



wayi

華義國際數位娛樂股份有限公司
Wayi International Digital Entertainment Co., Ltd.

Sustainability Report
2022

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About the Report

Wayi International Digital Entertainment Co., Ltd. (hereinafter referred to as "Wayi International", "Wayi", or "the Company") has voluntarily released the first edition of the ESG Report in both Chinese and English in 2022, and this is the 2nd edition of the ESG Report released by Wayi. We also synchronously publish this report on Wayi's official website (<http://www.wayi.net>) for access and review by all stakeholders and information users.

The purpose of this report is to disclose information related to the corporate governance transparency and to demonstrate Wayi's effort in the sustainable development via governance improvement, environmental friendliness and care of the social development. With this report, we look forward to thoroughly fulfill the commitment in sustainable development.

Wayi treasures the opportunity to release each edition of ESG Report and to demonstrate our effort and achievement in the sustainable development aspect to substantial and potential stakeholders caring Wayi. We will continue to exert effort and to fulfill our commitment in sustainability, in order to make contribution to our stakeholders and society actively.



Wayi's Official Website

Reporting boundary and scope

This report is in line with the international requirements and directions for the disclosure of corporate financial and non-financial information. The topics include corporate governance, business performance, talent development and environmental protection. Furthermore, the information related to the three main aspects of Environment (E), Society (S) and Governance (G) of the Company is disclosed to present the Company's sustainable development policies and achievements to the stakeholders who care about Wayi. We will continue to demonstrate our determination in realizing sustainable development.

The reporting scope of this report mainly encompasses Wayi's Taipei headquarters and Taichung office. The financial data of economic metrics is calculated in New Taiwan Dollars (NTD) according to the International Financial Reporting Standard (IFRS), and is disclosed after verification and certification by Deloitte Taiwan. The information disclosed is consistent with the data in Wayi's consolidated financial statements. Special circumstances are explained in each chapter, while the data of environmental and social metrics is collected and summarized statistically by various departments. Internationally accepted metrics are utilized as the calculation unit. This report is the 2nd edition of the ESG Report released by Wayi. To ensure the consistency and comparability of information of all reporting periods, any reinstatement and reporting changes of the information disclosure from the previous year will be explained in each chapter.

Entities included in the consolidated financial statements:

1. Wayi International Digital Entertainment Co., Ltd.
2. WAYI SOFTMAGIC INVESTMENT (ASIA) LTD. (wholly-owned subsidiary of Wayi)
3. WAYI SOFTMAGIC INVESTMENT (CAYMAN) LTD. (wholly-owned subsidiary of ASIA)

■ Reporting principle

This report is mainly prepared in accordance with the latest version of GRI Standards 2021 announced by the Global Reporting Initiative (GRI), and there is no applicable GRI Sector Standards. In addition, the content structure of this report is established according to the sustainability indicators of the Sustainability Accounting Standards Board (SASB) and the directive policies of the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" of the Taiwan Stock Exchange Corporation, which also echoes the United Nation's 17 Sustainable Development Goals (SDGs). According to the reporting principles, Way's relevant strategies, goals and specific actions related to the material topics are disclosed. Furthermore, detailed information of GRI and SASB content index are also provided in Appendix 1 and Appendix 2 of this report.

■ Report Management Method and Assurance

To ensure that sustainability topics can be effectively integrated into the operation mechanism, the Company has established the "Sustainable Development Committee", and the "Sustainable Development Committee Charter" has also been approved by the Board of Directors on January 5, 2023. Accordingly, the committee is authorized by the Board of Directors to be in charge of the promotion and decision making of matters related to environment, society and corporate governance as well as to implement due diligence. The committee reports the implementation status to the Board of Directors periodically, and at least one report is made annually.

In addition to the routine promotion and executing responsible sustainability topic related works, committee members also actively participate in the preparation of this report and establishes the "Sustainable Development Promotion Team". The team member includes department supervisors of the Departments of Finance, Accounting, Management, Human Resource, Information, Product and Visual Design, in order to handle the overall planning, communication integration, data summarization, editing and revision. The purpose is to ensure the accuracy of the information disclosed and to cover all material sustainability topics. After the review and approval of the responsible department heads, the report is finalized and released by the "Sustainable Development Committee" and is reported to the Board of Directors during the 4th quarter.

After the preparation of the report is complete, an impartial and independent third-party institution is commissioned to adopt the new version of GRI Standards 2021 reference options to verify the report according to AA1000 AS v3 Type 1 moderate level of assurance on the inclusivity, materiality, responsiveness and impact of the information disclosed in the report. Please refer to Appendix 3 of this report for the Verification and Assurance Statement.

■ Reporting period and publication

This report includes information and data pertaining to Wayi's business activities from January 1 to December 31, 2022. The content focuses on reporting the management actions and performance of material topics. In the future, we will continue to compile and publish the report annually to fulfill the responsibility of stakeholder communication.

The Chinese and English versions of the ESG Report released by Wayi annually are also synchronously published on Wayi's official website.

Previous Release Date: September 2022

Present Release Date: September 2023

Next Release Date: Scheduled for September 2024

■ Feedback

We sincerely appreciate your care and support of Wayi International!

For any recommendations or inquiries, please contact us via the following methods.

Wayi International Digital Entertainment Co., Ltd. Finance Department

Address: 6F, No. 39, Ln. 141, Xingai Road, Neihu Dist., Taipei City

Tel.: 02-5559-0070

Fax.: 02-5559-0095

Email: ESG@wayi.com.tw

Official website: <https://www.wayi.com.tw/>



Commitment to sustainable management

Wayi International has decades of extensive experience in the field of computer gaming software agency and release. As a pioneer in the domestic online gaming industry, we have witnessed the revolution of the domestic gaming market from standalone games to online entertainment environment. With the change of the overall gaming market, Wayi International is currently under transformation in order to transform from a gaming service provider to a digital entertainment content service provider.

We strongly believe that the digital entertainment industry will continue to flourish. Despite that the gaming format may be changed, users' intention to seek joy and happiness remains the same. Accordingly, Wayi International is committed to continue to fulfill the demands of users and aims to provide services of greater quality continuously with best effort.

To cope with the situation where the overall greater environment is affected by impacts of various levels due to complicated factors of international financial market, inflation, climate change and geopolitics risk, Wayi International continues to uphold the philosophy of providing continuous and quality services and to link to the international market and standard. To achieve such goal, we have included the sustainability topics of Environment (E), Society (S) and Corporate Governance (G) in the overall operation management system of the Company and is committed to enhance the communication and cooperation with stakeholders continuously as well as to disclose the action plans and outcomes of the Company to readers of this report at the same time. Wayi periodically reviews the effectiveness of all measures in order to ensure that the Company's operation is able to maintain its flexibility and resilience under the continuously changing international standard and trend, thereby reducing negative impact that may potentially or actually occur during the operation process and improving the reputation and positive benefits. We believe that through such strategy and commitment, we are able to ensure the continuous development of the operation and to achieve greater and long-term value for the shareholders, customers, employees, cooperating partners and society.

Environmental Aspect

Wayi International pays attention to the international climate change topics closely. For the marketing promotion and relevant activities, the Company mainly adopts the digital advertisement method in order to reduce wastes generated from the physical advertisement activities. Alternatively, the Company also utilizes materials for repetitive use, and physical gifts provided to gamers also utilize eco-friendly and sustainable products in priority. Although the Company is not a major account of actual large resource consumption, the Company still seizes the opportunities for energy saving and carbon reduction, in order to reduce greenhouse gas emissions and to contribute effort as a global citizen

Social Aspect

Wayi International aims to establish a diverse, equal, inclusive and friendly workplace with best effort, and has stipulated the "Wayi International Digital Entertainment Co., Ltd. Human Rights Policy". In addition, the Company also provides a quality working environment to employees and participates in social welfare through actual actions, in order to achieve the social atmosphere of common good. During the assessment of cooperating suppliers or selection of products, Wayi International also lists the Company's values, such as diversity, equality, inclusion, friendly workplace, environmental sustainability, consumer protection and legal compliance, as important assessment basis. Accordingly, all cooperating partners of Wayi International are able to share the same philosophy and to comply with the laws and regulations of the domestic industry, thereby protecting the legitimate rights and interests of consumers in terms of the gaming experience.

Governance Aspect

Wayi International has stipulated important regulations and rules related to the highest governance unit, such as "Code of Ethical Conducts", "Ethical Corporate Management Best Practice Principles", "Ethical Management and Guidelines for Conduct", and "Operation Procedures for International Material Information", in order to establish proper corporate governance system. We also prepares and voluntarily releases the "ESG Report" early, adjusts organizational structure, expands new business direction and seeks new market opportunities, in order to ensure that the rights and interests of investors and stakeholders in all aspects are properly protected.

Wayi International hopes and expects that the general public's consensus may be reached on such adjustments and changes, in order to gather strength and to achieve the commitment in realizing corporate sustainable operation. Through continuous effort and innovation, Wayi International will continue to become a leader in digital entertainment field, in order to provide quality, innovative and continuous services to users.



Chairman
Shu-Kai Shih

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Response to the United Nations Sustainable Development Goals (SDGs)

The UN Sustainable Development Goals (SDGs) were proposed by the United Nations in 2015 for the purpose of achieving health, sustainable development, economic prosperity, regional peace and collaboration through systematic actions. It is hoped that with the joint participation of global governments, businesses, and people, the SDGs can be achieved by 2030.

Wayi continues to monitor SDGs topics and response to such global trend. We assess the impact of the Company's business activities on the risks and opportunities of SDGs and also review the sustainable development path from various aspects of operation, product, industry value chain and society, etc. in order to achieve value maximization. With regard to the environmental aspect, we control the use of resources and implement energy saving measures. For the social aspect, we promote environmental protection and participate in the social care and public welfare activities. In terms of the governance aspect, we strengthen the function of the Board of Directors, improve operational performance and ensure the rights and interests of shareholders and investors.

Each year, Wayi releases the sustainability report and stakeholders report in order to demonstrate our effort in the achievement of the goals of SDGs and our outcome in the implementation of global sustainability topics.



E	<div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>	<div><div>■ Minimize the city's harmful influence on the environment, including energy consumption, waste management and energy-saving measures</div></div>	4.1 Environmental protection
S	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>4 QUALITY EDUCATION</div><div>5 GENDER EQUALITY</div></div>	<div><div>■ Eliminate gender inequality and protect the right to work of disadvantaged groups.</div><div>■ Terminate the use of child labor, protect labor rights, and foster workplace safety.</div><div>■ Reinforce health and risk management.</div></div>	3.1 Human Rights Management 3.2 Personnel Structure 3.3 Employee Care 3.5 Healthy Workplace
G	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>	<div><div>■ Establish a good corporate governance system, strengthen ethical management policies.</div><div>■ Reduce all forms of corruption, bribery, and discrimination.</div><div>■ Innovative products, and increase of R&D capacity.</div><div>■ Workplace equality and equal pay.</div></div>	1.2 Business performance 1.3 Ethics 3.3 Employee Care

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About Wayi

Wayi International Digital Entertainment Co., Ltd. was established in 1993. The Company's stocks were publicly listed on the Taipei Exchange (TPEx) for trading in March 2004, and the stock code is 3086. The Company's headquarters is currently located in Neihu District, Taipei City. A branch office has been established in Xitun District, Taichung City. During the early stage of establishment,, the Company released localized Japanese standalone games. In 1997, the R&D Department was established to develop proprietary products. Through the collaboration with Tong Li Publishing, we converted the well-known manga "Destined Emperor" into a computer game. Subsequently, in July 1999, we created www.waei.net and also planned and launched our first online game "Ren Zai Jiang Hu", which became the pioneer of domestic online games. Thereafter, "StoneAge" became the first online game with 10,000 players, turning online games into the core business of Wayi. Other businesses and services developed include online game cash flow systems and esports. In 2018, we collaborated with Wanin International to cooperatively engage in technology and game development. In addition, with the license of "81Keys", we developed the business model of joint operation development and continued to obtain other IP licenses and to engage in cooperation. With the experience accumulation of joint operation, we are able to establish a solid foundation for the future operation strategy.



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Brand Value

To cope with the internationalization trend and to achieve the corporate vision of a comprehensive digital entertainment service leading brand, Wayi International has launched the "Brand Transformation Event" in April 2003, in order to establish a whole new corporate image for Wayi International with new CIS identity system and brand promotion plan. First, the corporate logo of "Wayi" is used to replace the original "Waei" in order to overcome any inconsistency in the pronunciation of the name and to allow people to understand that the name of "Wayi" is tied with the word "Joy" in the Taiwanese pronunciation, thereby further understanding the meaning and benefit that the brand of Wayi plans to convey to the consumers. Accordingly, based on the core of such meaning, Wayi extends its business in all aspects of digital entertainment and aims to create a gaming world that is full of adventures and imaginations for all gamers.

Corporate Philosophy



Wayi's Corporate Philosophy

Mission – To provide wonderful and surprising entertainment experience to customers

Core value – Persistent pursuit of success and commitment in achieving perfection

Vision – Become a comprehensive entertainment group

Future Vision

Wayi positions itself with the concept of "Constructing Dream Club for Gamers" and adopts the brand philosophy of Fun, Trustworthy and Relationship. In addition, the Company implements the business model of deep-rooted in Taiwan for global market expansion, in order to provide comprehensive digital entertainment services of high add-value to all people. Furthermore, the Company also aims to become the No. 1 digital entertainment brand in Asia in the next ten years.

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Operation Planning

Wayi focuses on the main business operation items of gaming agency and also performs operations in Taiwan, Hong Kong and Macao. The market sales ratio of each regional market is shown in the image below. The games distributed are mainly online games (including but not limited to computer and mobile device platforms) developed by Japanese and Korean developers, and main customer group of the gaming products distributed by the Company refers to gamers of the ages of 15~50 years old. Our main products from 2022 to 2023 include "Granado Espada", Mass for the Dead", "La Corda d'oro Starlight Orchestra", and "Kemono Friends 3", etc. The numbers of registered members are as follows:

"Granado Espada": 926,895 people

"MASS FOR THE DEAD": 549,006 people

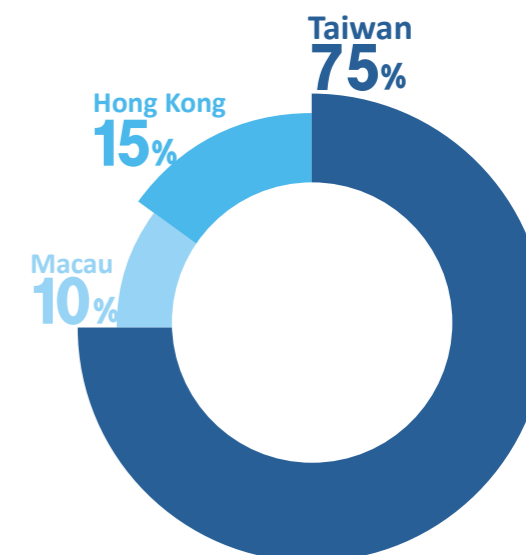
"La Corda d'oro Starlight Orchestra": 39,143 people

"Kemono Friends 3": 105,654 people

Note: During Q4 of 2022 and Q1 of 2023, two new products were released in the market, and the games released were "La Corda d'oro Starlight Orchestra" (2022.11.9), and "Kemono Friends 3" (2023.3.14) in sequence respectively.

The products distributed by the Company are mainly online games (including but not limited to PC games and mobile phone games) developed by Japanese and Korean gaming developers. Through the lease of bare metal servers, or cloud servers with Google and Amazon, gaming environments are erected in order to allow gamers at the service areas of Taiwan, Hong Kong and Macau to play online games. In addition, the Company also organizes gamer meet- and-greet events irregularly in order to collect feedback and recommendations from gamers and to announce relevant gaming development progress and plans. In addition to the establishment of the agency relationship with overseas developers, Wayi also implements local operation for the products developed by overseas developers. Furthermore, IP license is also obtained via product agency in order to facilitate the R&D of other products for operation. Due to the characteristics of gaming products, the Company also engages in relevant cooperation or licensing relationship with the music, multimedia and animation industries. In 2022, there was no significant change in the organizational scale and supply chain of the Company, and no product sales were banned or taken off the shelves for any violation of the law.

