



COMMENTS BY THE CEO



Therese took over as CEO of NetEnt in March 2018.

Entertainment in a safe and secure gambling environment



At NetEnt, everything we do is guided by Better Gaming. This refers to the product that we offer our customers and the experience delivered to the players, but also the way in which we operate. Sustainability supports our brand today and safeguards our business moving forward towards the future.

This will be our first comprehensive sustainability report under the Global Reporting Initiative (GRI) standards. In this report we communicate all the policies and procedures that guide us within the area of corporate social responsibility. This includes how we manage these activities and how it contributes to a fun, safe and secure product for our many customers around the world as well as a sustainable business model for all our stakeholders.

At NetEnt, our strategy is to grow in regulated markets. This naturally means a strong focus on sustainability throughout the business. In a regulated market, long-term business success depends on the ability to create an attractive customer offering that complies with the regulations imposed by the licensing authorities. At NetEnt we embrace more regulation in the gambling industry as we believe that this creates sustainability through a secure environment for both players and operators alike.

At NetEnt we have divided our

sustainability framework into six key areas:

- Promoting **responsible gambling** is fundamental to us and a prerequisite for retaining the licenses and certifications we hold. Players should play for the right reason, namely for entertainment and excitement in a safe and secure gambling environment. Our product design is aimed at helping customers to promote responsible gambling.
- We welcome sustainable **regulation** in the gambling industry because this leads to a better environment for players and gambling companies alike.
- Further, we have a social responsibility towards society in the areas where we operate. As such, we have a **zero-tolerance policy towards money laundering and corruption**.
- **Work environment and society:** Motivated and healthy employees are fundamental to our success and contribute to a better society, and we work actively to create the best conditions for personal development in a healthy work environment.

- **Diversity and inclusion** lead to a better exchange of perspectives and experience, supporting innovation. An open and inclusive workplace is a key part of NetEnt's corporate culture, which is an important success factor for the company.
- Our digital business model generally means that we have a lower environmental impact than traditional land-based casino's. Whenever possible, we strive to be a green company and to help **protecting our planet**.

The sustainability of our business will be a key factor in ensuring that we can grow and create shareholder value for years to come. The NetEnt sustainability report will be our annual communication about our progress and commitments to be a positive force for customers, players, employees and society at large. I hope you will enjoy reading this report and continue to follow the development of our company.

Sincerely,
Therese Hillman, CEO

Sustainability at NetEnt

NetEnt is a leading provider of digitally distributed games and gambling systems for online casinos used by gambling operators around the world. NetEnt and its customers, the casino operators, work according to a partnership model which means that NetEnt is responsible for all technical operations and monitoring of gambling transactions through hosting. The gambling operators pay a monthly royalty fee to NetEnt, calculated as a percentage of the game win generated by NetEnt's games. NetEnt has no direct customer relation with the end users of its products - the players.

Building a sustainable business with long term growth is at the center of our vision to drive the online casino market through *Better Gaming* solutions. For us, *Better Gaming* means to always strive to have the best customer and player offering and to be a good alternative by meeting the expectations of our stakeholders.

Historically, the online gambling industry has not always operated with enough transparency, which has often contributed to an unfair perception of being irresponsible and cynical. Now, as the industry has matured, most companies have implemented new compliance standards with a clear focus on responsible gambling. Operators and suppliers also strive towards a more open and

accessible approach, as they realize the business importance of a more balanced public perception of the industry. NetEnt aims to be at the forefront of this development, leading the way for a more transparent and responsible industry.

In close dialogue with its stakeholders, NetEnt has identified six sustainability areas that are of particular importance to the company and its stakeholders.

Governance

NetEnt has integrated sustainability efforts into the company's overall business strategy and operations. The guidelines for our sustainability framework have been reviewed and approved by the Board of Directors. These guidelines are formulated in the company's CSR policy. At NetEnt, the main governance and supervisory body of sustainability is the Board of Directors. The management team is responsible for the execution of the strategy and for ensuring that it is implemented throughout the organisation. Our CSR Manager, together with managers in relevant departments, is responsible for making sure that our policies and standards are followed and that employees are aware of what is expected from them.

