



WEMADE SUSTAINABILITY REPORT 2022

ABOUT THIS REPORT

Executive Summary

- This report is the first sustainability report that lays out Wemade's ESG management performance and plans. Wemade plans to publish a sustainability management report each year to transparently disclose its ESG management strategy and future goals and use it as a communication channel with stakeholders.

Criteria for Writing the Report

- This report follows the standards set by the Global Reporting Initiative (GRI), an international organization that has developed Sustainability Reporting Guidelines.

Reporting Period

- This report covers the period from January 1, 2022, to December 31, 2022, but also includes major achievements of the Company up to April 2023.

Range of the Report

- Financial Report: The financial report was created based on consolidated financial statements in accordance with Korea International Financial Reporting Standards (K-IFRS).
- Non-financial Report: The non-financial report was prepared based on the reports of Wemade and its 7 major subsidiary companies. Environmental information was prepared based on Wemade and its 6 major subsidiaries located at Wemade Tower.

(Contents outside above range of the report are marked by comments or additional information.)

Verification of the Report

- The reliability of the report is ensured through third party verification by the Korea Management Certification Authority, an independent verification agency. Independent report on the verification is included on page 81.

Inquiries About the Report

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INTRODUCTION

CEO Message

Hello, I am Chang Hyun-guk, CEO of Wemade.

Wemade is a company that has been bringing the joy of playing games to our customers for the past 20 years, and now, we are taking on various challenges to build the WEMIX ecosystem, which is a digital economy platform that will ensure continuous growth through the connection of games and blockchain.

In October 2022, we officially launched our new mainnet, WEMIX 3.0, which is the culmination of our blockchain technology, and it was followed by the launchings of WEMIX.Fi', a decentralized finance platform that offers a safe and secure transaction and conversion of our own stable coin 'WEMIX\$'; 'WEMIX PLAY', a global blockchain gaming platform; and 'NILE', a blockchain-based platform in which user can create and manage various decentralized autonomous organization projects at art exhibitions and concerts. WEMIX experienced a range of difficulties in the process, but it has been listed on many markets inside and outside of the country while establishing itself as the foundation of the WEMIX ecosystem.

In addition, Wemade is responding to the rapidly changing global business environment by committing itself to promote ESG management as the foundation for our innovative business befitting its status as the leader in the blockchain gaming platform market. Wemade created the ESG Committee in 2021 to put together working groups dedicated to various ESG activities designed to practice and internalize ESG management. Wemade set up a few ESG promotion strategies that reflect our essential ESG promotion value of "sustainable growth and creation of a future ecosystem". They are as follows.

First, we are committed to reducing our environmental impact. We will identify areas of environmental impact within our business to find measures to minimize our environmental footprints and continuously manage our energy use and greenhouse gas emissions. We will also encourage all our employees to practice climate action and strengthen cooperation with our stakeholders in this matter.

Second, we will strive to support future generations and expand the ecosystem. We will actively support the growth of our business partners including small and medium-sized companies, while supporting the production of future global leaders by expanding our support for human resource programs at local communities and educational institutions.

Third, we will establish and operate transparent governance. We will expand communication with stakeholders and strengthen the transparency and reliability of the board of directors. We will also promote ethical management activities and ensure transparency in information disclosure.

You can rest assured that, as a blockchain company, Wemade will continue to increase management transparency and fulfill our social roles and responsibilities for sustainable growth.

Thank you for your continuous support and encouragement for Wemade.

Chang Hyun-guk,
CEO of Wemade



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Company Overview

About Us¹⁾

As of 4Q 2022

Company Name	Wemade Co., Ltd.
Founded	10-Feb-00
CEO	Chang Hyun-guk
Headquarters	49, Daewangpangyo-ro 644beon-gil, Bundang-gu, Seongnam-si, Gyeonggi Province
No. of Employees	1,044
No. of Issued Shares	33,796,962 shares
Capital	17.2 billion KRW
Most Popular Games	Legend of Mir 2, 3, Mir 4, Mir M, Anipang, and many others

Major Subsidiaries³⁾

As of 4Q 2022

WEMADE Max

WEMADE Play

WEMADE M

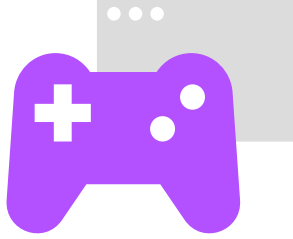

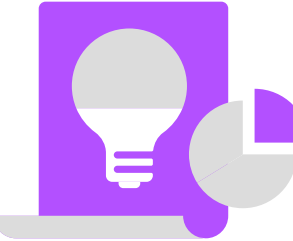


WEMADE XR

WEMADE Plus

ChaunQi IP

This Means War

Business Lines

	Game Business	Online game development and publishing
	Metaverse	Building a metaverse with independent political, economic, social, and cultural systems that project or expand the real world
	Intellectual Property License	Licensing and merchandising business based on intellectual property rights created and accumulated through game development and service
	NFT/FT	Digitization of assets based on decentralized blockchain
	Investment	Growth of the company and game markets and the creation of healthy game and IT ecosystems through discovery and investment in competitive companies

1) Prepared in accordance with the business reporting consolidated standards
 2) Prepared based on major subsidiaries
 3) "Major subsidiaries" refers to the affiliated companies included in this report

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Company Overview History

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2000

02 Wemade Entertainment is founded

2001

03 Legend of Mir 2 is officially released

11 Legend of Mir 2 is released in China

2004

12 Awarded Special Prize and Export Contributions Prize for the 2004 Korea Cultural Content Export Awards, Awarded Export Contributions Prize

2006

09 Office relocated to Guro Digital Complex

2009

12 Listed on KOSDAQ

2010

02 Wemade celebrates 10th anniversary

07 Joymax is acquired

2013

01 Office is relocated to Pangyo

11 <Wind Runner> is awarded the Best Game in the Mobile category for the 2013 Korea Game Awards

12 Awarded the Ministry of Science, ICT and Future Planning Minister Prize in the Business category for the 9th Korea Grand Internet Awards

2014

03 Chang Hyun-guk is appointed CEO

04 ICARUS is officially released

11 Awarded the Outstanding Company for Social Contributions for the 2014 Korea Game Awards

2017

05 ChaunQi IP is established

2018

04 Fishing Striker is released

07 ICARUS M is officially released

08 ICARUS M is awarded Game of the Month in the General Game (Blockbuster) category

2019

03 Wemade IO changes name to Wemade ICARUS
Awarded Seongnam City Honest Taxpayer Commendation for the 53rd Taxpayers Day

08 Won the red dot design award 2019 (Brand & Communications category)

2020

01 Wemade Tree's blockchain platform WEMIX is launched

02 Wemade celebrates 20th anniversary

06 Wemade and Wemade Service are merged

11 Mir 4 is officially released

12 Birdtornado is launched.
ChaunQi IP is awarded Trade Day "\$10 Million Tower of Exports Award"

2021

01 07 ESG Committee is created

Mir 4 is awarded Game of the Month in the General Game (Blockbuster) category

08 Wemade's blockchain game Mir 4 Global is officially released

09 Wemade Tree acquires ISMS certification for WEMIX platform

11 Wemade-UNICEF centers social contribution agreement

12 SUNDAY TOZ is acquired

2022

01 Wemade's first-ever DeFi protocol KLEVA is launched

02 Wemade and Wemade Tree are merged

03 SUNDAY TOZ changes name to Wemade Play

05 Acquired two international standards for its information security management system, ISO27001 and ISO27701

06 Mir M: Vanguard and Vagabond is officially released
Information security management system certification is acquired

07 Blockchain gaming platform WEMIX PLAY is launched

08 Wemade-UNICF enters long-term partnership agreement

10 Blockchain mainnet, WEMIX 3.0 is launched
Decentralized finance platform, WEMIX.FI is launched

11 DAO & NFT platform, NILE, is officially released

Business Overview Game

Legend of Mir IP

Genre	MMORPG
Platform	PC, Mobile
Service	Released in over 170 countries around the world

Legend of Mir is an online martial arts genre MMORPG developed by Wemade. It started service in Korea in 2001 and then in China in November 2001, where it has been incredibly well received. In particular, the fictional universe, characters, and storylines of The Legend of Mir 2, which are reminiscent of martial arts novels, immediately captivated Chinese users. The game recorded cumulative sales of 2.2 trillion KRW worldwide at the time of service in 2011. In 2020, Wemade innovated the Legend of Mir series for both Korea and worldwide and released Mir 4, the MMORPG for mobile platform, in addition to the book, *The Chronicles of MIR: The Land of Dragons and the History of Fire and Magic*.

Mir 4 hit the 3-million participants record in just two months after taking pre-registration before releasing in

Korea. In 2021, Wemade launched Mir 4 Global, which was developed by applying blockchain technology to Mir 4. Mir 4 Global was a tremendous success with the highest number of simultaneous users hitting 1.4 million. In 2022, Wemade released Mir M as part of the series, and in January 2023, a blockchain version, Mir M Global.



Cumulative users recorded in China in 2008

200 million



Mir 4 Global records the highest sales of

2,200 billion KRW



Mir 4 Global records the highest simultaneous users of

1.4 million



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Game

Anipang

Genre	Casual Puzzle Game
Platform	Mobile

Wemade Play is the developer of Anipang, a mobile game developer that became affiliated with Wemade in 2021. Anipang is the company's most popular mobile game released in 2021, and it is considered a national game that heralded the popularization of mobile games in Korea and the golden days of the mobile game market. The game recorded over 40 million downloads, and Wemade Play has been releasing sequels of the original Anipang series, Anipang 2, Anipang 3, and Anipang4.

