Digital Bros
digital entertainment

Sustainability Report as of June 30, 2024

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Letter to Stakeholders

Dear Stakeholders,

Digital Bros' Sustainability Report as of June 30, 2024 marks another step in the Group's efforts toward embedding environmental, social and governance (ESG) principles into its business model. Over the past year, we have continued to refine our approach to sustainability, despite a period of significant transformation for both the Group and the wider videogame industry.

The global videogame market has remained challenging throughout 2024, affected by a slowdown in consumer spending, an increasingly competitive landscape, and structural shifts in content development and distribution. Against this backdrop, Digital Bros implemented an extensive reorganization in late 2023 aimed at improving efficiency, focusing resources on the most strategic projects, and ensuring long-term resilience. This process, which included a reduction of approximately 30% of the workforce and the cancellation of certain projects, represented a difficult but necessary step to position the Group for future sustainable growth.

During the reporting period, the Group generated Euro 118 million in revenues, in line with the previous fiscal year but to face the market challenges, the Group incurred Euro 8.2 million asset impairment charges and Euro 1.4 million of non-recurring reorganization costs that affected the EBIT margins, which was negative at Euro 1.4 million at the fiscal year-end. Despite this, Premium Games revenue amounted to Euro 97.4 million, increased by 5.5%, demonstrating the resilience of our core franchises. Total revenue of the Free to Play and mobile segments decreased by 19.4% reflecting the lifecycle of these video games, which were launched over ten years ago and, because of this, they are currently undergoing a significant revamping. The strategic measures implemented are aimed at forming a solid foundation for a more balanced and sustainable business model.

While our sustainability journey is still at an early stage, our commitment to ESG values remains strong. The Group has not yet established a dedicated Sustainability Committee, as we are currently laying the foundations of a more integrated and data-driven sustainability governance framework. This gradual approach reflects our intention to build a solid structure that aligns ESG principles with our operational, financial, and creative goals. The Group's subsidiaries operate across multiple countries, each characterized by distinct regulatory frameworks, operational contexts, and reporting practices.

As a result, the Group is placing increasing emphasis on strengthening cross-country coordination for ESG data collection and consolidation, with the objective of progressively enhancing the quality, consistency, and reliability of its sustainability reporting. *In this regard, we acknowledge the recent postponement of the Corporate Sustainability Reporting Directive (CSRD) requirements, which provides us additional time to strengthen our internal processes and data collection systems. Nevertheless, we are maintaining our efforts to progressively align with the Directive's principles, as we consider transparency and accountability to be essential components of our long-term strategy.*

In this context, we continue to see sustainability as a key driver of innovation and long-term value creation. ESG considerations guide how we manage our intellectual properties, collaborate with development partners, and engage with players and communities. As artificial intelligence and new monetization models reshape the industry, we are committed to assessing their impacts in a thorough and responsible manner, taking into account not only business implications but also environmental, social and governance aspects. Looking ahead, Digital Bros will focus on strengthening its portfolio of owned and co-owned intellectual properties, optimizing production pipelines and focusing on becoming leader in selected market verticals. The Group will continue to evaluate environmental impacts, employee well-being, and governance transparency as essential dimensions of our corporate performance. We recognize that the recent transformation has been demanding for our teams and partners and we are deeply grateful for their professionalism, resilience, and continued trust. Together, we are laying the foundation for a more agile, responsible, and sustainable Digital Bros Group, capable of creating lasting value for all stakeholders and players worldwide.

Methodological note

This Sustainability Report, now in its second edition for Digital Bros S.p.A. ("Digital Bros" or the "Group"), illustrates the Group's commitment to integrating sustainability into its activities, providing an overview of its environmental, social, and governance performance for the fiscal year 2023-2024 (from July 1, 2023 to June 30, 2024), hereinafter FY2024.

The Report has been prepared in accordance with a selection of the Global Reporting Initiative Sustainability Reporting Standards (hereinafter also "GRI Standards") issued by the Global Reporting Initiative (GRI). The appendix includes the "GRI Content Index", which highlights the GRI indicators identified as the most relevant to the Group's activities and reported as at June 30, 2024. Where available, data for the previous financial year (June 30, 2023) has been included to support a longer-term perspective and enable direct comparison between the results of the two reporting periods.

The contents of this Sustainability Report are based on the results of the 2024 materiality analysis, which confirmed the issues of greatest relevance to the Group in terms of sustainability (referred to as "material topics") already identified in 2023 and validated by Top Management. These topics are described in the section dedicated to "Materiality Analysis".

The reporting scope of data and information relating to governance, social and environmental aspects refer to the following companies consolidated on a line-by-line basis on the Group's Consolidated Financial Statements as of June 30, 2024:

- Digital Bros S.p.A.
- 505 Games S.p.A.
- 505 Mobile S.r.l.
- Game Entertainment S.r.l.
- Hook S.r.l. (rebranded as 505 Pulse S.r.l. in November 2024)
- AvantGarden S.r.l.
- Digital Bros Game Academy S.r.l.
- Kunos Simulazioni S.r.l.
- Supernova Games Studios S.r.l.
- DR Studios Ltd.
- 505 Games Ltd.
- 505 Games (US) Inc.
- 505 Games Interactive (US) Inc.
- 505 Go Inc.
- 505 Mobile (US) Inc.
- Ingame Studios a.s.
- 505 Games Australia Pty Ltd.
- Infinity Plus Two Pty Ltd.
- Infinite Interactive Pty Ltd.
- Digital Bros Asia Pacific (HK) Ltd.

- Digital Bros China (Shenzhen) Ltd.
- 505 Games Japan K.K.

The following companies, although consolidated on a line-by-line basis on the Group's Consolidated Financial Statements as of June 30, 2024, have been excluded from the scope of this report due to either the scope and the nature of their business activities, or because they were in the process of restructuring or closing while the data collection exercise was being performed:

- 505 Games France S.a.s.
- 505 Games Spain Slu
- 505 Games GmbH
- Chrysalide Jeux et Divertissement Inc.
- Rasplata B.V.

It should be noted that the Canadian company Chrysalide Jeux et Divertissement Inc. has been added to the group of excluded companies this year, as it was undergoing an organizational restructuring during the data collection activities, which affected data availability.

Moreover, the companies Seekhana Ltd. and Game Network S.r.l. have been excluded from the reporting scope as they have not run any operation during the reporting period.

Any exceptions to the reporting scope due to data unavailability are appropriately addressed in the text of this document.

In order to simplify the reporting process, data has been collected and aggregated by country or geographical area. This approach allows for the inclusion of different legal entities operating within the same location and reflects the Group's operational organisation, in which subsidiaries belonging to the same geographical area share resources and infrastructure.

In cases where the GRI Standards require quantitative data to be reported by geographical area, the categorization adopted is as follows:

Europe	**Italy**	• Digital Bros S.p.A • 505 Games S.p.A. • 505 Mobile S.r.l. • Game Entertainment S.r.l. • Hook S.r.l. • AvantGarden S.r.l. • Digital Bros Game Academy S.r.l. • Kunos Simulazioni S.r.l. • Supernova Games Studios S.r.l.
	Czech Republic	• Ingame Studios a.s.
UK	**UK**	• DR Studios Ltd. • 505 Games Ltd.
North America	**US**	• 505 Games (US) Inc. • 505 Games Interactive (US) Inc. • 505 Go Inc. • 505 Mobile (US) Inc.
Australia	**Australia**	• 505 Games Australia Pty Ltd. • Infinity Plus Two Pty Ltd. • Infinite Interactive Pty Ltd.
Asia	**Asia**	• Digital Bros Asia Pacific (HK) Ltd. • Digital Bros China (Shenzhen) Ltd. • 505 Games Japan K.K.

To ensure maximum data reliability, the use of estimates has been kept to a minimum and, where necessary, these estimates have been calculated using the most appropriate methodologies and clearly indicated in the document.

During the reporting period, there were no significant changes in the Group's organisational structure, size, corporate structure or supply chain. However, starting in November 2023, the Group initiated a reorganization process to respond to market challenges and reassess the

number of projects in development. This process led to a reduction of approximately 30% of the global workforce, affecting both development studios and publishing operations.

The 2024 Sustainability Report of Digital Bros is not subject to external assurance.

On December 22, 2025, the Board of Directors of Digital Bros discussed and approved this Sustainability Report.

Commentato [A1]: Data aggiornata tenendo conto del CdA in programma

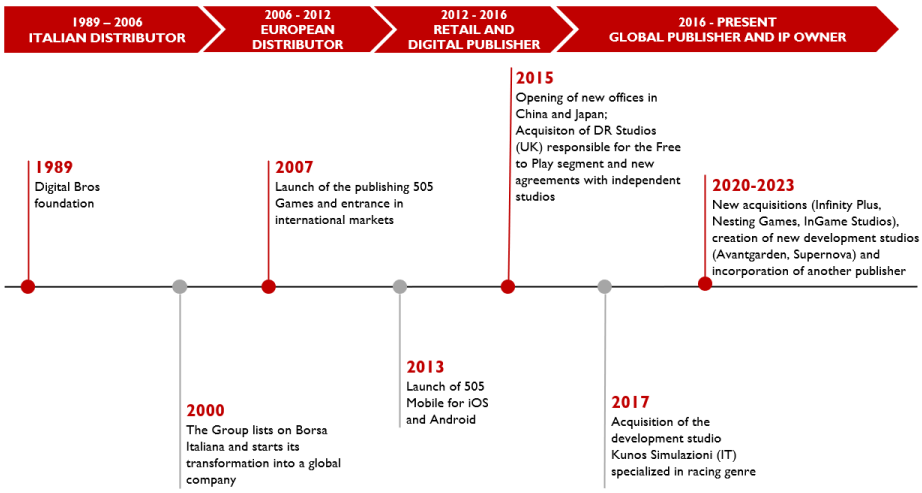
For additional information and suggestions regarding Digital Bros Sustainability Report, please contact:
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Tel. + 39 02 413031 ir@digitalbros.com

This document is also available in the Sustainability section of the corporate website: www.digitalbros.com.

1. Digital Bros: who we are

1.1. Our History

In 1989, brothers Abramo (Rami) and Raffaele (Raffi) Galante turned their passion for technology and entertainment into the creation of **Digital Bros**. In its early years, the company focused on distribution, bringing video games from leading international publishers to Italy under the **Halifax** brand. Successful titles such as Pro Evolution Soccer, Tomb Raider and Resident Evil not only won over the public but were also instrumental in the establishment and development of the video game market in Italy.



In 2000, the Group was listed on Borsa Italiana with the aim of supporting its international growth and financing its transformation into a global publisher. Digital Bros thus became part of the **Euronext STAR Milan** segment of Borsa Italiana.

In 2006, following the expansion of distribution activities in Europe, the Company founded **505 Games**, its international publishing division. Through this, Digital Bros accelerated its internationalization and evolved into a global distributor, opening offices in key markets such as the United States, the United Kingdom, France, Spain and Germany.
Later on, the spread of interactive entertainment content on mobile platforms (iOS and Android) and on social networks led to the creation of a dedicated division: **505 Mobile**.

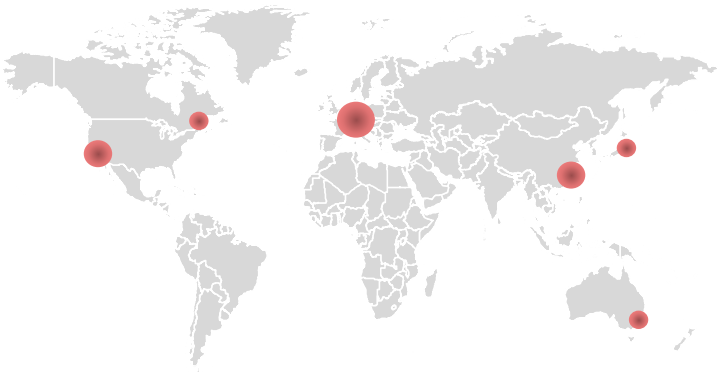
The digitization of the market has accelerated and strengthened the Group's internationalization process, supporting its continued growth on a global scale.
In 2015, looking towards the Eastern markets, Digital Bros consolidated its presence in Asia by opening new offices in Hong Kong, Shenzhen and Tokyo, with the aim of reinforcing the Group's well-established operations in China and Japan, while fostering the growth of other emerging markets in the region.

In an ever-evolving market, it has been essential for the Group to build a sufficiently diversified product portfolio. For this reason, Digital Bros has invested in expanding its intellectual property (IP) portfolio through the acquisition of development studios and multi-year agreements with independent external teams. In the most recent phase, the Group has consolidated its position as a global publisher and owner of multiple IPs to address the recent market challenges,
Between 2015 and 2023, the Group acquired or established several development studios in the Premium and Free to Play segments, including: **DR Studios** (UK), **Kunos Simulazioni** (ITA), **AvantGarden** (ITA, formerly Ovosonico), **Nesting Games** (Chrysalide Jeux et Divertissement Inc., CAN), **Infinity Plus** (AUS), **Supernova Game Studio** (ITA), **InGame Studios** (CZE) and the US publisher **505 Go Inc.** (formerly D3 Go!).

During FY2024, the Group has closed its European branches in France, Spain and Germany as part of its reorganization process, due to the reduced relevance of the traditional retail business, now almost entirely replaced by the digital distribution. This decision allows the Group to concentrate its resources on more strategic investments, both in terms of development and publishing activities.

1.2. Our Business model

Over the years, Digital Bros has become one of the leading players in digital entertainment, strengthening its international presence.
Today, the Group operates in Italy, the United Kingdom, Czech Republic, the United States, China, Japan, Australia and Canada.



The Group is built on the core values of innovation, technology and creativity, with the aim of developing a portfolio of intellectual properties that reflect consumer habits and preferences, while keeping pace with industry trends. Through its in-house development studios and collaborations with independent teams, Digital Bros continuously works to expand and refine its offering.
The Group's business model is structured around three key activities: video game development, publishing and distribution. This strategy allows it to optimize every stage of the product life cycle, from conception to marketing, ensuring quality, efficiency and effective market coverage.

The Company operates through five main divisions, covering the entire value chain:
• **Premium Games**
• **Free to Play**
• **Italian Distribution**
• **Holding**
• **Other activities**, including Digital Bros Game Academy S.r.l., which offers professional training courses in the video game sector.

Although the five operating units remained unchanged, the internal reorganization led to a reduction of approximately 30% in the Group's workforce, especially in development studios and publishing departments. The reorganization reflected the cancellation of certain projects, the transition of some video games from development to the live support phase after launch, the elimination of duplicate roles following the acquisition of 505 Go Inc. and the closing of the European distribution branches.

Group's internal development studios

DR STUDIOS (UK)

The team develops some internal IPs as well as supervises and coordinates the activities of the Group's Free to Play segment.

KUNOS SIMULAZIONI (Italy)

Italian studio with an extensive experience in the development of racing simulators. The studio develops the successful Assetto Corsa video games.

INFINITY PLUS (Australia)

Creator of the best-selling video games Gems of War and Puzzle Quest. The latter boasts a community of over 32 million gamers around the world.

AVANTGARDEN (Italy)

Previously known as Ovosonico, the Italian studio is the creator of critically acclaimed and award-winning titles such as Murasaki Baby and Last Day of June.

SUPERNOVA GAMES STUDIOS (Italy)

Recently established studio aimed at expanding some of the Group's strategic IPs through experimentation, technological innovation and cutting-edge, stimulating contents.

NESTING GAMES (Canada)

Canadian studio working on the creation of RPGs (role play games) that are focused on immersion, great characters, powerful storytelling, and strong gameplay.

INGAME STUDIOS (Czech Republic)

Focused on the creation and development of the best atmospheric and cooperative first-person shooter games for PC and consoles.

Development studios focus on technological excellence and design creativity. Through continuous investment in research and development, the Group aims to remain at the forefront of the industry, integrating the latest technological innovations into its video games. Developers, designers and engineers work together to create high-quality, highly innovative products that attract and engage consumers globally.

The Group's development studios and publishing departments are active in the main market segments: **Premium Games** and **Free to Play**.

- **Premium Games**: includes titles that require an initial payment for access. After launch, these video games are often updated and enhanced with sequels, expansion packs or additional content (Downloadable Content, 'DLC'). The Group mainly publishes games developed in-house or, in the case of independent studios, acquires the intellectual property (IP) rights or enters into long-term agreements for their exploitation, distributing the tiles globally through all major digital marketplaces and, to a lesser extent, on the traditional retail channels. The Group ensures comprehensive coverage of all distribution channels thanks to its in-depth knowledge of the sector, established partnerships with key players such as Steam, Epic Games, Sony, Microsoft, Nintendo, Google, Apple and Amazon, and its direct presence in Asia, Europe and North America.

  Premium Games internal development studios include:
  - **Kunos Simulazioni S.r.l.** (Italy)
  - **InGame Studios a.s.** (Czech Republic)
  - **AvantGarden S.r.l.** (Italy)
  - **Supernova Game Studio S.r.l.** (Italy)
  - **Nesting Games** (Canada)

  Publishing activities are mainly managed through the subsidiary 505 Games.
  More recently, Digital Bros launched the 505 Pulse label (formerly known as Hook), focused on publishing indie titles.

- **Free to Play**: involves the development and publication of video games available for free on digital marketplaces, that are monetised mainly through advertising and in-app purchases for virtual goods or additional content. Publishing activities in this segment are mainly managed by **505 Mobile** (in Italy and in the United States) and **505 Go Inc.** (United States), while the development of Free to Play games is carried out by the internal studios **DR Studios** (United Kingdom) and **Infinity Plus Two** (Australia).

