



**華義國際** 數位娛樂股份有限公司

Wayi International Digital Entertainment Co., Ltd.

# Sustainability Report 2023

#### Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



## Table of Contents

About the Report 01

Commitment to Sustainable Management 03

### 1 Sustainability Governance 04

1.1 About Wayi 04

1.2 Sustainable Development Organizational Structure 09

1.3 Response to the United Nations Sustainable Development Goals (SDGs) 10

1.4 Material Topic Analysis and Identification 11

1.5 Stakeholder Communication 16

### 4 Friendly Workplace 52

Material Topic Management Policy 52

4.1 Human Rights Management 53

4.2 Diverse Workplace 56

4.3 Employee Care 59

4.4 Talent Development 64

4.5 Healthy Workplace 67

### 2 Corporate governance 19

Material Topic Management Policy 19

2.1 Governance Organization 21

2.2 Business Performance 32

2.3 Ethics and Integrity 34

2.4 Risk Management 35

2.5 Climate Change Management 36

### 5 Social Development 68

5.1 Environmental Protection 68

5.2 Social Welfare 71

### 3 Product innovation and management 37

Material Topic Management Policy 37

3.1 Value Chain Management and Transformation 41

3.2 Product Liability 46

3.3 Information and Communication Security 48

3.4 Legal Compliance 49

3.5 Customer Relationship 50

### Appendices

Appendix 1 GRI Content Index 72

Appendix 2 SASB Standards Index 78

Appendix 3 Climate-Related Information of TPEX Listed Companies 80

Appendix 4 Third-Party Verification Statement 81

- 1 Sustainability Governance
- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development
- Appendices



## About the Report

This is the third Sustainability Report of Wayi International Digital Entertainment Co., Ltd. (hereinafter referred to as "Wayi International", "Wayi", or "the Company"), which published its first Sustainability Report in both Chinese and English in 2022. The report will be synchronously published on Wayi's official website ([https://www.wayi.net/5\\_duty04.html](https://www.wayi.net/5_duty04.html)) for Wayi's stakeholders and information users.

This report aims to transparently disclose non-financial information of the Company in the aspects of environment (E), society (S), and governance (G) based on 5 dimensions: corporate governance, product innovation and management, workplace featuring common good, environmental friendliness, and social care, in order to fully demonstrate the Company's efforts and achievements in sustainable development to the actual or potential stakeholders of Wayi. We hope that this report can truly present the Company's commitment to sustainable development. We also look forward to stakeholders' valuable opinions as an important reference for the Company to improve and enhance sustainable development strategies.



Wayi's Official Website

## Reporting Boundary and Scope

The reporting scope of this report encompasses Wayi International Digital Entertainment Co., Ltd., including Wayi's Taipei headquarters and Taichung office. The data on environmental and social metrics was collected and summarized statistically by various departments, with internationally accepted metrics utilized as the calculation unit; the financial data of economic metrics was calculated in New Taiwan Dollars (NTD) according to the International Financial Reporting Standard (IFRS), and was disclosed after the verification and certification by Deloitte Taiwan. The information disclosed is consistent with the data in Wayi's consolidated financial statements. Special circumstances, if any, are explained in each chapter. This report is the 3rd Sustainability 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)

- 1 Sustainability Governance
- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development
- Appendices



## Reporting Principle

This report was mainly prepared in accordance with the latest version of GRI Standards 2021 announced by the Global Sustainability Standards Board (GSSB), and there is no applicable GRI Sector Standards. In addition, the content structure of this report was established according to the frameworks of the SASB Standards released by the International Sustainability Standards Board (ISSB), the Task Force on Climate-related Financial Disclosures (TCFD), and the directive policies specified by Taipei Exchange in "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", and was consistent with the United Nation's 17 Sustainable Development Goals (SDGs). According to the reporting principles, Wayi's relevant strategies, goals and specific actions related to the material topics are disclosed. Furthermore, detailed information of GRI and SASB content index are provided in Appendix 1 and Appendix 2 of this report.

## Report Management Method and Assurance

As the Company strives to achieve sustainable development and keep in line with international trends, the Board of Directors approved the "Sustainable Development Committee Organization Regulations" in August 2023 to establish the "Sustainable Development Committee", an official and functional committee responsible for the promotion, formulation and decision-making regarding risk assessment and response strategies in environmental, social, and governance aspects for the purpose of sustainable management, and the implementation of due diligence.

The "Sustainable Development Committee" instructs the management (General Manager and the heads of different centers) to supervise the work for each sustainability issue, and form respective "working teams" to facilitate the implementation based on the actual work. The content and related data of this report were compiled, reviewed, edited and revised by the members of different working teams based on the division of work, and further reviewed by the top executive of each responsible department to ensure the accuracy, correctness and coverage of all important sustainability topics of the disclosed information. The report was finalized upon the approval of the General Manager, and approved for publication by the Sustainable Development Committee and the Board of Directors through a proposal, in order to supervise the operation and implementation of the Sustainable Development Committee.

After the preparation of the report was complete, an impartial and independent third-party institution was 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 4 of this report for the Verification Statement.

## Reporting Period and Publication

This report includes information and data pertaining to Wayi's business activities from January 1 to December 31, 2023, which are consistent with the Company's financial statements. The content focuses on reporting the sustainable management actions for material topics and the performance thereof. In the future, we will continue to compile and publish the report annually to fulfill the responsibility for stakeholder communication.

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

Previous Release Date: September 2023

Present Release Date: August 2024

Next Release Date: Scheduled for August 2025

## Feedback

We sincerely appreciate your care and support of Wayi International!

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

Contact unit: Wayi International Digital Entertainment Co., Ltd. Finance Department

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

Tel.: 02-5559-0070 ext. 371

Fax.: 02-5559-0095

Email: ESG@wayi.com.tw

Official website: <https://www.wayi.net/>







## Commitment to sustainable management

Wayi is a pioneering online game provider in Taiwan. ESG seems to be a topic that has little to do with the industry Wayi belongs to, but it affects our life all the time. When the Company is determined to include ESG issues into consideration and hopes to incorporate ESG as a part of the Company's DNA, the Company's vision and thinking for business decision-making will thereby be enhanced to an extent that covers all related issues in a comprehensive and meticulous manner.

In the face of upheaval and transformation in the gaming industry, Wayi International thinks more seriously about how to achieve sustainable development, provide services with better quality and comprehensiveness, and bring positive values to society while mitigating negative social impacts when meeting the needs of users. Meanwhile, we give back to our shareholders and take care of our employees by creating value in a continuous and steady manner, thereby realizing a positive and active management cycle as a benchmark in the industry. This is our commitment and the goal of our management team.



Chairman Shu-Kai Shih

# 1 CHAPTER Sustainability Governance

- ▶ 1.1 About Wayi
- ▶ 1.2 Sustainable Development Organizational Structure
- ▶ 1.3 Response to the United Nations Sustainable Development Goals (SDGs)
- ▶ 1.4 Material Topic Analysis and Identification
- ▶ 1.5 Stakeholder Communication



Table of Contents  
 About the Report  
 Commitment to sustainable management

## 1 Sustainability Governance

- 1.1 About Wayi
- 1.2 Sustainable Development Organizational Structure
- 1.3 Response to the United Nations Sustainable Development Goals (SDGs)
- 1.4 Material Topic Analysis and Identification
- 1.5 Stakeholder Communication
- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development
- Appendices



## 1.1 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 as a listed company in the cultural and creative industry, 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 launched the pioneering domestic online game "Ren Zai Jiang Hu". Thereafter, "StoneAge" was launched and became the first domestic 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. In 2023, the Company acquired the "League Funny" game-based social discussion

platform and its development and operation team as the cornerstone for developing a comprehensive entertainment platform in the future. The aim is to put new technical teams together for game development and platform development, so that a market with more diversified digital entertainment services can be built.

### Gaming operation agency

- Operation planning
- Marketing social group
- QA & customer service
- International business

### Gaming arts

- 2D character and scene drawing and creation
- 3D Character modeling and rigging
- Production of motion and effect projects

### Strategic cooperation



### Technical operation

- Server erection
- Software and hardware maintenance
- Game version update
- Local content planning and creation

### Game development

- IP negotiation - WAYI
- Game planning - WAYI
- Gaming development - WANIN
- Operation cooperation - WAYI & WANIN

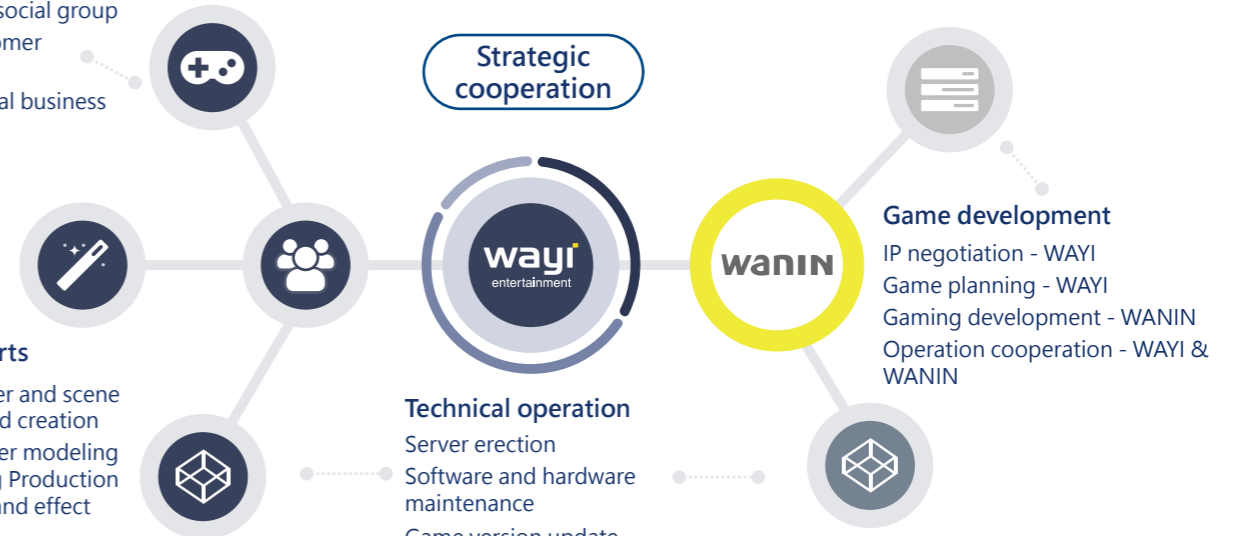


Table of Contents

About the Report

Commitment to sustainable management

## 1 Sustainability Governance

1.1 About Wayi

1.2 Sustainable Development Organizational Structure

1.3 Response to the United Nations Sustainable Development Goals (SDGs)

1.4 Material Topic Analysis and Identification

1.5 Stakeholder Communication

2 Corporate Governance

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



## 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\$236,112,990 (up to December 31, 2023)   |
| Number of employees    | 54 employees  |
| 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   |



## 1 Sustainability Governance

1.1 About Wayi

1.2 Sustainable Development Organizational Structure

1.3 Response to the United Nations Sustainable Development Goals (SDGs)

1.4 Material Topic Analysis and Identification

1.5 Stakeholder Communication

2 Corporate Governance

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



## 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.



### 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.



## 1 Sustainability Governance

### 1.1 About Wayi

### 1.2 Sustainable Development Organizational Structure

### 1.3 Response to the United Nations Sustainable Development Goals (SDGs)

### 1.4 Material Topic Analysis and Identification

### 1.5 Stakeholder Communication

## 2 Corporate Governance

## 3 Product Innovation and Management

## 4 Friendly Workplace

## 5 Social Development

## Appendices



## Operation Planning

Wayi mainly focused on the business of gaming agency in the first half of 2023, and performed operations in Taiwan, Hong Kong and Macao, with the sales in Taiwan accounting for 98% of the overall business. The games we distributed were mainly online games (including but not limited to computer and mobile device platforms) developed by Japanese and Korean developers. The main products in 2023 included "Granado Espada R", "Mass for the Dead", "La Corda d' oro Starlight Orchestra", "Kemono Friends 3", and games based on IP license joint operation. The numbers of registered members are as follows:

**"Granado Espada R" : 928,361 people, with 1,497 new members joining in 2023**

**"Mass for the Dead" : 785,425 people, with 28,396 new members joining in 2023**

**"La Corda d' oro Starlight Orchestra" : 51,892 people, with 18,114 new members joining in 2023**

**"Kemono Friends 3" : 129,710 people, with 129,114 new members joining in 2023**

Note: "Kemono Friends 3" was a new product in Q1 2023 (March 14, 2023). The distributorship for "Granado Espada R" ended in Q4 2023 (November 28, 2023). The distributorship for "Mass for the Dead" ended in Q4 2023 (December 6, 2023).

In the second half of 2023, due to the game market environment and the adjustment of the Company's operating strategy, the development and operation of a comprehensive entertainment platform was set to be the focus of future long-term operations apart from the existing game agency business, and the Company aimed to increase the technical capability of independent R&D of games to avoid being limited by the market environment of the existing distributed products, and to secure its market position through the provision of digital entertainment services. To this end, Wayi expanded its R&D manpower, guided the functional transformation of existing employees, and decided to acquire the game-based social discussion platform, "League Funny", and the development and operation team thereof after assessment. The purpose is to enhance the Company's sensitivity to and influence within the gaming and entertainment community—both of which are essential for the future development of a comprehensive entertainment platform.

- ◆ New platform development: The Company will develop a comprehensive entertainment platform. In addition to the existing agency business of games, we will prioritize the expansion of joint operations in gaming, independently develop new games, and strengthen player communities, ACG culture, and entertainment offerings.
- ◆ Capability of independent R&D of games: With an eye to the independent R&D of games, we will set up a Planning Department to train technical teams. This will help reduce our dependence on game developers, allowing us to make breakthroughs in the current predicament of the field of agency for games, and further strengthen the Company's core operational values.
- ◆ Transformation from agency business to joint operation: Besides the products in operation or for which contracts have been completed covered in our agency business, our business focus in 2024 will be gradually adjusted from agency cooperation to joint operation. This will enable us to boost the efficiency of product launch, increase the number of products available, and reduce the cost of servers at the same time.
- ◆ Social platform operation: We will run a game-based social platform to create traffic and increase the number of members with game-related information and interaction through entertainment options, news, live streaming, clubs, etc., and to direct traffic for project marketing.

## 1 Sustainability Governance

### 1.1 About Wayi

### 1.2 Sustainable Development Organizational Structure

### 1.3 Response to the United Nations Sustainable Development Goals (SDGs)

### 1.4 Material Topic Analysis and Identification

### 1.5 Stakeholder Communication

## 2 Corporate Governance

## 3 Product Innovation and Management

## 4 Friendly Workplace

## 5 Social Development

## Appendices



## Company History

### E-sports Business 2011 - 2018

- ◆ Achieved outstanding sales of Korean game "Tower of Babel" in Taiwan with sales ranking of No. 8 on Google platform  
Achieved outstanding sales of "Pocoro Dungeons" developed by Cyberagent, a Japanese company in Taiwan with sales ranking of No. 2 on IOS platform
- ◆ Released the Korean mobile Game, "Boss KO"
- ◆ Organized domestic professional league game of Special Force
- ◆ Released the PC game "G.O.D" developed by the Company
- ◆ Participated in the 10<sup>th</sup> IESF World Championship
- ◆ Participated in the 8<sup>th</sup> world championship series of "SF Online", "Special Force 2"

### Development Stage 2000 - 2004

- ◆ Established Wayi Beijing as a pioneer in the online gaming market in China
- ◆ Released Korean A3 online game and "Stone age" in Taiwan
- ◆ Established Wayi Sichuan as the R&D center in China"
- ◆ Established Wayi Singapore for Southeast Asian market' s expansion
- ◆ Wayi' s stocks publicly listed on TPEX for trading (Stock Code: 3086 - Wayi)
- ◆ Established Wayi Spider eSports League for training of esports players
- ◆ Invested in "Wayi Amusement Co., Ltd."
- ◆ Expanded business to national military training game console market

### New Venture 2019 - 2023

- ◆ Released Kakao Games "My Home for Kakao" in Taiwan
- ◆ Released Kakao Games "Friends Racing" in Taiwan
- ◆ Established the Design Center and engaged in strategic collaboration with Wanin International
- ◆ Released Trys "MASS FOR THE DEAD" in Taiwan
- ◆ Distributed KOEI TECMO "La Corda d' oro Starlight Orchestra" in Taiwan
- ◆ Distributed Appirits "Kemono Friends 3" in Taiwan
- ◆ Acquired the "League Funny" platform to get involved in the operation of a game-based social platform

### Growing Stage 2005 - 2010

- ◆ Started official operation of BITCOIN Store WMALL
- ◆ Officially released the APP of "FUNBUDDY BATTLE" for esports
- ◆ Distributed and released Korean PC game "Special Force"
- ◆ Distributed and released Korean PC game "Granado Espada R"
- ◆ Self-developed PC online game "81Key" with Korean G-Star' s participation
- ◆ Distributed and released "Yulgang Online" in Taiwan

### Start-up Stage 1993 - 1999

- ◆ Started with release of mini-games
- ◆ The 1st Taiwanese company that localized and published Japanese NEC PC98 games
- ◆ Released the Chinese version of the computer gaming software "Arena Girls"
- ◆ Established own R&D team and released the PC game of "Destined Emperor" from the work of a famous cartoonist

Note: For details of the Company's history, please refer to pages 3~10 of Wayi' s 2023 Annual Report.

- Table of Contents
- About the Report
- Commitment to sustainable management

**1 Sustainability Governance**

- 1.1 About Wayi
- 1.2 Sustainable Development Organizational Structure
- 1.3 Response to the United Nations Sustainable Development Goals (SDGs)
- 1.4 Material Topic Analysis and Identification
- 1.5 Stakeholder Communication

- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development
- Appendices



## 1.2 Sustainable Development Organizational Structure

To ensure corporate sustainable management and fulfill social responsibilities, Wayi formulated the "Sustainable Development Best Practice Principles" in 2021 with reference to the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" to provide guidance for the Company's directors, employees, and management of the Company's overall business activities. Policies, systems and management plans in response to the risks and impacts of issues in corporate governance, economic, environmental and social aspects are accordingly devised for constant improvement, with a view to promoting sustainability practices such as achieving corporate governance, developing a sustainable environment, maintaining social welfare, and enhancing the disclosure of information on corporate sustainable development. In 2022, different departments jointly formed the Sustainable Development Promotion Team to coordinate the directions and goals of corporate social responsibility and sustainable development, promote relevant tasks and implement periodic supervision and control, compile relevant information for the publication of the Sustainability Report in Chinese and English, and report the implementation results to the Board of Directors.

### Sustainable Development Committee

In January 2023, the Board of Directors approved the establishment of the "Sustainable Development Committee Charter" to organize the "Sustainable Development Committee" for the sustainable development goals in environmental, social, and corporate governance aspects. In August 2023, the Board further amended and approved the "Sustainable Development Committee Organization Regulations" to set the "Sustainable Development Committee" as a functional committee under the Board of Directors. The Committee instructs the management (General Manager and the heads of different centers) to supervise the work for each sustainability issue, and form respective "working teams" to facilitate the implementation based on the actual work. The members shall be appointed by the Board of Directors upon resolution, and shall not be less than 3 members. More than half of the members are independent directors, and the Chairman serves as the convener and the meeting chair. The Sustainable Development Committee meeting is required to take place at least once a year, and may be convened at any time as appropriate; the implementation of the Sustainable Development Committee shall be reported to the Board of Directors at least once a year.

In terms of the first Sustainable Development Committee, the Chairman, Mr. Shu-Kai Shih, was appointed

as the convener, and the independent directors, Mr. Feng-Hsiung Hsiao, Mr. Mu-Chun Liang and Mr. Li-Han Kao, were appointed as the members of the Sustainable Development Committee. A Sustainable Development Committee meeting is convened on a yearly basis to determine the directions and goals of implementation, discuss material topics, and report on the performance in relation to the ESG goals, as well as the setting of and implementation for short-term, medium-term, and long-term future goals. The Sustainable Development Committee met convened a total of 1 meeting in 2023, with an overall attendance rate of 100%. A report was submitted to the Board of Directors on November 13, 2023.

| Summary of Sustainable Development Issues Reported to the Board of Directors in 2023 |  |
|--|--|
| Date of Reporting to the Board of Directors  | Reported Matter  |
| January 5, 2023  | 1. Establishment of the "Sustainable Development Committee Charter"  |
| March 27, 2023   | 1. Implementation of the greenhouse gas inventory and verification schedule (including that of overseas subsidiaries)  |
| May 9, 2023  | 1. Implementation of the greenhouse gas inventory and verification schedule<br>2. Amendments to the "Corporate Governance Best Practice Principles"<br>3. Establishment of the "Information Security Maintenance Plan"   |
| August 10, 2023  | 1. Implementation of the greenhouse gas inventory and verification schedule<br>2. Setup of the Sustainable Development Committee under the Board of Directors, and amendments to the "Sustainable Development Committee Organization Regulations"<br>3. Appointment of the Sustainable Development Committee members |
| November 13, 2023  | 1. Implementation of the greenhouse gas inventory and verification schedule<br>2. Implementation status of the ethical corporate management<br>3. Implementation status of the Intellectual Property Rights Management Plan<br>4. Implementation status of sustainable development                                   |

### 1 Sustainability Governance

1.1 About Wayi

1.2 Sustainable Development Organizational Structure

1.3 Response to the United Nations Sustainable Development Goals (SDGs)

1.4 Material Topic Analysis and Identification

1.5 Stakeholder Communication

2 Corporate Governance

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



## 1.3 Response to the United Nations Sustainable Development Goals (SDGs)

The "2030 Agenda for Sustainable Development" adopted by the United Nations in 2015 provides a common blueprint for the present and future peace and prosperity of mankind and the planet. With 17 UN Sustainable Development Goals (SDGs) as its core, it is aimed at solving environmental, economic and social issues at a global level, and offers specific solutions in the hope of engaging governments, enterprises and people around the world to achieve the goals by 2030.