Wemade Play is expanding the scope of Anipang IP with 'Anipang Sachung' and 'Anipang Dualgo', each catering to the taste of different customer bases for higher customer satisfaction and expansion of various business lines. Wemade Play is also introducing NFT and One-token Multi-use policy to the global market, starting with blockchain

games such as Anipang Match and Anipang Coins as well as Anipang Club. Acclaimed as the most popular games enjoyed by men and women of all ages, Anipang IP's mobile games will continue to write history in Korean-born mobile games as they have been for the past 10 years.



1) As of the end of 2022
2) As of September 2012
3) As of July 2022



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Business Overview Game

Night Crows

Genre	MMORPG
Platform	PC, Mobile (Supports cross play)

Night Crows is a new cross-platform MMORPG from Wemade and MadEngine built with the latest technology on Unreal Engine 5. It was officially released on April 27, 2023.

Set in a medieval European world, the game features fun elements such as the interserver-based battlefield and PvP combat on a gigantic scale, not to mention glider-utilized actions.

Legend of Ymir (soon to be released)

Genre	MMORPG
Platform	PC, Mobile (Supports cross play)

An ultra-realistic MMORPG built on Unreal Engine 5, Legend of YMIR is a new addition to the MIR series following the authenticity of the MMORPG, Legend of Mir. The soon to be released game features reinterpretation of Nordic legend of Ymir as its fictional universe.

The game is expected to be highly immersive with the narrative of the Mir series and the Nordic legend combined.



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Blockchain

WEMIX3.0 WEMIX3.0

WEMIX 3.0 is a true blockchain ecosystem in itself, designed to support the upcoming dApp (decentralized app), games, DAO (decentralized autonomous organization), DeFi, NFT, and more.

The services provided by WEMIX 3.0 include the global blockchain game platform, WEMIX PLAY; DAO & NFT platform NILE; and decentralized finance service platform, WEMIX.Fi. Wemade plans to evolve WEMIX 3.0 into a dominant platform that covers areas such as games, finance, art, sports, and entertainment to complete a comprehensive blockchain ecosystem.



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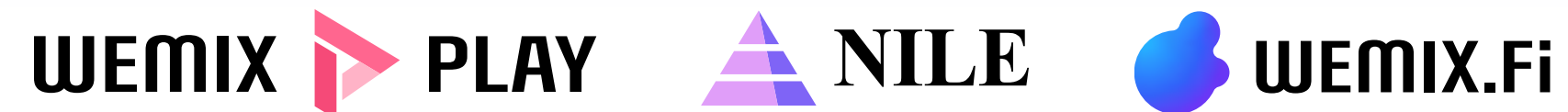
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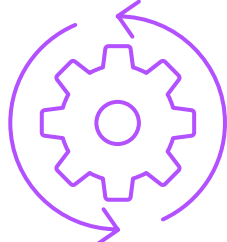
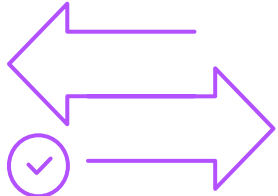
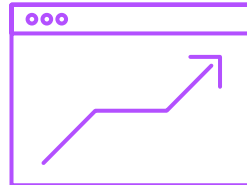
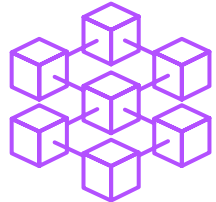

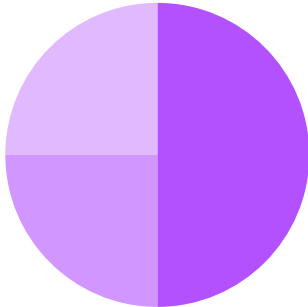
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 <p>Code base EVM compatible (Ethereum Virtual Machine)</p>	 <p>Processing Up to 4,000 TPS</p>	 <p>Block interval 1 second</p>	 <p>Permanent Minting Reward 1 WEMIX per block</p>
 <p>Consensus SPoA (Staked-based Proof of Authority) & RAFT Leader Election</p>	 <p>Authority 40 qualified Nodes Committee Partners</p>	 <p>Reward distribution</p> <ul style="list-style-type: none"> Nodes Committee Partner Reward 50% ECO Fund 25% Maintenance 25% 	

Business Overview Blockchain



We have been pursuing fun in games. Now, WEMIX PLAY is here to transform the fun of games into fun that you have never experienced before. WEMIX PLAY is the world's largest blockchain gaming platform, used by millions of users around the world.

Play With Games

Life is a game, and it starts with games. Meet games with WEMIX PLAY to enjoy new gaming experience.

Earn With Tokenomics

The time, effort, and cost spent playing games are not consumption anymore: In Tokenomics of WEMIX PLAY, they are investment. Experience Tokenomics that satisfies your gameplay and asset management preferences.

Boost With GameFi

When you transact, invest, lend or borrow through GameFi, your game tokens become bigger assets. GameFi is the beginning of a new game economy and the center of dynamic blockchain economy.

Own With Marketplace

Marketplace advances the digital economic cycle through ownership and trading. We can acquire or own NFT to become stronger and special in games, and through trading among other users we can expand our experience.

Grow With Community

PAPYRUS helps owners of the same tokens to share productive conversations. The opinions and cooperation of verified players, holders, creators, and fans move WEMIX PLAY.



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NILE (NFT Is Life Evolution) is a revolutionary idea that will change the way we see new opportunities unlocked by the organization's potential.

Imagine a DAO-based project where businesses such as concerts, art exhibitions, sporting events, investments, and even real estate operate on a transparent and trustless blockchain network. Neith Protocol makes it all possible. The core protocol for NILE, Neigh Protocol is designed to enable decentralized autonomous organizations (DAOs) to operate in a unique and efficient way for common goals. The Neith Protocol enables DAOs to operate without a hierarchy of centralised management entities, from recruiting members to raising funds, executing projects, and distributing profits, all in accordance with the rules set forth in smart contracts, with all members autonomously and transparently participating in joint decision-making to achieve their goals.



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WEMIX.Fi is a safe and fully on-chain DeFi platform that supports storage, exchange, borrowing, settlement and investment of crypto-assets.

WEMIX.Fi is a safe and fully on-chain DeFi platform that supports storage, exchange, borrowing, settlement and investment of crypto-assets. WEMIX.Fi supports safe service, with each service closely connected to the stablecoin WEMIX\$, which makes it possible for community members to use the DeFi service through various DApps in many easy ways to manage their crypto assets. Accessibility and serviceability have been greatly improved through the integration of WEMIX 3.0's own wallet and fully decentralized WEMIX DeFi service. Community members can use DeFi services to manage crypto assets more easily in diverse ways on blockchain networks.



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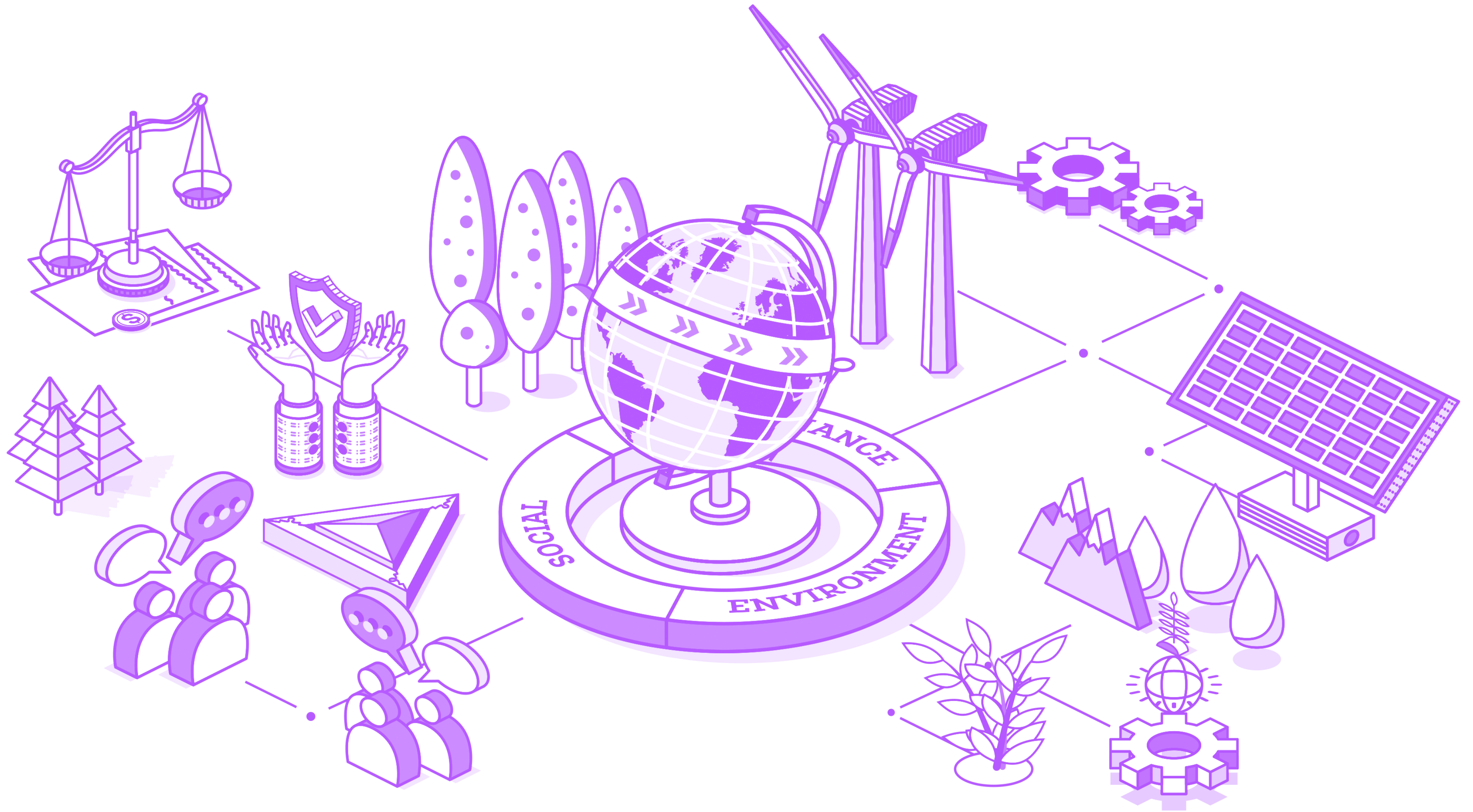
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ESG FOUNDATION

