



ROOM8
GROUP

POWERING CREATIVITY, INSPIRING COMMUNITIES

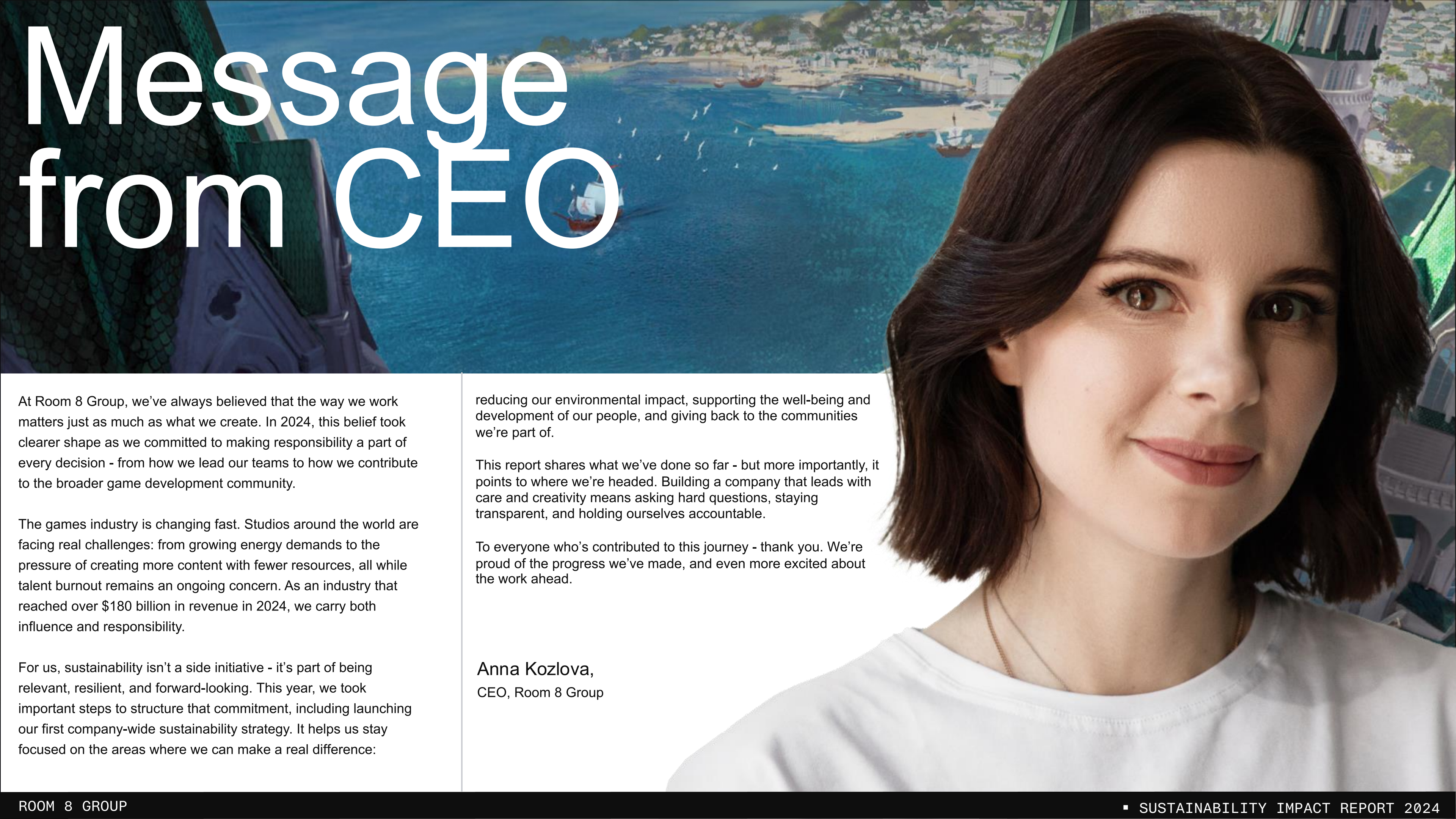
Sustainability Impact Report 2024

About this Report

This Report reflects Room 8 Group's commitment to responsible business practices and actions, which undertake to drive positive social and environmental change.

This year's report takes a human-centered approach, focusing on what matters most: our people, our communities, and the positive impact we bring to the gaming industry. It emphasizes our ongoing journey toward more sustainable practices.

We believe that great games come from great people - and our mission is to support and empower both.



Message from CEO

At Room 8 Group, we’ve always believed that the way we work matters just as much as what we create. In 2024, this belief took clearer shape as we committed to making responsibility a part of every decision - from how we lead our teams to how we contribute to the broader game development community.

The games industry is changing fast. Studios around the world are facing real challenges: from growing energy demands to the pressure of creating more content with fewer resources, all while talent burnout remains an ongoing concern. As an industry that reached over \$180 billion in revenue in 2024, we carry both influence and responsibility.

For us, sustainability isn’t a side initiative - it’s part of being relevant, resilient, and forward-looking. This year, we took important steps to structure that commitment, including launching our first company-wide sustainability strategy. It helps us stay focused on the areas where we can make a real difference:

reducing our environmental impact, supporting the well-being and development of our people, and giving back to the communities we’re part of.