Wayi has established the Sustainable Development Committee to raise the management level of sustainability-related actions, and has actively paid attention to SDG issues to respond to global trends. 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, value chain and society, etc. in order to achieve value maximization. With regard to the environmental aspect, we check the use of energy and implement energy saving measures. For the social aspect, we stick to the principle of gender equality and participate in social care and public welfare activities. As for the governance aspect, we adopt ethical management, strengthen the function of the Board of Directors, boost information transparency, improve operational performance, and ensure the rights and interests of shareholders and investors.

Each year, Wayi voluntarily releases a Sustainability Report in Chinese and English to review and demonstrate our effort to achieve the objectives of SDGs and the outcome of the practices in relation to global sustainability topics.



|   |   |  |  |
|---|---|--|--|
| E | <br>11.6<br><br>12.6   | <ul style="list-style-type: none"> <li>◆ Minimize the city's harmful influence on the environment, including energy/resource consumption, waste management and energy-saving measures.</li> <li>◆ Include sustainability-related information into corporate operational reports (by companies).</li> </ul> | 5.1 Environmental Protection   |
| S | <br>3.4<br><br>5.1<br><br>8.7           | <ul style="list-style-type: none"> <li>◆ Achieve gender equality and empower women.</li> <li>◆ Terminate the use of child labor, protect labor rights, and foster workplace safety.</li> <li>◆ Reinforce health risk management.</li> </ul>  | 4.1 Human Rights Management<br>4.2 Diverse Workplace<br>4.3 Employee Care<br>4.5 Healthy Workplace |
| G | <br>8.5<br><br>10.4<br><br>16.5<br>16.6 | <ul style="list-style-type: none"> <li>◆ Establish a good corporate governance system, and enhance ethical management policies.</li> <li>◆ Reduce all forms of corruption, bribery, and discrimination.</li> <li>◆ Ensure workplace equality and equal pay.</li> </ul>                                     | 2.2 Business Performance<br>2.3 Ethics and Integrity<br>4.3 Employee Care                          |



- Table of Contents
- About the Report
- Commitment to sustainable management

**1 Sustainability Governance**

- 1.1 About Wayi
- 1.2 Sustainable Development Organizational Structure
- 1.3 Response to the United Nations Sustainable Development Goals (SDGs)
- 1.4 Material Topic Analysis and Identification
- 1.5 Stakeholder Communication

- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development
- Appendices



# 1.4 Material Topic Analysis and Identification

In 2023, Wayi referred to the disclosure principle of “GRI 3: Material Topics 2021” of the latest version of GRI Standards to adopt the “actual or potential positive and negative impacts of Wayi’s operation and economic activities on external economy, environment, and 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 “impacts on corporate operation development, performance, positioning and corporate value”. The Administration Center CFO, members of sustainable development working teams and external consultants assessed the sustainability topics during meetings, with the assessment results serving 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. The assessment process included the following 5 steps:

| Material Topic Materiality Analysis Steps |   |                                    |   |                                |  |                                      |  |  |  |  |                          |                   |  |                                 |  |                                 |                                  |                                    |                      |                                |                       |                            |                         |   |                    |  |              |                                |     |  |  |                        |                      |  |  |  |  |                                   |  |  |  |   |  |
|---|---|------------------------------------|---|--------------------------------|--|--------------------------------------|--|--|--|--|--------------------------|-------------------|--|---------------------------------|--|---------------------------------|----------------------------------|------------------------------------|----------------------|--------------------------------|-----------------------|----------------------------|-------------------------|---|--------------------|--|--------------|--------------------------------|-----|--|--|------------------------|----------------------|--|--|--|--|-----------------------------------|--|--|--|---|--|
| 1. Understand organization context        | <p><b>Sustainability Topics:</b></p> <p>Sustainability topics were collected according to sustainability standards and regulations (GRI, TCFD, SASB), UN Sustainable Development Goals (SDGs), ESG rating institutions (DJSI, MSCI), Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies, etc., and the sustainability topics actually or potentially related to the Company were constantly collected via department routine operating activities, stakeholder engagement, domestic and foreign benchmark peers in the gaming industry, external consultants’ opinions, and characteristics as well as regulations of the gaming industry. Finally, a list of 18 sustainability topics was compiled.</p>   |                                    |   |                                | <p><b>18</b><br/>sustainability topics</p> |                                      |  |  |  |  |                          |                   |  |                                 |  |                                 |                                  |                                    |                      |                                |                       |                            |                         |   |                    |  |              |                                |     |  |  |                        |                      |  |  |  |  |                                   |  |  |  |   |  |
|   | <table border="1"> <thead> <tr> <th colspan="5">Compilation of Sustainability Topics</th> </tr> <tr> <th style="background-color: #2e7d32; color: white;">Environmental Aspect (E)</th> <th colspan="2" style="background-color: #8e2426; color: white;">Social Aspect (S)</th> <th colspan="2" style="background-color: #0070c0; color: white;">Corporate Governance Aspect (G)</th> </tr> </thead> <tbody> <tr> <td>Energy and emissions management</td> <td>Talent recruitment and retention</td> <td>Talent development and cultivation</td> <td>Economic performance</td> <td>Product and service innovation</td> </tr> <tr> <td>Ecological protection</td> <td>Labor/Management relations</td> <td>Diversity and inclusion</td> <td>Governance operation and information transparency</td> <td>Ethical management</td> </tr> <tr> <td></td> <td>Human rights</td> <td>Occupational health and safety</td> <td>Tax</td> <td></td> </tr> <tr> <td></td> <td>Content responsibility</td> <td>Social participation</td> <td></td> <td></td> </tr> <tr> <td></td> <td>Supply chain sustainability management</td> <td>Customer service and satisfaction</td> <td></td> <td></td> </tr> <tr> <td></td> <td>Customer privacy and information and communication security</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> |                                    |   |                                |  | Compilation of Sustainability Topics |  |  |  |  | Environmental Aspect (E) | Social Aspect (S) |  | Corporate Governance Aspect (G) |  | Energy and emissions management | Talent recruitment and retention | Talent development and cultivation | Economic performance | Product and service innovation | Ecological protection | Labor/Management relations | Diversity and inclusion | Governance operation and information transparency | Ethical management |  | Human rights | Occupational health and safety | Tax |  |  | Content responsibility | Social participation |  |  |  | Supply chain sustainability management | Customer service and satisfaction |  |  |  | Customer privacy and information and communication security |  |
| Compilation of Sustainability Topics      |   |                                    |   |                                |  |                                      |  |  |  |  |                          |                   |  |                                 |  |                                 |                                  |                                    |                      |                                |                       |                            |                         |   |                    |  |              |                                |     |  |  |                        |                      |  |  |  |  |                                   |  |  |  |   |  |
| Environmental Aspect (E)                  | Social Aspect (S)   |                                    | Corporate Governance Aspect (G)                   |                                |  |                                      |  |  |  |  |                          |                   |  |                                 |  |                                 |                                  |                                    |                      |                                |                       |                            |                         |   |                    |  |              |                                |     |  |  |                        |                      |  |  |  |  |                                   |  |  |  |   |  |
| Energy and emissions management           | Talent recruitment and retention  | Talent development and cultivation | Economic performance                              | Product and service innovation |  |                                      |  |  |  |  |                          |                   |  |                                 |  |                                 |                                  |                                    |                      |                                |                       |                            |                         |   |                    |  |              |                                |     |  |  |                        |                      |  |  |  |  |                                   |  |  |  |   |  |
| Ecological protection                     | Labor/Management relations  | Diversity and inclusion            | Governance operation and information transparency | Ethical management             |  |                                      |  |  |  |  |                          |                   |  |                                 |  |                                 |                                  |                                    |                      |                                |                       |                            |                         |   |                    |  |              |                                |     |  |  |                        |                      |  |  |  |  |                                   |  |  |  |   |  |
|   | Human rights  | Occupational health and safety     | Tax   |                                |  |                                      |  |  |  |  |                          |                   |  |                                 |  |                                 |                                  |                                    |                      |                                |                       |                            |                         |   |                    |  |              |                                |     |  |  |                        |                      |  |  |  |  |                                   |  |  |  |   |  |
|   | Content responsibility  | Social participation               |   |                                |  |                                      |  |  |  |  |                          |                   |  |                                 |  |                                 |                                  |                                    |                      |                                |                       |                            |                         |   |                    |  |              |                                |     |  |  |                        |                      |  |  |  |  |                                   |  |  |  |   |  |
|   | Supply chain sustainability management  | Customer service and satisfaction  |   |                                |  |                                      |  |  |  |  |                          |                   |  |                                 |  |                                 |                                  |                                    |                      |                                |                       |                            |                         |   |                    |  |              |                                |     |  |  |                        |                      |  |  |  |  |                                   |  |  |  |   |  |
|   | Customer privacy and information and communication security   |                                    |   |                                |  |                                      |  |  |  |  |                          |                   |  |                                 |  |                                 |                                  |                                    |                      |                                |                       |                            |                         |   |                    |  |              |                                |     |  |  |                        |                      |  |  |  |  |                                   |  |  |  |   |  |

#### 1 Sustainability Governance

1.1 About Wayi

1.2 Sustainable Development Organizational Structure

1.3 Response to the United Nations Sustainable Development Goals (SDGs)

1.4 Material Topic Analysis and Identification

1.5 Stakeholder Communication

2 Corporate Governance

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



| <p>2. Identify actual and potential impacts</p> <p>3. Assess the significance of impact level of sustainability topics</p> | <p><b>Topics of Concern to Stakeholders:</b><br/>In addition to the department routine operating activities and stakeholder engagement, to better understand and respond to the needs and expectations of stakeholders, Wayi distributed stakeholder concern questionnaires on the 18 sustainability topics to collect the views and suggestions of various parties on the Company's sustainability topics, in order to identify and assess the materiality of such related topics. A total of 173 questionnaires were retrieved this time. The full score of each sustainability topic was 5, and 8 sustainability topics with a score above 4 in the questionnaire analysis results were regarded as key topics of concern to stakeholders.</p> <table border="1" data-bbox="1661 102 2252 443"> <thead> <tr> <th colspan="2">Topics of Concern to Stakeholders</th> </tr> </thead> <tbody> <tr> <td>Customer privacy and information and communication security</td> <td>Product and service innovation</td> </tr> <tr> <td>Content responsibility</td> <td>Labor/Management relations</td> </tr> <tr> <td>Customer service and satisfaction</td> <td>Talent recruitment and retention</td> </tr> <tr> <td>Occupational health and safety</td> <td>Human rights</td> </tr> </tbody> </table> <p><b>Materiality Assessment:</b><br/>The Administration Center CFO, members of sustainable development working teams, and external consultants convened a material topic identification meeting to discuss on the 18 sustainability topics, 8 topics of concern to stakeholders, and the 2022 material topics. At last, in consideration of the overlapping and aspects of the topics, 12 major sustainability topics were identified for the materiality assessment. The respective internal and external impacts generated by the operating activities of Wayi on the 12 major sustainability topics were investigated in accordance with the GRI Standards, with the significance thereof assessed, i.e.:</p> <ul style="list-style-type: none"> <li>Assess the "actual", "potential", "positive" and "negative" impacts of the Company's operating activities on the external economy, environment and people (human rights) with respect to each topic.</li> <li>Assess the "positive" and "negative" impacts on the internal operation of the Company that may be caused by each topic.</li> </ul> <p><b>Impact Score Calculation</b></p> <ul style="list-style-type: none"> <li>Negative impact materiality score:<br/>External negative impact level (severity*probability)*internal negative impact level.</li> <li>Positive impact materiality score:<br/>External positive impact level (scale and scope*probability)*internal positive impact level.</li> <li>For sustainability topic involving human rights impact, the calculation weight of the score was increased, and the positive and negative impact scores of each topic were calculated.</li> </ul> <p><b>Stakeholders Affected:</b></p> <ul style="list-style-type: none"> <li>Assess each sustainability topic materiality process, and also identify individuals or groups whose rights and interests have been or might be affected by the operating activities of the Company with respect to each topic.</li> </ul> | Topics of Concern to Stakeholders    |  | Customer privacy and information and communication security | Product and service innovation | Content responsibility | Labor/Management relations | Customer service and satisfaction | Talent recruitment and retention | Occupational health and safety | Human rights | <p>8<br/>topics of concern to stakeholders</p> <p>12<br/>major sustainability topics for impact assessment</p> <p>"Actual"<br/>"Potential"<br/>"Positive"<br/>"Negative"</p> |
|--|---|--------------------------------------|--|---|--------------------------------|------------------------|----------------------------|-----------------------------------|----------------------------------|--------------------------------|--------------|--|
| Topics of Concern to Stakeholders  |   |                                      |  |   |                                |                        |                            |                                   |                                  |                                |              |  |
| Customer privacy and information and communication security  | Product and service innovation  |                                      |  |   |                                |                        |                            |                                   |                                  |                                |              |  |
| Content responsibility   | Labor/Management relations  |                                      |  |   |                                |                        |                            |                                   |                                  |                                |              |  |
| Customer service and satisfaction  | Talent recruitment and retention  |                                      |  |   |                                |                        |                            |                                   |                                  |                                |              |  |
| Occupational health and safety   | Human rights  |                                      |  |   |                                |                        |                            |                                   |                                  |                                |              |  |
| <p>4. Arrange priority reporting sequence based on most significant impact</p>   | <p>The 12 sustainability topics were arranged in sequential order based on the "negative" and "positive" impacts according to the impact scores thereof, followed which the business partner characteristics and domestic/foreign sustainability topic trends were measured. After the discussion and confirmation by the Administration Center CFO, members of sustainable development working teams and external consultants, 10 topics were selected as 2023 material topics for prior disclosure.</p>   | <p>10<br/>material topics</p>        |  |   |                                |                        |                            |                                   |                                  |                                |              |  |
| <p>5. Respond to and manage material topics</p>  | <p>For the material topic response, the members of Wayi's sustainable development working teams were responsible for the communication and compilation of corresponding information provided by relevant departments. After the content was compiled, the management policy was re-adjusted depending upon the current management status of Wayi, and the information was disclosed in this report completely, in order to be used as a basis for Wayi's continuous improvement of sustainable management.</p>  | <p>3rd<br/>Sustainability Report</p> |  |   |                                |                        |                            |                                   |                                  |                                |              |  |

- Table of Contents
- About the Report
- Commitment to sustainable management

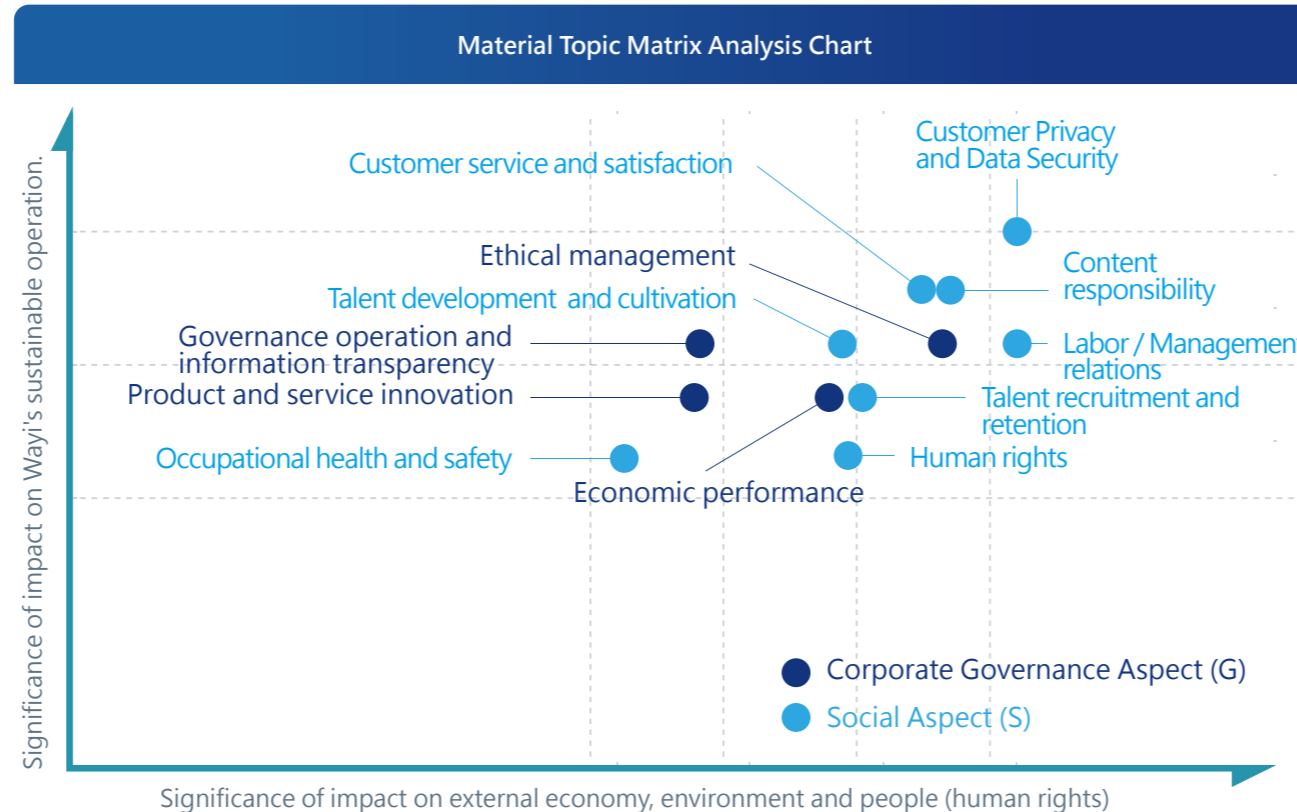
## 1 Sustainability Governance

- 1.1 About Wayi
- 1.2 Sustainable Development Organizational Structure
- 1.3 Response to the United Nations Sustainable Development Goals (SDGs)
- 1.4 Material Topic Analysis and Identification
- 1.5 Stakeholder Communication
- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development
- Appendices



## Material Topic Assessment Result

The Company's future operational plans were also taken into account in the 2023 material topic assessment. Therefore, compared to the results of material topic identification in the previous year, a new topic, "product and service innovation", was included in the material topics for the year. Besides, in consideration of the new GRI Standards, "legal compliance" was regarded as a "general disclosure" and described in the chapters of the report instead of being included as a sustainability topic or material topic. As for the other topics, they were merely changed in the topic name and presentation method; no significant changes were made. 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 | 07 | Talent recruitment and retention                  |
| 02                           | Labor/Management relations         | 08 | Talent development and cultivation                |
| 03                           | Content responsibility             | 09 | Governance operation and information transparency |
| 04                           | Ethical management                 | 10 | Product and service innovation                    |
| 05                           | Customer service and satisfaction  | 11 | Human rights                                      |
| 06                           | Economic performance               | 12 | Occupational health and safety                    |

Note: Blue texts refer to the 2023 material topics.

