



ROOM8
GROUP

Room 8 Group Presents:

Sustainability Report

MESSAGE FROM THE CEO

Dear Stakeholders,

As we reflect on 2023, I am immensely proud to share the progress and achievements outlined in our 2023 Sustainability Report. At Room 8 Group, we believe that sustainability is not merely a goal to be achieved, but a journey of continuous improvement and responsibility.

2023 was full of uncertainty. The industry is maturing after the shake-up of recent years. We have adapted to quick changes and remained steadfast in our commitment to sustainability across all the countries in which we operate. Every decision and action we have undertaken has been guided by our core values and principles.

In 2023, we made significant strides towards fostering a discrimination-free workplace where every individual is respected, valued, and empowered. Our comprehensive policies, training programs, and support resources underscore our dedication to creating an inclusive environment where diversity is celebrated together.

Furthermore, we are fully committed to supporting communities through charitable initiatives. By focusing on humanitarian aid, education, cultural and social development, we aim to make a lasting, meaningful impact.

Transparency and cooperation are pillars of our business ethos. We remain committed to conducting our operations with the utmost integrity and openness, fostering trust and collaboration at every level of our organization and beyond.

As part of our ongoing commitment to sustainability, we are also launching a renewed focus on reducing our environmental footprint. We will explore innovative solutions and partnerships to minimize our impact on the planet and contribute to a more sustainable future.

I extend my sincerest gratitude to our specialists, partners, and stakeholders for their unwavering support on this journey. Together, we will continue to build a better community for generations to come.

Best regards,

ANNA KOZLOVA
CEO, ROOM 8 GROUP



1 Introduction

Overview of the Company CSR approach and commitment to sustainability [GRI 102: GENERAL DISCLOSURES]

2 Reporting Scope

Explanation of the reporting period, boundary, and entities included in the report [GRI 102: GENERAL DISCLOSURES]

3 This is us

Description of the Company's structure, operations, and key stakeholders [GRI 102: GENERAL DISCLOSURES]

4 Environment

Reporting on environmental impacts, including energy use, greenhouse gas emissions, and waste management specific to game development operations [GRI 301: ENVIRONMENTAL PERFORMANCE]

5 Community

+ Reporting on social impacts, including specialists' well-being, diversity, and inclusion initiatives basic diversity indicators [GRI 401-3], community engagement, and human rights [GRI 401: SOCIAL PERFORMANCE]

6 Governance

Overview of the Company governance structure, including board oversight of CSR issues [GRI 102: GENERAL DISCLOSURES]

7 Future Goals

Summary of key achievements, challenges, and future commitments related to CSR [GRI 102: GENERAL DISCLOSURES]

The Player is — Room 8 Group

Overview

[GRI 102-1]

Room 8 Group is dedicated to sustainability and responsible business practices. We understand the importance of our role in society, the physical environment, and the communities where we operate. Our commitment extends to integrating environmental, social, and governance (ESG) considerations into our operations and decision-making processes.

Approach

[GRI 102-12]

Our approach to sustainability involves balancing profitability with long-term environmental and social impacts. We strive to bring about positive changes in the world by integrating sustainable practices into our business operations. This includes recognizing the significance of ESG factors and their impact on both our business and society.

Key Commitments

[GRI 102-16]

At Room 8 Group, we prioritize transparent and ethical governance practices. We believe that responsible governance is essential for our success and reputation. Through proactive management, we aim to mitigate risks, seize opportunities, and create sustainable value for all stakeholders.

Conclusion

[GRI 102-53]

We are committed to our duty to contribute to the sustainable development of society and the planet. By aligning our business practices with sustainability principles, we aim to lead by example in the gaming industry and demonstrate that sustainability and profitability can coexist for the benefit of all.

Reporting Scope

SCOPE AND BOUNDARY [GRI 2-3]

Reporting Period

The CSR report covers the reporting period of 2023, providing an overview of Room 8 Group's sustainability efforts and performance during that time.

Scope

The report outlines Room 8 Group's sustainability initiatives, focusing on key areas where the Company aims to make a positive impact. It includes information on sustainability issues that affect the Company's business in the long term, as well as strategies for managing these issues. Additionally, the report highlights important risks associated with sustainability efforts.

Entities Included

The report encompasses Room 8 Group LTD and its subsidiaries jointly referred to as Company, detailing the collective efforts and initiatives undertaken by the entire organization to address ESG challenges.

Boundary

Room 8 Group has voluntarily compiled this CSR report to provide stakeholders with a comprehensive overview of its sustainability performance, despite not meeting the criteria specified in the EU Corporate Sustainability Reporting Directive (CSRD). It has been prepared in accordance with the General Reporting Standards outlined by the Global Reporting Initiative (GRI), further reinforcing Room 8 Group's dedication to adhering to internationally recognized sustainability reporting guidelines.



This is Us





ROOM8GROUP

by numbers

1260+

Projects delivered

1300

Professionals

700+

Clients served

7.01%

3.27% in 2022

Director's seniority growth

12.74%

9.49% in 2022

Lead's seniority growth

8.7

8.2 in 2022

Customer satisfaction indicators

Our Business

Room 8 Group is an end-to-end strategic partner in external game development. Working across all platforms, we provide creative and technical expertise across full-cycle dev, co-dev, art, trailers, and QA for AAA and AA games.

Since 2011, Room 8 Group has built creative partnerships with world-leading publishers such as Microsoft, Nintendo, Ubisoft, Sony, Gameloft, Take2, EA, and more. While leveraging our own cutting-edge tools and R&D capabilities, we have co-created a multitude of award-winning projects for video game IPs and franchises including *Call of Duty*, *Diablo*, *Assassin's Creed*, *Star Trek*, *The Walking Dead*, *Doctor Who*, and many more.



● Production resources

● Leadership and key production roles

Our history

We understand the challenges our partners face when creating games: we started out making our own. Now, we work with the industry's biggest publishers and developers to co-create award-winning, critically acclaimed titles.

2011–2014

- Founded as a development studio & delivered first co-developed titles
- Grew to a small team of 30 people
- Worked on award-winning *Cookie Jam*, *World of Tanks*, *Piano City*, & *Mahjong Journey*

2016–2018

- Completed first porting projects & started video production
- Certified by major consoles: PlayStation, Xbox, Nintendo Switch
- Worked on games based on franchises like *Hotel Transylvania*, *Family Guy*, *Independence Day*, *The Walking Dead*, *Power Rangers*, & *Monopoly*

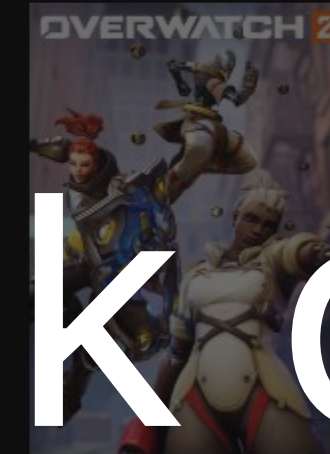
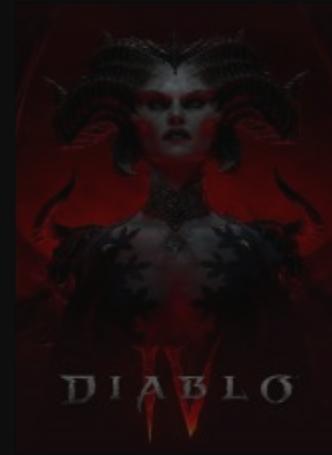
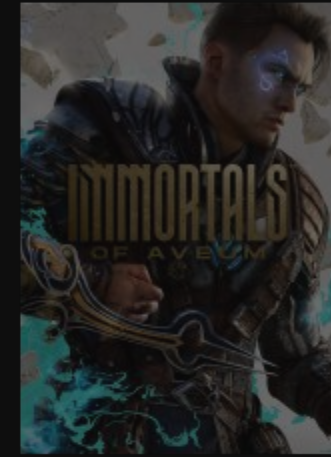
2020–2021

- Launched Art Direction & Visual Development offering
- Opened a hub in Montréal, Canada, marking the first step in global expansion
- Worked on BBC Studios' well-known IP, *Doctor Who*
- Landed Remedy Entertainment's award-winning project, *Control*

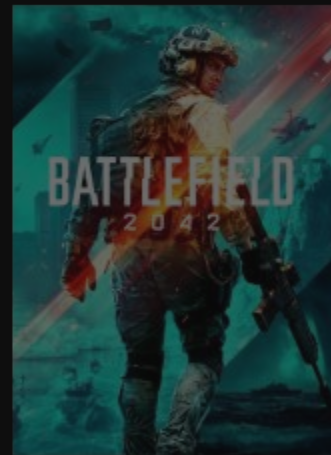
2022–2023

- Began providing IP Game Development services & launched QA offering
- Strengthened presence in the US, expanded to Brazil & opened a production hub in Poland
- Grew our talent to 1000+ specialists
- Delivered 300+ unique projects which received 89 award nominations
- Shortlisted for the 2023 MCV/Develop Awards in Creative/Co-Development Partner of the Year category