This report shares what we’ve done so far - but more importantly, it points to where we’re headed. Building a company that leads with care and creativity means asking hard questions, staying transparent, and holding ourselves accountable.

To everyone who’s contributed to this journey - thank you. We’re proud of the progress we’ve made, and even more excited about the work ahead.

Anna Kozlova,
CEO, Room 8 Group

Key numbers

277

Active Projects

215

Number of clients

8.8

Customer satisfaction rate

1100+

Number of talents

16.07

Employee Net
Promoter Score

31

Number of countries where
our specialists have place of
residence

TIGA Awards 2024



WINNER

Commitment
to ESG

Recognition of our sustainable vision

In 2024, Room 8 Group was honored with the TIGA Award for Commitment to ESG - a prestigious recognition in the video game industry that celebrates outstanding dedication to Environmental, Social, and Governance practices.

This achievement reflects our strategic integration of ESG principles in our operations. The award underscores our role as a purpose-driven industry leader, committed not only to creative excellence but also to building a sustainable and inclusive future for gaming.

Receiving this award reinforces our belief that progress in sustainability is not only possible but essential - and that the gaming industry can be a powerful force for good.

Strategic approach

Taking responsibility

We recognize the importance of environmental responsibility and take action to minimize our footprint.

Five-year CSR strategy

Approved and integrated into our business strategy.

Strategic sustainability goals

- + Promote wellbeing and good mental health
- + Foster inclusion and respect
- + Support education and talent development
- + Reduce environmental impact
- + Strengthen philanthropic engagement



Workplace wellbeing

Prioritizing specialists

At Room 8 Group, we recognize that sustainable growth starts with the wellbeing of our specialists. That's why we promote a comprehensive approach to wellbeing, grounded in five key pillars:

SOCIAL

PHYSICAL

MENTAL

FINANCIAL

PROFESSIONAL

Each pillar reflects our commitment to fostering a supportive and resilient work environment where specialists can grow both personally and professionally.

We aim to empower every individual to feel well. We provide support tailored to each specialist's region depending on current priorities, including but not limited to access to mental health support and physical wellness programs, continuous learning, financial literacy, and a strong sense of community.

Wellness month in April

Internal wellbeing
activities in 2024

Respondents satisfied with being part
of Room 8 Group, based on annual
Engagement Survey results

37 74%

Each April, Room 8 Group dedicates a full month to raising awareness around wellness, mental health, and burnout prevention through our Wellness Month initiative.

The program provides specialists with tools, resources, and practical guidance to support their wellbeing, both at work and beyond.

Activities focus on stress management, healthy habits, and mental resilience - all contributing to a more balanced, sustainable work environment.

Empowering teams to care for themselves is a core part of our long-term wellbeing strategy.