NetEnt has also joined the UN Global

Compact and works to promote its ten principles in the communities and environments where the company conducts business. The company is also committed to supporting UN's Global Sustainable Development Goals (SDG), which place demands on continual improvements in the area of sustainability.

About this report

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards, Core Option. GRI is a non-profit organisation that publishes world-wide reporting standards for sustainability reporting. The Core Option of the GRI standards means that NetEnt will report on all GRI foundation disclosures, general disclosures and management approaches, while also reporting on a selected number of economic, environmental and social disclosure topics.

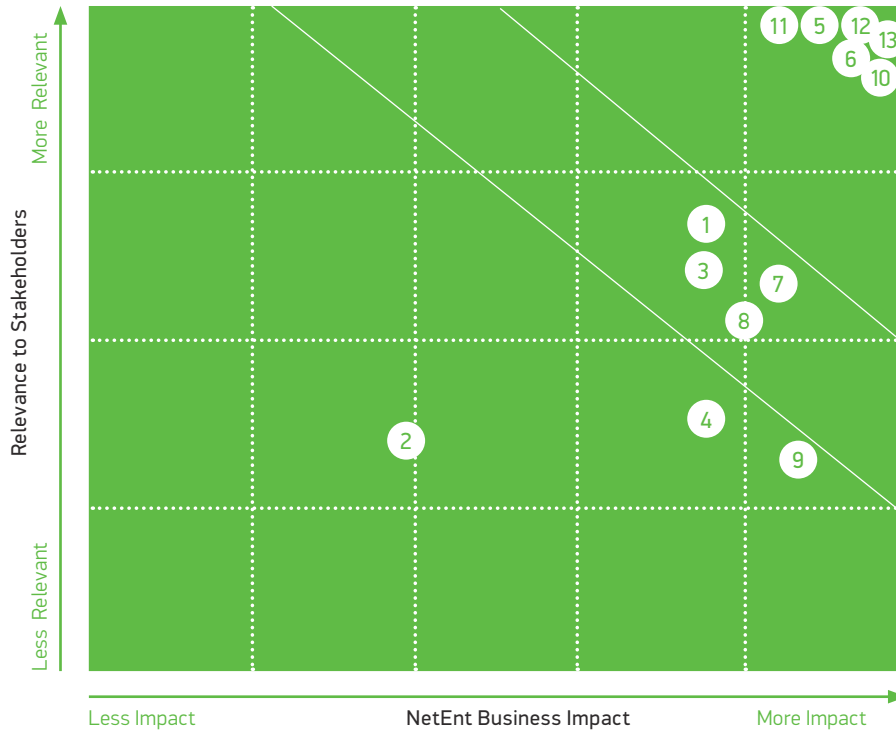
The sustainability report covers activities in the 2018 calendar year, focusing on key issues and activities to address stakeholder concerns, in line with the materiality analysis. As this is our first GRI report, some of the data presented will not have comparable data and thus progress will be shown starting from the 2019 GRI report. From now on, NetEnt aims to publish a sustainability report every year together with its annual report. The report has not been subject to special review by the company's auditor.

Stakeholder consultations

To support a successful and sustainable development of NetEnt's business, both internal and external stakeholder engagement is a high priority. These dialogues take place throughout the year in the shape of surveys, focus groups, face-to-face meetings, as well as through our customer support department. Consulting our most important stakeholders, including customers, players, employees and shareholders, was a vital part in the preparation of this report.



NetEnt's key areas for sustainability



NetEnt's focus areas

Environment

1. Carbon Emissions
2. End of life equipment (EOL)
3. Business travel
4. Green Offices

Social

5. Responsible Gaming
6. Regulated Markets
7. Diversity and Equality
8. Employee Training and Development
9. Community Support

Governance

10. AML
11. Anti-Corruption
12. Consumer Data Protection
13. CyberSecurity

The table below illustrates the most material sustainability topics identified within each stakeholder group.

