



SUSTAINABILITY **REPORT**

2025

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GENERAL INFORMATION

FOREWORD

Dear colleagues, partners, players, and members of the gaming community,

Sustainability continues to gain importance across Europe, with increasing expectations for businesses to operate responsibly, transparently, and with a long-term perspective. As regulatory frameworks and industry standards continue to evolve, companies are expected not only to measure their impact, but also to strengthen accountability and resilience across their operations.

At Nordcurrent, we view this shift as an opportunity to further improve the way we work and create long-term value for our employees, players, partners, and society. For this reason, we continue voluntary sustainability reporting as part of our broader commitment to responsible business practices and continuous improvement.

During this reporting cycle, we further developed our sustainability processes, continued greenhouse gas (GHG) emissions accounting, strengthened internal governance practices, and expanded initiatives related to employee well-being, learning, diversity, and community engagement. These efforts help us better understand our impact and identify areas where we can continue improving.

As a company operating in the global gaming industry, we believe creativity, innovation, and responsibility should go hand in hand. Building successful games also means building a sustainable and inclusive workplace, supporting ethical business practices, and contributing positively to the communities around us.

We understand that sustainability is an ongoing journey rather than a single milestone, and we aim to strengthen our approach year by year and ensure that Nordcurrent remains prepared for future challenges and opportunities.



Viktorija Trofimova, CEO

GENERAL INFORMATION

This report presents Nordcurrent's sustainability disclosures for the 2025 reporting cycle, covering activities for the 2025 financial year and including all entities within the Nordcurrent Group operating in Lithuania, Poland, Sweden, Ukraine, and Germany.

During the reporting period, Nordcurrent established a new legal entity and studio in Germany as part of its international expansion. As the German entity had no employees and had not yet commenced operational activities by the reporting date, employee-related disclosures and workforce indicators presented in this report cover operations in Lithuania, Poland, Sweden, and Ukraine only.

The report has been prepared with reference to the Global Reporting Initiative (GRI) framework, which continues to support the structuring of our disclosures and the development of our sustainability practices. We also take into account evolving regulatory requirements, including the Corporate Sustainability Reporting Directive (CSRD), as part of our ongoing efforts to strengthen reporting processes.

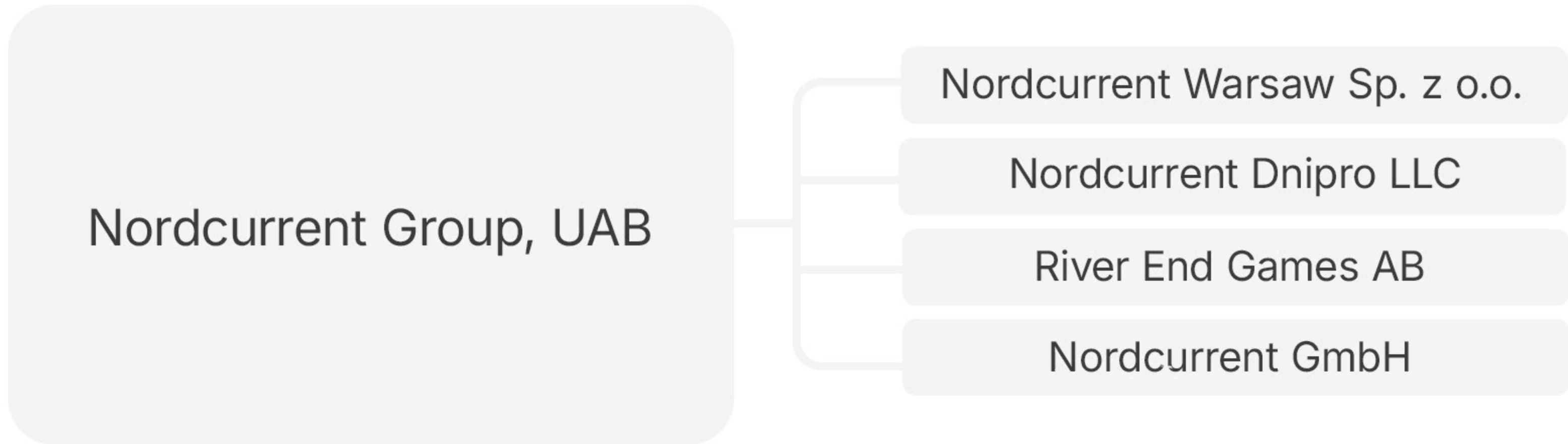
The report provides an overview of material sustainability topics and related performance indicators at the group level. It reflects impacts, risks, and opportunities across our value chain - from suppliers to the use of our products by end-users - ensuring a comprehensive view of our operations.

For any inquiries regarding Nordcurrent Sustainability Report, please contact Indrė Šinkūnaitė (Process Manager) at sustainability@nordcurrent.com

ABOUT US

Nordcurrent Group is an international developer and publisher of video games, headquartered in Vilnius, Lithuania, with operations in Poland, Sweden, Ukraine, and Germany. Established in 2002, Nordcurrent focuses on delivering high-quality gaming experiences across mobile, PC, and console platforms.

With a team of 259 professionals, Nordcurrent brings together expertise in creativity, data, and technology to develop engaging and long-lasting player experiences. We operate with a strong player-centric approach and are committed to responsible business practices and sustainable growth.



OUR VALUES

Nordcurrent fosters a collaborative and continuously developing organisation, placing players at the center of its activities. Our core values are:

PLAYERS ★ TEAM SPIRIT ★ GROWTH

OUR MISSION

We create games that bring enjoyment to players around the world by combining engaging storytelling, immersive gameplay, and continuously evolving content. Through our work, we aim to deliver experiences that players value and remember.

OUR VISION

We aim to grow as a global games company by developing successful titles that become part of players’ everyday lives and evolve into widely recognised cultural products. Our vision guides us to innovate continuously, scale our operations responsibly, and lead with creativity.

OUR PORTFOLIO

We develop and maintain a diverse portfolio of games across smartphones, tablets, PCs, and consoles, spanning core genres such as time management, hidden objects, and customization.

Our titles are created with a global player base in mind and are distributed through leading platforms worldwide. This portfolio is a key driver of our business performance and supports sustained player engagement. The titles highlighted alongside represent a selection of our main active games that continue to resonate with players globally.