The Group collaborates with independent developers to bring new ideas to life and maintain a dynamic and constantly updated portfolio of intellectual properties. Among its most successful titles are **Bloodstained**, **Death Stranding** (PC version) and **Ghostrunner**, which have won over millions of players worldwide. The Group typically acquires the rights of titles developed by external studios through exclusive licensing agreements or long-term exploitation agreements on a global scale, to gain more direct control over the various intellectual properties in its portfolio.

As a publisher, the Group does not merely finance the creation of video games, but it also closely monitors their development and production. It manages localization and testing activities and, before launch, defines and implements the most suitable marketing and communication strategies for each title. Leveraging its extensive network of partners and decades of experience, the Group ensures that its video games reach as many players as possible.

Digital Bros' activities go beyond simply entertaining gamers, extending to the adoption of sustainable and responsible business practices. The Group promotes diversity and inclusion within its workforce and maintains high ethical standards in all its operations, aiming to reduce its environmental impact and creating lasting value for its stakeholders and the communities in which it operates.

1.3. Our philosophy and values

"We make games we like to play."

Since 1989, Digital Bros has accompanied the evolution of the video game industry with the aim of delivering ever new and engaging experiences. Curiosity, imagination and attention to the desires of players have guided the Group in launching successful titles that stand out for their quality and immersive gameplay.
The Group's daily work is based on key values that guide every strategic decision:

Creativity
Creativity and inventiveness are encouraged to create a diversified product portfolio, characterised by constantly evolving and original experiences.

Innovation
Change and new ideas are considered fundamental levers for developing content in tune with market needs, in a sector undergoing continuous technological transformation.

Passion
Each project reflects dedication and commitment, enabling the creation of video games that engage a global audience and consolidate the Group's international reputation.

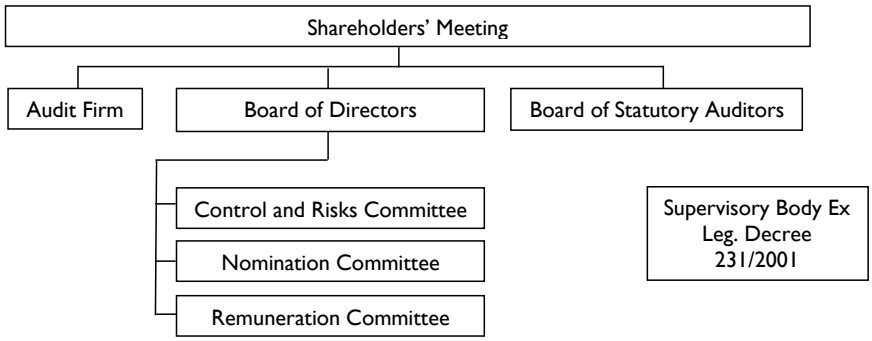
Internationalization
The ambition to reach players around the world translates into a direct presence in key markets and a particular focus on cultural diversity, ensuring that the offering is tailored to the characteristics of each geographical area.

Teamwork
Collaboration and trust form the basis of our business processes. The work of our internationally distributed teams is supported by an inclusive and sustainable environment that values skills and promotes professional growth.

1.4. Governance structure

Digital Bros S.p.A., based in Milan, is a publicly traded company listed on the Euronext STAR Milan and included in the FTSE Italia Small Cap Index.
As a reference for defining its corporate governance structure, the Group has adopted the **Corporate Governance Code** issued by the **Corporate Governance Committee.**

The Company applies a traditional administration and control model, which provides for the presence of a Board of Directors and a Board of Statutory Auditors, both appointed by the Shareholders' Meeting.



As of June 30, 2024, the **Board of Directors** consists of eight members (four executive directors and four non-executive directors, three of whom are independent).

The composition of the Board of Directors as at June 30, 2024 is detailed below.

Charge	Name	Office	In office until	Other significant positions and commitments	Gender	Age group	Competencies relevant to the impacts of the organization
Chairman and CEO	Abramo Galante	Executive	Approval FY26 FS	Holds several offices as Director or Sole Director within the Group's subsidiaries	Male	>50	Founders of Digital Bros; +35y experience in the videogame industry
CEO	Raffaele Galante	Executive	Approval FY26 FS	Holds several offices as Director or Sole Director within the Group's subsidiaries	Male	>50	
Director	Davide Galante	Non-Executive	Approval FY26 FS	N/A	Male	>50	Founded Digital Bros S.p.A. with his sons, Abramo and Raffaele Galante, while continuing to carry out other entrepreneurial and commercial activities-
Director	D'Ercole Carlotta Ilaria	Independent	Approval FY26 FS	Member of Control and Risk Committee, Nomination Committee (as Chair) and Remuneration Committee.	Female	30-50	Twenty-year experience in top law firms, corporations and global organizations. Proven experience in legal risk assessment and management, transaction structuring.
Director	Susanna Pedretti	Independent	Approval FY26 FS	Member of the Control & Risk Committee and the Nomination Committee; President of the Remuneration Committee	Female	30-50	Legal, consultancy in governance compliance and sustainability, internal control and risk management system for industrial and commercial firms
Director	Stefano Salbe[1]	Executive	Approval FY26 FS	Group's CFO; Director in charge of internal control and risk management system, financial reporting manager. Holds several offices as Director or General Manager of the Group's subsidiaries.	Male	>50	Finance, internal control and risk management system; investor relations
Director	Laura Soifer[2]	Independent	Approval FY26 FS	Member of the Remuneration Committee and the Nomination Committee; President of the Control & Risk Committee	Female	30-50	Development, design and implementation of Management Control systems across several sectors
Director	Dario Treves	Executive	Approval FY26 FS	Group's General Counsel	Male	>50	Corporate affairs and legal activities (expertise in civil, procedural and bankruptcy law)

[1] Financial Reporting Manager pursuant to Art. 154 bis of Legislative Decree 58/98.
[2] Lead Independent Director.

Directors who left the office during the reporting period							
Director	Sylvia Anna Bartyan[3]	Independent	Approval FY23 FS	Member of the Control & Risk Committee and the Remuneration Committee; President of the Nomination Committee	Female	30-50	Legal (commercial, corporate, real estate and construction Law)
Director	Lidia Florean[4]	Non-Executive	Approval FY26 FS	N/A	Female	>50	Served the Group since 1990

The corporate bodies are appointed on the basis of the guidelines expressed by the outgoing Board of Directors, which identifies the professional and managerial skills deemed necessary for the effective performance of the relevant functions.

Abramo Galante serves as Chairman of the Board of Directors and Chief Executive Officer, role shared with Raffaele Galante. Both Chief Executive Officers are granted ordinary and extraordinary management powers, in compliance with legal and statutory provisions.
The Board of Directors has conferred on the Chief Executive Officers the legal representation of the Company, including signing authority, to ensure greater flexibility in managing the Group. These powers include all operations, except for those expressly reserved for the Board of Directors by law, the Articles of Association or a specific board resolution.

The appointment of the Board of Directors follows a list-based voting system, according to the lists submitted by shareholders and voted on by the Shareholders' Meeting. In selecting candidates, priority is given to a balanced combination of skills and experience, considered essential to ensure effective and sustainable governance of the Group. In particular, relevant factors include knowledge of the relevant industry, entrepreneurial and/or managerial experience, international exposure, and expertise in risk control and management, with specific attention to administrative, accounting, and financial areas. From a responsible and innovative development perspective, skills in sustainability, corporate social responsibility and technological innovation are also valued.

The Directors serve a three-year term, expiring on the date of the Shareholders' Meeting convened to approve the financial statements as of June 30, 2026.

The Board of Directors has established three internal committees: the **Control and Risk Committee**, the **Nomination Committee**, and the **Remuneration Committee**. Each committee is composed of three independent directors, of which two members and a Chair.

3 Sylvia Anna Bartyan was a member of the Board of Directors of Digital Bros S.p.A. until 2023. Following the appointment of the new Board of Directors by the Shareholders' Meeting held on October 27, 2023, she was replaced as Chair of the Nomination Committee by Carlotta Ilaria D'Ercole.
4 During 2024, the Board of Directors lost Director Lidia Florean, who passed away on January. In May 2024, as no consensus was reached on the appointment of a new member, the Board decided to refrain from co-opting a replacement, determining that the current composition of eight members was sufficient to ensure effective management oversight of the Group. Any decision on co-optation was deferred to the Shareholders' Meeting convened for October28, 2024, which subsequently appointed a new director.

The **Nomination Committee** oversees compliance with the gender balance provisions in the composition of the Board of Directors, ensuring that the selection and appointment processes are carried out in full accordance with the principles of equal opportunity.

The Group's focus on diversity and inclusion is part of its broader ESG Policy, which promotes a fair and inclusive working environment and prohibits any form of discrimination. If the outcome of the appointments does not ensure compliance with the applicable regulations on gender balance, the candidate of the more represented gender who was last elected from the majority list is replaced by the first candidate of the less represented gender on the same list. This procedure is applied until full compliance with legal requirements is achieved. If this mechanism is not sufficient, the final replacement is decided by the Shareholders' Meeting through a relative majority vote.

The Board of Directors is also responsible for defining the remuneration policies for executive directors, non-executive members and managers with strategic responsibilities, with the support of the Remuneration Committee. The latter conducts a preliminary review of the remuneration guidelines, makes proposals to the Board of Directors and monitors their implementation, ensuring consistency with the Group's strategies and objectives.
The Remuneration Policy was approved by the Shareholders' Meeting on October 27, 2023 and will remain in effect until the expiration of the current Board of Directors' term, that is, until the approval of the financial statements for the fiscal year ending June 30, 2026.

The **Remuneration Policy** is designed to promote employee engagement and performance across the Group, ensuring that the structure of the fixed and variable components provides an appropriate balance between short-term objectives and medium- to long-term goals. This policy also aims to align the interests of Executive Directors and managers with strategic responsibilities with the creation of long-term sustainable value, for the benefit of Digital Bros' shareholders and the continuity and strength of the Group's operations.

The individual remuneration of each Director is determined by the Board of Directors, following a preliminary review by the Board of Statutory Auditors and the Remuneration Committee. The total amount of remuneration payable to the Directors is established by the Shareholders' Meeting at the time of their appointment and remains valid for the entire duration of the term.

In line with the proposals made by the Remuneration Committee, the MBO objectives for the reporting year were structured two-thirds on financial criteria, linked to the ratio between consolidated EBIT margin and revenues at year-end. The remaining one-third was based on non-financial criteria, related to the approval of the Group's Sustainability Report. However, as of June 30, 2024, no MBO objectives or LTI incentives had been granted, also in light of the corporate reorganization process that took place during the year.

The Remuneration Policy for Executive Directors and managers with strategic responsibilities, approved by the Shareholders' Meeting on October 27, 2023 is designed to motivate individuals

to carry out their duties effectively and to assume their responsibilities with high levels of performance.

During the reporting period, the remuneration of Executive Directors included a **fixed salary**, a **short-term variable component** of up to 30% of the annual fixed salary linked to the achievement of specific performance targets (one-third of which is based on ESG criteria), and a **medium-to-long-term** variable component, linked to the growth of the operating margin over three consecutive periods, up to a maximum of 5% of the consolidated EBIT achieved in the respective periods.

The medium-to-long-term variable component is closely linked to the sustainable growth of the Group, while the short-term component rewards the achievement of operational and non-financial results in line with strategic objectives. The Executive Directors and certain managerial figures within the Group participate in the **Stock Option Plan**, which provides for vesting periods and specific clauses regarding the exercise of options not yet vested in the event of termination of the relationship with the Company, distinguishing between Bad Leaver and Good Leaver scenarios.

For Executive Directors, non-monetary benefits are also provided, as governed by the National Collective Labor Contract (C.C.N.L.) for Commerce and Tertiary Sector Managers, relating to pension, welfare, and insurance. Non-monetary benefits also include a company car for both personal and business use.
There are no agreements in place between the Company and the Directors providing for severance payments in the event of resignation, dismissal, or removal without just cause, nor in the case of termination of employment following a public takeover bid. The remuneration of non-executive Directors, on the other hand, is determined on a fixed basis by the Board of Directors.

The second governing body involved in defining and approving the Remuneration Policy is the **Board of Statutory Auditors**, which ensures compliance with applicable laws and the Company's Articles of Association, as well as monitoring the effectiveness of internal controls. As of June 30, 2024, the Board of Statutory Auditors consists of three standing auditors (two men and one woman) and two alternate auditors (one man and one woman).

The governance model also includes the auditing firm EY S.p.A., appointed by the Shareholders' Meeting for the 2022–2030 period and the Supervisory Body pursuant to Legislative Decree 231/2001.

The Board of Directors is responsible for defining and monitoring the Group's strategies, with particular attention to its sustainable development, including the Group's Code of Conduct, the Policy for Shareholder Engagement, and the ESG Policy. The Board oversees their implementation through the Chief Executive Officers and the CFO, who also serves as Investor Relations Manager.

The Board of Directors has acknowledged the importance of establishing an internal structure dedicated to evaluating the performance of corporate bodies and key executives with regard to their contribution in the **ESG area**. This initiative aims to strengthen oversight of the Group's activities and commitments related to sustainability. However, during the reporting period, a Sustainability Committee was not formally established. ESG matters were therefore managed informally by the CFO, who coordinates these activities and reports to the Board of Directors on the Group's economic, environmental, and social impacts. In this role, the CFO presents proposals aimed at mitigating the identified impacts and improving the Group's ESG ratings.
As the Director in charge of the internal control system, the CFO is also responsible for identifying the main corporate risks, working in coordination with the relevant functions and periodically updating the Board of Directors and the Control and Risk Committee on any issues identified.

The review and approval of the information contained in this Sustainability Report remain the responsibility of the Board of Directors.

2. Our Sustainability path

For Digital Bros, environmental, social and governance (ESG) principles represent a key element of its strategy, guiding sustainable growth and the creation of long-term value for all stakeholders. With this in mind, the Group has embarked on a sustainability journey aimed at integrating ESG criteria into its corporate strategy and daily operational practices.

A significant step in this journey was the approval of the Group's ESG Policy in FY2022, which outlines the guidelines on corporate social responsibility and sustainability. The ESG Policy complements the Code of Conduct, the Policy for managing dialogue with shareholders, and other internal procedures and policies related to these areas. The values contained therein are now incorporated into the internal procedures of the Group companies, in compliance with local regulations and in line with leading international standards.

Digital Bros promotes the respect for human and labour rights, environmental protection and commitment to addressing climate change, while also opposing all forms of corruption and adopting the highest governance standards. The same principles are also expected of suppliers, who are encouraged to share the Group's responsible approach. The ESG Policy is based on the sustainability model defined by the Code of Conduct, which identifies the values considered essential and a priority for supporting the long-term growth of Digital Bros.



The Group also conducted a materiality analysis and mapped its stakeholders. This process made it possible to identify the environmental, social and governance issues that are most relevant to Digital Bros and those who interact with its activities or have an interest in it. The results of such analysis formed the basis for the preparation of this Sustainability Report, ensuring that the ESG issues addressed therein accurately reflect the priorities and expectations of stakeholders.

2.1 Stakeholder map

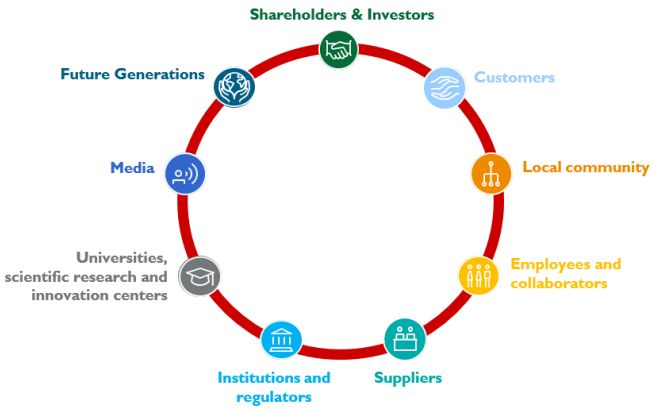
Identifying stakeholders and understanding their expectations is a fundamental step in defining the contents of the Sustainability Report and forms the basis of Digital Bros' approach to sustainability. Through this process, the Group is able to make informed decisions, integrating the assessment of the economic, social and environmental impacts of its activities into its strategy.

For Digital Bros, stakeholders are not mere interlocutors, but partners with whom it seeks to establish solid and lasting relationships. Constant dialogue, based on transparency, active listening and mutual trust, is essential for understanding their ever-changing needs and requirements and transforming them into concrete actions. This fosters a dynamic relationship, in which the Group's decisions influence stakeholders while simultaneously being informed and guided by their perspectives.

According to GRI Standards, stakeholders include **all entities or individuals who may be significantly affected by the Company's activities**, products or services, as well as those whose actions could affect the Company's ability to effectively implement its strategies and achieve its objectives.

In line with GRI guidelines, Digital Bros conducted an in-depth mapping of the most relevant stakeholder categories, based on an analysis of the operating context and enriched by a benchmarking exercise aimed at comparing the practices adopted by its main competitors and national and international best practices in the field of sustainability. The outcome of this process, validated by the Board of Directors, identified the categories of stakeholders considered to be of primary relevance to the Group:

Stakeholder Map of Digital Bros



2.2 Materiality analysis

With the publication of its second Sustainability Report, Digital Bros continues its journey to align with the Group's most material issues and the Reporting Standards set by the Global Reporting Initiative (GRI).