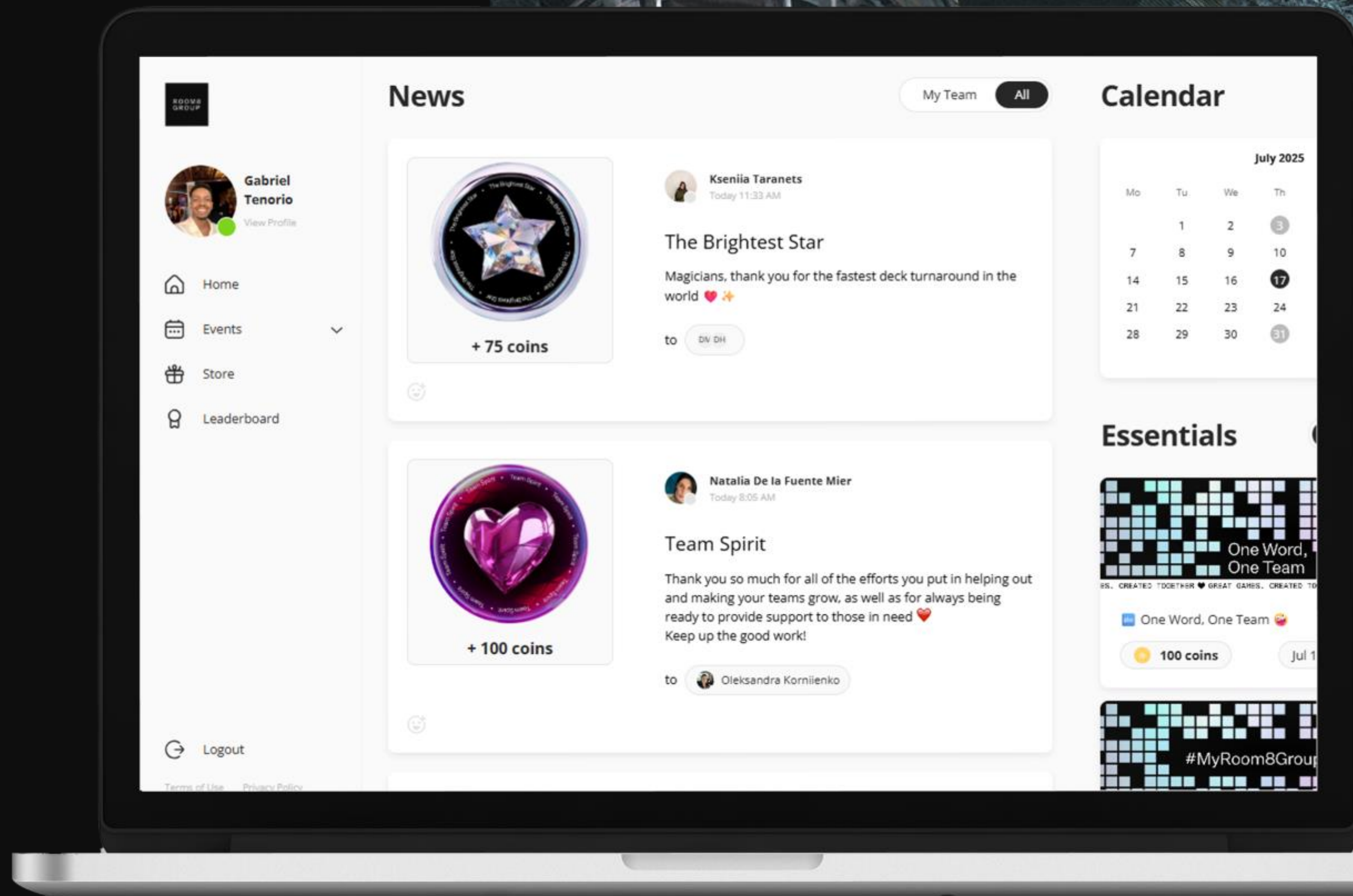
Recognition Hub

In 2024, we launched the Recognition Hub - an innovative, gamified platform designed to embed appreciation, engagement, and company culture into everyday experiences.

By turning recognition into shared celebration, the Recognition Hub supports a sustainable, people-first culture across Room 8 Group's diverse game development community.