Name	Description
Airplane Chefs	A mobile game where players take on the role of flight attendants, preparing and serving meals to passengers under time constraints. Each level introduces increasing complexity with new routes and challenges.
Cooking Fever	A cooking simulation game in which players prepare and serve dishes by following specific orders. Progression is driven by earning coins, upgrading recipes, and enhancing kitchen equipment across different restaurant locations.
Pocket Styler	A fashion-focused mobile game that allows players to design outfits and compete in virtual styling challenges. The objective is to achieve high ratings and build recognition as a leading fashion stylist.
Happy Clinic	A management-style game where players oversee hospital operations and provide care to patients. The gameplay focuses on efficient resource allocation and completing tasks within limited timeframes.
Murder by Choice	A story-driven game where players investigate a mysterious case by collecting clues and making decisions that influence the narrative. The objective is to uncover the truth across multiple interactive scenarios.
Murder in the Alps	A detective-themed game set in the 1930s, where players solve puzzles and investigate crimes. The gameplay revolves around gathering evidence and uncovering hidden secrets.

MARKETS WE OPERATE IN

We operate on a global scale, with our games reaching players across a wide range of countries. While our presence spans multiple regions, our primary markets include the United States, key European Union countries, the United Kingdom, Southeast Asia, and Australia.

As our reach continues to evolve, we maintain a strong focus on these core regions, which represent most of our player base and revenue potential.

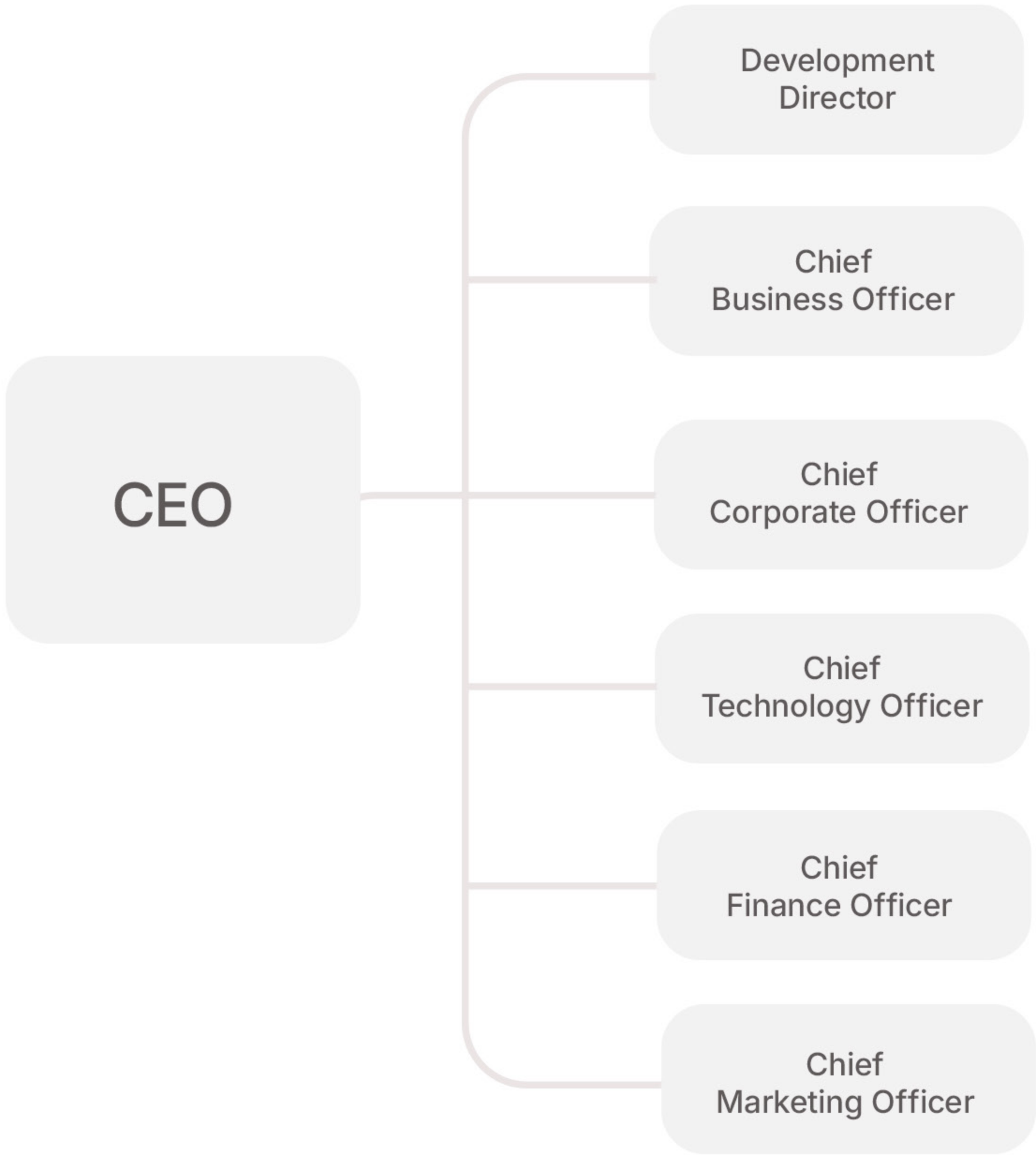
OUR GOVERNANCE

Our governance structure is led by our CEO, who serves as the highest decision-making authority and is responsible for overseeing day-to-day operations. We do not operate with a formal board or supervisory body, and our governance approach remains streamlined and directly managed.

The CEO represents the interests of all employees in governance-related matters. The role requires a combination of expertise in IT, software development, and legal compliance, as well as a deep understanding of the gaming industry and international markets. This ensures that decision-making is grounded in relevant experience and aligned with the nature of our operations and geographic footprint.

The governance structure presented alongside outlines our leadership and management framework. As we do not have a traditional board structure, commonly applied diversity and independence metrics for such bodies are not applicable in our case.

Management:



GOVERNANCE STRUCTURE FOR SUSTAINABILITY MATTERS

We manage sustainability at Nordcurrent through our management team, which regularly reviews key ESG topics, tracks progress and approves related initiatives. Responsibility for coordinating sustainability activities is assigned to the Process Manager, working closely with the CEO and senior leadership team. While a dedicated executive-level sustainability position has not yet been established, we continue to strengthen internal expertise and capabilities, including through collaboration with external specialists.

During the reporting period, our governance focus included further development of our sustainability strategy, continued CO₂ emissions measurement, and ongoing assessment of ESG-related risks and opportunities. We also advanced initiatives aimed at reducing environmental impact and improving operational practices.

