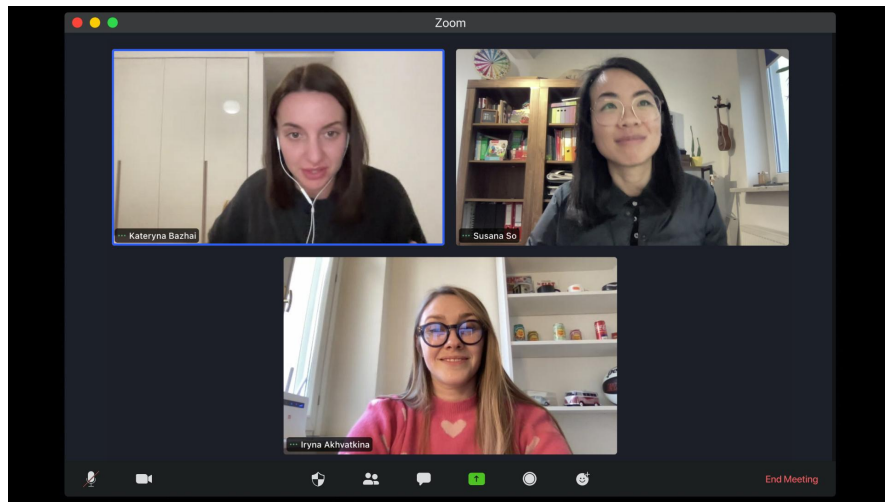
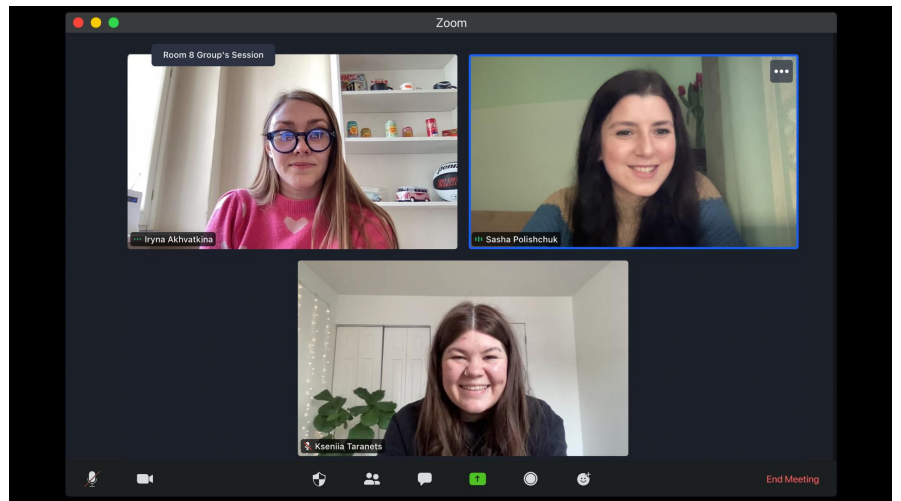
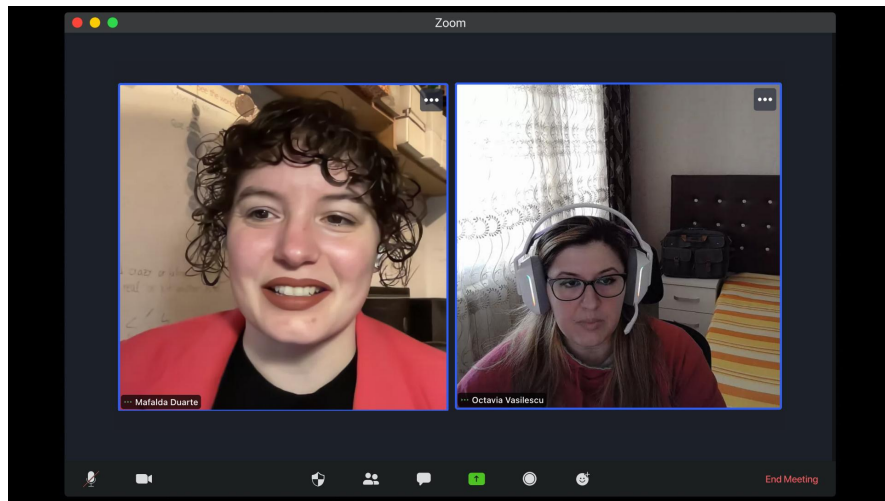
At the end of 2021, the Ukrainian company Room 8 Group became the corporate ambassador of Women in Games. It is an international non-profit organization that represents the interests of women in the video game industry. Together, we plan to work on equality of professional opportunity in the game development industry.

In 2023, Room 8 Group CEO Anna Kozlova was an opening speaker at the Women in Games “Careers, Development & Networking Expo” - an event celebrating women’s achievements and opening career opportunities in the gamedev industry.



