



NACON

Société anonyme governed by a Board of Directors with share capital of €86,321,932

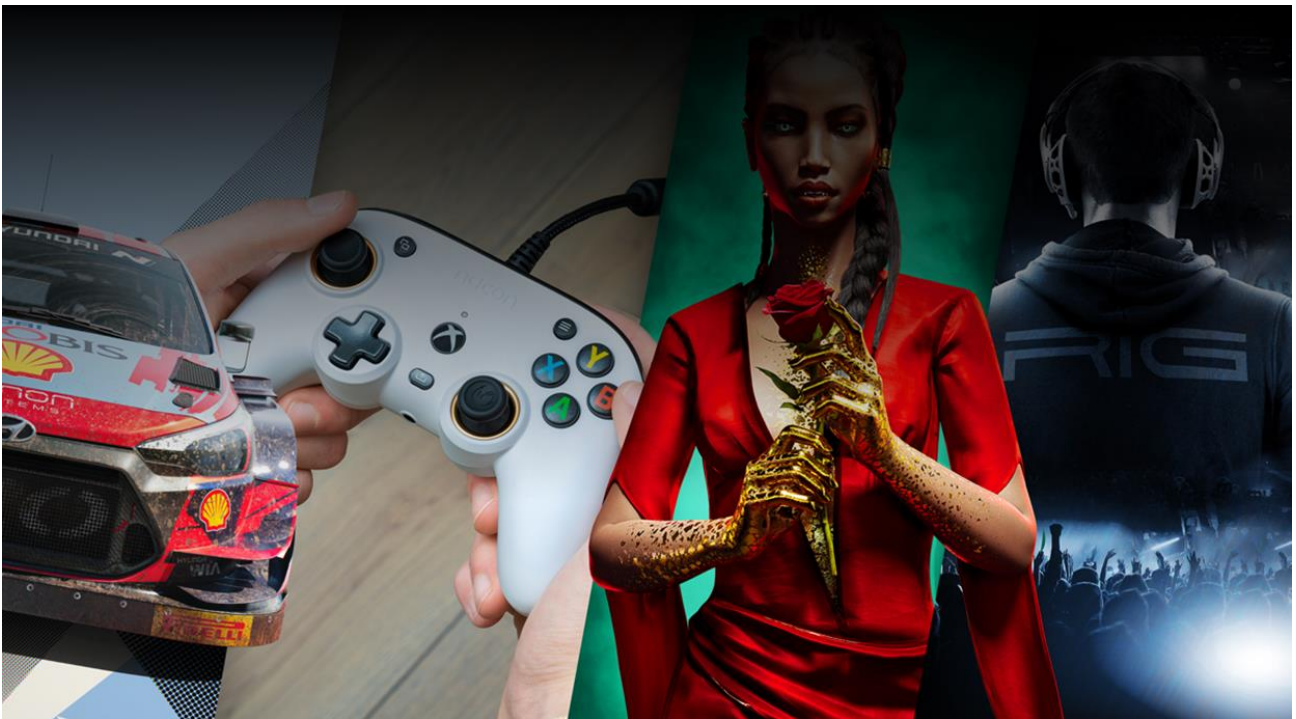
Registered office: 396/466 rue de la Voyette, CRT 2, 59273 Fretin, France

Registration number: 852 538 461 RCS Lille Métropole

(the "Company")

UNIVERSAL REGISTRATION DOCUMENT

Including the 2021/22 annual financial report



AUTORITÉ
DES MARCHÉS FINANCIERS



This universal registration document (URD) was filed on 22 June 2022 with the Autorité des Marchés Financiers ("AMF") as the competent authority in respect of regulation (EU) 2017/1129, without prior approval in accordance with Article 9 of said regulation.

The URD may be used for the purposes of a public offering of financial securities or the admission of financial securities to trading on a regulated market if accompanied by a securities note and, where applicable, a summary and all amendments to the URD. The whole is approved by the AMF in accordance with regulation (EU) 2017/1129.

Copies of this universal registration document are available free of charge from Nacon's registered office at 396/466, Rue de la Voyette, CRT 2, 59273 Fretin, and in electronic form from the websites of the AMF (www.amf-france.org) and Nacon (www.nacon.fr).

GENERAL INFORMATION

The Universal Registration Document (URD) describes the Company as it exists on the date this URD was registered.

The URD, prepared in accordance with appendix I of Commission delegated regulation (EU) no. 2019/980 of 14 March 2019 supplementing Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017, presents the statutory financial statements for the period ended 31 March 2022 and the corresponding consolidated financial statements.

It incorporates by reference:

- the consolidated financial statements for the period ended 31 March 2021, which are presented in the universal registration document approved by the AMF on 6 July 2021 under number R. 21-037. Those financial statements were the subject of an audit report issued by the Company's statutory auditors;
- the consolidated financial statements for the period ended 31 March 2020, which are presented in the universal registration document approved by the AMF on 7 July 2020 under number R. 20-014. Those financial statements were the subject of an audit report issued by the Company's statutory auditors.

Forward-looking statements

The URD contains information about Nacon's prospects and development strategy. Such information is sometimes identified by the use of the future tense, the conditional mood or forward-looking terms such as "consider", "envisage", "think", "aim", "expect", "intend", "should", "have the ambition of", "estimate", "believe", "wish", "could", or the negative forms of the same terms as the case may be, or any other variant or similar expression. This information does not constitute historical facts and must not be construed as warranting that the anticipated events and data mentioned will actually materialise. The information is based on data, assumptions and estimates that the Company considers reasonable. It is liable to change or be altered due to uncertainties concerning the technological, economic, financial, competitive and regulatory environment. The information is mentioned in various sections of the URD and includes data relating to Nacon's intentions, estimates and objectives concerning, in particular, the Company's markets, products, strategy, commercial roll-out, growth, results, financial position and cash position. The forward-looking information in the URD is provided only at the URD's filing date.

Barring any statutory or regulatory obligation that may apply (including regulation (EU) no. 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse), the Company makes no undertaking to publish updates to the forward-looking information contained in this URD in order to reflect any change relating to its objectives or to events, conditions or circumstances on which the forward-looking information in this URD is based. The Company operates in an environment that is highly competitive and subject to ongoing technological change. It may therefore be unable to anticipate all risks, uncertainties or other factors that may affect its business activity, their potential impact on its business activity or the extent to which the materialisation of a risk or combination of risks could produce results significantly different from those mentioned in any forward-looking information, it being understood that none of that forward-looking information is a guarantee of actual results.

Information about the market and the competition

The URD contains, particularly in Section 5 “Business overview”, information about Nacon’s business and its competitive position. Some information contained in the URD is information available to the public that the Company considers to be reliable but that has not been verified by an independent expert. The Company cannot guarantee that a third party using different methods for collating, analysing or calculating business segment data would obtain the same results. Given the rapid changes in the technological and competitive environment, this information may prove inaccurate or out-of-date. Accordingly, trends in Nacon’s business activities may depart from those presented in this URD. The Company makes no undertaking to publish updates to that information, except as part of applicable legislative or regulatory obligations, including those arising from regulation (EU) no. 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse.

Risk factors

Investors are invited to read carefully the risk factors presented in Section 3 “Risk factors” of this URD before making any investment decision. If some or all of these risks were to occur, that could have an adverse impact on Nacon’s activities, results, financial position or outlook. In addition, other risks not yet identified or not considered material by the Company at the date of the URD could also have an adverse impact.

Rounding

Certain figures (including figures expressed in thousands or millions) and percentages in this URD have been rounded. The totals presented in this URD may slightly differ from those which would have been obtained by adding together the non-rounded values of those figures, as the case may be.

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1. PERSONS RESPONSIBLE

1.1 PERSON RESPONSIBLE FOR THE UNIVERSAL REGISTRATION DOCUMENT

Mr Alain Falc, Chairman and Chief Executive Officer of the Company.

1.2 STATEMENT BY THE PERSON RESPONSIBLE FOR THE UNIVERSAL REGISTRATION DOCUMENT

"I hereby certify that, to the best of my knowledge, the information contained in this Universal Registration Document conforms to the facts and contains no omission likely to affect its import.

I hereby certify that, to the best of my knowledge, the financial statements have been prepared in accordance with the applicable accounting standards and give a true and fair view of the assets and liabilities, financial position and results of the Company and all the companies included in its scope of consolidation and that the management report contained in this universal registration document presents fairly in all material respects trends in the business, results and financial position of the Company and all the companies included in its scope of consolidation and that it describes the main risks and uncertainties to which they are exposed."

Fretin,
22 June 2022

Alain Falc

Chairman and Chief Executive Officer of the
Company

1.3 PERSON RESPONSIBLE FOR FINANCIAL REPORTING

Alain Falc,
Chairman and Chief Executive Officer of Nacon
396/466 rue de la Voyette, CRT 2, 59273 Fretin, France

Telephone: +33 (0)3 20 90 72 00

Fax: +33 (0)3 20 87 57 99

1.4 INFORMATION FROM THIRD PARTIES

None.

1.5 APPROVAL OF THE UNIVERSAL REGISTRATION DOCUMENT

This universal registration document (URD) was filed on 22 June 2022 with the Autorité des Marchés Financiers ("AMF") as the competent authority in respect of regulation (EU) 2017/1129, without prior approval in accordance with Article 9 of said regulation.

The URD may be used for the purposes of a public offering of financial securities or the admission of financial securities to trading on a regulated market if accompanied by a securities note and, where applicable, a summary and any supplements to the URD. The whole is approved by the AMF in accordance with regulation (EU) 2017/1129.

This URD was prepared by the issuer and its signatories are liable for its content.

2. STATUTORY AUDITORS

2.1 STATUTORY AUDITORS

Principal Statutory Auditors

Fiduciaire Métropole Audit (FMA) represented by Mr François Delbecq,
26, boulevard du Général de Gaulle, 59100 Roubaix

Appointed by resolution passed at the Company's shareholders' meeting on 22 January 2020 for a term of six financial years ending at the shareholders' meeting to be held in 2025 to vote on the financial statements for the financial year ended 31 March 2025.

KPMG SA represented by Mrs Stéphanie Ortega
Tour Eqho, 2, avenue Gambetta, 92066 Paris La Défense cedex

Appointed in the Company's articles of association on 12 July 2019 for a term of six financial years ending at the shareholders' meeting to be held in 2025 to vote on the financial statements for the financial year ended 31 March 2025.

2.2 INFORMATION ABOUT STATUTORY AUDITORS THAT HAVE RESIGNED, BEEN REMOVED OR NOT BEEN RE-APPOINTED

None.

3. RISK FACTORS

The Company operates in a changing environment that involves risks, some of which are out of its control. Investors are invited to take into account all information in this URD, including the risk factors specific to the Group as described in this Section, before deciding whether or not to subscribe for or acquire shares in the Company. The Company has reviewed the key risks specific to the Group that may have a material adverse effect on its business activity, financial position, earnings and outlook.

However, investors' attention is drawn to the fact that the list of risks described below is not exhaustive. Other risks or uncertainties that are unknown or that the Company did not regard, at the URD's filing date, as capable of having a significant adverse impact on the Group, its business activity, financial position, earnings or outlook, may exist or could become material factors capable of having a significant adverse impact on the Group, its business activity, financial position, earnings, development or outlook.

Method of analysing risk factors:

Pursuant to the provisions of Article 16 of Regulation (EU) 2017/1129 of the European Parliament and of the Council, this Section describes the material risks that could, at the URD's filing date, have an adverse impact on the Group's business, financial position, reputation, earnings or outlook, notably as identified during the Group's risk mapping process, which assesses their materiality, i.e. the magnitude of their negative impact and the probability of occurrence after the impact of any mitigating action plans.

The Company has summarised its risks into the following five categories in no particular order of importance. Within each of the risk categories, the risk factors that the Company regards as the most material at the URD's filing date are mentioned first. The occurrence of new events, both internal and external to the Company, may therefore alter this order of importance in the future.

For each of the risks described below, the Company has applied the following procedure:

- Presentation of the gross risk as it exists within the Company's business operations;
- Presentation of measures taken by the Company to mitigate that risk.

The net risk is measured after the application of those mitigation measures.

The Company has assessed the materiality of the net risk, based on a combined analysis of two criteria: (i) probability of occurrence and (ii) magnitude of its negative impact.

The materiality of each risk is assessed below, based on the following qualitative scale:

- Low
- Average
- High

(Probability of occurrence, magnitude of negative impact and materiality are assessed after any mitigating action plans)

SUMMARY TABLE			
Risk	Probability of occurrence	Magnitude of negative impact	Materiality of net risk
Risks related to the business			
Risks related to potential delays in the development and marketing of the main products developed by the Group	High	High	High
Risks related to lower-than-expected sales of a high investment game	Average	Average	Average
Risks related to reliance on third-party technology	Low	Average	Average
Risks related to sourcing and production of accessories	Average	Average	Average
Risks related to inventories and their management	Average	Average	Average
Seasonal variations in business during the year	Average	Average High for Accessories Low for Games	Average
Specific impact of the Covid-19 pandemic on the video games universe	Average	Low	Low
Risks related to the Company's financial position			
Risks related to acquisitions	Low	Average	Average
- Financial and general risks related to acquisitions	Low	Average	Low
- Risk of goodwill impairment	Low	Average	Average
Liquidity risk	Low	Low	Low
Currency risk	Low	Average	Low
Market risk			
Risks related to reliance on manufacturers of consoles and game platforms			
- -Risk of non-accreditation as a publisher or non-authorisation on console manufacturers' digital platforms	Average Average for Accessories Low for Games	Average Average for Accessories Low for Games	Average Average for Accessories Low for Games
- -Risk related to closed console systems			
- -Risk of additional costs generated by the release of new generation consoles			
- -Risks related to non-compliance with console and platform manufacturers' technical requirements			
Risks related to the competitive environment	Low	High	Average
Risks related to the company's organisation			
Risks related to attracting and retaining key personnel			
- Risks related to seeking and retaining talent	Average	High	High
- Risk related to acquisitions: integration of employees			
- Reliance on key people			
Risks related to the influence of parent company Bigben Interactive and its shareholders over the Company	High	Low	Average
Regulatory and legal risks			
Risks related to tax incentives such as the Video Games Tax Credit (Crédit d'Impôt Jeu Vidéo – CIJV)	Low	High	Average
Risks related to intellectual and industrial property	Average	Average	Average
Risks related to legal and administrative proceedings	Average	High	Average
Risks related to the General Data Protection Regulation (GDPR)	Low	Low	Low

3.1 RISKS RELATED TO THE BUSINESS

3.1.1 Risks related to potential delays in the development and marketing of the main products developed by the Group

The Company may experience delays in development programmes for new products (games and accessories), whether developed in-house or by sub-contractors. Any delay relative to the original schedule would have a negative impact on Nacon's revenue and earnings, and on its growth prospects.

Summary table of the number of current games developed in-house and outsourced over the last three years:

	2019/20	2020/21	2021/22
In-house developments	14	22	31
Outsourced developments	5	11	15

Risks related to delays in the development of a game

The Company may decide to delay or extend the development of a game if the quality of its developments is judged to be inadequate or if the Company believes it more appropriate, for example for marketing reasons, to coincide the release of a new game with an external event to improve its visibility (e.g. sports games such as Tennis marketed at the same time as a high profile competition or tournament). In 2021/22, for example, Nacon announced the postponement of four games (*Vampire: The Masquerade*® – *Swansong*, *Blood Bowl 3*®, *Train Life* and *Hotel Life*) in order to improve them and align them to Nacon's expected quality standards.

The consequences of delaying the development of a game would be as follows:

- the Company could incur development expenses that were not originally foreseen;
- the Company may not be able to quickly redeploy the internal teams allocated to or working on the delayed game to other Company projects;
- the game's release date could be delayed to a period that would not give the new title optimum visibility, which could have an impact on its commercial success;
- sales of the video game would be delayed which, in the case of a major title, could have an impact on the achievement of the budget and related targets.

The impact of a delay in releasing a game (loss of revenue and/or reputation) is the same whether the game is developed in-house or outsourced.

The advantage of in-house development is that the Publishing division's teams are more quickly aware of any problems that may arise, whether technical or otherwise, and can more easily prepare a 'marketing response'.

In an outsourced development, the additional costs related to a release delay are borne by the studio (unless agreed otherwise by the parties).

The Company uses the following procedures to prevent or mitigate the risks of a delay in the development and marketing of a game:

For in-house developments:

- compliance with a strict production process whereby the Publishing team is informed of any difficulty experienced by the development teams;
- maintaining a high level of expertise in handling the game engines used by the development teams.

For outsourced developments:

- drastic selection of third-party studios based mainly on their track record and regular monitoring of progress in their work.

To date, the Covid-19 pandemic has not caused any major delay in the Group's schedule of new releases.

Risks related to delays in the development and marketing of an accessory

The consequences of a delay in releasing a gaming accessory would be as follows:

- the Company could incur additional development expenses or expenses caused by having to supply the products urgently, for example by air freight, in order to make up the delay in marketing;
- the Company may not be able to quickly redeploy the R&D teams allocated to or working on the delayed product to other Company projects, as the case may be;
- the accessory's release date could be delayed to a period that would not give it optimum visibility, which could have an impact on its commercial success (for example, after Christmas);
- revenue flows from the sale of the accessory would be delayed.

The Company uses the following procedures in order to prevent or mitigate the risks of a delay in the development and marketing of a major accessory:

- a rigorous project management process with a strong focus on compliance with deadlines and relations with the production plants, particularly concerning 'quality assurance' aspects, when the project moves into the production phase;
- optimum anticipation in its supply chain of deliveries to international distribution hubs, using either sea freight or air freight (where timescales dictate).

Materiality of this risk

The Company assesses the materiality of this net risk as 'high', based on the following analysis:

- more than 75% of its games and 100% of its accessories are developed in-house. The Company is therefore more quickly aware of any delays and has the time to prepare a commercial 'counter-attack';
- the negative financial impact on the Company is assessed as 'high' because postponing the release of a high-contribution game or accessory to a future financial year could have a negative impact on its current year earnings, its outlook and objectives.

3.1.2 Risks related to lower-than-expected sales of a high investment game

Despite efforts made, a game that requires heavy investment in development (about €5 to 20 million) could fail to achieve the expected sales given the expenditure incurred. In this case, it could affect the Company's financial position, earnings, objectives and growth outlook.

In a context of broadly increasing development costs, the Company assesses the materiality of this net risk as 'average', based on the following analysis:

- the success of a game partly depends on exogenous circumstances over which the Company has no control (fad effect, popularity with gamers unpredictable, etc.); and
- although the Company believes it now has a large enough video game line-up (new releases from its own studios and a large back-catalogue¹ of old titles) to limit its reliance on a game that requires heavy investment, lower-than-expected success could have a substantial negative short-term impact on the Company: impact on revenue and profitability (especially in the first year, since digital revenue in future years could then partially or totally offset the initial investment).

3.1.3 Risks related to reliance on third-party technology

There have been many technological innovations in the video games sector during the past few years and the rate of innovation remains sustained.

The Group's development studios use various specialised software tools commonly used in the video game world, including several game engines. Although the Group does not consider itself to be reliant on a particular technology, its development teams may be unable to adapt sufficiently quickly to a new technology (in particular a new game engine). In this case, the Group's business, earnings and outlook could be significantly affected.

The Group considers that it has adopted a balanced policy as regards the use of development tools. Its studios either:

- use off-the-shelf software (single-use or per-project licences, with or without a time limit, with or without royalties payable on the basis of various indicators such as the number of copies of the game sold or the number of platforms used); or
- develop their own game engine.

The development studios also develop or buy middleware components that are bolted on to the game engine's upper layers (vegetation, particle effects, sound effects, etc.). With other non-material fixed costs such as middleware, licence fees paid represent less than 10% of the total development cost of a game and do not therefore impact on its profitability.

To anticipate technological innovations, the Company ensures that it has in-house expertise capable of adapting to successive upgrades of off-the-shelf software to maintain its ability to develop games for any platform.

¹ Nacon definition: video games released in prior financial years.

The Company assesses the materiality of this net risk as 'average', based on the following analysis:

- the effectiveness of adaptation and training measures taken by the Company to understand changing game development technology helps to mitigate the probability of occurrence of this risk to 'low', but
- a sudden inability to adapt to game technologies making future developments outdated or obsolete could nonetheless have an 'average' negative impact on the Company over a three-year horizon (impact on revenue and profitability).

3.1.4 Risks related to sourcing and production of accessories

In terms of accessories, the Group is 'fables' (i.e. it does not have its own manufacturing plants) and does not operate any manufacturing facilities. The Company uses around 20 sub-contractors based in Asia for the manufacture, assembly and shipment of its products. In order to comply with Nacon's manufacturing and product quality criteria, the Company also appoints on a voluntary basis external inspection firms to perform regular audits of the manufacturing facilities it uses.

A geopolitical problem, a breakdown in contractual relations with one of those sub-contractors, or a sub-contractor's difficulties in meeting its contractual commitments, especially in terms of production, product quality, volumes, or delivery times could lead to stock outages, higher manufacturing costs or higher transport costs, thus having an adverse impact on the Company's business, development, earnings and financial position.

This risk materialised:

- during the Covid-19 health crisis, particularly in China in early 2020, when the Chinese production plants operated on go-slow for a month and a half before returning to normal in Spring 2020;
- in 2021, when the container ship stuck in the Suez canal paralysed global freight traffic for several weeks;
- in 2021 and 2022, when transport services were not readily available thus inflating costs, and there was a shortage of electronic components (e.g. semiconductors), which caused delays in production plants and an increase in their purchase costs; and
- in 2022, when war in Ukraine blocked the Silk Road and held up road supplies coming from Asia, forcing operators to use sea or air freight.

To limit this risk in the future, the Group is making efforts to preserve or further diversify its supply and transportation sources as well as adapt its R&D development processes to the constraints imposed by component shortages, for example by changing the components in the circuit boards used in its products.

The weighting of the top five suppliers has evolved as follows over the years:

- 25% of the Group's total purchases and external charges in 2019/20;
- 51% of the Group's total purchases and external charges in 2020/21.
- 43% of the Group's total purchases and external charges in 2021/22.

The increase in the weighting of the top five suppliers from 2020/21 was driven mainly by the new partnerships forged by the Group for large production volumes of RIG™ headsets in particular, bearing in mind that sales of Gaming Accessories almost doubled in 2020/21.

The Company assesses the materiality of this net risk as 'average', based on the following analysis:

- the Company has carefully selected the partners to which it sub-contracts the manufacture and shipping of its products and has alternative options should one of them fail;
- the Company has a dedicated supplier relationship management team in Asia;

- unlike many sector players, the Company was able to anticipate its supply needs to overcome the components shortage and currently has enough stocks to supply its customers, thus generating additional sales.

All of these measures contribute to containing the probability of occurrence to 'average', but in any event the Company has factored in the market environment, which remains pressured for all global supply channels in terms of electronic components and hardware.

The Company believes that the magnitude of such a risk would have an 'average' negative impact on its revenue, costs and profitability; it would only be affected in the short term because, even if all its current suppliers were to fail in turn, it would only take a few months to have its products manufactured by other Asian or non-Asian suppliers.

3.1.5 Risks related to inventories and their management

The Company mainly uses Bigben Interactive's 28,000 m² logistics platform at Lauwin-Planque for its business operations. Thanks to the operational and technical investments made by Bigben Interactive, its centralised organisation and experienced workforce, the Company can handle increasing business volumes while meeting the requirements of its distributor customers. Close monitoring of product sales enables the Company to calibrate its orders and hold only enough stocks to meet customer needs on a quarterly basis.

Although the Company believes that its inventory management system is adapted to its business activity, it remains dependent on Bigben Interactive's management of the logistics platform and is exposed to the risk of supplier execution failure, stock outages or transport company failure, as well as certain force majeure risks. Should a problem arise in Bigben Interactive's logistics platform management, or should the Company over- or under-estimate demand from a distributor customer, or should there be even a temporary breakdown in the supply chain, this could have a material adverse effect on the Company's reputation, business, earnings and financial position.

There is an agreement to charge back logistics services (warehousing, order preparation and shipment) provided by the Lauwin-Planque logistics warehouse, owned by Bigben Interactive, to the Company and its subsidiaries (see Section 7.3).

Apart from these inventory management risks related to physical games and gaming accessories, the Company is also faced with the risk of obsolescence of products held in inventory. This risk arises from a mismatch between volumes of products ordered from suppliers and volumes of orders received from customers. The life of a product, which is often short, forces the Company to monitor its inventories closely, including prior to a product launch.

The following table shows the value of inventories and amounts written down over the past two years:

in thousands of euros	Accessories	Video Games	Other	Total 2021/22	2020/21
Gross value	33,081	11,159	826	45,066	37,540
of which physical inventories	28,129	11,159	826	40,114	34,070
of which goods in transit	4,952			4,952	3,470
Impairment loss	(5,792)	(6,419)	(5)	(12,216)	(12,494)
Net value	27,289	4,740	821	32,850	25,046

The Company endeavours to optimise its inventory management according to seasonal business constraints and product sourcing times (just-in-time production and shipping, accurate continuously updated sales forecasts to facilitate 'reservations' of available stocks, etc.).

The Company assesses the materiality of this net risk as 'average', based on the following analysis:

- the Company believes it has taken the requisite measures to understand customer needs and monitor inventory turnover closely, contributing to mitigating the probability of occurrence to 'average'; and

- furthermore, holding old unsaleable stocks that are not yet fully written down would have an 'average' negative impact on the Company's costs and profitability.

3.1.6 Seasonal variations in business during the year

Sales in the third quarter of the financial year (October to December) are responsible for the seasonal variations in business:

- in 2019/20, the third quarter represented 31% of Nacon's annual revenue;
- in 2020/21, the third quarter represented 27% of Nacon's annual revenue;
- in 2021/22, the third quarter represented 33% of Nacon's annual revenue;

This seasonal effect primarily affects Accessories, sales of which are highly correlated with sales of consoles, which occur mostly during the Christmas period. Video games are less exposed to this seasonal effect as the Company mainly develops AA video games, which are often released outside of the Christmas period monopolised by AAA game releases. This trend could be accentuated by digitalisation of the market and growth in the number of games downloaded throughout the year.

The Company assesses the materiality of this net risk as 'average', based on the following analysis:

- the probability of occurrence is considered to be 'average' for Games and Accessories, but particularly Accessories:
 - o as regards video games, Nacon has an increasingly large back catalogue and a release schedule for new games spread across the year, which contributes to mitigating the seasonal effects outside of the Christmas period;
 - o as regards accessories, the Company believes that premium accessories are aimed at experienced gamers with the financial resources to purchase them at any time of the year.
- as regards the magnitude of this risk: the estimated impact of seasonal variations on the Company's revenue and profitability is taken into account when preparing the Company's budgets and targets. However, should the seasonal effect be stronger than expected:
 - o for accessories: its impact would be assessed as 'high' because although Nacon® premium accessories are aimed at experienced consumers with the financial resources to purchase them at any time of the year, sales of accessories nonetheless remain highly correlated with sales of consoles, which occur mostly during the Christmas period; lower-than-expected sales during that period could therefore have a significant impact on accessory sales;
 - o for games: the impact is assessed as 'low'.

3.1.7 Specific impact of the Covid-19 health crisis on the video games universe

See Sections 8.1.2 and 11.1 on the consequences of the Covid-19 health crisis on consumer behaviour and one-off trends in the Company's sales during this period.

The Company now assesses the overall materiality of this risk as 'low'.

3.2 RISKS RELATED TO THE COMPANY'S FINANCIAL POSITION

3.2.1 Risks related to acquisitions

As part of its external growth policy, the Group believes it is exposed more specifically to two types of risk: risks related to the Company's external growth strategy, and the risk of goodwill impairment given the serial acquisitions made in prior financial years.

The Company assesses the materiality of this net risk, which is divided into two sub-risks as described below, as 'average'.

3.2.1.1 Risks related to the Company's external growth strategy

(See Note 1 to the consolidated financial statements in Section 19.1.6)

The Group has made several acquisitions of third-party companies in the past few years. Although the Group is currently focusing on strengthening its teams, in particular to build up the production capacity of its own development studios, it may in the future consider acquiring new companies or technologies according to market opportunities.

As part of its external growth policy, the Group could be exposed to the following risks:

- risks related to the integration of its employees and retaining key people (see Section 3.4.1);
- financial risks:
 - o failure by the target companies to achieve their business plan;
 - o disclosure of unfavourable facts or events affecting the targets despite the due diligence performed prior to the acquisitions;
 - o dilution of existing shareholders if the acquisitions are made totally or partially by issuing new shares of the Company to the shareholders of the targets.

If one or more of these risks were to occur, it could have a material adverse impact on the Group's business, financial position, earnings, development and outlook.

The Company assesses the materiality of this net risk as 'low', based on the following analysis:

- Nacon applies very strict selection criteria before validating an acquisition and its recent acquisition track record does not reveal any major financial problem, thus reducing the probability of occurrence to 'low';
- the negative impact of this risk in current market circumstances (impact on the Company's cash position and profitability) could be assessed as 'average' in light of its net earnings or percentage dilution.

3.2.1.2 Risk of goodwill impairment

Goodwill is the difference between the acquisition price and the fair value of the identifiable assets acquired and liabilities assumed. It may be positive or negative.

The goodwill carried on Nacon's consolidated financial statements arises very largely from the acquisition of development studios since 2018.

In the consolidated financial statements, goodwill is not amortised in accordance with IFRS 3 "Business Combinations" and IAS 36 "Impairment of Assets". However, it is tested for impairment at the level of the cash generating unit to which it has been allocated (as goodwill alone does not generate an independent stream of cash) whenever there is an indication of impairment, i.e. a significant change in market conditions, a sharp deterioration in earnings or a deterioration in profitability, and at least once a year on the closing date. Any impairment losses are taken to the income statement. The sensitivity table in the notes to the annual consolidated financial statements (Section 19.1.6, Note 1) highlights the assumptions that could call into question the amounts of goodwill currently carried in the financial statements.

This risk appears to be low due to the fact that the Gaming market indications and the comparables analysis performed at the time of the acquisitions appear to show that the consideration paid for the development studios acquired was not overestimated. However, the fair value of goodwill is determined on the basis of a large number of forward-looking assumptions and judgement-based estimates, which may prove to be inaccurate and the risk of a future impairment loss cannot be completely eliminated in the long term.

The Company assesses the materiality of this net risk as 'average', based on the following analysis:

- the studio acquisitions were made recently in line with market prices and the video games market is growing, thus reducing the probability of occurrence to 'low';

- were the risk to occur, its negative impact (impact on the Company's non-recurring expenses, profitability and intangible assets) would be 'average' in light of its net earnings.

However, the Company will remain vigilant and may raise the risk level to 'high' should the gaming market begin to decline.

3.2.2 Liquidity risk

(See Notes 10 and 33 to the consolidated financial statements in Section 19.1.6)

Liquidity risk is the risk that the Group will be unable to meet its cash needs through its available resources.

At 31 March 2022, the Group had available cash of €81.8 million and total net debt of €10.4 million (total gross debt of €92.5 million).

The financing terms (other than factoring) enjoyed by the Company depend on the lenders' perception of the Company's financial robustness.

Some loan agreements entered into by the Company contain covenants.

The covenants to be met by Nacon SA at 31 March 2022 were:²

Covenants	Target value	Status
Interest cover ratio (EBITDA/interest expense)	> 6	Met
Net leverage ratio (Net debt/EBITDA)	< 2	Met

The Group considers that it complied with the applicable covenants at 31 March 2022. Consequently, debt is positioned in line with its short-term and medium-term due dates in the consolidated financial statements.

The Company regularly evaluates its financing and liquidity needs based on its free cash flow and capital expenditure and working capital needs. It is in regular contact with its banking partners and negotiates appropriate financing facilities with them.

Given its large cash surplus and its liquidity needs over one year, the Company assesses the materiality of this net risk as 'low', based on the following analysis:

- the probability of occurrence is assessed as 'low', as the Group considers that, at the URD's filing date, it had sufficient free cash flow to implement its strategy and meet its financial commitments;
- the negative impact of this risk (impact on cash position and profitability) could be assessed as 'low' in light of its net earnings.

Despite the very specific circumstances arising from the Covid-19 pandemic, the Company is maintaining its investment objectives and the proposed allocation of the proceeds of its capital increase in early 2020 as part of its IPO. The corresponding funding remains allocated to the Group's development and the execution of its "Nacon 2023" strategic plan (see Section 11.1).

² See introduction to Section 8 for a definition of EBITDA.

3.2.3 Currency risk

(See Note 34 to the consolidated financial statements in Section 19.1.6)

The proportion of revenue billed in currencies other than the euro (mainly USD) represented 42% of Nacon's total 2021/22 revenue and 33% of its total 2020/21 revenue. 70% of the Group's purchases in 2021/22 and 68% in 2020/21 were denominated in USD. The Group's debt is exclusively denominated in euros.

Currency risk is borne mainly by Nacon as it centralises supplies for its European subsidiaries via its Hong Kong subsidiary.

As part of its currency management policy, the Group typically uses FX TARN/accumulator contracts. FX TARNs/accumulators are complex structured derivatives through which the Group undertakes to buy or sell USD according to a schedule and at rates defined when the contract is signed. The use of TARNs/accumulators is a strategy that aims to accumulate USD at a better exchange rate than the available spot and forward rates in return for uncertainty about the total amount of USD that may be accumulated. In the event of a significant change in the EUR/USD exchange rate (upward or downward respectively depending on whether the Company is buying or selling USD), long or short exposure may increase leading to the recognition of foreign exchange losses on those instruments.

Their mark to market value was €3 thousand at 31 March 2022. It is recognised as a liability under "other creditors".

The consequence of an adverse exchange rate would be the recognition of a foreign exchange loss in financial expenses, which would affect the Company's profitability.

The Company assesses the materiality of this net risk as 'low', based on the following analysis:

- sensitivity tests show that the Company takes a prudent approach to derivative financial instruments;
- sales in foreign currencies (in particular USD) have increased due to the upturn in sales of US headsets following the acquisition of the RIG® brand from Plantronics Inc, which offset purchases in USD (improvement in natural hedging), thus reducing the probability of occurrence to 'low';
- the negative impact of this risk (impact on cash position and profitability) could be assessed as 'average' in light of the Company's earnings.

3.3 MARKET RISK

3.3.1 Risks related to reliance on manufacturers of consoles and games platforms

The Gaming market is dominated by a small number of operators: three console manufacturers (Sony, Microsoft, Nintendo) and Steam (PC). New entrants and new games platforms are emerging and should change the relationships of reliance between market operators (see Section 5.4.1.3).

For games - risk of non-accreditation as a publisher for consoles

To become a publisher of video games on platforms developed by Microsoft (Xbox One, Xbox Series X, etc.), Sony (PS4, PS5, etc.) or Nintendo (3DS, Switch, etc.), a publisher has to be accredited through a Publishing Licence Agreement. This licence must be renewed upon every platform change.

Consequently, refusal, withdrawal or non-renewal of a licence would have a negative impact on the Group's business and earnings. That said, it is unusual for a licence to be withdrawn from the publisher once granted.

For accessories – risk related to closed console systems

The latest generations of consoles introduced closed systems, which put a brake on the development of third-party controllers. Without specific agreement from the console manufacturers, the platforms block third-party controllers, which are not recognised by and do not work with the console. By contrast, minor accessories such as cables and other external peripherals are not blocked.

So far, negotiations of specific licences on a case-by-case basis with console manufacturers have enabled the Group to limit this risk:

- thus in 2015, the Group negotiated a specific licence with Sony for its PlayStation® 3, which led to significant tangible sales of dedicated products in financial year 2015/16;
- following the success of its controller for PC pro gamers and the quality of its Nacon® brand products, at the end of 2016 the Group entered into an agreement with Sony to develop and sell the Revolution Pro Controller under licence for PlayStation® 4 in the premium segment (see Section 5.1.2.2). This agreement was the foundation of its partnership with Sony, and other controllers and PlayStation® 4 licensed products followed, right up the very latest wired controller, Revolution Pro Controller 3 for PlayStation® 4 released in October 2019.
- more recently, Nacon signed a new agreement with Microsoft to develop a range of accessories for its new generation console.

Nacon, which has leading-edge technology for its controllers, once again has an advantage over its competitors in terms of renegotiating partnership agreements (see also risk 3.5.2 "Licensing risks").

However, the Company cannot guarantee that all future generations of consoles will have closed systems and does not have any information about whether or not the console manufacturers intend to open up their systems to third-party accessory developers.

For games and accessories - risk of additional costs generated by the release of new generation consoles

The release of 9th generation consoles (PS5, Xbox Series X, etc.) at the end of 2020 has generated additional costs but the Company believes they are manageable.

For games, as is the case each time a new generation of consoles is released, the Company has to upgrade its engines developed in-house (for example, the KT engine used for *WRC*). However, the Company should not have to bear any cost for using independent technology (for example, the Unreal engine, which represents a variable cost directly related to game sales).

On the other hand, the revenue generated by those games may be higher as they can be sold on two platforms at the same time (PS4 and PS5 for example).

The Company believes that the costs arising from this change are lower than the additional revenue obtained from game sales.

As regards accessories, the release of new consoles have only generated minor additional R&D costs (very similar to those incurred when new controllers are developed).

For games and accessories – Risk of non-compliance with console and platform manufacturers' technical requirements

If the Company were unable to meet the technical constraints imposed by console or platform manufacturers, this would have a negative effect on its growth outlook, financial position, earnings and development.

For Games

The Company develops games for leading global console manufacturers Sony, Microsoft and Nintendo, as well as for various platforms (Steam, Epic, etc.). A rigorous process takes the proposed game through various key stages. First, the Publishing team submits the project to the console manufacturer or platform. The console manufacturer or platform, having approved the game concept, ensures that it complies with its specifications. The main risk for Nacon lies in any potential changes or additions required by the console manufacturer or platform, which could hold up production of the game or even delay its release, with a potential negative impact on the Company's earnings.

To mitigate the risks of non-compliance with the technical requirements of console manufacturers or platforms, the Company pays heightened attention to the following points:

- its quality control department ensures that all the technical constraints in the console manufacturer's generic specifications are observed throughout the development process;
- it systematically calls on debugging companies that specialise in the pre-certification phases.

For Accessories

Under its partnerships with the console manufacturers (and in particular Sony and Microsoft), the relevant accessory is subject to a rigorous testing process before obtaining the console manufacturer's approval to market the product, or in the case of Sony and Microsoft, to sell the product as officially licensed.

To mitigate the risks of non-compliance with the technical requirements of console manufacturers, the Company pays heightened attention to the following points:

- it proposes very advanced projects during the concept approval phase;
- throughout the development process, it complies scrupulously with the precise specifications drawn up by the console manufacturer and tests a number of prototypes before submitting one to the console manufacturer;
- it prepares a detailed licensing agreement for each region before the marketing phase.

Materiality of this risk

The Company assesses the materiality of this net risk as 'average', based on the following analysis:

The probability of occurrence is assessed as 'average' for both accessories and games:

- for games: the current trend towards cloud gaming and the creation of new platforms (Epic Games Store, EA Origin, Google Stadia, Xbox Gamepass, PS Plus, etc.), which represent more potential customers, as well as the strong focus on games content rather than the selling medium, should in the future reduce the probability of occurrence of the risk of reliance on console manufacturers to 'low';
- while for accessories, the console manufacturers' influential power and the threat of new closed systems to which the Company would not have access remain real risks, keeping the probability of occurrence at 'average'.

The magnitude of the risk is assessed as 'average':

- the negative impact of this risk in current market circumstances (impact on the Company's revenue and profitability) could therefore be assessed, in light of its net earnings, as:
 - o 'low' for games that are published on many rival platforms; and
 - o 'average' for accessories, whose revenue stream and profitability depend largely on the current relationship with console manufacturers Sony and Microsoft.

3.3.2 Risks related to the competitive environment

The video game and console accessory markets are highly competitive and competition could become even more intense. The Gaming market is evolving rapidly and the Group is faced with competition from various operators. The success of the Company's games could be affected by the performance of rival publishers' games.

Furthermore, it is always possible that the Group's competitors will develop accessories with technological or artistic innovations that could influence the habits of gamers who, highly sensitive to the functionality of gaming accessories as well as game quality and content, could turn away from the Company's games and accessories.

The occurrence of one or more of these possibilities could reduce the Group's market share and have an adverse effect on its business, financial position, development, earnings and outlook. Heightened competition could also force the Group to increase its investment expenditure/development costs in order to market its own games or accessories.

The Company nonetheless believes that it can preserve and even gain market shares through various actions, including:

- keeping close to gamers (community managers, attendance at trade fairs and events dedicated to interactive leisure pursuits, etc.) in order to anticipate community trends and expectations;
- seeking to increase its product listing in the large retail chains, either directly in its countries of operation or through local distributors (accessories).

The Company assesses the materiality of this net risk as 'average', based on the following analysis:

- there are few operators in the gaming market and the probability of occurrence is therefore broadly 'low':
 - o for Nacon Accessories, which are based on leading-edge, duly patented technologies, the probability of occurrence is assessed as 'low';
 - o for Games: the AA market is made up of niches usually addressed by a single operator at a time, given the revenue potential. If a competitor were to develop a game with a similar theme to a Nacon game and market it before Nacon, this would reduce Nacon's revenue. This has happened in the past, though very rarely, and the probability of occurrence is therefore also assessed as 'low';
- however, were it to occur, this risk would have a 'high' negative impact (on the Company's revenue and profitability), as consumers would only buy one of the games that are similar.

3.4 RISKS RELATED TO THE COMPANY'S ORGANISATION

3.4.1 Risks related to attracting and retaining key personnel

If the Company were unable to retain its senior management team or other key personnel or to hire new talent, it could be unable to sustain its growth or achieve its commercial targets.

Risks related to seeking and retaining talent

The video games market is highly competitive and good developers are scarce and highly sought after. Nacon's success is thus highly reliant on its people, its expertise and the involvement of certain key employees.

The skills required to create video games go beyond coding: they are very recent skills and are evolving rapidly in line with new technology. New types of jobs have emerged in the last ten years (e.g. game designer, sound designer, producer, etc.) making it all the more difficult to recruit people for these jobs as they are little known. Few schools in the world currently offer training in these jobs and not enough people are qualifying to meet demand in the market, with young graduates often preferring to join large, better known development studios at the expense of the smaller ones. To continue its growth, the Company will need to recruit new first-class employees with a strong degree of involvement. Nacon is faced with strong competition in France and abroad for hiring, retaining and offering career prospects to highly qualified technical people. Given this intense competition, the Company may be unable to attract or retain these key staff members on financially acceptable terms.

If Nacon is unable to attract and retain key personnel, this could prevent the Company from achieving its objectives and could therefore have a material adverse effect on its business, financial position, earnings and development prospects.

Furthermore, should key employees join a competitor, the Group could lose some of its know-how and the risk of losing customers would increase. Such circumstances could have an adverse effect on the Group's business, financial position, earnings and outlook. However, the Group considers that some tasks performed by key employees could be taken over by other employees after a period of training and transition.

Nacon therefore has an active human resources policy in terms of recruitment, training and retaining its best people and in terms of identifying new talent through the following initiatives:

- actively seeking experienced people through professional databases and networking;
- regularly taking on interns from the best schools and universities (engineers, video games, 3D, etc.);

- employee empowerment and autonomy;
- an attractive compensation policy, where necessary retaining key people through free shares awards with a continuing presence condition;
- pleasant, friendly workplace, personalised decoration by employees, numerous team building events to involve people in joint projects, meals, festive events, trips abroad to international trade fairs, scouting trips, etc. These activities were, of course, suspended in 2020 and early 2021 due to the health crisis.

Staff turnover in the Nacon Group was 13.0% at 31 March 2022 versus 13.3% at 31 March 2021.

See also the Non-Financial Statement (NFS) in Section 6.

Risk related to acquisitions: integration of employees

Any external growth transaction involves employee integration risks. A dissatisfied employee could leave the company and take his or her know-how and experience to a competitor.

The risk is even greater for Nacon as the Group's workforce at 31 March 2022 was 27.7% made up of employees who were not with the Group at 31 March 2021. These employees are likely to have less attachment to the Group.

Nacon therefore has an innovative integration policy to avoid any shake-up that could potentially destabilise the workforce:

- the founding head of each studio continues to run it in the same way as before;
- each studio:
 - o continues to be managed as an independent studio by the head office Publishing team;
 - o retains its autonomy (financial and organisational);
 - o becomes a creative force through twice monthly Publishing Committee meetings, which bring together the studio heads and the managers and other members of the Publishing team;
- thus there is no change in the day-to-day working lives of studio employees (same job, same workplace, etc.), other than reporting of group data to Nacon by the financial team;
- employees of these studios, like those of the Group, receive free share awards to help retain them.

Risk of reliance on key Management Committee members

The Company's success depends in large part on the action and efforts of its Chairman and Chief Executive Alain Falc, his management team and the heads of the development studios.

The loss of their skills and expertise could affect the Company's ability to achieve its objectives and implement its strategy, thus having a material adverse effect on its business, earnings, financial position, growth and outlook.

In the event of a long absence of these key people, the Company ensures that the current teams are able to continue the work in progress, mainly through in-house training of deputies. The Management team is therefore autonomous in terms of Nacon's day-to-day management.

Overall materiality of the risk

The Company assesses the materiality of this net risk as 'high', based on the following analysis:

- the probability of occurrence is assessed as 'average' due to:
 - o strong retention policies for employees and key people (see Sections 14 "Remuneration" and 16 "Employees"), in particular through free share awards (contingent, as applicable, on a continuing service condition and/or the achievement of various performance conditions);
 - o low staff turnover in studios during the year after their acquisition;
 - o the presence of Alain Falc as Chairman and CEO of Nacon and the fact that he is a leading shareholder in Bigben Interactive means that he has a very strong involvement and vested interest in Nacon;

- however, if the events described in this Section were to occur, this could prevent the Company from achieving its objectives and could have a material adverse impact on its revenue and profitability ('high' impact).

3.4.2 Risks related to the influence of parent company Bigben Interactive and its shareholders over the Company

The Company is the result of a spin-off of Bigben Interactive's Gaming division, whose business is the development, publishing, marketing and distribution of physical and digital video games, and the design, development, manufacture and wholesale distribution of gaming accessories.

At the URD's filing date, Bigben Interactive held 70.97% of the Company's share capital and remains the majority shareholder. Although the Company has established a governance structure which it considers to be compliant with the Middlednext Code (see Section 15 of the URD) and the two companies (Bigben Interactive and Nacon) do not have any common executive officers (Chief Executive Officer and/or Chief Operating Officer),³ Bigben Interactive could have a decisive influence over most of the Group's strategic decisions, particularly those requiring shareholder approval (election and removal of members of the Board of Directors, dividend distributions, amendments to the articles of association, and decision to commit to major transactions for the Group, including acquisitions in France and abroad and new share issues).

It should also be noted that Bigben Interactive's two main shareholders are the Bolloré Group (which owns 20.59% of the share capital and 19.02% of the gross voting rights of the company Bigben Interactive at 31 March 2022) and Alain Falc (who directly and indirectly owns about 13.45% of the share capital and 23.12% of the gross voting rights of the company Bigben Interactive at 31 March 2022). They thus exercise significant influence over Bigben Interactive and therefore over Nacon, as they both sit on Nacon's Board of Directors (Alain Falc is also Chairman and Chief Executive Officer of Nacon).

However, the parent company Bigben Interactive's ownership structure has historically been very stable and Alain Falc will remain Chairman of the Board of Directors of Bigben Interactive, which suggests confidence in the management and strategy adopted by the Group, provided that they prove prudent, justifiable, appropriate to market opportunities and conditions and profitable.

Bigben Interactive also has a track record as a group that does not interfere in the management of its subsidiaries without good reason. Furthermore, the objectives of the Bigben Interactive group's intended general policy are to:

- optimise the potential of each of its entities while giving them maximum autonomy in day-to-day management;
- harness existing synergies and develop new ones.

The Company thus assesses the materiality of this net risk as 'average', based on the following analysis:

- the probability of occurrence is assessed as 'high' due to the fact that the main shareholders of Bigben Interactive feel involved in the Group's strategy and the Bolloré Group has two seats on Nacon's Board of Directors;
- however, the ownership structure has remained stable for more than 10 years and the measures taken by Bigben's Board of Directors regarding the Gaming business have in the past led to increased profitability for the division and a corresponding rise in Bigben's share price;
- Bigben Interactive and Nacon each have their own operational management team with no common executive officers;

³ Alain Falc and Laurent Honoret stood down from their office as, respectively, Chief Executive Officer and Chief Operating Officer of Bigben Interactive on 4 March 2020. However, Alain Falc remains Chairman of the Board of Directors of Bigben Interactive.

- the occurrence of the events described in this Section could therefore only have a 'low' negative impact on the Company (failure to achieve objectives, impact on revenue and profitability).

3.5 REGULATORY AND LEGAL RISKS

3.5.1 Risks related to the loss of certain tax incentives

Some of the Group's development studios benefit from the French tax credit on video games (*Crédit d'Impôt Jeu Vidéo français* – CIJV) or the Canadian equivalent. These tax credits are tax incentives allowing video game development companies to deduct a proportion of their development expenses for a game from their tax liability.

France:

First introduced in 2008, the French CIJV was increased significantly on 1 January 2017, through:

- an increase from 20% to 30% in the relief rate on the following production expenses:
 - o depreciation or amortisation charges on assets created or acquired new (not including depreciation of properties);
 - o salary paid to writers who contributed to creating the video game under an intellectual property rights assignment agreement, plus the associated social security contributions;
 - o staff costs of the company's employees including the associated social security contributions and staff costs of the technical and administrative employees contributing to the development process;
 - o other operating expenses (purchases of materials, supplies and equipment, rent for business premises and the associated maintenance and repair costs, travel expenses, technical documentation expenses and postal and email communication expenses);
- doubling of the maximum tax credit available to each company (from €3 to 6 million a year);
- increase in the cap on European sub-contracting costs included in the tax credit calculation from €1 to 2 million a year.

Canada:

Amusement Cyanide Inc. and Studios Crea-Ture, which are based in Quebec (Canada), benefit from a similar tax credit known as the tax credit for multimedia titles (*Crédit d'impôt pour des titres multimédias* – CITM).

An eligible company that has an establishment in Quebec in the taxation year and holds a qualification certificate issued by *Investissement Québec* for the year may claim a tax credit, subject to conditions, with respect to eligible labour expenditures it has incurred and paid in eligible production work on multimedia titles.

The tax credit rate is 37.5% for a title available in a French version intended for distribution, 30% for a title not available in a French version intended for distribution and 26.25% for all other titles. As a general rule, Cyanide's Canadian subsidiary is eligible for the 37.5% rate.

These tax credits are a substantial source of funding for the Group's development studios. The Group's studios recorded tax credits totalling €2.5 million in the financial year ended 31 March 2022 compared with €2.4 million at 31 March 2021 (prorated to the amount of time the studios were owned by the Group).

Although the Group's studios are used to applying to the tax authorities and obtaining approval, and despite the recent revaluation of the French CIJV, there is always a possibility that the tax authorities will change the method of determining eligible expenditures and thus the amount the studios will be able to claim. Likewise, although the scheme was extended in 2017, it is always possible that a change of legislation will reduce the future benefit of the CIJV or no longer enable the studios to claim it.

This would limit the financial resources of the Group's studios and game development costs would increase, which could force the studios to review the rate of release of their games and/or restrict the number of games they intend to develop.

The Company assesses the materiality of this net risk as 'average', based on the following analysis:

- the French and Canadian governments have shown no inclination to decrease these tax incentives, which generate employment in the gaming market, thus reducing the probability of occurrence, at least in the short term, to 'low';
- the negative impact of this risk (impact on profitability) could be assessed as 'high' in light of its net earnings.

3.5.2 Risks related to intellectual and industrial property and licensing agreements

Industrial property risk

As regards industrial property, the Group's logos and trademarks are registered in France and some in Europe and/or the rest of the world. The Company has extended the protection of its flagship brand Nacon and its other trademarks by registering the corresponding domain names. A specialist industrial property firm has been appointed to monitor the Company's trademarks.

Other than for its licensed games and accessories, for which Nacon negotiates separate licence agreements, and for the few games distributed or co-published, Nacon holds the full intellectual property rights to its trademarks and games. Patents, trademarks and models are owned by Nacon SA while accessories licences are held by Nacon (HK) Ltd.

The Company performs its own research and development and a part of its production. It has a design office in Hong Kong which is close to the manufacturing sites and can thus monitor the technological risk closely. Nacon has many patents protecting its products (see Section 5.5.3.1).

The Group's patents, trademarks, industrial secrets, know-how and other intellectual and industrial property are extremely important to its business operations (see Section 5.4 of this URD). Any infringement of these rights by third parties could have harmful consequences on its business and reputation. The Group relies on intellectual property law in various countries and on contractual agreements with its employees, customers, business partners and other parties to protect its rights in this area. Despite the precautions it takes, third parties may still infringe these rights. Furthermore, the Group cannot guarantee that the rights it has filed or registered, particularly its patents, effectively and comprehensively protect the products it sells. The Group may also be sued by third parties for infringement of their intellectual property rights. Any legal action against the Group relating to its intellectual property rights or those of third parties, regardless of the outcome, could lead to substantial costs and take up much of the management team's time at the expense of the Group's operational development, harm the Group's reputation and, therefore, affect its financial position.

Licensing risks

Over the past few years, the Group has signed some major licensing agreements with Sony for the development of accessories for PlayStation® 3 and then PlayStation® 4. As described in risk 3.3.1. "Risk related to closed console systems", it should be pointed out that Nacon is reliant to a certain, albeit limited, degree on licences granted by Sony and agreements between the two partners, a notable example being the Revolution controllers. The agreements between Nacon and Sony are not exclusive. All developments and associated patents belong exclusively to Nacon. The decision to work primarily with Sony was taken in light of the market configuration and the opportunities offered by a partnership between the two companies. During 2020/21, Nacon signed a major new licence agreement with Microsoft for the design and distribution of official accessories for the Xbox® One and Xbox® Series X|S consoles (range of Revolution X and Pro Compact controllers as well as a special MG-X range for Cloud gaming) and PC. Again, all developments and associated patents belong exclusively to Nacon.

Nacon will always keep a close watch on market trends and adapt its strategy accordingly. Loss of these Sony and Microsoft contracts would have a significant impact in the short- and medium-term. However, the Company believes that it could obtain a new licence agreement or distribute to other platforms, as the Revolution controller technology belongs to Nacon and could therefore be proposed to other console manufacturers or digital distribution platforms if necessary. The Company cannot, however, guarantee that it would be able to sign a licence agreement with a company that offers the same revenue growth prospects as the agreements with Sony and Microsoft. Furthermore, it cannot guarantee that distribution through other platforms would give it the same visibility or generate the same revenue and profitability.

Group's revenue from sales of Sony accessories:

- 2021/22: €39.1 million (41% of total Accessories revenue).
- 2020/21: €47.0 million (46% of total Accessories revenue).
- 2019/20: €30.2 million (57% of total Accessories revenue).

The weighting of Sony licensed accessories has declined due to the weighting of RIG™ headset sales in revenue since 2020/21.

In the Publishing business, licence agreements are regularly entered into for acquiring rights to use video games matrices.

Lastly, Nacon may enter into exclusive distribution agreements with certain games publishers, such as Square Enix (Final Fantasy, Tomb Raider, etc.), for the distribution of the games they develop. Consequently, a part of the Group's business is reliant on the market release schedule of those publishers.

The Company considers that its reliance on business derived from licensing (whether for accessories or more broadly video games) remains relative and dispersed, as Nacon believes that it is still relatively independent in developing and marketing its products.

Risk of piracy and copyright infringement

In some games, the Company creates imaginary worlds closely reflecting the real world, exposing it to the risk of copyright infringement allegations.

The Company has taken measures to review its games using protocols it believes appropriate for its industry in order to limit copyright infringement risks.

Secondly, the Company's games could be pirated, that is copied or downloaded illegally without payment.

Distribution platforms such as Steam (PC), Playstation Network (PS4, PS5), Xbox Live (Xbox® One, Xbox® Series X|S, etc.) and Epic require users to log in to benefit from the tools proposed, exchanges and discussions with other gamers through text or voice messages, trophy and avatar display, capture and sharing tools and social media connections. These log-in and ID requirements limit the risk of piracy.

Lastly, Nacon's games may be copied by other parties. Like any design company, Nacon is vulnerable to copyright infringement (graphic elements or original scenarios, for example). Nacon has taken measures to monitor the French and international market and may sue for copyright infringement or unfair competition to protect its rights and obtain cease and desist orders.

Lastly, a Company employee could copy a competitor's game idea, in which case the Company could be held liable for copyright infringement. An action against the Company for such infringement could have an adverse impact on its business, earnings, financial position and outlook.

The Company assesses the materiality of this net risk as 'average', based on the following analysis:

- it has a legal department specialising in intellectual property as well as in-house R&D teams; it calls on outside expert firms in the field which continuously monitor the market to make sure that the Group's products, trademarks and logos are not unlawfully copied and that they meet the specifications of the licensors, thus reducing the probability of occurrence to 'average';
- the occurrence of the events described in this Section could therefore only have an 'average' negative impact on the Company, bearing in mind that widescale copyright infringement would lead to an immediate fall in revenue which would instantly attract suspicion (failure to achieve objectives, impact on revenue and profitability).

3.5.3 Risks related to legal and administrative proceedings

In the normal course of its business, the Company may be involved in legal, administrative, criminal or arbitration proceedings, particularly as regards competition and intellectual or industrial property. The

most significant action pending that could have an impact on the Company is described in Section 19.6 of the URD. At 31 March 2022, litigation provisions totalled €1,030 thousand (see Note 14 to the 2021/22 consolidated financial statements in Section 19.1.6 of the URD and Note 13 to the 2021/22 statutory financial statements in Section 19.1.1 of the URD).

It is always possible that in the future new proceedings, whether or not connected to ongoing ones, related to the risks identified by the Group or related to new risks could be taken against one of the Group's entities. If those proceedings were to have an adverse outcome for the Group, this could have a material negative impact on its business, financial position, earnings and outlook.

The Company assesses the materiality of this net risk as 'average', based on the following analysis:

- it only has business relationships with partners recognised in the market as reliable and its legal department takes great care when drafting contracts to ensure that the contractual provisions protect the company's interests as far as possible, thus reducing the probability of occurrence of this risk to 'average';
- but the occurrence of the events described in this Section could have a material impact on the Company (failure to achieve objectives, impact on revenue and profitability).

3.5.4 Risks related to personal data processing - General Data Protection Regulation (GDPR)

The Company considers that it complies with the main provisions of Regulation (EU) 2016/679 of 27 April 2016 ("GDPR") and has called on an external consultant for support in this area. GDPR risks are limited because the Company does not collect sensitive personal data within the meaning of GDPR in its online canvassing activity or its sales to third party platforms. All data collected are identified, with a timeframe for erasure and an associated lawful purpose.

If the Company breaches any regulations applicable to it, or is unable to adapt to the possible adoption of tougher or more restrictive regulations, this could expose the Company to various types of adverse outcomes: financial, civil, criminal or administrative penalties that could go as far as the temporary or definitive closure of the production site.

The occurrence of one or more of these risks would adversely affect the Company's business activities, earnings, financial position and development prospects.

The Company assesses the materiality of this net risk as "low", as it is not especially affected by the GDPR. However, the Company will remain vigilant and may raise the risk level to 'average' should its distribution methods change significantly.

3.6 NON-FINANCIAL RISKS

In accordance with Articles L. 225-102-1, R. 225-105 and R. 225-105.1 of the French Commercial Code, the Group has prepared a non-financial statement (NFS) in which it has reviewed its main non-financial risks based on an analysis of their existing materiality, their relevance and the severity of the issues involved in line with the analysis of financial risks see Section 6 of this URD).

These risks were identified, assessed and approached using the same methodology used above for operational, legal and financial risks.

In accordance with recital 54 of the Prospectus Regulation, the only risk presented in the NFS considered to be specific to the issuer and material in terms of taking investment decisions within the meaning of the Prospectus Regulation (see AMF position-recommendation 2020-06) is described in Section 3.4.1. below (Human capital development: departure of talent, management of unsuitable skills and human resources).

Accordingly, the following risks described in the NFS in Section 6 have not been included in this section. Please see Section 6 and the sub-sections referred to for further explanations about these risks.

Low materiality non-financial risks

- Quality of life in the workplace: discrimination, deterioration of employee rights, working

- conditions, health and safety
- Energy management: over-consumption
- Resources and waste management: high waste production, wastage, failure to factor in the life cycle of resources and raw materials used
- Environmental impacts: high greenhouse gas emissions
- Management of suppliers and service providers: non-compliance with responsible purchasing policies

3.7 INSURANCE AND RISK COVERAGE

The Group has insurance policies covering all the general risks inherent in its business operations. It has an 'all-risks' property damage policy including business interruption, insurance for its car fleet and third-party liability insurance covering bodily harm, physical damage and consequential loss. A Group Master Policy for business and product liability covers Nacon and its distribution subsidiaries, in addition to the local policies taken out by each entity. The likely risks have been objectively assessed and appropriately insured.

The Group does not have freight insurance other than for shipments of high unit value goods. However, it selects its freight partners carefully in order to limit the risks.

As regards directors' and officers' liability, Nacon's policy covers all of its subsidiaries whether French or foreign. The Group's main regular customers are major European retailers whose solvency is proven, and this limits credit risk for the Group. Other customers, including all export customers, are covered by credit insurance where the Group has exposure.

The Group considers that the nature of the risks covered by its insurance is in line with industry practices and that, to the Company's knowledge, there are no significant exclusions in its policies.

4. INFORMATION ABOUT THE COMPANY

4.1 CORPORATE NAME OF THE ISSUER

The Company's corporate name is Nacon.

4.2 PLACE OF REGISTRATION AND REGISTRATION NUMBER

The Company was originally a French *société par actions simplifiée* registered with the Lille Métropole Commercial Court on 18 July 2019. It became a French *société anonyme à conseil d'administration* by virtue of a resolution passed at the shareholders' meeting on 22 January 2020.

It is registered with the Lille Métropole trade and companies register under number 852 538 461.

Its legal entity identifier (LEI) is 969500A4R8HLMZQDT80.

4.3 DATE AND TERM OF INCORPORATION

The Company is incorporated for a term of 99 years as of the date of registration, unless wound up early or extended by extraordinary resolution of the shareholders passed in accordance with the law and the Company's articles of association.

4.4 REGISTERED OFFICE, LEGAL FORM, LEGISLATION GOVERNING THE BUSINESS

The Company is a *société anonyme à conseil d'administration* governed by French law and in respect of its operating activities is mainly subject to articles L.225-1 *et seq.* of the French Commercial Code.

Its registered office is at 396/466, Rue de la Voyette, CRT 2, 59273 Fretin, France.

Its contact details are as follows:

Telephone: +33 (0)3 20 90 72 00

Address: 396/466 rue de la Voyette, CRT 2, 59273 Fretin, France

Website: www.nacongaming.com. The information on the website does not form part of this URD.

5. BUSINESS OVERVIEW

5.1 MAIN ACTIVITIES

5.1.1 General presentation

5.1.1.1 Background

While the Group was only created on 31 October 2019 through a spin-off of the Bigben Interactive group's Gaming division (see Section 5.3 for further information), it has a genuine track record of successfully operating as a division of the Bigben group. A short summary of Bigben's background is therefore useful to gain an understanding of how the Nacon Group has grown and developed.

For greater clarity, the name Nacon will be used to designate Bigben Interactive's former Gaming division except where duly stated otherwise in the historical sections.

Overview of Bigben

Bigben Interactive, based in Fretin-Lesquin, northern France, was created more than 40 years ago. It now has a workforce of over 1,200 employees. It was initially a distributor of electronic goods and audio products before diversifying into multimedia and video games.

In 1981, Alain Falc launched a business in the design, sub-contracted manufacturing and distribution of electronic goods. He very quickly anticipated technological advances in the booming video games market. At the end of 1990s, the group began to expand internationally with the acquisition of several distribution companies (United Kingdom, Benelux) and the creation of a subsidiary in Germany and a design office in Hong-Kong. Expansion continued in 2013 and 2014 with the creation of subsidiaries in Spain and Italy. Thanks to this strategy, the group became a leading French player in the market for third-party console accessories (i.e. not made by console manufacturers) in the early 2000s, later becoming a European leader.⁴

Bigben Interactive was floated on the Paris stock exchange in October 1999 to raise funding for its international expansion.

From the 2000s, Bigben Interactive continued its diversification strategy by adding video games distribution and publishing to its business activities, giving it a solid position with the big players in this market. In 2011, Bigben Interactive acquired Paris-based company ModeLabs, which specialised in smartphone accessories (covers, travel cases, etc.).

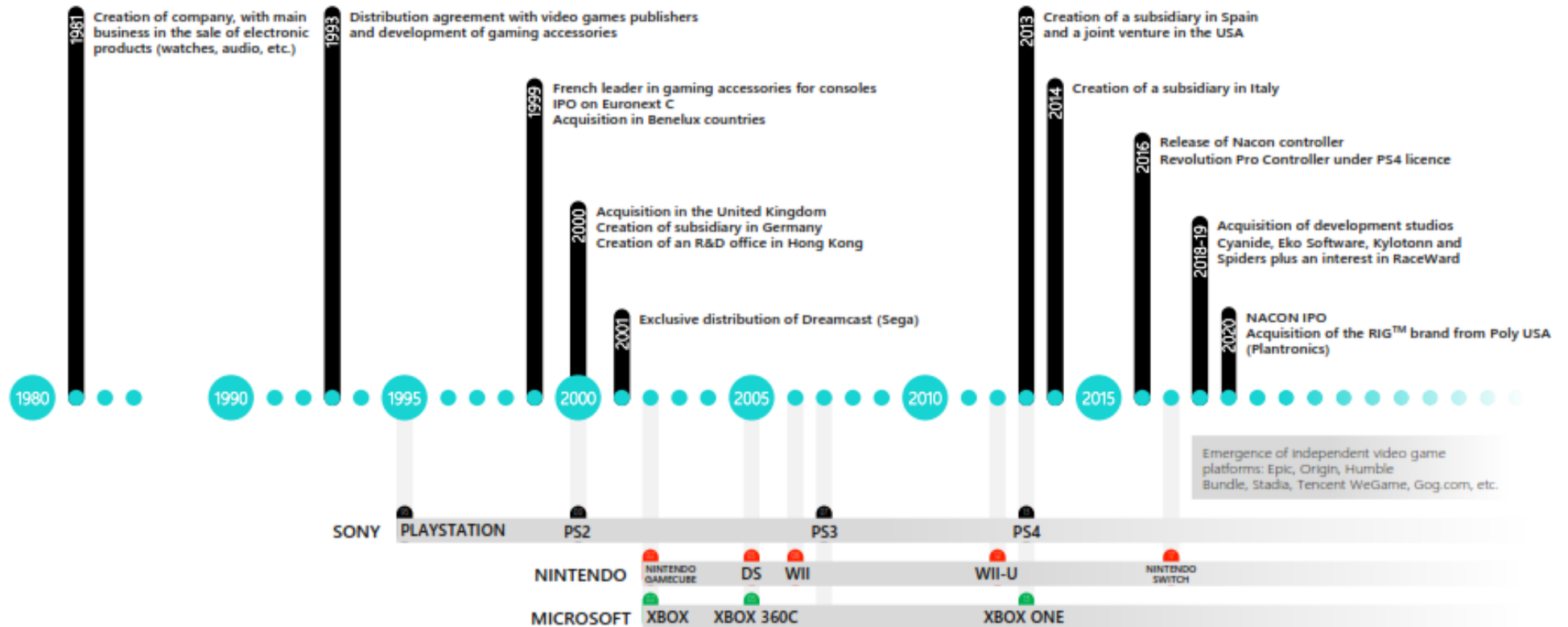
Significant events in the history of the Bigben Group's development

These major stages in the Bigben Group's development illustrate its ability to adapt to changes in its markets, and in particular the emergence of new technologies. Initially a medium-sized operator in its markets, its proactive approach, flexibility and vision have been key success factors in its growth strategy (see Section 5.4 "Strategy" of this URD).

⁴ Source: Company.

The diagram below shows the main events in the Nacon group's development:

Significant milestones in the NACON Group's development (formerly Bigben's Gaming division)



Spin-off of business from Bigben to Nacon

Fact: a complex group structure

The Bigben group initially had three business segments: Gaming, Mobile and Audio. Although there were many synergies between them, this structure was not clear enough to investors in terms of financial communication. Bigben therefore decided to reorganise its business activities by spinning off its Gaming division comprising Accessories and Video Games to a new company called Nacon, the name of its main gaming accessory brand. The spin-off was finalised on 31 October 2019 after having been approved by Bigben Interactive shareholders.

Benefits of the spin-off

Clear synergies:

- same market for gaming accessories and video games;
- many synergies between Audio and Mobile as mobile operators also sell a lot of audio products.

Clarification of organisation structure and business for clearer financial communication and value creation.

The main objectives of the reorganisation were to:

- make the two sub-groups, Gaming (Nacon) and Audio/Telco (Bigben Interactive), autonomous;
- raise funds to step up their organic and external growth.

Two groups each with their own growth opportunities

The spin-off has enabled the two groups to develop under optimum conditions.



5.1.1.2 Group structure

The Nacon Group now addresses the gaming (video games) market as:

- a developer and publisher of video games; and
- a designer of gaming accessories.

The Video Games segment comprises:

- development of video games in the Group's development studios, which will work exclusively with Nacon; and
- publishing of video games developed either in-house (with the Group's own studios referred to above) or externally (by third-party developers).

The Accessories segment comprises:

- design and development of gaming accessories; and
- distribution of the accessories.

5.1.1.2.1 Video games development and publishing

5.1.1.2.1.1 Development

Introduction

The Group initially developed the video games Publishing business by outsourcing to external development studios but its approach changed in 2017 after its acquisition of interests in a number of studios in the past few years.

ACCELERATION OF EXTERNAL GROWTH

Acquisition of 12 companies owning 16 studios over a five year period
Identity of studios retained and technology synergies



The Daedalic Entertainment deal announced in February 2022, the Group's largest acquisition to date, was closed after the end of the 2021/22 financial year.

Description of the studios

Each of the Group's studios has its own expertise:

- *Cyanide - Acquired in June 2018*

Cyanide was founded in 2000 by experienced video game professionals. It is a major French studio, renowned for its ability to develop innovative games across many genres (strategy, narrative, shooter, management, sport, action and adventure), as well as for the quality of its productions. The studio is based in France (Paris and Bordeaux) and Canada (Montreal) and now has more than 170 developers.

Since it was founded, Cyanide has produced around 50 games, and has maintained a balance between creating new intellectual property (*Pro Cycling Manager*, *Styx*, *The Council*, etc.) and producing games under licence (*Game of Thrones*[®], *Blood Bowl*[®], *Tour de France*[®], etc.). Its games are playable on all market platforms (PC, Xbox One, PS4, PS5, Switch and smartphone) and use different technologies (Unity, Unreal and a proprietary technology).

- *Eko Software - Acquired in October 2018*

Founded in 1999 by Jules-Benjamin Lalisse among others, Eko Software is a well-known French studio that has developed around 30 games, including the acclaimed *How to Survive 1* and *2*, which between

them have sold several million copies and have become a benchmark for Action/RPG⁵ game enthusiasts. The studio is based in France (Paris) and has 40 developers.

Eko Software and Nacon had a successful working relationship for many years. For example, Eko Software produced *Rugby 18*, *Handball 16* and *Handball 17* and the highly popular *Warhammer: Chaosbane*, which won the "Best fun multi-player game" award from Jeuxvideo.com at the Gamescom 2019 trade fair.

- *Kylotonn (KT Racing) – Initial interest acquired in July 2017, wholly owned since October 2018*

Founded in 2002 in Paris, Kylotonn has developed more than 25 games and over the past few years has specialised in the racing segment, including the iconic *WRC*, *TT Isle of Man* and *V-Rally 4*, published by Nacon. The studio now has 160 developers in Paris and Lyon. It uses the proprietary multi-platform KT engine to develop its games for PS4, PS5, Xbox One, PC and Switch.

- *Spiders - Acquired in September 2019*

Spiders was founded in 2008 by former developers of Monte Cristo™ who worked together on the Silverfall™ game. It has specialised for several years in action and role-playing games, and has major expertise in home consoles. It has developed six multi-platform games, including the well-known *Mars: War Logs™*, set on planet Mars, *Bound by Flame™*, a mediaeval fantasy RPG⁶ that has been a massive commercial hit, and *The Technomancer™*, a cyberpunk RPG.

The studio is based in Paris and now has more than 70 developers. It uses its own game engine called Silk Engine, which features all the latest functionalities and technologies, enabling it to design games for all platforms, both PC and console.

- *RaceWard – Interest acquired in September 2019, increased to 53% of the share capital in October 2020 and remainder of the share capital acquired in September 2021*

RaceWard is based in Milan and its developers are mainly 'veterans' from Italian group Milestone. It stands out for its expertise in and passion for racing games, particularly motorcycle racing.

RaceWard was founded just a few years ago and has more than 40 employees. It is growing rapidly and therefore expects to expand its team further.

- *Neopica - Acquired in October 2020*

Neopica, a Belgian studio, was founded in 2007 by Peter Vermeulen and Filip Hautekeete among others. It is a well-known studio that developed some 60 games, including a number of casual games designed to appeal to a wide audience, in particular children, before moving on to more complex simulation games.

Nacon and Neopica have already had a successful working relationship for several years, as it was Neopica that developed *Hunting Simulator 1 & 2* and then *FIA European Truck Racing Championship*.

Based in Ghent, Belgium, the studio is now developing its expertise in the new generation consoles PlayStation 5 and Xbox Series X|S.

- *Passtech Games - Acquired in April 2021*

Founded in 2012, Passtech Games built up its experience by developing several games (*Space Run*, *Space Run Galaxy*, *Masters of Anima*) on various platforms before specialising in rogue-like action games with *Curse of the Dead Gods®*.

This deal enabled Nacon to support the remarkable know-how of the development team specialising in the production of rogue-like action games. The acquisition of Passtech Games has strengthened Nacon's editorial positioning in the extremely buoyant market niches of games addressing the most committed gamers, both on PC and console.

⁵ Action/RPG: role playing game incorporating some aspects of an action game.

⁶ Role-playing game.

- *Big Ant Studios - Acquired in May 2021*

Big Ant was founded in 2001 by Ross Symons, a veteran of the video games industry. It is one of the biggest and oldest independent video games developers in Australia. The studio has developed games for legendary franchises such as *Spyro the Dragon*, but is best known for its high-quality sports franchises such as the *Australian Football League (AFL)*, *Rugby League*, tennis and cricket.

With this strategic acquisition, Nacon aims to become the world leader in cricket, tennis and rugby games. For example, cricket is considered to be the second most popular sport in the world with 120 million players and 1.5 million enthusiasts. Big Ant Studios, a world leader in video games in this discipline, won a Metacritic score of 83 for its last opus *Don Bradman Cricket*.

- *Crea-Ture Studios - Acquired in July 2021*

Crea-Ture Studios' reputation is based on the extensive experience of its founder-managers, Marc-André Houde (20 years' experience in running and creating environments in groups such as Ubisoft, Square Enix and Warner), and Vincent Da Silva (almost 25 years' experience in programming and project management for companies such as Behaviour, Hibernum and Warner), and in particular their development of the game *Session*.

This deal gave Nacon an outstanding team of developers specialised in creating skateboarding games (*Session*), thus consolidating the Group's strategy of focusing on the buoyant niche segment of sports simulation games.

- *Ishtar Games - Acquired in October 2021*

The Ishtar Games acquisition announced last October gives Nacon the opportunity to create a dedicated Ishtar label to develop and market high-potential 'independent' games. The Ishtar team has proven expertise in this segment with their previous games, including *Dead in Bermuda*, *Dead in Vinland* and the recent critical and commercial hit *The Last Spell*, a tactical rogue-like RPG released in early access on Steam in June 2021 (91% positive opinions), sales of which had already reached over 150,000 copies at the time of the acquisition.

The studio's role within Nacon is to develop new gems through deep and innovative universes and gameplay, and to forge partnerships with various independent studios to develop and promote a large catalogue of games.

Ishtar Games now has more than 30 employees.

- *Midgar Studio - Acquired in February 2022*

Through the acquisition of Midgar Studio, Nacon is continuing its development strategy and adding new capabilities to its portfolio with a talented team specialising in J-RPG⁷.

Midgar Studio is based in the South of France and was founded by a team of enthusiastic developers. It provides experiences that stand out for the quality of their production, which focuses on technical and graphical excellence for a totally immersive gaming experience. With their passion for Japanese culture, and in particular J-RPG, the team was behind the game *Edge of Eternity*, which took its inspiration from the top licences in the genre. Hailed by both critics and gamers alike, it has been dubbed the "French *Final Fantasy*".

- *Daedalic Entertainment - Acquired in April 2022*

Daedalic Entertainment was founded in 2007 and is based in Hamburg. It has developed and published more than 90 games and is one of the largest and oldest independent companies in the German video games industry, with a talented team of 60 developers.

The studio has developed games for well-known franchises such as *Ken Follett's The Pillars of the Earth*, but is also reputed for its own titles, such as the *Deponia* series, *Shadow Tactics*, *Blackguards* and *The Whispered World*.

Daedalic Entertainment's Publishing division manages a diverse catalogue of games for PC and consoles. It is a well-reputed publisher of independent games thanks to its solo and multi-gamer titles

⁷ J-RPG: Japanese role-playing game.

such as *Witch It!*, *Unraveled!*, *Partisans 1941* and *Barotrauma*.

The studio is a global operator and its major markets are North America and China.

Apart from building on the collaboration which began with the publishing of one of the most eagerly-awaited games of 2022, *Lord of the Rings™: Gollum™*, this deal has enabled Nacon to acquire several key intellectual property rights and to benefit from Daedalic Entertainment's remarkable expertise in games publishing and development.

Thanks to this strategic acquisition, which is the Group's largest ever, Nacon has strengthened its leading position in AA games and harnessed synergies between the two complementary publishing houses to consolidate its position as a leading video game brand.

Nacon's Publishing division therefore has 16 development studios with a total of more than 700 developers, supported by a Publishing team of 80 people.

Benefits brought by the Development division

Upstream positioning in the value chain

Nacon's acquisition of several major video games development studios has added further expertise and strategic assets to its value chain, thus further strengthening the upstream activities in its Gaming business and creating value by offering the content so eagerly awaited in an ever evolving video games market (see Section 5.4 "Strategy and objectives").

5.1.1.2.1.2 Publishing

Video games publishers are often considered to be the intermediary between the development studio, the console manufacturers/digital distribution platforms and the market. The publisher is responsible for editorial policy, relationships with the console manufacturers, cost control, the marketing plan, selling the game and compliance with deadlines. The publisher's role is to take the studio's design and make a game tailored to the market, promoted, packaged, ready to be published and sold.

The process of creating and marketing a video game involving the Publishing function and expertise, whether developed in-house or outsourced, comprises several stages and requires cooperation between several different teams.

- STAGE 1: Brainstorming

A Publishing Committee, comprising the Head of Publishing and the main heads and key employees of the in-house studios, determines which games will be developed. These will then be included in Nacon's line-up based on the expertise of the in-house or trusted external studios. When the in-house studios do not have the expertise required to develop a game concept, the Group calls on external studios that have the right capabilities.

- STAGE 2: Production Monitoring – Licensing

Once the development project has been defined, the studios work very closely with the Publishing division's 'production monitoring' department throughout the production process. The Group has some 15 employees that monitor the production process and are in daily contact with their counterparts in the development studios. The production monitoring department comprises the following teams:

- Producers;
- Quality Assurance;
- Certification.

Nacon's licensing team is also involved at this stage, negotiating licences (e.g. players, brands, cars, etc.) to be used in the games. Nacon has acquired genuine expertise in this area over the last 20 years, which no other AA publisher can boast.⁸

⁸ See section 5.4.1.1.1.

Control over the game production chain

A rigorous production process

Nacon has developed a game production process with the studios it works with, comprising the following stages:

- PHASE 1 – Pre-design

This purpose of this initial stage is to determine the project's editorial positioning. It ends with the production of a 'high concept' that sets out the broad outlines of the project (creative intentions, artistic direction, content, functionalities, technological risks, budget, production lead time, etc.)

- PHASE 2 – Validation of the project

The high concept is then presented to the Publishing division, which may amend certain elements of the game concept.

Validation of the development project is followed by a kick-off meeting, whose purpose is to:

- determine the platforms on which the game will be sold;
- decide on the language versions;
- decide on whether to use licences;
- select the studio and Publishing division's production monitoring team to be assigned to the project;
- identify the software tools to be used for development;
- set the total budget, choice of sales supports, general time frame including main milestone dates to submit to the Publishing division's production monitoring department;
- approve the game concept.

- PHASE 3 – Design

Once these decisions have been made, the editorial department initiates the game design phase in association with the development studio. This stage gives rise to the production of the following deliverables:

- the first version of the Game Design Document, which contains the main characteristics of the game (technical architecture, story, design, animation, sound);
- the first version of the production specifications for all skill areas involved in producing the game (design, game world, animation, cutscene, sound, production, etc.);
- these deliverables are then submitted to the Publishing division's production monitoring team for approval.

- PHASE 4 – Pre-production

Once the design has been approved, the project enters the pre-production stage, which is essential for defining the game's technical constraints.

During the pre-production stage, a First Playable Prototype (FPP) is produced and delivered to the Publishing division's

production monitoring team, comprising three key elements:

- 5 to 10 minutes of a 'playable' version of the game;
- basic characteristics of the game mechanics;
- final version of the document summarising the game's artistic direction, mechanics and technical architecture.

- PHASE 5 – Production

Once the FPP has been validated, production of the game begins, following a very rigorous process.

The production phase lasts between one and three years depending on the scale of the project and is cut into contractually agreed stages of four to six weeks. At the end of each stage, a 'section' of the game is delivered to the Publishing division's production monitoring team and is the trigger for a milestone payment to the studio. This phase comes under the responsibility of the producer, who plays the role of project leader and thus guarantees the best possible quality of the game on both an artistic level and as regards the game mechanics and gameplay, while complying strictly with the specifications and constraints:

- timetable management;
- compliance with budget ;
- compliance with technical requirements.

In the studio, an Executive Producer manages the project development team on a day-to-day basis. The executive producer manages the various functions involved in the technical, artistic, design and animation departments to ensure that the project progresses on schedule and quickly address any problem that might lead to a delay in the timetable or a budget overrun.

The Quality department in the relevant studio validates the deliverable before submitting it to the Publishing division's production monitoring team and may ask the developers to make adjustments. After delivery to the Publishing division, the team then begins on the next deliverable, which includes any adjustments requested by the Publishing division.

The production phase of a video game comprises the following milestones:

- ALPHA: In the Alpha version, the game contains all the necessary data, the game mechanics and software components required for end-to-end testing of its functionalities.
- BETA: This final phase lasts one to three months and consists of eliminating any remaining bugs and then translating and localising the game for the markets determined in the Publishing division's marketing plan, in addition to English, which is the game's source language. This last stage is usually sub-contracted to translation agencies.

Test sessions by gamers external to the Company and the Publishing division's production monitoring team are organised at the end of the Beta stage in order to obtain initial feedback.