Our governance framework supports the integration of sustainability considerations into strategic decision-making, ensuring that business growth is aligned with responsible and ethical practices. We continue to enhance our internal competencies, improve resource efficiency, and align our approach with internationally recognised standards of business conduct and transparency.



RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING

At Nordcurrent, we are developing our internal control framework and risk management approach to support the accuracy, consistency, and transparency of sustainability reporting. This includes further defining methodologies and strengthening data collection processes across the organisation.

To address data-related challenges, we are implementing standardized tools, clarifying roles and responsibilities, and establishing regular review processes to ensure data quality and reliability.

We are also improving communication with stakeholders by providing structured and accessible sustainability disclosures. At the same time, we are strengthening documentation practices and oversight mechanisms to ensure consistency and accountability in reporting processes.



STRATEGY AND BUSINESS MODEL

We develop and publish games for smartphones, tablets, PCs, and consoles, delivering entertainment experiences tailored to a diverse global player base. Our products are designed to support flexible engagement and adapt to changing player preferences and evolving industry trends.

With a team of 259 professionals, we create engaging and accessible games that reach millions of players worldwide. Having built a portfolio of globally recognised mobile titles and surpassed 500 million downloads, we continue to strengthen our position in the casual gaming segment.

We combine creativity, technology, and responsible practices to deliver high-quality player experiences, while progressing towards a more sustainable and inclusive digital environment. During the reporting period, the core nature of our activities remained unchanged.

VALUE CHAIN

The value we create for players, employees, and other stakeholders extends beyond our internal operations and is influenced by the broader network in which we operate. This includes suppliers, partners, and distribution channels that contribute to the resilience and sustainability of our activities.

Our value chain, presented alongside, is structured across three key stages, reflecting the main phases through which value is created and delivered.

Upstream

- Providers of Digital Infrastructure
- Suppliers of Hardware and Technical Equipment
- Data Centers

Own Operations

- Game Development and Design
- Quality Assurance
- Marketing and User Acquisition
- Technical Support
- Corporate Management

Downstream

- Digital Distribution Platforms (e.g App Store, Google Play)
- End Users (Players)
- Office-Related Operational Waste

STAKEHOLDER ENGAGEMENT

We recognise that effective stakeholder engagement is a key component of a strong sustainability approach. By actively engaging with our stakeholders - particularly our employees - we seek to understand their expectations, incorporate their perspectives into decision-making, and strengthen long-term relationships built on trust.

Category	Stakeholder	Engagement Method	Engagement Objective
Employees	Management	Engagement survey, interviews, strategic planning sessions.	Ensuring strategic direction, Formulation and implementation of sustainability strategies and decisions, Monitoring of the organisation's sustainability performance, Ensuring long-term financial sustainability.
	Employees	Engagement survey, interviews, regular meetings.	Collecting feedback and ideas on sustainability initiatives, Empowering employees to apply sustainability practices in daily work, Fostering an organisational culture based on sustainability principles.
	Investors	Engagement survey, interviews, strategic planning sessions.	Ensuring strategic direction, Formulation and implementation of sustainability strategies and decisions, Monitoring of the organisation's sustainability performance, Ensuring long-term financial sustainability.
Suppliers	Management	Supplier selection process, regular communication.	Ensuring service quality, reliability, and compliance with contractual terms, Promoting transparency and responsible business conduct, Assessing alignment with environmental and social standards.
	Hardware and Equipment Suppliers	Supplier selection process, regular communication.	Ensuring service quality, reliability, and compliance with contractual terms, Promoting transparency and responsible business conduct, Assessing alignment with environmental and social standards.
	Data Centers	Supplier selection process, regular communication.	Ensuring service quality, reliability, and compliance with contractual terms, Promoting transparency and responsible business conduct, Assessing alignment with environmental and social standards.
Customers	Players	Social media polls, comment interaction, contests.	Engaging the community in sustainability initiatives through active voting and discussions, Improving product and service development based on community feedback.

Partners	B2B Partners	Events.	Exchange of knowledge and best practices.
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DOUBLE MATERIALITY ASSESSMENT

In 2024, Nordcurrent completed its first double materiality assessment in alignment with the European Sustainability Reporting Standards (ESRS) and the Corporate Sustainability Reporting Directive (CSRD). Although not yet legally required, the assessment was conducted to strengthen our sustainability approach and prepare for future compliance.

The process followed recognised frameworks, including EFRAG guidance and TCFD recommendations, and considered impacts across our value chain. External experts supported the methodology.

Topics were evaluated from both impact and financial perspectives, applying a structured scoring approach to identify material issues. Environmental and social impacts were assessed based on their significance and likelihood, while financial risks and opportunities were analyzed in terms of their potential effect on business performance.

To ensure stakeholder input, we conducted an employee survey across all studios, with approximately 75% participation, alongside involvement from senior management.

The assessment results on the right define our key material topics. We plan to update the assessment every three years or as needed.

- Work-Life Balance
- Secured Employment
- Health and Safety
- Gender Equality and Pay Equity for Work of Equal Value
- Training and Skills Development
- Diversity
- Fair Remuneration (Additional Benefits)
- Personal Safety
- Access to Products and Services
- Corporate Culture
- Whistleblower
- Cybersecurity
- Anti-Corruption



ENVIRONMENTAL INFORMATION

OUR CLIMATE IMPACT

At Nordcurrent, we continue integrating sustainability considerations into our operations and broader value chain. Reducing environmental impact, improving energy efficiency, and strengthening responsible resource management remain important parts of our long-term approach to sustainability.

Following our initial greenhouse gas (GHG) assessment in 2024, we continued emissions accounting for the 2025 reporting cycle, covering Scope 1, Scope 2, and Scope 3 emissions. This allows us to further improve data consistency and better understand the environmental impact of our activities.

In 2025, total Scope 1 emissions amounted to 35.24 tonnes of CO₂e, primarily related to company-owned vehicles, while a smaller share came from fuel generators, which are used for electricity backup at our studio in Ukraine.

Scope 2 emissions reached 79.42 tonnes CO₂e under the location-based method and 213.01 tonnes CO₂e under the market-based method, mainly driven by electricity consumption across office locations.

As in the previous reporting period, Scope 3 emissions represented the largest share of our overall footprint, totalling 3,809.13 tonnes CO₂e.