4.3/5

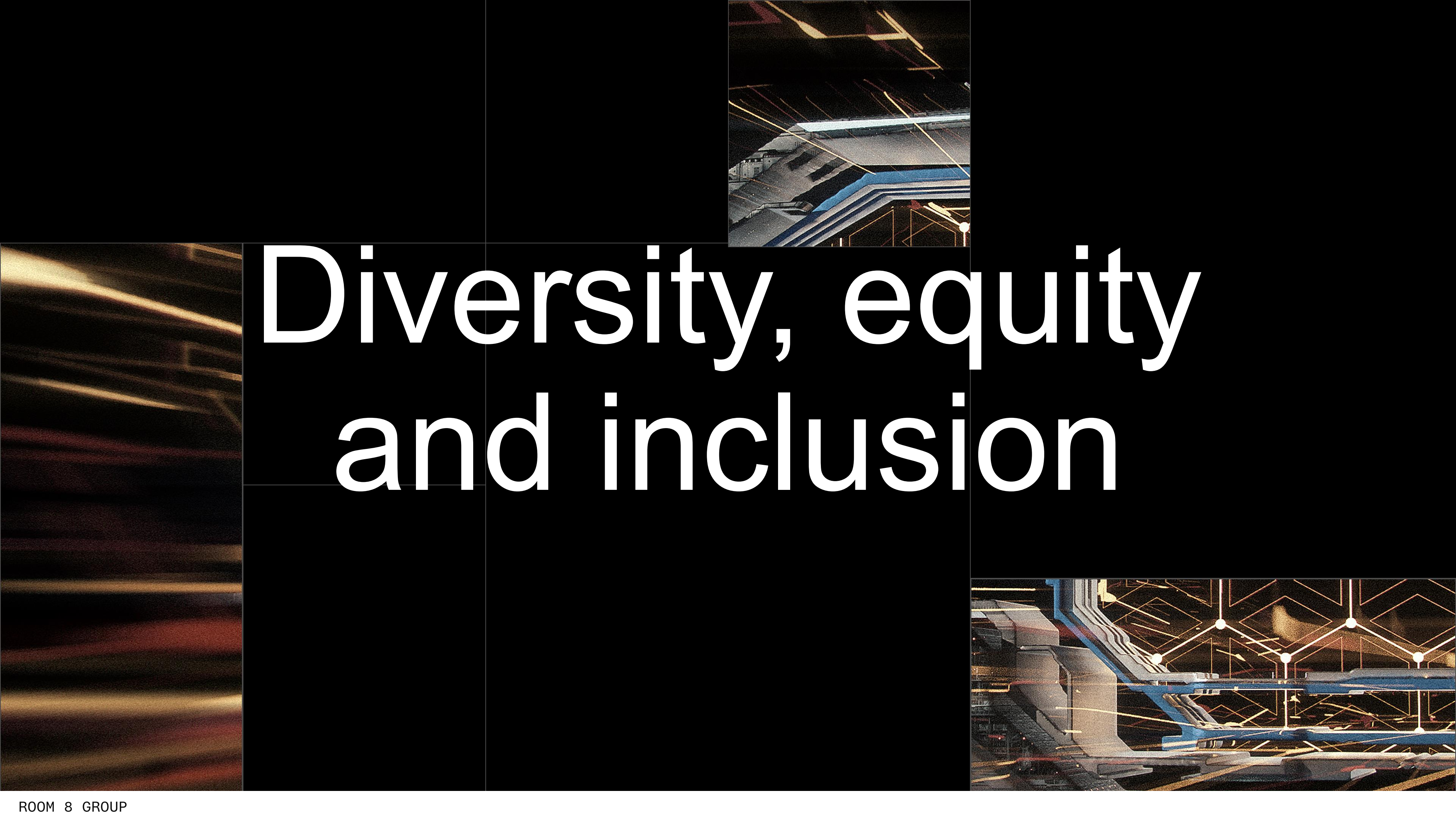
Satisfaction rate of the platform





Recognition Hub

1053	849	60 ⁺	3060 ⁺	3305 ⁺
Users that activated their accounts	Active users	Number of events	Monthly badges sent	Orders created for gifts delivery worldwide
				

The background is a dark, textured composition. On the left, there are vertical streaks of warm, golden-brown light. On the right, there are architectural details, including a blue and white structure and a network of thin, glowing lines. The text is centered in a large, white, sans-serif font.