The pre-submission phase is the last step before the game's commercial release. It enables the Publishing division's production monitoring team to test the game on its own quality criteria, which can lead to final adjustments.

The presence and role of the Company's Quality team throughout the production process is one Nacon's key features, and is decisive in ensuring the quality of the many deliverables to the Publishing division's production monitoring team.

- **STAGE 3: Sales and marketing**

In parallel with the development stages, the Publishing division is involved in other important functions.

MARKETING:

The marketing teams must be kept informed of progress in the development of a game so that they can predict the likely release date and draw up a full marketing plan. Marketing of video games is predominantly digital-based and requires expertise that is very hard to find as it did not even exist a few years ago.

The Group has some 30 marketing specialists and this number is expected to increase. They include:

- product managers;
- digital team and community managers;
- submissions manager;
- press relations manager;
- artists/graphic designers;
- video designers/game trailer developers.

The Publisher's role is to design the game release campaigns and create a buzz around the release of a title or each episode of a game, using online and offline marketing teams. For each game release, these teams are responsible for developing dedicated websites for each title, the game's graphic charter (visuals, packshots, etc.), teasers, press relations, media space buying and management of the community on social media. The Publisher's involvement continues throughout the product's commercial lifetime, with responsibility for after-sales, updates, social media and future promotions. As an example, by creating a buzz ahead of *Warhammer: Chaosbane*'s release, Nacon generated a large volume of pre-orders.

SALES:

The sales teams become involved at the end of the production process. A game's success depends not only on its quality, which is often reflected in its Metacritic score and awards won from the specialist press or the gaming community, but also on the publisher's ability to distribute the product through all distribution channels worldwide.

Nacon's strengths in the retail market

For physical sales, which are mainly made through the large retail chains, the sales team must be able to oversee a production chain leading to timely physical delivery of the products in a global market.

Based on its past experience in the retail segment, particularly in video game production, distribution and promotion, Nacon believes it has the strengths required to continue growing its Publishing sales. The Group has an extensive distribution network. With its agile teams able to work in short cycles, Nacon believes it is capable of responding quickly to new market trends.

- *Opportunities offered by the boom in digital sales*

The Company believes that the explosive growth in digital sales of video games offers the Group attractive growth opportunities. Digital sales, which account for 82% of software sales for consoles and PCs in France (source: SELL, February 2022), imply immediate 24/7 availability for customers of all products published, included the oldest back catalogue titles, which are generally more available in physical retail stores.

Furthermore, the business model induced by digital distribution eliminates manufacturing and inventory costs while reducing the number of intermediaries, thus improving the publisher's margin. Nacon's sales team therefore focuses its efforts on increasing digital sales.

The publisher's capability in digital sales is a decisive factor in obtaining better visibility among a panoply of competing products. Nacon regularly organises commercial campaigns with Steam, Epic Store, PlayStation Store, Xbox Live and Nintendo eShop to promote its games in the online stores by offering flash price reductions on one or more titles. The Company believes that these campaigns drive sales of back catalogue titles over an increasingly long period.

Nacon's strength : a broad editorial positioning

As a result of its recent studio acquisitions, Nacon now has a very broad editorial positioning:

- Cyanide develops games in some of the major genres such as cycling simulations, turn-based games, narrative RPGs⁹ (genre now reinforced with the acquisition of Midgar Studio) and action and stealth;
- Kylotonn Racing and RaceWard give Nacon a robust position in car and motorcycle racing games and their expertise and capacities have been strengthened by the acquisition of Neopica;
- Eko Software has increased its presence in popular genres such as Action/RPG,¹⁰ 'Hack'n Slash'¹¹ and team sports, the latter also being one of the specialities of Big Ant Studios;
- Crea-Ture Studio is known worldwide for skateboard simulation games, with *Session*;
- Spiders and Passtech Games enable Nacon to cover the entire universe of RPG and action games; and
- Recent acquisitions Ishtar Games and, in particular, Daedalic Entertainment have given Nacon access to a vast universe of independent studios, thus further strengthening its array of video game genres.

Apart from the recent studio acquisitions summarised above, in March 2021, Nacon also announced that it was developing a new collection of games devoted to life simulations. Combined under the Life label, the first five games have been announced: *Train Life*, *Hotel Life*, *Chef Life*, *Surgeon Life* and *Architect Life*.

5.1.1.2.2 Accessories

The Gaming Accessories business gives the Group a unique knowledge of the market as a whole. During the design and manufacturing stage, Nacon takes into account the expectations of end consumers in terms of design (colour choice, the latest 'in' materials, etc.), ergonomics and environmental concerns, as well as the expectations of its distributors (packaging, etc.).

⁹ RPG: role-playing game.

¹⁰ Action/RPG: role playing game incorporating some aspects of an action game.

¹¹ Hack'n Slash: RPG involving battling against hordes of monsters.

Stages in the accessories process: from design to sale

- **STAGE 1: Brainstorming**

The process begins with a full study and analysis of market trends, supported by an active technological and competitive intelligence system. As the gamer's experience is the main focus of the accessories business, Nacon's development team makes a point of taking gamer feedback into account to develop new ever more innovative and high-performance products (resolving bugs in old products, performance improvements, choice of new components, integration of new technology, etc.).

Booming trend in eSport

As explained in Section 5.2.3.2, eSport involves professional competitive gaming either via LAN party or via Internet on console or PC.

A business in its own right, eSport is a massive trend in the gaming market. Amateur players can watch games played by their favourite champions, study their form and the equipment they use in order to improve their own techniques by using the same accessories.

Nacon® accessories are capitalising on the explosive growth in eSport and the new trends in the gaming market. Nacon® accessories use leading-edge technology, which is now essential for players competing in global eSport events where the financial stakes are very high. Consequently, as explained below, Nacon draws on the contribution from expert gamers to develop its accessories.

In April/May 2020 during the Covid-19 lockdown period, eSport tournaments were organised based on games developed and published by Nacon to replace physical tournaments. Some of them, such as the TWT Mutua Madrid Open, were hugely successful and attracted the participation of many tennis stars. These events bear witness to the marketing synergies between the Games and Accessories businesses.

During lockdown: major eSport virtual tournaments replaced physical tournaments

Genuine consideration of gamers' expectations

Throughout its development process, Nacon obtains advice and opinions from the pro gamer community in order to design products that meet their expectations. Experienced gamers have therefore been approached for advice or even to work directly with the development team. Gamer feedback is systematically reviewed and taken into consideration. It has thus become usual practice to work hand in hand with the community of gamers targeted by the Company's products.

Celebrities from the video games world have not only become ambassadors for the Group's products but also contribute to their development:

#Ambassadeurs NACON

Kayane, TV presenter and multiple champion in combat games, currently competing in Soulcalibur VI.

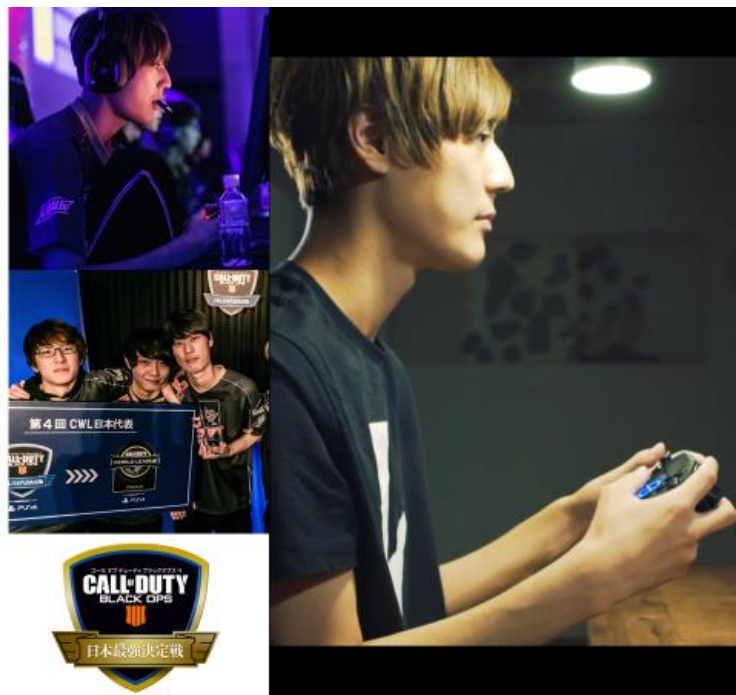
- NACON ambassador since 2016, mainly as a consultant on the **DAIJA Arcade Stick**



#Ambassadeurs NACON

Sitimentyo, pro gamer and member of Japan's largest Call of Duty team, Libalent Vertex.

- **Top Call of Duty player in Japan.**
- NACON ambassador for the **Revolution Unlimited** controller since 2019.
- **"The Unlimited controller is like an extension of me (...) it's why I'm now number 1 in Japan!"**



This active contribution from the pro gaming community has enabled Nacon to strengthen its expertise. For example, this was reflected in an average score of over 17/20¹² upon release of the Revolution Unlimited Pro Controller, the Nacon® brand's flagship product.

- **STAGE 2: Development**

Once the development project has been defined, the development teams work very closely together throughout the development process. The Group works with leading partners in Asia for its manufacturing needs. Nacon focuses on product research, design and production monitoring, as well as the related communication and marketing.

¹² Source: Jeuxvideo.com article "La Revolution Unlimited excelle" with a score of 17/20, and Gameblog article "La référence des pads PS4".

The Gaming Accessories business comprises:

- the Lesquin head office responsible for pure R&D, feasibility studies, concept and design; and
- the Hong Kong development team responsible for selecting manufacturing partners and for quality assurance.

Concept and Design

The boom in digital and eSport in the gaming market has spawned a highly demanding community of gamers. Designing products that meet consumer demand involves building prototypes of new models, for which Nacon specialists at the Lesquin head office pay close attention to design, ergonomics and the choice of materials and components. Nacon also endeavours to provide good value for money.

Through continuous technological intelligence and daily monitoring of sales, Nacon can incorporate new technological options, user needs and the latest trends in design and ergonomics into its design process. Its accessories are designed to meet the expectations of global consumers by providing unique technical options for a truly immersive gaming experience. They also meet the needs of partners and distributors as regards packaging.

The head office teams design in-house the tooling required for mass production (injection moulds, cutting dies, etc.), in partnership with the Hong Kong team.

Leading-edge technology for high-quality accessories

In the past, gaming accessories were a mass market product. The commercial teams discussed prices and volumes with their customers rather than quality. The production philosophy was therefore to produce as much as possible at the lowest possible cost.

These days, mainly because of the boom in eSport, consumers look for quality first. In 2015/16, to meet the needs of this new community of eSport gamers looking for ever improving technology, Nacon was the first to begin raising its quality standards and investing more in R&D. By seeking to provide pro gamers with excellence and ultra-performance, Nacon positioned itself upstream in the value chain by integrating into its industrial development process specialities such as 3D design for analysing internal and external structures, applied electronics and algorithm design to optimise component performance.

The Nacon® brand also built its reputation on the leading-edge technologies used in the development of its accessories. Nacon® products therefore integrate a high concentration of R&D. The Group's R&D capability, which is strengthened by regular recruiting of new employees both in France and Hong Kong, has led to an increase in the number of registered patents (70 patents registered for the Revolution controller alone) and to an improvement in the technological functionality and quality of the products. Thanks to its investment in R&D, Nacon now believes it is now several years ahead of the competition.

Mass production

Nacon selects its partners on the basis of very strict criteria in terms of quality, control and industrial capacity. It works closely with them to continuously improve the manufacturing process.

The Hong Kong and Shenzhen teams are thus responsible for:

- Selecting the manufacturing partners best able to understand a product's specific features and manufacture it according to Nacon's specifications under the best conditions, while preserving the confidentiality of the product throughout the development process.
- Product quality assurance: when a blockbuster project is mass produced for the first time, the development and quality engineers and the project leaders are present to make sure that all the production stages approved by them are followed and observed throughout the manufacturing process. The manufacturers are required to comply strictly with Nacon's specifications.
- Compliance with European and global regulations: Nacon's quality engineers make sure that the Group's products comply with European and global regulations. Production plant audits and quality control inspections are performed regularly to ensure that Nacon's products always meet the highest quality standards.

- **STAGE 3: Sales and marketing**

In parallel with the development stages, other functions also play an essential role.

MARKETING:

The Group's Publishing and Gaming Accessories divisions share their communication and marketing costs.

Marketing has also evolved with the advent of social media and has to keep as close as possible to the gaming community. Gamers are fed a continuous flow of information through all available physical and digital communication channels. The Nacon® website regularly informs its newsletter subscribers about its new developments.

The Marketing department plays an essential role in Nacon product launches: Designing communications and marketing campaigns to create a pre-launch product buzz; All communication phases, creating packaging, visuals, packshots and video teasers; Media space buying and developing dedicated web pages; Managing press relations and interfacing with the gaming community via social media.

Nacon also invests in global eSport competitions. It has become one of the major sponsors of ESL competitions and intends to continue these partnerships, which are a valuable means of promoting its products by showcasing their technical excellence and their intensive use during competitive gaming.

SALES:

An accessory's success depends not only on its technical performance, which is often featured in the specialist press or the gaming community, but also on the publisher's ability to distribute the product through all distribution channels worldwide. The sales team must be able to oversee a product chain leading to timely physical delivery of the products in a global market.

Nacon has more than 30 years' experience in the accessories market for third-party consoles (i.e. not made by console manufacturers) and has been a leading European player for 20 years. It has an extensive distribution network comprising subsidiaries in all the main European countries and exclusive distributors worldwide. With its agile, responsive teams able to work in short cycles, Nacon can distribute its products rapidly across domestic, European and global markets.

5.1.1.3 Presentation of the Management Committee

5.1.1.3.1 Management Committee

The Group Management Committee is as follows:



5.1.1.3.2 A highly-experienced top management team

A highly-experienced Management Committee:

Alain Falc, Chairman and Chief Executive Officer



Alain Falc, an engineering graduate (ISEN 1981), founded Bigben Interactive in 1981 when he finished his studies and rapidly acquired industrial and commercial know-how in watches and other promotional electronic products. In 1993, he moved into the budding video games sector. By 1999, when it was floated on the stock exchange, Bigben Interactive was one of the leading designers and manufacturers of accessories for third-party video games consoles (i.e. not made by the console manufacturers) in France. After its IPO, Bigben Interactive continued to expand internationally, with operations in Benelux, the United Kingdom, Germany, Hong Kong, Spain and Italy. Having gradually built up

the video games publishing business over the following decade, in 2011 Alain Falc acquired the smartphone accessories design and distribution business of ModeLabs, the French leader in smartphone accessories, which became Bigben Connected in May 2013. He then took the Bigben Group in another strategic direction in 2018-2019 through the acquisition of interests in five development studios. In 2019, he successfully engineered the creation of Nacon, the Bigben Group's integrated Gaming division.

Laurent Honoret, Chief Operating Officer



Laurent Honoret obtained a Master's degree in international trade from ISEG Lille in 1993 and began his career in town planning and European lobbying with local authorities and SMEs. In 1996 he moved into the multimedia sector and held sales and marketing positions (sector head, major account manager) with Virgin Interactive and then the Hachette Filipacchi Group. He joined Bigben Interactive at the end of 2000 as Major Accounts manager and became head of Sales and Marketing France in 2005 and then head of Group Sales and Marketing in 2008. He was Chief Operating Officer of Bigben Interactive until January 2020.

Benoît Clerc, Head of Publishing



Benoît Clerc has 30 years' experience in the games industry and has been head of Bigben Interactive's Publishing division for 13 years. He was involved in creating and developing the Publishing division, which has grown rapidly over the last few years, making Bigben one of the world leaders in the mid-publishing segment. Before becoming a publisher, he held positions as writer, chief editor and developer. He was also the founder and President of Game IN, the regional professional association, marketing and business lecturer at Rubika/SupInfoGame, director of SNJV, member of the Pictanovo jury and the CNC's AFJV commission, and Vice-President of the Lille French Tech responsible for exports. He holds a Master's degree from EDHEC and is a graduate of Stanford University's Innovation and Entrepreneurship

programme.

Yannick Allaert, Head of Accessories



Yannick Allaert joined Bigben Interactive 35 years ago and has moved up through the ranks to become a member of the Management Committee. Throughout his career he has acquired many skills and held various positions in logistics, transport, inventory management, product development, marketing and communication, purchasing and international trade. He was thus responsible for opening up new markets and setting up the Group's Accessories division. At the beginning of the decade, in addition to his position as Head of Accessories, he became Chief Executive Officer of the Hong Kong subsidiary and now manages teams based in France, the UK, Hong Kong and China. Recognised as a genuine expert in the gaming accessories market, he is responsible for the partnership between Sony and Nacon.

Anne Badot Janssen, Chief Financial Officer



Anne Badot Janssen obtained a Master's degree in accounting and auditing from IAE Valenciennes in 2001 and began her career in financial control with Verreries de Masnières, a manufacturer of perfume and cosmetics bottles. She joined the Bigben Interactive group in 2007 as financial controller and then took over responsibility for consolidation of the Bigben Interactive Group's financial statements.

5.1.2 Presentation of the product offering

5.1.2.1 Video games

5.1.2.1.1 An extensive line-up

One of the largest global line-ups of AA video games

Nacon currently has a line-up of more than 250 video games for console and PC. Its aim is to make its games as realistic as possible. Nacon does this through a licensing strategy, signing over 200 licensing agreements a year to use the licensor's brands, models or avatars in its games.¹³

The 2021/22 line-up can be divided into four strategic ranges – Racing, Sport, Simulation and Adventure. To strengthen its editorial capabilities in Simulation games, in March 2021, Nacon also announced that it was developing a new collection of games devoted to life simulations. Combined under the Life label, five games have been or are still being developed: *Train Life*, *Hotel Life*, *Chef Life*, *Surgeon Life* and *Architect Life*. The Group intends to strengthen its position in this segment while uniting its productions under a single brand. The Life series gives gamers the opportunity to experience life in various iconic professions, such as surgeon, award-winning chef or architect, through varied gameplay that combines planning, managing and performing specific tasks related to the relevant profession.

As announced along with its 2021/22 release pipeline, Nacon has finally unveiled a fifth strategic range, known as Triple i (3i) games. Sector operators in this category are seeking to emulate the AAA games segment, sales of which typically reach more than 5 or even 10 million copies, but relying on independent studios (hence the 'i') with lower development budgets. The games will be of high quality and quite aggressively priced (from €20 to 30 per game), which the Group expects to generate high sales volumes and margins. Nacon brought two games in this range to the market during 2021/22 - *RogueBooks* and *RogueLords*.

A balanced line-up

As explained in Section 5.3 "Strategy and objectives", Nacon is a publisher and developer of AA games for console and PC. This market segment encompasses all games with sales volumes of between 200,000 and 3 million copies, which distinguishes it from the AAA segment, where budgets can be



TRIPLE i

¹³ See Sections 5.4.1.1.3 and 5.1.1.2.1.2.

anywhere between €1 and 20 million. Confronted with the industry majors and AAA blockbusters released each year, Nacon knows how to differentiate its products and focuses on a few neglected and therefore less competitive niches.

Supported by its studios, each one of which is an expert in its field, Nacon proposes unique, high-quality, compelling projects that meet a specific demand from savvy, demanding gamers. Nacon's objective is thus to provide the market with a different product offering that will appeal to a population considered to be niche by the industry majors, but which in reality encompasses several million gamers, thus ensuring the profitability of its games.

Creativity, expertise and differentiation are the watchwords for all of Nacon's development projects.

In 2021/22, its video games fell into four categories:

- Racing;
- Sports;
- Adventure;
- Simulation.

Racing is a popular genre in the video game market and has a significant place in Nacon's catalogue. KT Racing (trading name of Kylotonn, Nacon's in-house studio), an expert in developing racing games, offers a rallycross simulation game under official WRC license. After continuous physical and technical improvements over the past few years, *WRC 10* was released this year and is now considered to be a benchmark in its segment. Nacon and KT Racing's expertise also extends to motorcycle racing with the *TT Isle of Man*, the official game for this most prestigious of races.

Nacon's racing catalogue has also been enhanced with some innovative new products such as *FIA Truck Racing Championship* and *Overpass* (offroad racing game), both supported by official licences. These two simulation games are realistic enough to satisfy the most demanding of racing fans and offer them new thrills.



RACING

Popular across all age groups, sports games are an essential item in a video games library. Some sports are not really addressed by the industry majors and Nacon has been able to appropriate several disciplines for its games. Examples are rugby, cycling and tennis games developed by Nacon studios, which have recognised expertise in those sports. They meet the expectations of millions of amateur sportsmen and women who were eagerly awaiting a video game of their favourite sport. The recent acquisition of Big Ant Studios, a major Australian studio specialising in cricket simulation games, is also an illustration of this strategy, with the aim of capturing the 120 million cricket players worldwide.



SPORTS

Nacon innovates and offers new experiences in a universe limited only by imagination through its **simulation games**. By combining unique gameplay¹⁴ mechanics and realistic content (universe and licences), Nacon aims to provide an original experience that goes beyond what is typically available in the market. The latest example of this is a game called *Bee Simulator*. It is both an entertaining and educational game that invites the gamer to see the world through the eyes of a bee and discover its universe. As indicated earlier, Nacon announced more recently (March 2021) that it was developing a new collection of games devoted to life simulations. The Group intends to strengthen its editorial position in this segment while uniting its productions under a single brand.



SIMULATION



ADVENTURE

The last major genre offered by Nacon is **Action/adventure**, an extremely popular genre. It is the most competitive segment of the market and the Company therefore endeavours to develop innovative, original content. Nacon is able to obtain major licences for games that already have a strong following whilst at the same time proposing new concepts that will appeal to the community: the *Warhammer* universe and *Werewolf* to name but two.

More recently, when the 2021/22 results were announced, Nacon unveiled a new

¹⁴ Gameplay is a term used in the video game world meaning how the game is played, including the rules, the objectives and how to conquer them, as well as a player's overall experience.



KIDS

category of titles for **children**. Nacon believes that, apart from console manufacturer Nintendo, this segment is poorly addressed and that, given its track record in casual games for the entire family, this is a buoyant segment. During 2022/23, Nacon will release two titles for children: *Zorro The Chronicles* and *My Fantastic Ranch*.

5.1.2.1.2 Ramp up of games published by Nacon

Capitalising on game series

The Group also intends to capitalise on its development investments by creating game series or sequels. The Company believes that the experience acquired through years of R&D (and millions of investment) not only enables it to improve the technical aspect of its games and its critic scores (Metacritic¹⁵, etc.) but is also a genuine barrier to entry for competitors who would be obliged to invest heavily and accumulate several years of development experience to achieve a similar technical and quality level.

Games now first-class in terms of quality:

Gamer feedback on the quality of the games published by Nacon has improved significantly in the last few years, as reflected in the scores of each *WRC* game presented below.



Nacon's objective is now to maintain satisfactory scores consistent with the investment budgets for its games, in line with the Metacritic scores obtained for the latest version of *WRC* (*WRC 10*: 76 on PlayStation® 5 and 80 on Xbox Series X/S).

In 2018/19, the first games developed by Nacon's in-house studios were released, including *Warhammer: Chaosbane* (Eko Software) and *Tour de France/Pro Cycling Manager* (Cyanide). The excellent scores obtained and the success of the games support Nacon's choice of vertical integration.

Inevitably higher investment budgets:

Given the various acquisitions made in the past few years and its ever-broader line-up of titles, Nacon's annual investment in intangible assets is growing significantly. The following chart shows the upward curve in annual development costs for its games.

¹⁵ Metacritic's Metascore is the gaming industry benchmark and equates to the average of all scores given by the main global gaming media. Each game on each platform (PC, PS4, XboxOne, etc.) obtains a Metascore if the product has been rated by at least six media.



5.1.2.1.3 Games released in the last financial year

Building a profitable line-up

The officially announced release line-up in 2021/22 was as follows:

	APR '21	MAY '21	JUNE '21	JULY '21	AUG '21	SEPT '21	OCT '21	NOV '21	DEC '21	JAN '22	FEB '22	MARCH '22
RACING										w2c 10 THE OFFICIAL GAME PSS/PS4/X1/XSX/PC: 02/09		w2c 10 THE OFFICIAL GAME Switch
SPORTS		PRO CYCLING MANAGER 2021	le Tour France							CRICKET 22		RUGBY 22
ADVENTURE		GREED FALL										
SIMULATION				TRAIN A LIFE A RAILWAY SIMULATOR								
TRIPLE I	ROGUEBOOK				ROGUE LORDS						ROGUEBOOK	

The Company's line-up includes high potential and therefore high budget games (over €10 million) as well as lower cost games with an easily reachable profitability threshold.

Releases in the last financial year were more limited than expected, as Nacon announced the postponement of four games in 2021/22 (*Vampire: The Masquerade® – Swansong*, *Blood Bowl 3®*, *Train Life* and *Hotel Life*) in order to improve them and align them to the Group's expected quality standards.

5.1.2.2 Gaming accessories

Nacon believes that it is one of the leading European players in third-party gaming accessories (i.e. not made by console manufacturers), notably with products such as controllers for home consoles, headsets (enabling gamers to communicate during online play) and many other products. Its accessories are mainly designed for the major console manufacturers (Sony, Microsoft and Nintendo).

Accessories for handheld consoles

Nacon historically manufactured accessories for Nintendo users (Wii, DS, DSi XL, 3DS, Wii U). There was strong demand at this stage for its range of products developed especially for Nintendo consoles. Following the success in 2017 of the latest generation console Nintendo Switch™, Nacon was able to use its historical know-how to market a broad range of dedicated accessories, which were highly successful as of 2017/18.



Accessories for home consoles and PCs

The Group now also makes accessories for Sony and Microsoft platforms and its product range covers all functionalities in those environments.

The accessories market is driven by the massive popularity of video games and the large number of consoles and platforms in use. However, in the past, the closed systems of the latest generations of Sony's PlayStation® 4 and Microsoft's Xbox One released in 2014 had put a brake on the independent accessory manufacturers like Nacon.

In 2015, therefore, the Group negotiated a specific licence directly with Sony for its PlayStation 3 consoles, which led to significant sales of accessories manufactured under Sony PlayStation™ licence in financial year 2015/16.

Birth of the Nacon® brand

To counter the threat of reliance on the console manufacturers, Bigben Interactive's Gaming Accessories division developed a premium brand called Nacon® for PC gamers. This brand very quickly attracted its followers and acquired a strong reputation. Nacon created the first controller designed especially for pro gamers. It was named "world's best PC controller" by the specialist press for its quality and personalisation options.



Blue-chip partnerships, first with Sony and now Microsoft

Premium segment:

Based on the success of this PC pro gaming controller and the quality of the Group's Nacon® brand products, Sony approached Nacon at the end of 2016 to develop an eSport controller for the PS4 console using its expertise in pro gamers' requirements. The first licensed PlayStation® 4 Revolution Pro Controller was developed and sold by Nacon and was instantly successful. Since then, several million units of each Revolution Pro Controller version have been sold, including:

- Revolution Pro 2 controller for PlayStation® 4
- Revolution Unlimited Pro Controller, the Nacon® brand's flagship product
- Revolution Pro 3 wired controller for PlayStation® 4

Entry level segment:

Other than its premium products, Nacon addresses the entire market through other products, including Nacon Compact controller, Asymmetric Wireless controller and other products for use by video game fans (Arcade Stick, cases, etc.) under PlayStation® 4 licence.

Nacon® brand
Pro Controllers



Since their launch, combined sales of the entry level Compact and Asymmetric Wireless controllers have reached several million and they continue to be one of the Group's bestsellers, especially now that worldwide sales of PlayStation® 4 consoles have exceeded 115 million (116.9 million at end December 2021 - Source Sony).

The fact that one of the major names in video games, Sony, has chosen to work with Nacon is a guarantee of quality. Moreover, this partnership goes beyond a classic partnership as Nacon staff work directly with Sony's technical, design and marketing teams to make sure they comply with Sony's specifications. Nacon has thus become one of Sony's main European and global partners. Nacon does not distribute Sony products but develops products under Sony licence.

By making a point of providing high quality, safe products and given this partnership with SONY, Nacon® has established itself as one of the leading brands in console accessories.

Second major partnership agreement, this time with Microsoft

Now a world recognised expert in video games accessories, Bigben Interactive wishes to broaden its network of partners. In July 2020, its subsidiary Nacon unveiled the signing of a major new partnership agreement with Microsoft at the company's first online press conference 'Nacon Contact'.

Thus, Nacon can now offer several categories of officially licensed accessories, including controllers and headsets for Xbox One and Xbox Series X|S products. This new partnership should accelerate growth of the Group's international Accessories business.

Pro controller and MG-X controller for the Xbox range



The new RIG™ headset range

Following its acquisition of the gaming headset business and RIG™ brand from Plantronics Inc. (ex Poly) in early 2020, Nacon has developed a new range of headsets.

Like Nacon® controllers, the RIG™ range aims to provide all gamers with the best headsets in their segment:

RIG™ headset range



RIG™ headsets are an industry standard in the audio market for console and PC gamers. Capitalising on the expertise of Plantronics Inc. (ex Poly), a pioneer and expert in telecommunications, the RIG teams support industry growth by making their technology available to gamers. Appreciated by many gamers worldwide for their innovative properties, their unfailing sound quality and comfort level, RIG products are fully adapted to the most competitive gamers. In this respect, the teams in charge of RIG™ headsets work with many pro gamers, influencers and international eSports organisers.

With a range comprising official Sony and Microsoft Xbox licensed models, RIG™ headsets also feature among the console manufacturers' special partnerships.

Sales of RIG™ headsets began in early 2020/21 in the USA and Australia, bearing in mind that the acquisition was completed on 20 March 2020, strengthening and rounding out the Group's range of accessories.

The integration was highly successful, propelling the Group into the Top Three in gaming headset sales in the USA as of the first year.



5.2 MAIN MARKETS

The section below contains information about the Company's markets.

5.2.1 Video games, a large rapidly changing entertainment market

Gaming has gradually become the largest market in the entertainment world, alongside the historical TV, cinema and music markets.

The gaming market in which Nacon operates is now considered to be the second largest market after television in the entertainment economy in terms of value. With more than \$180.3 billion of revenue in 2021 and growth of about 1.4% despite the more than 20% growth achieved in 2020 compared with 2019 due to the Covid-19 effect, the video games market has overtaken cinema and music combined (source IDC and Newzoo).

The digital transition has had a massive impact on all sectors of the entertainment market, such as the explosion in streaming that has radically shaken up the music and video markets in the past few years, leading to the emergence of new leaders like Spotify, Apple Music and Deezer in music, and Netflix, Amazon and HBO in video.

The gaming market is already changing, with rapid digitalisation of video game sales, mainly through the emergence of digital distribution platforms (such as Steam and Epic Games Store in PC Gaming and Sony's PlayStation Store and Microsoft's Xbox Live in consoles) and multi-player online gaming on PC and console. Change is expected to gather pace with the current roll-out of 5G, which will make widescale cloud gaming possible in the near future.

Within that market, the Nacon's Group's sales profile by product category is as follows:

Breakdown of sales by product category:

in thousands of euros	12-month total			Contribution		
	2021/22	2020/21	2019/20	2021/22	2020/21	2019/20
Revenue	155,912	177,834	129,427	100%	100%	100%
of which						
Accessories	96,575	103,119	52,596	62%	58%	41%
Physical games	14,610	18,407	21,825	9%	10%	17%
Digital games	39,830	50,633	48,940	26%	28%	38%
Other	4,897	5,676	6,067	3%	3%	5%

The "Other" category includes the Mobile and Audio sales of the German, Belgian, Italian and Games.fr subsidiaries

Weighting of the Group's top three customers

By way of illustration, the weighting of the Group's top three customers in Nacon's total sales was as follows:

- 29.2% in 2021/22;
- 29.7% in 2020/21;
- 28.1% in 2019/20.

5.2.2 The global gaming market is still growing

The gaming market has been through a period of major transition over the past few years, with each period of transition traditionally coming with the release of a new generation console, in this case the eighth since consoles first came on the market.

After the success in recent years of Sony's PlayStation 4, Microsoft's Xbox One and Nintendo's Switch™, in 2020 the global market was boosted by two key catalysts:

- The Covid-19 pandemic and in particular the lockdowns imposed across the world (Asia followed by Europe and then the USA) led consumers to switch massively to online and digital purchasing. This was particularly the case for games publishers, who sold more and more products on digital platforms (Steam, PlayStation Store, Xbox Live, Google Stadia, etc.).
- There was a resurgence in console sales following the November 2020 release of the new generation PlayStation 5 and Xbox Series X|S, with significant growth in sales recorded in November and December 2020.

During 2021, the market remained buoyant although with some contrasting performances. The mobile universe was up 7% driven by the success of certain games, eight of which generated revenue of more than \$1 million each, while consoles were down symmetrically by 7% and the PC environment remained flattish at -1% (source: Newzoo).

Otherwise, the positive megatrends for the sector were borne out, i.e. cloud gaming, which doubled its revenue to \$1.6 billion (driven by the consumer experience effect and a broader product offering) and eSport, with 14.5% growth in business in 2021 (bigger audiences and more advertising).

Apart from the console universe, the market thus remains supported by the resurgence of PC gaming and by the boom in smartphone and tablet gaming, with mobile gaming representing more than 50% of the market in 2021.

After its virtually flat performance in 2021, the global video games market is expected to pick up again and reach \$218.7 billion by 2024 (source: Newzoo), driven by mobile and consoles (forecast growth of about 8% a year for these two segments), while growth in the PC environment is expected to be low (about 2% a year in 2021-2024).

However, growth will be slower in the short-term (2022) due to the tensions in supply of electronic components, which has impacted the console and accessories markets. Furthermore, as the effects of the Covid-19 pandemic recede following the vaccination campaigns in Europe and the USA in particular, this should also have an impact on consumer demand.

In the games market, there are two major trends having an effect on how publishers sell their products, with an increasing amount of content now published through two models:

- live ops: online games are updated regularly not only to correct various bugs but mainly to improve the user experience based on user feedback. Thus, by continuously improving its product and providing additional content and functionalities, the publisher can extend the title's life and thus its potential to monetise the game (through a subscription or micropayments):
- free-to-play: games distributed online are made available to gamers free of charge and the publisher aims to monetise its game through advertising or micropayments (e.g. through a virtual store where gamers can purchase new characters or new powers to evolve in the game).

The objective of both these models for the publisher is still to retain gamers' loyalty to a title, the challenge being to meet their expectations over time in order to maximise the long-term return on investment.

5.2.3 Gaming, a rapidly evolving market

Apart from the figures referred to above, it is important to note that the global gaming market has seen some radical changes in recent years.



The number of gamers is increasing and more and more of them are women. In the French market, GfK data claimed that 29% of the population were regular gamers in 2005. This figure had reached over 70% in 2021. Today, more than one half of all homes are equipped with a gaming console versus less than

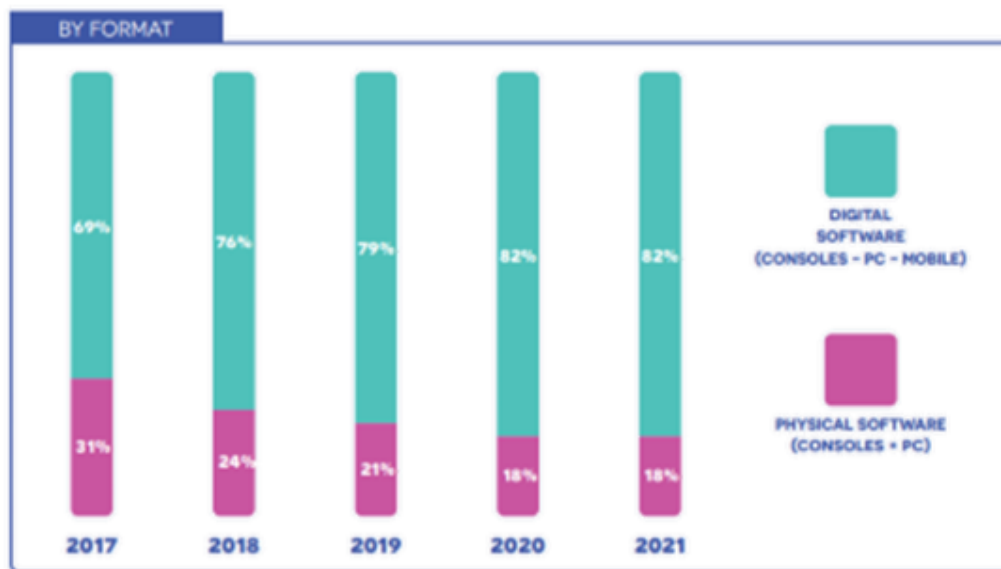
one third just over 10 years ago.¹⁶ At the same time, more and more women are playing video games, especially in the older age brackets. The gender split is now 47% women and 53% men, a split that has remained virtually unchanged for three years.¹⁷

These trends are due to the fact that nowadays video games can be played anywhere in the home, on console, tablet, smartphone or even connected TV.

5.2.3.1 The digital revolution in video games publishing

In this apparently buoyant environment, the market has nonetheless seen some strong impacts due to digitalisation of games, with very rapid growth in digital sales (which, for illustration, represented 82% of the software business in France in 2021 according to SELL versus 69% in 2017, PC, console and mobile environments). This trend, which is expected to gather pace in the years ahead, is due to the increasing number of digital distribution platforms (such as Steam and Epic Games Store for PC gaming and Sony's PlayStation Store and Microsoft's Xbox Live for consoles) as well as increased competition from smartphones, which are also largely used for gaming.

Growth of digital sales as a proportion of total video games sales (French market)



Source: SELL – sales France (March 2022)

Digitalisation of video game sales provides many opportunities and positive trends for publishers:

- increased availability of the video games catalogue, which is now available 24/7 worldwide through the digital distribution platforms;
- more distribution channels, with the arrival of new digital distribution platforms that are seeking exclusive content and will contribute to financing games, particularly through minimum guarantee mechanisms granted in exchange for an exclusivity period;
- a longer game life, through the creation of a back catalogue, with games remaining available for sale for several years, unlike the physical sales model where games were only available for a few months;
- piracy made increasingly difficult due to the need for gamers to connect to the platform to play online;
- development of the 'Paymium' model in which gamers pay for games and can then convert real money into virtual money or buy in-game items via microtransactions to speed up their progress in the game or to acquire limited-edition objects.

¹⁶ Source: GFK statistics and SELL 2020 data.

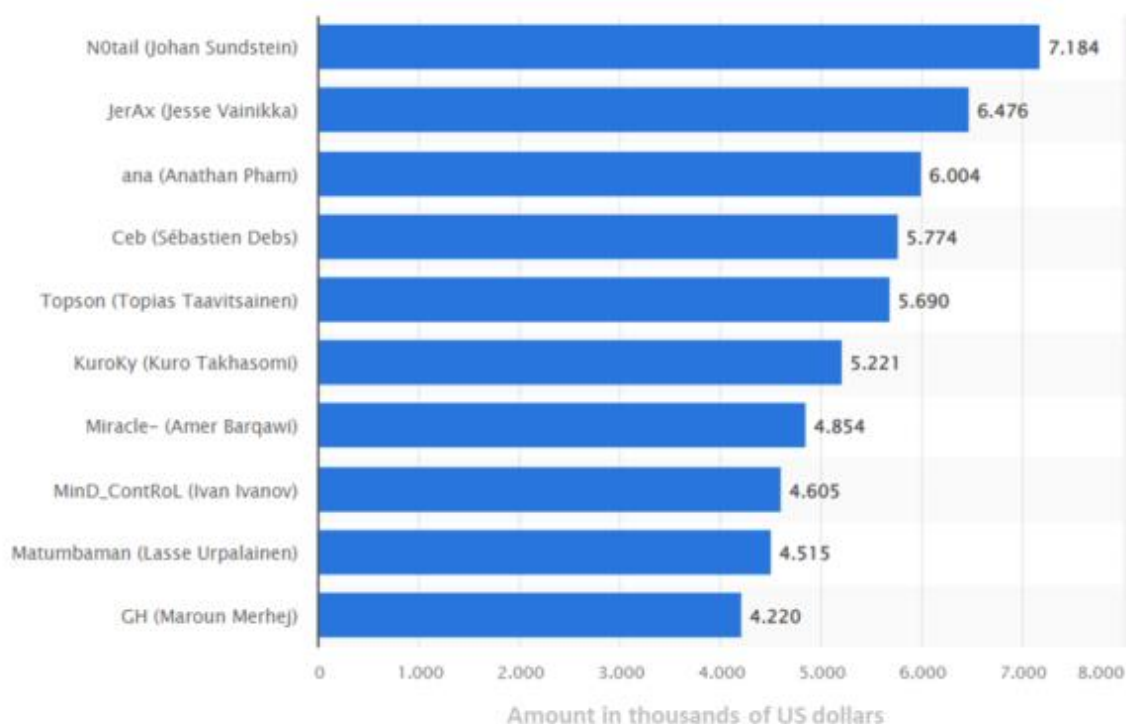
¹⁷ Source: GFK statistics and SELL 2020 data, 2021 data not available.

5.2.3.2 eSport, an attractive sector in full boom

Another underlying trend in the sector is eSport which the practice of competitive gaming either in a team, solo or in a LAN party or via Internet on either console or PC.

Pro gamers play either solo or in a team. They practise for several hours a day, take part in competitions organised throughout the world and live off their winnings. Competitive tournaments are highly popular in Asia, and in particular South Korea and Japan. They are broadcast on TV and the players are stars. The first tournaments took place in 1997. The best known tournaments are Cyberathlete Professional League, the World Cyber Games and the Electronic Sports World Cup. Since the mid-2000s, the largest international eSport competitions have offered several million dollars of prize money.

Rankings of the world's top ten eSport players in terms of revenue generated, February 2022



Source: Statista (March 2022)

In 2016, the Olympic Committee recognised eSport as a sport, paving the way for it to be included in future Olympic Games, although no specific date has been put forward.

Almost 200 video games are now played competitively (including two published by Nacon: WRC and TWT) but the top 10 alone generate 80% of sector revenue.

eSport should grow sharply in the years ahead as it becomes increasingly accessible (mainly due to content sharing via some platforms).

Thus, according to Newzoo, eSport revenues grew by a substantial 14.5% in 2021 to reach \$1.084 billion (versus \$947 million in 2020), of which 75% from media advertising and sponsorship. Audience figures reached almost 943 million during the year, representing growth of 10% driven by factors such as the post Covid-19 effect, a particularly strong boom in China and diversification of well-known teams in this universe.

Competitive gaming has thus moved on apace and has become much more widespread as the market has matured, with tried and tested business models, more professional management and improved league structures, while emerging high growth platforms such as Discord and popular games such as Fortnite are still seeking to build a genuine eSport identity.

Games are now 'predestined' to follow an eSport career. The main benefit of this is that it extends the life of a game from several months to several years, sometimes more than 10 years. For example Epic Games, the developer of *Fortnite*, announced in mid-2018 that it planned to contribute \$100 million in prize money with the aim of making its game one of the best-known and most played eSport competitions in the world.

The eSport industry has been cultivating its communication strategy and engaging with well-known

sports personalities, close to the gaming culture. In addition, sport and eSport have developed a closeness that some would describe as natural. The US sport franchises and European football clubs very quickly understood how eSport could represent an opportunity for them.

eSport fans, mainly comprising generation Y and Z, are deserting the stadiums. Clubs can therefore win back their younger public by playing a role in structuring the eSport industry.

In this ebullient environment, the major eSport segments are rising to the challenge with the aim of capturing a share of the promised financial bonanza:

- Publishers and design studios are progressively engaging in an industrial strategy. Long considered as a source of additional revenue, eSport is now the very basis for the development strategy of video game publishers and design studios. These market operators are positioning themselves right across the eSport value chain or developing a strategy of partnerships with existing providers;
- Promoters and franchises are consolidating their position in the value chain. Long the drivers of eSport growth, these operators are faced with new players, mainly publishers and developers, seeking to (re)gain control over the use of their titles for competitive gaming. Their technical and logistics know-how means that they cannot be circumvented, even by publishers seeking to insource the eSport business;
- TV channels are attempting to measure the scale of the phenomenon and to take their place in the broadcasting model. Sky, BBC, ITV, Fox, TBS and above all Disney through ABC, ESPN and Disney XD are beginning to broadcast eSport events. But the Web players are the main winners in the eSport audience war, especially Twitch and YouTube Gaming, as well as eSport specialists such as Electronic Sports League (ESL), Major League Gaming (MLG) and Smashcast;
- Betting companies are eagerly awaiting more accommodating legislation. In May 2018, the Supreme Court in the United States decided to allow each State discretion to legislate on sports betting. This decision should have an impact on eSport and enable it to generate sufficient revenue to support sustained growth.

In summary, these various vectors of eSport are combining to attract new users in the ecosystem while further engaging and retaining existing users. This gives the gaming market a huge competitive advantage compared with other vertical entertainment sectors, in terms of maintaining a healthy, vibrant, dynamic and high-growth games ecosystem.

5.2.3.3 Cloud gaming is beginning to take off

Just as mobile gaming enlarged the market by making games accessible to billions of people throughout the world, cloud gaming has the potential to enlarge the market for premium games beyond the current console and PC audience.

Cloud gaming, which was still impossible only 10 years ago, means that any game can be played on any device (PC, console, smartphone, TV etc.) even if the consumer does not have the physical hardware required to process the game.

As the technology continues to improve and cloud gaming begins to take off, there should be an increase in global demand for games as new consumer groups enter the ecosystem. This far-reaching change will also lead to challenges and innovations in business models, game development, content discovery, commitment options and even changes in the actual gameplay itself.

During the past few years, some key operators have unveiled cloud gaming platforms. Faster broadband speed and the deployment of 5G make the technology usable in more markets than ever before. The major global players have forged a position in cloud gaming. For example, Microsoft announced its xCloud project in October 2018, relying heavily on this new innovative technology for its new generation of Xbox X|S consoles. The Group is now the market leader with Xbox Game Pass, which had more than 20 million users in 2021. Meanwhile, Google unveiled Stadia, the tech giant's biggest incursion into the video games industry yet (apart from Google Play Store). Sony is also active in cloud gaming and currently operates its cloud gaming platform PlayStation Now, which already had more than 2.2 million users in May 2020 and is set to merge with PlayStation Plus within a few weeks.

However, there are a number of major obstacles to overcome before cloud gaming can become the *de facto* sales model:

- From a technology perspective, massive power is needed to provide a cloud gaming service. This requires heavy investment in datacenters, massively powerful cloud servers and games development tools guaranteeing a transparent experience. 5G offers a new opportunity to improve the infrastructure for cloud technology but it has not yet fully penetrated most of the main gaming markets. Given the persistent concerns over latency, publishers do not want gamers to have a sub-standard experience;
- From a products perspective, most publishers are still reticent about providing their flagship titles on streaming services, mainly because the change in business model induced by games streaming could prove to be less profitable than the current sales model.

As mentioned earlier, given the many tech companies, games companies and platform operators investing massively in this new opportunity, cloud gaming should revolutionise the market by adding new functionalities for consumers, new content distribution methods and, potentially, new pricing models.

5.3 SIGNIFICANT EVENTS IN THE GROUP'S TIMELINE

The Company is the result of a reorganisation of the Bigben Interactive's group's Gaming division, whose business is the development, publishing, marketing and distribution of physical and digital video games, and the design, development, manufacture and wholesale distribution of gaming accessories (see Section 5.1.1.1).

The most significant events since the Company's creation are as follows:

- | | |
|------------------|--|
| 18 July 2019: | Registration of the Company as a <i>société par actions simplifiée</i> whose share capital and voting rights were wholly owned by parent company Bigben Interactive. |
| 31 October 2019: | Approval of the spin-off of Bigben Interactive's stand-alone Gaming business to the Company, including the shares of the specialised Gaming subsidiaries. |
| 22 January 2020: | Conversion of the Company to a <i>société anonyme à conseil d'administration</i> and appointment of members of the Company's main governing bodies. |
| 4 March 2020 | Nacon shares listed and admitted for trading on Euronext Paris (ISIN: FR0013482791, symbol: NACON) after a successful €109.0 million capital increase (gross amount) via the issuance of 19,810,931 new shares at €5.50 per share. After the share issue, Bigben Interactive held 76.67% of Nacon's share capital. |
| 19 March 2020 | Nacon acquired the RIG™ brand from Plantronics Inc. (Poly), an iconic global gaming headsets brand. The integration was highly successful in 2020/21, propelling the Group into the Top Three in gaming headset sales in the USA as of the first year. |
| 7 July 2020: | Nacon announced the signing of a major new partnership with Microsoft to sell gaming accessories for the Xbox One and Xbox Series X S platforms. |

More recently, Nacon has further rounded out its capabilities in games development studios with the acquisition of Neopica (Belgium, October 2020), Passtech Games (France, April 2021), Big Ant Studios (Australia, May 2021), Crea-Ture Studios (France, July 2021), Ishtar Games (France, October 2021), Midgar Studio (France, February 2022) and Daedalic Entertainment (Germany, April 2022).

5.4 STRATEGY AND OBJECTIVES

Nacon intends to leverage its extensive experience and fully exploit the booming market by implementing an aggressive Gaming strategy based on the following three strategic pillars:

- become an integrated video games publisher;
- pursue a product leadership strategy in Gaming accessories;
- continue to rely on a unique hybrid business model for an optimum risk/reward profile.

5.4.1 Become an integrated video games publisher

5.4.1.1 AA positioning with a focus on specialisation and niche markets

5.4.1.1.1 An AA market suited to Nacon's resources

While the industry majors focus on developing and selling titles with a sales target often in excess of 3 million copies, the Company believes that there is a market for mid-publishers like Nacon.

This so-called AA market segment, which covers titles typically selling between 200,000 and 3 million copies, is not well covered by the majors because it does not generate sufficient sales volumes to cover their fixed costs. It therefore offers many opportunities for a company like Nacon.

Similar purchasing propensity between segments



5.4.1.1.2 Nacon's positioning in niche games

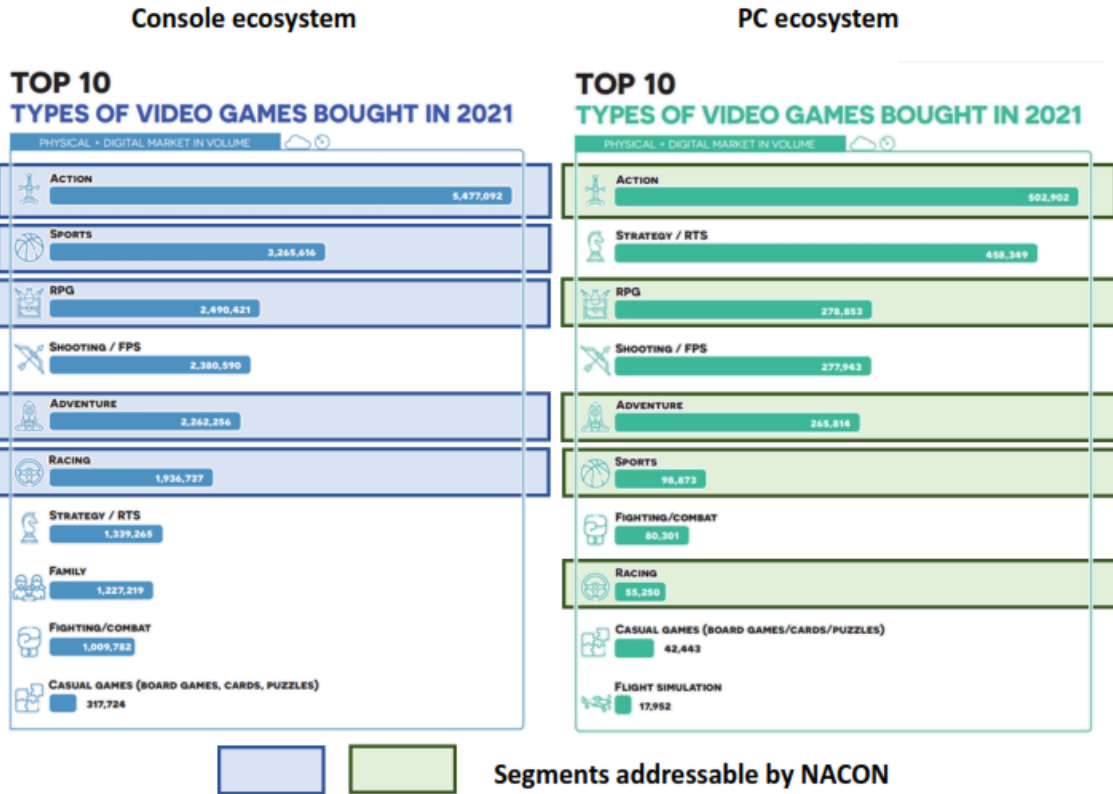
Nacon differentiates itself from the competition by focusing on niche areas neglected by the AAA publishers. These niche games are aimed at gamers with a passion for a particular genre and are likely to generate attractive revenue for Nacon relative to the necessary investment. It may be fishing, hunting, bee-keeping, racing, role-playing or turn-based combat games exploiting a specific universe, or some sports games that are only of interest to a narrower community.

For example, rugby games are not published by the majors as the consumer base is too small (rugby is only really popular in about fifteen countries and the fan base is therefore too small for the majors with a large fixed cost base); each Rugby game sells about 100,000 copies.

The Company has also broadened its line-up to encompass adventure and role-playing games by acquiring studios that specialise and own copyright in those areas.

Nacon now addresses the market's most popular genres:

The data below show the breakdown of sales volumes by genre in the French market (source: SELL, March 2022). Although these data only cover the French market, Nacon believes that this split is relevant in all the markets addressed by the Group.



Based on its segmentation (Action/Adventure, Racing, Simulation and Sport), Nacon believes it is able to address more than 75% of the market.

At 31 March 2022, the breakdown by genre of Nacon's Video Games revenue was as follows:

	% of 2020/21 Video Games revenue	% of 2021/22 Video Games revenue
Action/Adventure	45%	27%
Racing	24%	32%
Simulation	12%	10%
Sport	19%	31%
	100%	100%

No one game currently represents more than 10% of the Nacon Group's total sales. The Company regards its catalogue as now sufficiently large and varied to generate significant back catalogue sales. Over the last five years, Nacon's back catalogue sales have increased sharply and have now stabilised at some €30 million, thus bearing out the Group's publishing strategy.

They represented:

- 2017/18: €4.4 million;
- 2018/19: €8.6 million;
- 2019/20: €10.8 million;
- 2020/21: €31.0 million.
- 2021/22: €28.7 million.

5.4.1.1.3 A selective choice of licences and brands

Nacon has genuine expertise in licensing and also has several own brands. These brands and licences are one of the criteria that push the consumer to purchase a particular game.

Nacon thus sells three categories of games:

- Games that contain Nacon copyrighted material:
 - o Games that carry brand names purchased by Nacon or developed-in house by its studios: *Styx, ProCycling Manager, V-Rally, Test-Drive*, etc.

- Games that carry the licensed brand name:
 - o *Warhammer*[®] (licensing agreement with Games Workshop);
 - o *WRC*[®] for its Rally games (agreement with FIA/WRC Promoter until 2022/23);
 - o *Tourist Trophy Isle of Man*[®] (agreement with Isle of Man).

- Nacon games that feature known brands:
 - o *Tennis World Tour* (negotiation with the agents of all tennis players featured in the game);
 - o *Test Drive* features more than 100 licensed prestige car marques
 - o fishing or shooting games feature many known brands (Winchester[®] rifle, etc.);
 - o Top 14/Pro D2 for Rugby games (agreement with *La Fédération Française de Rugby*);
 - o Etc.

These major names are usually keen to renew their licences due to the positive benefits they obtain from Nacon games and their confidence in Nacon's capabilities.

Few publishers have such an extensive licensing business, which is a real competitive strength for Nacon. AA niche games such as rugby, racing, cycling, fishing, hunting, bee-keeping, etc. are aimed at fans who really know their sport, are seeking authenticity and realism in the game and want to see known brands.

Nacon intends to continue forging licensing partnerships, which are a valuable means of providing authenticity and lead to many promotional partnerships.

At 31 March 2022, the breakdown by IP type of sales of games published by Nacon (excluding distributed titles) was as follows:

	% of 2020/21 Video Games sales excluding distributed titles	% of 2021/22 Video Games sales excluding distributed titles
Own Intellectual Property	35%	46%
Licensed Intellectual Property	52%	41%
Publishing	13 %	13%
	100%	100%

5.4.1.2 Vertical integration for control over game 'content' creation

The Group initially developed the video games Publishing business by outsourcing to external development studios but its approach has changed over the past three years following its acquisition of interests in several studios: Kylotonn Racing, Cyanide Studio, Eko Software, Spiders, Lunar Great Walls and, more recently, Neopica, Passtech Games, Big Ant Studios, Crea-Ture Studios, Ishtar Games, Midgar Studio and Daedalic Entertainment.

Nacon's Publishing division therefore has 16 development studios with a total of more than 700 developers, supported by a Publishing team of 80 people.

5.4.1.2.1 Developer-Publisher model

Effects of digitalisation

Digitalisation of content sales is accelerating. In 2019, digital sales already represented 50% of the market in value for console games and, as already indicated, this could rise to almost 80% in years to come.

Digitalisation means that the most talented and best capitalised studios can cut out the publisher-distributor middleman to access end consumers directly through the online stores (PSN, Xbox-Live, Steam, Epic store, Nintendo eShop, etc.).

The risk in the years ahead is therefore that the most creative studios with proven know-how in some specific genres will directly finance their games and build up their own marketing teams to promote them. In so doing, they would cut out the publisher and operate only in the digital market and not the physical market.

In such a market context where the developers would find themselves in a position of strength, publishers that do not become developer-publishers would be faced with several risks:

- they may not be able to find high-quality indie developers to develop their games;
- they may only be able to find developers with limited expertise;
- they may only be able to find developers that work on a value sharing basis more profitable to them.

However, this scenario should be treated with care as it will probably only concern a few indie studios that have sufficient resources to finance their game development costs themselves.

Developer-Publisher model - the new market standard

Aware of this possibility, Nacon is pursuing a strategy of acquiring development studios. This is, in fact, a natural market-driven extension of the publisher's business by gaining expertise in content creation and publishing its own games. The developer-publisher model is now at the heart of Nacon's strategy; by covering the entire value chain from design through to sale of a game, Nacon is following market trends and capturing the entire financial value of the game.

Other reasons behind Nacon's strategy of acquiring development studios are to:

- encourage exclusive access to the games developed by studios with recognised know-how;
- have studios that each specialise in one or several specific genres to create expert teams that can produce exceptionally high-quality games at optimum cost;
- obtain better control over budget and production lead times;
- generate synergies between the studios to reduce development costs;
- recover the share of royalties typically paid to the studio by the publisher.

The developer-publisher model adopted by Nacon, sub-group of Bigben Interactive, a new market standard



In an environment of increasing demand for content, the operator that has the broadest games catalogue will capture the most gamers. The three key success factors for a games publisher are now quality, a broad, diversified product offering and speed of release on the market. The developer-publisher model adopted by Nacon combines the best of two worlds in video games production:

- Lower execution risk thanks to vertical integration: better project monitoring, better anticipation of production difficulties and risk of overrun or delay, and control over budgets;
- Capture of 100% of the value: integration of the margin and royalties earned by the studios;
- In-house expertise and R&D.

5.4.1.2.2 Integration of core skills and strategic assets

Studios with genuine know-how

These acquisitions have also enabled Nacon to capture some outstanding know-how built up over a number of productions with experienced developers known for the quality of their games.

Nacon's studios are based in international cities that are very active in the gaming industry: Paris, Bordeaux, Lyon, Montreal, Milan, Ghent, Melbourne and Hamburg. They employ people with many years of experience in developing highly sophisticated games.

Nacon's objective is to increase in-house development of its games. However, it will continue to use external studios where it does not have the in-house skills to develop a particular type of game or where the external studio has a genuine differentiating capability for a potential development. It will therefore select "the best studios to develop the best games".

Core assets – a real barrier to entry

Apart from achieving the vertical integration sought by Nacon, the acquisitions made by the Group have brought it various intellectual property rights which are valuable assets.

Nacon's studios own the following valuable intellectual property rights:

- highly successful trademarks: *Pro Cycling Manager* (game selling over 100,000 copies for each release), *Styx*, *The Council*, *Edge of Eternity*, *Session*.
- the specialised KT Engine for racing (Kylotonn) and Silk Engine (Spiders) for RGP games, which embody many years of research;
- the games universe and characters created by Spiders, which required more than 12 years of development and five RPGs to achieve the level of *Greedfall*.

Through their historical partnerships, the studios also give Nacon access to some prestigious licences such as *Tour de France*® and Games Workshop (*Blood Bowl*®, etc.) for Cyanide, and more recently the very promising *Lord of the Rings*™: *Gollum*™ for Daedalic Entertainment.

The Company considers that these assets enable it to:

- retain the R&D investment it had financed in Kylotonn and Eko Software in particular, to keep a step ahead of the competition in racing, rugby, handball, etc. simulation games;
- acquire the R&D accumulated over several years of development by all the studios in their main areas of business;
- and therefore have a competitive edge over competitors wishing to develop games in Nacon's own niches. They would have to spend tens of millions of euros and several years of development to reach the same quality levels.

5.4.1.2.3 Seeking content

The strategy of acquiring development studios also aims to accelerate the creation of original, exclusive proprietary content.

Aiming for a balanced line-up

As explained earlier, Nacon has a balanced line-up comprising:

- high potential and thus high budget games, and lower-cost but assured profitability games;
- four main varied genres that balance the risks (racing, sports, action/adventure and simulations). As indicated earlier, more recently (March 2021), Nacon announced that it was developing a new collection of games devoted to life simulations (surgeon, award-winning chef, architect, etc.);
- games using intellectual property and known genres (*WRC*, *Test Drive*, *Hunting Simulator*, *Styx*, *Session*, etc.) and intellectual property creations in new genres (*FIA European Truck Racing*, *Vampire*, *Bee Simulator*, *Train Life*, etc.).

This prudent approach limits the risk of the commercial failure of a high budget game in which Nacon has invested heavily, or the risk that gamers will tire of a particular game, and therefore supporting a long-term future for Nacon games.

Nacon intends to continue this approach and believes it can support its profitability while benefiting fully from the opportunities offered by a market in search of highly varied content.

5.4.1.3 Capitalising on a favourable market context for publishers

Arrival of digital platforms

Digital consumption is increasing and the disruptive cloud technology is likely to take the market by storm in the medium term. At the same time, many new independent distribution platforms (Stadia, Epic Games, Origin, xCloud, etc..) are seeking more and more content, which they often require to be exclusive. Competition between them is fierce in order to win share from existing platforms (PlayStation, Xbox, Steam, etc.).

These distribution platforms will have to fill their online stores in the years ahead and are beginning to overpay for content in order to offer exclusive content to their future subscribers, thus following in the footsteps of the cinema and cartoon world before them. AAA publishers require very substantial guaranteed minimum volumes so these platforms can only carry a few AAA games in their online stores and are therefore bolstering their range with AA games. The significant amounts currently paid in the sector will mainly benefit the mid-publishers such as Nacon which, with its highly diversified line-up, is extremely well placed to negotiate exclusive deals.

Consequently, developer-publishers that have a lot of 'content' are now ideally placed to negotiate distribution agreements via these global platforms.



Nacon is well aware of this market reality: not only has it acquired development studios but it also intends to invest about €50 million a year in development and publishing over the next three years, which should feed these new digital platforms with the content they are seeking, thus increasing the Company's revenue and earnings.

5.4.1.4 Nacon's Publishing strategy in 2023

Nacon aims to become a leading publisher in the AA segment by 2023.



5.4.2 Continuation of the product leadership strategy in gaming accessories

Nacon considers itself as one of the European leaders in third-party accessories (not made by the console manufacturers¹⁸) for over 20 years. More generally, the Company sees itself as a leading global player (source: Company).

The Company believes that this position:

- puts it in an ideal position to negotiate partnerships with the console manufacturers (see the Group's historical relationships with Sony and its more recent ones with Microsoft);
- gives it an extensive multi-channel distribution channel;
- enables it to attract the best people in the market (employees, ambassadors, etc.) or puts it in a position of strength to negotiate major events (eSport sponsoring, etc.).

5.4.2.1 R&D, a differentiating factor

5.4.2.1.1 Products that suit a market focused on eSport

Nacon believes that it was one step ahead of its competitors in realising that the gaming market would move inexorably towards eSport and ever more technical accessories. Since the early 2010s, Nacon has invested heavily in R&D, which has enabled it to develop controllers that are now regarded as the 'best in the world' by market experts and the specialist press.

Its Nacon® brand products are mostly premium products and are all highly popular with gamers.

5.4.2.1.2 Technological innovation: a strong competitive advantage

Its expertise acquired over many years and its innovations, which the Company believes to be duly patented, represent a strong barrier to entry. Leveraging its position as a pioneer, Nacon believes it has a lead of several years over its competitors.

In order to maintain its technological edge, Nacon continuously seeks quality and aims to premiumise all its accessories. It has thus extended its method of developing accessories for pro gamers to all its product ranges: it aims to offer the best possible gaming experience to all gamers and therefore invests in improving its entry-level products (e.g. the Compact controller). By creating a 'premium entry level range', Nacon also enables less well-off gamers to buy high quality accessories at an affordable price. It thus dominates this market segment and customer satisfaction improves the overall brand image yet further.

¹⁸ I.e. Sony and Microsoft.

NACON, the premium reference for gaming controllers



5.4.2.2 Forging prestigious partnerships

As explained in Section 5.1.2.2, Nacon and Sony have had a special business relationship for many years and in 2015 Sony approached Nacon to forge a genuine partnership to develop premium controllers and then products in its entry-level range under a dual Sony and Nacon® licence.

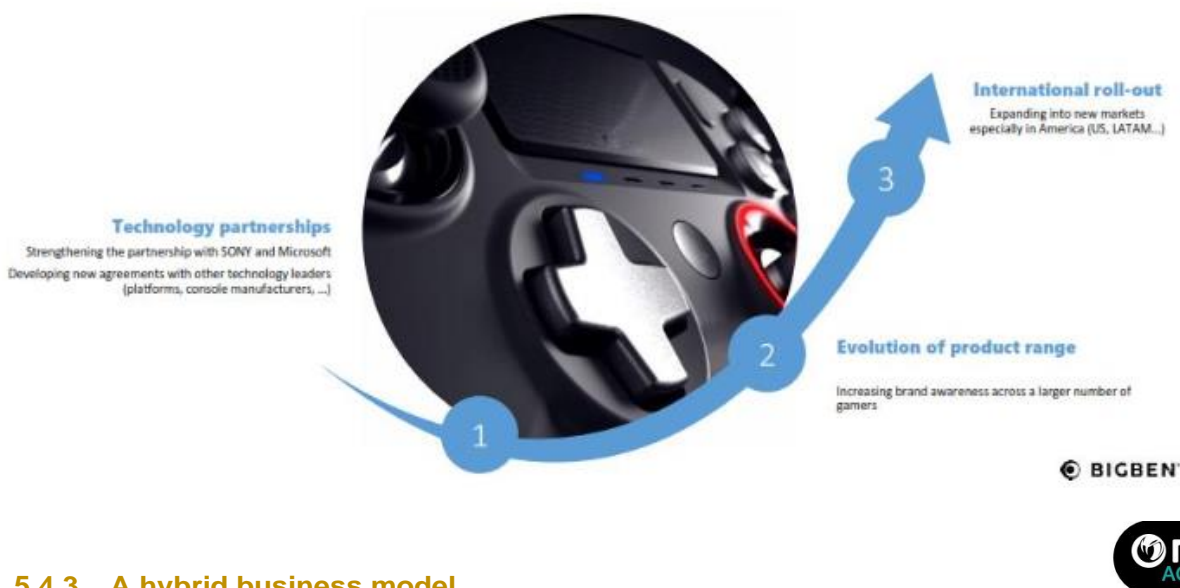
Nacon has thus become one of Sony's main European and global partners. Thanks to this partnership, Nacon is able to meet global demand and adapt to the various world markets. For Sony, it has become a leading partner.

Capitalising on this success, in July 2020 Nacon unveiled the signing of a major new partnership with Microsoft at its online press conference 'Nacon Contact'. Thus, as indicated, Nacon can now offer several categories of officially licensed accessories, including controllers and headsets for Xbox One and Xbox Series X|S products. This new partnership should accelerate growth of the Group's international Accessories business.

Nacon intends to continue these mutually beneficial partnerships and forge others with tomorrow's industry players. As the leading manufacturer of premium controllers, it is capable of developing its technologies on any future platform. For example, having already developed the box controller for Orange, SFR and Bouygues Telecom, it is ready to take up the new opportunities that 5G will offer in the next few years.

5.4.2.3 Conclusion on Nacon's Accessories strategy

Nacon's Accessories strategy can be resumed as a virtuous circle:



5.4.3 A hybrid business model

5.4.3.1 Three revenue models

Nacon's business in video game development and publishing and the design and distribution of gaming accessories generates three types of revenue model:¹⁹

- revenue from the sale of new games:²⁰ €25.7 million in 2021/22 representing 16.5% of revenue (versus €38.1 million in 2020/21 and €60.0 million in 2019/20);
- recurring revenue from back catalogue sales:²¹ €28.7 million in 2021/22 representing 18.4% of revenue (versus €31.0 million in 2020/21 and €10.8 million in 2019/20);
- revenue from the sale of accessories: €96.6 million in 2021/22 representing 61.9% of revenue (versus €103.1 million in 2020/21 and €52.6 million in 2019/20).

Residual Audio and Mobile business on behalf of the parent company Bigben Interactive accounted for €4.9 million of Nacon's 2021/22 revenue, representing 3.1% of the total.

5.4.3.2 Developer-publisher business model

In the traditional model, the publisher covers the development cost and the developer's margin and then pays royalties to the development studios. Royalties are only paid to external studios that have intellectual property rights or in the case of co-publishing agreements.

The developer-publisher business model provides the following benefits:

- lower execution risk thanks to vertical integration: better project monitoring, better anticipation of production difficulties, information and risk of overrun or delay, and control over budgets;
- captures 100% of the value: integration of the margin and royalties earned by the studios;
- expertise and R&D retained in-house.

5.4.3.3 Good fit between Nacon's revenue models

5.4.3.3.1 A virtuous model: smoothed revenue stream – controlled costs

¹⁹ Source: figures taken from the consolidated and combined financial statements in Section 18.1.6 without the revenue from the non "carved out" Mobile and Audio distribution subsidiaries.

²⁰ Nacon definition: video games released in the financial year.

²¹ Nacon definition: video games released in prior financial years.

The split between sales of games and accessories smooths the seasonal variations in total sales as accessories generate a more regular revenue stream than games, sales of which are related to release dates. Revenue from video games is supported by back catalogue sales.

The integrated developer-publisher positioning (high capex, high fixed costs, marketing risks for each series offset by very high potential revenue) is a good fit with the accessories revenue model (steady revenue stream, relatively low fixed costs, limited variable costs, recurring sales).

Lastly, the creation and independent development of Nacon should result in internal synergies:

- sharing of communications and marketing costs;
- a single Nacon® brand well known to the consumer market, benefiting both the games and accessories universes.

5.4.3.3.2 Seeking new shared customers

Experience in physical distribution channels for accessories will be useful in seeking new Publishing and Accessories customers:

- Nacon has extensive experience in video game distribution channels thanks to its more than 30 years' presence in the gaming market, which just a few years ago was still mainly confined to the physical retail market. It has also entered into many exclusive distribution agreements with well-known publishers, including Square Enix in Benelux;
- the fact that other AA publishers could gradually pull out of the retail market to focus on digital sales could also be a good opportunity for Nacon as it already sells its gaming accessories in the physical market. Without additional cost, new Nacon accessories and games could thus fill the emptying shelves:
 - o unlike a game that can be downloaded, gamers like to obtain advice about an accessory in a shop before buying, and even try the product out where possible;
 - o although the physical video game market will be smaller, it will still be lucrative. Some video game purchasers actually prefer to buy physical games, some because they are collectors and want to keep the 'box', some so that they can sell in the secondary market, and others to offer it as a gift.

5.4.3.3.3 The Cloud as a new growth driver

With the growing power of technology and cloud gaming possibilities, Nacon has two additional sources of profitability:

- During the launch phase of the cloud gaming market: increasing competition between the cloud giants to gain market share during the launch phase will give Nacon opportunities to negotiate temporary exclusive deals with substantial minimum guarantees, in the same way as agreements already entered into with certain sector operators;
- During the growth and maturity phases of the cloud gaming market: once the market is mature and well established, Nacon will be able to exploit its entire line-up of games on all available cloud platforms, thus enabling it to easily address the entire global market.

5.4.4 Conclusion

5.4.4.1 An agile positioning in video games

With digital revenue now at the same level as that of its direct competitors, Nacon plans to continue insourcing its video games development through its own studios.

As part of its development strategy, Nacon intends to continue exploring niche sectors reserved for enthusiasts by seeking to adapt to market trends in order to meet the needs of gamers who are interested in a particular genre.

Nacon has the strengths to capitalise on the likely trends in its sector. In addition to its specific positioning as developer and publisher, the Group also regards itself as a leader in gaming accessories with its Nacon® brand known to all gamers.

These synergies should enable Nacon to offer consumers a full gaming experience.



5.4.4.2 Continuous adaptation to market trends

Nacon intends to capitalise on the market's excellent outlook for growth driven by the arrival of new platforms and new gaming methods.

In addition to its positioning as video games developer and publisher, the Group intends to capitalise on various cyclical factors which it believes will drive its business in the next few years:

- boom in eSport;
- increasing number of digital distribution platforms, which will be seeking to offer future subscribers exclusive offers in their online stores. This will benefit the mid AA publishers and particularly Nacon, which has a very broad range of games in its line-up;
- new gaming methods emerging with 5G. Both accessories and games should be positively impacted by these new trends, as the Group is particularly well placed to offer telecoms operators its full range (editorial content through its now well-established title line-up and gaming accessories to be provided to the customers of these major international players);
- physical stores could suffer a decline in sales of AA games due to growing digitalisation: this could provide sales opportunities for its games thanks to its ability to offer a full gaming experience due to its expertise in the physical distribution of accessories.

5.4.5 Objectives

5.4.5.1 Nacon's medium-term ambitions

5.4.5.1.1 Become a global leader in AA games

Nacon's action plan to achieve this objective is:

- achieve critical mass:
 - o by continuing its studio acquisition strategy
 - o or through organic growth of existing studios
- continue its strategy of content creation with by investing massively in creating proprietary content. This content will enable Nacon to:
 - o enrich its back catalogue
 - o and thus generate digital sales and additional recurring revenue
 - o which could potentially significantly improve its profitability

- editorial diversification: new genres and new niches
- seize the opportunities provided by digitalisation:
 - o exclusivity agreements with distribution platforms
 - o step up 'live ops' - monetisation of existing games through downloadable content (DLC), additional content and functionalities, microtransactions, additional avatars/cars/accessories, subscriptions, etc.

5.4.5.1.2 International expansion

The international markets represent strong growth potential for Nacon, mainly by leveraging the trend towards digitalisation to:

- sell more new and old (back catalogue) games on the various world platforms;
- sell accessories in stores worldwide: Nacon thus aims to open up the global market (Americas, etc.) and increase its sales in the traditional Retail channels, which will soon suffer from a decline in sales in physical games in their stores.

An operational base already well structured for a move in this direction:



5.4.5.1.3 Make its brands 'the must haves' by providing a full gaming experience

Nacon's proactive brand strategy aims to get the following brand message across to consumers:

- Nacon® and RIG® = essential accessory offering the best value for money for its use (pro or recreational gamer);
- Nacon® and RIG® = guarantee of quality for the games they purchase;
- *Big Bad Wolf* and *Rogue Factor* (Cyanide), RaceWard, KT Racing, Eko Software, Spiders, Neopica, Passtech Games, Big Ant Studios, Crea-Ture Studios, Ishtar Games, Midgar Studio, Daedalic Entertainment = studios with expertise in their field ensuring a true gaming experience for the type of game they like.

The above objectives represent a road map as presented by the Company at the time of its IPO in early 2020. On the date of this URD, Nacon has already notched up several achievements that will contribute to meeting these objectives in the medium term.

- During 2020/21 and 2021/22, Nacon increased its investments to expand its coverage of the AA games segment and proactively continued its external growth strategy. Recent editorial developments have helped to further diversify content, including the Live Ops monetisation model (with *Blood Bowl*).
- Exposure to international sales has been boosted by two major achievements since the IPO: the acquisition of RIG®, which has been successful in terms of integration and sales particularly in North America, and the recent signing of a partnership agreement with

Microsoft for the development and sale of accessories for Xbox One and Xbox Series X|S consoles.

- Lastly, the Nacon® brand, which is already well-known through its partnership with Sony, has been further strengthened by the new Microsoft agreement. Furthermore, the quality of RIG® products and the commercial success enjoyed in the past financial year suggest that Nacon is well on the way to making its two brands essentials in the global gaming accessories market. As regards games development and publishing, the improvement in scores for quality of production achieved by the Group's studios also reflects this long-term culture of making the various studios leaders in their editorial universe.

5.4.5.2 Quantified targets

These ambitions are reflected in the quantified targets set out in more detail in Section 10 of this URD, which were unveiled to the market when the Company announced its annual results for the year ended 31 March 2022:

- More than €250 of revenue and more than €50 million of EBIT in 2022/23.

These targets have been raised compared to those announced at the time of Nacon's IPO in early 2020, when the announced revenue target for 2022/23 was €180 to 200 million.

5.5 RESEARCH AND DEVELOPMENT, PATENTS, LICENCES, TRADEMARKS AND DOMAIN NAMES

The Group's research and development strategy is as follows:

- for games: develop games with a high technical content to make them as appealing and playable as possible but also under well-known brand names that will encourage impulse buying;
- for accessories: develop innovative accessories that make the game more realistic yet easy for all gamers to handle.

To achieve those objectives, Nacon has dedicated teams, patented know-how and powerful technology (for accessories), and registered intellectual property or known trademarks, as well as highly reputed external licences.

Although Nacon invests heavily in R&D to preserve its technological lead and in licensing, which is essential to make its products more attractive for sale, it is important to understand that their influence on the Group's overall business or profitability is limited: Nacon is not reliant on any particular patents or licences or on new production processes. If it were to lose one of its licences, including the Sony contract, particularly now that the Group has another major agreement with Microsoft (see risk 3.5.2), it would merely be replaced by another, which the Company believes it could do within a reasonable time frame. Likewise, if old patents were to fall into the public domain, they would only involve old long-obsolete technologies.

For an overall view of Nacon's R&D policy, see also:

- accounting policies for capitalising R&D costs set out in the notes to the consolidated financial statements;
- the risk factors likely to be impacted by these R&D aspects:
 - o 3.1.1 "Risks related to potential delays in the development and marketing of the main products developed by the Group"
 - o 3.1.3 "Risks related to reliance on third party technology"
 - o 3.3.1 "Reliance on manufacturers of consoles and games platforms / Risks related to non-compliance with the technical requirements of console and platform manufacturers"
 - o 3.4.1 "Risks related to attracting and retaining key personnel"
 - o 3.5.2 "Risks related to intellectual and industrial property and licensing agreements"

5.5.1 Profile of Nacon's R&D teams

The technical development teams for hardware products are mainly based in the French entity Nacon and the Hong Kong entity Nacon HK Ltd.

The teams mainly comprise electronic, mechanical and quality engineers, industrial designers, project managers, DTP operators and people with specific skills in middleware, a basic principle used increasingly by the Company in its product development. The French teams are also very involved in ensuring that the Company complies with the strictest quality criteria and all relevant standards (electronic products, environment, etc.). The Company has created a specific database to monitor these aspects.

The Hong Kong team is in daily contact with the French teams. They exchange regular reports on progress in product development, including an evaluation of each product, any difficulties experienced, potential improvements and trends in the estimated cost price of the product once industrialised.

In addition to their technological expertise, the teams also have project management skills, using specialist software that ensures good coordination between the teams and strict compliance with development processes.

Nacon's general philosophy is to be the first in the market for each of its products, based on a correctly priced high-quality product. Compliance with development schedules is therefore crucial.

5.5.2 Nacon's know-how and technology

5.5.2.1 For video games

Technology and expertise

Designing a video game requires the use of many types of technology and the expertise of many specialist employees. It also involves a degree of innovation.

As explained earlier, the Group's approach in terms of video game development has evolved over the past few years, mainly following the acquisition of a number of development studios. Thus apart from the hardware expertise described below, Nacon is now a major player in terms of development capability for AA video games.

Nacon's studios now have more than 700 developers who use a broad range of widely available off-the-shelf tools commonly used in the video games world. They may also develop their own software components in-house, which can then be re-used in future projects.

The Company's strategy is to select the best tools available in the market and focus on development software components that give Nacon's games real added value.

Among the main off-the-shelf technologies, the production teams use:

- the Unity game engine, a suite of tools that are easier to use than the Unreal engine, and can be used for quick prototyping in the pre-production phase. The cost of a Unity licence is based on the number of users; it is cheaper than Unreal and quickly makes up for its lag in visual output quality. Several games are currently in production using Unity;
- software with specialised functionalities that are compatible with Unreal, Unity and proprietary engines developed by Nacon studios: optimised videoreader for games consoles (Bink), reading, real time mixing and sound integration tools (Wwise), character animation and motion capture integration tool (MotionBuilder), quick vegetation display (SpeedTree), real time FX solution for particle effects (PopCorn FX), 3D modelling and rendering app (3DSMAX and Autodesk Maya) and lipsync; and
- Microsoft's integrated software development, optimisation and local and distributed compilation tools (Visual Studio and its plug-ins).

All of this software is easily available in the market, with a single-use licence either per user or per project, without a time limit and with or without royalties payable depending on the number of copies of the game sold.

Alongside this off-the-shelf software, the Company also designs and produces a number of middleware components²² or suites of tools for complete development of games in segments where it has strong expertise (racing games at Kylotonn, RPGs at Spiders, Hack'n Slash²³ and sports games at Eko). By developing specialised in-house tools in a particular games segment, the Group can achieve a very high quality of production as they are used to develop genres which each have highly specific constraints.

²² Software that lies between an operating system and the applications running on it.

²³ RPG involving battling against hordes of monsters.

The same is true of game engines (KT Engine for example) and the related universes (e.g. *Greedfall*).

The Company's teams work by game but also by area of expertise, enabling it to capitalise on and develop each skill area in the design and technical process (programmers, sound engineers, image specialists, producers, artistic managers, game designers, writers, animators, testers, directors, graphic designers, etc.).

5.5.2.2 For Accessories

Technical expertise

Nacon is known for its technological expertise and know-how, enabling it to make the most of the opportunities in the gaming accessories market.

It is especially well known in the gaming accessories market for its information transmission technology, particularly by radio frequency, a technology that is integrated in many of the Company's products. Nacon has used this technology in video games since 2002 and it has been a driving factor in market growth in wireless controllers.

To adapt to trends in consoles, Nacon has developed specific accessories to improve some flagship products over the past few years, such as accessories for the Nintendo Wii, by combining Bluetooth with radio frequency.

Nacon has historically specialised in combining video games and accessories which are perfectly adapted to each other. Its technical expertise in terms of mechanics, electronics and connectors is thus expressed to its full based on extremely precise specifications.

In the handheld console market, Nacon's products meet the needs of gamers in terms of their quality, simplicity and ergonomics. These skills derive from the Company's expertise in resistivity of materials, micromechanics and connectors.