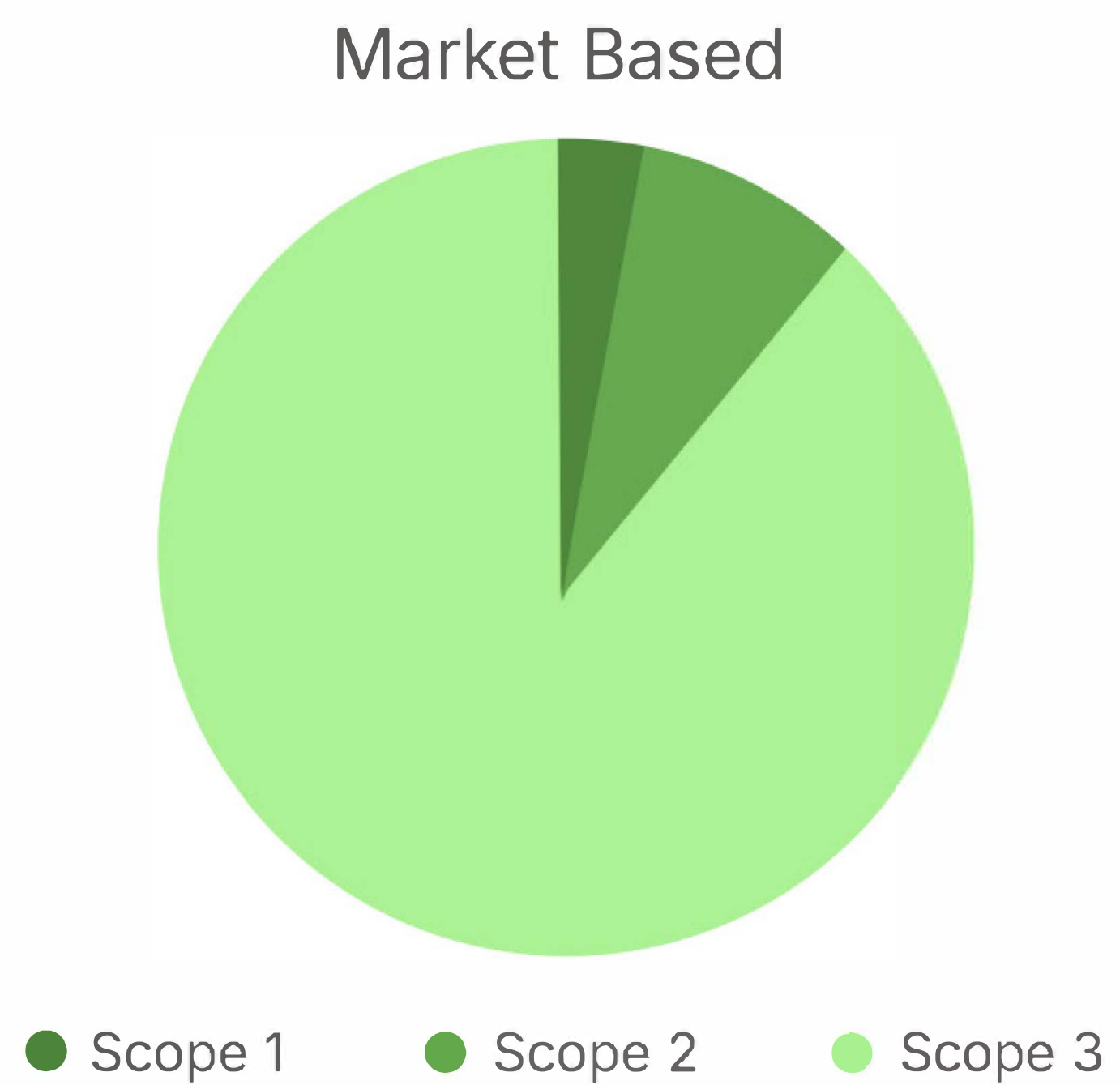
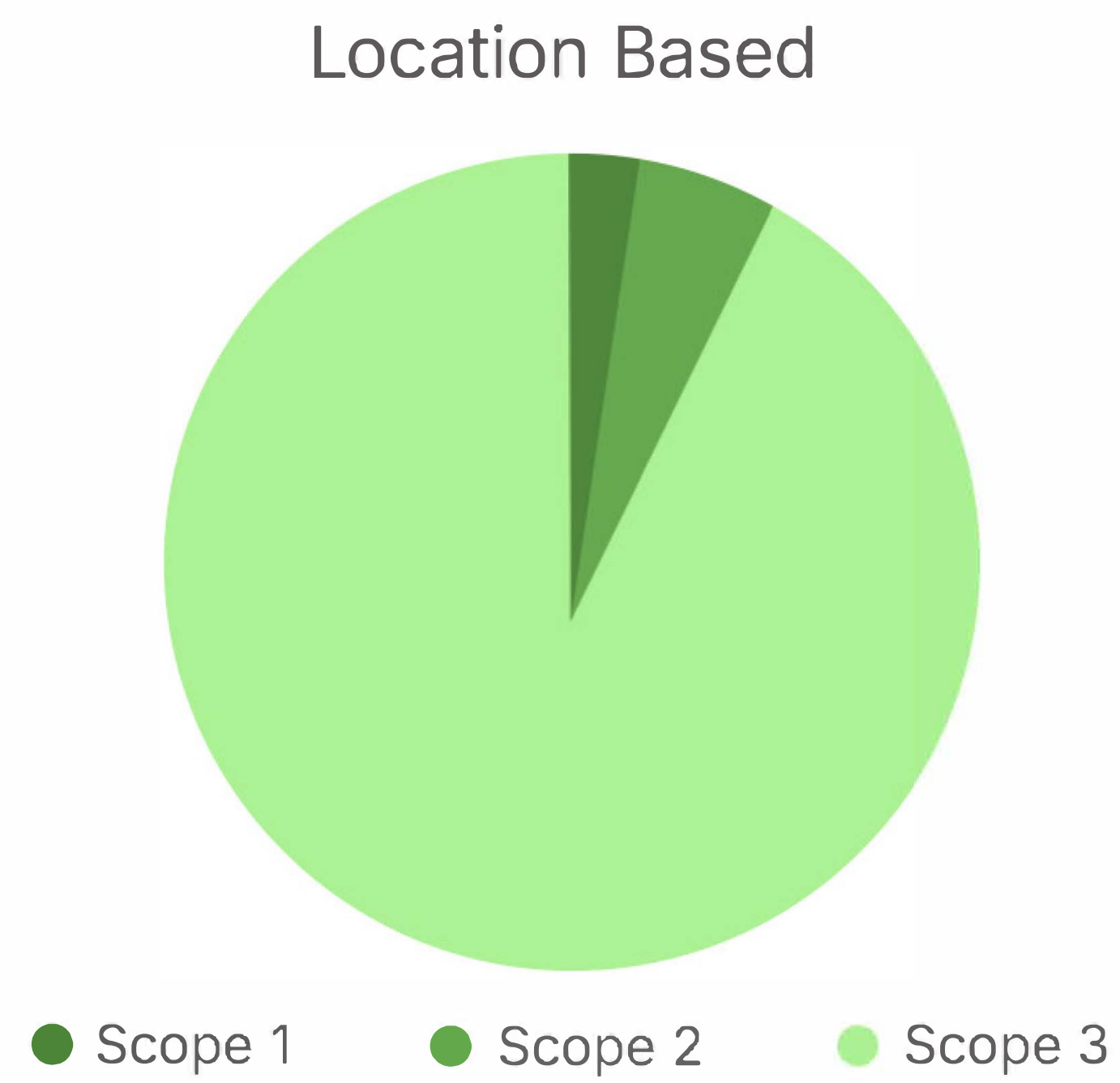
The most significant category remained purchased goods and services, accounting for 3,170.63 tonnes CO₂e. Other notable contributors included the use of sold products (414.38 tonnes CO₂e), employee commuting and homeworking (101.14 tonnes CO₂e), and capital goods (82.45 tonnes CO₂e).