- Table of Contents
- About the Report
- Commitment to sustainable management

#### 1 Sustainability Governance

- 1.1 About Wayi
- 1.2 Sustainable Development Organizational Structure
- 1.3 Response to the United Nations Sustainable Development Goals (SDGs)
- 1.4 Material Topic Analysis and Identification
- 1.5 Stakeholder Communication

- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development
- Appendices



#### List of Material Topics

| Management approach        | Material Topic                                    | Impact Description   | GRI Metrics  | Corresponding Chapter                         |
|----------------------------|---|--|--|---|
| Corporate governance       | 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 Sustainability Report; all such policies and reports have been made available on the Company's website. In 2023, the functional committee, Sustainable Development Committee, was additionally organized to enhance the corporate sustainable management framework. We thereby ensure the rights of shareholders, business partners and the general public to know the corporate information, and maintain a fair trading market and gaming environment.  | Customized topic   | 2.1 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.  | 205 Anti-corruption (2016)<br>205-2<br>205-3                 | 2.3 Ethical Management                        |
| Operational transformation | Product and service innovation                    | Wayi ensures market positioning by providing digital entertainment services, and has the advantages of extensive experience in operation mechanisms, game content creation and integrated marketing. For the medium and short-term goal, the Company plans to focus on the innovative transformation with "a comprehensive entertainment platform" and "the capability of independent R&D of games", so as to avoid being limited by the market environment of the existing distributed products. In the future, the Company expects to develop a digital entertainment service market of greater diversity and achieve higher corporate value, in order to provide larger profit to all shareholders, employees and other relevant stakeholders.  | Customized topic   | 3.1 Value Chain Management and Transformation |
|                            | Economic performance                              | The 2023 overall revenue showed minor differences from the previous year. The Company has adjusted its product strategy and budget, and has also performed financial forecasts to achieve stable corporate operations.   | 201 Economic Performance (2016)<br>201-1                     | 2.2 Business Performance                      |
| Content responsibility     | Content responsibility                            | Wayi provides digital entertainment services for customers/consumers and bears the responsibility for managing the game content, including the prevention of any fraud or deceptive information and the adoption of appropriate and legal game content ratings. The Company has not only joined the "Game Industry Self-regulation Platform" for proper announcement of game-related data based on the principles of fairness and impartiality but also complied with domestic and international gaming-related laws and regulations in order to protect the rights and interests of consumers and be accountable to the general public by building a trustworthy platform. During the reporting year, Wayi had no negative impact events of deceptive or inappropriate game content. When there is any concern over the game content, the Company may face reputational damage and consequent legal lawsuits; what's worse, the game may need to be removed, which could harm the Company's revenue and stakeholders' profit. | 417 Marketing and Labeling (2016)<br>417-1<br>417-2<br>417-3 | 3.2 Product Liability                         |

Table of Contents

About the Report

Commitment to sustainable management

#### 1 Sustainability Governance

1.1 About Wayi

1.2 Sustainable Development Organizational Structure

1.3 Response to the United Nations Sustainable Development Goals (SDGs)

1.4 Material Topic Analysis and Identification

1.5 Stakeholder Communication

2 Corporate Governance

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



| Management approach                    | Material Topic                     | Impact Description   | GRI Metrics  | Corresponding Chapter   |
|--|------------------------------------|--|--|---|
| Information and communication security | Customer Privacy and Data Security | <p>As Wayi offers digital entertainment services to gamers/consumers, ensuring the information and communication security is an important responsibility of the Company. 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.</p> <p>The Company had no occurrence of information security negative impact during the reporting year. In case of any concern over the information and communication 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.</p>   | 418 Customer Privacy (2016)<br>418-1   | 3.3<br>Information and Communication Security   |
| Market service                         | Customer service and satisfaction  | <p>Wayi provides gamers/consumers with digital entertainment services. Through gamer meet- and-greet events and real-time social media replies, we further achieve gamer retention and promotion, which will improve the Company's performance and revenue, and create greater profit for shareholders, employees, and other stakeholders.</p> <p>During the reporting year, Wayi was not subject to any occurrence of negative impact of customer services and satisfaction. Where the gamers' service satisfaction drops, the Company may lose existing customers, and gamers' trust in the Company in the market may be affected, which could impact the Company's market share, revenue as well as the profit of stakeholders.</p>   | Customized topic   | 3.5<br>Customer Relationship  |
| Talent management                      | Talent development and cultivation | <p>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.</p> <p>During the reporting year, there were no major labor disputes in Wayi. Instead, owing to the adjustment of the operational direction, the Company actively guided existing employees in the transformation of their functions, expanded the R&amp;D talent pool, and set up a comprehensive education and training system.</p> | 404 Training and Education (2016)<br>404-1<br>404-3  | 4.4<br>Talent Development   |
|  | Talent recruitment and retention   |  | 201 Economic Performance (2016)<br>201-3<br>202 Market Presence (2016)<br>202-1<br>202-2<br>401 Employment (2016)<br>401-1<br>401-2<br>401-3<br>405 Diversity and Equal Opportunity (2016)<br>405-1<br>405-2 | 2.1<br>Governance Organization<br>4.2<br>Diverse Workplace<br>4.3<br>Employee Care<br>4.4<br>Talent Development |
|  | Labor/Management relations         |  | 401 Labor/Management Relations (2016)<br>402-1   | 4.3<br>Employee Care  |

Table of Contents  
 About the Report  
 Commitment to sustainable management

1 Sustainability Governance

- 1.1 About Wayi
- 1.2 Sustainable Development Organizational Structure
- 1.3 Response to the United Nations Sustainable Development Goals (SDGs)
- 1.4 Material Topic Analysis and Identification
- 1.5 Stakeholder Communication

- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development
- Appendices



## 1.5 Stakeholder Communication

### Stakeholder Communication and Engagement

This report was prepared in accordance with the GRI Standards 2021, and the stakeholders were synchronously re-defined as “individuals or groups whose rights and interests have been or might be affected (influenced) by the organization’s activities” . During the stage of “assessing the significance of impact level of sustainability topics” , the individuals or groups that may be affected by each sustainability topic were assessed as well. Furthermore, the 5 main principles of Dependency, Responsibility, Influence, Diverse Perspectives and Tension specified in the previously adopted AA1000 Stakeholder Engagement Standards (SES) were taken as reference in order to assess the stakeholders. In 2023, based on the consideration of the operating activities and organization development goals, after the internal discussion among the members of the sustainable development working teams and the department heads, the main stakeholder groups remained to be the 5 groups identified in the previous year: [investors/shareholders](#), [gamers/consumers](#), [employees](#), [business partners](#), and [the 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 relevant 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. The status of communication with stakeholders shall be reported to the Board of Directors on a regular basis (at least once a year). The most recent date of reporting to the Board of Directors was on November 13, 2023

| Stakeholder | Significance to Wayi  | Topic of Concern  | Communication Channel and Frequency  | Contact Information   | Communication Performance in 2023  |
|-------------|---|---|--|---|--|
| Employees   | Wayi values employees as cooperating partners for mutual growth, and also cares about the physical and mental health development of employees as well as their demands in various aspects. We not only provide basic remuneration and benefits, but also commit ourselves to offering various types of growth opportunities to the employees. | Talent recruitment and retention<br>Content responsibility<br>Talent development and cultivation<br>Labor/Management relations<br>Customer privacy and information and communication security | Labor-management meeting (once a quarter)<br>Employee Welfare Committee (from time to time)<br>Internal/external education and training (from time to time)<br>Employee email (immediate)<br>Internal announcement (immediate) | Contact person/unit: Management Department<br>02-5559-0070 #123<br>announcement@wayi.com.tw | <ul style="list-style-type: none"> <li>● Organization of 4 labor-management meetings</li> <li>● Arrangement of 6 Employee Welfare Committee meetings</li> <li>● Provision of 12 education and training sessions</li> </ul> |



Table of Contents

About the Report

Commitment to sustainable management

## 1 Sustainability Governance

1.1 About Wayi

1.2 Sustainable Development Organizational Structure

1.3 Response to the United Nations Sustainable Development Goals (SDGs)

1.4 Material Topic Analysis and Identification

1.5 Stakeholder Communication

2 Corporate Governance

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



| Stakeholder                | Significance to Wayi  | Topic of Concern  | Communication Channel and Frequency   | Contact Information  | Communication Performance in 2023  |
|----------------------------|---|---|---|--|--|
| Investors/<br>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. | Corporate governance<br>Talent management<br>Product and service innovation<br>Customer service and satisfaction  | Annual Shareholders' Meeting (once a year)<br>Investor conference (once a year)<br>Market Observation Post System (immediate)<br>Company website (immediate)<br>Phone and email (immediate) | Contact person/unit: Spokesperson<br><a href="mailto:investment@wayi.com.tw">investment@wayi.com.tw</a>  | <ul style="list-style-type: none"> <li>● Organization of 1 shareholders' meeting</li> <li>● Holding of 2 investor conferences</li> <li>● Announcement of 16 pieces of material information in both Chinese and English</li> </ul>  |
| Gamers/<br>consumers       | Gamers 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.                       | Content responsibility<br>Customer service and satisfaction<br>Customer privacy and information and communication security<br>Product and service innovation<br>Ethical management                | Company website (immediate)<br>Phone and email (immediate)  | Contact person/unit: Quality Assurance and Customer Service Department<br><a href="mailto:services@wayi.com.tw">services@wayi.com.tw</a>   | <ul style="list-style-type: none"> <li>● Posting of 15 press releases on the Company's website</li> <li>● Responding to a total of 977 customer service emails.</li> <li>● 132 stakeholder concern questionnaires completed by gamers</li> <li>● Organization of 8 physical gamer meet-and-greet events</li> </ul> |
| 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.   | Product and service innovation<br>Talent management<br>Supply chain sustainability management<br>Customer service and satisfaction<br>Customer privacy and information and communication security | Phone and email (immediate)<br>Meetings for communication/From time to time   | Contact person/unit: Domestic Sales & Marketing Cooperation<br>Foreign Business Cooperation<br>International Business Department<br><a href="mailto:john.lee@wayi.com.tw">john.lee@wayi.com.tw</a> | <ul style="list-style-type: none"> <li>● Arrangement of 53 business meetings with Korean and Japanese cooperating developers, and organization of other irregular online meetings (e.g. operational meetings)</li> <li>● Audit of 2 suppliers</li> </ul>   |

Table of Contents

About the Report

Commitment to sustainable management

## 1 Sustainability Governance

1.1 About Wayi

1.2 Sustainable Development Organizational Structure

1.3 Response to the United Nations Sustainable Development Goals (SDGs)

1.4 Material Topic Analysis and Identification

1.5 Stakeholder Communication

2 Corporate Governance

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



| Stakeholder    | Significance to Wayi   | Topic of Concern   | Communication Channel and Frequency                                       | Contact Information   | Communication Performance in 2023  |
|----------------|--|--|---|---|--|
| 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. | Customer privacy and information and communication security Occupational health and safety Customer service and satisfaction Human rights Content responsibility Diversity and inclusion | Market Observation Post System (immediate)<br>Company website (immediate) | Contact person/unit: Spokesperson<br>investment@wayi.com.tw | <ul style="list-style-type: none"> <li>● Voluntary publication of the 2023 Sustainability Report</li> <li>● Participation in charitable donations for the disadvantaged</li> </ul> |



# 2 CHAPTER Corporate governance

- 2.1 Governance Organization
- 2.2 Business Performance
- 2.3 Ethics and Integrity
- 2.4 Risk Management
- 2.5 Climate Change Management



- Table of Contents
- About the Report
- Commitment to sustainable management

- 1 Sustainability Governance
- 2 Corporate Governance**

Material Topic Management Policy

- 2.1 Governance Organization
- 2.2 Business Performance
- 2.3 Ethics and Integrity
- 2.4 Risk Management
- 2.5 Climate Change Management

- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development
- Appendices



| Corporate governance                |   |
|-------------------------------------|---|
| GRI material topic                  | Ethical management, 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                                | <b>Short-term (-2025)</b> <ul style="list-style-type: none"> <li>■ Ethical management: Zero record of violation of ethical conducts.</li> <li>■ Governance operation and information transparency: Zero record of major violation of laws, and maintenance of ranking among top 20% in the corporate governance evaluation.</li> <li>■ Implementation of education and training on laws and regulations to ensure that personnel understand relevant laws and regulations and accordingly reduce the risk of non-compliance.</li> </ul>   |
|                                     | <b>Medium and long-term (2026-2028)</b> <ul style="list-style-type: none"> <li>■ Ethical management: Zero record of major violation of ethical conducts.</li> <li>■ Governance operation and information transparency: Continuous improvement of the governance operation of the Board of Directors as well as the management mechanisms of each functional committee.</li> </ul>   |
| Responsibility                      | Board of Directors, Audit Room, Legal Department, Human Resource Department, Finance Department   |
| Investment of resources and actions | <ul style="list-style-type: none"> <li>■ Establish new functional committees to assist the Board of Directors to strengthen the management mechanism.</li> <li>■ Continue to conduct performance evaluation of the Board of Directors and each functional committee.</li> <li>■ Have the Corporate Governance Officer quarterly notify relevant insiders of the precautions for stock trading by e-mail.</li> <li>■ Continue to implement ethical management-related education and training for directors and employees every year.</li> <li>■ Publish Sustainability Reports in Chinese and English on a regular basis to enhance information disclosure and stakeholder communication.</li> <li>■ Issue both Chinese and English versions of financial information announcements, material information announcements, shareholders' meeting-related information, and content of investor conferences, etc.</li> </ul> |
| Management evaluation mechanism     | <ul style="list-style-type: none"> <li>■ Audit Room 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.</li> <li>■ Each year, we review the achievement of the corporate governance evaluation indicators one by one, and develop improvement and optimization plans in relation to the indicators we fail to get points for.</li> <li>■ The Board of Directors, functional committees and individual Board members evaluate their own performance annually. In addition, an external professional and independent institution is commissioned to implement performance evaluation once every three years.</li> </ul>   |

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

**2 Corporate Governance**

Material Topic  
Management Policy

2.1 Governance  
Organization

2.2 Business  
Performance

2.3 Ethics and Integrity

2.4 Risk Management

2.5 Climate Change  
Management

3 Product Innovation and  
Management

4 Friendly Workplace

5 Social Development

Appendices



## Corporate governance

GRI material topic

Ethical management, governance operation and information transparency

Performance  
in 2023

1. ★ Ranking among top 6%~20% in the 10th corporate governance evaluation.
2. Organization of 2 investor conferences to boost the communication with stakeholders.
3. Continuing education and training of all directors for hours more than what is required under the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies" .
4. Continuing education and training of the Corporate Governance Officer beyond the requirements of the "Directions for Compliance Requirements for the Appointment and Exercise of Powers of the Boards of Directors of TPEX Listed Companies".
5. ★ Upgrade of the Sustainable Development Committee to the level of a functional committee directly subordinate to the Board of Directors.
6. Excellent self-evaluation rating in terms of the overall operation of the Board of Directors.
7. Release of the 2022 Sustainability Report in Chinese and English.
8. Promotion of the education and training courses on ethical management and insider trading, with 34 participants including directors, managerial officers and employees for a total of 86 hours; 7 new hires engaged, with the time of training totaling 14 hours.
9. ★ No major violation of laws and regulations.

★ : Indicating that the short-term goal set in 2022 has been achieved.



Table of Contents  
 About the Report  
 Commitment to sustainable management

1 Sustainability Governance

**2 Corporate Governance**

Material Topic Management Policy

2.1 Governance Organization

2.2 Business Performance

2.3 Ethics and Integrity

2.4 Risk Management

2.5 Climate Change Management

3 Product Innovation and Management

4 Friendly Workplace

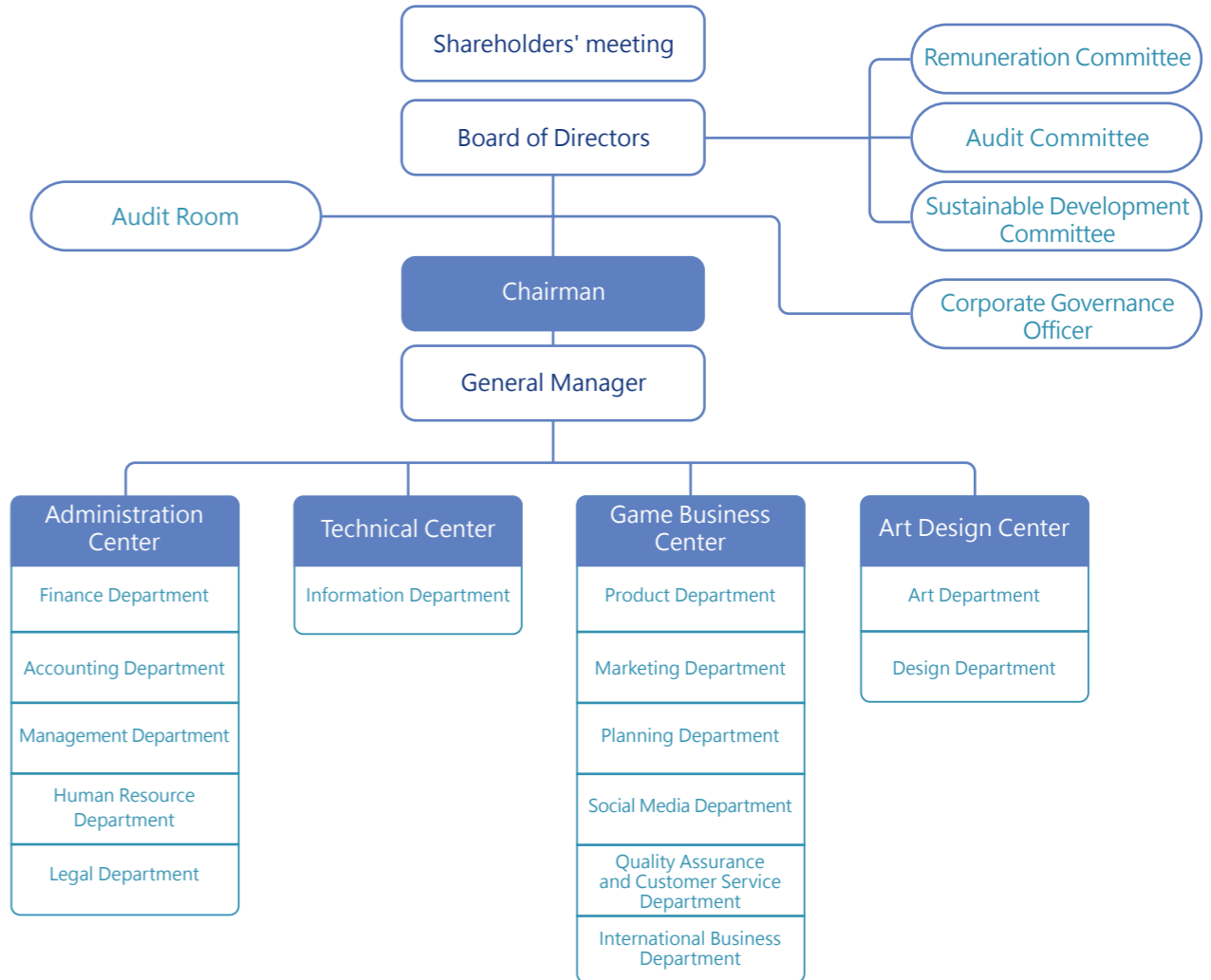
5 Social Development

Appendices



## 2.1 Governance Organization

Wayi International has upheld the belief of ethical business and transparent operation. Knowing full well that proper corporate governance is the foundation of corporate sustainable development, the Company has been committed to establishing a thorough corporate governance structure. Besides the effective corporate governance structure and practical regulations set up as per the domestic Company Act, the Securities and Exchange Act and relevant laws and regulations, the Company has also internally formulated the "Corporate Governance Best Practice Principles", "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. We continuously adopt a variety of systems and regulations to boost the quality and effectiveness of corporate governance, and fulfill corporate governance and sustainable management, for the purpose of protecting stockholder's equity, enhancing the functions of the Board, respecting stakeholders' rights and interests, increasing information transparency, and protecting investors' rights and interests.



Note: For details of the department duties and responsibilities of the Company, please refer to pages 12~13 of Wayi's 2023 Annual Report.

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

**2 Corporate Governance**

Material Topic  
Management Policy

2.1 Governance  
Organization

2.2 Business  
Performance

2.3 Ethics and Integrity

2.4 Risk Management

2.5 Climate Change  
Management

3 Product Innovation and  
Management

4 Friendly Workplace

5 Social Development

Appendices



## Board of Directors

As the highest governance body in Wayi, the Board of Directors provides instructions for the Company's strategy, supervises the management, and is accountable to the Company and shareholders. In terms of the operation and arrangement of the corporate governance system, 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. There are 3 official functional committees established thereunder, i.e. the "Remuneration Committee", the "Audit Committee" and the "Sustainable Development Committee", in order to support the operations of the Board of Directors and report to the Board of Directors on a regular basis.

To materialize corporate governance, reinforce internal control, and audit operations, the Audit Room 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" at least once a quarter. In 2023 and as of the publication date of the annual report on April 30, 2024, a total of 7 Board meetings were held, with the average director attendance rate reaching 95.86% (including actual attendance only; attendance by proxy excluded). For important proposals and detailed operation information in 2023, please refer to page 23 of Wayi's 2023 Annual Report. In addition to regular meetings, the Company's management also periodically provides the Company's important reports and information for the directors:

- Accounting Department: Quarterly financial report.
- Internal Audit Room: Monthly internal audit report.
- Management Department: Reporting of the implementation status of greenhouse gas inventory and verification schedule (quarterly), ethical corporate management (annual), and intellectual property rights management plan (annual).
- Finance Department: Reporting of sustainable development implementation and submission of the Sustainability Report on a yearly basis.

The Board members and senior management maintain close contact to communicate major events immediately.

2023 implementation status:

- The ethical corporate management implementation status was reported to the Board of Directors periodically.
- The greenhouse gas inventory and verification schedule and implementation status was reported to the Board of Directors on a quarterly basis.
- The sustainable development implementation status and Sustainability Report was reported to the Board of Directors.
- A total of 16 pieces of material information were announced on the Market Observation Post System (MOPS) website.



- Table of Contents
- About the Report
- Commitment to sustainable management

#### 1 Sustainability Governance

### 2 Corporate Governance

#### Material Topic Management Policy

- 2.1 Governance Organization
- 2.2 Business Performance
- 2.3 Ethics and Integrity
- 2.4 Risk Management
- 2.5 Climate Change Management

#### 3 Product Innovation and Management

#### 4 Friendly Workplace

#### 5 Social Development

#### Appendices



## 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", which stipulate that the candidate nomination system shall be adopted for the election of directors, that 5 to 9 directors shall be elected, and that the number of independent directors shall be no less than 3 and no less than one-fifth of all the directors. In addition, according to the provisions of the "Company Act" and the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" in Taiwan, 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 procedures. The Board of Directors verifies the professional qualification and independence of the candidates, followed by approval through resolution, and the directors are then elected from the candidate roster at the shareholders' meeting. Through such procedures, the Company ensures the professionalism and independence of the Board members, the shareholders' equity, and the principle of fair treatment of shareholders.

The current directors are the 11th term of directors elected on June 23, 2022, with 1 more independent director additionally elected. There are a total of 7 directors, including 3 independent directors, with a term of office from June 23, 2022 to June 22, 2025. The Chair of the current Board of Directors concurrently serves as the General Manager, for the purpose of increasing business performance and executing decisions. At the same time, the Chair discusses and exchanges opinions with the directors on major business decisions in the Board meeting to materialize corporate governance. Among the Board members, the Chair is the only one that concurrently acts as the managerial officer of the Company; the remaining directors are not concurrently acting as employees or managerial officers.

Wayi's Board members

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

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



## Diversity Policy and Independence

### ► Diversification Policy

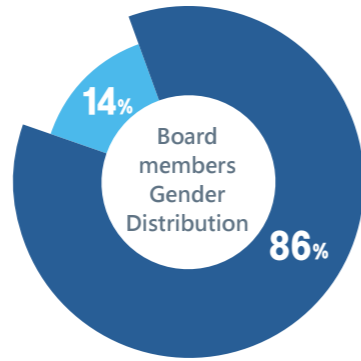
In order to strengthen the functions of the Board of Directors and promote the sound development of the composition and structure of the Board of Directors, the Company has established a diversification policy in accordance with Article 20 of the "Corporate Governance Best Practice Principles" and the "Procedures for Election of Directors". 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. Diversification is required to be considered in terms of the composition of the Board of Directors. It is advisable that no more than one-third of the directors shall concurrently serve as a managerial officer of the Company. In addition, an appropriate diversification policy shall be formulated based on the Company's operations, business model and development needs, including but not limited to the following 2 dimensions of criteria:

1. Basic requirements and values: Gender, age, nationality, culture, etc.
2. Professional knowledge and skills: Professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, industry experience, etc.