The updated materiality analysis reaffirms the findings from the previous year, underlining the consistency of the identified priorities and their alignment with the Group's activities and impacts. The **material topics**, as defined by the GRI 2021 standards in force since January 1, 2023, identify the aspects that represent the organization's most significant impacts on the **economy**, the **environment** and **society**, including both positive and negative effects on **human rights**. This Report reflects the Group's commitment to monitoring these impacts and communicating transparently the decisions and actions that drive its sustainable growth.

The materiality analysis process was divided into two main phases and structured to thoroughly assess the most relevant issues for the Group and the various categories of stakeholders involved.

In the first phase, the most relevant sustainability issues to the Group's business sector were identified through a **benchmarking analysis** conducted on a panel of 20 companies considered to be among the main market peers. The competitors' strategies and results, industry publications, applicable sustainability regulatory frameworks and the latest industry trends were all taken into consideration. The material issues were classified into three macro-areas - Environment, Social and Governance - and ranked hierarchically according to their frequency, calculated as the ratio between the number of times each issue appeared in the sources reviewed and the total number of sources analyzed. These topics were then aggregated and rationalized to best reflect the operational reality of Digital Bros. It should be noted that, for this second year of reporting, there was no direct involvement of external stakeholders in the identification of material topics.

In the second phase, the identified topics were analyzed and correlated with the main **impacts – positive and negative, potential and actual** – generated by the Group through its activities and interactions with various stakeholders. The analysis took into account the relevance of these impacts in the specific operating context of Digital Bros. In line with GRI Standards, issues that represent the most significant impacts on the economy, environment and society, including the effects related to the protection of human rights, were all considered material for reporting purposes.

The entire process was also supported by a **media context analysis** aimed at identifying the relevant sustainability topics emerging from the industry through media sources. Such analysis confirmed the areas of interest identified in the previous two phases, while also highlighting potential opportunities for further exploration in the future.

The following table shows the material ESG topics approved by Top Management and included in this Report, with their relative impacts.

Digital Bros' topics and impacts list

Topic	Impact	Description	Nature
Emissions reduction and actions against climate change	**Climate-changing emissions**	Generation of negative environmental impacts linked to climate-changing emissions resulting from production activities and direct/indirect **greenhouse gas emissions (GHG),** within the supply chain	**Negative** Actual
	Non-renewable energy sources consumption	Negative environmental impact and related GHG emissions due to the **consumption of energy from non-renewable resources** (especially buildings and **data centers**).	**Negative** Actual
Governance and business ethics	**Creation of a business ethics company culture**	Promoting **awareness** and **culture** of ethics and human rights among managers, employees, business partners and other stakeholders.	**Positive** Actual
	Compliance with laws and regulations	Compliance with laws and regulations by establishing a system of **corporate rules and procedures**, **with positive impact on the society** in which the organization operates.	**Positive** Actual
	Negative perception of the company governance values and ESG commitment	**Lack of transparency** and **ineffective communication** regarding values and initiatives in favour of stakeholders and the community of reference, with possible repercussions on the Group's economic activities.	**Negative** Potential
Economic performance	**Economic sustainability for stakeholders**	A strategic business approach capable of generating **direct economic value** to be distributed among stakeholders.	**Positive** Actual
	Economic impact on shareholders at large	**Erosion of shareholder dividends** due to weak and **unstable economic performance.**	**Negative** Potential
HR management	**Promotion of employee health and safety**	Ensuring the health and safety of all Group employees (and/or along the value chain) by **preventing accidents** and work-related illnesses	**Positive** Actual
	Employees' accidents and occupational illnesses	Accidents and occupational diseases with negative consequences on the **health of workers** and **contractors**, partly due to shortcomings in health surveillance and in the implementation of health and safety management systems.	**Negative** Potential
	Improved communication and collaboration among employees	Creating a **healthy and stimulating work environment** focused on employee wellbeing, supported by dedicated programmes and team-building initiatives aimed at strengthening interpersonal bonds, improving communication, promoting effective collaboration and increasing internal cohesion.	**Positive** Actual

	Employees' skills development	Promotion of **personalized training programmes** tailored to the needs of individual employees, with a view to fostering a stimulating **career path** and enhancing skills both within and outside the organization.	**Positive** Potential
	Lack of employee satisfaction and loss of know-how	**Loss of personnel and key know-how**/knowledge with negative impacts on business continuity and **competitivity** of the organization.	**Negative** Potential
	Lack of attractiveness for new generations and talents	Reduced ability of the Group to **attract young talent** and **qualified candidates** due to uncompetitive salaries and HR policies that are not adequately focused on development and well-being.	**Negative** Potential
	Corporate culture focused on diversity and inclusiveness	**Enhanced well-being of employees** through a working environment founded on **principles of ethics, integrity and inclusiveness**, fostering a corporate culture that is **against any form of discrimination**, in and outside the workplace.	**Positive** Actual
	Incidents of discrimination/ harassment/ abuse	Non-inclusive working environment that generates **discrimination among staff**, including with reference to unfairness in terms of accountability, compensation and career advancement.	**Negative** Potential
Player satisfaction	**Increased player engagement and loyalty to the brand**	Pursuing player satisfaction by **understanding their expectations**, **preferences and needs**, with the aim of increasing engagement and brand loyalty.	**Positive** Actual
Responsible supply chain	**Creation of a sustainable, transparent and controlled supply chain**	Improving suppliers' ESG performance by raising their **awareness** of these issues and requiring them to report on their social and environmental impact, thereby increasing the overall accountability of the entire supply chain.	**Positive** Potential
	Negative impacts on people where suppliers operate	Negative social impacts along the supply chain, with consequences for workers and local communities due to **suppliers' failure to integrate ESG criteria**.	**Negative** Actual
Value creation in local communities	**Contribution to community-well-being**	Charitable activities, donations **or territorial enhancement activities** that have a positive impact on the local community.	**Positive** Actual
	Negative community perception	**Negative perceptions by the local community** due to the Company's operations, interpreted as selfish or ambiguous.	**Negative** Potential
Human rights	**Respect for human rights**	Promoting **respect** for **human rights** within the organization – including management and business partners – and along the value chain.	**Positive** Actual
	Violation of human rights	**Violation** of human rights along the value chain (e.g., the right to freedom of association and collective bargaining, child labour, forced or compulsory labour) **affecting human dignity and community development**.	**Negative** Potential

3 Economic performance and Governance

3.1 Economic performance

In 2024, the video game industry recorded $184.3 billion revenues, continuing to grow, even though at a slower pace compared to previous years.
After the pandemic period, several macroeconomic and industry-specific factors - including inflation, rising interest rates, the exit of certain marketplaces from the competitive landscape, a shortage of B2B agreements, market saturation, and increased development costs due to increasingly long and complex games - led publishers and developers to revise their business models, reducing the number and scope of ongoing projects. Such market reorganization resulted in the cancellation of many new productions and widespread staff layoffs across the whole industry.
The Group was part of such process and managed its reorganization responsibly and transparently, fully complying with local regulations and ensuring fair exit conditions for the affected employees. Communication to the stakeholders was clear and timely, also through an official statement outlining the rationale behind the adopted decisions and the challenges of the operating environment.

Despite such complex landscape, gaming continues to represent one of the main forms of entertainment worldwide. As of June 2024, digital sales accounted for over 90% of the Group's total consolidated revenues. According to Newzoo[5] data, in 2024 players spent an average of 1.6 hours per day on mobile devices and 2.1 hours on PC or console. Beyond being a form of entertainment, video gaming contributes to the development of cognitive and social skills, such as problem-solving, multitasking, quick reaction, and building connections with people around the world. However, excessive use can lead to negative effects, causing sleep disturbances, sedentary behavior, and social isolation.

A new and potentially disruptive element for the industry is the introduction of artificial intelligence ("AI"), which is already transforming development processes. AI tools allow for optimization of production timing and costs by automating tasks such as level design, testing, dubbing, and localization. At the same time, it raises ethical and professional concerns, as it may replace certain creative and technical roles. Because of this, AI has become one of the most debated topics within the wider entertainment industry. As of the reporting period, the Group is still evaluating whether and the extent to use artificial intelligence, exclusively for minor support activities and carefully monitoring its impact on the business, development teams, and the gaming community.

The Group generates its economic results from the development and publishing of video games for consoles, PC, mobile, and streaming, as well as from their global distribution through digital and retail channels. The business is organized into two segments: Premium and Free-to-Play, both characterized by a strong focus on technological innovation and creativity. The portfolio of

[5] Newzoo is a leading market-intelligence company focused on the video game industry, esports, and mobile gaming.

Intellectual Properties is designed to meet the needs and preferences of players of all ages and experience levels, thanks to the synergy between internal development studios and collaborations with external partners.

According to the recently revised strategy, Digital Bros intends to progressively reduce its reliance on traditional publishing agreements with third party developers, strengthening the revenue share generated by owned and co-owned intellectual properties and long-term exclusive partnerships.
Market digitalization intensifies competition, increasing the importance of gaining direct control over intellectual properties to protect from disintermediation, optimize the profitability of sequels and spin-offs, and address new market challenges, as the development, production, and marketing costs for sequels are usually significantly lower than for initial launches.

Digital Bros generates a positive impact for stakeholders and the communities in which it operates, creating jobs, distributing economic value along the supply chain, and paying taxes to local authorities. The distribution of economic value demonstrates the Group's financial solidity, with the majority reinvested to support growth.

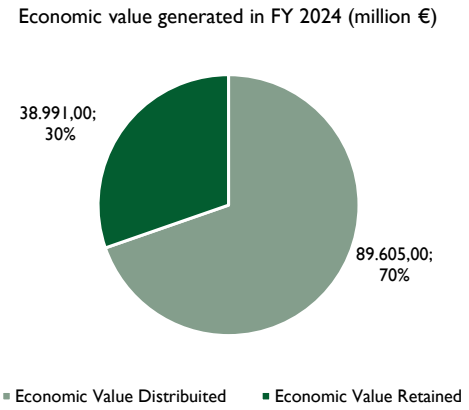
At the same time, stakeholder interest on ESG issues is growing, with increasing requests for information on the Group's positioning.
Although Digital Bros' approach to sustainability is positive and continuously evolving, the company's small size and the specificity of the sector make it challenging to adapt to predefined models, especially in environmental matters, sometimes limiting its ability to attract certain investors.
In this context, Digital Bros' Code of Conduct continues to serve as the main reference point for sustainability. The publication of last year's Sustainability Report represented a significant first step in identifying strengths and areas for improvement. The Group intends to continue in this direction, investing time and resources to further strengthen its commitment.

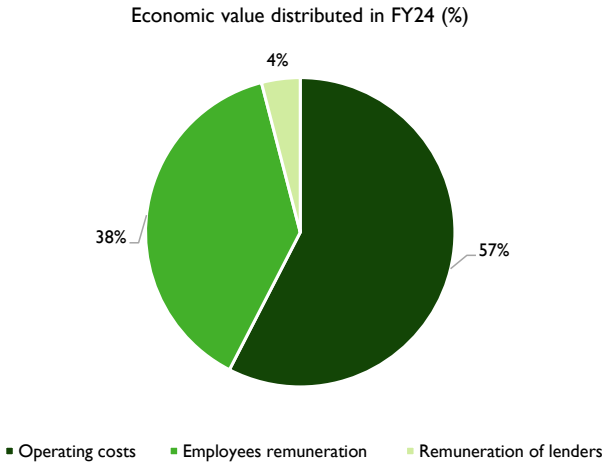
As of June 30, 2024, the **economic value directly generated**[6] by Digital Bros, calculated by reclassifying the items of the consolidated financial statements at the end of FY2024, amounted to Euro 128.59 million, of which approximately Euro 90 million was distributed, slightly lower than the previous year. In particular, the value generated decreased by 11.7% (Euro 140.38 million in FY 2023), while the value distributed decreased by 10.8% (Euro 100.46 million in FY 2023).

[6] Information on the creation and distribution of economic value provides a basic indication of how the organization has created wealth for stakeholders. Several components of economic value generated and distributed (EVG&D) also provide an economic profile of the organization, which can be useful for normalizing other performance figures. EVG&D is calculated, as per GRI requirement, on an accruals basis, including the basic components of the organization's global operations as listed below:

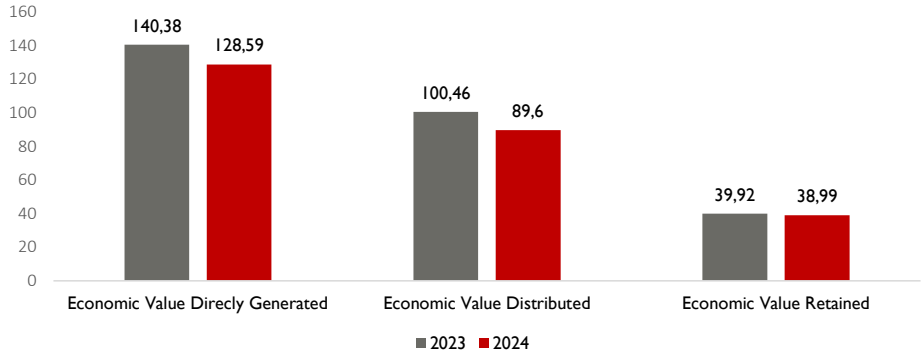
i. Direct economic value generated: revenue
ii. Distributed economic value: operating costs, employee salaries and benefits, payments to capital providers, payments to governments by country and community investments iii. Undistributed economic value: 'direct economic value generated' minus 'distributed economic value'.

Based on GRI Standard definitions, the Group **distributed** 69.7% of its economic value, of which 39.4% was allocated to operating costs (consumption of raw materials, inventory changes, service costs, costs for the use of third-party assets, and other operating expenses), while 26.7% was distributed to personnel in the form of compensation for the work performed during the fiscal year. Finally, approximately 30% of the capital was retained by the Group, down 2% compared to FY 2023.





Economic value generated and distributed in FY2023 and FY2024 (million€)



During FY2024, social security contributions amounted to Euro 5.3 million, with a total workforce of 308 employees across the Group at fiscal year-end.

Digital Bros looks to the future with a refocused and balanced long-term vision, concentrating on strengthening its product portfolio. The Group aims to consolidate its position within key market verticals and rebalance investments to align with and adapt to evolving industry dynamics, while working to mitigate operational and financial risks associated with the ongoing transformation of the video game market.

3.2 Business ethics and compliance

Digital Bros bases its commitment to sustainable growth on a set of strategic documents, including the Code of Conduct, the ESG Policy, and the Shareholders' Engagement Policy, which define the principles, values, and guidelines underlying its decisions and activities. These tools guide the Group toward long-term value creation and the prevention or mitigation of potential negative impacts related to its operations.

While offering numerous benefits, such as cultural exchange, socialization, global entertainment, and the development of digital and technological skills, the video game industry can also present social, psychological, and economic challenges. Digital Bros acknowledges these risks and is committed to mitigating their effects, with particular attention to younger users, who may be exposed to inappropriate content, offensive behavior, or gaming dynamics that could affect mental well-being, such as isolation or addiction. For this reason, through its publishing labels and internal development studios, the Group implements moderation tools and strict guidelines for online communities, promoting safe, inclusive, and responsible gaming environments.

The fundamental principles guiding the Group's actions are:

- **Compliance** with laws and regulations;
- **Transparency**, fairness, and completeness of information;
- **Valuing the individual**, protecting human rights, and ensuring equal opportunities;
- Prevention of potential **conflicts of interest**;
- Protection of **confidentiality**;
- Promotion of **fair competition**;

In addition, all published video games are subject to a content **rating system** managed by international organizations, aimed at identifying the most appropriate age group based on the characteristics of the game. The main reference bodies are PEGI (Pan European Game Information) in Europe, ESRB (Entertainment Software Rating Board) in North America, and CERO (Computer Entertainment Rating Organization) in Japan.

The Group adapts its activities according to the regulatory and cultural requirements specific to each geographical area in which it operates. All marketing, advertising and communication materials clearly indicate the game's suitability for different age groups, highlighting any restrictions where applicable.
In line with its values and commitment to responsible gaming, the Group does not employ loot box mechanics, which are often criticized for their "pay-to-win" dynamics and potential to encourage addictive behavior, particularly among younger players.
The subsidiary 505 Games set out a set of community guidelines designed to promote respectful interactions and prevent inappropriate behavior. These rules explicitly prohibit offensive content, spam, false identities, and the sharing of illegal or copyrighted material.
The Group also provides consumers with a **support platform** to report technical issues or other concerns and continuously monitors social networks to gather feedback and respond to

user requests. Digital Bros is committed to ensuring maximum transparency in commercial communication, particularly regarding pricing and product information.

No instances of non-compliance with laws or regulations concerning health and safety, corruption, workplace accidents, labeling, or commercial communication were recorded in FY2024. This outcome reflects the effectiveness of the Group's internal procedures and its commitment to upholding high standards of integrity and compliance.

Digital Bros conducts its activities according to principles of **ethics, legality and sustainability**, promoting responsible behavior among directors, managers, employees, and collaborators, including suppliers, distributors, developers, consultants, and partners across all of its subsidiaries, which are expected to operate in full compliance with applicable laws and the Group's core values.
Furthermore, the Group ensures transparency and regulatory compliance through the publication of corporate communications and internal procedures aimed at preventing economic and financial crimes. These measures include combating practices such as the dissemination of false or misleading information, manipulation of financial results, illicit operations on shares or share capital, misuse of insider information, corruption, and any form of undue influence on shareholder resolutions.