- Company offering changes
- Location / Expansion / Growth
- Company achievements



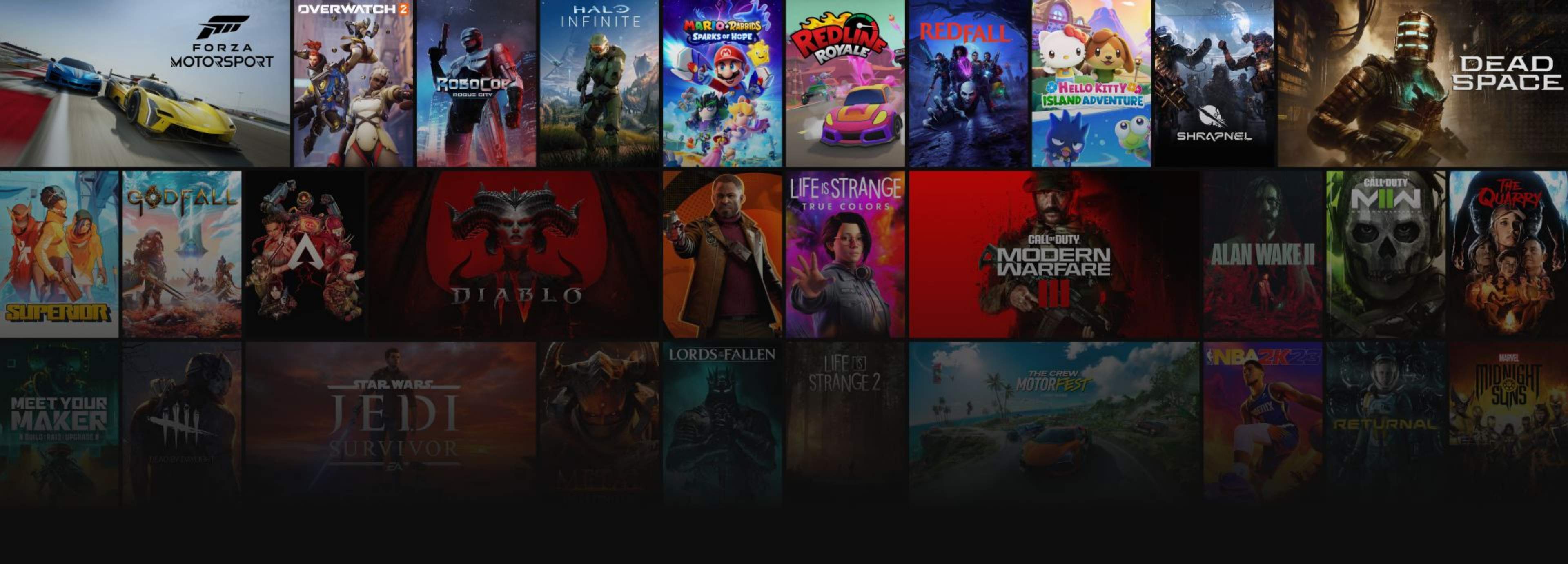
Proud to work on





Awards 2023





We co-create
award-winning
games



Your Successes Make Us Proud



Our specialists continuously strive to enhance their professional skills. Congratulations to Anna-Maria Fokshei for winning in the 'Future Star' category at the HR Pro Awards in Ukraine.

This award highlights her proactiveness, innovative approach, significant achievements, and potential in HR. We wish Anna-Maria even greater success ahead!

Our HR efforts in enhancing learning programs have gained recognition, as our "People Management in War" project makes it to the HR Pro Awards finals in Ukraine. Launched in 2022 to address management challenges in wartime, kudos to Serhii Savytskyi and the team for this notable achievement!



The background features a dark, grid-like pattern. On the right side, there are two vertical image strips. The top strip shows a tall metal tower with several satellite dishes or antennas. The bottom strip shows a soldier in full combat gear, including a helmet with a night vision device and a gas mask, wearing a tactical vest with pouches. The text "Key Events" is centered over the grid.

Key Events

THU Career Camp

THU Career Camp is one of the biggest online events in the industry, tailored for companies to find creative talent and connect with the community on a global scale. To enhance brand awareness and demonstrate our values, we took part in the event in different formats in 2023 and plan to participate in 2024.

10

Speakers

14

Talks delivered

3

Mentorship sessions conducted

Topics

- + Art production
- + Career development
- + Project management
- + Trailer production
- + Basics of Unreal Engine 5

THU CAREER CAMP

Exploring New Business Opportunities

Room 8 Group participated in the game industry's top events to share our expertise and vision for the game industry's future. It was an excellent opportunity to uncover valuable market insights, talk games, and reunite with our partners and friends.

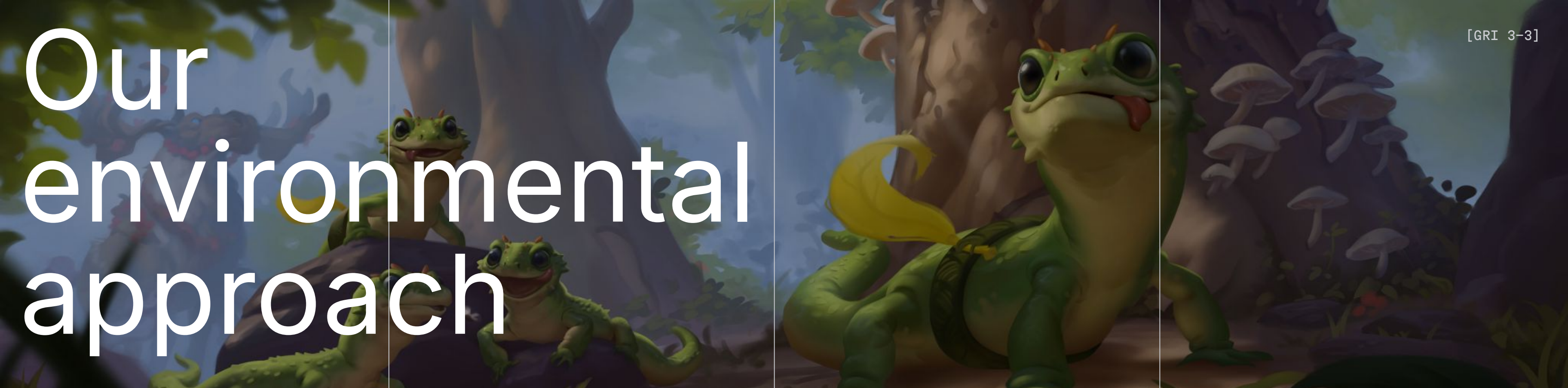
We convened numerous meetings to explore new opportunities for our business. We forged new alliances that will continue to enhance our journey ahead.

- + Pocket Gamer Connects London
JANUARY, LONDON, UK
- + Games Development Conference (GDC)
MARCH, SAN FRANCISCO, USA
- + Develop:Brighton
JULY, BRIGHTON, UK
- + Argentina's Video Game Expo (EVA)
SEPTEMBER, BUENO AIRES, ARGENTINA
- + Gamescom
AUGUST, COLOGNE, GERMANY
- + Montreal International Game Summit (MIGS)
NOVEMBER, MONTREAL, CANADA
- + External Development Summit (XDS)
SEPTEMBER, VANCOUVER, CANADA
- + Nordic Game
NOVEMBER, HELSINKI, FINLAND





Commitment to the Environment



Our environmental approach

Commitment

At Room 8 Group we are committed to environmental sustainability and recognize our role in preserving natural resources and mitigating climate change. Our dedication to environmental stewardship is reflected in our Environmental Policy.

High standards

Room 8 Group adheres to all relevant local, national, and international laws, regulations, and standards pertaining to environmental conservation. We strive to ensure full compliance with applicable requirements to minimize our environmental impact. We acknowledge the urgency of the global climate crisis and are committed to being part of the solution.

Clear priorities

Room 8 Group prioritizes efforts to reduce greenhouse gas emissions, increase energy efficiency, and transition to renewable energy sources to mitigate climate change. Our Group is dedicated to minimizing waste, energy, and water consumption across all operations. We prioritize practices such as recycling, reuse, and waste reduction to conserve natural resources and minimize environmental footprint.

