

The team remains the heartbeat of our business

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Introduction

2022 marked the beginning of an exciting new chapter in the history of Team17 Group plc. Following the acquisitions of StoryToys and astragon, as well as the expansion of Team17's existing Games Label through the addition of Team17 USA, Team17 now has three distinct but complementary divisions each led by highly experienced leadership teams sitting under an overarching Group umbrella. We have been delighted to see these businesses fully settle into the wider Group's ecosystem over the past year, with the significant rewards brought by our enlarged operational footprint and extended audience reach providing clear evidence of the sound strategic rationale behind the acquisitions.

The integration of the teams from StoryToys and astragon has been successfully completed, with the Group now comprising 392 team members (at 31 December 2022) based across 7 locations in 5 countries. Despite operating from offices all around the world, our diverse and vibrant team is united by a shared passion to deliver the highest quality digital entertainment products to our increasingly global customer base.

The Group supports all working set-ups – office based, hybrid, and fully remote models – particularly following the widespread changes to working patterns brought about by the pandemic. On account of this, we have renewed our emphasis on ensuring all team members feel equally engaged and inspired, regardless of their set-up, and on cultivating an inclusive, collaborative, and dynamic working environment.



Top
Debbie Bestwick MBE and Mark Crawford meet some of the StoryToys' team in their Dublin studio

Bottom
Left: Police Simulator: Patrol Officers booth at gamescom 2022
Right: Celebrating 5 years at astragon Entertainment

Middle
Group of Teamsters enjoying Team17 Fest 2022 in Nottingham

The Games Label has produced a dedicated hybrid working guide, empowering the team to make the flexible model work for them, while providing helpful advice on optimum home-working and office-working ratios to facilitate the most effective performance for specific roles across the division. Where possible, we encourage team meetings and ideas sessions to be held in-person to make best use of face-to-face time.

StoryToys invested in a new communications tool in 2022, helping to ensure remote working set-ups do not impact inclusion and communication within the team. Emmet O'Neill, CEO leads monthly company meetings for all team members, providing business updates and insights into market trends, as well as celebrating both team and individual successes. New product demos are also previewed in these meetings, enabling the whole team to be involved in the development process.

At astragon, the team organises daily departmental check-ins, and there are monthly company-wide presentations and town halls to maximise team engagement. Additionally, the division holds quarterly in-person professional development workshops, as well as weekly socials for the whole team. astragon also hosts "office week" once a quarter, ensuring all team members have the opportunity to engage and interact in person.

Wellbeing and Culture

As a progressive, people-first employer, we firmly believe that providing both physical and mental wellbeing support to our workforce is an essential responsibility on the part of the Group. To this end, we introduced a number of new initiatives in 2022, which included Mental Health First Aider training in partnership with Mind Fitness within the Games Label. 14 members of the team volunteered for training and are now qualified Mental Health First Aiders. They meet monthly to discuss the ongoing provision of mental wellbeing support to the wider team and identify any areas for improvement, as well as organising bi-annual Mental Health Awareness Keynote talks, which are proving extremely popular.

As the Group's operational footprint has grown, so too has our focus on company socials as a means to connect team members from all segments of the business in a relaxed and informal setting, paving the way for stronger cross-divisional ties as well as lifelong friendships. This year, the Games Label hosted its inaugural Team17 Fest in Nottingham. With a fantastic turnout of over 300 attendees, Team17 teamsters and their families enjoyed food, cocktails, inflatables, live music and a silent disco. In the summer, StoryToys organised a company BBQ in Dublin, and astragon hosted summer and winter parties at its studio in Dusseldorf, Germany. astragon also invited all team members on a trip to the PhantasiaLand theme park and organised a company party in Wiesbaden following the release of *Construction Simulator*. Many other events were held over the course the year, including Halloween pumpkin carving competitions, numerous launch parties, and a celebration in recognition of the Platinum Jubilee.

Our employee-led social activities continue to thrive; further evidence of the vibrant and inclusive company culture that is intrinsic to Team17's core DNA and evident across the various teams within the Group. A range of hugely diverse social groups have been set up for everything from boardgames and Warhammer to team cinema trips.