Concerning fiscal matters, Digital Bros acts in full compliance with current legislation, ensuring accuracy and transparency in the calculation and payment of taxes, while leveraging the incentives provided by law to promote new investments and the sustainable growth of the Group.

The Group adopts a rigorous **due diligence process** aimed at preventing the risk of money laundering, verifying the reliability and good faith of its business partners, and ensuring the absence of legal restrictions related to transactions.
All employees, executives, directors, and collaborators of the Group are required to maintain integrity and transparency, refraining from accepting, offering, or promising—directly or indirectly, including through intermediaries—money, gifts, benefits, or any other advantage that could constitute, or appear to constitute, an improper personal or corporate benefit.

Interactions with representatives or public officials are reserved exclusively for expressly authorized personnel, who must operate in full compliance with applicable laws and internal procedures. External suppliers and developers are also subject to preliminary checks, including an assessment of their reputation, skills, and practices regarding human rights and working conditions. Although these checks are not yet formalized in a specific ESG procedure, they constitute an established practice.

During the reporting period, **no cases of corruption** were detected within the Group, confirming the effectiveness of preventive measures and the ongoing commitment to ethical and transparent management of its activities.

In terms of financial transparency, the Group is committed to ensuring accurate and truthful accounting reporting, capable of faithfully representing its economic and financial situation. This commitment aims to prevent and mitigate operational and financial risks, as well as to counter potential fraud.
To ensure the highest reliability of information, the Group applies a rigorous accounting policy based on principles of transparency, accuracy, completeness, and verifiability, fully in compliance with applicable laws, accounting standards, and international standards.
All employees are required to operate in accordance with these principles, contributing to the integrity and accuracy of financial documentation, the timeliness of record-keeping, and the protection of corporate assets.
The adoption of standardized processes and the use of an integrated ERP platform across all Group companies, equipped with automated controls over sales and purchase transactions, allow for more efficient management and precise monitoring of the activities of individual operational units. Furthermore, both internal and external auditors have full access to the data, documents, and information necessary for their audits, thereby ensuring an additional level of control and transparency.

Management considers **dialogue with shareholders** a key strategic element to support the Group's long-term growth.
The CFO, acting as Investor Relations Manager, regularly reports to the Board of Directors on meetings with shareholders, investors, analysts, and brokers. All press releases, quarterly and annual financial reports, and other relevant documents are made available on the Company's website, in both Italian and English, immediately after approval by the competent bodies, ensuring timely and transparent communication to the public.
The Investor Relations Manager collects and manages information requests from institutional and retail shareholders, analysts, and the media. When necessary, certain members of the Board of Directors—such as the Chairman or committee members—may be involved in shareholder dialogue to provide more in-depth insights on specific topics.

Digital Bros has developed an **internal control and risk management system**, designed to monitor the reliability of financial information, ensure compliance with laws and regulations, and safeguard corporate assets.

The system involves several key bodies and functions:

- **Board of Directors:** defines overall guidelines, approves the consolidated financial statements, and the internal audit plan;
- **Chief Executive Officers:** responsible for implementing the directives set by the Board;
- **Director in charge of internal control and risk management:** supervises the Group's activities with the aim of mitigating operational and financial risks;
- **Control and Risk Committee:** performs advisory functions;
- **Internal Audit:** prepares the annual work plan and reports on the main results of the audits conducted.

The **Control and Risk Committee**, established by the Board of Directors, is composed exclusively of three independent directors: Carlotta Ilaria D'Ercole, Susanna Pedretti, and Laura Soifer (Chair). The Control and Risk Committee meets periodically to analyze actual or potential risks, monitoring the effectiveness of the internal control and risk management measures adopted by the Group.
During the fiscal year, the Committee held four meetings, each lasting an average of one and a half hours, attended by all members, the Board of Statutory Auditors, and the Director in charge of the internal control and risk management system, Stefano Salbe. The meetings were also attended by the Audit Firm, the Supervisory Body, and the Internal Audit function, in light of their role in the risk control and management process.

During the reporting period, the Internal Audit function prepared the annual plan, approved by the Board of Directors and conducted direct and specific audits on the Group's companies. For each activity, a detailed report was prepared, including the scope and purpose of the audit, methodology adopted, duration and reference period, results and recommendations.
The Committee's meetings were regularly minuted, and the Chair reported the conclusions at the following Board of Directors meeting. During the fiscal year, the Committee reviewed the work plan of the Director in charge of internal control, monitored its progress, and assessed the implementation of the Internal Audit function's activities.
Furthermore, the Committee, together with the officer responsible for preparing accounting documents and the Audit Firm, verified the proper application of accounting principles in the preparation of the consolidated financial statements and examined the report of the Supervisory Body. During the fiscal year, the Committee did not request additional financial resources to carry out its duties.

The Control and Risk Committee met once within its functions as Related Parties Committee, without identifying any violations during the reporting period. The meeting was attended by all Committee members, the Chairman of the Board of Statutory Auditors and the Executive Director responsible for the internal control and risk management system. The meeting was duly minuted and the Chair presented the conclusions to the Board of Directors at the following session.

The Group has adopted an **Organization, Management, and Control Model pursuant to Legislative Decree 231/2001 ("Model 231")** with the aim of promoting transparency and fairness in corporate activities, protecting the Group's image and reputation, safeguarding stakeholder expectations, and valuing employees' work.
Model 231 is designed to prevent unlawful behavior by directors, employees, and collaborators under the Company's direction or supervision, and it is shared with and signed by all employees. In accordance with Article 6, paragraph 4-bis, the implementation and compliance with Model 231 are ensured by the Supervisory Body (OdV), a single-member external body with appropriate professional skills, control capabilities, independence of judgment, and moral integrity. The OdV must be promptly informed, via the dedicated email address ODV@Digital-bros.net, of any act, behavior, or event that could constitute a violation of Model 231 or that is, more generally, relevant for the purposes of Legislative Decree 231/2001.

During the reporting period, the Supervisory Body examined all significant Group activities and the business models in place. The Body assessed compliance with Legislative Decree no. 24/2023 and the implementation of the whistleblowing mechanism, identifying the individuals responsible for managing complaints submitted through the relevant channel.
Additionally, it analyzed the changes in the Group's workforce, verified updates to the IT policy in light of suggestions contained in previous reports, and reviewed the list of suppliers and customers. At the conclusion of its audit activities, the Supervisory Body confirmed that no violations or instances of non-compliance with the adopted Model were identified.

The **Code of Conduct** defines the values, duties, and responsibilities that guide the activities and business of Digital Bros, serving as an integral and fundamental integration of Model 231. The principles and standards of conduct contained therein are intended to guide the actions of recipients toward fairness, loyalty, and transparency, in line with the objectives of Model 231. Compliance with the Code of Conduct constitutes a fundamental contractual obligation for all Group employees and business partners.
To ensure full awareness and application of the Code, the Group organizes periodic training and communication activities for employees, collaborators, and members of corporate bodies, as documented by the Supervisory Body.
New members of corporate bodies, newly hired employees, and business partners are provided with a copy of the General Section and the Special Section of Model 231.

To support the adoption of appropriate controls, the Group has also implemented an **Internal Control Manual**, distributed to directors, key executives, and employees with access to sensitive information. The manual outlines the requirements of the internal control and risk management system and includes tools such as business planning and control processes, Legislative Decree 231/2001, risk identification procedures, accounting reporting, and key operational procedures.
The Group also organizes specialized training sessions led by legal experts, covering various aspects of Legislative Decree 231/2001, including the regulatory framework, case study analysis, the organizational model, offenses and risk areas, risk management, the role of the Supervisory Body, and methods of communication with it. Each session lasts four hours and concludes with a test. The training remains valid until any significant changes to the Decree or Model 231 occur, as required by the legislation.

The Board of Statutory Auditors, the Supervisory Body, and external auditors have been adequately informed about the application of Legislative Decree 231/2001, while executive directors and key managers have attended specific training programs.
Any violations of the Code of Conduct or Decree 231 may result in disciplinary proceedings against employees and Group suppliers, with sanctions proportional to the severity of the infraction. For Italian employees, sanctions follow the provisions of Article 227 of the *Confcommercio CCNL* (National Collective Bargaining Agreement). For managers, the provisions of the CCNL for Managers and the procedures indicated in Article 7 of Law no. 300/1970 apply, respecting the principles of gradualness and proportionality.

Sanctions concerning directors must be communicated to the Board of Directors and the Board of Statutory Auditors, in accordance with Article 2392 of the Civil Code. In the case of infractions attributable to a member of the Board of Statutory Auditors, the Supervisory Body informs the other members and the Board, which determines the appropriate sanction.
During the reporting period, no significant cases of non-compliance were recorded, nor were any fines or sanctions applied.

Digital Bros has established a **whistleblowing channel** to allow the good faith reporting of illegal activities or conduct contrary to corporate policies and applicable laws. The Group uses the EthicsPoint platform, managed by Navex Global Inc., which ensures professionalism, confidentiality, and compliance with local regulations, safeguarding the identity of the whistleblower, the reported individual, and any third parties involved, as well as the confidentiality of the reported facts.
Reports are directed to a dedicated Committee, composed of the Internal Audit function, the General Counsel, and the Human Resources Manager. All offices have a Human Resources department to ensure prompt management and resolution of any issues. If a Committee member is involved in a report, the other members independently handle its review.
The Committee must provide a response to the whistleblower within three months of confirmation of receipt, or, if no confirmation is given, within three months from the end of the seven-day period following submission of the report. Upon receipt, a preliminary assessment is conducted to verify the relevance of the report. If the matter concerns Legislative Decree 231/2001, the Committee involves the Supervisory Body.
Reports can be classified as:

- **Not material**, if no violations are found within the procedure;
- **Not processable**, in the absence of sufficient factual elements or if the content is too generic;
- **Material and processable**, if supported by concrete and verifiable evidence.

If the breach is confirmed, disciplinary proceedings may be initiated against the reported individual, in compliance with applicable laws and collective labor agreements.
In the case of reports made in bad faith or with a defamatory intent, the Committee may initiate disciplinary proceedings against the whistleblower. The results of the investigations of all the reports received are compiled in a periodic report submitted to the Board of Directors through the Control and Risk Committee. The related documentation and reports are stored on the platform for a maximum period of five years from the communication of the results provided by the Committee.

For Italian companies, whistleblowers and other protected individuals who believe they are subject to retaliation can contact ANAC[7] which is responsible for applying the relevant sanctions.
In FY2024, no reports or complaints were received through the whistleblowing mechanism, in line with the previous reporting period.

[7] The National Anti-Corruption Authority, abbreviated as ANAC, is an independent Italian administrative authority with the tasks of safeguarding the integrity of public administration, combating illegality, fighting corruption, implementing transparency, and overseeing public contracts.

In 2019, the Group adopted a **Diversity Policy**, updated in September 2023, aimed at responding to stakeholder expectations and promoting the effective and virtuous functioning of the governing body. The policy encourages inclusive decision-making processes, valuing managerial and professional profiles that are diverse from one another.
Diversity is considered a key element for the medium- to long-term sustainability of business activities and serves as a fundamental reference both for employees and for members of administrative and control bodies. The document also emphasizes the importance of maintaining a collaborative, fair, and synergistic work environment, capable of leveraging differences as a resource for the Group.

Data Privacy and Security

Although Digital Bros neither holds nor has access to sensitive data of its players, it attaches great importance to the protection of privacy and the security of personal data. To this end, the Group has developed a dedicated training program for specific employees, delivered regularly both in-person and online, using standardized materials across all Group companies to ensure continuous updates and consistency of information.
Data protection and cybersecurity are strategic areas for the Group. To mitigate the economic and financial impact of possible breaches, operational disruptions, or data loss, Digital Bros has subscribed to a specific insurance policy.
The Company has also adopted a Privacy Policy governing the management of its corporate website, www.digitalbros.com, regulating the use of cookies, tracking tools, and the processing of users' personal data. All information is provided in compliance with Regulation 2016/679/EU[8], Article 122 of the Personal Data Protection Code[9], and the General Provision issued by the Italian Data Protection Authority on May 8, 2014, concerning cookies.
The collected data are retained for a limited period for corporate purposes[10] and in accordance with applicable legislation.
Finally, Digital Bros has appointed a Data Protection Officer (DPO), reachable at dpo@digitalbros.com, as the reference person for the management and protection of personal data within the Group.

[8] General Data Protection Regulation, GDPR.
[9] Legislative Decree 196/03, Privacy Code.
[10] Principle of data retention limitation, Article 5 of the EU Regulation.

4. Social responsibility

Digital Bros places people at the heart of its commitment to sustainability. The Group is dedicated to fostering a healthy, inclusive, and merit-based work environment, ensuring equal opportunities throughout all stages of human resource management, from recruitment to training and skills development. Any form of discrimination is strictly rejected, with the aim of maintaining a safe and respectful workplace.

Employee well-being is further supported through balanced working hours, leave entitlements, and flexible remote work arrangements, all in full compliance with health and safety regulations.

This commitment extends beyond the company's boundaries, engaging players and local communities by ensuring safe, high-quality products and continuously striving for customer satisfaction, in full compliance with competition rules and applicable regulations. Digital Bros also promotes the protection of fundamental human rights, ensuring that no product is associated with child labor or forms of modern slavery, and adopting ethical practices across all operational activities.

4.1 Human capital management and development

FY2024 highlights



Digital Bros' people

People are a cornerstone of Digital Bros' growth, as each individual significantly contributes to the Group's success through innovative ideas and values. To safeguard their well-being, support professional development, and ensure safety, the Group fosters an inclusive culture that values diversity and promotes a healthy work-life balance. This approach encourages teams to create engaging experiences for millions of players worldwide while supporting both individual and collective growth.

As of June 30, 2024, Digital Bros has 308 employees, of whom 24% are women, and 77 external collaborators, reflecting a decrease compared to the previous fiscal year. The reduction of 33% of employees and 58% of external collaborators is mainly attributable to the reorganization measures implemented during the reporting period to address the challenges faced by the entire video game industry.

85% of the total workforce is employed on permanent contracts, showing a decrease compared to the previous year. Of these, 25% are women and 75% are men.
In FY2024, part-time employees accounted for 8% of the workforce, with women representing 75% and men 25% of this group. Employees with non-guaranteed working hours represent only 1% of the workforce, with 75% of men and 25% of women.

Collective Bargaining Agreements (CBA) apply exclusively to the Parent Company and its Italian subsidiaries. As a result, given the Group's presence in countries where collective agreements are not mandatory, only 36% of the workforce is covered by a CCNL. Specifically, the Group applies the *Contratti Collettivi Nazionali di Lavoro* (CCNL) for Commerce, Tertiary Sector - Distribution and Services, and the CCNL for Metalworking Industry. In FY2024, there were four employment relationships not covered by collective agreements: one coordinated and continuous collaborator governed by an individual contract and three directors providing continuous service within the Group.

In other countries, working conditions and employment terms are governed by local regulations, supported by local consultants who identify applicable best practices, including through benchmarking analyses of small and medium-sized multinational companies operating in those regions.

Finally, regarding employee turnover, the Group recorded a rate of 53% among its employees. This figure reflects both voluntary and involuntary departures, in a context where the company implemented a program to streamline its organizational and workforce structure.

Recruitment

At the beginning of each fiscal year, Digital Bros assesses the staffing needs for each local entity and determines the budget required to cover any vacant positions. The Chief Executive Officers review these roles annually to ensure they are consistent with the allocated financial resources.

At Digital Bros, the recruitment and hiring process is coordinated locally, granting each entity decision-making autonomy, while the Milan headquarters oversees the process to ensure consistency and uniformity across countries. The onboarding of new employees is structured according to central guidelines to provide a consistent experience for all hires. Upon acceptance of the offer, onboarding is managed automatically through the centralized HR system, which also updates the corporate organizational chart in real time.

New hires are required to acknowledge the Code of Ethics and, where available, receive the employee handbook prepared by the respective local entity.



Contract management is handled by each subsidiary, in full compliance with local laws and practices. Access to the HR system is restricted to a limited number of authorized users in Italy, the United Kingdom, and the United States, to protect sensitive employee and collaborator information. This approach minimizes the risk of unauthorized access while ensuring efficiency and security in human resources management on a global scale.

Performance review

Within the human resources management framework, the performance evaluation process is designed to protect sensitive data, ensuring access is granted exclusively to authorized personnel through a dedicated permission system. The adopted model does not rely on traditional rankings but focuses on developing individual potential through coaching activities, following the principle of "growing by leveraging strengths." This approach encourages employees to enhance their distinctive skills, promoting both personal and professional growth.

During the reporting period, 67% of employees received a performance evaluation. These evaluations serve as an opportunity for dialogue, encouraging reflection on the results achieved and providing a foundation for setting future objectives, thereby aligning individual efforts with the Group's overall strategies. In Group companies where a formal evaluation process has not yet been implemented, local managers ensure that every employee receives appropriate attention through dedicated one-on-one meetings. These meetings allow for discussions on career paths, addressing any challenges, and planning the necessary steps for professional development, thereby reinforcing the company's commitment to talent development and promoting open communication within the organization.

Remuneration and well-being

The compensation model is designed to recognize the professional value of each employee, balancing fixed and variable components and promoting sustainable growth over time, in line with the achievement of concrete performance objectives.

The principles guiding the definition of the compensation policy are based on:

- a balance between fixed and variable components, consistent with the Group's strategic objectives, industry dynamics, and business specificities;
- the establishment of clear, measurable performance goals aimed at creating value for shareholders in the short, medium, and long term.