Diversity, equity and inclusion

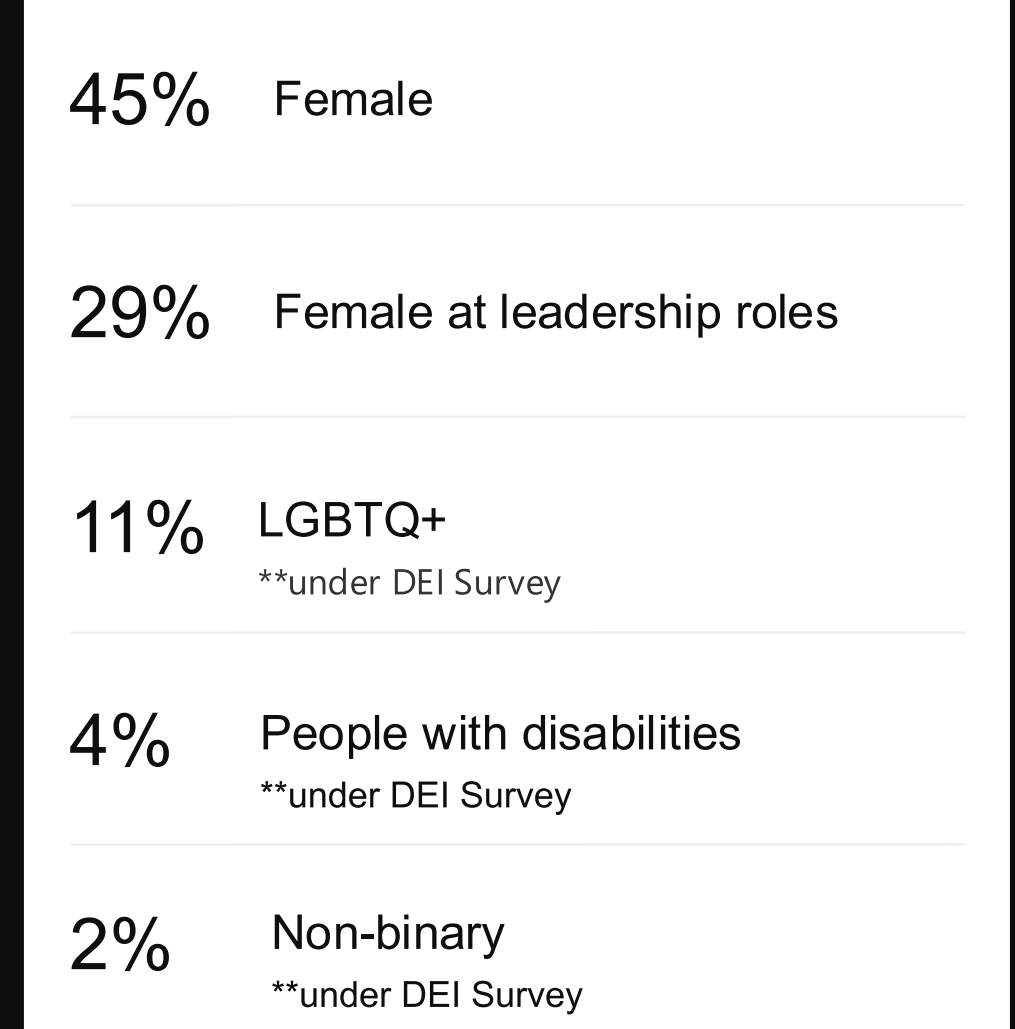
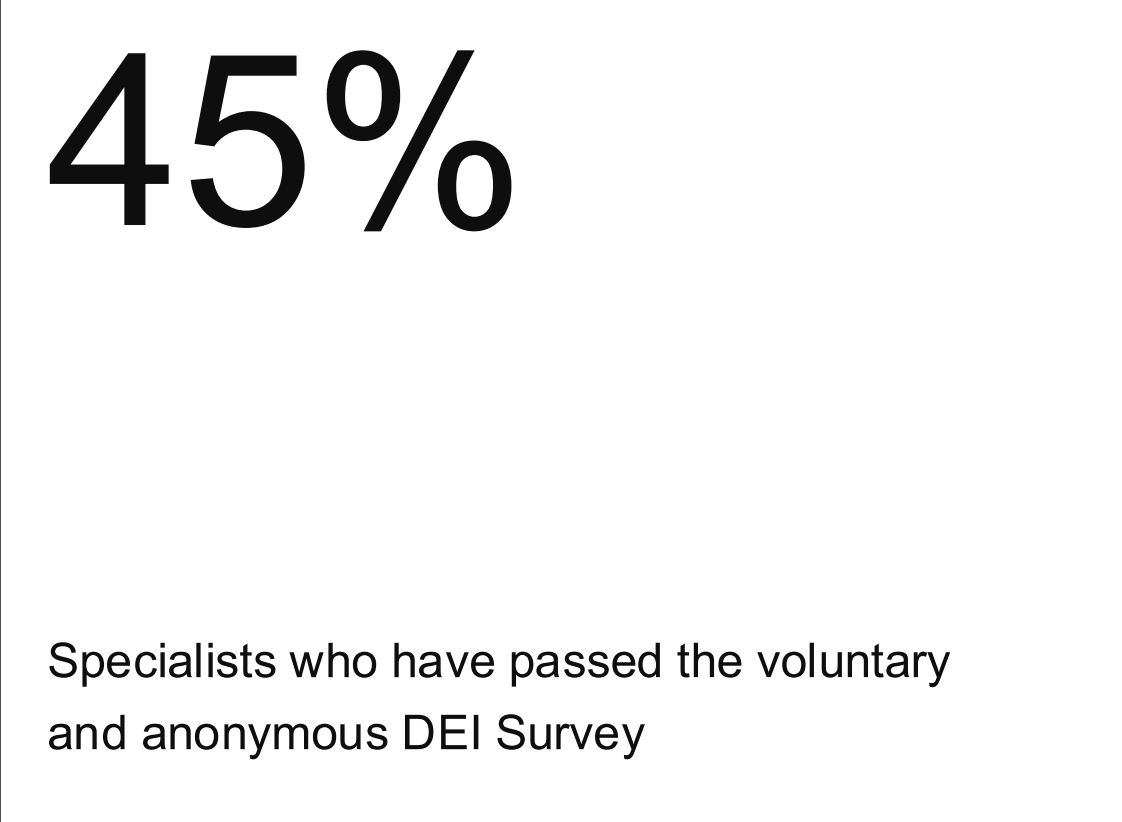
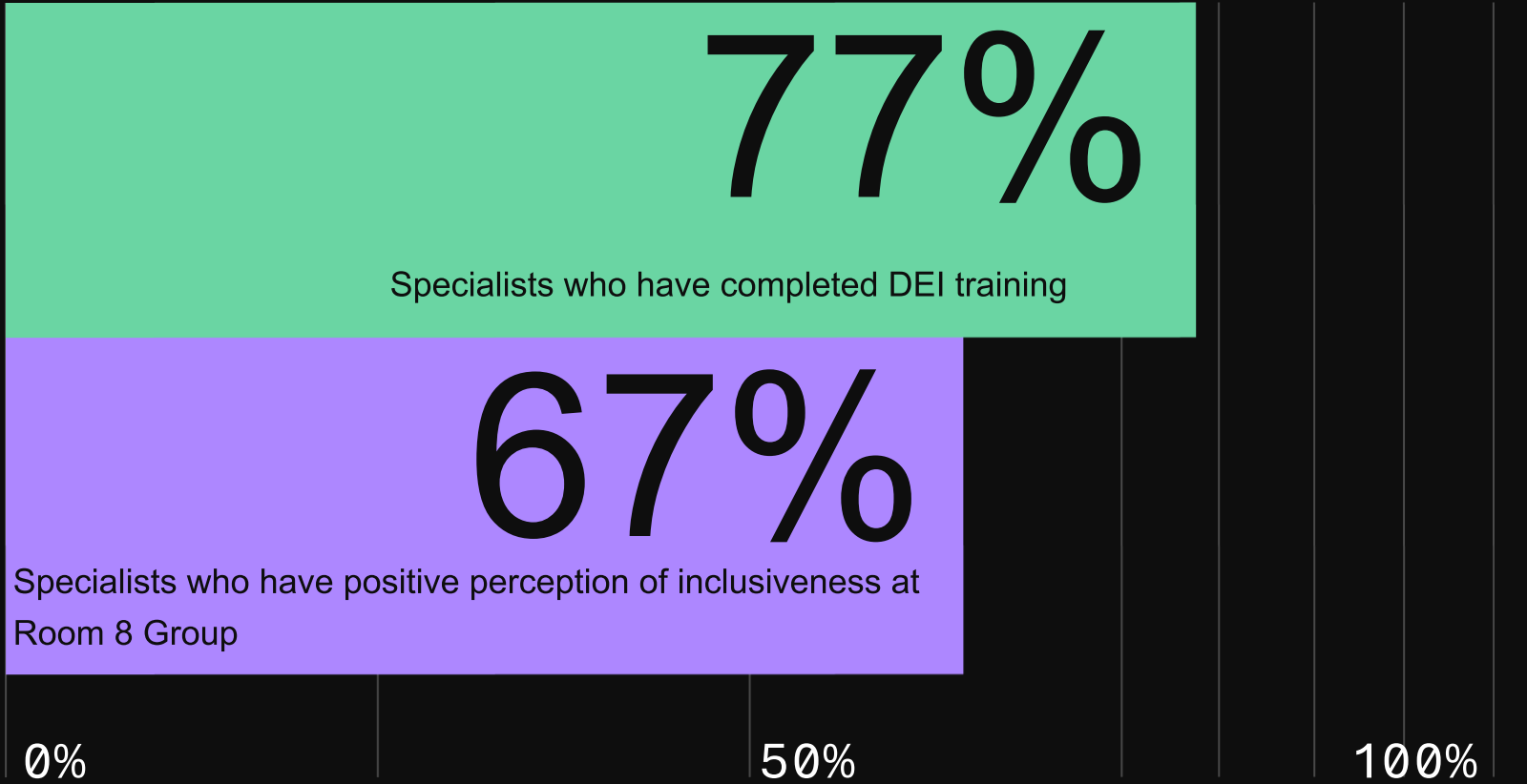
Diversity, equity and inclusion

