

**People:
Passionate,
skillful teams
and inspiring
culture**

Heini Kaihu, Head of HR



Our people carry out our strategy

**Talented and
skilful teams**

**Craftmanship,
creativity and
passion**

**Being the best
at getting better,
together!**

OUR VALUES

Be BOLD

Embrace INNOVATION

Act with INTEGRITY

Rovio is a highly attractive employer

A leading Nordic gaming company

- Global mobile gaming company in the highly active Nordic gaming hub
- Multicultural and diverse work community makes it easy to join Rovio

Range of career opportunities

- Rovio masters all phases of game development business in-house
- Career and development opportunities for a mixture of gaming professionals

Platform for learning and well-being

- Culture is built for curiosity, continuous learning and improvement
- Emphasis on employee well-being boosting creativity and maximising capacity

Gaming professionals joining Rovio from:



Top 10 most attractive employer¹⁾:



Note: 1) Top 10 in Finland among IT students based on Universum Most Attractive Employers study 2019; Top 10 in Finland among young professionals based on Academic Work's Young Professional Attraction Index 2019

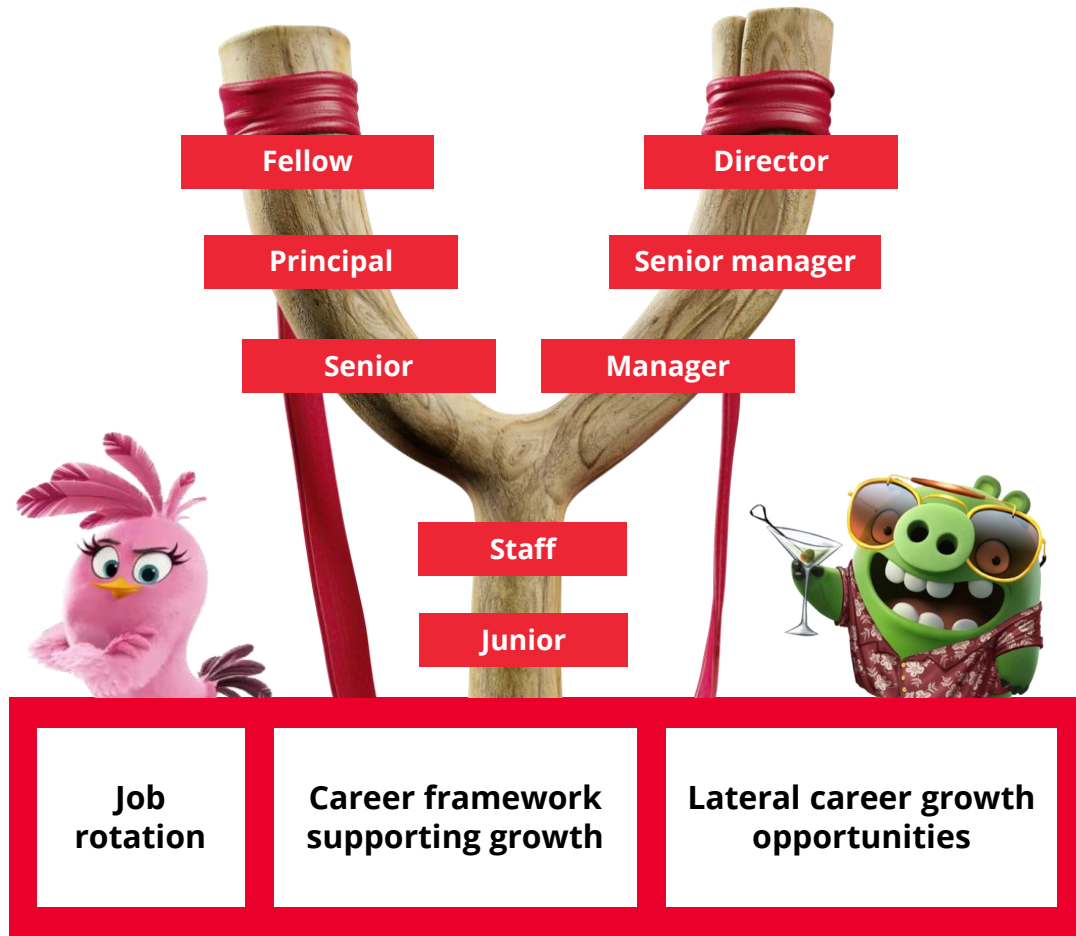
People enjoy working at Rovio