The bonus structure is organized as follows: 10% is linked to the Group's overall results, 10% to divisional performance, and the remaining 10% to individual performance. The individual component, generally awarded independently of corporate or divisional results, represents the only element granted to most employees. The components related to Group and divisional performance, on the other hand, are reserved for senior roles with a direct impact on these results.
Salary adjustments not connected to performance evaluations are nonetheless based on objective criteria, taking into account factors such as promotions, retention considerations, and discrepancies between internal and external compensation levels.

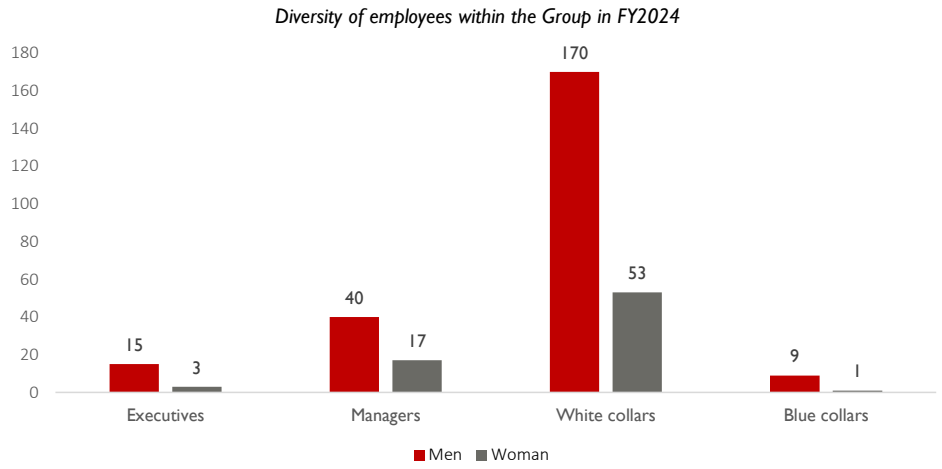
The Group's total annual pay ratio is 10.74.[11]. This represents the ratio between the annual total remuneration of the highest-paid individual in the organization and the median annual total remuneration of all employees (excluding the highest-paid individual).

During the year, the gender pay gap narrowed significantly: the average remuneration of female was 79% of that of male employees, marking an improvement of 8% compared to the previous year's figure (73%).

In addition to the compensation component, the Group promotes various initiatives to support employee well-being. Although there is no formal hybrid work policy, significant flexibility is granted to business units, which can independently define organizational models that balance corporate goals with the specific needs of their teams, while also fostering internal collaboration. The Group also provides for comprehensive policies regarding sick leave and maternity and paternity leave, offering more favorable conditions than those required by law. The various entities regularly organize team-building activities and corporate events to strengthen the company culture and reinforce a sense of belonging among employees.
Finally, all employees can benefit from a discount program that offers reduced prices on the purchase of video games published by the Group's companies.
In the United States and the United Kingdom, compensation packages also include private healthcare options, available to employees upon completion of the probationary period. This measure reflects the Group's commitment to promoting the health and well-being of its people.
Although there is no formally defined Group-wide welfare policy, different local initiatives are implemented to support employee well-being, allowing each subsidiary to respond flexibly to the specific needs of its workforce and fostering a welcoming and inclusive work environment.

[11] For a more meaningful comparison, the ratio is calculated exclusively based on the salaries of Italian employees, specifically from 505 Games and Digital Bros SpA.

Diversity and inclusion



Valuing diversity is essential to ensuring an inclusive work environment. In this context, Digital Bros is committed to promoting equal opportunities, prohibiting any form of discrimination based on gender, sexual orientation, ethnicity, religion, political or trade union affiliation, language, age, or disability in decisions related to hiring, training, and professional development.

During the fiscal year and the preceding period, the Group did not receive any reports of discrimination or harassment from employees, suppliers, or collaborators.

To support this commitment, specific anti-harassment and complaint procedures are in place at the United Kingdom and United States offices, including the Harassment Policy and the Complaint Procedure, reflecting the Group's proactive approach to preventing and addressing any form of harassment or violence, whether physical, sexual, psychological, or verbal.

As of June 30, 2024, 9% of the workforce belongs to protected categories, confirming the Group's commitment to fostering an inclusive and diverse work environment. Among these employees, 96% (26 individuals) are foreign nationals, highlighting the organization's international scope and cultural richness. The remaining 4% (1 individual) falls within other vulnerable or protected groups. In terms of gender, women account for 9% of employees within the protected categories, in line with the male proportion, also at 9%.

Training

Talent development represents a key pillar of the Group's growth and long-term strategic vision. Digital Bros is strongly committed to enhancing the value of its people, supporting their professional growth and sense of belonging through dedicated programs for training, upskilling, and competency development, both general and role specific. In this context, the **Digital Bros Game Academy** plays a crucial role by facilitating the integration of its most promising students into the Group's companies and supporting their entry into the workforce.

In 2014, Digital Bros founded the **Digital Bros Game Academy (DBGA)**, a training and professional specialization academy dedicated to young talents aiming to pursue a career in the video game industry, either by creating their own development studio or joining leading international publishers.
The DBGA combines theoretical lessons with practical activities, recreating the dynamics and organization of a real development studio. This experiential approach enables students to acquire all the skills needed to establish themselves as professionals in the industry.
The academy offers courses in **Game Design**, **Game Programming**, **Concept Art**, and **3D Game Art**, taught by experienced and established industry professionals. In this way, the Digital Bros Game Academy effectively prepares its students to successfully enter the video game workforce.

As of the date of this Report, a standardized training program has not yet been implemented. Employees complete mandatory training in accordance with the regulatory requirements of their respective locations. For more junior profiles, learning occurs primarily on the job, supported by a strong mentoring culture that facilitates integration and professional development, both locally and within the Group.

While formal education provides an essential foundation, the skills required for game development, design, and production are highly technical and must be constantly updated to keep pace with the rapid evolution of platforms, software, and programming languages. To remain competitive in such a dynamic industry, it is therefore essential to maintain ongoing skills development.

At Digital Bros, this is primarily addressed through on-the-job training and targeted programs implemented on a case-by-case basis, according to operational requirements and technological developments. The Group's employees, most of whom are highly specialized game developers, possess advanced skills that are continuously refined through hands-on experience and collaborative project work.

During FY2024, coaching sessions were organized for supervisors and managerial staff, aimed at enhancing team management skills, effective feedback, and public speaking.

As of June 30, 2024, the total training hours amounted to 335.5, representing a 76% decrease compared to the 1,447.5 hours recorded in the previous year. This reduction is mainly attributable to the lack of tracking of attendance and time spent on unstructured training activities, as well as the exclusion of the Canadian subsidiary from the reporting scope, as it was undergoing a reorganization process during the period in which the Group collected data for this year's Sustainability report.

Health and Safety

The activities of Digital Bros involve a minimal risk of serious injury, as most employees perform computer-based work. Nevertheless, the Group's companies are committed to ensuring full compliance with local occupational health and safety regulations, such as Legislative Decree 81/2008 in Italy.

Digital Bros actively promotes a culture of safety and risk awareness, aiming to protect personnel and maintain safe and healthy working conditions. This includes strict adherence to preventive measures and the adoption of responsible behaviors to safeguard both individual and colleagues' safety. Where possible, risks are eliminated; when this is not feasible, they are minimized.

The Group systematically identifies potential workplace hazards through an annual risk assessment process, as well as whenever there are concerns about the effectiveness of existing safety measures or new potential risks for employees arise. Employee involvement is encouraged, allowing them to submit requests and suggestions, which are thoroughly evaluated and addressed. Work areas are subject to recurrent inspections to identify potential trip hazards and electrical issues.

In compliance with Czech occupational health and safety regulations, the Group's sites undergo semi-annual inspections by external specialists, aimed at verifying the conditions of offices and equipment and ensuring that any identified risks are promptly addressed.

Accidents may also occur during extraordinary activities, such as the setup of trade show stands, particularly if less experienced internal staff are involved. To mitigate these risks, the Group considers engaging specialized external providers for such activities.

All employees are required to complete mandatory occupational health and safety training and assessments as part of the onboarding process, ensuring awareness and compliance from the very beginning off their professional journey. In addition, the UK subsidiaries apply an occupational health and safety policy that complies with local regulations, which require periodic risk assessments of each site.

Finally, thanks to the joint commitment of the Group and its employees to promote health and safety across all sites, no accidents were recorded during the reporting period, either among employees or external collaborators[12].

[12] The data includes all the Group's subsidiaries, except for the US subsidiaries due to data unavailability.



0
Injuries at work



494,346
Worked hours

Human Rights

Digital Bros is committed to complying with national and international laws and regulations on human rights, ensuring that partners, suppliers, and collaborators share the same principles. In carrying out its activities, the Group upholds the highest ethical standards, opposing all forms of corruption and operating in full compliance with the main laws and regulatory frameworks concerning social values and human rights.
The Code of Ethics, approved by the Board of Directors, has been adopted by the Group with the aim of promoting responsible behavior and virtuous practices across all business activities. All Group companies are committed to disseminating the Code both within the organization and among key business partners.

The Group conducts business exclusively with suppliers who share the same ethical values, paying particular attention to compliance with laws, transparency, and the protection of human rights. Digital Bros strictly adheres to antitrust and anti-corruption regulations in all countries where it operates.
Any conflicts of interest, even potential ones, are reviewed by the Board of Directors with the aim of preventing and mitigating their effects.
In daily collaborations with external partners and suppliers, the Group carefully assesses their corporate policies regarding working hours, overtime, and periods of intense workload ("crunch"). The selection of external development studios is based not only on technical skills but also on their commitment to human rights, social reputation, professional track record, and the themes addressed in the games they produce.

4.2 Local communities

Digital Bros recognizes the importance of enhancing the **territories** and **communities** it engages with during its activities, promoting initiatives that support local growth and socioeconomic well-being. Its attention to the social fabric is expressed both through direct donations from some of the Group's companies and through projects and charitable activities organized by employees.

In the United Kingdom, for example, individual employees and corporate teams have organized fundraising events for charitable causes. On such occasions, the amounts raised by employees are then matched by the company.

A notable example of charitable commitment is the support for the Corporate Charity Special Effects initiative, associated with the "*One Special Day*" event. On this occasion, several developers and publishers donate the proceeds from one day's sales of one or more video games to the *Special Effect Charity*, which creates customized gaming setups for people with disabilities. As of 30 June 2024, donations amounted to £3,315, supporting the development of innovative assistive technologies that enable hundreds of players with physical disabilities to fully enjoy the gaming experience.
In Italy, during the reporting period, Digital Bros allocated a total of approximately Euro 89,098 to support different social and educational projects.

Similarly to other sectors of technological and digital innovation, the video game industry also represents a significant driver of economic development in the regions where the Group operates. This contribution is reflected in the generation of economic value, the creation of new employment opportunities, and the promotion of innovation, all while maintaining a low environmental impact. The increasing digitalization of the industry over the past twenty years has significantly reduced negative externalities in the Group's areas of operation.

Digital Bros adopts ethical and transparent personnel selection and management practices, ensuring fair wages and safe, inclusive working environments, fostering social cohesion and the well-being of local communities. The Group also supports training and educational initiatives to strengthen professional skills and promote the growth of human capital.

Through its Digital Bros Games Academy, the Group fosters the development of professional skills within local communities, contributing to the training of new generations of talent in the video game industry. The Academy provides comprehensive programs, covering areas such as graphic design, storytelling, and project management, while also offering cross-disciplinary knowledge in IT and digital innovation.

In the United Kingdom, the Group's subsidiaries offer work experience opportunities to students from local schools, allowing them to gain firsthand insight into professions within the video game industry. Each year, a selected group of approximately 5–10 students participate in a practical training period within the Quality Assurance (QA) department, collaborating on bug testing for

titles that are either already released or in development. This program enables young people to acquire technical and operational skills, understand teamwork dynamics, and develop competencies useful for their future careers. Additionally, the program strengthens organizational and management abilities, encouraging a mindful approach to time and responsibility management. Active and successful for over ten years, this initiative serves as a benchmark for integrating school education with the professional world.
At the same time, the Group is working to relaunch a program of school visits aimed at presenting its activities and strengthening the connection between local offices and communities, promoting greater awareness of the video game sector and the professional opportunities it offers.

Ingame Studios a.s. (Czech Republic) actively promotes the development of the video game sector and engagement with the local community through a range of educational and professional initiatives. These include the payment of membership fees and participation in volunteer activities within the Czech Game Developer Association, as well as consistent attendance at the Game Access conference, where team members take part in industry meetings and presentations.
The studio also collaborates with VUT and MUNI universities, delivering lectures at computer science faculties and providing students with targeted training opportunities. High school students with IT skills can participate in unpaid two-week internships, while university students have the chance to undertake paid semester-long internships aimed at gaining hands-on experience in the video game development process.
Additionally, guided tours, informational sessions, and open testing sessions on ongoing projects are organized to offer a more concrete understanding of the production cycle and the various professional roles involved.

Through its publishing label 505 Games, Digital Bros is a member of IIDEA, the leading association for the video game industry in Italy. IIDEA, in turn, is part of major international organizations such as Video Games Europe and the European Game Developers Federation, aiming to promote the video game sector and highlight the contribution of video games to the Italian economy, culture, and society. Digital Bros is also affiliated with Confcommercio and Ebiter, further strengthening its commitment to the national economic and production context.
At international level, 505 Games Inc. is a member of the Entertainment Software Association (ESA), the main trade organization for the video game industry in the United States, while 505 Games Ltd. is part of UK Interactive Entertainment (Ukie), an association representing and protecting the interests of the video game and interactive entertainment sector in the United Kingdom.
In the Asian market, the Group's subsidiaries actively participate in two major industry associations: the China Audio-video and Digital Publishing Association (CADPA) and the Japanese Computer Entertainment Supplier's Association (CESA), thereby consolidating Digital Bros' international presence and its commitment to collaboration and the development of the global video game industry.
The Group is a supporting member of the Italy China Council Foundation, an organization that fosters direct and indirect institutional relations with Chinese entities such as the Ministry of Commerce, the Ministry of Foreign Affairs, and the Italian and Chinese embassies in each country.

During the entire reporting period, Digital Bros' Vice President for the APAC region served as a member of the Foundation's Board of Directors.

4.3 Player satisfaction

Digital Bros aims to promote positive and responsible gaming experiences that contribute to the well-being of players. The Group recognizes that, although primarily designed for entertainment, excessive or uncontrolled use of video games can lead to undesirable effects, such as sedentary lifestyles, social isolation and exposure to inappropriate content or language.

Digital Bros ensures the quality and safety of its products through a continuous control process that accompanies each title from conception to post-launch activities. Each video game undergoes extensive testing and rigorous quality checks to ensure the best possible experience for players.

The Group refrains from employing predatory monetization practices, such as pay-to-win mechanics in competitive titles, and is committed to ensuring full transparency regarding in-game purchases. Meanwhile, an ongoing legal debate in Europe is continuing to shape the regulatory framework for microtransactions and loot boxes, with countries such as the Netherlands and Belgium restricting or banning their use, while the European Parliament is calling for greater transparency and age verification for digital purchases.

Transparency towards the public is ensured through clear communication of age ratings and related content. In fact, the Group adopts international age rating systems and parental control tools, submitting each title to independent bodies that define the most appropriate age group. The main rating systems include PEGI for Europe (Pan European Game Information), ESRB (Entertainment Software Rating Board) for North America and CERO (Computer Entertainment Rating Organization) for Japan.

Official age rating certificates are issued by the respective commissions in each country through questionnaires that determine the minimum age required to access the game. The established values are implemented directly in the builds and integrated into informational resources, such as covers or online labels, to ensure that only customers who meet the age requirements can access the content, allowing players and families to make informed choices.

All of the Group's games undergo a rigorous classification process that includes both internal reviews and external verifications. The internal checks, conducted by the quality control team, involve the accurate completion of classification questionnaires, the correct entry of ratings into builds and information resources, and a follow-up phase to ensure the consistent application of classification standards throughout every stage of the process. Subsequently, official certification bodies carry out external verification. The entire process concludes with the issuance of the final certificate, which certifies compliance with the guidelines.

The Group's commitment to high quality standards is confirmed by the absence of violations relating to product health and safety in FY2024, in line with the previous reporting period.

The Group also takes into account the specific characteristics of each market and adapts its publishing activities to local needs. Particular attention is paid to the Far East, where the Group can leverage its network of partners and its offices to respond effectively to different cultural sensitivities.

Digital Bros' goal is to offer high-quality, immersive and stimulating entertainment that combines creativity, challenge and emotional engagement. The Group encourages the responsible use of its content, avoiding gratuitous or violent depictions that lack narrative context, in line with marketplace requirements for product labelling and presentation.

The Group places high importance on intellectual property rights and copyright, recognizing their essential role in protecting the real value of video games. All development and publishing contracts specifically govern intellectual property rights for each project and commercial relationship. Music, graphics, engines and third-party resources are contractually protected, and any infringement may result in legal action, copyright removal and damage to reputation.

Digital Bros adopts a collaborative and inclusive approach with all its stakeholders, paying particular attention to listening and dialogue.
Communication with players occurs through dedicated forums, social media platforms, post-launch updates and a support platform that allows them to report technical issues or express concerns about each game. The 505 Games platform provides FAQs, technical guides and direct assistance via its website (https://support.505games.com/support/home), gathering all consumer requests in one place.