We're building a culture where every person feels seen, heard, and welcome - no matter their background, gender, culture, and identity.

Highlights:

- + Annual DEI Weeks with expert-led sessions and workshops
- + DEI Survey to gather voices and shape change
- + Inclusive hiring practices and training for managers
- + Equality Plan for our legal entity in Spain, approved by government authorities - marking another milestone in our DEI journey

Creating a discrimination-free culture



Empowering inclusion for people with disabilities

In our 2024 DEI Survey, 4% of Room 8 Group specialists self-identified as living with a disability. We recognize that specialists with disabilities bring unique perspectives and problem-solving skills that drive innovation, spark creativity, and foster richer collaboration across our global teams.

To support them in a remote-first work model, we've taken steps to ensure that all platforms and tools are accessible and adaptable. We acknowledge that different disabilities require tailored accommodations and remain committed to evolving our practices to meet those diverse needs.

Additionally, 5% of specialists prefer not to disclose their disability status - underscoring the importance of maintaining trust, confidentiality, and a culture where everyone feels safe and respected.

Through awareness programs, inclusive training, and accessible infrastructure, Room 8 Group is advancing a workplace culture where all individuals can thrive - in line with our commitment to building a truly inclusive, sustainable company.



Building inclusive communication

As part of our commitment to equity and inclusion, Room 8 Group hosted an educational workshop on how to communicate with people who have disabilities.

The session aimed to foster empathy, reduce unconscious bias, and equip teams with practical communication tools to create a more supportive and accessible remote environment.

This initiative promotes respectful communication and stronger collaboration - essential skills in a diverse, international team where inclusion and understanding are key to shared success.

65%

Participant rated the webinar highly valuable

Safe Speak

Anonymous
feedback platform



In 2024, there were zero registered cases of discrimination at Room 8 Group.

Safe Speak is part of our commitment to fostering a respectful and inclusive workplace, as outlined in our Code of Ethics and Business Conduct Policy.

A reliable tool where specialists can report any concerns, including DEI-related issues.

Safe Speak
by PeopleForce





Social impact and community support

Creating pathways for game development talent

At Room 8 Group, we run one of the game industry's most impactful annual educational initiatives, providing hands-on learning and mentorship to aspiring render specialists, Unreal Engine developers, and artists across Europe.

This initiative supports young talent as they enter the creative-tech field. Since its launch in 2018, it has empowered over 150 graduates to begin their professional journey with Room 8 Group.

In 2024, the program's reach and impact grew significantly:

5300⁺

Applications received

600⁺

Test tasks completed

380⁺

Interviews held

160⁺

Participants trained across 13 groups and 4 custom-designed learning paths

150

Graduates completed the full circle training

Empowering the next generation of game developers

In 2024, Room 8 Group proudly sponsored a Game Jam in Montréal, organized in partnership with Collège LaSalle (Canada). This three-day event brought together students from diverse backgrounds to collaborate, innovate, and showcase their game development talent in a dynamic, real-world setting.

By engaging as mentors and jury members, our specialists in Canada helped support and evaluate emerging creators - reinforcing our commitment to nurturing future talent in the game industry.

This initiative reflects our long-term dedication to skills development, education, and community engagement - core values in building a more inclusive and sustainable creative economy. Participants and winners received Amazon gift certificates from Room 8 Group as a token of recognition for their inspiring efforts.



Community support and social impact

\$211,000

Total amount donated
to charities

12

Supported NGOs and
charity organizations

7

Charitable projects
implemented

At Room 8 Group, we believe in using our global presence and resources to support those in need. Through charitable donations, volunteer-led actions, and long-term partnerships, we contribute to building stronger, more resilient communities.

In 2024, we have supported humanitarian initiatives in Ukraine, Spain, and Brazil, while our specialists led and/or participated in volunteer projects and local community events - showcasing our shared commitment to compassion and social responsibility.