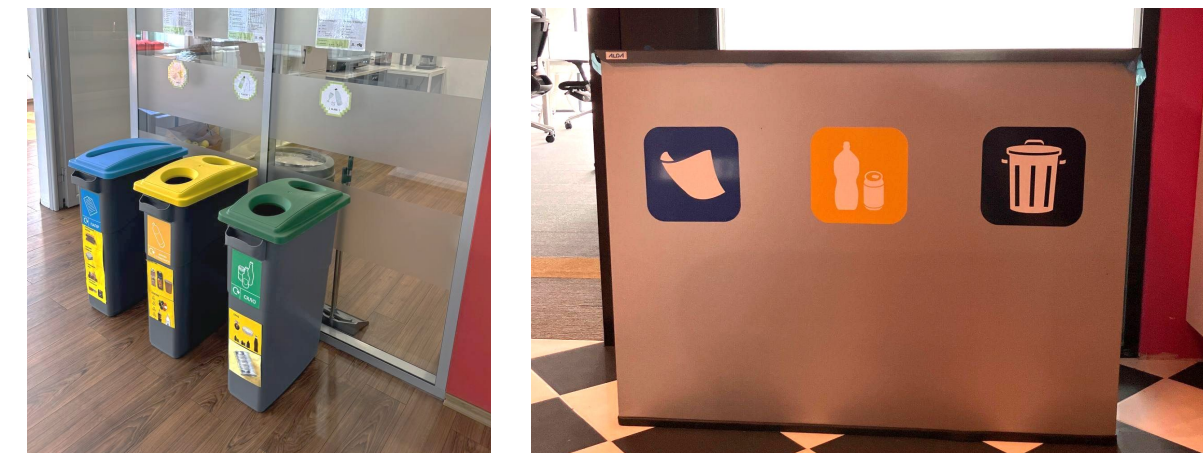
Engagement

Room 8 Group actively engages and educates our specialists on environmentally friendly practices. Through awareness campaigns and training initiatives, we empower our team members to adopt sustainable behaviors and contribute to positive global change.



Green Office

[GRI 305-1]
[GRI 305-2]
[GRI 305-3]
[GRI 305-4]



Room 8 Group is committed to fostering environmental responsibility across our offices in Poland, Romania, and Brazil. Our Green Office Policy promotes eco-friendly practices to reduce our environmental footprint. We have developed and implemented a Green Office guide to direct our operations.

Our policy includes training programs and regular audits to ensure compliance with environmental standards. We engage our specialists through awareness campaigns, educational initiatives, and incentivization programs to promote active participation in our sustainability efforts. We regularly review and update our policies to incorporate new technologies and best practices.

We encourage remote work and low-carbon transport for all specialists visiting offices. Waste-sorting is compulsory in our EU offices and guided by our Green Office Guide.

Room 8 Group is integrating green computing to reduce energy consumption and promote eco-friendly technologies. As part of our sustainability strategy, we are transitioning to data centers with a higher share of green electricity. We understand the significance of using renewable energy sources to power our data centers and are working towards achieving this goal gradually. This step-by-step approach allows us to assess the feasibility of different options and ensure a smooth transition while minimizing disruptions to business operations.

By leveraging green data centers, Room 8 Group aims to set a positive example for the gaming sector and encourage other companies to adopt similar initiatives. We are committed to driving positive change within our industry and contributing to broader efforts towards a greener and more sustainable future.



Key Principles

Energy Efficiency

We prioritize energy-efficient practices to reduce electricity consumption, including the use of energy-saving appliances, LED lighting, and motion sensors to minimize energy wastage.

Waste Reduction

Our offices implement waste-reduction strategies such as paperless initiatives; recycling programs for paper, plastics, and other materials; and composting where feasible.

Water Conservation

We promote water conservation through the installation of water-saving fixtures, regular maintenance to prevent leaks, and awareness campaigns to encourage responsible water usage among specialists.

Green Procurement

Room 8 Group prioritizes the procurement of eco-friendly and sustainable products whenever possible, including office supplies, cleaning products, and furniture made from recycled materials.

Transportation

We encourage eco-friendly transportation options such as carpooling, cycling, and the use of public transportation to reduce carbon emissions associated with commuting.

Electronic Waste Management

E-WASTE CHALLENGE



In line with our commitment, in 2023 the E-Waste Guide was developed for our teams in all country locations.

Five winners of the E-Waste Challenge have recycled the waste and received a stylish Room 8 Group T-shirt as a token of our appreciation.



Carbon Footprint

[GRI 305-1]
[GRI 305-2]
[GRI 305-3]
[GRI 305-4]

Room 8 Group's total GHG footprint (Scope 1+2) is estimated as non-significant (<1000 tCO₂). Our offices differ by level of GHG emissions; this also depends on the energy efficiency class and local supplier energy mix. Among all our facilities there are offices that cover the significant part of energy consumption with RES. Class A buildings are energy-efficient and benefit from professional management.

Calculation of carbon emissions was made on the basis of data on electricity consumption. According to the calculation we can see that the annual electricity-related (Scope 2) carbon footprint of UA facilities is on the level of 5.47 tCO₂ to 22.03 tCO₂ and in total amounts 47.34 tCO₂.

Office in Romania (BC Afi Tech Park 2) has 47.21% of electricity consumption covered from Renewable Energy Sources (RES). GHG emissions, according to supplier information in 2022, were 217.24 gCO₂/kWh, which is lower than the national average (223.25 gCO₂/kWh).

The main source of generation for our Brazil office (Rua do Apolo No. 81) is hydroelectric power (65% of the country installed capacity), wind power and imports from other countries (35%).

The only energy supplier in Pernambuco is CELPE, but there are partnerships with companies that have solar energy farms. The energy generated is consumed directly in the consumer unit and the surplus is injected into the concessionaire's distribution network and, consequently, converted into credits that will be offset against subsequent bills.

The carbon footprint related to heat energy consumption (Scope 2) by our offices in total doesn't exceed 80 tCO₂. Calculation of the CO₂ emissions for the offices in 2023 was based on the information regarding property class, size of the offices and number of floors in the building.

** Sources: EY assessment basing UA normative data
zakon.rada.gov.ua/0822-18
zakon.rada.gov.ua/1257-20

Environmentally responsible

On World Environment Day, specialists of Room 8 Group were proposed to estimate their personal carbon footprint. By using the personal CO2 calculator, one can find out how much CO2 they individually contribute to the atmosphere. During gamified testing, we saw what factors cause extra emissions and how they can be reduced depending on our lifestyle.

[GRI 305-1]
[GRI 305-2]
[GRI 305-3]
[GRI 305-4]



Artem Bozhok
My result is this

11,2
tons CO₂

Carbon Footprint



Oksana Klots
Here is my results 😞 ...

6,2
tons CO₂

Carbon Footprint



Anna Hrinova
let's share our results: ...

12,4
tons CO₂

Carbon Footprint



Vanessa Romascanu
Better than I expected haha!

5,9
tons CO₂

Carbon Footprint



Building Community

Our Culture

At Room 8 Group, we take pride in our commitment to being an exemplary employer, fostering an inclusive work environment, and upholding the highest standards of ethical conduct.

Our talent acquisition strategy focuses on identifying individuals with great potential, irrespective of their geographical location, and providing them with opportunities for career development and growth.

We recognize the value of diversity and actively seek out talent from various backgrounds and regions. We ensure fair and transparent processes that enable equal access to opportunities and advancement based on merit.

Our policies and practices are designed to create a supportive workplace where all specialists feel valued, respected, and empowered to thrive.

At Room 8 Group, we are committed to creating a workplace, where diversity is celebrated and becomes a source of strength and innovation, driving creativity, collaboration, and excellence across our organization.