2022 Sales Amount Ratio



Company Basic Information

Company Name	Wayi International Digital Entertainment Co., Ltd.
Founded on	1993/08/12
Date of public listing	2004/03/29
Stock Code	3086
Paid-in capital	NT\$222,748,100 (up to December 31, 2022)
Number of employees	51 people
Industry	Cultural and Creative Industry
Main services	Design, procurement, and sale of computer software and hardware programs, distribution and sale of game software, electronic information services
Chairman	Shu-Kai Shih
Headquarters	6F, No. 39, Ln. 141, Xingai Road, Neihu Dist., Taipei City
Taichung branch office	14F-2, No. 238, Shizheng N. 2nd Rd., Xitun Dist., Taichung City

Shareholder structure

Record Date: April 23, 2023

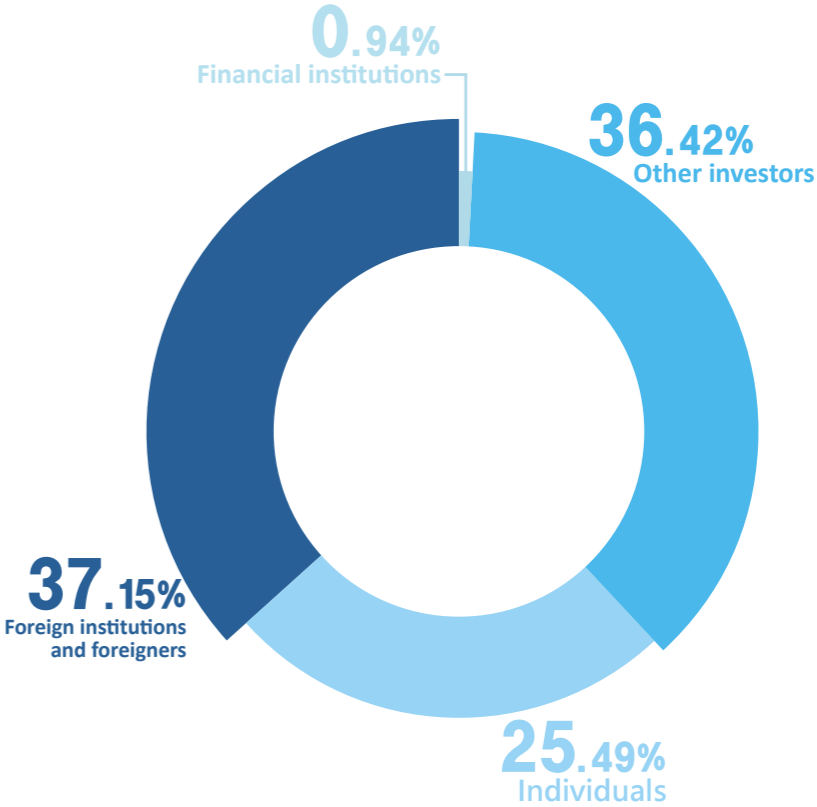


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Company History

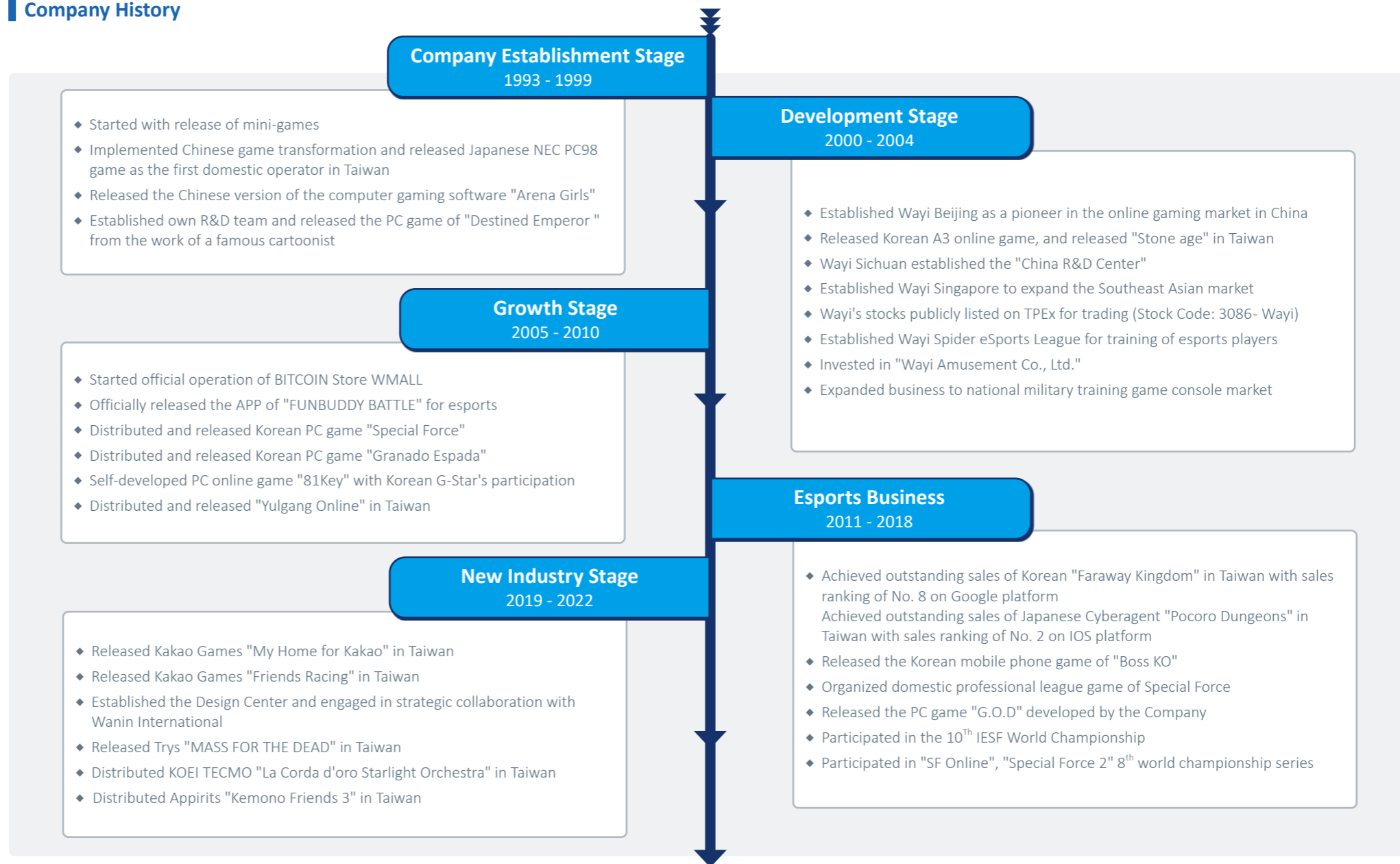


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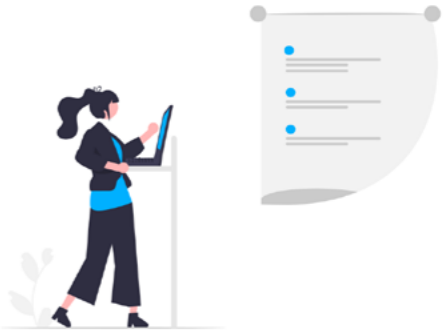
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Recent Development

2020	<p>Released recreation online entertainment mobile phone game of "SLOTS" in January.</p> <p>Released co-brand game of "My Home for Kakao" x "Guardian: The Lonely and Great God" in February.</p> <p>Celebrated the 5th anniversary of "Pocoro Dungeons" in Taiwan in March.</p> <p>Organized the event of easy and fast upgrade for gamers of "Kingroy 3" in April! Released the version of "Upgrade Boost".</p> <p>Opened the new stage of "Holy Magic Stone Cave" with new functions on "Pocoro Dungeons" in May. Released new version of "Granado Espada" Saving Parallel Universe in June! Revision.</p> <p>Opened public new union exploration era for "My Home for Kakao" in July! Newly added the systems of "Starlight Union" and "Hot Balloon Exploration".</p> <p>Opened new missions "Join exploration in the dream of star pets! " for "My Home for Kakao" in August!</p> <p>Launched the event of hero wars for all on "Kingroy 3" in September! Released whole new revision of "World Parade"!</p> <p>Organized the event of sign-up to receive the gift of SSS hero on "Soul Ark" in October! Launched the event of advance sign-up for new game!</p> <p>Launched the event of let the fairyland war commence on "Soul Ark" in November! Officially opened dual platforms online!</p> <p>Organized the event of Eye-catching "2020 Kaohsiung eSports Carnival" in December! Event booths of "Soul Ark" and "CODE 2040" attracted great number of visitors and crowd during the event.</p>
2021	<p>Launched the challenging God Stage on "Soul Ark" in January.</p> <p>Launched new event and revision for "Soul Ark" in February! Organized large strategic plan and union war event.</p> <p>Launched the sweet stage of wolf and sheep on "Soul Ark" in March.</p> <p>Released the "Granado Espada" Altria Final Chapter: End of the World is Coming in June. Established Taichung Office in July.</p> <p>Obtained license for Japanese popular anime "OVERLOAD" for "MASS FOR THE DEAD" and released distribution information in Taiwan, Hong Kong and Macau in August!</p> <p>Organized pre-registration event on dual platform store and started early sign-up event for "MASS FOR THE DEAD" in November!</p> <p>Organized early sign-up event for the cute mobile phone speed racing game "FRIENDS RACING" based on the topic of popular IP in November!</p> <p>Released the promotional film for "MASS FOR THE DEAD" and introduction of game characters at the same time in November.</p> <p>Launched dual platform for "MASS FOR THE DEAD" officially and started the online server game events in December!</p> <p>Launched "Friends Racing" on 12/20! Users were invited to catch up RYAN and become a racer in game.</p>
2022	<p>Celebrated the "0.5 Anniversary" for "MASS FOR THE DEAD" in May!</p> <p>Mr. Shu-Kai Shih assumed the position of Chairman of Wayi International in June.</p> <p>Launched the co-brand event for "MASS FOR THE DEAD" X "KonoSuba: God's Blessing on this Wonderful World" in August!</p> <p>Obtained the agency right for Japanese KOEI TECMO "La Corda d'oro Starlight Orchestra" for the regions of Taiwan, Hong Kong and Macau in August.</p> <p>Obtained the agency right for "Kemono Friends 3" for the regions of Taiwan, Hong Kong and Macau in September.</p> <p>Organized the early sign-up event for "La Corda d'oro Starlight Orchestra" in October.</p> <p>Launched "La Corda d'oro Starlight Orchestra" officially for the regions of Taiwan, Hong Kong and Macau in November.</p>
2023	<p>Launched the first major revision event "Sun Memory" for "La Corda d'oro Starlight Orchestra" in January. Launched early sign-up event for "Kemono Friends 3" officially and organized first official meet-and-greet event in February.</p> <p>Released the traditional Chinese version of "Kemono Friends 3" officially in March.</p> <p>Organized the 2nd player meet-and-greet event for "La Corda d'oro Starlight Orchestra" and announced upcoming events for second half of the year in advance in April.</p>



Note: For the history of 1993~2019, please refer to p3~p9 of 2022 Annual Report of the Company.

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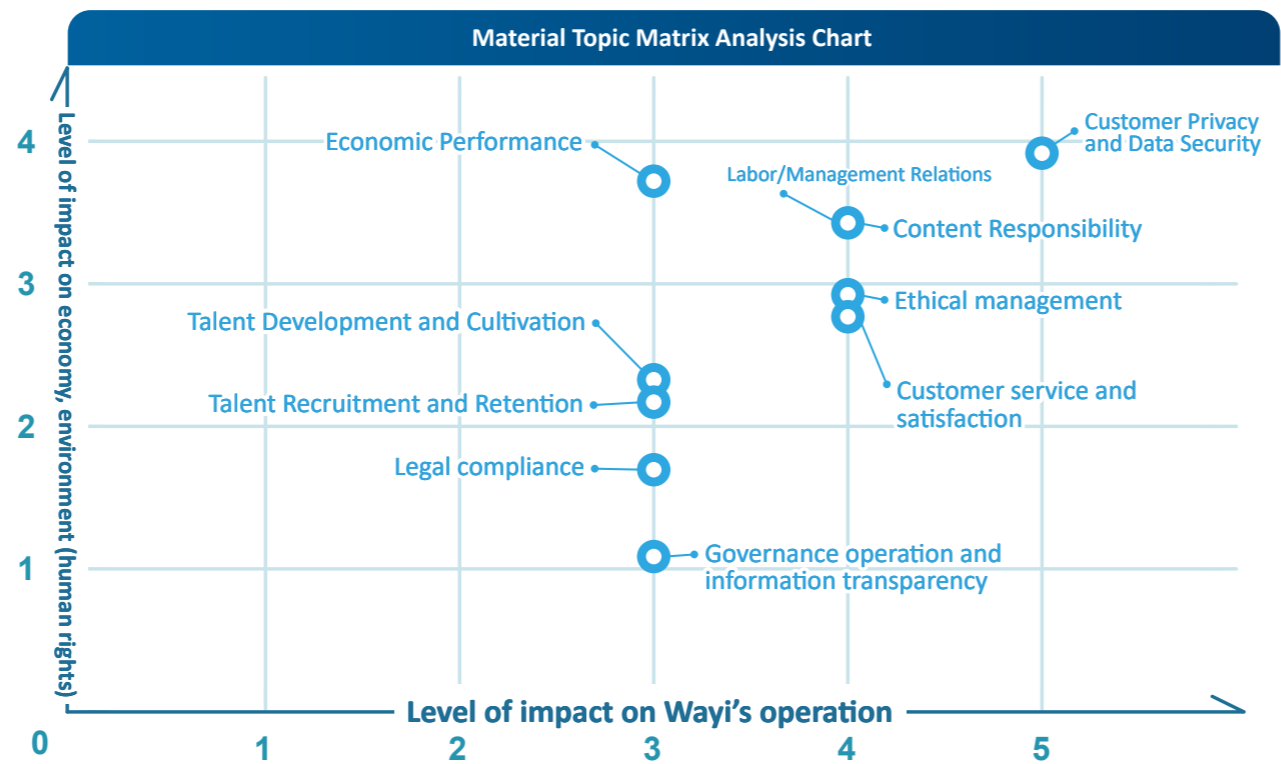
In 2022, Wayi re-adjusted the material topic assessment process according to the disclosure principle of "GRI 3: Material Topics 2021" of the latest version of GRI Standards and changed to adopt the "Actual or potential positive and negative impacts of Wayi's operation and economic activities on external economy, environment, people (human rights" as the external impact assessment principle. In addition, the double materiality principle proposed by the European Union EU) was adopted at the same time in order to perform internal impact assessment related to the "impact on corporate operation development, performance, positioning and corporate value", and five steps were classified in order to adjust the identification method for determining whether sustainability topics were of materiality.

For this year, 23 sustainability topics were discussed by the Administration Center Chief Financial Officer (CFO), Sustainable Development Promotion Team members and external consultants. After verification, 10 material topics were selected for 2022 disclosure in priority, which used as the reference basis for the report information disclosure and as the directives for the Company's establishment of sustainability long-term goals and strategies.

Material Topic Materiality Analysis Steps		
<div>1 Understand organization context</div> <div>2 Identify actual and potential impact</div>	<div>Sustainability Topics:</div> <div>Perform collection of sustainability topics according to the sustainability standards and regulations (GRI, TCFD, SASB), United Nations Sustainable Development Goals (SDGs), ESG assessment institutions (DJSI, MSCI), Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies, and continue to collect sustainability topics actually or potentially related to the Company via department routine operating activities and stakeholder engagement, external consultant opinions and communication industry related characteristics. Finally, the sustainability topics are summarized into 23 sustainability topics.</div>	<div>23</div> <div>sustainability topics</div>
<div>3 Assess the significance of impact level of sustainability topics</div>	<div>Materiality Assessment:</div> <div>Administration Center CFO, Sustainable Development Promotion Team members and external consultant convene material topic identification meeting, in order to identify the internal and external impacts of operating activities of Wayi International with respect to the 23 sustainability topics one by one according to the GRI Standards and to assess the significance of sustainability topics, including:</div> <div><ul style="list-style-type: none">Assess the "actual", "potential", "positive" and "negative" impact of the Company's operating activities on the external economy, environment and people (human rights) with respect to each topic.Assess the "positive" and "negative" impact on the internal operation of the Company that may be caused by each topic.</div> <div>Impact Score Calculation</div> <div><ul style="list-style-type: none">Negative impact materiality score: External negative impact level (severity*probability)*internal negative impact level.Positive impact materiality score: External positive impact level (scale and scope*probability)*internal positive impact level.For sustainability topic involving human rights impact, the calculation weight of the score is increased, and the positive and negative impact scores of each topic are calculated.</div> <div>Stakeholders Affected:</div> <div><ul style="list-style-type: none">Assess each sustainability topic materiality process, and also identify individuals or groups whose rights and interests that have been affected or may be affected by the operating activities of the Company with respect to each topic.</div>	<div>Impact assessment</div> <div>"Actual", "Potential", "Positive", "Negative"</div>
<div>4 Arrange priority reporting sequencebased on most significant impact</div>	<div>According to the impact scores of the 23 sustainability topics, the "negative" and "positive" impacts are arranged in sequential order, and the top 10 sustainability topics of the highest negative and positive scores of materiality are selected respectively, followed which the business partner characteristics and domestic/foreign sustainability topic trends are measured. After the discussion and confirmation by the Administration Center CFO, Sustainable Development Promotion Team members and external consultant, 10 material topics have been selected as 2022 material topics for priority disclosure.</div>	<div>10</div> <div>material topics</div>
<div>5 Material topic response and management</div>	<div>For the material topic response, Wayi's ESG Report Preparation Team is responsible for the communication and summarization of corresponding information provided by relevant departments. After the content is summarized, the management policy is re-adjusted depending upon the current management status of Wayi, and the information is disclosed in this report completely, in order to be used as a basis for Wayi's continuous improvement of sustainable management.</div>	<div>2nd</div> <div>edition of ESG Report</div>

Material Topic Assessment Result

For the 2022 material topics, since the materiality analysis and assess method has been adjusted and the sustainability topics collected were of greater diversity and items, in comparison to the previous year, the materiality topic identification result further includes two topics of "Labor-Management Relations" and "Content Responsibility" as the material topics of the current year. There are no major changes to other topics, but they may be presented in different names and methods. For this year, 10 topics were identified as the material topics requiring management and response of the Company in priority, in order to increase the impact transparency, to improve the accountability and to ensure the sustainability of the corporate value, in order to allow stakeholders and information users to make proper and smart assessment and decision making on the impact and contribution of Wayi with respect to sustainable development. The material topics are ranked according to the negative materiality scores and the impact level on Wayi's operation. Wayi's material topic matrix is illustrated in the following:



Sustainability Topic Ranking		
01 Customer Privacy and Data Security	02 Labor-Management Relations	
03 Content Responsibility	04 Ethical Management	
05 Customer Service and Satisfaction	06 Economic Performance	
07 Talent Recruitment and Retention	08 Talent Development and Cultivation	
09 Legal Compliance	10 Governance Operation and Information Transparency	
11 Human Rights	12 Supply Chain sustainability Management	13 Product Innovation Management
14 Diversity and Inclusion	15 Energy Management	16 Waste
17 Occupational Health and Safety	18 Tax	19 Water Resource
20 Air Pollution Emissions	21 Ecological Protection	22 Social Participation
23 Local Community		

Note: Blue texts refer to the 2022 material topics

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List of material topics

"" refers to actual negative impact

Management approach	Material topics	Impact Description	GRI metrics	Corresponding chapter
Corporate governance	Economic Performance*	Wayi was established based on the market planning and position of providing digital entertainment services and has the advantages of extensive experience in operation mechanisms, game content creation and integrated marketing. For the short-term goal, the Company plans to "stabilize product supply source" and "implement a diverse product-oriented strategy". In the future, the Company expects to develop a digital entertainment service market of greater diversity and to achieve higher corporate value, in order to provide greater profit to all shareholders, employees and other relevant stakeholders. The 2022 overall revenue indicated a decline from the previous year, which was mainly due to the impact of the gaming industry environment in Southeast Asia and the global economic status. The Company has adjusted its product strategy, and budget and has also performed financial forecasts in order to achieve stable corporate operations.	GRI 201-1	1.2 Economic Performance
	Governance operation and information transparency	Wayi engages in business activities based on the principles of fairness, honesty, trust and transparency. The Company establishes a transparent and sound corporate governance structure, stipulates various corporate governance and ethical management internal policies, and voluntarily releases ESG Report. All such policies and reports have been published on the Company's website in order to ensure the rights of shareholders, business partners and the general public to know the corporate information as well as to maintain a fair trading market and gaming environment.	Customized topic	1.1 Governance Organization
	Ethical management	During the reporting year, Wayi was not subject to any condition of management malpractice or unethical conducts. In case of any occurrence of such matter in the corporate operation or ethical management, it may affect the operation and reputation of the Company, such that the rights and profits of shareholders may be further affected.	Customized topic	1.3 Ethical Management
Employment	Talent Development and Cultivation	Employees are the most important foundation for the growth of corporate sustainability and our closest partners. Wayi actively recruits diverse talents and provides remuneration and benefits that are superior to the conventional standard to employees. Additionally, we provide employees with opportunities for growth focusing on aspects such as education and training, in order to establish proper labor-management relations, working environment and communication channel, such that employees are able to achieve growth and development with the Company jointly. During the reporting year, the Company had no major labor-management disputes. However, due to the organizational adjustment and the COVID-19 pandemic impact, the turnover rate in 2022 was relatively high. The Company has actively adjusted and improved the personnel system along with the establishment of comprehensive educational training and re-employment system.	404-1 404-3	3.4 Talent Development
	Talent Recruitment and Retention		201-3, 202-1 401-1, 401-2, 401-3	3.3 Employee Care
	Labor/Management Relations		402-1	3.3 Employee Care
Market service	Customer service and satisfaction	The main business cope of Wayi is to provide digital entertainment services to customers/consumers. Accordingly, allowing customers to obtain excellent experience on relevant services is an important subject highly valued by the Company. The increase of gamers' satisfaction is beneficial to the improvement of the Company's reputation in order to achieve gamer retention and promotion, such that the Company's revenue and profit can be increased, thereby providing greater profit to shareholders, employees and other relevant stakeholders. During the reporting year, Wayi was not subject to any occurrence of negative impact of customer services and satisfaction. In case where the gamers' service satisfaction is reduced, the Company may lose existing customers, and gamers' willingness to try new products subsequently released by the Company in the market may be affected, such that the market share of the Company and revenue as well as the profits of stakeholders may also be affected.	Customized topic	2.5 Customer Service