Supporting Ukraine's recovery



In June 2024, a devastating missile attack on Kyiv severely damaged OHMATDYT, Ukraine's largest children's hospital. The newly built medical wing, one of the most advanced pediatric facilities in the country, was destroyed. This tragic event claimed lives and left many injured.

Our joint contribution was acknowledged by the Ukrainian national fundraising platform UNITED24, highlighting the power of collective action and our ongoing commitment to humanitarian relief in times of crisis.

Room 8 Group responded swiftly, donating \$12,000 (500,000 UAH) to support the hospital's restoration. Our global community of specialists stood in solidarity, contributing additional amount of \$780 in personal donations.

\$12,000

Humanitarian relief in Brazil and Spain

Standing by communities in crisis

In response to the devastating floods that struck Brazil and Spain in 2024, Room 8 Group took swift action to support humanitarian efforts in the affected regions. Our contributions helped to ensure the delivery of vital resources such as food, clean water, and emergency supplies to those in urgent need.

Through trusted local and international partners, we joined relief initiatives to assist impacted families and communities. Our specialists also contributed, demonstrating a shared commitment to global solidarity.

These efforts highlight how collective action - combining corporate responsibility with the compassion of our global team - can drive positive change and provide real support during climate-related emergencies.





Nurturing Ukrainian visual culture

In 2024, Room 8 Group proudly sponsored 'Telegraf No. 4. Tomorrow' (original title 'Telegraf. Design #4. Завтра'), a distinguished art magazine about visual culture of Ukraine published by Projector Institute. Projector is an online institute with top-tier practical skills to empower creative and tech professionals in shaping the future.

This special edition features thoughtful essays on wartime creativity, inclusive design principles, cultural memory, and national identity.

Aligned with our commitment to cultural preservation and creative expression, our sponsorship strengthens the ecosystem supporting emerging Ukrainian artists and designers. A copy of Telegraf No. 4 was delivered to our hub in Lviv (Ukraine), reinforcing our support for local creative communities and celebrating the resilience and ingenuity of Ukrainian visual culture.

Empowering cultural voices: Book sponsorship

Room 8 Group continues to foster cultural sustainability by supporting independent Ukrainian publishing. In 2024, we proudly sponsored two upcoming releases from Velorum Publishing, a platform co-founded by our specialists Artem Shapoval and Kseniia Demchenko.

What makes this initiative exceptional is the active engagement of our specialists, who participated in a company-wide vote to determine which books should be published.



Empowering cultural voices: Book sponsorship

The winning titles "Worldview of the Ukrainian People" and "The Anthology of Ukrainian Hauntology" will be released in 2025, contributing to Ukraine's intellectual and cultural dialogue.

This project exemplifies how creativity, community, and corporate support can come together to amplify important national narratives. Additionally, 10% of future book sales will be donated to humanitarian efforts in Ukraine, creating a lasting social impact beyond the publication itself.

Through this initiative, Room 8 Group proudly supports the creative industries, entrepreneurship, and cultural resilience - a reflection of our commitment to inclusive and sustainable development.





Volunteering for life: Blood donation across our locations

At Room 8 Group, corporate volunteering is not just an initiative - it's a shared value of care. Each year, our specialists across all locations take part in blood donation campaigns, contributing to life-saving efforts in their communities.

This tradition continues to grow, with more specialists joining annually and demonstrating a deep sense of responsibility and compassion. By supporting and promoting these initiatives, the company fosters a culture of care and civic engagement.

Together, we help strengthen local healthcare systems and provide critical support where it's needed most, making a real, lasting impact on the lives of others.