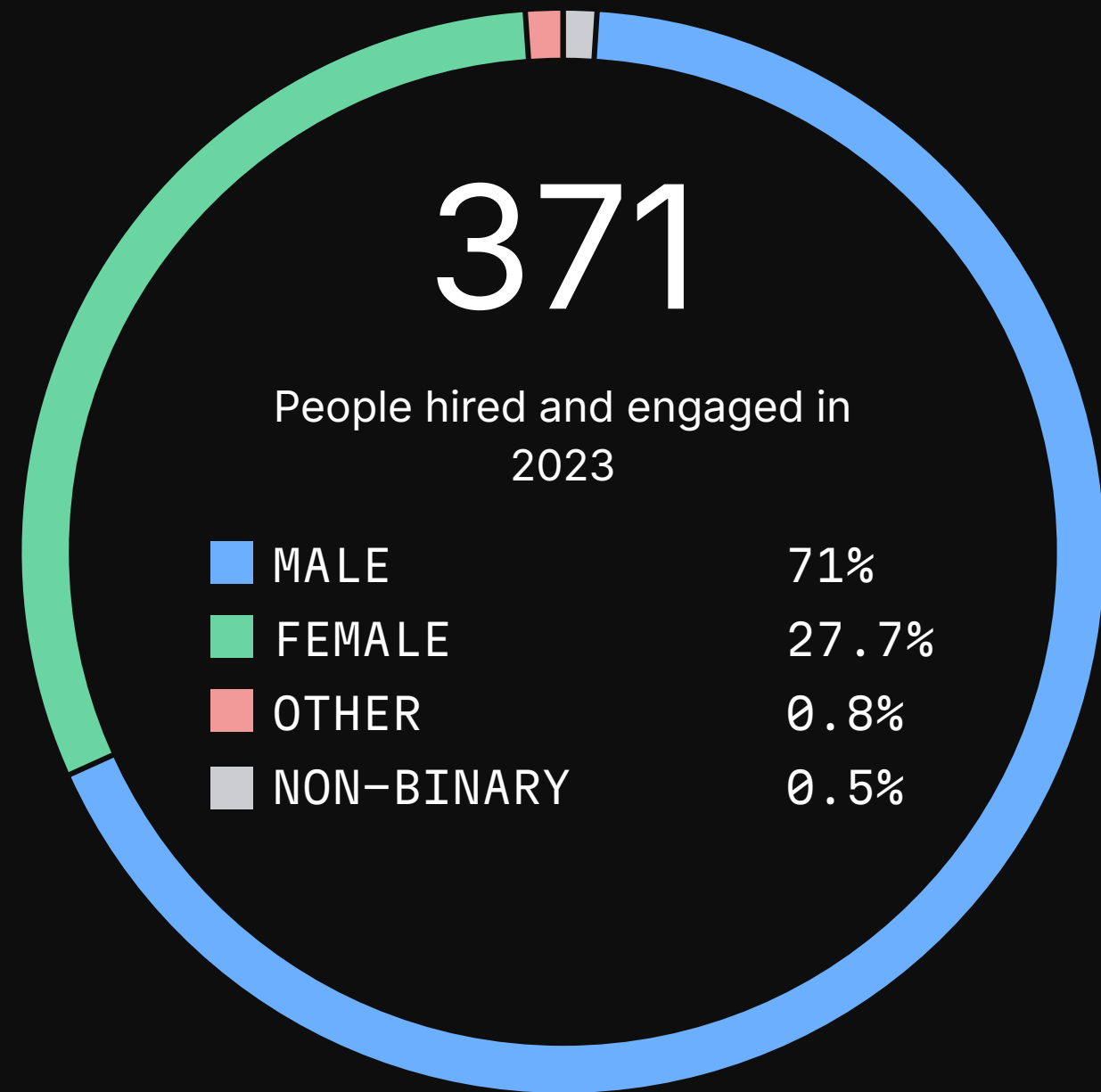
We believe that by investing in our people and creating a supportive and inclusive work environment, we can achieve sustainable growth and positive social impact to the benefit of our specialists, stakeholders, and communities worldwide.



FTE growth

Total number and rate of new hires and specialists' engagement in 2023

BY GENDER



BY GROWTH

1300

people across the globe

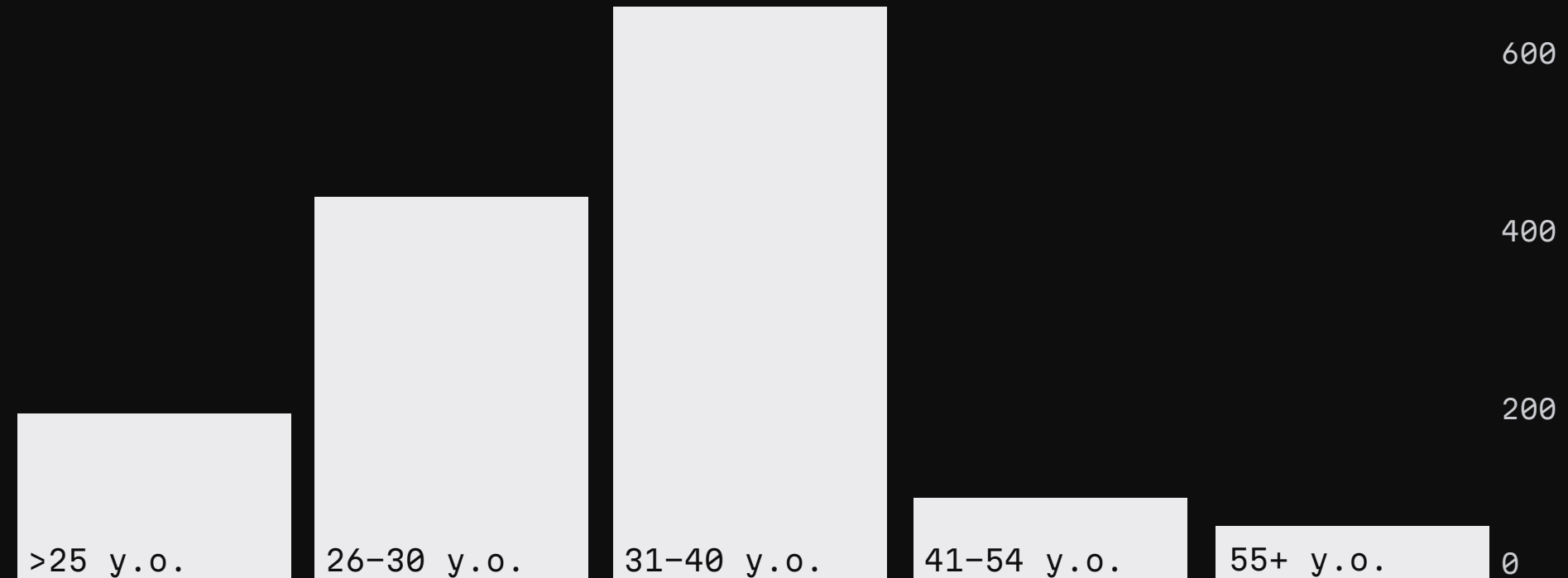
8

people in the beginning

2015

2023

BY AGE

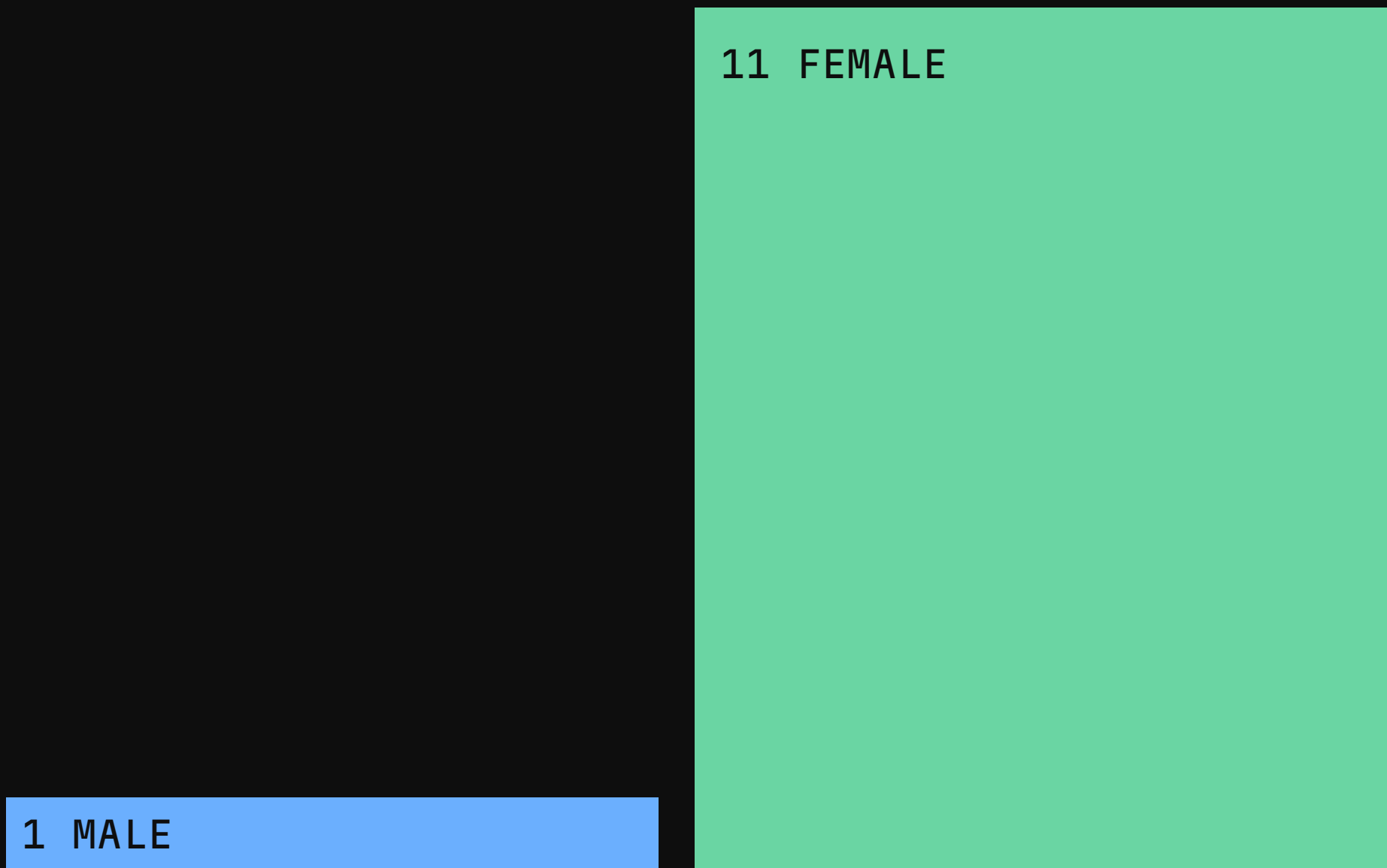


At Room 8 Group, we strive to be a reliable partner to our clients and our specialists. It's important for us to know when we are doing well, but even more important to understand how we can improve.