Lastly, Nacon has also proposed some innovative solutions for charging controllers. Having developed a product to charge controllers using a USB cable instead of an electrical cable, it then addressed the issue of protective silicon covers, which prevented the controllers from being charged on their docking station.

Illustrating its ability to adapt to market requirements, Nacon was one of the first companies to work with induction-based technology and to develop direct applications in the world of gaming accessories. It also developed an induction-based technology enabling wireless charging of controllers through their silicon cover via electromagnetic waves that do not need physical contact with the batteries inside the controller. This technology was then adapted by the mobile phone industry to develop induction-based chargers for smartphones.

Apart from the know-how and technologies referred to above, it is important to note that the Company pays attention to complying with the strictest standards (see Section 9 of this URD). Furthermore, the Company keeps a very close eye on technological changes enabling it to capitalise on any developments that can be applied to its business.

5.5.3 Patents, models, licences and trademarks

5.5.3.1 Patents and models

Nacon has registered a large number of patents over its innovative products as well as various drawings and models for a broad range of accessories and audio products. The Company has its own legal department and is also supported by expert industrial property advisers to preserve its interests.

Accessories account for most of these patents. The Pro Controller in its various versions is a good example of this; it is the result of twenty years of experience and research and development in this area, combining a distillation of both software and hardware technologies, thus meeting the demanding standards of licensing companies Sony and Microsoft, in particular.

Nacon now holds patents over its console cases, immersive accessories for video games, immersive fitness accessories for video games, equipment and processes for limiting play time on consoles, a driving simulator, etc. Latterly, the Group developed a new crosshair cursor control process for controllers and games console display elements.

All in all, at 31 March 2022 the Group had more than 130 separate patents, including 88 covering the Revolution controller alone.

In addition to its registered patents and patent applications, the Group also protects its designs by registering many models of its products available in the market. Thus Nacon now has some one hundred proprietary models covering controllers, protective covers or cases for handheld consoles, keyboards, earbuds and headphones, etc.

5.5.3.2 Licences

Video games

The Company has a number of licences for its publishing business. Through their historical partnerships, the studios also give Nacon access to some prestigious licences:

- *Tour de France*[®] and *Games Workshop (Blood Bowl*[®], etc.) for Cyanide;
- *Lord of the Rings*[™]: *Gollum*[™] for Daedalic Entertainment.

Other licensing agreements may be entered into on an ad hoc basis for acquiring rights to use video games matrices in the Publishing business. Nacon pays royalties to the publishers or developers for which it distributes and/or publishes the games, as the case may be. Nacon also has a licence for the game matrix and manages the inventory risk at its discretion.

Gaming accessories

The Company has a number of licences for its accessories business.

- Sony: for developing a range of controllers for PlayStation[®] 4 and PlayStation[®] 3 consoles;
- Microsoft Corporation: for developing a full range of accessories for the Xbox One and Xbox Series X|S consoles;
- Nintendo: for developing a full range of accessories for the Wii console, a licence that also covers the development of accessories adapted to the Nintendo DS and Nintendo Switch[™] consoles.

Under these licensing arrangements, the Group is under no circumstances acting as a sub-contractor to the console manufacturer but is an independent developer of its own accessories which it sells with the agreement of those console manufacturers.

Lastly, Nacon may enter into exclusive distribution agreements with product and/or games suppliers, such as Square Enix.

As a general rule, Nacon's licences cover Europe with an extension for other countries in the PAL region (Australia, New Zealand, Gulf countries, Asia and Japan).

For those products, licences granted generally go beyond the European borders (Japan, Asia, etc.).

5.5.3.3 Trademarks

During its development, Nacon has built up a large portfolio of trademarks enabling it to address a broad array of audiences.

All in all, at 31 March 2022 the Group had more than 80 trademarks for its gaming accessories or known trademarks in the video games universe, covering various countries.

Video games

As explained in Section 5.4, Nacon has many of its own or licensed trademarks, which are very popular with gamers and an excellent driver of sales. The Company plans to continue using these trademarks in future video game releases.

Own trademarks, including:

- *V-Rally*
- *Test Drive*
- *Styx*
- *Greedfall*
- *Pro Cycling Manager* (game selling over 100,000 copies for each release)
- *The Council*

- *Session*

Licensed trademarks, including:

- *Warhammer®*
- *WRC®*
- *Tourist Trophy Isle of Man®*
- *Tennis World Tour*
- *Werewolf*
- *Lord of the Rings™: Gollum™*
- *Test Drive's* 100 licensed prestige car marques
- Many known brands (Winchester rifle, etc.) used in fishing and shooting games
- Top 14/Pro D2 in rugby games.

Highly reputed studio tradenames:

- Big Bad Wolf and Rogue Factor (two of Cyanide's secondary studios based in Bordeaux and Canada, each specialising in a different type of game);
- KT Racing (Kylotonn);
- RaceWard (Lunar Great Wall Studios);
- Eko Software;
- Spiders;
- Neopica;
- Passtech;
- Big Ant;
- Crea-Ture Studios;
- Ishtar Games;
- Midgar Studio; and
- Daedalic Entertainment.

= studios with expertise in their field giving gamers a genuine gaming experience for the type of game they like.

The reputation of these studios is such that their names can almost be considered as a 'trademark' and the studios as writers. A fan of a game developed by a studio which has its own universe (characters, environment, special effects, etc.) knows the studio's name and will be more inclined to buy another game developed by that studio.

Gaming accessories

Since 2014 the Group has restructured its product range and premiumised its products, culminating in the creation of the Nacon® brand. Thus, having built the reputation of the Bigben® brand on the values of simplicity, accessibility and innovation in order to provide a range of useful, sleek yet affordable products to as many consumers as possible, the Group then invested in the premium segment for each of its markets and core segments. The Nacon® and RIG® brands are now firmly positioned in the premium segment, while continuing to appeal to the mass market, therefore guaranteeing the stability of its business.

5.6 COMPETITIVE POSITION

As explained in Section 5.4, Nacon is positioned as follows:

- AA publisher of video games;
- manufacturer of premium products in its Gaming Accessories business.

However, to the Company's knowledge, no other competitor apart from the console manufacturers offers consumers both accessories and games.

5.6.1 Nacon's positioning in the AA segment

The gaming industry majors (Ubisoft, Electronics Arts, Activision, Square Enix, etc.) only publish AAA games with huge investment budgets that account for the lion's share of global sales (e.g. success of the FIFA game).

The Group focuses on lower outlay niche games in the AA segment. There are currently no available statistics on this AA segment. It comprises some 15 competitors worldwide:

- France: Focus Home Interactive;
- International: Paradox Interactive AB in Sweden, Embracer Group (ex THQ Nordic AB) in Sweden, Team 17 plc in the United Kingdom and 505 Games in Italy.

Nacon also competes with indie studios that are also publishers, such as French studios Quantic Dream and DontNod Entertainment.

5.6.2 Nacon's positioning in gaming accessories

There are no global statistics on market shares of gaming accessories manufacturers as they do not offer comparable product ranges.

Nacon considers its major competitors to be:

- Guillemot Corp SA: specialist in Racing and manufacturer of many racing steering wheels;
- Astro Gaming (Logitech subsidiary): manufacturer of PC accessories;
- Razer Inc.: manufacturer of PC accessories;
- Turtle Beach: gaming headsets specialist;
- Performance Designed Products LLC (PDP);
- POWERA (BD&A's gaming accessories subsidiary);
- HORI.

5.7 INVESTMENTS

5.7.1 Main investments made by the Group

To achieve its ambitious objective of becoming one of the world's leading AA publishers with a broad content games line-up, Nacon has focused on investing in increasing its video game development production capacity.

Nacon's main investments have thus been in:

- acquiring interests in development studios; and
- allocating bigger R&D budgets to developing new video games.

5.7.1.1 Development studio acquisitions

The Group initially developed the video games Publishing business by outsourcing to external development studios but its approach has changed over the past four years following its acquisition of interests in several studios.

Having closed the acquisition of Big Ant Studios in May 2021 for a maximum total consideration of €32.3 million, Nacon recently completed the biggest deal in its history, with the acquisition of Daedalic Entertainment for a potential maximum amount of €53 million broken down as follows:

- net price of €32 million paid in cash on closing;
- contingent consideration payable 100% in cash, based on performance until 2026.

See notes to the financial statements "Change in scope".

5.7.1.2 R&D expenditure

During the past few years, the Company's investment budgets have increased to support its development strategy.

Apart from video games development, Nacon's other investments in the past few years have focused on developing innovative products in the Gaming Accessories business (Nacon® controller for PC and Revolution Pro Controller under licence for Sony's PlayStation® 4, Revolution X Pro Controller under licence for Microsoft's Xbox One and Xbox Series X|S) as well as the acquisition of reproduction rights relating to the video game Publishing business (*Warhammer®*, *Tennis World Tour*, etc.).

These investments are divided into three main items:

- Staff costs of employees assigned to the research and development of new products, which amounted to €3.4 million in 2021/22 (versus €2.9 million in 2020/21). None of these expenses are capitalised.
- Development costs of games published by Nacon, whether developed in-house or outsourced, which amounted to €58.0 million in 2021/22 (versus €48.5 million in 2020/21). Investments should now stabilise at around €60 million in the coming years.

Trends in game development costs

Costs in € millions	2021/22	2020/21	2019/20
Game development costs	58.0	48.5	32.8

- Costs related to the legal protection of the Group's developments amounted to €0.5 million in 2021/22 (versus €0.6 million in 2020/21). Nacon also devotes an increasingly large amount of operating expenses to protecting its developments (registering patents, trademarks and models).

5.7.1.3 Other investments

Apart from these in-house developments of new Accessories, in February 2020 Nacon announced the acquisition of the RIG™ premium brand and the RIG™ gaming headsets business. The acquisition was completed on 20 March 2020. Two companies were created to market RIG™ products in the USA and Australia.

This deal gave Nacon a foothold in the world's largest market for this type of product and the ability to market all its Gaming products effectively.

5.7.2 Main ongoing or future investments

Nacon now intends to focus on investing in the development of video games that are already in its line-up, and on new games currently under development or future games not yet announced. At 31 March 2022, Nacon thus had 46 games under development, including 31 in-house in its own studios and 15 in external studios, for a total amount of more than €100 million. In addition, 14 more games are being developed by independent studios under the supervision of Daedalic Entertainment, which is one of its editorial specialities.

The extremely full officially announced release line-up for 2022/23 is as follows:

LINE UP 2022-2023

	APR '22	MAY '22	JUN '22	JULY '22	AUG '22	SEPT '22	OCT '22	NOV '22	DEC '22	JAN '23	FEB '23	MAR '23
RACING							WRC WORLD RALLY CROSS PS5/PS4/XS/XX/PC: 10/10 PC/SWITCH: 10/12					
SPORTS		Le Tour de France PS5/PS4/XS/XX/PC: 09/22	PRO CYCLING MANAGEMENT			SESSION. PS5/PS4/XS/XX/PC: 22/23 Switch: TBC					NOT YET ANNOUNCED GAME	
ACTION ADVENTURE		VAMPIRE HARBOR PS5/PS4/XS/XX/PC: 19/22			STEEL RISING PS5/XX/PC: 08/22	THE GOLLUM PS5/PS4/XS/XX/PC: 01/23 Switch: 24/23	HELLFIGHTER PS5/XX	BLOOD BOWL III PC/PS4/XX/PS5/XX: TBC Switch: TBC			Clash PS5/XX/PC/SWITCH: TBC	
TRIPLE I	Rogue Legends PS4/XX/Switch: 28/24	ROGUEBOOK Switch: 21/24								Warrior's Legends PC	WAR HOSPITAL PS5/XX/PC	Warrior's Legends PC/Switch/PS4/PS5/XX: TBC
SIMULATION						TRAIN A LIFE A RAILWAY SIMULATOR PC/PS5/PS4/XX/XXL: 22/23 Switch: 27/23					CHEF OF LIFE A RESTAURANT SIMULATOR PS4/XX/PC/PS5/XX/Switch	
KIDS		ZORRO THE CHEEFLING PS5/PS4/XX/XX/PC/Switch: 16/22					DANCE PS5/PS4/XX/XX/PC/Switch: 13/22					

In addition to the 2022/23 pipeline presented above, the Group has bolstered its games publishing teams with the acquisition of Daedalic Entertainment. Daedalic Entertainment manages a diverse catalogue of games for PC and console and is particularly well-known for publishing independent games thanks to its solo and multi-player titles. Daedalic Entertainment currently has some 15 new games due for release in 2022, including *Godlike Burger*, *Barotrauma*, *WildCat Gun Machine* and *Potion Tycoon*.

For the moment, Nacon does not intend to make other significant investments for which the Company's management bodies have made firm commitments, although the Group will keep an eye on any external growth opportunities that fit with its strategic objectives.

Any such investments will be self-financed or funded by bank loans or new share issues.

5.7.3 Information about equity interests

Apart from its wholly-owned subsidiaries, Nacon does not own any interests in companies likely to have a significant impact on the valuation of its assets and liabilities, its financial position or its earnings.

5.7.4 Environmental factors

The Group aims to apply a sustainable social, environmental and economic policy in all its business activities. Its strategy includes a set of social and environmental requirements in response to the sustainability challenge.

6. NON-FINANCIAL STATEMENT (NFS)

6.1 INTRODUCTION

Government order 2017-1180 of 19 July 2017 and decree 2017-1265 of 9 August 2017 implement European directive 2014/95/EU and amend Article 225 of the French Code of Commerce, which requires companies covered by its scope of application to report employee-related, environmental and social information in their management report. The Nacon Group does not fall within the scope of these regulations and is therefore not legally required to prepare a non-financial statement but has decided to do so voluntarily.

The non-financial statement is structured into four parts addressed in the following sections:

- Description of the Group's business model;
- Description of the key non-financial risks inherent in the Group's business or the use of its products and services, resulting from the materiality analysis performed by the Group;
- Policies implemented to manage those risks;
- Outcome of the policies pursued.

In 2016, Nacon became a member of the UN Global Compact via its parent company Bigben Interactive. On 7 February 2022, Nacon SA joined the Pact in its own name and has therefore made a direct commitment to take measures to incorporate the Ten Principles of the UN Global Compact into its strategy, culture and operations.

Over the last few years, real awareness of “CSR” has developed within the Group and various measures have been introduced, including:

- Taking CSR aspects more into account when creating a product and establishing various associated product strategies duly highlighted during discussions with business partners (CSE presentations to partners, etc.);
- For accessories, the introduction of “zero plastics” packaging using FSC certified card, as well as printing using vegetable-based inks;
- Replacing paper manuals with manuals in digital format that can be downloaded by users;
- Raising employee awareness about CSR issues (recycling, distribution of reusable water bottles to staff, recommended use of DocuSign, training in responsible purchasing and design and business ethics, etc.).

Creation of a Corporate Social Responsibility (CSR) Committee

In order to continue with its efforts in terms of protecting the environment and sustainability, as well as those of its employees, customers and partners, Nacon has decided to set up a Corporate Social Responsibility (CSR) Committee.

The main role of this committee, created as the result of a decision by the Board of Directors at its meeting of 30 May 2022, is to provide the Board of Directors with advice and support by means of recommendations with regard to Corporate Social Responsibility (CSR), in particular reviewing how Nacon takes account of sustainability concerns in defining its strategy, and the main risks, challenges and opportunities with regard to the environment and social policy.

The CSR committee consists of two Board members: Florence Lagrange, independent Board member and Chair of the CSR Committee; and Anne Badot Janssen, also a Board member.

The following topics are to be discussed at CSR Committee meetings:

- Nacon's main risks and opportunities in terms of CSR
- The Group's commitments, strategy and internal management with regard to CSR
- Dissemination of a corporate culture that encourages each individual to flourish in an environment that fosters respect, diversity, inclusion and collective wellbeing
- Efforts to improve its carbon footprint (Bilan Carbone®)

Carbon neutral by 2050

Aware of the environmental issues faced and its social responsibility, Nacon will ensure that its future operations are carried out with a view towards sustainability. To do this, Nacon is committed to reducing its greenhouse gas emissions gradually in line with the climate scenario of the Paris agreements, with the goal of becoming carbon neutral/net carbon zero by 2050.

6.2 BUSINESS MODEL




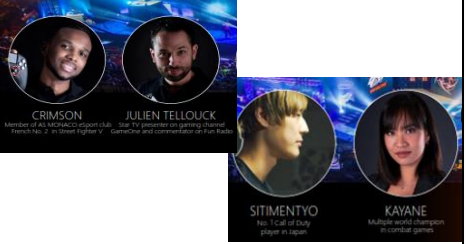


The main elements of the Group's business model have already been largely described in Section 5 of this URD. However, for the sake of clarity and to avoid numerous cross-references or cross-reference tables, the Group has elected to give a summary description of its business model in the following tables.

6.2.1 The Nacon Group's market

The Nacon Group addresses the video games market, which has been subject to major upheavals over the last few years:



6.2.2 Value creation model

RESOURCES	OPERATIONAL EXCELLENCE	GROWTH STRATEGY	VALUE CREATION
Human capital 852 employees across 11 countries Training budget: 0.7% of payroll	Product and marketing innovation: a core component of the Group's strategy since the outset Thanks to the dedicated R&D and Marketing teams with their in-depth understanding of consumer needs and talented development studios with recognised expertise in the target genres: Racing, Sports, Simulation, Adventure, Action, RPG and Narrative. The quality of the games is reflected in customer satisfaction and Metacritic scores: e.g. <i>WRC series</i> 	NACON'S STRATEGY: Build the foundations for future growth to generate more than €250 million of revenue by 2023  <p>GAMES: Accelerate development costs to create tomorrow's more profitable games</p>	Human capital 236: number of new hires between March 2020 and March 2021
Intellectual capital A large R&D team and substantial R&D expenditure	Nacon works with the best to develop its products: Example: An ambassador and influencer programme to strengthen credibility and pro gamer endorsement of the games to casual players The ambassadors assist in product design: for example, pro gamer Kayane took part in designing the Daija Arcade Stick for the PS4™ and PS5™	 <p>ACCESSORIES: International expansion and continued innovation</p>	Intellectual capital Innovative, margin-generating products Many patents registered
"Manufacturing" capital Heavy annual investment in developing new games Production capacity of 16 in-house studios and many partner studios capable of developing almost 50 games on a continuous basis and launching 15-20 games per year			"Manufacturing" capital Excellent scores (Metacritic, etc.) for recently-released video games
Financial capital A robust financial structure Gearing of 4.5% (excluding lease liabilities and earnout payments on acquisitions)	As a reminder, Nacon was a pioneer in: - NACON Revolution controller: development of a suitable algorithm to gain access to new capacities specific to the pro gaming world - multiplayer radio-controlled wireless controller - early development of induction-based battery charging for Gaming accessories		Financial Capital Target revenue of +€250 million and recurring operating income of over €50m in March 2023
Social capital Many internships and work/study contracts available Many partnerships with local organisations (schools, associations, etc.) A global supplier network An anti-corruption code of conduct implemented at all subsidiaries			Social capital Many indirect jobs created in the upstream activities of the value chain (suppliers and service providers) An anti-corruption code of conduct implemented by all Group employees in 2021/22
Environmental capital Purchase of ROHS and REACH compliant products Hybrid cars account for 18% of NACON SA's vehicle fleet in 2021/22			Environmental capital Reduction in business travel through increased use of confcalls; home working arrangements during lockdown Preference for sea freight

6.3 KEY NON-FINANCIAL RISKS INHERENT IN THE GROUP'S BUSINESS OR THE USE OF ITS PRODUCTS AND SERVICES

The key risks to which the Nacon Group is exposed are presented in Section 3 of its URD. A special focus is placed on the main non-financial risks covering the following areas:

- Employee-related
- Environmental
- Social
- Human rights
- Anti-corruption and tax evasion

In Sections 3 to 8 below of this Section 6, the Group describes how its non-financial risks in each of those areas are addressed by policies and reasonable due diligence procedures, providing key performance indicators where appropriate. Appendix 9 on methodology provides information about how those key performance indicators are calculated.

The relationship between non-financial risks, policies pursued to mitigate them and key performance indicators used to monitor the outcome of those policies are set out in the summary table below.

Non-financial risks, policies and key performance indicators

Risk	Description of risk	Materiality of net risk	Policies pursued to manage those risks	Outcome of the policies pursued			
				Key performance indicators	Units	Period	Scope
EMPLOYEE-RELATED							
Health and safety of employees and third parties in the workplace	Deterioration of well-being at work and health and safety conditions leading to accidents or illness among employees or third parties	Low	During Covid-19 (from March 2020): Home working or other arrangements for employees during lockdown (child care leave, etc.); Encouraging employees and third parties to take contact precautions in the workplace (social distancing obligatory, provision of hand sanitiser, distribution of masks, posters about washing hands, etc.) Continuous attention to safety standards both in the warehouse and office premises	N/A	N/A	01/04/2021 to 31/03/2022	Group
				Number of occupational accidents with time off work	No.	01/04/2021 to 31/03/2022	
				Occupational accident frequency rate	%		
Development of human capital	See Section 3.4.1 Departure of talent, management of unsuitable skills and human resources	High	New Nacon SA Paris office opened in 2019 to attract and retain talents in the Paris area; Recruitment of a new head of Human Resources for Nacon SA employees; Employees of all business activities at the heart of the Group companies' human resources policies; The rise in the "number of joiners" indicator shows that the Group is still attractive.	Total headcount at 31 March 2021 and breakdown by gender	No.	01/04/2021 to 31/03/2022	Group
				Number of joiners	No.		
				Number of leavers	No.		
				Staff turnover (gendered and non-gendered)	%		
				Average compensation per employee	€		
				Average number of training hours per employee	Hours		
				% of average headcount trained	%		
Quality of life at work and diversity	Discrimination, deterioration of employee rights and working conditions	Low	The Group endeavours to avoid all forms of discrimination; Measures taken to improve the working surroundings of Group employees.	Headcount by gender, category, geographical area, age bracket	No.	01/04/2021 to 31/03/2022	Group
				Number of days absence / Absenteeism	No. / %		
				% of women by responsibility level - Proportion of women in managerial roles	%		
				% of employees with disabilities	%		
				Monitoring of collective agreements having impacts on the company's financial performance and on employee working conditions	N/A		
ENVIRONMENTAL							
Energy management: over-consumption	Inefficient energy performance leading to excess consumption in buildings No renewable energy sources in energy consumption leading to a negative environmental impact	Low	No manufacturing plants. Only a logistics centre within Bigben Interactive; Sustainable use of resources. Limited energy costs.	Electricity consumption	kWh	01/04/2021 to 31/03/2022	Group
				Natural gas consumption	m ³		
				Water consumption	m ³		
Resources and waste management	High waste production, wastage, failure to factor in the life cycle of resources and raw materials used	Low	Main waste is packaging material (cardboard, etc.) which is already recycled; Circular economy; Combating food waste.	Paper and cardboard consumption	Kg	01/04/2021 to 31/03/2022	Group
				Amount of paper and cardboard recycled	Kg		
Environmental impacts: high greenhouse gas emissions	Contribution to climate change through greenhouse gas emissions in all product supply chains: from the manufacturing plant to the end consumer	Low	Focus on sea freight; Gradual transition of the group's car fleets towards hybrid/electric cars; Business travel policy; Goods transport management.	Scopes 1 and 2 CO2 emissions arising from energy consumption of buildings	TCO2eq	01/04/2021 to 31/03/2022	Group
				CO2 emissions arising from external datacentres	TCO2eq		
				CO2 emissions relating to car fleets	TCO2eq		
				CO2 emissions arising from transportation of goods	TCO2eq		
SOCIAL, ACTION IN FAVOUR OF HUMAN RIGHTS							
Supplier and service provider management	Failure to comply with responsible purchasing policies; social, environmental and ethical risks related to the activity of suppliers and sub-contractors; dangers for service providers	Low	Careful selection of suppliers (audits of manufacturing plants and selection of transport companies with excellent CSR scores); Membership of the UN Global Compact; Anticorruption guide disseminated within the framework of the SAPIN II anticorruption law.	Monitoring manufacturing plant audits (social data)	N/A	01/04/2021 to 31/03/2022	Group
				Monitoring transport companies' CSR policies	N/A		
				Monitoring the UN Global Compact principles	N/A		

6.4 EMPLOYEE-RELATED RISKS, POLICIES PURSUED AND OUTCOMES

The Group has taken measures to mitigate the three employee-related risks referred to in Section 3.

6.4.1 Health and safety of employees and third parties in the workplace

This risk covers a potentially unsuitable working environment, deterioration in wellbeing in the workplace or health and safety conditions that could lead to occupational accidents or illnesses. The health and safety of its employees and partners is a core focus for the Group.

6.4.1.1 Health and safety in the workplace

It is important to note that the Group's business activities generate limited occupational risks.

In France, the various Macron laws have introduced a new staff representative body called the Social and Economic Committee (CSE) to replace the former Health and Safety Committee. For Nacon SA, the change was made in January 2020.

Nacon, which was founded in the second half of 2020, has continued to pursue the risk prevention policies pursued by the Bigben Group, mainly by revising and updating a single document validated by the Social and Economic Committee. As a video games publisher and gaming accessories designer and developer, the physical risks that can be identified are related to the nature of the business (sedentary tertiary activity) and to business travel (accidents). Its French studios have done the same by updating their unique document each year, if necessary with their CSR teams. Furthermore, it is important to note that the business activities of these companies generate limited occupational risks.

Nacon's French employees also receive safety training both to prevent workplace hazards (as part of the applicable regulations) and to train volunteers in first aid and using firefighting equipment. Initial training and refresher courses in first aid are organised regularly.

Many other initiatives or obligations exist locally to prevent potential health risks:

- German subsidiary Bigben GmbH is a member of the BAD association, which is responsible for ensuring that proper procedures are in place to avoid occupational accidents.
- In Belgium, the subsidiary is affiliated to CESI (external occupational prevention and protection service) for occupational health care. However, the subsidiary now only has employees who are not covered by the mandatory medical check-up requirement.
- In Italy, the risk assessment document (DVR) is updated regularly even though the risk is limited and employees regularly receive safety training and medical check-ups.
- In Spain, the subsidiary complies with law 311995 of 8 November 1995 which regulates occupational risks in the workplace and supervision of employee health. It has outsourced this service to FREMAP.
- In Asia, the company complies with the Occupational Safety and Health Council regulations.
- In Australia, the company adheres to the principles of the Australian Institute of Health & Safety.
- In the United States, the company complies with the National and State Safety and Occupational Health regulations.
- Studio Cyanide buys ergonomic chairs for all its employees and has trained them in their use, as well as possible ways of adjusting lighting for enhanced comfort.
- Studio Kylotonn has trained 10 employees in emergency first aid at work and renewed two certifications.

Focus on measures taken to protect employees and third parties from Covid-19

Apart from the specific work organisation measures described in 4.3.1, the Group took the following measures to protect the health of its employee during the Covid-19 crisis:

- Putting its employees on home working as soon as possible or on short-time working arrangements as soon as the lockdown order was announced in each country in spring 2020 and introducing contact precautions, wearing of masks and social distancing for all employees whose jobs could not be done from home. This attitude continued as each country's governments decided on further lockdowns; working from home agreements were also adopted at most of the Group's entities.
- Implementing a strict lockdown exit plan as soon as this was authorised by the respective governments to protect the health of its employees and third parties upon their return to the workplace and enabling a gradual resumption of business in compliance with health prevention regulations.

6.4.1.2 Agreements on health and safety in the workplace entered into with the trade unions or staff representative bodies

No such agreements were entered into during the financial year by the Group's various companies.

However, there were a few events of note in 2020:

- At Nacon SA, a business continuity plan was adopted within the context of the Covid-19 crisis, with the appointment of internal Covid officers and the associated risks set out in the single document.
- A working from home charter was drafted at a number of entities to set out procedures for this practice, launched in 2020. All these elements were subject to consultation and discussion with employee representative bodies.

6.4.1.3 Occupational accidents (frequency and severity) and illnesses

The Group is attentive to its employees' health. Thanks to the prevention measures implemented by the company and the relatively low exposure of its business to occupational accidents, it only experienced one commuting accident in 2021/22.

	31/03/2022	31/03/2021
Number of occupational accidents with time off work	0	0
Number of occupational accidents without time off work	0	0
Number of commuting accidents	1	1
Frequency of occupational accidents	0	0
Severity of occupational accidents	0	0

6.4.2 Development of human capital

The Nacon Group employs creative talent to publish original video games and develop innovative Gaming accessories. As such talent is highly sought after, the Group is exposed to potential poaching from other companies should its skills and human resources management prove inappropriate.

6.4.2.1 General trends in the Group's headcount

Attracting, development and retaining talent is a key success factor for the Group. It therefore endeavours to give its employees opportunities to progress, learn and develop their skills and expertise.

At end-March 2022, Nacon had 852 employees versus 631 at end-March 2021. The headcount increased sharply as a result of the acquisitions of studios Big Ant, Passtech, Crea-ture, Ishtar and Midgar, as well as the recruitment of new employees at other studios.

Nacon Group		
	31/03/2022	31/03/2021
	Number	Number
TOTAL HEADCOUNT	852	631

6.4.2.2 Joiners and leavers

Special attention is paid to recruiting new employees as they represent a strength for the company in a rapidly evolving business environment.

In 2021/22, 236 employees joined the Group (including 178 on permanent contracts and 61 women) and 116 left, including five dismissals.

Joiners and leavers

	31/03/2022		31/03/2021	
	F	M	F	M
Total number of external joiners	61	175	74	121
<i>o/w permanent</i>	42	136	45	60
<i>o/w fixed-term</i>	17	36	27	59
<i>o/w apprenticeships or work/study contracts</i>	2	3	2	2
<i>o/w temporary staff ⁽¹⁾</i>				
Leavers	37	79	43	43
<i>o/w permanent</i>	30	61	33	25
<i>o/w fixed-term</i>	5	17	8	17
<i>o/w apprenticeships or work/study contracts</i>	2	1	1	1
<i>o/w temporary staff ⁽¹⁾</i>	1	1	1	1
<i>O/w dismissals:</i>	2	3	1	
Staff turnover by category	18.8%	11.4%	30.0%	8.8%
Staff turnover non-categorised	13.0%		13.5%	

As well as recruitment websites, the Group may also use social media and headhunting agencies to source suitable candidates.

The staff turnover indicator shows a relatively low rate of 13% compared with 13.5% to 31 March 2021. As this includes fixed-term employment contracts coming to an end, the actual rate of turnover can be thought of as closer to 10-12%.

2020 and 2021 remained unusual years in terms of recruitment, with “stop and go” periods, more uncertain and impulsive behaviours among applicants, and above all more complicated conditions for integrating new joiners. Some business lines are facing difficulties and having trouble recruiting staff. In these areas, the job market in 2021/22 continued to be dominated by a high level of demand and shortage of applicants. However, this did not stem the increase in the Group’s headcount.

6.4.2.3 Compensation and trends in compensation

The Group's compensation policy aims to reward skills, stimulate creativity, encourage employee performance and retain talent.

Salary increases are granted mainly as a result of individual negotiations, based on skills development and/or on new responsibilities assumed or their involvement in projects (in particular for development studios).

- At Nacon in France, salary increases are approved during mandatory pay negotiation meetings. Adjustments may also be made once a year in accordance with the agreed minimum levels. The provisions of the French Labour Code apply and incentive plans and employee savings schemes are in place. Employees of the French subsidiaries concerned therefore have a long-term vested interest in the development of their company and its results enabling them to build up a capital sum through a tax-efficient employee savings plan. Lastly, Nacon SA employees have benefited from the so-called "Macron bonuses" in respect of 2019 and also on a number of occasions for 2020 and 2021. Other forms of ancillary compensation, i.e. meal vouchers, personal protection and health insurance, were also reviewed in 2021/22.
- In Benelux, salary increases are based on a government index and on individual negotiations. The company also belongs to Joint Committee 200 and complies with the agreements negotiated by it.
- In Germany, in the manufacturing sector, negotiations take place between the employer organisation WIGADI and the trade union VERDI. Bigben GmbH also has an annual appraisal system and organises two information and consultation meetings with staff a year.
- In Italy, salary increases are based on individual negotiations (annual appraisals based on responsibilities and skills development). Individual bonuses may also be granted based on the subsidiary's results. The company also complies with CCNL regulations (national collective employment agreement) applicable to the Retail sector.
- In Spain, the subsidiary complies with the collective agreement and conducts individual negotiations.
- In Asia, salary increases are based on inflation in the relevant countries and on individual performance.

All of the Group's entities comply with their social security and tax obligations in terms of employee compensation and benefits.

Compensation and trends in compensation

in thousands of euros

	31/03/2022	31/03/2021
Compensation for the year	33,631	25,283
Social security charges	11,892	9,407
Average compensation per employee	41	40

The amount of compensation is higher than the previous year due to the Group's growth. The average gross annual salary of a Nacon Group employee was €41,000 in 2021/22 (compared with €40,000 in 2020/21).

Employees also receive other benefits: meal vouchers are distributed at several entities, and French employees receive an employer contribution to a healthcare benefits scheme.

Furthermore, employee share ownership is an excellent way for the Group to give all its employees the opportunity to share in the company's success. Thus, medium to long-term compensation may also be granted to the top-performing employees or to all employees as part of an active retention strategy. Over the last few years, this has taken the form of bonus share awards subject to presence and performance criteria. The Group may offer further plans of this type in the future.

Some studios are also offering new benefits to their employees. Kylotonn is planning to introduce an employee savings plan in 2022/23.

6.4.2.4 Training

- **Training policies**

In businesses and sectors where continuous innovation, technological progress and expertise are key success factors, training of all kinds is clearly a priority.

A company's value lies in its human and intellectual capital. Rapidly evolving technology is a key feature in the Group's business sector and training is therefore an important issue. The aim is to guarantee the employability of all its employees and the development of their skills and knowledge. In such a sector, it is crucial for employees to keep their knowledge up to date in a continuously evolving market. The training policy aims to reconcile the company's needs with the career aspirations of its employees, to find a balance between the individual needs expressed during the annual appraisals and the company's economic profitability challenges.

The policy is implemented through individual actions and through collective training plans. Training needs expressed are validated by management based on their importance for the company's development.

French employees at Nacon SA or within studios also benefited in 2020 and 2021 from an assessment of their training needs during Professional Interviews. These interviews are an important event for all employees, during which each manager discusses their team's performance and helps to develop their skills. This assessment also makes it possible to prepare for the next two years in terms of setting targets and an individual development plan.

The Group complies with the regulatory framework in such matters and pursues a policy designed to tailor employee skills to the expected evolution of the Group's business activities.

However, the health crisis curtailed the rollout of the skills development plan in the first half of 2020 and it was necessary to roll out more training programmes in 2021. The skills development plan was ramped up as of March 2022. Following professional interviews, huge demand was expressed for training in 2022.

The major recurring training themes in 2021 were technical training related to employees' areas of expertise and training in office systems and personal development.

In the specific case of video games development studios, there is very little adequate specialist training for their industry in France. These studios often have to provide their own training and in doing so largely favour in-house training and intra-company skills transfers.

Throughout the year, employees are also invited to attend training sessions, seminars or conferences in their areas of expertise run by partners (lawyers, trade unions, chambers of commerce, banks, external service providers, conferences in schools, etc.).

- **Total number of training hours**

In 2021/22, the Nacon Group's training expenditure represented 0.7% of its total payroll. Thus, 165 employees received at least one form of training, i.e., almost 19.4% of the Group's average headcount. The average number of training hours per employee was therefore six hours.

	31/03/2022	31/03/2021
% of payroll devoted to training	0.7%	0.4%
Training expenditure (€)	219,079	94,367
Total number of employees trained	165	107
% of average headcount trained	19.4%	17.0%
Number of people	136	114
Total number of training hours	5,130	2,628
Average number of training hours per employee	6	4
Average number of training programmes per employee	0.16	0.18
% of employees receiving an annual appraisal	56.5%	46.8%

In general and across the Group as a whole, investment in training was limited in 2020/21 and 2021/22 due to the lockdowns and the need to postpone training programmes that should have been held “face to face”.

As there is no specialised training in the video games business on a global scale, training often takes place in-house, which explains the fall in certain training indicators over the past few years, a period when many employees joined the Group following the acquisition of the development studios.

6.4.3 Quality of life at work and diversity

The Group employs creative talent to publish original video games and develop innovative Gaming accessories. All employees are given the opportunity to develop their skills and entrepreneurial capabilities, encouraged by people who are passionate about their business. This ongoing creativity is expressed not only in the development of new products, but also in the day-to-day working environment.

Nacon firmly believes that the Group's performance is inextricably linked to enabling its employees to flourish, as well as the confidence it gives them. Nacon has therefore made it a priority to provide its employees with a safe working environment and ensure that they are satisfied, as well as helping them to develop their skills and support their wellbeing within the company.

Within a more general framework, Nacon encourages the dissemination of a corporate culture that encourages each individual to flourish in an environment that fosters respect, diversity, inclusion and collective wellbeing.

6.4.3.1 Policies pursued

- **An adapted working environment**

The Group endeavours to develop an appropriate environment in all of its subsidiaries, with many work spaces adapted to everyone's needs (meeting rooms, relaxation areas, cafeterias/refectories) coupled with pleasant surroundings. For example, Nacon's Lesquin head office has a large glazed courtyard with exotic plants.

The Group also focuses on open space working wherever possible to encourage teamwork and facilitate communication, with managers always available to their teams.

The Group fosters the wellbeing of its employees by organising and financing various events during the year such as barbecues, lunches, seminars and restaurant invitations.

- **Working time arrangements**

The Group's policy is to allow employees some flexibility in their working time arrangements while complying with the applicable local legislation:

In normal times:

- In France, the legal 35-hour working week applies to the company's employees. The organisation of this working week is defined in a 35-hour working week agreement and varies according to the company's departments.
- In Benelux, the week consists of five days of 7.6 hours, i.e. 38 hours a week. The reduction in working time is confined to 33% of the workforce per department in the form of a rolling schedule with the option of taking one day a week in home working.
- In Germany, the working week is 38.5 hours (agreement with VERDI/NRW trade union) with a daily break of 45 minutes.
- In Italy, the working week is five eight-hour days with a daily break of one hour.
- In Spain, the working week is 40 hours.
- In Asia, there are no regulations, as these countries are currently at the stage of drafting applicable laws. Bigben gives its Asian employees between 12 and 15 days annual leave.
- In the United States, there are no restrictions on working hours.

During the Covid-19 lockdowns (in spring 2020, autumn 2020 and spring 2021), to protect the health of their employees, all of the Group's entities adopted strict home working measures.

In France, the Group reorganised its business during the Covid-19 crisis to protect the health and safety of its employees during the first lockdown in spring 2020. Departments that could continue to operate through home working arrangements did so.

As soon as lockdown restrictions were relaxed and during the subsequent lockdowns (autumn 2020 and spring 2021), which had fewer restrictions, contact precautions at the Group's premises, social distancing for employees working on site and extended home working enabled the Group to maintain its rate of work (see 4.1.1.).

The Covid-19 health crisis has given the Group the opportunity to rethink how its work is organised. Working habits have been completely transformed, in particular with the accelerated rollout of home working for all office-based jobs. Parent company Nacon SA adopted a home working charter in September 2020, which allows its employees – outside the context of the Covid-19 health crisis – to opt to work from home several days per week. Home working has also been widely adopted at all other Group companies.

- **Employee relations**
 - **Staff information and consultation, negotiation procedures**

Social dialogue is the responsibility of staff representatives in countries where this is provided for by law.

- In France, the various Macron laws have introduced a new staff representative body called the Social and Economic Committee (CSE). The CSE is a new organisation that combines the three existing staff representative bodies: the trade union delegates, the works council and the health and safety committee. Its role is to express the voice of the employees and to take their interests into consideration in decisions relating to the company's management and business and financial developments, working arrangements, professional training and production techniques. At Nacon SA, a CSE was created and its members elected for a four-year term in January 2020. Meetings take place every two months. Three French studios also duly elected their CSEs in 2019. Meetings take place every two months. The studio Spiders has also created a trade union section, with CSE elections to be held in July 2022.
- In Germany, cooperation between the social partners such as employers and trade unions is of the utmost importance. The trade unions are free to negotiate and form alliances as they see fit. The company is included in the structure covering the tertiary sector. Negotiations take place between the employer organisation WIGADI and the trade union VERDI. Bigben GmbH organises two staff information and consultation meetings a year. Collective bargaining agreements are entered into with the trade union VERDI.

The subsidiaries in Benelux, Spain, Italy, Asia and the United States do not have trade union representation due to their small workforce. However, they comply strictly with the relevant legislation in their respective countries:

- Bigben Benelux belongs to Joint Committee 200 and applies the agreements negotiated by it.
- Bigben Italy complies with the CCNL regulations (national collective employment agreement) applicable to the Retail sector. Under Italian law, internal agreements that differ from those imposed by the CCNL may be negotiated. They are known as "integrative agreements".
- Bigben Spain is covered by the collective agreement for the Wholesale industry no. 28014085012007.

- **Report on collective agreements**

The Group complies with the collective regulations applicable to its business, over and above local employment law, national and industry agreements. In France, Nacon SA is covered by the collective agreement for the Wholesale industry no. 0573. The development studios are covered by the Syntec collective agreement no. 3018 (technical design firms, engineering consultants and consulting firms).

No collective agreements were signed in 2021/22.

6.4.3.2 Outcomes

- **Absenteeism**

The increase in absenteeism in absolute terms compared with the previous year was due to the Group's larger headcount. The annual absenteeism rate was 1.75% in 2021/22, stable in relation to the previous year.

In days	31/03/2022	31/03/2021
TOTAL NUMBER OF DAYS ABSENTEEISM	3,504	2,586
Sick leave	2,645	1,927
Occupational accidents and accidents between home and work	7	1
Unpaid leave	853	658
ABSENTEEISM	1.75%	1.74%
Maternity leave	527	343
Paternity/parental leave	739	217

Days absence are defined in business days.

Occupational accident = fatal or non-fatal accident occurring during or due to work according to local practices. Occupational accidents taken into consideration are those declared to and being handled by the competent authorities.

Absenteeism is based on end-of-period headcount and a year of 235 business days.

- **Equal treatment**

Diversity within the Group is inherent to the creativity and innovation the company needs to stay at the cutting edge of innovation and technology. The process of publishing a video game or developing a gaming accessory requires a team of people from a diverse range of backgrounds and training to work well together. Cultural, gender and age diversity is a source of creativity and helps the teams to better understand consumer expectations and address their needs worldwide.

- **Policies to combat discrimination**

Total headcount and breakdown by gender, age and geographical area

		31/03/2022		31/03/2021	
		Number	%	Number	%
TOTAL HEADCOUNT		852		631	
Breakdown by:					
EMPLOYMENT TYPE	Full-time	820	96.2%	605	95.9%
	Part-time	32	3.8%	26	4.1%
GRADE	Managers	397	46.6%	270	42.8%
	Other	455	53.4%	361	57.2%
CONTRACT TYPE	Permanent	785	92.1%	553	87.6%
	Fixed-term	49	5.8%	75	11.9%
	Apprenticeships or work/study contracts	18	2.1%	3	0.5%
	Other (temporary staff) ⁽¹⁾	4		15	
	Other (internships) ⁽¹⁾	33		26	
GENDER	Women	186	21.8%	140	22.2%
	Men	666	78.2%	491	77.8%
GEOGRAPHICAL AREA	France	595	69.8%	466	73.9%
	Rest of Europe	122	14.3%	105	16.6%
	Asia	14	1.6%	12	1.9%
	Other	121	14.2%	48	7.6%

⁽¹⁾ Not included in total headcount

The breakdown by employment days type and by gender shows a significant increase in the percentage of

employees of Manager grade, as well as permanent contracts, which accounted for 92.1% of contracts as at 31 March 2022. There has also been an increase in the number of apprenticeships.

The proportion of women is down slightly due to the higher percentage of employees from development studios in the total headcount, where jobs are traditionally held by men, despite the Group's efforts to encourage the recruitment of women.

At 31 March 2022, non-French subsidiaries represented 30.2% of the Group's total workforce versus 26.1% at 31 March 2021, as a result of the acquisition of foreign studios in 2021/22.

The Group currently has operations in over 11 countries across a number of continents.

- **Age pyramid**

The breakdown of the workforce by age is as follows:

<u>Age pyramid</u>		31/03/2022		31/03/2021	
Age bracket	25 and under	144	16.9%	92	14.6%
	26 to 35	411	48.2%	297	47.1%
	36 to 45	188	22.1%	155	24.6%
	46 to 55	87	10.2%	73	11.6%
	56 and over	22	2.6%	14	2.2%
	Number of older employees (45 and over)	109	12.8%	87	13.8%
	<i>o/w French employees</i>	51	8.6%	46	9.9%

The age pyramid reflects a young workforce consistent with the young video games industry: 65.1% are in the 20 to 35 age bracket.

Note that there has been an increase in the number of under 25s recruited, attesting to the Group's desire to get young people into its teams and ensure the future of the business.

- **Gender equality measures**

The Nacon Group has a total of 852 employees, 21.8% of whom are women and 78.2% men. The proportion of women has fallen slightly compared with the previous year due to the acquisition of new development studios and the recruitment of developers at existing studios, where the majority of employees are men. Note that the proportion of female managers (21.5%) is almost identical to the proportion of women within the Group, demonstrating that the level accessibility to management roles is similar to that for men.

<u>Breakdown of headcount by gender</u>	31/03/2022	31/03/2021
	% F	% F
% of women in middle and top management positions	21.5%	22.8%
	% F	% F
% of women in top management positions	17.4%	22.2%
% of women in middle management positions	22.1%	22.9%
% of women with managerial grade	14.1%	11.4%
% of women with supervisory grade	19.8%	25.7%
% of women with clerical or administrative grade	27.3%	27.4%

Top management is defined as members of the Group's Management Committee, including the heads of the subsidiaries.

Middle management is defined as those people with key responsibilities in the company and with line management responsibility for at least one person (including interns not included in headcount).

Managerial grade is defined as employees with key responsibilities in the company whether or not they have line management responsibility for other employees.

Supervisory grade is defined as employees with responsibility for heading up a team, but with less responsibility than employees with managerial grade.

The percentage of women in managerial roles is calculated by taking account on a pro rata basis of women categorised as "top managers" and "middle managers" relative to the total number of "top managers" and "middle managers".

Incorporation of a criterion to combat discrimination in triggering payment of bonuses to corporate officers

Although the majority of studio employees are men, the Group pays particular attention to not discriminating against women and to equal treatment of men and women.

In order to make the Group more vigilant with regard to this matter, the Board of Directors decided at its meeting of 25 April 2022 to incorporate a criterion to combat discrimination in triggering payment of bonuses to the Chief Operating Officer. This criterion is based on the general balance index as defined by France's "Professional future" law of 5 September 2018 and calculated by most of the Group's French entities (representing more than half of the Group's total workforce).

This new criterion will account for 30% of the bonus calculation.

The purpose of the gender balance index is to measure the company's positioning in terms of professional equality between men and women on the basis of four indicators (for companies with fewer than 250 employees) defined by the French government:

- The pay gap between men and women;
- The difference in the rate of individual salary increases;
- The percentage of female employees receiving a pay rise on returning from maternity leave;
- The number of people from the underrepresented gender among the top 10 highest-paid employees.

The Nacon entities concerned all obtained a score of more than 80% in 2021. This encouraging performance confirms the commitments made by the Group in terms of professional equality.

Nacon is also a signatory of the Diversity promotion charter jointly drafted by the SNJV (national video games trade union), DGE (Directorate General for Enterprise), CNC (National Centre for Cinema and Animation) and SELL (entertainment software developers trade union), with the aim of encouraging diversity within team and incorporating the values of diversity and equality into the company. Nacon is committed in particular to:

- Help to measure efforts to improve diversity;
- Ensure equal treatment within the company;
- Take action to prevent discriminatory behaviours, harassment and violence of any form;
- Work towards better promotion of jobs in the video games industry to young people.

- **Measures in favour of disability employment and inclusion**

The Nacon Group employs nine people with disabilities.

Employment of people with disabilities	31/03/2022	31/03/2021
Number of people*	9	8
Employment rate	1.1%	1.3%

** Amendment of figure as of 31 March 2021: eight rather than six as initially mentioned*

Note that since 2020/21, the OETH reform concerning the recruitment of people with disabilities in connection with the “Professional Future” law of 5 September 2018 has not only amended the means by which disabled employees are declared (now done automatically via the Nominative Social Declaration or DSN) but also removed certain deductions in order to encourage direct employment of disabled workers. French companies still have to pay a contribution in the case of missing beneficiaries.

Due to this change of calculation method, Nacon SA’s French head office concerned by this obligation to employ workers with disabilities was unable to fulfil all its obligations and paid AGEFIPH compensation of €15,710 in 2021.

In 2017, the Group formed a partnership with Game Lover, part of the Papillons Blancs association based in the Hauts de France region of northern France, which brings together people with disabilities who publish a news blog about video games. It has since grown in scale, becoming part of the CapGame Testing association. The aim of the collaboration was to address a number of impairments (visual, psychomotor, cognitive and mental, poor 3D perception, autism, etc.) suffered by some gamers in order to find ways of making video games more accessible for them. This partnership has made it possible to raise awareness about making video games accessible to people with motor and cerebral disabilities and adopting an approach, which now forms part of Nacon’s specifications, to ensure that developers take account of these restrictions as much as possible during development.

Accessibility issues are also a priority for the new studios acquired by the Group and appear regularly on the agenda for their meetings.

- In 2019/20, Eko Software and the company Pidiem organised a half-day of team awareness raising open to all employees and they have also arranged individual support for employees with an interest in issues involving disability and health in the workplace;
- Employees of Spiders undertook a one-day training programme in 2020/21 provided by Cap Games on accessibility in gaming;
- A number of studios, including Spiders and Cyanide, also use the services of support through work organisations as much as possible.

6.5 ENVIRONMENTAL RISKS, POLICIES PURSUED AND OUTCOMES

The Group has taken measures to mitigate the three environmental risks referred to in Section 3.

The Group has no production plants as its manufacturing requirements are subcontracted. It does not have an in-house environmental management department.

It addresses environmental issues and, as applicable, environmental assessment or certification approaches, on a project basis managed by the existing teams concerned. In other words, environmental issues are overseen by various departments such as administration, logistics, R&D and marketing.

6.5.1 Energy management: overconsumption

6.5.1.1 Policies pursued

- **Sustainable use of resources**

The Group raises employee awareness about saving electricity and heating, and many premises have already taken action to limit their energy consumption and use of their air-conditioning and lighting systems:

- Air-conditioning and lighting in the head office and all subsidiaries are switched off at night and during the weekends;
- Several premises, including Nacon SA, have motion detectors or automatic light control systems to adjust lighting to employee needs.
- Some premises have a policy of timer-based air-conditioning systems, particularly in the southern European subsidiaries where this is a key issue. Since June 2017, the Belgian subsidiary has rented offices in a co-working space. It no longer manages its own energy supply but makes sure that it switches off all its electrical and electronic devices;
- Some studies such as Cyanide and Kylotonn have signed “green energy” agreements with ERDF and Enercoop.
- The subsidiaries are increasingly purchasing more energy-efficient equipment. Some focus on LED lighting for its energy-efficient properties and its more efficient lighting.

Lastly, the Group ensures that its suppliers also use resources sustainably (see 6.1) and introduced new indicators (see 5.3) to be able to continue to improve the assessment of its own carbon footprint in 2021/22.

6.5.1.2 Outcomes

- **Water consumption and water supply based on local constraints**

Group companies only occupy premises for office use. The Group's water consumption is therefore limited to the usual consumption for these types of premises.

<u>Water (m³)</u>	31/03/2022	31/03/2021
Head office	284	469
Subsidiaries	163	58
TOTAL	447	527

Water comes directly from the local water supply networks and the Group thus automatically complies with the water regulations applicable in its various countries of operation. The Group also raises employee awareness about saving water.

- **Energy consumption, measures taken to improve energy efficiency and use of sustainable energy**

Group companies only occupy premises for office use.

The Group's energy consumption is therefore limited to the usual consumption for these types of premises.

<u>Electricity (kWh)</u>	31/03/2022	31/03/2021
Head office	253,740	251,895
Subsidiaries	504,307	387,883
TOTAL	758,047	639,778

The increase in electricity costs relates to the Group's growth and consumption returning to a normal level after lockdown. The Group's entities do not use gas.

Since 2020/21, the following new indicator assesses not just electricity consumption resulting from the use of external servers but also the associated carbon footprint (see 5.3.2):

External datacentres	<u>Electricity (kWh)</u>	31/03/2022	31/03/2021
	TOTAL	92,572	92,008

6.5.2 Resource and waste management

6.5.2.1 Policies pursued

- **Employee training and information on waste management**

The Group raises employee awareness about environmental impacts by communicating about issues such as printing, waste sorting (batteries, plastic, electronic equipment, etc.), lighting, and the need to reduce water, electricity and paper consumption.

Employee awareness and training are organised locally by each entity.

A number of initiatives have been taken at Nacon SA:

- Installation of recycling bins in partnership with service provider ELISE, as well as a campaign to raise awareness among employees;
- Installation of an air conditioning system to reduce office heating/air conditioning costs; air conditioning in communal areas with a cold/warm air optimisation system to prevent energy loss due to the glass walls and regulate the temperature of the courtyard, corridors and entrance hall. This not only provides greater comfort for employees but also reduces heating and air-conditioning consumption in the offices;
- Raising employee awareness about CSR, in particular by distributing free reusable water bottles to employees.

In addition, Nacon SA continuously raises employee awareness about reducing their office paper consumption by encouraging double-sided printing (printer default setting). Nacon SA also decided in 2021/22 to stop printing corporate documents and to send out only digital greetings cards to its partners.

- **Pollution prevention measures**
 - **Measures to prevent, reduce or remedy environmentally serious air, water or soil pollution**

As the Group has no production sites, it has not recorded any air, water or soil pollution with a serious impact on the environment. Water is only consumed on a domestic basis at offices.

- **Noise and other forms of pollution specific to a business activity**

The Group's operations do not produce any noise pollution.

- **Ground use**

No specific measures have been taken by the company.

- **Resources devoted to preventing environmental risks and pollution**

As the Group does not have any manufacturing facilities, it has not devoted any specific resources to this matter.

- **Amount of provisions and guarantees for environmental risks**

No provisions have been set aside or guarantees given for environmental risks.

- **Implementing a circular economy**
 - **Waste prevention and management**
 - ✓ **Measures to prevent, recycle, reuse, upcycle and eliminate waste**

An eco approach to recycling from the outset

Eco-designed products:

CSR aspects and recycling concerns are given consideration when creating a product and establishing the associated product strategy, which is duly highlighted during discussions with the various business partners.

- The Group works continuously to optimise the form and size of its product packaging to limit packaging waste and endeavours to recover and reuse cardboard boxes.
- For accessories, "zero plastics" packaging has been introduced, using FSC certified card, as well as printing using vegetable-based inks. Paper manuals have also been replaced with manuals in digital format that can be downloaded by users.
- Regular campaigns are launched to raise employee awareness about CSR issues (recycling, distribution of reusable water bottles to staff, recommended use of DocuSign, training in responsible purchasing and design, etc.).

Sensible paper consumption:

The Group continuously raises employee awareness about reducing their office paper consumption by encouraging double-sided printing (printer default setting).

Nacon SA has also invested in digitising the documents it produces such as invoices and expenses reports:

- Introduction of electronic client and supplier invoices in September 2020;
- Introduction of expense report software in March 2020, which allows users to scan their receipts and obtain approval directly in electronic format;

- Introduction in 2020/21 of DocuSign signature software to avoid printing out legal documents such as contracts, which can be signed electronically.
- Efforts continued in 2021/22: all marketing materials have been digitised since the start of 2022, with a QR code to be downloaded by visitors to our stands. This initiative was carried on at Bigben Week in May 2022, during which the Group's traditional product catalogues and corporate brochures were replaced with digital materials.

Downstream management of recycling

Aware of the ecological impact of their waste consumption, the Group's companies recycle their waste by means of selective sorting at their premises or in collection areas or by calling on specialised service providers. For example:

- The German subsidiary has appointed a specialised firm to process all packaging waste generated by the distribution of its products to retailers and it complies with the "VerpackV" packaging regulations.
- The Belgian subsidiary takes measures to limit its packaging waste. In terms of recycling, it is also a member of Valipac (secondary and tertiary packaging management), Fost-Plus (primary packaging management), Bebat (battery recycling) and Recupel (waste electrical and electronic equipment management);
- In Spain, the company has outsourced the collection, processing and recycling of electrical and electronic waste to Reinicia for products marketed in Spain and management of containers and packaging to Ecoembes;
- Since 2017, the Italian subsidiary has been a member of CONAI (consortium for recovering and recycling packaging) and the ECOEM consortium for waste electrical and electronic equipment (WEEE) management. Since September 2020, the company has eliminated faulty products including batteries via the ECOEM Consortium;

○ **Combating food waste**

Due to the nature of its business, the Group is not concerned by food waste issues. It does not have any company restaurants. However, most of its premises provide refectories or rest rooms where staff can eat. Food consumption is therefore limited to the individual needs of each employee or company guest. Nor is the Group concerned with combating food insecurity or respect for animal well-being and responsible, fair and sustainable food.

○ **Biodiversity protection**

All of Nacon's premises are based in urban areas and none are close to any rich biodiversity areas.

6.5.2.2 Outcomes

- **Consumption of commodities and measures taken to improve their effective use**

The reduction in paper and cardboard consumption at the Lauwin-Planque warehouse is due to the Group's decreased commercial activity.

<u>Paper and cardboard (kg)</u>		31/03/2022	31/03/2021
Consumption	Head office	1,089	433
	Logistics	83,796	90,703
	Subsidiaries	705	1,782
	TOTAL	85,590	92,918

The increase in head office consumption in relation to administrative returning to the site post-lockdown nevertheless conceals some improvements:

- for example, at the Lesquin plant, everyday use of DocuSign has allowed for an equivalent saving of 61 kg of wood, 1,492 litres of water, 143 kg of carbon and 10 kg of waste;
- while using service provider Publiscreen has enabled it to contribute to the planting of two trees, the creation of six animal shelters, generating eight months' worth of oxygen, storing 0.30 tonnes of carbon dioxide and creating two hours of work within the framework of its REFOREST' campaign.

The reduction in paper and cardboard recycling at the warehouse is in line with the reduction in cardboard consumption.

<u>Paper and cardboard (kg)</u>		31/03/2022	31/03/2021
Recycling	Head office	1,726	2,164
	Logistics	98,480	102,765
	Subsidiaries	159	993
	TOTAL	100,365	105,922

6.5.3 Environmental impacts – High greenhouse gas emissions

6.5.3.1 Policies pursued

Nacon is not directly affected by the impacts of climate change due to its geographical location and the nature of its business. The Group's premises are offices based in Europe, Canada, Hong Kong, the United States and Australia.

- **Business travel policy**

The Group's goal is to limit greenhouse gas emissions generated by its car fleet by selecting vehicle models with the lowest emissions: Nine vehicles out of the 50 in the fleet are classified as "hybrid", representing 18% of the fleet in 2021/22 compared with 14% in 2020/21. Other measures have also been taken in this regard, such as by the Belgian subsidiary, which has set limits on carbon dioxide emissions as part of its car policy.

Due to the nature of its business, Group employees take part in many trade fairs in France and across the world. The Group's travel policy is to use only the train in France and direct flights for international travel. It also encourages the use of audio and video conferencing (e.g. Skype, Teams, etc.) to replace certain trips to subsidiaries.

- **Use of environmentally friendly production plants**

The "environmentally friendly" criterion is duly taken into account when selecting partner production plants (see section 6.1.). For example, the plant in Asia, which manufactures most of the Group's video game controllers, is fitted with solar panels that allow it to consume green energy without emitting carbon into the atmosphere.

- **Goods transport management**

The Group's objective in transport management is to ensure that products are delivered to all customers worldwide as promptly as possible while reducing the environmental impacts of its transport activities at the fairest possible cost.

Its manufacturing subcontractors are based in Asia or Europe, which therefore requires

- sea, air or train freight between China and mainly Europe and the United States;

- and road freight in Europe.

The Group has chosen to outsource its transportation needs while maintaining strong in-house expertise in service provider management. Lastly, the selected transport companies themselves largely determine the amount of greenhouse gas emissions through the equipment they use (age of fleet, eco-driving training, vehicle speed limiters, tyre technology, ability to measure emissions, etc.).

The main ways to reduce emissions from the transport activity is to limit the use of air freight in the event of stock-outs. The supply departments at the Lauwin-Planque logistics warehouse are required to monitor needs daily in order to maximise shipping loads.

The Group also monitors actions taken by its partners and works with operators that place a strong focus on reducing carbon emissions.

This is also the case for subsidiaries that use local logistics providers in order to serve certain customers that have specific requirements. For example, Germany uses the transport company DPD, which certifies "Zero emissions" when distributing its parcels.

- **Use of external datacentres**

The Group has decided as of 2020/21 to use a new indicator that assesses electricity consumption resulting from the use of external servers (see section 5.1.2.) as well as the associated carbon footprint.

- **Monitoring of greenhouse gas emissions from company cars**

As of 2021/22, the Group has decided to use a new indicator that assesses the carbon footprint of the company's vehicles. A comparison with 2020/21 has been added in order to make this monitoring relevant.

6.5.3.2 Outcomes

CO₂ emissions (kg CO₂e)	31/03/2022	31/03/2021
Emissions associated with company cars (kg CO₂/km)		
<i>o/w diesel cars</i>	154,957	154,384
<i>o/w petrol cars</i>	19,028	12,061
<i>o/w hybrid cars</i>	20,643	16,740
Total Scope 1 emissions	194,628	183,185
Indirect emissions related to energy consumption		
<i>Emissions related to electricity (kg CO₂e)</i>	101,267	80,843
<i>Emissions related to gas (kg CO₂e)</i>	0	0
Total Scope 2 emissions	101,267	80,843
Scope 3 items measured		
<i>Emissions associated with transportation</i>	1,311,279	2,262,813
<i>Emissions associated with external servers</i>	10,660	11,470

The increases seen in carbon dioxide emissions from company cars and energy consumption relate to an upturn in activity after 2020/21 was impacted by the numerous lockdowns.

Energy consumption related to the transportation of the Group's products amounted to 1,311 tonnes of carbon dioxide in 2021/22 (compared with 2,263 tonnes in 2020/21) on the basis of information provided

by transportation providers and extrapolated to the Group as a whole. This represents a significant reduction, primarily as a result of the following:

- reduced use of air transportation;
- natural purification of the old global fleet of energy-consuming boats;
- “slow moving” policy adopted by shipping companies coupled with a shift towards low sulphur hydrocarbons in order to save on diesel used by boats.

6.5.4 Green taxonomy

6.5.4.1 New regulation

Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 establishes a framework to facilitate sustainable investment within the European Union (EU), amending regulation 2019/2088. This EU taxonomy of sustainable activities or “green taxonomy” establishes the general framework for determining whether an economic activity qualifies as environmentally sustainable for the purposes of establishing the degree to which an investment is environmentally sustainable.

A qualifying activity must:

- contribute substantially to one or more of the following environmental objectives:
 1. climate change mitigation
 2. climate change adaptation
 3. sustainable use and protection of water and marine resources
 4. transition to a circular economy
 5. pollution prevention and control
 6. protection and restoration of biodiversity and ecosystems
- do no significant harm to any of the other environmental objectives;
- be carried out in compliance with minimum safeguards set out in:
 - o the OECD Guidelines for Multinational Enterprises
 - o the United Nations Guiding Principles on Business and Human Rights, and
 - o the principles and laws set out in the eight fundamental conventions cited in the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work and by the International Bill of Human Rights;
- comply with technical screening criteria established by the Commission.

In accordance with this regulation, the Nacon Group is only subject in 2021/22 to the obligation to publish “green” financial ratios, i.e. the proportion of its revenue, capital expenditure (“capex”) and operating expenditure (“opex”) relating to products or services associated with economic activities for which environmental sustainability criteria have been defined.

In respect of 2021/22, the requirements to publish these financial ratios concern only the “eligibility” of activities. The Nacon Group is required to publish these indicators showing the proportion associated with potentially sustainable activities, without taking account of technical criteria.

Eligible activities are listed and described in the light of the first two climate objectives of mitigation and adaptation. They will be extended to the four environmental objectives (sustainable use of water and marine resources, circular economy, pollution prevention, protection and restoration of ecosystems) in 2022/23 with the obligation to publish in respect of 2023/24.

6.5.4.2 Outcomes

The financial information in question for this analysis is taken from Nacon’s IT systems at the end of the financial year on the basis of the IFRS consolidated financial statements to 31 March 2022 and in accordance with the regulation with the aim of defining “green” revenue, capex and opex. The results of this analysis are given below.

Proportion of economic activities eligible and not eligible for the taxonomy in the Group’s revenue, capex and opex:

<i>in thousands of euros</i>	TOTAL	Proportion of activity eligible for Green Taxonomy	Proportion of activity not eligible for Green Taxonomy
Green revenue	155,912	0.1%	99.9%
Operating expenditure	33,206	0.5%	99.5%
Capital expenditure	58,757	0.0%	100.0%

Eligible revenue

With regard to revenue, and in the light of the regulatory framework set out above, it appears that most of the Group's activities belong to sectors that are not eligible for the two climate objectives established by the Green Taxonomy.

Nacon's economic activities as a video games and accessories developer are not eligible for the Taxonomy Climate Delegated Act: only revenue from eco-responsible mobile product *JustGreen* (generated by subsidiaries that have not been carved out and selling certain mobile products) was taken into account.

As a result, the proportion of economic activities eligible for the taxonomy in Nacon's total revenue was 0.1%.

Eligible capex/opex

The operating expenses concerned by the taxonomy established by the regulation, and taken into account in the numerator, include costs in the following categories:

- ▶ sustainability-related R&D costs
- ▶ building repairs and maintenance
- ▶ vehicle repairs and maintenance
- ▶ other repairs and maintenance
- ▶ building renovations (not capitalised)
- ▶ property rentals
- ▶ vehicle rentals
- ▶ other short-term rentals
- ▶ general services costs (maintenance).

Operating expenses also include costs relating to any expenses associated with direct or indirect production from economic activities aligned with the taxonomy and certain individual measures allowing the targeted activities to contribute to reducing greenhouse gas emissions.

According to regulations and the Group's analysis, 0.5% of operating expenses are eligible in respect of 2021/22.

The Group has not identified any eligible capex in respect of 2021/22.

6.6 SOCIAL RISKS, POLICIES PURSUED AND OUTCOMES

The Group has taken measures to mitigate the social risk referred to in Section 3.

In a voluntary approach, the Group has also documented other social measures it has taken in terms of both regional inclusion and consumer safety.

6.6.1 Management of suppliers and service providers

6.6.1.1 Policies pursued

- **Purchasing policy and consideration of CSR aspects in negotiations with suppliers and subcontractors**

Purchasing policy and consideration of CSR aspects in negotiations with suppliers and subcontractors Purchasing policies are centralised, taking into account both operational issues and purchasing volumes. Even though there is currently no formal Group-wide purchasing policy relating to environmental, employee or social issues, the corporate social responsibility approach of suppliers and subcontractors is one of the criteria taken into consideration during contract negotiations.

Selection of production plant subcontractors

The Group uses subcontractors for its product manufacturing needs.

Subcontractors are required to comply with all laws and regulations regarding the environment and social responsibility and are encouraged not to use environmentally hazardous materials or substances. In addition, they are also required to provide evidence of their compliance with safety and quality assurance regulations. All partners sign up to or provide BSCI, SMETA, REACH, ROHS and/or LABELCO2 certification.

In Asia, Nacon Hong Kong also performs audits of all its partner production plants to ensure that they comply with their social responsibility obligations. Since 1 April 2017, a social audit has been added to the quality audit, using a social audit form.

In addition, they are also required to provide evidence of their compliance with safety and quality assurance regulations.

Selection of transport providers

The Group monitors actions taken by its transport partners and works with operators that place a strong focus on reducing carbon emissions and on their contribution to sustainable development and social responsibility.

Since 2020/21, the Group has assessed the energy consumption related to the transportation of its products on the basis of information provided by its main transportation providers and extrapolated to the Group as a whole (see 5.3.1 and 5.3.2.).

- **Monitoring the UN Global Compact principles**

As indicated in Section 7, the Group adheres to and promotes the following ILO fundamental conventions:

- ✓ Freedom of association and collective bargaining
- ✓ Elimination of discrimination in respect of employment and occupation
- ✓ Abolition of forced labour
- ✓ Effective abolition of forced labour

6.6.1.2 Outcomes

Production plants

Most of the production plants that manufacture Nacon products are ISO 9001 certified (quality management system) while others are certified SA8000, a social accountability standard that promotes decent working conditions. Others are members of the Business Social Compliance Initiative (BSCI), which brings together companies committed to improving working conditions in their international supply

chains. Other plants have SMETA (Sedex Members Ethical Trade Audit) accreditation, one of the ethical audit standards.

As at 31 March 2022, of the 20 major production plants with which Nacon's sourcing subsidiary in Hong Kong generates 88% of its revenue:

- 65% have at least one SA8000, SMETA, BSCI or RBA social audit report (versus 75% as at 31 March 2021 and 50% as at 31 March 2020);
- 35% have at least one ISO 14001 environmental audit report (versus 40% as at 31 March 2021 and 25% as at 31 March 2020);
- 65% have at least one ISO 9001 quality management system audit report (versus 65% as at 31 March 2021 and 45% as at 31 March 2020).

These numbers reflect Nacon's investment in this area, with a sharp increase in the number of partner production plants with these certifications in the last three years.

The plant in Asia, which manufactures the majority of video game controllers, is also fitted with solar panels that do not generate any carbon emissions.

The Nacon Group has never used "conflict minerals" (the 3 Ts: tin, tungsten and tantalum) or gold from the Democratic Republic of the Congo for the manufacturing of its products or in its supply chain.

Transport providers

In 2021/22, the Group mainly worked with the following transport firms, all of which have an exemplary CSR policy:

Chronopost, its top transport partner, restructured its CSR commitments in 2015 around a new policy called *DrivingChange*, which is based on:

- A set of fundamental commitments: human rights, working standards (safety, disability, diversity, gender equality) and the environment (waste management, paper policy, ISO 14001 certification); and
- Four objectives related to its core business:
 - o carbon neutral delivery at no extra cost to the consumer;
 - o intelligent urban delivery;
 - o support from innovative entrepreneurship;
 - o reconciliation between the company and civil society.

In 2020, Chronopost obtained an EcoVadis score of 70/100 (Gold level since 2017) and is among the top 5% in its sector.

The Group's second transport partner, Sogetra (a subsidiary of Bolloré Logistics) launched its Powering Sustainable Logistics programme in October 2018:

- Based on four main areas for action:
 - o Offering clients sustainable supply chain solutions;
 - o Ensuring ethical and responsible business practices in the logistics value chain;
 - o Acting as an employer that is committed to its employees;
 - o Strengthening ties with its stakeholders on a regional level.
- Based on the ISO 26000 standard for assessing stakeholders' CSR criteria, it involves all members of the company in supporting core 11 commitments and achieving quantitative targets to be achieved by 2025;
- Through this international programme, Bolloré Logistics contributes to the UN's Sustainable Development Goals.
- Its objective is to increase Bolloré Logistics' environmental and social value throughout the supply chain. As a local growth driver in over 100 countries, Bolloré Logistics endeavours to support its customers in their sustainable international growth and to underline its commitment to sustainable world trade.

In 2019, Bolloré Logistics obtained Gold status for its CSR performance across its full scope on the basis of an evaluation by independent rating agency EcoVadis.

Energy consumption related to the transportation of the Group's products amounted to 1,311 tonnes of CO₂ in 2021/22 (versus 2,263 tonnes of CO₂ in 2020/21) on the basis of information provided by transportation providers and extrapolated to the Group as a whole.

Subcontractors excluding transport and production plants

External datacentres:

Energy consumption related to database hosting for the Group's main operating entities amounted to 92,572 kWh (10.6 tonnes of CO₂) in 2021/22 (versus 92,008 kWh or 11.5 tonnes of CO₂ in 2020/21) on the basis of the number of servers concerned and their annual utilisation time.

6.6.2 Regional inclusion

6.6.2.1 Policies pursued and outcomes

• Employment and regional development

The Group contributes to developing local employment, mainly through limited recourse to subcontracting and therefore creating local jobs, and by choosing to locate its head office in the Hauts de France region of northern France.

The Group also endeavours to support the local economy through the services it uses.

- ✓ Nacon SA uses local suppliers for the following services:
 - marketing, printing, photography, venue bookings for photo shoots and model bookings;
 - services provided by approved inspection organisations: one of the inspection firms used for support in issuing European product conformity certificates and self-testing (following tests performed in Asia) is based in the Lille metropolitan area and more specifically in Lesquin (Iryos, formerly By Expert);
 - server hosting services purchased by Roubaix-based company OVH, which is also recognised for its eco-responsible and ecological commitment;
 - all other services provided as part of a competitive quality/price relationship.

The Group has taken a proactive approach to youth employment and inclusion in the past few years.

- ✓ A policy of encouraging apprenticeship, work/study and internship contracts has been developed by the French subsidiaries for the past few years. In 2021/22:
 - During the year, the Nacon Group and its subsidiaries took on a number of work/study placements as well as a number of high school students on observations or internships of more than one month. Interns and work/study placements come from local universities specialising in video gaming such as CESI, Supinfo Games and ISEN, as well as business schools elsewhere in France such as Neoma and ESC Clermont.
 - The studios took on many interns during the year to train them in the video game development business and many internships have resulted in a fixed-term or permanent contract.
- ✓ As at 31 March 2022, the Nacon Group had 18 apprenticeships or work/study placements and 33 interns compared with one apprenticeship or work/study placement and 26 interns as at 31 March 2021.

In addition, the Nacon Group renewed its commitment in 2021/22 to several actions specifically aimed at students and young graduates, such as:

- There are many partnerships between the Gaming Publishing teams at the Lesquin head office, the studios and Rubika (SupInfoGame and ISD), a school belonging to the Valenciennes Chamber of Commerce, as well as with other universities such as CNAM – ENJMIN, ECV Bordeaux, Pole III D, IIEM (in partnership with the Cyanide studios), IIM and ICAN:

- The Group's employees gave marketing and business lessons to students at Rubika/SupInfoGame during the year and were also members of the end of year panel at five or six universities.
 - A partnership was launched in 2021 with CNAM – ENJMIN (school for training and research into video games and digital media, university specialising in video games and digital interactive media)
 - Many design and development projects have also been run with ISD students in the past 10 years (simulator projects, "made for iPhone controllers" project, etc.).
 - The Lesquin head office has recruited many students to the Publishing and Accessory Design departments in past years, and have taken on others as interns.
- The Accessories Design department also works regularly with EDNA (Nantes Atlantique School of Design);
Nacon SA partners the AMOS sports management school, which includes an eSport training module and which inaugurated its new buildings in Lille on 20 March 2018: An employee from the Gaming Publishing team also gives lectures in sports marketing to Masters 1 and 2 students. A student from the school was hired on a permanent contract and a number of internship opportunities are offered to students.
- The studios acquired since 2018 have also committed to partnerships with various schools:
 - Eko Software's creative director lectures at ISART Digital, an international school for Video Games and 3D-FX Animation based in Paris, Montreal and Tokyo;
 - Cyanide and Big Bad Wolf employees are involved with various schools, such as the IIEM.
- There are many partnerships between the DTP department and various schools: Esupcom school of marketing and communication in Lille, ISCOM, Aston Lille and IAE.

These partnerships illustrate the Group's aim of attracting and hiring talented young people and making them aware from the outset of the issues and responsibilities inherent in our subsidiaries' business activities and the reality of jobs in this sector.

- **Neighbouring and local populations**

Due to its nature as a distribution company, Nacon does not have direct impacts on neighbouring and local populations.

- **Dialogue with stakeholders (community, associations, social institutions)**

The Group does not have a specific policy although initiatives taken since 2018/19 reflect its commitment in this respect. Partnership actions, whether with local schools, associations or government agencies, all aim to invest in teaching skills related to new technologies and the world of gaming.

The Publishing division in particular is involved in many partnerships:

At national level:

- Nacon is a member of various video game unions and may therefore represent the video games industry from time to time, in particular during conferences, to explain how video games are designed, developed and published.
 - Through its group contribution, which includes the recently acquired development studio and the head office Publishing team, Nacon is a member of the trade union for the video games industry, SELL.
 - The head of Production for the KT Racing studio (Kylotonn) is also the first female vice-chairs of the Board of the national video games union SNJV.

At regional level:

- Our head of production was the founder chairman of the association Game Industry North (GAME IN) for four years and remains an active member of the association. It now has a membership of some thirty regional companies involved in the video games industry and organises many conferences on a broad array of topics.
In 2021, he also became a member of the Comité Métropolitain du Numérique (Metropolitan Committee for Digital Technology) under the patronage of Akim Oural (Delegated Metropolitan Councillor for Innovation and Digital Technology).
In 2021, he also joined forces with Capital Games, a regional video games industry association in the Ile-de-France region comprising 150 to 160 partner companies as part of a mentoring system. Nacon's head of production will devote five hours to supporting a video game company with a specific project.
- Nacon receives delegations of start-ups giving them the opportunity to present their products and create a business network. Thanks to Nacon's involvement, a stream of business has been generated between the 3D Duo and Kylotonn development studios.

The international subsidiaries have also invested in their local communities:

- Bigben Benelux is a member of Union Belge des Annonceurs (UBA);
- Bigben Italia is part of the Italian Interactive Digital Entertainment Association (IDEA, formerly AESVI), which represents the national video games industry and in 2021 became a member of CONFINDUSTRIA (general confederation of Italian industry), the main organisation representing Italian manufacturing and service companies;
- Studio RaceWard is a member of IIDEA, Assolombarda and Confcommercio, supporting video gaming in the Lombardy region;
- Nacon is also a member the trade unions ESA in the United States and UKIE in the United Kingdom, as well as the Australian trade union (via newly acquired studio Big Ant) and associations in Quebec (including the Quebec video gaming guild).

- **Sponsorship and patronage**

Most of the patronage initiatives taken by the subsidiaries are decentralised. They are mainly aimed at improving the wellbeing of disadvantaged populations or local communities:

- In spring 2020, the studio Spiders launched the "Video Games Bursary" along with various video games companies and the charity "Loisirs Numériques", which aims to provide financial support and mentoring for students who do not have the socioeconomic means to pursue costly studies in video games. The "Video Games Bursary" offers the selected student(s) full funding for their registration and tuition fees and computer equipment, as well as assistance with accommodation and transportation and support from professional mentors. Spiders has since made an annual donation to the charity each year to support this initiative over the long term. Other Group studios have joined this bursary scheme and five students were selected to benefit in 2021/22.
- In support of a worthy cause, Nacon SA supports local sports clubs.

6.6.3 Consumer health and safety

To guarantee the safety of its products, Nacon uses manufacturing subcontractors with very high organisational standards and processes. The Group has in-house teams devoted to monitoring and implementing standards, regulations and internal rules.

Safety is taken into consideration right from the product design stage. A product must meet the national safety standards of the relevant market as well as international standards. Consequently, products often exceed the local safety requirements.

Before being marketed, all products must undergo comprehensive safety testing to assess potential risks, including physical, chemical and flammability tests. All products comply with European Union requirements as well as all legal and regulatory provisions, and are inspected by independent testing organisations.

Nacon complies strictly with the standards in force covering the electrical safety and use of its products, including the European RoHS directive (Restriction of Hazardous Substances), WEEE directive (Waste Electrical and Electronic Equipment) and REACH regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals) for the relevant products.

The Group is committed to the health and safety of its consumers through trade associations for the video games industry such as SELL in France.

The software teams work closely with rating and consumer protection agencies, the main ones being:

- PEGI (Pan European Game Information) for Europe;
- ESRB (Entertainment Software Rating Board) for the United States;
- OFLC (Office of Film and Literature Classification) or COB for Australia;
- USK (Unterhaltungssoftware Selbstkontrolle – entertainment software self-regulation body) for Germany;
- CERO (Computer Entertainment Rating Organization) for Japan.

These agencies inform consumers about the nature of the products and the recommended age for use by assigning ratings that guarantee clear labelling of video games based on their content and recommended age group.

Each agency is independent and works differently.

Furthermore, in France products carry a warning about the risk of epilepsy in accordance with the decree of 23 April 1996. Some first-party suppliers also ask for information about similar risks to be carried on their packaging or in notices included with the products.

6.7 ACTION IN FAVOUR OF HUMAN RIGHTS

- **Promotion of and compliance with the ILO's fundamental conventions**

The Group complies with the conventions on:

- ✓ **Freedom of association and collective bargaining**

The Group respects the freedom of association and collective bargaining (see section 4.3).

- ✓ **Elimination of discrimination in respect of employment and occupation**

The Group employs talented people from a wide variety of backgrounds (see section 4.6.3) and thus endeavours to combat all forms of discrimination by recruiting a diverse range of profiles.

- ✓ **Abolition of forced labour**

The Group complies with the conventions of the International Labour Organisation and, in particular, undertakes not to use forced labour. It also ensures that its subcontractors in Southeast Asia comply with these obligations.

- ✓ **Effective abolition of child labour**

The Group complies with the United Nations conventions on children's rights and, in particular, undertakes not to use child labour. It also ensures that its subcontractors in South-East Asia comply with these obligations. The Group therefore complies fully with the provisions of HK Labour Law and Employment of Children Regulations.

In addition to the social audits performed by Nacon Hong Kong (see section 6.2.2), the Group's quality inspectors, who visit the manufacturing plants on a daily basis, must immediately report to the head of Nacon Hong Kong's quality department if they suspect that children are working in one of the factories. The Group is extremely attentive to this issue and did not have any cases of forced child labour in the past year.

- **Choice of partners**

As described earlier, various actions taken by the Group with its subcontractors and partners (e.g., social audits of Asian production plants since 1 April 2017 in addition to quality audits, using a social audit form) ensure that they take social responsibility issues into consideration.

To date, apart from the social actions described above, the Group has not committed to any other action in favour of human rights.

6.8 ANTI-CORRUPTION AND TAX EVASION

6.8.1 Action taken to prevent corruption and outcomes

Nacon reminds its employees about their duty of loyalty in their employment contracts and stresses the importance of this principle when new employees are hired.

The anti-corruption procedures put in place by the Group take several forms:

- An anti-fraud procedure was circulated to all subsidiaries in 2016; an update of this procedure has since been sent out to Group employees each year.
- The Group Treasurer is able to check the subsidiaries' daily bank positions.
- Nacon considers that security of payments and strict control of product inventories help to prevent internal corruption attempts.

Some subsidiaries have also stepped up their anti-corruption measures since 2016/17:

- In Germany, Italy and Spain, the duty of loyalty is spelled out in employment contracts.
- Bigben Belgium also requires dual signature for payments. Its logistics flows are automated and supplies are obtained from the Group's logistics centre on a just-in-time basis.

Subcontractors:

- New major subcontractors are appointed via a competitive bidding process requiring several levels of approval or by obtaining quotes from at least three different suppliers.
- The Hong Kong subsidiary asks its suppliers and manufacturing subcontractors to sign a "Gifts and Gratuities" form stipulating that Nacon will not accept gifts or gratuities of any kind.

