



game music foundation

### GMF Business Ethics Principles

As the Game Music Foundation, together with our subsidiaries and affiliates, we strive to conduct our business in accordance with high ethical and business standards, and seek to have our vendors, suppliers and licensees conduct themselves in similar manner. We ensure that all manufacturing facilities involved in the production of our products understand and adhere to the requirements in this area.

**Integrity and transparency** – Our mission, which is to promote the music of video games as an art form, is realized only through ethical means. We treat integrity as the main underlying principle of all our operations and projects. In all business relations, we strive to be transparent, candid, and open-minded.

**Environmental impact** – We actively seek new ways of reducing the carbon footprint of our operations and products. Our offices, as well as all facilities cooperating with Game Music Foundation, comply with all applicable laws relating to the environment and dispose of waste in a controlled and safe manner, with sustainability in mind.

**Free of generative AI** – All products of the Game Music Foundation shall be free of usage of generative artificial intelligence (gen-AI) unless that is specifically requested by a business partner. We perceive human interactions and artistry as inherently valuable.

**No forced labor** – There will not be any use of forced or indentured labor in the production of Game Music Foundation's products. All employment, including overtime, shall be only on a voluntary basis. The use of child labor is strictly prohibited.

**Health and safety** – Game Music Foundation's facilities shall ensure that all employees have a healthy and safe work. No employee shall be subject to abuse, cruel or unusual disciplinary practices or discrimination in employment or hiring on the grounds of race, religion, origin, political affiliation, sexual preference, age or gender.

**Compliance with applicable laws** – Facilities of our partners comply with the national laws of the country in which they are conducting business, any local laws, regulations or standards applicable to their business and the industry standards which have been established in their location.