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Management approach	Material topics	Impact Description	GRI metrics	Corresponding chapter
Information and communication security	Customer Privacy and Data Security	Wayi provides digital entertainment services to customers/consumers, and it is an important responsibility for the Company to ensure the information security. The Company actively protects customers' personal data and trade secrets, and also focuses on the cash flow and transaction security along with the fulfillment of the responsibility of managing customer and employee privacy as well as sensitive data. The Company had no occurrence of information security negative impact during the reporting year. In case of any concern on the information security, the Company may lose consumer trust, the corporate reputation may be affected and customer loss may also occur, such that the revenue of the Company and profit of stakeholders may be affected.	GRI 418-1	2.3 Information and communication security
Legal compliance	Legal compliance	Wayi's operation complies with relevant domestic and foreign laws and regulations, and Wayi also monitors trends in domestic and foreign policy developments, as well as changes in laws and regulations in order to adjust relevant operation strategies and to prevent violations of laws and regulations that may result in operational loss of the Company. Accordingly, the Company aims to achieve the objective of sustainable and stable operation while protecting the rights and interests of stakeholders. The Company had no negative impact events of violation against laws and regulations during the reporting period. In case of any violation of laws and regulations, the Company may be under sanction by the competent authority such that the corporate operation and reputation can be affected, and the rights and interests of stakeholders may also be affected.	Customized topic	2.4 Legal compliance
	Content Responsibility	Wayi provides digital entertainment services to customers/consumers and also bears the responsibility for managing the game content, including the pretension of any fraud or deceptive information and appropriate and reasonable game content rating. In addition to proper announcement of game related data based on the fair and impartial principles, the Company also complies with domestic and foreign gaming related laws and regulations, in order to protect the rights and interests of consumers. Furthermore, the Company also bears the responsibility for the general public in order to establish a trustworthy platform. Wayi had no negative impact events of deceptive or inappropriate game content during the reporting period. In case of any concern on the game content, for the worst case scenario, the Company's reputation may be damaged, and the game may need to be removed, such that the Company's revenue and profit of stakeholders can be affected.	Customized topic	2.2 Product safety

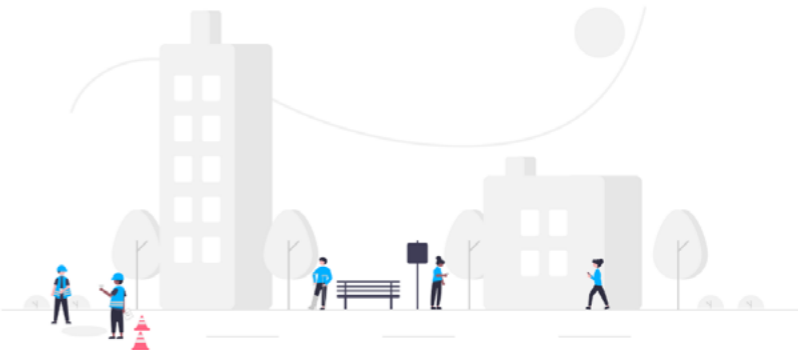


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Stakeholder communication

Stakeholder communication and engagement

This report is prepared in accordance with the GRI Standards 2021, and the stakeholders are synchronously re-defined as "individuals or groups whose rights and interests may be affected (influenced) by the organization's activities". During the stage of "assessing significance level of sustainability topic impact", individuals or groups that may be affected by each sustainability topic is assessed at the same time. Furthermore, the five main principles of Dependency, Responsibility, Influence, Diverse Perspectives and Tension specified in the AA1000 Stakeholder Engagement Standards (SES) from the previous year are also adopted, in order to assess the stakeholders. In 2022, based on the consideration of the operating activities and organization development goals, after the internal discussion between the Sustainable Development Promotion Team and department heads, five main stakeholders were identified, including **Investors/Shareholders, Gamers/Consumers, Employees, Business Partners and General Public**.

To vigorously understand the stakeholders' needs and the sustainability topics concerned by the stakeholders, the Company has established corresponding responsible units to engage in communication and response, where different communication channels such as telephone, email, questionnaires, or websites are used to collect the stakeholders' feedback and topics of concern. Through the coordination and communication of internal departments, the topics are dealt with based on their nature and impact.

Stakeholder	Significance to Wayi	Topic of concern	Communication channel and frequency	Contact information
Employees	Wayi values employees as cooperating partners for mutual growth and also cares the physical and mental health development of employees as well as their demands in various aspects. We provide not only basic remuneration and benefits but also various types of growth opportunities to employees with best effort.	Salary and benefits Business performance Talent cultivation Occupational health and safety	Labor-management meeting (once a quarter) Employee Welfare Committee (from time to time) Internal/external education and training (from time to time) Employee email (immediate) Internal announcement (immediate)	Contact person/unit: Management Department 02-5559-0070 #123 announcement@wayi.com.tw
Investors/ shareholders	Wayi highly respects investors and shareholders as the key financial supports to the Company. To comply with the ethics and to fulfill the commitment in sustainable management, we are committed to provide open and transparent information as well as to ensure that shareholders and investors are able to obtain material information of the Company fairly while protecting their rights and interests.	Business performance Corporate governance Management approach	Annual Shareholders' Meeting (once a year) Investor conference (once a year) Market Observation Post System (immediate) Company website (immediate) Phone and email (immediate)	Contact person/unit: Spokesperson investment@wayi.com.tw
Customers/ consumers	Customers and consumers are the key to Wayi's success in commercial activities. We deeply understand that satisfying the demands of customers and consumers and exceeding their expectations is the only way to establish long-term relationship and to gain their support. Wayi will continue to invest resources and to contribute effort in providing quality online gaming experience.	Customer service Customer Privacy	Company website (immediate) Phone and email (immediate)	Contact unit/person: Quality Assurance and Customer Service Department services@wayi.com.tw

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Stakeholder	Significance to Wayi	Topic of concern	Communication channel and frequency	Contact information
Business partners	The cooperation relationship between the developer and suppliers are extremely important to the success of online gaming industry. Through close cooperation of both parties, innovation and development of the industry can be achieved, and the market expansion and user participation can also be promoted jointly.	Distributor management Supplier management Legal compliance	Phone and email (immediate) Meetings for communication/From time to time	Contact person/unit: Domestic Sales & Marketing Cooperation First Product Department chiang.chiang@wayi.com.tw Foreign Business Cooperation International Business Department john.lee@wayi.com.tw
General public	The general public's participation and support of online games is extremely important to the development and operation of the industry. Their demands and opinions are valuable resources to the gaming industry. In addition, their consumption and contribution also promotes the development of relevant economic activities. Accordingly, the general public plays an important role in the establishment and promotion of the online gaming industry.	Corporate governance and ethics Corporate social responsibility	Market Observation Post System (immediate) Company website (immediate)	Contact person/unit: Spokesperson investment@wayi.com.tw



1

CHAPTER Corporate governance

- 1.1 Governance Organization
- 1.2 Business Performance
- 1.3 Ethics and Integrity
- 1.4 Risk Management



Corporate governance		
GRI Material Topic	Ethical management, economic performance, governance operation and information transparency	
Policy	The Company establishes operational policy based on the principle of ethics and continues to strengthen the function of the Board of Directors through the establishment of proper corporate governance system and compliance with government laws. In addition, the Company also improves information transparency, protects the rights and interests of stakeholders, and establishes an operating environment of corporate sustainable development.	
Goal	Short-term	<ul style="list-style-type: none">■ Ethical management: Zero record of violation ethical conducts.■ Economic performance: Expand product agency of different market aspects, and seek appropriate developers for the establishment of long-term cooperation relationship.■ Governance operation and information transparency: Zero record of major violation of laws.
	Medium and long-term	<ul style="list-style-type: none">■ Ethical management: Zero record of major violation of ethical conducts.■ Economic performance: Achieve stable annual release of product quantity, distribute and obtain different IP licenses, and expand to other business scope other than gaming operation.■ Governance operation and information transparency: Continue to improve the governance operation of the Board of Directors, and improve the management mechanisms of each functional committee.
Responsibility	Board of Directors, Audit Department, Legal Department, Human Resource Department, Finance Department	
Investment of resources and actions	<ul style="list-style-type: none">■ Continue to implement ethical management related education and training for employees.■ Establish new functional committees to assist the Board of Directors to strengthen the management mechanism.■ Continue to conduct performance evaluation of the Board of Directors and each functional committee.	<ul style="list-style-type: none">■ Actively seek overseas business partners for the establishment of long-term cooperation relationship, increase the diversity of product types for distribution, continue to try products of different customer groups (such as female-oriented products) different from the products previously distributed, and expand new business scope and market.
Management evaluation mechanism	<ul style="list-style-type: none">■ Audit Department completes audit according to the annual internal audit plan, and reports the audit result and improvement follow-up status to the Audit Committee and the Board of Directors.■ Implement performance evaluation on the Board of Directors, functional committees and individual board members annually. In addition, external professional and independent institution is also retained to implement performance evaluation once every three years.■ Perform assessment on the annual business item and revenue of each item regularly, and conduct review quarterly.	
Performance	<ol style="list-style-type: none">1. 9th term of corporate governance assessment of 6%~20% (81%~100% for the previous year).2. The continuing education and training of all directors complied with the requirements of "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies" with a ratio of 100%.	<ol style="list-style-type: none">3. Established the Corporate Governance Officer, implemented corporate governance and improved the function of Board of Directors and operational performance.4. Established the Sustainable Development Committee.5. No major violation of laws and regulations.

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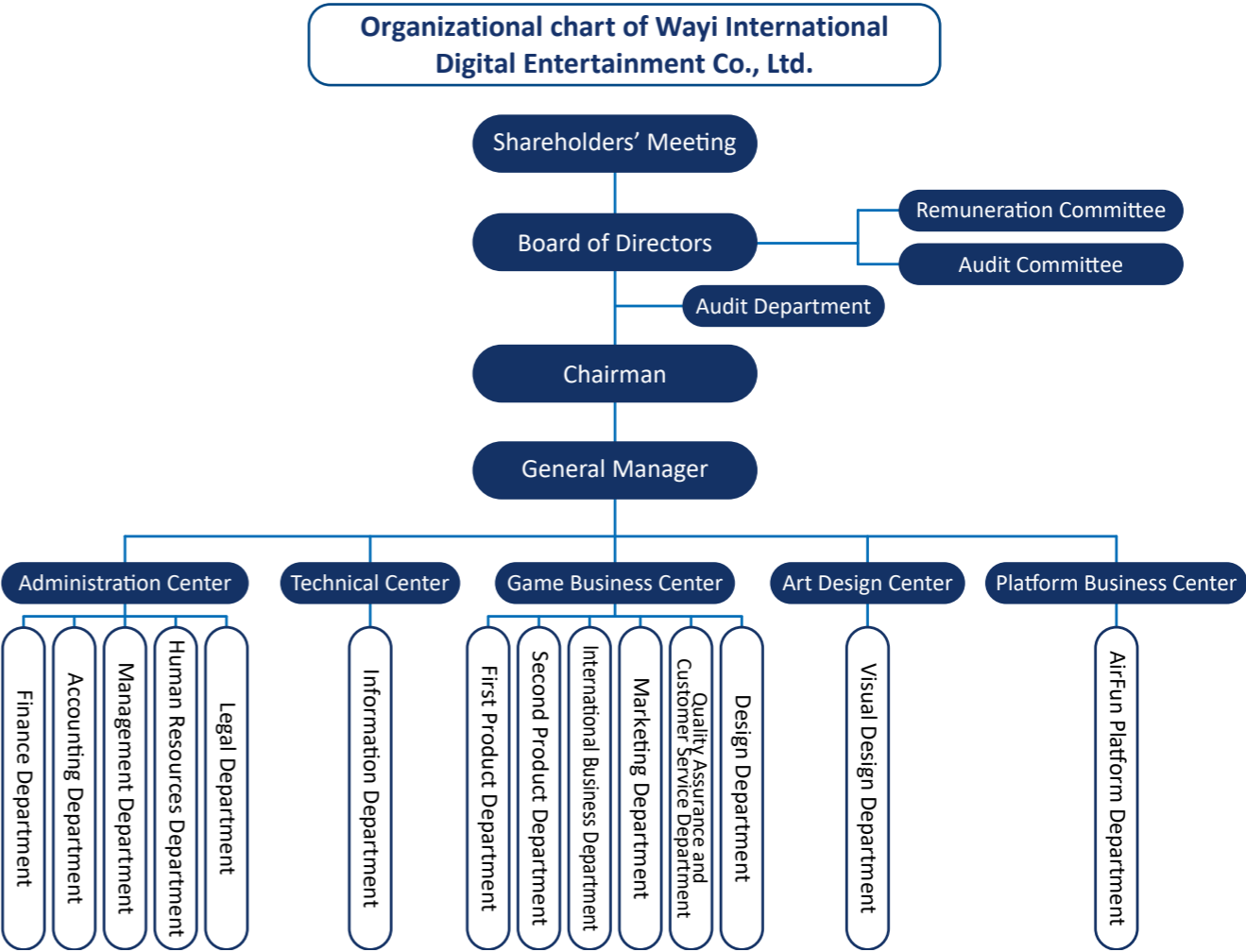
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1.1 Governance Organization

Since the establishment of the Company, the Board of Directors has served as the highest governance unit, and the Company has upheld the philosophy of ethical business and transparent operation. In addition to effective corporate governance structure and practical regulations stipulated by the domestic Company Act, the Securities and Exchange Act and relevant laws and regulations, the Company has also formulated its "Code of Ethical Conduct", "Ethical Corporate Management Best Practice Principles", "Procedures for Ethical Management and Guidelines for Conduct", "Procedures for Handling Material Inside Information" and other important Company regulations, in order to establish a sound corporate governance system and to strengthen the corporate culture of ethical management. Furthermore, the Company will continue to improve the operational and management performance, and to protect the rights and interests of investors and other stakeholders.

For a long time, the Company has endeavored to establish a sound and effective corporate governance system, a more efficient Board of Directors, more transparent information disclosure, and to fulfill our social responsibility. It is hoped that a sound organizational structure will act as the foundation for the Company's stable operations, and relevant departments are responsible for the collection and disclosure of Company information, so as to protect the rights and interests of shareholders, fortify the Board of Directors' functions, respect the rights and interests of stakeholders, improve information transparency, and uphold investors' interests. Also, the Board of Directors reviews the reasonableness of the Company's remuneration system from time to time.



Note: Please refer to pages 12~13 of the 2022 Annual Report for details of the department duties and responsibilities of the Company.

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Board of Directors

The Company performs re-election of all directors every three years according to the regulations of the "Articles of Incorporation" and "Procedures for Election of Directors" along with the adoption of the candidate nomination system. The last election was held on June 23, 2022 for the election of the 11th term of directors. In addition, according to the provisions of the "Company Act" and "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies", the qualification of all candidates of directors and independent directors shall be reviewed by the Board of Directors, in order to ensure the transparency of the director nomination and election procedure. The Board of Directors verifies the professional qualification and independence of the candidates, followed by approval through resolution, and the shareholders' meeting then elects directors from the candidate roster.

The Company's Chairman also concurrently acts as the General Manager, responsible for increasing business performance and executing decisions. At the same time, the Chairman discusses and exchanges opinions with the supervisors and directors on major business decisions in the Board meeting to materialize corporate governance. One of the Board members concurrently acts as the managerial officer of the Company, and a majority of the remaining directors are not concurrently acting as employees or managerial officers.

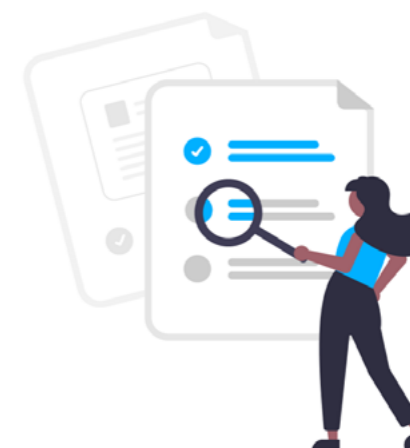
To materialize corporate governance, reinforce internal control, and audit operations, the Audit Department has been established under the Board of Directors. The audit supervisor regularly attends the Board of Directors' meeting to present an audit report. The monthly internal audit work report and the quarterly audit follow-up report must be submitted to the independent directors for review. If major violations are discovered or the Company is likely to sustain significant damage, a report is prepared immediately and submitted to the independent directors.

The Board of Directors convenes meetings according to the "Rules of Procedure for Board of Directors' Meetings", and the meeting is convened at least once quarterly. In addition to the periodic convention of meetings, the Company's management also submits the Company's important reports and information to the directors:

- Accounting Department: Quarterly financial report
- Internal Audit Department: Monthly internal audit report.

The Board members and senior management maintain close contact to communicate major events immediately.
2022 implementation status :

- Reported the ethical corporate management implementation status to the Board of Directors periodically
- Reported the greenhouse gas inventory and verification schedule and implementation status to the Board of Directors
- Report the sustainable development implementation status and ESG Report to the Board of Directors
- Announced a total of 19 material information on the Market Observation Post System (MOPS) website



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Election of Directors

The Company performs re-election of all directors every three years according to the regulations of the "Articles of Incorporation" and "Procedures for Election of Directors" along with the adoption of the candidate nomination system. The election of the 11th term of directors was held on June 23, 2022, and one additional director was newly added. In addition, according to the provisions of the "Company Act" and "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies", the qualification of all candidates of directors and independent directors shall be reviewed by the Board of Directors, in order to ensure the transparency of the director nomination and election procedure. The Board of Directors verifies the professional qualification and independence of the candidates, followed by approval through resolution, and the shareholders' meeting then elects directors from the candidate roster.