On top of this, the Group monitors social media channels and video game forums on a daily basis to receive the players' feedback and respond to concerns, while also carrying out community management and moderation activities aimed at preventing toxic behaviour and combating harassment, to ensure a safe and inclusive gaming environment. The websites and social media channels of the publishing label, studios and individual video games – in both the Premium and Free to Play segments – are constantly monitored to collect, analyze and interpret user feedback. On some occasions, developers and community managers participate directly in question-and-answer sessions with players, promoting open and transparent dialogue.
The community opinions and suggestions are key to the Group's continuous improvement, which uses them: to correct any bugs or errors, to enrich the post-launch experience, and to introduce new features and additional content throughout the game's life cycle.

Relationships with partners and suppliers, particularly developers and service providers, are based on constant collaboration and the sharing of expertise, to maintain high production standards.
Dialogue also extends to investors and financial institutions through roadshows and investor presentations, in order to collect and address their questions, comments and suggestions.

Digital Bros continuously monitors developments in the gaming industry, financial markets and technological innovations in order to promptly identify emerging opportunities and risks. In this context, the Group is closely following the debate around **artificial intelligence**: while AI offers

the potential to streamline different processes, support decision-making and enhance gameplay experiences, Digital Bros remains mindful of its social and creative implications. The Group is therefore adopting a measured approach, carefully evaluating the balance between technological benefits and responsible use.

The Group, mainly through its General Counsel, independent directors and other control and risk management bodies, closely monitors any changes to the legal framework or any new/updated laws and regulations at international and local level. It is also committed to conducting responsible marketing and advertising campaigns, conveying clear and transparent messages that respect the psychological and physical integrity of players. All information relating to prices, content and features of video games is communicated accurately and in line with international ratings.
During the reporting period, no violations of regulations or voluntary codes relating to product and service information were identified, nor were there any issues related to advertising, promotions or sponsorships.

FY2024 was particularly challenging for the Group, which embarked on a reorganization process with inevitable repercussions for the employees involved. The Group had to face an evolving competitive environment, changes in consumer behaviour, rising costs and reduced liquidity, testing its resilience and capacity to adapt.

505 Games acknowledgments

In 2020, the international publisher 505 Games, a subsidiary of Digital Bros, ranked first in Metacritic's tenth annual list of the best video game publishers of 2019, a reference site for aggregating reviews and critiques on entertainment.

- Raffaele Galante. CEO of Digital Bros -

"The important recognition from Metacritic attests to the work and constant commitment of the Group, which has developed, in recent years, a diversified and well-balanced portfolio of titles, creating new video games of high quality that are highly appreciated by critics."

4.4 Responsible monetization

In the video game industry, Digital Bros is strongly committed to sustainability and social responsibility, promoting a transparent and balanced approach to how video games are developed, distributed and monetized. A key aspect of this commitment is **responsible monetization**, which aims to align economic sustainability with ethical principles and player well-being. Digital Bros aims to design games that provide fair, transparent and enjoyable experiences, avoiding mechanisms that could encourage compulsive play or uncontrolled spending.

Through its subsidiaries, Digital Bros applies a **diversified monetization** strategy that includes both premium and free-to-play models, ensuring that its products remain accessible to a broad and diverse player base across different platforms.

This approach helps strengthening Digital Bros' reputation as a developer and publisher guided by ethics and long-term sustainability, where economic growth goes hand in hand with respect for players, social sustainability, and the integrity of the gaming experience, generating positive effects on brand appeal and user loyalty.

4.5 Responsible supply chain

One of the Group's distinctive strengths is its ability to adapt quickly to competitive changes in the market. This flexibility, refined over the course of the company's long history, has supported effective supply chain management and helped consolidate its position within the industry. This approach is also reflected in the Group's growing commitment to sustainability, which emerged strongly during the challenging years of the pandemic. Over its thirty-six years of activity, Digital Bros has built an extensive network of commercial partnerships and international relationships, ensuring a stable and recognized presence across the main global markets.

Dialogue with collaborators, partners and suppliers is based on synergy and mutual growth.
The Group's most significant relationships are with video game developers and contractors, located across the world. These predominantly long-term collaborations are governed by ad hoc agreements, tailored to the specific needs of each project, ensuring solidity and continuity over time. The Group's main purchases relate to software and hardware required for the development and publication of video games, while office supplies and technical equipment represent a smaller portion of total procurement. Video game development is a labour-intensive activity, often involving long hours and peaks of activity, especially in the periods leading up to launch.

The Group relies on a network of approximately 20-25 strategic suppliers, located mainly in the United States, for the purchase of software and licences, most of which operating as licensees (approximately 90%). These also include suppliers of technologies that are essential for the development of video games, such as specialized tools and game engine platforms, for which annual licences are paid for each individual workstation.

The Group's most significant commercial relationships are with digital marketplaces and console manufacturers, which serve as the main distribution channels for its products. These include PC platforms such as Steam and Epic Games Store, digital stores for consoles such as PlayStation Store and Xbox Live, as well as subscription platforms that allow consumers to access games for a monthly fee, such as Xbox Game Pass and PlayStation Plus. Mobile platforms such as the App Store and Google Play complete the picture.
Relationships with traditional retailers are only marginal due to the progressive digitalization of the market.

At local level, the Group's main items of expenditure relate to consultancy services and specific Research and Development projects carried out in collaboration with selected partners.
Digital Bros applies its Code of Conduct to all Group suppliers, ensuring transparency and compliance in commercial relations.

When suppliers are video game development studios, the Group conducts rigorous technical and financial due diligence. The analysis focuses on assessing the project's technical and economic feasibility, as well as the planning of development costs and timelines. A preliminary evaluation is also carried out on the brand positioning and marketing potential of the video game, ensuring that it does not involve sensitive or controversial issues inconsistent with the Group's value.

Once the business development team has confirmed its interest in a new project, the pitch is examined both from an economic perspective and in terms of the expected delivery schedules. Preliminary checks also include on-site visits to the developer's offices and interviews with staff in order to assess the working environment, operating conditions and the quality of the team involved in development.

In a sector that is increasingly attentive to sustainability, diversity, inclusion and human rights, the Group is committed to constantly monitoring supplier compliance with national and international regulations. Its largest and most established partners are typically European companies or major U.S. listed Group, which already comply with international frameworks and best practices. The Group also works with software providers and development studios based in Asia, although these represent a smaller portion of its overall supply chain.

Once the due diligence process is successfully completed, all contracts, supporting documentation, and evaluation reports are submitted to the Group's management for final approval.

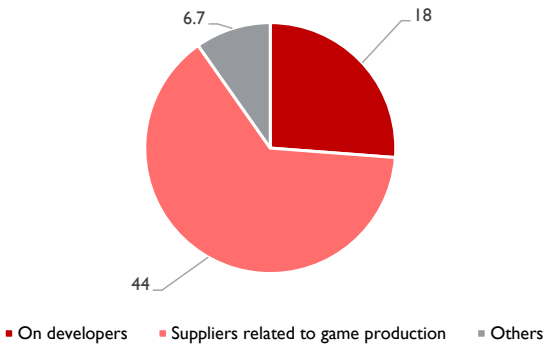
There is no formal due diligence in place for other categories of suppliers involved in video game production, such as localization, dubbing and QA testing, but the Group carries out specific technical checks. Most of these suppliers are selected and evaluated primarily on the basis of references from previous work, as they are typically well-established companies in the industry and valued for their expertise and reliability.
In line with its growing commitment to sustainability, the Group is considering potential updates and enhancements to its due diligence process, including the introduction of a section dedicated

to human rights compliance and a statement on the social impact of video games that may deal with sensitive issues for consumers. Today, the analysis of suppliers' social criteria is carried out informally as part of the due diligence process. However, attention to the protection of human rights remains central during on-site visits and relates to the assessment of the supplier's brand and reputation.

Another issue currently being explored concerns post-contract monitoring of external developers, with the aim of ensuring more effective remote supervision. The Group is considering the adoption of new systems that can complement the occasional on-site visits already carried out, in order to improve process control. These initiatives aim to strengthen the Group's identity and preserve the reliability and credibility it has built up over time.

The total procurement expenditure in FY2024 reached Euro 68.7 million, down 26% compared to Euro 93.4 million in FY2023 on a consolidated basis. The significant decrease results from the reorganization, which led to a reduced number of video games in development and lower capex.

Total procurement expenditure in FY2024 (million euros)



The largest portion of expenses related to suppliers involved in game production (64% of the total). These costs include expenses for products and services intended for resale, copyright fees, marketing, and advertising. Conversely, the expenses for developers are calculated as the investments in intangible assets related to video games under development by external studios.
A smaller share, around 10% of total procurement expenditure, includes payments for services (transportation, general services such as insurance, consulting fees, travel costs, postal expenses, utilities), rent, leasing, and other operational costs.

5. Environment and Climate Change

Digital Bros recognizes that environmental, social, and governance (ESG) principles are a key factor for sustainable development and for creating long-term value for all its stakeholders. For this reason, the Group is committed to upholding high standards in these areas and, although still in the early stages of its sustainability journey, actively works to identify and minimize any potential or actual negative impacts arising from its activities and relationships throughout the value chain.
The negative environmental impacts generated by the video game industry are relatively limited, particularly in the case of digital games, when compared to those of more traditional sectors. Most sales now take place through online marketplaces and the Group is gradually phasing out activities related to the physical distribution of its titles. This transition toward a fully digital distribution model eliminates the need for physical media, packaging and transportation, thereby significantly reducing CO_2 emissions and waste generation. Furthermore, the growth of cloud gaming and the widespread adoption of digital platforms further help to decrease the environmental impact associated with the production of hardware and gaming consoles.

The video game industry is generally regarded as energy-intensive, particularly due to the high electricity consumption of data centers that support online gaming platforms. However, since the Group is not involved in the production or upgrading of hardware, it does not contribute either to the significant energy use associated with these processes or to the generation of the related electronic waste.

Although its overall environmental impact is limited, Digital Bros is committed to minimizing its ecological footprint by integrating sustainability into its strategic and operational decisions. The company promotes, where possible, responsible and environmentally conscious business practices, recognizing the importance of processes and technologies that reduce energy consumption and greenhouse gas emissions, thereby contributing to the fight against climate change. In this context, the Group encourages employees to use resources responsibly, reduce paper consumption, and adopt digital tools, such as videoconferencing and online communication, to make processes more sustainable both environmentally and economically.

Digital Bros takes a cautious and responsible approach to environmental challenges, committing to reduce and optimize the impact of its activities on the environment, both directly and indirectly. The management of these issues is carried out in full compliance with applicable regulations and in accordance with key standards, guidelines, and principles established by national and international bodies. Additionally, the Group seeks to raise awareness among its stakeholders on the most significant environmental issues, encouraging them to minimize their environmental impact and actively contribute to combating climate change.

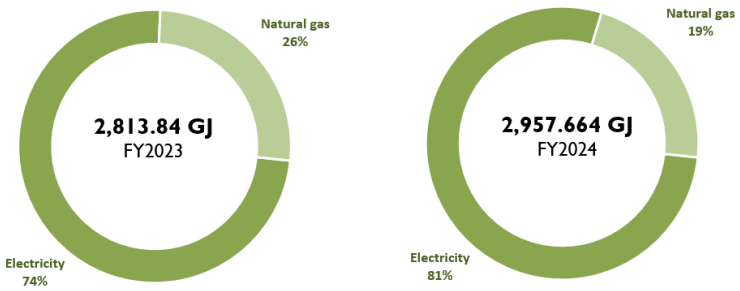
5.1 Energy consumption and emissions

The Group's energy consumption derives solely from electricity and natural gas purchased from external suppliers and used for office activities, such as the operation of IT equipment, lighting, and climate control systems in the workplace. The absence of proprietary data centers and hardware infrastructure, combined with the exclusive use of third-party cloud services, significantly contributes to limiting the Group's direct energy impact.

It is common practice to switch off computers, monitors, and lights at the end of each workday, although some devices must remain continuously active for operational needs. For this reason, an automatic shutdown system is planned to reduce nighttime energy consumption while still ensuring the operation of essential equipment.
The Group carefully considers **climate change** and integrates its implications into its decision-making processes in order to promote **sustainable and responsible business practices**.

In FY2024, the Group[13] consumed a total of **2,957.664 GJ** of energy, representing a **5% reduction** compared to **2,813.84 GJ** used in FY2023. **19%** of the total energy consumption relates to **fuel use** (natural gas for heating), while the remaining **81%** corresponds to **purchased electricity**, as shown in the chart below:

Energy consumption within the Group broken down by fuel type



Energy intensity allows the measurement of energy consumption relative to specific parameters defined by the Group. Digital Bros has identified revenues achieved during the reporting period as the reference metric to assess its energy use. This approach enables a consistent understanding of the Group's energy efficiency and facilitates comparisons with other similar organizations.

[13] The reported energy consumption pertains to the Group, excluding the regions of Asia. Additionally, the data for the United States is incomplete due to the unavailability of certain records prior to the relocation to new offices.

Specifically, in FY2024 there has been a 5% increase in energy intensity, reflecting a rise in total energy consumption.

The GHG Protocol (Greenhouse Gas), an internationally recognized standard, classifies emissions into three main categories – Scope 1, Scope 2, and Scope 3 – with the aim of providing a comprehensive overview of an organization's environmental impact.

- **Scope 1 – Direct emissions**: include emissions from sources owned or directly controlled by the organization.
- **Scope 2 – Indirect emissions from purchased energy**: cover emissions from sources not directly controlled by the Group, but associated with the production of purchased electricity.
- **Scope 3 – Other indirect emissions**: encompass all other indirect emissions not controlled by the Group, such as those related to the production of purchased goods and materials or the fuel used for business travel.

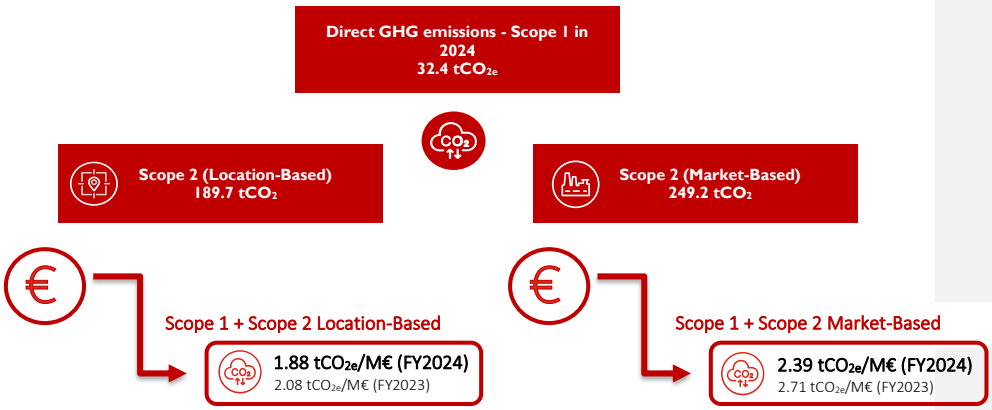
In this **second year of reporting**, the Group discloses its **Scope 1 and Scope 2 emissions**. The calculation of Scope 2 emissions is carried out using **two distinct methodologies**[14]: the **Location-Based** approach and the **Market-Based** approach.

The Location-Based approach measures the intensity of emissions resulting from electricity consumption, referring to the average emission factors of the electrical grid in the geographic areas where the organization operates. This method takes into account the local energy mix, including both renewable and non-renewable sources, without considering any specific energy supply contracts. Consequently, the Location-Based approach provides an emissions profile that reflects the electricity generation methods used across different regional or national contexts.

The Market-Based approach assesses the intensity of emissions associated with the electricity consumed by the Group, taking into account the specific characteristics of energy supply contracts. This method considers factors such as the source of electricity (renewable or non-renewable), the procurement agreements in place, and the possible presence of green energy certifications or guarantees of origin, all of which influence the emissions profile of the purchased electricity.

[14] The GRI Sustainability Reporting Standards provide two methodologies for calculating Scope 2 emissions, the Location-based method and the Market-based method. For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methodologies were used. The Market-based is based on the CO_2 emissions emitted by energy suppliers from which the organization purchases, through a contract, electricity and can be calculated considering Energy Guarantee of Origin certificates and direct contracts with suppliers, supplier-specific emission factors, emission factors related to the "residual mix". The location-based method is based on average emission factors related to energy generation for well-defined geographical boundaries, including local, sub-national or national boundaries. Scope 2 emissions are expressed in tons of CO_2; however, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO_2 equivalents) as inferred from the technical literature.

Energy direct and indirect GHG emissions



In FY2024, the Group's Scope 1 emissions amounted to 32.4 tCO_{2e}, representing a 20% reduction compared to FY2023. Scope 2 emissions from purchased energy totaled 189.7 tCO2 based on the Location-Based Method, a 7% decrease compared to the previous year, while the Market-Based Method reported emissions of 249.2 tCO2, reflecting a 10% reduction.

For the calculation of the GHG Emissions intensity ratio, the value of revenues was used as the denominator, with the same methodology applied for the energy intensity disclosure. GHG emissions intensity, being a normalized environmental impact data, expresses the amount of GHG emissions per millions (M) € of revenues value.

5.2 Waste management

Although the environmental impact of its activities is considered to be limited, Digital Bros adopts a proactive approach to sustainability management, committing to monitor and implement solutions aimed at further reducing the environmental effects of its operations, both now and in the future.