PARENTAL LEAVE

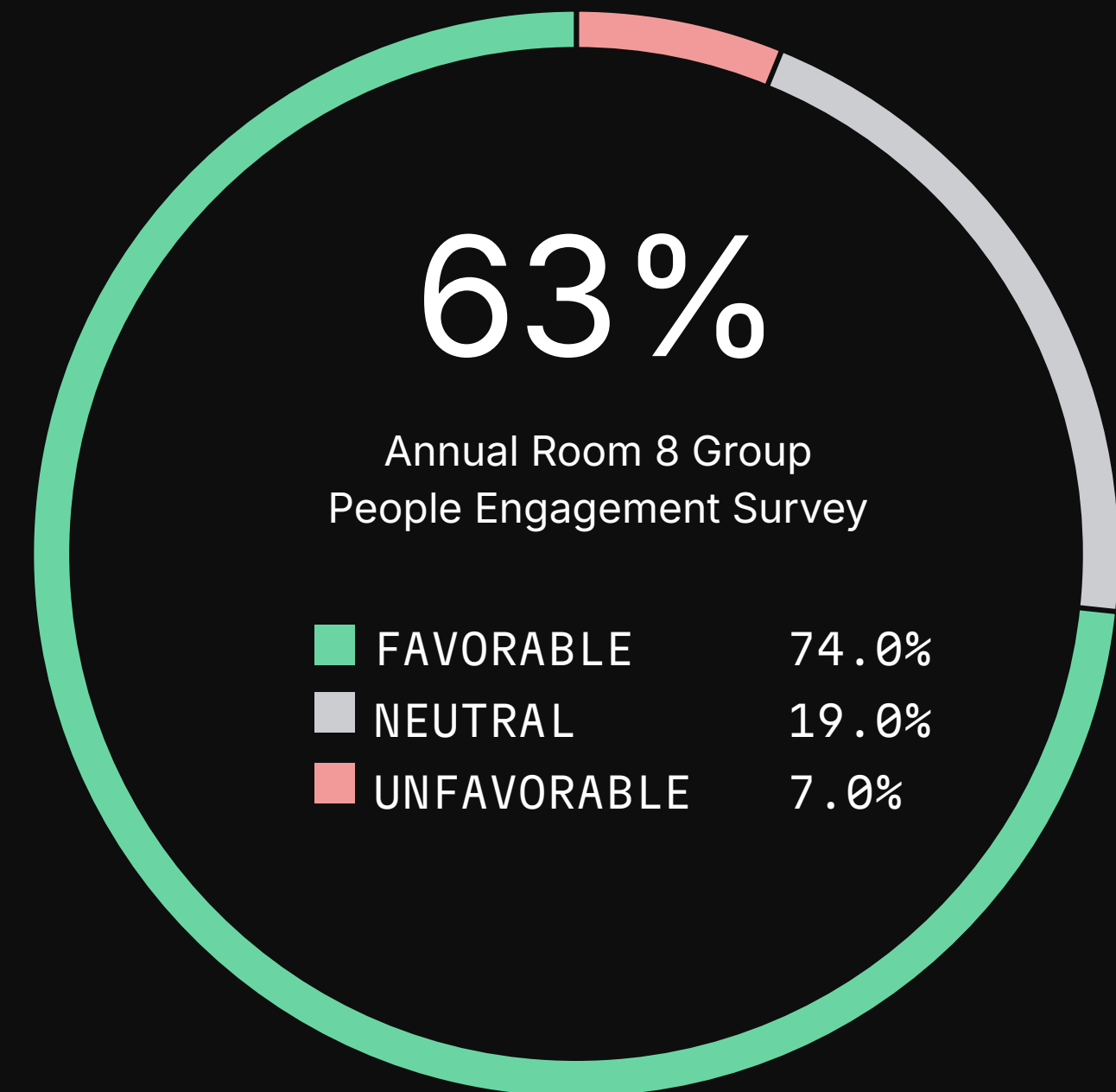
FINANCIAL SUPPORT ON THE BIRTH OF A CHILD

Equal opportunities for parental leave for males and females, below our statistics in 2023



AGREEMENT SCORE

Satisfaction level from collaborating with the Room 8 Group





Developing Talent



Developing Talent

We have no boundaries when it comes to finding talent. We seek diverse perspectives and skills, bringing together global teams united by a common culture.

At Room 8 Group, our culture is built on four key principles:

- + Delivering outstanding quality
- + Fostering strong and lasting relationships
- + Driving innovation through collaboration
- + Striving for continuous growth
- + Ensuring a discrimination-free workplace

These principles guide us in creating exceptional client value and ensuring success through every partnership.

Internship

We are one of the few businesses in game development that has a high-quality, time-tested training program for future Render and Unreal Engine engineers. The program aligns with Sustainable Development Goal No. 4: Quality Education. The primary goal of the program is to provide young individuals with valuable hands-on experience and mentorship in the field of game development.

Having started in 2018 over 150 specialists from: Ukraine, Poland, Moldova, Slovakia, Spain, Sweden, Czech Republic have graduated from the program, 114 of them have engaged in services provision for the Room 8 Group. Our students combine the love of programming with a passion for video games.

5000+

applications received

500+

test tasks reviewed

350+

interviews

12

groups were graduated

150+

participants

114

students were engaged in service provision at Room 8 Group

11

internships have been completed since 2019

102

UE developers prepared

34

Render developers prepared

Programs in the countries of Eastern Europe, such as Poland and Romania.



Diversity in Our Team



Diversity In Our Team

31.7

the average age
of our specialists

18 y.o

the youngest
specialist

66 y.o.