Stakeholders	Material Topics Raised
Customers (and indirectly players)	<ul style="list-style-type: none"> Responsible gambling Cyber security Consumer data protection
Employees	<ul style="list-style-type: none"> Diversity and inclusion Training and development Physical and mental health
Shareholders and investors	<ul style="list-style-type: none"> Responsible Gambling Regulated markets Anti-Money Laundering (AML) and Anti-Corruption
Society	<ul style="list-style-type: none"> Responsible players Responsible gambling Regulated markets Carbon emissions Anti-Money Laundering (AML) and Anti-Corruption Diversity and inclusion Employment opportunities Taxes (primarily gaming tax and corporate tax)
Suppliers	<ul style="list-style-type: none"> Business ethics

Materiality

After discussing materiality with our stakeholders, we reviewed and analyzed the information received and then selected the most relevant and important materiality subjects that we would focus on in our sustainability work. The materiality matrix above is the result of this analytical work and shows our most material aspects, which are all covered in this report.

Responsible gambling

Promoting responsible gambling is fundamental to NetEnt and a prerequisite for retaining the licenses that we hold. It's important that NetEnt's games are played for the right reason, namely for entertainment and excitement. The vast majority of players enjoy gambling as a safe and responsible form of entertainment, but for some, gambling can turn into an addiction that threatens their physical, mental and social wellbeing.

100%

of our employees receive responsible gambling training as part of their introduction programme

Many of our customers have their own responsible gambling tools available to players; where they do not, NetEnt offers support:

50%

of our customers have our reality check tool activated

30%

of our customers have our betting limits tool activated

40%

of our customers have our full responsible gambling tool activated

ZERO CASES OF
NON-COMPLIANCE IN 2018



BeGambleAware.org®

The Public Health Agency (2017) estimates that around 2 percent of the population aged between 16 and 84 have issues with their gambling. Out of people who have placed bets in the past year, the percentage of problematic gamblers is estimated at 3 percent of players.

Although NetEnt has no direct contact with the individual players, the company works actively and in close cooperation with other market participants to prevent gambling-related problems.

Internal guidance and training

All NetEnt employees are trained in responsible gambling, and those with special responsibility undergo in-depth training. Formal guidance in the area is provided by the the company's CSR Policy. NetEnt also has the following policies and procedures which contribute to our commitments in this field:

- **NetEnt Self-Exclusion Procedure:** Description of how NetEnt shall proceed when a player expresses a desire to be prevented from playing further
- **NetEnt Regulatory Training Policy:** Presentation of the requirements placed on employee training in responsible gambling (part of CSR policy and Compliance Management Policy).

Self-control and self-protection tools available in the NetEnt CasinoModule™

Many of NetEnt's customers have their own tools and flagging systems to monitor problematic behavior among players. In addition, NetEnt offers a number of custom-made responsible gambling tools, such as

- **Play Limits:** NetEnt provides API functionality for setting game play limits, and support for the display of in-game messages when limits have been reached. In order for these limits to apply for all games that a player is exposed to in the casino, the limits must be implemented by the online casino operator to span between NetEnt and non-NetEnt products. NetEnt limits include overall loss and bet limits per session/day/week/

month, session length, bet limit for a specific game and maximum single bet by game.

- **Reality checks:** When the NetEnt casino solution is configured, additional measures can be put in place to regularly remind players how long they have been playing, and how much they have won or lost. The reality check feature displays a periodic in-game notification to real-money players during game play. Game play is suspended when the check is displayed, and only resumed once the player has acknowledged the message. This functionality is enabled by default in most jurisdictions.
- **Game speed:** To make game play safer NetEnt's casino solution can be configured so that a certain amount of time (typically three seconds) must pass between two game rounds. This is also often a parameter that is regulated by gambling authorities in some markets.
- **Visible clock:** NetEnt's games feature support for time displays that make it easier for players to maintain a correct sense of time.

Sustainable regulation and compliance

MAP-Regulated Markets

NetEnt welcomes regulation in the gaming industry because this leads to a safer environment for both players and gaming companies. Commercially reasonable rules regarding taxes and product provisions provide solid fundamentals for regulated markets to grow and develop. NetEnt's strategy is to expand in regulated markets and, for many years, the company has invested resources to build up an organisation with the capacity to obtain and maintain licences and certifications. NetEnt's games go through thousands of automated, repeated tests to ensure that they are compliant with all applicable rules and regulations. This means that the games must meet a number of responsible gambling criteria before they are considered ready for market launch.