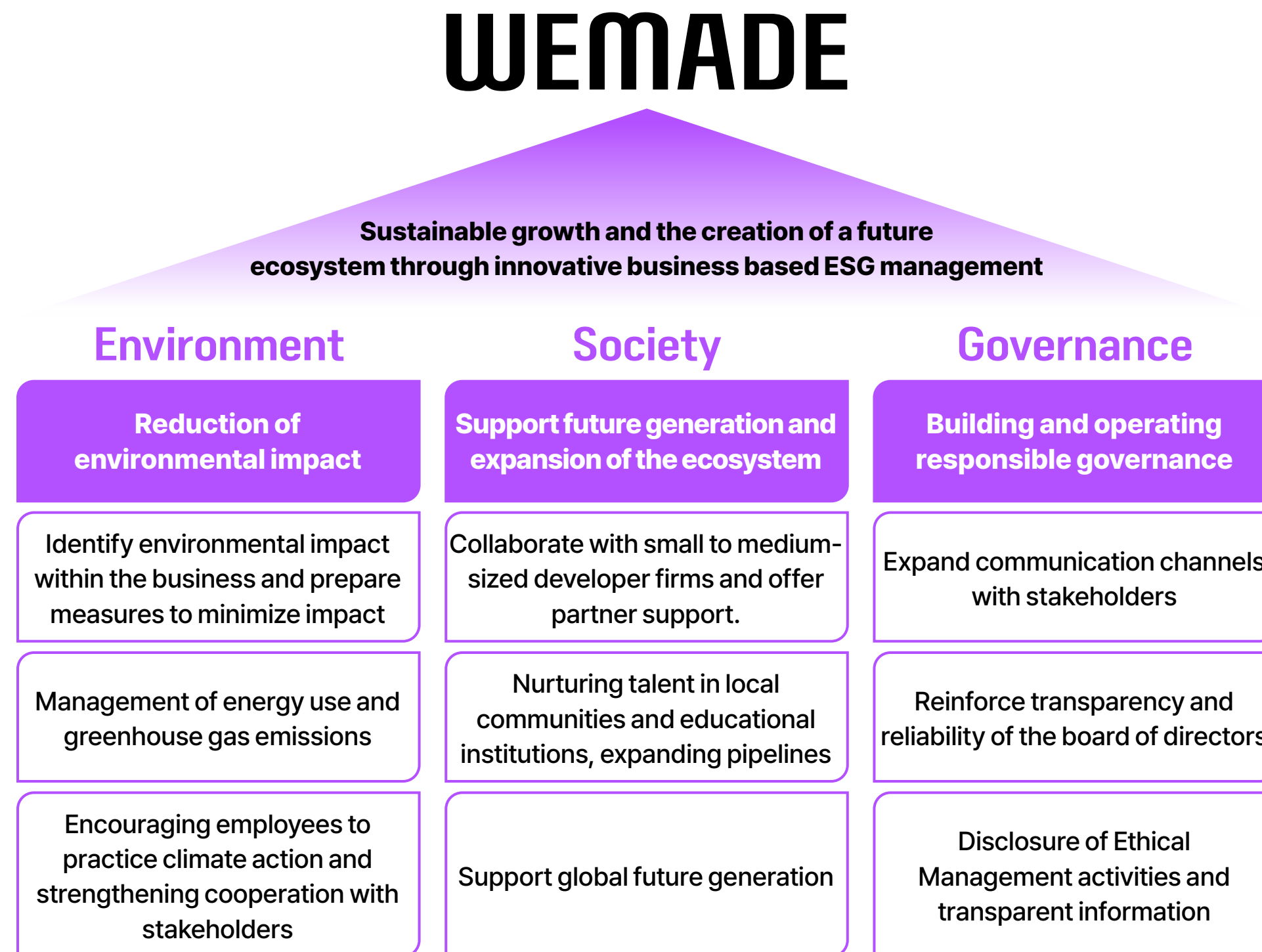
ESG Management Framework

Pursuing ESG Values and Strategy

In pursuit of our core values of “sustainable growth and creation of a future ecosystem through innovative business based ESG management”, Wemade has established three major ESG strategies. They include the reduction of environmental impact, supporting future generations and

expansion of the ecosystem, and building and operating responsible governance. Wemade has implemented strategic ESG tasks through organic collaboration between the ESG Committee, ESG team, and working groups in each department.

ESG Strategy Framework



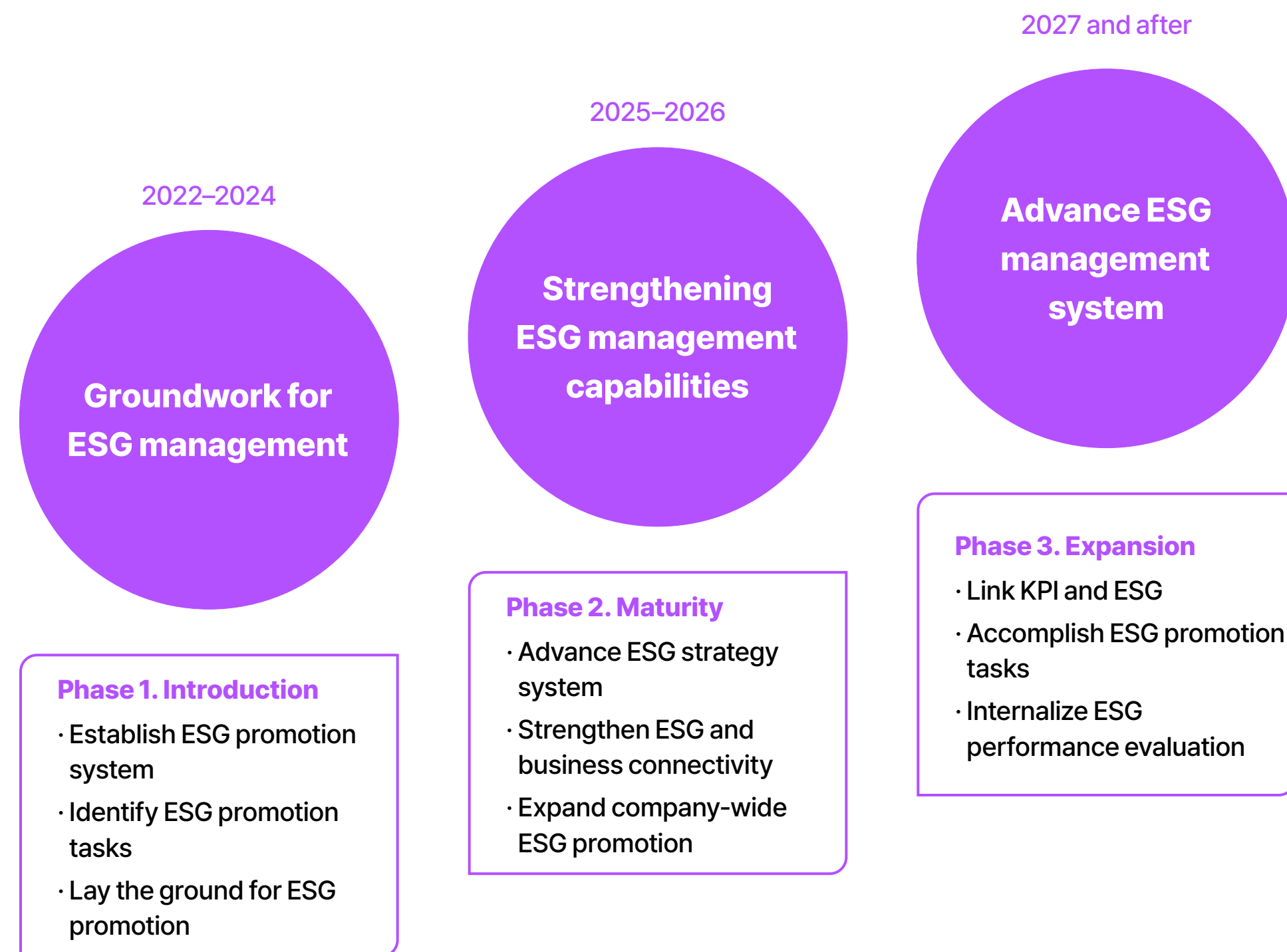
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ESG Management Framework