The Nacon Group complies with the anti-corruption provisions of the French Sapin II law. In accordance with the eight measures recommended by the French anti-corruption agency (AFA), the following measures were decided and implemented in 2020/21 and 2021/22 within the Group and its French and foreign subsidiaries in accordance with French regulations, and will continue to be implemented within new subsidiaries in future:

- Anti-corruption risk mapping;
- Adoption of an anti-corruption conduct code to be included in the internal regulations;
- Implementation of whistleblowing arrangements;
- Implementation of procedures to assess partners;
- Implementation of accounting control procedures and anti-corruption control and internal evaluation arrangements;
- Introduction of anti-corruption training modules based on clear and easy to understand slides for all relevant employees in all the Group's subsidiaries.

6.8.2 Action taken to prevent tax evasion and outcomes

Tax evasion has not been identified by the Nacon Group as a material risk.

All of its subsidiaries comply with the tax regulations in their respective countries.

As regards transfer pricing, the Group complies with the OECD's BEPS principles and has a full set of files (master file and local files) documenting the arm's length nature of its intra-group transactions and their fiscal compliance.

6.9 APPENDIX - EMPLOYEE-RELATED, ENVIRONMENTAL AND SOCIAL REPORTING METHODOLOGY

Nacon's CSR reporting approach is based on Articles L.225-102-1, R.225-105 and R.225-105-1 of the French Commercial Code.

6.9.1 Reporting period and timetable

The information collected covers the period from 1 April of year N-1 to 31 March of year N, except for information relating to training and annual appraisals, as well as carbon footprint assessments of certain transportation providers covering the period from 1 January to 31 December of year N-1. The first quarter (January to March) is considered identical to that of the previous year in terms of transportation providers' emissions. Information is reported annually except for compensation and social security data, which is reported monthly.

The CSR reporting timetable is as follows:

Period	Activity
Early March year N	Instructions sent to contributing entities one month before the annual close (Excel reporting file, explanations, instructions, etc.)
During April year N	Reporting of qualitative and quantitative information
End of April year N	Consolidation of data and drafting of CSR report
End of May year N	Board of Directors' meeting to approve results

6.9.2 Scope

The CSR reporting scope aims to be representative of the Group's business activities. It is based on the following rules:

- Only those companies that are fully consolidated in the financial statements are included in the CSR reporting scope;
- Subsidiaries acquired or created during year N-1/N are included in the reporting for year N/N+1 in order to adopt a progressive approach.

However, due to the material impact on the Group's headcount of development studio acquisitions in 2021/22, and for the sake of clarity as regards the Non-Financial Statement, the Group has once again departed from this rule for 2021/22 and has included the relevant company in the section on employee-related indicators and green taxonomy based on the approximate length of time that the relevant company has belonged to the Group, i.e.:

- o 1 year for PASSTECH GAMES SAS (from 1 April 2021 to 31 March 2022)
- o 11 months for BIG ANT STUDIOS Holding PTY Ltd (from 3 May 2021 to 31 March 2022)
- o 8 months for CREA'TURE Studios Inc. (from 30 July 2021 to 31 March 2022)
- o 4 months for ISHTAR Games SAS (from 25 November 2021 to 31 March 2022)
- o 2 months for MIDGAR SAS (from 7 February 2022 to 31 March 2022).

As a reminder, as regards the comparative figures, in 2020/21, the newly acquired studios were also included based on the approximate length of time they had belonged to the Group, i.e.:

- o 6 months for Neopica (from 1 October 2020 to 31 March 2021).

These studios were then fully included in the 2021/22 figures for all indicators.

- Subsidiaries sold or closed down during year N-1/N are excluded from the reporting scope for year N-1/N. Not applicable in 2021/22.

The scope of reporting from year N-1/N will be updated on 31 March of year N-1/N by the Group's management.

Specific restrictions on the reporting scope for some indicators are described in section 9.6. "Definition of indicators and methodology limitations".

6.9.3 Choice of indicators

The indicators used were selected on the basis of:

- the employee-related, environmental and social impacts of the Group's business activities;
- risks associated with the business activities;
- operational implementation of the Group's CSR performance monitoring based on a selection of unifying indicators.

6.9.4 Roles and responsibilities

The information is collected centrally or from each entity included in the CSR reporting scope from sources such as the payroll management system, Excel monitoring files, invoices, etc.

The quantitative information reported by the subsidiaries is collected by the CFOs of the subsidiaries based on an Excel reporting file drawn up by Nacon's management. Within the subsidiaries, the CFOs collect the information from the staff responsible for the relevant area.

The qualitative information is collected centrally by Nacon's management. Information is checked and validated by Group management.

6.9.5 External audit

In accordance with the regulatory requirements set out in Article 225 of the Grenelle 2 law and its implementing decree of 24 April 2012, Nacon has asked one of its statutory auditors to prepare a report as of 2019/20 certifying that the relevant information has been disclosed in the management report and expressing an opinion on the fairness of the disclosures.

6.9.6 Scope limitations and methodology clarifications

6.9.6.1 Scope limitations

Disclosure	Scope
Environmental indicators	
Paper and cardboard consumption and waste recycling	Paper and cardboard waste recycling is limited to the scope of parent company Bigben Interactive's Lauwin-Planque warehouse (the Group's only real warehouse, as the other subsidiaries only have office premises) and to a few Group subsidiaries (in particular the German, Italian and Hong Kong subsidiaries) that habitually recycle their cardboard and paper waste.
All environmental indicators	Companies accounted for by the equity method are excluded from the scope of reporting. BBI USA, a dormant former joint venture that has no employees and was 50% owned by Nacon SA, was dissolved on 17 August 2020. No other companies are accounted for by the equity method.

Disclosure	Scope
Employee-related indicators	
All employee-related indicators	Companies accounted for by the equity method are excluded from the scope of reporting. BBI USA, a dormant former joint venture that has no employees and was 50% owned by Nacon SA, was dissolved on 17 August 2020. No other companies are accounted for by the equity method.

6.9.6.2 Methodology clarification

Employee-related data:

Disclosure	Description
<p>End-of-period headcount and breakdown by:</p> <ul style="list-style-type: none"> - Gender - Age - Geographical area 	<p>Number of employees on the payroll at 31 March of year N on permanent and fixed-term contracts. Includes employees on parental leave, maternity leave and long-term sick leave, and employees on apprenticeship and work/study contracts.</p> <p>Excludes non-salaried executive corporate officers, interns, temporary staff, employees on early retirement schemes and employees on sabbatical leave.</p> <p>The age brackets defined are: 25 and under, 26-35, 36-45, 46-55, 56 and over. It has been agreed that employees aged over 45 are regarded as "older".</p> <p>The few French employees with two employment contracts with two separate French entities have each been treated as two workforces in accordance with French law.</p> <p>The geographical areas defined are: France, Rest of Europe, Asia, Other.</p>
External joiners	Number of employees hired on permanent or fixed-term contracts, apprenticeships, work/study contracts and temporary staff from 1 April of year N-1 to 31 March of year N. Fixed-term contract renewals and contract conversions do not count as new hires.
Leavers	Number of employees on permanent or fixed-term contracts, apprenticeships, work/study contracts and temporary staff that left the company from 1 April of year N-1 to 31 March of year N at the company's initiative (redundancy, serious misconduct, contractual termination, termination of permanent or fixed-term contract during the trial period, end of fixed-term contract) and at the employee's initiative (resignation)
Staff turnover	Number of voluntary departures divided by headcount at the end of the period. As voluntary departures include fixed-term employment contracts coming to an end, the actual rate of turnover can be thought of as lower. The "staff turnover by category" ratio is broken down between men and women.
<p>Absenteeism, total and breakdown:</p> <ul style="list-style-type: none"> - Sick leave - Occupational and commuting accidents - Unpaid leave 	<p>Number of days' absence for the various categories calculated in business days from 1 April of year N-1 to 31 March of year N.</p> <p>The absenteeism indicator is calculated by dividing the total number of days' absence referred to above by the end-of-period headcount based on a year of 235 business days.</p>
Compensation for the year	<p>The amount of compensation corresponds to the gross payroll disclosed in the consolidated financial statements.</p> <p>It includes gross compensation, paid leave, allowances, various benefits, incentive bonus and profit sharing.</p> <p>Average compensation per employee is calculated by dividing the amount of compensation referred to above by end-of-period headcount.</p>
Frequency of occupational accidents	The frequency of occupational accidents is calculated using the following formula: (Total number of occupational accidents / Number of hours worked) * 1,000,000
Severity of occupational accidents	The severity of occupational accidents is calculated using the following formula: (Number of days with time off work due to occupational accidents / Number of hours worked) * 1,000
Social security charges	The amount of social security charges corresponds to the employer's contributions (social security, unemployment, pension, death & disability insurance, top-up health insurance, occupational health care costs, works council expenses, lifelong training, luncheon voucher contribution, construction tax, apprenticeship tax).
Occupational accidental with time off work	Number of occupational accidents with time off work recognised as such by the competent authorities from 1 April of year N-1 to 31 March of year N.
Occupational accidental without time off work	Number of occupational accidents without time off work recognised as such by the competent authorities from 1 April of year N-1 to 31 March of year N.
Commuting accidents	Number of accidents between home and work with or without time off work recognised as such by the competent authorities from 1 April of year N-1 to 31 March of year N.
Percentage of payroll devoted to training	Training expenditure in calendar year N-1/payroll N-1

Training expenditure	<p>Amount of expenditure on training (in €). Expenditure includes the cost of services invoiced by external providers of training given to Bigben Interactive employees in calendar year N-1 plus associated travel costs (transport, accommodation, meals) and employee costs charged. Training expenditure in respect of year N includes expenditure incurred for all employees present at 31 March of year N. Expenditure incurred for employees who have left the company is not included.</p>
Employees trained	<p>Number of participants (permanent and fixed-term contracts) in contractually agreed training sessions during calendar year N-1 for French companies and the financial year for other companies. Data taken from agreements entered into with the training service providers. Participants are counted as many times as they attend a training session. Employees trained in year N includes those employees present at 31 March of year N. Employees who have left the company are not included. The percentage of average headcount trained is calculated by dividing the total number of employees trained referred to above by the end-of-period headcount.</p>
Training hours	<p>Number of contractually agreed training hours received by employees (permanent and fixed-term contracts) during calendar year N-1 for French companies and the financial year for other companies. Data taken from agreements entered into with the training service providers. Only face-to-face training sessions given by an internal or external instructor are included. Training hours counted in respect of year N are those completed by employees on the payroll at 31 March of year N. Training hours completed by employees who have left the company are not included. The average number of training hours per employee is calculated by dividing the total number of training hours referred to above by the end-of-period headcount.</p>
Average number of training hours per employee	<p>The average number of training hours per employee is calculated using the following formula: Total number of training hours / Total number of employees as at 31 March year N</p>
Average number of training programmes per employee	<p>The average number of training programmes per employee is calculated using the following formula: Number of training programmes / Total number of employees as at 31 March year N</p>
Percentage of employees receiving an annual appraisal	<p>Employees who have received an annual appraisal: For French subsidiaries: during the calendar year N-1 For other subsidiaries: from 1 April of year N-1 and 31 March of year N divided by the end-of period headcount from 1 April of year N-1 to 31 March of year N The annual appraisal is documented in a progress appraisal form.</p>
Proportion of women in managerial roles	<p>The percentage of women in managerial roles is calculated by taking account on a pro rata basis of women categorised as “top managers” and “middle managers” relative to the total number of “top managers” and “middle managers”. Top management is defined as members of the Group's Management Committee, including the heads of the subsidiaries. Middle management is defined as those people with key responsibilities in the company and with line management responsibility for at least one person (including interns not included in headcount).</p>

Environmental data

Disclosure	Description
Water consumption	Water consumption in m ³ from 1 April of year N-1 to 31 March of year N. Data taken from water bills or meter readings.
Paper purchased	Paper and cardboard purchased in kg from 1 April of year N-1 to 31 March of year N. By convention, the Group considers that paper purchased during the year is consumed during the year. The logistics warehouse unpacks products sent by suppliers, stores them and then repackages them in the form required by the end customer. Therefore, packaging boxes sent by suppliers are not included in this indicator. However, as these boxes are recycled, most of them are included in the indicator referred to below. Paper purchased by commercial entities mainly comprises photocopier paper. As this does not represent a significant amount, it has been decided that the paper consumption of small distribution subsidiaries and development studios would no longer be recorded as of 2021/22.
Paper and cardboard waste collected	Paper and cardboard waste in kg from 1 April of year N-1 to 31 March of year N. Data supplied by service providers that collect the paper and cardboard. As this does not represent a significant amount, it has been decided that the paper waste of small distribution subsidiaries and development studios would no longer be recorded as of 2021/22.
Internal electricity consumption	Electricity consumption in kWh from 1 April of year N-1 to 31 March of year N. Data taken from electricity bills or meter readings.
Electricity consumption associated with external servers	Electricity consumption related to external datacentres is calculated using the following formula: Number of servers hosted by external service providers * Annual start up time * Average server power (approx. 0.170 kWh according to ADEME)
Natural gas consumption	Natural gas consumption in m ³ from 1 April of year N-1 to 31 March of year N. Data taken from natural gas bills or meter readings.
CO ₂ emissions, scopes 1, 2 and 3	CO ₂ emissions arising from electricity and natural gas consumption. For internal consumption estimates, the following emission factors were used: <ul style="list-style-type: none"> - Natural gas: 0.244 kg CO₂e / kWh LHV (Source: European emission factors, ADEME carbon base 2015), conversion factor 1 m³ = 10.5 kWh LHV (Source: International Energy Agency) - Electricity: France: 0.0599 kgCO₂e / kWh, Belgium: 0.22 kgCO₂e / kWh, Germany: 0.461 kgCO₂e / kWh, Hong Kong: 0.766 kgCO₂e / kWh, Italy: 0.406 kgCO₂e / kWh, Spain: 0.238 kgCO₂e / kWh; USA 0.522 kgCO₂e / kWh; Australia 0.841 kgCO₂e / kWh, Canada (0.186 kg CO₂e / kWh) (Source: ADEME carbon base). CO ₂ emissions from car fleets are calculated using the following formula: Number of diesel/petrol/hybrid cars * Average number of litres per 100 km for diesel/petrol/hybrid * Average number of km per year/car * CO ₂ emission coefficient. With the following consumption assumptions (source: ADEME): Diesel: 5 litres per 100 km; Petrol: 6.8 litres per 100 km; Hybrid: assumption 50% petrol/50% electric, giving an average of 3.1 litres per 100 km And CO ₂ emissions generated by type of car (Source: https://www.economie.gouv.fr/energies/missions-co2-litre-carburant-essence-diesel-ou-gpl/) Diesel CO ₂ emission coefficient: 3.10 kg CO ₂ e/litre Petrol and hybrid CO ₂ emission coefficient: 2.70kg CO ₂ e/litre For estimates of consumption by transportation companies, figures are taken <ul style="list-style-type: none"> - Either directly from the carbon footprint assessment provided by each transport company contacted (note that transport companies contacted represented around 25% of transportation company CO₂ emissions in 2021/22 versus 56% in 2020/21) - Or an emission factor per means of transport (air/sea/road) provided by a transport company and applied to “other journeys made by transport companies not contacted”.

<p>Green indicators taxonomy</p>	<p>These indicators are required by a new EU directive (Taxonomy Regulation) that favours environmentally sustainable economic activities.</p> <p>An economic activity qualifies as environmentally sustainable if it meets the following criteria: 1/ it contributes to at least one of the six environmental objectives 2/ it does no harm to any of the six environmental objectives 3/ it is carried out in compliance with minimum safeguards (ILO conventions)</p> <p>The six environmental objectives are: 1/ Climate change mitigation 2/ Climate change adaptation 3/ Sustainable use and protection of water and marine resources 4/ Transition to a circular economy, waste management and recycling 5/ Pollution control 6/ Protection of ecosystems</p> <p>For 2021/22, three indicators have to be calculated:</p> <p>Green revenue: proportion of the Group's total revenue generated by products or services associated with economic activities that can be considered environmentally sustainable according to the new EU directive.</p> <p>Green opex (operating expenses) Proportion of operating expenses related to assets or processes associated with economic activities that can be considered environmentally sustainable - including, without being exhaustive: - Expenditure related to green energy consumption (photovoltaic/solar/wind power, etc.), including all types of ecological heating/energy - Installation of an energy-efficient heating system (heat pump), ventilation, light sources or air-conditioning - Installation, maintenance and repair of electric vehicle charging points - Maintenance and repair of area thermostats, intelligent thermostat systems and detection equipment, including movement control and daytime lighting - Insulation works - Expenditure in relation to "zero plastic" packaging - Costs relating to the hybrid and electric vehicle fleet - All other expenses relating to a local or group CSR policy.</p> <p>Green capex (capital expenditure) Proportion of capital expenditure related to assets or processes associated with economic activities that can be considered environmentally sustainable. This expenditure is capitalised in the balance sheet of the Group's subsidiaries. The following is a non-exhaustive list of eligible expenditure: - Investments in photovoltaic power - Investment in restoration/maintenance for improved energy efficiency</p>
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Environmental reporting includes little information about the environmental footprint of the Group's main suppliers, other than transport providers and external datacentres, as full data is not yet available to the Group.

Methodological limitations of the indicators

Indicators may present methodological limitations due to:

- lack of harmonisation of definitions and national/international legislation;
- representativeness of the metrics;
- practical methods of collecting and inputting data.

6.10 **REPORT OF ONE OF THE STATUTORY AUDITORS**

Report by the independent third party on the consolidated non-financial statement

Financial year ended 31 March 2022

To the Shareholders,

In our capacity as independent third party, accredited by the COFRAC under number 3-1049, member of the KPMG International network and one of the statutory auditors to the company (hereinafter the "Entity"), we have conducted work in order to give a reasoned opinion expressing a limited assurance conclusion on the historic information (actual or extrapolated) provided in the consolidated non-financial performance statement prepared in accordance with the entity's procedures (hereinafter the "Guidelines") for the financial year ended 31 March 2022 (hereinafter respectively the "Disclosures" and the "Statement") disclosed on a voluntary basis by your Group pursuant to the provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

Conclusion

Based on the procedures we have performed, as described in the section "Nature and scope of our work" and the information we have gathered, we did not identify any material misstatements causing us to believe that the Statement does not comply with the applicable regulatory requirements and that the Disclosures, taken as a whole, are not presented fairly in all material respects in accordance with the Guidelines.

Preparation of the non-financial statement

The lack of generally accepted and commonly used reference framework or established practices on which to draw to assess and measure the Disclosures means that we can use different but acceptable measurement techniques that may affect the comparisons between entities and over time.

Therefore, the Disclosures should be read and understood in reference to the Guidelines the main elements of which are presented in the Statement and are available on request from the Entity's head office.

Inherent limitations to preparation of the Disclosures

As mentioned in the Statement, the Disclosures may be subject to uncertainty inherent to the level of scientific or economic knowledge and the quality of external data used. Some information may be sensitive to choices of methodology, assumptions and/or estimates made to establish this information and presented in the Statement.

Entity's responsibility

It is the responsibility of the Board of Directors:

- to select or establish appropriate criteria for preparing the Disclosures;
- to prepare a Statement in accordance with legal and regulatory requirements, including a description of the business model, the key non-financial risks, the policies pursued to address those risks and the outcomes of those policies, supported by key performance indicators, including key performance indicators, as well as the information required under Article 8 of Regulation (EU) 2020/852 (green taxonomy);
- as well as to set up the internal controls it deems necessary for preparing Information that does not contain any material misstatements, whether due to fraud or error.

The Statement has been prepared in accordance with the Entity's Guidelines as mentioned above.

Independent third party organisation's responsibility

Our responsibility is to provide a report based on our work expressing a limited assurance opinion on:

- the Statement's compliance with the provisions of Article R. 225-105 of the French Commercial Code;
- the fairness of the historic disclosures (actual or extrapolated) made pursuant to Article R. 225-105 I.3 and II of the French Commercial Code, i.e. the outcomes of the policies and action taken to address the key risks, supported by key performance indicators.

As it is our role to give an independent conclusion on the Disclosures as prepared by management, we are not authorised to be involved in the preparation of these Disclosures, as this could compromise our independence.

It is not our responsibility to comment on:

- the Entity's compliance with any other applicable legal and regulatory requirements (in particular those regarding the information required under Article 8 of Regulation (EU) 2020/852 (green taxonomy) and anti-corruption and tax evasion legislation);
- the sincerity of the information required under Article 8 of Regulation (EU) 2020/852 (green taxonomy);
- the compliance of products and services with applicable regulations.

Regulatory requirements and applicable professional guidance

The procedures described below were performed in accordance with the provisions of Articles A. 225-1 et seq. of the French Commercial Code, the professional guidance of the French Institute of Statutory Auditors ("CNCC") applicable to such engagements, in lieu of a verification programme, and ISAE 3000.²⁴

Independence and quality control

Our independence is defined by the provisions of Article L. 822-11-3 of the French Commercial Code and the code of conduct governing the audit profession. Furthermore, we have implemented a quality control system that includes documented policies and procedures designed to assure compliance with the applicable laws and regulations, ethical requirements and professional guidance of the French Institute of Statutory Auditors ("CNCC") applicable to such engagements.

Means and resources

Our work was performed by a team of five people between March and June 2022 and took a total of approximately three weeks.

We referred to our specialists in sustainable development and social responsibility to assist us in our work. We conducted some ten interviews with the people responsible for preparing the Statement.

Nature and scope of our work

We have planned and carried out our work taking account of the risk of material misstatements in the Disclosures.

²⁴ ISAE 3000 (revised) – Assurance engagements other than audits or reviews of historical financial information

We believe that the procedures we performed, based on our professional judgement, are sufficient for us to provide a limited assurance opinion:

- We obtained an understanding of the business activities of all the entities included in the scope of consolidation and the description of the key risks;
- We assessed the appropriateness, completeness, reliability, neutrality and clarity of the Guidelines with due consideration of industry best practices, where applicable;
- We obtained assurance that the Statement covers each type of social and environmental disclosure set out in Article L. 225 102 1 III, as well as disclosures regarding respect for human rights and compliance with anti-corruption and tax evasion legislation;
- We obtained assurance that the Statement contains the disclosures required under Article R. 225-105 II of the French Commercial Code where relevant with regard to the key risks, and an explanation where the disclosures required under Article L. 225-102-1, III, paragraph 2, have not been provided;
- We obtained assurance that the Statement presents the business model and a description of the key risks associated with the business activities of all entities included in the scope of consolidation, including where relevant and proportionate the risks associated with their business relationships, products or services, as well as the policies pursued, measures taken and their outcomes, supported by key performance indicators related to those key risks;
- We referred to the documentary sources and conducted interviews to:
 - assess the process used to select and validate the key risks and the consistency of the outcomes, including the key performance indicators used, with regard to the key risks and policies presented; and
 - corroborate the qualitative disclosures (actions and outcomes) that we considered to be the most important, as presented in the Appendix. For some risks²⁵, our work was conducted at the level of the consolidating entity. For other risks, work was conducted at the level of the consolidating entity and within a selection of entities²⁶.
- We obtained assurance that the Statement covers the consolidated scope, i.e., all the entities covered in the scope of consolidation in accordance with Article L. 233-16 of the French Commercial Code, within the limitations set out in the Statement;
- We obtained an understanding of the internal control and risk management procedures in place at the Entity and assessed its data collection process to obtain assurance about the completeness and fairness of the Disclosures;
- For the key performance indicators and other quantitative outcomes that we considered to be the most important, we performed:
 - analytical procedures to verify the correct consolidation of the data collected and the consistency of any changes in those data,
 - tests of details, using sampling techniques or other means of selection, to verify the proper application of the definitions and procedures and to reconcile the data with the supporting documents. This procedure was carried out on a selection of contributing entities and covered between 19% and 100% of the consolidated data selected for those tests;
- We assessed the overall consistency of the Statement based on our knowledge of all the entities included in the scope of consolidation.

The procedures performed within the framework of a limited assurance audit are less extensive than those required for a reasonable assurance audit carried out in accordance with the professional guidance of the French Institute of Statutory Auditors (“CNCC”); a higher level of assurance would have required more extensive verification work.

²⁵ Management of suppliers and service providers; Human rights and Anti-corruption and tax evasion.

²⁶ Kylotonn SAS; Nacon SA.

Paris-La Défense, 21 June 2022

KPMG S.A.

Fanny Houlliot
Partner
Sustainability Services

Stéphanie Ortega
Partner

Appendix

Qualitative disclosures (actions and outcomes) considered to be the most important

Internal promotion policy and outcomes

Employee benefits and other measures to develop human capital

Governance in terms of security

Prevention of risks to which employees may be exposed in the workplace

Measures to improve working conditions

Measures to reduce energy consumption

Measures to encourage waste recycling

Assessment of the carbon impact of operations and associated reduction measures

Measures to prevent corruption

Commitments and measures taken to ensure that suppliers and subcontractors uphold human rights and employment rights and protect the environment

Key performance indicators and other quantitative outcomes considered to be the most important

Total headcount at the end of the financial year and breakdown by gender

Average number of training hours per employee

Staff turnover categorised and non-categorised

Absenteeism

Proportion of women in managerial roles

Percentage of employees with disabilities

Frequency of occupational accidents

Severity of occupational accidents

Electricity consumption

Natural gas consumption

Paper and cardboard consumption

Amount of paper and cardboard recycled

Scopes 1 and 2 CO₂ emissions arising from energy consumption of buildings

CO₂ emissions relating to external datacentres

CO₂ emissions relating to transportation of goods

7. ORGANISATION STRUCTURE

7.1 LEGAL STRUCTURE

The organisation chart presented below shows the Company and all its subsidiaries within the meaning of Article L.233-1 of the French Commercial Code (Code de Commerce).

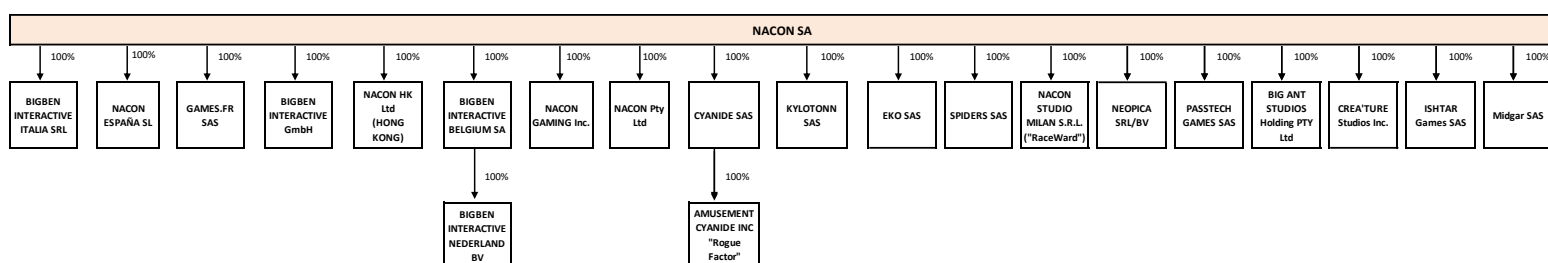
The Group's current structure, which is the result of a reorganisation of the Bigben Interactive group's business activities, encompasses the development, publishing, marketing and distribution of physical and digital video games, and the design, development, manufacture and wholesale distribution of gaming accessories.

As a reminder, in a spin-off completed on 31 October 2019, Bigben Interactive transferred to its subsidiary Nacon all of its interests in the companies described below, which are involved in the Gaming business either as video games developers and publishers or as manufacturers and distributors of accessories.

ORGANISATION STRUCTURE



At 31 MARCH 2022



The percentage interests are the percentage of capital and voting rights owned by Nacon, as there are no double voting rights in the subsidiaries.

7.2 GROUP COMPANIES

Parent company

Nacon SA

Nacon is a French *société anonyme*, initially incorporated on 18 July 2019 as a *société par actions simplifiée*.

Its purpose is the creation, design, development, production, publishing, promotion, operation, marketing and dissemination of technologies, applications and all IT, audiovisual and multimedia products, particularly video games, software and accessories, on any medium, and all related accessories.

As the Nacon Group's parent company, it provides the Group's marketing, sales, distribution, administrative and financial functions.

Historical subsidiaries

GAMES.FR SAS

GAMES.FR is a French *société par actions simplifiée*.

Its main business is marketplace sales (online sales on platforms such as Amazon) of all of the group's physical products (video games, gaming accessories, etc.). It is wholly owned by the Company following the spin-off completed on 31 October 2019.

BIGBEN INTERACTIVE BELGIUM SA

Bigben Interactive Belgium is a Belgian *société anonyme*.

Its business is the management of the Group's commercial activities in the whole of Benelux (in the Netherlands via its subsidiary Bigben Interactive Nederland) and it has exclusive distribution rights in Benelux over games published by Square Enix. It is wholly owned by the Company following the spin-off completed on 31 October 2019.

BIGBEN INTERACTIVE NEDERLAND BV

Bigben Interactive Nederland is a Dutch *Besloten Vennootschap*.

It is Bigben Interactive Belgium's subsidiary for selling products in the Netherlands. Its parent company is wholly owned by the Company following the spin-off completed on 31 October 2019.

BIGBEN INTERACTIVE GmbH

Bigben Interactive is a German *Gesellschaft mit beschränkter Haftung*.

It supports the Group's commercial activities in Germany, Austria and German-speaking Switzerland in the video games and accessories sector. It is wholly owned by the Company following the spin-off completed on 31 October 2019.

BIGBEN INTERACTIVE ITALIA S.R.L.

Bigben Interactive Italia is an Italian *Società a responsabilità limitata*.

It supports the Group's commercial activities in Italy in the video games and accessories sector. It is wholly owned by the Company following the spin-off completed on 31 October 2019.

Subsidiaries arising from the carve-out and spin-off of Bigben Interactive's Gaming business in October 2019

NACON HK LTD

Nacon HK Ltd. is a Hong Kong Limited Company incorporated on 31 July 2019.

Its business is the design of gaming accessories for the Group. It is also responsible for sourcing components, managing the product manufacturing process and centralising all of the Group's purchases relating to gaming accessories. Bigben Interactive HK Ltd. transferred these activities to Nacon HK Ltd with respect to the Gaming business only and retains the same activities for the audio and telephony segment. It owns the licences held by the Group. It is wholly owned by the Company following the spin-off completed on 31 October 2019.

NACON GAMING ESPANA SL

Nacon Gaming España is a Spanish *Sociedad Limitada* incorporated on 18 October 2019.

It supports the Gaming division's commercial activities in Spain. It is the result of a local spin-off of the Gaming business by Bigben Interactive Spain S.L., which retains its distribution business but only for the audio and telephony segment. It is wholly owned by the Company following the spin-off completed on 31 October 2019.

Recently created companies

NACON GAMING INC.

Nacon Gaming Inc. is a US limited liability company incorporated on 11 February 2020 under the laws

of Delaware in the United States, where it has its principal place of business. It has a commercial office in Seattle (Washington State) and a logistics centre in Santa Cruz (California).

The company supports the Nacon Group's commercial activities in the United States in the video games and accessories sector. Its purpose is to develop sales of RIG™ headsets and other Nacon Group products in the United States.

NACON PTY LTD.

Nacon Pty Ltd. is an Australian proprietary limited company incorporated on 17 March 2020.

The company supports the Group's commercial activities in Australia in the video game accessories sector and its purpose is to grow sales of RIG™ headsets and other Nacon group products in that territory.

Video game development studios

CYANIDE SAS

Cyanide SAS is a French *société par actions simplifiée*.

Its business is developing video games of various genres (strategy, narrative, shooter, management, sport, action and adventure). It is based in France (Paris and Bordeaux) and Canada (Montreal) via its Canadian wholly-owned subsidiary Amusement Cyanide Inc.

Bigben Interactive SA acquired all of the capital and voting rights of development studio Cyanide SAS on 20 June 2018. It is wholly owned by the Company following the spin-off completed on 31 October 2019.

KYLOTONN SAS

Kylo tonn SAS is a French *société par actions simplifiée*.

Its business is developing video games mainly in the racing segment (motorcycle racing, car racing, rally car racing, etc.).

Bigben Interactive SA has gradually increased its interest in Kylo tonn SAS since July 2017 and acquired the remaining interest on 2 October 2018. It is wholly owned by the Company following the spin-off completed on 31 October 2019.

EKO SOFTWARE SAS

Eko Software is a French *société par actions simplifiée*.

Its business is developing video games in highly popular genres like action/RPG, Hack'n Slash and sports simulation games.

Bigben Interactive SA acquired all of the capital and voting rights of Eko Software SAS on 18 October 2018. It is wholly owned by the Company following the spin-off completed on 31 October 2019.

SPIDERS SAS

Spiders is a French *société par actions simplifiée*.

Its business is developing all kinds of role-playing games. Bigben Interactive SA acquired all of the capital and voting rights of Spiders SAS on 3 September 2019. It is wholly owned by the Company following the spin-off completed on 31 October 2019.

NEOPICA S.R.L./BV

Neopica is a Belgian company whose business is video games development.

Neopica developed some 60 games, including a number of casual games designed to appeal to a wide audience, in particular children, before moving on to more complex simulation games. It now specialises in simulation (hunting) and racing games.

It has been wholly owned by Nacon SA since 19 October 2020.

NACON STUDIO MILAN S.R.L

Lunar Great Wall Studios (known under the trading name RaceWard) is an Italian *Società a responsabilità limitata*.

Its business is developing video games and in particular racing sports simulation games (motorcycle racing, car racing, rally car racing, etc.).

Nacon SA has gradually increased its interest in the company and owned all of the share capital at 29 October 2021.

The company's name was changed to Nacon Studio Milan S.R.L. on 25 February 2022.

PASSTECH GAMES SAS

Passtech Games is a French *société par actions simplifiée*.

Its business is developing video games in the rogue-like action genre.

It has been wholly owned by Nacon SA since 1 April 2021.

BIG ANT STUDIOS HOLDING PTY LTD

Big Ant Studios is an Australian Proprietary Limited Company.

The studio is known for its high-quality sports franchises such as the Australian Football League (AFL), Rugby League, tennis and cricket.

Nacon SA acquired all of the studio's capital and voting rights on 3 May 2021.

STUDIOS CREA-TURE INC

Studios Crea-Ture Inc is a Quebec *société par actions*.

Its business is developing sports simulation games, in particular skateboarding.

Nacon SA acquired all of the studio's capital and voting rights on 30 July 2021.

ISHTAR GAMES SAS

Ishtar Games is a French *société par actions simplifiée* based in Lille and Bordeaux.

Its business is the development and distribution of so-called 'independent' games.

Nacon SA acquired all of the studio's capital and voting rights on 7 October 2021.

MIDGAR SAS

Midgar is a French *société par actions simplifiée*.

Its business is the development of J-RPG video games.

Nacon SA acquired all of the studio's capital and voting rights on 7 February 2022.

The Daedalic Entertainment deal announced in February 2022, the Group's largest acquisition to date, was closed after the end of the 2021/22 financial year.

7.3 MAIN INTRA-GROUP TRANSACTIONS

Nacon's main intra-group transactions are:

Within the Group:

- Development costs incurred by the development studios charged to Nacon SA: the studios develop games, each at a cost of several million euros divided into milestones throughout the development period (usually two years). These milestones are paid by Nacon SA to the studios;
- Accessories supplied by Nacon SA to Nacon HK Ltd: Nacon HK Ltd negotiates prices with the Group's Chinese manufacturing sub-contractors, monitors their production from a 'quality assurance' standpoint, and is responsible for logistics and shipping the products through the Lauwin-Planque logistics platform for Nacon SA. Nacon HK Ltd bills Nacon SA for these services. Nacon SA's European distribution subsidiaries then source the products from Nacon SA.
- A cash management agreement between Kylotonn SAS and Nacon, enabling them to carry out cash transactions between each other as permitted under the provisions of Article L.511-7, I-3 of the French Monetary and Financial Code. Each company may grant the other advances at market interest rates.
- A cash management agreement between Nacon Gaming Inc and Nacon SA, enabling them to carry out cash transactions between each other as permitted under the provisions of Article L.511-7, I-3 of the French Monetary and Financial Code. Each company may grant the other advances at market interest rates.

With the Bigben Interactive group (parent company):

- Logistics services (storage, order preparation and shipment) provided by the Lauwin-Planque logistics platform owned by Bigben Interactive SA are billed to Nacon SA and its subsidiaries at a rate of 2.5% of gross revenue before any price reduction or discount, excluding product taxes and excluding Nacon SA's sales of digital video games. This agreement has been entered into on an arm's length basis, particularly as regards the fees paid for the services, which are in line with those practised by outside service providers;
- To a lesser extent, the supply of
- Audio products by Bigben Interactive SA to certain Nacon SA subsidiaries which continue to sell a few other Bigben Group products in addition to Nacon's gaming products; the Audio products concerned are Bluetooth speakers, sound bars, etc.;
- The supply of Mobile products by Bigben Connected SAS to those same Nacon SA subsidiaries: the Mobile products concerned are mobile phone accessories (cables, protective cases and covers, etc.).

Sales of audio and mobile products for those subsidiaries at 31 March 2022 were €4.9 million, equal to 3.1% of the Nacon group's annual revenue.

- Cross-invoicing of administrative services provided by Bigben Interactive SA and Nacon SA, amounting to €23,800 in favour of Bigben Interactive SA and €48,800 in favour of Nacon SA (a net amount of €25,000 per month in favour of Nacon SA);
- Rent for offices and shared space made available by Bigben Interactive SA to Nacon SA within its premises, amounting to €0.2 million a year; this agreement has been entered into on an arm's length basis;
- A cash management agreement between Bigben Interactive and Nacon, enabling them to carry out cash transactions between each other as permitted under the provisions of Article L.511-7, I-3 of the French Monetary and Financial Code (*code monétaire et financier*). Each company may grant the other advances at market interest rates.
- Bigben España invoices Nacon Gaming España for administrative services provided by employees working for both companies.
- The Bigben HK Ltd subsidiary invoices Nacon HK Ltd for administrative services provided by employees working for both companies.

8. EARNINGS AND FINANCIAL POSITION

The financial information in this section is taken from the Group's full-year consolidated financial statements prepared in accordance with IFRSs as adopted by the European Union for the financial years ended 31 March 2020, 31 March 2021 and 31 March 2022. Please read this analysis of the Group's earnings and financial position for the financial year ended 31 March 2022, together with the Group's financial statements and the notes to the financial statements set out in section 19.2.8 of this Universal Registration Document and any other financial information contained in this Universal Registration Document.

Definitions and alternative performance indicators:

Income statement indicators

Definition of gross profit:

Nacon calculates gross profit as the difference between revenue and purchases used in relation to Retail sales (Retail games and accessories, audio/mobile products). Gross margin is the percentage of revenue represented by gross profit.

Definition of EBITDA:

EBITDA (Earnings Before Interest, Taxes, Depreciation and Amortisation) is defined as recurring operating income before impairment, depreciation of property, plant and equipment and amortisation of intangible assets. It is equivalent to earnings before interest, taxes, depreciation, amortisation and provisions for non-current assets (but after additions to provisions on inventories and trade receivables). Since EBITDA is based on recurring operating income, it does not factor in IFRS 2 expenses relating to bonus shares and stock options or other non-recurring operating items, since they are excluded from recurring operating income. The Group regards EBITDA, which is a non-GAAP metric, as a performance measure.

Full-year EBITDA calculation

(in thousands of euros)	2021/22	2020/21	2019/20
Recurring operating income	19,003	32,531	22,620
Depreciation and amortisation of non-current assets	25,626	27,771	25,741
EBITDA	44,629	60,302	48,361

Definition of recurring operating margin:

In accordance with CNC recommendation 2013 R.03, recurring operating income is recurring operating revenue minus recurring operating expenses. As a result, recurring operating margin is recurring operating income divided by revenue.

For convenience, the "Statement of profit or loss and other comprehensive income" is referred to as the "Income statement" in the consolidated financial statements in section 19.2.2.

Either Nacon's alternative performance indicators are based directly on accounting data (gross profit) or their calculation appears just below the tables concerned (EBITDA and balance-sheet indicators).

8.1 FINANCIAL POSITION

Since Nacon's alternative performance indicators are not adjusted with respect to accounting data, for convenience Nacon includes them directly in the income statement tables in this section 8 (gross profit) or just below them (EBITDA).

As well as the consolidated financial statements, section 19 of this Universal Registration Document also features Nacon's statutory financial statements for the financial year ended 31 March 2022 and the audit report on those statutory financial statements provided in section 19.5.

8.1.1 Business performance

Performance by business line

in thousands of euros	12-month total			Contribution		
	2021/22	2020/21	2019/20	2021/22	2020/21	2019/20
Revenue	155,912	177,834	129,427	100%	100%	100%
of which						
Gaming Accessories	96,575	103,119	52,596	62%	58%	41%
Physical games	14,610	18,407	21,825	9%	10%	17%
Digital games	39,830	50,633	48,940	26%	28%	38%
Other	4,897	5,676	6,067	3%	3%	5%

The “Other” category includes the Mobile and Audio sales of the German, Belgian, Italian and Games.fr subsidiaries. As well as Nacon products, those subsidiaries distribute Bigben Connected SAS mobile phone accessories (cables, cases, screen protectors etc.) and Bigben Interactive SA audio products (Bluetooth speakers, sound bars etc.) to their customers.

In the 2021/22 financial year, Nacon suffered a revenue decrease of 12.3%. Revenue fell to €155.9 million in 2021/22, down from €177.8 million in the previous year:

- Gaming Accessories revenue held up at a high level of €96.6 million, down just 6.3% on the record level of €103.1 million in the previous financial year. Performance in 2020/21 had been boosted by the first-time consolidation of RIG® premium headsets, with a very strong contribution arising from the lockdowns in the United States. The business thus recorded a slight dip in its 2021/22 revenue as a result of this high base for comparison. The Group’s core products again performed well. The officially approved PlayStation® 4 and Xbox Series X/S controllers posted healthy sales, and the newly introduced *Revolution X Pro Controller*, *MG-X* and *Pro Compact* products for the Microsoft gaming universe were a hit.
- Video Games sales slowed down more markedly, with the postponement of four games at the end of the year, two of which had major impact on the Group, namely *Vampire: The Masquerade®– Swansong* and *Blood Bowl 3®*. As a result, Video Games revenue totalled €54.4 million in 2021/22, down 21.2% on the 2020/21 level. Even so, it’s worth pointing out the healthy level of back catalogue sales, which came to €28.7 million, down from €31.0 million in the previous financial year. Likewise, Nacon’s core franchises also performed well, including *Rugby 22*, *WRC 10*, *Cricket 22* (title inherited from the May 2021 acquisition of BigAnt Studios) and *Pro Cycling Management/Tour de France 2021*.

In line with the strategy presented ahead of its IPO and its fundraising in March 2020, Nacon actively pushed ahead with its development strategy during the financial year. Acquisitions were a particular point of emphasis, with the purchases of Passtech Games (France, April 2021), BigAnt Studios (Australia, May 2021), creā-ture Studios (France, July 2021), Ishtar Games (France, October 2021), Midgar Studio (France, February 2022) and Daedalic Entertainment (Germany, April 2022).

To recap, the key achievements of 2020/21 were:

- Nacon’s successful expansion into the United States with the introduction of RIG®-branded Gaming Accessories,
- a major licensing agreement with Microsoft to develop and market gaming accessories, with a special focus on the Xbox® Series X|S.

Performance by quarter

The Group has not identified any material event that could affect seasonal variations in its business. Although the Group’s business levels may vary according to the release schedule of certain games and increase towards the end of the calendar year (mainly in the Gaming Accessories business), the Group believes that these factors are unlikely to produce significant seasonal variations in its earnings. In addition, the increasing proportion of consolidated revenue coming from digital sales means that business levels are becoming steadier throughout the year.

in millions of euros	2021/22	2020/21	2019/20
First quarter	33.7	38.0	30.5
Second quarter	39.3	48.6	33.2
First half	73.0	86.6	63.7
Third quarter	51.2	48.6	40.5
Fourth quarter	31.7	42.6	25.2
TOTAL	155.9	177.8	129.4

Nacon's top-line performance was consistently weaker during the financial year under review, except during the third quarter when sales picked up 5.2%. As already mentioned, this overall decline in volumes chiefly reflected the smaller contribution from Video Games, as the release schedule was thinner than had been anticipated. The release of four games (*Vampire: The Masquerade®-Swansong*, *Blood Bowl 3®*, *Train Life* and *Hotel Life*) was postponed towards the end of the financial year so improvements could be made bringing them up to the quality standards Nacon aspires to reaching.

All in all, Nacon's revenue totalled €155.9 million in 2021/22, down 12.3% on the 2020/21 level of €177.8 million.

Breakdown of revenue by customer country:

in thousands of euros	12-month total		Contribution	
	2021/22	2020/21	2021/22	2020/21
Revenue	155,912	177,834	100.0%	100.0%
<i>of which:</i>				
<i>France</i>	21,112	28,939	13.5%	16.3%
<i>Export</i>	134,799	148,895	86.5%	83.7%

Export revenue by geographical zone	134,799	148,895	100.0%	100.0%
<i>Europe</i>	71,565	85,338	53.1%	57.3%
<i>North America</i>	46,963	50,632	34.8%	34.0%
<i>Asia</i>	15,959	12,599	11.8%	8.5%
<i>Africa</i>	313	327	0.2%	0.2%

Segment reporting:

Nacon sells a wide range of video games and gaming accessories that meet demand in its market.

As part of the Group's reorganisation and the spin-off of the Gaming business to form Nacon in the 2019/20 financial year, the Gaming activities of Bigben Interactive SA, Bigben Interactive Hong Kong Ltd and Bigben Interactive España were carved out and placed into entities specially created for that purpose. The titles of the other Gaming subsidiaries were transferred to Nacon.

Given the highly integrated new organisation of the Gaming business, a large proportion of costs are shared between the Video Games and Gaming Accessories businesses. The Video Games and Gaming Accessories businesses share most of their customers. As a result, the Group only calculates recurring operating income at the Group level.

Games developed by the studios acquired are marketed by all Group entities and therefore contribute to Nacon's overall cash flow.

Nacon has its own sales, marketing and finance functions.

Sales of games in digital form are invoiced exclusively in France.

The Group's distribution subsidiaries based outside France handle physical sales of all gaming products. The subsidiary based in Hong Kong mainly handles the development and procurement of

accessories from manufacturing partners.

As a result, each Nacon Group subsidiary has a specific role in the Group's value chain.

Accordingly, the Nacon Group considers that it operates within a single operational business segment, "Nacon Gaming", which includes the development, publishing and distribution of video games along with the design and distribution of accessories for games consoles and PCs. The video games and accessories businesses address the same market and have the same economic characteristics.

The information presented in section 8.2 is that used by the Nacon Group's chief operating decision maker for internal reporting purposes. The Nacon Group's chief operating decision maker within the meaning of IFRS 8 is a two-person team consisting of the Nacon Group's Chairman/CEO and COO.

8.1.2 Forecast developments and R&D activities

Guidance - Current financial year and medium term

The Company anticipates revenue of more than €250 million in 2022/23 and is aiming for recurring operating margin of over €50 million.

See section 11.1.

The war in Ukraine has had very little impact on the Nacon Group to date. It does not have any business relationships with suppliers or studios based in Ukraine or Russia, and Nacon generates less than 1% of its revenue in Russia.

Conversely, the shortage of semi-electronic components, which has been a factor since the beginning of the Covid-19 pandemic, has taken a turn for the worse with the outbreak of the war in Ukraine. It has blocked the silk road, obliging importers of products from Asia to use maritime and airfreight shipping, which takes longer or costs more.

The Group was barely affected by the components shortage in 2021 and 2022 as it had sourced supplies in advance. Conversely, it was impacted by the stock outages of its customers' products (Sony and Microsoft game consoles), which its accessories aim to support. By the end of the year, it had failed to sell all the products it was planning to move. The Group has scant visibility on trends in its customers' purchases over the coming months.

Apart from the information set out above, the Company has not identified any elements or factors of a governmental, economic, budgetary, monetary or political nature that may have materially influenced or may materially influence, directly or indirectly, its business in the next 12 months.

R&D activities

See sections 5.5 and 5.7 for more details about the Group's R&D activities.

In the 2020/21 and 2021/22 financial years, the Group took the view that the conditions for capitalising R&D expenses were met for certain projects. As a result, the Group either expensed (for accessories) or capitalised (for games) its R&D costs for the relevant period.

Capitalised R&D costs amounted to €48.5 million in 2020/21 and €58.0 million in 2021/22.

Finally, following the acquisition of development studios, the Group – via its French and Canadian studios – has also benefited from the French video game tax credit (CIJV). Through a French government decree of 9 August 2017, the French CIJV was increased from 20% to 30% of a company's development expenditure, capped at €6 million per year as opposed to €3 million previously. As a result, the Group benefited from a CIJV tax credit of €2.5 million in 2021/22.

8.2 OPERATING PERFORMANCE

8.2.1 Recurring operating income

(in thousands of euros)	2021/22	2020/21	2019/20
Revenue	155,912	177,834	129,427
Purchases used	(78,077)	(84,342)	(50,377)
Gross profit	77,835	93,493	79,050
Gross margin (% of revenue)	49.9%	52.6%	61.1%
Other operating revenue	1,512	1,189	705
Other purchases and external expenses	(18,803)	(18,047)	(19,272)
Taxes other than income tax	(550)	(438)	(702)
Personnel costs	(14,530)	(14,954)	(10,985)
Other operating expenses	(832)	(1,035)	(436)
Gains or losses on disposals of non-current assets	(2)	95	
EBITDA	44,629	60,302	48,361
EBITDA margin (% of revenue)	28.6%	33.9%	37.4%
Depreciation and amortisation of non-current assets	(25,626)	(27,771)	(25,741)
Recurring operating income	19,003	32,531	22,620
Recurring operating margin (% of revenue)	12.2%	18.3%	17.5%

After an outstanding 2020/21 financial year, Nacon recorded total revenue of €155.9 million, down a hefty 12.3% because its line-up of video games releases was not as packed as expected.

This revenue contraction coupled with an unfavourable shift in the business mix led to a relatively substantial decline in recurring operating income. It came to €19.0 million during the 2021/22 financial year (12.2% of revenue), as opposed to €32.5 million (18.3% of revenue) in the previous financial year. As a result, recurring operating income declined 41.6% by value.

The shift in the business mix away from the Video Games segment (34.9% of 2021/22 revenue, as opposed to 38.8% of 2020/21 revenue) continued, automatically triggering a further contraction in gross margin to 49.9% in the 2021/22 financial year, down from 52.6% in 2020/21. Nonetheless, gross profit slipped 16.7% lower to €77.8 million, from €93.5 million in the previous year.

In addition to the fall in gross profit:

- the uptick in external expenses (up 4.2% by value);
- the small decline in personnel costs (down 2.8% to €14.5 million, but still higher in relative terms at 9.3% of 2021/22 revenue vs. 8.4% of revenue in the previous year). It's worth noting that most of the additional staff hired in recent years were assigned to developing games and the related personal expense was thus capitalised); and
- €25.6 million in depreciation and amortisation of non-current assets (16.4% of revenue versus 15.6% of 2020/21 revenue)

account for the relatively significant decline in Nacon's profitability during the 2021/22 financial year.

The decrease in depreciation and amortisation of non-current assets to €25.6 million in the 2021/22 financial year reflects the postponement of the release of certain key games into the current 2022/23 financial year. Nacon is maintaining its strategy of investing in this area, and its goal remains to increase in the quality of the video games it develops (higher development costs and larger number of titles), which will eventually drive up the size and value of its catalogue.

EBITDA totalled €44.6 million in 2021/22, down 26.0% versus 2020/21. EBITDA margin was 28.6% of revenue, down 5.3 points year-on-year.

8.2.2 Non-recurring operating items

(in thousands of euros)	2021/22	2020/21	2019/20
Recurring operating income	19,003	32,531	22,620
<i>Recurring operating margin (% of revenue)</i>	<i>12.2%</i>	<i>18.3%</i>	<i>17.5%</i>
Bonus share and stock-option plans	(4,862)	(5,057)	(2,038)
Other non-recurring operating items	(794)		0
Income from associates	0		(1)
Operating income	13,347	27,474	20,580

In 2021/22, non-recurring items consisted mainly of the IFRS 2 expenses arising from the recognition of bonus shares granted to the Group's employees and corporate officers by Nacon at fair value. These reflected new bonus share entitlements granted to the employees and corporate officers of newly acquired development studios.

Note also the recognition of a €0.8 million non-recurring operating item in the 2021/22 financial year, reflecting a €500 thousand provision for contingencies linked to disputes affecting the Group's financial statements at 31 March 2022.

9. CASH POSITION AND CAPITAL

The financial information in this section is taken from the Group's full-year combined and consolidated financial statements prepared in accordance with IFRSs as adopted by the European Union for the financial years ended 31 March 2020, 31 March 2021 and 31 March 2022. Please read this analysis of the Group's earnings and financial position for the financial year ended 31 March 2022, together with the Group's financial statements and the notes to the financial statements set out in section 19 of this Universal Registration Document and any other financial information contained in this Universal Registration Document.

Definitions and alternative performance indicators:

Balance sheet indicators

Definition of gross debt:

Gross debt refers to the Company's medium- and long-term financial liabilities, along with short-term bank facilities. Nacon calculates gross debt as the sum of long-term and short-term financial liabilities.

Definition of net debt and net cash:

Net debt and net cash refer to the balance of the Company's financial liabilities, financial investments and cash and cash equivalents. That balance may be positive or negative, and represents the company's financial position with respect to third parties. Nacon calculates that balance by deducting gross debt from cash and cash equivalents.

Definition of gearing:

Gearing is a ratio that relates to a company's funding. It compares a company's overall debt with its equity, and reflects its solvency. Nacon computes gearing by calculating its net debt as a proportion of its total equity.

For convenience, the "Statement of financial position" in the consolidated financial statements in section 19.2.1 is referred to as the "Balance sheet" in this section.

9.1 INFORMATION ON THE COMPANY'S SHARE CAPITAL, LIQUIDITY AND FUNDING SOURCES

Key balance-sheet figures in the last three financial years

<i>in thousands of euros</i>	31 March 2022	31 March 2021	31 March 2020
Non-current assets	241,470	133,538	105,758
Current assets	170,782	183,974	193,775
TOTAL ASSETS	412,252	317,512	299,533
Total equity	228,407	210,467	187,621
Non-current liabilities	111,255	41,035	53,081
Current liabilities	72,590	66,009	58,831
Total equity and liabilities	412,252	317,512	299,533

Non-current assets:

<i>in thousands of euros</i>	31 March 2022	31 March 2021	31 March 2020
Goodwill	96,742	31,150	29,072
Right-of-use assets	8,275	4,652	3,512
Other intangible assets	129,136	91,248	68,154
Property, plant and equipment	2,528	1,762	1,006
Shares in associates	0	0	43
Other financial assets	1,735	1,107	1,073
Deferred tax assets	3,054	3,618	2,897
Non-current assets	241,470	133,538	105,758

Non-current assets increased by €107.9 million, a significant amount, between 31 March 2021 and 31 March 2022. Key to this increase were the various acquisitions completed during the period (Passtech Games, creā-ture Studios, Ishtar Games and Midgar Studio, as well as the Big Ant Studios deal), leading to a €65.6 million rise in goodwill. Another factor was the expansion in the portfolio of games owned (catalogue and games under development, with intangible assets rising €37.9 million).

To recap, the deal for Daedalic Entertainment was completed after the close of the financial year.

The Group's non-current assets currently include around €96.7 million of goodwill relating to recently acquired game development studios.

Other intangible assets chiefly consist of video games development costs.

Current assets:

<i>in thousands of euros</i>	31 March 2022	31 March 2021	31 March 2020
Inventories	32,850	25,046	27,417
Trade receivables	37,918	47,017	39,529
Other receivables	11,691	10,214	11,763
Current tax assets	6,174	4,951	4,137
Cash and cash equivalents	82,148	96,746	110,929
Current assets	170,782	183,974	193,775

The very small increase (of €1.4 million) in current assets (excluding cash) reflected the rise in product inventories to €32.8 million at 31 March 2022 (up 31.2% compared with 31 March 2021). This trend reflected supply chain issues and certain component shortages that prompted the Group to devote greater resources to this area. At the same time, the decrease in trade receivables (down €9.1 million to €37.9 million) and almost stable level of other receivables (up €1.5 million to €11.7 million) maintained Nacon's tight grip on its level of current assets.

Cash and cash equivalents amounted to €82.1 million at 31 March 2022 as opposed to €96.7 million at 31 March 2021. To recap, Nacon's IPO and related capital had increased the Company's cash position by €103.0 million after expenses at the close of the 2019/20 financial year.

Funding sources

Following its successful IPO in the 2019/20 financial year, Nacon did not carry out any capital-raising transactions in the 2021/22 financial year. However, it took steps to arrange €52.5 million in medium-term bank loans to support its acquisition-led growth policy.

The contribution of the main funding sources (bank borrowings and CIJV) during the period presented is set out in the sections below.

Borrowings and net cash

The Group may from time to time arrange borrowings to fund the development of its games and to finance its acquisitions.

To fund its working capital requirement, development costs and the acquisition of development studios (Kylotonn, Cyanide, Eko Software and Spiders), around €62 million in medium-term loans have been arranged, initially by Bigben Interactive and then subsequently transferred to the Company (in October 2019 in connection with the spin-off), since the end of 2016.

Given the new loans arranged by Nacon since the transfer and the partial paydown of these borrowings, the Group's financial liabilities totalled €92.5 million at 31 March 2022, of which €26.8 million are repayable in the short term.

Through a French government decree of 9 August 2017, the French video game tax credit (CIJV) was increased from 20% to 30% of a company's development expenditure, capped at €6 million per year as opposed to €3 million previously.

In 2021/22, the Group's studios therefore received the benefit of a €2.5 million CIJV tax credit.

Key figures from the last three financial years concerning the net cash position

<i>in thousands of euros</i>	31 March 2022	31 March 2021	31 March 2020
Cash and cash equivalents	82,148	96,746	110,929
Gross debt	92,508	54,800	68,140
Net cash/Net debt	(10,359)	41,946	42,789
Gearing	4.5%	-19.9%	-22.8%
Net cash/Net debt	10,359	(41,946)	(42,789)
EBITDA	44,629	60,302	48,361
Net leverage (Net debt/EBITDA)	0.2	-0.7	-0.9

9.2 CASH FLOW

<i>in thousands of euros</i>	2021/22	2020/21	2019/20
Funds from operations	44,296	59,959	48,725
Change in WCR	(8,737)	3,676	(23,067)
Income tax paid	(3,176)	(7,971)	(3,046)
NET CASH FLOW FROM OPERATING ACTIVITIES	32,383	55,664	22,613
NET CASH FLOW FROM INVESTING ACTIVITIES	(81,349)	(53,696)	(41,499)
NET CASH FLOW FROM FINANCING ACTIVITIES	35,280	(15,582)	125,338
Net change in cash and cash equivalents	(13,122)	(13,814)	106,432
Cash and cash equivalents at start of period	94,784	108,721	2,289
Cash and cash equivalents at end of period	81,784	94,906	108,721

9.2.1 Cash flow from operating activities

<i>in thousands of euros</i>	2021/22	2020/21	2019/20
Net cash flow from operating activities			
Net income for the period	9,962	18,297	15,300
<i>Elimination of income and expenses that have no cash impact or are unrelated to operating activities</i>			
• Income from associates	0	0	1
• Attributable to non-controlling interests	11	(51)	(44)
• Additions to depreciation, amortisation and impairment	25,626	27,771	25,741
• Change in provisions	272	368	41
• Net financial income/expense	791	968	944
• Net gain or loss on disposals	3	(83)	
• Other non-cash income and expense items	4,135	4,967	2,038
• Income tax expense	3,497	7,721	4,704
Funds from operations	44,296	59,959	48,725
Inventories	(7,623)	2,287	(6,968)
Trade and other receivables	8,474	(6,854)	(13,905)
Trade payables	(9,588)	8,243	(2,194)
Change in WCR	(8,737)	3,676	(23,067)
Cash from operating activities	35,559	63,635	25,658
Income tax paid	(3,176)	(7,971)	(3,046)
NET CASH FLOW FROM OPERATING ACTIVITIES	32,383	55,664	22,613

As shown by the financial statements for 2020/21, net cash flow from operating activities after tax and interest paid was lower at €32.4 million in 2021/22, down 41.8% from €55.7 million in 2020/21.

The main factors behind this trend were:

- a clear decrease in funds from operations (down 26.1%), consistent with the downturn in the Group's operating income. Nacon's funds from operations totalled €44.3 million in 2021/22, as opposed to €60.0 million in the previous financial year.
- the change in the working capital requirement, which led to an €8.7 million increase in the cash used in 2021/22, mainly as a result of a €7.6 million rise in inventories (trade and other receivables declined, offsetting the impact of the reduction in trade payables).

9.2.2 Net cash flow from investing activities

<i>in thousands of euros</i>	2021/22	2020/21	2019/20
Cash flow from investing activities			
Purchases of intangible assets	(57,410)	(50,982)	(33,436)
Purchases of property, plant and equipment	(1,347)	(1,203)	(477)
Disposals of property, plant and equipment and intangible assets	6	97	0
Purchases of financial assets	(580)	(62)	(549)
Disposals of non-current financial assets	20	52	3
Dividends received			0
Disbursements relating to acquisitions of subsidiaries net of net cash acquired	(22,039)	(1,598)	(7,040)
NET CASH FLOW FROM INVESTING ACTIVITIES	(81,349)	(53,696)	(41,499)

As shown by the financial statements for 2021/22, net cash flow from investing activities represented an outflow of €81.3 million, as opposed to an outflow of €53.7 million in 2020/21.

The main factors behind this increase were:

- the continuing ramp-up in Nacon's game development efforts,
- the net amount spent (€22.0 million in 2021/22) on the acquisitions of Passtech Games, BigAnt Studios, creā-ture Studios, Ishtar Games and Midgar Studio in the 2021/22 financial year.

To recap, the deal for Daedalic Entertainment was completed after the close of the financial year.

9.2.3 Net cash flow from financing activities

<i>in thousands of euros</i>	2021/22	2020/21	2019/20
Cash flow from financing activities			
Capital increase			102,975
Sale/purchase of treasury shares	(94)	(30)	
Interest paid	(793)	(987)	(903)
Decrease in lease liabilities	(1,982)	(1,613)	(1,241)
Cash inflows from borrowings	54,661	0	34,744
Repayments of borrowings and other financial liabilities	(16,512)	(12,952)	(10,235)
Other	(1)		(1)
NET CASH FLOW FROM FINANCING ACTIVITIES	35,280	(15,582)	125,338

As shown by the financial statements for 2021/22, net cash flow from financing activities represented an inflow of €35.3 million, as opposed to an outflow of €15.6 million in 2020/21.

The main factors behind this trend were the arrangement of new medium-term bank loans to support the Group's acquisition-led growth strategy (impact of €52.5 million versus €16.5 million in borrowing repayments made during the previous financial year), with none of the other movements material at Group level.

9.3 INFORMATION ON THE COMPANY'S BORROWING TERMS AND FUNDING STRUCTURE

9.3.1 Funding structure

At 31 March 2022, the Group's funding structure was as follows:

- equity attributable to equity holders of the parent of €228.4 million,
- net debt of €10.4 million (as opposed to €41.9 million in net cash at the end of the previous financial year), taking into account €82.1 million of available cash and equivalents and €92.5 million of debt.

The Company's successful capital increase at the time of its IPO on Euronext in the 2019/20 financial year contributed to these robust figures, since Nacon raised €103.0 million in the transaction in March 2020.

As stated previously, the Group raised €52.5 million in new financing during the 2021/22 financial year to support its aggressive acquisition-led growth policy.

9.3.2 Funding policy

The Group's funding requirements have been as follows in the last 24 months:

Non-current assets: acquisitions and development costs

In October 2019 at the time of the spin-off by Bigben Interactive, Nacon had arranged medium-term loans in its own name to cover its working capital requirement, its development costs and its Gaming acquisitions.

With the success of its IPO in early 2020 and the €103.0 million in funds raised, the Company did not consider it necessary to arrange additional borrowings during the 2020/21 financial year, as its investments (acquisition of Neopica and development of games) were funded using equity capital.

In the 2021/22 financial year, the Group completed a series of acquisitions (five announced during the period) and there was no let-up in its efforts to develop new video games. To support this drive, Nacon arranged €52.5 million in new bank loans during the period.

Working capital requirement (WCR)

The Group uses short-term borrowings and factoring to cover its working capital requirement. In particular, Nacon Hong Kong Ltd has certain short-term credit facilities.

Finance lease liabilities

Apart from vehicle leases, Nacon does not use this kind of funding.

All Bigben Interactive's outstanding finance leases except those relating to the car fleet concern the Lauwin-Planque logistics site, which remains within Bigben Interactive. As a result, they were not transferred to Nacon in the 31 October 2019 spin-off.

9.4 RESTRICTIONS ON THE USE OF CAPITAL

There are no restrictions on the Company's use of capital.

However, please refer to the notes to the consolidated financial statements, particularly as regards banking covenants.

9.5 FUNDING SOURCES REQUIRED FOR THE FUTURE

With the success of its early 2020 IPO and the associated fundraising transaction that raised €103.0 million net, as well as the very healthy net cash position it has maintained (€82.1 million in available gross cash at 31 March 2022), Nacon currently takes the view that the financial resources at its disposal amply suffice for it to implement its strategic plan between now and 2023.

Accordingly, the Group is in a position to execute its strategy, which should enable it to achieve 2022/23 revenue of between €250 million with recurring operating margin in excess of €50 million. The Group recently announced this guidance to investors in the release containing its full-year results for the year ended 31 March 2022 (see section 10 of this Universal Registration Document).

10. REGULATORY ENVIRONMENT

It should be noted that the Group carries out its business in accordance with the strictest standards arising from European Union directives regarding:

- environmental protection,
- consumer health and safety.

The need to comply strictly with those directives affects all stages of the lifecycle of products developed by Nacon:

- design,
- manufacturing,
- distribution,
- use by the consumer.

Nacon complies with the following standards and directives applicable to physical products:

WEEE (waste electrical and electronic equipment) directive

The WEEE directive, applicable to European Union countries, aims to promote the recycling of electrical and electronic equipment (EEE) and to encourage designers to design easily recyclable products.

The directive came into force in November 2006 and requires manufacturers and importers of EEE to cover the cost of retrieving and processing waste electrical and electronic equipment. Nacon took steps to comply with the WEEE directive as soon as it came into force in the European Union, when it was still part of Bigben Interactive.

Directive 2006/66/EC (batteries and accumulators and waste batteries and accumulators)

This directive, which repealed directive 91/157/EEC, requires batteries and accumulators to be recycled and imposes restrictions on the use of mercury in batteries. Directive 2006/66/EC came into force in September 2008 and also introduced incentives for the collection and recycling of those products.

Nacon's business bears no similarity with that of a battery manufacturer. However, some of its electronic accessories may feature batteries. In that case, the batteries (lithium etc.) are properly tested to ensure compliance with the regulations. In addition, as part of its social and environmental responsibility approach, Nacon has adopted a pro-active battery recycling policy at its head office.

Directive 94/62/EC (packaging and packaging waste – eco-packaging)

This directive, by introducing financial contributions that can be substantial in some cases, requires manufacturers to make significant efforts to recycle the packaging used for their products. The materials used must be recoverable for recycling or incineration.

For recycling purposes, Nacon SA uses the waste collection, processing and recovery services of Eco-Systèmes, at Bigben Interactive's Lauwin Planque warehouse, in relation to the packaging of products sold in the French market.

Regulation (EC) 1907/2006 (REACH)

This regulation concerns the production or importing of any chemical substance, including substances incorporated into any material, preparation or article. Any downstream use of such substances is also covered by this regulation. It requires all manufacturers and all importers to carry out extensive risk analyses and tests. A manufacturer must prove that the substance is harmless, failing which the product or substance concerned will be withdrawn from the market.

All of Nacon's accessories contain plastic. To ensure they comply with REACH, they all undergo testing by certification organisations such as Intertek and SGS.

It should also be noted that, every two years, all of Nacon's products are checked by the DDPP (regional department for protection of the population), part of France's DGCRF (directorate general for

competition, consumer affairs and the prevention of fraud).

Directive 2009/48/EC (safety of toys)

This directive relates more specifically to products used by children aged under 14. Its purpose is to establish safety requirements that toys sold in the EU must meet. Its requirements are designed to ensure a high level of health and safety in order to protect the public and the environment and to ensure the free movement of toys in the EU. It also sets out the specific responsibilities of the various participants in the supply chain, including the manufacturer, importer, retailer and distributor. The directive is updated periodically to set safety limits for chemical substances used in toys.

Nacon's products are aimed mainly at an adult audience. Before its electronic products are launched in the market, Nacon puts them through a set of tests to ensure they comply with the required regulatory quality standards.

RoHS (restriction of hazardous substances) directive

With the development of electrical and electronic products with increasingly short lifespans, industrialised countries took the view that urgent legislation was needed in this area. The European RoHS directive sends a strong signal, requiring environmental protection to be taken into account in the production process, and supplements the WEEE directive regarding recycling. By reducing the number of hazardous chemicals used in electrical and electronic equipment, the production of toxic waste is minimised. The upstream reduction of hazardous substances also reduces recycling costs. All products made by Bigben Interactive since the directive came into force (July 2006) and then by Nacon comply with RoHS standards applicable in the European Union.

Directive 2014/30/EU (electromagnetic compatibility – EMC)

This directive requires specific steps to be taken in the design of electrical and electronic products so that they do not produce electromagnetic interference and cannot be affected by such interference. Nacon has its products tested for compliance with the EMC directive.

Directive 2014/35/EU (low voltage directive – LVD)

This directive requires electrical equipment to be designed so as to protect people, pets and property. No damage must be possible as a result of electrical contact or exposure to mechanical, chemical and health risks caused by noise, vibration or ergonomic factors. Bigben Interactive has its products tested for compliance with the LVD.

Bigben Interactive applies the CE mark to its products, showing compliance with European health, safety and consumer protection directives and allowing the free movement of its products in the European Union.

More specifically, for physical and digital games:

PEGI

As a publisher of video games, Nacon, like all major players in its industry, uses the PEGI rating system, which gives consumers a simple and effective way of checking suitability. The rating system is a means of denying young people access to and protecting them from content or behaviours that are unsuitable for people their age, based on effective control by their parents.

LES PICTOGRAMMES PEGI

	VIOLENCE	LANGAGE OBSCÈNE	PEUR	SEXE	DROGUE	JOUX DE HASARD	DISCRIMINATION	ADULTS INTÉGRÉS
3 www.pegi.info	—	—	—	—	—	—	—	—
7 www.pegi.info	✓	—	✓	—	—	—	—	—
12 www.pegi.info	✓	✓	✓	✓	✓	✓	—	—
16 www.pegi.info	✓	✓	—	✓	✓	✓	—	—
18 www.pegi.info	✓	✓	—	✓	✓	✓	✓	—

Nacon sells games in all age categories, from 3+ and 7+ up to 18+.

11. TRENDS

11.1 MAIN TRENDS SINCE THE START OF THE CURRENT FINANCIAL YEAR

When Nacon announced its results for the 2021/22 financial year, it highlighted its favourable outlook for the current 2022/23 financial year.

After a transition year amid an unprecedented global economic backdrop, Nacon is set to reap the benefit in 2022/23 of the major investments it has made over the past few years.

With the busy release schedule planned throughout the year (*Vampire: The Masquerade*®– *Swansong*, *The Lord of the Rings Gollum*, *Steelrising*, *Session Skate Sim* etc.), sales are expected to grow strongly, and they posted a clear increase in the first quarter.

Nacon has made the decision to delay the release of *Test Drive Unlimited Solar Crown* to the following financial year to enhance its quality. The plan remains for a release solely on PC, PlayStation® 5 and Xbox® Series X|S. This postponement will not undermine Nacon's full-year targets and should pave the way for growth to continue into the 2023/24 financial year.

For the time being, the Accessories business continues to bear the brunt of the global components shortage, but several new products are scheduled for release in the third quarter of 2022/23.

Taking these factors into account, Nacon is expecting 2022/23 revenue of more than €250 million in 2022/23 together with recurring operating margin of over €50 million.

Following on from the acquisitions of Midgar Studio and Daedalic Entertainment, Nacon is set to make further additions to bolster its ability to develop more high-quality video games internally.

11.2 TRENDS, UNCERTAINTIES, CONSTRAINTS, COMMITMENTS OR EVENTS THAT MAY MATERIALLY AFFECT THE NACON GROUP'S OUTLOOK

Please see section 8.1.2 concerning the implications of the Covid-19 (coronavirus) crisis and those arising from the war in Ukraine, plus the related supply chain issues.

12. EARNINGS FORECASTS AND ESTIMATES

The 2022/23 forecasts presented below are based on data, assumptions and estimates that the Group regarded as reasonable at the date of this Universal Registration Document.

Those data and assumptions may change or be adjusted as a result of uncertainties relating particularly to the economic, financial, accounting, competitive, regulatory or tax environment or as a result of other factors of which the Group was not aware at the date of this Universal Registration Document.

If certain risks described in section 3 “Risk factors” of this Universal Registration Document were to materialise, they could have an impact on the Group’s activities, financial position, results or outlook, and therefore threaten these forecasts. The attainment of forecasts also assumes that the Group’s strategy will be successful. As a result, the Group makes no representation and gives no warranty regarding the attainment of forecasts presented in this section.

The forecasts set out below, and the assumptions on which they are based, have been established in accordance with delegated regulation (EU) No. 2019/980 and ESMA recommendations relating to forecasts.

12.1 ASSUMPTIONS

The Group has made forecasts for 2022/23 in accordance with the accounting policies applied when preparing the Group’s consolidated financial statements for the year ended 31 March 2022.

Those forecasts are based mainly on the following assumptions for the year ended 31 March 2022:

- no material change in the scope of consolidation relative to the scope of consolidation at 31 March 2022 other than effective completion of the acquisition of the Daedalic Entertainment studio,
- market developments in line with the trends set out in section 5.2 of this Universal Registration Document (including more rapid digitalisation of the market and the rise of eSports and cloud gaming), and the limited impact of the Covid-19 pandemic,
- the tangible upturn in business trends, after a transition year in 2021/22, including the ongoing appeal of games published by Nacon (with a very busy release schedule lined up for the 2022/23 financial year) and of the Nacon® and RIG™ brands in accessories, along with their success in all geographic areas in which the Nacon Group operates,
- continuing implementation of the Group’s strategy, as described in section 5.4 of this Universal Registration Document and particularly further increases in development capex, aimed at offering more accomplished games to console clients and new platforms that are aiming to satisfy their gamer end-customers,
- no material change in exchange rates relative to those at the date of this Universal Registration Document,
- no material change in regulatory or tax conditions relative to those existing on the date of this Universal Registration Document.

12.2 GROUP FORECASTS FOR THE YEAR ENDED 31 MARCH 2023

The Company is expecting revenue of more than €250 million in 2022/23 and is aiming for recurring operating margin of over €50 million.

13. ADMINISTRATIVE AND MANAGEMENT BODIES

The Company was initially incorporated as a “*société par actions simplifiée*” (simplified joint-stock corporation), and was converted into a “*société anonyme*” (public limited company) governed by a Board of Directors through a decision in the Shareholders’ General Meeting of 22 January 2020.

The Company’s operational arrangements as a “*société anonyme*” are described in the articles of association and discussed in this section 13 of the Universal Registration Document.

The Board of Directors has opted to combine the roles of the Chairman of the Board of Directors and the CEO.

13.1 DIRECTORS AND EXECUTIVE OFFICERS

13.1.1 Executive Management

13.1.1.1 Chairman/CEO

In its meeting of 22 January 2020, the Board of Directors decided not to separate the roles of Chairman of the Board of Directors and CEO. In a constantly changing and highly competitive operating environment, this allows the Group to ensure consistency between its strategy and operational functions and thus to make its decision-making process more efficient and effective.

In its meeting of 22 January 2020, the Board of Directors appointed Alain Falc as Chairman/CEO. Mr Falc’s term of office began on 4 March 2020.

See section 5.1.1.3.2 for Alain Falc’s biography.

13.1.1.2 Chief Operating Officer

Laurent Honoret was appointed Chief Operating Officer by the Board of Directors on 22 January 2020. Mr Honoret’s term of office began on 4 March 2020.

See section 5.1.1.3.2 for Laurent Honoret’s biography.

13.1.1.3 Composition of Executive Management

The current composition of the Executive Management team is as follows:

Name	Role	Date of first appointment and end of term of office	Main roles outside the Company
Alain Falc	Chairman/CEO	Date of first appointment: 22 January 2020 ⁽¹⁾ Term of office ends: Shareholders’ General Meeting voting on the financial statements for the	. Chairman, Games.fr SAS . Chairman, Bigben Interactive ²⁷
Laurent Honoret	Chief Operating Officer	Date of first appointment: 22 January 2020 ⁽¹⁾ Term of office ends: none	Director, Nacon Pty Ltd Director of Big Ant Holdings Pty Ltd

²⁷ Alain Falc and Laurent Honoret stood down from their office as, respectively, Chief Executive Officer and Chief Operating Officer of Bigben Interactive on 4 March 2020. However, Alain Falc remains Chairman of the Board of Directors of Bigben Interactive.

The business address of the Chairman/CEO and the COO is that of the Company's registered office.

The Chairman/CEO and the COO possess managerial experience and expertise by dint of the roles they previously occupied at Bigben Interactive, as shown by their respective biographies set out in section 5.1.1.3.2.

13.1.2 Nacon's Board of Directors

13.1.2.1 Members of the Board of Directors

The Company's Board of Directors has had nine members since the Shareholders' General Meeting of 30 July 2020. Of the nine Board members, two are regarded by the Company as independent directors pursuant to the criteria laid down in the Middennext Governance Code.

The table below shows the composition of the Company's Board of Directors at the date of the Universal Registration Document, along with the roles held by members of the Company's Board of Directors in the last five years:

Name and business address	Role	Date of first appointment and end of term of office	Other roles in the Company	Other roles outside the Company (inside and outside the Group) in the last five years
<p>Alain Falc</p> <p>Company's registered office</p>	Chairman/CEO and director	<p>Date of first appointment: 22 January 2020</p> <p>Term of office as director ends: Shareholders' General Meeting voting on the financial statements for the financial year ending 31 March 2026</p>	None	<p>Roles within French companies:</p> <ul style="list-style-type: none"> . Chairman, Bigben Interactive . Chairman, Games.fr SAS <p>Roles within non-French companies:</p> <ul style="list-style-type: none"> . Director, Nacon HK Ltd (Hong Kong) . Manager, AF Invest SPRL . Director, Big Ant Holdings Pty Ltd, Big Ant Studios Operations Pty Ltd, Big Ant Studios Pty Ltd, 1UP Distribution Pty Ltd, Big Ant Studios Licensing Pty Ltd, Magnus Formica Studios Melbourne Pty Ltd (Ringside Entertainment Pty Ltd, Magnus Formica Studios Pty Ltd, Eastside Corporation Pty Ltd, BAS Melbourne Pty Ltd Director, Nacon Pty Ltd <p>Former roles in the past five financial years</p> <ul style="list-style-type: none"> . Chairman, SAS ModeLabs Group . Chairman, SAS World GSM . Director, Bigben Interactive Belgium SA (Benelux)
<p>Sébastien Bolloré</p> <p>Tour Bolloré 31-32 quai de Dion-Bouton 92811 Puteaux Cedex</p>	Director (representative of Nord Sumatra, main shareholder of Bigben Interactive)	<p>Date of first appointment: 22 January 2020</p> <p>Term of office as director ends: Shareholders' General Meeting voting on the financial statements for the financial year ending 31 March 2026</p>	None	<p>Roles within French companies:</p> <ul style="list-style-type: none"> - Roles held within the Bolloré group . Head of Development . Chairman, Omnium Bolloré . Director, Bolloré SE, Bolloré Participations SE, Financière V, Omnium Bolloré, Société Industrielle et Financière de l'Artois and Compagnie de l'Odet. . Permanent representative of Plantations des Terres Rouges on the board of Compagnie du Cambodge . Member of the Supervisory Board, Sofibol <p>- Other roles and duties:</p> <ul style="list-style-type: none"> . Director, Gameloft SE . Director, Bigben Interactive <p>Roles within non-French companies:</p> <ul style="list-style-type: none"> - Roles held within the Bolloré group . Director, Bolloré Services Australia Pty Ltd

				<p>- <i>Other roles and duties:</i></p> <ul style="list-style-type: none"> . Chairman/CEO, Magic Arts Pty Ltd <p>Former roles in the past five financial years:</p> <ul style="list-style-type: none"> . Permanent representative of SocFrance on the board of Financière de l'Odet . Director, Blue Solutions. . Chairman and Director, Blue LA Inc.
<p>Jacqueline de Vrieze</p> <p>Company's registered office</p>	Director	<p>Date of first appointment: 22 January 2020</p> <p>Term of office as director ends: Shareholders' General Meeting voting on the financial statements for the financial year ending 31 March 2026</p>	None	<p>Roles within French companies:</p> <ul style="list-style-type: none"> . CEO, Games.fr SAS . Director, Bigben Interactive <p>Roles within non-French companies:</p> <p>None</p> <p>Former roles in the past five financial years:</p> <p>None</p>
<p>Florence Lagrange</p> <p>64 rue Fondary 75015 Paris</p>	Independent director	<p>Date of first appointment: 22 January 2020</p> <p>Term of office as director ends: Shareholders' General Meeting voting on the financial statements for the financial year ending 31 March 2026</p>	None	<p>Roles within French companies:</p> <ul style="list-style-type: none"> . Chairwoman, Antigone Advisory . Director, Alchimie <p>Roles within non-French companies:</p> <p>None</p> <p>Former roles in the past five financial years:</p> <ul style="list-style-type: none"> . Director, Bigben Interactive . Chairwoman, Trusteam Lab
<p>Sylvie Pannetier</p> <p>Company's registered office</p>	Director	<p>Date of first appointment: 22 January 2020</p> <p>Term of office as director ends: Shareholders' General Meeting voting on the financial statements for the financial year ending 31 March 2026</p>	<p>Treasurer (employee)</p> <p>Member of the Audit Committee</p>	<p>Roles within French companies:</p> <p>Director, Bigben Interactive</p> <p>Roles within non-French companies:</p> <p>None</p> <p>Former roles in the past five financial years: None</p>
<p>Jean-Christophe Thiery</p> <p>Canal+ 50 rue Camille Desmoulins, 92863 Issy-les-Moulineaux Cedex 9</p>	<p>Director</p> <p>(representative of Nord Sumatra, main shareholder of Bigben Interactive)</p>	<p>Date of first appointment: 22 January 2020</p> <p>Term of office as director ends: Shareholders' General Meeting voting on the financial statements for the financial year ending 31 March 2026</p>	None	<p>Roles within French companies:</p> <p>- <i>Within the Canal+ group:</i></p> <ul style="list-style-type: none"> . Chairman and member of the Supervisory Board, Groupe Canal+ SA, . Manager of SNC SESI (Cnews). <p>- <i>Within the Bolloré group:</i></p> <ul style="list-style-type: none"> . Chairman/CEO and member of the Management Committee, Bolloré Telecom . Chairman, Compagnie de Treboul . Chairman, Rivaud Loisirs Communication . Chairman, Bolloré Media Régie Chairman of the Board of Directors and director, Matin Plus . Member of the Strategy Committee, 2ème Regard <p>- <i>Other roles and duties:</i></p> <ul style="list-style-type: none"> . Director, Gameloft SE . Director, Bigben Interactive <p>Roles within non-French companies:</p> <p>None</p>

				<p>Former roles in the past five financial years</p> <p>- <i>Within the Canal+ group:</i></p> <ul style="list-style-type: none"> . Chairman and member of the Management Board, Groupe Canal+ SA, - Chairman and member of the Supervisory Board, Studio Canal SAS - Chairman of the Board of Directors and director, Société d'Édition de Canal+ SA <p>- <i>Within the Bolloré group:</i></p> <ul style="list-style-type: none"> . Chairman/CEO and director, Bolloré Média Digital . Chairman, Bolloré Média Régie . Permanent representative of Société Industrielle et Financière de l'Artois on the Board of Directors of Rivaud Innovation
<p>Richard Mamez</p> <p>6 avenue de New York, 75016 Paris</p>	Director Independent	<p>Date of first appointment: 22 January 2020</p> <p>Term of office as director ends: Shareholders' General Meeting voting on the financial statements for the financial year ending 31 March 2026</p>	<p>None</p> <p>Member of the Audit Committee</p>	<p>Roles within French companies:</p> <p>Chairman, SAS TPI</p> <p>Roles within non-French companies:</p> <p>None</p> <p>Former roles in the past five financial years:</p> <p>Director, Bigben Interactive Chairman, Groupe Berger SAS Manager, Opus Musique SARL Chairman, Parfam SAS Chairman, Aladin SAS Chairman, Lampe Berger USA</p>
<p>Nicolas Parpex</p> <p>Permanent representative of Bpifrance Investissement</p> <p>6-8 boulevard Haussmann, 75009 Paris</p> <p>Nicolas Parpex On his own behalf</p> <p>Nicolas Parpex</p> <p>Permanent representative of Bpifrance Investissement</p> <p>Nicolas Parpex On his own behalf</p>	Director	<p>Date of first appointment: 30 July 2020</p> <p>Term of office as director ends: Shareholders' General Meeting voting on the financial statements for the financial year ending 31 March 2026</p>	<p>None</p>	<p>Roles within French companies:</p> <ul style="list-style-type: none"> . Member of the Board of Directors, Institut pour le Financement du Cinéma et des Industries Culturelles . Member of the Board of Directors, Média Participations Paris <p>. Member of the Supervisory Committee, Playtime</p> <p>. Chairman of the Supervisory Committee, Belenos</p> <p>. Non-voting member of the Strategy Committee, The Dubbing Brothers Company</p> <p>Roles within non-French companies:</p> <p>None</p> <p>Former roles in the past five financial years:</p> <ul style="list-style-type: none"> . Non-voting advisor (<i>censeur</i>) to the board of Nacon. . Member and non-voting advisor of the Strategy Committee, Brut . Member of the Supervisory Board, Buffet Group
<p>Anne Badot Janssen</p>	Director	<p>Date of first appointment:</p>	<p>Chief Financial</p>	<p>Roles within French companies:</p> <p>None</p>

Company's registered office		30 July 2020 Term of office as director ends: Shareholders' General Meeting voting on the financial statements for the financial year ending 31 March 2026	Officer (employee)	Roles within non-French companies: None Former roles in the past five financial years: Chairwoman, SASU ABJ Immo
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When each director is appointed or has their term of office renewed, information about their experience and expertise is provided in the annual report and to the Shareholders' General Meeting. Each director's appointment is the subject of a separate draft resolution, in accordance with recommendation 9 of the Middlednext Code.