The compliance department at NetEnt

supports the organisation and the customers in matters regarding laws, regulations and directives, and ensures the company's compliance to policies and processes. The department also assists with customer due diligence. This is followed up by continuous due diligence on the existing customer base, with a frequency depending on their region of operation, usually yearly for customers in the EU/EEA Economic Area and every 6 months for those outside of the EU.

For all employees to feel secure in reporting any deviations from the company policies and rules, a whistleblower function is in place to allow employees to raise their concerns in a confidential and efficient way.

Ensuring game security, fairness and accreditation

NetEnt's platform and games, including the random number generators (RNG) used to generate the game outcomes, are tested and certified by independent accredited test facilities (ATF). They verify that our products meet all the regulations, including player protection and fairness, as well as security for the regulated markets in which we operate. NetEnt's games are tested and accredited by the following independent test facilities:

- eCOGRA - Live Casino testing and certification
- Gambling Laboratories International - On-site security inspection
- iTech Labs - Platform and game testing and certification
- Technical Services Bureau - Platform and game testing and certification

Memberships in industry organisations

In Sweden, NetEnt is a member of the Swedish Online Gambling Association (BOS) and in the UK a member of the Remote Gambling Association (RGA). Both organisations represent gambling companies and game developers. We strive to contribute to the work of both organisations with regards to advocating

for continued and increased focus on responsible gambling issues. NetEnt is also an associate member of the World Lottery Association (WLA), which is a global member-based organisation that promotes the interests of state-authorised gambling operators and commits to the highest standards of corporate and social responsibilities.

We support the communities where we work

At NetEnt, we want to do as much as possible to support the communities in which we work. We support organisations that work with the treatment, prevention and research of gambling addiction.

In February 2018 at the ICE total gambling conference in London, international organisation Gambling Therapy unveiled its new website, which was financially supported by NetEnt. With the gambling industry moving more and more online, support for those who have problems related to gambling must also adapt. Gambling Therapy is a global online support service where teams of experts deliver support via text based live helplines, online groups, confidential support by email and a database of resources and information for people seeking help. Supporting organisations like Gambling Therapy is important for NetEnt and is aligned with its CSR strategy to positively affect the communities that use our products.

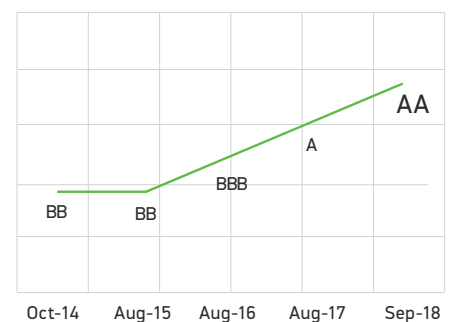
NetEnt also supports GambleAware in the United Kingdom and liaises regularly with relevant organisations and academia to stay well-informed on current trends within responsible gambling and to contribute where possible to the advancement of the subject throughout our industry.

In 2018, NetEnt also participated in a research project conducted by the University of Bournemouth's EROGamb project team. The aim of the project is to design software and research facilities which retrieve the gambling history of subscribed gamblers and help them

MCSI ESG Ratings History

In 2018, NetEnt received an ESG rating of AA by MSCI. The MCSI rating is compiled using a thorough methodology to research and rate companies on a scale between "AAA" to "CCC" according to their risk exposure to industry-specific ESG risks and their ability to manage those risks relative to their peers.

NetEnt's MCSI ESG Ratings History:



ZERO-TOLERANCE POLICY REGARDING CORRUPTION AND MONEY LAUNDERING

100%

due diligence on all our new customers from a responsible gambling perspective



WE SUPPORT



ALL DATA CENTERS BEING USED
ARE ISO 27001 CERTIFIED.

visualise their gambling so they can make informed decisions based on their gambling behavior.

Corporate Citizens

At NetEnt we strive to be good corporate citizens. This means that we believe that we have a social, cultural and environmental responsibility towards the communities in which we have offices and where we seek a license to operate. Furthermore, we have responsibilities to our shareholders and stakeholders to operate with high standards of business ethics.