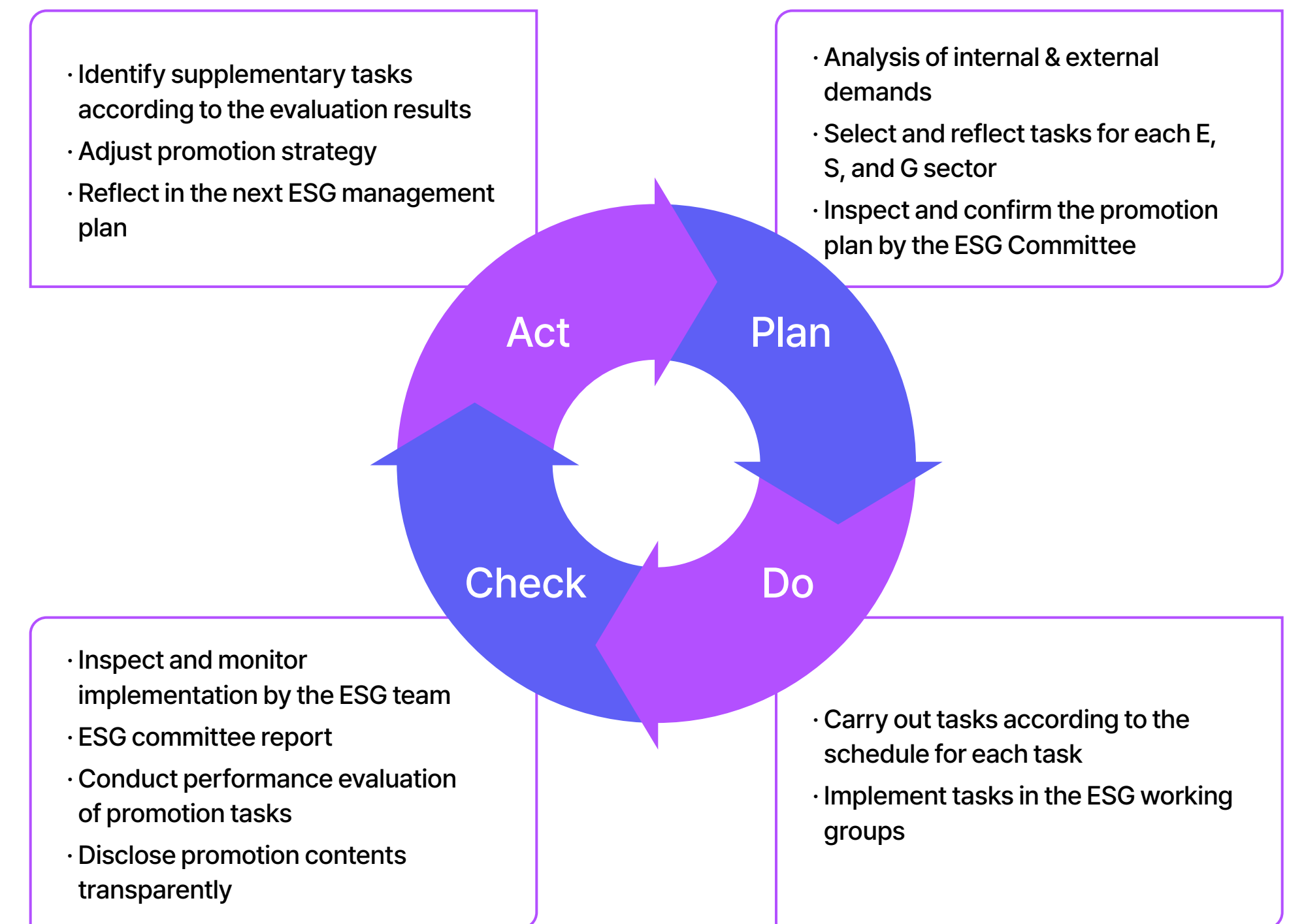
ESG Implementation Roadmap

Wemade is carrying out ESG tasks following the ESG implementation roadmap the company has prepared for an effective implementation and promotion of ESG management. Starting with the introductory stage of establishing the foundation for ESG management, Wemade is committed to continue its efforts to realize Wemade's core ESG values through step-by-step expansion.



ESG Performance Management System

Wemade has established an ESG performance management system based on the PDCA cycle and considers ESG management throughout the business, while proactively identifying and carrying out supplementary tasks. Wemade will continue its efforts to ensure lasting effects and internalization of ESG management in Wemade.



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Materiality Assessment

Materiality Assessment Process

Wemade conducted a criticality evaluation by applying the concept of Double Materiality based on GRI's Materiality Principle, a global sustainable management reporting guideline. Based on global sustainable management standards and peer benchmarking, ESG issues related to Wemade were formed, and issues were prioritized by considering the significant social and environmental impact of Wemade and the financial impact of external ESG issues.

01

Composition of the ESG issue pool

Select Wemade's potential ESG issue pool based on global standards and current status of the industry (22 issues)

- Sustainability Management Global Standard
 - GRI Standards, UN SDGs, SASB, ISSB, etc.
- Domestic and overseas issue BM
- Review ESG evaluation requirements
- Review internal ESG-related issues

02

Analysis of social and environmental impact

Assess the social and environmental impact Wemade makes on the outside of the organization based on media research and stakeholder surveys

- Media research
 - Research period: Jan.1 - Dec.31, 2022
 - Research subject: Analysis of Wemade-related articles
 - Number of research materials: 1,245 in total
- Stakeholder survey
 - Survey period: May 2 - May 8, 2023
 - Survey targets: Stakeholders such as employees, customers, partners, local communities & NGOs, and experts
 - Number of participants: 181 in total
- Evaluate by dedicated staffers and experts
 - Evaluated by: Staffers in charge of finance, strategy, ESG and external ESG experts

03

Analysis of financial impact

Identify issues that impact the creation of Wemade's financial values through the evaluation of investor requirements and related Staff

- Analysis of investor interest
 - Investment institutions' ESG-related inquiries and demands
 - Shareholder & investor survey and response
- Evaluation by Staff in charge and experts
 - Evaluate by Staff in charge of finance, strategy, and ESG and external ESG experts

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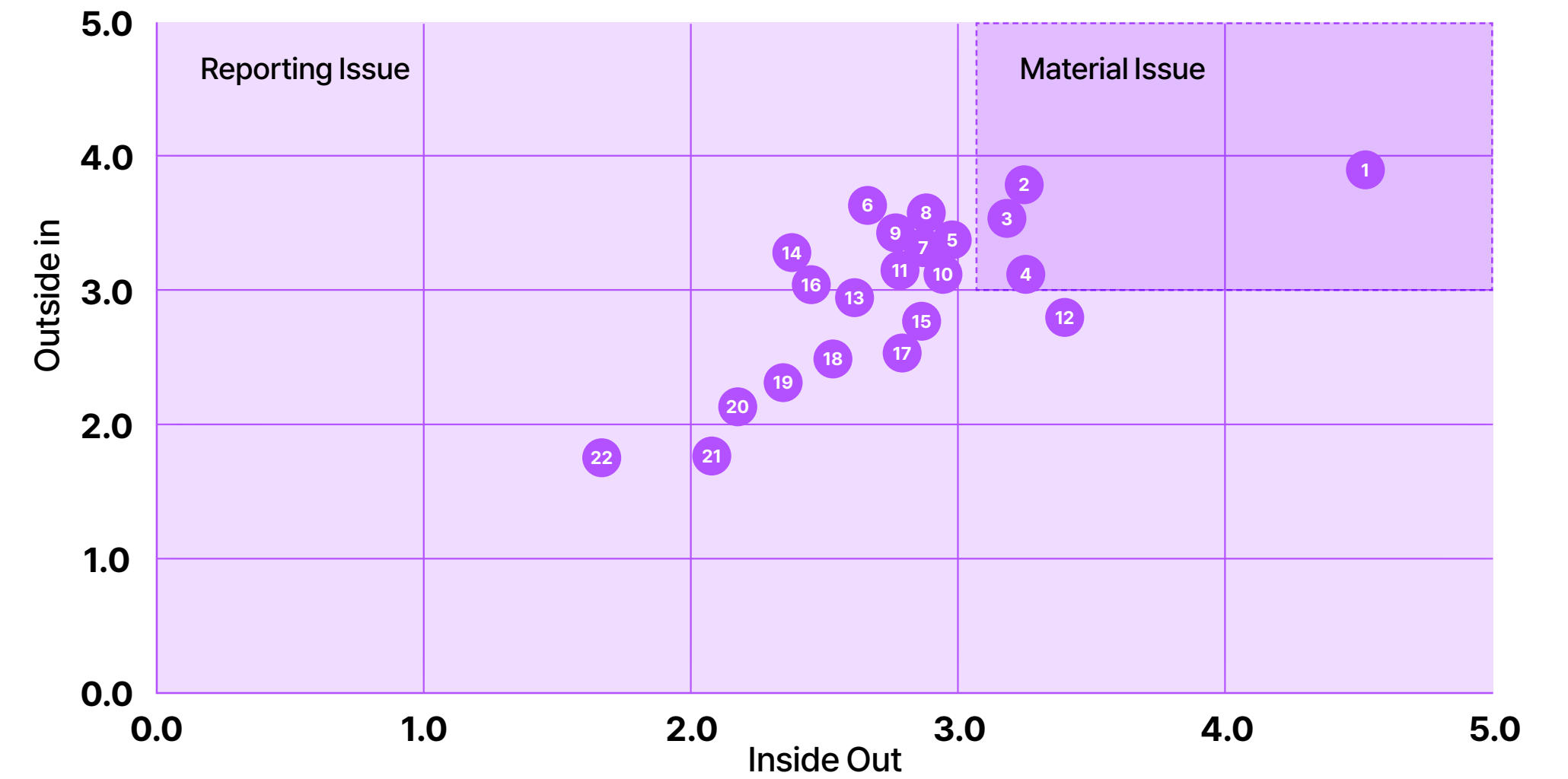
Materiality Assessment