There were no changes in the roles of the roles of the Board members in the 2022/23 financial year.

13.1.2.2 Balanced male/female representation on the Board of Directors

Article L. 225-18-1 of the French Commercial Code states that members from each gender must make up at least 40% of the Board of Directors of a company whose shares are admitted to trading on a regulated market. At the date of the Universal Registration Document, there were five men and four women on the Board of Directors, making up 56% and 44% of the Board respectively. As a result, the composition of the Board of Directors will be compliant with the aforementioned article.

13.1.2.3 Independent directors

On 22 January 2020, the Board of Directors established and fulfilled the criteria under which a director qualifies as independent, in accordance with recommendation 3 of the Middlednext Code. An independent member of the Board:

- is not and has not been in the last five years either an executive corporate officer of the Company or of a company in its group;
- is not and has not been in the last two years in a significant business relationship with the Company or its group (as client, supplier, competitor, service provider, creditor, banker etc.);
- is not a major shareholder in the Company and does not hold a significant percentage of the voting rights;
- does not have a close relationship or family ties with any corporate officer or major shareholder;
- has not been a statutory auditor of the Company during the past six years.

On 22 January 2020, the Board of Directors (after the appointment of Nacon's directors) assessed the independence of directors and took the view that Florence Lagrange and Richard Mamez qualify as independent directors. The Board of Directors came to the same conclusion when it assessed the situation at 25 April 2022.

13.1.2.4 Terms of office of Board members

Directors are appointed for a term of six years. Shareholders in the Shareholders' General Meeting may, in all circumstances, dismiss one or more directors and replace them, even if that dismissal was not on the agenda.

13.1.2.5 Conduct of Board members

In accordance with recommendation 1 of the Middlednext Code, each director is made aware of their responsibilities when appointed, and is encouraged to observe the conduct rules relating to their role and in particular:

- setting an example means ensuring that directors' words and actions are consistent at all times, so as to foster credibility and trust,
- when accepting their role, Board members must familiarise themselves with the related obligations and particularly those relating to statutory rules regarding multiple corporate officer roles,
- when starting their term of office, they must sign the Board's internal rules, which determine, among other things, the minimum number of shares in the Company that each Board member must own, subject to provisions in the articles of association,
- during their term of office, directors must inform the Board of any situation that gives rise to a potential conflict of interest (customer, supplier, competitor, consultant etc.) or an actual conflict of interest (other roles) involving them,
- in the event of a conflict of interest, and depending on its nature, the relevant director shall not vote or take part in discussions, and in extreme cases shall resign,
- Board members must attend meetings regularly and take part in meetings of the Board and committees of which they are members,
- Board members must ensure that they have all the information they need, and sufficiently in advance, regarding matters to be discussed during meetings,
- Board members must maintain professional secrecy with respect to third parties,
- Board members must take part in the Shareholders' General Meeting.

13.1.2.6 Directors' biographies

In accordance with recommendation 8 of the Middlednext Code, a description of the roles and careers of the current directors is provided below:

Alain Falc: Chairman of the Board of Directors

Alain Falc's biography is provided in section 5.1.1.3.2 of the Universal Registration Document.

Sébastien Bolloré: Director

Managerial expertise and experience

After studying at Gerson and Saint-Jean-de-Passy, Sébastien Bolloré obtained his *baccalauréat* and studied management at ISEG and then UCLA (California). Sébastien Bolloré spends more than half of his time in Australia, and advises the Bolloré group based on his knowledge of new media and technological developments.

He has been a director of Bigben Interactive SA since he was appointed in the Shareholders' General Meeting of 28 July 2010. He was appointed as a director of Nacon on 22 January 2020.

Jacqueline de Vrieze: Director

Self-taught

After working in the personal care industry (in a hair salon and beauty parlour) between 1976 and 1987, Jacqueline de Vrieze set up a fitness and beauty treatment company within a gym.

In 1989, she joined the retail chain that is now known as Games.fr, as head of the store network before becoming the company's CEO in 1995. She led the transformation of the store network into a retail website at the start of the 2010s.

She has been a director of Bigben Interactive since she was appointed in the Shareholders' General Meeting of 30 September 2003. She was appointed as a director of Nacon on 22 January 2020.

Jacqueline de Vrieze is the partner of Chairman/CEO Alain Falc.

Sylvie Pannetier: Director

Holder of a DECF diploma in accounting and finance.

After completing her studies, Sylvie Pannetier joined Bigben Interactive in February 1995 in the finance department and has held roles in supplier accounting, treasury and credit management in her 20 years at the company.

She now manages a team of nine people and is in charge of the Group's Treasury department as well as credit management at Bigben Interactive and Bigben Connected.

She has been a director of Bigben Interactive since she was appointed in the Shareholders' General Meeting of 31 August 2015. She was appointed as a director of Nacon on 22 January 2020.

Jean-Christophe Thiery: Director

Graduate of IEP, holder of a degree in public administration from ENA.

After starting his career in local government, Jean Christophe Thiery joined the Bolloré group in 2002 and became CEO of the Direct 8 TV channel in 2005.

He was appointed Chairman of Bolloré Média (media division of the Bolloré group) in November 2008, taking over from Vincent Bolloré, with the brief of continuing its consolidation and growth in the media and telecoms industry. Jean Christophe Thiery is also CEO of the Bolloré group's communications and media division and Chairman of Canal+'s Supervisory Board.

He has been a director of Bigben Interactive since he was appointed in the Shareholders' General Meeting of 26 July 2012. He was appointed as a director of Nacon on 22 January 2020.

Florence Lagrange: Director

Holder of a DEA postgraduate diploma in economics.

Florence Lagrange started her career as a financial journalist, before joining asset management company Fontenay Gestion as a buy-side analyst. After 10 years as an asset manager at independent asset management company Trusteam Finance, which applies non-financial analysis based on customer satisfaction when assessing companies.

She was a director of Bigben Interactive after being appointed in the Shareholders' General Meeting of 21 July 2017. After resigning from that directorship, she was appointed as a director of Nacon on 22 January 2020.

Richard Mamez: Director

After starting his career in marketing in the food industry at Ferrero in Italy, Richard Mamez moved to the leisure industry. He worked in the ski equipment sector (Look, Lange) as international marketing manager, before becoming CEO of various companies in the industry (Browning, Look, Jeanneau). In 1996, he moved into the toys sector, becoming CEO of Majorette until it was acquired by Smoby in 2005, before returning as Chairman in 2008 to oversee its sale to the Simba group in 2010.

In 2011, Richard became Chairman of Groupe Berger (interior fragrances) and grew its digital sales with the creation of a network of more than 100 stores in Asia, before arranging the group's sale to the Argos Wityu fund in 2018.

He was a director of Bigben Interactive between 2010 and 2016, after being appointed in the Shareholders' General Meeting of 28 July 2010, before being appointed non-voting advisor in July 2016, 2017 and 2018. After resigning from that directorship, he was appointed as a director of Nacon on 22 January 2020.

Nicolas Parpex: Director

HEC business school - degree in cinema and broadcasting studies

As an equity investor for 15 years, Nicolas Parpex has headed up Bpifrance's creative and cultural industries unit (> €400 million in assets under management), which makes equity investments, ranging from seed money through to LBOs, and oversees all Bpifrance's French Touch-related activities. He has completed around twenty deals, primarily in the creative and cultural sectors and sits on the governance bodies of numerous industry companies, investment companies and the IFCIC. He teaches at HEC, EDHEC, Sciences Po and the Sorbonne, and is also a member of the Centre National du Cinéma commission and of Pictanovo's panel of experts. He has been Bpifrance Investissements'

representative since the latter was appointed in the Shareholders' General Meeting of 30 July 2020.

Anne Badot Janssen: Director

Master's degree in accounting and auditing

Anne Badot Janssen began her career in financial control in 2001 with Verreries de Masnières, a manufacturer of perfume and cosmetics bottles. She joined the Bigben Interactive group in 2007 as financial controller and then took over responsibility for consolidation of the Bigben Interactive Group's financial statements.

She was one of the main architects behind the carve-out in 2019 of the Gaming business when the latter was spun-off into the new Nacon subsidiary, and she was then appointed as its Chief Financial Officer.

She has been a director of Nacon since she was appointed in the Shareholders' General Meeting of 30 July 2020.

13.1.2.7 Other roles held by directors

The roles held by directors within and outside the Group are set out in the table in section 13.1.2.1 of the Universal Registration Document.

No person mentioned in this section has, in the last five years:

- been convicted of fraud, charged with an offence or been the subject of a public penalty handed down by any statutory or regulatory authority;
- been prevented from being a member of an administrative, management or supervisory body or from being involved in the management or business operations of an issuer;
- been charged with an offence or been the subject a public penalty handed down by any statutory or regulatory authority.

13.1.2.8 Preparation and organisation of the work done by the Board of Directors

Powers of the Board of Directors

The Board of Directors determines the strategy and overall business direction of the Group, i.e. the parent company and its consolidated subsidiaries, and oversees their implementation. Apart from powers specifically granted to shareholders in general meetings and within the scope of the company's corporate purpose, the Board deals with all matters relating to the Company's business operations and, through its resolutions, addresses issues that concern the Company.

Internal rules

In accordance with recommendation 6 of the Middledenext Code, the Board of Directors updated its internal rules on 28 February 2020, which set out:

- the powers of the Board of Directors;
- rules regarding the composition of the Board and criteria regarding the independence of its members;
- the nature of directors' duties and the conduct rules to which they are subject;
- the Board's operational arrangements and the rules for determining the remuneration of its members.

Information provided to Board members

Board members concluded that they received sufficient information for them to fulfil their role. In accordance with recommendation 11 of the Middledenext Code, directors receive information and documents relating to matters on the agenda of board meetings several days before the meeting date. This gives them the opportunity to prepare dossiers that will be discussed in the meeting. Particularly sensitive and urgent matters may be discussed without documents being distributed beforehand or with communication taking place shortly before the meeting date.

In addition, the Chairman deals with requests from members to obtain additional information, and

directors are also kept regularly informed between meetings where justified by developments affecting the Company, in accordance with the aforementioned recommendation.

Board meetings

The articles of association do not contain any exceptions to the general rules on convening Board meetings, and the Board meets as often as the Company's interests demand. A schedule of Board meetings (at least 6 per year) is prepared at the start of the financial year, based on the schedule for finalising revenue figures and financial statements, and extraordinary meetings may be convened at any time depending on developments affecting the Group.

Notices of meeting including the agenda are sent out before each meeting, and the documents that directors need to prepare for meetings are sent to them under separate cover.

Representation of directors

Decisions made by the Board of Directors are only valid if at least half of its members are present. In the event of a tied vote, the meeting Chairman holds a casting vote.

Guests

The Group's Corporate Secretary attends all Board meetings and acts as secretary in respect of all discussions. If the Corporate Secretary cannot attend, the Group's CFO acts in their place.

Board meetings, work done by the Board and director attendance rate

The way in which the Board of Directors operates (notice of meeting, meetings, quorum, provision of information to the directors) complies with statutory provisions and the Company's articles of association. The Board meets at least six times per year, in accordance with recommendation 13 of the Middlednext Code.

The frequency of Board meetings depends on the financial and legal reporting timetable (reporting of quarterly revenues and half-year results) and on developments affecting the Company.

For example, meetings generally break down into several parts as follows:

- examination of the business plan;
- update on business activity and financial data;
- update of annual forecasts;
- finalisation of the financial statements;
- finalisation of the quarterly and half-year financial statements;
- examination of current transactions as regards the development of the Group's business;
- remuneration matters;
- other current operational matters;
- legal matters;
- authorisations to be granted.

In 2021/22, the Board met 13 times. The Board is expected to meet roughly twice per quarter in 2021/2022. The Chairman remains able to call meetings of the Board of Directors as often as the Company's interests require.

The Company's statutory auditors were invited to attend and attended Board meetings finalising the full-year financial statements. The Group's CFO takes part in these meetings, particularly to present the financial statements and obtain all authorisations and provide all explanations allowing the Board to make decisions in full knowledge of the facts.

The Board's internal rules adopted on 22 January 2020 and updated on 28 February 2020 allow the directors to take part in Board meetings remotely: as a result, for quorum and majority calculation purposes, directors taking part in a Board meeting via videoconferencing or telecommunication media, allowing them to be identified and ensuring their effective participation in accordance with statutory and regulatory provisions, are deemed present.

The minutes of Board meetings are prepared after each meeting and submitted to all Board members for approval.

Average attendance rate of each director (for the relevant year of their appointment)

Name	First name	Role	Attendance rate
Falc	Alain	Chairman	100%
Bolloré	Sébastien	Director	100%
Thiery	Jean-Christophe	Director	100%
Pannetier	Sylvie	Director + member of the Audit Committee	100%
de Vrieze	Jacqueline	Director	100%
Lagrange	Florence	Director	100%
Mamez	Richard	Director + member of the Audit Committee	100%
Parpex *	Nicolas	Director	100%
Badot Janssen	Anne	Director	100%
TOTAL			100%

**Nicolas Parpex is the representative of Bpifrance Investissement.*

13.2 CONFLICTS OF INTEREST IN THE ADMINISTRATIVE AND MANAGEMENT BODIES

To the Company's knowledge, there is no potential conflict of interest between the duties of members of the Board of Directors with respect to Nacon and their other interests.

There are no potential conflicts of interest between the duties of the persons presented above with respect to the issuer and their private interests and/or other duties. No arrangement or agreement has been made with the main shareholders, customers, suppliers or other persons, under which any of the persons presented above have been selected as a member of the Board of Directors or as a member of the executive management team.

14. REMUNERATION AND BENEFITS

Information on the remuneration of corporate officers is prepared in accordance with the AMF's Position-Recommendation DOC-2021-02 entitled "Guide to compiling registration documents for mid caps".

Since Bigben Interactive's Gaming division was spun off into the Company on 31 October 2019, the 2019/20 comparatives provided below are presented on the basis of historical remuneration received by the persons concerned with respect to their roles within the Bigben Interactive group before the spin-off, then within Nacon.

14.1 REMUNERATION AND BENEFITS

14.1.1 Remuneration of Executive Management

14.1.1.1 Information on remuneration

Summary of fixed and variable remuneration, options and shares awarded to each of the Company's executive corporate officers with respect to their roles within the Bigben Interactive group (table 1)

Alain Falc, Chairman/CEO	FY 2021/2022	FY 2020/2021
Remuneration due in respect of the financial year (1)	€405,000	€402,000
Value of multi-year variable remuneration awarded during the financial year		
Value of options awarded during the year		
Value of bonus shares awarded during the year		€325,000
Value of the other long-term remuneration plans		
TOTAL	€405,000	€726,000

(1) This remuneration includes both remuneration paid by Nacon and its subsidiaries to Alain Falc and that paid by other Bigben Group companies

Laurent Honoret, COO	2021/22	2020/21
Remuneration due in respect of the financial year	€155,000	€148,000
Value of multi-year variable remuneration awarded during the financial year		
Value of options awarded during the year		
Value of bonus shares awarded during the year	€9,000	€531,000
Value of the other long-term remuneration plans		
TOTAL	€165,000	€679,000

Summary of remuneration paid to each executive corporate officer (table 2)

Alain Falc	FY 2021/2022		FY 2020/2021	
	Amounts due	Amounts paid	Amounts due	Amounts paid
Chairman/CEO				
fixed remuneration (1)	€400,000	€400,000	€400,000	€400,000
annual variable remuneration	€5,000	€5,000	€2,000	€2,000
multi-year variable remuneration				
exceptional remuneration				
remuneration as director (2)	€40,000	€0,000	€32,000	€32,000
benefits in kind				
TOTAL	€445,000	€405,000	€433,000	€433,000

- (1) This remuneration includes both remuneration paid by Nacon and its subsidiaries to Alain Falc and that paid by other Bigben Group companies
- (2) The remuneration for the 2021/22 financial year calculated on a 12-month basis up to the July 2022 Shareholders' General Meeting consists of €20,000 in remuneration for work as a director of Nacon and €20,000 in remuneration for work as a director of Bigben Interactive SA.

Laurent Honoret	FY 2021/2022		FY 2020/2021	
	Amounts due	Amounts paid	Amounts due	Amounts paid
Chief Operating Officer				
fixed remuneration	€120,000	€120,000	€120,000	€120,000
annual variable remuneration	€35,000	€35,000	€28,000	€28,000
multi-year variable remuneration				
exceptional remuneration				
remuneration as director				
benefits in kind (1)	€10,000	€10,000	€10,000	€10,000
TOTAL	€165,000	€165,000	€158,000	€158,000

- (1) Laurent Honoret has a company car under a lease with option to purchase, on which the monthly lease payment is €810.

The Company has not made any commitment to its corporate officers concerning remuneration, allowances or benefits payable or likely to be payable as a result of, or subsequent to, taking up, leaving or changing roles.

14.1.1.2 Other elements of remuneration

Stock options awarded to or exercised by executive corporate officers (tables 4, 5, 8 and 9)

In the financial years ended 31 March 2022 and 31 March 2021, no stock options were awarded to or exercised by the Group's executive corporate officers.

Bonus shares awarded to corporate officers

Shares awarded free of charge to each corporate officer by the Company and by any other Group company (table 6)						
Alain Falc Chairman	No. of plan and date of award	Number of shares awarded during the year	Value of the shares according to the method used for the consolidated financial statements	Vesting date	End of lock- up period	Performance conditions
Nacon plan	No.: AGA2020 Date: 7 September 2020	50,000	€324,500	7 September 2021	7 September 2023	Recurring operating income of the Nacon Group in the year ended 31 March 2021 (1)
TOTAL		50,000 Nacon shares	€324,500			

(1) The target attainment rate of this performance criterion was predetermined and set in precise terms, but has not been made public for confidentiality reasons.

Shares awarded free of charge to each corporate officer by the Company and by any other Group company (table 6)						
Laurent Honoret Chief Operating Officer	No. of plan and date of award	Number of shares awarded during the year	Value of the shares according to the method used for the consolidated financial statements	Vesting date	End of lock-up period	Performance conditions
Nacon plan	No.: AGA2021 Date: 8 September 2021	1,800	€9,288	8 September 2022	8 September 2024	Recurring operating income of the Nacon Group in the year ended 31 March 2022 (1)
Nacon plan	No.: AGA2020 Date: 7 September 2020	81,800	€530,882	7 September 2021	7 September 2023	Recurring operating income of the Nacon Group in the year ended 31 March 2021 (1)
Bigben Interactive plan	No.: AGA2019 Date: 4 September 2019	1,200	€13,848	4 September 2020	4 September 2022	Recurring operating income of the Bigben Interactive group in the year ended 31 March 2020 (1)
TOTAL		84,800	€554,018			

(1) The target attainment rate of this performance criterion was predetermined and set in precise terms, but has not been made public for confidentiality reasons.

Shares awarded free of charge to each corporate officer by the Company and by any other Group company (table 6)						
Sylvie Pannetier Director	No. of plan and date of award	Number of shares awarded during the year	Value of the shares according to the method used for the consolidated financial statements	Vesting date	End of lock-up period	Performance conditions
Nacon plan	No.: AGA2021 Date: 8 September 2021	720	€3,715	8 September 2022	8 September 2024	Recurring operating income of the Nacon Group in the year ended 31 March 2022 (1)
Nacon plan	No.: AGA2020 Date: 7 September 2020	5,840	€37,902	7 September 2021	7 September 2023	Recurring operating income of the Nacon Group in the year ended 31 March 2021 (1)
Bigben Interactive plan	No.: AGA2019 Date: 4 September 2019	400	€4,616	4 September 2020	4 September 2022	Recurring operating income of the Bigben Interactive group in the year ended 31 March 2020 (1)
TOTAL		6,960	€46,233			

(1) The target attainment rate of this performance criterion was predetermined and set in precise terms, but has not been made public for confidentiality reasons.

Shares awarded free of charge to each corporate officer by the Company and by any other Group company (table 6)						
Anne Badot Janssen Director	No. of plan and date of award	Number of shares awarded during the year	Value of the shares according to the method used for the consolidated financial statements	Vesting date	End of lock-up period	Performance conditions
Nacon plan	No.: AGA2021 Date: 8 September 2021	1,320	€6,811	8 September 2022	8 September 2024	Recurring operating income of the Nacon Group in the year ended 31 March 2022 (1)
Nacon plan	No.: AGA2020 Date: 7 September 2020	21,080	€136,809	7 September 2021	7 September 2023	Recurring operating income of the Nacon Group in the year ended 31 March 2021 (1)
Bigben Interactive plan	No.: AGA2019 Date: 4 September 2019	400	€4,616	4 September 2020	4 September 2022	Recurring operating income of the Bigben Interactive group in the year ended 31 March 2020 (1)
TOTAL		22,800	€148,236			

(1) The target attainment rate of this performance criterion was predetermined and set in precise terms, but has not been made public for confidentiality reasons.

Shares awarded free of charge to each corporate officer by the Company and by any other Group company (table 6)						
Jacqueline de Vrieze Director	No. of plan and date of award	Number of shares awarded during the year	Value of the shares according to the method used for the consolidated financial statements	Vesting date	End of lock-up period	Performance conditions
Nacon plan	No.: AGA2021 Date: 8 September 2021	840	€4,334	8 September 2022	8 September 2024	Recurring operating income of the Nacon Group in the year ended 31 March 2022 (1)
Nacon plan	No.: AGA2020 Date: 7 September 2020	50,960	€330,730	7 September 2021	7 September 2023	Recurring operating income of the Nacon Group in the year ended 31 March 2021 (1)
TOTAL		51,800	€335,064			

- (1) The target attainment rate of this performance criterion was predetermined and set in precise terms, but has not been made public for confidentiality reasons.

Bonus shares no longer locked up (table 7)			
Laurent Honoret Chief Operating Officer	No. of plan and date of award	Number of shares reaching the end of their lock-up period in 2019/20	Vesting conditions
Bigben Interactive plan	No.: AGA2018 Date: 3 September 2018	1,500	Recurring operating income of the Bigben Interactive group in the year ended 31 March 2019 (1) 100% of bonus shares vested
Bigben Interactive plan	No.: AGA2017 Date: 31 August 2017	2,000	Recurring operating income of the Bigben Interactive group in the year ended 31 March 2018 (1) ⇒ 100% of bonus shares vested
TOTAL		3,500	

- (1) The target attainment rate of this performance criterion was predetermined and set in precise terms, but has not been made public for confidentiality reasons.

Bonus shares no longer locked up (table 7)			
Anne Janssen Badot Director	No. of plan and date of award	Number of shares reaching the end of their lock-up period in 2019/2020	Vesting conditions
Bigben Interactive plan	No.: AGA2018 Date: 3 September 2018	500	Recurring operating income of the Bigben Interactive group in the year ended 31 March 2019 (1) 100% of bonus shares vested
Bigben Interactive plan	No.: AGA2017 Date: 31 August 2017	700	Recurring operating income of the Bigben Interactive group in the year ended 31 March 2018 (1) ⇒ 100% of bonus shares vested
TOTAL		1,200	

- (1) The target attainment rate of this performance criterion was predetermined and set in precise terms, but has not been made public for confidentiality reasons.

Bonus shares no longer locked up (table 7)			
Sylvie Pannetier Director	No. of plan and date of award	Number of shares reaching the end of their lock-up period in 2019/2020	Vesting conditions
Bigben Interactive plan	No.: AGA2018 Date: 3 September 2018	500	Recurring operating income of the Bigben Interactive group in the year ended 31 March 2019 (1) 100% of bonus shares vested
Bigben Interactive plan	No.: AGA2017 Date: 31 August 2017	700	Recurring operating income of the Bigben Interactive group in the year ended 31 March 2018 (1) ⇒ 100% of bonus shares vested
TOTAL		1,200	

(1) The target attainment rate of this performance criterion was predetermined and set in precise terms, but has not been made public for confidentiality reasons.

PAST BONUS SHARE AWARDS (table 10)						
INFORMATION ON BONUS SHARE AWARDS						
Shareholders' General Meeting date	Plan no. AGA2016	Plan no. AGA2017	Plan no. AGA2018	Plan no. AGA2019	Plan no. AGA2020	Plan no. AGA2021
	SGM 22 July 2016	SGM 21 July 2017	SGM 20 July 2018	SGM 19 July 2019	SGM 30 July 2020	SGM 30 July 2021
Shares	Bigben	Bigben	Bigben	Bigben	Nacon	Nacon
Date of Board meeting	31 August 2016	31 August 2017	3 September 2018	4 September 2019	7 September 2020	8 September 2021
Total number of bonus shares awarded of which awarded to corporate officers:	4,000	2,700	2,000	1,600	209,680	4,680
<i>Alain Falc</i>					50,000	
<i>Laurent Honoret</i>	3,000	2,000	1,500	1,200	81,800	1,800
<i>Jacqueline de Vrieze</i>					50,960	840
<i>Anne Badot Janssen</i>	1,000	700	500	400	21,080	1,320
<i>Sylvie Pannetier</i>	1,000	700	500	400	5,840	720
Vesting date (1)	31 August 2017	31 August 2018	3 September 2019	4 September 2020	7 September 2021	8 September 2022
End of the lock-up period	31 August 2019	31 August 2020	3 September 2021	4 September 2022	7 September 2023	7 September 2024
Number of shares subscribed for at 31 March 2022	4,000	2,700	2,000	1,600	209,680	0
Cumulative number of shares cancelled or lapsed	0	0	0	0	0	0
Remaining shares awarded free of charge at end of year	4,000	2,700	2,000	1,600	209,680	0

(1) Performance conditions

- AGA 2016 plan: Recurring operating income of the Bigben Interactive group in the year ended 31 March 2017 - target achieved => 100% of bonus shares vested
- AGA 2017 plan: Recurring operating income of the Bigben Interactive group in the year ended 31 March 2018 - target achieved => 100% of bonus shares vested

- AGA 2018 plan: Recurring operating income of the Bigben Interactive group in the year ended 31 March 2019 - target achieved => 100% of bonus shares vested
- AGA 2019 plan: Recurring operating income of the Bigben Interactive group in the year ended 31 March 2020 => 100% of bonus shares vested
- AGA 2020 plan: Recurring operating income of the Nacon Group in the year ended 31 March 2021
- AGA 2021 plan: Recurring operating income of the Nacon Group in the year ended 31 March 2022

Summary of remuneration and other benefits awarded to executive corporate officers (table 11)

Executive corporate officers	Employment contract		Supplementary pension plan		Remuneration or benefits due or potentially due as a result of termination or change in duties		Compensation relating to a non-compete clause	
	Yes	No	Yes	No	Yes	No	Yes	No
Alain Falc Chairman/CEO Term of office started on 22 January 2020 for six financial years		X		X		X		X
Laurent Honoret COO/Term of office started on 22 January 2020 for an unspecified period	X			X		X		X

Loans and guarantees granted to members of the Company's administrative, management and supervisory bodies

None.

14.1.2 Remuneration of Board members

14.1.2.1 Remuneration policy for Board members

Directors receive remuneration for their work as directors. That remuneration is awarded by the Shareholders' General Meeting and apportioned by the Board on the basis of a fixed amount for each meeting of the Board and its committees attended and depending on each director's responsibilities, in accordance with recommendations 10 and 13 of the Middlednext Code.

Directors' remuneration

The Board of Directors complies with the recommendations of the Middlednext Code by defining a method for apportioning that remuneration into units that take into account the roles filled by each director (director, committee member, Chairman) while applying a reduction in proportion to meetings not attended by each director (attendance principle).

The overall amount of €100,000 approved in the combined ordinary and extraordinary Shareholders' General Meeting of 30 July 2020 was divided into units taking into account the individual roles of each director, as follows:

- 1 >. Two units for each director,
- 2 >. An additional unit for a committee member,
- 3 >. *Two additional units for the chairman,*

it being stipulated that the amount corresponding to one unit is obtained by dividing the total remuneration budget by the total number of units.

The total remuneration is then apportioned between directors taking into account their attendance. As a result, a reduction proportional to the meetings not attended by the director concerned will be applied

to the relevant amount of directors' remuneration allotted to that director. That reduction also applies to supplementary remuneration relating to committee members proportional to their non-attendance at committee meetings.

At its meeting of 26 April 2021, the Board (i) unanimously acknowledged the material error in the minutes of the Board meeting of 27 July 2020, which should have read nine rather than eight members, and (ii) noted the decision made by the Chairman to waive his remuneration for serving as Chairman of the Board in 2020/21, it being specified that any residual remuneration resulting from the non-attendance of certain members at Board meetings would be paid to the Chairman.

With respect to 2020/21, the Company paid Board members a gross amount of €99,091 as remuneration linked to attendance, including €30,000 for Audit Committee members, with the Chairman receiving the residual balance of €909 for performing the chair's duties.

The overall amount of €120,000 approved in the combined ordinary and extraordinary Shareholders' General Meeting of 30 July 2021 ensures that all the directors are remunerated adequately, with the units distributed remaining fixed at €5,000.

With respect to 2021/22, the Company will pay Board members a gross amount of €110,000 as remuneration linked to attendance, including €30,000 for Audit Committee members, with the Chairman benefiting accordingly from all his remuneration for carrying out his duties as chairman and director.

14.1.2.2 Remuneration of Board members in the last two financial years

Table of attendance fees/activity-based remuneration and other remuneration received by non-executive corporate officers (table 3)				
Non-executive corporate officers	Remuneration due in respect of the financial year 2021/2022	Amounts paid in the 2021/22 financial year	Remuneration due in respect of the financial year 2020/2021	Amounts paid in the 2020/21 financial year
Sébastien Bollore <i>Director</i>				
Attendance fees/Activity-based remuneration (1)	€20,000	€20,000	€20,000	€15,833
Other remuneration	€0	€0	€0	€0
Jacqueline de Vrieze <i>Director</i>				
Attendance fees/Activity-based remuneration (1)	€20,000	€17,273	€17,273	€15,833
Other remuneration	€77,659	€77,659	€64,700	€64,700
Florence Lagrange <i>Independent director</i>				
Attendance fees/Activity-based remuneration (1)	€10,000	€10,000	€10,000	€11,288
Other remuneration	€0	€0	€0	€0
Richard Mamez <i>Independent director</i>				
Attendance fees/Activity-based remuneration (1)	€15,000	€15,000	€15,000	€14,205
Other remuneration	€0	€0	€0	€0
Sylvie Pannetier <i>Director</i>				
Attendance fees/Activity-based remuneration (1)	€30,000	€30,000	€30,000	€23,750
Other remuneration	€68,945	€68,945	€73,517	€73,517
Jean-Christophe Thiery <i>Director</i>				
Attendance fees/Activity-based remuneration (1)	€20,000	€20,000	€20,000	€15,833
Other remuneration	€0	€0	€0	€0
Anne Badot Janssen <i>Director</i>				
Attendance fees/Activity-based remuneration (1)	€10,000	€10,000	€10,000	€0
Other remuneration	€96,222	€96,222	€97,561	€97,561
Bpifrance Investissement <i>Non-voting advisor (censeur)</i>				
Attendance fees/Activity-based remuneration (2)	€10,000	€10,000	€10,000	€2,917
Other remuneration	€0	€0	€0	€0

(1) Remuneration as a director of Nacon SA and Bigben Interactive SA

(2) Bpifrance Investissement is represented by Nicolas Parpex.

Transactions in securities by corporate officers and similar persons (Article 621-18-2 of the French Monetary and Financial Code)

None.

Transactions in securities by corporate officers and similar persons (Article 621-18-2 of the French Monetary and Financial Code)

None.

14.1.3 Remuneration policy for executive corporate officers

14.1.3.1 Remuneration of the Company's executive corporate officers

Remuneration multiples

In accordance with Article L. 225-37-3 of the French Commercial Code, the following table shows the ratios between the remuneration of each of Nacon SA's corporate officers/executives and the average full-time salary of Nacon SA's employees.

The remuneration multiples for each of the corporate officers/executives relative to the average full-time salary of Nacon SA's employees are as follows:

	2021/22 remuneration of Nacon SA's corporate officers in €	Remuneration multiple relative to the average full-time salary of Nacon SA's employees
Alain Falc	240,000	5.4
Laurent Honoret	153,029	3.4

Method used to calculate the remuneration ratios

1. The assumptions used to calculate the average salary of Nacon SA's employees were as follows:
 - The elements of remuneration used are salaries, bonuses and office holders' remuneration excluding any amount in respect of the bonus shares initially awarded to executive officers and employees to avoid skewing the figures;
 - Scope used for "Company employees": all employees receiving a Nacon SA payslip (permanent employees, fixed-term employees, apprentices, work-study programme participants, etc.), but not temporary staff;
 - Average headcount applied for 2021/22
 - The average salary is based on the 2021/22 financial year.
2. For the purpose of calculating executive corporate officers' remuneration, all elements of remuneration paid or awarded during the financial year ended 31 March 2022 subject to a vote at the Shareholders' General Meeting, i.e.:
 - fixed remuneration paid in the financial year;
 - annual variable remuneration awarded in respect of the financial year;
 - any exceptional remuneration paid;
 - any remuneration for work as directors.

	2021/22 remuneration of Nacon SA's employees in €
Total gross salaries (without bonus share awards)	5,770,283
Average headcount	130
Average annual salary	44,387

In addition to this remuneration, corporate officers were awarded bonus shares during the 2021/22 financial year, subject to presence and performance conditions, which can be valued as follows:

	Value of the bonus shares awarded in 2021/22 to Nacon SA's corporate officers in €
Alain Falc	0
Laurent Honoret	9,288

Remuneration of the Chairman/CEO

Alain Falc's remuneration and benefits for his duties as Chairman/CEO of the Company were set as follows:

Fixed remuneration of €240,000 gross per year, paid on a monthly basis, i.e. €20,000 gross per month.

Alain Falc may also be reimbursed for expenses reasonably incurred in his duties as Chairman/CEO, on production of the relevant supporting documentation.

Alain Falc does not receive any annual variable remuneration, and so his remuneration as Chairman/CEO of the Company cannot exceed the amount indicated above.

Alain Falc continues to receive remuneration from the Group as an employee of Bigben Connected, a subsidiary of Bigben Interactive, amounting to €120,000 gross per year.

It should be noted that Alain Falc's employment contract at parent company Bigben Interactive was terminated effective from the date the Company's shares were first listed.

Other remuneration and benefits

Remuneration as director

The total annual amount of remuneration determined by the Shareholders' General Meeting is apportioned between Board members in accordance with the rules defined by the Board and set out above.

Accordingly, the Chairman/CEO receives, like the other members of the Board of Directors, two units with respect to his work as Director and two additional units with respect to his role as Chairman of the Company's Board of Directors.

The payment of this remuneration is subject to attendance at meetings of the Board of Directors.

A reduction is applied to the total amount of attendance fees in proportion to the number of Board meetings not attended by the director in question.

Benefits in kind

Unlike other members of the Group's Executive Committee, the Chairman/CEO does not have a company car.

Severance pay

There are no provisions under which the Chairman/CEO will receive specific compensation in the event of his leaving the Company.

Supplementary pension plan

The Chairman/CEO does not benefit from any supplementary pension plan.

Remuneration of the Chief Operating Officer

On 22 January 2020, the Board of Directors decided to set Laurent Honoret's remuneration and benefits with respect to his role as COO of the Company as follows:

Fixed remuneration of €120,000 gross per year, paid on a monthly basis, i.e. €10,000 gross per month.

Laurent Honoret may also be reimbursed for expenses reasonably incurred in his duties as COO, on production of the relevant supporting documentation.

Laurent Honoret will receive variable remuneration of up to 25% of his gross annual fixed remuneration, depending on the attainment of specific performance targets.

An employment contract has been formed between the Company and Laurent Honoret for his role as Head of Strategy and Business Development. That employment contract is in addition to his role as a corporate officer as authorised in accordance with recommendation 15 of the Middlednext Code. As a result, in addition to his role as COO, in which he assists the Chairman/CEO with the Company's day-to-day management, Laurent Honoret has also been given an overarching role, through this employment contract, of developing a comprehensive commercial strategy for the whole Group (the Company and its subsidiaries). As Head of Strategy and Business Development, he helps the Group with discussing and developing its strategy, particularly by detecting and guiding the Group towards business growth opportunities, including outside France. By maintaining an employment contract with Mr Honoret, the Company is also fulfilling its intention to maintain his pension rights taking into account his length of service in the Group and the work he does for the Group.

The employment contract represents a regulated agreement that was authorised by the Board of Directors on 27 April 2020 and took effect on 2 May 2020 (see section 18.1).

In any event and from that date, Laurent Honoret's overall remuneration remained the same, i.e. €120,000 gross per year as determined by the Board of Directors in its meeting of 22 January 2020, but now breaks down as follows:

- As corporate officer:
 - o fixed remuneration of €36,000 gross per year payable monthly (the Board meeting of 27 April 2020, which authorised the employment contract, also voted to decrease Mr Honoret's remuneration with respect to his role as corporate officer);
 - o variable remuneration of up to 25% of his gross annual fixed remuneration, depending on the attainment of specific performance targets;
- Under his employment contract: €84,000 gross per year payable monthly.

With the exception of the remuneration stated above, no exceptional remuneration is planned for the corporate officers.

Other remuneration and benefits

Benefits in kind

Leased company car (€810 per month).

Severance pay

There are no provisions under which the COO will receive specific compensation in the event of his leaving the Company.

Supplementary pension plan

The COO does not benefit from any supplementary pension plan.

With the exception of the remuneration stated above, no exceptional remuneration is planned for the corporate officers.

14.1.3.2 Remuneration of the Group's executive corporate officers

The policy regarding remuneration and benefits in kind awarded to the executive corporate officers of the Company and the Group complies with recommendation 13 of the Middlednext Code. The principles for determining remuneration meet the criteria regarding completeness, balance, benchmarking, consistency, clarity, measurement and transparency.

No executive corporate officer of the Group benefits from deferred remuneration, specific compensation or arrangements that depart from the rules of the bonus share or stock option plans in the event of their departure, or retirement benefit plan, as mentioned in recommendations 16, 17 and 18 of the Middlednext Code.

Awards of options, bonus shares and other securities

Stock options

The Company does not intend, at this stage, to adopt a policy for awarding stock options, as referred to in recommendation 18 of the Middlednext Code, for its corporate officers.

Bonus shares

The Company's Shareholders' General Meeting of 30 July 2021 authorised the Board of Directors to award, on one or more occasions, existing shares or shares to be issued in the Company, free of charge to employees and corporate officers of the Company and companies related to it within the meaning of Article L. 225-197-2 of the French Commercial Code.

The Company reserves itself the option of awarding bonus shares to its employees and executive corporate officers. The Board of Directors meets during the year to determine the precise details of the bonus share award plans. As regards corporate officers, in accordance with recommendation 21 of the Middlednext Code, these bonus share awards will be dependent on presence conditions and performance conditions related to the Group's results, particularly the attainment of a target recurring operating margin.

14.2 AMOUNTS SET ASIDE BY THE COMPANY FOR THE PAYMENT OF PENSIONS, RETIREMENT BENEFITS AND OTHER BENEFITS TO CORPORATE OFFICERS

There is no specific pension plan for executives, and the Company has not set aside any sums in that respect.

The executives of Group companies are covered by a corporate officers' liability insurance policy taken out by the Company. The corporate officers do not benefit from any undertaking corresponding to elements of remuneration, compensation or benefits that are or may be due as a result of or subsequent to the start, termination or any change of their roles.

The Company has not provisioned any sums for the payment of pensions, retirement benefits or other benefits to members of the Board of Directors.

15. OPERATING PROCEDURES OF THE ADMINISTRATIVE AND MANAGEMENT BODIES

15.1 MANAGEMENT OF THE COMPANY

The composition of and information relating to the Company's executive management and Board of Directors are set out in section 13 "Administrative and management bodies" of the Universal Registration Document.

15.2 INFORMATION ON AGREEMENTS BINDING THE COMPANY'S EXECUTIVES AND/OR CORPORATE OFFICERS AND THE COMPANY OR ANY OF ITS SUBSIDIARIES

To the Company's knowledge, at the date of this Universal Registration Document, there are no service contracts that connect members of the Board of Directors or management team to the Company or to any of its subsidiaries and/or that provide for the granting of benefits to members of the Board of Directors, the Chairman/CEO or any COO.

Similarly, to the Company's knowledge, at the date of this Universal Registration Document, there are no service contracts that connect members of the Board of Directors or management team to the Company or to the Bigben Interactive group.

15.3 BOARD OF DIRECTORS, BOARD COMMITTEES AND CORPORATE GOVERNANCE

15.3.1 **Nacon's Board of Directors**

The composition of and information relating to the Board of Directors are set out in section 13 "Administrative and management bodies" of the Universal Registration Document.

15.3.2 **Board Committees**

15.3.2.1 **Audit Committee**

To fulfil its remit, the Board of Directors is assisted by an Audit Committee.

Composition of the Audit Committee

In accordance with (i) Article L. 823-19 of the French Commercial Code, which states that "the membership of this committee shall be decided, as the case may be, by the body in charge of administrative and supervision. The committee may include only appointed members of the Company's body in charge of administration or supervision, excluding those carrying out managerial functions. At least one member of the committee must have specific skills in the financial or accounting sector and be independent with respect to the criteria specified and made public by the body in charge of the administration or supervision" and (ii) recommendation 6 of the Middledex Code, the Audit Committee will consist of two (2) members, of whom one (1) is appointed from among the independent members of Nacon's Board of Directors in its meeting of 22 January 2020. The members of the Audit Committee must have specific financial and/or accounting expertise.

Its members, Richard Mamez (independent director) and Sylvie Pannetier have been chosen by the Board. Sylvie Pannetier, who is employed as a treasurer by the Company, is not regarded as an independent member of the Audit Committee.

The Board of Directors, in its meeting of 22 January 2020, taking into account their professional experience, took the view that they have the skills required under Article L. 823-19 of the French Commercial Code to enable them, as members of the Audit Committee, to assess the work done by the Finance Department and to provide their expert opinion.

The term of office of Audit Committee members is aligned with their term of office as Board members. Their term of office as Audit Committee members may be renewed at the same time as their term of office as Board members.

The Audit Committee met in November 2021 in relation to the half-year accounts closing at 30 September 2021 and in May 2022 in relation to the annual accounts closing at 31 March 2022. The statutory auditors took part in Audit Committee meetings in which half-year and full-year results were analysed. The attendance rate of directors who were Audit Committee members was 100%.

Remit and duties of the Audit Committee

The remit of the Audit Committee is to monitor issues relating to the preparation and control of accounting and financial information in order to ensure that the risk management and internal control system is effective, and as the case may be to make recommendations to ensure its integrity. The remit of the Audit Committee was defined in the Board's Internal Rules on 22 January 2020.

Without prejudice to the Board's authority, the Audit Committee has the following duties:

- it monitors the process of preparing financial information and, as the case may be, makes recommendations to ensure its integrity,
- it monitors the effectiveness of internal control and risk management systems, and internal audit systems as the case may be, as regards procedures for preparing and processing accounting and financial information, without affecting its independence.
- it makes a recommendation regarding the statutory auditors put forward for appointment by the Shareholders' General Meeting or body with a similar function. That recommendation, made to the body in charge of administration or supervision, is formulated in accordance with the regulations. The Audit Committee also makes a recommendation to that body when any renewal of the statutory auditor or auditors' appointment is being considered in accordance with the regulations.
- As regards public interest entities, it takes account of the findings and conclusions of the French auditors' body (Haut conseil du commissariat) following checks carried out in line with the regulations.
- It ensures that the statutory auditors meet the independence criteria defined by regulations.
- It approves the provision of non-audit services in accordance with applicable regulations.
- It reports regularly to the collegial body tasked with overseeing its remit. It also reports on the results of the audit of the financial statements, the way in which that audit contributed to the integrity of financial information and the role it played in that process. It informs the Board immediately of any difficulty encountered.

The Audit Committee shall ensure the independence of the statutory auditors and shall check that the scope of non-audit services does not present any risk to their independence taking into account their purpose and conditions under which they are performed.

In accordance with Article L. 823-20(5) of the French Commercial Code, the Company may ask the Company's Board of Directors for non-audit services mentioned in Article L. 822-11-2 of the French Commercial Code, referring to Article L. 823-19(6) of the same Code, to be carried out by its Audit Committee. In that case, the Audit Committee shall report regularly on the decisions adopted to the administration body of the controlled company.

Presence of other persons who are not members of the Audit Committee

The Chairman/CEO shall not take part in Audit Committee meetings, while the Group's Corporate Secretary and/or CFO shall represent the Company and take part in them in that capacity. After providing all relevant information and details, they shall leave the meeting so that the Audit Committee can hold a discussion.

Should the Board meet as an Audit Committee, the Chairman/CEO would be absent from that part of the meeting.

15.3.2.2 CSR Committee

At its 30 May 2022 meeting, the Board of Directors decided to set up a CSR Committee with a remit of reviewing how Nacon deals with sustainability-related issues when formulating its strategy, the

principal environmental risks, challenges and opportunities, social policies and all the social and environmental information reported by the Company and the Group.

The CSR Committee will be chaired by an independent director, who may seek the support of qualified individuals as and when required.

Consequently, the Board set up the CSR Committee with two (2) directors as members, namely Florence Lagrange, an independent director who will chair the CSR Committee, and Anne Janssen, who is also a director.

15.4 STATEMENT ON CORPORATE GOVERNANCE

15.4.1 Corporate governance code

To comply with Article L. 225-37-4 of the French Commercial Code, since Nacon's shares were admitted to trading on Euronext Paris, the Company has referred to the corporate governance code for small and mid-cap stocks published by Middlednext in September 2016 and validated as a reference code by the AMF (accessible on the www.middlednext.com website under "News"), since the principles it contains are compatible with the Company's organisation, size, resources and ownership structure.

The Middlednext Code contains areas for attention setting out matters that the Board of Directors must address in order to foster good governance as well as recommendations.

The table below sets out Nacon's position with respect to all recommendations made by the Middennext Code as of the Universal Registration Document's filing date:

Middennext Code recommendations	Applied	Not applied
“Supervisory” body		
R1: Conduct of Board members	X	
R2: Conflicts of interest	X	
R3: Composition of the Board – Presence of independent members	X	
R4: Reporting to Board members	X	
R5: Training for Board members		project
R6: Organisation of Board and Committee meetings	X	
R7: Board committees	X	
R8: Establishment of a CSR Committee	X	
R9: Internal rules for the Board	X	
R10: Selection of each director	X	
R11: Terms of office of Board members	X	X (1)
R12: Remuneration of directors	X	
R13: Assessment of the Board's work	X	
R14: Relations with “shareholders”	X	

- (1) R11: the Board of Directors takes the view that the duration of terms of office provided for in the articles of association is appropriate to Nacon's specific situation, subject to statutory limits. Terms of office, according to the Company's articles of association, last for six (6) years; given the appointment dates (newly created company), the renewal of those terms is not staggered.

The “executive” body		
R15: Diversity and equality policy		project
R16: Definition and transparency of remuneration paid to executives and corporate officers	X	
R17: Succession planning for executives	X	X (2)
R18: Combination of an employment contract and role as corporate officer	X	
R19: Severance pay	X	
R20: Supplementary pension plans	X	
R21: Stock options and bonus share awards	X	
R22: Review of areas for attention	X	

- (2) R17: see section 14.4.2.

15.4.2 Succession planning for the founding executive

In accordance with recommendation 17 of the Middennext Code, which advises the Board of Directors

to consider the succession planning for existing executives on a regular basis, Nacon's Board of Directors, in its 25 April 2022 meeting and after examining the situation, took the view that the succession of the founding executive should not be on the agenda because of his desire and ability to continue developing the Company, although the Company is continuing to pay attention to the matter of succession planning for its executive team.

15.5 INFORMATION ON INTERNAL CONTROL AND RISK MANAGEMENT PROCEDURES

At the date of the Universal Registration Document, Nacon has internal control procedures relating to financial and accounting information, summarised below.

15.5.1 Components of the internal control system

15.5.1.1 Control environment

Given the company's size, the management team and the main executives play a dominant role in the organisation of internal control. The key participants in the internal control system are as follows:

- Chairman/CEO:

He lays down and guides Nacon's strategy. He is responsible for establishing the procedures and resources used to ensure the operation and monitoring of internal control. He is responsible for internal control more specifically in his role as CEO, alongside the Board of Directors and the assistance of the statutory auditors.

- Board of Directors

The Board determines the direction of Nacon's business and ensures that it is followed. In particular, it examines accounting and financial documentation that is subject to financial reporting and assesses risks connected with the Company's internal and external control.

Each director may, in addition, gain additional information at their own discretion, and the Chairman/CEO may be called upon by the Board of Directors at any time to provide explanations and material information.

- Financial and accounting teams

They provide both expertise and control, being in charge of monitoring the budget, preparing the financial statements, hitting targets and implementing the internal control strategy established by the Chairman/CEO, and implementing recommendations made by both the Group's Finance Department and by the statutory auditors.

15.5.1.2 Risk assessment

In its business activities, the Group is exposed to risks that could, if realised, affect its performance and achievement of its strategic and financial targets.

To implement the necessary resources to manage its risks, the Group has catalogued risks at the upstream level with management teams and at the downstream level with operational and functional teams.

The main risk factors, and the mitigation and action resources are set out in section 3 "Risk factors" of this Universal Registration Document.

The main areas considered are:

- risks related to the business,
- market risks and financial risks,
- legal, regulatory and tax risks,
- non-financial risks (workforce-related and environmental),
- the risk of fraud.

At management's request, any risks over which control is insufficient or could be improved are

assessed by the participants in the control system. In that case, internal control arrangements are designed and reviewed to ensure improved effectiveness in conjunction with operational teams.

The controls adopted represent an operational framework within the Company and are constantly changing, with the aim of eventually constituting genuine risk-management tools that can be used at all levels of the organisation.

15.5.1.3 Control activities

Main internal control procedures

As well as the risk management system, Nacon has numerous control processes at all levels of the company.

The organisation of support functions means that Executive Management's main strategies and targets are disseminated consistently.

- Group Management Control department: ensures that the Company's performance is monitored through operational monitoring focused on monthly "Flash" reports for all Group subsidiaries. It also prepares deliverables for Executive Committee meetings (Euromeeeting group) attended by the Executive Management of the Group and subsidiaries and the Group's operating and finance departments, which assess the various reporting indicators and differences between actual financial statements and initial forecasts, and which refine quarterly, half-yearly, annual and multi-year forecasts on the basis of actual results and the market outlook as reported by local and operating teams. The Group's management control department monitors the whole financial reporting cycle and constantly challenges subsidiaries regarding their performance, results and business activity.
- Group Consolidation department: prepares the Group's consolidated financial statements and provides information about the applicable accounting policies within the Group as required. It ensures compliance with standards and regulations in force in order to give a true and fair view of the Group's business activity and position.
- Group Treasury department: co-ordinates the management of French and non-French subsidiaries' cash positions, including by overseeing cash forecasts. It ensures that policies for managing exchange rate risk and liquidity risk are appropriate, and also manages off-balance sheet commitments relating to commercial activities (letters of credit, collateral etc.). It centralises and checks the application of authorisation thresholds granted to a limited number of staff members and helps to set up tools that ensure effective control (dual signature procedure, secure payment tools, regularly updated authorisation and signature system, checks on IT access etc.). For several years Nacon has used EBICS TS cash management software, which allows secure electronic payments to be made without using faxes.
- Group Finance Department
- This department implements the financial aspects of Executive Management decisions, in accordance with the regulations, through various financial transactions (issues of securities giving access to the share capital, potential acquisitions, management incentives etc.).
- As regards tax, supported by external advisors, it assists and advises Group companies, both French and non-French, when analysing the tax aspects of their projects. Working with the various in-house departments, it secures the Group's tax position by overseeing the prevention, identification and management of tax risks.
- Group Legal Department: supported by their external lawyers and advisors specialising in company law, contract law, litigation and intellectual property, it assists and advises Group entities regarding legal matters (acquisitions, contracts, leases, stockmarket regulation, corporate governance etc.), and co-ordinates joint studies or studies of interest for the Group.
- Information Systems Departments (ISDs): these departments help select IT resources, ensure they are consistent and oversee changes to them over time, in both technical and functional terms. The ISDs regularly monitor the progress of IT projects and ensure they

are appropriate as regards requirements, existing resources and budgets. IT security teams have the task of ensuring and organising the protection of their entities' activities, including but not limited to the security of applications, information systems, premises and human and material resources.

Information systems

The Company is always seeking to improve its information system and ensure the integrity of its accounting and financial data. Accordingly, it invests in the installation and maintenance of IT tools and procedures that meet requirements and constraints at both the local and Group levels.

Particular attention is paid to the security of data and processing. IT teams make constant efforts to improve controls that ensure the following:

- availability of services and systems,
- availability, confidentiality, integrity and traceability of data,
- protection of connected services against unauthorised access,
- surveillance of the network against internal and external threats,
- security and restoration of data.

15.5.1.4 Information and communication

The Group is aware that information is necessary at all levels of the organisation to ensure effective internal control and achieve the organisation's objectives. All relevant, reliable and appropriate information – internal or external, financial, operational or relating to compliance with statutory and regulatory obligations – is identified, collected and disseminated in an appropriate form and within an appropriate timeframe.

Procedures for validating accounting and financial information

Accounting and financial information

Nacon's accounting and financial information is prepared by the Group Finance Department and Group Consolidation Department under the control of the Chairman/CEO, with the Board of Directors being in charge of final validation.

- Accounting standards

The Group's accounting standards comply with IFRSs issued by IASB and as adopted by the European Union.

- Separate financial statements

The financial statements of each subsidiary are prepared, under the responsibility of their manager, by local accounts departments that ensure compliance with tax and regulatory requirements in their respective countries.

- Consolidation

The reporting of quarterly accounting information takes place in line with a timetable defined by the Group Consolidation Department and validated by the Group Finance Department, and according to the Group's IFRS accounting policies in a central consolidation software package under the responsibility of the consolidation department. The software allows reliable and rapid reporting of data and aims to safeguard the consolidated financial statements.

The Company has taken steps to ensure that the process for producing consolidated financial statements is streamlined and reliable. Accordingly, the consolidation department uses:

- input templates, updated periodically, allowing subsidiaries to understand the tools and use them as effectively as possible, and to ensure the consistency of published accounting and financial data,
- a transition matrix between the statutory financial statements of its subsidiaries and the consolidated financial statements, and
- monitors developments constantly in order to track and anticipate changes in the regulatory environment applicable to Group companies.
- Statutory auditors

Nacon's statutory auditors carry out a limited review of the financial statements.

Outside of specific audit periods, prior analysis of specific accounting issues is carried out ahead of accounts closing periods, thereby reducing the time required to prepare the consolidated financial statements, while process reviews allow the statutory auditors to ensure that the processes in place are reliable and that their audit techniques are backed up by identified strong controls.

At the international level, subsidiaries' financial statements are reviewed by local statutory auditors who carry out all audit work required in the respective countries subject to the directives of the Group's statutory auditors. This organisation helps harmonise audit procedures.

As the body responsible for preparing financial statements and implementing accounting and financial internal control systems, Executive Management holds discussions with the statutory auditors.

The statutory auditors take part in all Audit Committee meetings. In those meetings, they discuss their work on procedures and their conclusions on accounts closing documents, and disclose material matters arising during their audit work.

Process for validating and communicating financial information externally

The Group Finance Department disseminates financial information that is necessary to understand fully the Group's strategy among shareholders, financial analysts, investors etc.

All financial and strategy press releases are reviewed and validated by Executive Management.

Financial information is disseminated in strict compliance with market rules and the principle that shareholders must be treated equally.

It should be noted that the Group maintains a list of insiders who are reminded of their confidentiality duties and compliance with "closed periods" regarding trading in Nacon shares.

Other external communication

Executive Management is contactable by any external entities such as suppliers, customers, shareholders and financial analysts, in order to provide them with explanations or answering their questions relating to the way in which the Group's internal control system operates.

Marketing and financial press releases are also sent to any person (in the financial community) who has expressed an interest in following the Group.

16. EMPLOYEES

The Company believes that its staff is a major asset and that, in a particularly competitive market in which expertise developed in France is unanimously acknowledged, its ability to retain employees is a key factor for its future success.

16.1 NUMBER OF EMPLOYEES AND BREAKDOWN BY COMPANY

By legal entity	31 March 2022	31 March 2021	31 March 2020
Nacon SA	132	121	104
Games.fr	7	6	7
Bigben Benelux	20	19	17
Nacon HK	14	12	11
Bigben Interactive GmbH	18	19	17
Nacon Gaming España SL	13	10	7
Bigben Interactive Italia	11	11	13
Cyanide	125	121	102
Cyanide Canada	54	43	40
Kylotonn	160	134	98
Eko Software	39	27	30
Spiders	75	59	37
RaceWard	47	37	27
Nacon Gaming Inc.	4	3	2
Nacon Pty Ltd.	2	2	
Neopica Srl	11	7	
BigAnt Studios Pty Ltd	55		
Passtech Games SAS	14		
creā-ture Studios Inc.	6		
Ishtar Games SAS	32		
Midgar SAS	13		
Total	852	631	512

In the 2021/22 financial year, headcount again rose sharply, with the increase in studio staff numbers and acquisitions during the period. As a result, headcount was 852 at 31 March 2022.

16.2 EQUITY INTERESTS AND STOCK OPTIONS HELD BY MEMBERS OF THE BOARD OF DIRECTORS AND EXECUTIVE MANAGEMENT

Members of Nacon's Board of Directors and Executive Management do not have any equity interests or stock options in Nacon.

In the 2021/22 financial year, bonus shares were awarded to corporate officers and senior executives. These awards are presented in detail in section 14.1.

16.3 OWNERSHIP OF THE COMPANY'S SHARE CAPITAL BY EMPLOYEES

16.3.1 Employee share ownership

The Company has adopted an incentive policy for employees to give them an interest in the Company's earnings and stockmarket performance.

Capital potentially owned by employees

On 8 September 2021, Nacon SA's Board of Directors awarded 578,281 bonus shares to employees and corporate officers of Nacon Group entities.

Those shares will vest after a 1- or 3-year period provided that an ongoing presence condition and a performance condition related to achievement of a predetermined level of recurring operating income are met.

Since the equity interests of employees as defined in Article 225-102 of the French Commercial Code remain less than 3% of the Company's share capital, the Shareholders' General Meeting does not currently have to appoint one or more directors put forward by employee-shareholders.

There are no plans to provide in the Company's articles of association for the possibility of one or more directors being elected by the staff of the Company and/or of its subsidiaries.

Draft resolution on "Bonus share awards"

By awarding bonus shares, the Group broadens employee share ownership, giving an interest in Nacon's future stockmarket performance to all employees who wish to have such an interest.

Shareholders in the Shareholders' General Meeting will again be asked to grant authority to the Board of Directors, for an 18-month period, to decide to award bonus shares to employees of the Company and companies related to it.

17. MAIN SHAREHOLDERS

17.1 OWNERSHIP OF THE SHARE CAPITAL AND VOTING RIGHTS

At the date of this Universal Registration Document, the Company's share capital totalled €86,321,932, divided into 86,321,932 shares with par value of €1 each, of which Bigben Interactive owned 70.97%.

Ownership of shares and voting rights at 31 March 2022:

Shareholder	Category	% of share capital	% of voting rights ⁽¹⁾
Bigben Interactive SA		70.97%	79.13%
Loan of shares to BNP Arbitrage ⁽²⁾			2.44%
Bpifrance Investissement ⁽³⁾	Institutional investor	2.11%	2.49%
CDC Croissance ⁽³⁾	Institutional investor	2.63%	1.55%
CNP Assurances (3)	Institutional investor	0.01%	0.00%
Free float		24.23%	14.37%
Liquidity agreement		0.06%	-
Total		100.00%	100.00%

(1) gross voting rights

(2) including 3,555,937 shares lent to BNP Paribas for hedging purposes in connection with Bigben Interactive's bond issue

(3) Bpifrance Participations SA is controlled by Bpifrance SA (previously Bpifrance Financement), in turn controlled jointly by CDC (49.2%) and EPIC Bpifrance (49.2%). CNP Assurances is 78.94%-owned by Banque Postale, which is in turn 100% controlled by La Poste, itself 66%-owned by CDC.

Ownership of shares and voting rights at 31 March 2021

Shareholder	Category	% of share capital	% of voting rights ⁽¹⁾
Bigben Interactive SA		76.67%	72.48%
Loan of shares to BNP Arbitrage ⁽²⁾			4.19%
Bpifrance Investissement ⁽³⁾	Institutional investor	2.14%	2.14%
CDC Croissance ⁽³⁾	Institutional investor	2.56%	2.56%
Free float		18.60%	18.64%
Liquidity agreement		0.04%	
Total		100.00%	100.00%

(1) gross voting rights

(2) including 3,555,937 shares lent to BNP Paribas for hedging purposes in connection with Bigben Interactive's bond issue

(3) Bpifrance Investissement is a fund managed by Bpifrance Participations. Bpifrance Participations is owned by Bpifrance SA, which is itself 50%-owned by Caisse des Dépôts et Consignations (CDC).

17.2 VOTING RIGHTS OF THE MAIN SHAREHOLDERS

At the date of this Universal Registration Document, Bigben Interactive held 70.95% of the Company's

share capital and 79.12% of the voting rights.

See section 20.2.2.1 regarding provisions applicable to double voting rights.

17.3 CONTROL OF THE COMPANY

Nacon is 70.95%-owned by Bigben Interactive.

At 31 March 2022, the Bolloré group owned 20.59% of Bigben Interactive SA's capital and 19.02% of its gross voting rights, in particular via Nord Sumatra.

At 31 March 2022, the Company's Chairman/CEO Alain Falc held 13.45% of Bigben Interactive SA's share capital and 23.12% of its gross voting rights (directly and indirectly).

To the Company's knowledge, there are no other shareholders holding, alone or in concert, more than 5% of Bigben Interactive's share capital and voting rights. As a result, at the date of this Universal Registration Document, no shareholder had control over Bigben Interactive within the meaning of Article L. 233-3 of the French Commercial Code and therefore indirectly over the Company.

As a result, the Company believes that there is no risk of control being indirectly exercised in an improper manner by any of Bigben Interactive's shareholders, it being stipulated that the current composition of the Board of Directors, which includes two independent directors, two directors representing the shareholder currently holding the largest number of Bigben Interactive shares (Nord Sumatra, Bolloré group) and three senior executives of the Bigben Interactive group, along with Alain Falc, appears balanced for the purpose of avoiding any situation in which control is exercised improperly.

Finally, Alain Falc and Laurent Honoret, respectively Chairman/CEO and COO of Bigben Interactive, decided to resign from their roles as CEO and COO of Bigben Interactive, subject to a condition precedent involving the Company's shares being listed on the Euronext Paris regulated market, which took place on 4 March 2020.

Currently, therefore, the operational management teams of Bigben Interactive and Nacon do not share any members, which also helps reduce the risk of Bigben Interactive improperly exercising control over Nacon.

17.4 AGREEMENTS THAT MAY LEAD TO A CHANGE OF CONTROL

At the date of this Universal Registration Document, there is no agreement whose implementation could lead to a change in the Company's control.

At the Bigben Interactive level, there is no agreement whose implementation could, at a later date, lead to a change of control over Bigben Interactive and therefore directly over the Company, it being stipulated that Vincent and Sébastien Bolloré own their shares in concert with Nord Sumatra (Bolloré group) and that Alain Falc owns his stake in Bigben Interactive in concert with AF Invest.

However, the parent company Bigben Interactive's ownership structure has historically been very stable and Alain Falc is also a corporate officer with an operational role in the Group, which suggests confidence in the management and strategy adopted by the Group, provided that they prove prudent, justifiable, geared to market opportunities and conditions and profitable.

17.5 PLEDGES

In connection with an issue of bonds due 2026 exchangeable into the Company's existing ordinary shares (the "Bonds"), the Bigben Interactive SA parent company made a commitment that holders of the Bonds shall benefit from a statement of pledge to be recorded over the Company's existing shares (the "Pledged Shares") representing at all times 200% of the number of shares underlying the Bonds.

On 9 April 2021, Bigben Interactive SA formed a share pledge agreement with BNP Paribas Securities Services (acting as paying agent and transfer agent), the *masse* (body) of Bond holders represented

by Aether Financial Services and Aether Financial Services acting as representative of the *masse*.

The statement of pledge (*déclaration de nantissement de compte-titres*) over the securities account in the books of BNP Paribas Securities Services (as administrator of the pledged shares account), including the associated cash account in the books of BNP Paribas SA (as administrator of the pledged cash account), as well as the certificate of pledge of the securities account and the certificate of pledge of the cash account were signed on 9 April 2021.

On 9 April 2021, Bigben Interactive SA transferred 18,187,500 of the Company's shares (the "Shares"), or 21.4% of Nacon's share capital, in the pledged account, representing 200% of the number of shares underlying the Bonds at that date. In accordance with the amended terms and conditions (the "Terms and Conditions"). For this purpose, Bigben Interactive has undertaken to hold in the pledged securities account, until all the Bonds have been redeemed in full, a number of Shares equal to 200% of the number of shares underlying the Bonds (the "Coverage Rate"), it being specified that should Bigben Interactive SA exercise its Share Cash Combination Election and/or Cash Election (as defined in the Terms and Conditions), the number of Shares exceeding the Coverage Rate given the number of Bonds in issue, shall be returned to Bigben Interactive SA upon the instruction of the main transfer agent within five business days of the end of the calendar month based on a proportion to be set by the calculating agent.

The number of Pledged Shares shall be adjusted regularly up to the maturity date of the Bonds according to the number of Bonds in issue, the exercise by holders of their exchange right (and exercise by Bigben Interactive SA of its right to deliver Shares and/or cash) and adjustments to the exchange price in accordance with the Terms and Conditions applicable to the Bonds.

Should Bigben Interactive SA fail to honour the coverage rate of 200% stated hereinabove or the pledge agreed be voided, that would constitute default in accordance with the Terms and Conditions.

Please also refer to section 20.1.6 of this Universal Registration Document for a presentation of the bonds associated with this pledge of securities.

18. TRANSACTIONS WITH RELATED PARTIES

18.1 INTRAGROUP TRANSACTIONS AND TRANSACTIONS WITH RELATED PARTIES

The Company has formed intragroup agreements and agreements with related parties, including:

- agreements with its own subsidiaries (within the Nacon Group);
- agreements with Bigben Interactive (parent company).

The Company's subsidiaries have also formed agreements with Bigben Interactive subsidiaries.

All of those agreements are described in section 7.3.

Employment contract with the Chief Operating Officer

Persons concerned

The Company's Chief Operating Officer, Laurent Honoret.

Nature and purpose

An employment contract has been signed with Laurent Honoret in relation to his role as Head of Strategy and Business Development.

For that role, Laurent Honoret receives gross annual remuneration of €84,000, payable monthly. Laurent Honoret's remuneration as Chief Operating Officer was reduced to an annual gross amount of €36,000.

Details

This employment contract was authorised by the Board of Directors on 27 April 2020. The contract was signed on 2 May 2020 and took effect immediately.

Reasons for which the agreement is in the Company's interest

The purpose of this employment contract with Laurent Honoret is to enable him to oversee the Nacon Group's commercial strategy, and in particular to define the strategy of the Company and its subsidiaries in order to contribute to the Group's economic development.

18.2 STATUTORY AUDITOR'S REPORT ON REGULATED AGREEMENTS

To the shareholders of Nacon SA,

In our capacity as your Company's statutory auditors, we hereby submit our report on regulated agreements.

It is our responsibility to report to shareholders, based on the information provided to us, on the main terms and conditions of agreements that have been disclosed to us or that we may have identified as part of our assignment, as well as the reasons given as to why they are beneficial for the Company, without commenting on their relevance or substance or identifying any undisclosed agreements. It is your responsibility, under the terms of Article R. 225-31 of the French Commercial Code, to assess the benefits resulting from these agreements prior to their approval.

In addition, we are required to inform you, in accordance with Article R. 225-31 of the French Commercial Code, about the performance during the year of the agreements already approved by the shareholders in shareholders' general meetings.

We have carried out the work we considered necessary to comply with the professional guidelines issued by the French national auditing body (*Compagnie Nationale des Commissaires aux Comptes*) relating to this type of assignment. Our work consisted in verifying that the information provided to us was consistent with the underlying documents from which it was extracted.

AGREEMENTS SUBJECT TO APPROVAL BY THE SHAREHOLDERS' GENERAL MEETING

We were not informed of any agreement or commitment authorised and entered into during the year to be submitted for approval at the Shareholders' General Meeting in accordance with Article L. 225-38 of the French Commercial Code.

AGREEMENTS ALREADY APPROVED BY THE SHAREHOLDERS' GENERAL MEETING

Agreements approved during the year

In addition, we were informed of the performance during the past financial year of the following agreement, previously approved by the Shareholders' General Meeting of 30 July 2020 in the statutory auditors' special report of 18 June 2020.

Employment contract with the Chief Operating Officer

- Person concerned:

The Nacon SA's Chief Operating Officer, Laurent Honoret.

- Nature and purpose

An employment contract has been signed with Laurent Honoret in relation to his role as Head of Strategy and Business Development, for an unspecified period.

For that role, Laurent Honoret will receive gross annual fixed remuneration of €84,000, payable monthly. In parallel, Laurent Honoret's gross remuneration as Chief Operating Officer will be €36,000 p.a.

- Details

This employment contract was authorised by the Board of Directors on 27 April 2020. The contract was signed on 2 May 2020 and took effect immediately.

During the financial year ended 31 March 2022, the Company paid gross remuneration of €87,028.90 under this agreement.

- Reasons for which the agreement is in the Company's interest:

The purpose of this employment contract with Laurent Honoret is to enable him to oversee the Nacon Group's commercial strategy, and in particular to define the strategy of the Company and its subsidiaries in order to contribute to the Group's economic development.

Paris la Défense, 21 June 2022

Roubaix, 21 June 2022

KPMG Audit IS

Fiduciaire Métropole Audit

Stéphanie Ortega
Partner

François Delbecq
Partner

19. FINANCIAL INFORMATION CONCERNING THE ISSUER'S ASSETS, FINANCIAL POSITION AND EARNINGS

Nacon was created on 18 July 2019 to house the Bigben Interactive group's video games ("Gaming") business.

On 31 October 2019, Bigben Interactive SA spun off that business to Nacon with retroactive effect from 1 October 2019. The spin-off concerned Bigben Interactive SA's stand-alone Gaming division, which consisted in particular of (i) its in-house Gaming activities, (ii) all of its subsidiaries dedicated to the Gaming business and consisting both of established operational subsidiaries and those created for the purpose of that transaction and (iii) shares in development studios owned by Bigben Interactive SA.

19.1 STATUTORY FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 MARCH 2022

19.1.1 Balance sheet at 31 March 2022

<i>in thousands of euros</i>	Gross 31 March 2022	Depreciation, amortisation and provisions 31 March 2022	Net 31 March 2021	Net 31 March 2021
ASSETS				
Non-current assets				
Intangible assets				
Concessions, patents	4,778	756	4,022	3,444
Property, plant and equipment				
Land	1	-	1	1
Buildings	5	5	0	1
Other property, plant and equipment	732	517	215	233
Property, plant and equipment in progress	6	-	6	-
Non-current financial assets				
Equity securities	89,448	-	89,448	51,598
Other long-term investment securities	1	-	1	1
Loans	-	-	-	-
Other financial assets	1,624	5	1,619	1,318
TOTAL ASSETS	96,595	1,283	95,312	56,596
Current assets				
Inventories and work in progress	39,343	12,204	27,139	20,063
Advances and payments on account	622	-	622	569
Receivables				
Trade receivables	25,032	725	24,307	34,007
Other receivables	139,639	-	139,639	86,305
Marketable securities	-	-	-	50,000
Cash and cash equivalents	62,804	-	62,804	30,451
TOTAL CURRENT ASSETS	267,440	12,929	254,511	221,395
Prepaid expenses	2,721	-	2,721	832
Expenses to be amortised over several periods	-	-	-	-
Exchange differences (assets)	126	-	126	128
TOTAL ASSETS	366,882	14,212	352,670	278,951

in thousands of euros

Net 31 Mar. 2022

Net 31 March 2021

EQUITY AND LIABILITIES**Equity**

Share capital	86,291	84,909
Share premiums	80,990	79,665
Statutory reserve	10,000	10,000
Appropriated earnings	1,144	1,167
Other reserves and retained earnings	16,899	229
Net income for the period	5,845	17,692
Regulated provisions	-	-

TOTAL EQUITY	201,169	193,662
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Contingency and loss provisions	1,622	1,441
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Liabilities

Borrowings and debt owed to financial institutions	88,258	51,178
Other borrowings and debt	-	-
Trade payables	21,989	19,372
Tax and employment-related liabilities	1,482	6,984
Liabilities relating to non-current assets	33,657	3,004
Other payables	4,458	3,238
Prepaid income	-	41

TOTAL LIABILITIES	149,844	83,817
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Exchange differences (liabilities)	35	31
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TOTAL EQUITY & LIABILITIES	352,670	278,951
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19.1.2 Income statement for the financial year ended 31 March 2022

<i>In thousands of euros</i>	2021/22	2020/21
Operating revenue		
Sales of products	89,778	101,748
Sales of services	(141)	920
Net revenue	89,637	102,668
Operating subsidies	19	14
Capitalised production	508	
Reversals of depreciation, amortisation, provisions and expense transfers	13,775	12,878
Other operating revenue	514	428
Total operating revenue	104,453	115,988
Operating expenses		
Purchases of goods held for resale	80,146	69,190
Changes in inventories of goods held for resale	(6,826)	3,017
Other purchases and external expenses	11,801	10,490
Taxes other than on income	443	339
Wages and salaries	5,770	5,329
Social security costs	2,557	2,577
Additions to depreciation, amortisation and provisions for non-current assets	184	141
Additions to provisions for current assets	12,525	12,702
Additions to contingency and loss provisions	904	483
Other operating expenses	687	540
Total operating expenses	108,191	104,808
Operating income	(3,738)	11,180
Financial income		
Financial income from equity investments	8,944	5,514
Income from other non-current financial assets	442	79
Other interest and similar income	91	143
Reversals of financial provisions	320	3,825
Foreign exchange gains	649	306
Total financial income	10,446	9,867
Financial expenses		
Additions to financial provisions	136	319
Interest and financial expenses	496	661
Foreign exchange losses	303	546
Total financial expenses	935	1,526
Net financial income/expense	9,511	8,341
RECURRING PRE-TAX INCOME	5,773	19,521
Non-recurring income		
Relating to operating transactions	-	1,200
Relating to capital transactions	-	227
Reversals of provisions and expense transfers	-	503
Total non-recurring income	0	1,930
Non-recurring expenses		
Relating to operating transactions	-	504
Relating to capital transactions	94	38
Additions to provisions	-	-
Total non-recurring expenses	94	542
Net non-recurring income/(expense)	(94)	1,388
Employee profit-sharing	-	-
Tax credit on charitable donations	-	(302)
Tax consolidation	(166)	3,519
Income tax	-	-
NET INCOME	5,845	17,692

NOTES TO THE STATUTORY FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

This document constitutes the notes to Nacon SA's statutory financial statements for the year ended 31 March 2022.

Those statements show total assets of €352,670 thousand and net income of €5,845 thousand.

The figures in the notes are stated in thousands of euros unless otherwise mentioned.

19.1.3 Key events in the financial year

19.1.3.1 Scope

- **Acquisition of Big Ant Studios and issues of new shares**

On 21 January 2021, Nacon announced the acquisition of Big Ant Studios, one of Australia's main video games development studios in major sports, such as rugby, tennis and cricket.

This acquisition was completed on 3 May 2021 by Big Ant Holding Pty, a wholly-owned subsidiary of Nacon SA for €32.3 million in total consideration. Nacon SA has funded the acquisition by a €18,319 thousand current account advance.

An initial earn-out payment amounting €3,325 thousand, 50% in cash and 50% in 337,208 Nacon shares, was made on 29 September 2021.

All the earn-out payments will be made 50% in cash and 50% in Nacon shares (the number will depend on the share price at the payment date).

Founded in 2001 by industry veteran Ross Symons, Big Ant is one of the largest and oldest independent video games developers in Australia. The studio has developed games for legendary franchises such as *Spyro the Dragon*, but is known primarily for its high-calibre sports franchises, such as Australian Football League (AFL), Rugby League, tennis and cricket.

With this strategic acquisition, Nacon aspires to become the world leader in cricket, tennis and rugby games. For example, cricket ranks as the world's second most popular sport, with 120 million players and 1.5 billion fans in total. BigAnt Studios, a world leader in video games in this area, gained a Metacritic rating of 83 for its latest *Don Bradman Cricket*.

BigAnt targets 2022/23 operating income of €6.0 million and now has a team of 60 developers.

As stated in the terms and conditions for the transaction, the acquisition agreement provided for the payment of earn-out payments based on performance criteria to the existing shareholders.

In view of Big Ant Studios' strong performances, certain pre-agreed performance conditions were met. The shareholders exiting Big Ant Studios decided to reinvest half of their earn-out payments into the Company's share capital.

On 30 July 2021, Nacon's Board of Directors decided to issue 337,208 new shares.

- **Acquisition of Passtech Games**

On 1 April 2021, Nacon acquired 100% of the share capital of Passtech Games, a Lyon-based video games development studio that released the "Curse of the Dead Gods" hit.

The deal will enable Nacon to support the outstanding expertise of the team of specialised developers in creating rogue-like action games.

Sylvain Passot, the studio's current executive officer and founder, will continue to run the Passtech team with a high level of autonomy so he can focus on maintaining the creativity of its productions, while reaping the benefit of the sales, editorial and marketing prowess of Nacon's teams.

Founded in 2012, Passtech gained experience by developing several games titles (*Space Run*, *Space Run Galaxy*, *Masters of Anima*) on various platforms, before specialising in rogue-like action games, such as *Curse of the Dead Gods*, a smash critical and commercial hit.

- **Acquisition of creā-ture Studios**

On 30 July 2021, Nacon acquired 100% of creā-ture Studios, a Montreal-based video games studio specialised in skateboarding games and behind the “Session” blockbuster.

This deal aims to enhance Nacon’s editorial positioning in the thriving team sports niche on PCs and consoles.

creā-ture Studios established its reputation thanks to the veteran experience of its founders and senior executives, Marc-André Houde (20 years’ experience in animation and the creation of environments at groups such as Ubisoft, Square Enix etc.) and Vincent da Silva (close to 25 years’ experience in programming and project management for companies such as Behaviour, Hibernum and Warner).

They will continue to lead the creā-ture Studios team with a high level of autonomy so they can focus on maintaining the creativity of its productions, while reaping the benefit of the sales, editorial and marketing prowess of Nacon’s teams.

- **Acquisition of the remainder of the share capital of Lunar Great Wall Studios Srl (RaceWard Studio)**

After buying a 43.15% stake in the share capital of Lunar Great Wall Studios, better known under its business name of RaceWard Studio on 27 July 2019, Nacon completed the acquisition on 19 October 2020 of an additional 10% interest from Marco Ponte, the studio’s founding manager.

On 29 September 2021, Nacon entered into another agreement with the video games studio’s shareholders and bought the remainder of the share capital, lifting its interest to 100%.

- **Acquisition of Ishtar Games and establishment of an independent games label**

On 7 October 2021, Nacon acquired full ownership of the Ishtar Games studio. The deal was accompanied by the establishment of the Ishtar label to develop the creation and marketing of high-potential “independent” video games. Ishtar Games’ teams expertise in this area was clearly demonstrated by the games they have released previously, including *Dead in Bermuda*, *Dead in Vinland* and the recent critically acclaimed commercial hit *The Last Spell*, a rogue-like tactical RPG given an early access release on Steam (91% positive ratings) in June 2021. More than 150,000 copies had been sold by the time the studio was acquired.

The label will be run by the Ishtar Games team, which made a real name for itself in the segment with its recent releases.