Attracting and Retaining Talent

We recognise the need to create and maintain an attractive working environment in what is a highly competitive landscape. To that end, we are constantly striving to attract new people to Team17, as well as ensuring we are adequately incentivising and retaining our exceptional existing talent. We have seen our overall headcount increase by 74 at year end, in addition to the 53 that joined at the start of the year as a result of the acquisitions. Across the Group, we have seen staff turnover return to pre-pandemic levels, and it now sits below the industry average.

We continue to offer competitive salaries, benchmarked against our industry peers, alongside market-leading perks for our people, including an annual bonus scheme, inclusion in the Company pension plan and an invitation to participate in the Team17 Group Share Scheme, along with a lively calendar of social events. Furthermore, across the enlarged Group, we have established talent mobility schemes, enabling our team members to experience other businesses and locations across the breadth of our operational footprint.

We also place a strong emphasis on encouraging professional development, seeking to support our people to expand and bolster their skill sets to ensure Team17 remains at the cutting edge of gaming innovation. The Group continues to implement a number of initiatives to support our people's career progression, including our three-month management training programme, Kitbag, which aims to furnish our next generation of leaders and managers with the skills and tools to propel the business to the next level. In 2022, 82 of the team were promoted internally, representing 23% of the team at Team17 Games Label, 11% within StoryToys, and 23% at astragon.

Several senior team members across Team17 hold positions on external industry panels, further embedding Team17 at the core of the industry as we consolidate our position as a market leader in the digital entertainment sector. Additionally, the Team17 Games Label continues in its role as a corporate ambassador for Women in Games, an organisation seeking to support, empower and celebrate talented women working in the games industry.

Equality, Inclusivity and Diversity

Team17 firmly believes in inclusivity for all. We pride ourselves on having created a nurturing and supportive culture that brings together brilliant individuals from all walks of life in a dynamic and empowering work environment. Our people bring their own unique personalities, backgrounds, work styles, and experiences to our business, which is in turn reflected in the diversity of our customers and the audiences we serve. As Team17 continues to grow and evolve, we remain committed to further increasing representation across the Group and harnessing the benefits of our vibrant and diverse talent pool to drive even greater creativity and innovation throughout all business divisions and revenue lines.

At 31 December 2022, the Group comprised 26% female team members, 72% male team members and 2% non binary. We remain committed to continually improving gender balance across the Group and are proud to see this reflected in our Board of Directors and Group's Senior Management Team, both of which have an equal gender split.

Our employee-led networks and working groups have been established to create community spaces for our people to connect and socialise. The networks continue to be a great success, with our LGBT17+ group at the Team17 Games Label proving particularly popular and leading our celebrations for Pride in 2022. We continue to encourage these groups, seeing them as a vital means to bring together people with similar interests both within our distinct businesses and across the broader Group.

Charity and Community

Team17 has long been a proud supporter of both local and international charity projects and hosted a number of fundraising activities over the year. All charitable activities in the Games Label are overseen by its employee-led Charity Committee.

In 2022, astragon made a donation to support Ukrainian refugees, while StoryToys subsidised the cost of its educational apps for Ukrainian families, helping to provide some minor relief and vital early-years development tools for families caught up in the conflict.

Team17 Games Label's Charity Committee hosted multiple events in 2022 in support of numerous charities, including Medecins Sans Frontiers, the British Heart Foundation, Mind, the Samaritans, and The Trussell Trust, as well as smaller local charity projects such as Child's Play, The Mustard Tree and Cauldwell Children.

Striving for Continued Improvement

As a Group, we strive to ensure our working environment remains as open and transparent as possible, providing space for frank and honest feedback from all our people, across all levels of seniority, and recognising the importance of listening and responding to our teams' views about the future trajectory of the Group.

Alongside regular subsidiary and Group-level feedback meetings, we make a concerted effort to maintain regular dialogue with the team through a range of company-wide announcements and communications channels. Furthermore, in 2022 we received the results of our inaugural employee engagement survey in Team17 Games Label. The feedback from the report was positive and we followed up with a shorter mid-year survey which showed improvements in overall employee engagement levels, as well as extremely pleasing feedback regarding the safe and supportive work environment, and in the number of people who would recommend Team17 Games Label as a place to work.

An inaugural survey for StoryToys and a second for our Team17 Games Label will be taking place in 2023, providing additional insights and opportunities to identify areas for improvement as Team17 continues to grow and evolve. We plan to extend the engagement survey to the astragon team in 2023 and will look to update the ESG section of the Group's corporate website with a summary of these results as they become available.