The company, whenever possible, replaces obsolete equipment and, in compliance with current environmental regulations, ensures efficient waste management by entrusting disposal to specialized operators. To further reduce its environmental impact, Digital Bros promotes the use of digital channels and adopts a **"paperless" office model**, storing documentation primarily in digital format and resorting to printing only when required by law or necessary for specific operational needs. Additionally, consumable materials, such as printer cartridges, are returned to suppliers to ensure proper recycling.

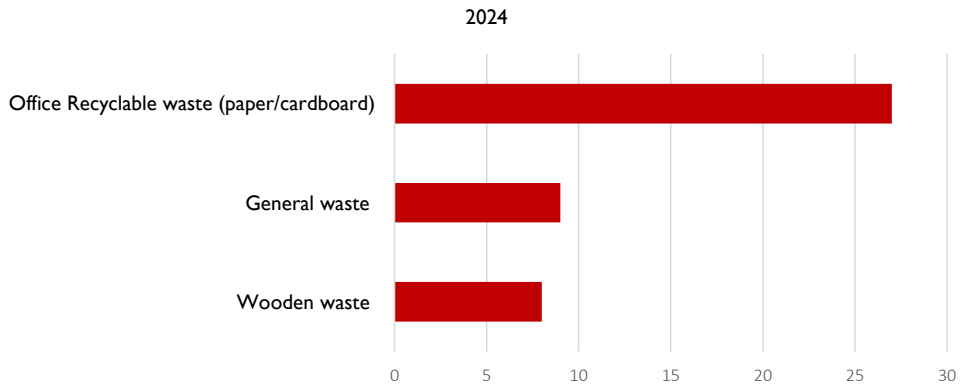
Most of the waste generated by the Group is attributable to logistics activities related to the traditional retail sales channel. However, this volume is gradually decreasing thanks to the ongoing digitalization of the sector.

During FY24, the Group produced a total of **43 tons of waste**, classified as non-hazardous and consisting mainly of paper and cardboard packaging, largely generated at the Italian headquarters, as shown in the following chart.[15]

In line with its ESG Policy approved in June 2022, Digital Bros integrates these operational results into a broader sustainability strategy, promoting a corporate culture based on environmental responsibility and the conscious use of resources.
The company provides its employees with training and guidelines on the proper use of materials and responsible waste disposal, in accordance with current regulations.

Furthermore, during the reporting period, no electronic waste was generated, confirming the limited environmental impact of the Group's activities.

Waste generated within the Group broken down by type (t)



[15] The waste production data presented pertains exclusively to information provided by Italy (excluding Kunos Simulazioni) and the UK. For all the other entities, data are not available due to a lack of waste tracking systems.

Environmental compliance

Digital Bros operates in full compliance with the environmental regulations in force in the countries where it is present, obtaining all necessary permits and rigorously following the applicable standards and guidelines at each location. The Group integrates regulatory compliance into all its operational activities, demonstrating a consistent commitment to environmental responsibility.
During the reporting period, no environmental disputes or non-compliances were recorded, and no fines, penalties, or charges related to violations of environmental regulations were imposed.

6. Appendix

6.1. Performance indicators

Governance

GRI 2-27: Compliance with laws and regulations[16]

Cases of non-compliance		As of June 30, 2023	As of June 30, 2024
Number of significant instances of non-compliance with laws and regulations during the reporting period			
Instances for which non-monetary sanctions were incurred during the reporting period	n.	-	-
Instances for which fines were incurred during the reporting period	n.	-	-
Number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period			
Number of fines for instances of noncompliance with laws and regulations that occurred in the current reporting period	n.	-	-
Number of fines for instances of noncompliance with laws and regulations that occurred in previous reporting periods	n.	-	-
Monetary value of fines for instances of noncompliance with laws and regulations that occurred in the current reporting period	€	-	-
Monetary value of fines for instances of noncompliance with laws and regulations that occurred in previous reporting periods	€	-	-

[16] For this GRI dislosure, the Group considered to be significant any incident that may occur, whose impact requires specific provision, write offs of the Group's assets or, more broadly, all incidents deemed as significant by external auditors, requiring a dedicated comment in the Directors' report of the Group's Financial statements.

GRI 201-1: Direct economic value generated and distributed

	As of June 30, 2023		As of June 30, 2024	
	€/M	%	€/M	%
Direct economic value generated	**140.38**	**100%**	**128.59**	**100%**
Economic Value Distributed	**100.46**	**71.6%**	**89.61**	**69.7%**
Remuneration of suppliers and partners	*52.92*	*37.7%*	*50.71*	*39.4%*
Employee remuneration	*38.92*	*27.7%*	*34.36*	*26.7%*
Remuneration of lenders	*1.80*	*1.3%*	*3.54*	*2.8%*
Investor remuneration (dividends)	*2.57*	*1.8%*	-	-
Donations and liberalities	*0.17*	*0.1%*	-	-
Remuneration of public administration	*4.09*	*2.9%*	*0.99*	*0.8%*
Economic value retained	**39.92**	**28.4%**	**38.99**	**30.3%**

GRI 205-3: Confirmed incidents of corruption and actions taken

Confirmed corruption incidents and actions taken		
Number of cases/episodes	**As of June 30, 2023**	**As of June 30, 2024**
Total number and nature of confirmed incidents of corruption	-	-
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	-	-
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	**-**	**-**

GRI 405-1a: Diversity of governance bodies and employees

Percentage of members of the organization's governance bodies (Board of Directors) by gender and age group	
Percentage (%)	**As of June 30, 2024**
Gender	
Men	62.5%
Women	37.5%
Age Group	
<30 years old	-
30-50 years old	37.5%
>50 years old	62.5%

Environmental [17]

GRI 302-1: Energy consumption within the organization[18]

Types of consumption	U.o.M	As of June 30, 2023	As of June 30, 2024
Non-renewable fuels			
Natural gas	GJ	723.40	574.57
LPG	GJ	-	-
Diesel (for heating or production processes)	GJ	-	-
Diesel (for company owned or leased/leased vehicles)	GJ	-	-
Petrol (for company owned vehicles or on long term lease/rental)	GJ	-	-
Total non-renewable fuels	**GJ**	**723.40**	**574.57**
Electricity			
Electricity purchased	**GJ**	**2,090.45**	**2,383.096**
of which, from renewable sources (certified)	*GJ*	-	-
Electricity self-produced	**GJ**	**-**	**-**
of which, from renewable sources (certified)	*GJ*	-	-
Total energy consumption within the organization			
Total energy consumption	**GJ**	**2,813.84**	**2,957.66**[19]
Renewable energy	**GJ**	**-**	**-**
%	%	-	-

Conversion factors			
Unit	**U.o.M**	**2023**	**2024**
Natural gas	GJ/Smc	0.0362	0,0363
LPG	GJ/l	0.0244	0,0243
Gas Oil	GJ/l	0.0359	0,0364
Diesel (Average biofuel blend)	GJ/l	0.0356	0,0356
Petrol (100% mineral petrol)	GJ/l	0.0332	0,0333
Petrol (Average biofuel blend)	GJ/l	0.0323	0,0323
Energy	GJ/KWh	0.0036	0,0036
Source of conversion factors		**DEFRA 2023**	**DEFRA 2024**

[17] The environmental data reported do not include data of Asian subsidiaries.
[18] The reported energy consumption covers the entire Group perimeter, excluding Asia, where data is unavailable.
[19] For the current year, the data relating to electricity consumption in the Czech Republic has been estimated as for the 2023. An improvement of the estimation methodology is planned for the next year.

GRI 302-3: Energy intensity[20]

Energy intensity	U.o.M	As of June 30, 2023	As of June 30, 2024
Revenues	M€	118.93	117.97
Energy consumed within the organization	GJ	2,813.84	2,957.66
Energy intensity	**GJ/M€**	**23.86**	**25.071**

GRI 305-1 & 305-2: Direct (Scope 1) GHG emissions & Energy indirect (Scope 2) GHG emissions[21] [22]

Direct (scope 1) GHG emissions and Energy indirect (scope 2) GHG emissions			
GHG emissions – tCO_2		As of June 30, 2023	As of June 30, 2024
Scope 1	**Total scope 1**	**40.75**	**32.4**
Scope 2	**Location-based**	**204.85**	**189.75**
	Market-based	**278.94**	**249.17**
Total	**Scope 1 and scope 2 (Location-based)**	**245.60**	**222.11**
	Scope 1 and scope 2 (Market-based)	**319.68**	**281.53**

Emission factors – Scope 1			
Unit	U.o.M	2023	2024
1 m^3 Natural gas	tCO_{2e}	0.0020	0.0020
1 L LPG	tCO_{2e}	0.0016	0.0016
1 L Gas Oil	tCO_{2e}	0.0028	0.0028
1 L Diesel (Average biofuel blend)	tCO_{2e}	0.0025	0.0025
1 L Petrol (100% mineral petrol)	tCO_{2e}	0.0023	0.0024
1 L Petrol (Average biofuel blend)	tCO_{2e}	0.0021	0.0021
Source of conversion factors		**DEFRA 2023**	**DEFRA 2024**

[20] See note n.18.
[21] The GRI Sustainability Reporting Standards provide two methodologies for calculating Scope 2 emissions, the Location-based method and the Market-based method. For the calculation of Scope 2 emissions, in line with the GRI Sustainability Reporting Standards, both calculation methodologies were used. The Market-based is based on the CO_2 emissions emitted by energy suppliers from which the organization purchases, through a contract, electricity and can be calculated considering Energy Guarantee of Origin certificates and direct contracts with suppliers, supplier-specific emission factors, emission factors related to the "residual mix". The location-based method is based on average emission factors related to energy generation for well-defined geographical boundaries, including local, sub-national or national boundaries. Scope 2 emissions are expressed in tons of CO_2, however, the percentage of methane and nitrous oxide has a negligible effect on total greenhouse gas emissions (CO_2 equivalents) as inferred from the technical literature.
[22] See note n.18.

Emission factors – Scope 2						
Country	U.o.M	2023		2024		Source
		Location-based	Market-based	Location-based	Market-based	
Italy	tCO_2/KWh	0.000315	0.000457	0.000315	0.000441	Terna 2019 - EE_MB_AIB_24
Czech Republic	tCO_2/KWh	0.000475	0.000697	0.000475	0.000584	Terna 2019 - AIB Residual Mix (Europe) 2024
UK	tCO_2/KWh	0.000261	0.000365	0.000261	0.000367	Terna 2019 - AIB Residual Mix (Europe) 2024
US	tCO_2/KWh	0.000374	0.000374	0.000374	0.000374	Terna 2019
Australia	tCO_2/KWh	0.000625	0.000625	0.000625	0.000625	Terna 2019

GRI 305-4: GHG emissions intensity[23]

GHG Emission intensity	U.o.M	As of June 30, 2023	As of June 30, 2024
Revenues	M€	118.93	117.97
Total GHG Emissions (Scope I and Scope II - Location-based)	tCO_2	245.60	222.11
Total GHG Emissions (Scope I and Scope II - Market-based)	tCO_2	319.68	281.53
GHG Emission intensity (Location-based)	**tCO_2/M€**	**2.08**	**1.88**
GHG Emission intensity (Market-based)	**tCO_2/M€**	**2.71**	**2.39**

GRI 306-3: Waste generated[24]

Waste composition	U.o.M	As of June 30, 2023	As of June 30, 2024
Hazardous	t	-	-
Non-hazardous	t	15[25]	43
Total	**T**	**15**	**43**

[23] See note n.18.
[24] The waste production data pertains exclusively to information provided by Italian subsidiaries (excluding Kunos Simulazioni) and the UK. For all the other entities, data are not available due to a lack of waste tracking systems.
[25] The 2023 data has been converted from kg to tons for a refinement in the calculation.

Social

GRI 2-7: Employees

Total number of employees by gender and by region						
Region	**As of June 30, 2023**			**As of June 30, 2024**		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Europe	153	41	**194**	129	32	**161**
UK	73	35	**108**	49	19	**68**
North America	94	20	**114**	35	11	**46**
Asia	6	8	**14**	4	6	**10**
Australia	23	9	**32**	16	7	**23**
Total	**349**	**113**	**462**	**233**	**75**	**308**

Total number of employees by type of contract, gender and region								
Region	**As of June 30, 2023**				**As of June 30, 2024**			
	Type of contract	**Men**	**Women**	**Total**	**Type of contract**	**Men**	**Women**	**Total**
Europe	*Fixed-term contract*	24	7	**31**	*Fixed-term contract*	35	7	**42**
	Permanent	129	34	**163**	*Permanent*	94	25	**119**
UK	*Fixed-term contract*	0	0	**0**	*Fixed-term contract*	1	0	**1**
	Permanent	73	35	**108**	*Permanent*	48	19	**67**
North America	*Fixed-term contract*	1	-	**1**	*Fixed-term contract*	0	0	**0**
	Permanent	93	20	**113**	*Permanent*	35	11	**46**
Asia	*Fixed-term contract*	1	3	**4**	*Fixed-term contract*	1	2	**3**
	Permanent	5	5	**10**	*Permanent*	3	4	**7**
Australia	*Fixed-term contract*	-	-	**--**	*Fixed-term contract*	0	0	**0**
	Permanent	23	9	**32**	*Permanent*	16	7	**23**
Total	***Fixed-term contract***	**26**	**10**	**36**	***Fixed-term contract***	**37**	**9**	**46**
	Permanent	**323**	**103**	**426**	***Permanent***	**196**	**66**	**262**

Total number of employees broken down by full-time/part-time, gender and region								
Region	**As of June 30, 2023**				**As of June 30, 2024**			
	Full time/ Part time	**Men**	**Women**	**Total**	**Full time/ Part time**	**Men**	**Women**	**Total**
Europe	*Full-time*	139	24	**163**	*Full-time*	121	17	**138**
	Part-time	7	13	**20**	*Part-time*	5	14	**19**
UK	*Full-time*	73	30	**103**	*Full-time*	49	15	**64**
	Part-time	0	5	**5**	*Part-time*	0	4	**4**
North America	*Full-time*	93	20	**113**	*Full-time*	35	11	**46**
	Part-time	1	-	**1**	*Part-time*	0	0	**0**
Asia	*Full-time*	6	8	**14**	*Full-time*	4	6	**10**
	Part-time	-	-	**-**	*Part-time*	0	0	**0**
Australia	*Full-time*	21	9	**30**	*Full-time*	15	7	**22**
	Part-time	2	-	**2**	*Part-time*	1	0	**1**
Total	***Full-time***	**332**	**91**	**423**	***Full-time***	**224**	**56**	**280**
	Part-time	**10**	**18**	**28**	***Part-time***	**6**	**18**	**24**

Number of non-guaranteed hours employees, broken down by gender and region						
Region	**As of June 30, 2023**			**As of June 30, 2024**		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Europe	7	4	**11**	3	1	**4**

GRI 2-8: Workers who are not employees

Number of external workforce (HC) by occupational category and gender						
Occupational *category*	**As of June 30, 2023**			**As of June 30, 2024**		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
External Collaborators	92	11	**103**	27	3	30
Self-employed workers	69	9	**78**	33	6	39
Temporary workers (interim)	-	-	**--**	1	0	1
Interns	3	-	**3**	7	0	7
Total	**164**	**20**	**184**	**68**	**9**	**77**

GRI 2-21: Annual total compensation ratio[26]

Annual total compensation ratio			
Country	**Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)**		**Ratio of the percentage increase in total annual remuneration of the highest paid person and the average percentage increase in total annual remuneration of all employees (excluding the highest-paid individual)**
	As of June 30, 2023	**As of June 30, 2024**	**2023-2024**
Italy	**9.94**	**10.74**	**N/A[27]**

GRI 2-30: Collective bargaining agreements

Percentage of the total number of employees covered by collective bargaining agreements		
	As of June 30, 2023	**As of June 30, 2024**
Total number of employees	462	308
Number of employees with collective barging agreements	116	110
Total (%)	**25%**	**36%**

[26] For a more meaningful comparison, the ratio is calculated exclusively based on the salaries of Italian employees, specifically from 505 Games and Digital Bros S.p.A.
Regarding the methodology of calculation, the remuneration for the highest-paid individual included fixed and variable compensation as a Director, along with fixed remuneration for employment and a bonus.
The Long-Term Incentive (LTI) portion allocated to Executive Directors and key managers has not been included in this calculation.
The calculation for the median is based on the total cost to the company for each employee: basic annual compensation for all employees as of June 30, any bonuses received, and social contributions. For staff recruited during the year, both the basic annual compensation and the annual timetable have been adjusted proportionately.
[27]The ratio between the year-on-year percentage change in the total annual compensation of the highest-paid individual and the corresponding change in the median total annual compensation of all employees (excluding the highest-paid individual and terminated employees) shows a slight increase in the numerator (+0.1%) and a 7% contraction in the denominator, indicating an upward movement in the top compensation level relative to a lower median employee compensation

GRI 401-1: New hires and employee turnover[28]

Total number and rate of new employee hires by age group, gender and region											
Region	**Gender/ Age group**	**As of June 30, 2023[29]**					**As of June 30, 2024**				
		<30 years	**30-50 years**	**>50 years**	**Total**	**Rate**	**<30 years**	**30-50 years**	**>50 years**	**Total**	**Rate**
Europe[30]	*Men*	18	26	1	45	**29%**	21	13	1	35	**27%**
	Women	8	4	0	12	**29%**	11	2	-	13	**41%**
	Total	26	30	1	57	**29%**	32	15	1	48	**30%**
	Rate	**70%**	**24%**	**3%**	**29%**	**--**	**100%**	**16%**	**3%**	**30%**	**--**
UK	*Men*	8	13	2	23	**32%**	0	3	0	3	**6%**
	Women	2	6	0	8	**23%**	0	0	0	0	**0%**
	Total	10	19	2	31	**29%**	0	3	0	3	**4%**
	Rate	**43%**	**25%**	**20%**	**29%**	**--**	**0%**	**6%**	**0%**	**4%**	**--**
Asia	*Men*	1	2	-	**3**	**50%**	-	1	-	**1**	**25%**
	Women	-	2	-	**2**	**25%**	-	1	-	**1**	**17%**
	Total	**1**	**4**	**-**	**5**	**36%**	**-**	**2**	**-**	**2**	**20%**
	Rate	**25%**	**44%**	**0%**	**36%**	**--**	**0%**	**29%**	**0%**	**20%**	**--**
Australia	*Men*	1	3	-	**4**	**17%**	1	-	-	**1**	**6%**
	Women	1	1	-	**2**	**22%**	-	-	-	**-**	**0%**
	Total	**2**	**4**	**-**	**6**	**19%**	**1**	**-**	**-**	**1**	**4%**
	Rate	**25%**	**19%**	**0%**	**19%**	**--**	**100%**	**0%**	**0%**	**4%**	**--**
Total	*Men*	37	61	4	**102**	**29%**	22	17	1	**40**	**20%**
	Women	13	21	-	**34**	**30%**	11	3	-	**14**	**22%**
	Total	**50**	**82**	**4**	**136**	**29%**	**33**	**20**	**1**	**54**	**21%**
	Rate	**54%**	**26%**	**7%**	**29%**	**--**	**73%**	**12%**	**2%**	**21%**	**--**

[28] In this reporting year, data relating to the United States were excluded from the calculation due to the unavailability of information on new hires and employee turnover.
[29] For 2024, the data are presented using a revised classification that distinguishes between Europe (Italy and the Czech Republic) and the United Kingdom. In the previous Sustainability Report, these areas were reported as a single combined region.
[30] The turnover figures of Czech Republic subsidiary are based on estimates due to the absence of a system for tracking new hire and exit rates over the reporting periods.