The teams at Ishtar Games (more than 30 employees) will be tasked with developing new indie gems through deep and innovative universes and game play, such as its already announced forthcoming E3 Lakeburg Legacies title, as well as establishing partnerships with various independent studios to build and market an extensive games catalogue.

Ishtar Games will retain its editorial independence, while reaping the benefit of Nacon’s support in marketing these titles. Matthieu Richez, the studio’s co-founder and Creative Director, will continue to run the 30-strong team split between Lille and Bordeaux and to deliver the fruits of his vision and expertise in creating games with an innovative concept.

- **Acquisition of Midgar Studio**

On 7 February 2022, Nacon acquired full ownership of Midgar Studio, bringing in additional expertise to its portfolio to join a team with renowned talent specialised in J-RPGs.

Based in southern France and founded by passionate creative talents, Midgar Studio provides experiences that stand out through their production quality, harnessing technical and graphical excellence to deliver immersive gameplay. As fans of Japanese culture, and in particular of J-RPGs, the team led by Jeremy Zeler-Maury is behind the *Edge of Eternity* game, which draws inspiration from the genre’s top licences. The open-world game published in June 2021 is part of a fantasy universe delivering a unique experience. Unanimously acclaimed by critics and players alike, it was nicknamed “Final Fantasy à la française”.

19.1.3.2 Ownership structure

- **Bonus share award**

Nacon SA's Board of Directors meetings on 31 May 2021, 8 September 2021 and 29 November 2021 awarded 1,045,252 Nacon bonus shares to certain key managers of the recently acquired studios and to their members of staff.

The shares will vest after a 1- or 3-year period provided that an ongoing presence condition and, in certain cases, a performance condition related to achievement of a predetermined level of recurring operating income are met.

Based on the number of Nacon bonus shares vested, an issue of new Nacon shares will take place through the capitalisation of reserves, and a special appropriated earnings account equal to the total par value of the 1,045,252 Nacon shares awarded, i.e. €1,045,252, was set up at the time of the award.

- **Crossing of ownership disclosure thresholds**

Two ownership disclosure thresholds were crossed during the 2021/22 financial year:

BNP Paribas Arbitrage (controlled by BNP Paribas SA) reported that it had crossed on 7 January 2022 above the 5% thresholds of the Nacon's share capital and voting rights to hold 5,099,839 Nacon shares, and the same number of voting rights, or 5.91% of the Company's share capital and voting rights. The crossing of these thresholds reflected the increase in the position held by the declarant, pursuant to which the trading exemption no longer applies to the declarant (see Article 223-13 I(2) of the AMF General Regulation).

Subsequently on 27 January 2022, BNP Paribas Arbitrage (controlled by BNP Paribas SA) reported that it had crossed below the 5% thresholds of the Nacon's share capital and voting rights to hold 1,700,222 Nacon shares, and the same number of voting rights, or 1.97% of the Company's share capital and voting rights.

The Company's ownership structure at 31 March 2022 was as follows:

Shareholder	Category	% of share capital	% of voting rights ⁽¹⁾
Bigben Interactive SA		70.97%	79.13%
Loan of shares to BNP Arbitrage ⁽²⁾			2.44%
Bpifrance Investissement ⁽³⁾	Institutional investor	2.11%	2.49%
CDC Croissance ⁽³⁾	Institutional investor	2.63%	1.55%
CNP Assurances (3)	Institutional investor	0.01%	0.00%
Free float		24.23%	14.37%
Liquidity agreement		0.06%	-
Total		100.00%	100.00%

(1) gross voting rights

(2) including 3,555,937 shares lent to BNP Paribas for hedging purposes in connection with Bigben Interactive's bond issue

(3) Bpifrance Participations SA is controlled by Bpifrance SA (previously Bpifrance Financement), in turn controlled jointly by CDC (49.2%) and EPIC Bpifrance (49.2%). CNP Assurances is 78.94%-owned by Banque Postale, which is in turn 100% controlled by La Poste, itself 66%-owned by CDC.

19.1.3.3 Other events

- **Changes in debt**

In the 2021/22 financial year, Nacon arranged €52.5 million in new 5-year medium-term loans from three financial institutions and new 5-year loans with a two-year repayment holiday from BPI France. The loans are all repayable in instalments.

Nacon repaid its medium-term bank loans in line with their repayment schedules.

- **Further developments in the Covid-19 (coronavirus) crisis**

The supply chain disruption caused by the global pandemic crisis led to delivery delays, leading to an impact on 2021/22 sales.

To address the threat of a components shortage, Nacon brought forward its orders to avoid stock outages and to secure its Accessories revenue. That led to an increase in inventories over the financial year.

The Group was also impacted by stock outages of its customers' products (PS5), which some of its Gaming Accessories support.

The Company did not encounter any cash flow issues, as it already holds a substantial cash pile intended to fund its development.

Trade receivables at 31 March 2022 are being collected in accordance with agreed payment times.

19.1.3.4 Post-balance sheet events

- **Acquisition of full ownership of Daedalic Entertainment**

On 1 April 2022, Nacon acquired 100% of the share capital of Daedalic Entertainment, a leading video games publisher and development studio for €53 million.

The acquisition will enable Nacon to acquire several key intellectual property items and benefit from Daedalic Entertainment's tremendous expertise.

To date, this deal is the largest acquisition ever completed by Nacon and is aligned with its strategy of expanding in the video games industry.

Founded in 2007 and based in Hamburg, Daedalic Entertainment has developed and published more

than 90 games and is one of Germany's top and longest-standing independent video games companies, with a talented team of 87 staff. It is renowned as a prize-winning, world-class independent publisher.

Carten Fichtelmann, its founder and CEO, and Stephan Harms, COO, will continue to run the company with a high level of autonomy.

19.1.4 Accounting policies and principles

Application of ANC regulation 2014-03 and subsequent regulations.

Generally accepted accounting conventions have been applied in accordance with the conservatism principle and the general rules for preparing and presenting the full-year financial statements, i.e. going concern, consistency of accounting policies and accrual basis.

Historical cost is the basic method used to measure items recorded in the financial statements.

When preparing the financial statements, the Company's management may make estimates and use assumptions that affect the value of assets and liabilities, income and expenses, along with information provided in the notes, particularly as regards non-current financial assets and other receivables (see "Additional notes to the balance sheet – Other receivables").

Those estimates and assumptions are based on information and estimates known on the accounts closing date and may prove substantially different from actual figures. Assumptions relate in particular to the valuation of equity securities and associated loans, commitments to employees and provisions.

19.1.4.1 Changes in accounting policies

No change in accounting policies took place during the financial year.

19.1.4.2 Change in presentation method

The presentation methods adopted in the full-year financial statements are identical to those used in the financial statements for the year ended 31 March 2021.

19.1.5 Additional notes

19.1.5.1 Additional notes to the balance sheet

♦ Note 1 – Intangible assets

Changes in the year were as follows:

<i>In thousands of euros</i>	31 March 2021	Acquisitions	Disposals or transfers	31 March 2022
Software	144	517		661
Trademarks*	3,658			3,658
Patents	340	119		459
Total	4,142	636	0	4,778

*o/w the Plantronics and Greedfall brands

Changes in amortisation during the year were as follows:

<i>In thousands of euros</i>	31 March 2021	Additions	Reversals	31 March 2022
Software	141	39		180
Trademarks	228			228
Patents	329	19		348
Total	698	58	0	756

If protection of a patent is not renewed, its remaining carrying amount is amortised.

⇒ Accounting policy – Intangible assets

Intangible assets are recognised at cost and amortised as follows:

Category	Amortisation method
Software	12-36 months
Patents	Straight-line, 10 years
Trademarks	Trademarks have not been amortised since 1 April 2018.

Trademarks may be written down where indications of impairment are seen.

♦ **Note 2 - Property, plant and equipment**

Changes in the year were as follows:

<i>In thousands of euros</i>	31 March 2021	Acquisitions	Transfers	Disposals	31 March 2022
Land	1				1
Buildings	5				5
Fixtures and fittings	48				48
Vehicles	40				40
Office furniture and equipment	536	108			644
Property, plant and equipment in progress		6			6
Total	630	114	0	0	744

Changes in depreciation during the year were as follows:

<i>In thousands of euros</i>	31 March 2021	Additions	Transfers	Reversals	31 March 2022
Buildings	4				4
Fixtures and fittings	11	5			16
Vehicles	6	8			14
Office furniture and equipment	374	113			487
Total depreciation	395	126	0	0	521

⇒ **Accounting policy – Property, plant and equipment**

Property, plant and equipment are recognised at cost and are mainly depreciated on a straight-line basis over their useful lives, as follows:

Category	Depreciation method
Buildings	Straight-line, between 15 and 25 years
Building improvements	Straight-line, between 10 and 20 years
Fixtures and fittings	Straight-line, between 4 and 10 years
Plant and equipment	Straight-line, between 5 and 8 years
Vehicles	Straight-line, 4 years
Furniture, office equipment	Straight-line, between 3 and 10 years

♦ **Note 3 – Equity securities**

Gross value of equity securities

Company	Gross 31 March 2021	Increases	Decreases	Gross 31 March 2022
Games.fr SAS	2,849			2,849
Bigben Interactive Belgium	2,897			2,897
Bigben Interactive GmbH	500			500
Kylotonn	2,787			2,787
Nacon US	458			458
Bigben Interactive Italia	100			100
Nacon HK	118			118
Cyanide	22,874			22,874
Eko Software	9,796			9,796
Lunar	219	500		719
Spiders	6,400			6,400
Neopica	2,600			2,600
creā-ture Studios		10,850		10,850
Passtech Games		3,000		3,000
Ishtar Games		11,000		11,000
Midgar Studio		12,500		12,500
Big Ant Holdings Pty*		0		0
Total securities	51,598	37,850	0	89,448

*During the financial year, Nacon established Big Ant Holding Pty, which then acquired all the Big Ant Group companies.

During the 2021/22 financial year, Nacon acquired:

- The remainder of the share capital of Lunar Great Wall Studios, lifting its interest to 100%.
- Full ownership of the Passtech Games studio.
- Full ownership of the creā-ture Studios studio.
- Full ownership of the Ishtar Games studio.
- And full ownership of the Midgar Studio studio.

⇒ **Accounting policy – Non-current financial assets**

Equity securities are measured at their cost on the date they became part of the company's assets, including any earn-out payments.

At the end of the period, management assesses the recoverable amount of:

- *equity securities*
- *any receivables connected with equity securities*
- *any other non-current financial assets connected with equity securities (losses on cancelled shares in a merger etc.).*

Provisions for impairment of these various items may be recognised at the end of the period depending on the asset's value in use, as assessed in aggregate by management using the Group's overall strategy, based on discounted cash flows forecast by the Group.

Where a subsidiary shows negative net equity and the Company has an obligation (legal or constructive) to support that subsidiary, a contingency provision is recognised in the amount of the negative equity.

Impairment of the shares held in the Games.fr and Eko Software subsidiaries has been reversed. The net values of securities are as follows:

Company	Gross value	Impairment	Reversal	Net 31 March 2022	Net 31 Mar. 2021
Games.fr SAS	2,849			2,849	2,849
Bigben Interactive Belgium	2,897			2,897	2,897
Bigben Interactive GmbH	500			500	500
Kylotonn	2,787			2,787	2,787
Nacon US	458			458	458
Bigben Interactive Italia	100			100	100
Nacon HK	118			118	118
Cyanide	22,874			22,874	22,874
Eko Software	9,796			9,796	9,796
Lunar	719			719	219
Spiders	6,400			6,400	6,400
Neopica	2,600			2,600	2,600
creā-ture Studios	10,850			10,850	
Passtech Games	3,000			3,000	
Ishtar Games	11,000			11,000	
Midgar Studio	12,500			12,500	
Big Ant Holdings Pty	0			0	
Total securities	89,448	0	0	89,448	51,598

♦ **Note 4 – Other non-current financial assets**

in thousands of euros	31 March 2022	31 March 2021
Long-term investment securities	1	1
Deposits and guarantees	53	32
Cash held as security for Bpifrance loans	1,148	773
Cash held under the liquidity agreement	154	283
Own shares	269	238
Total	1,625	1,327

Bpifrance has retained several cash amounts as security for loans, in a total amount of €1,148 thousand. These loan agreements have been arranged on an arm's-length basis.

A liquidity agreement was formed in 2019/20 with Louis Capital Markets UK LLP. That agreement, which has a one-year term and is renewable by tacit agreement, took effect on 27 March 2020. The signature of the liquidity agreement follows on from the Autorité des Marchés Financiers decision no. 2018-01 of 2 July 2018, applicable since 1 January 2019, which establishes liquidity agreements relating to equity securities as an accepted market practice.

For the implementation of that agreement, a cash sum of €400,000 was allocated to the liquidity account.

After transactions in the market, available cash under the liquidity agreement amounted to €154 thousand. Under the liquidity agreement, 51,620 shares were held with a gross value of €269 thousand at 31 March 2022.

⇒ **Accounting policy – Other non-current financial assets**

Other non-current financial assets consist of rental deposits and long-term investment securities. Rental deposits are recognised at cost.

Provisions for impairment of these various items may be recognised at the end of the period depending on the fair value of these assets.

◆ **Note 5 – Inventories and work in progress**

in thousands of euros	31 March 2022	31 March 2021
Inventories (gross value)	39,343	32,517
Impairment	(12,204)	(12,454)
Inventories (net value)	27,139	20,063

⇒ **Accounting policy – Inventories and work in progress**

Inventories consist of accessories and physical video games valued at their weighted average price. The purchase price includes incidental costs.

Impairment is recognised on products held in inventory in the following way:

- *After-sales service inventories are written down in full.*
- *At each closing date, the values of products held in inventory are reviewed by comparing their last selling price (in the last 12 months) with their weighted average price. Where appropriate, impairment is recognised if the average selling price in the last 12 months is lower than the weighted average price.*
- *Management may recognise additional impairment on specific product lines.*
- *Finally, and in addition to the two approaches mentioned above, additional impairment is recognised based on the age of the products held in inventory.*

◆ **Note 6 – Trade receivables**

in thousands of euros	31 March 2022	31 March 2021
Trade receivables	24,586	34,197
Doubtful receivables	446	420
Provisions for contingencies and doubtful receivables	(725)	(610)
Net trade receivables	24,307	34,007

Factored trade receivables amounted to €1,087 thousand at 31 March 2022 as opposed to €2,017 thousand at 31 March 2021.

All receivables are due in less than one year.

⇒ **Accounting policy – Receivables**

Receivables are measured at their nominal value.

A provision is set aside for doubtful or disputed receivables or receivables that show a collection risk, after assessment on a case-by-case basis. 100% of the ex-VAT amount of doubtful receivables is provisioned. This item consists mainly of receivables from customers in liquidation or judicial insolvency proceedings that have very little prospect of being settled.

♦ **Note 7 – Other receivables**

In thousands of euros	31 March 2022	31 March 2021
Credits and discounts receivable from suppliers	84	92
Other amounts receivable from suppliers		
Various receivables	25	50
Publisher game development costs	108,214	76,752
Loans to subsidiaries	25,712	3,212
Central government, VAT receivables	5,604	6,199
Provisions for impairment		
Sub-total operating receivables	139,639	86,305
Receivables relating to divested non-current assets		
Total other receivables	139,639	86,305

Publisher game development costs

This item represents expenses incurred by Nacon SA as publisher in developing games already on the market or currently being developed and with prospects of being launched in the market. Those costs include amounts paid by the Company as royalties to developer studios. Contracts with the studios generally stipulate that, during the development of a game, the publisher pays the studio a guaranteed minimum amount or fixed milestone payments based on sales forecasts. If the estimated sales figures are exceeded, additional royalties are paid to the studio.

Advances paid by Nacon SA during game development are recognised on the income statement based on progress with marketing the games in question.

At the end of each financial year, Management makes forecasts regarding each game's revenues. Where those forecasts are less than the game development costs borne by Nacon, impairment is recognised.

The "Publisher game development cost" item breaks down as follows:

	Net 31 March 2022	Net 31 March 2021
Games under development	80,643	46,864
Games on the market	27,571	29,888
Total	108,214	76,752

Loans to subsidiaries

This line item increased significantly following the establishment of Big Ant Holding Pty. Nacon SA established the company and granted it a €22,016 thousand loan under a treasury agreement so that Big Ant Holding Pty could acquire Big Ant Studios.

Central government, VAT receivables

Receivables: maturity schedule

	Gross amount	Less than 1 year	between 1 and 5 years	Over 5 years
Other non-current financial assets	1,625	154		1,471
Trade receivables	25,032	25,032		
Employees	16	16		
Social security and other organisations	9	9		
Central government and other public bodies				
VAT	667	667		
Other taxes and levies	4,936	4,936		
Game development costs	108,214	27,571	80,643	
Miscellaneous receivables	84	84		
Group and associates	25,712	25,712		
Prepaid expenses	2,721	2,721		
Total	169,016	86,902	80,643	1,471

♦ Note 8 – Marketable securities

There were no longer any term deposit accounts at the 31 March 2022 close.

♦ Note 9 - Prepaid expenses

in thousands of euros	31 March 2022	31 March 2021
General expenses and goods held for resale	340	301
Finance leases	9	14
Costs incurred on games by the publisher	2,358	505
Other expenses	14	12
Total	2,721	832

Costs incurred on games by the publisher mainly include the cost of trailers.

⇒ Accounting policy — Prepaid expenses

The aim is to assign an expense or an expenditure item to the appropriate year in line with the accrual principle

♦ **Note 10 – Equity**

- Table summarising movements in the share capital and share premiums:

Date	Type of transaction	Number of shares		Capital increase			Par value per share	Share capital after transaction	Price per share
		Number of shares issued	Total number of shares in issue	Share capital issued	Share or contribution premium	Gross proceeds from the capital increase			
18 July 2019	Incorporation (contribution in cash)	10,000	10,000	€10,000	-	€10,000	€1.00	€10,000	€1.00
1 October 2019	Spin-off	65,087,988	65,097,988	€65,087,988	-	€65,087,988	€1.00	€65,097,988	€1.00
28 February 2020	Capital increase (public offering)	18,181,819	83,279,807	€18,181,819	€81,818,185.50	€100,000,004.50	€1.00	€83,279,807	€5.50
26 March 2020	Capital increase (over-allotment option)	1,629,112	84,908,919	€1,629,112	€7,331,004	€8,960,116	€1.00	€84,908,919	€5.50
7 September 2021	Capital increase AGA 2020 plan:	1,045,283	85,954,202	€1,045,283	-	€1,045,283.00	€1.00	€85,954,202	€1.00
29 September 2021	Capital increase - Big Ant	337,208	86,291,410	€337,208	€1,325,227.00	€1,662,435.00	€1.00	€86,291,410	€1.00

- Share capital

The share capital is made up of 86,291,410 shares with par value of €1 each. See section 2.1.2.

- Share and contribution premiums

Under Article 7.4 of the transfer agreement, the positive difference between actual assets and the estimated net assets in the spin-off was recorded on the liabilities side of Nacon's balance sheet under contribution premiums in an amount of €515,712.35.

Actual assets contributed:	€65,603,700.35
Estimated net assets in the spin-off:	€65,087,988.00

- Reserves and retained earnings

Following appropriation of 2020/21 income and the various bonus share awards, "Other reserves and retained earnings" amounted to €16,898,861.87 at 31 March 2022.

- Special appropriated earnings reserve

A special appropriated earnings reserve – bonus shares was established, to which an amount of €1,143,534 was assigned.

♦ **Note 11 – Change in equity**

Equity at 31 March 2021	€193,661,499.72
Capital increase 2021/22	€1,382,491.00
Share premium 2021/22	€1,325,227.44

Appropriated earnings Bonus share award	(€1,045,283.00)
Net income for the 2021/22 financial year	€5,844,649.97
Equity at 31 March 2022	€201,168,585.13

♦ **Note 12 - Contingency and loss provisions**

In thousands of euros	31 March 2021	Additions	Reversals	Provisions no longer required	31 March 2022
Provisions for foreign exchange losses	128	126	128		126
Provision for exchange rate risks - Derivative instruments	183	4	183		4
Provisions for industrial property disputes	530	500			1,030
Provisions for retirement benefits	122		64		58
Provisions for defective product returns	478	404	478		404
Total	1,441	1,034	853	0	1,622

• Provisions for exchange-rate risks

Given movements in the EUR/USD exchange rate, exchange differences show an unrealised loss of €126 thousand, which is fully provisioned, with most of the previous year's €128 thousand provision having been reversed in 2020/21.

• Provisions for derivatives risk

At 31 March 2022, the Company held a number of FX TARN/accumulator contracts. FX TARNs/accumulators are complex structured derivatives through which the Company undertakes to buy or sell USD according to a schedule and at rates defined when the contract is signed. In the event of a significant change in the EUR/USD exchange rate (upward or downward respectively depending on whether the Company is buying or selling USD), long or short exposure may increase leading to the recognition of foreign exchange losses on those instruments.

⇒ Accounting policy – Exchange-rate risk management

Foreign-currency receivables are measured at the period-end exchange rate.

As regards exchange-rate risk, most purchases, including purchases of accessories, are in foreign currency (mainly USD and GBP). As part of its exchange-rate risk management, the Company has entered into complex derivative financial instruments (see below).

• Industrial property dispute

Several infringement proceedings are underway before courts in Germany and France. They concern patents in particular, along with products that are no longer sold by Nacon. At this stage in the very protracted proceedings, the probability and potential amount of any outflow of resources cannot be estimated.

However, since the Company has received an adverse judgment ordering it to pay €530 thousand on the ground of unfair competition, a provision in that amount was set aside at 31 March 2015. No additional provisions were set aside in the Group's financial statements on 31 March 2022. This position is similar to the one adopted at 31 March 2017, 2018, 2019, 2020 and 2021.

• Other proceedings

The Company has commenced other proceedings against some of its suppliers and competitors, which may be resolved in its favour:

- There is a dispute between a Canadian publisher and one of Nacon SA's studios regarding a purported breach of a video game development contract. The case was brought before the Superior Court of Quebec in December 2017. Nacon SA argued in its defence filed in April 2018 that the publisher's claim was manifestly ill-founded and asked the Court to

find that the publisher's claim is improper and require it to pay damages in the form of its lawyers' fees and other costs.

- Nacon is in dispute with a licensing company concerning the latter's unjustified decision to block the release of a video game. Nacon SA took legal action to have the licensing company's decision to block the release declared improper and unfounded and to have it ordered to pay compensation to remedy the loss incurred by Nacon SA and its studio.
- Finally, there is a dispute between Nacon SA as publisher and a foreign development studio, regarding purported breaches of contract and in particular intellectual property claims that Nacon SA regards as questionable.

A €500 thousand contingency provision was set aside in the Group's financial statements at 31 March 2022.

⇒ **Accounting policy – Contingency and loss provisions**

Retirement benefit obligations: When they retire, employees are entitled to receive benefits under the collective agreement for the French wholesale distribution industry. The obligation is calculated assuming that employees retire voluntarily at age 65 and based on the probability that employees will be at the Company when they reach retirement age. Actuarial gains and losses are taken to the income statement.

Assumptions used	31 March 2022	31 March 2021
Discount rate	1.71%	0.86%
Turnover	12.24%	8.30%
Mortality rates	TF & TH 00.02	TF & TH 00.02
Rate of salary increase		
Managers	2.54%	1.96%
Supervisory, technical and clerical staff members	2.54%	1.96%

Other provisions:

Provisions are assessed by Management to cover the Company's existing obligations (legal or constructive) in accordance with French GAAP. Litigation provisions are measured on the basis of claims made by third parties, adjusted as the case may be to take account of the Company's defence.

Derivative instruments: Since derivative instruments are not designated as hedges, they are valued at each accounts closing date. A contingency provision is set aside if they are likely to generate a loss.

♦ **Note 13 – Borrowings and debt owed to financial institutions**

in thousands of euros	31 March 2022	within 1 year	from 1 to 5 years	over 5 years	31 March 2021
Borrowings from financial institutions	88,226	23,803	61,169	3,254	51,153
Bank facilities	3	3			5
Factoring	-				-
Accrued interest not due on borrowings	29	29			20
Total	88,258	23,835	61,169	3,254	51,178

Borrowings from financial institutions are all repayable in instalments. See Note 19.1.3.3.

♦ **Note 14 – Operating liabilities**

All operating liabilities are due in less than one year and break down as follows:

in thousands of euros	31 March 2022	31 March 2021
Trade payables	21,989	19,372
Social security liabilities	1,184	1,594
Tax liabilities	298	5,390
Total	23,471	26,356

♦ **Note 15 – Miscellaneous liabilities**

in thousands of euros	31 March 2022	31 March 2021
End-of-year discounts to be granted to customers	1,233	1,244
Customer accounts in credit		
Loans from subsidiaries	3,225	1,994
Liabilities relating to non-current assets	33,657	3,004
Total	38,115	6,242

Liabilities relating to non-current assets include the earn-out payment due on the acquisition of Spiders SAS, Neopica, Passtech Games, Créa-Ture, Ishtar and Midgar.

♦ **Note 16 - Liabilities: maturity schedule**

	Gross 31 March 2022	within 1 year	from 1 to 5 years	over 5 years
Bank borrowings	88,258	23,835	61,169	3,254
Trade payables	21,989	21,989		
Employees	508	508		
Social security and other organisations	676	676		
Central government and other public bodies				
<i>Income tax</i>	0	0		
<i>VAT</i>	68	68		
<i>Other taxes and levies</i>	230	230		
Liabilities relating to non-current assets	33,657	3,507	30,150	
Miscellaneous creditors	4,458	4,458		
Prepaid income	0			
Total	149,844	85,421	61,169	3,254

♦ **Note 17 – Items relating to several balance sheet and income statement items**

Item	Related companies	Associates
Non-current assets		
Associates	89,448	
Receivables related to associates	0	
Current assets		
Trade receivables	12,658	
Other receivables	84	
Liabilities		
Trade payables	17,090	
Liabilities relating to non-current financial assets	0	
Other payables	906	
Net financial income/expense		
Financial income	442	
Dividends received from subsidiaries	8,944	
Financial expense	1	
Tax consolidation		
Research and other tax credits (CIR CIJV CIF)	2,443	
Income tax payments	2,284	

Values shown in this table are gross figures, excluding any impairment.

♦ **Note 18 – Accrued expenses**

In thousands of euros	31 March 2022	31 March 2021
Accrued interest vis-à-vis the Banks	29	20
Purchase invoices not yet received	1,805	3,770
Social security liabilities	698	1,103
Directors' attendance fees	79	61
Salary-based taxes	53	50
Tax liabilities	274	408
End-of-year discounts to be granted to customers	1,233	1,147
Interest on miscellaneous liabilities	3	6
Total	4,174	6,565

19.1.5.2 Additional notes to the income statement

♦ **Note 19 - Breakdown of revenue**

• Breakdown of revenue by geographical zone

In thousands of euros	2021/22	2020/21
France	15,516	16,746
Export	74,122	85,922
Total	89,638	102,668

• Breakdown of sales by product category:

In thousands of euros	2021/22	2020/21
Accessories	45,689	48,967
Physical games	8,434	10,824
Digital games	34,176	40,203
Other	1,339	2,674
Total	89,638	102,668

Accounting policy – Revenue

Revenue is measured on the basis of the consideration specified in an agreement signed with a client.

- *Sales of retail games and accessories: Revenue generated by sales of physical video games and accessories is recognised on the date on which the products are delivered to distributors, minus any commercial discounts and an estimate of the price reductions that Nacon will apply if sales in retailers' stores prove insufficient.*
- *Sales of digital games: revenue is recognised from the date the content is made available to console manufacturers or platforms. Amounts guaranteed by platforms are recognised as revenue as soon as the games master is made available, and additional amounts (royalties) depending on future console and platform sales are recognised when those sales take place. At the end of the period, the Company estimates the royalty revenue not yet invoiced based on sales generated on each platform.*

♦ **Note 20 – Other operating income and reversals of provisions**

In thousands of euros	2021/22	2020/21
Reversals of operating provisions		
<i>Inventories</i>	12,454	11,728
<i>Current assets</i>	206	215
Contingency and loss provisions	541	427
Sub-total	13,201	12,370
Miscellaneous operating income		
<i>Expense transfers</i>	573	508
<i>Other operating revenue</i>	514	428
Sub-total	1,087	936
Total	14,288	13,306

Expense transfers mainly correspond to the onward invoicing of expenses to various subsidiaries in an amount of €502 thousand.

♦ **Note 21 - Research and development costs**

In thousands of euros	2021/22	2020/21
Applications filed for patents, trademarks and models	537	598

Research and development costs include all fees paid for feasibility studies and patent, trademark and model applications relating to products developed by the Company and recognised in expenses.

♦ **Note 22 - Depreciation, amortisation and operating provisions**

In thousands of euros	2021/22	2020/21
Intangible assets	57	44
Property, plant and equipment	127	97
Inventories	12,204	12,454
Other current assets	321	248
Contingency and loss provisions	904	483
Total	13,613	13,326

♦ **Note 23 – Net financial income/expense**

In thousands of euros	2021/22	2020/21
Dividends received from subsidiaries	8,944	5,514
Foreign exchange gains/losses	345	(240)
Loans interest paid to subsidiaries	(1)	-
Loan interest received from subsidiaries	442	79
Interest received	92	143
Additions to/reversals from exchange-rate provisions	3	-103
Additions to/reversals from provisions for unrealised losses on derivative instruments	179	-183
Additions to or reversals from provisions for securities in subsidiaries	-	3,800
Provisions for own shares	3	(8)
Interest paid	(496)	(661)
Total	9,511	8,341

Dividends received from subsidiaries correspond to those received from Nacon HK Ltd, BBI Belgique, Kylotonn and Spiders.

♦ **Note 24 - Net non-recurring income/(expense)**

• Non-recurring income and expense

in thousands of euros	2021/22	2020/21
Non-recurring expense		
Losses on treasury shares	94	-
Special depreciation and amortisation		-
Additions for provisions for property, plant and equipment		-
Net carrying amount of property, plant and equipment		1
Net carrying amount of financial assets		37
Other non-recurring expenses		504
Total	94	542
Non-recurring income		
Disposal of non-current assets		102
Gains on treasury shares		125
Reversals of provisions for property, plant and equipment		-
Reversals of provisions and expense transfers		503
Reversals of special depreciation and amortisation		-
Other non-recurring income		1,200
Total	0	1,930

• Non-recurring items by type

in thousands of euros	2021/22	2020/21
Gains or losses on disposals of own shares	(94)	125
Capital gains on disposals of property, plant and equipment		101
Net carrying amount of fees relating to the purchase of shares in MDL Group		(37)
Special depreciation and amortisation		-
Other		1,199
Total	(94)	1,388

♦ **Note 25 – Income tax**

• Breakdown of income tax

in thousands of euros	Recurring income	Net non-recurring income/(expense) and employee profit-sharing	Miscellaneous	Total
Pre-tax income	5,773	(94)		5,679
Tax at the standard rate of 26.50%	0	0	166	166
Income after tax	5,773	(94)	166	5,845

The income tax benefit for the financial year reflects the €166 thousand gain on tax consolidation.

• Deferred and contingent tax

Tax due on:	31 March 2022	31 March 2021
Regulated provisions		
Expenses deducted from taxable income but not yet recognised		
Total increases	0	
Tax paid in advance on:		
Provisions not deductible in the year of recognition (following year):		
Employee profit-sharing		
CSSS (corporate social solidarity contribution)	27	39
To be deducted subsequently:		
Exchange differences (liabilities)		
Provisions for exchange rate risks	126	128
Directors' attendance fees	99	78
Provisions for retirement benefit obligations	58	122
Taxable income not yet recognised		
Total reductions	310	367

(at the standard tax rate of 26.50%)

19.1.5.3 Other information

♦ Note 26 – Off-balance sheet commitments

- Guarantees given

Commitments given	Beneficiary	31 March 2022	31 March 2021	Purpose of the commitment
Bank guarantee	CIC	1,250	2,250	Pledge of Cyanide SAS shares
Bank guarantee	Banque Postale	1,357	2,364	Pledge of Cyanide SAS shares
Bank guarantee	CIC	613	1,015	Pledge of Kylotonn SAS shares
Bank guarantee	CIC	2,000	2,800	Pledge of Spiders SAS shares
Bank guarantee	BPI	408	773	Amounts withheld as security in relation to several loans taken out between 2017 and 2019 (shown under other non-current financial assets on the balance sheet)
Security deposit	Big Ant Holdings Pty	10,675	0	Commitment given to cover the earn-out payments in line with the acquisition MoU entered into by Big Ant Holding Pty for the purchase of the Big Ant studio

- Import documentary credits

At 31 March 2022, no import documentary credits were outstanding.

- Exchange-rate risk management

At 31 March 2022, the Company held a number of FX Tarn/accumulator contracts. FX TARNs/accumulators are complex structured derivatives through which the Group undertakes to buy or sell USD according to a schedule and at rates defined when the contract is signed. The use of TARNs/accumulators is based on a strategy that aims to accumulate USD at an exchange rate that is better than currently available spot and forward rates in return for uncertainty about the total amount of USD that may be accumulated. In the event of a large change in the EUR/USD exchange rate (upward or downward respectively depending on whether the Company is buying or selling USD), long or short exposure may increase and cause foreign exchange losses to be recognised on these instruments.

The following table shows the positions at 31 March 2022:

Type of contract	Currency	Position	Status	Arrangement date	Maturity date	Nominal in USD (thousands)	Strike	At 31 March 2022, in thousands				
								Amount accumulated in USD	Amount raised in USD	Amount accumulated net of funds raised in USD	Maximum amount to be accumulated in USD	Mark-to-market value in EUR
TARN	CNY	Purchase	Asset	7 January 2022	6 January 2023	104,000	7.4025	11,000	11,000	0	82,000	-7
TARN	GBP	Sale	Asset	1 February 2022	31 January 2023	5,300	0.821	450	450	0	4,400	4
												(3)

The mark-to-market value of these financial instruments was €3 thousand at 31 March 2022, compared with negative €183 thousand at 31 March 2021.

The unrealised loss on derivative instruments was recognised in contingency and loss provisions.

⇒ **Accounting policy – Exchange-rate risk management**

Foreign-currency receivables are measured at the period-end exchange rate.

As regards exchange-rate risk, most purchases, including purchases of accessories, are in foreign currency (mainly USD and GBP). As part of its exchange-rate risk management, the Company has entered into complex derivative financial instruments (see below).

- **Interest-rate risk management**

There are no interest-rate hedges in place.

- **Bank covenants**

To fund the acquisitions of its development studios – Cyanide SA, Kylotonn SAS, Eko Software SAS and Spiders SAS – and development costs in its Publishing business, Bigben Interactive took out several loans repayable over 5 years, which were transferred to its Nacon SA through the aforementioned spin-off. Those loans feature the following covenants:

Bank covenants	Target value	Status
Interest cover ratio (EBITDA/Financial expense)	> 6	Complied with
Net leverage ratio (Debt/EBITDA)	< 2	Complied with

All covenants were complied with at 31 March 2022.

- ♦ **Note 27 - Finance lease liabilities at 31 March 2022**

in thousands of euros	Air conditioning in the building on rue Orfila	Vehicles	Total
LEASE VALUE	16	406	422
ORIGINAL VALUE	15	398	413
LEASE PAYMENTS MADE			
Previous total	9	120	129
Current year	5	124	129
LEASE PAYMENTS TO BE MADE			
Less than 1 year	1	114	115
Between 1 and 5 years		62	62
Over 5 years			
Total	1	176	177
RESIDUAL VALUE		4	4
EXPENSES	5	129	134

- ♦ **Note 28 - Bonus shares**

- On 7 September 2020, Nacon SA's Board of Directors awarded 1,123,983 bonus shares to certain members of staff and corporate officers of Nacon Group entities. Those shares vested after a 1- or 3-year period provided that an ongoing presence condition and a performance condition related to achievement of a predetermined level of recurring operating income were met. Since all Group entities met their performance conditions in part or in full, 1,045,283 new shares were issued through the capitalisation of reserves on 7 September 2021. In sum, 55,000 shares have not yet vested.
- On 26 October 2020, Nacon SA's Board of Directors granted 43,282 Nacon bonus shares to certain key managers of the studios newly acquired by the Nacon Group. The vesting of the shares after a 3-year period is subject to an ongoing presence condition. These 43,282 shares have not yet vested.
- On 31 May 2021, Nacon SA's Board of Directors granted 259,459 Nacon bonus shares to certain key managers of the studios newly acquired by the Nacon Group. The vesting of the shares after a 1-year or 3-year period is subject to an ongoing presence condition. Based on the number of Nacon bonus shares vested, an issue of new Nacon shares will take place through the capitalisation of reserves, and a special appropriated earnings account equal to the total par value of the 259,459 shares awarded, i.e. €259,459, was set up at the time of the award.
- On 8 September 2021, Nacon SA's Board of Directors granted 676,743 Nacon bonus shares to certain key managers of the studios newly acquired by the Nacon Group. Those shares will vest after a 1- or 3-year period provided that an ongoing presence condition and a performance condition related to achievement of a predetermined level of recurring operating income are met. Based on the number of Nacon bonus shares vested, an issue of new Nacon shares will take place through the capitalisation of reserves, and a special appropriated earnings account equal to the total par value of the 676,743 shares awarded, i.e. €676,743, was set up at the time of the award.
- On 29 November 2021, Nacon SA's Board of Directors granted 95,850 Nacon bonus shares to certain key managers of the studios newly acquired by the Nacon Group. The vesting of the shares after a 1-year or 3-year period is subject to an ongoing presence condition. Based on the number of Nacon bonus shares vested, an issue of new Nacon shares will take place through the capitalisation of reserves, and a special appropriated earnings account equal to the total par value of the 95,850 shares awarded, i.e. €95,850, was set up at the time of the award.

Date of award (Board of Directors meeting)	7 September 2020	26 October 2020	31 May 2021	8 September 2021	29 November 2021
Vesting period	1 year / 3 years	3 years	1 year / 3 years	1 year / 3 years	1 year / 3 years
Lock-up period	2 years / -	-	2 years / -	2 years / -	2 years / -
Number of bonus shares initially awarded	1,123,983	43,282	259,459	676,743	95,850
Number of shares currently awarded at 31 March 2022	1,045,283				
Number of shares capable of being awarded at 31 March 2022	55,000	43,282	259,459	676,743	95,850
Share price on the date the plan was announced	6.55	6.93	6.94	5.16	5.21

♦ **Note 29 - Executive remuneration**

Total gross remuneration paid to all members of the Company's Executive Committee amounted to €973 thousand with respect to the 2021/22 financial year.

in thousands of euros	Short-term benefits	Share-based payments	Termination benefits
2020/21	929	1,659	-
2021/22	941	32	-

♦ Note 30 - Related-party transactions

Transactions with executive officers

An employment contract has been formed between the Company and Laurent Honoret for his role as Head of Strategy and Business Development. That employment contract is in addition to his role as a corporate officer as authorised in accordance with recommendation 15 of the Middlednext Code.

The employment contract represents a regulated agreement that was authorised by the Board of Directors on 27 April 2020 and took effect on 2 May 2020.

Transactions between related companies

From 1 October 2019, amounts have been recharged between certain Bigben group entities, particularly Bigben Interactive SA (the Bigben group's parent company) and entities in the Nacon sub-group in the manner described below. These recharging agreements have been formed on an arm's-length basis.

The main intragroup flows have consisted of:

Within the Nacon Group:

- Development costs of Group studios invoiced to Nacon SA: each studio develops games, generally at a cost of several million euros per game divided into milestone payments throughout the development period (usually two years). These milestones are paid by Nacon SA to the studios;
- Accessories supplied to Nacon SA by Nacon HK Ltd: Nacon HK Ltd negotiates prices with the Group's Chinese manufacturing sub-contractors, monitors their production from a "quality assurance" standpoint, and is responsible for logistics and shipping the products to the Lauwin-Planque logistics platform for Nacon SA. Nacon HK Ltd bills Nacon SA for these services. Nacon SA's European distribution subsidiaries then source the products from Nacon SA.

With the Bigben Interactive group (parent company):

- Logistics services (storage, order preparation and shipment) provided by the Lauwin-Planque logistics platform owned by Bigben Interactive SA are billed to Nacon SA and its subsidiaries at a rate of 2.5% of gross revenue before any price reduction or discount, excluding product taxes and excluding Nacon SA's sales of digital video games. This agreement has been entered into on an arm's length basis, particularly as regards the fees paid for the services, which are in line with those charged by outside service providers;
- To a lesser extent, the supply of
 - o Audio products by Bigben Interactive SA to certain Nacon SA subsidiaries²⁸, which continue to make limited sales of other Bigben Group products in addition to Nacon's gaming products; the Audio products concerned are Bluetooth speakers, sound bars, etc.;
 - o The supply of Mobile products by Bigben Connected SAS to those same Nacon SA subsidiaries: the Mobile products concerned are mobile phone accessories (cables, protective cases and covers, etc.);
 - o Sales for those distribution subsidiaries at 31 March 2022: amounted to €4.9 million, equal to 3.1% of the Nacon Group's full-year revenue.
- Monthly cross-invoicing of administrative services provided by Bigben Interactive SA and Nacon SA, amounting to €23,800 in favour of Bigben Interactive SA and €48,800 in favour of Nacon SA (a net amount of €25,000 per month in favour of Nacon SA);

²⁸ Prior to the spin-off in October 2019 from Bigben Interactive to Nacon, the Bigben Interactive Italia, Bigben Interactive Belgium, Bigben Interactive GmbH and Games.fr subsidiaries generated less than €2 million of Audio and Mobile revenue. At the time of the spin-off in October 2019, it was decided not to split out these activities and create a second local subsidiary for the Audio/Telco business, as it would not have had the critical mass required to operate on a stand-alone basis. These revenues come under the "Other" category of Nacon's revenue.

- Rent for offices and shared space made available by Bigben Interactive SA to Nacon SA within its premises, amounting to €0.2 million per year; this agreement has been entered into on an arm's length basis;
- A cash management agreement between Bigben Interactive and Nacon, enabling them to carry out cash transactions between each other as permitted under the provisions of Article L. 511-7, I-3 of the French Monetary and Financial Code. Each company may grant the other advances at market interest rates.

With Bigben Interactive group subsidiaries

- The Bigben España subsidiary invoices its sister company Nacon Gaming España for administrative services provided by employees working for both companies.
- The Bigben HK Ltd subsidiary in Hong Kong invoices its sister company Nacon HK Ltd for administrative services provided by employees working for both companies.

♦ **Note 31- Average number of employees in the period**

Salaried staff members	2021/22	2020/21
Managers	85	73
Supervisory staff	25	21
Employees	20	19
Total	130	113

♦ **Note 32 – Tax consolidation agreement**

Nacon acting as parent company elected on 15 June 2020 for adoption of the tax consolidation regime applicable to groups of companies pursuant to Articles 223 A and following of the French General Tax Code. This option came into effect from the financial year that began on 1 April 2020. The parent and subsidiary companies are all registered in France and subject to corporate income tax under the standard regime. Their financial year-end is the final day of March every year. No legal entity subject to corporate income tax in France owns, directly or indirectly, an interest of 95% or more in the parent company's share capital.

The parent company owns an interest of at least 95% in the share capital of the subsidiary companies.

The tax consolidation arrangements apply to the parent company and the subsidiaries belonging to the tax consolidation group, namely:

- Games.fr SAS
- Cyanide SAS
- Eko Software SAS
- Kylotonn SAS
- Spiders SAS
- Passtech SAS since 1 April 2021

If Nacon were taxed separately, the tax loss would be €2,722,990 and the tax payable would be €0. No tax loss carryforwards were recorded across the consolidated tax group as a whole.

Table of subsidiaries and associates

	Share capital	Equity other than share capital	Percentage of share capital held (%)	Carrying amount of shares held		Loans and advances granted	Amount of guarantees and commitments provided for the company	Ex-VAT revenue in the most recent financial year	Income or loss in the most recent financial year	Dividends received during the financial year
				Gross	Net					
Subsidiaries (more than 50%-owned) in thousands of euros										
Games.fr SAS	1,000	613	100%	2,849	2,849			2,639	-17	
Bigben Interactive Belgique	300	978	100%	2,897	2,897			8,975	347	499
Nacon HK Ltd – Hong-Kong	3,524	2,197	100%	117	117			70,303	6,488	5,445
Bigben Interactive GmbH – Germany	500	1,251	100%	500	500			14,918	902	
Bigben Interactive Italia	100	1,412	100%	100	100			9,125	286	
Nacon Gaming España SL	50	684	100%	0	0			7,366	241	
Kylotonn	405	1,536	100%	2,787	2,787			10,302	941	1,000
Cyanide	435	7,566	100%	22,874	22,874	84		4,875	995	
Eko Software	65	1,712	100%	9,796	9,796			3,027	455	
Nacon USA	426	-107	100%	458	458	2,549		33,196	1,971	
Spiders	10	2,057	100%	6,400	6,400			2,017	1,422	2,000
Neopica	20	372	100%	2,600	2,600			1,327	154	
Lunar	20	328	100%	719	719			3,228	326	
Big Ant Holding	250	0	100%	0	0	22,016		0	-372	
creā-ture Studios	10	359	100%	10,850	10,850			808	-5	
Passtech Games	13	267	100%	3,000	3,000	138		1,552	465	
Ishtar Games	16	374	100%	11,000	11,000	392		152	-64	
Midgar Studio	10	481	100%	12,500	12,500			622	443	

2022

19.2.1 Statement of financial position

<i>in thousands of euros</i>	Notes	31 March 2022	31 March 2021
Goodwill	1	96,742	31,150
Right-of-use assets		8,275	4,652
Other intangible assets	2	129,136	91,248
Property, plant and equipment	3	2,528	1,762
Shares in associates	4	0	(0)
Other financial assets	5	1,735	1,107
Deferred tax assets	6	3,054	3,618
Non-current assets		241,470	133,538
Inventories	7	32,850	25,046
Trade receivables	8	37,918	47,017
Other receivables	9	11,691	10,214
Current tax assets		6,174	4,951
Cash and cash equivalents	10	82,148	96,746
Current assets		170,782	183,974
TOTAL ASSETS		412,252	317,512
Share capital		86,291	84,909
Share premiums		75,005	73,679
Consolidated reserves		54,523	34,045
Net income for the period		9,962	18,297
Exchange differences		2,626	(205)
Equity attributable to equity holders of the parent		228,407	210,725
Equity attributable to non-controlling interests		0	(257)
Total equity	16	228,407	210,467
Long-term provisions	14	886	1,083
Long-term financial liabilities	12	65,734	36,535
Long-term lease liabilities		6,072	2,932
Long-term earn-out liabilities		37,832	0
Deferred tax liabilities	13	731	486
Non-current liabilities		111,255	41,035
Short-term provisions	14	1,029	543
Short-term financial liabilities	12	26,774	18,266
Short-term lease liabilities		2,120	1,757
Short-term earn-out liabilities		6,500	3,000
Trade payables		17,745	21,181
Other payables	15	16,085	14,503
Current tax liabilities		2,338	6,759
Current liabilities		72,590	66,009
Total equity and liabilities		412,252	317,512

19.2.2 Statement of profit or loss and other comprehensive income

(in thousands of euros)	Notes	2021/22	2020/21
Revenue	17	155,912	177,834
Purchases used	18	(78,077)	(84,342)
Gross profit		77,835	93,493
Gross margin (% of revenue)		49.9%	52.6%
Other operating revenue	19	1,512	1,189
Other purchases and external expenses	20	(18,803)	(18,047)
Taxes other than income tax		(550)	(438)
Personnel costs		(14,530)	(14,954)
Other operating expenses		(832)	(1,035)
Gains or losses on disposals of non-current assets		(2)	95
EBITDA		44,629	60,302
EBITDA margin (% of revenue)		28.6%	33.9%
Depreciation and amortisation of non-current assets		(25,626)	(27,771)
Recurring operating income		19,003	32,531
Recurring operating margin (% of revenue)		12.2%	18.3%
Bonus share and stock-option plans	21	(4,862)	(5,057)
Other non-recurring operating items	22	(794)	
Income from associates	23	0	
Operating income		13,347	27,474
Net financial income/expense	24	52	(1,506)
Pre-tax income		13,399	25,967
Income tax	25	(3,425)	(7,721)
Net income for the period		9,973	18,246
Exchange differences		2,830	(316)
Actuarial gains and losses		97	(64)
Comprehensive income for the period		12,901	17,867
Net income for the period		9,973	18,246
Attributable to non-controlling interests		11	(51)
Net income attributable to equity holders of the parent		9,962	18,297

Earnings per share

Basic earnings per share (in euros)	27	€0.12	€0.22
Weighted average number of shares		85,613,442	84,877,034
Net income attributable to owners of the parent		9,962,193	18,297,197
Diluted earnings per share (in euros)	27	€0.12	€0.21
Average number of shares after dilution		86,410,724	86,038,539
Net income attributable to owners of the parent		9,962,193	18,297,197

* EBITDA is not an indicator defined by IFRSs and does not have a standard definition. See the definition of EBITDA and calculation method used by the Nacon Group in section 2.3.1.

19.2.3 Change in equity

in thousands of euros	Notes	Number of shares	Share capital	Share premiums	Consolidated reserves		Equity attributable to equity holders of the parent	Equity attributable to non-controlling interests	Total equity
					Reserves and retained earnings	Exchange differences			
Consolidated equity at 31 March 2020		84,908,919	84,909	73,679	29,183	111	187,883	(262)	187,621
Net income for the financial year ended 31 March 2021					18,297		18,297	(51)	18,246
Other comprehensive income					(64)	(316)	(380)		(380)
Comprehensive income					18,233	(316)	17,917	(51)	17,867
Bonus share plans					5,057		5,057		5,057
Liquidity agreement					(38)		(38)		(38)
Equity attributable to non-controlling interests					(95)		(95)	56	(39)
Consolidated equity at 31 March 2021		84,908,919	84,909	73,679	52,340	(205)	210,725	(257)	210,467
Net income for the financial year ended 31 March 2022					9,962		9,962	11	9,973
Other comprehensive income					97	2,830	2,928		2,928
Comprehensive income					10,059	2,830	12,890	11	12,901
Capital increase		337,208	337	1,325			1,662		1,662
Capital increase - Bonus shares		1,045,283	1,045		(1,045)		0		0
Bonus share plans					4,002		4,002		4,002
Liquidity agreement					(125)		(125)		(125)
Equity attributable to non-controlling interests					(746)		(746)	246	(500)
Consolidated equity at 31 March 2022		86,291,410	86,291	75,005	64,485	2,626	228,407	0	228,407

19.2.4 Cash flow statement

in thousands of euros

	Notes	2021/22	2020/21
Net cash flow from operating activities			
Net income for the period		9,962	18,297
<i>Elimination of income and expenses that have no cash impact or are unrelated to operating activities</i>			
Income from associates		0	0
Attributable to non-controlling interests		11	(51)
Additions to depreciation, amortisation and impairment		25,626	27,771
Change in provisions		272	368
Net financial income/expense		791	968
Net gain or loss on disposals		3	(83)
Other non-cash income and expense items		4,135	4,967
Income tax expense		3,497	7,721
Funds from operations		44,296	59,959
Inventories		(7,623)	2,287
Trade receivables	8	8,474	(6,854)
Trade payables	15	(9,588)	8,243
Change in WCR		(8,737)	3,676
Cash from operating activities		35,559	63,635
Income tax paid		(3,176)	(7,971)
NET CASH FLOW FROM OPERATING ACTIVITIES		32,383	55,664
Cash flow from investing activities			
Purchases of intangible assets	2	(57,410)	(50,982)
Purchases of property, plant and equipment	3	(1,347)	(1,203)
Disposals of property, plant and equipment and intangible assets		6	97
Purchases of financial assets	5	(580)	(62)
Disposals of non-current financial assets		20	52
Dividends received			
Disbursements relating to acquisitions of subsidiaries net of net cash acquired	1	(22,039)	(1,598)
NET CASH FLOW FROM INVESTING ACTIVITIES		(81,349)	(53,696)
Cash flow from financing activities			
Capital increase			
Sale/purchase of treasury shares		(94)	(30)
Interest paid		(793)	(987)
Decrease in lease liabilities		(1,982)	(1,613)
Cash inflows from borrowings		54,661	0
Repayments of borrowings and other financial liabilities		(16,512)	(12,952)
Other		(1)	
NET CASH FLOW FROM FINANCING ACTIVITIES	12	35,280	(15,582)
Impact of changes in exchange rates		564	(201)
Net change in cash and cash equivalents		(13,122)	(13,814)
Cash and cash equivalents at start of period		94,906	108,721
Cash and cash equivalents at end of period	10	81,784	94,906

NOTES TO THE FINANCIAL STATEMENTS

19.2.5 Basis of preparation

19.2.5.1 Introduction

The financial statements will be submitted to shareholders for approval in the 22 July 2022 Shareholders' General Meeting and may therefore be amended (IAS 10.17).

The main information relating to the creation of the group consisting of Nacon and its subsidiaries is contained in this introduction.

Nacon SA was incorporated on 18 July 2019 for a term expiring on 17 July 2118, and is registered with the Lille Métropole trade and companies register under number 852 538 461. The financial statements cover Nacon SA – whose registered office is located at 396/466 rue de la Voyette, CRT2, 59273 Fretin, France – and its subsidiaries (known collectively as the Nacon Group) for the 12 months ended 31 March 2022. Nacon SA is listed in compartment B of Euronext Paris's Eurolist exchange (ISIN: FR0013482791; Reuters: NACON.PA; Bloomberg: NACON:FP).

Its corporate purpose is the development, publishing, marketing and distribution of video game software in physical and digital form, along with the design, development, manufacturing and trading of video game accessories.

Bigben Interactive SA, Nacon's parent company, developed over the years a Gaming division in France and abroad, particularly through subsidiaries that it has created, and also acquired video game studios, with the aim of becoming a major global player in the video games across all media and in related accessories.

The spin-off of that business into Nacon took place, from the legal and economic point of view, through an internal restructuring of the Bigben Interactive group with the aim of optimising the operational and strategic organisation of its Gaming activities.

The spin-off involved a carve-out of the Gaming activities of Bigben Interactive SA, Bigben Interactive España and Bigben Interactive (HK) Ltd, with all the assets of other subsidiaries focusing mainly on the Gaming business being transferred in full to Nacon SA. However, in Spain and Hong Kong, where a large proportion of the business activities of Bigben Interactive SA's subsidiaries other than Gaming (Mobile and Audio) are conducted, those subsidiaries underwent demergers. Assets relating to the Gaming business were transferred to companies newly created for that purpose, i.e. Nacon Gaming España and Nacon (HK) Ltd, before the 31 October 2019 spin-off from Bigben Interactive SA to Nacon SA, with retroactive effect from 1 October 2019.

This reorganisation gave the Gaming division its own identity, by equipping it with the resources it needs to pursue its development, particularly as regards financing. To support future growth and continue its policy of selectively acquiring games studios, Nacon raised funds via a public offering and carried out an initial public offering (IPO) on Euronext's regulated market in Paris. The Bigben Interactive group retained control over Nacon after its IPO.

19.2.5.2 Scope of consolidation

- List of consolidated companies

31 March 2022:

Company	Country	% owned	Method of consolidation
Nacon SA	France	Parent company	
Bigben Belgium SA	Belgium	100.00%	Full consolidation
Bigben Nederland BV	Netherlands	100.00%	Full consolidation
Nacon HK Ltd	Hong Kong	100.00%	Full consolidation
Bigben Interactive GmbH	Germany	100.00%	Full consolidation
Nacon Gaming España SL	Spain	100.00%	Full consolidation
Bigben Italia Srl	Italy	100.00%	Full consolidation
Games.fr SAS	France	100.00%	Full consolidation
Kylotonn SAS	France	100.00%	Full consolidation
Cyanide SAS	France	100.00%	Full consolidation
Cyanide Amusement Inc.	Canada	100.00%	Full consolidation
Eko Software SAS	France	100.00%	Full consolidation
Spiders SAS	France	100.00%	Full consolidation
Lunar Great Wall Studios Srl	Italy	100.00%	Full consolidation
Nacon Gaming Inc.	United States	100.00%	Full consolidation
Nacon Pty Ltd	Australia	100.00%	Full consolidation
Neopica Srl	Belgium	100.00%	Full consolidation
Passtech Games SAS	France	100.00%	Full consolidation
Big Ant Holdings Pty*	Australia	100.00%	Full consolidation
creã-ture Inc.	Canada	100.00%	Full consolidation
Ishtar Games SAS	France	100.00%	Full consolidation
Midgar Studio SAS	France	100.00%	Full consolidation

* All the Big Ant Group companies were acquired via Big Ant Holding Pty, which was established during the year. This wholly-owned subsidiary of Nacon SA financed the acquisition of the Big Ant Group using a cash advance from Nacon SA.

Big Ant Holding Pty owns all the companies making up the Big Ant Group.

At 31 March 2021:

Company	Country	% owned	Method of consolidation
Nacon SA	France	Parent company	
Bigben Belgium SA	Belgium	100.00%	Full consolidation
Bigben Nederland BV	Netherlands	100.00%	Full consolidation
Nacon HK Ltd	Hong Kong	100.00%	Full consolidation
Bigben Interactive GmbH	Germany	100.00%	Full consolidation
Nacon Gaming España SL	Spain	100.00%	Full consolidation
Bigben Italia Srl	Italy	100.00%	Full consolidation
Games.fr SAS	France	100.00%	Full consolidation
Kylotonn SAS	France	100.00%	Full consolidation
Cyanide SAS	France	100.00%	Full consolidation
Cyanide Amusement Inc.	Canada	100.00%	Full consolidation
Eko Software SAS	France	100.00%	Full consolidation
Spiders SAS	France	100.00%	Full consolidation
Lunar Great Wall Studios Srl	Italy	53.15%	Full consolidation
Nacon Gaming Inc.	United States	100.00%	Full consolidation
Nacon Pty Ltd	Australia	100.00%	Full consolidation
Neopica Srl	Belgium	100.00%	Full consolidation

- **Change in scope**

Five companies joined the scope of consolidation during the financial year:

- Passtech Games SAS, effective 1 April 2021, the date of its acquisition,
- Big Ant Holding Pty Ltd, effective 3 May 2021, the date of its acquisition,
- creā-ture Inc., effective 30 July 2021, the date of its acquisition,
- Ishtar Games SAS, effective 7 October 2021, the date of its acquisition,
- Midgar Studios SAS, effective 7 February 2022, the date of its acquisition.

On 29 September 2021, Nacon entered into another agreement with the shareholders of the Lunar Great Wall Studios Srl (Raceward) studio and bought the remainder of the share capital, lifting its interest to 100%.

19.2.6 Key events in the 2021/22 financial year

19.2.6.1 Commercial development

In 2021/21, full-year consolidated revenue totalled €155.9 million, down 12.3% compared with 2020/21.

- Video games:

Video Games revenue totalled €54.4 million (down 21.1%) owing to the decision to postpone the release of several games into 2022/23.

- Gaming Accessories:

Amid a console shortage, Accessories revenue came to €96.6 million (down 6.3%).

Business trends in the 2020/21 financial year were boosted by the exceptionally strong performance of the video games and accessories market during the initial lockdowns.

19.2.6.2 Change in scope

- **Acquisition of 100% of Passtech Games SAS**

On 1 April 2021, Nacon acquired the entire share capital and voting rights of the Lyon-based development studio Passtech SAS, which specialises in rogue-like action games.

In addition to the consideration paid in cash, two earn-out payments may be made during the three years following the acquisition based on qualitative and revenue criteria linked to two video games projects. €2.0 million of earn-out payments have been included in the purchase price calculation. The estimated fair value of these earn-out payments at the acquisition date is based on the Nacon Group's best estimates regarding the fulfilment of the conditions for making those earn-out payments, and chiefly take into account historical sales figures and the Metacritic score for its most recent game Curse of the Dead Gods, on the assumption that the next game developed will achieve the same degree of success.

Since the earn-out payments that may be made by the Nacon Group could result in a variable amount of cash being settled, the inclusion of these earn-out payments in the purchase price measured at fair value at the acquisition date gave rise, in accordance with IFRS 3 "Business combinations", to the recognition of a financial liability in the Group's financial statements. That financial liability will be measured at fair value at each closing date and any change to that fair value will be taken to income until it is settled.

In accordance with IFRS 3, the Group has a maximum of 12 months from the date of acquisition to finalise how business combinations are accounted for. The provisional measurement of the assets acquired and liabilities assumed is as follows:

	<i>In thousands of euros</i>
Intangible assets	54
Property, plant and equipment	13
Non-current financial assets	5
Deferred tax assets	23
Trade receivables	281
Cash and cash equivalents	107
Prepaid expenses	7
Provisions for contingencies	-3
Debt	-54
Trade payables	-132
Total identifiable net assets acquired	300
Goodwill	2,700
Fair value of the consideration transferred	3,000

○ **Acquisition of 100% of Big Ant Holding Pty Ltd**

On 3 May 2021, Nacon acquired the entire share capital and all the voting rights of Big Ant Holding Pty Ltd development studio based in Melbourne (Australia), which is renowned for its rugby, tennis and cricket sports franchises, not to mention the Australian Football League (AFL).

The transaction price was €18 million. Eight earn-out payments to be calculated, as appropriate, based on criteria linked to the Big Ant Group's net revenue, revenue generated by the back catalogue and cricket games out to 2024 and on qualitative criteria generated by the tennis and rugby games developed by Big Ant, may be made 50% in cash and 50% in Nacon shares. €14.0 million of earn-out payments have been included in the purchase price calculation. The estimated fair value of these earn-out payments at the acquisition date is based on the Nacon Group's best estimates regarding the fulfilment of the conditions for making those earn-out payments, and chiefly take into account the Big Ant Group's historical sales figures.

Since the earn-out payments that may be made by the Nacon Group could result in a variable amount of cash being settled, the inclusion of these earn-out payments in the purchase price measured at fair value at the acquisition date gave rise, in accordance with IFRS 3 "Business combinations", to the recognition of a financial liability in the Group's financial statements. That financial liability will be measured at fair value at each closing date and any change to that fair value will be taken to income until it is settled.

In accordance with IFRS 3, the Group has a maximum of 12 months from the date of acquisition to finalise how business combinations are accounted for. The provisional measurement of the assets acquired and liabilities assumed is as follows:

	<i>In thousands of euros</i>
Intangible assets	1,897
Property, plant and equipment	79
Non-current financial assets	48
Trade receivables	423
Cash and cash equivalents	4,571
Debt	-903
Deferred tax liabilities	-293
Trade payables	-2,210
Total identifiable net assets acquired	3,612
Goodwill	28,707
Fair value of the consideration transferred	32,319

- **Acquisition of 100% of creā-ture Studios Inc.**

On 30 July 2021, Nacon acquired the entire share capital and all the voting rights of Montreal-based development studio creā-ture Studios Inc., which specialises in developing skateboarding games.

In addition to the consideration paid in cash, two earn-out payments may be made in September 2023 and 2024 based on qualitative criteria and revenue generated by the Session video game currently being developed by the studio. Likewise, a third earn-out payment calculated based on qualitative criteria linked to a video game project that has not yet reached the development phase may be payable. €9.5 million of earn-out payments have been included in the purchase price calculation. The estimated fair value of these earn-out payments at the acquisition date is based on the Nacon Group's best estimates regarding the fulfilment of the conditions for making those earn-out payments.

Since the earn-out payments that may be made by the Nacon Group could result in a variable amount of cash being settled, the inclusion of these earn-out payments in the purchase price measured at fair value at the acquisition date gave rise, in accordance with IFRS 3 "Business combinations", to the recognition of a financial liability in the Group's financial statements. That financial liability will be measured at fair value at each closing date and any change to that fair value will be taken to income until it is settled.

In accordance with IFRS 3, the Group has a maximum of 12 months from the date of acquisition to finalise how business combinations are accounted for. The provisional measurement of the assets acquired and liabilities assumed is as follows:

	<i>In thousands of euros</i>
Intangible assets	919
Property, plant and equipment	9
Receivables	187
Cash and cash equivalents and miscellaneous	110
Provisions for deferred taxes	-239
Miscellaneous liabilities	-63
Total identifiable net assets acquired	923
Goodwill	9,927
Fair value of the consideration transferred	10,850

- **Acquisition of the remainder of the share capital of Lunar Great Wall Studios Srl (RaceWard Studio)**

After buying a 43.15% stake in the share capital of Lunar Great Wall Studios, better known under its business name of RaceWard Studio on 27 July 2019, Nacon completed the acquisition on 19 October 2020 of an additional 10% interest from Marco Ponte, the studio's founding manager.

On 29 September 2021, Nacon entered into another agreement with the video games studio's shareholders and bought the remainder of the share capital, lifting its interest to 100%.

Under IFRS 3, this acquisition of an additional stake in the share capital of a business that was already fully consolidated was treated as a transaction between the equity attributable to equity holders of the parent and non-controlling interests in equity and did not result in the recognition of any additional goodwill. The non-controlling interests acquired were thus reclassified as equity attributable to equity holders of the parent and the cost of acquiring the shares was set off against equity attributable to equity holders of the parent. The difference between the purchase price of the shares and the additional proportion of equity acquired was thus recognised in equity, and the consolidated values of the relevant subsidiary's assets and liabilities were left unchanged.

- **Acquisition of 100% of Ishtar Games SAS**

On 7 October 2021, Nacon acquired the entire share capital and all the voting rights of development studio Ishtar Games, which specialises in creating and marketing "indie" video games.

In addition to the consideration paid in cash, earn-out payments may be made between 1 April 2022 and 30 April 2025 based on revenue generated by The Last Spell video game and qualitative and revenue criteria linked to a forthcoming project to be developed by the studio. €9.15 million of earn-out payments have been included in the purchase price calculation. The estimated fair value of these earn-out payments at the acquisition date is based on the Nacon Group's

best estimates regarding the fulfilment of the conditions for making those earn-out payments.

Since the earn-out payments that may be made by the Nacon Group could result in a variable amount of cash being settled, the inclusion of these earn-out payments in the purchase price measured at fair value at the acquisition date gave rise, in accordance with IFRS 3 “Business combinations”, to the recognition of a financial liability in the Group’s financial statements. That financial liability will be measured at fair value at each closing date and any change to that fair value will be taken to income until it is settled.

In accordance with IFRS 3, the Group has a maximum of 12 months from the date of acquisition to finalise how business combinations are accounted for. The provisional measurement of the assets acquired and liabilities assumed is as follows:

	<i>In thousands of euros</i>
Intangible assets	863
Property, plant and equipment	15
Non-current financial assets	8
Deferred tax assets	7
Trade receivables	287
Cash and cash equivalents	259
Prepaid expenses	21
Provisions for contingencies	-6
Debt	-608
Trade payables	-268
Prepaid income	-209
Total identifiable net assets acquired	369
Goodwill	10,631
Fair value of the consideration transferred	11,000

- **Acquisition of 100% of Midgar Studios SAS**

On 7 February 2022, Nacon acquired the entire share capital and all the voting rights of Midgar Studios SAS, a development studio specialised in J-RPGs.

In addition to the consideration paid in cash, two earn-out payments may be made in September 2023 and 2027 based on the revenue generated by the Edge-series video games developed by the studio. €10.0 million of earn-out payments have been included in the purchase price calculation. The estimated fair value of these earn-out payments at the acquisition date is based on the Nacon Group’s best estimates regarding the fulfilment of the conditions for making those earn-out payments.

Since the earn-out payments that may be made by the Nacon Group could result in a variable amount of cash being settled, the inclusion of these earn-out payments in the purchase price measured at fair value at the acquisition date gave rise, in accordance with IFRS 3 “Business combinations”, to the recognition of a financial liability in the Group’s financial statements. That financial liability will be measured at fair value at each closing date and any change to that fair value will be taken to income until it is settled.

In accordance with IFRS 3, the Group has a maximum of 12 months from the date of acquisition to finalise how business combinations are accounted for. The provisional measurement of the assets acquired and liabilities assumed is as follows:

	<i>In thousands of euros</i>
Other intangible assets	699
Property, plant and equipment	11
Non-current financial assets	6
Deferred tax assets	90
Trade receivables	360
Cash and cash equivalents	96
Prepaid expenses	9
Provisions for contingencies	-9
Debt	-381
Deferred tax liabilities	-21
Trade payables	-215
Total identifiable net assets acquired	644
Goodwill	11,856
Fair value of the consideration transferred	12,500

19.2.6.3 Ownership structure

- **Capital increase following the vesting of the 2020 bonus shares**

On 7 September 2020, the Board of Directors awarded 1,123,983 bonus shares to members of staff and corporate officers of recently acquired Group entities. The vesting of those 1,068,983 shares after a 1-year period was subject to an ongoing presence condition and attainment of a predetermined level of recurring operating income in 2020/21. Since all the Group's entities met their performance condition, 1,045,283 2020 bonus shares vested in 2021 with 455 beneficiaries.

Accordingly, 1,045,283 new shares were issued through the capitalisation of reserves, lifting Nacon's share capital to 85,954,202 shares with par value of €1 each.

- **Capital increase following the acquisition of Big Ant Holdings Pty Ltd**

An initial earn-out payment corresponding to the 2020/21 net income recorded by Big Ant Studios Pty Ltd was paid to the sellers on 29 September 2021. Under the preliminary acquisition agreement, 50% of this earn-out payment was made in Nacon SA shares via a €1,662 thousand capital increase.

On 29 September 2021, a capital increase with preferential subscription rights withheld took place, with 337,208 shares valued at €4,930, in line with the average closing price of Nacon shares on the Euronext Paris market during the 20 trading sessions prior to the transaction. The issue increased Nacon SA's share capital from €85,954,202 to €86,291,410.

- **2021 bonus share award**

Nacon SA's Board of Directors meetings on 31 May 2021, 8 September 2021 and 29 November 2021 awarded 1,045,252 Nacon bonus shares to certain key managers of the recently acquired studios and to their members of staff.

The shares will vest after a 1- or 3-year period provided that an ongoing presence condition and, in certain cases, a performance condition related to achievement of a predetermined level of recurring operating income are met.

Based on the number of Nacon bonus shares vested, an issue of new Nacon shares will take place through the capitalisation of reserves, and a special appropriated earnings account equal to the total par value of the 1,045,252 Nacon shares awarded, i.e. €1,045,252, was set up at the time of the award.

19.2.6.4 Other events

- **Further developments in the Covid-19 (coronavirus) crisis**

The supply chain disruption caused by the global pandemic crisis led to delivery delays, leading to an impact on 2021/22 sales.

To address the threat of a components shortage, Nacon brought forward its orders to avoid stock outages and to secure its Accessories revenue. That led to an increase in inventories over the financial year.

The Group was also impacted by stock outages affecting its customers' products (PS5), which some of its Gaming Accessories support.

The Company did not encounter any cash flow issues, as it already holds a substantial cash pile intended to fund its development.

Trade receivables at 31 March 2022 are being collected in accordance with agreed payment times.

- **Impact of the war in Ukraine**

The war in Ukraine has had little impact on the Nacon Group to date. It does not have any business relationships with suppliers or studios based in Ukraine or Russia, and Nacon generates less than 1% of its revenue in Russia.

Conversely, the supply chain disruption, a factor since the beginning of the Covid-19 pandemic, has taken a turn for the worse with the outbreak of the war in Ukraine. It has blocked the silk road, causing delays and giving rise to additional costs.

The Group was barely affected by the components shortage in 2021 and 2022 as it had sourced supplies in advance. Conversely, it was impacted by the stock outages of its customers' products (Sony and Microsoft game consoles), which some of its accessories aim to support. By the end of the year, it had failed to sell all the products it was planning to move.

- **Changes in debt**

In 2021/22, Nacon arranged €52.5 million of new medium-term loans and made repayments on medium-term bank loans in line with their repayment schedules.

19.2.6.5 Post-balance sheet events

- **Acquisition of 100% of Daedalic Entertainment**

On 1 April 2022, Nacon acquired 100% of the share capital of Daedalic Entertainment, a leading video games publisher and development studio for €53 million.

The acquisition will enable Nacon to acquire several key intellectual property items and benefit from Daedalic Entertainment's tremendous expertise.

To date, this deal is the largest acquisition ever completed by Nacon and is aligned with its strategy of expanding in the video games industry.

Founded in 2007 and based in Hamburg, Daedalic Entertainment has developed and published more than 90 games and is one of Germany's top and longest-serving independent video games companies. It has a talented and prize-winning team of 87 staff and is renowned as a world-class independent publisher.

Carten Fichtelmann, its founder and CEO, and Stephan Harms, COO, will continue to run the company with a high level of autonomy.

19.2.7 Accounting policies and principles

19.2.7.1 Statement of compliance

The consolidated financial statements of Nacon and its subsidiaries (the “Group”) have been prepared in accordance with IFRSs as adopted by the European Union and applicable to the financial year ended 31 March 2022, with comparatives for the financial year ended 31 March 2021.

The applicable standards are available on the European Commission website:

New standards, amendments and interpretations in force and applicable to accounting periods covered by the consolidated financial statements are detailed below.

- **Standards and interpretations newly applicable from 1 April 2021**

New IFRS texts	EU adoption date (periods starting on or after)
Amendments to IFRS 4 – Extension of the Temporary Exemption From Applying IFRS 9	1 January 2021
Amendments to IFRS 9, IAS 39 and IFRS 7 – Interest Rate Benchmark Reform – Phase 2	1 January 2021
Amendments to IAS 19 and IFRIC 14 – Attributing Benefits to Years of Service	1 January 2021

Application of these amendments did not a material impact on presentation of the financial statements.

- **New texts adopted early in accounting periods starting on or after 1 April 2021**

New IFRS texts	EU adoption date (periods starting on or after)
Amendments to IFRS 3 – References to the conceptual framework	1 January 2022*
Amendments to IAS 37 – Onerous Contracts – Cost of Fulfilling a Contract	1 January 2022*
Amendments to IFRS 16 – Rent Concessions beyond 30 June 2021	1 April 2021*

The Group has not opted for early adoption other standards and amendments that may be adopted early or that will be mandatory in the 2022/23 financial year.

The Group does not expect their adoption to have a material impact on the consolidated financial statements.

- **Use of the alternative performance indicator EBITDA**

The Nacon Group’s EBITDA (earnings before interest, taxes, depreciation and amortisation) is defined as recurring operating income before impairment, depreciation of property, plant and equipment and amortisation of intangible assets, but after additions to provisions on inventories and trade receivables.

The Group regards EBITDA as a non-IFRS performance indicator.

EBITDA is one of the main indicators monitored by the Group when managing and assessing its operational

performance, taking investment decisions, allocating resources and assessing the performance of senior managers.

The Group believes that this indicator is useful for users of its financial statements because it gives them a measurement of its operating income/loss that excludes non-cash items such as impairment, depreciation and amortisation, increasing the projected value of its consolidated financial statements and providing information about the earnings of the Group's recurring commercial activities and cash flows and allowing investors to identify more effectively trends in its financial performance.

EBITDA is not an indicator defined by IFRSs and does not have a standard definition. As a result, the method that the Nacon Group uses to calculate EBITDA may not be comparable to that used by other groups to calculate other measures with a similar name.

- **Use of the “gross profit” financial indicator**

The Group calculates gross profit as the difference between revenue and purchases used in relation to Retail sales (Retail games and accessories).

19.2.7.2 Basis of preparation

The financial statements are presented in thousands of euros unless otherwise stated.

- **Use of estimates**

The preparation of financial statements according to IFRSs requires management to use estimates and assumptions that affect the amounts in the presented Group financial statements and information provided in the notes thereto.

Those estimates and assumptions are based on information and estimates known on the accounts closing date and may prove substantially different from actual figures.

In particular, for the periods covered by the consolidated financial statements, management re-examined its estimates regarding:

- the recoverable amount of goodwill in order to identify any impairment losses (Note 1)
- tax assets relating to unused tax loss carryforwards (Note 6)
- provisions (Note 14)
- the useful lives of game development costs (see below)

Game development costs are amortised over the games' expected lifetimes (currently between 1 and 4 years) using the diminishing balance method based on the associated expected sales, whether the game is sold physically or digitally, from its commercial release date. Under IAS 38, game amortisation periods vary according to market trends and sales prospects.

To take into account the digitalisation of the video games market, the increasing proportion of sales taking place on platforms and the related extension of games' lifespans, the development costs of new games released in the market from 1 April 2020 by Nacon SA are currently amortised using the diminishing balance method over a period of four years.

19.2.7.3 Basis of measurement

- **Consolidation criteria**

Companies controlled by the Group are consolidated from the date on which the Group obtains control over them. Companies over which the Group has significant influence, but not control, are accounted for using the equity method.

The companies are consolidated on the basis of the full-year financial statements for the financial year ended 31 March 2022, and adjusted as the case may be to harmonise them with the Group's accounting policies.

- **Business combinations**

Business combinations are recognised by applying the acquisition method on the acquisition date, which is the date on which control is transferred to the Group. Control is the power to govern the financial and operating policies of an entity in order to derive benefit from its activities. When assessing control, the Group takes into account potential voting rights that are currently exercisable when decisions relating to the relevant activities need to be taken.

The Group measures goodwill on the acquisition date as:

- the fair value of the consideration transferred; plus
- the amount recognised for any non-controlling interest in the acquired company; plus
- if the business combination takes place in stages, the fair value of any stake previously held in the acquired company; less
- the net amount, recognised at fair value, of identifiable assets acquired and liabilities assumed.

Where the difference is negative, costs relating to the acquisition, other than those related to the issue of debt or equity securities, which the Group bears as a result of a business combination, are recognised as expenses when incurred.

- **Subsidiaries**

A subsidiary is an entity controlled by the Group. Control exists where the Company's relations with the entity expose it or entitle it to variable returns and where it has the ability to influence those returns because of the power it exerts over the entity.

The financial statements of subsidiaries are included in the consolidated financial statements from the date control starts until the date control ends.

- **Associates**

Associates are entities in which the Group has significant influence over financial and operational policies, without having control. Significant influence is presumed to exist where the Group owns 20-50% of an entity's voting rights.

The consolidated financial statements include the Group's interest in the total amount of profits and losses recognised by associates, using the equity method, from the date significant influence is first exercised until the date it ends.

Interests in the profits and losses of associates with operating activities that are an extension of the Group's activities are presented below recurring operating income, while interests in the profits and losses of associates whose operating activities are not an extension of the Group's activities are presented after pre-tax income.

- **Transactions within the Group**

All transactions between consolidated companies are eliminated, as are all profits and losses generated within the consolidated whole.

- **Translation of non-French companies' financial statements into euros**

The Group's presentation currency is the euro.

The functional currencies of the Group's foreign subsidiaries are their local currencies, in which most of their transactions are denominated.

- The assets and liabilities of Group companies whose functional currency is not the euro are translated into euros at the exchange rate in force on the accounts closing date.
- The revenues and expenses of these companies and their cash flows are translated at the average exchange rate for the quarter in which the transactions take place.

- Differences arising from foreign exchange are recognised directly under other comprehensive income, under a separate equity item.

- **Translation of transactions into foreign currencies**

Transactions denominated in foreign currencies are translated at the exchange rate in force on the date of the transaction.

At the end of the period, monetary assets and liabilities denominated in foreign currencies (excluding derivatives) are translated at the closing rate. The resulting exchange differences are recorded in the income statement.

Non-monetary assets and liabilities denominated in foreign currencies are recognised at the historical exchange rate in force on the transaction date.

Derivative instruments are measured and recognised in the manner described in the note on financial instruments.

19.2.7.4 Accounting policies

Accounting policies are presented directly in the notes to which they relate, in order to facilitate understanding of the financial statements.

19.2.7.5 Group policy regarding financial risk management

The Group is exposed to the following financial risks:

- credit risk
- liquidity risk
- market risk.

The description of these financial risks, the policy and procedures for measuring and managing them and quantitative information relating to them are included directly in the notes relating to balance-sheet items (Note 8) and income statement items (Notes 34, 35 and 36).

19.2.7.6 Segment reporting

Nacon sells a wide range of video games and Gaming accessories tailored to demand in its market.

As part of the spin-off of the Gaming business to form Nacon, the Gaming activities of Bigben Interactive SA, Bigben Interactive Hong Kong Ltd and Bigben Interactive España were carved out and placed into entities specially created for that purpose. The Group's other subsidiaries were placed within the Gaming division and their shares were transferred to Nacon SAS.

Given the highly integrated organisation of the Gaming business, a large proportion of costs are shared between the Video Games and Accessories businesses. The Video Games and Gaming Accessories businesses share most of their customers. As a result, the Group only calculates recurring operating income at the Group level.

Games developed by the studios acquired are marketed by all Group entities and therefore contribute to Nacon's overall cash flow.

Sales of games in digital form are invoiced exclusively in France.

The Group's distribution subsidiaries based outside France handle physical sales of all gaming products. The subsidiary based in Hong Kong mainly handles the development and procurement of accessories from manufacturing partners.

As a result, each Nacon Group subsidiary has a specific role in the Group's value chain.

Accordingly, the Nacon Group considers that it operates in a single operational business segment, "Nacon Gaming", which includes the development, publishing and distribution of video games along with the design and distribution of accessories for games consoles and PCs. The video games and accessories businesses address the same market and have the same economic characteristics.

The information presented below is that used by the Nacon Group's chief operating decision maker for internal reporting purposes. The Nacon Group's chief operating decision maker within the meaning of IFRS 8 is a two-person

team consisting of the Nacon Group's Chairman/CEO and COO.

19.2.7.7 Accounting policy – Cash flow statement

The cash flow statement is prepared using the indirect method, which shows the transition from income to cash flows from operating activities. Cash and cash equivalents at the start and end of the period, as mentioned in the cash flow statement, include cash, marketable securities and short-term bank facilities.

19.2.8 Additional notes

19.2.8.1 Additional notes to the balance sheet

♦ Note 1 – Goodwill

Acquired entities in thousands of euros	BBI Belgique	Cyanide SA	Eko	Kylotonn	Spiders	Neopica	RaceWard	Passtech	Big Ant	creā- ture	Ishtar	Midgar	TOTAL
Goodwill arising from transactions in the financial year ended 31 March 2022	1,088	12,539	6,058	3,770	5,273	2,077	345	2,700	29,835	10,570	10,631	11,856	96,742
Impairment loss													0
Exchange differences									1,129	644			1,772
Business combinations								2,700	28,707	9,927	10,631	11,856	63,821
Goodwill arising from transactions in the financial year ended 31 March 2021	1,088	12,539	6,058	3,770	5,273	2,077	345						31,150

⇒ Accounting policy - Goodwill

Goodwill is not amortised, in accordance with IFRS 3 “Business combinations” and IAS 36 “Impairment of assets”. It is tested for impairment whenever evidence of a loss of value appears and at least once every year on the closing date. For those tests, goodwill is broken down by Cash Generating Unit (CGUs) or group of CGUs, which are homogeneous units that together generate independent cash inflows. Given the high level of integration shown by its business, the Group has only one CGU (see above).

Details about the impairment testing of Cash Generating Units are provided below.

Goodwill is stated at cost, less cumulative impairment losses. Any impairment losses are taken to the income statement. Impairment losses cannot be reversed.