The total carbon footprint for 2025 amounted to 3,923.79 tonnes CO₂e using the location-based method and 4,057.38 tonnes CO₂e using the market-based calculation method.

We continue working to improve the quality and accuracy of emissions data by refining calculation methodologies, strengthening internal data collection processes, and increasing the use of activity-based information where possible.

GHG Emissions Breakdown by Category:

Scope	Category	tCO ₂ e
Scope 1	Stationary combustion	0.13
	Transport and mobile sources	35.11
	TOTAL	35.24
Scope 2	Electricity (location-based)	78.49
	Electricity (market-based)	212.08
	Heating	0.93
	TOTAL (location-based)	79.42
	TOTAL (market-based)	213.01
Scope 3	Water	0.81
	Purchased goods and services	3170.63
	Capital goods	82.45
	Business travel	39.55
	Waste generated in operations	0.17
	Employee commuting & homeworking	101.14
	Use of sold products	414.38
	TOTAL	3809.13
TOTAL CARBON FOOTPRINT (location-based)		3923.79
TOTAL CARBON FOOTPRINT (market-based)		4057.38



RESOURCE USE AND CIRCULAR ECONOMY

As a digital-first company, Nordcurrent's resource consumption is primarily linked to office operations, IT equipment, software solutions, and cloud-based infrastructure that support game development and publishing activities. As our products are distributed digitally across mobile, PC, and console platforms, our business model generates relatively limited material consumption and avoids impacts associated with physical production, packaging, and distribution.

Across our studios in Lithuania, Poland, Sweden, and Ukraine, we continue to focus on responsible resource management and waste reduction. Office waste generated during daily operations mainly consists of paper, plastics, metals, and organic waste and is managed through local waste collection and recycling systems. Hazardous waste generation remains minimal, while batteries and other applicable materials are collected separately and disposed of through certified waste management providers.

We also seek opportunities to extend the useful life of electronic equipment. Where feasible, devices are reused, refurbished, or recycled through certified partners once they are no longer suitable for business use.

During 2025, Nordcurrent completed the transition away from single-use cups across its offices, encouraging employees to use reusable alternatives. While a relatively small initiative, this change supports our broader efforts to reduce unnecessary waste and promote more sustainable everyday practices.

We remain committed to improving resource efficiency across our operations and continue to look for practical ways to reduce waste, encourage reuse, and support responsible consumption throughout the organisation.



SOCIAL INFORMATION

OWN WORKFORCE

Team spirit remains a core value and an integral part of how we operate. In 2025, we continue to foster a safe, inclusive, and engaging working environment for 259 employees across Lithuania, Poland, Sweden and Ukraine.

We place strong emphasis on employee well-being, professional development, and diversity across all our studios. Our employees are supported through a range of initiatives, including health-related benefits, flexible working arrangements, and continuous opportunities for skills development.

We remain committed to ensuring equal opportunities and fair treatment for all employees, regardless of background or identity. Our focus is to maintain a workplace where individuals feel valued, supported, and empowered to contribute meaningfully.



EMPLOYEE DIVERSITY

The data presented reflects employees under standard employment contracts across our headquarters in Vilnius and studios in Poland, Sweden, and Ukraine. It excludes individuals engaged under alternative contractual arrangements.

As industry-wide data for 2025 is not yet available, the most recent comparable benchmark is based on 2023 data. According to the European Games Developer Federation (EGDF), women represented 24.9% of the European game development workforce in 2023.

At Nordcurrent, women account for nearly 33% of employees, placing the Company above the available industry benchmark. We remain committed to fostering an inclusive workplace and supporting equal opportunities, career development, and fair representation across all levels of the organisation.

EMPLOYEE TURNOVER

During the reporting period, the employee turnover rate was 11.5%. A total of 29 employees left the company, all based in Lithuania, while no employee departures were recorded in other studios, reflecting strong retention and team stability in all locations.

Employee Distribution by Gender:

Female
33%

Male
67%

259


Employees

15


National Backgrounds

NEW HIRES

Nordcurrent continues to grow, with ongoing efforts to attract and recruit skilled professionals across all studios. During the reporting period, 47 new employees joined the company, supporting our strategic development and operational needs.

New hires were integrated across different functions and teams, contributing to the strengthening of internal capabilities and supporting the delivery of ongoing and upcoming projects. Expanding our workforce also enables us to bring in diverse perspectives and expertise, enhancing collaboration and innovation across the organisation.

We remain focused on attracting talent that aligns with our values and supports the long-term development of the company.



LEADERSHIP DIVERSITY

Due to the specific nature of the gaming industry, benchmarking gender representation in leadership positions can be challenging. Therefore, broader technology sector trends are used as a reference point. Recent research by McKinsey (2025) highlights that while women remain underrepresented across the technology sector overall, the gap becomes even more pronounced at senior levels, where women account for only 8% of senior management positions, including director and C-level roles.

At Nordcurrent, women are represented at a higher level in leadership positions, accounting for 44% of all leadership roles. This includes full representation within the governance body and 37.5% of top management positions. These figures place the company above the broader industry benchmark and reflect its ongoing commitment to gender diversity in leadership.

Leadership Diversity:

Female
44%

Male
56%



EQUITY & INCLUSION

At Nordcurrent, equity and inclusion are embedded in our daily operations and collaboration. We recognise that diverse perspectives contribute to stronger teams and support the company's long-term growth.