Governance of NetEnt's sustainability efforts are integrated into the ordinary operations and ensured through policies, targets and key performance indicators (KPI's) within various parts of the organisation.

Anti Corruption and Anti-Money Laundering

NetEnt applies zero tolerance and clear guidelines against money laundering and corruption.

All our staff at every level have access to our policies related to anti-corruption and anti-money laundering via our intranet.

All NetEnt's operations are assessed against the European Union's Fourth Anti-Money Laundering Directive adopted on June 26th, 2017. According to such an assessment, we believe that the company is at a relatively low risk for any form of corruption as its operations are business-to-business, in other words, a level removed from the end user of the products. Additionally, all employees receive basic training on anti-corruption as part of the introductory training as they join NetEnt. Managers undergo annual training courses, and staff with special roles receive extra training to ensure that the knowledge is spread throughout our organisation.

NetEnt's compliance team performs due-diligence on all new customers, including anti-corruption and anti-money laundering aspects. In addition,

existing customers are reviewed on a regular basis.

United Nations Global Compact

NetEnt is a supporting member of the UN Global Compact. The UN Global Compact aligns company strategies and operations with universal principles on human rights, labor, environment and anti-corruption and takes action that advances societal goals. This sustainability report will also serve as our yearly communication on progress (COP) to the United Nations' Global Compact review process.

United Nations Sustainable Development Goals

We continually assess our operations, materiality areas and areas where we can contribute to the 17 important sustainability goals adopted by the United Nations in 2015.

Whether it's our dedicated work on diversity and inclusions, our attention to minimise our carbon footprint or our policies when it comes to employee health and well-being, there are many ways in which we as a company can contribute to these important goals and will continue to do so in the future. Our CSR strategy, related activities, targets and programs are aligned with the SDGs. We have also engaged with the United Nations Development Program (UNDP), who runs the task of communicating the goals, by supporting selected UNDP projects around the world.

Data Security

Privacy and information management is becoming increasingly important for large organisations that collect, process, and transfer information, such as confidential data about employees and customers, including personal data. The potential financial, legal, and reputational costs of a potential data breach have increased in recent years.

NetEnt is committed to the individual's privacy and will actively work to

protect personal data. The company is affected by data security legislation in various parts of the world, mainly in the EU and the US. NetEnt has implemented a data privacy programme, which is a strategic part of achieving consistent data protection across all jurisdictions and for all customers (casino operators). The privacy and information security policies and procedures are created to mitigate and minimise data-related vulnerabilities in general, and for personal data in particular.

At NetEnt, monitoring of the systems takes place 24/7, and a focused incident-response team and crisis management team are prepared for potential data-breach incidents. This response includes management escalation and reporting actions, as well as management of remediation efforts. All employees are trained during employment and on an annual basis.

NetEnt only processes personal data in connection with our performance under any service agreement: (1) only on behalf of and for the benefit of the customer; (2) in accordance with the service agreement and prior written instructions; and (3) as otherwise required by all applicable data-protection laws and regulations.

NetEnt confirms not to process any personal data for any other purpose than specifically written instructions from the contractor. Personal data regarding players is always anonymised in NetEnt's systems and cannot be connected to a person unless the systems are cross-referenced with the casino operator.

Policies and commitments

NetEnt has implemented several technical and organisational controls to address requirements of any applicable data protection law and gambling regulation regarding the collection, storage, use, transfer, security, or processing of personal data. NetEnt agrees not to disclose personal data to law enforcement unless required to do so by law.

Employee training

NetEnt trains all employees and consultants as part of the introductory on-boarding. The Chief Information Security Officer gives a monthly update and there is also yearly security training. In 2018, this was done as a series of information security. The information security team also held a series of technical training workshops, based on the most common web application vulnerabilities. These sessions were practically oriented and targeted developers in the various teams of NetEnt.

Responsibilities

NetEnt is present in many markets in which gambling is locally regulated, thus there is a detailed responsibility structure in the group. This includes specialist roles like Legal and Compliance. There are roles with responsibility for advising on best practices in privacy compliance and to develop policies, procedures, training, risk assessment, and monitoring programs.