Job title	Full name	Term of Office
Chairman	Wanin International Co., Ltd. Representative Shih Shu-Kai	2022/6/23-2025/6/22
Director	Given Business Inc. Representative Wu Ai-Yun	2022/6/23-2025/6/22
Director	Given Business Inc. Representative Tu Yao-Jen	2022/8/11-2025/6/22 ^{Note}
Director	Lin Wen-Peng	2022/6/23-2025/6/22
Independent director	Hsiao Feng-Hsiung	2022/6/23-2025/6/22
Independent director	Liang Mu-Chun	2022/6/23-2025/6/22
Independent director	Kao Li-Han	2022/6/23-2025/6/22

Note: Newly assumed the position after the corporate director assigned a new representative on August 11, 2022

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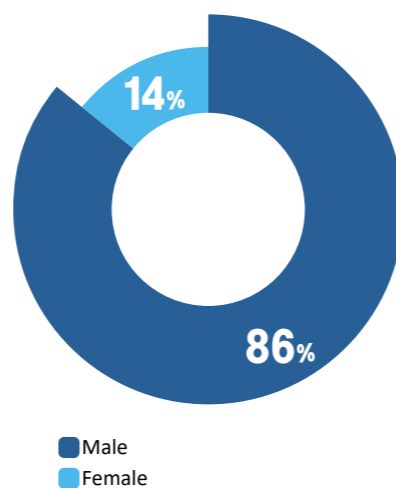
Diversity Policy and Independence

According to Article 20 of the Company's "Corporate Governance Best Practice Principles", the Board of Directors must comply with the Company's strategy, supervise the management, and be accountable to the Company and shareholders. The operation and arrangement of its corporate governance system must ensure that the Board of Directors exercises its functions and powers according to laws and regulations, the Company's Articles of Incorporation, or the resolutions of the shareholders' meeting.

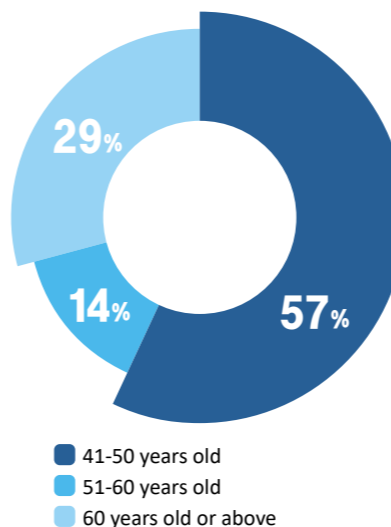
At least 5 directors must be selected based on the Company's business development scale and the primary shareholding status of such directors along with the consideration of the actual operational needs. The present term of Board members consist of 7 directors, including 3 independent directors. The number of directors equipped with the identity of employee accounts for 14 %, the number of female directors accounts for 14%, and the number of independent directors accounts for 43%. For the age distribution of the directors and supervisors: 4 are between 41-50 years old (57%), one is between 51-60 years old (14%), 2 are above 60 years old (29%). The term of office of more than two-thirds of independent directors must not exceed three terms.

The Company's directors are nominated in accordance with Article 192-1 of the Company Act and Article 15 of the Company's Articles of Incorporation. Independent directors and non-independent directors are nominated separately and elected by the shareholders from 2 candidate lists. Directors of the Company who concurrently serve as managerial officers does not exceed one-third of the total number of directors.

Board Member Gender Distribution



Board Member Age Distribution



Board Member Core Profession Distribution

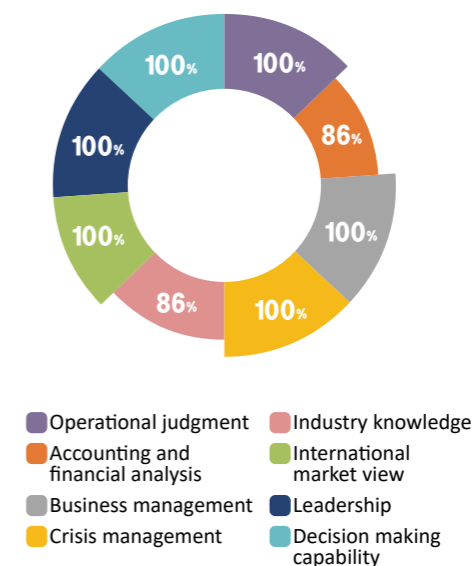


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Collective wisdom of the Board of Directors

The Company's Board members possess different expertise and abundant experience in the industry, including the gaming industry, finance, accounting, legal profession, and business management. The diverse array of expertise helps the directors to carry out their executive duties and realize corporate governance. To further improve the professional knowledge and legal literacy of the Board members, the Company continuously arranges diverse continuing education courses for board members in order to improve their decision making quality, to fulfill supervisory responsibility and to further enhance the functions of the board.

In 2022, the Board members participated in continuing education and training according to the regulations of the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies". The total number of continuing education and training of 7 directors of the 11th term of the Board was 69 hours, with an average of education and training hours of 9.86 hours per director. The total number of hours of continuing education and training for 2 first-time directors/independent directors (referring to those assuming the position of directors or independent directors of publicly listed companies for the first time) was 27 hours, with an average of education and training hours of 13.50 hours per director. For the rest of 5 directors, the average of education and training hours was 8.4 hours. In general, the Company's continuing education and training are superior to the requirements of at least 12 hours of education and training per year during the term of office of a new director and 6 hours of education and training for a director of consecutive term specified in the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies". The Company organizes education and training courses for directors. In 2022, 2 sessions of education and training courses were organized for directors. The Company also encourages directors to participate in various promotional seminars. The education and training courses of directors include corporate governance, money laundering prevention, ESG sustainability, insider trading prevention and corporate fraud prevention, in order to enhance the professional competency of directors and to optimize the corporate governance. The 2022 directors' education and training status has also been disclosed on the MOPS website.

Wayi's Directors Education and Training Status

Job title	Full name	Date of education/training	Course name		Total hours
Chairman	Shih Shu-Kai	2022/08/11 ~2022/11/10	■ Discussion on board function from corporate fraud prevention ■ ESG new economy and corporate transformation opportunities ■ Financial information most likely to be overlooked by directors	■ Internal equity promotion briefing of OTC and emerging stock companies ■ Latest development in insider trading in Taiwan and the corporate solution to prevention of insider trading	15 hours
Director	Wu Ai-Yun	2022/08/10 ~2022/11/10	■ Discussion on board function from corporate fraud prevention ■ Reference guidelines on authority exercise by independent directors and audit committee and advocacy for directors and supervisors	■ Latest development in insider trading in Taiwan and the corporate solution to prevention of insider trading ■ External innovation and sustainable operation	12 hours
Director	Tu Yao-Jen	2022/08/11 ~2022/11/10	■ Discussion on board function from corporate fraud prevention ■ Reference guidelines on authority exercise by independent directors and audit committee and advocacy for directors and supervisors	■ Latest development in insider trading in Taiwan and the corporate solution to prevention of insider trading	9 hours
Director	Lin Wen-Peng	2022/09/23 ~2022/11/10	■ Discussion on board function from corporate fraud prevention ■ Reference guidelines on authority exercise by independent directors and audit committee and advocacy for directors and supervisors	■ Discussion on emerging FinTech crime and money laundering prevention from corporate's perspective	9 hours
Independent director	Hsiao Feng-Hsiung	2022/08/11 ~2022/11/10	■ Discussion on board function from corporate fraud prevention	■ Latest development in insider trading in Taiwan and the corporate solution to prevention of insider trading	6 hours
Independent director	Liang Mu-Chun	2022/08/11 ~2022/11/10	■ Discussion on board function from corporate fraud prevention	■ Latest development in insider trading in Taiwan and the corporate solution to prevention of insider trading	6 hours
Independent director	Kao Li-Han	2022/08/11 ~2022/11/18	■ Corporate financial crisis early warning and type analysis ■ Discussion on board function from corporate fraud prevention	■ Discussion on emerging FinTech crime and money laundering prevention from corporate's perspective ■ Latest development in insider trading in Taiwan and the corporate solution to prevention of insider trading	12 hours

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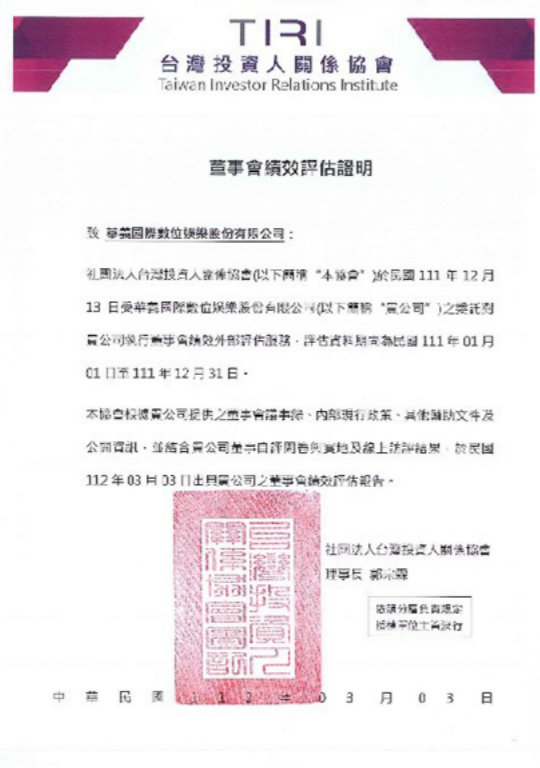
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Performance of the Board of Directors

Wayi establishes the "Procedures for Performance Evaluation of Board of Directors" according to the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" in order to specify the Board of Directors' performance evaluation cycle, period, scope, implementation unit and procedure, etc. In addition to the annual internal self-evaluation, in 2022, the Company also entrusted the "Taiwan Investor Relations Institute" to perform external evaluation and the Board of Directors' performance evaluation certificate was also obtained.



Evaluation Item	Evaluation Cycle	Evaluation Scope	Evaluation Method	Evaluation Content
Internal self-evaluation	Once annually	Entire Board of Directors	Internal self-evaluation of board of directors	1. Participation level in the Company's operation. 2. Improvement of Board decision making quality 3. Board composition and structure. 4. Director election and continuing education. 5. Internal control.
		Individual Board of Directors	Self-evaluation of Board members	1. Alignment of the goals and missions of the Company. 2. Awareness of the duties of a director. 3. Participation level in the Company's operation. 4. Management of internal relationship and communication. 5. Director's professionalism and continuing education. 6. Internal control.
		Remuneration Committee Audit Committee	Committee's internal self-evaluation	1. Participation level in the Company's operation. 2. Awareness of the duties of the functional committee 3. Improvement of the decision-making quality of functional committees 4. Composition of functional committees and election of their members 5. Internal control.
External evaluation	Once every three years	Entire Board of Directors and functional committee	Entrust external professional institution to conduct performance evaluation	<div>■ Board of Directors</div> <div>1. Composition and professional development of the Board of Directors. 2. Quality of the Board of Directors' decision making. 3. Operation performance of the Board of Directors. 4. Internal control and risk management. 5. Board of Directors' participation level in corporate social responsibility.</div> <div>■ Functional Committee</div> <div>1. Participation level in the Company's operation. 2. Awareness of the duties of the functional committee 3. Improvement of the decision-making quality of functional committees 4. Composition of functional committees and election of their members 5. Internal control.</div>

Note: 1. The evaluation period was from January 1 to December 31, 2022.
2. For the external evaluation report, please visit Wayi's official website at <http://www.wayi.net>

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Functional Committee

Two functional committees of Audit Committee and Remuneration Committee are authorized to be established under the Board of Directors. The Audit Committee and Remuneration Committee are formed entirely by independent directors, and the Board of Directors authorizes the committees to assist the Board of Directors to perform supervisory responsibility and to assist the operation of the Board of Directors as well as to report to the Board of Directors periodically.

Audit Committee

The Company has established the Audit Committee on June 23, 2022. The Audit Committee consists of 3 independent directors, and director Li-Han Kao acts as the Chairperson of the committee. The Audit Committee convened a total of 2 meetings in 2022, and the attendance rate of all 3 Audit Committee members was 100%. The internal audit unit of the Company performs audit operation periodically and reports the audit result to the Audit Committee and the Board of Directors. The Company's certified public accountant (CPA) reports the financial report audit or review result of the current quarter to the independent directors on a quarterly basis and also performs communication and discussion.

Note: Please refer to page 27 of 2022 Annual Report for the report and communication details.

Remuneration Committee

To foster a sound remuneration system for the Company's directors and managers, the Company has established a Remuneration Committee and formulated the Remuneration Committee Organization Regulations to evaluate and manage the remuneration of the Company's managers. The Remuneration Committee consists of 3 independent directors, and director Feng-Hsiung Hsiao acts as the Chairperson of the committee. The Remuneration Committee convened a total of 3 meetings in 2022, and the attendance rate of all 3 Remuneration Committee members was 100%. The Remuneration Committee establishes and reviews the performance evaluation and the policy, system, standard and structure of the directors and managerial officers periodically. In addition, the Remuneration Committee is also responsible for assesses and establishes the individual salary and compensation of the directors and managerial officers periodically, and performs the following duties with the due care of a prudent administrator, and also submits its recommendation to the Board of Directors for discussion. The duties are as follows:

- (1) Formulate and regularly review the policies, systems, standards and structures for the performance evaluation and remuneration of directors, supervisors and managers.
- (2) Regularly evaluate and determine the remuneration of directors, supervisors and managers, and submit the recommendations to the Board of Directors for discussion.

Note: Please refer to page 34 of 2022 Annual Report for the report and communication details.

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Remuneration Policy

Wayi has established the Remuneration Committee, and at least 2 meetings are convened annually according to the laws, in order to perform evaluation and management on the remunerations of directors, independent directors and managerial officers of the Company.

Directors, Independent Directors	<div>1. According to the Articles of Incorporation of the Company, when the Company has a profit for a fiscal year, the remunerations of the directors and independent directors shall not exceed 3%.</div> <div>2. For directors and independent directors attending a Board meeting, a traffic allowance of NT\$10,000 is paid each time.</div> <div>3. For independent directors attending a Remuneration Committee or Audit Committee meeting, a traffic allowance of NT\$10,000 is paid each time.</div> <div>4. The remunerations for directors and independent directors are paid on a monthly basis, and an amount of NT\$30,000 is paid to an independent director monthly and an amount of NT\$20,000 is paid to a director monthly. For the remuneration of natural person directors and independent directors, the Company remits amount to the account directly on a monthly basis. For the remuneration of corporate directors, the Company remits amount to the designated account semi-annually.</div>
Managerial Officers	<div>1. The remuneration of managerial officers of the Company is determined based on the comprehensive evaluation of the Company's overall market positioning, relevant industry salary standard and special project contribution of managerial officers along with the consideration of the goal achievement and contribution level of each managerial officer.</div> <div>2. The remuneration content of managerial officers of the Company includes the basic salary, meal allowance, year-end bonus and employee bonus (according to Article 25 of the Articles of Incorporation: "If the Company has profit for a fiscal year, the remuneration of the directors shall not be more than 3%, and the employees' remuneration shall not be less than 1% after deducting accumulated losses. ")</div> <div>3. The determination of remuneration of managerial officers of the Company is handled accor Remuneration Committee also performs review and evaluation periodically.</div>

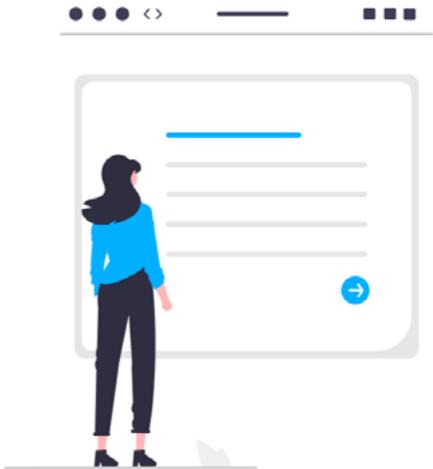
Sustainable Development Committee

To communicate with corporate sustainable management-related stakeholders, Wayi assigns the "Wayi ESG Report Preparation Team" to continues to gather topics related to the environment (Management Department), society (Human Resources Department), and the economy and corporate governance (Finance Department, Accounting Department, Legal Department, Information Department, and Product Department) and to summarize the material topics. In 2022, the 1st edition of the ESG Report was released, and departments also jointly established the "Sustainable Development Promotion Team" in the same year. The Sustainable Development Promotion Team is responsible for coordinating the corporate social responsibility and sustainable development directions and goals, promoting relevant works and implementing periodic supervision and control, summarizing relevant information for the preparation of the ESG Report, and reporting the implementation result to the Board of Directors.

Note: Please refer to the chapter of "Report Management Method and Assurance" of this report for implementation details.

Participation in external organizations

To understand the industry environment and development trends, the Company has also joined the "TGIPA", which is a corporate organization jointly formed by manufacturers in the Taiwanese gaming industry to consolidate the resources of Taiwan's game industry-related companies and organizations to promote exchanges in the industry and develop business opportunities for cooperation. We are committed to creating a high-quality development environment in the industry. The association is currently the most influential public association group in the domestic gaming industry, and the Chairman of the Company also serves as a director of the association.



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1.2 Business performance

The Company's 2022 consolidated operating revenue was NT\$147,266 thousand, a decrease of approximately 41% from the consolidated operating revenue of NT\$248,364 thousand in the same period of 2021, and the earnings per share (EPS) was NT\$1.65. The overall revenue status indicated a decline from the previous year, which was mainly due to the gaming industry environment in Southeast Asia and the global economic condition. A further analysis shows that in recent years, online games have been mainly focused on mobile phone games as the key development items (development time is shorter and fewer resources are required). However, mobile phone games are not optimal for long-term operation, and mobile phone games can be released through dual- platform directly for global direct operation, such that overseas developers have less demand for agencies and distributors. In addition, as the market in China faces the pandemic and version issue in recent years, a lot of business operators have relocated and moved out of China, causing impact on the gaming industry environment in Southeast Asia. All of such factors have directly or indirectly affected the business of game agencies and distributors in Taiwan. New products released in 2022 mainly focused on mobile phone games, and there were no online game production and packaging business. Accordingly, relevant production volume and value were 0.

Unit: NTD thousands

Category	Item	2020	2021	2022
Direct economic value generated	Operating income	115,951	248,364	147,266
	Non-operating revenue	4,390	2,100	17,585
Economic value distributed	Operating cost	(44,960)	(64,510)	(55,248)
	Employee salary and benefit	(40,444)	(45,951)	(39,139)
	Payment to investors	(2,055)	(275)	(67,889)
	Payment of government fees	(2,363)	(8,328)	(4,690)
	Community contribution	0	0	0
Economic value retained	Residual economic value	30,519	131,400	(2,115)

Note: The Company did not receive any financial subsidies from the government in 2022.



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Tax policy

The Company strives to implement tax compliance and fulfills its corporate social responsibility in order to generate corporate value and manage tax risks effectively, as well as formulate tax governance policies and transfer pricing policies in a bid to create a sound tax management mechanism and tax governance culture, thereby establishing timely and fast handling procedure. At the same time, we are committed to applying tax strategies and managing tax costs by upholding a spirit of steady operations. Moreover, tax is considered as one of the necessary costs of legal compliance during the Company's operation. In doing so, we can improve our corporate value and fulfill our corporate citizenship obligations.