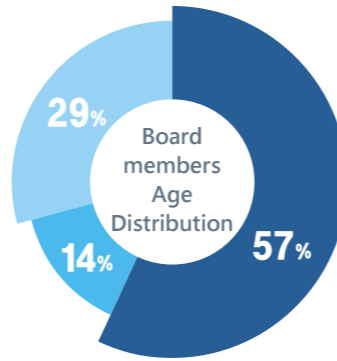
The members of the Board of Directors shall generally possess the knowledge, skills, and competence necessary to perform their duties. To achieve the goal of ideal corporate governance, the Board of Directors shall, on the whole, possess the following abilities: Ability to make operational judgments, ability to perform accounting and financial analysis, ability to perform business management, ability to manage crises, industry knowledge, international market view, leadership, and decision making capability.

### ► Implementation of Diversification of the Current Board of Directors

The current Board of Directors consists of 7 directors, including 3 independent directors. 1 director concurrently serves as the employee (14% of the Board members), 1 director is female (14%), and 3 are independent directors (43%). With regard to the age distribution of directors, 4 directors are between 41-50 years old (57%), 1 is between 51-60 years old (14%), and 2 are above 61 years old (29%); different age groups are covered. The members of the Board of Directors have diverse educational backgrounds. Director Shu-Kai Shih specializes in business operation and management in the gaming industry; Directors Li-Han Kao and Ai-Yun Wu specialize in financial accounting; Director Wen-Peng Lin is qualified as an attorney and specializes in the field of law; Director Feng-Hsiung Hsiao was formerly the deputy chairman of the Council for Economic Planning and Development and the dean of a business school, and has expertise in industrial economics; Director Mu-Chun Liang has experience in taxation and corporate management; Director Yao-Jen Tu has expertise in environmental engineering and hotel management. Each of the directors has expertise in different professional fields and extensive experience in the industry.



Male  
Female



41-50 years old  
51-60 years old  
61 years old or above



Operational judgment  
Accounting and financial analysis  
Business management  
Crisis management  
Industry knowledge  
International market view  
Leadership  
Decision making capability

Note:

1. All members of the Company's Board of Directors are of ROC nationality.
2. For detailed information on the main experience and education, concurrent positions in the Company and other companies, etc. of the Board members, please refer to page 14 of Wayi's 2023 Annual Report.

#### ► Specific Management Goals

| Management Purpose  | Achievement Status |
|---|--------------------|
| Directors who also serve as managers of the Company should not exceed one-third of the total number of directors. | Achieved           |
| The Board members should include at least 1 female director.  | Achieved           |
| The number of independent directors should not be less than one-third of the total number of directors.           | Achieved           |
| The Board should not have more than half of the independent directors serving for more than 3 consecutive terms.  | Achieved           |

Note: 1 more female director is expected to be added to the next term of Board of Directors to achieve the target of having 2 female directors in line with the Company's diversification policy.

#### ► Independence of Directors

The current Board of Directors consists of 7 directors, including 3 independent directors. The independent directors account for about 40% of the total number of the Board members, and two-thirds of the independent directors have not served for more than 3 terms, reflecting that their independence is in line with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies". In addition, there has not been any amount of compensation received for providing commercial, legal, financial, and accounting services to the Company or its affiliates in the most recent two years. None of the directors has been involved in any of the circumstances specified in Paragraphs 3 and 4, Article 26-3 of the "Securities and Exchange Act", and there are no spousal relationships and first-degree and second-degree kinships between the directors.





## 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 2023, 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". Without any new member joining the Board this year, the total number of continuing education and training of 7 directors of the 11th term of the Board was 54 hours, with an average of education and training hours of 7.71 hours per director. The total number of hours of continuing education and training for 3 independent directors was 18 hours, with an average of education and training hours of 6 hours per director. For the other 4 directors, their continuing education and training totaled 36 hours, namely 9 hours of education and training per person on average. In general, the Company's continuing education and training were superior to the requirements for 6 hours of education and training for a re-appointed director specified in the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies". The continuing education and training courses for directors also covered the aspect of sustainable development: How Directors and Supervisors Can Supervise Corporate Risk Management and Crisis Handling in the Company, Introduction to and Case Studies of Insider Short-Term Trading, Legality of the Cyber Security Management Act under the Threat of Ransomware, Sustainable Development Action Plan Promotion Conference for Listed Companies, etc. These courses were aimed to strengthen the professional competence of directors and optimize corporate governance. The continuing education and training status of directors in 2023 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 |
|--|--------------|------------------------------|---|-------------|
| Representative of a corporate director | Shu-Kai Shih | May 9, 2023 to Aug. 10, 2023 | <ul style="list-style-type: none"> <li>How Directors and Supervisors Can Supervise Corporate Risk Management and Crisis Handling in the Company</li> <li>Introduction to and Case Studies of Insider Short-Term Trading</li> </ul>  | 6 hours     |
| Representative of a corporate director | Tu Yao-Jen   | May 9, 2023 to Aug. 10, 2023 | <ul style="list-style-type: none"> <li>How Directors and Supervisors Can Supervise Corporate Risk Management and Crisis Handling in the Company</li> <li>Sustainable Development Action Plan Promotion Conference for Listed Companies</li> <li>Introduction to and Case Studies of Insider Short-Term Trading</li> </ul> | 9 hours     |



- Table of Contents
- About the Report
- Commitment to sustainable management

#### 1 Sustainability Governance

### 2 Corporate Governance

Material Topic Management Policy

2.1 Governance Organization

2.2 Business Performance

2.3 Ethics and Integrity

2.4 Risk Management

2.5 Climate Change Management

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



### Wayi's Directors Education and Training Status

| Job title                              | Full name         | Date of education/training    | Course name   | Total hours |
|--|-------------------|-------------------------------|---|-------------|
| Representative of a corporate director | Wu Ai-Yun         | May 9, 2023 to Aug. 10, 2023  | <ul style="list-style-type: none"> <li>■ How Directors and Supervisors Can Supervise Corporate Risk Management and Crisis Handling in the Company</li> <li>■ Technology Development and Application Opportunities of ChatGPT</li> <li>■ Legality of the Cyber Security Management Act under the Threat of Ransomware</li> <li>■ Introduction to and Case Studies of Insider Short-Term Trading</li> </ul> | 12 hours    |
| Director                               | Wen-Peng Lin      | May 9, 2023 to Aug. 10, 2023  | <ul style="list-style-type: none"> <li>■ How Directors and Supervisors Can Supervise Corporate Risk Management and Crisis Handling in the Company</li> <li>■ Sustainable Development Action Plan Promotion Conference for Listed Companies</li> <li>■ Introduction to and Case Studies of Insider Short-Term Trading</li> </ul>   | 9 hours     |
| Independent director                   | Li-Han Kao        | May 9, 2023 to Aug. 10, 2023  | <ul style="list-style-type: none"> <li>■ How Directors and Supervisors Can Supervise Corporate Risk Management and Crisis Handling in the Company</li> <li>■ Introduction to and Case Studies of Insider Short-Term Trading</li> </ul>  | 6 hours     |
| Independent director                   | Mu-Chun Liang     | May 9, 2023 to Aug. 10, 2023  | <ul style="list-style-type: none"> <li>■ How Directors and Supervisors Can Supervise Corporate Risk Management and Crisis Handling in the Company</li> <li>■ Introduction to and Case Studies of Insider Short-Term Trading</li> </ul>  | 6 hours     |
| Independent director                   | Feng-Hsiung Hsiao | Aug. 7, 2023 to Aug. 10, 2023 | <ul style="list-style-type: none"> <li>■ Internal equity promotion briefing of OTC and emerging stock companies</li> <li>■ Introduction to and Case Studies of Insider Short-Term Trading</li> </ul>  | 6 hours     |



## Performance of the Board of Directors

In order to implement corporate governance, improve the functions of the Company's Board of Directors, and establish performance goals for more efficient operations of the Board of Directors, we have established the "Regulations for the Performance Evaluation of the Board" in accordance with the "Corporate Governance Best-Practice Principles for TSEC/TPEX Listed Companies" to clearly define the cycle, period, scope, executing unit and procedures of the performance evaluation of the Board of Directors. In addition to the annual internal self-evaluation, an external professional independent institution or an external team consisting of experts and scholars is commissioned to perform evaluation at least once every three years as well. The most recent external evaluation was carried out in 2023 by the "Taiwan Investor Relations Institute" for the performance of the Board of Directors in 2022, and the Board performance evaluation report and certification were published on the Company's website. The next external performance evaluation for the Board is expected to be conducted in 2025.

In Q1 2024, the self-evaluation of the performance of the Board of Directors, individual directors, and functional committees in 2023 was completed. The results of the performance evaluation were reported to the Board of Directors on March 15, 2024, with an average score of 4.8 out of 5 in all aspects. The overall operation was rated as excellent, and was disclosed on the MOPS, the annual report, and the Company's website. Based on the review of the performance evaluation, the Company has made suggestions for improvement, continued to strengthen the operational efficiency of the Board of Directors, and actively boosted the decision-making quality of functional committees to ensure the full realization of the governance goals.

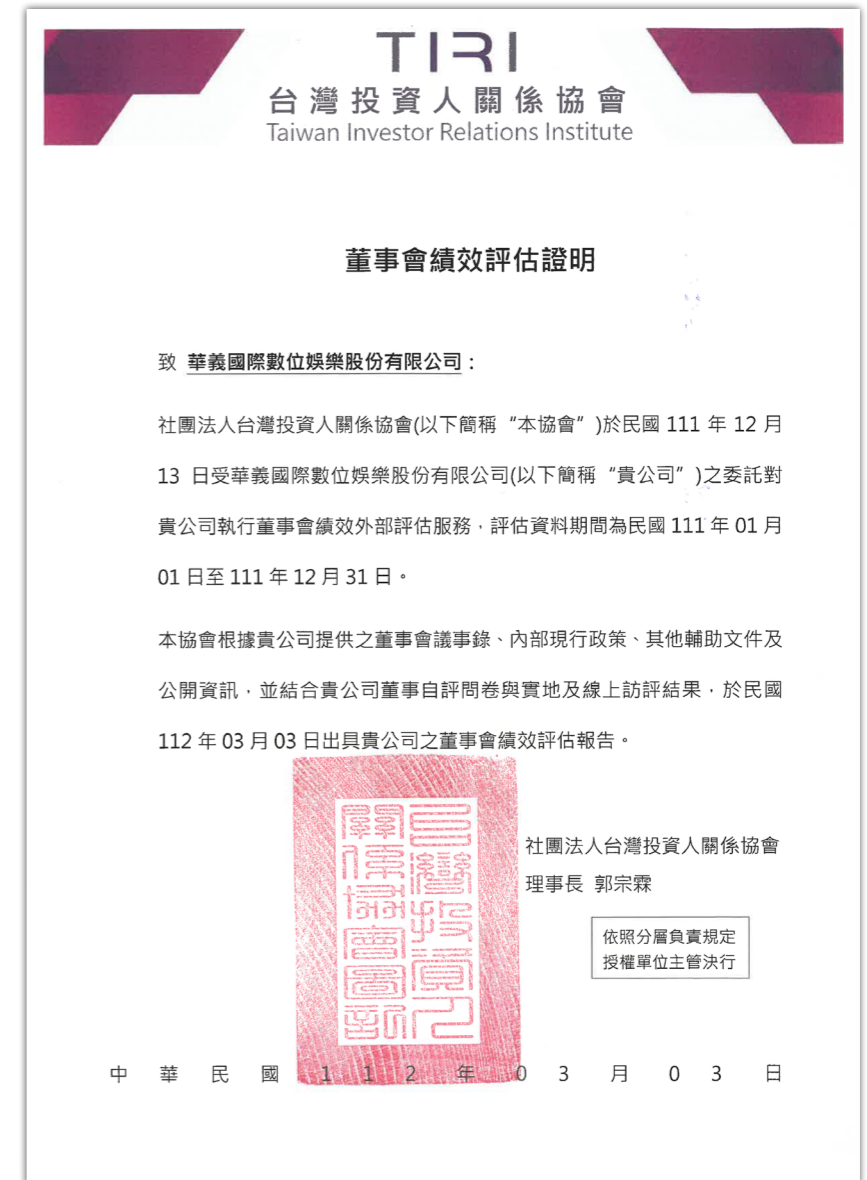


Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

## 2 Corporate Governance

Material Topic Management Policy

2.1 Governance Organization

2.2 Business Performance

2.3 Ethics and Integrity

2.4 Risk Management

2.5 Climate Change Management

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



| 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                              | <ol style="list-style-type: none"> <li>1. Participation level in the Company's operation.</li> <li>2. Improvement of Board decision making quality</li> <li>3. Board composition and structure.</li> <li>4. Director election and continuing education.</li> <li>5. Internal control.</li> </ol>   |
|                          |                        | Individual directors   | Self-evaluation of Board members  | <ol style="list-style-type: none"> <li>1. Alignment of the goals and missions of the Company.</li> <li>2. Awareness of the duties of a director.</li> <li>3. Participation level in the Company's operation.</li> <li>4. Management of internal relationship and communication.</li> <li>5. Director's professionalism and continuing education.</li> <li>6. Internal control.</li> </ol>  |
|                          |                        | Remuneration Committee<br>Audit Committee<br>Sustainable Development Committee | Committee' s internal self-evaluation                                       | <ol style="list-style-type: none"> <li>1. Participation level in the Company's operation.</li> <li>2. Awareness of the duties of the functional committee</li> <li>3. Improvement of the decision-making quality of functional committees</li> <li>4. Composition of functional committees and election of their members</li> <li>5. Internal control.</li> </ol>  |
| External evaluation      | Once every three years | Entire Board of Directors and functional committee                             | Entrust external professional institution to conduct performance evaluation | <ul style="list-style-type: none"> <li>■ Board of Directors                             <ol style="list-style-type: none"> <li>1. Composition and professional development of the Board of Directors.</li> <li>2. Quality of the Board of Directors' decision making.</li> <li>3. Operation performance of the Board of Directors.</li> <li>4. Internal control and risk management.</li> <li>5. Board of Directors' participation level in corporate social responsibility.</li> </ol> </li> <li>■ Functional Committee                             <ol style="list-style-type: none"> <li>1. Participation level in the Company's operation.</li> <li>2. Awareness of the duties of the functional committee</li> <li>3. Improvement of the decision-making quality of functional committees</li> <li>4. Composition of functional committees and election of their members</li> <li>5. Internal control.</li> </ol> </li> </ul> |

Note :

1. The evaluation period was from January 1 to December 31, 2023.
2. For the external evaluation report, please refer to Wayi' s official website [https://www.wayi.net/4\\_govern02.html](https://www.wayi.net/4_govern02.html) or scan the QR Code below.



Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

## 2 Corporate Governance

Material Topic Management Policy

2.1 Governance Organization

2.2 Business Performance

2.3 Ethics and Integrity

2.4 Risk Management

2.5 Climate Change Management

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



## Functional Committee

Three functional committees—Audit Committee, Remuneration Committee, and Sustainable Development Committee—were established under the Board of Directors upon the authorization of the Board. The Audit Committee and Remuneration Committee are formed entirely by the independent directors, while the Sustainable Development Committee consists of the Chair and the independent directors. The Board of Directors authorizes the committees to support the operation of the Board by assisting the Board in performing supervisory responsibility, as well as to report to the Board of Directors periodically.

Note: For the composition and operation of the "Sustainable Development Committee", please refer to 1.2 Sustainable Development Organizational Structure.

### Audit Committee

The Company's 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 7 meetings in 2023 and as of the publication date of the annual report on April 30, 2024, and the attendance rate of all 3 Audit Committee members was 90.33% (excluding the attendance by proxy). 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. The information on the important proposals of each committee meeting, annual work focuses, and detailed operation in 2023 is disclosed on the Company's website and on page 26 of Wayi's 2023 Annual Report.

### 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 2 meetings in 2023, and the attendance rate of all 3 Remuneration Committee members was 83.33%. 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 information on the important proposals of each committee meeting, duties, and detailed operation in 2023 is disclosed on the Company's website and on page 32 of Wayi's 2023 Annual Report.

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

**2 Corporate Governance**

Material Topic Management Policy

2.1 Governance Organization

2.2 Business Performance

2.3 Ethics and Integrity

2.4 Risk Management

2.5 Climate Change Management

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



## 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

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%, and shall be distributed based on their performance.
2. For directors and independent directors attending a Board meeting and a shareholders' meeting, a traffic allowance of NT\$10,000 is paid each time.
3. An independent director is paid NT\$10,000 each time they attend a functional committee meeting or participate in a project meeting due to the Company's business needs.
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.

### Managerial Officers

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.
2. The remuneration of the Company's managerial officers includes basic salary, food allowance, year-end bonus, and employee dividends (subject 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." ).
3. The determination of remuneration of managerial officers of the Company is handled according to relevant regulations of the Company, and the Remuneration Committee also performs review and valuation periodically.

Note: Adjusted according to the proposals at the Board meeting in Q1 2024.

## Corporate Governance Officer

The Company's Board of Directors resolved to appoint a Corporate Governance Officer in accordance with the "Directions for Compliance Requirements for the Appointment and Exercise of Powers of the Boards of Directors of TPEX Listed Companies" on May 12, 2022. The main duties of the Corporate Governance Officer are to handle matters of the Board meeting and shareholders' meeting as per laws, produce the meeting minutes of the Board meeting and shareholders' meeting, help directors with onboarding and continuing education, provide directors with the materials needed to perform their duties, assist directors in complying with laws and regulations, etc. Since June 1, 2022, Hsuan-Ti Yu, a senior manager of the Finance Department, has been appointed as the Company's Corporate Governance Officer. She has more than three years of experience as a financial officer in a public company, which helps protect the shareholders' equity and enhance the functions of the Board of Directors.

### ▶ Continuing Education and Training Status of the Corporate Governance Officer

The Corporate Governance Officer was appointed on June 1, 2022. As of the end of 2023, the Corporate Governance Officer has completed 24 hours of continuing education and training, which is better than the minimum requirement of 18 hours of continuing training within one year from the date of assuming the position and 12 hours of continuing training in each year afterward under the "Directions for Compliance Requirements for the Appointment and Exercise of Powers of the Boards of Directors of TPEX Listed Companies" . The courses included the aspect of sustainable corporate management: Fubon Insurance' s Seminar on ESG Trends and Risk Management, How the Board of Directors Can Construct a Sustainable Governance Strategy, Together with the Latest Regulations on ESG Information Disclosure Governance, How Directors and Supervisors Can Supervise Corporate Risk Management and Crisis Handling in the Company, etc.

## Participation in External Organizations

To expand the Company's influence in the gaming industry, facilitate collaboration and stay on top of industry trends, we have actively joined an association related to the industry, namely 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 collaboration. 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.

- Table of Contents
- About the Report
- Commitment to sustainable management

1 Sustainability Governance

**2 Corporate Governance**

Material Topic Management Policy

2.1 Governance Organization

2.2 Business Performance

2.3 Ethics and Integrity

2.4 Risk Management

2.5 Climate Change Management

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



## 2.2 Business Performance

The Company' s 2023 consolidated operating revenue (net) was NT\$141,428 thousand, a decrease of approximately 4% from the consolidated operating revenue of NT\$147,266 thousand in the same period of 2022, and the earnings per share (EPS) was NT\$1.41. With regard to the overall revenue, the opportunities for product agency has declined as overseas developers may lower their local operating costs based on dual platforms (Google Play, Apple store) for mobile games or cross-platform games, the two major product categories of the overseas online game development in recent years; meanwhile, mobile games now have shorter cycle, thus mostly unfavorable for long-term operations. In view of such impacts in the agency environment in recent years, the Company started to launch a transformation plan in 2023, with further planning and execution beginning in the second half of the year. Under the plan, we intended to form new technical teams to independently develop diversified entertainment platforms and our own games, etc. in addition to the existing agency business. The purpose is to expand our operational scope to break through the predicament of only focusing on the agency business, while ensuring long-term operations of the Company's products and reducing the reliance on product agency with the platform operations and self-made games.

Unit: NTD thousands

| Category                        | Item                        | 2021     | 2022     | 2023     |
|---------------------------------|-----------------------------|----------|----------|----------|
| Direct economic value generated | Operating income            | 248,364  | 147,266  | 141,428  |
|                                 | Non-operating revenue       | 2,100    | 17,585   | 7,960    |
| Economic value distributed      | Operating cost              | (64,510) | (55,248) | (53,535) |
|                                 | Employee salary and benefit | (45,951) | (39,139) | (38,778) |
|                                 | Payment to investors        | (275)    | (67,889) | (26,823) |
|                                 | Payment of government fees  | (8,328)  | (4,690)  | (4,463)  |
|                                 | Community contribution      | 0        | 0        | 0        |
| Economic value retained         | Economic value retained     | 131,400  | (2,115)  | 25,789   |

Note:

1. The employee salary y and benefit include directors' remuneration and traffic allowance.
2. The Company did not receive any financial subsidies from the government in 2021-2023.



## 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.

|                        |   |
|------------------------|---|
| <b>Policy</b>          | 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.  |
| <b>Commitment</b>      | <ol style="list-style-type: none"> <li>1. All operations are handled according to relevant tax laws and regulations.</li> <li>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.</li> <li>3. The financial report information is transparent, and tax related disclosure is also made in accordance with requirements of relevant regulations and rules.</li> <li>4. Use of tax heaven or implementation of tax planning not for the purpose of tax avoidance.</li> <li>5. Based on the principle of mutual trust and tax transparency, the Company establishes the relationship of mutual respect with tax authorities.</li> <li>6. Analyze operating environment, and utilize management mechanism to conduct tax risk assessment.</li> </ol> |
| <b>Risk management</b> | 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.   |
| <b>Governance</b>      | 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.  |





## 2.3 Ethics and Integrity

### 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 the management to actively implementing the management policy. The directors and senior managerial officers have all signed the “Declaration on Ethical Management”. The “Procedures for Ethical Management and Guidelines for Conduct” have 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. The most recent date of reporting to the Board of Directors was on November 13, 2023.