Total number and rate of employee turnover by age group, gender and region											
Region	**Gender/ Age group**	**As of June 30, 2023[31]**					**As of June 30, 2024**				
		<30 years	**30-50 years**	**>50 years**	**Total**	**Rate**	**<30 years**	**30-50 years**	**>50 years**	**Total**	**Rate**
Europe[32]	*Men*	7	14	3	24	**33%**	24	30	5	59	**46%**
	Women	7	7	0	14	**40%**	12	7	3	22	**69%**
	Total	14	21	3	38	**35%**	36	37	8	81	**50%**
	Rate	**38%**	**17%**	**9%**	**20%**	**--**	**113%**	**39%**	**24%**	**50%**	**--**
UK	*Men*	4	5	2	11	**15%**	7	19	1	27	**55%**
	Women	2	1	0	3	**9%**	5	11	0	16	**84%**
	Total	6	6	2	14	**13%**	12	30	1	43	**63%**
	Rate	**26%**	**8%**	**6%**	**7%**	**--**	**120%**	**63%**	**10%**	**63%**	**--**
Asia	*Men*	-	-	-	-	**--**	1	2	-	**3**	**75%**
	Women	2	-	-	**2**	**25%**	1	2	-	**3**	**50%**
	Total	**2**	**-**	**-**	**2**	**14%**	**2**	**4**	**-**	**6**	**60%**
	Rate	**50%**	**-**	**-**	**14%**	**--**	**100%**	**57%**	**0%**	**60%**	**--**
Australia	*Men*	-	1	-	**1**	**4%**	5	3	-	**8**	**50%**
	Women	-	-	-	-	**--**	1	1	-	**2**	**29%**
	Total	**-**	**1**	**-**	**1**	**3%**	**6**	**4**	**-**	**10**	**43%**
	Rate	**-**	**5%**	**-**	**3%**	**--**	**600%**	**22%**	**0%**	**43%**	**--**
Total	*Men*	13	29	7	**49**	**14%**	37	54	6	**97**	**49%**
	Women	11	16	-	**27**	**24%**	19	21	3	**43**	**67%**
	Total	**24**	**45**	**7**	**76**	**16%**	**56**	**75**	**9**	**140**	**53%**
	Rate	**26%**	**14%**	**13%**	**16%**	**--**	**124%**	**45%**	**18%**	**53%**	**--**

[31] For 2024, the data are presented using a revised classification that distinguishes between Europe (Italy and the Czech Republic) and the United Kingdom. In the previous Sustainability Report, these areas were reported as a single combined region.

[32] The turnover figures of Czech Republic subsidiary are based on estimates due to the absence of a system for tracking new hire and exit rates over the reporting periods.

GRI 403-9: Work-related injuries[33]

Work-related injuries - Employees				
Number of incidents	**As of June 30, 2023**	**Rate**	**As of June 30, 2024**	**Rate**
Total number of fatalities as a result of work-related injury	-	--	-	--
Total number of high-consequence work-related injuries (excluding fatalities)	-	--	-	--
Total number of recordable work-related injuries	-	--	-	--

Time data - Employees		
Hours	**As of June 30, 2023**	**As of June 30, 2024**
Hours worked	**763,482**	**494,346**

Work-related injuries – External workers				
Number of incidents	**As of June 30, 2023**	**Rate**	**As of June 30, 2024**	**Rate**
Total number of fatalities as a result of work-related injury	-	--	-	--
Total number of high-consequence work-related injuries (excluding fatalities)	-	--	-	--
Total number of recordable work-related injuries	-	--	-	--

Time data – External workers		
Hours	**As of June 30, 2023**	**As of June 30, 2024**
Hours worked	**211,374**	**28,044**

[33] The data includes all the Group's subsidiaries, except for the US subsidiaries due to unavailability of data on worked hours.

GRI 404-1: Average hours of training per year per employee[34]

Average hours of training by gender		
Gender	**As of June 30, 2023**	**As of June 30, 2024**
Men	3.03	1.11
Women	3.45	1.03
Total	**3.13**	**1.09**

Average hours of training by employee category		
Employee category	**As of June 30, 2023**	**As of June 30, 2024**
Executives	1.43	0.44
Managers	1.15	1.32
White Collars	3.87	0.87
Blue Collars	0.20	5.80
Total	**3.13**	**1.09**

GRI 404-3: Percentage of employees receiving regular performance and career development reviews[35]

Percentage of employees receiving regular performance and career development reviews by gender and by employee category						
Employee category	**As of June 30, 2023**			**As of June 30, 2024**		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Executives	47%	25%	**43%**	33%	100%	**44%**
Managers	55%	52%	**54%**	78%	71%	**75%**
White Collars	60%	60%	**60%**	67%	75%	**69%**
Blue Collars	0%	100%	**10%**	0%	100%	**10%**
Total	**57%**	**58%**	**57%**	**64%**	**0%**	**67%**

GRI 405-1b: Diversity of governance bodies and employees

Percentage of employees by employee category and gender						
Employee category	**As of June 30, 2023**			**As of June 30, 2024**		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Executives	83%	17%	**5%**	83%	17%	**6%**
Managers	73%	27%	**20%**	70%	30%	**18,5%**
White Collars	75%	25%	**73%**	76%	24%	**72%**
Blue Collars	90%	10%	**2%**	90%	10%	**3%**
Total	**74%**	**26%**	**--**	**76%**	**24%**	**--**

[34] Training hours reported by Czech Republic are based on estimates due to the absence of a system for tracking training hours over the reporting periods.
[35] Unlike the previous year, in 2024 the reported data include information on the Italian subsidiaries.
Czech Republic employees receive feedback during 1:1 meeting with their leads. For disclosure purposes, it was assumed that each employee had at least one meeting during the reporting periods where performance may have been discussed, thus the reported data is based on estimates and assumptions.

Percentage of employees by employee category and age group								
Employee category	As of June 30, 2023				As of June 30, 2024			
	<30 years old	30-50 years old	>50 years old	Total	<30 years old	30-50 years old	>50 years old	Total
Executives	0%	43%	57%	**5%**	0%	39%	61%	**6%**
Managers	2%	81%	16%	**20%**	5%	60%	35%	**19%**
White Collars	27%	67%	7%	**73%**	21%	68%	11%	**72%**
Blue Collars	0%	60%	40%	**2%**	0%	60%	40%	**3%**
Total	**20%**	**68%**	**12%**	**--**	**16%**	**64%**	**19%**	**--**

Percentage of employees belonging to protected categories by employee category and gender						
Employee category	As of June 30, 2023			As of June 30, 2024		
	Men	Women	Total	Men	Women	Total
Executives	**11%**	**-**	**9%**	**13%**	**0%**	***11%***
Non-local citizenship	*100%*	-	*100%*	*100%*	-	*100%*
Vulnerable (Protected) categories	-	-	**--**	-	-	**--**
Managers	**5%**	**8%**	**5%**	**8%**	**6%**	**7%**
Non-local citizenship	*100%*	*100%*	*100%*	*100%*	*100%*	*100%*
Vulnerable (Protected) categories	-	-	**--**	-	-	**--**
White Collars	**6%**	**14%**	**8%**	**7%**	**11%**	***8%***
Non-local citizenship	*94%*	*92%*	*93%*	*92%*	*100%*	*94%*
Vulnerable (Protected) categories	*6%*	*8%*	*7%*	*9%*	*0%*	*6%*
Blue Collars	**33%**	**0%**	**30%**	**33%**	**0%**	**30%**
Non-local citizenship	*100%*		*100%*	*100%*	-	*100%*
Vulnerable (Protected) categories	-	-	**--**	-	-	**--**
Total	**7%**	**12%**	**8%**	**9%**	**9%**	**9%**
Non-local citizenship	96%	93%	95%	95%	100%	96%
Vulnerable (Protected) categories	4%	7%	5%	5%	0%	4%

GRI 405-2: Ratio of basic salary and remuneration of women to men[36]

Ratio of basic salary of women to men				
Employee category	As of June 30, 2023		As of June 30, 2024	
	Basic salary	Remuneration	Basic salary	Remuneration
Executives	0.36	0.41	0.27	0.29
Managers	0.91	0.92	1.07	1.11
White Collars	0.74	0.74	0.81	0.82
Blue Collars	0.47	0.49	0.44	0.45
Total	**0.73**	**0.73**	**0.79**	**0.94**

GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services		
Number of incidents	**As of June 30, 2023**	**As of June 30, 2024**
Incidents of non-compliance with regulations resulting in a fine or penalty	-	-
Incidents of non-compliance with regulations resulting in a warning	-	-
Incidents of non-compliance with voluntary codes	-	-
Total	**-**	**-**

GRI 417-2 Incidents of non-compliance concerning product and service information and labeling

Incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling		
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling	**As of June 30, 2023**	**As of June 30, 2024**
Incidents of non-compliance with regulations resulting in a fine or penalty	-	-
Incidents of non-compliance with regulations resulting in a warning	-	-
Incidents of non-compliance with voluntary codes	-	-
Total	**-**	**-**

[36] The data includes all the Group's subsidiaries, except for the US subsidiaries due to partial unavailability of comprehensive data.

GRI 417-3 Incidents of non-compliance concerning marketing communications

Incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship		
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by:	**As of June 30, 2023**	**As of June 30, 2024**
- incidents of non-compliance with regulations resulting in a fine or penalty	-	-
- incidents of non-compliance with regulations resulting in a warning	-	-
- incidents of non-compliance with voluntary codes	-	-
Total	**-**	**-**

6.2. GRI Content Index

Statement of use	Digital Bros. has presented a report in accordance with the GRI Standards for the period from July 1, 2023, to June 30, 2024.
GRI standard used	GRI 1 - Foundation, 2021 version

GRI STANDARD	DISCLOSURE	LOCATION	NOTES
General disclosures			
GRI 2: General disclosures 2021	2-1 Organizational details	*1.2 Our Business model* *1.4 Governance structure*	-
	2-2 Entities included in the organization's sustainability reporting	*Methodological note*	-
	2-3 Reporting period, frequency and contact point	*Methodological note*	-
	2-5 External assurance	*Methodological note*	The report is not subjected to external assurance
	2-6 Activities, value chain and other business relationships	*1.2 Our Business model* *4.5 Responsible supply chain*	-
	2-7 Employees	*4.1 Human capital management and development* *6.1 Performance indicators*	-
	2-8 Workers who are not employees	*4.1 Human capital management and development* *6.1 Performance indicators*	-
	2-9 Governance structure and composition	*1.4 Governance structure*	-
	2-10 Nomination and selection of the highest governance body	*1.4 Governance structure*	-

	2-11 Chair of the highest governance body	*1.4 Governance structure*	-
	2-12 Role of the highest governance body in overseeing the management of impacts	*1.4 Governance structure*	-
	2-13 Delegation of responsibility for managing impacts	*1.4 Governance structure*	-
	2-14 Role of the highest governance body in sustainability reporting	*1.4 Governance structure*	-
	2-15 Conflicts of interest	*3.2 Business ethics and compliance* *4.1 Human capital management and development*	-
	2-16 Communication of critical concerns	*3.2 Business ethics and compliance*	-
	2-17 Collective knowledge of the highest governance body	*1.4 Governance structure*	-
	2-18 Evaluation of the performance of the highest governance body	*1.4 Governance structure*	-
	2-19 Remuneration policies	*1.4 Governance structure*	-
	2-20 Process to determine remuneration	*1.4 Governance structure*	-
	2-21 Annual total compensation ratio	*4.1 Human capital management and development* *6.1 Performance indicators*	-
	2-22 Statement on sustainable development strategy	*Letter to Stakeholders*	-
	2-23 Policy commitments	*3.2 Business ethics and compliance*	-
	2-24 Embedding policy commitments	*3.2 Business ethics and compliance*	-
	2-25 Processes to remediate negative impacts	*3.2 Business ethics and compliance*	-
	2-26 Mechanisms for seeking advice and raising concerns	*3.2 Business ethics and compliance*	-
	2-27 Compliance with laws and regulations	*3.2 Business ethics and compliance* *6.1 Performance indicators*	-

	2-28 Membership associations	*4.2. Local communities*	-
	2-29 Approach to stakeholder engagement	*2.1 Stakeholder map*	-
	2-30 Collective bargaining agreements	*4.1 Human capital management and development* *6.1 Performance indicators*	-
Material topics-			
GRI 3: Material topics 2021	3-1 Process to determine material topics	*2.2 Materiality analysis*	-
	3-2 List of material topics	*2.2 Materiality analysis*	-
Emissions reduction and actions against climate change			
GRI 3: Material topics 2021	3-3 Management of material topics	*5. Environment and climate change*	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	*5.1 Energy consumption and emissions* *6.1 Performance indicators*	-
	302-3 Energy intensity	*5.1 Energy consumption and emissions* *6.1 Performance indicators*	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	*5.1 Energy consumption and emissions* *6.1 Performance indicators*	-
	305-2 Energy indirect (Scope 2) GHG emissions	*5.1 Energy consumption and emissions* *6.1 Performance indicators*	-
	305-4 GHG emissions intensity	*5.1 Energy consumption and emissions* *6.1 Performance indicators*	-
GRI 306: Waste 2020	306-3 Waste generated	*5.2 waste management* *6.1 Performance indicators*	-

Economic performance			
GRI 3: Material topics 2021	3-3 Management of material topics	*3.1 Economic performance*	-
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	*3.1 Economic performance* *6.1 Performance indicators*	-
Governance and business ethics			
GRI 3: Material topics 2021	3-3 Management of material topics	*3.2 Business ethics and compliance*	-
GRI 205: Anticorruption 2016	205-3 Confirmed incidents of corruption and actions taken	*3.2 Business ethics and compliance* *6.1 Performance indicators*	-
Responsible supply chain			
GRI 3: Material topics 2021	3-3 Management of material topics	*4.4 Responsible supply chain*	-
HR Management			
GRI 3: Material topics 2021	3-3 Management of material topics	*4.1 Human capital management and development*	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	*4.1 Human capital management and development* *6.1 Performance indicators*	-
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	*4.1 Human capital management and development* *6.1 Performance indicators*	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	*4.1 Human capital management and development* *6.21Performance indicators*	-
	404-3 Percentage of employees receiving regular performance and career development reviews	*4.1 Human capital management and development* *6.1 Performance indicators*	-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	*4.1 Human capital management and development* *6.1 Performance indicators*	-

	405-2 Ratio of basic salary and remuneration of women to men	*4.1 Human capital management and development* *6.1 Performance indicators*	-
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	*4.1 Human capital management and development*	-
Human Rights			
GRI 3: Material topics 2021	3-3 Management of material topics	*4.1 Human capital management and development*	-
Value creation in local communities			
GRI 3: Material topics 2021	3-3 Management of material topics	*4.2 Local communities*	-
Specific KPI	Initiatives and donations	*4.2 Local communities*	-
Player satisfaction			
GRI 3: Material topics 2021	3-3 Management of material topics	*4.3 Player satisfaction*	-
GRI 416: Customer health and safety 2016	416-2 Incidents of non-compliance regarding health and safety impacts of products and services	*4.3 Player satisfaction* *6.1 Performance indicators*	-
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	*4.3 Player satisfaction* *6.1 Performance indicators*	-
	417-3 Incidents of non-compliance concerning marketing communications	*4.3 Player satisfaction* *6.1 Performance indicators*	-