Specific actions

NetEnt adopts "privacy-by-design" principles in the structure and implementation of systems and processes.

There is ongoing monitoring of privacy obligations including impact assessments and reviews of internal systems and processes. External business partners are obliged to comply with NetEnt's policies and applicable laws.

Gambling regulators and customers inspect NetEnt regularly, often using third-party audit firms. NetEnt provides customers with documentation and information required for them to conduct their due diligence audits.

NETENT HAS NOT SUFFERED ANY COMPLAINTS RELATED TO CUSTOMER INTEGRITY AND CUSTOMER DATA FROM OUTSIDE PARTIES OR REGULATORY BODIES DURING THE REPORTING PERIOD.

We operate in many regulated markets:

- | | |
|------------------|-----------------------------|
| • Malta | • Finland |
| • Alderney | • Serbia |
| • Gibraltar | • Estonia |
| • UK | • Isle of Man |
| • Italy | • Portugal |
| • Denmark | • Romania |
| • Belgium | • Spain |
| • Bulgaria | • Canada (British Columbia) |
| • Czech Republic | • USA (New Jersey) |
| • Latvia | • Mexico |
| • Lithuania | • Sweden |
| • Hungary | |
| • Norway | |

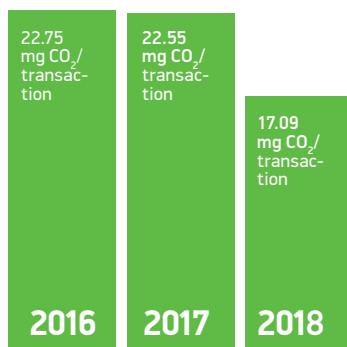
Regular audits performed by external parties are the following:

- Information Security Management System (ISMS)
- Live Casino
- Penetration testing
- Vulnerability assessment
- Payment Card Industry scans
- Social engineering

NETENT HAS A HIGH SHARE OF FEMALE WORKERS COMPARED TO THE IT INDUSTRY OVERALL: 39% FOR ALL EMPLOYEES AND 35% AMONG MANAGERS



CO₂ emissions per gambling transaction



THE OCEAN
CLEANUP

Our employees

Healthy communities start with a healthy staff

Healthy, motivated employees who feel that their health, career development and inclusion in our company culture are taken seriously are crucial to the performance and success of our company. We also believe that this commitment leads to a better society in the countries and cities where we operate, which is a step towards reaching the UN sustainable development goals.

We focus on three pillars in our approach to our employees:

- Health and Energy
- Diversity and Inclusion
- Career Development and Training

Health and Energy

Health and Energy is an important part of NetEnt's employee strategy. Employees are encouraged to have a healthy lifestyle with exercise, sound eating habits and a sound mental health and balance. The company offers numerous initiatives and activities to provide employees with opportunities to stay fit and active during the week. All NetEnt employees in the Swedish office are offered a yearly health benefit, which can be used to pay for a gym membership as an example.

Our success is measured by our low number of sick days per employee which in 2018 was: 2.4 (2.6) percent.

The company has a staff policy (Employee Policy) to protect the health and well-being of its employees. The policy covers areas such as work environment, alcohol, drugs and zero tolerance against harassment.

Diversity and Inclusion

At NetEnt, diversity and inclusion are important to support better decision-making and innovation, as well as to contribute to an open and positive corporate culture.

NetEnt offers equal opportunities to all staff regardless of gender, age, disability, ethnicity, religion,

sexual orientation. We have employees representing over 60 nationalities and English is the official language of the company. All aspects of diversity and inclusion are integrated throughout the organisation and the business processes at NetEnt.

According to NetEnt's personnel policy (Employee Policy), employees must be entitled to equal pay for equal roles, regardless of gender. In the company's annual salary audits, comparisons are made between roles to ensure that there are no salary differences solely on the basis of gender. In 2018, three cases were discovered where salary adjustments were made, based on such a comparison.