Description of transactions in the 2021/22 financial year:

The Group carried out the following transactions in 2021/22:

- Acquisition of 100% of Passtech Games SAS’ share capital and voting rights on 1 April 2021,
- Acquisition of 100% of Big Ant Holding Pty Ltd’s share capital and voting rights on 3 May 2021,
- Acquisition of 100% of creā-ture Inc.’s share capital and voting rights on 30 July 2021,
- Acquisition of the remainder of the share capital of Lunar Great Wall Studios Srl (RaceWard) on 29 September 2021,
- Acquisition of 100% of Ishtar Games SAS’ share capital and voting rights on 7 October 2021,
- Acquisition of 100% of Midgar Studios SAS’ share capital and voting rights on 7 February 2022.

The details of goodwill calculations are presented in section 19.2.6.2 “Change in scope”.

These total revenue and net income contributions made by these acquisitions in 2021/22 were as follows:

Contribution from the acquired entities in thousands of euros	Acquired entities	Group total
Revenue	5,100	155,912
Net income	1,832	9,962

Note that Cricket 22 was published by Nacon SA and is thus only partially included in these figures.

Transactions that took place in 2020/21 and that may affect the current period

The Group carried out the following transactions in 2020/21:

- on 7 October 2020, it acquired an additional 10% stake in Italian development studio Lunar Great Wall Studios Srl;
- on 19 October 2020, it acquired 100% of the shares and voting rights in Neopica Srl

- **Acquisition of an additional stake in Lunar Great Wall Studios Srl (Raceward)**

Under IFRS 3, this acquisition of an additional stake in the share capital of a business that was already fully consolidated was treated as a transaction between the equity attributable to equity holders of the parent and non-controlling interests in equity and did not result in the recognition of any additional goodwill. The non-controlling interests acquired were thus reclassified as equity attributable to equity holders of the parent and the cost of acquiring the shares was set off against equity attributable to equity holders of the parent. The difference between the purchase price of the shares and the additional proportion of equity acquired was thus recognised in equity, and the consolidated values of the relevant subsidiary's assets and liabilities, including the goodwill, were left unchanged.

- **Acquisition of 100% of the shares and voting rights in Neopica Srl**

On 19 October 2020, Nacon acquired all the share capital and voting rights of development studio Neopica Srl for cash. Earn-out payments based on the quality and commercial potential of the next two games under development may be paid to the sellers within 12 months of these games being released. Those payments are capped and contingent on achievement of a certain quality level and volume of future games sales.

€0.6 million of earn-out payments are included in the purchase price calculation. The estimated fair value of these earn-out payments at the acquisition date is based on the Nacon Group's best estimates regarding the fulfilment of the conditions for making those earn-out payments, and chiefly take into account Neopica's historical sales figures as at the acquisition date and the Metacritic score for its most recent Overpass and Hunting Simulator 2 games, which came out respectively in February 2020 and June 2020, on the assumption that the next few games developed by Spiders will have at least the same success.

Since the earn-out payments that may be made by the Nacon Group could result in a variable amount of cash being settled, the inclusion of these earn-out payments in the purchase price measured at fair value at the acquisition date gave rise, in accordance with IFRS 3 "Business combinations", to the recognition of a financial liability in the Group's financial statements. That financial liability will be measured at fair value at each closing date and any change to that fair value will be taken to income until it is settled.

In accordance with IFRS 3 rules, €2.1 million of provisional goodwill was therefore recognised on the balance sheet at 31 March 2021. At 31 March 2022, the determination of goodwill was definitive, with no changes compared with the preliminary allocation at 31 March 2021.

<i>(in thousands of euros)</i>	
Property, plant and equipment	20
Deferred tax assets	91
Receivables	73
Cash and cash equivalents	441
Prepaid expenses	4
Miscellaneous liabilities	-106
Total identifiable net assets acquired	523
Goodwill	2,077
Fair value of the consideration transferred	2,600

Reconciliation of acquisition-related disbursements with cash flows in the year ended 31 March 2022:

Disbursements relating to acquisitions of subsidiaries net of net cash acquired	2021/22
Acquisition of Big Ant Holding Pty Ltd	19,981
Acquisition of Passtech Games SAS	1,000
Acquisition of creā-ture Inc.	1,350
Lunar Great Wall Studios Srl acquisition	500
Acquisition of Ishtar Games SAS	1,850
Acquisition of Midgar Studio SAS	2,500
Net cash acquired	-5,142
Disbursements relating to acquisitions of subsidiaries net of net cash acquired	22,039

Goodwill impairment tests

The Group carries out an impairment test on its CGU annually on the closing date (31 March) and whenever evidence of a loss of value is identified.

At 31 March 2022, no impairment had been recognised.

Impairment test

Assumptions:

WACC	11.76%
Perpetual growth rate	2.0%

The WACC and the perpetual growth rate take into account the rapid development of the business sector in which the company operates.

Sensitivity test:

Carrying amount of the CGU*	€283,418 thousand
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Reduction in EBITDA in year N+3 that would result in the CGU's recoverable amount being equal to its carrying amount:	EBITDA	-34.00%
Reduction in EBITDA margin in year N+3 that would result in the CGU's recoverable amount being equal to its carrying amount:	EBITDA margin	-14.2 points
Reduction in the perpetual growth rate that would result in the CGU's recoverable amount being equal to its carrying amount:	Perpetual growth rate	-14.0 points
Increase in the discount rate (WACC) that would result in the CGU's recoverable amount being equal to its carrying amount:	WACC	+8.0 points

*The carrying amount of the CGU corresponds to economic net assets factoring in a normal working capital requirement.

Accounting policy - Impairment of non-current assets

According to IAS 36 "Impairment of assets", an impairment loss is taken to income where recoverable amount falls below the net carrying amount.

The recoverable amount of non-current assets is the greater of fair value less costs to sell and value in use. The net carrying amount of property, plant and equipment and intangible assets is tested as soon as evidence of a loss of value appears and at least once per year for assets with an indefinite useful life (goodwill and trademarks).

For these tests, assets are grouped into cash-generating units (CGUs). CGUs are consistent groups of assets whose continued use generates cash inflows that are largely independent of cash inflows generated by other groups of assets.

Given the highly integrated new organisation of the Gaming business, a large proportion of costs are shared between the Video Games and Gaming Accessories businesses. The Video Games and Gaming Accessories businesses may share customers. As a result, the Group does not calculate recurring operating income by business line.

Games developed by acquired studios are marketed by all Group entities and in particular by Nacon SA for digital sales to platforms and console manufacturers, and therefore contribute to the Group's overall cash flow. The creative direction is set and refined by the Group's Executive Management in co-operation with the studios.

As a result, only one CGU has been identified within the Nacon Group's sole operating segment: the goodwill arising from acquisitions of studios and from the Nacon Group's other entities have been allocated to that sole CGU.

The value in use of that CGU is determined with reference to future cash flows after tax and discounted to present value. The discount rate is determined at each closing date on the basis of the cost of capital specific to the Group.

Cash flow figures are those expected over a three-year period. They are based on the budget for year N+1, prepared by operating entities and validated by the Group's Executive Management. Cash flows for subsequent years (N+2 and N+3) are estimated by applying a growth rate, based on management forecasts. Beyond that, cash flows are extrapolated by applying a perpetual growth rate.

Where the CGU's recoverable amount is lower than its net carrying amount, an impairment loss equal to the difference is recognised in income and allocated first to goodwill and then deducted from the carrying amount of the entity's other assets in proportion to the net carrying amount of each of the unit's assets.

◆ Note 2 – Other intangible assets

in thousands of euros	31 March 2022	31 March 2021
Gross value	242,365	174,502
Amortisation	(104,954)	(78,222)
Impairment		(379)
Net value	137,411	95,901

Gross value	Software, concessions and patents	Trademarks	Right-of-use assets	Game development costs	Other intangible assets	TOTAL
31 March 2020	2,091	9,925	5,057	117,109	664	134,844
Acquisition	323	773	2,427	48,482	202	52,206
Change in scope	12					12
Transfers				(12,562)		(12,562)
Disposals						0
31 March 2021	2,426	10,697	7,484	153,030	865	174,502
Acquisition	1,186	3	5,231	57,964	26	64,409
Change in scope	181	14	932	3,624		4,751
Transfers						0
Disposals	(19)		(1,278)			(1,297)
31 March 2022	3,773	10,714	12,369	214,618	891	242,365
Amortisation	Software, concessions and patents	Trademarks	Right-of-use assets	Game development costs	Other intangible assets	TOTAL
31 March 2020	(1,903)	(228)	(1,545)	(58,980)	(523)	(63,179)
Additions	(103)	(0)	(1,287)	(26,515)	(66)	(27,971)
Change in scope	(12)					(12)
Transfers				12,562		12,562
31 March 2021	(2,018)	(228)	(2,831)	(72,934)	(589)	(78,601)
Net 31 March 2021	407	10,469	4,652	80,096	276	95,901
Additions	(300)	0	(1,954)	(24,145)	(80)	(26,479)
Change in scope	(180)			(403)		(583)
Disposals	18		691			709
31 March 2022	(2,481)	(228)	(4,094)	(97,482)	(670)	(104,954)
Net 31 March 2022	1,292	10,486	8,275	117,136	222	137,411

At 31 March 2022, the “Trademarks” item mainly consisted of trademarks owned by the development studio Cyanide and the RIG™ trademark.

The “Game development costs” item represents expenses incurred in developing games on the market or currently being developed and with the prospect of being launched in the market. The video game tax credits (CIJV) received by the Group’s development studios are recognised as a deduction from development costs.

Accounting policy – Other intangible assets

Trademarks are not amortised. They do not undergo individual impairment tests but are combined with all of the CGU's goodwill and assets as part of an annual impairment test.

Right-of-use assets are amortised over the lease term used to calculate the related lease liability.

Acquired software is capitalised and amortised over a useful life of 3 years. Expenditure on internally generated brands is expensed when incurred.

Subsequent expenditure on intangible assets is capitalised if and only if it increases the future economic benefits associated with the corresponding asset. Other expenditure is recognised as an expense.

Research expenditure on acquiring scientific or technical understanding and knowledge is expensed when incurred.

Development activities imply the existence of a plan or a model to make products and new or substantially improved processes. The Group's development expenditure is capitalised if and only if costs can be measured reliably and the Group can show the technical and commercial viability of the product or process, the existence of probable future economic benefits and its intention and sufficient resources to complete the development and use or sell the asset.

Recognised development costs mainly relate to the cost of developing games on the market or currently being developed and with the prospect of being launched in the market. Capitalised development costs, less any related tax credits, are recognised at cost less accumulated amortisation and impairment losses. At the end of each financial year or wherever indicators of a loss of value appear, management estimates forecast revenue and margins for each game. Where those cash flows are lower than the net carrying amount of the games, impairment is recognised.

Game development costs are amortised over the games' expected lifetimes (currently between 1 and 4 years) using the diminishing balance method based on the associated expected sales, whether the game is sold physically or digitally, from its commercial release date. Contrary to the presumption under IAS 38, the rate at which revenue is generated from the games publishing business provides an appropriate basis to assess the consumption of economic benefits associated with games because the revenue resulting from the commercial exploitation of the games and the use of intangible assets are very closely correlated. The rights associated with games no longer have any value when they are no longer being commercially exploited. Game amortisation periods vary according to market trends and sales prospects. To take into account the digitalisation of the video game market and the related extension of period over which economic benefits will be obtained, the amortisation method has changed from year to year.

♦ **Note 3 - Property, plant and equipment**

in thousands of euros	31 March 2022	31 March 2021
Gross value	6,417	4,826
Depreciation	(3,889)	(3,064)
Impairment		
Net value	2,528	1,762

Gross value	Land	Buildings	Technical installations	TOTAL
31 March 2020	45	568	3,472	4,084
Acquisition	0	0	1,149	1,149
Change in scope			111	111
Transfers			(496)	(496)
Disposals			(22)	(22)
Exchange differences				0
31 March 2021	45	568	4,214	4,826
Acquisition	0	0	1,369	1,331
Change in scope			601	601
Transfers				0
Disposals			(379)	(340)
Exchange differences				0
31 March 2022	45	568	5,805	6,417
Depreciation	Land	Buildings	Technical installations	TOTAL
31 March 2020	0	(566)	(2,512)	(3,078)
Additions	0	(1)	(390)	(390)
Change in scope			(91)	(91)
Transfers			496	496
Reversals				0
Exchange differences				0
31 March 2021	0	(567)	(2,497)	(3,064)
Net 31 March 2021	45	1	1,717	1,762
Additions	0	(0)	(705)	(667)
Change in scope			(485)	(485)
Transfers				0
Disposals			365	326
Exchange differences				0
31 March 2022	0	(567)	(3,322)	(3,889)
Net 31 March 2022	45	0	2,483	2,528

Accounting policy – Property, plant and equipment

In accordance with IAS 16, property, plant and equipment are stated at cost less accumulated depreciation and impairment losses. The gross value of property, plant and equipment corresponds to their purchase or production cost. They are not remeasured. Where the components of an item of property, plant and equipment have different useful lives, they are recognised as separate items of property, plant and equipment, each depreciated over its specific useful life.

Depreciation is calculated using the straight-line method, based on purchase cost minus any residual value and any impairment from the date on which the asset is available for use.

Except in specific cases, residual values are zero. Depreciation periods are based on the estimated useful lives of the different categories of assets, of which the main ones are listed below:

Categories of technical installations	Depreciation method
Plant and equipment	Straight-line, between 5 and 8 years
Fixtures and fittings	Straight-line, between 4 and 10 years
Furniture, office equipment	Straight-line, between 3 and 10 years
Vehicles	Straight-line, between 1 and 3 years

◆ Note 4 – Shares in associates

Following the winding-up of Bigben Interactive USA on 17 August 2020, no companies were accounted for using the equity method in the financial statements.

♦ **Note 5 – Other non-current financial assets**

Net	Assets at fair value through profit and loss	Security deposits	Other securities	Other receivables	TOTAL
31 March 2020	0	1,031	38	5	1,073
Acquisition	0	47	(0)	0	46
Change in scope					0
Transfers					0
Disposals			(12)		(12)
Exchange differences					0
31 March 2021		1,077	26	5	1,107
Acquisition	0	579	0	1	580
Change in scope		27			27
Transfers					0
Disposals		20			20
Exchange differences					0
31 March 2022		1,704	26	6	1,735

Accounting policy – Financial assets

Non-derivative financial assets and liabilities

Financial assets and liabilities are presented as non-current except for those that have less than 12 months to maturity on the closing date, which are classified as “current assets”, “cash equivalents” or “current liabilities” as the case may be.

Non-derivative financial assets include:

- non-current financial assets,
- current financial assets representing trade and other receivables, debt securities or investment securities, and cash.

Measurement and recognition of financial assets

A financial asset is measured at amortised cost if it meets the criteria relating to the business model and cash flow characteristics defined by IFRS 9 and if it is not designated as at fair value through profit or loss. It is initially measured at fair value plus directly connected transaction costs, with the exception of trade receivables without a significant financing component, which are initially measured at the transaction price under IFRS 15. Impairment is recognised in respect of financial assets to take account of any expected credit losses. For trade receivables and contract assets, credit losses are measured over the total life of the assets using the simplified approach under IFRS 9, on the basis of a provisioning schedule.

◆ **Note 6 - Deferred tax assets**

• **Group total**

in thousands of euros	31 March 2022	31 March 2021
Deferred tax assets relating to tax loss carryforwards	1,155	846
Deferred tax assets relating to temporary differences	1,168	2,286
NET DEFERRED TAX ASSETS	2,323	3,132

Deferred tax assets relating to temporary differences derive chiefly from amortisation of video game development costs.

• **Breakdown of deferred tax assets relating to tax loss carryforwards by entity**

in thousands of euros	at 1 April 2021	Change in scope	Recognised	Used	31 March 2022
Nacon SA	0		574		574
Cyanide SAS	629			(123)	507
Lunar Great Wall Studios Srl	156			(105)	51
Midgar SAS	0	99		(99)	0
Passtech SAS		22		(22)	0
Neopica Srl	60			(60)	0
Ishtar SAS	0		23		23
TOTAL TAX LOSS CARRYFORWARDS	846	121	597	(409)	1,155

Given the short- and medium-term earnings prospects of the entities concerned, all tax losses (which can be carried forward indefinitely) have been recognised.

⇒ Accounting policy – Tax

Income tax includes current tax and deferred tax.

Tax expense and income are recognised in the income statement except where they relate to items recognised directly in equity, in which case they are also recognised in equity.

Deferred tax is recognised using the liability method for all temporary differences between the carrying amount of assets and liabilities and their tax base. The following do not give rise to the recognition of deferred tax: (i) initial recognition of goodwill and (ii) recognition of an asset or liability in a transaction that is not a business combination and that affects neither accounting profit nor taxable profit.

The measurement of deferred tax takes into account known changes in tax rates (and in tax regulations) that have been enacted or substantively enacted at the closing date.

Deferred tax assets are recognised when they can be offset against deferred tax liabilities or tax loss carryforwards, if it is likely that future taxable profits will be available against which those tax assets can be offset. The carrying amount of deferred tax assets is reviewed at each closing date.

In accordance with IAS 12, deferred tax assets and liabilities are not discounted.

◆ **Note 7 – Inventories**

in thousands of euros	Gaming Accessories	Games	Other	Total 31 March 2022	31 March 2021
Gross value	33,081	11,159	826	45,066	37,540
of which physical inventories	28,129	11,159	826	40,114	34,070
of which goods in transit	4,952			4,952	3,470
Impairment loss	(5,792)	(6,419)	(5)	(12,216)	(12,494)
Net value	27,289	4,740	821	32,850	25,046

Goods held in inventory are made by third-party factories according to strict specifications provided by Nacon. Factories undergo quality audits before production begins. Purchases of raw materials are mainly handled by those factories, except for certain critical components such as Sony ICs (security chips) for controllers and the environmentally friendly packaging that Nacon buys from its partner manufacturers in order to ensure consistent quality.

⇒ **Accounting policy – Inventories**

In accordance with IAS 2 “Inventories”, inventories are measured at the lower of cost and net realisable value. The cost of the inventories of each product line (accessory or game) is determined using the weighted average cost method. In accordance with IAS 2 “Inventories”, that cost takes into account production costs and incidental, logistics and transport expenses incurred to bring inventories to their present location. For inventories of physical games released up to 31 March 2019, the amount took into account the amortisation of each game’s development costs in proportion to the percentage of total sales coming from physical sales. For new games released from 1 April 2019, given that most sales take place digitally and given the limited production of physical copies of those games, no proportion of the cost of developing those new games was deducted from the related inventories. The cost is net of discounts and deferred payment terms obtained from suppliers.

Borrowing costs are not included in the cost of inventories.

Net realisable value is the estimated selling price in the ordinary course of business less estimated completion costs and the estimated costs necessary to realise the sale. At each closing date, the values of products held in inventory are reviewed based on their sales prospects and their age.

Impairment is recognised on products held in inventory in the following way:

- After-sales service inventories are written down in full.
- At each closing date, the values of products held in inventory are reviewed by comparing their average selling price (in the last 12 months) with their weighted average cost, and impairment is recognised as appropriate.
- Management recognises additional impairment on specific product lines based on sales prospects.
- In addition to these approaches, additional impairment is recognised based on the age of the products held in inventory.

◆ **Note 8 – Trade receivables**

in thousands of euros	31 March 2022	31 March 2021
Trade receivables and notes	38,686	47,762
Impairment losses	(769)	(745)
TOTAL TRADE RECEIVABLES	37,918	47,017

Nacon SA uses factoring for some of its clients. The factoring agreement does not result in receivables being deconsolidated, and trade receivables factored but not settled by clients at 31 March 2022 were included in the “Trade receivables and notes” item. They amounted to €1.1 million (versus €2.0 million at 31 March 2021). Receivables are kept on the balance sheet in accordance with IFRS 9, because risks such as those relating to failure to pay and interest rates are not transferred to the factor.

- **Client concentration:**

The Group's largest client accounted for 12.1% of its consolidated revenue in 2021/22 (14.6% of its revenue in 2020/21).

- **Trade receivables:**

in thousands of euros	31 March 2022		31 March 2021	
Trade receivables not due	29,410	76%	37,762	79%
Trade receivables due	9,276	24%	10,001	21%
Less than 30 days	6,325	68%	7,179	72%
30 to 60 days	298	3%	1,541	15%
60 to 90 days	1,108	12%	297	3%
90 to 120 days	356	4%	315	3%
Over 120 days	633	7%	137	1%
doubtful receivables	556	6%	531	5%
Trade receivables and notes	38,686		47,762	

The Nacon Group does not have a material amount of receivables that show the risk of a loss of value.

Nacon's customers are mainly international platforms and large distribution groups, which settle invoices rapidly. As a result, the Group analysed its customer portfolio by type, and saw that the risk of future losses was very limited.

⇒ **Counterparty risk**

Counterparty risk represents the risk of a financial loss if a client were to breach its contractual obligations. With respect to trade receivables, this risk is managed in particular through:

- authorisation procedures for new client accounts, ensuring the solvency of all new clients,
- monthly client reporting, allowing the Group to analyse the average credit term granted to each client, as well as the percentage and age of amounts receivable from each client.

In addition, the Group's main regular clients are major European retailers and digital game distribution platforms whose solvency is proven, and this limits credit risk for the Group. Other clients, including all export clients, are covered by credit insurance where the Group has exposure.

⇒ **Accounting policy – Trade receivables**

Trade receivables and other receivables related to operating activities are recognised at amortised cost which, in most cases, corresponds to nominal value less impairment losses, which are recorded in a specific impairment account. Since receivables have a maturity of less than one year, they do not contain any significant financing component.

Pursuant to IFRS 9, the Group has applied from 1 April 2018 onwards the simplified approach to impairment of trade receivables based on the analysis of expected losses over a receivable's life.

◆ **Note 9 – Other receivables**

in thousands of euros	31 March 2022	31 March 2021
Central and local government (excluding income tax)	3,400	3,648
Personnel	132	197
Credits receivable from suppliers	84	92
Prepaid expenses	3,348	1,788
Advances and downpayments on orders	3,134	2,328
Shareholder loans	937	1,585
Miscellaneous receivables	657	577
TOTAL	11,691	10,214

* Shareholder loans consist of amounts owed to Bigben Group companies

Reconciliation of changes in trade and other receivables with cash flows in the year ended 31 March 2022:

	31 March 2022
Net cash flows – Trade receivables	-8,474
Changes related to entries into the scope	2,074
Change in trade receivables on the balance sheet	-6,399

◆ **Note 10 – Net cash and cash equivalents**

in thousands of euros	31 March 2022	31 March 2021
Bank facilities	(364)	(1,840)
Marketable securities	600	600
Cash and cash equivalents	81,548	96,146
Net cash and cash equivalents	81,784	94,906

⇒ **Accounting policy – Cash and cash equivalents**

Non-derivative financial assets and liabilities

Financial assets and liabilities are presented as non-current in Notes 5 and 12 except for those that have less than 12 months to maturity on the closing date, which are classified as “current assets” (Note 5), “cash equivalents” (this Note) or “current liabilities” (Note 12) as the case may be.

Cash and cash equivalents include cash in bank current accounts, units in money-market funds and term accounts that are readily convertible into known amounts of cash (i.e. in less than three months) and are subject to a non-material risk of changes in value in the event of an increase in interest rates.

Bank overdrafts that are repayable on demand and form an integral part of the Group’s cash management are a component of cash for the purposes of the cash flow statement.

◆ **Note 11 – Employee benefits**

Pension provisions

in thousands of euros	1 April 2021	Additions	Reversals	OCI - Actuarial gains and losses and impact of IAS 19* amendments	Change in scope	31 March 2022
Provisions for retirement benefit obligations and similar	1,083	0	(118)	(97)	19	886
TOTAL	1,083	0	(118)	(97)	19	886

in thousands of euros	1 April 2020	Additions	Reversals	OCI - Actuarial gains and losses	Change in scope	31 March 2021
Provisions for retirement benefit obligations and similar	659	360	0	64		1,083
TOTAL	659	360	0	64	0	1,083

*The impact of applying the amendment to IAS 19 was negative €32 thousand.

The assumptions used to measure the obligations of the French companies, which account for the lion's share of the defined-benefit pension plans, are as follows:

Assumptions used	31 March 2022	31 March 2021
Discount rate	1.71%	0.86%
Turnover	8% to 13%	8% to 9%
Mortality rates	TF & TH 00.02	TF & TH 00.02
Rate of salary increase		
<i>Managers</i>	1 to 3%	2.0%
<i>Supervisory staff</i>	1 to 3%	2.0%

Remuneration in shares and similar (bonus share plans)

See Notes 21 and 26

⇒ **Accounting policy – Pension and similar liabilities**

In addition to pension contributions required by legislation in force in countries in which the companies that employ them are based, the Group's employees receive additional pension contributions and post-employment benefits. The Group offers those benefits through either defined-contribution plans or defined-benefit plans.

Under defined-contribution plans, the Group is under no obligation other than to pay contributions. The corresponding charge, which reflects the payment of contributions, is expensed as incurred.

In accordance with IAS 19 "Employee benefits", pension liabilities and similar under defined-benefit plans are measured using the projected unit credit method. This method sees each period of service as giving rise to an additional unit of benefit entitlement and measures each unit separately to obtain the final obligation.

This final obligation is then discounted to present value. The calculations mainly take into account:

- an assumed retirement age of 65 for French employees;
- a discount rate;
- an inflation rate;
- assumptions regarding salary increases and staff turnover.

Those measurements are made every year for the main plans.

Actuarial gains and losses are generated through changes in assumptions or experience adjustments (differences between projected and actual figures) regarding obligations or plan assets are recognised under “Other comprehensive income”. They are presented on the balance sheet under equity in the “Other comprehensive income” item, and cannot be recycled to profit or loss.

♦ **Note 12 – Long-term and short-term financial liabilities**

in thousands of euros	TOTAL	Maturity date Less than 1 year	Maturity date between 1 and 5 years	Maturity date Over 5 years
Total financial liabilities at 31 March 2022	92,508	26,774	62,391	3,343
Borrowings that were long-term at inception	92,106	26,373	62,391	3,343
Bank facilities	364	364		
Accrued interest not due	37	37		
Other financing	0			
Total financial liabilities at 31 March 2021	54,800	18,266	36,285	250
Borrowings that were long-term at inception	52,922	16,387	36,285	250
Bank facilities	1,840	1,840		
Accrued interest not due	39	39		
Other financing	0			

Accounting policy – Financial liabilities

Financial liabilities are presented as non-current except for those that have less than 12 months to maturity on the closing date, which are classified as “current liabilities”.

Current and non-current financial liabilities include bank borrowings, other bank financing and overdrafts and operating payables.

Measurement and recognition of financial liabilities

The Group initially recognises debts and subordinated liabilities on the date on which they arise. All other financial liabilities are initially recognised on the transaction date, which is the date on which the Group becomes a party to the instrument’s contractual provisions.

The Group derecognises financial liabilities when its contractual obligations have been extinguished or terminated or have expired.

The Group classifies non-derivative financial liabilities under other financial liabilities. Those financial liabilities are initially recognised at fair value adjusted for any directly attributable transaction costs. After initial recognition, the financial assets are measured at amortised cost using the effective interest rate method.

Other financial liabilities include borrowings, bank overdrafts, trade payables and other payables.

• **Bank borrowings**

Between 1 April 2018 and 31 March 2019, Bigben Interactive took out eight new medium-term bank loans totalling €29.0 million to fund the acquisition of three development studios (Cyanide SA, Eko Software SAS and Kylotonn SAS) as well as video game development costs.

Borrowings taken out by Bigben Interactive and relating to its Gaming business were transferred to Nacon as part of the spin-off.

Between 1 April 2019 and 31 March 2020, Nacon took out new medium-term bank borrowings totalling €35.0 million to fund developments in its Gaming business, the acquisition of development studio Spiders SAS, the purchase of an equity stake in RaceWard and the acquisition of assets from Plantronics Inc. (“Poly”) along with the RIG™ trademark.

For some of those loans, the Company has undertaken to comply with annual financial covenants.

At 31 March 2022, the financial ratios concerned (interest cover and net leverage ratio) were met (see Note 30).

In 2021/22, Nacon SA took out €52.5 million of new medium-term bullet loans. Note one of the borrowings with a

€7.5 million nominal carries a 2-year repayment holiday. These new loans are not subject to any covenants and carry interest rates of less than 1%.

Reconciliation of changes in liabilities with cash flow from financing activities

	Liabilities		Equity	Total
	Bank overdrafts	Other borrowings	Reserves	
Balance at 31 March 2021	1,840	57,649	210,467	269,957
Changes related to cash flow from financing activities				
Sale/purchase of treasury shares			(94)	(94)
Cash inflows from borrowings		54,661		54,661
Repayment of borrowings		(18,494)		(18,494)
Interest paid		(793)		(793)
Other			(1)	(1)
Total changes related to cash flow from financing activities		35,375	(95)	35,280
Cash inflows from lease liabilities (IFRS 16)		6,520		6,520
Changes arising from changes in exchange rates		0	2,831	2,831
Changes in bank overdrafts	(1,476)			(1,476)
Accrued interest		791		791
Total other changes related to liabilities	(1,476)	7,310	2,831	8,666
Total other changes related to equity			15,204	15,204
Balance at 31 March 2022	364	100,335	228,407	329,106

◆ Note 13 – Deferred tax liabilities

Deferred tax liabilities chiefly relate to temporary differences on amortisation of video game development costs.

⇒ Accounting policy – Tax

Income tax includes current tax and deferred tax.

Tax expense and income are recognised in the income statement except where they relate to items recognised directly in equity (or under other comprehensive income), in which case they are also recognised in equity.

Deferred tax is recognised using the liability method for all temporary differences between the carrying amount of assets and liabilities and their tax base. The following do not give rise to the recognition of deferred tax: (i) initial recognition of goodwill and (ii) recognition of an asset or liability in a transaction that is not a business combination and that affects neither accounting profit nor taxable profit.

The measurement of deferred tax takes into account known changes in tax rates (and in tax regulations) that have been enacted or substantively enacted at the closing date.

Deferred tax assets are recognised when they can be offset against deferred tax liabilities or tax loss carryforwards, if it is likely that future taxable profits will be available against which those tax assets can be offset. The carrying amount of deferred tax assets is reviewed at each closing date.

In accordance with IAS 12, deferred tax assets and liabilities are not discounted.

♦ **Note 14 – Long-term and short-term provisions**

At 31 March 2022:

	1 April 2021	Change in scope	Additions	Reversals		Exchange differences	Other	31 March 2022
				used	unused			
Non-current	1,083	19			(215)			886
Provisions for contingencies								
- workforce-related								
- tax-related								
Provisions for losses - other								
Provisions for pension liabilities	1,083	19			(215)			886
Current	543		500	(13)				1,030
Provisions for contingencies	543							1,029
- commercial			500					500
- workforce-related	13			(13)				
- other	530							530
Provisions for losses - other								
TOTAL	1,626	19	500	(13)	(215)			1,916

At 31 March 2021:

	1 April 2020	Change in scope	Additions	Reversals		Exchange differences	Other	31 March 2021
				used	unused			
Non-current	659		360		64			1,083
Provisions for contingencies								
- workforce-related								
- tax-related								
Provisions for losses - other								
Provisions for pension liabilities	659		360		64			1,083
Current	530		13					543
Provisions for contingencies	530							543
- commercial								
- workforce-related			13					13
- other	530							530
Provisions for losses - other								
TOTAL	1,189		373		64			1,626

- **Industrial property dispute**

Several infringement proceedings are underway before courts in Germany and France. They concern patents in particular, along with products that are no longer sold by Nacon. At this stage in the very protracted proceedings, the probability and potential amount of any outflow of resources cannot be estimated.

However, since the Company has received an adverse judgment ordering it to pay €530 thousand on the ground of unfair competition, a provision in that amount was set aside at 31 March 2015.

- **Other proceedings**

The Company has commenced other proceedings against some of its suppliers and competitors, which may be resolved in its favour:

- There is a dispute between a Canadian publisher and one of Nacon SA's studios regarding a purported breach of a video game development contract. The case was brought before the Superior Court of Quebec in December 2017. Nacon SA argued in its defence filed in April 2018 that the publisher's claim was manifestly ill-founded and asked the Court to find that the publisher's claim is improper and require it to pay damages in the form of its lawyers' fees and other costs.
- Nacon is in dispute with a licensing company concerning the latter's unjustified decision to block the release of a video game. Nacon SA took legal action to have the licensing company's decision to block the release declared improper and unfounded and to have it ordered to pay compensation to remedy the loss incurred by Nacon SA and its studio.
- Finally, there is a dispute between Nacon SA as publisher and a foreign development studio, regarding purported breaches of contract and in particular intellectual property claims that Nacon SA regards as questionable.

A €500 thousand contingency provision was set aside in the Group's financial statements at 31 March 2022.

⇒ **Accounting policy – Provisions**

In accordance with IAS 37 "Provisions, Contingent Liabilities and Contingent Assets", a provision is recognised when the Group has a legal or constructive obligation towards a third party and it is probable that an outflow of resources will be required to settle the obligation without any at least equivalent benefits being received from the third party.

If the effect of time value is material, provisions are discounted at a pre-tax rate that reflects, where appropriate, the risks specific to the liability.

If no reliable estimate of the amount of the obligation can be made, no provision is booked, and a disclosure is made in the notes.

- ◆ **Note 15 – Other payables**

in thousands of euros	31 March 2022	31 March 2021
Central and local government (excluding income tax)	2,937	2,973
Employees and social security agencies	4,906	5,193
Client discounts and trade payables	5,203	3,982
Derivative financial instruments	4	183
Liabilities relating to non-current assets	0	4
Prepaid income	1,449	1,184
Miscellaneous liabilities (including earn-out liabilities)	1,587	982
TOTAL	16,085	14,503

Reconciliation of changes in trade payables with cash flows in the year ended 31 March 2022:

	31 March 2022
Net cash flows – Trade payables	-9,588
Change in liabilities related to acquisitions of subsidiaries	3,500
Changes related to entries into the scope	3,313
Change in trade payables on the balance sheet	-2,775

♦ **Note 16 – Equity**

Number of shares at 31 March 2020	84,908,919
Payment of dividends in shares	
Capital increase	
Bonus shares issued	
Number of shares at 31 March 2021	84,908,919
Payment of dividends in shares	
Capital increase linked to payment of the first Big Ant earn-out	337,208
Bonus shares issued	1,045,283
Number of shares at 31 March 2022	86,291,410

The share capital is made up of 86,291,410 shares with par value of €1 each.

Table summarising movements in the share capital:

Date	Type of transaction	Number of shares		Capital increase		Gross proceeds from the capital increase	Par value per share	Share capital after transaction	Price per share
		Number of shares issued	Total number of shares in issue	Share capital issued	Share or contribution premium				
18 July 2019	Incorporation (contribution in cash)	10,000	10,000	€10,000	-	€10,000	€1.00	€10,000	€1.00
1 October 2019	Spin-off	65,087,988	65,097,988	€65,087,988	-	€65,087,988	€1.00	€65,097,988	€1.00
28 February 2020	Capital increase (public offering)	18,181,819	83,279,807	€18,181,819	€81,818,185.50	€100,000,004.50	€1.00	€83,279,807	€5.50
26 March 2020	Capital increase (over-allotment option)	1,629,112	84,908,919	€1,629,112	€7,331,004	€8,960,116	€1.00	€84,908,919	€5.50
7 September 2021	Capital increase AGA 2020 plan:	1,045,283	85,954,202	€1,045,283	-	€1,045,283.00	€1.00	€85,954,202	€1.00
29 September 2021	Capital increase - Big Ant	337,208	86,291,410	€337,208	€1,325,227.00	€1,662,435.00	€1.00	€86,291,410	€1.00

All shares give an entitlement to the Company's residual assets. Shareholders are entitled to dividends where a decision to pay dividends has been made, and have the right to vote in Shareholders' General Meetings. As regards shares in the Company held by the Group, all rights are suspended until the shares are put back into circulation.

► Own shares

A liquidity agreement was formed in 2019/20 with Louis Capital Markets UK LLP. That agreement, which has a one-year term and is renewable by tacit agreement, took effect on 27 March 2020. The signature of the liquidity agreement follows on from the Autorité des Marchés Financiers decision no. 2018-01 of 2 July 2018, applicable since 1 January 2019, which establishes liquidity agreements relating to equity securities as an accepted market practice.

For the implementation of that agreement, a cash sum of €400,000 was allocated to the liquidity account.

Number of shares and average price of transactions:

Period	Balance at start of period	Purchases	Contributions	Sales	Balance at end of period
Mar. 2020 - Mar. 2021	15,960	270,706		254,781	31,885
Mar. 2021 - Mar. 2022	31,885	337,930		318,195	51,620

Period	Purchases	Sales
Mar. 2020 - Mar. 2021	6.3185	6.5638
Mar. 2021 - Mar. 2022	5.4291	5.3719

19.2.8.2 Additional notes to the income statement

♦ Note 17 – Revenue

• Revenue by product category

in thousands of euros	12-month total		Contribution	
	2021/22	2020/21	2021/22	2020/21
Revenue	155,912	177,834	100%	100%
<i>of which</i>				
Gaming Accessories	96,575	103,119	62%	58%
Physical games	14,610	18,407	9%	10%
Digital games	39,830	50,633	26%	28%
Other	4,897	5,676	3%	3%

• Breakdown of revenue by geographical zone

in thousands of euros	12-month total		Contribution	
	2021/22	2020/21	2021/22	2020/21
Revenue	155,912	177,834	100.0%	100.0%
<i>of which</i>				
France	21,112	28,939	13.5%	16.3%
Export	134,799	148,895	86%	84%

Export revenue by geographical zone	134,799	148,895	100.0%	100.0%
Europe	71,565	85,338	53.1%	57.3%
North America	46,963	50,632	34.8%	34.0%
Asia	15,959	12,599	11.8%	8.5%
Africa	313	327	0.2%	0.2%

The breakdown above is based on the countries in which invoiced clients are based.

⇒ Accounting policy – Revenue

Revenue is measured on the basis of the consideration specified in an agreement signed with a client.

- Sales of retail games and accessories: Revenue generated by sales of physical video games and accessories is recognised on the date on which the products are delivered to distributors, minus any commercial discounts and an estimate of the price reductions that Nacon will apply if sales in retailers' stores prove insufficient.
- Sales of digital games: revenue is recognised from the date the content is made available to console manufacturers or platforms. Nacon acts as a principal with respect to console manufacturers and platforms, to which the games masters are sent (and not with respect to end-users) and therefore recognises the amounts specified in contracts with those console manufacturers and platforms in revenue (and not the amounts billed to end-customers). Guaranteed amounts are recognised in revenue as soon as the games master is made available, and additional amounts (royalties) depending on future console and platform sales are recognised when those sales take place. At the end of the period, the Company estimates the royalty revenue not yet invoiced based on sales generated on each platform. As the case may be, prepaid income is recognised to defer the recognition as revenue of amounts invoiced to console manufacturers and platforms with respect to sales whose content has not yet been made available to clients at the closing date. Currently, Nacon does not sell video games with an "online services" component or a "live ops" component allowing a gamer to receive online services (new content, free updates, premium downloadable content and other add-ons that extend the game's life). Under IFRS 15, those services could constitute a separate obligation whose revenue would have to be recognised as and when the additional services were provided.

◆ **Note 18 – Purchases used**

in thousands of euros	2021/22	2020/21
Goods held for resale	(85,882)	(81,970)
Change in inventories of goods held for resale	7,527	(1,651)
Change in impairment loss	278	(720)
TOTAL	(78,077)	(84,342)

in thousands of euros	2021/22	2020/21
Provisions for impairment of inventories	(12,216)	(12,494)

Purchases used include the cost of producing physical games and the cost of sales relating to gaming accessories. The change in impairment consists of the change in additions to impairment on inventories.

◆ **Note 19 – Other operating revenue**

in thousands of euros	2021/22	2020/21
Subsidies	30	17
Other income	1,482	1,189
TOTAL	1,512	1,189

Other income includes the administrative services provided by Nacon SA to its Bigben Interactive SA parent company (please refer to “Related-party disclosures”).

◆ **Note 20 – Other purchases and external expenses**

in thousands of euros	2021/22	2020/21
Purchases not held in inventory	(498)	(459)
Subcontracting	(2,037)	(2,060)
Rent	(217)	(503)
Maintenance and repairs	(732)	(609)
Insurance premiums	(293)	(325)
Other external services	(53)	(64)
External personnel	(127)	(168)
Fees	(3,647)	(3,802)
R&D expenses	(375)	(395)
Advertising	(5,905)	(4,508)
Transportation of goods sold	(2,130)	(2,810)
Travel costs	(544)	(149)
Communication costs	(862)	(1,011)
Bank fees and services	(251)	(202)
Other external expenses	(1,133)	(984)
TOTAL	(18,803)	(18,047)

◆ **Note 21 – Share-based payment - Bonus share and stock-option plans**

Nacon SA's Board of Directors meetings on 31 May 2021, 8 September 2021 and 29 November 2021 awarded 1,045,252 Nacon bonus shares to certain key managers of the recently acquired studios and to their members of staff.

The shares will vest after a 1- or 3-year period provided that an ongoing presence condition and, in certain cases, a performance condition.

⇒ **Accounting policy – Share-based payments (IFRS 2)**

Under IFRS 2 “Share-based payment”, stock option and bonus share awards made to employees and settled in equity instruments must be measured at fair value, which must be stated on the income statement over the period in which the exercise rights vest in employees, with a balancing entry consisting of an increase in equity. The fair value of bonus share entitlements granted is determined by an external consultancy based on assumptions determined by management.

◆ **Note 22 – Other non-recurring operating items**

Other non-recurring operating items include €500 thousand in additions to the provisions for contingencies and €294 thousand in acquisition-related costs.

◆ **Note 23 – Income from associates**

Following the winding-up of the Bigben USA Inc. joint venture on 17 August 2020, no other companies were accounted for using the equity method in the Group's financial statements.

◆ **Note 24 – Net financial income/expense**

in thousands of euros	2021/22	2020/21
Other interest and similar income	125	182
FINANCIAL INCOME	125	182
Interest expense on medium-term funding	(611)	(835)
Other interest expense	(201)	(182)
FINANCIAL EXPENSE	(812)	(1,017)
NET FINANCIAL INCOME/EXPENSE EXCLUDING FOREIGN GAINS/LOSSES	(686)	(835)
Foreign exchange gains	2,071	1,926
Foreign exchange losses	(1,333)	(2,597)
Foreign exchange gains and losses	738	(671)
NET FINANCIAL INCOME/EXPENSE	52	(1,506)

The foreign-exchange loss includes the valuation of derivative instruments (negative €3 thousand at 31 March 2022).

◆ **Note 25 – Income tax**

in thousands of euros	2021/22	2020/21
Current tax	3,104	7,971
Deferred tax	321	(250)
TOTAL	3,425	7,721

in thousands of euros	2021/22	2020/21
Consolidated pre-tax income, impairment losses and income from discontinued operations and associates	13,399	25,967
Tax rate applicable to Nacon SA (parent company)	26.50%	28.80%
Theoretical tax	(3,551)	(7,479)
Income tax expense	(3,425)	(7,721)
Difference to be analysed	125	(242)
Income tax on permanent differences	660	516
Recognition of taxes without basis	(1,054)	(1,210)
Difference in tax rates	676	595
Other	(156)	(142)
Analysed difference	125	(242)

Nacon SA acting as parent company elected on 15 June 2020 for adoption of the tax consolidation regime applicable to groups of companies pursuant to Articles 223 A and following of the French General Tax Code. This option came into effect from the financial year that began on 1 April 2020. The parent and subsidiary companies are all registered in France and subject to corporate income tax under the standard regime. Their financial year-end is the final day of March every year.

The tax consolidation arrangements apply to the parent company and the subsidiaries belonging to the tax consolidation group, namely:

- Games.fr SAS
- Cyanide SAS
- Eko Software SAS
- Kylotonn SAS
- Spiders SAS
- Passtech SAS

The parent company's tax rate is 26.50%.

The permanent differences relate to the CIJV tax credits. The "recognition of taxes without basis" item relates to the IFRS 2 expense on bonus share plans, and the "difference in tax rates" item relates mainly to the lower tax rate applicable to the Hong Kong subsidiary.

⇒ Accounting policy – Tax

Income tax includes current tax and deferred tax.

Tax expense and income are recognised in the income statement except where they relate to items recognised directly in equity, in which case they are also recognised in equity.

See Notes 6 and 13 for calculations of deferred tax assets and liabilities.

◆ **Note 26 – Earnings per share - Share-based payment**

• **Earnings per share:**

in euros	2021/22	2020/21
Net income attributable to equity holders of the parent	9,962,193	18,297,197
Weighted average number of shares	85,613,442	84,877,034
Dilutive effect of future awards under bonus share plans	797,282	1,161,505
Average number of shares after dilution	86,410,724	86,038,539
Par value of shares (in euros)	€1.00	€1.00
Basic earnings per share	0.12	0.22
Diluted earnings per share	0.12	0.21

Weighted average number of shares used to calculate earnings per share

	2021/22	2020/21
Ordinary shares in issue at 1 April	84,908,919	84,908,919
Number of shares issued, adjusted on a pro rata temporis basis	756,143	
Treasury shares	(51,620)	(31,885)
Weighted average number of shares	85,613,442	84,877,034
Shares issued during the financial year	1,382,491	0
<i>Number of shares issued, adjusted on a pro rata temporis basis</i>	756,143	0

⇒ **Accounting policy – Earnings per share**

Earnings per share are calculated by dividing net income attributable to equity holders of the parent by the weighted average number of shares in issue during the period. To determine diluted earnings per share, the weighted average number of shares is adjusted to take account of the maximum impact arising from the conversion of dilutive instruments into ordinary shares.

• **Bonus shares:**

- On 7 September 2020, Nacon SA's Board of Directors awarded 1,123,983 bonus shares to certain members of staff and corporate officers of Nacon Group entities. Those shares vested after a 1- or 3-year period provided that an ongoing presence condition and a performance condition related to achievement of a predetermined level of recurring operating income were met. Since all Group entities met their performance conditions in part or in full, 1,045,283 new shares were issued through the capitalisation of reserves on 7 September 2021. In sum, 55,000 shares have not yet vested.
- On 26 October 2020, Nacon SA's Board of Directors granted 43,282 Nacon bonus shares to certain key managers of the studios newly acquired by the Nacon Group. The vesting of the shares after a 3-year period is subject to an ongoing presence condition. These 43,282 shares have not yet vested.
- On 31 May 2021, Nacon SA's Board of Directors granted 259,459 Nacon bonus shares to certain key managers of the studios newly acquired by the Nacon Group. The vesting of the shares after a 1-year or 3-year period is subject to an ongoing presence condition. Based on the number of Nacon bonus shares vested, an issue of new Nacon shares will take place through the capitalisation of reserves, and a special appropriated earnings account equal to the total par value of the 259,459 shares awarded, i.e. €259,459, was set up at the time of the award.
- On 8 September 2021, Nacon SA's Board of Directors granted 689,943 Nacon bonus shares to certain key managers of the studios newly acquired by the Nacon Group. Those shares will vest after a 1- or 3-year period provided that an ongoing presence condition and a performance condition related to achievement of

a predetermined level of recurring operating income are met. Based on the number of Nacon bonus shares vested, an issue of new Nacon shares will take place through the capitalisation of reserves, and a special appropriated earnings account equal to the total par value of the 689,943 shares awarded, i.e. €689,943, was set up at the time of the award.

- On 29 November 2021, Nacon SA's Board of Directors granted 95,850 Nacon bonus shares to certain key managers of the studios newly acquired by the Nacon Group. The vesting of the shares after a 1-year or 3-year period is subject to an ongoing presence condition. Based on the number of Nacon bonus shares vested, an issue of new Nacon shares will take place through the capitalisation of reserves, and a special appropriated earnings account equal to the total par value of the 95,850 shares awarded, i.e. €95,850, was set up at the time of the award.

Date of award (Board of Directors meeting)	7 September 2020	26 October 2020	31 May 2021	8 September 2021	29 November 2021
Vesting period	1 year / 3 years	3 years	1 year / 3 years	1 year / 3 years	1 year / 3 years
Lock-up period	2 years / -	-	2 years / -	2 years / -	2 years / -
Number of bonus shares initially awarded	1,123,983	43,282	259,459	676,743	95,850
Number of shares currently awarded at 31 March 2022	1,045,283				
Number of shares capable of being awarded at 31 March 2022	55,000	43,282	259,459	676,743	95,850
Share price on the date the plan was announced	6.55	6.93	6.94	5.16	5.21

19.2.8.3 Other information

♦ Note 28 – Dividends

No dividends have been paid out by Nacon over the aforementioned two financial years.

In its meeting on 30 May 2022, the Board of Directors decided not to put any dividend payment with respect to 2021/22 to the vote in the Shareholders' General Meeting of 22 July 2022.

♦ Note 29 – Off-balance sheet commitments

• Guarantees given

Commitments given	By	To	March 2022	March 2021	Purpose of the commitment
Bank guarantee	Cyanide SAS	BRED	180	180	Pledge of Cyanide SAS business assets
Bank guarantee	Cyanide SAS	HSBC	198	198	Pledge of Cyanide SAS business assets
Bank guarantee	Nacon SA	CIC	1,250	2,250	Pledge of Cyanide SAS shares
Bank guarantee	Nacon SA	Banque Postale	1,357	2,364	Pledge of Cyanide SAS shares
Bank guarantee	Nacon SA	CIC	613	1,015	Pledge of Kylotonn SAS shares
Bank guarantee	Kylotonn SAS	HSBC	358	358	Pledge of Kylotonn SAS business assets
Bank guarantee	Nacon SA	CIC	2,000	2,800	Pledge of Spiders SAS shares
Bank guarantee	Nacon SA	BPI	408	773	Amounts withheld as security in relation to several loans taken out between 2017 and 2019

♦ Note 30 – Bank covenants

To fund the acquisitions of four development studios – Cyanide SAS, Kylotonn SAS, Eko Software SAS and Spiders SAS – and development costs related to publishing, Nacon SA took out several loans between 1 April 2018 and 31 March 2020. These are repayable over 5 years with the following covenants:

Covenants	Target value	Status
Interest cover ratio (EBITDA/interest expense)	> 6	Met
Net leverage ratio (Net debt/EBITDA)	< 2	Met

All covenants were complied with at 31 March 2022.

◆ Note 31 – Financial instruments (additional information pursuant to the adoption of IFRS 7)

at 31 March 2022

in thousands of euros	Value by category of instruments					FAIR VALUE			Fair value of the class
	Net carrying amount	Assets at fair value through profit and loss	Assets at amortised cost	Liabilities at fair value through profit and loss	Liabilities at amortised cost	Quoted prices	Internal model with observable parameters	Internal model with non-observable parameters	
Equity securities		0						0	0
Other long-term financial assets	1,735		1,735				1,735		1,735
Non-current financial assets	1,735	0	1,735	0	0	0	1,735	0	1,735
Trade receivables	37,918		37,918				37,918		37,918
Other receivables	11,691		11,691				11,691		11,691
Cash and cash equivalents	82,148	82,148				82,148			82,148
Current financial assets	131,757	82,148	49,609	0	0	82,148	49,609	0	131,757
ASSETS	133,492	82,148	51,344	0	0	82,148	51,344	0	133,492
Long-term financial liabilities	(65,734)				(65,734)		(65,734)		(65,734)
Short-term financial liabilities	(26,774)				(26,774)	(364)	(26,410)		(26,774)
<i>of which long-term borrowings</i>	(26,410)				(26,410)		(26,410)		(26,410)
<i>of which current bank facilities</i>	(364)				(364)	(364)			(364)
Trade payables	(17,745)				(17,745)		(17,745)		(17,745)
Other payables	(22,585)			(4)	(22,581)		(22,585)		(22,585)
<i>of which other current financial liabilities</i>	(22,581)				(22,581)		(22,581)		(22,581)
<i>of which liabilities relating to derivative instruments</i>	(4)			(4)			(4)		(4)
Current financial liabilities	(67,105)	0	0	(4)	(67,101)	(364)	(66,740)	0	(67,105)
LIABILITIES	(132,838)	0	0	(4)	(132,834)	(364)	(132,474)	0	(132,838)

31 March 2021

<i>in thousands of euros</i>	Value by category of instruments					FAIR VALUE			
	Net carrying amount	Assets at fair value through profit and loss	Assets at amortised cost	Liabilities at fair value through profit and loss	Liabilities at amortised cost	Quoted prices	Internal model with observable parameters	Internal model with non-observable parameters	Fair value of the class
Equity securities		0						0	0
Other long-term financial assets	1,107		1,107				1,107		1,107
Non-current financial assets	1,107	0	1,107	0	0	0	1,107	0	1,107
Trade receivables	47,017		47,017				47,017		47,017
Other receivables	10,214		10,214				10,214		10,214
Cash and cash equivalents	96,746	96,746				96,746			96,746
Current financial assets	153,977	96,746	57,231	0	0	96,746	57,231	0	153,977
ASSETS	155,084	96,746	58,338	0	0	96,746	58,338	0	155,084
Long-term financial liabilities	(36,535)				(36,535)		(36,535)		(36,535)
Short-term financial liabilities	(18,266)				(18,266)	(1,840)	(16,426)		(18,266)
<i>of which long-term borrowings</i>	(16,426)				(16,426)		(16,426)		(16,426)
<i>of which current bank facilities</i>	(1,840)				(1,840)	(1,840)			(1,840)
Trade payables	(21,181)				(21,181)		(21,181)		(21,181)
Other payables	(17,503)			(183)	(17,319)		(17,503)		(17,503)
<i>of which other current financial liabilities</i>	(17,319)				(17,319)		(17,319)		(17,319)
<i>of which liabilities relating to derivative instruments</i>	(183)			(183)			(183)		(183)
Current financial liabilities	(56,950)	0	0	(183)	(56,766)	(1,840)	(55,110)	0	(56,950)
LIABILITIES	(93,484)	0	0	(183)	(93,301)	(1,840)	(91,644)	0	(93,484)

- **Principle for determining fair value:**

The fair value of financial assets and liabilities is determined on the closing date either for recognition purposes or for the purpose of including them in information in the Notes. Fair value is determined:

- Either on the basis of quoted prices in active markets (level 1);
- Or based on measurement techniques that use mathematical computation methods incorporating observable market data such as forward prices or yield curves (level 2);
- Or based on internal measurement techniques that include parameters estimated by the Group in the absence of observable data or quoted prices.

Quoted prices in active markets (level 1):

Whenever quoted prices on an active market are available, these are primarily used to determine market value. For the Group, only cash, cash equivalents and current bank facilities are measured on that basis.

Fair values determined using models including data observable in the markets (level 2):

Derivative financial instruments (interest-rate swaps and FX TARNs) are traded on markets in which there are no quoted prices. As a result, they are measured on the basis of models commonly used by market participants to price such derivative financial instruments.

Type of contract	Currency	Position	Status	Arrangement date	Maturity date	Nominal in foreign currencies (thousands)	Strike	At 31 March 2022, in thousands				
								Amount accumulated in foreign currencies	Amount raised in foreign currencies	Amount accumulated net of	Maximum amount to be accumulated in foreign currencies	Mark-to-market value in EUR
TARN	CNY	Purchase	Asset	7 January 2022	6 January 2023	104,000	7.4025	11,000	11,000	0	82,000	-7
TARN	GBP	Sale	Asset	1 February 2022	31 January 2023	5,300	0.821	450	450	0	4,400	4
											-3	

For payables and receivables due in less than one year and floating-rate debt, their carrying amounts are regarded as a reasonable approximation of fair value.

♦ **Note 32 – Contractual repayment schedule**

The following tables set out, for recognised financial liabilities (excluding current bank facilities, factoring and accrued interest not due), the contractual repayment schedule.

31 March 2022

in thousands of euros	Less than 1 year	from 1 to 2 years	from 2 to 3 years	from 3 to 4 years	from 4 to 5 years	5 years and over	TOTAL
Borrowings and debt	26,373	21,148	17,517	12,675	11,050	3,343	92,106
Lease liabilities	2,120	2,495	1,465	1,003	715	393	8,191
Total financial liabilities	28,492	23,643	18,983	13,678	11,765	3,736	100,297

in thousands of euros	Less than 1 year	More than 1 year	TOTAL
Trade payables	17,745		17,745
Other payables	22,585		22,585
Other non-current liabilities		37,832	37,832
Current tax liabilities	2,338		2,338

“Other non-current liabilities” due in more than one year consist of earn-out liabilities recognised on acquisitions of development studios.

31 March 2021

in thousands of euros	Less than 1 year	from 1 to 2 years	from 2 to 3 years	from 3 to 4 years	from 4 to 5 years	5 years and over	TOTAL
Borrowings and debt	16,387	15,756	11,704	6,888	1,936	250	52,922
Lease liabilities	1,757	1,584	667	297	307	76	4,689
Total financial liabilities	18,144	17,340	12,371	7,185	2,243	326	57,611

in thousands of euros	Less than 1 year	More than 1 year	TOTAL
Trade payables	21,181		21,181
Other payables	14,503	3,000	17,503
Current tax liabilities	6,759		6,759

♦ **Note 33 – Breakdown of debt by maturity and type**

31 March 2022

in thousands of euros	Less than 1 year	from 1 to 2 years	from 2 to 3 years	from 3 to 4 years	from 4 to 5 years	5 years and over	TOTAL
Fixed rate	26,373	21,148	17,517	12,675	11,050	3,343	92,106
%/total 1	29%	23%	19%	14%	12%	4%	100%
Floating rate							0
%/total 2	0%	0%	0%	0%	0%	0%	0%
TOTAL	26,373	21,148	17,517	12,675	11,050	3,343	92,106

31 March 2021

in thousands of euros	Less than 1 year	from 1 to 2 years	from 2 to 3 years	from 3 to 4 years	from 4 to 5 years	5 years and over	TOTAL
Fixed rate	16,387	15,756	11,704	6,888	1,936	250	52,922
% / total 1	31%	30%	22%	13%	4%	0%	100%
Floating rate							0
%/total 2	0%	0%	0%	0%	0%	0%	0%
TOTAL	16,387	15,756	11,704	6,888	1,936	250	52,922

♦ **Note 34 – Exchange-rate risk on supplies**

Most of the exchange-rate risk relates to USD-denominated purchases of gaming accessories by Nacon France.

in thousands of euros	2021/22	2020/21
Nacon France	(34,769)	(29,047)
TOTAL	(34,769)	(29,047)

Sensitivity to the USD exchange rate

+10% = benefit	(3,161)	(2,641)
-10% = additional cost	3,863	3,227

⇒ **Market risk**

Market risk corresponds to the risk of changes in market prices (exchange rates, interest rates, prices of equity instruments) affecting the Group's income or the value of the financial instruments it holds.

The purpose of market risk management is to control exposure to market risk and/or acceptable limits in terms of the risk/return profile.

Exchange-rate risk

While most of the Group's sales are in euros, a large proportion of its purchases are denominated in USD, which creates exchange-rate risk for the Group. As part of its exchange-rate risk management, the Group has purchased complex derivative financial instruments (see Note 31).

Internal reference rates are revised for each purchasing campaign in order to control the impact of exchange-rate movements on margins.

The Group's cash, cash equivalents and debt are exclusively in euros.

♦ **Note 35 – Interest-rate risk management**

There are no interest-rate hedges in place.

⇒ **Market risk**

Market risk corresponds to the risk of changes in market prices (exchange rates, interest rates, prices of equity instruments) affecting the Group's income or the value of the financial instruments it holds.

The purpose of market risk management is to control exposure to market risk and/or acceptable limits in terms of the risk/return profile.

Interest-rate risk

When funding its operations, the Group uses fixed-rate financing, i.e. short-term bank facilities and Nacon's medium-term debt.

There have been no interest-rate hedges in place since July 2016.

♦ Note 36 – Liquidity risk management

Liquidity risk is managed as follows:

⇒ Liquidity risk

The Nacon Group manages liquidity risk by ensuring that short- and medium-term credit facilities are sufficient in view of its business activity and the changes caused by business activities to the working capital requirement and debt repayments. It also funds its business activities on a short-term basis using factoring, discounting (depending on the territory and counterparty) and other alternative funding solutions.

♦ Note 37 – Other information on contracts with clients

- Order book: Given the absence of any contracts with a term of more than one year, no information about the order book is presented.
- Client contract assets and liabilities:

31 March 2022:

in thousands of euros	Balance at start of period	Change	Balance at end of period
Contract assets	47,017	(9,099)	37,918
Contract liabilities	5,167	1,486	6,652

At 31 March 2021:

in thousands of euros	Balance at start of period	Change	Balance at end of period
Contract assets	39,529	7,488	47,017
Contract liabilities	6,087	(921)	5,167

Contract liabilities at 31 March 2022 consisted of:

- €5,203 thousand of client discounts payable
- €1,449 thousand of client invoices raised but recognised as revenue when the games were released.

Contract liabilities at 31 March 2021 consisted of:

- €3,982 thousand of client discounts payable;
- €1,184 thousand of client invoices raised but recognised as revenue when the games were released.

Contract assets at 31 March 2022 consisted of:

- €5,405 thousand of invoices not yet raised
- €32,513 thousand of trade receivables net of provisions.

Contract assets at 31 March 2021 consisted of:

- €7,535 thousand of invoices not yet raised;
- €39,482 thousand of trade receivables net of provisions.

19.2.8.4 Related-party disclosures

Transactions with related parties concern commercial and financial transactions between the Nacon SA parent company, its subsidiaries, the other Bigben group companies and its executive officers (corporate officers or Executive Committee members) and mainly purchases and sales of goods held for resale.

Transactions with executive officers

An employment contract has been formed between the Company and Laurent Honoret for his role as Head of Strategy and Business Development. That employment contract is in addition to his role as a corporate officer as authorised in accordance with recommendation 15 of the Middenext Code.

The employment contract represents a regulated agreement that was authorised by the Board of Directors on 27 April 2020 and took effect on 2 May 2020.

Transactions between related companies

From 1 October 2019, amounts have been recharged between certain Bigben group entities, particularly Bigben Interactive SA (the Bigben group's parent company) and entities in the Nacon sub-group in the manner described below. These recharging agreements have been formed on an arm's-length basis.

The main intragroup flows have consisted of:

Within the Nacon Group:

- Development costs of Group studios invoiced to Nacon SA: each studio develops games, generally at a cost of several million euros per game divided into milestone payments throughout the development period (usually two years). These milestones are paid by Nacon SA to the studios;
- Accessories supplied to Nacon SA by Nacon HK Ltd: Nacon HK Ltd negotiates prices with the Group's Chinese manufacturing sub-contractors, monitors their production from a "quality assurance" standpoint, and is responsible for logistics and shipping the products to the Lauwin-Planque logistics platform for Nacon SA. Nacon HK Ltd bills Nacon SA for these services. Nacon SA's European distribution subsidiaries then source the products from Nacon SA.

With the Bigben Interactive group (parent company):

- Logistics services (storage, order preparation and shipment) provided by the Lauwin-Planque logistics platform owned by Bigben Interactive SA are billed to Nacon SA and its subsidiaries at a rate of 2.5% of gross revenue before any price reduction or discount, excluding product taxes and excluding Nacon SA's sales of digital video games. This agreement has been entered into on an arm's length basis, particularly as regards the fees paid for the services, which are in line with those charged by outside service providers;
- To a lesser extent, the supply of
 - o Audio products by Bigben Interactive SA to certain Nacon SA subsidiaries²⁹, which continue to make limited sales of Bigben Group products in addition to Nacon's gaming products; the Audio products concerned are Bluetooth speakers, sound bars, etc.;
 - o The supply of Mobile products by Bigben Connected SAS to those same Nacon SA subsidiaries: the Mobile products concerned are mobile phone accessories (cables, protective cases and covers, etc.);
 - o Sales for those distribution subsidiaries at 31 March 2022: amounted to €4.9 million, equal to 3.1% of the Nacon Group's full-year revenue.

²⁹ Prior to the spin-off in October 2019 from Bigben Interactive to Nacon, the Bigben Interactive Italia, Bigben Interactive Belgium, Bigben Interactive GmbH and Games.fr subsidiaries generated less than €2 million of Audio and Mobile revenue. At the time of the spin-off in October 2019, it was decided not to split out these activities and create a second local subsidiary for the Audio/Telco business, as it would not have had the critical mass required to operate on a stand-alone basis. These revenues come under the "Other" category of Nacon's revenue.

- Monthly cross-invoicing of administrative services provided by Bigben Interactive SA and Nacon SA, amounting to €23,800 in favour of Bigben Interactive SA and €48,800 in favour of Nacon SA (a net amount of €25,000 per month in favour of Nacon SA);
- Rent for offices and shared space made available by Bigben Interactive SA to Nacon SA within its premises, amounting to €0.2 million per year; this agreement has been entered into on an arm's length basis;
- A cash management agreement between Bigben Interactive and Nacon, enabling them to carry out cash transactions between each other as permitted under the provisions of Article L. 511-7, I-3 of the French Monetary and Financial Code. Each company may grant the other advances at market interest rates.

With Bigben Interactive group subsidiaries

- The Bigben España subsidiary invoices its sister company Nacon Gaming España for administrative services provided by employees working for both companies.
- The Bigben HK Ltd subsidiary in Hong Kong invoices its sister company Nacon HK Ltd for administrative services provided by employees working for both companies.

Transactions with corporate officers or Executive Committee members

- **Remuneration of corporate officers**

in thousands of euros	Short-term benefits	Provisions for retirement benefits ⁽¹⁾	Share-based payments
2020/21	874	6	1,361
2021/22	903	-18	25

⁽¹⁾ Post-employment benefits

- **Remuneration of the Executive Committee**

Remuneration of the Executive Committee

in thousands of euros	Short-term benefits	Provisions for retirement benefits ⁽¹⁾	Share-based payments
2020/21	929	11	1,659
2021/22	941	-16	32

⁽¹⁾ Post-employment benefits

Nacon SA's Executive Committee has five members.

An employment contract has been formed between the Company and Laurent Honoret for his role as Head of Strategy and Business Development. That employment contract is in addition to his role as a corporate officer as authorised in accordance with recommendation 15 of the Middenext Code.

The employment contract represents a regulated agreement that was authorised by the Board of Directors on 27 April 2020 and took effect on 2 May 2020 (see the "Intragroup transactions and transactions with related parties" section).

- **Transaction with key executives and directors**

None.

19.2.8.5 Statutory auditors' fees

in thousands of euros	2021/22			2020/21		
	KPMG	FMA	Other firms	KPMG	FMA	Other firms
Statutory auditors' fees						
Audit of the financial statements	115	102	169	109	104	160
Issuer	90	90		90	90	
Fully consolidated companies	25	12	169	19	14	160
Non-audit services	6	3	89	7	1	26
Issuer ⁽¹⁾	6	3		7	1	
Fully consolidated companies			89			26
Other services						
TOTAL	121	105	258	116	105	186

19.3 DATE OF MOST RECENT FINANCIAL INFORMATION

31 March 2022, in the form of the statutory and consolidated financial statements.

19.4 INTERIM AND OTHER FINANCIAL INFORMATION

None.

19.5 AUDIT OF HISTORICAL FINANCIAL INFORMATION

19.5.1 Statutory auditors' report on the statutory financial statements for the financial year ended 31 March 2022

To the shareholders of Nacon SA,

Opinion

In accordance with our appointment as statutory auditors by your articles of association and your Shareholders' General Meeting, we have audited the accompanying statutory financial statements of Nacon SA for the financial year ended 31 March 2022.

In our opinion, the statutory financial statements give a true and fair view of the assets and liabilities and of the financial position of the Company as at 31 March 2022 and of the results of its operations for the year in accordance with French accounting principles.

The opinion formulated above is consistent with the content of our report to the Audit Committee.

Basis of our opinion

Audit framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the information that we have collected provides a sufficient and appropriate basis for our opinion.

Our responsibilities under those standards are stated in the "Responsibilities of the statutory auditors in relation to auditing the statutory financial statements" section of this report.

Independence

We conducted our audit in accordance with the independence rules provided for by the French Code of Commerce and the code of conduct for statutory auditors between 1 April 2021 and the date on which we issued our report, and in particular we did not provide any services prohibited by Article 5, paragraph 1 of Regulation (EU) No. 537/2014 or by the code of conduct of the statutory auditors' profession in France.

In addition, the non-audit services we provided during the financial year to the Company and to the entities it controls, other than those stated in the management report or in the notes to the statutory financial statements, were as follows:

- Preparation by FMA of an attestation concerning the quantitative information prepared by the entity in relation to the accounts;
- Performance by FMA of agreed procedures covering the financial statements of a subsidiary acquired.

Justification of our assessments – Key audit matters

In view of the global Covid-19 pandemic and related crisis, the preparation and audit of the financial statements took place in highly unusual conditions. The pandemic and the exceptional measures taken in connection with the emergency health situation had myriad implications for businesses, especially their operations and their financing arrangements, as well as creating greater uncertainty about their future outlook. Some of these measures, such as travel restrictions and homeworking, also affected the internal organisation of businesses and the audit implementation arrangements.

In this complex and constantly shifting environment, as required by Articles L. 823-9 and R. 823-7 of the French Commercial Code relating to the justification of our assessments, we inform you of the key audit matters, relating to what were, in our professional judgement, the main risks of material misstatement in relation to our audit of the year's statutory financial statements, and our responses to those risks.

Those assessments were made in the context of our audit of the statutory financial statements taken as a whole, and in the formation of our opinion stated above. We express no opinion on items of the statutory financial statements taken in isolation.

a. Valuation of equity securities

Risks identified

Equity securities had a net carrying amount of €89,448 thousand on the balance sheet at 31 March 2022, accounting for 25.4% of total balance sheet assets. They are recognised at the date of acquisition at cost and written down on the basis of the recoverable amount estimated by the Company at the end of the period.

As stated in Note 19.1.5.1 "Additional notes to the balance sheet – Note 3 Equity securities" to the annual financial statements, provisions for impairment may be recognised at the end of the period depending on the asset's value in use, as assessed in aggregate using the Group's overall strategy, based on discounted cash flows forecast by the Group.

Estimating the value in use of these securities requires management to use judgement in selecting the forecasts to consider.

Accordingly and because of the uncertainty inherent in certain elements and particularly in the probability of forecasts being reached, we took the view that the correct measurement of equity securities was a key audit matter.

Audit procedures implemented to address the risks identified

We assessed whether the method used by the Company to calculate the recoverable amount of equity securities complies with accounting standards in force.

We also carried out a critical examination of the way in which value in use is calculated, and in particular checked:

- whether cash flow forecasts are consistent with the Gaming division's performance during the year and management's latest estimates, established as part of the Group's budget process;
- whether the discount rate and perpetual growth rate are reasonable, with the help of our valuation specialists;

We also assessed the appropriateness of information provided in Note 19.1.5.1 “Additional notes to the balance sheet - Note 3 - Equity securities” in the notes to the statutory financial statements.

b. Measurement of publisher game development costs

Risks identified

In the financial year ended 31 March 2022, expenses incurred by Nacon SA with respect to game development as publisher responsible for marketing were included in assets net of impairment losses and amounted to €108,214 thousand, equal to 30.7% of total assets.

Contracts with development studios generally stipulate that, during the development of the game, the publisher pays the studio a guaranteed minimum amount or milestone payments either fixed or possibly based on sales forecasts.

Advances paid by Nacon SA during game development are recognised on the income statement based on progress with marketing the games in question.

As stated in Note 19.1.5.1 “Additional notes to the balance sheet – Note 7 – Other receivables” in the notes to the statutory financial statements, at the end of each financial year, Management makes forecasts regarding each game’s revenues. Where those forecasts are less than the expenses incurred by Nacon with respect to game development, impairment is recognised.

In our view, the risk of the net carrying amount of those assets exceeding their recoverable amount at the end of the period and that the corresponding impairment is not recognised is a key audit matter, because of the importance of the item in the financial statements and Management’s use of judgement in determining future games sales.

Audit procedures implemented to address the risks identified

As part of our assignment, we familiarised ourselves with the process used by the Company to monitor game development expenditure, the definition of the method for recognising expenses on the income statement and the determination of the recoverable amounts of games.

In particular, we selected amounts that showed material values on the asset side of the balance sheet at 31 March 2022 and assessed whether estimates of future games sales used to determine the related recoverable amounts were reasonable.

We also assessed the appropriateness of information provided in Note 19.1.5.1 “Additional notes to the balance sheet - Note 7 - Other receivables” in the notes to the statutory financial statements.

c. Recognition of “Digital games” revenue at the end of the period

Risks identified

In the financial year ended 31 March 2022, revenue totalled €89,637 thousand, including sales of video games in physical and digital formats.

As stated in Note 19.1.5.2 “Additional notes to the balance sheet – Note 19 - Breakdown of revenue” in the notes to the statutory financial statements, revenue from sales of digital games is recognised from the date the content is made available to console manufacturers or platforms. Guaranteed amounts are recognised in revenue as soon as the game is released. Additional amounts (royalties) depending on future console and platform sales are recognised when those sales take place.

At the end of the period, the Company estimates the royalty revenue not yet invoiced based on sales generated on each platform.

Accordingly and because of the material nature of digital video game sales, we took the view that recognition of this category of revenue at the end of the period was a key audit matter.

Audit procedures implemented to address the risks identified

We assessed whether the methods used by the Company comply with accounting standards in force.

As part of our assignment, we familiarised ourselves with the process used by the Company to recognise revenue from digital sales of video games.

As regards estimates of digital sales on platforms at 31 March 2022 but still to be invoiced, we obtained, where possible, data concerning platforms' sales completed prior to the period-end or alternatively we assessed whether management estimates were consistent with actual figures based on sales trends observed since the relevant games were released.

We also assessed the appropriateness of information provided in Note 19.1.5.2 "Additional notes to the income statement - Note 19 - Breakdown of revenue" in the notes to the statutory financial statements.

Specific verifications

We also performed, in accordance with professional standards applicable in France, the specific verifications required by statutory and regulatory provisions.

Information provided in the management report and in other documents concerning the financial position and statutory financial statements addressed to the shareholders

We have no matters to report as to the fair presentation and the consistency with the financial statements of the information given in the management report of the Board of Directors and in the other documents with respect to the financial position and financial statements addressed to the shareholders.

We confirm that the information relating to payment times, provided for by Article D. 441-6 of the French Commercial Code, is accurate and consistent with the statutory financial statements.

Corporate governance report

We confirm that the report of the Board of Directors on corporate governance contains the information required by Articles L. 225-37-4, L. 22-10-10 and L. 22-10-9 of the French Commercial Code.

Concerning the information given in accordance with the requirements of Article L. 22-10-9 of the French Commercial Code relating to the remuneration and benefits received by or awarded to the directors and any other commitments made in their favour, we have verified its consistency with the financial statements, or with the underlying information used to prepare these financial statements and, where applicable, with the information obtained by the Company from controlled by it within the scope of consolidation. Based on this work, we confirm that this information is accurate and fairly presented.

As regards information relating to items that your Company considered capable of having an impact in the event of a public exchange or purchase offer, provided in accordance with Article L. 22-10-11 of the French Commercial Code, we have checked that it is consistent with the documents from which it originates and that were sent to us. On the basis of our work, we have no observations to make on that information.

Other information

In accordance with French law, we verified that the required information concerning the purchase of investments and controlling interests, the identity of shareholders or holders of voting rights and cross-shareholdings has been properly disclosed in the management report.

Other verifications and information required by law and the regulations

Reporting format of the annual financial statements to be included in the annual financial report

We have also performed, in accordance with the professional standards for the work of the Statutory Auditors for the statutory and consolidated financial statements presented in line with European single electronic reporting format (ESEF), verified whether the format has been complied with as defined in European Regulation no. 2019/815 of 17 December 2018 in the presentation of the annual financial statements for inclusion in the annual financial report required by I of Article L. 451-1-2 of the French Monetary and Financial Code, prepared under the responsibility of the Chairman/CEO.

Based on our work, we have concluded that the presentation of the annual financial statements for inclusion in the annual financial report complies in all material respects with the European single electronic reporting format.

Our role does not include verifying whether the annual financial statements to be included by the Company in the annual financial statements filed with the AMF are those on which we performed our work.

Appointment of the statutory auditors

KPMG was appointed as statutory auditor of Nacon SA by the articles of association when the Company was formed on 12 July 2019, and Fiduciaire Métropole Audit (FMA) by the Shareholders' General Meeting of 22 January 2020.

At 31 March 2022, KPMG and FMA were in the third year of their appointment as statutory auditors.

Responsibilities of management and persons involved in corporate governance in relation to the statutory financial statements

Management is responsible for preparing statutory financial statements that present a true and fair view, in accordance generally accepted accounting principles in France, and for setting up the internal controls it deems necessary for preparing statutory financial statements that do not contain any material misstatements, whether due to fraud or error.

When preparing the statutory financial statements, management is responsible for assessing the Company's ability to continue as a going concern, for presenting in those statements any necessary information relating to its status as a going concern, and for applying the accounting concept of going concern, except where there is a plan to liquidate the company or discontinue its operations.

The Audit Committee is responsible for monitoring the process of preparing the financial information and for monitoring the effectiveness of internal control and risk management systems, and internal audit systems as the case may be, as regards procedures for preparing and processing accounting and financial information. The statutory financial statements are the responsibility of the Board of Directors.

Responsibilities of the statutory auditors in relation to auditing the statutory financial statements

Audit objective and procedure

Our responsibility is to prepare a report on the statutory financial statements. Our objective is to obtain reasonable assurance about whether the statutory financial statements, taken as a whole, are free of material misstatement. Reasonable assurance means a high level of assurance, although there is no guarantee that an audit conducted in accordance with professional standards will systematically detect all material misstatements. Misstatements may arise from fraud or error, and are regarded as material when they can reasonably be expected, individually or together, to influence the economic decisions that users of the financial statements take on the basis of those statements.

As stated by Article L. 823-10-1 of the French Commercial Code, our audit assignment does not involve guaranteeing the viability of your Company or the quality of its management.

When conducting an audit in accordance with professional standards applicable in France, statutory auditors use their professional judgement throughout the audit.

In addition:

- they identify and assess the risks that the statutory financial statements contain material misstatements, whether through fraud or error, define and implement audit procedures to address those risks, and collect information that they regard as sufficient and appropriate as the basis for their opinion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, because fraud may involve collusion, falsification, voluntary omissions, false statements or the circumvention of internal controls;
- auditors familiarise themselves with the internal controls relevant to the audit, in order to define audit procedures appropriate to the situation in hand, and not in order to express an opinion on the effectiveness of internal control;
- they assess the appropriateness of accounting policies adopted and the reasonableness of accounting estimates made by management, along with information about those estimates provided in the statutory financial statements;

- they assess whether management has appropriately applied the going concern principle and, based on information collected, whether or not there is a material uncertainty arising from events or circumstances likely to call into question the company's ability to continue as a going concern. That assessment is based on information collected up to the date of the auditors' report, although it should be borne in mind that subsequent circumstances or events may call into question the Company's status as a going concern. If the auditors conclude that there is a material uncertainty, they draw the attention of those reading their report to information provided in the statutory financial statements in relation to that uncertainty or, if that information is not provided or is not relevant, they certify the financial statements with reservations or refuse to certify them;
- they assess the overall presentation of the statutory financial statements and assess whether the statutory financial statements reflect the underlying operations and events so that they give a true and fair view.

Reporting to the Audit Committee

We submit a report to the Audit Committee that includes the extent of audit work and the schedule of work performed, along with the conclusions arising from our work. We also make it aware, as the case may be, of any material internal control weaknesses that we have identified regarding procedures for preparing and processing accounting and financial information.

The information in the report to the Audit Committee includes what we regard as the main risks of material misstatements with respect to the audit of the statutory financial statements, and which are therefore the key audit matters. It is our role to describe those matters in the present report.

We also provide the Audit Committee with the declaration provided for by Article 6 of Regulation (EU) No. 537-2014 confirming our independence, within the meaning of the rules applicable in France, as determined in particular by Articles L. 822-10 to L. 822-14 of the French Commercial Code and in the code of conduct of the statutory audit profession in France. As the case may be, we discuss with the Audit Committee any risks to our independence and the safeguard measures applied.

The statutory auditors,

Paris la Défense, 21 June 2022

Roubaix, 21 June 2022

KPMG Audit
Department of KPMG SA

Fiduciaire Métropole Audit

Stéphanie Ortega
Partner

François Delbecq
Partner

19.5.2 Statutory auditors' report on the consolidated financial statements for the financial year ended 31 March 2022

To the shareholders of Nacon SA,

Opinion

In accordance with our appointment as statutory auditors by your articles of association and your Shareholders' General Meeting, we have audited the accompanying consolidated financial statements of Nacon SA for the financial year ended 31 March 2022.

In our opinion, the consolidated financial statements give a true and fair view in accordance with IFRSs of the financial position, assets and liabilities and results of the group formed by the persons and entities

included in the consolidation, in accordance with the International Financial Reporting Standards as adopted by the European Union.

The opinion formulated above is consistent with the content of our report to the Audit Committee.

Basis of our opinion

Audit framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the information that we have collected provides a sufficient and appropriate basis for our opinion.

Our responsibilities under those standards are stated in the “Responsibilities of the statutory auditors in relation to auditing the consolidated financial statements” section of this report.

Independence

We conducted our audit in accordance with the independence rules provided for by the French Code of Commerce and the code of conduct for statutory auditors between 1 April 2021 and the date on which we issued our report, and in particular we did not provide any services prohibited by Article 5, paragraph 1 of Regulation (EU) No. 537/2014.

In addition, the non-audit services we provided during the financial year to the Company and to the entities it controls, other than those stated in the management report or in the notes to the consolidated financial statements, were as follows:

- Preparation by FMA of an attestation concerning the quantitative information prepared by the entity in relation to the accounts;
- Performance by FMA of agreed procedures covering the financial statements of a subsidiary acquired.

Justification of our assessments – Key audit matters

In view of the global Covid-19 pandemic and related crisis, the audit of the financial statements took place in highly unusual conditions. The pandemic and the exceptional measures taken in connection with the emergency health situation had myriad implications for businesses, especially their operations and their financing arrangements, as well as creating greater uncertainty about their future outlook. Some of these measures, such as travel restrictions and homeworking, also affected the internal organisation of businesses and the audit implementation arrangements.

In this complex and constantly shifting environment, as required by Articles L. 823-9 and R. 823-7 of the French Commercial Code relating to the justification of our assessments, we inform you of the key audit matters, relating to what were, in our professional judgement, the main risks of material misstatement in relation to our audit of the year’s consolidated financial statements, and our responses to those risks.

Those assessments were made in the context of our audit of the consolidated financial statements taken as a whole, and in the formation of our opinion stated above. We express no opinion on items of the consolidated financial statements taken in isolation.

Measurement of goodwill

Risk identified

As part of its development, the Group carries out acquisitions and as a result recognises goodwill, the total amount of which on the asset side of the consolidated balance sheet was €96,742 thousand at 31 March 2022. For each transaction, goodwill is measured at the acquisition date in the manner defined in Note 19.2.7.3 “Basis of measurement - Business combinations”.

At each accounts closing, or whenever there is evidence of an impairment loss, management checks that the carrying amount of goodwill is no higher than its recoverable amount.

For these tests, assets are grouped into cash-generating units (CGUs). Given the high level of integration shown by its business activities, the Nacon Group has only one CGU.

As described in Note 19.2.8.1 “Additional notes to the balance sheet - Note 1 - Goodwill”, the recoverable amount of non-current assets is the greater of fair value less costs to sell and value in use. The CGU’s value in use is determined with reference to future cash flows after tax and discounted to present value over a three-year period, after which cash flows are extrapolated by applying a perpetual growth rate.