Policy	Wayi supports tax policy beneficial to the corporate innovation and promotion of economic growth, and is also committed to the information transparency and sustainable development.
Commitment	<ol style="list-style-type: none"> 1. All operations are handled according to relevant tax laws and regulations. 2. Transactions between affiliates comply with the arm's length transaction principle and the Regulations Governing Assessment of Profit-Seeking Enterprise Income Tax on Non-Arm's-Length Transfer Pricing. 3. The financial report information is transparent, and tax related disclosure is also made in accordance with requirements of relevant regulations and rules. 4. Use of tax heaven or implementation of tax planning not for the purpose of tax avoidance. 5. Based on the principle of mutual trust and tax transparency, the Company establishes the relationship of mutual respect with tax authorities. 6. Analyze operating environment, and utilize management mechanism to conduct tax risk assessment.
Risk management	The Company complies with relevant tax laws and regulations of R.O.C. In case of any change unfavorable to the effective tax rate of the Company, we are able to make appropriate assessment, management and control.
Governance	The Chief Financial Officer (CFO) of Wayi bears the ultimate responsibility for the tax management, and the Accounting Manager is appointed to perform tax administration and management. In addition, qualified tax professional personnel with extensive experience are assigned to assist the manager of the Accounting Department to fulfill the tax obligation of Wayi. In addition, Wayi also strengthens professional knowledge through the professional service provided by the external tax consultation institution.

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Ethical governance

The Company has formulated the "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct", as well as relevant internal regulations that state ethical management policy, methods, and the commitment of the Board of Directors and management to actively implement the management policy. The "Procedures for Ethical Management and Guidelines for Conduct" has specified the compliance requirements for relevant conducts, in order to explicitly define the code of conduct that all employees must comply with when performing their duties, as well as disciplinary measures for transgressors. Furthermore, to realize ethical management, the Company has designated the Legal Department as the responsible unit, as well as established an effective accounting system and internal control system. Internal auditors examine the compliance of various systems on a regular basis and report to the Board of Directors at least annually.

Business ethics

The Company regulates unethical behavior and related disciplinary actions in the "Code of Ethical Conduct". Violations of laws or fraud are reported to the Board of Directors, managerial officers, internal auditors or other relevant personnel via email or written report.

Conflict of interest recusal

The Company has established the "Code of Ethical Conduct" for rigorous compliance with the principle of conflict of interest recusal. In addition, according to the Board meeting rules specified in the "Rules of Procedures for Board of Directors' Meeting", when a Board proposal involves interest of a director or the corporate represented by a director, such director must self- recuse from such conflict of interest or to prevent any damage of the Company's interest due to his/her/its own interest without participating in the discussion and voting of such proposal; in addition, such director is also prohibited from acting as a proxy to exercise the voting right on behalf of other directors.

The Company's directors are highly disciplined; if an issue involves their interests, they uphold the principle of recusal and recuse themselves. For information on the top ten shareholders of the Company, please refer to page 54 of Wayi's 2022 Annual Report.

Anti-corruption

When employees are reporting to the job, the Company has requested employees to sign the employment contract, and the contract explicitly specifies the Work Rules and relevant regulations of the Company, including "Ethical Corporate Management Best Practice Principles" and "Code of Ethical Conduct", with the content stating that all employees are prohibited from accepting any cash gift or other altered form of assets, such as gift vouchers, checks, stocks, gifts, etc. from suppliers or stakeholders. During the annual audit operation, audit operation is not directed to corruption independently; however, all forms in the human resource cycle are reviewed and inspected.

In 2022, the ethical management and anti-corruption policies were promoted for a total of 2 times for directors, managerial officers and senior officers, and the ratio of number of people accounted for 90% (9/10) and 70% (7/10) respectively. and the ratio was 100% (11/11) for new employees. During the reporting year, the Company was not involved in any matters related to violation of ethical management and corruption.

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1.4 Risk management

The Company monitors changes in the international environment and the industry according the operating environment, and identifies other unexpected risks. An early warning, response and crisis management plan is devised to minimize the impact of risks. The analysis and evaluation of various risk events and response methods are outlined below:

Risk item	Risk assessment	Response strategy	Market opportunity
Interest rate, exchange rate	<ol style="list-style-type: none"> 1. Fluctuations in interest rate, exchange rate 2. Inflation 	The Company pays attention to future interest rate and exchange rate trends, adjusts accordingly and takes necessary hedging measures. Furthermore, although inflation in the overall economic environment is demonstrating a rising trend, it has a negligible impact on the Company due to the nature of the industry. However, the Company will continue to monitor market price fluctuations to provide management with the latest information for decision-making and review purposes.	Apply a rigorous financial governance system that is consistent with the Company's operating goals, and adjust financial strategies according to market mechanisms to achieve hedging and raise corporate value.
Product market	<ol style="list-style-type: none"> 1. Product supply 2. Market positioning and deployment 	In recent years, game developers mainly focus on the markets of China, Japan and Korea, and the main development items focus on mobile phone games. For the market in China, due to the language advantage and the dual platform characteristic, direct operation can be implemented more easily. Accordingly, presently, we mainly continue to search for appropriate Japanese and Korean gaming products for agency and distribution business negotiation. Based on the consideration that the mobile phone cycle is relatively short, the market change rate is relatively fast, and Japanese and Korean products may also adopt the business model of direct operation or semi-direct operation with the advantages of dual platform operation directly, recently, we seek and establish long-term cooperation relationship with international business partners in order to maintain the existing game and IP agency and distribution business while planning new business items at the same time, in order to cope with the current market condition.	The gaming market still has a great number of consumers and potential customers. Although the developers are progressively changing to adopt the business model of direct operation or semi-direct operation such that the agency environment is limited, nevertheless, the consumer demand remains the same. Accordingly, how to implement business transformation and to expand new business items such that the Company is not limited to the single business content of agency and distribution is the focus for the future development.
Purchase and sales	Purchase source and sales target	The Company's main purchase source and sales target involve different industrial characteristics and phased operational considerations. Future purchase sources and sales targets are moderately diversified based on the growth trend of the Company and industrial growth, so as to ensure a more balanced and stable operating outcome. This is the ultimate objective of the Company's ongoing efforts.	Presently, the main products of evaluation focus on Japanese and Korean developers; however, the agency products cannot be obtained easily in recent years and developers mostly adopt direct operation or the agency price is overly high. Accordingly, the Company actively seeks overseas small and medium developers in order to develop new product sources, and also maintains excellent cooperation relationship with the existing cooperating partners, in order to continuously maintain the IP license joint operation items at the same time.
Information and communication security	<ol style="list-style-type: none"> 1. Phishing email 2. Files with malicious links 	The Company prevents online security threats by implementing information security education for employees. In addition, the Company has also installed integrated firewall to prevent any abnormal connection, malicious links and file virus. The Company also continues to monitor updated vulnerability releases and subsequent patches with periodic updates in conjunction with regular scanning of anti-virus software to materialize the current information security environment and control.	Offering an uninterrupted, stable, and safe operating environment in today's market is a prerequisite, so that products and services can be protected from becoming obsolete via information security protection.

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Product innovation and management

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Market service			
GRI Material Topic	Customer service and satisfaction		
Policy	Maintain customer service under the fair, open and impartial principles, and organize gamer meet-and-greet events and gamer opinion surveys irregularly, in order to demonstrate the Company's sincere care to gamers and to respect all gamers.		
Goal	Short-term	Through the social interactions, gamer meet-and-greet events and questionnaire surveys on the games of "La Corda d'oro Starlight Orchestra" and "Kemono Friends 3", gamers' attitude and status can be understood, in order to adjust the gaming mechanism timely and appropriately (requiring communication with developers), in order to provide excellent gaming environment to gamers.	<ul style="list-style-type: none">• One time of gamer opinion survey per quarter• Understand gamers' demands on a third party gamer social media on a daily basis
	Medium and long-term	Improve reputation and increase gamers' trust on the agency business operation Company through online questionnaire surveys or gamer meet-and-greet events, in order to allow the market to share consistent trust and expectation on new products subsequently released by the Company.	
Responsibility	Game Business Center		
Investment of resources and actions	Since the new product ""La Corda d'oro Starlight Orchestra" was released at the end of the year, there was no relevant activities in 2022. However, to operating establish subsequent content related to customer service, the main task in 2022 was to implement the design of relevant policies and planning of execution content for 2023 in advance. Relevant plans are to be actually executed in 2023. Up to July 7, 2023, the Company has organized one session of explanatory meeting and one meet-and-greet event for "La Corda d'oro Starlight Orchestra". In addition, the third gathering event "scheduled to be held on July 15 and July 22 in Taipei and Taichung respectively). Prior to the official market release of "Kemono Friends 3", gamer meet-and-greet event (March 8) has been organized, and according to the gamers' feedbacks, version progress adjustment has been made with the original developer. Currently, the preparation for the second gather event (scheduled for August) is in process.		
Management evaluation mechanism	Through online questionnaire surveys or gamer meet-and-greet events, gamers' feedbacks are collected. In addition, according to the "Customer Service Operation", the Customer Service Center receives customer service demands from gamers monthly. In case of sudden increase of demands or complaints within a short period of time, the project responsible person is required to review the situation immediately and to discuss whether relevant handling or adjustment needs to be made.		
Performance	<ol style="list-style-type: none">1. In 2022, since there were no appropriate products temporarily, no gamer meet-and-greet event was organized. Nevertheless, the Company planned 2023 related contents early and communicated with the original developers in order to obtain authorization for offline physical activities.2. In 2022, as the new product was released during the end of the year, one time of online questionnaire survey (consumer model survey) was organized in December. In addition, the Company also planned relevant survey activities for 2023. In 2023, for "La Corda d'oro Starlight Orchestra", online survey questionnaire was organized in April and June respectively. For "Kemono Friends 3", online survey questionnaire was organized in January, April and May respectively.3. In addition, for "La Corda d'oro Starlight Orchestra", after the online survey and gamer meet-and-greet event, the Company communicated with the original developer according to the gamers' recommendations. Subsequently, the exclusive Diamond Card Month was launched in May 2023 for the Taiwan version of the game.		

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Information and communication security		
GRI Material Topic	Customer privacy and information and communication safety	
Policy	Implement personal data use control and user special authority account management rigorously, install security protection, and improve control of sensitive data.	
Goal	Short-term	Back up and protect data monthly to prevent security threats, and to reduce privacy data collection during coding.
	Medium and long-term	<ul style="list-style-type: none">■ Inspect and review whether the data collected needs to be preserved or destroyed on a quarterly basis.■ Pay attention to the European Union General Data Protection Regulation (GDPR) for the latest method in the establishment of consumer data privacy protection.
Responsibility	Technical Center/Information Department	
Investment of resources and actions	<ul style="list-style-type: none">■ The maintenance contract for information security protection and management is carried out annually in accordance with the Company's project budget to update and correct operating system and application software vulnerabilities. Endpoint protection and prevention is achieved via anti-virus software in conjunction with abnormal connections. In addition, data backup operation is scheduled and performed regularly, and physical personal data is reviewed and destroyed periodically.■ Education and training: One session of new employee information security and Personal Data Protection Act-related education and training was conducted this year.	
Management evaluation mechanism	<ul style="list-style-type: none">■ Internal audit is performed once semi-annually by the Audit Department.■ External audit is performed once annually, and Deloitte Taiwan is entrusted to perform the external audit.	
Performance	<ol style="list-style-type: none">1. Investment in information security budget achievement rate reached 90%.2. Monthly reviews of anti-virus alarms and quarterly reviews of operating system and computer access authorization have been completed. In 2022, 4 times of reviews were performed.3. The important data backup and restoration system is tested twice a year. In 2022, 2 tests were performed.4. One session of new employee information security and Personal Data Protection Act-related education and training was conducted.5. No major information security incidents occurred.	

Legal compliance			
GRI Material Topic	Content Responsibility, Legal Compliance		
Policy	For all businesses and services, compliance with relevant laws and regulations is the most important basic requirement. In addition, the Company also pays attention to the development trend of competent authority's policies and regulatory changes, in order to ensure the legal compliance of business and services of the Company.		
Goal	Short-term	Zero occurrence of major violations.	Medium and long-term
	<ul style="list-style-type: none"> ■ Comply with the laws and regulations, and implement all businesses and services according to the laws. ■ Monitor the game content rigorously, and implement rating system properly. 		
Responsibility	Legal Department, Game Business Center		
Investment of resources and actions	<ul style="list-style-type: none"> ■ Establish various standards and rules according to the business execution demands, and comply with laws and regulations, in order to protect the legitimate rights and interests of relevant stakeholders. ■ Promote the latest changes in regulation at any time according changes in laws and regulations or the latest case studies through education and training, and require all Company employees to comply with relevant laws and regulations, in order to strengthen their compliance awareness. 		
Management evaluation mechanism	The Legal Department assesses and verifies the legality of the Company's business operations or related cooperation matters, and monitors changes in policies and regulations at all times for the reference of decision-making units.		
Performance	<ul style="list-style-type: none"> ■ No occurrence of major consumer disputes and no major violation of law and dispute cases. ■ No violation against environment, social (labor) aspects of laws and regulations. 		

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2.1 Supply Chain Management

Industry value chain

The products distributed by the Company are mainly online games (including but not limited to PC games and mobile phone games) developed by Japanese and Korean gaming developers as the main product sources. Through the lease of cloud servers with Google and Amazon, gaming environments are erected in order to allow gamers at the service areas of Taiwan, Hong Kong and Macau to play online games. In addition, the Company also organizes gamer meet-and-greet events irregularly in order to collect feedbacks and recommendations from gamers and to announce relevant gaming development progress and plans.

The Company mainly focuses on the gaming operation and establishes the agency and distribution relationship with overseas developers, in order to implement local business operation for the products developed by the overseas developers. Alternatively, the Company also obtains IP license via product agency at the same time in order to facilitate the R&D of other products for operation. Due to the characteristics of gaming products, the Company also engages in relevant cooperation or licensing relationship with the music, multimedia and animation industries.

As far as the game software industry chain is concerned, game software developers are considered upstream, responsible for designing the game's story structure and content, while program developers and artists are in charge of designing characters and scenes to complete the game's development. The midstream consists of game operators, responsible for the game's marketing, promotion, online operation, and customer service; the downstream comprises distributors, responsible for assisting the operators to sell point cards or product packs. At present, they are mostly sold through convenience stores, virtual online stores and mobile platforms for the convenience of players.

Due to the large number of domestic and overseas game developers, the Company not only maintains close ties with existing partner developers and ensures the smooth operation of existing products, but also continues to negotiate new game project cooperation to introduce more great products to the Company. Furthermore, we are also vigorously expanding cooperation opportunities with different R&D companies in Japan, Korea and other countries. Additionally, in regards to server services, we will introduce a reliable and safe gaming experience according to the game technology and the developer's development environment, where Google or Amazon's cloud services are chosen as the primary partner.



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Product development trends

With the popularization of mobile devices, everyone owns a smartphone and tablet computer, in turn facilitating development in the mobile gaming industry. Various game developers are releasing a wide range of mobile games to capture the mobile game market share, thereby intensifying competition. Apart from the existing online game developers competing for the mobile game market share, more new game distributors are also engaging in the market.

1 Cross-platform development

Since TV game console and mobile device hardware developers are developing different game platforms, in order to expand the market, games are now developed for multiple platforms to enhance competitiveness.

2 More diversified game genres

As the number of players in the mobile game market increases significantly, developers are designing games across more diverse genres for emerging markets that include women, children, and senior citizens in order to cater to the needs of different groups.

3 Combining games and social media

The social media reach among computer users is the highest in Taiwan, indicating that social networking sites have become an integral part of their lives. At the same time, due to the emergence of social media and high user stickiness on social media, games that do not require installation and are easy to operate command the highest user attention. Mobile web games are usually designed with social interaction in mind. Since mobile social games are easy to operate, the market often attracts various game developers.



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2.2 Product safety

The Company is committed to comply with relevant domestic and foreign laws and also pays attention to competent authority's orders or domestic and foreign laws that may cause material impact on the Company at all time. We value the significance of laws and regulations related to finance, information security, intellectual property rights and various types of business laws. In addition, we also periodically revise internal management procedures and operation standards, in order to ensure that all operating and business activities comply with the regulatory requirements.

In addition, the internal of the Company also performs regulatory education and promotion irregularly, in order to improve employees' understanding on various laws and regulations, and to prevent any violation of laws and regulations due to unfamiliar with the legal content, resulting in the risk of violation of laws. We value the importance of legal compliance and is committed to ensure all internal members complying with relevant laws with best effort, in order to maintain the legality and sustainable development of the Company.

Content Responsibility

As an online gaming business operator, Wayi deeply understands that content management is one of our key responsibilities. The Company rigorously comply with regulations of the "Game Software Rating Management Regulations", "Consumer Protection Act", "The Protection of Children and Youths Welfare and Rights Act", and "Mandatory Provisions and Prohibitory Provisions of Standard Form Contract to Be Included for Online Games" in order to protect the legal rights and interests of relevant stakeholders. To ensure that gamers are able to enjoy safe and healthy gaming experience with appropriate content, Wayi fulfills the content management responsibility with the following measures:

- Establish definite content examination standard, in order to ensure that game content complies with the ethics, integrity and legal requirements, and to prevent any improper violence, discrimination, hatred, obscene or insulting content, thereby ensuring the provision of a clean and friendly gaming environment.
- The Company establishes an effective content monitoring system in order to manage the content created by gamers, including artificial review and in conjunction with automatic filtering system, in order to timely monitor and handle violating contents. We also provide whistleblowing system to allow gamers to report any violating actions and improper contents, thereby allowing us to timely verify and handle such matters via appropriate actions.
- According to the "Game Software Rating Management Regulations", Wayi provides appropriate age classification and warning mechanism, in order to protect underage gamers from being affected by improper content. We adopt definite age classification system and also indicate corresponding warning label in the games, in order to assist parents and guardians to make appropriate choices, thereby ensuring that underage children are able to access contents suitable to their ages only.

As an online gaming business operator, we are committed to the content management responsibility in order to ensure the legality, ethics and safety of the game contents. The Company continues to improve the content review standard and the monitoring system, in order to maintain a clean and friendly gaming environment with gamers jointly. In addition, the Company also provides education and information to gamers, thereby promoting healthy and safe gaming experience.

	Restricted (R)	Parental Guidance 15 (PG 15)	Parental Guidance 12 (PG 12)	Protected (P)
Sex	O	O	O	
Violence and Terror	O	O	O	O
Drugs	O			
Tobacco and Alcohol		O		
Improper Language	O	O	O	
Anti-Social	O	O		
Game result can directly affect the increase/decrease of virtual game tokens		O		
Content that may have a negative impact on the conduct or psychology of underage people	Under 18 years old	Under 15 years old	Under 12 years old	Under 6 years old

Note: 1. When the above content satisfies any one criteria indicated with "O", it is listed under that rating for control.
2. For any content not belonging to any one of the above ratings, it is classified as General Public (G).