We aim to foster a working environment where all employees - regardless of gender, background, or identity - feel respected, supported, and able to contribute fully.

To promote an inclusive culture, we continue to organise internal initiatives, awareness activities, and open discussions, including our Level-Up talks, ensuring that inclusion remains an integral part of our workplace.

Since 2021, we have conducted regular anonymous employee engagement surveys to better understand employee experience and workplace dynamics. For this report, we refer to the most recent survey results from 2025, which provide insights into employee engagement and the inclusiveness of our workplace. We actively review these results and use them to identify areas for improvement, guiding the development of initiatives aimed at strengthening employee experience and fostering a more inclusive work environment.

The survey results, evaluated on a 5-point scale, reflect employees' perspectives on inclusiveness, respect, trust, and openness within the workplace.

Inclusivity and Employee Voice:

- "People with different ideas are valued" - 4.1.
- "My ideas and opinions count at work" - 4.2.

Fairness and Workplace Culture:

- "There is an atmosphere of trust at Nordcurrent" - 4.
- "Nordcurrent respects its employees" - 4.3.

We apply a zero-tolerance approach to discrimination and continue to strengthen this commitment by expanding internal policies and training initiatives across all offices. Our objective is to maintain a workplace free from discrimination, with a target of zero reported cases.

By fostering an environment where employees feel safe, respected, and supported, we contribute to building stronger teams and a more resilient organisation - one that values diversity, promotes fairness, and enables individuals to reach their full potential.

WORKING CONDITIONS

At Nordcurrent, we are committed to providing a work environment that is safe, fair, and supportive. Across all studios, we apply consistent policies related to hybrid work, employee benefits, and professional development.

We continue to focus on improving working conditions by setting clear objectives, including supporting stable employment arrangements where possible, and regularly assessing employee feedback on workload and benefits. These efforts contribute to long-term employee well-being and organisational sustainability, as reflected in the strong employee retention and the number of employees who choose to build long-term careers at Nordcurrent.

FAIR REMUNERATION

We are committed to maintaining fair and transparent remuneration practices across the organisation. Salary ranges are defined by role category, level of responsibility, and professional competencies to ensure consistency across comparable positions. Nordcurrent also monitors gender pay differences within employee categories, with the aim of maintaining balanced remuneration and equal pay for work of equal value.



HEALTH & WELLNESS

Employee well-being remains a key priority at Nordcurrent, with health and safety embedded in our daily operations and workplace culture. We continue to focus on maintaining a safe, supportive, and healthy working environment across all studios, and during the reporting period no work-related injuries or fatalities were recorded.

Insights from the 2025 employee engagement survey, evaluated on a 5-point scale, indicate positive employee feedback regarding workload balance, well-being initiatives, additional benefits, and employee retention.

Workload, Well-Being and Retention:

- The amount of work I am asked to do is always reasonable - 4
- The additional benefits provided by Nordcurrent (e.g., health insurance, training budget, company events, etc.) are valuable to me – 4.1
- Nordcurrent retains its most talented employees – 3.9



Health & Well-Being:

- **Private Health Insurance** - Employees are provided with a selection of private health insurance plans, enabling them to choose coverage that aligns with their individual needs.
- **Wellness Platform** - Access to the Stebby platform is available, offering a range of wellness services. This allows employees to engage in health-related activities suited to their personal well-being goals, including fitness, preventive care, and relaxation.
- **Daily Healthy Snacks** - Office spaces are regularly supplied with fresh fruits, vegetables, coffee, tea, milk, and plant-based alternatives to support healthy nutrition throughout the workday.
- **Flexible Sick Days** - Sick leave is available on an as-needed basis, allowing employees to recover.

Perks & Discounts:

- **Discounts and Offers** – Employees have access to a dedicated Perks platform that provides exclusive discounts on a wide range of services, including travel, optical care, dental services, and more. In addition, Nordcurrent collaborates with a network of external partners to offer company-specific discounts and benefit schemes.
- **Celebration Giveaways** – As part of major celebrations, company-wide prize giveaways are organized, offering opportunities to win prizes such as PlayStation consoles, Nintendo Switch devices, and similar items.

Community & Culture:

- **Company-wide Celebrations** - We love a good celebration! Each year, we come together for summer parties, company anniversaries, and festive winter events that bring everyone closer.
- **Team-Building Activities** - Every team receives a dedicated budget to organize activities that strengthen bonds and inspire collaboration outside daily tasks.
- **Monthly Office Events** - The last Friday of each month is party time - our offices host themed events that help us wrap up the month on a high note.
- **Annual Running Event** - Each year, Nordcurrent sponsors employee participation in the Vilnius Marathon. It's a great opportunity to stay active, challenge ourselves, and celebrate fitness together as a team.
- **Weekly Breakfasts** - Fridays are for fresh starts and good food. Employees enjoy a generous breakfast spread to kick off the end of the week together.

We continue to support employee well-being through various initiatives and monitor satisfaction through engagement surveys. Feedback is used to assess the effectiveness of benefits and identify areas for improvement. As our studios operate across different countries, the specific benefits offered may vary depending on local practices and regulations.

TRAINING AND SKILLS DEVELOPMENT

At Nordcurrent, employee development is a key part of our organisational approach. We recognise that supporting individual growth contributes directly to the long-term success of the company. Our teams are encouraged to continuously build their skills, explore new ideas, and develop professionally.

Growth remains one of our core values. We support learning at all levels of the organisation, whether through leadership development, technical skill enhancement, or creative exploration. By fostering a culture of continuous improvement, we aim to provide employees with the tools and opportunities needed to progress in their careers.

We offer a range of development opportunities, including mentorship, targeted training initiatives, and access to various learning resources. These efforts enable employees to strengthen their competencies, shape their career paths, and reach their full potential.



- **Conference participation**

Employees are encouraged to participate in industry conferences, workshops, and professional events that support both technical expertise and broader industry knowledge. Nordcurrent supports attendance at relevant events as part of employees' professional development.

- **Annual learning budget**

Employees have access to training and development opportunities that support continuous learning and career growth. These initiatives help strengthen existing competencies while also encouraging exploration of new areas of expertise.

- **Leadership development**

In 2025, we continued the leadership development initiatives introduced in previous years. Both existing and newly appointed managers participated in leadership training groups focused on communication, team management, feedback culture, and professional growth, reinforcing our commitment to strong and future-ready leadership.