### Conflict of interest recusal

The Company has established the “Code of Ethical Conduct” to ensure the behaviors of directors and managerial officers are in line with ethical standards, rigorously complying 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 recuse himself/herself 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. For the directors’ recusal of conflicts of interest in 2023, please refer to pages 23~24 “Corporate Governance Operation Status” of Wayi’s 2023 Annual Report.

The Company has also developed the “Employee Code of Ethical Conduct,” which includes provisions on ethics, integrity and avoidance of conflicts of interest for employees to abide by. All employees shall avoid potential conflicts of interest, and shall not engage in any business, investment or relevant activities that are likely to result in conflicts of interest between themselves and the Company. Mechanisms for whistleblowing, protection, and exemption have been set up as well.

### Anti-corruption

When employees are first reporting to the job, the Company requests them 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 “Employee Code of Ethical Conduct”, which clearly state 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 2023, we held 2 awareness-raising sessions on ethical corporate management and anti-corruption policies for directors, managerial officers and senior executives, with the participation rate being 78% (7/9) and 89% (8/9), respectively. The participation rate of new employees reached 100% (7/7). In terms of all employees, information on ethical management, insider trading prevention and regulatory updates was disseminated via email; the participation rate was 100% (54/54). During 2023, the Company was not involved in any matters related to violation of ethical management and corruption. Complaint cases, if any, will be handled in compliance with the internal “Regulations for Handling Reported Unethical Conduct Cases”.



Corporate Governance Best Practice Principles



Ethical Corporate Management Best Practice Principles



Procedures for Ethical Management and Guidelines for Conduct



Code of Ethical Conduct



Rules of Procedures for Board of Directors’ Meeting



Table of Contents  
 About the Report  
 Commitment to sustainable management

1 Sustainability Governance

**2 Corporate Governance**

Material Topic Management Policy

2.1 Governance Organization

2.2 Business Performance

2.3 Ethics and Integrity

2.4 Risk Management

2.5 Climate Change Management

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



## 2.4 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"> <li>Fluctuations in interest rate, exchange rate</li> <li>Inflation</li> </ol> | 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"> <li>Product supply</li> <li>Market positioning and deployment</li> </ol>       | 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 game cycle is relatively short, the market changes relatively fast, and Japanese and Korean providers gradually turn to the business model of direct operation or semi-direct operation due to the advantages of dual platform operation for products, we have been seeking and establishing long-term cooperative relationship with international business partners recently, maintaining the existing game and IP agency business while planning new business projects 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 turning to the business model of direct operation or semi-direct operation and thus leading to a limited agency environment, the consumer demand remains the same. Therefore, how to implement business transformation and increase new business projects so that the Company is not limited to the single agency business 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 assessed are from Japanese and Korean developers; however, the agency products cannot be obtained easily in recent years, and developers mostly adopt direct operation or require an agency price that is overly high. Accordingly, the Company actively seeks overseas small and medium developers to develop new product sources, while also maintaining excellent cooperative relationship with the existing partners to carry on the current IP license joint operation at the same time. |
| Information and communication security | <ol style="list-style-type: none"> <li>Phishing email</li> <li>Files with malicious links</li> </ol>              | 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.  |

- Table of Contents
- About the Report
- Commitment to sustainable management

1 Sustainability Governance

**2 Corporate Governance**

Material Topic Management Policy

2.1 Governance Organization

2.2 Business Performance

2.3 Ethics and Integrity

2.4 Risk Management

2.5 Climate Change Management

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

Appendices



## 2.5 Climate Change Management

In response to the impact resulting from climate change, the Management Department has been the one taking care of the implementation of GHG inventory since 2022; it reports to the Sustainable Development Committee and the Board of Directors on a regular basis, and completes the disclosure of information on GHG inventory and verification according to the time prescribed by laws. In 2024, the Company initially identified climate-related financial risks with reference to the four core elements of the Task Force on Climate-related Financial Disclosures (TCFD): governance, strategy, risk management, and metrics and targets.

- Governance

The Company's Board of Directors is responsible for reviewing and directing the strategies, action plans and annual targets in relation to climate change, and regularly supervising the implementation of scheduled GHG inventory and verification each quarter. The Company's Board of Directors has established a Sustainable Development Committee (functional committee) responsible for climate change-related issues, including the formulation, supervision, and review of environmental sustainability systems and goals. The General Manager and the heads of different centers represent the management to take charge of supervision, and a "Climate Change Management Team" has been formed by different units for implementation. The implementation of the scheduled 2023 GHG inventory and verification was reported to the Board of Directors on a quarterly basis, name 4 times this year.

- Strategy and Risk Management

During the "ESG kick-off meeting" in 2024, the Administration Center CFO, heads of different centers, members of the Climate Change Management Team, and external consultants discussed and identified related risks and opportunities of climate change, having joint discussion and assessment on the transition risks (policies and regulations, technology, markets, reputation), physical risks (acute, chronic) and opportunities (resource efficiency, energy sources, products/services, markets, resilience) of TCFD.

### Management of and Countermeasures to Risks and Opportunities

The Sustainable Development Committee is responsible for supervising the relevant departments' identification, assessment and control of risks, and regularly reports the implementation status to the Board of Directors. The implementation of risk management is reported to the Board of Directors at least once a year. Based on the respective responsibilities, each relevant department assesses the possibility of occurrence and impact level of various risk factors (including climate-related risks), devises and implements necessary measures, properly manages various risks to ensure that all operational risks are effectively controlled, and puts forward suggestions for improvement in a timely manner.

| Type of climate risk | Impact of the risk on business activities   | Strategy, action and corresponding opportunity  | Financial impact  |
|----------------------|---|---|---|
| Transition risk      | <b>Policies and regulations</b> -Mandatory reporting of GHG emissions   | The Company conducts GHG inventory and verification to comply with laws and regulations and improve the corporate image.  | Increase in administrative expenses                         |
|                      | <b>Goodwill</b> - Cost of sustainability management and communication   | The Company issues Sustainability Reports, formulates relevant bylaws, devises education and training, provides personnel training, etc., to improve employees' knowledge of sustainability and communicate with stakeholders more comprehensively.                       | Increase in administrative expenses                         |
|                      | <b>Supply chain strategy</b> -Supply chain partners in line with sustainable and low-carbon strategies  | Through routine audits, advocacy, and communication, we take supply chain environment-friendly measures and ensure that they are in line with the Company's sustainable and low-carbon strategies.  | Increase in administrative expenses                         |
| Physical risk        | <b>Abnormal climate</b> -Typhoons and heavy rainfall damaging the infrastructure computer room and data center, resulting in disruption of game services, and posing the risk of water and power outages in the office building | The Company compiles a second supplier list and routinely audits the equipment of the original suppliers to reduce the probability of business interruption, and sets up remote equipment so that employees may work remotely without affecting the Company's operations. | Increase in administrative expenses Increase in fixed costs |

Overall, due to the nature of the game industry, we do not expect the risk of climate change to have a significant impact on the operation of Wayi.

- Metrics and Targets

With an eye to managing climate change risks more effectively, Wayi has carried out organization-level GHG inventories in accordance with ISO 14064-1:2018, and expects to complete the GHG inventory in September 2024 and obtain a third-party verification opinion. In the future, we will set reduction targets for emissions based on discussions, and continue to stay on top of the status of climate-related information.

# 3 CHAPTER Product innovation and management

- 3.1 Value Chain Management and Transformation
- 3.2 Product Liability
- 3.3 Information and Communication Security
- 3.4 Legal Compliance
- 3.5 Customer Relationship



- Table of Contents
- About the Report
- Commitment to sustainable management

- 1 Sustainability Governance
- 2 Corporate Governance

## 3 Product Innovation and Management

### Material Topic Management Policy

- 3.1 Value Chain Management and Transformation
- 3.2 Product Liability
- 3.3 Information and Communication Security
- 3.4 Legal Compliance
- 3.5 Customer Relationship

- 4 Friendly Workplace
- 5 Social Development
- Appendices



| Operational transformation          |   |  |
|-------------------------------------|---|--|
| GRI material topic                  | Product and service innovation, economic performance  |  |
| Policy                              | Aiming to build a comprehensive game entrance platform in Taiwan, we will continue to develop and improve the functions of the joint operation platform, provide a diversity of entertainment services, and launch long-term projects to avoid the current problem of being limited to the rare chance of obtaining agency right for games and to the short-term operations.  |  |
| Goal                                | Short-term (-2024)  | Medium and long-term (2025-2027)   |
|                                     | <ul style="list-style-type: none"> <li>• Planning of new business projects to reduce the reliance on products covered in our agency business.</li> <li>• Preparation of the plans and technical teams for game development and platform development.</li> <li>• Community development as the foundation for future business.</li> </ul>   | <ul style="list-style-type: none"> <li>• Operation and constant expansion of the comprehensive entertainment and gaming platform.</li> <li>• Capability of independent R&amp;D of games.</li> <li>• Release and operation of self-made games.</li> </ul> |
| Responsibility                      | Game Business Center  |  |
| Investment of resources and actions | <ul style="list-style-type: none"> <li>• Expand R&amp;D manpower, guide existing employees in the transformation of their functions, and set up a Planning Department to train technical teams.</li> <li>• Conduct market research, analysis and assessment.</li> <li>• Contact for collaboration opportunities of joint operation.</li> <li>• Acquire the "League Funny" to run a game-based social platform to create traffic and increase the number of members with game-related information and interaction through entertainment options, news, live streaming, clubs, etc., and to direct traffic for project marketing.</li> </ul>  |  |
| Management evaluation mechanism     | <ul style="list-style-type: none"> <li>• Perform assessment on the annual business item and revenue of each item regularly, and conduct review quarterly.</li> <li>• A schedule is established every quarter, with the progress reviewed on a monthly basis. Such schedule is timely adjusted based on the formation and development status of the technical teams to make flexible responses, control costs, and make steady advancement.</li> <li>• Each department holds irregular meetings and reports to the head of the Game Business Center once a week; the head of the Game Business Center and other departmental heads then report business matters to the Chairman at the beginning of each month.</li> </ul> |  |
| Performance in 2023                 | <ol style="list-style-type: none"> <li>1. Acquisition of the "League Funny" platform and its operation technical team.</li> <li>2. Joint operation of the games "OVERLORD" and "Kemono Friends 3" .</li> </ol>  |  |

Note: "Product and service innovation" is a new material topic added this year, so there are no 2022 short-term goals achieved.



| Content responsibility              |  |  |
|-------------------------------------|--|--|
| GRI material topic                  | Content responsibility   |  |
| Policy                              | For all businesses and services, compliance with relevant laws and regulations is considered the most important basic requirement. In addition, game-related data is announced so that gamers can have more thorough reference for consumption before making any purchase. Also, the Company pays attention to the development trend of competent authority's policies and regulatory changes at all times, in order to ensure the Company's alignment with domestic and international laws and regulations related to games, as well as consumers' rights.  |  |
| Goal                                | Short-term (-2025)   | Medium and long-term (2026-2030)   |
|                                     | <ul style="list-style-type: none"> <li>Zero occurrence of major violations.</li> <li>100% compliance with the "Game Software Rating Management Regulations" for labeling.</li> <li>100% compliance with Article 6 "Information to be Stated by the Game Services" of the "Mandatory Provisions and Prohibitory Provisions of Standard Form Contract to Be Included for Online Games" for disclosure of relevant information.</li> <li>Cooperation with the guidance of government agencies to provide warnings or relevant measures to prevent gamers from being victimized by online fraud.</li> <li>Independent management of games in accordance with the "Regulations on Self-regulation of Paid Prizes Won by Chance" of the TGIPA, and capability of independently verifying the odds of winning.</li> </ul> | <ul style="list-style-type: none"> <li>Compliance with the laws and regulations, and implementation of all businesses and services according to the laws.</li> <li>Rigorous game content monitoring and proper implementation of rating system.</li> </ul> |
| Responsibility                      | Legal Department, Game Business Center   |  |
| Investment of resources and actions | <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>   |  |
| Management evaluation mechanism     | The Legal Department assesses and verifies the legality of the Company's business operations or related cooperation matters, follows the "Game Software Rating Management Regulations", the "Consumer Protection Act" and the "Mandatory Provisions and Prohibitory Provisions of Standard Form Contract to Be Included for Online Games", and monitors changes in policies and regulations at all times for the reference of decision-making units.   |  |
| Performance in 2023                 | <ol style="list-style-type: none"> <li>★ No occurrence of major consumer disputes and major disputes for violation of laws.</li> <li>★ 100% compliance with the "Game Software Rating Management Regulations" for labeling.</li> </ol>   |  |

★ : Indicating that the short-term goal set in 2022 has been achieved.



## Information and communication security

| GRI material topic                  |   | Customer privacy and information and communication security  |  |
|-------------------------------------|---|--|--|
| 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 (-2025)  | Medium and long-term (2026-2028)   |  |
|                                     | <ul style="list-style-type: none"> <li>Monthly backup and protection of data to prevent security threats, and coding to reduce privacy data collection.</li> <li>Unexpected network service disruptions during the year ended within the maximum tolerable time (no less than 3 days, 15 hours and 36 minutes), with the external SLA (Service Level Agreement) reaching a high standard of 99%.</li> <li>3 hours of education and training on information and communication security every year.</li> <li>Number of information security incidents that the Company is aware of but are not reported &lt; 1 per year.</li> <li>Number of defects found in the previous internal audit but not improved <math>\leq 3</math>.</li> <li>Number of unexpected network service disruptions in the year exceeding 4 hours each time <math>\leq 5</math>.</li> </ul>  | <ul style="list-style-type: none"> <li>Quarterly inspection and review to see whether the data collected needs to be retained or destroyed.</li> <li>Enhanced SLA (Service Level Agreement) to 99.5% for unexpected network service disruptions during the year.</li> <li>Number of information and communication security incidents due to data leakage in the information and communication system &lt; 1 time/5 years.</li> <li>Paying attention to the European Union General Data Protection Regulation (GDPR) for the latest method in the establishment of consumer data privacy protection.</li> </ul> |  |
| Responsibility                      | Technical Center/Information Department   |  |  |
| Investment of resources and actions | <ul style="list-style-type: none"> <li>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.</li> <li>Education and training: One session of new employee information security and Personal Data Protection Act-related education and training was conducted this year.</li> </ul>  |  |  |
| Management evaluation mechanism     | <ul style="list-style-type: none"> <li>Relevant mechanisms include the inventory and management of account permission for network structure and personnel change inquiry, log inspection for the firewall connection policy, log inspection for database backup, log inspection for regular updates of computer and server operating systems, log inspection for regular updates and execution of anti-virus software, log for software update version verification, and log inspection for the testing of database backup and recovery.</li> <li>Internal audit is performed once semi-annually by the Audit Room.</li> <li>External audit is performed once annually, and Deloitte Taiwan is entrusted to perform the external audit.</li> </ul>  |  |  |
| Performance in 2023                 | <ol style="list-style-type: none"> <li>★ Monthly backup and protection of data, namely 12 times completed this year.</li> <li>All unexpected network service disruptions during the year ended within the maximum tolerable disruption time; SLA (Service Level Agreement) reaching 99%.</li> <li>Annually, 3 hours of education and training on information and communication security for all employees, and external training for information security personnel; a total 71 hours of such training arranged this year.</li> <li>Number of information security incidents that the Company is aware of but are not reported: 0.</li> <li>★ All improvements found to be made after the audit completed.</li> <li>Number of unexpected network service disruptions in the year exceeding 4 hours each time: 0.</li> <li>Investment in information security budget achievement rate reached 90%.</li> <li>No major information security incidents occurred.</li> </ol> |  |  |

★ : Indicating that the short-term goal set in 2022 has been achieved.



| 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  | <table border="1"> <thead> <tr> <th>Short-term (-2024)</th> <th>Medium and long-term (2025-2027)</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> <li>Understanding of gamers' mentality through game community operations, gamer meet-and-greet events and questionnaire surveys, and appropriate adjustments to game mechanisms, in order to provide players with a better gaming environment.</li> <li>One time of gamer opinion survey per quarter</li> <li>At least 5 physical events for gamers in each business project.</li> <li>Irregular observation of gamers' demands on a third-party gamer social media on a daily basis.</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>Better reputation and gamers' trust on the Company's agency business operation through online questionnaire surveys or gamer meet-and-greet events, so that the market has consistent trust and expectation on new products subsequently released by the Company.</li> </ul> </td> </tr> </tbody> </table> | Short-term (-2024)               | Medium and long-term (2025-2027) | <ul style="list-style-type: none"> <li>Understanding of gamers' mentality through game community operations, gamer meet-and-greet events and questionnaire surveys, and appropriate adjustments to game mechanisms, in order to provide players with a better gaming environment.</li> <li>One time of gamer opinion survey per quarter</li> <li>At least 5 physical events for gamers in each business project.</li> <li>Irregular observation of gamers' demands on a third-party gamer social media on a daily basis.</li> </ul> | <ul style="list-style-type: none"> <li>Better reputation and gamers' trust on the Company's agency business operation through online questionnaire surveys or gamer meet-and-greet events, so that the market has consistent trust and expectation on new products subsequently released by the Company.</li> </ul> |
|   | Short-term (-2024)  | Medium and long-term (2025-2027) |                                  |   |   |
| <ul style="list-style-type: none"> <li>Understanding of gamers' mentality through game community operations, gamer meet-and-greet events and questionnaire surveys, and appropriate adjustments to game mechanisms, in order to provide players with a better gaming environment.</li> <li>One time of gamer opinion survey per quarter</li> <li>At least 5 physical events for gamers in each business project.</li> <li>Irregular observation of gamers' demands on a third-party gamer social media on a daily basis.</li> </ul> | <ul style="list-style-type: none"> <li>Better reputation and gamers' trust on the Company's agency business operation through online questionnaire surveys or gamer meet-and-greet events, so that the market has consistent trust and expectation on new products subsequently released by the Company.</li> </ul>   |                                  |                                  |   |   |
| Responsibility  | Game Business Center  |                                  |                                  |   |   |
| Investment of resources and actions   | <ul style="list-style-type: none"> <li>Conduct online gamer questionnaire surveys.</li> <li>Organize physical events for gamers, such as gamer meet-and-greet events and tea events with gamers.</li> <li>Understand gamers' demands on a third-party gamer social media.</li> <li>Provide game services and consultation channels. Designate a social media manager to make timely responses to the suggestions or requirements submitted by gamers through social media fanpage, etc., or refer such cases to the customer service based on the severity of the problems involved.</li> </ul>   |                                  |                                  |   |   |
| Management evaluation mechanism   | Through gamer meet-and-greet events, tea events with gamers or online questionnaire surveys, 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 is needed.  |                                  |                                  |   |   |
| Performance in 2023   | <ol style="list-style-type: none"> <li>★ A total of 8 gamer questionnaire surveys of "La Corda d' oro Starlight Orchestra" completed in April, May, June, July, August, September, October, and December.</li> <li>★ A total of 7 gamer questionnaire surveys of "Kemono Friends 3" completed in January, February, April, May, August, and November.</li> <li>★ Organization of 8 physical events for gamers of 2 games:               <ul style="list-style-type: none"> <li>"La Corda d' oro Starlight Orchestra" : 3 gamer meet-and-greet events and 1 tea event with gamers.</li> <li>"Kemono Friends 3" : 2 gamer meet-and-greet events and 2 tea event with gamers.</li> </ul> </li> <li>736 entries of requests for service and consultation filed and 241 cases responded and handled through the customer service mailbox for the game "Granado Espada R" .</li> </ol>  |                                  |                                  |   |   |

★ : Indicating that the short-term goal set in 2022 has been achieved.





## 3.1 Value Chain Management and Transformation

### Value Chain Management

In 2023, the Company focused on game agency operations, establishing agency relationship with Japanese and Korean online game developers that have been the main sources of the Company's products. We preliminarily analyzed the quality of games developed by the aforementioned developers or publishers based on the performance of their previous products in the market, and contacted with them to obtain the test environment so that the Company's employees could test the game content and assess the marketing costs.

After completing the assessment, Wayi conducted local operations for the developed products, or gained IP licenses through product agency to develop other products for operation. Also, Wayi adopted physical data centers or rented cloud servers from Google and Amazon to erect game environments for gamers in the service areas of Taiwan, Hong Kong and Macau to play games, and took care of the maintenance, agency and marketing of online games. Further, due to the characteristics of gaming products, the Company also engaged in relevant cooperation or licensing relationship with the music, multimedia and animation industries.







## Product Supplier Assessment

Game product suppliers (including developers, publishers, advertising and marketing companies, etc.) are relatively less involved in production and manufacturing, so the main assessment and screening criteria are social standards (social perceptions).

Social standards are used as the main reference for the Company's supplier assessment, especially in terms of whether there is any use of child labor, violation of labor rights, related violations of laws such as gender discrimination, sexual harassment, etc. that we have discovered or the media have reported. Whether it is a domestic or foreign supplier, and whether it violates the laws of Taiwan or the country where it is located, the matters are regarded as having negative social impacts, and Wayi will assess or refuse to cooperate with such a supplier. If the supplier is currently a partner in cooperation with Wayi, the Company will adjust or terminate the partnership depending on the terms of the contract. The Company's International Department or relevant business employees regularly compile and check the news of various countries and other relevant information, making sure if there is any negative incident through local news.

The environmental standards are considered as secondary screening criteria, for there are little major environmental concerns due to the characteristics of the gaming industry. However, a supplier that discloses eco-friendly measures for environmental protection and carbon reduction, etc. in its annual report or Sustainability Report, or a supplier known to have such measures by the Company through commercial interaction or media reporting, will be prioritized for cooperation.