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Health and Safety

The products provided by the Company mainly for electronic entertainment, which are not physical products and therefore do not contain chemical substances that can cause food safety concerns. However, the carriers, such as the computer monitors, mobile phones and tablet computers used by users, for the electronic entertainment products, may affect the eyes of users, such as blue ray, due to different manufacturers and product models. Accordingly, the Company also indicates warning in the user agreement and manual, in order to fulfill the obligation of providing notice and warning.

Prior to the distribution of products, the staff of the Quality Assurance and Customer Service Department, Product Department and International Department perform tests, and the product content, including sound and visual effects, game content, shopping center planning, etc. are assessed during the testing process. In addition, the product is also assessed according to the content of the "Game Software Rating Management Regulations" in order to determine the rating of the product for the domestic market. Under the condition of complying with the rating requirements, assessment and determination on whether the product is beneficial to the operation of the Company or whether the physical and mental health of gamers may be affected if the rating exceeds the criteria, etc.

Wayi is committed to protect the health and safety of gamers. We pay attention to the game addiction, prevention of fraud and improper conducts, protection of personal data and privacy, and we also value the mental health of gamers, thereby ensuring that our gamers are able to joy the fun of games in a safe, healthy and pleasant gaming environment.

Human Rights and Care

The Company also attaches great importance to the legal compliance of supply chain manufacturers (game developers). If game developers encounter inequality in employment, remuneration, or promotion, etc. due to gender discrimination, or fail to prevent adverse social impacts such as labor endangerment caused by gender discrimination and sexual harassment, or other negative events, the Company will endeavor to determine the cause and demand them to make the necessary improvements. If the supplier fails to improve or the offenses are serious, the Company will adjust or terminate the partnership.



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2.3 Information and communication security

For information security, the Company's Information Department doubles as the Information Security Management Team and works in tandem with relevant business units. The team is responsible for formulating the information security management policy and conducting reviews and revisions regularly, as well as complying with the annual internal audit and internal computer cycle audit report.

In order to ensure the accuracy of the Company's business information and personal data protection, we regularly verify the operation of each unit's information system, and measure the risk level, urgency level, availability and other factors to determine the acceptable risk level in order to devise and implement a response plan, and review its effectiveness.

The management team conducts annual management audit to ensure the effectiveness and suitability of the policies and measures. During the reporting period of the report, the Company did not incur any losses and impacts caused by major information security incidents, and there were no complaints related to the infringement of customers' privacy.

Management solutions:

Internal solutions

- Host vulnerability scans are scheduled to assess whether the internal environment can lead to security vulnerabilities.
- Internally, the computer environment is regularly updated and upgraded to newer versions, and anti-virus software is installed. The anti-virus software's alarm events are reviewed every month, while operating system updates and computer access rights are reviewed quarterly to prevent unauthorized programs from obtaining special permissions. Furthermore, a data backup and restoration system is established according to the file host risk level, and a backup restoration test is carried out for important data biannually.
- To elevate the employees' information security awareness and reduce information security risks, the Company arranges annual education and training to promote information security and personal data protection. These are conducted in compliance with the information security policy, management regulations, and standard procedures.

External solutions

- Create a firewall at the external gateway end with an intrusion detection and anti-virus system to implement information security prevention and alarm. Advanced persistent threats are detected and blocked, and the information policy is regularly reviewed and adjusted.
- All external VPN connections are subject to dynamic passwords or two-factor authentication to reinforce connection security. Firewall policies and VPN connection records are reviewed biannually.

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2.4 Legal compliance

The long-term, steady operation of the Company is of great importance to all stakeholders. In addition to reassuring employees and investors, the Company is also able to continue to receive useful feedback and support from the customers.

To achieve the goal of sustainable and stable business, "economy and profitability" are the essence of corporate survival. However, with the rise of consumer awareness, social and economic regulations are also changing rapidly. The Company is mainly engaged in the gaming industry, and it must be able to adapt quickly to comply with relevant regulations, provide high-quality services, and generate steady profits to achieve corporate sustainability. The Company operates under relevant domestic and foreign laws and regulations, and monitors trends in domestic and foreign policy developments, as well as changes in laws and regulations in order to adjust relevant operation strategies. In doing so, we endeavor to achieve corporate sustainability.

The Company is engaged in the gaming industry and it is required to comply with regulations such as the "Game Software Rating Management Regulations", "Consumer Protection Act", "The Protection of Children and Youths Welfare and Rights Act", and "Mandatory Provisions and Prohibitory Provisions of Standard Form Contract to Be Included for Online Games" in order to protect the legal rights of relevant stakeholders.

The Company promotes the latest changes in regulation at any time according changes in laws and regulations or the latest case studies through education and training, requiring all Company employees to comply with relevant laws and regulations, as well as bolster their compliance awareness. During the reporting period, there were no violation of environmental protection, social and economic laws and regulations, and there were no legal lawsuits arising from major consumer disputes.

Note: The penalty amount for major violation of laws is NT\$1 million.

2.5 Customer Service

With the rapid development of online games, Wayi is committed to provide entertaining, relaxing and quality gaming experience to all gamers. Gamers may engage in social interactions through games in order to enjoy the entertaining time with satisfaction. Furthermore, we highly value gamers' feedbacks and continue to improve Way's gaming quality in order to establish a stable customer relationship. In view of the above, customer service is essential to the success and long-term operation of online games.

Wayi has established a comprehensive "Customer Service Operation" in order to ensure that customer service quality has reached the highest level. The operation content process includes customer service handling, membership misappropriation and fraud incidents and distributor customer service related matters handling, member issue sorting and provision of effective feedbacks, etc. We rigorously comply with these standard operations to ensure the stable long-term development of gaming operation, and our effort in these aspects is one of the important factors to our success of online games.

3 Friendly Workplace

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Material Topic Management Policy

Employment		
GRI Material Topic	Labor/Management Relations, Talent Recruitment and Retention, Talent Development and Cultivation	
Policy	<ul style="list-style-type: none">Committed to the establishment of harmonic labor-management relations at the workplace, and provide quality working environment and salaries/benefits to employeesEnhance professional knowledge and job skills of employees, and improve the operational development capability of the company, in order to achieve quality corporate sustainable operation.	
Goal	Short-term	<ul style="list-style-type: none">Convene labor-management meeting once every three months according to the law.Provide various education and training opportunities in order to improve employee competency.
	Medium and long-term	<ul style="list-style-type: none">Reduce personnel turnover rate.Establish friendly environment for the workplace, and strengthen the cohesion of employees.
Responsibility	Management Department, Human Resource Department	
Investment of resources and actions	<ul style="list-style-type: none">Stipulate the "Wayi Salary Payment Regulations" as the basis for calculating the employees' salary, and actively monitor the market salary level and examine the salary environment of the market at all times to make the necessary adjustments in order to recruit outstanding employees to work for the Company.Establish the "Employee Education and Training Regulations" and provide comprehensive learning environment and complete education and training structure to employees. In addition, the Company also encourages employees to participate in on-job degree education and training along with the subsidies to employees participated in the continuing education. In 2022, the training expense was NT\$136 thousand.Maintain high correlation between the business performance and employee remuneration. According to Article 25 of the Company's Articles of Incorporation: "When the Company has profit for a fiscal year, the employees' remuneration shall not be less than 1% after deducting accumulated losses. This is to thank the employees for their contributions and to grow with the Company.Establish the Employee Welfare Committee, and periodically organize employee trips, dinner parties, visits, arts and cultural appreciation activities, etc., and also provide various benefits, such as festival gifts/cash gifts and marriage, funeral, and childbirth subsidies.	
Management evaluation mechanism	According to the performance appraisal system and Work Rules, performance evaluation is conducted twice annually, and the remuneration and reward and punishment standards are specified clearly in order to be used as the basis for the job promotion, transfer, remuneration, bonus payment, education and training, and career planning of each employee.	
Performance	<ol style="list-style-type: none">In 2022, a total of 4 labor-management meetings were convened, and there was no labor-management dispute case.During the reporting period, the total education and training hours was 334 hours, with a total of 79 persons-times of participants.There was no occurrence of violation of laws and regulations.Establish human rights policy and announce such policy.Salary standard superior to the regulatory requirements	

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Wayi regards colleagues as our business partners, and we strive to create a healthy, safe, diverse, and inclusive work environment, as well as realize employee training and care for the sake of creating a diverse, equal, and creative LOHAS workplace that can foster employee growth.

To foster a LOHAS workplace, the Company emphasizes harmonious relations, provides colleagues with due respect and care, as well as a competitive remuneration and benefits system. At the same time, a comprehensive communication system has been established to prevent any form of forced or compulsory labor. Various recreational activities are organized to facilitate work life balance among colleagues. During the reporting period, the Company did not experience any workplace labor disputes.

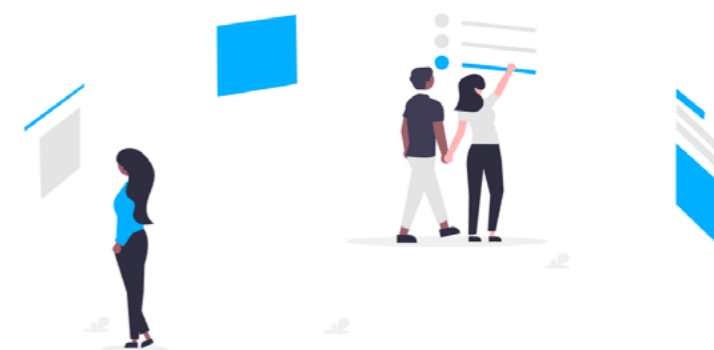
3.1 Human Rights Management

Wayi has established the "Wayi International Digital Entertainment Co., Ltd. Human Rights Policy" according to the human rights protection philosophy and basic principles specified in the international conventions of the United Nation Universal Declaration of Human Rights", "International Labour Convention", and "United Nations Global Compact" in order to serve as the highest guiding principles for the Company's implementation of human rights protection.

Wayi is committed to the implementation of relevant rules of same salary for same jobs, provision of a healthy and safe workplace, support of assembly freedom, promotion of labor-management harmony and protection of personal data, etc. We strictly prohibit any action infringing the human rights, including forced/compulsory labor and child labor. We also adopt zero tolerance for any inappropriate conducts of discrimination and sexual harassment. In addition, we implement new employee orientation and on-job employee educational promotion, in order to improve employees' awareness on human rights topics.

In addition to requirements for our own operation, Wayi also expects suppliers (game developers) and cooperating partners to jointly realize the substantial meaning of the human rights policy.

At Wayi, we deeply believe the people-oriented value and human rights protection principle as the basis for the Company's sustainable operation and development. We will continue to exert effort in ensuring that human rights are properly respected and protected for all business activities, in order to establish a working environment of fairness, dignity and inclusion with best effort. In 2022, a total of 11 people participated in the new employee orientation on human rights, and the implementation rate was 100%. In addition, human rights educational promotion will be implemented in 2023.



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Wayi International Digital Entertainment Co., Ltd. Human Rights Policy

Article 1 (Purpose of Establishment)

To protect and secure basic human rights, and to recognize and support the human rights protection philosophy and basic principles disclosed by international human rights conventions of the "United Nations Universal Declaration of Human Rights, "United Nations Global Compact" and "International Labour Conventions", the Company and subsidiaries (hereinafter collectively referred to as "the Company") has established this policy to realize the responsibility for the respect and protection of human rights as well as to comply with the local labor related laws and regulations of the location where the Company is located.

Article 2 (Protection of Human Rights at Workplace)

The Company prohibits any conducts violating human rights of forced/compulsory labor, human trafficking, child labor and sexual harassment, etc., and any differential treatment or any form of discrimination of employees due to race, rank, language, thought, religion, political party, native place, birth place, gender, sexual orientation, age, marriage status, appearance, facial features, physical and mental disability, astrological sign, blood type or union membership identity, etc. in order to properly protect the human rights of employees at the workplace, and to provide a working environment of dignity and equality.

Article 3 (Implementation of Same Salary for Same Jobs)

For the payment of salaries to employees, the Company provides no differential treatment due to gender or sexual orientation difference. For employees of the same job or value, same salary is paid equally. However, for proper reasons of seniority, reward/punishment, performance or factors other than gender or sexual orientation, such restriction shall not be applied.

Article 4 (Provision of Healthy and Safe Workplace)

The Company complies with occupational safety and health related laws and cares the physical and mental health of employees through the organization of safety and health works, education and training, employee health examination or organization of various health promotion activities, etc. in order to improve or enhance the safety and health conditions of the working environment, thereby reducing the risk of occurrence of occupational accidents and providing a working environment of safety, healthy and sanitation to employees.

Article 5 (Support of Assembly Freedom)

The Company respects employees' right to assemble and join various types of clubs and organizations, and also provides proper and diverse activities, in order to improve the balance between work and living of employees.

Article 6 (Promotion of Labor-Management Harmony)

The Company cares and manages topics related to the labor rights and interests of employees, and also implements labor-management communication through the methods of collective bargaining, periodic convention of labor-management meeting, provision of employee complaint and advice channels, etc. in order to protect and improve the rights and interests of employees.

Article 7 (Personal Data Protection)

The Company complies with personal data protection related laws, and ensures that the collection, processing and use of personal data comply with regulatory requirements, and also maintains and protects the rights and interests of personal data.

Article 8 (Human Rights Policy Promotion)

In addition to the support and implementation of human rights protection, the Company also establishes the "Corporate ESG Report" and encourages cooperating partners, including suppliers, to care and value the management of relevant risks of human rights topics jointly.

Article 9 (Implementation)

This policy shall be implemented after the approval of the General Manager, and the same rules shall be applied to amendments thereof.

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Complaint Filing System

The Company values the rights and interests of each employee and stakeholder significantly and is committed to establish a fair and respectful working environment with best effort. We provide a safe, confidential and protected platform in order to allow employees and stakeholders to report any improper conducts or violations.

The purpose of the complaint filing system is to protect the corporate value and to establish an excellent working environment as well as to protect the rights and interests of the whistleblowers. The Company ensures that all complaints and reports are handled confidentially and the whistleblowers are protected from any retaliatory acts. Complaints may include any conducts violating the Company's policies, laws or code of ethics. (including but not limited to financial conducts, workplace bullying, sexual discrimination, fraud, etc.). In case of any actual violations and aforementioned conducts, after verification to be true, the Company will perform review and improvement of the current system and will prevent re-occurrence of the same incident. In addition, the Company will also implement compensatory measures for damages of the involving party of the incident. In 2022, Wayi had no complaint filing and reporting incidents.

Item	Channel	Investigation process	Basis
Ethics and integrity	Email: investment@wayi.com.tw Contact person/unit: General Manager's Office, Audit Department, Legal Department	Accepting unit verifies the reporting case and may also request the reported party to provide explanation or express opinions. If the unethical conduct of the reported party is verified to be true, the Company may adopt appropriate handling immediately. In case where criminal liability is involved, the Company may also transfer the case to judicial agency.	Regulations for Handling Reported Unethical Conduct Cases
Employee Rights and Interests	Email: announcement@wayi.com.tw Contact person/unit: Management Department	1. When an employee files a verbal complaint, the accepting personnel shall record the case on file and report to supervisor for handling. 2. When an employee submits a written opinion, the case handler shall report to the supervisor for further submission to relevant unit for handling. 3. In case where the rights or interests of an employee are damaged, the case handler shall report to the supervisor immediately for further verification and handling.	Work Rules

Note: Whistleblower protection system: After accepting a complaint, a private investigation will be conducted to protect the relevant parties' privacy and provide them with an opportunity to mount a defense. Comprehensive protections are in place for whistleblowers to ensure investigation quality and to prevent unfair treatment or retaliation against whistleblowers. If the reporter (whistleblower) is an employee, the Company guarantees that he/she is not to receive any improper disposition due to the reporting case.

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3.2 Personnel Structure

Wayi's recruitment policy has been established in accordance with the human rights principle, Act of Gender Equality in Employment and labor related laws and regulations. Wayi is committed to ensure that all job applicants are treated fairly during the recruitment process. We believe that each person shall be provided with equal opportunity regardless of the race, gender, age, religion, nationality, sexual orientation, disability or other protection characteristics.

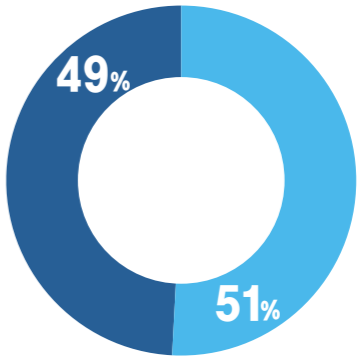
Once a job applicant joins the big family of Wayi, we provide equal opportunity and a working environment that respects human rights. We value diversity, inclusion and mutual respect, and we also strictly prohibit any forms of discrimination and inappropriate conducts. Wayi believes that recruitment complying with the principles of fairness and human rights are able to attract outstanding talents, to improve the team's diversity and creativity, thereby establishing an excellent corporate image.

During the employment of new employees, the starting salary is superior to the basic wage specified in the Labor Standards Act, and the job content, working experience and seniority are considered as the reference for salary payment. In addition, employees' professional competency is also considered as the key criteria for job selections. In 2022, all employees of the Company were full-time employees, and there were no non-employee workers. The total number of employees was 51 people, including 26 female employees (51%) and 25 male employees (49%).

Item/Gender	Female			Male			Total
Age	Under 30 years old	31-50 years old	51 years old or above	Under 30 years old	31-50 years old	51 years old or above	-
Full-time	9	15	2	3	20	2	51
Total	26			25			51

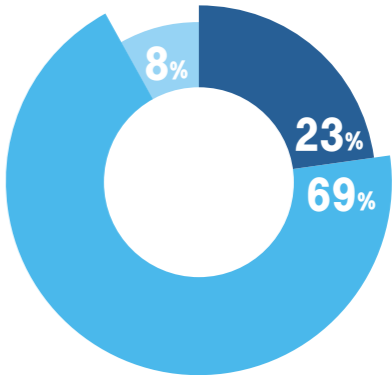
Note: 1. The information and data mainly came from the human resource system, and the information on the on-job employees as of December 31, 2022 was used as the calculation basis without any assumption on the data.
2. The statistics of the number of employees does not include Board members not assuming job positions at the Company.

Employee Gender Distribution



Male
Female

Employee Age Distribution



Under 30 years old
30-50 years old
51 years old or above

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There are 10 managerial officers (7men and 3 women), accounting for 19.6% of the total number of employees. and 41 non-management employees (18 men and 23 women), accounting for 80.4% of the total number of employees). In particular, for the senior executives (above the job rank of manager), with the exception of one employee of the nationality of People's Republic of China, all the employees are domestic citizens accounting for 90%.