Girls in Tech

In 2018, NetEnt became a partner of the organisation Girls in Tech. Girls in Tech (GIT) is a global non-profit organisation focused on the engagement, education and empowerment of girls and women who are passionate about technology. GIT aims to accelerate the growth of women entering into the high-tech industry.

Career Development and Training

Personal development is a strong focus at NetEnt. All employees are given the opportunity to grow and take on new roles in the company that match their strengths. Employees receive regular performance and career development reviews and have opportunities to continue learning through training and courses offered by the company.

NetEnt maintains a continuous dialogue with its employees. Employee surveys are continuously carried out to gather feedback on key areas of importance and improvement potential for the company. Among other things, an Employee Net Promoter Score (eNPS) is measured, which stood at 22 in the fourth quarter of 2018. This score is regarded as relatively high compared to industry benchmarks.

Environment

Our planet

NetEnt's digital business model is more environmentally friendly than traditional, land-based casino settings that consume more resources and have a higher carbon footprint. The largest negative environmental impact comes from electricity consumption, which is mainly attributed to technical equipment such as servers, PCs and monitors.

Environmental issues are governed by NetEnt's Environmental Policy. In 2017, we started to measure our CO₂ emissions per gambling transaction with a goal of reducing our carbon footprint by 20% by the end of 2020.

This target helps the company to grow in an environmentally-friendly way. Plans for a continued comprehensive CO₂ footprint analysis are underway for 2019.

Travel

We invest in our office infrastructure to make sure that whenever possible, we can avoid air travel in favour of video or phone meetings. This is not only good for the environment, but also an example of how environmental sustainability can support profitability in the company.

In 2018, NetEnt's staff continued to limit air travel. The main video conferencing software was used more than ever; the total usage increased by 36 percent from the previous year.

Recycling

Wherever possible, we encourage all of our employees to recycle paper and plastic waste. As of 2018, our office in Stockholm is now free of plastic cups, opting instead for recyclable materials.

We also encourage the recycling of old computer hardware that has reached its end of life. An example of this in 2018 was the donation of computers to the primary school of Stevan Neman in Stenjevac, a rural village located in Serbia. The school now has a fully functioning computer class where students can be introduced to computer studies.

Office Infrastructure

We strive to use green buildings for our office space. In Stockholm, for example, our office is owned by Vasakronan. Vasakronan is goal-orientated in reducing environmental impact and is climate-neutral and certified according to ISO 14001.

The Ocean Cleanup

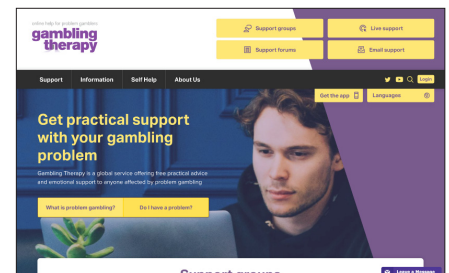
Every year at NetEnt, in lieu of giving our staff holiday gifts, we donate money to charities chosen by the staff. In 2017, NetEnters overwhelmingly chose to support The Ocean Cleanup. The Ocean Cleanup is developing a passive system, using the ocean currents as its driving force, to catch and concentrate the plastic that is destroying our oceans. It is estimated that a full-scale deployment of their systems could clean 50 percent of the Great Pacific's garbage patch in five years.

NetEnt donated over 13,000 Euro to the project, which is now underway. With offices in Stockholm, Gothenburg, Malta and Gibraltar - all located by the sea - the Ocean Cleanup project is one that feels particularly important for NetEnt's staff, as evident by the strong support for the project.

Similarly, in 2018, NetEnters chose to donate money to the UN fundraiser New Deal for Nature. This means that NetEnt will be involved in financing a specific project within the UN Development Program (UNDP), which aims to support the UN's environment-related goals for sustainable development (goals 13,14 and 15). ●

“We have a very positive working relationship with NetEnt, who have supported us in the costs to redevelop our Gambling Therapy website in 2018, as well as providing continued support for our Gambling Therapy service. As a charity, which relies on industry support for its international service outside of the UK, it is great that operators such as NetEnt are continuing to enable us to provide high quality and much-needed treatment services. We look forward to our relationship developing further over the coming years.”

