



REMEDY ENTERTAINMENT PLC CODE OF CONDUCT

Policy Name	Remedy Entertainment Plc's Code of Conduct
Approved By	Board of Directors on 10 February 2022
In Force	Until further notice
Updates	Last update 9 June 2022

1 APPLICABILITY AND PURPOSE

This Code of Conduct (the “**Code**”) applies to Remedy Entertainment Plc, its subsidiaries (together “**Remedy**”) and their employees, Board members, consultants, and freelancers (hereinafter “**employees**”, “**we**”, “**you**”, “**us**”). Every Remedy employee is expected to read and internalize this Code, and to abide by it. Remedy also requires that its suppliers and partners comply with the principles of this Code, as applicable.

This Code reflects Remedy’s core values. Its purpose is to help us live by our values and do business the right way for all Remedy stakeholders – gamers, customers, business partners, colleagues, and shareholders.

2 WE DO NOT TOLERATE HARRASMENT OR DISCRIMINATION

We have a zero-tolerance policy against all types of harassment and discrimination based on gender, race, colour, nationality, religion, sexual orientation, age, or any other similar characteristic, whether it is verbal or physical. If you come across any harassment or discriminatory behaviour, we urge you to report it to our HR department immediately.

3 REMEMBER OUR DUTY OF CONFIDENTIALITY

Every employee has a duty to protect Remedy’s and our partners’ confidential information. Confidential information should never be disclosed to third parties or discussed in public places. You are allowed to disclose confidential information to other Remedy employees only if it is strictly necessary for them to have this information in the course of their duties. Our duty to preserve Remedy’s confidential information continues after we leave the company.¹

¹ If you are unsure about whether information should be treated as confidential, check it with the legal department. Confidential information includes non-public information about Remedy’s video games, technology, business plans, financial information, employees, customers and contracts.

4 PROTECT OUR INTELLECTUAL PROPERTY

Remedy's most valuable asset is its intellectual property, which includes its games and technology as well as their code, files and other materials. All employees must comply with the security practices for Remedy property. The misuse of Remedy's property is not allowed.

5 ACCURATE FINANCIAL RECORDS

Every employee, in particular those employees working in the finance department, should make sure that all our financial records and reports are fair and accurate. We do not misstate facts or modify records to mislead others. If you believe that information you have provided is somehow inaccurate or otherwise misleading, you should report it to the legal department immediately.

6 AVOID CONFLICTS OF INTEREST

Every employee has a duty to do what is best for Remedy, which includes avoiding conflicts of interests. Conflicts of interest can arise if our personal interests conflict with, or just appear to conflict with, the interests of Remedy. Owning shares in Remedy's business partner or serving on its Board may, for example, cause a conflict of interest.² If you are wondering whether a situation is likely to create a conflict, you should be in contact with the legal department about it before you act.

7 NO MONEY LAUNDERING

Under Finnish law, money laundering refers to, for example, accepting assets that have been illegally obtained to conceal their illegal origin. If you are working with our suppliers or partners, be in contact with our legal department if someone e.g.:

- Proposes to pay a large delivery in cash.
- Proposes to make a payment in another currency than specified in the contract.
- Makes a payment from an unusual account.

If you have any questions in this respect, be in contact with our legal department.

8 NO BRIBERY OR CORRUPTION

We never pay or accept bribes, whether it involves a public official or a private partner. Applicable laws limit the gifts and entertainment that we can offer to our partners or receive from them. It is important to remember that the mere appearance of being improperly influenced can be a risk, even if specific conduct would not be illegal. If you are unsure, check with our legal department before you act.

² No conflict exists, however, if you own a non-significant number of shares in a publicly traded company.

9 WE RESPECT HUMAN RIGHTS AND PLACE HIGH STANDARDS ON OUR SUPPLIERS AND PARTNERS

We do not tolerate human rights abuses in our work environment and require that our suppliers and partners uphold the same values and standards that we set for ourselves. Our suppliers and partners must, for example, comply with applicable laws and conduct their business in an ethical manner. We are also committed to that none of our games are made using child labour or working conditions that are not in accordance with international conventions.

10 MISUSE OF INSIDER INFORMATION IS FORBIDDEN

It is strictly forbidden to buy or sell Remedy shares or options while you have inside information about Remedy or companies that we do business with. We keep inside information confidential before it is released to the public – we never trade on this information, and we do not share it with anyone else, even close friends or family. For further information, please see our Insider Policy.

11 EXTERNAL COMMUNICATIONS: PASS ON QUESTIONS TO THE RIGHT PEOPLE

You should not answer investor's, journalists', or other external parties' questions about Remedy unless it is your specific job to do so. If you are contacted by investors or analysts, you should decline to comment and give them the contact details of the person responsible of our investor relations. Likewise, if you are contacted by game media, please be in contact with our Communications Director.

12 THINK TWICE ON SOCIAL MEDIA

Familiarise yourself with our Social Media Guidance before you write something about Remedy on social media. Follow these basic rules: think twice before you post, keep Remedy's reputation in mind and use common sense.

13 REPORTING VIOLATIONS OF THIS CODE AND SANCTIONS

If you believe there has been a violation of this Code, you have a responsibility to report it. You may report violations or any other concerns you may have to the HR department, the legal department, or your supervisor.

For certain types of violations or suspected violations, Remedy has a whistleblowing channel in place. If your issue has to do with these types of violations, please observe the process set out in our Whistleblowing Policy.

All reports concerning violations of this Code will be investigated promptly. Anyone violating this Code will be subject to disciplinary actions, which may include termination of employment or reporting the violation to authorities.