Age distribution of employees over the last 3 years					
Year			2020	2021	2022
Item/Gender		Age	(Number of people)	(Number of people)	(Number of people)
Executives	Male	Under 30 years old	0	1	0
		31-50 years old	7	8	6
		51 years old or above	1	1	1
	Female	Under 30 years old	0	0	0
		31-50 years old	2	2	1
		51 years old or above	1	1	2
Subtotal			11	13	10
Non- management employees	Male	Under 30 years old	6	9	3
		31-50 years old	21	19	14
		51 years old or above	0	1	1
	Female	Under 30 years old	17	20	9
		31-50 years old	8	12	14
		51 years old or above	1	0	0
Subtotal			53	61	41
Total			64	74	51



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3.3 Employee Care

Employees are the most valuable assets of Wayi. One of the main objectives of the Company is to seek employees' satisfaction. Accordingly, in addition to providing excellent working conditions, we also value employees' benefits significantly in order to satisfy the demands of employees. According to the regulations of the Labor Insurance Act and National Health Insurance Act, the Company provides basic insurances (including injury/ illness compensation, disability compensation, maternity compensation and death compensation) and the national health insurance as the basic rights and interests of employees. In addition, we also establish comprehensive leave and incentive measures, and also provides various benefits, including gift money during festivals and employees' birthdays.

Remuneration System

We actively monitor the market salary standard and has established the "Wayi Salary Payment Regulations" as the basis for adjustment the employees' salary. We also actively review the market remuneration environment at all times and make adjustments timely, in order to attract outstanding employees to service the Company.

In addition, we also maintain high correlation between the business performance and employees' remuneration. According to Article 25 of the Articles of Incorporation of the Company: "If the Company has profit for a fiscal year, the remuneration of the directors shall not be more than 3%, and the employees' remuneration shall not be less than 1% after deducting accumulated losses ". Based on such arrangement, we are able to show our appreciation to employees' hard work and contribution as well as to achieve joint growth with the Company.

In addition, we have established a comprehensive performance evaluation system and Work Rules, in order to specify remuneration and reward/punishment standards clearly. The performance evaluation result of each employee is an important reference basis for the job promotion, job transfer, remuneration adjustment, bonus distribution, education and training, and career planning. Such system is able to ensure fair, transparent and organized personnel management, allowing each employee to have the opportunity to exploit his/her potential, thereby achieving personal goals and common goals of the Company.

Wayi respects that both female and male employees shall enjoy equal working rights and interests. We comply with the principle of consistent employment and salary standard, and there is no differential treatment due to gender difference. Remunerations are determined based on the factors of job content, employee experience and seniority, etc. The basic monthly salary for new employees, in general, is in the range of NT\$28,000~NT30,000. We are committed to ensure that all employees are able to enjoy fair and equal salaries and benefits.

Ratio to local basic wage	Salary of full-time employees of non-supervisor positions	Ratio between highest personal annual total remuneration and median of annual total remuneration of all employees	Percentage of highest personal annual total remuneration to increase of median of annual total remuneration of all employees	Average salary ratio of female and male employees	Ratio of average total remuneration of female and male employees
1:1.11~1.19	Average salary of NT\$541 thousand Median salary of NT\$493 thousand	6.74:1	The highest personal annual total remuneration is the same as the previous year, such that the rate of change is 0.	Management positions 1 : 1.36 Non-management positions 1 : 1.07	Management positions 1 : 1.44 Non-management positions 1 : 1.23

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Employee benefits

Wayi complies with relevant regulations of the Labor Standards Act and Occupational Safety and Health Act, in order to ensure that employees' statutory rights and interests are not damaged, and Wayi also provides numerous benefits and friendly working environment.

Employee welfare includes bonus system, employee welfare fund, employee trips, health examination, year-end dinner party, labor and health insurance, and group insurance, etc. To further satisfy the employee welfare demands, Wayi has established the "Employee Welfare Committee" in charge of planning of various welfare activities, in order to ensure that employees have the opportunities to enjoy diverse benefits other than works.

Wayi is committed to establish a working environment that is active, positive and full of energy. Through the provision of comprehensive benefits and compliance with relevant laws, we sincerely hope that all employees are able to feel care, love and support from Wayi.

<p>Insurance</p> <ul style="list-style-type: none">■ Labor insurance■ National health insurance■ Group insurance (term life insurance, life insurance for cancer patients, cancer surgery insurance, accident insurance, critical illness insurance, accident medical insurance, hospitalization insurance)■ Labor pension (6% of employee salaries are contributed to their retirement pension in accordance with the law)	<p>Cash bonus system</p> <ul style="list-style-type: none">■ Dragon Boat Festival, Mid-autumn Festival: Cash gift or gift or organizing various activities■ Year-end bonus■ A dividend system has been created based on the Company's business performance	<p>Employee benefits</p> <ul style="list-style-type: none">■ Birthday cash gift■ Wedding subsidy■ Childbirth subsidy■ Medical subsidy■ Funeral subsidy
<p>Health examination</p> <ul style="list-style-type: none">■ Employee health examination: Health examination superior to the laws is provided to employees, and one time of health examination every three years is provided to employees under the age of 40 years old at hospital or health examination institution. For employees above the age of 40 years old, health examination is provided according to the "Regulations for Labor Health Protection".	<p>Recreation and entertainment</p> <ul style="list-style-type: none">■ Year-end banquet■ Employee Welfare Committee organizes various employee activities■ Club activities: The Company has established a wide range of educational or recreational clubs to offer employees diverse recreational activities. Relevant subsidies are also provided by the Company.■ Recreation center: The Company has created a recreation center featuring a basketball court, a gym, a swimming pool, and other facilities, allowing employees to engage in relaxing activities for the mind and the body.■ Beneficial activities: Employees can enjoy discounts on the Company's products. We host gatherings, afternoon teas, and movie appreciation events from time to time.	<p>Other</p> <ul style="list-style-type: none">■ Two-day weekend■ Emergency relief fund■ Annual company trip subsidy■ Company employees enjoy internal/external education and training

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Parental leave

Wayi values employees' demands for maternity and family care, and also ensures that each qualified employee is entitled to the right of taking parental leave, and all employees are protected from any unfair treatment while taking such leave. According to the "Act of Gender Equality in Employment", female employees are entitled to prenatal examination leave and maternity leave during pregnancy and before and after childbirth while male employees are entitled to paternity leave when their spouses give birth. In accordance with the provisions of the "Act of Gender Equality in Employment", the Company provides parental leave without pay for employees, and may not terminate the labor contract during maternity leave. Furthermore, they can return to their original unit and position upon the ending of the employee's leave of absence without pay.

Year	2020			2021			2022		
Gender/total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of people eligible for parental leave A	3	1	4	3	1	4	2	2	4
Actual number of applications for parental leave in the current year B	0	1	1	0	1	1	0	0	0
Number of people who should be reinstated after parental leave in the current year C	0	0	0	0	0	0	0	0	0
Actual number of people reinstated after parental leave in the current year D	0	0	0	0	0	0	0	0	0
Actual number of people reinstated after parental leave in the previous year E	0	0	0	0	0	0	0	0	0
Number of people who have worked for one year after parental leave in the previous year F	0	0	0	0	0	0	0	0	0
Reinstatement rate after parental leave in the current year % (D/C)	—	—	—	—	—	—	—	—	—
Retention rate after parental leave in the current year % (F/E)	—	—	—	—	—	—	—	—	—

Note: 1. The same individual applied for parental leave without pay from 2019 to 2021, and said employee resigned at the end of the parental leave.

2. The number of people qualifying for the application of parental leave without pay was calculated based on the number of employees applying for maternity leave and paternity leave for a period of three years before the that year. Accordingly, the calculation interval for 2022 referred to 2019/1/1~2022/12/31.

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Retirement system

The retirement system and regulations for employees are established according to relevant regulations of the "Labor Standards Act" and "Labor Pension Act". The Company has no employees to which the old retirement system is applied, and the regulations of the retirement system of the Labor Pension Act (new retirement system) is applied to all employees. Accordingly, the Company appropriates 6% of employees' monthly salary to the personal pension account of each employee.

Advance notice of operational changes

The Company provides advance notice of the contract termination date in accordance with the provisions of Article 16-1 of the Labor Standards Act. The following provisions are complied with:

1. Where a worker has worked continuously for more than three months but less than one year, the notice shall be given ten days in advance.
2. Where a worker has worked continuously for more than one year but less than three years, the notice shall be given twenty days in advance.
3. Where a worker has worked continuously for more than three years, the notice shall be given thirty days in advance.
4. After receiving the advance notice referred to in the preceding paragraph, a worker may, during hours of work, ask for leave of absence for the purpose of finding a new job. Such leave of absence may not exceed 2 work days per week. Wages shall be paid during such leave of absence.

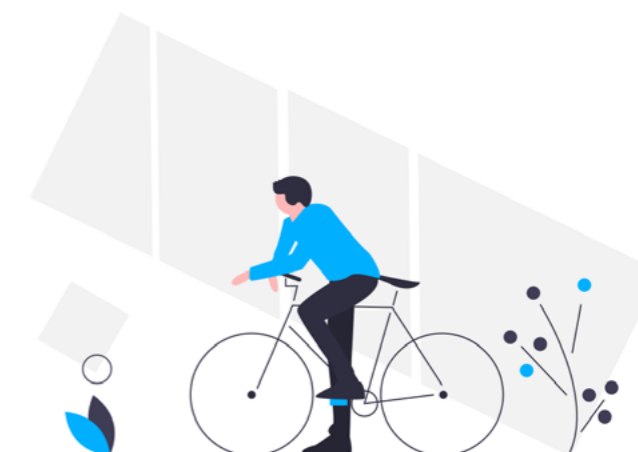


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3.4 Talent Development

Talent retention

The Company values talent diverse development and utilization. We deeply believe that talents are one of the key factors to corporate success, and we also value talent retention as an important mission of the Company. In addition, we adopt various measures to ensure that our employees feel satisfaction and value.

Provision of career development opportunities, care of employee satisfaction and benefits, promotion of effective communication are beneficial to the long-term development of the Company, thereby allowing Wayi to become an ideal workplace respected and trusted by employees. In 2022, due to the business and organization adjustment of the Company, the turnover rate was 66.67%, an increase of 31.53% from the previous year.

	New employee				Resigned employees			
Gender	Male		Female		Male		Female	
Age	Number of people	Percentage of new employees	Number of people	Percentage of new employees	Number of people	Turnover	Number of people	Turnover
Under 30 years old	1	33.33%	6	66.67%	7	233.33%	10	111.11%
31-50 years old	3	15.00%	1	6.67%	9	45.00%	7	46.67%
51 years old or above	0	0.00%	0	0.00%	1	50.00%	0	0.00%
Total	11 people				34 people			
Total number of employees	51 people							
Total new employee hiring rate	21.57%							
Total turnover	66.67%							

Note: 1. New employee hiring (turnover) rate = Number of new (resigned) employees in the category (gender, age) in the year / Total number of employees in the category in the year.

2. Total new employee hiring (turnover) rate = Number of new (resigned) employees in the category in the year / Total number of employees at the end of the year.

3. New employees include those who quit before becoming full time employees

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Performance management

The Company has formulated the performance appraisal system and work regulations, clearly stipulating the remuneration and reward and punishment standards; every employee's performance appraisal is used as reference for promotion, transfer, remuneration, bonus payment, education and training, and career planning.

Through performance feedback, the Company aims to understand the working condition of employees and the employees' competency development is also reviewed and measured timely. The Company conducts performance evaluation annually and periodically according to the "Regulations for Performance Evaluation", and employees' rights and interests to receive performance management is not affected due to gender difference. For the evaluation method, the staff and supervisor of each department conduct the evaluation operation in the EIP system, and the evaluation content includes work performance and competency, and the daily attendance and other records are also considered. In addition, "Personnel Evaluation Committee" is further convened, and the evaluation result is used as the reference for bonus issuance, salary adjustment and job promotion.

For the performance evaluation in 2022, there were no new employees with seniority less than three months, and the number of male employees actually receiving the evaluation was 24 people (excluding the Chairman), and the number of female employees receiving the evaluation was 26 people. The evaluation ratio was 100%.

Talent cultivation

To strengthen employees' professional knowledge and job skills, and to improve work competency, efficiency and quality, Wayi has established the "Regulations for Employee Education and Training" in order to promote the operation development and organization function of the Company. The Company's education and training plan includes new employee personnel training, professional training, statutory education and training and irregular seminars. Through such training activities, the professional knowledge, skills and potential of employees are improved, thereby allowing employees to achieve continuous growth and improvement. In addition, we also encourage employees to participate in continuing degree education during the employment period, and corresponding tuition and credit course subsidies are also provided.

Wayi will continue to provide quality education and training, in order to train and retain outstanding talents, thereby ensuring their joint growth with the Company. In 2022, the education and training content included finance, accounting, management, internal audit and new employee orientation, etc., and the total number of training hours was 334 hours. The average education and training hours per employee was 6.55 hours, and the annual training fee was NT\$136 thousand.

Education and training statistics by employee category				
Employee category		Total training hours	Total number of people	Average training hours
Executives	Male	52	7	7.42
	Female	43	3	14.33
Full-time	Male	80	18	4.44
	Female	159	23	6.91
Total		334	51	6.55
Training expense (NTD thousands)		136		

Note: 1. Average number of education and training hours for male (female) employees in each category = Total training hours for male (female) employees in the category / Total number of male (female) employees in the category.
2. Executives refer to management personnel above the job rank of manager (inclusive).

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3.5 Healthy Workplace

To establish a healthy and safe workplace and protect employees from occupational disasters, Wayi has formulated the "Wayi Safety and Health Code of Conduct" in accordance with Article 34-1 of the Occupational Safety and Health Act. After the code is approved by the labor and management meeting, it is promulgated and provided to all colleagues to ensure compliance.

According to Article 2 of the "Wayi Safety and Health Code of Conduct": Laborers refer to individuals who are employed by the organization to provide their services and receive compensation in return; workers refer to laborers, self-employed workers, and other personnel who work under the instruction or oversight of the individual in charge of the workplace.

Workplace safety measures implemented by the Company are described in the following:

- Employees responsible for general affairs have completed the occupational safety and health training course and acquired the training certificate.
- New colleagues are required to provide a copy of their health examination report, and the Company also schedules triennial health examinations for them to care for their health.
- Protection measures at the workplace:
 - (1) The Company's workplace complies with office building safety regulations, and a firefighting system has been installed in accordance with the Fire Services Act. Annual firefighting drills are conducted in collaboration with the fire department.
 - (2) The filter element of the water dispenser in the tea room is replaced every quarter, and the water tower is cleaned by the building management unit to ensure the quality of drinking water.
 - (3) The air conditioning system is serviced quarterly, and the air conditioning system is updated to ensure air quality at the workplace.
 - (4) The office area and toilets are cleaned by the building management unit to maintain the tidiness and comfort of the workplace.
- Personal safety protection measures:
 - (1) The Company has installed a security surveillance system to provide colleagues with a safe workplace.
 - (2) Access control is implemented by the building management, which also conducts regular patrols and inspections on various floors.
 - (3) Access control is implemented by the building management according to the work needs of various employees.
 - (4) The content of Article 16 (2) of the labor contract of the Company specifies that in case where there is any immediate hazard at a workplace, the Company shall instruct employees to retreat to a safe place immediately.
- Labor-management meetings are convened once every 3 months periodically, and extraordinary meetings are convened in case of emergencies. During the reporting period, no work-related injuries or occupational illnesses took place.



2022/10/19
Accident prevention and emergency rescue seminar



2022/10/19
Accident prevention and emergency rescue seminar



2022/11/16 Sustainability seminar
Disposal Packages Out! Shopaholic can also become sustainability helpers

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- 4.1 Environment Protection
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4.1 Environmental protection

Unlike the conventional manufacturing industry, the Company is part of the multimedia software industry, hence no hazardous waste or air pollution is generated.

In response to global climate change, Wayi and all of its employees strive to decrease energy consumption and waste generation. While pursuing operational and business performance, we also abide by the spirit of environment management and cooperate with the government's policy to enhance environmental management performance.

Energy consumption

The main energy consumption of Wayi refers to externally purchased electricity. The water resource usage is classified into the water source for the headquarters from East District Business Office of Taipei Water Department (Xindian River Qingtan Weir) and the 4th Management Division Dali Service Office of Taiwan Water Corporation (Liyutan Reservoir) for Taichung Office respectively. According to the World Resources Institute's Water Risk Atlas, the Company is situated in a "Low-Medium risk (1-2)" region, and its water withdrawal does not have a major impact on the local water source. Various statistics are illustrated in the following table:

Year	2020	2021	2022
Externally purchased electricity (GJ)	1,164.64	1,167.06	1,008.62
Water withdrawal (ML)	1.02	0.52	1.49
Number of employees (people)	64	74	51
Energy intensity (GJ/number of employees)	18.20	15.77	19.78
Water withdrawal intensity (ML/number of employees)	0.016	0.007	0.029

Note: 1. 1 GJ=10⁶ (KJ)=10⁹ J.

2. The water and electricity data of 2021 ought to have included the Taichung Office; therefore, the data of this report has been corrected.

3. In 2021, the water withdrawal intensity was relatively lower, which was mainly due to the implementation of work from home during COVID-19 pandemic in that year, and the water consumption of the Company in that year was lower than

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Greenhouse gas

Unit: tonnes CO₂e

Year	2020	2021	2022
Scope 1	—	—	—
Scope 2	162.40	165.01	138.69
Total emissions (tonnes CO ₂ e)	162.40	165.01	138.69
Number of employees (people)	64	74	51
GHG emissions intensity (tonnes CO ₂ e /number of employees)	2.54	2.23	2.72

Note: 1. The electricity carbon emission factor used the data announced by the Bureau of Energy, Ministry of Economic Affairs (MOEA), and data correction was made. For 2022, it was 0.495 kg CO₂e/kWh; for 2021, it was 0.509 kg CO₂e/kWh; for 2020, it was 0.502 kg CO₂e/kWh.