In 2023, Wayi did not find any negative social and environmental impacts of its cooperative suppliers.

## Other Supplier Assessment

In addition to game product suppliers, the Company also has suppliers in the fields of renovation, decoration, general engineering, printed products, electronics software and hardware products, general procurement, and suppliers that have a direct relationship with the Company's relevant products and product quality; they fall into the category professional procurement in the evaluation and management. Wayi has formulated the "supplier management policy" to ensure the quality and delivery of supply while improving the self-management capabilities of suppliers. Through proper supplier management, a close work relationship is also developed to require suppliers' compliance with regulations in relation to environmental, OSH or labor rights issues, so as to facilitate the Company's sustainable development and enhance social responsibility.

| Supplier Selection Criteria    |  |
|--------------------------------|--|
| Environmental protection       | Suppliers are required to reduce the waste of energy and resources and be committed to cutting waste generation. While pursuing operational and business performance, they should also abide by the principle of environmental management, enhancing the performance of environmental management by actively keeping in line with government policies. |
| Occupational health and safety | Suppliers are required to provide bright and safe workplaces and avoid the possibility of occupational injury.   |
| Labor human rights             | Suppliers must attach importance to workplace bullying and sexual harassment, and recruit employees in accordance with the law. In addition, the employment of illegal labor and child labor is prohibited.  |



## Supplier Evaluation Principles

With regard to Wayi International' s supplier selection, the procurement personnel assess the scale of each manufacturer to make sure if the manufacturer has normal working place, machinery, production lines, supply and financial status, in order to ensure the supplier' s capability of providing products that meet the Company's requirements. In addition to written qualification review, suppliers are required to undergo annual evaluation each year. The evaluation rating goes from A to D; a supplier rated D will be directly eliminated according to the regulations.

| Rating | Summary Score | Handling Method  |
|--------|---------------|--|
| A      | 14-15         | Officially listed as a partner   |
| B      | 10-13         | Officially listed as a partner   |
| C      | 8-9           | Probation continued, yet no more than 3 times of probation (including the first time of probation) when the criteria to be officially listed as a partner fail to be met |
| D      | Below 7       | Directly eliminated  |

The Company had transactions with 13 suppliers in 2023. In consideration of manpower and frequency of cooperation, 2 suppliers were selected for the annual evaluation, accounting for about 15% of the total. These 2 suppliers were rated B in the audit results. The other 11 suppliers not evaluated remained to be rated A; all 13 suppliers maintained a stable level of cooperation.

| 2023 Audit Items and the Scoring Percentage Thereof |                    |                                |                    |
|---|--------------------|--------------------------------|--------------------|
| Item  | Scoring Percentage | Item                           | Scoring Percentage |
| Workplace environmental hygiene                     | 30%                | Product transportation control | 10%                |
| Worker hygiene                                      | 25%                | Customer complaint             | 1%                 |
| Quality control                                     | 15%                | Improvement completion rate    | 19%                |

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

**3 Product Innovation and Management**

Material Topic

Management Policy

3.1 Value Chain Management and Transformation

3.2 Product Liability

3.3 Information and Communication Security

3.4 Legal Compliance

3.5 Customer Relationship

4 Friendly Workplace

5 Social Development

Appendices



## Operational Transformation - Comprehensive Entertainment Platform

Although Taiwan's mobile game market is still the fifth largest market in the world and has continuously growing revenue, due to factors such as frequent game rebranding and international sales of Chinese games, gamers get tired easily because of a number of new games of varying quality. The life cycle of new games is shortened, which is observable from the changes in the monthly (or even weekly) ranking. Moreover, the post-pandemic era has once again affected consumers' entertainment expenditure. Despite the above difficulties in the mobile game market, the revenue is still growing as mentioned above. Therefore, there are still possibilities for games in stable operation or first-tier products. In addition, the performance of PC games and home video game consoles has been outstanding in recent years, which means the group of gamers does continue to grow.

However, it is not easy to obtain first-tier mobile games. Game distributors in Taiwan have been impacted as Chinese game companies gain exclusive distribution rights, and even invest in or acquire Japanese/Korean game developers to directly obtain game publishing rights and technologies, or as overseas developers no longer need to rely on local distributors for direct sales due to the popularity of dual platforms that cuts game publishing costs. As a result, Wayi has been finding ways to get rid of the limitations of game agency business in recent years. After nearly two years of attempts, the Company determined to develop new operation items as a direction, and thus set game platform development and independent R&D of games as the goals in the second half of 2023.

Nevertheless, it takes time to build a brand new platform and increase traffic. Hence, aside from the consistency of the game platform with consumers' habits, under the pressure of two major platforms, Google Play and App Store, our platform must be differentiated to create opportunities. In light of this, Wayi not only puts attention to the positioning of the platform, but also refers to several mainstream game-related social media platforms in Taiwan to develop the platform based on platforms in the aspects of marketing, promotion, and traffic directing, in order to further improve the new platform's popularity. After considering factors such as costs and malleability, the Company decided to aim at the acquisition of "League Funny", for the Company may accordingly obtain platform operation rights and related program source codes, facilitate the initial growth of the game platform with the help of "League Funny", and make use of its experience in relation to operational traffic and the underlying technologies of the new platform. Besides, following the acquisition of "League Funny", the inclusion of the operation technical team thereof also supported Wayi International to form a brand-new technical team.

While "League Funny" contributes to the establishment and promotion of the new platform, its social strength is also something Wayi gives attention to. Thus, we will keep optimizing and expanding the content of "League Funny", making game and community platforms as Wayi's development focus in the future. Apart from marketing considerations, it is even more important to make Wayi International able to immediately know consumer opinions and market changes through the influence of the community, so that the Company's operation team can have a better reference for operation planning.



## Ecosystem of the Entertainment Platform



Linking games to social media to build a comprehensive entertainment platform, along with the ecosystem where members can enjoy various entertainment options and get rewards.



Social media development requires long-term operation and maintenance; this also applies to joint operation-based new gaming platforms. Therefore, looking for domestic mature or high-traffic social media platforms for integration is recommended, as this allows the Company to own the existing members and traffic while facilitating the initial development of the joint operation-based gaming platform.

Table of Contents  
 About the Report  
 Commitment to sustainable management

1 Sustainability Governance  
 2 Corporate Governance

**3 Product Innovation and Management**

Material Topic Management Policy  
 3.1 Value Chain Management and Transformation  
 3.2 Product Liability  
 3.3 Information and Communication Security  
 3.4 Legal Compliance  
 3.5 Customer Relationship

4 Friendly Workplace  
 5 Social Development  
 Appendices



## 3.2 Product Liability

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, so that we can 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.

|   | 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 results with directly influence on 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).



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.

### Game Industry Self-regulation Platform

As a member of the TGIPA, Wayi has joined the "Game Industry Self-regulation Platform" to provide gamers (including minors and teenagers) with an online game environment where they can play without any worries, and to promote the self-regulation and information disclosure in the gaming industry. We have received the "Game Industry Self-regulation Information Disclosure Badge" for each of our game products in operation as relevant information has been disclosed as per Article 6 of "Mandatory Provisions and Prohibitory Provisions of Standard Form Contract to Be Included for Online Games". Gamers may view within the game system the probability table and other related information of prizes to be won by chance, and the prize winning announcements are issued in the game or on the game website according to the development of each product. It is hoped that these measures could help gamers obtain more thorough reference for consumption before making any purchase. Wayi's Game product information disclosure ([https://gisp.tgipa.org.tw/expose\\_2.html?id=84453385](https://gisp.tgipa.org.tw/expose_2.html?id=84453385)) .





### 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. When physical merchandise related to game products is produced as free gifts of an event, environmental protection, non-toxicity and reusability are the main considerations for the design and production thereof.

Prior to the distribution of products, the staff of the Quality Assurance and Customer Service Department, Product Department and International Business 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, and determine whether the product is beneficial to the operation of the Company when the rating requirements are met, 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.

### In 2023, the games operated by Wayi were rated as follows:

| Game  | Rating |
|---|--------|
|  | PG 15  |
|  | PG 12  |
|  | PG 12  |
|  | PG 12  |

### 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.



## 3.3 Information and Communication Security

For information and communication security, the Company's Information Department doubles as the Information Security Management Team and works in tandem with relevant business units. The team, consisting of 1 information security officer and 3 designated information security personnel, is responsible for formulating and implementing the information and communication security management policy, conducting regular reviews and revisions, as well as keeping in line with the annual internal audit/control computer cycle audit report. A total of 4 information security meetings were held in 2023 to formulate relevant procedures and review the implementation of information security risk control.

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 and communication 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. In 2023, we joined the Taiwan CERT/CSIRT to facilitate the collection and sharing of information, as well as the subsequent reporting process of information security incidents.

The management team conducts annual management audit to ensure the effectiveness and suitability of the policies and measures. In 2023, 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, so that all employees comply with the information security policy, management regulations, and standard procedures.

#### External solutions

- A firewall is created at the external gateway end with an intrusion detection system and an anti-virus system to implement information security prevention and alarm. Advanced measures include the continuous detection and blocking of aggressive threats, and the regular review and adjustment of the information and communication policy.
- 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.

#### 2023 information security drills, education and training

- The Company held 1 system information security drill, which covered the emergency response and disaster recovery in relation to the core member database system. The Company will continue to improve the contingency plan and operating procedures.
- 4 information security personnel were provided with 16 hours of external education and training on information and communication security per person; their training hours totaled 64 hours.
- 7 new employees received 1 hour of education and training on information and communication security as well as the Personal Data Protection Act per person; their training hours totaled 7 hours.
- All employees completed 3 hours of education and training on information and communication security; their training hours totaled 180 hours.



Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

**3 Product Innovation and Management**

Material Topic

Management Policy

3.1 Value Chain Management and Transformation

3.2 Product Liability

3.3 Information and Communication Security

3.4 Legal Compliance

3.5 Customer Relationship

4 Friendly Workplace

5 Social Development

Appendices



## 3.4 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. There was only one case regarding tax declaration with an administrative fine of NT\$10,000 imposed on the Company; we further reviewed and adjusted relevant operating procedures, and strengthened the internal review process to prevent similar incidents from happening again.

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





## 3.5 Customer Relationship

Wayi is committed to providing entertaining, relaxing and quality gaming experience to all gamers. Through the games and the game community, gamers can have a good time of entertainment, and the social interaction among gamers is further promoted. Meanwhile, based on the feedback from gamers through different channels, we constantly improve the quality of Wayi's games, launch games that are more in line with the market demand, and establish a strong customer relationship. Long-term customer relationship management helps Wayi build a solid brand image to stand out in the fiercely competitive gaming market.

### Customer Relationship Management Actions

|  |   |
|--|---|
| Community observation                      | The employees of the Product Department and Marketing Department post information and interact with gamers on the official social media (fanpage, Facebook group, or other officially operated social media platforms) on a daily basis, with gamers' opinions observed at the same time. Irregularly (mainly during the revision activities or when related issues are concerned), the community's reactions on non-official social media platforms (such as Bahamut Gamer's Community, PTT, etc.) are also observed, and relevant information is compiled and reported to the management for discussion when any response is necessary to be made.            |
| Gamer meet-and-greet events and tea events | <p><b>8 physical events for gamers of 2 games were organized in 2023:</b></p> <ul style="list-style-type: none"> <li>• 3 meet-and-greet events of "La Corda d' oro Starlight Orchestra" (Apr. 8, Jul. 15 and Dec. 9 in Taipei) and 1 tea event (Jul. 22 in Taichung)</li> <li>• "Kemono Friends 3" : 1 meet-and-greet event (Feb. 25) before the official launch of the game, with the gamers' feedback used to adjust the version progress with the original developer; 2nd gamer meet-and-greet event held in Taichung (Aug.) as a half anniversary event; tea events with the gamers' in Taipei (Nov.) and in Tainan (Dec.).</li> </ul>                      |
| Gamer opinion survey                       | <p>Through the "gamer opinion survey", we understand gamers' needs for game functions and versions, etc., and accordingly communicate with the developers to discuss whether relevant adjustments can be made for the gamers of the Taiwan version (i.e. version updates, schedule, etc.).</p> <ul style="list-style-type: none"> <li>• A total of 8 gamer questionnaire surveys of "La Corda d' oro Starlight Orchestra" completed in April, May, June, July, August, September, October, and December.</li> <li>• A total of 7 gamer questionnaire surveys of "Kemono Friends 3" completed in January, February, April, May, August, and November.</li> </ul> |
| Collaboration with game critics            | The Company has cooperated with game critics or KOCs for marketing, promotion and feedback.   |
| Customer service system                    | Designate a social media manager to make timely responses to the suggestions or requirements submitted by gamers through social media fanpage, etc., or refer such cases to the customer service based on the severity of the problems involved. The customer service system receives, compiles and sends gamers' questions and feedback to the Product Department.<br>241 cases for 2023 in relation to the game "Granado Espada R" were responded and handled through the customer service mailbox.   |

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

**3 Product Innovation and Management**

Material Topic

Management Policy

3.1 Value Chain Management and Transformation

3.2 Product Liability

3.3 Information and Communication Security

3.4 Legal Compliance

3.5 Customer Relationship

4 Friendly Workplace

5 Social Development

Appendices



## Gamer Meet-and-Greet Events

Via physical gamer meet-and-greet events, the head of Wayi's Game Business Center directly interacted with the gamers, communicated the business philosophy of the Taiwan server operation, answered the questions and suggestions of the gamers on the sites in detail, collected first-hand feedback, and continued to listen to the players' opinions.

### La Corda d'oro Starlight Orchestra



Well-known cosplayers invited to play the roles of Sakuya Kujo and Hayate Ryuzaki



Group Photo of Players

### Kemono Friends 3



A gamer meet-and-greet event before the server launch



A half anniversary gamer meet-and-greet event



# 4 CHAPTER Friendly Workplace

- 4.1 Human Rights Management
- 4.2 Diverse Workplace
- 4.3 Employee Care
- 4.4 Talent Development
- 4.5 Healthy Workplace



| Talent management                   |  |   |
|-------------------------------------|--|---|
| GRI material topic                  | Talent development and cultivation, talent recruitment and retention, labor/management relations   |   |
| Policy                              | <ul style="list-style-type: none"> <li>■ Committed to the establishment of harmonic labor-management relations at the workplace, and provide quality working environment and salaries/benefits to employees.</li> <li>■ Enhance professional knowledge and job skills of employees, and improve the operational development capability of the company, in order to achieve quality corporate sustainable operation.</li> </ul>   |   |
| Goal                                | Short-term(-2024 年)  | Medium and long-term(2025 年 -2027 年)  |
|                                     | <ul style="list-style-type: none"> <li>■ Active improvement according to the opinions presented in the annual labor-management meetings.</li> <li>■ Provision of various education and training opportunities in order to improve employee competency.</li> </ul>  | <ul style="list-style-type: none"> <li>■ Reduction of personnel turnover rate.</li> <li>■ Establishment of a friendly environment for the workplace and commitment to employee welfare that is better than the regulatory requirements, to strengthen the cohesion of employees.</li> </ul> |
| Responsibility                      | Management Department, Human Resource Department   |   |
| Investment of resources and actions | <ul style="list-style-type: none"> <li>■ 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.</li> <li>■ Follow the "Employee Education and Training Regulations" to provide comprehensive learning environment and complete education and training structure for employees, and encourage employees to participate in on-job degree education and training, with subsidies offered to employees who receive the continuing education. In 2023, the training expense was NT\$112 thousand.</li> <li>■ Maintain high correlation between the business performance and employee remuneration based on Article 25 of the Company's Articles of Incorporation: "If the Company has profit for a fiscal year, the employees' remuneration shall not be less than 1% after deducting accumulated losses," so as to thank the employees for their contributions to and growth with the Company.</li> <li>■ Have the Employee Welfare Committee 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 subsidies for marriage, funeral, and childbirth.</li> </ul> |   |
| 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.  |   |





## Talent management

| GRI material topic  | Talent development and cultivation, talent recruitment and retention, labor/management relations   |
|---------------------|--|
| Performance in 2023 | <ol style="list-style-type: none"> <li>★ A total of 4 labor-management meetings convened, with no labor-management disputes involved.</li> <li>★ 184 hours of education and training during the reporting period, with 47 participants in total.</li> <li>There was no occurrence of violation of laws and regulations.</li> <li>Salary standard superior to the regulatory requirements.</li> </ol> |

★ :Indicating that the short-term goal set in 2022 has been achieved.

Wayi regards the employees as the most important business partners, striving to provide them with a dignified, healthy and safe working environment. Meanwhile, the Company takes care of the diversity of employment and fairness of the opportunities for remuneration and promotion, so as to ensure that the Company's employees never experience discrimination, harassment, or unequal treatment on the grounds of gender, religion, age, nationality, race, political affiliation, or any other conditions.

The Company emphasizes harmonious labor-management relations, and provides employees 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 labor. In addition, various recreational activities are organized while employee training and care are given to facilitate employees' work life balance. The Company has never been involved in any violations of employment rights and human rights of employees, and did not experience any workplace labor disputes in 2023.

## 4.1 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 Conventions", 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 2023, a total of 7 people participated in the new employee orientation on human rights, and the implementation rate was 100%. Human rights educational promotion for in-service employees was not arranged in the year due to the lack of appropriate lecturers and courses, so such promotion is expected to be implemented in 2024.



Wayi Human Rights Policy



## 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 Sustainability 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.






## 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 2023, Wayi had not received any complaint filed.

| Item                          | Channel  | Investigation process  | Basis  |
|-------------------------------|--|--|--|
| Ethics and integrity          | Email: <a href="mailto:investment@wayi.com.tw">investment@wayi.com.tw</a><br>Contact person/unit:<br>General Manager' s Office, Audit Room, 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<br> |
| Employee Rights and Interests | Email: <a href="mailto:announcement@wayi.com.tw">announcement@wayi.com.tw</a><br>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.<br>2.When an employee submits a written opinion, the case handler shall report to the supervisor for further submission to relevant unit for handling.<br>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.



## 4.2 Diverse Workplace

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.

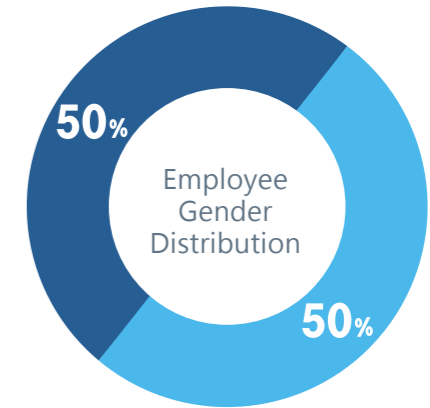
Once a job applicant joins the big family of Wayi, we provide equal opportunity and a working environment that respects human rights. We value diversity, inclusion and mutual respect, and we also strictly prohibit any forms of discrimination and inappropriate conducts. Wayi believes that recruitment 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 2023, all employees of the Company were full-time employees, and there were no non-employee workers. The total number of employees was 54 people, including 27 female employees (50%) and 27 male employees (50%).

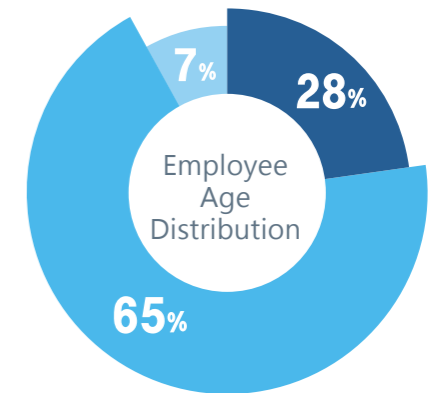
| Item/Gender | Female             |                 |                       | Male               |                 |                       | Total |
|-------------|--------------------|-----------------|-----------------------|--------------------|-----------------|-----------------------|-------|
|             | 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 |       |
| Age         |                    |                 |                       |                    |                 |                       | -     |
| Full-time   | 10                 | 15              | 2                     | 5                  | 20              | 2                     | 54    |
| Total       | 27                 |                 |                       | 27                 |                 |                       | 54    |

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, 2023 was used as the calculation basis without any assumption on the data.

2. The statistics of the number of employees does not include the Board members not assuming job positions at the Company.



Male  
Female



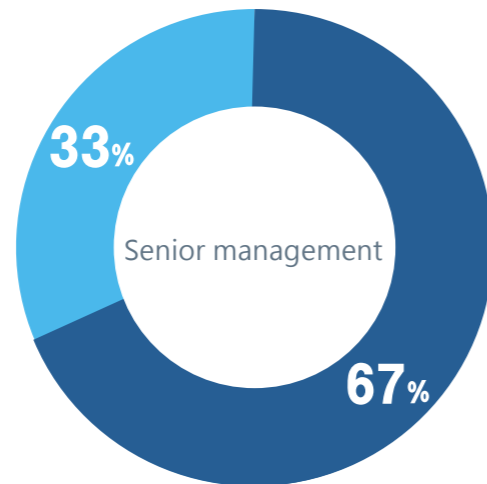
Under 30 years old  
31-50 years old  
51 years old or above



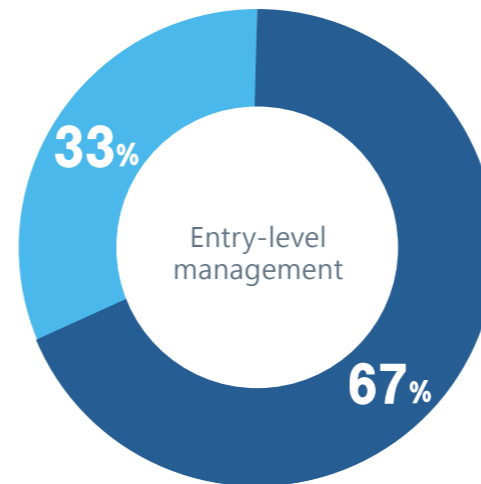
## Diversity and Equality

There are 9 senior executives (above the job rank of manager) (6 men and 3 women), accounting for 16.7% of the total number of employees. The entry-level management includes 6 supervisors (4 men and 2 women), making up 11.1% of the total number of employees. As for the general staff, there are 39 people in total (17 men and 22 women), constituting 72.2% of the total number of employees. With regard to the senior executives, with the exception of 1 employee of the nationality of People's Republic of China, all the employees are domestic citizens (89%).