Adele Duncan, CEO (Gordon Moody Association) Gambling Therapy



GRI Index Content

The following tables contain standard information according to Global Reporting Initiative's (GRI) Core Option standard.

GRI 101: Foundation

GRI 101: Accuracy	Annual Report p.68-69	GRI 101: Timeliness	Annual Report p.68-69
GRI 101: Clarity	Annual Report p.68-69	GRI 101: Stakeholder inclusiveness	Annual Report p.68-69
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Core Option

GRI 102: General Disclosures

GRI 102: General Disclosures (2018)	Disclosure Reference	Page Number	Comments
	Disclosure 102-1 Name of organisation	Annual Report p. 44	
	Disclosure 102-2 Activities, brands, products and services	Annual Report p. 4, 28-31, 44	
	Disclosure 102-3 Location of headquarters	Annual Report p. 44	
	Disclosure 102-4 Location of operations	Annual Report p. 5, 24-25, 44	
	Disclosure 102-5 Ownership and legal form	Annual Report p. 38, 44, 52	
	Disclosure 102-6 Markets served	Annual Report p. 24-25, 44	
	Disclosure 102-7 Scale of the organisation	Annual Report p. 5, 40-41, 46	
	Disclosure 102-8 Info on employees and other workers	Annual Report p. 32-35, 46	
	Disclosure 102-9 Supply chain	Annual Report p. 14-15, 44	
	Disclosure 102-10 Significant changes to the organisation and its supply chain	Annual Report p. 44	Not applicable as this is NetEnt's first GRI report
	Disclosure 102-11 Precautionary principle or approach	Annual Report p. 64-65	See NetEnt's CSR Policy
	Disclosure 102-12 External initiatives	Annual Report p. 52, 88	
	Disclosure 102-13 Membership of associations	Annual Report p. 70-72	
	Disclosure 102-14 Statement from key decision maker	Annual Report p. 8-9, 67	
	Disclosure 102-15 Key impacts, risks and opportunities	Annual Report p. 48-51	
	Disclosure 102-16 Values, principles, standards and norms and behaviours	Annual Report p. 16-17, 67	
	Disclosure 102-17 Mechanisms for advice and concerns about ethics	Annual Report p. 68-71	
	Disclosure 102-18 Governance structure	Annual Report p. 52-56, 64-66	
	Disclosure 102-19 Delegating authority	Annual Report p. 52-56	
	Disclosure 102-20 Executive-level responsibility for economic, environmental and social topics	Annual Report p. 68	
	Disclosure 102-21 Consulting stakeholders on economic, environmental and social topics	Annual Report p. 68-70	
	Disclosure 102-22 Composition of highest governance body	Annual Report p. 52-56, 58-59	
	Disclosure 102-23 Chair of the highest governance body	Annual Report p. 39, 54-55	
	Disclosure 102-24 Nominating and selecting the highest governance body	Annual Report p. 52-56	
	Disclosure 102-25 Conflicts of interest	Annual Report p. 106	

GRI 102: General Disclosures (2018)	Disclosure Reference	Page Number	Comments
	Disclosure 102-26 Role of highest governance body in setting purpose, values and strategy	Annual Report p. 52-56	
	Disclosure 102-27 Collective knowledge of highest governance	Annual Report p. 54, 58	
	Disclosure 102-28 Evaluating the highest governance body's performance	Annual Report p. 54-55	
	Disclosure 102-29 Identifying and managing economic, environmental and social impacts	Annual Report p. 68	
	Disclosure 102-30 Effectiveness of risk management processes	Annual Report p. 64-66	
	Disclosure 102-31 Review of economic, environmental and social topics	Annual Report p. 68-69	UNGC Principle 1, 2, 3, 4, 5, 6, 7, 8, 9, 10
	Disclosure 102-32 Highest governance body's role in sustainability reporting	Annual Report p. 68	Sign off on report
	Disclosure 102-33 Communicating critical concerns		Not applicable
	Disclosure 102-34 Nature and total number of concerns		Not applicable
	Disclosure 102-35 Remuneration policies	Annual Report p. 99-100	
	Disclosure 102-36 Process for determining remuneration	Annual Report p. 57	
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