Overview of Selected CSR Activities

I. Environment

- In 2024, we – or better: our game Forge of Empires and its community - participated in Dots.eco's Care for Tomorrow event. The result? 217,490 trees planted! Click here for a recap of our involvement.
- For many years, we have partially compensated employees who chose a subscription to local public transportation. However, from the start of 2025, all employees have become eligible to receive a "Deutschlandticket" completely for free.
- Since April 2020, we have been making a financial climate contribution via our partner ClimatePartner. It means that we calculate the emissions of our operations, reduce them where possible, and fund climate projects to the amount of the calculated emissions. For more details, please visit our ClimateID tracking page.
- The best way to support the climate, of course, is to avoid emissions and waste in the first place. To this end, we have spent - and are still spending - a lot of effort on both. Past measures have included…
    - a switch to LED lamps with motion detectors that reduced electricity consumption for workplace lighting by 74%
    - the replacement of bottled water by introducing water dispensers
    - a switch to renewable energy sources
    - a significant increase in the vegan and vegetarian food offerings in our in-house canteen
    - the replacement of old servers in favor of energy-efficient servers
    - a switch from conventional to presence-controlled heating thermostats

  2024 saw the installation of a 77 kwp photovoltaic system that covers at least 2/3 of our energy consumption during workdays.

II. Society

- Every year, we donate money and used hardware to non-profit organizations. In 2024, our largest single donation went to the Hacker School. Their low-threshold courses inspire young people, particularly girls and those from socio-economically disadvantaged backgrounds, to take an interest in programming and equip them with the necessary skills for a successful future.
- In 2023, we introduced a regular Social Day to one of our quarterly Hamburg Weeks. After identifying and pre-selecting local non-profits that would benefit from our hands-on support for a day, employees who are willing to participate sign up for one of the projects. In 2024, we supported…
    - Dialoghaus Hamburg: Developed a digital guestbook, worked on ideas for a small photo booth and a video message terminal
    - Gärtnerhof am Stüffel: Freed the grassland from birch trees and alder growth, harvested pumpkins, and more
    - Kinderbauernhof Kirchdorf: Helped with gardening, woodwork, and feeding the animals
    - Galli Theater: Built props for plays, installed curtains and lighting equipment, and more
    - ASB Hamburg: Created seating options, installed electricity, and more for a new refugee café
    - Alsterdorf Assistenz Ost (A): Painted walls and cleared out the attic
    - Alsterdorf Assistenz Ost (B): Undertook activities with the residents and designed the inner courtyard of the courtyard
    - Diakonie Alten Eichen: Developed Marketing and PR strategy, and more
    - Kita Michel & Ida: Created a wall together with the children, cleaned playground equipment, and more
    - Refugee Accomodation Schmiedekoppel: Created decorative elements together with the refugees
    - Loki Schmidt Stiftung: Mowed the lawns, removed shrubs and brushes, and more
    - BUND Erlebnisgarten Wilhelmsburg: Worked on a new floor station, maintained and repaired existing raised beds, constructed new ones, and more

In addition to counting the time our employees spend during Social Day as work hours, we donate money to our partner organizations. Click here for a recap of our 2024 Hamburg Weeks including impressions of the Social Day.

- We offer vocational training. Specifically, we offer apprenticeships in IT, Design, and Marketing. Visit our career page for more information and check out this video for testimonials by two former apprentices.
- Many young people dream of working in games. To ensure those dreams don't remain just that, we co-founded "Schulpraktikum Games" (EN: School Internship Games) in 2022. As part of the program, 9th grade pupils from local schools spend 3 exciting weeks at HAW Hamburg and at several gaming companies, learning the ropes. Check out this video for further insights.
- There are few things more peaceful and innovative than a game jam, where enthusiasts of all skills come together to create new games. That's why we have been running our own IG Jams for well over a decade. In 2024, 130 aspiring and professional programmers, graphic artists, game and sound designers showcased their creative skills at IG Jam #15. We also frequently participate in the Global Game Jam initiative.

III. Equity

- We strongly believe in equal pay for equal work. That's why, in 2021, we introduced transparent salary bands (aka salary grids). In 2022, we became the first German games company to voluntarily publish its salary bands. Now everybody can see how much they could earn at InnoGames. Click here for the up-to-date version of the bands.
- We take pride in more than just salary transparency, though. Transparency is an important basis for any kind of equity, so you will find it throughout our company and its operations. Be it in the form of our management's open-door policy, our regular management info session (a wonderful opportunity to poke higher-ups with questions), or the fact that all our employees can access real-time data on our company's and our games' performance whenever they wish.

IV. Diversity & Inclusion

- When it comes to hiring, our motto is **"Come as you are"**. It reflects our philosophy of accepting our employees for who they are. It starts with deceptively small things such as addressing you personally in our work contracts. To us, you are not employee No. X – you are Kim, Michael, Muhammad, or maybe Arya.
- We are proud that employees from 40 countries have decided to join us. To help them feel at home and succeed, we introduced English as our company language in 2013 and also offer German language training. We also try to learn about each other's cultural backgrounds whenever we can, e.g. during our country-themed internal events.
- We are among the signatories of the Joint declaration of the German games industry for more diversity, and are fully committed to all 8 clauses.
- Too many jobs are still considered "male" or "female". To change those stereotypes, we support both Boys' Day and Girls' Day. For impressions of our 2024 involvement, click here (Instagram), here (LinkedIn), or here (Facebook).
- In 2024, 30% of our employees were women. Although this places us among the more gender-diverse games companies, it's no reason to celebrate. We will keep pushing towards parity.
- In contrast, we find Hamburg's annual Pride Week a great reason for a celebration. For impressions of the 2024 party, click here (LinkedIn), here (Instagram), or here (Facebook). However, it's not all fun and games. It's important to understand what gender diversity really means, and to try to see things from each other's perspective. That's why we organize talks on the subject, too.

Overview of selected CSR expenses (2024)	
Financial climate contribution	approx. 13.000 EUR
Donations (monetary + hardware)	approx. 18.000 EUR
Social Day (value of work days + donations)	approx. 48.000 EUR
Schulpraktikum Games	approx. 15.000 EUR
Game Jams	approx. 10.000 EUR
Total	**approx. 104.000 EUR**