Materiality Assessment Results

Rank	Area	Core Issues	Impact	GRI Link	Pages on Report
1	Governance	Strengthening crypto asset-related transparency	Cost Profit Risk	Non-GRI	p.40-41
2	Society	Talent acquisition and retention	Cost Profit Risk	GRI 401	p.47, 73-74
3	Society	Strengthening the personal information protection system	Cost Profit Risk	GRI 418	p.36-39, 75
4	Society	Strengthening information protection system	Cost Profit Risk	GRI 418	p.36-39, 75

Rank	Area	Reporting issues
5	Environment	Efficient energy use
6	Society	Strengthen consumer and investor communication
7	Governance	Strengthen the soundness of corporate governance
8	Society	Improve organizational culture
9	Society	Fair performance evaluation and compensation
10	Society	Build a structure for ESG management of business partners and mutual growth
11	Environment	Response to climate change
12	Governance	Create business opportunities
13	Governance	Prepare measures to prevent money laundering and illegal transactions

ESG Materiality Assessment Result Matrix



순위	영역	보고 이슈
14	Environment	Develop environmental impact reducing services
15	Society	Support employee competency development
16	Governance	Advance ethical management system and strengthen anti-corruption activities
17	Society	Advance human rights management system
18	Society	Promote social contribution while considering business characteristics
19	Society	Enhance diversity and inclusion
20	Society	Strengthen social safety and health promotion system
21	Environment	Reduce waste emissions
22	Environment	Reduce water use

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Stakeholder Engagement and Communication

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Stakeholder

Wemade defines major stakeholder groups as those who are directly and indirectly affected by the company's management activities. This includes shareholders, investors, game users, employees, business partners, local communities, and NGOs. Wemade manages issues of interest for each stakeholder in connection with the company's management strategies.

Stakeholder Engagement

Wemade collects stakeholders' opinions through various communication channels. We reflect the collected needs of our stakeholders by promoting improvement and response activities in response to the interests and expectations of our stakeholders. Going forward, we will provide information through diversified channels while reflecting the demands of stakeholders in major management activities.

Definition of Stakeholders and Communication Channels

Classification	Shareholder and Investor	Game user	Employee	Business partner	Community and NGO
Definition	An entity that owns corporate stocks or crypto assets and directly or indirectly participates in company management	An entity that plays a game serviced by Wemade or a game onboarded to WEMIX PLAY	Executives and employees participating in internal activities	A company or individual that trades services or products with Wemade to increase mutual benefits	A community that seeks mutual growth within a certain area
Main Issues	<ul style="list-style-type: none"> Transparent information and performance disclosure Establishment of a sound governance structure Preemptive risk management Shareholder-friendly management Creation of business opportunities 	<ul style="list-style-type: none"> Launching of a new service Improvement of existing services and higher satisfaction Service accessibility Private information protection 	<ul style="list-style-type: none"> Healthy and safe working environment Fair performance evaluation and compensation Stronger competitiveness Job security and benefits 	<ul style="list-style-type: none"> Fair trade Shared growth Protection of workers' human rights 	<ul style="list-style-type: none"> Corporate social responsibility Contribution to the UN SDGs Transparent and prompt information disclosure
Communication channels and activities	<ul style="list-style-type: none"> Regular shareholders' meeting IR data disclosure Events to have dialogue with shareholders AMA (Ask Me Anything) event 	<ul style="list-style-type: none"> Game homepage Conference Official social media channels Customer Center and Consultation Center 	<ul style="list-style-type: none"> Labor-Management Council In-house portal Report center, grievance handling channel Counseling Center 	<ul style="list-style-type: none"> Meeting with partner companies & 	<ul style="list-style-type: none"> Local community council Corporate conference

Stakeholder Engagement and Communication

Shareholder and Investor Related Communications

Quarterly Performance Announcement Event

Every quarter, Wemade hosts a performance announcement event for investors and shareholders, in which CEO Chang Hyun-guk takes part and interacts with attendees directly. Depending on the formality of the event, we upload the YouTube link or the conference call recording so that shareholders and investors can review performance-related presentations or ask questions and get answers at any time.

IR Event (NDR, Conference, Etc.)

Wemade participates in various IR events such as NDR (Non-Deal Roadshow) and securities company conferences both inside and outside of the country. We are constantly expanding opportunities to correct misinformation in the market, publicize the company's business, and communicate with investors.

General Shareholders' Meeting and Shareholder Meeting

Wemade holds a regular shareholders' meeting for the annual settlement terms and an extraordinary shareholders' meeting when necessary. In these meetings, we deliver sales overview and the shareholders' meeting agenda. Wemade also distributes agenda explanation booklets to provide shareholders with the information they need to exercise their voting rights.

In addition, we hold regular shareholders' meetings with CEO Chang Hyun-guk in person as part of the company's effort to promote dynamic communication between the company and shareholders.

Timely Disclosure of Information

In the event of an important issue that shareholders and investors should take note of when making investment decisions, we ensure the disclosure of such information, in accordance with relevant laws and regulations, such as the Commercial Act and the Capital Markets Act. The disclosures are written in details with clear explanation regarding the content so that shareholders and investors can understand what's happening in the company.

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Stakeholder Engagement and Communication

Game-related Communication

Before the Game Launch

Wemade carries out CBT (Closed Beta Test) prior to game release to collect user feedback and reflect it to improve service quality before the official launching launch. We strive to reflect the opinions of the future users regarding its services by expanding communication with users starting from the development stage.

Launching of a Game and Post-launch Operation

Wemade communicates the game’s operational plans and direction through showcases, user meetings, launch events, and Q&A sessions, providing detailed information to help users understand the game. Following a game’s release, we communicate with players via a variety of communication channels and continuously gathers user feedbacks regarding the game as part of its efforts to supply superior services.

Communication method	Details
GM (Game Master) correspondence	It offers in-game events, progress plans, and detailed explanations of the structure and participating methods. It can be considered a quarterly milestone.
CM (Community Manager) video	CMs for each game offers user guides on updates, events, and other information on the game through a video.
Patch note	When a game is updated and changed, a patch note is provided to explain users what has been improved and what errors have been fixed.
Disclosure of errors and corrections	Disclosure of all identified issues and improvements associated with a game. Wemade records all error reports from users and all those reports are open to the public after the launch of the game. Users can confirm the issues that have been corrected and when they were corrected.
Official community	Users can check announcements about the game in the official community, which the company is using as its dedicated window to collect user opinions.
Community channels (round the clock communication)	Users can communicate with GM directly through such social media channels as Facebook and Discord in addition to the official community website. We proactively reflect user suggestions collected through dedicated bulletin boards.
Customer service center	Wemade is continuously guiding users by providing answers to frequently asked questions on the customer service center website. Users can have a 1:1 inquiry session with an administrator to make suggestions or report inconveniences, which an administrator responds to directly, answering and providing solutions.

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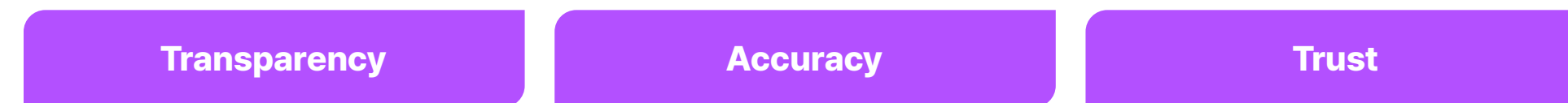
Stakeholder Engagement and Communication

Digital Asset-related Communication

Communication Direction

We always disclose WEMIX transmission in a transparent manner, the Foundation's WEMIX-related policies are grounded on trust, and we communicate accurately about service issues.

Communication directions of WEMIX



Regular Operation of Domestic Communication Channels

WEMIX discloses its policies on WEMIX transfer and coins through public announcement, and all matters related to WEMIX are disclosed for all stakeholders to check through quarterly reports. CEO Chang Hyun-guk promotes close communication with various stakeholders through such occasions as quarterly investor and community inquiry sessions, AMA (Ask Me Anything), meetings with shareholders and media, not to mention press meetings.

WEMIX-related communication channels

Communication content	Target Stakeholder	Method	Frequency
WEMIX transfer and coin policy	All stakeholders	Medium post disclosure	At any time
WEMIX-related issues	All stakeholders	WEMIX quarterly report	Quarterly
Investor inquiries	Investor / AMA (Ask Me Anything)	AMA (Ask Me Anything)	Quarterly
Shareholder inquiries	Investor, Community	Media Conference	Quarterly
Media inquiries	Reporter, media	Media Conference	Quarterly

Diversification of Global Communication Channels

Wemade is conducting effective communication in consideration of the blockchain industry and major user communities in each country. We make announcements for WEMIX holders in Korean and English, as well as making them available in Chinese, Spanish, and Indonesian as well.