the oldest
specialist

34%

of our team are
women

35%

females
in leaderships role

50/50

board
gender split

25

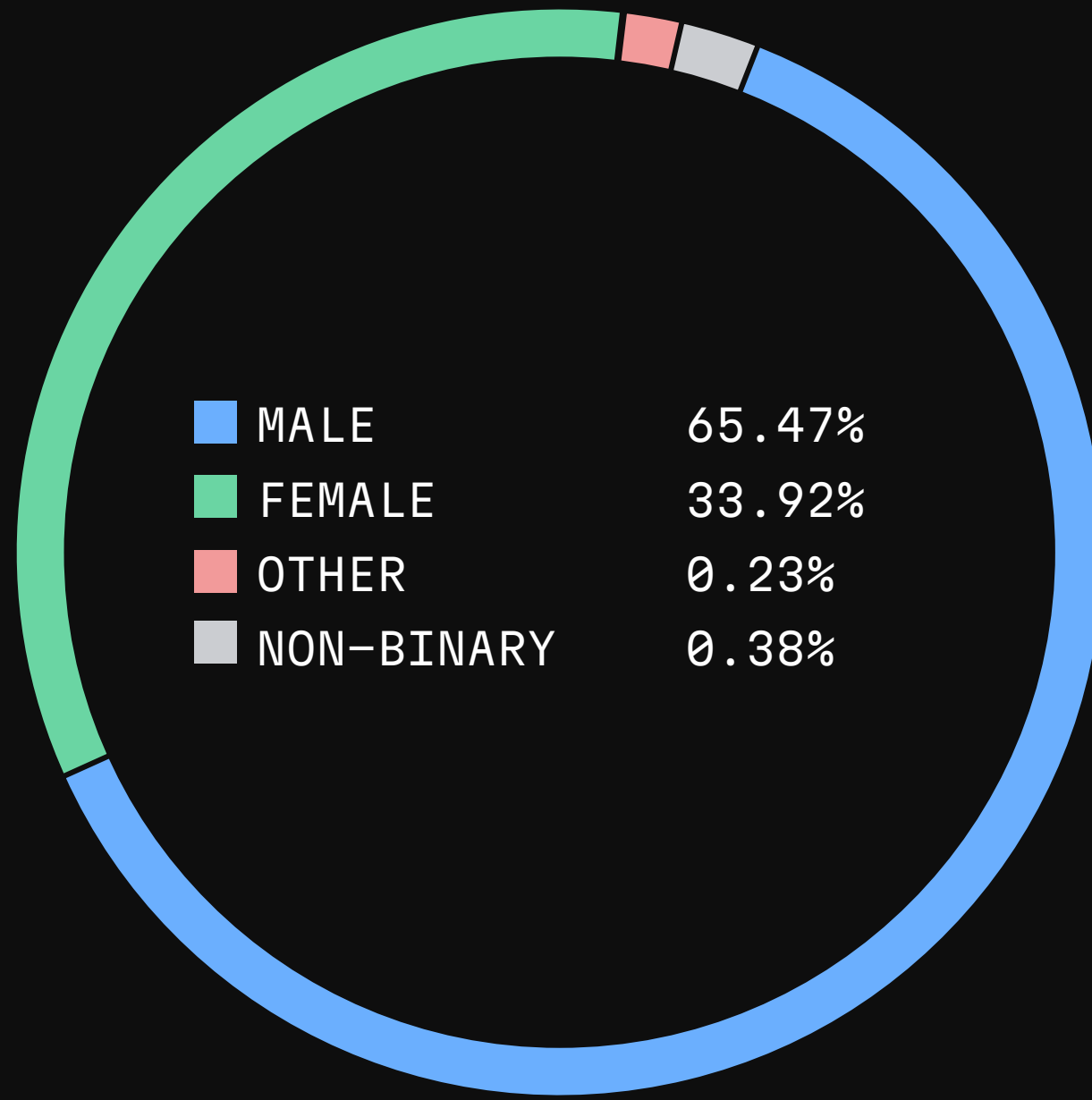
languages
between the team

4%

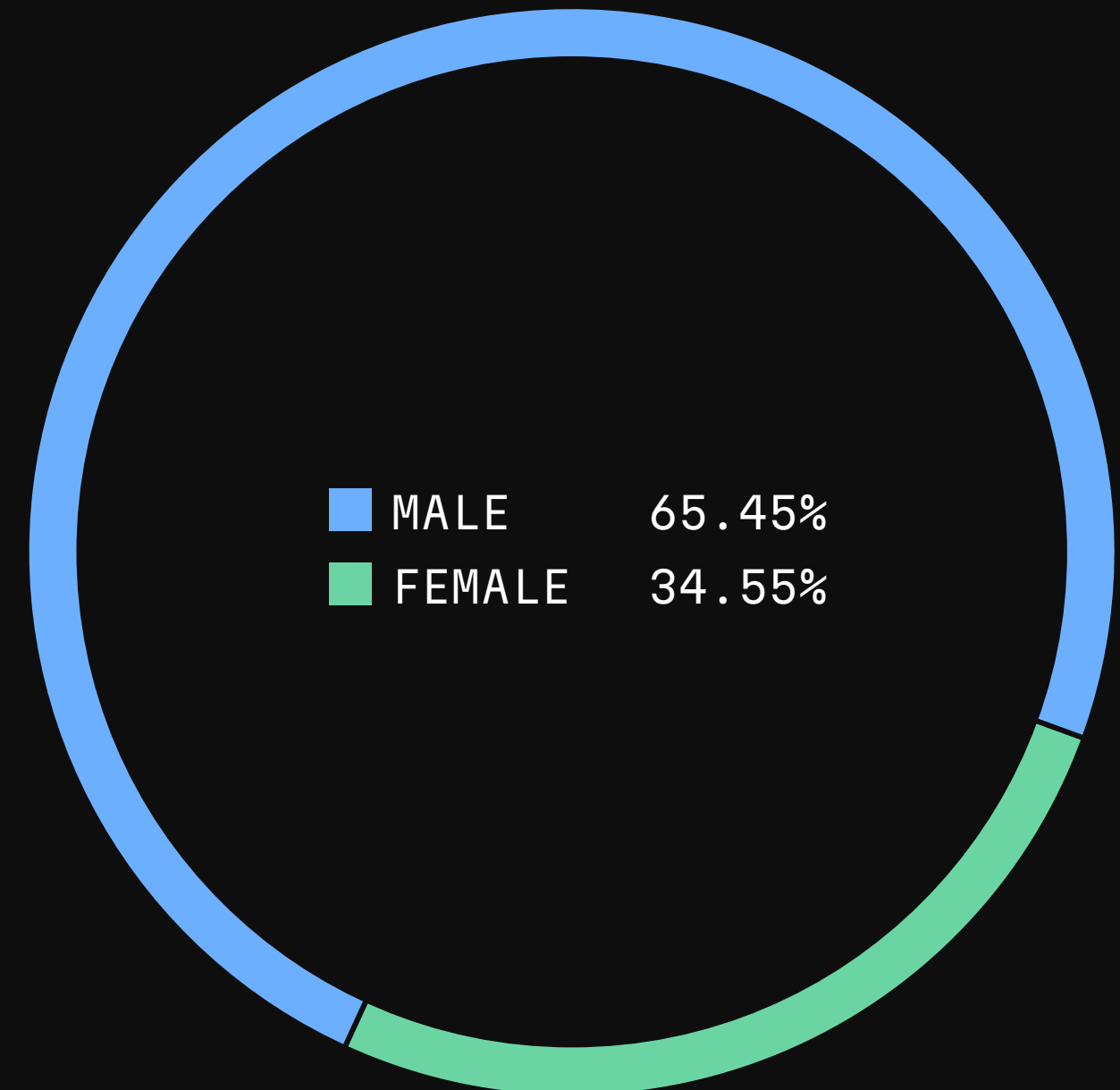
people
with disabilities

Gender Diversity

OVERALL IN THE COMPANY



LEADERSHIP ROLES



Women in games

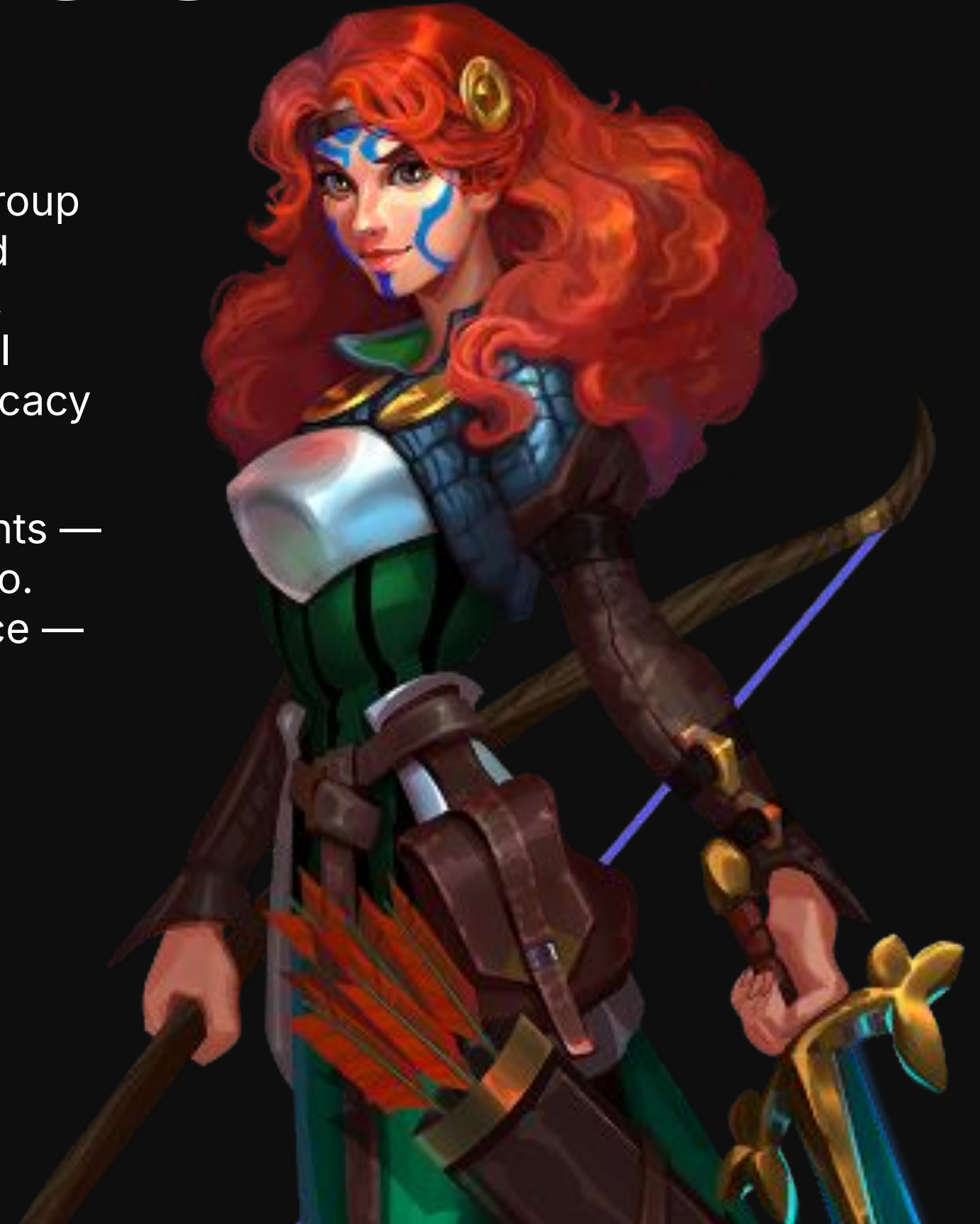
At Room 8 Group, we recognize the invaluable contributions of diverse perspectives in fostering innovation and driving sustainable growth.