The calculation of the recoverable amount of goodwill is based on estimates and management's judgement, particularly as regards cash flows, the perpetual growth rate used to project cash flows and the discount rate applied to them. As a result, we regarded the measurement of goodwill as a key audit matter.

Audit procedures implemented to address the risk identified

We assessed whether the method used by the Company to calculate the recoverable amount of Nacon's CGU complies with accounting standards in force.

We also carried out a critical examination of the way in which the impairment test is implemented, and in particular checked:

- whether cash flow forecasts are consistent with the Gaming division's performance during the year and management's latest estimates, established as part of the Group's budget process;
- how the discount rate and perpetual growth rate have been calculated, with the help of our valuation specialists;
- the test for sensitivity to key assumptions used to calculate the recoverable amount.

We also assessed the appropriateness of information provided in the notes to the consolidated financial statements.

Measurement of game development costs

Risks identified

At 31 March 2022, the net cost of developing games published by the Group and developed by the Group's studios and external studios, included under other intangible assets, was €117,136 thousand.

As stated in Note 19.2.8.1 "Additional notes to the balance sheet – Note 2 – Other intangible assets" in the notes to the consolidated financial statements, capitalised development costs, less any related tax credits, are recognised at cost less accumulated amortisation and less any impairment losses. At the end of each financial year or wherever indications of a loss of value appear, management estimates forecast revenue and gross margins for each game. Where those cash flows are lower than the net carrying amount of the games, impairment is recognised.

Game development costs are amortised over the games' expected lifetimes using the diminishing balance method based on the associated expected sales, whether the game is sold physically or digitally, from its commercial release date. Game amortisation periods vary according to market trends and sales prospects.

In our view, the risk of the net carrying amount of those assets exceeding their recoverable amount and that the corresponding impairment is not recognised on the balance sheet is a key audit matter, because of the importance of the item in the financial statements and management's use of judgement in estimating future games sales.

Audit procedures implemented to address the risks identified

We assessed whether the methods used by the Company comply with accounting standards in force.

We familiarised ourselves with the processes used to monitor game development costs, the definition of the amortisation method and the determination of the recoverable amounts of games.

We assessed the consistency of the most recent amortisation methods used, comparing them with analysis of revenue generated since launch for a representative sample of games.

We selected games currently under development and games already on the market for which significant costs had been capitalised at 31 March 2022 and, for each game selected, we:

- assessed whether the amortisation plan was reasonable in view of the expected life of the games using data analysis by studying in a representative sample the correlation between trends in games' net carrying amount and the trends in total revenue, then adjusted how amortisation of the development costs to be recognised is to be calculated.
- assessed whether estimates of future games sales used to determine the related recoverable amounts of games were reasonable, and in particular whether they were consistent with actual past figures for similar games.

We also assessed the appropriateness of information provided in the notes to the consolidated financial statements.

Recognition of “Digital games” revenue at the end of the period

Risk identified

The analysis of consolidated revenue shown in Note 19.2.8.2 – Note 17 – Revenue to the consolidated financial statements shows the proportion of digital revenue stood at 73% of Video Games revenue in both 2020/21 and 2021/22.

As stated in section 19.2.8.2 – Note 17 – Revenue, revenue from sales of digital games is recognised from the date the content is made available to console manufacturers or platforms. Guaranteed amounts are recognised in revenue as soon as the games master is made available, and additional amounts (royalties) depending on future console and platform sales are recognised when those sales take place. At the end of the period, the Company estimates the royalty revenue not yet invoiced based on sales generated on each platform.

Revenue is also a key indicator of the Group’s performance.

For these reasons, we took the view that the recognition of revenue from “Digital games” at the end of the period is a key audit matter.

Audit procedures implemented to address the risks identified

We assessed whether the revenue recognition principles applied by Nacon are consistent with IFRS 15. In particular, we looked at whether Nacon fulfilled its performance obligations when delivering games masters to console manufacturers and platforms and whether the contracts included distinct obligations (new content, free updates, premium downloadable content and other add-ons that extend the game’s life) that would be fulfilled at a later date.

As regards estimates of digital sales on platforms at 31 March 2022 but still to be invoiced, we obtained data concerning platforms’ sales completed prior to the period-end where possible or alternatively we assessed management’s calculations based on sales trends observed since the relevant games were released.

We also assessed the appropriateness of information provided in the notes to the consolidated financial statements.

Specific verifications

In accordance with professional standards applicable in France, we also carried out specific verifications, as required by statutory and regulatory texts, of information relating to the group provided in the Board of Directors’ management report.

We are satisfied that the information is fairly stated and is consistent with the consolidated financial statements.

We attest that the consolidated declaration of non-financial performance, required under Article L. 225-102-1 of the French Commercial Code, is included in the Group’s management report, it being stipulated that, in accordance with the provisions of Article L. 823-10 of this Code, we have not verified the fair presentation or consistency with the consolidated financial statements of the information provided in this declaration, which must be reviewed in a report by an independent third party.

Other verifications and information required by law and the regulations

Reporting format of the consolidated financial statements to be included in the annual financial report

We have also performed, in accordance with the professional standards for the work of the Statutory Auditors for the statutory and consolidated financial statements presented in line with European single electronic reporting format (ESEF), verified whether the format has been complied with as defined in European Regulation no. 2019/815 of 17 December 2018 in the presentation of the consolidated financial statements for inclusion in the annual financial report required by I of Article L. 451-1-2 of the French Monetary and Financial Code, prepared under the responsibility of the Chairman/CEO. For the consolidated financial statements, our work includes verifying the compliance of the tagging of these financial statements with the format laid down in the aforementioned regulation.

Based on our work, we have concluded that the presentation of the consolidated financial statements for inclusion in the annual financial report complies in all material respects with the European single electronic reporting format.

Our role does not include verifying whether the consolidated financial statements to be included by the Company in the annual financial statements filed with the AMF are those on which we performed our work.

Appointment of the statutory auditors

KPMG was appointed as statutory auditor of Nacon SA by the articles of association when the Company was formed on 12 July 2019, and Fiduciaire Métropole Audit by your Shareholders' General Meeting of 22 January 2020.

At 31 March 2022, KPMG and Fiduciaire Métropole Audit were in the third year of uninterrupted engagement since the Company's shares were admitted to trading on a regulated market.

Responsibilities of management and persons involved in corporate governance in relation to the consolidated financial statements

Management is responsible for preparing consolidated financial statements that present a true and fair view, in accordance with IFRSs as adopted by the European Union, and for setting up the internal controls it deems necessary for preparing consolidated financial statements that do not contain any material misstatements, whether due to fraud or error.

When preparing the consolidated financial statements, management is responsible for assessing the Company's ability to continue as a going concern, for presenting in those statements any necessary information relating to its status as a going concern, and for applying the accounting concept of going concern, except where there is a plan to liquidate the Company or discontinue its operations.

The Audit Committee is responsible for monitoring the process of preparing the financial information and for monitoring the effectiveness of internal control and risk management systems, and internal audit systems as the case may be, as regards procedures for preparing and processing accounting and financial information.

The consolidated financial statements have been approved by the Board of Directors.

Responsibilities of the statutory auditors in relation to auditing the consolidated financial statements

Audit objective and procedure

Our responsibility is to prepare a report on the consolidated financial statements. Our objective is to obtain reasonable assurance about whether the consolidated financial statements, taken as a whole, are free of material misstatement. Reasonable assurance means a high level of assurance, although there is no guarantee that an audit conducted in accordance with professional standards will systematically detect all material misstatements. Misstatements may arise from fraud or error, and are regarded as material when they can reasonably be expected, individually or together, to influence the economic decisions that users of the financial statements take on the basis of those statements.

As stated by Article L. 823-10-1 of the French Commercial Code, our audit assignment does not involve guaranteeing the viability of your Company or the quality of its management.

When conducting an audit in accordance with professional standards applicable in France, statutory auditors use their professional judgement throughout the audit. In addition:

- they identify and assess the risks that the consolidated financial statements contain material misstatements, whether through fraud or error, define and implement audit procedures to address those risks, and collect information that they regard as sufficient and appropriate as the basis for their opinion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, because fraud may involve collusion, falsification, voluntary omissions, false statements or the circumvention of internal controls;
- auditors familiarise themselves with the internal controls relevant to the audit, in order to define audit procedures appropriate to the situation in hand, and not in order to express an opinion on the effectiveness of internal control;

- they assess the appropriateness of accounting policies adopted and the reasonableness of accounting estimates made by management, along with information about those estimates provided in the consolidated financial statements;
- they assess whether management has appropriately applied the going concern principle and, based on information collected, whether or not there is a material uncertainty arising from events or circumstances likely to call into question the company's ability to continue as a going concern. That assessment is based on information collected up to the date of the auditors' report, although it should be borne in mind that subsequent circumstances or events may call into question the company's status as a going concern. If the auditors conclude that there is a material uncertainty, they draw the attention of those reading their report to information provided in the consolidated financial statements in relation to that uncertainty or, if that information is not provided or is not relevant, they certify the financial statements with reservations or refuse to certify them;
- they assess the overall presentation of the consolidated financial statements and assess whether the consolidated financial statements reflect the underlying operations and events so that they give a true and fair view;
- regarding financial information relating to persons or entities included in the scope of consolidation, they collect the information that they regard as sufficient and appropriate to express an opinion on the consolidated financial statements. The statutory auditors are responsible for managing, supervising and conducting the audit of the consolidated financial statements and for the opinion expressed on those financial statements.

Reporting to the Audit Committee

We submit a report to the Audit Committee that includes the extent of audit work and the schedule of work performed, along with the conclusions arising from our work. We also make it aware, as the case may be, of any material internal control weaknesses that we have identified regarding procedures for preparing and processing accounting and financial information.

The information in the report to the Audit Committee includes what we regard as the main risks of material misstatements with respect to the audit of the year's consolidated financial statements, and which are therefore the key audit matters. It is our role to describe those matters in the present report.

We also provide the Audit Committee with the declaration provided for by Article 6 of Regulation (EU) No. 537-2014 confirming our independence, within the meaning of the rules applicable in France, as determined in particular by Articles L. 822-10 to L. 822-14 of the French Commercial Code and in the code of conduct of the statutory audit profession in France. As the case may be, we discuss with the Audit Committee any risks to our independence and the safeguard measures applied.

The statutory auditors,

Paris la Défense, 21 June 2022

Roubaix, 21 June 2022

KPMG Audit
Department of KPMG SA

Fiduciaire Métropole Audit

Stéphanie Ortega
Partner

François Delbecq
Partner

19.6 PROFORMA FINANCIAL INFORMATION

None.

19.7 DIVIDEND POLICY

19.7.1 Dividend distribution policy

Since the Group intends to invest large amounts in developing video games in order to underpin its growth, it is not planning to distribute any dividends in the near future.

19.7.2 Dividends paid in the last three financial years

None.

19.8 LEGAL AND ARBITRATION PROCEEDINGS

One industrial property dispute, which was commenced more than 10 years ago by one of the Company's suppliers, is still ongoing. Overall, the latest positive developments in the Group's defence have resulted in judicial decisions that are favourable to the Company, significantly restricting the rights of the claimant and thus limiting its claim for damages. Management therefore remains confident about its ability to resolve this litigation without affecting its financial position. With respect to this dispute, the Company has set aside a provision of €530 thousand (corresponding to a judgment made against the Company requiring it to pay €530 thousand on the ground of unfair competition). No additional provisions were set aside in the Group's financial statements on 31 March 2022. This situation is also justified by the fact that the products concerned are no longer sold by the Company in the relevant territories and have not been sold there for several years.

To the best of the Company's knowledge, at the date of the Universal Registration Document there are no pending or potential administrative, criminal, judicial or arbitration proceedings involving the Company and/or the Group that may have or have had in the past 12 months a material effect on the financial position or profitability of the Company and/or the Group.

Please refer to Note 12 to the statutory financial statements for the period ended 31 March 2022 and Note 14 to the consolidated financial statements for the period ended 31 March 2022 for information on all litigation involving the Company.

19.9 MATERIAL CHANGE IN THE FINANCIAL OR TRADING POSITION

To the Company's knowledge, no other material change in the Group's financial position has taken place since 31 March 2022.

19.10 OTHER INFORMATION

19.10.1 Information required under France's economic modernisation act (LME) about supplier payment times and trade receivables

The table showing the maturity schedule of trade payables and receivables at 31 March 2022 is presented below. Late payments mainly correspond to:

- supplier invoices due at end-March and settled in early April,
- deductions applied pending credit notes relating to year-end discounts, price reductions or returns of goods held for resale,

19.10.2 Table of the Company's results over the past five financial years

in euros	2021/22	2020/21	2019/20	2018/19	2017/18
<u>1 - Share capital at year-end</u>	-				
Share capital	86,291,410	84,908,919	84,908,919		
Number of ordinary shares in issue	86,291,410	84,908,919	84,908,919		
Number of preferred shares in issue					
Existing					
Maximum number of shares that may be issued in the future					
- Through the conversion of bonds					
- Through the exercise of stock options					
- Through bonus share awards					
- Through the exercise of warrants					
<u>2 - Transactions and results for the financial year</u>	-				
Revenue excluding VAT	89,637,795	102,668,331	49,067,695		
Income before tax, employee profit sharing, depreciation, amortisation and provisions	5,906,174	18,358,609	2,430,348		
Income tax	-165,662	3,216,859	24,399		
Employee profit-sharing in respect of the financial year					
Income after tax, employee profit sharing, depreciation, amortisation and provisions	5,844,650	17,691,641	1,396,037		
Dividends paid					
<u>3 - Earnings per share</u>	-				
Income after tax and employee profit sharing but before depreciation, amortisation and provisions	0.07	0.21	0.03		
Income after tax, employee profit sharing, depreciation, amortisation and provisions	0.07	0.21	0.02		
Dividend paid per share					
<u>4 - Personnel</u>	-				
Number of employees	130	113	97		
Total payroll	5,770,283	5,328,572	2,191,299		
Amount paid with respect to employee benefits (social security, other social benefits, etc.)	2,556,819	2,577,393	949,211		

20. ADDITIONAL INFORMATION

20.1 SHARE CAPITAL

20.1.1 Amount of share capital

At the date of this Universal Registration Document, the Company's share capital totalled €86,291,410, divided into 86,291,410 shares with par value of one euro (€1) each, fully paid up and of the same class.

The Company was incorporated only recently (on 18 July 2019). See section 20.1.7 regarding changes in Nacon's share capital in its first year of existence.

20.1.2 Securities not representing capital

None.

20.1.3 Share buybacks

Authorisation

On 30 July 2021, the Company's shareholders authorised the Board of Directors to implement, for a period of eighteen months from the meeting, a programme to buy back the Company's shares in accordance with Articles L. 225-209 and following of the French Commercial Code and market practices accepted by the Autorité des Marchés Financiers.

The main terms of that authorisation are as follows:

- the maximum purchase price (excluding expenses) may not exceed fifteen euros (€15) per share, it being stipulated that in the case of transactions in relation to the share capital, particularly through the capitalisation of reserves followed by the creation and award of shares free of charge, and/or share splits or reverse share splits, this price shall be adjusted accordingly;
- the maximum amount of funds earmarked for this share buyback programme may not exceed ten million euros (€10,000,000); and
- the maximum amount of shares that the Company may purchase under this authorisation must not exceed 10% of the Company's share capital at any time, it being stipulated that (i) the maximum number of the Company's shares that may be allocated for retention and subsequent use as payment or in exchange as part of a merger, demerger or asset transfer may not exceed 5% of the Company's share capital and (ii) in the event that shares are purchased through a liquidity agreement, the number of shares taken into account when calculating compliance with the aforementioned limit (10% of the share capital) shall correspond to the number of shares purchased minus the number of shares sold during the period of this authorisation.

The objectives will be as follows:

- to make a market for the Company's shares, including increasing their liquidity, through an investment service provider acting independently under the terms of a liquidity agreement that complies with a code of conduct recognised by the Autorité des Marchés Financiers,
- to honour obligations related to stock options, bonus share or employee savings programmes or other grants of shares to employees and/or corporate officers of the Company and/or companies and businesses related to it,

- to deliver shares upon the exercise of rights attached to transferable securities giving access, immediately or in future, to the Company's share capital, and to carry out all transactions to cover the Company's obligations in respect of those securities, in compliance with the regulations in force,
- to retain shares with a view to using them subsequently for payment or exchange in the context of any acquisition,
- to cancel shares and carry out the related capital reduction, and
- more generally, to carry out any transaction in accordance with the regulations in force and any market practice that may be accepted by the Autorité des Marchés Financiers.

From the time that the Company's shares were admitted to trading on the Euronext Paris regulated market, the Company has been bound by the following disclosure requirements in relation to share buybacks:

- 1) before the share buyback programme is implemented: publication of a description of the share buyback programme (effectively and fully distributed electronically by a primary information provider and posted online on the Company's website);
- 2) during the share buyback programme: publication at the latest by the seventh day of trading following the transaction's execution date by posting information online on the Company's website (excluding transactions carried out by an investment service provider as part of a liquidity agreement). Monthly reporting by the Company to the AMF;
- 3) each year: presentation of an implementation report regarding the buyback programme and the use of shares purchased in the Board of Directors' report to the Shareholders' General Meeting.

Liquidity agreement

A liquidity agreement was formed in 2019/20 with Louis Capital Markets UK LLP, in accordance with the AMAFI code of conduct. This one-year agreement, renewable by tacit agreement, took effect on 27 March 2020 in accordance with the Autorité des Marchés Financiers decision no. 2018-01 of 2 July 2018, applicable since 1 January 2019, which establishes liquidity agreements relating to equity securities as an accepted market practice.

For the implementation of that agreement, a cash sum of €400,000 was allocated to the liquidity account.

After transactions in the market, available cash under the liquidity agreement amounted to €154 thousand. Under the liquidity agreement, 51,620 shares were held with a gross value of €269 thousand at 31 March 2022.

Period	Balance at start of period	Purchases	Contributions	Sales	Balance at end of period
Mar. 2020 - Mar. 2021	15,960	270,706		254,781	31,885
Mar. 2021 - Mar. 2022	31,885	337,930		318,195	51,620

Period	Purchases	Sales
Mar. 2020 - Mar. 2021	6.3185	6.5638
Mar. 2021 - Mar. 2022	5.4291	5.3719

20.1.4 Securities giving access to the share capital

None.

20.1.5 Authorised unissued share capital

The Company's shareholders were asked on 30 July 2021 to consider the following financial grants of authority (which remain in force at the date of this document):

Grant of authority	Validity period	Upper limit (par value)	Method of determining the price	Used
<i>Grant of authority to the Board of Directors to issue ordinary shares in the Company and securities giving access to the Company's share capital, with shareholders' preferential subscription rights maintained (14th resolution – 30 July 2021)</i>	18 months	€16,981,000 (1)		
<i>Grant of authority to the Board of Directors to issue, with shareholders' preferential subscription rights withheld, ordinary shares in the Company and securities giving access to the Company's share capital as part of an offer referred to in Article L. 411-2(1) of the French Monetary and Financial Code (15th resolution – 30 July 2021)</i>	18 months	€16,981,000 (1) subject to a limit of 20% of the share capital per 12-month period	(2)	
<i>Authorisation given to the Board of Directors, in the event of a capital increase with shareholders' preferential subscription rights withheld or maintained, to increase the number of securities to be issued (16th resolution – 30 July 2021)</i>	18 months	subject to a limit of 15% of the initial issue amount	same price as the initial issue	
<i>Authorisation to be granted to the Board of Directors, in the event of an issue of ordinary shares or any securities with shareholders' preferential subscription rights withheld, to determine the issue price up to a limit of 10% of the share capital (17th resolution – 30 July 2021)</i>	18 months	subject to a limit of 10% of the share capital (1)	(3)	
<i>Grant of authority to the Board of Directors to decide upon one or more capital increases through the capitalisation of premiums, reserves, earnings or other (19th resolution – 30 July 2021)</i>	18 months	€8,490,000 (1)		
<i>Grant of authority to the Board of Directors to issue ordinary shares and securities giving access to the Company's share capital in consideration for contributions in kind consisting of equity securities and other securities giving access to the share capital of third-party companies other than through a public exchange offer (18th resolution – 30 July 2021)</i>	18 months	€8,490,000 (1) subject to a limit of 10% of the share capital existing at the time the Board of Directors uses the grant of authority		
<i>Grant of authority to the Board of Directors to issue ordinary shares and securities giving access to the Company's share capital in the event of a public offering including an exchange component initiated by the Company (20th resolution – 30 July 2021)</i>	18 months	€8,490,000 (1)		

<i>Authorisation to be granted to the Board of Directors to grant existing shares or shares to be issued in the Company free of charge to members of the Company's salaried staff and corporate officers and those of its subsidiaries within the meaning of Article L. 233-3 of the French Commercial Code or to some of them (23rd resolution – 30 July 2021)</i>	18 months	2% of the share capital		Board meeting of 8 September 2021 689,943 bonus shares issued Board meeting of 29 November 2021 95,850 bonus shares issued Board meeting of 25 April 2022 289,263 bonus shares issued
<i>Authorisation to be granted to the Board of Directors to set up a share buyback programme in accordance with Article L. 225-209 of the French Commercial Code (12th resolution – 30 July 2021)</i>	18 months	10% of the share capital	10% of the share capital	
<i>Authorisation to be granted to the Board of Directors to cancel some or all of the Company's shares held by the Company under the authorisation to buy back shares (24th resolution – 30 July 2021)</i>	18 months	10% of share capital in any 24-month period	10% of share capital in any 24-month period	

- (1) These amounts are not cumulative. The maximum upper limit of capital increases authorised by the Shareholders' General Meeting, in terms of par value, is €20 million. The combined par value of issues of debt securities and securities giving access to the Company's share capital may not exceed €13 million. This cap does not apply to the debt securities referred to in Articles L. 228-40, L. 228-36 and L. 228-92 paragraph 3 of the French Commercial Code, the issue of which shall be approved or authorised by the Board of Directors according to the terms set out in Article L. 228-40 of the French Commercial Code, or in other cases, according to terms determined by the Company in accordance with the provisions of Article L. 228-36 of the French Commercial Code;
- (2) the issue price of the Company's shares must be at least equal to the minimum provided for by the regulatory provisions applicable on the day of the issue (currently, the weighted average of prices in the three trading sessions prior to the start of the public offering within the meaning of regulation (EU) no. 2017/1129 of 14 June 2017, possibly with a discount of up to 10% in accordance with Article R. 225-119 of the French Commercial Code), after any adjustment of that amount to take account of any difference in dividend entitlement dates and (ii) the issue price of the securities giving access to the Company's share capital must be such that the sum immediately received, plus any amount received subsequently will, in respect of each of the Company's shares issued as a result of the issue of such securities, be at least equal to the minimum price as defined in the previous paragraph, after any adjustment of that amount, if necessary, to take account of the difference in dividend entitlement dates;
- (3) the Board of Directors, which may delegate the authority, is authorised, subject to a limit of 10% of the Company's share capital (at the transaction date) per 12-month period, to depart from the price-setting provisions set out in the aforementioned resolutions and may set the issue price of ordinary shares and/or securities giving immediate or eventual access to the share capital as follows:
- the issue price of the ordinary shares must be at least equal to the volume-weighted average share price in the last three (3) stockmarket trading sessions before it is set, possibly with a discount of up to 20%, it being understood that it may not under any circumstances be less than the par value of a share in the Company on the date the shares concerned are issued;
 - the issue price of the securities giving access to the share capital must be such that the sum immediately received by the Company, plus any amount received subsequently by the Company shall in respect of each share issued as a result of the issue of such securities be at least equal to the issue price as defined in the paragraph above.

20.1.6 Information about the capital held by any member of the Company that is subject to an option or a conditional or unconditional agreement to put it under option

Bigben Interactive SA, the parent company of Nacon SA, issued on 19 February 2021 an €87.3 million borrowing consisting of conditionally guaranteed senior bonds due 2026 exchangeable into the Company's existing ordinary shares (the "Bonds").

The Bonds, with a par value of €100,000, have a 5-year maturity. They pay interest at a rate of 1.125% and were issued at par. Unless exchanged, redeemed or repurchased and cancelled prior to their maturity, the Bonds will be redeemed at maturity at a price corresponding to 103% of their par value (the "Redemption Value"), subject to Bigben Interactive SA's decision to deliver the Company's shares and, where appropriate, an additional amount in cash.

The initial unit exchange price of the Bonds was set at €9.60, representing an initial premium of 20% to the reference share price, based on the final price of the concomitant placement (through an accelerated bookbuild, the "Concomitant Accelerated Bookbuild") of the Company's existing shares by the global coordinators and joint bookrunners, to facilitate the introduction of hedging arrangements for certain investors purchasing the Bonds.

Approximately 3 million shares were sold in the Concomitant Accelerated Bookbuild. A Nacon share lending and borrowing facility was arranged by Bigben Interactive SA with BNP Paribas Arbitrage SNC, a subsidiary of BNP Paribas SA, to lend these shares to investors wishing to hedge their exposure to Nacon shares arising from the Bonds.

The Bonds are exchangeable from the issue date of the Bonds (inclusive) through to the 51st business day prior to the maturity date or, in the event of the early repayment at Bigben Interactive SA's discretion, the 10th business day preceding the relevant redemption date.

In the event of an exchange, Bigben Interactive SA shall have the option of paying an amount in cash, delivering the Company's shares or a combination of both. The exchange price shall be subject to the customary adjustments in accordance with the terms and conditions of the Bonds (the "Terms and Conditions").

The Bonds may be redeemed prior to maturity at Bigben Interactive SA's discretion or at the discretion of the bondholders subject to certain conditions. In particular, Bigben Interactive SA shall have the option of repaying the full amount, but not just a portion, of the Bonds in issue at the Redemption Value plus any accrued interest not yet paid in accordance with the Terms and Conditions (i) from 11 March 2024 up to the maturity date (exclusive) if the arithmetic mean of the product of the average share price weighted by trading volumes of the Company's shares on the Euronext Paris market and the share allotment ratio per Bond in force (to be calculated over a 20-trading day period to be chosen by Bigben Interactive SA from among 40 consecutive stock market trading days ending on (and including) the trading day preceding publication of the notice of early repayment) exceeds €130,000, or (ii) if less than 15% of the total nominal amount of the Bonds initially issued (including any fungible Bonds) remain outstanding.

In the event of a change of control of Bigben Interactive SA or of the Company, the occurrence of a liquidity event or the delisting of the Company's shares (as these terms are defined in the Terms and Conditions), all Bondholders shall have the option of requiring Bigben Interactive SA to repay all or part of their Bonds at the Redemption Value plus any accrued interest not yet paid.

20.1.7 History of the share capital

Table summarising movements in the share capital and share premiums:

Date	Type of transaction	Number of shares		Capital increase			Par value per share	Share capital after transaction	Price per share
		Number of shares issued	Total number of shares in issue	Share capital issued	Share or contribution premium	Gross proceeds from the capital increase			
18 July 2019	Incorporation (contribution in cash)	10,000	10,000	€10,000	-	€10,000	€1.00	€10,000	€1.00
1 October 2019	Spin-off	65,087,988	65,097,988	€65,087,988	-	€65,087,988	€1.00	€65,097,988	€1.00
28 February 2020	Capital increase (public offering)	18,181,819	83,279,807	€18,181,819	€81,818,185.50	€100,000,004.50	€1.00	€83,279,807	€5.50
26 March 2020	Capital increase (over-allotment option)	1,629,112	84,908,919	€1,629,112	€7,331,004	€8,960,116	€1.00	€84,908,919	€5.50
7 September 2021	Capital increase AGA 2020 plan:	1,045,283	85,954,202	€1,045,283	-	€1,045,283.00	€1.00	€85,954,202	€1.00
29 September 2021	Capital increase - Big Ant	337,208	86,291,410	€337,208	€1,325,227.00	€1,662,435.00	€1.00	€86,291,410	€1.00

20.2 MEMORANDUM AND ARTICLES OF ASSOCIATION

20.2.1 Corporate purpose (Article 2 of the articles of association)

The Company's corporate purpose is as follows:

- the creation, design, development, production, publishing, promotion, operation, marketing and dissemination of technologies, applications and all IT, audiovisual and multimedia products, particularly video games, software and accessories, on any medium, and all related accessories,
- the design, development, production, rental, purchase and sale, import and export, and distribution, in any form, of all equipment, media, accessories and IT, multimedia and audiovisual products,
- advice, assistance and training relating to any of the aforementioned areas,
- the Company's involvement, in any way, directly or indirectly in any transactions that may relate to its purpose through the creation of new companies, contribution, subscription, acquisition or disposal of securities or ownership rights, merger or otherwise, creation, acquisition, rental, business leasing of any business operation or establishment; the obtaining, acquisition, exploitation or assignment of any processes and patents relating to those activities,
- and generally, all industrial, commercial, financial, civil, moveable or immovable transactions, in France or abroad, in any form, that may be connected directly or indirectly to the corporate purpose or to any similar, connected or complementary purpose.

20.2.2 Rights, privileges and restrictions attached to the Company's shares

20.2.2.1 Voting rights (Article 9.2 of the articles of association)

All fully paid-up shares that have been registered for at least two (2) years in the same shareholder's name shall carry double voting rights compared with the proportion of capital that they represent. To calculate the ownership period, no account is taken of the ownership period of the Company's shares prior to the date on which the Company's shares were admitted to trading on the Euronext Paris regulated market. In the event of a capital increase through the capitalisation of earnings, reserves or premiums or available provisions, double voting rights are granted to registered shares allotted free of charge to shareholders as soon as they are issued, in proportion to the shareholders' existing shares that already carry double voting rights.

Any share converted into bearer form or transferred to a new owner shall lose its double voting rights. However, a transfer arising from inheritance, the liquidation of the joint property of spouses, or *inter vivos* gifts to a spouse or relative entitled to inherit shall not result in the loss of double voting rights and shall not represent a break in the two (2) year period.

A merger or demerger involving the Company shall not affect double voting rights that can be exercised within the receiving company if that company's articles of association allow for double voting rights.

20.2.2.2 Dividend rights and profits

Each share gives an entitlement to a proportion of the Company's profits and assets, based on the percentage of the Company's share capital that it represents.

20.2.2.3 Dividend limitation period

Dividends not claimed within 5 years from the payment date are time-barred and shall be paid over to the French government (Article L. 1126-1 of the French General Code of Public Property).

20.2.2.4 Entitlement to liquidating dividend

The liquidating dividend remaining after the par value of shares has been repaid shall be apportioned equally between all shares.

20.2.2.5 Preferential subscription rights

The Company's shares all carry preferential subscription rights in the event of capital increases.

20.2.2.6 Limits on voting rights

None.

20.2.2.7 Ownership disclosure thresholds

Provided that the Company's shares are admitted to trading on a regulated market, other than obligations to disclose crossings of ownership thresholds expressly provided for by legislative and regulatory provisions in force, any natural or legal person that comes to hold directly or indirectly, alone or in concert, a proportion of the share capital or voting rights (calculated in accordance with Articles L. 233-7 and L. 233-9 of the French Commercial Code and the AMF's General Regulation) equal to or more than 2.5% of the Company's share capital or voting rights, or any multiple of that percentage, including if that proportion is more than the thresholds provided for by statutory and regulatory provisions, must notify the Company of (i) the number of shares and voting rights that the person holds, directly or indirectly, alone or in concert, (ii) the securities that may eventually give access to the Company's share capital that the person holds, directly or indirectly, alone or in concert and the voting rights that may potentially be attached thereto, and (iii) similar shares in accordance with Article L. 233-9(1) and (4) to (8) of the French Commercial Code. That notification must take place by registered letter with acknowledgement of receipt, within [4] stockmarket trading days from the time the disclosure threshold concerned is crossed.

The information provided for above, in relation to any crossing of a threshold equal to a multiple of 2.5% of capital and voting rights, shall also be provided where the person's proportion of capital or voting rights falls below one of the aforementioned thresholds.

In the event that the aforementioned threshold notification obligation is not complied with and at the request, recorded in the minutes of the Shareholders' General Meeting, of one or more shareholders representing at least 5% of the Company's share capital or voting rights, the shares above the threshold that should have been notified shall be stripped of their voting rights until the expiry of a period of two years beginning on the date on which notice was properly given.

20.2.2.8 Identifiable bearer shares

Fully-paid up shares may be in registered or bearer form, at the shareholder's discretion, except where they must be in registered form because of legislative and regulatory provisions in force.

Shares shall be recorded in an account in accordance with legislative and regulatory provisions in force.

The Company may at any time submit a request to the organisation in charge of clearing securities for information provided for by law relating to the identification of holders of securities conferring immediate or future entitlements to vote at its shareholders' general meetings and any restrictions on the securities.

20.2.2.9 Share buy-backs

See section 20.1.3.

20.2.3 Provisions allowing the delay, postponement or prevention of a change of control

The Company's articles of association contain no provisions allowing the delay, postponement or prevention of a change of control.

21. MATERIAL AGREEMENTS

For convenience, reference is made to a Sony accessories contract in various sections of this document, whereas in fact the term refers to a set of agreements formed with Sony.

Each new accessory developed for Sony gives rise to a licensing agreement (e.g. agreements for the ProController 2 and Compact controllers). Sony also operates through various entities covering different parts of the world (e.g. Sony Japan, Sony Europe and Sony America). As a result, a large number of agreements are formed with respect to each accessory and with each Sony group entity.

However, each of those agreements contains the same main provisions, i.e.

- they have a renewable term of two or three years,
- Sony is remunerated via a fixed royalty in US dollars, determined in advance, for each accessory item sold. Less commonly, the royalty is a percentage of the accessory's selling price.
- Nacon undertakes to comply with certain marketing elements proposed by Sony regarding the packaging of licensed accessories,
- since each Sony entity operates in a given geographical area, each agreement contains a list of countries in which the agreement applies (the "Territory"). Under a given agreement, Nacon can only sell its licensed accessories within the countries of that Territory,
- the Sony or PlayStation licence granted to Nacon is not exclusive and may be revoked at any time by Sony.
 - o each party to the agreement may terminate it at any time in the event of a breach of contract, if one of the parties commences legal proceedings,
 - o Sony may terminate the agreement unilaterally in situations including but not limited to the following:
 - Nacon breaches the agreement in a way that cannot be resolved within 30 days,
 - a competitor of Sony becomes a shareholder of Nacon,
 - Nacon undergoes a change of control that, in Sony's opinion, could affect sales of the licensed accessories in the Territory or during the agreement,
 - the accessories produced by Nacon no longer meet Sony's required quality standards,
- in the final six months of the licensing agreement, Nacon undertakes not to increase production of accessories in order to sell all accessories produced before the end of the agreement,
- at the end of the licensing agreement, if Nacon has unsold licensed Sony products in its inventories, they must be destroyed at Nacon's expense.

Taking into account the foregoing, Nacon believes that its accessories business volumes with Sony will continue or increase because of the strong partnership developed in the last few years.

In July 2020, Nacon entered into another agreement with Microsoft under which it offers several categories of officially licensed accessories for Xbox One and Xbox Series X/S products.

The contribution to Nacon's revenue during the 2021/22 financial year was again modest. The Group anticipates a gradual ramp-up in the contribution to its revenue made by this agreement with Microsoft.

22. DOCUMENTS AVAILABLE TO THE PUBLIC

All documents relating to the Company that are required to be made available to shareholders may be consulted at the Company's registered office. The agenda and draft resolutions to be submitted to shareholders in the Shareholders' General Meeting of 22 July 2022 are contained in the notice of meeting published on 25 June 2021 in the Bulletin des Annonces Légales Obligatoires (BALO). The notice of meeting is also available on the Company's website (www.nacongaming.com). See also Chapter 22, which contains the draft resolutions.

Universal Registration Documents may also be consulted on the Company's website (www.nacongaming.com) and the AMF's website (www.amf-france.org).

The following may also be consulted at the Company's registered office:

- (a) The Company's memorandum and articles of association,
- (b) All reports, letters and other documents and all historical financial information, assessments and statements made by an expert at the Company's request, part of which has been included or mentioned in the Universal Registration Document;
- (c) The Company's historical financial information for each of the two financial years preceding the publication of the Universal Registration Document.

The Company intends to report its financial results in accordance with the requirements of laws and regulations in force. Since the Company's shares were admitted to trading on the Euronext Paris market, regulated information within the meaning of the AMF's general regulation has also been available on the Company's website.

ORDINARY BUSINESS

FIRST RESOLUTION

(Approval of the statutory financial statements for the financial year ending 31 March 2022)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the reports of the Board of Directors and the statutory auditors,

approve the full-year financial statements for the year ended 31 March 2022 as presented, together with the business operations reflected or summarised therein.

approve the statutory financial statements for the financial year ended 31 March 2022 as presented, which show income of €5,844,650,

approve the amount of expenses that are not deductible for income tax purposes under Article 39(4) of the French General Tax Code, which amount to €41,137, along with the corresponding tax of €10,901.

SECOND RESOLUTION

(Approval of the consolidated financial statements for the financial year ended 31 March 2022)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the reports of the Board of Directors and the statutory auditors,

approve the consolidated financial statements for the year ended 31 March 2022 as presented, together with the business operations reflected or summarised therein.

THIRD RESOLUTION

(Appropriation of income for the year ended 31 March 2022)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report of the Board of Directors and having noted that net income for the financial year ended 31 March 2022 amounted to €5,844,650,

resolve to appropriate the income available for distribution as follows:

	(in euros)
Net income for the year (earnings)	5,844,650
Prior retained earnings	16,898,862
That is income available for distribution of	22,743,512
To be allocated as follows ³⁰	
Allocation to other reserves	22,743,512

resolve that in accordance with the undertaking to reinvest the Company's cash flows in developing its business, no dividend will be paid with respect to the 2021/22 financial year.

The Company was incorporated on 18 July 2019, and no dividend has been paid since the Company was incorporated.

³⁰ The Shareholders' General Meeting has not been asked to allocate a portion of earnings to the Legal reserve account, since the account was funded to the required level at 31 March 2022.

FOURTH RESOLUTION

(Approval of agreements covered by Article L. 225-38 and following of the French Commercial Code)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the statutory auditors' special report on agreements covered by Articles L. 225-38 and following of the French Commercial Code, **note** the conclusions of that report and **approve** the agreements mentioned in it.

FIFTH RESOLUTION

(Approval of the report on the remuneration of corporate officers prepared in accordance with Article L. 22-10-9 (I) of the French Commercial Code)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report on corporate governance prepared by the Board of Directors, in accordance with Article L. 22-10-34 II of the French Commercial Code,

approve the report on the remuneration of corporate officers including the information mentioned in Article L. 22-10-9 I of the French Commercial Code, as presented in the report on corporate governance.

SIXTH RESOLUTION

(Approval of the elements making up the total remuneration and benefits in kind paid or awarded to the Chairman/CEO)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report on corporate governance prepared by the Board of Directors, in accordance with Articles L. 22-10-8 and L. 22-10-34 II of the French Commercial Code,

approve the fixed and variable elements making up the total remuneration and benefits in kind paid or awarded with respect to the financial year ended 31 March 2022 to Alain Falc, as presented in the aforementioned report and awarded in respect of his role as Chairman/CEO.

SEVENTH RESOLUTION

(Approval of the elements making up the total remuneration and benefits in kind paid or awarded to the Chief Operating Officer)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report on corporate governance prepared by the Board of Directors, in accordance with Articles L. 22-10-8 and L. 22-10-34 II of the French Commercial Code,

approve the fixed and variable elements making up the total remuneration and benefits in kind paid or awarded with respect to the financial year ended 31 March 2022 to Laurent Honoret, as presented in the aforementioned report and awarded in respect of his role as Chief Operating Officer.

EIGHTH RESOLUTION

(Approval of the remuneration policy for the Chairman/CEO)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report on corporate governance prepared by the Board of Directors,

approve, in accordance with Article L. 22-10-8 II of the French Commercial Code, the principles and criteria for determining, distributing and awarding the fixed, variable and exceptional components of the overall remuneration and benefits in kind as presented in the aforementioned report and awarded to the Chairman/CEO in respect of his role as corporate officer.

NINTH RESOLUTION

(Approval of the remuneration policy for the Chief Operating Officer)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report on corporate governance prepared by the Board of Directors,

approve, in accordance with Article L. 22-10-8 II of the French Commercial Code, the principles and criteria for determining, distributing and awarding the fixed, variable and exceptional components of the overall remuneration and benefits in kind as presented in the aforementioned report and awarded to the Chief Operating Officer in respect of his role as corporate officer.

TENTH RESOLUTION

(Approval of the remuneration policy for the directors)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report on corporate governance prepared by the Board of Directors,

approve, in accordance with Article L. 22-10-8 II of the French Commercial Code, the principles and criteria for determining, distributing and awarding the fixed, variable and exceptional components of the overall remuneration and benefits in kind as presented in the aforementioned report and awarded to the directors in respect of their role as corporate officers.

ELEVENTH RESOLUTION

(Determination of remuneration awarded to members of the Board of Directors)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report on corporate governance prepared by the Board of Directors,

resolve to set at one hundred and forty thousand euros (€140,000) the total annual amount of remuneration for the current financial year (2022/23) awarded to the Board of Directors, it being stipulated that this decision applicable to the current financial year (2022/23) will be maintained until the shareholders in a Shareholders' General Meeting decide otherwise.

TWELFTH RESOLUTION

(Authorisation to be granted to the Board of Directors to arrange for the Company to buy back its own shares in accordance with Article L. 22-10-62 of the French Commercial Code)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report of the Board of Directors,

authorise the Board of Directors, with the power to sub-delegate, in accordance with Article L. 22-10-62 and following of the French Commercial Code, Regulation 596/2014 of the European Parliament and of the Council of 16 April 2014 and the European regulations related to it, and the General Regulation of the Autorité des Marchés Financiers, to buy or arrange the purchase of the Company's shares under a share buyback programme,

resolve that:

- the maximum purchase price (excluding expenses) shall not exceed fifteen euros (€15) per share, it being stipulated that in the case of transactions in relation to the share capital, particularly through the capitalisation of reserves followed by the creation and awarding of shares free of charge, and/or share splits or reverse share splits, this price shall be adjusted accordingly; and
- the maximum amount of funds earmarked for this share buyback programme shall not exceed ten million euros (€10,000,000).

resolve that the Company's purchases of shares may involve a number of shares such that:

- the maximum number of shares that may be purchased under this authorisation shall not exceed ten per cent (10%) of the total number of shares making up the Company's share capital and, as regards purchases of shares with a view to retaining them and subsequently using them as payment or in exchange in a merger, demerger or asset transfer transaction, five per cent (5%) of the total number of shares making up the Company's share capital, it being stipulated that (i) these limits apply to an amount of the Company's share capital that will be, as appropriate, adjusted to take into account transactions affecting the share capital after this Shareholders' General Meeting and (ii) where the shares are purchased in order to support liquidity subject to conditions defined by the General Regulation of the Autorité des Marchés Financiers, the number of shares taken into account in calculating the aforementioned limit of ten per cent (10%) shall correspond to the number

of shares purchased minus the number of shares sold during the authorisation period; and

- purchases made by the Company shall not under any circumstances cause it to hold, at any time, directly or indirectly, more than ten per cent (10%) of its share capital.

Such share purchases may be carried out in view of any use permitted under the applicable laws or regulations, and in particular in order to:

- make a market for the Company's shares, including increasing their liquidity, through an investment service provider acting independently under the terms of a liquidity agreement that complies with a code of conduct recognised by the Autorité des Marchés Financiers,
- honour obligations related to stock options, bonus share or employee savings programmes or other grants of shares to employees and/or corporate officers of the Company and/or companies and businesses related to it,
- deliver shares upon the exercise of rights attached to transferable securities giving access, immediately or in future, to the Company's share capital, and to carry out all transactions to cover the Company's obligations in respect of those securities, in compliance with the regulations in force,
- retain shares with a view to using them subsequently for payment or exchange in the context of any acquisition,
- cancel shares and carry out the related capital reduction, subject to the adoption of the Twenty-fourth resolution below, and
- more generally, carry out any transaction in accordance with the regulations in force and any market practice that may be accepted by the Autorité des Marchés Financiers,

resolve that these purchase, disposal, exchange or transfer transactions may be carried out by any means, i.e. on a regulated market, on a multilateral trading facility, through a systematic internaliser or over the counter, including through the purchase or disposal of blocks of shares, or through the use of financial instruments such as derivative financial instruments traded on a regulated market, on a multilateral trading facility, through a systematic internaliser or over the counter or through the use of warrants, in a manner authorised by the legislative and regulatory provisions in force on the date of the transactions in question and at the times that the Company's Board of Directors or person acting under the authority of the Board of Directors shall determine. All shares involved in the share buyback programme may be transferred as blocks of shares,

those transactions may be carried out at any time in accordance with the regulations in force, including during a public offer initiated by the Company or for the Company's securities, subject to the relevant statutory and regulatory provisions,

grant authority to the Board of Directors, with the power to sub-delegate in accordance with Article L. 22-10-62 of the French Commercial Code, if the shares' par value is altered, if the share capital is increased through a capitalisation of reserves, if bonus shares are granted, if a share split or reverse share split takes place, if a distribution of reserves or any other assets takes place, if the share capital is redeemed, or if any other transaction involving the Company's equity takes place, to adjust the aforementioned purchase price to take account of the impact of such transactions on the value of each share,

grant all powers to the Board of Directors, with the power to sub-delegate in accordance with Article L. 22-10-62 of the French Commercial Code, to decide and implement this authorisation, to specify if necessary its terms and in particular to place all orders on- or off-market, to allocate or reallocate the shares purchased to the various objectives pursued in accordance with the applicable legislative and regulatory provisions, to form all agreements particularly in relation to registering purchases and sales of shares, to carry out all formalities and declarations with respect to all organisations, including the Autorité des Marchés Financiers, and in general to do what is necessary to complete transactions carried out under this authorisation,

grant powers to the Board of Directors, if the law or the Autorité des Marchés Financiers were to extend or supplement the authorised objectives of share buyback programmes, to bring to the public's attention, in accordance with the applicable statutory and regulatory provisions, any changes to the programme as regards the amended objectives;

note that the Board of Directors shall report to shareholders, in the next Shareholders' General Meeting, information relating to the performance of share buyback transactions authorised by this Shareholders' General Meeting, including the number and price of shares purchased and the volume of shares used,

this authorisation is given for eighteen (18) months from the date of this Shareholders' General Meeting,

the unused part of the authorisation granted in the 30 July 2021 Shareholders' General Meeting, through its Twelfth resolution, is terminated with immediate effect.

THIRTEENTH RESOLUTION
(Powers to carry out legal formalities)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, grant all powers to holders of copies or excerpts of this report to carry out all legal formalities.

EXTRAORDINARY BUSINESS

FOURTEENTH RESOLUTION

(Grant of authority to the Board of Directors to issue ordinary shares in the Company and securities giving access to the Company's share capital, with shareholders' preferential subscription rights maintained)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report of the Board of Directors and the special report of the statutory auditor, in accordance with Articles L. 225-129 and following and L. 228-91 and following of the French Commercial Code,

grant, with the power to sub-delegate in accordance with statutory and regulatory conditions, their authority to decide, on one or more occasions, at the time or times that they shall determine, in the amounts that they shall determine, both in France and abroad, to issue, with preferential subscription rights maintained, shares and any other securities, including through the award of share subscription warrants free of charge, giving access to the share capital of the Company or of any company that directly or indirectly holds more than half its share capital or of which it directly or indirectly holds more than half the share capital, with such shares conferring the same rights as existing shares, subject to their dividend entitlement date, it being stipulated that in the event of a capital increase in the form of an award of shares free of charge, rights not representing a whole number of shares shall not be tradable or transferable and the corresponding equity securities shall be sold and the proceeds from their sale shall be allocated to rights-holders within the timeframe provided for by the regulations,

resolve that any issue of preference shares and securities giving access to preference shares is expressly excluded,

resolve that the total par value of increases in the share capital that may be carried out immediately and/or in the future under this grant of authority may not exceed seventeen million two hundred and fifty thousand euros (€17,250,000) or the equivalent of that amount in the event of an issue in a foreign currency or units of account established by reference to several currencies, it being stipulated that this amount will count towards the overall par value limit provided for in the Twenty-second resolution of this Shareholders' General Meeting and that this overall par value amount does not take into account adjustments that may be made in accordance with applicable statutory and regulatory provisions and, as the case may be, contractual stipulations that provide for other types of adjustment, in order to protect the rights of holders of securities or other rights giving access to the share capital,

also grant authority to the Board of Directors to decide to issue securities conferring an entitlement to the allotment of debt securities,

resolve that the overall par value of debt securities, giving access to the Company's share capital or debt securities, that may be issued under this grant of authority, shall be a maximum of sixty-nine million euros (€69,000,000) or the equivalent of that amount in the event of an issue in a foreign currency or units of account established by reference to several currencies, it being stipulated that:

- this amount will count towards the overall par value limit provided for in the Twenty-second resolution,
- where appropriate, this amount will be increased by any above-par redemption premium,
- this limit does not apply to debt securities referred to in Articles L. 228-40, L. 228-36 A and L. 228-92 paragraph 3 of the French Commercial Code, the issue of which shall be approved or authorised by the Board of Directors according to the terms set out in Article L. 228-40 of the French Commercial Code, or in other cases, according to terms determined by the Company in accordance with the provisions of Article L. 228-36 A of the French Commercial Code,

resolve that shareholders may exercise, in the manner provided for by the law, their preferential subscription rights by irreducible entitlement. The Board may also grant shareholders, in proportion to their subscription rights and subject to the extent of their applications, rights to subscribe a number of securities greater than that resulting from their irreducible entitlements but with allocations subject to reduction. If subscriptions by irreducible entitlement and any subscriptions made using reducible subscription rights, where the Board of Directors has made such subscriptions possible, have not covered the entire issue of shares or other securities, the Board of Directors may, in the order it shall determine, use each option available under Article L. 225-134 of the French Commercial Code,

or only certain of those options,

state that this grant of authority entails, by operation of law and for the benefit of holders of securities issued under this resolution and that give access to the Company's share capital, the waiver by shareholders of their preferential right to subscribe for the shares to which those securities give an entitlement,

resolve that the sum received or to be received by the Company in respect of each share issued under this grant of authority shall be at least equal to the par value of the share on the date it is issued,

grant all powers to the Board of Directors, with the power to sub-delegate in accordance with statutory and regulatory conditions, to implement this grant of authority, and particularly to:

- determine the price, arrangements, issue dates, dividend entitlement dates and arrangements for paying up securities, as well as the form and characteristics of the securities to be issued,
- suspend, as the case may be, the exercise of rights attached to securities to be issued in cases and subject to limits provided for by regulatory and contractual provisions,
- as the case may be, in suspending such exercise, note the completion of the resulting capital increase, carry out any adjustments in order to take into account the transaction's impact on the Company's share capital and determine the arrangements under which the rights of holders of securities giving access to the share capital will be protected in future in accordance with statutory and regulatory provisions, and to make any related amendment of the articles of association,
- charge any amount to the share premium(s), including fees arising from issues, and generally make any necessary arrangements and form any agreements to complete the proposed issues and seek the listing of the securities issued,

resolve that, in the event that debt securities are issued, the Board of Directors will have all powers, with the power to sub-delegate in accordance with statutory and regulatory provisions, to take steps on terms set out by the law including:

- determining their terms, conditions and characteristics, including whether or not they are subordinated,
- setting their interest rate, issue currency, term to maturity, fixed or variable redemption price with or without a premium, repayment arrangements as a function of market conditions and the conditions under which the securities shall confer entitlement to the Company's ordinary shares,

note that, in the event that the Board of Directors uses the authority granted to it pursuant to this resolution, it shall report to the shareholders in the next Ordinary Shareholders' General Meeting, as required by law and regulations, on the use of the authority granted by this resolution,

The authority thus granted to the Board of Directors is valid for 18 months from the time of this Shareholders' General Meeting,

the unused part of the authority granted in the 30 July 2021 Shareholders' General Meeting, through its Fourteenth resolution, is terminated with immediate effect.

FIFTEENTH RESOLUTION

(Grant of authority to the Board of Directors to issue, with shareholders' preferential subscription rights withheld, ordinary shares in the Company and securities giving access to the Company's share capital as part of an offer referred to in Article L. 411-2(1) of the French Monetary and Financial Code)

The shareholders, voting in accordance with the majority requirements set out in the articles of association, having considered the report of the Chairman and the special report of the statutory auditor, in accordance with Articles L. 225-127, L. 225-128; L. 225-129-2, L. 22-10-51, L. 22-10-52, L. 228-91 and following of the French Commercial Code, and Article L. 411-2(1) of the French Monetary and Financial Code:

resolve to grant, with the power to sub-delegate in accordance with statutory and regulatory conditions, their authority to the Board of Directors to decide to issue, without preferential subscription rights, on one or more occasions in the amounts and at the times that they shall determine, either in euros or in any other currency or monetary unit established by reference to several currencies, both in France and abroad, shares and any other securities giving access to the share capital of the Company or of any company that directly or indirectly holds more than half its share capital or of which it directly or indirectly holds more than half the share capital, with such shares conferring the same rights as existing shares, subject to their dividend entitlement date, in the context of an offering pursuant to Article L. 411-2(1) of the French Monetary and Financial Code,

resolve that any issue of preference shares and securities giving access to preference shares is expressly excluded,

resolve that the total par value of increases in the share capital that may be carried out immediately or in the future under this grant of authority may not exceed seventeen million two hundred and fifty thousand euros (€17,250,000), it being stipulated that this amount will count towards the overall par value limit provided for in the Twenty-second resolution of this general meeting and that this amount does not take into account adjustments that may be made in accordance with applicable statutory and regulatory provisions and, as the case may be, contractual stipulations that provide for other types of adjustment, in order to protect the rights of holders of securities or other rights giving access to the Company's share capital,

resolve that in any event the issues of equity securities under this resolution shall not exceed the upper limits provided for by the applicable regulations at the date of the issue, that is to date 20% of the share capital p.a. at the time of the issue, said share capital being assessed on the day of the decision by the Board of Directors to make use of this grant of authority,

also **grant authority** to the Board of Directors to decide to issue debt securities conferring entitlement to the Company's share capital or to debt securities,

resolve that the overall par value of debt securities, giving access to the Company's share capital or debt securities, that may be issued under this grant of authority, shall be a maximum of sixty-nine million euros (€69,000,000) or the equivalent of that amount in the event of an issue in a foreign currency or units of account established by reference to several currencies, it being stipulated that:

- this amount will count towards the overall par value limit provided for in the Twenty-second resolution,
- where appropriate, this amount will be increased by any above-par redemption premium,
- this limit does not apply to debt securities referred to in Articles L. 228-40, L. 228-36 and L. 228-92 paragraph 3 of the French Commercial Code, the issue of which shall be approved or authorised by the Board of Directors according to the terms set out in Article L. 228-40 of the French Commercial Code, or in other cases, according to terms determined by the Company in accordance with the provisions of Article L. 228-36 of the French Commercial Code,

resolve to remove shareholders' preferential right to subscribe for securities to be issued pursuant to this grant of authority,

note that if subscriptions have not covered the entire issue of shares or other securities, the Board of Directors may, in the order it shall determine, use each option available under Article L. 225-134 of the French Commercial Code, or only certain of those options,

state that this grant of authority entails, by operation of law and for the benefit of holders of securities issued under this resolution and that give access to the Company's share capital, the waiver by shareholders of their preferential right to subscribe for the shares to which those securities give an immediate or future entitlement,

resolve that (i) the issue price of the Company's shares in connection with this grant of authority must be at least equal to the minimum provided for by the regulatory provisions applicable on the day of the issue (currently, the weighted average of prices in the three trading sessions prior to the start of the public offering within the meaning of regulation (EU) no. 2017/1129 of 14 June 2017, possibly with a discount of up to 10% in accordance with Article R. 22-10-32 of the French Commercial Code), after any adjustment of that amount to take account of any difference in dividend entitlement dates and (ii) the issue price of the securities giving access to the Company's share capital must be such that the sum immediately received, plus any amount received subsequently will, in respect of each of the Company's shares issued as a result of the issue of such securities, be at least equal to the minimum price as defined in the previous paragraph, after any adjustment of that amount, if necessary, to take account of the difference in dividend entitlement dates,

grant all powers to the Board of Directors, with the power to sub-delegate in accordance with statutory and regulatory conditions, to implement this grant of authority, and particularly to:

- determine the price, arrangements, issue dates, dividend entitlement dates and arrangements for paying up securities, as well as the form and characteristics of the securities to be issued,
- suspend, as the case may be, the exercise of rights attached to securities to be issued in cases and subject to limits provided for by regulatory and contractual provisions,
- as the case may be, in suspending such exercise, note the completion of the resulting capital increase, carry out any adjustments in order to take into account the transaction's impact on the Company's share capital and determine the arrangements under which the rights of holders of securities giving access to the share capital will be protected in future in accordance with statutory and regulatory provisions, and to make any related amendment

of the articles of association,

- charge any amount to the share premium(s), including fees arising from issues, and generally make any necessary arrangements and form any agreements to complete the proposed issues and seek the listing of the securities issued,

resolve that, in the event that debt securities are issued, the Board of Directors will have all powers, with the power to sub-delegate in accordance with statutory and regulatory provisions, to take steps for the purpose of:

- determining their terms, conditions and characteristics, including whether or not they are subordinated,
- setting their interest rate, issue currency, term to maturity, fixed or variable redemption price with or without a premium, repayment arrangements as a function of market conditions and the conditions under which the securities shall confer entitlement to the Company's ordinary shares,

note that, in the event that the Board of Directors uses the authority granted to it pursuant to this resolution, it shall report to the shareholders in the next Ordinary Shareholders' General Meeting, as required by law and regulations, on the use of the authority granted by this resolution,

the grant of authority to the Board of Directors under this resolution shall be valid for 18 months from the date of this meeting,

the unused part of the authority granted in the 30 July 2021 Shareholders' General Meeting, through its Fifteenth resolution, is terminated with immediate effect.

SIXTEENTH RESOLUTION

(Authorisation given to the Board of Directors, in the event of a capital increase with shareholders' preferential subscription rights withheld or maintained, to increase the number of securities to be issued)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report of the Board of Directors and the special report of the statutory auditor, in accordance with Article L. 225-135-1 of the French Commercial Code:

authorise the Board of Directors, with the power to sub-delegate in accordance with statutory and regulatory provisions, to increase the number of securities to be issued under the Fourteenth and Fifteenth resolutions, within 30 days of the closing date for applications, and up to a maximum of 15% of the initial issue and at the same price as the price applied to the initial issue.

resolve that the total par value of the increases in the share capital that may be carried out under this delegation shall count towards the maximum par value of share capital increases determined by the Fourteenth and Fifteenth resolutions above,

the authorisation granted to the Board of Directors under this resolution shall be valid for 18 months from the date of this meeting,

the unused part of the authorisation granted in the 30 July 2021 Shareholders' General Meeting, through its Sixteenth resolution, is terminated with immediate effect.

SEVENTEENTH RESOLUTION

(Authorisation to be granted to the Board of Directors, in the event of an issue of ordinary shares or any securities with shareholders' preferential subscription rights withheld, to determine the issue price up to a limit of 10% of the share capital)

The shareholders, voting in accordance with the majority requirements set out in the articles of association, having considered the Chairman's report and the statutory auditor's special report,

authorise the Board of Directors, in accordance with the provisions of Article L. 22-10-52 of the French Commercial Code, with the option of delegating the authority as permitted by law and the regulations, for each of the preceding resolutions subject to a limit of 10% of the Company's share capital (at the transaction date) per 12-month period, to depart from the price-setting provisions set out in the aforementioned resolutions and may set the issue price of ordinary shares and/or securities giving immediate or eventual access to the share capital as follows:

- the issue price of the ordinary shares shall be at least equal to the volume-weighted average share price in the last three (3) stockmarket trading sessions before it is set, possibly with a discount of up to 20%, it being understood that it may not under any circumstances be less than the par value of a share in the Company on the date the shares concerned are issued;
- the issue price of the securities giving access to the share capital shall be such that the sum immediately received by the Company, plus any amount received subsequently by the Company shall in respect of each share issued as a result of the issue of such securities be at least equal to the issue price as defined in the paragraph above.

resolve that the Board of Directors will have all powers to implement this resolution under the terms provided for by the resolution pursuant to which the issue was decided,

note that, in the event that the Board of Directors uses the authority granted to it pursuant to this resolution, it shall report to the shareholders in the next Ordinary Shareholders' General Meeting, as required by law and regulations, on the use of the authority granted by this resolution,

the authorisation granted to the Board of Directors under this resolution shall be valid for 18 months from the date of this meeting,

the unused part of the authorisation granted in the 30 July 2021 Shareholders' General Meeting, through its Sixteenth resolution, is terminated with immediate effect.

EIGHTEENTH RESOLUTION

(Grant of authority to the Board of Directors to issue ordinary shares and securities giving access to the Company's share capital in consideration for contributions in kind consisting of equity securities and other securities giving access to the share capital of third-party companies other than through a public exchange offer)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report of the Board of Directors and the special report of the statutory auditor, in accordance with Articles L. 225-129 and following, L. 22-10-49, L. 225-35, L. 22-10-53 and L. 228-91 and following of the French Commercial Code,

grant powers, with the power to sub-delegate in accordance with statutory and regulatory provisions, to the Board of Directors to decide to issue shares and any other securities giving access to the Company's share capital, in order to pay for contributions in kind to the Company and consisting of equity securities or securities giving access to the share capital, where the provisions of Article L. 22-10-54 of the French Commercial Code are not applicable, and resolve, insofar as is necessary, to withhold, in favour of the holders of those shares, shareholders' preferential rights to subscribe for those shares and securities to be issued,

resolve that the total par value of increases in the share capital that may be carried out under this grant of authority (i) may not exceed eight million six hundred and twenty thousand euros (€8,620,000) or 10% of the Company's share capital at the time the Board of Directors uses this grant of authority and (ii) will count towards the overall par value limit provided for in the Twenty-second resolution of this general meeting, to which shall be added, as the case may be, the amount of additional shares to be issued to protect, in accordance with applicable statutory and regulatory provisions and, as the case may be, applicable contractual stipulations, the rights of holders of securities and other rights giving access to the share capital,

resolve that any issue of preference shares and securities giving access to preference shares is expressly excluded,

also grant all powers to the Board of Directors to decide to issue securities conferring rights to the allotment of debt securities,

resolve that the overall par value of debt securities, giving access to the Company's share capital or other debt securities, that may be issued under this grant of authority, shall be a maximum of thirty-three million nine hundred and sixty thousand euros (€33,960,000) or the equivalent of that amount in the event of an issue in a foreign currency or units of account established by reference to several currencies, it being stipulated that:

- this amount will count towards the overall par value limit provided for in the Twenty-second resolution,
- where appropriate, this amount will be increased by any above-par redemption premium,
- this limit does not apply to debt securities referred to in Articles L. 228-40, L. 228-36 A and L. 228-92 paragraph 3 of the French Commercial Code, the issue of which shall be approved or authorised by the Board of Directors according to the terms set out in Article L. 228-40 of the French Commercial Code, or in other cases, according to terms determined by the Company in accordance with the provisions of Article L. 228-36 A of the French Commercial Code,

state that this grant of authority entails, by operation of law and for the benefit of holders of securities issued under this resolution and that give access to the Company's share capital, the waiver by shareholders of their preferential right to subscribe for the shares to which those securities give an entitlement,

resolve that the Board of Directors will have all powers, with the power to sub-delegate in accordance with statutory and regulatory provisions, to implement this resolution, and particularly to:

- determine the list of securities contributed,
- approve or reduce the valuation of contributions and the granting of special privileges,
- determine, as the case may be, the amount of the cash payment to be made and to note the number of shares contributed in the exchange,
- more generally, make all necessary arrangements and agreements, and
- carry out all formalities required to admit the issued shares to trading,

note that, in the event that the Board of Directors uses the authority granted to it pursuant to this resolution, it shall report to the shareholders in the next ordinary Shareholders' General Meeting, as required by law and regulations, on the use of the authority granted by this resolution,

the grant of authority to the Board of Directors under this resolution shall be valid for 18 months from the date of this meeting,

the unused part of the authority granted in the 30 July 2021 Shareholders' General Meeting, through its Eighteenth resolution, is terminated with immediate effect.

NINETEENTH RESOLUTION

(Grant of authority to the Board of Directors to decide upon one or more capital increases through the capitalisation of premiums, reserves, earnings or other)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report of the Board of Directors, in accordance with Articles L. 225-129, L. 225-129-2 and L. 22-10-50 of the French Commercial Code,

grant authority to the Board of Directors, with the power to sub-delegate in accordance with statutory and regulatory provisions, to increase the share capital on one or more occasions, at such times and in such amounts as they shall consider appropriate, through the capitalisation of some or all reserves, profits, share premiums, merger premiums, contribution premiums or other premiums or other sums that may be capitalised in accordance with the law and the Company's articles of association, and in the form of awards of bonus shares or increases of the par value of existing shares, or a combination of the two,

resolve that the total par value of increases in the share capital that may be carried out immediately and/or in the future under this grant of authority may not exceed eight million six hundred and twenty thousand euros (€8,620,000), it being stipulated that this amount will count towards the overall par value limit provided for in the Twenty-second resolution of this general meeting and that this overall par value amount does not take into account adjustments that may be made in accordance with applicable statutory and regulatory provisions and, as the case may be, contractual stipulations that provide for other types of adjustment, in order to protect the rights of holders of securities or other rights giving access to the share capital,

resolve that rights not representing a whole number of shares may not be traded and that such shares shall be sold, and the proceeds of such sale shall be allocated to holders of rights as provided for by law and applicable regulations;

grant all powers to the Board of Directors, with the power to sub-delegate in accordance with statutory and regulatory conditions, to implement this delegation, and particularly to:

- determine the dates, arrangements and other characteristics of issues,
- determine the amounts to be issued and more generally make all arrangements to ensure the successful conclusion of such issues,
- resolve that rights not representing a whole number of shares may not be traded or assigned and that the corresponding equity securities shall be sold, and the proceeds of such sale shall be allocated to holders of rights as provided for by law and regulations,
- carry out all acts and formalities to render definitive the corresponding capital increase or increases,
- formally note the capital increase,
- request the listing of the securities issued and alter the articles of association accordingly,

note that, in the event that the Board of Directors uses the authority granted to it pursuant to this resolution, it shall report to the shareholders in the next Ordinary Shareholders' General Meeting, as required by law and regulations, on the use of the authority granted by this resolution,

the grant of authority to the Board of Directors under this resolution shall be valid for 18 months from the date of this meeting,

the unused part of the authority granted in the 30 July 2021 Shareholders' General Meeting, through its Nineteenth resolution, is terminated with immediate effect.

TWENTIETH RESOLUTION

(Grant of authority to the Board of Directors to issue ordinary shares and securities giving access to the Company's share capital in the event of a public offering including an exchange component initiated by the Company)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report of the Board of Directors and the special report of the statutory auditor, in accordance with Articles L. 225-129 and following, L. 22-10-49, L. 22-10-54, and L. 228-92 of the French Commercial Code,

resolve to grant authority to the Board of Directors, with the power to sub-delegate in accordance with statutory and regulatory provisions, to resolve, on one or more occasions, to issue shares and any other securities giving access to the Company's share capital, in consideration for securities tendered to any public exchange offer initiated by the Company, in France or in other countries, according to local rules, for the securities of another company admitted to trading on a regulated market as set out in Article L. 22-10-54 of the French Commercial Code,

resolve, insofar as is necessary, to withhold, in favour of the holders of those securities, shareholders' preferential subscription rights in respect of such shares and securities to be issued,

resolve that the total par value of increases in the share capital that may be carried out under this grant of authority (i) may not exceed eight million six hundred and twenty thousand euros (€8,620,000) or 10% of the Company's share capital at the time the Board of Directors uses this grant of authority and (ii) will count towards the overall par value limit provided for in the Twenty-second resolution of this general meeting, to which shall be added, as the case may be, the amount of additional shares to be issued to protect, in accordance with applicable statutory and regulatory provisions and, as the case may be, applicable contractual stipulations, the rights of holders of securities and other rights giving access to the share capital,

also grant authority to the Board of Directors to decide to issue securities conferring an entitlement to the allotment of debt securities,

resolve that the overall par value of debt securities, giving access to the Company's share capital or other debt securities, that may be issued under this grant of authority, shall be a maximum of thirty-three million nine hundred and sixty thousand euros (€33,960,000) or the equivalent of that amount in the event of an issue in a foreign currency or units of account established by reference to several currencies, it being stipulated that:

- this amount will count towards the overall par value limit provided for in the Twenty-second resolution,
- where appropriate, this amount will be increased by any above-par redemption premium,
- this limit does not apply to debt securities referred to in Articles L. 228-40, L. 228-36 A and L. 228-92 paragraph 3 of the French Commercial Code, the issue of which shall be approved or authorised by the Board of Directors according to the terms set out in Article L. 228-40 of the French Commercial Code, or in other cases, according to terms determined by the Company in accordance with the provisions of Article L. 228-36 A of the French Commercial Code,

resolve that the Board of Directors will have all powers, with the power to sub-delegate in the manner provided for by law, to implement this grant of authority, and particularly to:

- determine the list of securities tendered to the exchange and the form and characteristics of the shares or securities giving access to the share capital to be issued, with or without a premium,
- determine the terms of the issue, the exchange ratio and, as the case may be, the amount of the cash payment to be made,
- determine the arrangements for the issue, particularly in relation to a public exchange offer, an alternative primary purchase or exchange offer accompanied by a subsidiary public purchase or exchange offer,
- formally note the number of shares tendered to the exchange,
- determine the dividend entitlement date (which may be retroactive) of the shares or securities that give access to the share capital, the terms for paying up those shares or securities and, as the case may be, the arrangements for exercising rights regarding the exchange, conversion, redemption or any other allotment of equity securities or securities giving access to the share capital,
- enter the difference between the issue price of the new ordinary shares and their par value in the balance sheet in a "contribution premium" account, to which all shareholders shall have an entitlement,
- make all required adjustments in accordance with statutory or regulatory provisions and, as the case may be, applicable contractual stipulations, to protect the rights of holders of securities giving access to the Company's share capital and
- suspend, as the case may be, the exercise of the rights attached to such securities for a maximum of three months,

resolve that the Board of Directors may:

- at its sole discretion and when it deems it appropriate, charge all expenses, duties and fees arising from capital increases carried out under the grant of authority that is the subject of this resolution, against the premiums related to those transactions and deduct from those premiums the sums required to raise the legal reserve to one tenth of the new share capital following each transaction,
- take any decision with a view to admitting the shares and securities thus issued to trading on Euronext's regulated market in Paris and, more generally,
- take any measures, make any undertaking and carry out any formalities to ensure the successful conclusion of the proposed issue, to render definitive the resulting capital increase, and to make the related changes to the articles of association.

note that, in the event that the Board of Directors uses the authority granted to it pursuant to this resolution, it shall report to the shareholders in the next Ordinary Shareholders' General Meeting, as required by law and regulations, on the use of the authority granted by this resolution,

the grant of authority to the Board of Directors under this resolution shall be valid for 18 months from the date of this meeting,

the unused part of the authority granted in the 30 July 2021 Shareholders' General Meeting, through its Twentieth resolution, is terminated with immediate effect.

TWENTY-FIRST RESOLUTION

(Grant of authority to the Board of Directors to increase the share capital through an issue of shares reserved for members of a savings plan)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report of the Board of Directors and the special report of the statutory auditor, under the provisions of Articles L. 3332-18 to L. 3332-24 of the French Labour Code applying Article L. 225-129-6 of the French Commercial Code and in accordance with Article L. 225-138-1 of the French Commercial Code,

resolve to grant authority to the Board of Directors to increase, on one or more occasions, the Company's share

capital through issues of shares, reserved for members of a company savings plan of the Company and of the French or non-French companies related to it under Article L. 225-180 of the French Commercial Code and Article L. 3344-1 of the French Labour Code, it being stipulated that this amount shall count towards the overall limit provided for in the Twenty-second resolution of this meeting,

resolve that the total par value of the capital increases that may be carried out pursuant to this resolution must not exceed two million five hundred and eighty thousand euros (€2,580,000), to which maximum amount shall be added, as the case may be, the additional amount of shares to be issued to protect, in accordance with statutory and regulatory provisions and any applicable contractual provisions, the rights of the holders of securities and any other rights giving access to shares,

resolve that the issue price per share shall be determined by the Board of Directors, according to the arrangements provided for by Article L. 3332-20 of the French Labour Code,

resolve to withhold shareholders' preferential rights to subscribe for the new shares to be issued or other securities giving access to the share capital and securities to which securities issued under this resolution in favour of members of a company savings plan will give an entitlement;

resolve that the characteristics of the other securities giving access to the Company's share capital will be determined by the Board of Directors in the manner provided for by regulations,

resolve that the Board of Directors will have all powers, with the power to sub-delegate in accordance with statutory and regulatory provisions, to implement this resolution, and particularly to:

- determine the arrangements and terms of transactions as well as the dates and arrangements for issues that will be carried out under this authority,
- determine the opening and closing dates for subscriptions, the dates from which the securities issued will have dividend entitlements, and the arrangements for paying up shares and other securities giving access to the Company's share capital,
- agree the timeframes for paying up shares and any other securities giving access to the Company's share capital,
- request that the securities created be admitted to trading on a stock exchange,
- formally note the capital increases to the extent of the shares actually subscribed,
- carry out, directly or through an agent, all transactions and formalities related to increases in the share capital and, at its sole discretion, make any related amendment of the articles of association and, if it considers it appropriate to do so, to charge the expenses of increases in the share capital to the amount of the premiums relating to such increases, and to deduct from this amount the sums necessary to increase the legal reserve to one tenth of the new share capital after each increase,

note that, in the event that the Board of Directors uses the authority granted to it pursuant to this resolution, it shall report to the shareholders in the next Ordinary Shareholders' General Meeting, as required by law and regulations, on the use of the authority granted by this resolution,

The authority thus granted to the Board of Directors is valid for 18 months from the time of this Shareholders' General Meeting,

the unused part of the authority granted in the 30 July 2021 Shareholders' General Meeting, through its Twenty-first resolution, is terminated with immediate effect.

TWENTY-SECOND RESOLUTION

*(Overall limit of issues carried out under the Fourteenth, Fifteenth
Seventeenth, Eighteenth, Nineteenth, Twentieth and
Twenty-first resolutions)*

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report of the Board of Directors,

subject to the adoption of the resolutions set out above,

resolve to set as follows the overall limit of the amounts of issues that may be decided under the grants of authority or authorisations given to the Board of Directors and resulting from the Fourteenth, Fifteenth, Seventeenth, Eighteenth, Nineteenth, Twentieth and Twenty-first resolutions of this meeting:

- the maximum par value of capital increases resulting from issues of shares or securities giving access to the share capital that may thus be carried out, either directly or on presentation of debt securities, may not exceed twenty-one million five hundred thousand euros (€21,500,000), with that limit not including the overall par value of additional shares that may be issued to protect, in accordance with the law and any contractual stipulations providing for other types of adjustment, the rights of holders of securities and other rights giving access to the share capital,
- the maximum par value of debt securities that may be issued by the Company shall not exceed eighty-six million euros (€86,000,000) or the equivalent of that amount in the event of an issue in a foreign currency or units of account established by reference to several currencies.

TWENTY-THIRD RESOLUTION

(Authorisation to be granted to the Board of Directors to grant existing shares or shares to be issued in the Company free of charge to members of the Company's salaried staff and corporate officers and those of its subsidiaries within the meaning of Article L. 233-3 of the French Commercial Code or to some of them)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report of the Board of Directors and the special report of the statutory auditor, in accordance with Article L. 22-10-59 and following of the French Commercial Code,

authorise the Board of Directors to award, on one or more occasions, existing shares or shares to be issued in the Company (excluding preference shares) free of charge to staff members and/or corporate officers that it shall determine from among the staff members and corporate officers referred to by Article L. 22-10-59 of the French Commercial Code, of the Company or companies or groups related to it, of French or other nationality, in accordance with Article L. 225-197-2 of the French Commercial Code or certain categories of them,

resolve that the Board of Directors shall determine the identity of those receiving the awards, the number of shares awarded and the terms and criteria for share awards, it being stipulated that the vesting of the shares may be subject to certain conditions to be defined by the Board of Directors on the award date,

resolve that awards of shares made free of charge under this authorisation shall not exceed 2% of the Company's existing share capital on the date the award decision is made, not taking into account any adjustments that may take place in accordance with applicable legislative and regulatory provisions and, as the case may be, with contractual stipulations providing for other types of adjustment, to protect the rights of holders of securities or other rights giving access to the share capital. For that purpose, the shareholders authorise, insofar as is necessary, the Board of Directors to increase the share capital through the capitalisation of earnings, reserves or share premiums in a corresponding amount,

resolve that the awarding of shares to their beneficiaries shall become definitive after a vesting period, the length of which shall be determined by the Board of Directors, it being understood that the length of the period shall not be subject to a minimum length that shall not be less than that provided for by laws and regulations. However, if the vesting period for some or all of an award or awards is at least three years, the Board of Directors shall not be able to specify a lock-up period for the shares concerned,

resolve that where a beneficiary suffers a disability falling into the second or third category provided for by Article L. 341-4 of the French Social Security Code, the shares shall vest in that beneficiary before the end of the vesting period. Those shares shall be freely assignable from the time they are delivered,

note that this authorisation shall cause, by operation of law, shareholders' preferential subscription rights to shares that may be issued under this resolution to be withheld in favour of the beneficiaries,

resolve that the Board of Directors shall have all powers, with the power to delegate subject to statutory and regulatory limitations, to implement this grant of authority and in particular to:

- determine, as the case may be, the arrangements and terms of awards made under this authorisation,
- determine the length of the vesting period and, as the case may be, the lock-up period according to the terms set out above,
- carry out, as the case may be, during the vesting period, adjustments to the number of shares awarded free of charge in connection with any transactions affecting the Company's share capital in order to protect the rights of beneficiaries. Any shares that may be awarded as a result of those adjustments shall be deemed to be awarded on the same day as the shares initially awarded,
- determine, if shares yet to be issued are awarded, the amount and type of reserves, earnings or premiums to be capitalised, and transfer amounts from such items to the appropriated earnings account,

- provide for the ability to suspend award rights temporarily,
- determine the dividend entitlement date, which may be in the past, of new shares arising from bonus share awards,
- formally note, as the case may be, capital increases, make the related changes to the articles of association, carry out all publication formalities, carry out all formalities required for the issue, listing and financial servicing of the securities issued under this resolution and in general do what is necessary,

resolve that the Board of Directors shall inform shareholders every year in the Ordinary Shareholders' General Meeting of transactions carried out under this resolution,

the authorisation granted to the Board of Directors under this resolution shall be valid for 18 months from the date of this meeting,

the unused part of the authorisation granted in the 30 July 2021 Shareholders' General Meeting, through its Twenty-third resolution, is terminated with immediate effect.

TWENTY-FOURTH RESOLUTION

(Authorisation to be granted to the Board of Directors to cancel some or all of the Company's shares held by the Company under the authorisation to buy back shares)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, having considered the report of the Board of Directors and the statutory auditor's special report,

subject to the adoption of the authorisation for the Company to buy back its own shares under the Twelfth resolution above,

authorise the Board of Directors, in accordance with the provisions of Article L. 22-10-62 of the French Commercial Code, to cancel, at its sole discretion, on one or more occasions, some or all of the Company's shares that the Company may hold under an authorisation granted to the Board of Directors to buy the Company's shares, and to reduce the share capital by the total par value of the shares thus cancelled, subject to a maximum of 10% of the share capital per period of twenty-four (24) months, it being noted that this 10% limit applies to the amount of the Company's share capital that shall, as the case may be, be adjusted to take account of transactions affecting the share capital after this Shareholders' General Meeting.

The shareholders grant all powers to the Board of Directors, with the power to sub-delegate in accordance with statutory and regulatory conditions, to:

- carry out the aforementioned capital reduction and formally note its completion,
- charge the difference between the purchase price of the cancelled shares and their par value to any reserve and premium accounts,
- amend the articles of association accordingly,
- carry out all declarations to the Autorité des Marchés Financiers, carry out all other formalities and, in general, do whatever is necessary,

note that, in the event that the Board of Directors uses the authority granted to it pursuant to this resolution, it shall report to the shareholders in the next Ordinary Shareholders' General Meeting, as required by law and regulations, on the use of the authorisation granted by this resolution,

this authorisation is granted for a period of 18 months from the date of this Shareholders' General Meeting,

the unused part of the authorisation granted in the 30 July 2021 Shareholders' General Meeting, through its Twenty-fourth resolution, is terminated with immediate effect.

TWENTY-FIFTH RESOLUTION

(Powers to carry out legal formalities)

The shareholders, voting in accordance with the quorum and majority requirements set out in the articles of association, grant all powers to holders of copies or excerpts of this report to carry out all legal formalities.

24. GLOSSARY

The definitions of technical terms commonly used in the gaming industry are provided to the reader below to facilitate their understanding of this Universal Registration Document:

Back catalogue

Every video game publisher has its own definition of this term. Nacon's back catalogue includes all video games released digitally in previous financial years. Because its financial year ends on 31 March, a game released in March of year N will therefore be regarded as forming part of Nacon's back catalogue from April of year N.

Bigben Interactive

This refers to Bigben Interactive, a public limited company (*société anonyme*) governed by a Board of Directors with capital of €39,397,408, whose head office is located at 396-466, rue de la Voyette – CRT2 – 59270 Fretin, and which is registered with the Lille Métropole trade and companies register under number 320 992 977.

Cloud gaming

Cloud gaming, which was still impossible only 10 years ago, means that any game can be played on any device (PC, console, mobile phone, TV etc.) even if the consumer does not have the physical hardware required to process the game.

Console manufacturer

Manufacturer of video game consoles (Sony, Microsoft, Nintendo).

Freemium

A business model in which games are provided – generally by downloading from digital platforms – free of charge. However, players can make in-game purchases, for example buying objects that allow them to progress through the game's levels more quickly. A patient gamer can play without paying, whereas an impatient gamer will tend to pay in order to progress more quickly.

Bigben Interactive group

The group of companies comprising Bigben Interactive and its subsidiaries.

Group

The group of companies comprising Nacon and its subsidiaries.

Nacon

This refers to Nacon, a public limited company ("*société anonyme*") governed by a Board of Directors with capital of €84,908,919, whose head office is located at 396-466, rue de la Voyette – CRT2 – 59270 Fretin, which is registered with the Lille Métropole trade and companies register under number 852 538 461, and which is the former Gaming division of Bigben Interactive.

Paymium

This is a business model in which gamers pay for games and can then convert real money into virtual money or buy in-game items via microtransactions, in order to speed up their progress in the game or to acquire limited-edition objects.

Sony

In this Universal Registration Document, the terms "Sony" and "console manufacturer Sony" refer to:

- for accessories, the gaming division of the international Sony group in charge of accessories that has formed a partnership agreement with NACON, i.e. SIE (Sony Interactive Entertainment),
- for games, the gaming division of the international Sony group in charge of validating video games published for its PlayStation 2, PlayStation 3 and PlayStation 4 consoles, both physically and sold on those consoles' digital platforms, i.e. SIEE (Sony Interactive Entertainment Europe).

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