Charity Santa

Our specialists bringing joy and hope across Ukraine

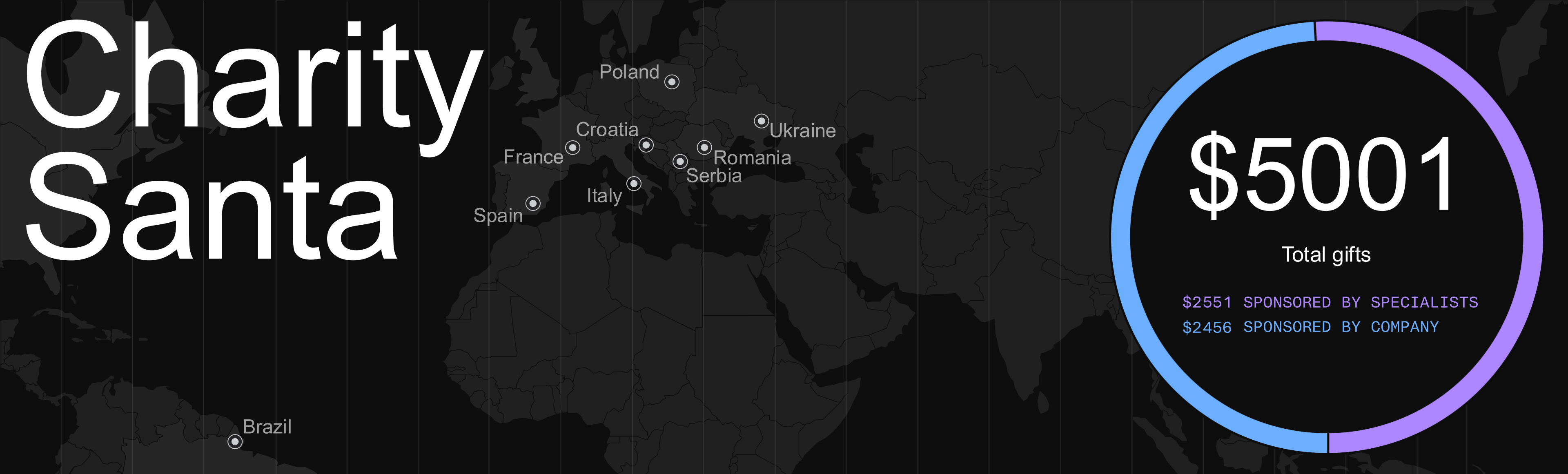


Each year, Room 8 Group joins forces with NGO Girls to bring warmth and care to children across Ukraine through our Charity Santa initiative.

In 2024, 101 specialists participated by purchasing and wrapping over 200 personalized gifts for 87 children in 9 cities, delivering not just presents but also joy, dignity, and a sense of celebration. These are the children from families with complicated living conditions, those who have lost their parents during war in Ukraine, children with disabilities.

This project represents the power of shared responsibility, with gift costs co-funded by our team and the company. More than just a holiday tradition, Charity Santa reflects our long-term commitment to community support, specialist-led initiatives, and social inclusion.

It's a testament to the values we champion: compassion, unity, and action that makes a meaningful difference in people's lives.



101

Specialists from nine countries supported the activity

87

Children from nine cities across Ukraine living in difficult conditions

BERERSTYN	DNIPRO	BUCHA	IRPIN
KHARKIV	KHERSON	POLTAVA	
RIVNE	SUMU		

200+

More than 200 gifts were prepared according to children's wishes

WINTER BOOTS AND COATS	
WARM CLOTHES	ELECTRONIC GADGETS
TOYS FOR CREATIVITY AND FUN	



Our logistic partner

Supporting inclusion and creativity

Partnership with NGO L'Arche

In 2024, Room 8 Group proudly integrated a special social initiative into our Recognition Hub Gift Store by offering unique items handcrafted by communities supported by L'Arche - an international movement empowering people with learning disabilities.

By featuring these products as Christmas gifts, we not only celebrated diverse talents but also contributed to sustainable livelihoods and social inclusion. Through this initiative, we donated \$630 and delivered 350 handcrafted items to our specialists worldwide, reinforcing our commitment to empowering marginalized groups and promoting inclusive communities across our global network.

Founded in France in 1964, L'Arche has grown into a global network spanning over 35 countries, including Poland, Spain, the UK, the USA, Ukraine, Brazil, and Canada. Each community nurtures human dignity, fosters creativity, and builds meaningful connections.



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Environmental impact and responsibility

Laying the groundwork for climate responsibility

In 2024, Room 8 Group conducted its first-ever assessment of greenhouse gas (GHG) emissions across global operations. This milestone reflects our strong commitment to understanding our environmental footprint and aligning with growing sustainability expectations in the creative technology sector.

2024 GHG EMISSIONS
BY SCOPE

Total: 1151,63^{TCO₂E}

SCOPE 1

82,20^{TCO₂E}

Direct emissions from owned/controlled sources
(e.g., heating in office spaces)

SCOPE 2

383,75^{TCO₂E}

Indirect emissions from purchased electricity
(market-based)

SCOPE 3

685,68^{TCO₂E}

Indirect emissions from business activities
(e.g., employee equipment, commuting, business travel, cloud services)

Driving responsible tech use across our global community

Room 8 Group organizes the Annual E-Waste Challenge, a hands-on initiative that unites our specialists across all country locations to collect and properly dispose of outdated electronics, cables, and batteries.

We recognize the environmental footprint of electronic devices and feel a strong responsibility to minimize their impact.

This initiative is an opportunity to:

- + Educate teams on the environmental hazards of e-waste.
- + Promote sustainable habits at home and at work.
- + Empower specialists to become ambassadors of responsible consumption.

To support this effort year-round, we have installed battery collection points in our offices, encouraging ongoing participation in proper e-waste recycling and disposal.



Strengthening commitment through strategic partnerships

In 2024, Room 8 Group reinforced its commitment to sustainability and responsible industry leadership by joining UKIE (UK Interactive Entertainment Association), the leading trade body for the UK's games and interactive entertainment sector.

As a member of UKIE, and with our CEO Anna Kozlova joining the UKIE Board, we stand at the forefront of collaborative efforts to shape a more responsible, sustainable future for the global gaming industry.

This partnership aligns with our Environmental Policy and expands our ability to influence policy, share knowledge, and drive measurable change across the value chain.

This milestone reflects our long-term strategy to go beyond compliance, acting as a responsible game development partner that champions sustainable transformation and supports the digital entertainment ecosystem in meeting global climate and social goals.





Looking ahead

In 2025 and beyond, we're committed to deepening our impact by supporting the communities, expanding youth programs, and embedding sustainability into every pixel of our operations.

Together, we're building a creative future that's not only innovative but also inclusive, resilient, and kind.

Thank you!

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EXPLORE MORE:

WWW.ROOM8GROUP.COM