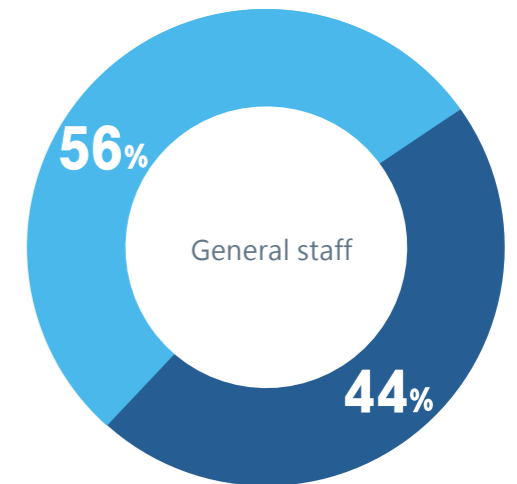
## Diversity Indicators for Female Employees



Male  
Female



Male  
Female



Male  
Female

Note:

Senior management: Of the job rank of manager or above.

Entry-level management: Departmental heads.

General staff: General employees who are not senior executives or departmental heads.

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

3 Product Innovation and Management

**4 Friendly Workplace**

Material Topic Management Policy

4.1 Human Rights Management

4.2 Diverse Workplace

4.3 Employee Care

4.4 Talent Development

4.5 Healthy Workplace

5 Social Development

Appendices



### Age distribution of employees over the last 3 years

| Year                   |        | 2021                  | 2022               | 2023               |    |
|------------------------|--------|-----------------------|--------------------|--------------------|----|
| Item/Gender            | Age    | (Number of people)    | (Number of people) | (Number of people) |    |
| Senior management      | Male   | Under 30 years old    | 1                  | 0                  | 0  |
|                        |        | 31-50 years old       | 5                  | 5                  | 5  |
|                        |        | 51 years old or above | 1                  | 1                  | 1  |
|                        | Female | Under 30 years old    | 0                  | 0                  | 0  |
|                        |        | 31-50 years old       | 2                  | 1                  | 1  |
|                        |        | 51 years old or above | 1                  | 2                  | 2  |
| Subtotal               |        | 10                    | 9                  | 9                  |    |
| Entry-level management | Male   | Under 30 years old    | 0                  | 0                  | 0  |
|                        |        | 31-50 years old       | 2                  | 2                  | 4  |
|                        |        | 51 years old or above | 0                  | 0                  | 0  |
|                        | Female | Under 30 years old    | 0                  | 0                  | 1  |
|                        |        | 31-50 years old       | 0                  | 0                  | 1  |
|                        |        | 51 years old or above | 0                  | 0                  | 0  |
| Subtotal               |        | 2                     | 2                  | 6                  |    |
| General staff          | Male   | Under 30 years old    | 9                  | 3                  | 5  |
|                        |        | 31-50 years old       | 19                 | 13                 | 11 |
|                        |        | 51 years old or above | 2                  | 1                  | 1  |
|                        | Female | Under 30 years old    | 14                 | 9                  | 9  |
|                        |        | 31-50 years old       | 18                 | 14                 | 13 |
|                        |        | 51 years old or above | 0                  | 0                  | 0  |
| Subtotal               |        | 62                    | 40                 | 39                 |    |
| Total                  |        | 74                    | 51                 | 54                 |    |



## 4.3 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 our "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." Based on such arrangement, we are able to show our appreciation to employees' hard work for, contributions to and 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.

|   |
|---|
| <b>Ratio to local basic wage</b>  |
| 1 : 1.06~1.13   |
| <b>Ratio between the highest personal annual total remuneration and the median of annual total remuneration of all the other employees</b>  |
| 6.20 : 1  |
| <b>A. Ratio between the increased percentage of the highest personal annual total remuneration and that of the median of annual total remuneration of all the other employees</b> |
| -0.028 : 0.18   |

Note:1. All the other employees exclude the individual with the highest remuneration.

2. A is calculated as ("the highest personal annual total remuneration in the current year" - "the highest personal annual total remuneration in the previous year") / "the highest personal annual total remuneration in the previous year" : ("the median of annual total remuneration of all the other employees in the current year" - "the median of annual total remuneration of all the other employees in the previous year") / "the median of annual total remuneration of all the other employees in the previous year".

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

3 Product Innovation and Management

**4 Friendly Workplace**

Material Topic Management Policy

4.1 Human Rights Management

4.2 Diverse Workplace

4.3 Employee Care

4.4 Talent Development

4.5 Healthy Workplace

5 Social Development

Appendices



The Company is against gender discrimination; our employees' salaries are determined according to the Salary Payment Regulations, with gender equality always considered. Our basis of the initial salary assessment mainly includes the salary level of the applied position in the market, as well as the work experience, educational background, or related experience of each employee. There is no discrimination and consequent differential treatment due to gender, nationality, or other factors. If the employees are inexperienced, their salary will be determined based on the same standards, and further adjusted based on their work performance after they start to work for the Company, special contributions, or performance evaluation results. Salary adjustments will not be made based on gender.

| Employee category      | Basic salary |      | Remuneration |      |
|------------------------|--------------|------|--------------|------|
|                        | Female       | Male | Female       | Male |
| Senior management      | 0.67         | 1    | 0.66         | 1    |
| Entry-level management | 1.01         | 1    | 0.44         | 1    |
| General staff          | 1.02         | 1    | 0.87         | 1    |

Note :

1. "Basic salary" refers to a fixed monthly salary (including meal expense and job allowance).
2. "Remuneration" refers to the total annual remuneration (including year-end bonus and employee bonus).







## 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 also adopts a mechanism of flexible working hours. Employees are allowed to flexibly adjust their commute time within a range of 2 hours according to their family or traffic conditions, thereby striking a balance between family and work. The Company is committed to creating a positive and energetic workplace; by providing comprehensive benefits and complying with relevant laws and regulations, we hope all employees can feel that they are taken care of and supported in Wayi.

| Insurance  | Cash bonus system  | Employee benefits  |
|--|--|--|
| <ul style="list-style-type: none"> <li>■ Labor insurance</li> <li>■ National health insurance</li> <li>■ Group insurance (term life insurance, life insurance for cancer patients, cancer surgery insurance, accident insurance, critical illness insurance, accident medical insurance, hospitalization insurance)</li> <li>■ Labor pension (6% of employee salaries are contributed to their retirement pension in accordance with the law)</li> </ul> | <ul style="list-style-type: none"> <li>■ Dragon Boat Festival, Mid-autumn Festival: Cash gift or gift or organizing various activities</li> <li>■ Year-end bonus</li> <li>■ A dividend system has been created based on the Company' s business performance</li> </ul>   | <ul style="list-style-type: none"> <li>■ Birthday cash gift</li> <li>■ Wedding subsidy</li> <li>■ Childbirth subsidy</li> <li>■ Medical subsidy</li> <li>■ Funeral subsidy</li> </ul>        |
| Health examination   | Recreation and entertainment   | Other  |
| <ul style="list-style-type: none"> <li>■ Employee health examination: Health examinations 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" .</li> </ul>  | <ul style="list-style-type: none"> <li>■ Year-end banquet</li> <li>■ Employee Welfare Committee organizes various employee activities</li> <li>■ 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.</li> <li>■ 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.</li> <li>■ Beneficial activities: Employees can enjoy discounts on the Company' s products. Besides, we offer snacks, and host gatherings, afternoon teas, and movie appreciation events from time to time.</li> </ul> | <ul style="list-style-type: none"> <li>■ Emergency relief fund</li> <li>■ Annual company trip subsidy</li> <li>■ Company employees enjoy internal/external education and training</li> </ul> |



## 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, the employees can return to their original units and positions upon the ending of the unpaid leave.

| Year  | 2021 |        |       | 2022 |        |       | 2023 |        |       |
|---|------|--------|-------|------|--------|-------|------|--------|-------|
|   | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Gender/total  |      |        |       |      |        |       |      |        |       |
| Number of people eligible for parental leave A  | 3    | 1      | 4     | 2    | 2      | 4     | 0    | 2      | 2     |
| Actual number of applications for parental leave in the current year B                    | 0    | 1      | 1     | 0    | 0      | 0     | 0    | 2      | 2     |
| 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 applicant for parental leave without pay in 2021 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 year. Accordingly, the calculation interval for 2023 referred to 2020/1/1~2023/12/31.

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

3 Product Innovation and Management

**4 Friendly Workplace**

Material Topic Management Policy

4.1 Human Rights Management

4.2 Diverse Workplace

4.3 Employee Care

4.4 Talent Development

4.5 Healthy Workplace

5 Social Development

Appendices



## Retirement system

The retirement system and regulations for employees are established according to relevant regulations of the "Labor Standards Act" and "Labor Pension Act". An employee may apply for retirement under any of the following circumstances: (1) Having worked for more than 15 years and aged 55. (2) Having worked for more than 25 years. (3) Having worked for more than 10 years and aged 60.

The Company does not have any employees subject to the old system; all employees are subject to the retirement system of the Labor Pension Act (new retirement system), under which the Company allocates 6% of their monthly salary to their Individual Labor Pension Account. For an employee who voluntarily contributes to his/her pension, an amount is withheld from his/her monthly salary based on the voluntary contribution rate (up to 6%) and allocated to the Individual Labor Pension Account under the Bureau of Labor Insurance.

## 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.



## 4.4 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. The turnover rate in 2023 was 20.37%.

| Gender<br>Age                  | New employee     |                             |                  |                             | Resigned employees |          |                  |          |
|--------------------------------|------------------|-----------------------------|------------------|-----------------------------|--------------------|----------|------------------|----------|
|                                | Male             |                             | Female           |                             | Male               |          | Female           |          |
|                                | 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             | 2                | 40%                         | 5                | 50%                         | 0                  | -        | 4                | 40%      |
| 31-50 years old                | 1                | 5%                          | 4                | 27%                         | 2                  | 10%      | 5                | 33%      |
| 51 years old or above          | 0                | -                           | 0                | -                           | 0                  | -        | 0                | -        |
| <b>Total</b>                   | 12 people        |                             |                  |                             | 11 people          |          |                  |          |
| Total number of employees      | 54 employees     |                             |                  |                             |                    |          |                  |          |
| Total new employee hiring rate | 22.22%           |                             |                  |                             |                    |          |                  |          |
| Total turnover                 | 20.37%           |                             |                  |                             |                    |          |                  |          |

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 exclude those who quit before becoming full time employees.

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

3 Product Innovation and Management

**4 Friendly Workplace**

Material Topic Management Policy

4.1 Human Rights Management

4.2 Diverse Workplace

4.3 Employee Care

4.4 Talent Development

4.5 Healthy Workplace

5 Social Development

Appendices



## 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.

The performance evaluation in 2023 did not cover the new employees with seniority less than three months (6 people) and employees on parental leave without pay (2 people). 25 male employees and 21 female employees actually received the evaluation; 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 organizational functions of the Company. Education and training are divided into five types: level-based, function-based, topic-based, on-the-job degree training, and others. Through such training activities, we enhance the expertise, skills, and potential of our employees and enable them to keep growing and improving. 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.

| Type                                  | Details and Objectives  |
|---------------------------------------|---|
| Level-based education and training    | The training that is aimed to boost, strengthen, and reserve human resources at all levels within the Company, including training for new employees, training for general employees, training for management trainees, training for general and senior officers, etc.   |
| Function-based education and training | The training to resolve the gap between the current status of each functional department and the supply and demand of expected future capabilities; mainly on-the-job practical training provided by the respective departments or external professional training courses, apart from the common training and training on economies of scale. |
| Topic-based education and training    | Education and training on topics such as corporate culture, company policies, projects, solutions to current or expected future problems, and employee physical and mental health care.   |
| On-the-job degree training            | Education and training provided to encourage employees to pursue on-the-job training, enrich their knowledge, enhance their job skills, and obtain degrees (university, (in- service) master's program, doctoral programs).   |
| Others                                | Courses that cannot be classified into any of the four categories above.  |

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

3 Product Innovation and Management

**4 Friendly Workplace**

Material Topic Management Policy

4.1 Human Rights Management

4.2 Diverse Workplace

4.3 Employee Care

4.4 Talent Development

4.5 Healthy Workplace

5 Social Development

Appendices



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 2023, the education and training content included finance, accounting, management, internal audit and new employee orientation, etc., and the total number of training hours was 184 hours. The average education and training hours per employee was 3.4 hours, and the annual training fee was NT\$112 thousand.

| Education and training statistics by employee category |        |                      |  |                        |
|--|--------|----------------------|--|------------------------|
| Employee category                                      |        | Total training hours | Total number of people in the category | Average training hours |
| Senior management                                      | Male   | 31                   | 6                                      | 5.2                    |
|  | Female | 30                   | 3                                      | 10                     |
| Entry-level management                                 | Male   | 4                    | 4                                      | 1                      |
|  | Female | 0                    | 2                                      | 0                      |
| General staff  | Male   | 55                   | 17                                     | 3.2                    |
|  | Female | 64                   | 22                                     | 2.9                    |
| Total  |        | 184                  | 54                                     | 3.4                    |
| Training expense (NTD thousands)                       |        |                      | 112                                    |                        |

Note: 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.







## 4.5 Healthy Workplace

Engaged in the gaming industry, Wayi is a type III company with low risk under the “Regulations of Occupational Safety and Health Management” . “Occupational safety and health personnel” have been appointed to supervise the implementation of the occupational safety and health management plan. 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 was approved by the labor and management meeting, it was promulgated for all employees to follow.

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 to discuss OSH-related issues. Extraordinary meetings are convened in case of emergencies. In 2023, 4 labor-management meetings were held. In addition, no work-related injuries or occupational illnesses took place during the year.
- Education and training related to health, fire protection, and first aid is regularly organized.



# 5 CHAPTER Social Development

▸ 5.1 Environment Protection ▸ 5.2 Social Welfare



## 5.1 Environmental Protection

Unlike the conventional manufacturing industry, the Company is part of the gaming 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

Wayi’s operations are office-based; the main energy consumption of the Company 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   | 2021     | 2022     | 2023   |
|--|----------|----------|--------|
| Externally purchased electricity (GJ)                | 1,167.06 | 1,008.62 | 850.73 |
| Water withdrawal (ML)                                | 0.52     | 1.49     | 1.66   |
| Number of employees (people)                         | 74       | 51       | 54     |
| Energy intensity (GJ/number of employees)            | 15.77    | 19.78    | 15.75  |
| Water withdrawal intensity (ML/ number of employees) | 0.007    | 0.029    | 0.031  |

Note:

1. 1 GJ = 10<sup>6</sup> KJ = 10<sup>9</sup>J

2. The water withdrawal intensity in 2021 was relatively low due to the implementation of WFH in response to the COVID-19 pandemic.

Therefore, the Company's water consumption in that year is less than that in other years.

- Table of Contents
- About the Report
- Commitment to sustainable management

- 1 Sustainability Governance
- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace

## 5 Social Development

- 5.1 Environmental Protection
- 5.2 Social Welfare

Appendices



## Greenhouse gas

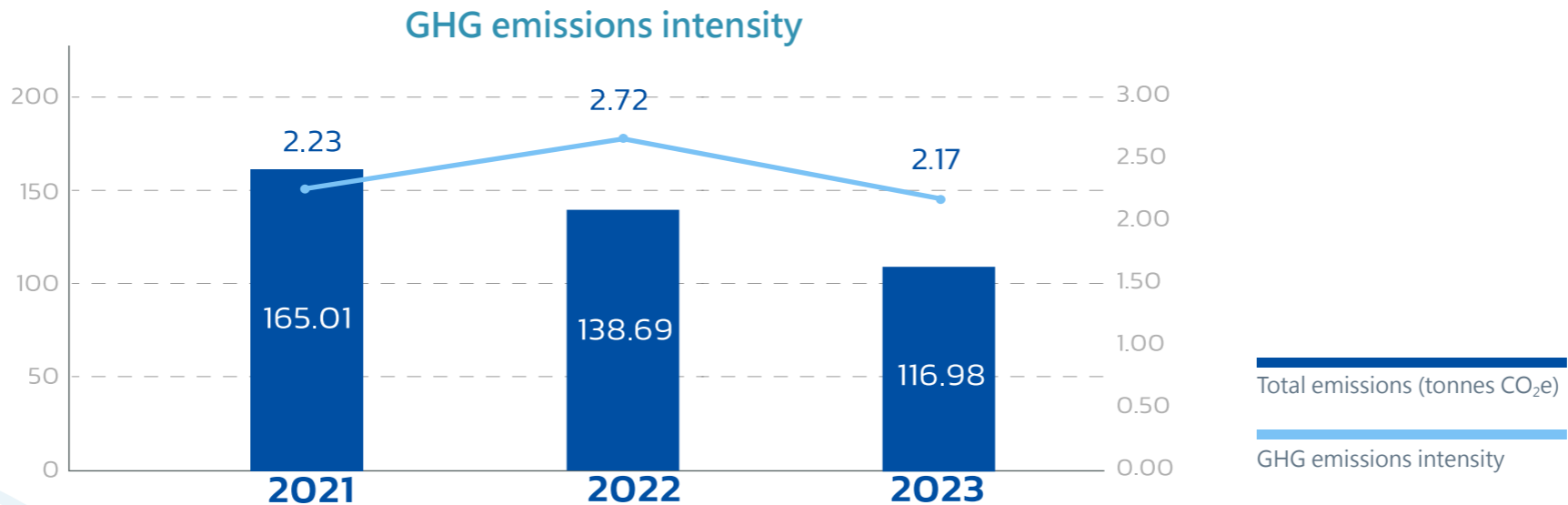
In line with Taiwan's national roadmap to net zero carbon emissions by 2050, Wayi follows the "Sustainable Development Roadmap" issued by the Financial Supervisory Commission for listed companies to plan GHG inventory and assurance in advance. The Company expects to complete and pass the ISO 14064-1:2018 organization-level GHG inventory in September 2024, and obtain a third-party verification opinion.

Unit : tonnes CO<sub>2</sub>e

| Year   | 2021          | 2022          | 2023          |
|--|---------------|---------------|---------------|
| Scope 1  | —             | —             | —             |
| Scope 2  | 165.01        | 138.69        | 116.98        |
| <b>Total emissions (tonnes CO<sub>2</sub>e)</b>                              | <b>165.01</b> | <b>138.69</b> | <b>116.98</b> |
| Number of employees (people)   | 74            | 51            | 54            |
| <b>GHG emissions intensity (tonnes CO<sub>2</sub>e /number of employees)</b> | <b>2.23</b>   | <b>2.72</b>   | <b>2.17</b>   |

Note : 1. Scope 2 mainly covered the externally purchased electricity. The electricity carbon emission factor was based on the data announced by the Bureau of Energy, Ministry of Economic Affairs (MOEA), and data correction was made. For 2023, it was 0.494 kg CO<sub>2</sub>e/kWh; for 2022, it was 0.495 kg CO<sub>2</sub>e/kWh; for 2021, it was 0.509 kg CO<sub>2</sub>e/kWh.

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





## 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, by putting up slogans related to energy saving and carbon reduction, we continue to promote and educate our employees 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), purchasing electronics bearing the national power-saving label, turning off lights and air conditioners whenever necessary, and maintaining a temperature of above 26° C. The implementation results in 2023 are outlined below:

### Water resources management

- Slogans related to water saving were put up in visible areas to promote employees' actual practices in their daily life, and the awareness was increased through education and training.
- Toilets were equipped with an automatic water-saving system and certified by the national power-saving label.
- Potted plants were watered with water collected in recycling trays.

### Waste management

- Domestic waste was disposed of by the building management.
- Due to the nature of Wayi' s business, some documents potentially involving consumers' personal information were sent to the incinerator directly by the Company.
- Information waste such as electronic equipment or large office furniture was disposed of by professional contractors.

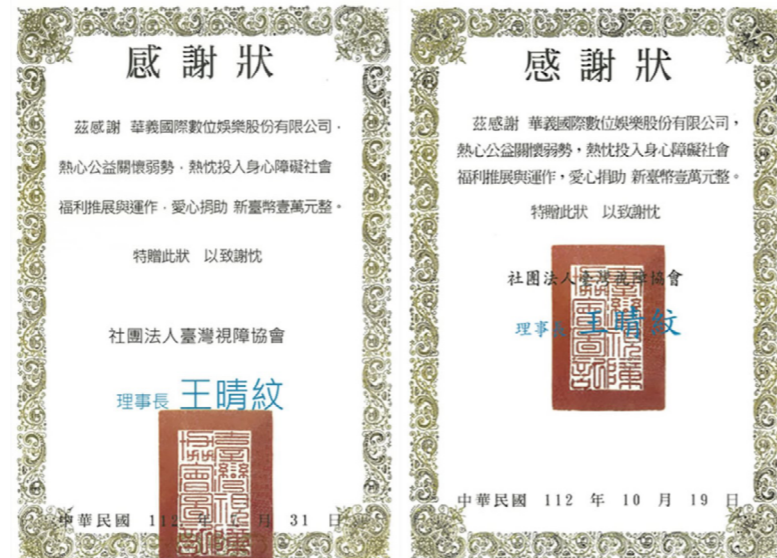




## 5.2 Social Welfare

Adhering to the principle of "giving back to society", Wayi International has transformed its love and warmth into practical actions, fulfilling its responsibilities as a corporate citizen by actively grasping a variety of opportunities to give back to society, thereby contributing to the common good of society in a constant manner.