WEMIX-related communication channels

- Medium: A media-type community mainly used in the blockchain industry
- Telegram: Social community mainly used in the blockchain industry
- Twitter: A social media channel where short postings are possible, mainly used in blockchain and various countries
- Facebook: A social media channel mainly used in North America and South America
- Reddit: A social media channel mainly used in English-speaking countries
- Weibo: A social media channel mainly used by Chinese-speaking communities
- PAPHYRUS: A decentralized platform built on blockchain technology



WEMIX AMA(Ask Me Anything) Conference

Stakeholder Engagement and Communication

Digital Asset-related Communication

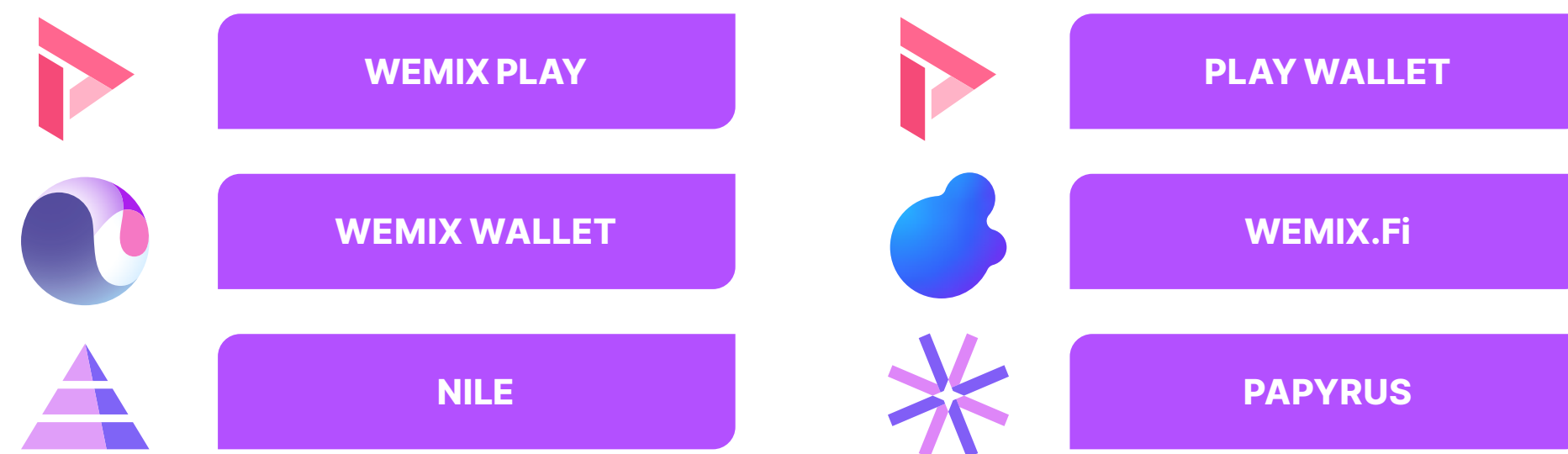
Improving Satisfaction through Smooth Customer Support

Wemade operates official WEMIX platforms such as WEMIX PLAY and NILE in addition to customer support centers for each application in order to listen to the voice of customers. In addition, we are improving the quality of customer support by receiving customer inquiries round the clock to correct incomplete responses or provide additional answers when necessary. Wemade reviews inquiries and feedbacks on a daily basis to identify matters that can be improved or reflected in business operation as a part of the company's effort to provide customer support tailored to individual customers for higher customer satisfaction.

Operation of a 24/7 Monitoring System

Wemade runs a 24/7 monitoring system for Telegram and POPYRUS communities. Through community monitoring, we quickly and accurately determine various service failures and issues, and when issues are identified, have a response team resolving the issue round the clock. Wemade has a management system in place to ensure that issues are resolved quickly and not left unattended through continuous monitoring and assignment of response personnel.

Operation of Support Center



Business Contact Mail for Investment & Proposals

Wemade supports smooth investment and proposal communication by operating a business email service through wemix.com's inquiry service (hi_there@wemix.com). Customers can send their proposal and suggestion for marketing, investment, or listing on various exchanges. Once received, the investment and proposals are first reviewed on a daily basis before being forwarded to the responsible department for further review. Wemade is committed to smooth communication with stakeholders by building separate communication channels for business contact.

Customer inquiry and answering process



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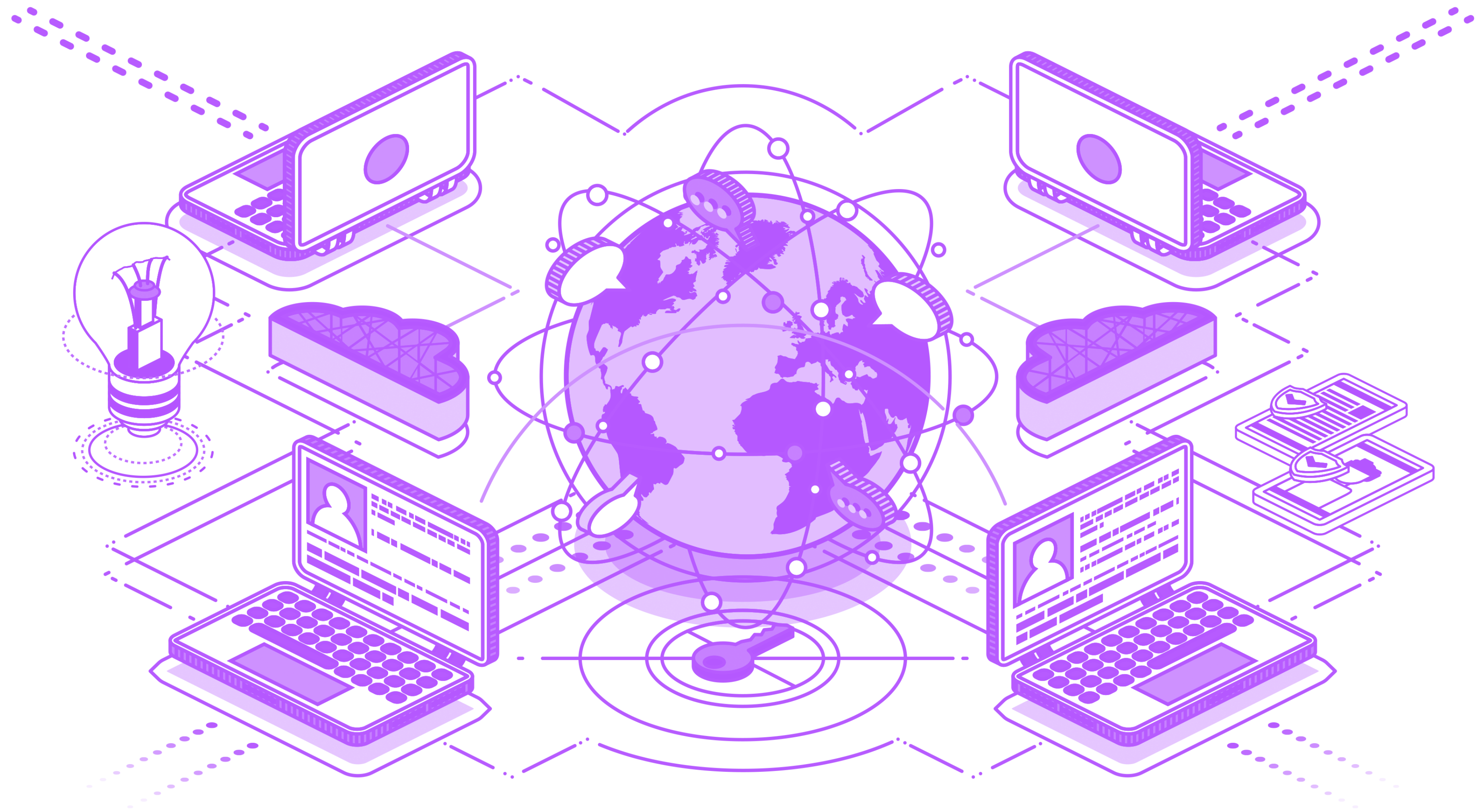
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SUSTAINABLE ENVIRONMENT



Environmental Management

It is critical to safeguard our planet’s environment, which serves as a home for us and future generations. Wemade strives to provide a better future for all of us by implementing a systematic environmental management system and roadmap.

Environmental Management System

Wemade identified three strategic tasks to reduce the environmental impact of business activities and has been taking proactive steps to achieve them.

The three tasks are responding to climate change, increasing resource efficiency, and strengthening cooperation and communication with stakeholders, all are expected to support Wemade to “contribute to the sustainable future by practicing responsible environmental management.”

Wemade has also created a step-by-step environmental management roadmap with the intention to carry out environmental management duties consistently in accordance with the strategic milestones.

Environmental Management Strategy

Direction

Contributing to the realization of a sustainable future through responsible environmental management

Strategic tasks

<p>Response to climate change</p> <ul style="list-style-type: none"> · Establishment of greenhouse gas inventory · Reduce greenhouse gas emissions 	<p>Increase resource efficiency</p> <ul style="list-style-type: none"> · Reduce waste emissions · Save water resources · Sustainable use of resources 	<p>Reinforce cooperation and communication with stakeholders</p> <ul style="list-style-type: none"> · Advance environmental management governance · Encourage employees to internalize environmental awareness · Reinforce community responsibility
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Environmental Management Roadmap



Environmental Management

Establishment of Environmental Management Policy

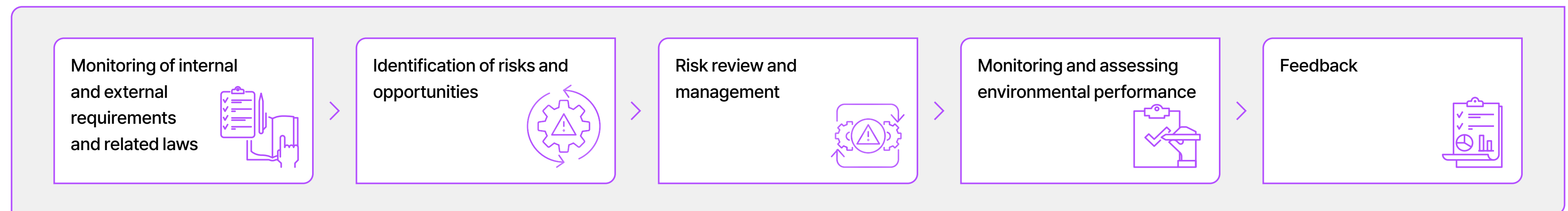
Wemade’s environmental management master plan was prepared by referencing global initiatives such as the UN Sustainable Development Goals (UN SDGs) and the Paris Agreement on Climate Change, as well as domestic laws such as the Framework Act on Carbon Neutrality and Green Growth. It reflects the company’s direction and goals of environmental management, which include reducing greenhouse gas emission, saving water resources, and encouraging employees to internalize environment awareness.