- **Level Up Talks**

We continued organising internal Level-Up Talks, where employees and guest speakers share practical insights, industry experience, and knowledge across different areas of the business. These sessions encourage cross-functional learning and support a culture of continuous improvement.

- **Performance and career development reviews**

Regular performance and development discussions remain an important part of employee growth at Nordcurrent. Through structured conversations with managers, employees reflect on achievements, discuss future goals, and identify opportunities for further development.

- **Career growth and internal mobility**

We support both vertical and horizontal career growth opportunities across the organisation. Employees who develop new interests or competencies over time may transition into different teams or professional areas, enabling long-term career development within Nordcurrent.

ONBOARDING

At Nordcurrent, onboarding is designed to support a smooth and structured integration into the company. From the first day, new employees are introduced to the workplace, participate in an onboarding session, and can connect with their manager and team members. Each new employee is assigned a buddy who supports their integration by sharing practical knowledge, answering questions, and helping them navigate their new role and the company culture during the first months of employment. The initial onboarding process also includes HR check-ins, team activities, and a clear overview of expectations during the probation period.

Throughout the first months, regular discussions with managers help monitor progress and provide guidance. The onboarding process concludes with a review of the experience and alignment on future development goals, ensuring a confident and well-supported start.

CONSUMERS AND END-USERS

Our players are central to our activities - individuals who download, play, and engage with Nordcurrent games across mobile devices, PCs, and consoles. We are committed to maintaining a secure and respectful environment by upholding high standards of privacy, safety, and transparency.

We collect and process only the data necessary for our operations, while ensuring that users have clear rights to access, modify, or delete their personal information. Although our games are widely accessible, our Terms of Service specify that they are intended for users aged 18 and above.

We implement moderation measures within our games to promote fair play and address inappropriate behavior. We are also exploring possibilities of additional tools to enhance in-game safety, including the potential introduction of solutions aimed at detecting and mitigating harmful or abusive language in player interactions. Transparency remains a priority, with users provided clear information on data usage, cookies, and their rights from the outset.

We continuously develop our approach to user engagement and strengthen related policies as part of our commitment to responsible practices. As part of our long-term objectives, we aim to enhance user experience while safeguarding player well-being.

AFFECTED COMMUNITIES

We recognise that certain groups, including children, may be indirectly affected by mobile gaming. While our games are not specifically designed for children and are not marketed to underage audiences, we acknowledge their broad accessibility.

We remain mindful of potential risks associated with gaming, such as excessive screen time, in-game purchases, and reduced engagement in other activities. At the same time, we recognise that, when used in moderation, games can have positive effects, including supporting creativity, problem-solving, and relaxation.

For us, being responsible means:

- **Age-appropriate content:** Our games are designed to be widely accessible and entertainment-focused, avoiding content that may be unsuitable for younger audiences.
- **Age ratings and compliance:** We adhere to platform requirements for age ratings and content disclosures, supporting informed decision-making by users.
- **Healthy gaming habits:** We promote balanced gameplay experiences, emphasizing creativity, enjoyment, and moderation.
- **Positive representation:** Our games often highlight themes such as teamwork, creativity, and problem-solving, contributing to a positive player experience.
- **Community feedback:** We actively consider feedback from player communities to improve our games and ensure they remain safe, fair, and enjoyable.

CREATING REAL IMPACT BEYOND GAMES

At Nordcurrent, we believe our role goes beyond creating entertainment. Supporting communities is something we approach with consistency and long-term commitment, especially when it comes to initiatives that help young people.

Our charitable program Inspired for the Future (Įkvėpti Ateičiai) continued its activities in 2025, marking its second year of implementation. The program focuses on supporting local organisations across Lithuania that work directly with children and youth. We aim to strengthen initiatives that may not always receive attention but have a real and lasting impact.

In 2025, the program:

- supported 37 organisations
- reached 25 cities and towns
- allocated over €52,000 to youth focused initiatives

Through this program, we help provide access to education, mentorship, and safe spaces for young people, while supporting the growth of organisations that are doing important work in their communities.

Our people are also an important part of this effort. In 2025, 42 Nordcurrent employees took part in a charity running initiative and together ran more than 315 kilometers.

Based on their effort, Nordcurrent will donate €3,155 to the Ukrainian Caritas organisation. The funds will be used to support activities for children at the “Parasolka” summer camp. This camp helps children of veterans and fallen soldiers recover and spend time in a safe and supportive environment. We also plan to contribute to the renovation of the camp so it can continue its work in the future.

EDUCATIONAL & CULTURAL ENGAGEMENT

In addition to our games and charitable initiatives, we continue to invest in educational engagement, building on initiatives developed over recent years. Across our offices, we host school visits, shadow days, and student tours, offering young people the opportunity to explore the gaming industry, connect with professionals, and gain insight into how games are created.

Our collaboration with universities and creative institutions, including the Vilnius Academy of Arts, continues through support for student projects, competitions, and programs that connect academic learning with real-world industry practice. In addition, we work with the national Employment Office to help young people build practical skills, access requalification opportunities, and better prepare for entering the job market.

We also actively participate in career days, tech fairs, and other education-focused events across Lithuania, where we introduce students to opportunities in game development, share industry insights, and promote responsible gaming and digital well-being. Through these ongoing efforts, we aim to inspire future talent and support the next generation in pursuing careers in creative and technology-driven fields.

Beyond educational initiatives, we also support cultural and community engagement activities. In 2025, Nordcurrent participated in the Vilnius Cold Beet Soup Festival (Šaltibarščių Festivalis), supporting local cultural initiatives and community activities. As part of the festival, our most popular game, Cooking Fever, introduced a special “Vilnius” location, where players around the world could discover traditional Lithuanian cuisine, including dishes such as cold beet soup (šaltibarščiai), cepelinai, and other local specialties. Through creative representation in our games, we aim to contribute to the international visibility of Lithuanian culture and promote local traditions through digital entertainment.





GOVERNANCE INFORMATION

At Nordcurrent, governance is about how we lead with integrity, build trust, and make decisions that reflect our values. This section focuses on the policies, responsibilities, and practices that support our approach to sustainability governance. (For more on the company's governance structure, see the Introduction section of this report.)

BUSINESS CONDUCT POLICY AND CORPORATE CULTURE

A strong culture is the foundation of everything we do. That's why we regularly bring our teams together to define, discuss, and strengthen our values. Through interactive workshops and ongoing conversations, we make sure our principles are not just written down — they're lived every day.