Strong Employee Satisfaction:
Average pulse score 4/5

High retention:
**Regrettable employee attrition
3.3% (YTD 2019)**

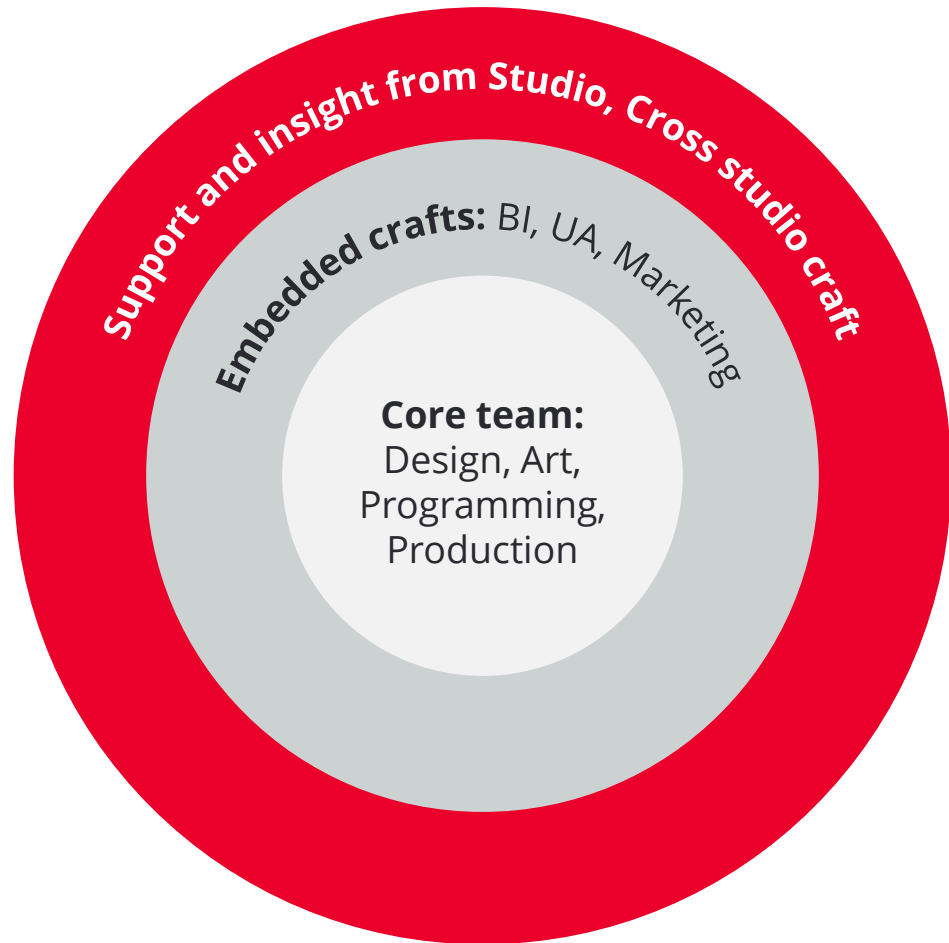
- Diverse and multicultural community
- Small company spirit with big company facilities
- Values and culture support modern game development
- Healthy work-life balance helps people to stay creative
- Unique culture that spans beyond the office

Company designed for people to grow



- Opportunities for both seasoned industry veterans and fresh game development talent
- Trainee programs to tap into young game development talent
- Rovio career map integrated to personal development plans
- Internal job rotation encouraged
- Lateral career growth offers a unique opportunity to become multi-faceted game development professional

Game team composition optimized for creativity & fast learning



- Organisation designed to keep the ownership, accountability and decision making in the team
- Small and nimble teams with creative collaboration
- High performance team principles – strong and curious teams with safe environment
- Leveled up with creative tension – passion to fuel the idea and challenge conventions
- Culture and structures to encourage info sharing and learning, and helping each others