2. Global Warming Potential (GWP) adopts the IPCC fifth assessment report (2013).

3. Source of conversion factor: EPA, Executive Yuan's greenhouse gas emission factor management form version 6.0.4.

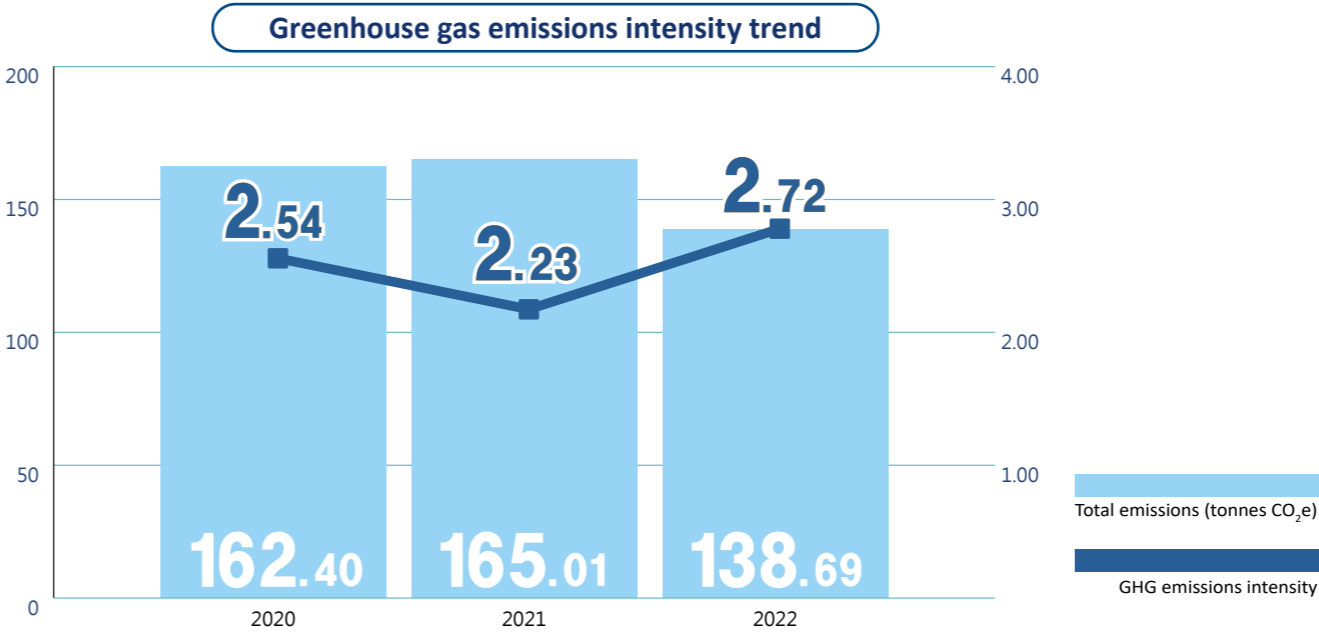


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Energy efficiency measures

The increasing global environmental protection awareness in recent years has also resulted in the rise of consumer awareness and facilitated the emergence of green consumption. Consequently, the level of acceptance of environmental strategies by various businesses and industries has also risen. In light of this trend, the Company endeavors to comply with energy-saving regulations in terms of water, electricity or waste. At the same time, we continue to promote and educate our colleagues to implement energy-saving and carbon- reduction solutions in their daily lives.

To achieve the objective of energy saving and carbon reduction, and with providing a comfortable office environment in mind, the Company has implemented the following energy consumption reduction approaches: installing energy-saving light bulbs (tubes), turning off lights and air conditioners whenever necessary, and maintaining a temperature of above 26° C. The energy-saving measures and implementation results of 2022 are outlined below:

Energy saving management	Estimated energy savings (kWh/year)	Electricity fee saved (NT\$/year)	Carbon reduction conversion (kg CO ₂ e /year)
T8 lighting fixtures (54W/day) were replaced to T5 (one fixture of 32W/day) for a total of 120 fixtures.	662.64	1987.92	328.01

Note: 1. The scenario of one lighting fixture contains 4 units of 4ft. light tubes, and each fixture usage time is 12 hours/day, and 251 days/year is used for the calculation.
2. Electricity fee is calculated based on NT\$3/kWh.

 Water resources management	<ul style="list-style-type: none">■ Sensors are installed on faucets in the toilet to adjust water output.■ Sensors are installed on urinals in the toilet to adjust water output.■ Potted plants are watered with water collected in recycling trays.
 Waste management	<ul style="list-style-type: none">■ Domestic waste is disposed of by the building management.■ Due to the nature of Wayi's business, some documents potentially involving consumers' personal information are sent to the incinerator directly by the Company.■ Information waste such as electronic equipment or large office furniture is disposed of by professional contractors.

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4.2 Social charity

Wayi pays attention to and is committed to fulfill the corporate social responsibility, and also actively participates in various opportunities of social return and contribution. Accordingly, during the selection of festival gift boxes for distribution to employees and customers, we select the products and gift boxes from sheltered workshops of disabled employment in priority annually.

In 2022, we selected the Chinese New Year gift boxes produced by "TriBake No. 1 Sheltered Workshop", and the gift box was "Summer Southern Wind" for a total of NT\$34,000. Such selection not only realizes our support to the sheltered workshop but also provides an opportunity, allowing us to deliver love and care to all our employees and customers through the purchase of the gift boxes.

We believe that such action is able to not only provide support to the sheltered workshop but also encourages other enterprises to participate in social responsibility, thereby establish an inclusive society with care and love.



TriBake Sustainability Co., Ltd. TriBake No. 1 Sheltered Workshop

Xinyi District
TAIPEI



TriBake is committed to providing delicious desserts to customers, such as festival gift boxes, celebration cakes for one-full-month of child birth, and dinner party gift boxes, etc. All bakery products are made from local and natural food ingredients in Taiwan without any artificial additives, and all raw material suppliers comply with the food safety standards of ISO22000, HACCP, SGS, etc., and customized gift box service is also provided. TriBake No. 1 Sheltered Workshop provides a friendly workplace to the disabled. With quality products and services, allowing customers to truly enjoy TriBake's products and services with great supports and feedbacks. Accordingly, a positive cycle of sustainable consumption can be established.

Appendix 1 GRI Content Index

Statement of Use	Wayi has prepared the 2022 ESG Report in accordance with the GRI Standards, and the data and information disclosure scope is from January 1 to December 31, 2022.
Version of Use	GRI 1:Foundation 2021
Applicable Sector Standards	NA

GRI 2: General Disclosures 2021

GRI Standards	Topic-specific disclosures	Chapter	Page number	Omission/Notes
The organization and its reporting practices				
2-1	Organizational details	About Wayi	5	
2-2	Entities included in the organization's sustainability reporting	Reporting boundary and scope	1	
2-3	Reporting period, frequency and contact point	Reporting Period and Release / Comments and Feedbacks	2	
2-4	Restatements of information	Reporting boundary and scope	1	
2-5	External assurance	Report Management Method and Assurance	2	
Activities and workers				
2-6	Activities, value chain and other business relationships	About Wayi / 2.1 Supply Chain Management	5, 32	
2-7	Employees	3.2 Personnel Structure	42	
2-8	Workers who are not employees	3.2 Personnel Structure	42	No non-employee workers
Governance				
2-9	Governance structure and composition	Report Management Method and Assurance / 1.1 Governance Organization	2, 18	
2-10	Nominating and selecting the highest governance body	1.1 Governance Organization	18	
2-11	Chair of the highest governance body	1.1 Governance Organization	18	

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GRI Standards	Topic-specific disclosures	Chapter	Page number	Omission/Notes
Governance				
2-12	Role of the highest governance body in overseeing the management of impacts	Report Management Method and Assurance / 1.1 Governance Organization	2, 18	
2-13	Delegation of responsibility for managing impacts	Report Management Method and Assurance	2	
2-14	Role of the highest governance body in sustainability reporting	Report Management Method and Assurance	2	
2-15	Conflicts of interest	1.1 Governance Organization	18	
2-16	Communication of critical concerns	1.1 Governance Organization	18	
2-17	Collective knowledge of the highest governance body	1.1 Governance Organization	18	
2-18	Evaluating the highest governance body's performance	1.1 Governance Organization	18	
2-19	Remuneration Policy	1.1 Governance Organization	18	
2-20	Process to determine remuneration	1.1 Governance Organization	18	
2-21	Annual total compensation ratio	3.3 Employee Care	44	
Strategy, policies and practices				
2-22	Statement on sustainable development strategy	Commitment to sustainable management	3	
2-23	Policy commitments	1.3 Ethics and Integrity / 3.1 Human Rights Management	28, 39	
2-24	Embedding policy commitments	1.3 Ethics and Integrity / 3.1 Human Rights Management	28, 39	
2-25	Processes to remediate negative impacts	3.1 Human Rights Management	39	
2-26	Mechanisms for seeking advice and raising concerns	3.1 Human Rights Management	39	
2-27	Legal compliance	2.4 Legal compliance	37	
2-28	Membership of associations	3.1 Human Rights Management	39	
Stakeholder engagement				
2-29	Approach to stakeholder engagement	Stakeholder communication and engagement	15	
2-30	Collective bargaining agreements	—	-	None

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GRI 3: Material Topics 2021

"*" refers to Wayi's self-defined topics

GRI Standards	Topic-specific disclosures		Chapter	Page number	Omission/Notes
3-1	Process to determine material topics		Material topic analysis and identification	11	
3-2	List of material topics		List of material topics	13	
Economic Performance					
3-3	Management of material topics		1 Corporate Governance	17	
201 Economic Performance (2016)	201-1	Direct economic value generated and distributed	1.2 Business performance	26	
Governance Operation and Information Transparency*					
3-3	Management of material topics		1 Corporate Governance	17	
Ethical Management*					
3-3	Management of material topics		1 Corporate Governance	17	
Talent Development and Training					
3-3	Management of material topics		3 Friendly Workplace	38	
404 Training and Education	404-1	Average hours of training per year per employee	3.4 Talent Development	48	
	404-3	Percentage of employees receiving regular performance and career development reviews	3.4 Talent Development	48	
Talent Recruitment and Retention					
3-3	Management of material topics		3 Friendly Workplace	38	
201 Economic Performance (2016)	201-3	Defined benefit plan obligations and other retirement plans	3.3 Employee Care	44	
202 Market Presence (2016)	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	3.3 Employee Care	44	
401 Employment (2016)	401-1	New employee hires and employee turnover	3.4 Talent Development	48	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.3 Employee Care	44	
	401-3	Parental leave	3.3 Employee Care	46	

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GRI Standards	Topic-specific disclosures		Chapter	Page number	Omission/Notes
Labor/Management Relations					
3-3	Management of material topics		3 Friendly Workplace	38	
401 Labor/ Management Relations (2016)	402-1	Minimum notice periods regarding operational changes	3.3 Employee Care	47	
Customer Service and Satisfaction*					
3-3	Management of material topics		2 Product Innovation and Management	30	
Customer Privacy and Data Security					
3-3	Management of material topics		2 Product Innovation and Management	30	
418 Customer Privacy (2016)	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.3 Information and communication security	36	
Legal Compliance*					
3-3	Management of material topics		2 Product Innovation and Management	30	

Topic Standard Disclosure 2016: Voluntary Disclosure Indicator

GRI Standards	Topic-specific disclosures		Chapter	Page number	Omission/Notes
200 Topic Series: Economy					
201 Economic Performance	201-4	Financial assistance received from the government	—	-	None
202 Market Presence	202-2	Proportion of senior management hired from the local community	3.2 Personnel Structure	42	
203 Indirect Economic Impact	203-1	Infrastructure investments and services supported	4.2 Social charity	54	
205 Anti- corruption	205-2	Communication and training about anti-corruption policies and procedures	1.3 Ethics	28	None
	205-3	Confirmed incidents of corruption and actions taken	1.3 Ethics	28	None
207 Tax	207-1	Approach to tax	1.2 Business performance	26	

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GRI Standards	Topic-specific disclosures		Chapter	Page number	Omission/Notes
300 Topic Series: Environment					
302 Energy	302-1	Energy consumption within the organization	4.1 Environmental protection	51	
	302-3	Energy intensity	4.1 Environmental protection	51	
	302-4	Reduction of energy consumption	4.1 Environmental protection	51	
303 Water and Effluents (2018)	303-1	Interactions with water as a shared resource	4.1 Environmental protection	51	
	303-3	Water withdrawal	4.1 Environmental protection	51	
305 Emissions	305-2	Energy indirect (Scope 2) GHG emissions	4.1 Environmental protection	52	
	305-4	GHG emissions intensity	4.1 Environmental protection	52	
Customer Privacy and Data Security					
401 Employment	401-1	New employee hires and employee turnover	3.4 Talent Development	48	
	401-3	Parental leave	3.3 Employee Care	46	
403 Occupational Health and Safety	403-3	Occupational health services	3.5 Healthy Workplace	50	
	403-5	Worker training on occupational health and safety	3.5 Healthy Workplace	50	
	403-6	Promotion of worker health	3.5 Healthy Workplace	50	
	403-9	Work-related injuries	3.5 Healthy Workplace	50	No occurrence of such incidents
	403-10	Work-related ill health	3.5 Healthy Workplace	50	No occurrence of such incidents
405 Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	1.1 Governance Organization / 3.2 Personnel Structure	18, 42	
	405-2	Ratio of basic salary and remuneration of women to men	3.3 Employee Care	44	
406 Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	—	-	None
411 Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	—	-	None
415 Public Policy	415-1	Political contributions	—	-	None
416 Customer health and safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.2 Product safety	34	None
417 Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	2.2 Product safety	34	None
	417-3	Incidents of non-compliance concerning marketing communications	2.2 Product safety	34	None

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Sector: Software and IT Services

SASB Code	Topic-specific disclosures	Category	Unit	Report Content or Description
Environmental Footprint of Hardware Infrastructure				
TC-SI-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	GJ Percentage (%)	(1) 1,008.62 GJ (2) 100% (3) 0%
TC-SI-130a.2	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with high or extremely high baseline water stress	Quantitative	thousand m3 Percentage (%)	(1) 1.49 thousand m3 (2) 0% (Wayi's business offices are not located at regions of high or extremely high baseline water stress)
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	None	No relevant information
Data Privacy & Freedom of Expression				
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	None	Please refer to 2.1 Supply Chain Management and 2.3 Information and Communication Security
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Quantitative	Quantity	It depends on the number of gamers for each project, and the number of gamers is between and 8,000-15,000 people. The main items of use include: text messages to inform gamers of the project about the new version and holiday event information in principle.
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Reporting currency	In 2022, there were no incidents of legal lawsuits associated with user privacy.
TC-SI-220a.4	(1) Number of law enforcement requests for user information (2) Number of users whose information was requested (3) Percentage resulting in disclosure	Quantitative	Quantity in percentage (%)	(1) 0 times (2) 0 (3) 0%
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	None	In 2022, there were no relevant products or services that were subject to government-required monitoring, blocking, content filtering, or censoring. However, to maintain a proper gaming environment, we have installed filtering mechanism to screen out improper texts (hostile wording, including but not limited to swear words, sexual violence, etc.; politics is under the scope of freedom of speech such that it is not restricted).
Data Security				
TC-SI-230a.1	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII), (3) Number of users affected	Quantitative	Quantity in percentage (%)	(1) 0 times (2) 0% (3) 0
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cyber security standards	Discussion and Analysis	None	Security risk is monitored and controlled via the database account user authority management, firewall connection policy and anti-virus software application program.

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SASB Code	Topic-specific disclosures	Category	Unit	Report Content or Description
Recruiting & Managing a Global, Diverse & Skilled Workforce				
TC-SI-330a.1	(1) Percentage of foreign employees (2) Percentage of overseas employees	Quantitative	Percentage (%)	(1) 1.97% (2) 0%
TC-SI-330a.2	Employee engagement as a percentage	Quantitative	Percentage (%)	There was no relevant data for the current year
TC-SI-330a.3	Percentage of gender and racial / ethnic group representation for (1) Management (2) Technical staff (3) All other employees	Quantitative	Percentage (%)	Please refer to 3.2 Personnel Structure
Intellectual Property Protection & Competitive Behavior				
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	No occurrence of such incident during the reporting year
Managing Systemic Risks from Technology Disruptions				
TC-SI-550a.1	Number of (1) Performance issues (2) Service disruptions (3) Total customer downtime	Quantitative	Quantity Number of days	(1) 0 times (2) 2 times (3) 2 times
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	None	Each aspect has risks, and risk transfer or mitigation is performed according to the risk assessment management table.

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Appendix 3 Third Party Certification and Assurance Statement

ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE WAYI INTERNATIONAL DIGITAL ENTERTAINMENT CO., LTD.'s SUSTAINABILITY REPORT FOR 2022

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION
SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by WAYI INTERNATIONAL DIGITAL ENTERTAINMENT CO., LTD. (hereinafter referred to as WAYI) to conduct an independent assurance of the Sustainability Report for 2022 (hereinafter referred to as the Report). The scope of assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 1 Moderate level to assess whether the text and data in accompanying tables contained in the report presented and complies with the GRI Universal Standard (2021) and AA1000 Accountability Principles (2018) during verification (2023/7/3-2023/8/1) in WAYI headquarter. The assurance process did not include the evaluation of specific performance information outside the scope, such as Sustainability Accounting Standards Board (SASB) and non-material topics and the related performance indicators.

SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT
This Assurance Statement is provided with the intention of informing all WAYI's Stakeholders.

RESPONSIBILITIES
The information in the WAYI's Sustainability Report of 2022 and its presentation are the responsibility of the directors or governing body (as applicable) and management of WAYI. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the report content within the scope of verification with the intention to inform all WAYI's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE
The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance and standards including the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2 General Disclosure 2021 for organization's reporting practices and other organizational detail, GRI 3 2021 for organization's process of determining material topics, its list of material topics and how it manages each topic, and the guidance on levels of assurance contained within the AA1000 series of standards and/or ISAE3000.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options	Level of Assurance
A	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)
B	AA1000ASv3 Type 1 Moderate (AA1000AP Evaluation only)

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SCOPE OF ASSURANCE AND REPORTING CRITERIA
The scope of the assurance included evaluation of adherence to the following reporting criteria:

Reporting Criteria Options
1 GRI Universal Standard (2021) (Reference)
2 AA1000 Accountability Principles (2018)

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) at a moderate level of scrutiny; and
- evaluation of the report against the requirements of Global Reporting Initiative Universal Standards (2021) listed in the GRI content index where the organization has referenced for the preparation of the reported information.

ASSURANCE METHODOLOGY
The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS AND MITIGATION
Financial data drawn directly from independently audited financial accounts and Sustainability Accounting Standards Board (SASB) related disclosures has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE
The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from WAYI, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS
ASSURANCE/VERIFICATION OPINION
On the basis of the methodology described and the verification work performed, we are satisfied that the disclosure with inclusivity, materiality, responsiveness, and impact information in the scope of assurance is reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.
We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

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ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY
WAYI has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, sustainability experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, WAYI may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

MATERIALITY
WAYI has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

RESPONSIVENESS
The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

IMPACT
WAYI has demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS
The report, WAYI's Sustainability Report of 2022, is reporting with reference to the GRI Universal Standards 2021 and complies with the requirements set out in section 3 of GRI 1 Foundation 2021. The significant impacts were assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021. The report has properly disclosed information related to WAYI's contributions to sustainability development. For future reporting, WAYI is encouraged to prepare for the transition to reporting in accordance with the GRI Standards, with more comprehensive details of its management processes on the identified impacts on the economy, environment, and people, including impacts on their human rights.

Signed:
For and on behalf of SGS Taiwan Ltd.

Stephen Pao
Knowledge Deputy General Manager
Taipei, Taiwan
13 September, 2023
www.sgs.com

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wayi

華義國際數位娛樂股份有限公司
Wayi International Digital Entertainment Co., Ltd.