The event was focused on creating new career pathways for women – supporting and developing them. In our virtual booth, we have arranged a networking discussion with some of our remarkable Room 8 Group women, celebrating their achievements and talking about their experience in the gamedev industry. They have shared insights about their unique career paths and experience in games development company.

We are proud to have a talented and diverse team across all Room 8 Group studios. Equal gender representation in our company makes for a wide spectrum of visions, ideas, and unique approaches, which we are looking to share during our booth discussions.



Stakeholder Engagement

Room 8 Group regularly informs our stakeholders on our progress with Sustainability initiatives and projects, including our partners, specialists, gamers, suppliers, and local communities. We ensure periodic updates through our social media, website, and public events.

We proactively communicate with gamers during meetings with the community, which are hosted by the Group. Likewise, we also interact indirectly through social media and portals.

Furthermore, we provide detailed and transparent information to our investors in the form of press releases, periodic reports regarding financial performance, and through key operating and corporate events.

[Facebook](#)

[Linkedin](#)

[Instagram](#)

For details please [visit our website](#)

Corporate Volunteering

Standing with Ukraine during war

Room 8 Group has been supporting Ukraine from the first day of the full scale Russian invasion, showing their responsibility to society in a series of good deeds, as well as humanitarian and financial aid.

The Group has also set a big goal – to direct all 2022 net profits to support the programs targeted at rebuilding and developing independent Ukraine and helping Ukrainian refugees.



What we did in 2022

First response donation of 5M UAH to support Ukraine

Relocation of specialists to safe regions of Ukraine and abroad

Charity projects and donations for socially vulnerable people

Corporate Volunteering for humanitarian needs in Ukraine and Poland

Supporting families of specialists who joined the Armed Forces of Ukraine

Assisting animal shelters: care, curing, and rehabilitation of the animals evacuated from fighting regions of Ukraine

Supporting the Communities

Rebuilding of destroyed territories

Room 8 Group has joined an initiative along with NGO Dobrobat to restore destroyed objects in Ukraine due to Russian aggression. Overall, we donated more than 1,000,000 UAH (31K USD). We contributed to the renovation of schools and hospitals in Kiev and Sumy regions.

In the Inclusive center for children in the Kiev region, Room 8 Group sponsored the arrangement of a sensor room for psychological relief and recreation, which includes a Pure Purr complex and other facilities for the development of sensory integration, promotes relaxation, balances the nervous system, and helps to relieve stress. It has a positive effect in case of depression, autism spectrum disorders, attention deficit hyperactivity disorder, cerebral palsy, and PTSD.



Supporting the Communities

Projects for children

The Charity Secret Santa Project is an annual charitable initiative aiming to bring a New Year's miracle to children from vulnerable population groups by gifting them presents from their wish lists. In 2022, Room 8 Group specialists were helping families affected by the war – orphans, single parents, families who have lost their homes, low-income families, etc. The initiative involved 137 specialists from all over the world. With joint efforts, we managed to make come true more than 120 dreams of children in partnership.

In cooperation with the IT Ukraine Association, Room 8 Group has supported the Summer TGI Camp near the Carpathians. The camp was organized by the NGO “Girls,” for 25 children of internally displaced persons from the Bucha district.



Outlook 2023

In 2023, Room 8 Group we will focus on:

Implementing responsible business practices

Meeting the humanitarian needs

Engaging with stakeholders

We continue our path towards sustainable developmental growth, and by doing so, we will make a positive contribution to the betterment of society, and create long-term value for all our stakeholders.

Our global charity program
will be launched with our commitment
to donating
our 2022 net profit to support
local communities in Ukraine.

Huge Charity Donation

Honoring the company's commitment to supporting the development of Ukraine and the country's humanitarian needs. In December 2022 Room 8 Group has initiated Huge Charity Donation project and decided to use its **\$30,000 annual holiday donation** to continue helping Ukrainians affected by the war.



Huge Charity Donation

We engage our specialists in the process, so we have asked them to choose charity organizations for donation, \$10,000 each:

NGO 'Starenki'

that takes care of lonely elderly people in Ukraine, providing financial and emotional support to them

NGO 'Dobrobat'

that reconstructs buildings, which were destroyed as a result of shellings

NGO 'Tvoya Opora'

that gives humanitarian aid to orphanages, wounded and sick children, as well as civilians affected by bombings of Ukraine

The implementation of joint charity projects are ongoing in 2023. Together we want to make an important contribution to the fight for freedom and for human values.

Over the past few years we have taken significant steps to raise awareness among our specialists about the importance of eco-friendly behaviour, to implement DEI principles in our business processes and to develop educational programs for beginners in games development industry.

By prioritizing these areas, we as a gaming development company can achieve high performance and deliver a great gaming experience.

Looking ahead, we will continue to promote sustainability in all aspects of our business.

We believe that by cooperating together with our stakeholders, we can create a more sustainable future for everyone.



Together,
we bring GameDev
to the next level of
sustainability