According to the data of the Ministry of Labor, the visually impaired are the most difficult group among people with physical and mental disabilities to be employed, with an employment rate of only 17.5% across the country; the limitations of their physiological functions make them often rejected in the workplace. How to help them develop competent work is the main purpose of the Taiwan Association for Visually Impaired People. Wayi International supports the Taiwan Association for Visually Impaired People through donations in the hope that the education, employment, and living conditions of nearly 60,000 visually impaired people can be gradually improved so that such people move towards a more promising future. In 2023, a total of NT\$20,000 was donated to the Taiwan Association for Visually Impaired People.



Furthermore, during the selection of festival gift boxes for employees and customers in the past years, Wayi always selected the products and gift boxes made by people with disabilities in sheltered workshops as the first option. In 2023, we selected the red quinoa egg roll gift boxes produced by "TriBake No. 1 Sheltered Workshop" for a total amount of NT\$32,595. 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.

- Table of Contents
- About the Report
- Commitment to sustainable management

- 1 Sustainability Governance
- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development

**Appendices**

- Appendix 1  
GRI Content Index
- Appendix 2  
SASB Standards Index
- Appendix 3  
Climate-Related Information of TPEX Listed Companies
- Appendix 4  
Third-Party Verification Statement



## Appendix 1 GRI Content Index

|                             |  |
|-----------------------------|--|
| Statement of Use            | Wayi prepared the 2023 Sustainability Report in accordance with the GRI Standards, and the data and information disclosure scope is from January 1 to December 31, 2023. |
| Version of Use              | GRI 1 : Foundation 2021  |
| Applicable Sector Standards | N/A  |

### 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  | 1.1 About Wayi  | 4           |                         |
| 2-2  | Entities included in the organization' s sustainability reporting | About the Report  | 1           |                         |
| 2-3  | Reporting period, frequency and contact point                     | About the Report  | 1           |                         |
| 2-4  | Restatements of information                                       | About the Report  | 1           |                         |
| 2-5  | External assurance  | About the Report<br>Appendix 4 Third-Party Verification Statement | 1<br>81     |                         |
| Activities and workers                       |   |   |             |                         |
| 2-6  | Activities, value chain and other business relationships          | 1.1 About Wayi<br>3.1 Value Chain Management and Transformation   | 4<br>41     |                         |
| 2-7  | Employees   | 4.2 Diverse Workplace   | 56          |                         |
| 2-8  | Workers who are not employees                                     | 4.2 Diverse Workplace   | 56          | No non-employee workers |



Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

**Appendices**

Appendix 1

GRI Content Index

Appendix 2

SASB Standards Index

Appendix 3

Climate-Related Information of TPEX Listed Companies

Appendix 4

Third-Party Verification Statement



| GRI Standards | Topic-specific disclosures  | Chapter   | Page number | Omission/Notes |
|---------------|---|---|-------------|----------------|
| Governance    |   |   |             |                |
| 2-9           | Governance structure and composition  | 2.1 Governance Organization   | 21          |                |
| 2-10          | Nominating and selecting the highest governance body                        | 2.1 Governance Organization   | 21          |                |
| 2-11          | Chair of the highest governance body  | 2.1 Governance Organization   | 21          |                |
| 2-12          | Role of the highest governance body in overseeing the management of impacts | 1.2 Sustainable Development Organizational Structure<br>2.1 Governance Organization | 9<br>21     |                |
| 2-13          | Delegation of responsibility for managing impacts                           | 1.2 Sustainable Development Organizational Structure                                | 9           |                |
| 2-14          | Role of the highest governance body in sustainability reporting             | About the Report  | 1           |                |
| 2-15          | Conflicts of interest   | 2.3 Ethics and Integrity  | 34          |                |
| 2-16          | Communication of critical concerns  | 2.1 Governance Organization   | 21          |                |
| 2-17          | Collective knowledge of the highest governance body                         | 2.1 Governance Organization   | 21          |                |
| 2-18          | Evaluating the highest governance body' s performance                       | 2.1 Governance Organization   | 21          |                |
| 2-19          | Remuneration Policy   | 2.1 Governance Organization   | 21          |                |
| 2-20          | Process to determine remuneration   | 2.1 Governance Organization   | 21          |                |
| 2-21          | Annual total compensation ratio   | 4.3 Employee Care   | 59          |                |

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

**Appendices**

Appendix 1

GRI Content Index

Appendix 2

SASB Standards Index

Appendix 3

Climate-Related Information of TPEX Listed Companies

Appendix 4

Third-Party Verification Statement



| GRI Standards                    | Topic-specific disclosures                         | Chapter   | Page number              | Omission/Notes                      |
|----------------------------------|--|---|--------------------------|-------------------------------------|
| Strategy, policies and practices |  |   |                          |                                     |
| 2-22                             | Statement on sustainable development strategy      | Commitment to sustainable management<br>1.2 Sustainable Development Organizational Structure<br>2 Corporate Governance<br>3 Product Innovation and Management<br>4 Friendly Workplace | 3<br>9<br>19<br>37<br>52 |                                     |
| 2-23                             | Policy commitments                                 | 2.3 Ethics and Integrity<br>4.1 Human Rights Management   | 34<br>53                 |                                     |
| 2-24                             | Embedding policy commitments                       | 2.3 Ethics and Integrity<br>4.1 Human Rights Management   | 34<br>53                 |                                     |
| 2-25                             | Processes to remediate negative impacts            | 1.5 Stakeholder Communication<br>4.1 Human Rights Management  | 16<br>53                 |                                     |
| 2-26                             | Mechanisms for seeking advice and raising concerns | 4.1 Human Rights Management   | 53                       |                                     |
| 2-27                             | Legal compliance                                   | 3.4 Legal Compliance  | 49                       |                                     |
| 2-28                             | Membership of associations                         | 2.1 Governance Organization   | 21                       |                                     |
| Stakeholder engagement           |  |   |                          |                                     |
| 2-29                             | Approach to stakeholder engagement                 | 1.5 Stakeholder Communication   | 16                       |                                     |
| 2-30                             | Collective bargaining agreements                   | -   | -                        | No collective bargaining agreements |

Table of Contents  
 About the Report  
 Commitment to sustainable management

- 1 Sustainability Governance
- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development

**Appendices**

- Appendix 1  
GRI Content Index
- Appendix 2  
SASB Standards Index
- Appendix 3  
Climate-Related Information of TPEX Listed Companies
- Appendix 4  
Third-Party Verification Statement



**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 |  | 1.4 Material Topic Analysis and Identification | 11          |                |
| 3-2   | List of Material Topics              |  | 1.4 Material Topic Analysis and Identification | 11          |                |
| <b>Governance Operation and Information Transparency*</b> |                                      |  |  |             |                |
| 3-3   | Management of material topics        |  | 2 Corporate Governance                         | 19          |                |
| <b>Ethical Management*</b>                                |                                      |  |  |             |                |
| 3-3   | Management of material topics        |  | 2 Corporate Governance                         | 19          |                |
| 205 Anti- corruption (2016)                               | 205-2                                | Communication and training about anti-corruption policies and procedures                     | 2.3 Ethics and Integrity                       | 34          |                |
|   | 205-3                                | Confirmed incidents of corruption and actions taken  | 2.3 Ethics and Integrity                       | 34          | None           |
| <b>Product and Service Innovation*</b>                    |                                      |  |  |             |                |
| 3-3   | Management of material topics        |  | 3 Product Innovation and Management            | 37          |                |
| <b>Economic performance</b>                               |                                      |  |  |             |                |
| 3-3   | Management of material topics        |  | 3 Product Innovation and Management            | 37          |                |
| 201 Economic Performance(2016)                            | 201-1                                | Direct economic value generated and distributed  | 2.2 Business Performance                       | 32          |                |
| <b>Content Responsibility*</b>                            |                                      |  |  |             |                |
| 3-3   | Management of material topics        |  | 3 Product Innovation and Management            | 37          |                |
| 417 Marketing and Labeling (2016)                         | 417-1                                | Requirements for product and service information and labeling                                | 3.2 Product Liability                          | 46          |                |
|   | 417-2                                | Incidents of non-compliance concerning product and service information and labeling          | 3.2 Product Liability                          | 46          | None           |
|   | 417-3                                | Incidents of non-compliance concerning marketing communications                              | 3.2 Product Liability                          | 46          | None           |
| <b>Customer Privacy and Data Security</b>                 |                                      |  |  |             |                |
| 3-3   | Management of material topics        |  | 3 Product Innovation and Management            | 37          |                |
| 418 Customer Privacy (2016)                               | 418-1                                | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 3.3 Information and Communication Security     | 48          |                |

Table of Contents  
 About the Report  
 Commitment to sustainable management

- 1 Sustainability Governance
- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development

#### Appendices

- Appendix 1  
GRI Content Index
- Appendix 2  
SASB Standards Index
- Appendix 3  
Climate-Related Information of TPEX Listed Companies
- Appendix 4  
Third-Party Verification Statement



| GRI Standards                              | Topic-specific disclosures    |  | Chapter  | Page number | Omission/Notes |
|--|-------------------------------|--|--|-------------|----------------|
| Customer Service and Satisfaction*         |                               |  |  |             |                |
| 3-3  | Management of material topics |  | 3 Product Innovation and Management                  | 37          |                |
| Talent development and cultivation         |                               |  |  |             |                |
| 3-3  | Management of material topics |  | 4 Friendly Workplace                                 | 52          |                |
| 404 Training and Education (2016)          | 404-1                         | Average hours of training per year per employee  | 4.4 Talent Development                               | 64          |                |
|  | 404-3                         | Percentage of employees receiving regular performance and career development reviews               | 4.4 Talent Development                               | 64          |                |
| Talent recruitment and retention           |                               |  |  |             |                |
| 3-3  | Management of material topics |  | 4 Friendly Workplace                                 | 52          |                |
| 201 Economic Performance (2016)            | 201-3                         | Defined benefit plan obligations and other retirement plans  | 4.3 Employee Care                                    | 59          |                |
| 202 Market Presence (2016)                 | 202-1                         | Ratios of standard entry level wage by gender compared to local minimum wage                       | 4.3 Employee Care                                    | 59          |                |
|  | 202-2                         | Proportion of senior management hired from the local community                                     | 4.2 Diverse Workplace                                | 56          |                |
| 401 Employment(2016)                       | 401-1                         | New employee hires and employee turnover   | 4.4 Talent Development                               | 64          |                |
|  | 401-2                         | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 4.3 Employee Care                                    | 59          |                |
|  | 401-3                         | Parental leave   | 4.3 Employee Care                                    | 59          |                |
| 405 Diversity and Equal Opportunity (2016) | 405-1                         | Diversity of governance bodies and employees   | 2.1 Governance Organization<br>4.2 Diverse Workplace | 21<br>56    |                |
|  | 405-2                         | Ratio of basic salary and remuneration of women to men   | 4.3 Employee Care                                    | 59          |                |
| Labor/Management relations                 |                               |  |  |             |                |
| 3-3  | Management of material topics |  | 4 Friendly Workplace                                 | 52          |                |
| 401 Labor/ Management Relations (2016)     | 402-1                         | Minimum notice periods regarding operational changes   | 4.3 Employee Care                                    | 59          |                |

Table of Contents  
 About the Report  
 Commitment to sustainable management

- 1 Sustainability Governance
- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development

#### Appendices

- Appendix 1  
GRI Content Index
- Appendix 2  
SASB Standards Index
- Appendix 3  
Climate-Related Information of TPEX Listed Companies
- Appendix 4  
Third-Party Verification Statement



## Topic Standard Disclosure 2016: Voluntary Disclosure Indicator

| GRI Standards                            | Topic-specific disclosures |  | Chapter                      | Page number | Omission/Notes                  |
|--|----------------------------|--|------------------------------|-------------|---------------------------------|
| 201 Economic Performance (2016)          | 201-4                      | Financial assistance received from the government        | -                            | -           | None                            |
| 203 Indirect Economic Impacts(2016)      | 203-1                      | Infrastructure investments and services supported        | 5.2 Social Welfare           | 71          |                                 |
| 207 Tax(2019)                            | 207-1                      | Approach to tax  | 2.2 Business Performance     | 32          |                                 |
| 302 Energy(2016)                         | 302-1                      | Energy consumption within the organization               | 5.1 Environmental Protection | 68          |                                 |
|  | 302-3                      | Energy intensity   | 5.1 Environmental Protection | 68          |                                 |
| 303 Water and Effluents(2018)            | 303-1                      | Interactions with water as a shared resource             | 5.1 Environmental Protection | 68          |                                 |
|  | 303-3                      | Water withdrawal   | 5.1 Environmental Protection | 68          |                                 |
| 305 Emissions(2016)                      | 305-2                      | Energy indirect (Scope 2) GHG emissions                  | 5.1 Environmental Protection | 68          |                                 |
|  | 305-4                      | GHG emissions intensity                                  | 5.1 Environmental Protection | 68          |                                 |
| 403 Occupational Health and Safety(2018) | 403-3                      | Occupational health services                             | 4.5 Healthy Workplace        | 67          |                                 |
|  | 403-5                      | Worker training on occupational health and safety        | 4.5 Healthy Workplace        | 67          |                                 |
|  | 403-6                      | Promotion of worker health                               | 4.5 Healthy Workplace        | 67          |                                 |
|  | 403-9                      | Work-related injuries                                    | 4.5 Healthy Workplace        | 67          | No occurrence of such incidents |
|  | 403-10                     | Work-related ill health                                  | 4.5 Healthy Workplace        | 67          | No occurrence of such incidents |
| 406 Non-discrimination(2016)             | 406-1                      | Incidents of discrimination and corrective actions taken | -                            | -           | None                            |
| 415 Public Policy(2016)                  | 415-1                      | Political contributions                                  | -                            | -           | None                            |

- Table of Contents
- About the Report
- Commitment to sustainable management
- 1 Sustainability Governance
- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development

**Appendices**

- Appendix 1  
GRI Content Index
- Appendix 2  
SASB Standards Index
- Appendix 3  
Climate-Related Information of TPEX Listed Companies
- Appendix 4  
Third-Party Verification Statement



## Appendix 2 SASB Standards Index

### Sector: Software and IT Services

| SASB Code   | Topic-specific disclosures   | Category                | Unit                                     | Report Content or Description  |
|---|--|-------------------------|--|--|
| <b>Environmental Footprint of Hardware Infrastructure</b> |  |                         |  |  |
| TC-SI-130a.1  | (1) Total energy consumed<br>(2) Percentage grid electricity<br>(3) Percentage renewable   | Quantitative            | GJ<br>Percentage(%)                      | (1) 850.73GJ<br>(2) 100%<br>(3) 0%   |
| TC-SI-130a.2  | (1) Total water withdrawn<br>(2) Total water consumed, percentage of each in regions with high or extremely high baseline water stress                       | Quantitative            | thousand m <sup>3</sup><br>Percentage(%) | (1) 1.66 thousand m <sup>3</sup><br>(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  |
| <b>Data Privacy &amp; Freedom of Expression</b>           |  |                         |  |  |
| TC-SI-220a.1  | Description of policies and practices relating to behavioral advertising and user privacy  | Discussion and Analysis | None                                     | Please refer to 3.3 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 2023, there were no incidents of legal lawsuits associated with user privacy.   |
| TC-SI-220a.4  | (1) Number of law enforcement requests for user information<br>(2) Number of users whose information was requested<br>(3) Percentage resulting in disclosure | Quantitative            | Quantity in percentage(%)                | (1) 0 times<br>(2) 0 cases<br>(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 2023, 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). |



- Table of Contents
- About the Report
- Commitment to sustainable management

- 1 Sustainability Governance
- 2 Corporate Governance
- 3 Product Innovation and Management
- 4 Friendly Workplace
- 5 Social Development

**Appendices**

- Appendix 1  
GRI Content Index
- Appendix 2  
SASB Standards Index
- Appendix 3  
Climate-Related Information of TPEX Listed Companies
- Appendix 4  
Third-Party Verification Statement



| SASB Code  | Topic-specific disclosures  | Category                | Unit   | Report Content or Description   |
|--|---|-------------------------|--|---|
| <b>Data Security</b>   |   |                         |  |   |
| TC-SI-230a.1   | (1) Number of data breaches<br>(2) Percentage involving personally identifiable information (PII),<br>(3) Number of users affected  | Quantitative            | Quantity in percentage (%)                   | (1) 0 times<br>(2) 0 %<br>(3) 0 persons   |
| 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. Please refer to 3.3 Information and Communication Security. |
| <b>Recruiting &amp; Managing a Global, Diverse &amp; Skilled Workforce</b> |   |                         |  |   |
| TC-SI-330a.1   | (1) Percentage of foreign employees<br>(2) Percentage of overseas employees   | Quantitative            | Percentage (%)                               | (1) 1.85%<br>(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<br>(1) Management<br>(2) Technical staff<br>(3) All other employees | Quantitative            | Percentage (%)                               | Please refer to 4.2 Diverse Workplace.  |
| <b>Intellectual Property Protection &amp; Competitive Behavior</b>         |   |                         |  |   |
| 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  |
| <b>Managing Systemic Risks from Technology Disruptions</b>                 |   |                         |  |   |
| TC-SI-550a.1   | (1) Number of Performance issues<br>(2) Service disruptions<br>(3) Total customer downtime  | Quantitative            | Quantity<br>Number of days                   | (1) 0 times<br>(2) 0 times<br>(3) 0 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.  |
| <b>Activity Metrics</b>  |   |                         |  |   |
| TC-SI-000.A  | (1) Number of licenses or subscriptions<br>(2) Percentage cloud-based   | Quantitative            | Quantity<br>Percentage (%)                   | No relevant data for now.   |
| TC-SI-000.B  | (1) Data processing capacity<br>(2) Percentage outsourced   | Quantitative            | Universal measurement unit<br>Percentage (%) | No relevant data for now.   |
| TC-SI-000.C  | (1) Amount of data storage<br>(2) Percentage outsourced   | Quantitative            | GB<br>Percentage (%)                         | No relevant data for now.   |

Table of Contents

About the Report

Commitment to sustainable management

1 Sustainability Governance

2 Corporate Governance

3 Product Innovation and Management

4 Friendly Workplace

5 Social Development

**Appendices**

Appendix 1

GRI Content Index

Appendix 2

SASB Standards Index

Appendix 3

Climate-Related Information of TPEX Listed Companies

Appendix 4

Third-Party Verification Statement



## Appendix 3 Climate-Related Information of TPEX Listed Companies

| Item  | Implementation  |
|---|---|
| 1. Describe the Board of Directors and the management' s monitoring and governance of climate-related risks and opportunities.  | 2.5 Climate Change Management   |
| 2. Describe how the identified climate-related risks and opportunities would affect the Company' s businesses, strategies and finance (short-term, medium-term, long-term).   | 2.5 Climate Change Management   |
| 3. Describe the financial impact of extreme climate events and transition actions.  | 2.5 Climate Change Management   |
| 4. Describe how the procedures for identifying, assessing and managing climate-related risks are incorporated into the overall risk management system.  | 2.5 Climate Change Management   |
| 5. Where the resilience in the face of climate change risks is analyzed and assessed based on a scenario, describe the applied scenario, parameters, presumption, analysis factors, and major financial impact.   | N/A   |
| 6. Where a transition plan is formulated in response to the management of climate-related risks, describe the details of the plan, and the metrics and targets used to identify and manage physical and transition risks.   | N/A   |
| 7. Where internal carbon pricing is used as a planning tool, describe the basis for determining the price.  | N/A   |
| 8. Where climate-related targets are set, describe the relevant activities, scope of GHG emissions, schedule, and annual progress; where carbon offsets or Renewable Energy Certificates (RECs) are used to meet relevant targets, describe the sources and number of carbon reduction credits of the offsets, or the number of RECs. | N/A   |
| 9. Describe the greenhouse gas inventory and assurance status, as well as the reduction goals, strategies and specific action plans.  | Wayi International Digital Entertainment Co., Ltd. (the parent company) is supposed to disclose the information on the parent company's individual inventory in 2025 in the 2026 Annual Report, and disclose the information on the parent company's individual inventory and assurance status in 2027 in the 2028 Annual Report. |



# Appendix 4 Third-Party Verification Statement

**SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE WAYI INTERNATIONAL DIGITAL ENTERTAINMENT CO., LTD.'S Sustainability Report FOR 2023**

**NATURE AND SCOPE OF THE ASSURANCE**  
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 for 2023 (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 Standards and AA1000 Accountability Principles (2018) during assurance (2024/07/01-2024/07/31) in WAYI headquarter. The assurance process did not include the evaluation of specific performance information outside the scope, such as climate-related financial disclosures (TCFD), sustainability accounting standards (SASB), and the non-material topics and the related 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 2023 and its presentation are the responsibility of the directors or governing body 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 assurance 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 to manages each topic, and the guidance on levels of assurance contained within the AA1000 series of standards.

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 Level (AA1000AP Evaluation only)                        |

TWLPP 5008 Issue 2404

**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 Standards (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) is conducted at a moderate level of scrutiny, and therefore the reliability and quality of specified sustainability performance information is excluded.
- The evaluation of the report against the requirements of GRI Standards is listed in the GRI content index as material in the report and is conducted with reference to the Standards.

**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 stakeholders where relevant.

**LIMITATIONS AND MITIGATION**  
Financial data drawn directly from independently audited financial accounts, Total Impact Measurement and Management, and Social Return on Investment assessments (SROI), Task Force on Climate-related Financial Disclosures (TCFD), SASB related disclosures, and the non-material topics and the related indicators 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 assurance, 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.

**ASSURANCE / VERIFICATION OPINION**  
On the basis of the methodology described and the assurance work performed, the assurance team 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. The assurance team believe that the organization has chosen an appropriate level of assurance for this stage in their reporting.

TWLPP 5008 Issue 2404

**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.

**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 2023, 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 and the relevant 200/300/400 series Topic Standard related to Material Topic have been disclosed. 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  
Business Assurance Director  
Taipei, Taiwan  
16 August, 2024  
[WWW.SGS.COM](http://WWW.SGS.COM)

TWLPP 5008 Issue 2404



**wayi**

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