Room 8 Group is proud to be the official Ambassador of Women in Games since late 2021, a global non-profit dedicated to supporting and empowering women in the game development industry. Our collaboration is anchored by our shared vision of creating a more inclusive and equitable gaming ecosystem.



Through our partnership, Room 8 Group actively promotes DEI principles and standards in line with our DEI Policy, including Mentorship Programs, Skill Development Workshops, and Advocacy and Awareness Campaigns.

Women in Games hosts regular events — WIG Careers, Development and Expo. In 2023, we attended this event twice — in March and May.





Health & Wellness



Health & Wellness

Our commitment to supporting the health and well-being of our specialists reflects our values of responsibility, respect, and care for our workforce

Wellness Programs

We offer comprehensive health and wellness programs designed to promote physical, mental, and emotional well-being among our team members. These programs include access to stress management workshops, education on wellness, mental health awareness campaigns, and initiatives to reduce stigma and promote open dialogue about mental health in the workplace.

Office Health & Safety Training

We invest in Health & Safety training for all team members, especially those who are working in our offices and hubs, to raise awareness of potential hazards, promote safe work practices, and empower individuals to take proactive measures to protect their health and safety.

Flexible Work Arrangements

We recognize the importance of work-life balance and provide flexible work arrangements, including remote work options. These arrangements enable our team members to better manage their personal and professional commitments, reducing stress and enhancing overall well-being.

Healthcare

We facilitate access to health care services through the medical insurance and other benefits to help team members proactively manage their health and detect potential health issues early.

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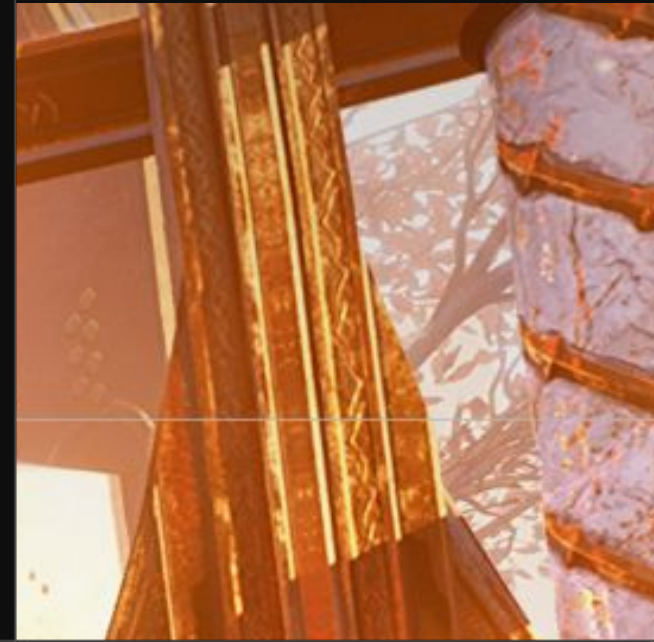
Number of Health & Safety incidents at offices in 2023

30%

Stress Level

70%

Manageable Stress Level



Charity

Room 8 Group Charity Mission in Ukraine



Room 8 Group has committed to donate \$8.05 million for a mission to empower a generation of changemakers, equipping them with the tools to shape Ukraine's future

9+
Large-scale charity projects were Implemented

\$400K
Donated to charity

Encouraged corporate volunteering on E-Waste recycling

Traditional Charity Santa for 80 children affected by hostilities

We Stand With Ukraine

In Room 8 Group, we realize the important role we can play in building a better future for Ukraine. We stick to our commitment to support Ukraine and continue to actively provide humanitarian and financial assistance for the reconstruction and development of the country.

We take pride in our contributions and remain committed to making a difference!



Humanitarian aid missions in Kherson region

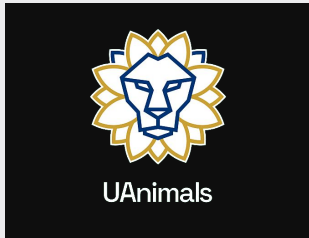
Room 8 Group has donated \$50k to two charity funds in Ukraine for Humanitarian aid missions in the Kherson region



Charity Fund Rescue Now is evacuating the civilians, assisting with accommodation, providing assistance with boats and transportation, and delivering humanitarian aid in flooded settlements due to dam breakage by Russian occupant



Charity Fund UAnimals is evacuating animals who were trapped due to the flood. The animals were delivered to safe places all over Ukraine. The funds will be used to cure, treat, and accommodate the animals



Humanitarian aid missions in Kherson

In the summer of 2023, Kakhovka Dam in Ukraine was destroyed by Russian forces, causing a huge humanitarian and ecological catastrophe in the region. It left thousands of people without access to clear drinking water.

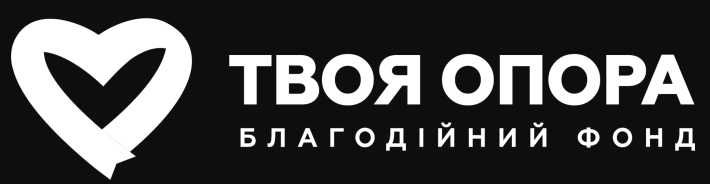
Room 8 Group couldn't stand aside in the face of such tragedy.

A dedicated evacuation truck was purchased for Charity Fund "UAnimals". It is driving all over Ukraine, evacuating animals to safe places.

Two water purification stations were installed in the Dnipropetrovsk region in cooperation with Charity Fund 'Rescue Now'. Our donation helped supply drinking water to over 15,000 people.



Huge Charity donation



Room 8 Group has donated \$10,000 to NGO "Tvoya Opora" to purchase two hospital stretchers for the Regional Medical Center of Family Health in Dnipro city. The new stretchers are a major upgrade and are much safer for transporting patients together with some heavy medical equipment.



Donation of \$10,000 to purchase and deliver humanitarian aid:

- + three tons of food
- + each food package weighed 9 kilos
- + aid support for 369 refugees located in Lviv region, Kryvyi Rih, and Kolomyya



Добробат

Donation of \$10,000 for purchasing materials for the urgent restoration of 5 damaged houses in Hostomel, Demydiv, and Irpin. These houses belong to socially vulnerable people, such as elderly people living alone who wouldn't be able to restore their homes.



Dodoshka Project

Room 8 Group donated five corporate laptops to the "Dodoshka" project, to support children from various regions in Ukraine who have suffered because of russia's invasion. With laptops in hand, children could continue their remote education.

A Tradition of Care: Charity Santa

Charity Santa is our annual holiday tradition of bringing a ray of happiness to those who need it. All of our specialists are free to participate, becoming a secret Santa to a kid by buying a present themselves, or making a donation so we can purchase the gift.



Heads Birthday Charity Donation

Room 8 Group's leadership cares about others, and it's a mission of high importance for all of us to create better environments, not just in games.

That's why, starting this year, we congratulate our top managers with the unique opportunity to donate \$500 USD to the fund they choose.

Accordingly, in 2023 we congratulated eight people and should send \$4000 USD to charitable organizations.





How We Function



Stakeholder Engagement

KEY STAKEHOLDERS

SPECIALISTS

GAMERS

COMMUNITY

BOARD

INVESTORS

CLIENTS

STATE REGULATORS

MEDIA

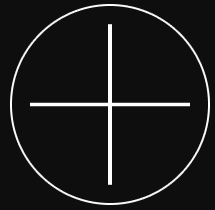
COMPETITORS

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.