Acknowledging the corporate responsibility and the role to solve global environmental issues such as climate change, Wemade declares commitment towards supporting international standards and proactive participation in environmental initiatives.

Wemade’s Environmental Management Policies

- 1 Wemade contributes to the realization of a sustainable future by practicing responsible environmental management.
- 2 Wemade practices systematic environmental management based on an integrated and consistent ESG promotion system and an effective environmental performance system.
- 3 Wemade renovates business processes and infrastructure to minimize environmental impact throughout management activities. Wemade responds promptly to internal and external changes and practice environmental activities aligned with environmental laws and policies.
- 4 Wemade cooperates and communicates with various stakeholders such as employees, customers, and business partners through transparent communication on environmental management.
- 5 Wemade acknowledges the importance and value of environmental preservation, and encourages its employees to practice environmental actions in their daily work and life.
- 6 Wemade constantly works to protect the environment by cutting back on greenhouse gas emissions and taking part in international efforts to address the crisis brought on by climate change.

Environmental Management Risk Management Procedure



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Environmental Management

Environmental Management Governance

Wemade has an Environmental Management Working Group under the ESG Committee, which is fully responsible for managing the organization's environmental management. The working groups are consulting bodies in their respective departments. Major environmental management-related issues are reviewed and approved by the ESG Committee before the group members perform their duties. The ESG Committee then regularly reports environmental management performance to the board of directors for review. The working groups promote environmental management that is based on the value of sustainability by carrying out such activities as the management of Wemade's environmental issues and risks, environmental data management and performance assessment, establishment of environmental investment plans and inspection of the implementation of the plans.



Environmental Management Organizations and Their Roles

Department	Roles	Tasks
ESG team	Environmental management supervising department	<ul style="list-style-type: none"> · Establishment of environmental management promotion system · Environmental issues & risk management · Environmental data management and performance evaluation · Establishment of environmental investment plans and inspection of their implementation
General Affairs Office	Environmental management working department	<ul style="list-style-type: none"> · Environment & energy data management · Management of overall emissions and reductions of energy, water resources, waste, and recycling · Support for environmental management-related facilities, improvement, and operation

Environmental Impact Reduction Activities

Wemade is aware of the international community's concerns about climate change and environmental pollution. Although the impact is small, Wemade is implementing various activities to reduce the negative environmental impact of its business activities and contribute to the realization of a sustainable future.

Response to Climate Change

The international community is working relentlessly to reduce greenhouse gas emissions, and there is emerging global agreement on how to respond to climate change. Wemade joins their efforts and strives to proactively reduce greenhouse gas emissions and raise employee awareness of climate change through various environmental management activities.

Greenhouse Gas Emission Reduction

To combat climate change, Wemade controls greenhouse gas emissions. The Wemade Tower's emissions of greenhouse gases over the past three years was internally calculated, and emissions were verified by third parties. According to the report, greenhouse gas emissions in 2022 totaled 2075.22tCO₂eq, and the greenhouse gas emission intensity was 0.86tCO₂eq/100 million KRW. The total amount of greenhouse gas emissions in 2022 increased in comparison to 2021 due to the inclusion of direct emissions from mobile combustion. Although the total amount of the greenhouse gas emissions increased in 2022 as a result of business growth and expanded scope of greenhouse gas management, Wemade is committed in promoting a transparent disclosure of greenhouse gas emissions and implementing greenhouse

gas policies to minimize its environmental impact.

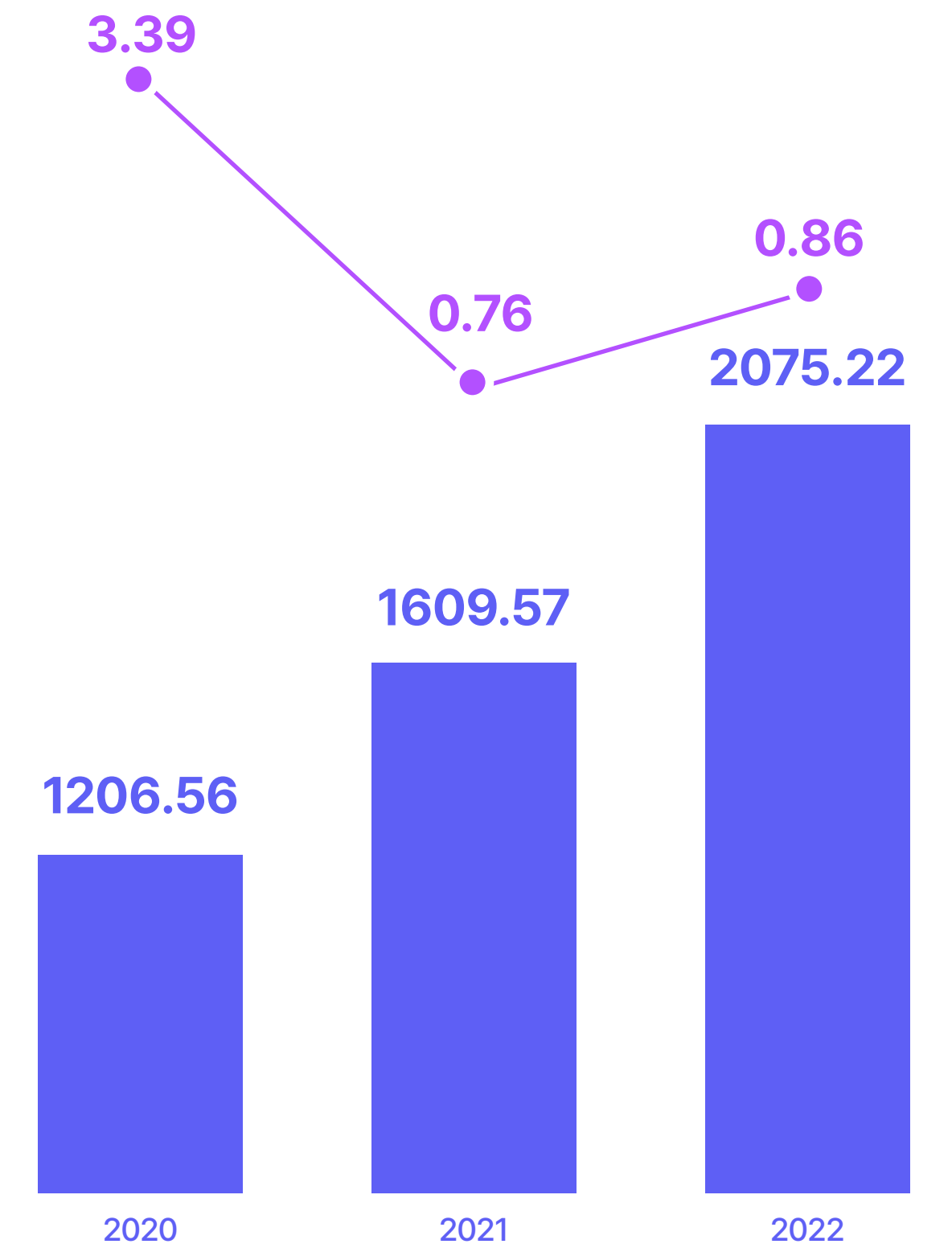
Wemade is also encouraging all personnel to participate in this environmental action and take action, be it small or large. In May 2022, Wemade launched the 'Carbon Neutral Challenge' and presented 10 actions all employees can take to reduce the emission of greenhouse gas. A total of 92 Wemade employees participated in this challenge to take those actions and verified their participation. Wemade will continue to develop activities so that small waves created by Wemade can proliferate and become much bigger waves.



Employee Participation Campaign

Total Greenhouse Gas Emissions (Scope 1&2)

■ Total greenhouse gas emissions (unit: tCO₂eq)
■ Greenhouse gas emission intensity (unit: tCO₂eq/100 million KRW)*



* Based on separate sales

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Environmental Impact Reduction Activities

Analysis of Climate-related Risks and Opportunities

Wemade establishes strategic response plans based on the analysis of climate-related risks and opportunities. Wemade intends to manage risks and opportunities by anticipating their timing, short-, medium-, and long-term effects, as well as the financial implications of each risk and opportunity factor.