Managers play an active role in this process, leading team discussions to align on shared values and reinforce what matters most to us as a company. These efforts help nurture a workplace where transparency, respect, and collaboration are not just encouraged — they're expected.

PROTECTION OF WHISTLEBLOWERS

During the reporting period, Nordcurrent implemented the Procedure for Reporting and Handling Information on Violations, establishing a confidential whistleblowing framework. The procedure defines reporting channels, investigation processes, and measures to protect whistleblowers from retaliation, while supporting transparency, accountability, and ethical conduct across the organisation.

PREVENTION OF CORRUPTION AND BRIBERY

During the reporting period, Nordcurrent implemented a Corruption Prevention Policy, establishing a formal framework for preventing corruption and bribery across the organisation. The policy defines the Company's commitment to ethical business conduct, outlines employees' responsibilities, and supports compliance with applicable legal and regulatory requirements. Through internal communication and awareness activities, Nordcurrent promotes a culture of integrity, transparency, and accountability. No incidents or confirmed cases of corruption or bribery were recorded during the reporting period.

MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

We maintain close and ongoing collaboration with our suppliers, supporting stable and effective partnerships. While our current focus has primarily been on operational performance and quality, we recognise the increasing importance of sustainability considerations within the supply chain.

At present, we do not systematically assess environmental or social risks related to our suppliers, nor do we apply specific sustainability criteria in supplier selection. Our key suppliers include globally established technology companies such as Google and Microsoft, among others.

These partners generally operate under well-developed sustainability frameworks, including published reports, codes of conduct, and established ESG practices. As a result, sustainability is embedded in their corporate strategies, and our cooperation with these suppliers does not currently present significant sustainability-related risks or impacts.

CYBERSECURITY

As a digital-first company, we place strong emphasis on protecting our systems and data from cyber threats. Our cybersecurity approach is based on prevention, awareness, and continuous improvement.

We regularly update and strengthen our systems to reduce vulnerabilities, manage risks, and improve resilience to cyber incidents. Incident response processes are reviewed and refined to ensure effective and timely action when needed.

Employee awareness is an important component of our cybersecurity efforts. We provide regular training and include cybersecurity topics in onboarding processes to ensure that all employees understand their role in maintaining a secure environment. We also aim to expand our cybersecurity testing practices across the organisation.

Our long-term objective is to maintain a high level of protection against cyber threats and foster a culture in which all employees contribute to safeguarding our digital infrastructure.

ANNEX 1. GHG EMISSIONS METHODOLOGY

METHODOLOGY

Our methodology is based on established best practices and aligned with internationally recognised standards, including:

- The GHG Protocol Corporate Accounting and Reporting Standard (2004), developed by the World Business Council for Sustainable Development and the World Resources Institute;
- The UK Government GHG Conversion Factors for Company Reporting (2022), issued by the Department for Environment, Food & Rural Affairs (DEFRA);
- The IPCC Guidelines for National Greenhouse Gas Inventories (2006), published by the Intergovernmental Panel on Climate Change.

These frameworks form the foundation of our greenhouse gas (GHG) accounting approach, supporting consistency, transparency, and comparability of reported data.



ORGANISATIONAL BOUNDARIES

In line with the GHG Protocol, we have defined organisational boundaries using the operational control approach. This ensures that emissions are accounted for across all activities under our control, regardless of ownership structure.

This approach enables consistent tracking and reporting of emissions across all Nordcurrent offices and operations.

REPORTING BOUNDARIES

Scope 1: Direct GHG Emissions

Nordcurrent's direct emissions (Scope 1) originate from sources owned or controlled by the company.

Scope 2: Indirect GHG Emissions from Purchased Energy

Scope 2 covers emissions from the generation of purchased electricity and heating used in our offices.

Scope 3: Other Indirect GHG Emissions

Scope 3 emissions were the dominant category in Nordcurrent's 2025 GHG inventory. These emissions fall outside of our direct control but are associated with our broader value chain. Transport and distribution-related emissions were included in the purchased goods and services category, as separate data was not available.

EXCLUDED GHG EMISSION SOURCES

This report does not include emissions from the following Scope 3 categories, either due to limited relevance to Nordcurrent's operations or the unavailability of data:

- Leased assets (in cases where office space is rented from third parties)
- Downstream transportation and distribution
- Franchises
- Investments
- Processing of sold products
- Use of sold products beyond the use-phase emissions already reported
- End-of-life treatment of sold products

QUALITATIVE UNCERTAINTY ASSESSMENT

GHG emissions were calculated using emission factors from reliable and internationally recognised sources, including:

- DEFRA (UK Department for Environment, Food & Rural Affairs)
- AIB (Association of Issuing Bodies)
- IPCC (Intergovernmental Panel on Climate Change)
- The UK Department for Business, Energy & Industrial Strategy
- The French Environment and Energy Management Agency
- U.S. Environmental Protection Agency
- Climatiq.io database

Where possible, emission factors relevant to the Lithuanian region were applied to improve the accuracy and contextual relevance of our data.

QUANTITATIVE GHG ESTIMATION METHOD

GHG emissions were estimated by multiplying activity data by appropriate emission factors:

Formula:

Activity Data × Emission Factor

The resulting CO₂ equivalent emissions for each source are expressed in tonnes (t CO₂e). The Global Warming Potential (GWP) values used for the calculation are based on the Fourth IPCC Assessment Report:

GHG Emissions Breakdown by Category

GHG Type	Global Warming Potential (GWP)
Carbon dioxide (CO ₂)	1
Methane (CH ₄)	25
Nitrous oxide (N ₂ O)	293
HFCs	1 300 – 1 924 ^{*1}

*Depending on the gas

GHG ACCOUNTING PRINCIPLES

This report has been prepared in line with the core principles of greenhouse gas (GHG) accounting and reporting:

- **Relevance:** We identify and disclose emission sources that are significant to Nordcurrent's operations and stakeholders, ensuring that the inventory appropriately reflects the scale and nature of our activities.
- **Completeness:** All material emission sources within our defined organisational and operational boundaries are included. Any exclusions are transparently disclosed and supported with clear justification.
- **Consistency:** We apply consistent methodologies and data sources across reporting periods to support comparability. Where methodological changes occur, they will be clearly communicated and explained.
- **Transparency:** We provide clear information on calculation methods, assumptions, and data sources to enable stakeholders to assess the reliability and integrity of our disclosures.
- **Accuracy:** We implement structured data collection and validation processes, apply appropriate emission factors, and aim to minimise uncertainties. While absolute precision cannot always be achieved, we continuously work to improve data quality and reliability.