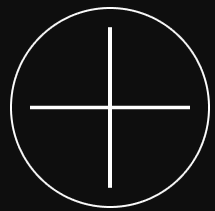
We proactively communicate with gamers during meetings with the community, which are hosted by the Company. We also interact indirectly through social media and portals.

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.

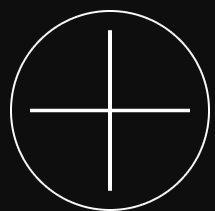
At Room 8 Group, we are committed to fostering strong stakeholder relationships built on trust and transparency. Our efforts in stakeholder engagement reflect our dedication to ethical business practices, ensuring the highest standards in every aspect of our operations



Updated Code of Ethics
and Business Conduct Policy



Created Compliance Hotline



Published Sustainability and DEI policies
on R8G website

Governance Policies

Room 8 Group upholds a robust framework of Governance Policies to ensure ethical conduct, transparency, and accountability across all levels of the organization.

Code of Ethics and Business Conduct

Room 8 Group has adopted its Code of Ethics and Business Conduct Policy to reflect the latest responsible business practices. This document serves as a cornerstone of our governance framework, outlining the principles and standards that guide the behavior of all specialists, contractors, and partners. It addresses various issues related to Human rights and Fundamental freedoms, Diversity, Equity and Inclusion, Business Communication Ethics, Discrimination and Harassment, Bribery, Corruption, Data Protection, Conflict of Interests and others. In addition to the Code of Ethics and Business Conduct Policy, Room 8 Group has implemented various other policies to reinforce its commitment to sound governance practices.

These policies include but are not limited to

- + Anti-Corruption Policy
- + Whistleblower Policy
- + Data Protection Policy
- + Environmental Policy
- + Health & Safety Policy

These policies are regularly reviewed and updated to ensure alignment with evolving legal requirements, industry standards, and stakeholder expectations. They serve as essential tools in promoting integrity, mitigating risks, and fostering a culture of compliance and accountability within Room 8 Group.

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Number of reported discrimination incidents in 2023

Integration of CSR

At Room 8 Group, Corporate Social Responsibility (CSR) is embedded into our core business strategy and decision-making processes. We recognize that sustainable development is essential for long-term success and actively integrate CSR considerations into our overall strategic objectives. CSR goals and initiatives are aligned with the Room 8 Group's mission, vision, and values, ensuring that sustainability objectives are integrated into every aspect of our operations. Senior management demonstrates strong commitment to CSR by championing sustainability initiatives.

We foster collaboration among different departments and teams to address CSR challenges and opportunities collectively. This approach promotes innovation and ensures holistic solutions to complex sustainability issues. CSR considerations are integrated into our risk management processes to identify and mitigate potential environmental, social, and governance risks that may impact our business operations or reputation.

We work closely with our suppliers and business partners to promote responsible sourcing practices, ethical labor standards, and environmental stewardship throughout the supply chain.



Data protection

Data Protection

Our Data Protection Policy

Room 8 Group has implemented comprehensive Data Protection Policy to ensure compliance with applicable laws and regulations, including the General Data Protection Regulation (GDPR) in the European Union and other relevant data protection laws globally. The Policy covers various aspects of data protection, including data collection, processing, storage, and sharing, as well as measures to protect against unauthorized access, misuse, or loss of personal data.

Our Data Protection Officer

Room 8 Group has appointed a dedicated Data Protection Officer (DPO) responsible for overseeing compliance with data protection laws and regulations, monitoring data protection risks, and serving as a point of contact for data protection inquiries and requests. The DPO ensures that data protection principles are embedded throughout the Group and advises on matters related to data privacy and security.

Data Protection Trainings

All specialists must undergo all mandatory Personal Data privacy related trainings. Without completing these training sessions, specialists are not allowed to work with or to have access to the Personal Data. The IT and Talent Management Teams have successfully rolled out the first mandatory course—Cybersecurity Fundamentals. This program served as our virtual armor, endowing us with valuable knowledge and skills to level up our ability to protect data from cyber threats.

Data Protection Impact Assessments

Room 8 Group conducts Data Protection Impact Assessments (DPIAs) to identify and mitigate potential risks to individuals' privacy arising from our data processing activities. These assessments help us evaluate the impact of new projects, initiatives, or technologies on data protection and implement appropriate safeguards and controls.

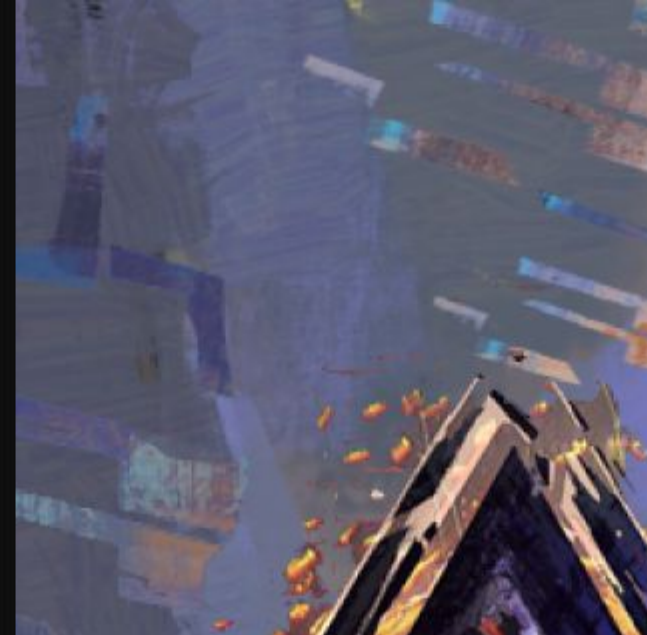
Keeping Data Protection Up To Date

Room 8 Group regularly reviews and updates its data protection practices to ensure they remain effective and compliant with evolving legal and regulatory requirements. We also conduct internal audits and assessments to monitor compliance with our data protection policies and identify areas for improvement.

Receiving Feedback

We engage with our stakeholders, including customers, specialists, and regulators, to solicit feedback and address concerns related to data protection and privacy. This dialogue helps us strengthen trust and confidence in our data handling practices and demonstrates our commitment to responsible data management.

Making Plans for the Future



Future Commitments: 2024

Our future commitments for 2024 reflect a balanced approach to sustainability, focusing on strategic development, enhancing our workplace culture, and fostering environmental stewardship.

We look forward to working collaboratively with our specialists, stakeholders, and partners to achieve these goals and to continue our journey towards excellence in CSR and sustainability.

CSR Strategy

Comprehensive CSR strategy that provides a clear roadmap for our sustainability efforts, aligns with our core values, and enhances our social and environmental impact.

Fostering Diversity, Equity, and Inclusion (DEI)

Increased representation and equity within the workforce, enhanced support for diverse communities, and a more inclusive workplace culture where all specialists feel valued and empowered.

Deepening Focus on Mental Health and Burnout

Improved mental well-being of specialists, reduced instances of burnout, and a more supportive workplace environment conducive to both personal and professional growth.

Fostering Environmental Initiatives

Reduced environmental footprint through effective e-waste management, increased specialists' engagement in sustainable practices, and enhanced company reputation as a responsible corporate citizen.

Strategic Approach to Charity through the Charity Foundation

Strategic and impactful charity program that leverages our strengths, engages our workforce, and contributes meaningfully to societal well-being.

Key Aspects of Continuous Improvement

We at Room 8 Group are dedicated to continuously improving our governance practices and CSR performance. We understand that sustainability is an ongoing journey, and we are committed to adapting our policies, practices, and performance to achieve our sustainability goals.

By prioritizing continuous improvement, Room 8 Group aims to bring about positive change, reduce negative impacts, and generate long-term value for our stakeholders and society as a whole.

Policy Review

We regularly review and update our CSR policies and procedures to ensure they remain relevant, effective, and aligned with evolving best practices, standards, and stakeholder expectations.

Performance Monitoring

We establish key performance indicators (KPIs) and targets to measure our CSR performance, regularly monitoring progress and identifying areas for improvement.

Specialists' Awareness

We invest in specialists' awareness and capacity-building to improve understanding and competency in CSR-related issues and initiatives, empowering them to contribute to our sustainability objectives.

External Benchmarking

We benchmark our CSR performance against industry peers and leading practices, seeking opportunities to learn from others and enhance our sustainability performance. We provide transparent and comprehensive reporting on our CSR initiatives to stakeholders.

Stakeholder Engagement

We actively engage with stakeholders to get feedback, gather insights, and incorporate stakeholder perspectives into our continuous improvement efforts, ensuring that our sustainability strategy remains responsive to their needs and expectations.



ROOM8
GROUP

Great games.
Created together.