Climate-related Risk Factors

Risk Types	Categories	Identified risks	Countermeasures	Financial impact	Timing
Transition Risks	Policy and Legal	Increased burden due to strengthened obligations to report emissions	Transparent information disclosure based on the establishment and management of greenhouse gas inventory	low	short-term
	Technology	The need to develop and apply carbon emission reduction technology	Introduction of eco-friendly facilities and research on technology	high	long-term
	Market	Increased energy costs	Implement energy saving tasks such as introduction of an automatic control system for individual A/C and increase the use of renewable energy	high	medium-term
	Reputation	Negative stakeholder feedback or increased climate-related concerns	Reinforced response and achieve greenhouse gas reduction targets through Scope 3 environmental information management	middle	long-term
Physical Risks	Acute	Increased severity of abnormal weather phenomena (wildfires, typhoons, floods, etc.)	Preliminary inspection of equipment in preparation for building damage or equipment failure	middle	short-term
	Chronic	Average temperature increase and yellow dust	Improve energy efficiency and expand air pollution prevention facilities in preparation for the increase in cooling costs due to temperature rise	high	medium-term
		Dramatic changes in precipitation and weather patterns	Support for employee health checkups to minimize negative impacts (e.g. health, safety, absenteeism) on the workforce	middle	short-term

Climate-related Opportunity Factors

Opportunity types	Identified opportunities	Countermeasures	Financial impact	Timing
Resource efficiency	Reduce the use and consumption of energy and water resources	Advance facilities and equipment to improve energy efficiency	middle	short-term
Energy source	Utilize new technologies such as carbon emission reducing technology	Expected to reduce operating costs such as energy cost	high	medium-term
Market	Corporate image and brand reputation	Enhance the image of an eco-friendly company by actively disclosing information and responding to climate change	middle	medium-term
	Expand business area by developing carbon reduction technology	Develop carbon reduction technology and increase profits through it	high	long-term

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Environmental Impact Reduction Activities

Efficient Use of Energy

Wemade uses energy efficiently to minimize the environmental impact caused by the work-related activities of employees and the maintenance and operation of the Wemade Tower, while practicing various measures to reduce energy consumption.

Less Consumption of Energy

Aiming to eliminate unnecessary consumption of energy resources, Wemade pays close attention to its internal systems and strives to establish improvement plans. We ensure that lights are turned off after certain hours to reduce energy consumption within the building. We also reduced the frequency of unnecessary elevator operation by building a corridor on the 3rd floor that connects Wemade Tower and Dasan Tower as a part of the company's effort to save energy and practice environmental management.

Wemade reviews energy waste factors on a continuous basis and strives to prepare measures to improve energy efficiency. After confirming that power was wasted due to A/C units in offices that are not covered by the central control system, Wemade set up a plan to introduce an automatic control system in 2023 that stops operation of all individual A/C units after certain hours. We are improving the efficiency of energy use by sequentially replacing light bulbs in the Wemade Tower with LED ones. Wemade plans to replace all the light bulbs used in the building with LED light bulbs in the near future.

Raising Employee Awareness of Environmental Management

Wemade strives to save energy at the level of facility operation, while at the same time carrying out activities to raise employee awareness of energy use. On March 25, 2023, the company produced card news on the purpose and expected results of the Earth Hour Campaign for employees. With the card news, we were able to address environmental issues and also motivated employees to participate in the movement to keep the lights off for an hour during the day. Going forward, Wemade will continue to carry out similar campaigns to raise employees' awareness of environmental management.



Earth Hour Campaign

Development of Environmental Impact Reduction Service

Wemade applied the power saving mode in most games including Mir 4 and Mir M to save energy at the user level. The power saving mode offered in games has been designed for users to activate at a time period they set by themselves. Wemade supports efficient use of energy resources at the user-level by reducing battery consumption caused by playing games.

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Waste Management

Wemade is committed to reduce waste discharge and recycling discharged waste. In 2022, the company discharged a total of 111.13 tons of waste, marking a rise from the previous year. This increase can be attributed to a higher employee count. However, the average waste discharge per person turned out to be 0.140 ton, which shows the waste discharge has been decreasing compared to the previous year. While it is important to grow business by hiring more talented human resources, Wemade acknowledges the importance of reducing waste discharge emissions and takes actions to make that happen. As part of the plan to expand recycling, Wemade installed recycling bins on each floor of the Wemade Tower in 2021 with the intention of encouraging employees to participate in the recycling effort more dynamically. We received feedbacks from employees that it has become more convenient to recycle waste. Going forward, Wemade will make continuous efforts to ensure business expansion and environmental impact reduction can go hand in hand.

Waste Discharge

Category	Unit	2020	2021	2022
Total Waste Discharge	Ton	80.58	82.62	111.13
Average Waste Discharge Per Person ¹⁾	Ton	0.191	0.206	0.140

1) The range of waste discharge per person is limited to the Wemade Tower, the same as the range of the total waste discharge.

Saving of Water Usage

Wemade installed a gray water system in the Wemade Tower and has been treating water within our premises in an effort to reduce water consumption by reusing wastewater discharged from the building. The system collects up to 52 tons of gray water per day and reuses it as toilet water from the 5th basement floor to the 1st floor above the ground. Wemade ensures clean and efficient use of the system by performing regular gray water quality inspections and membrane separation tank filter cleaning. The total water withdrawal in 2022 was 17,070 tons. Although the measure exceeds that of the previous year, average water consumption per person was 21.580 tons, indicating a downward trend from the previous year. Wemade will continue to pay close attention to save water usage and reduce its environmental impact.

Water Consumption

Category	Unit	2020	2021	2022
Total water withdrawal	Ton	13,306	16,764	17,070
Average water consumption per person ¹⁾	Ton	31.606	41.805	21.580

1) The range of water consumption per person is limited to the Wemade Tower, the same as the range of the total water withdrawal.

Support for Environmental Impact Reduction Activities

Bicycle Storage Facility

Wemade proactively encourages more employees to use eco-friendly means of transportation so that they can contribute to reducing negative environmental impact. To support employees in commuting without having to emit greenhouse gas, Wemade provides them with a bicycle storage facility in the basement of the Wemade Tower.

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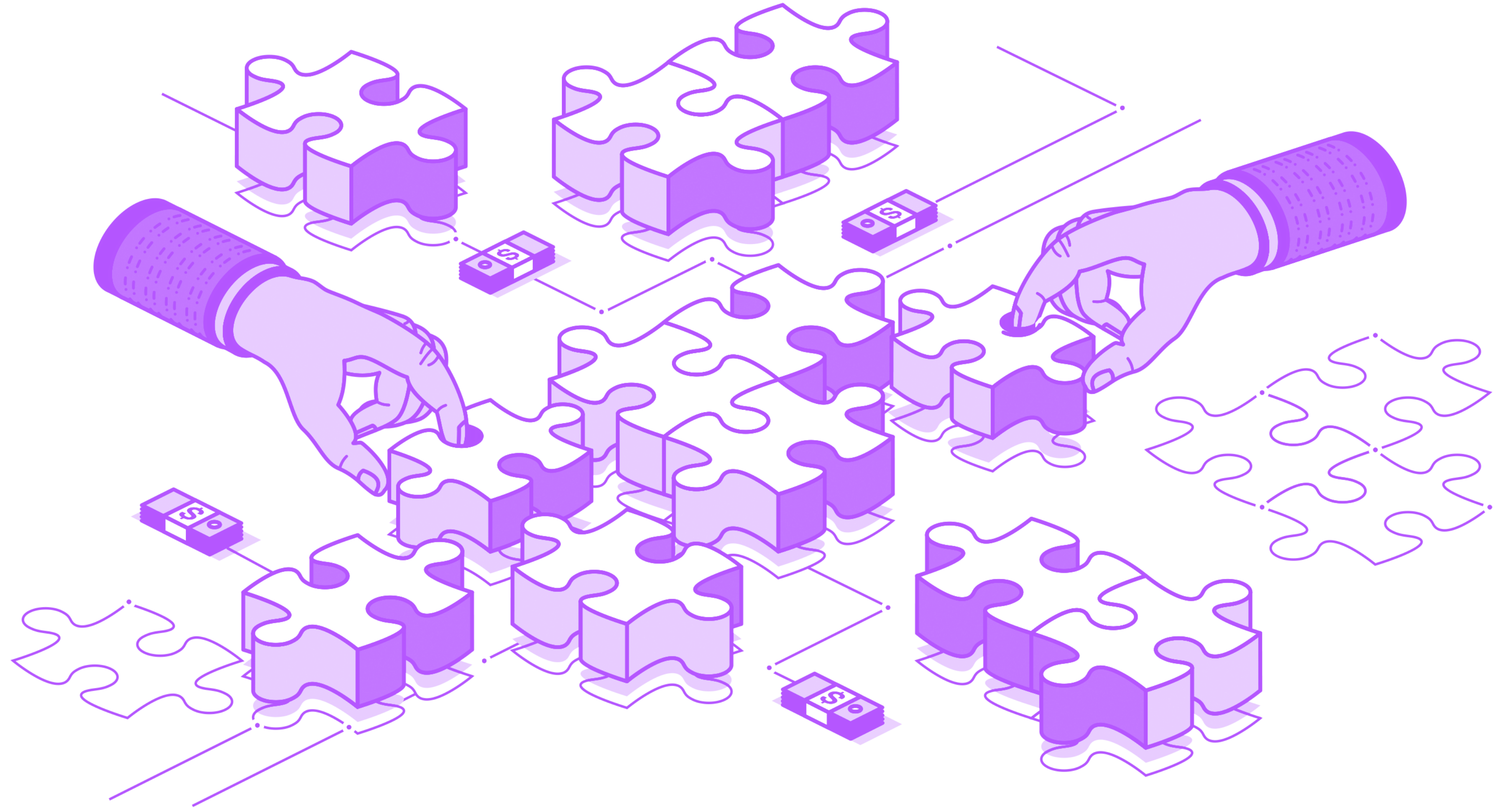
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RESPONSIBLE DIGITAL MANAGEMENT



Personal Information Protection and Information Security

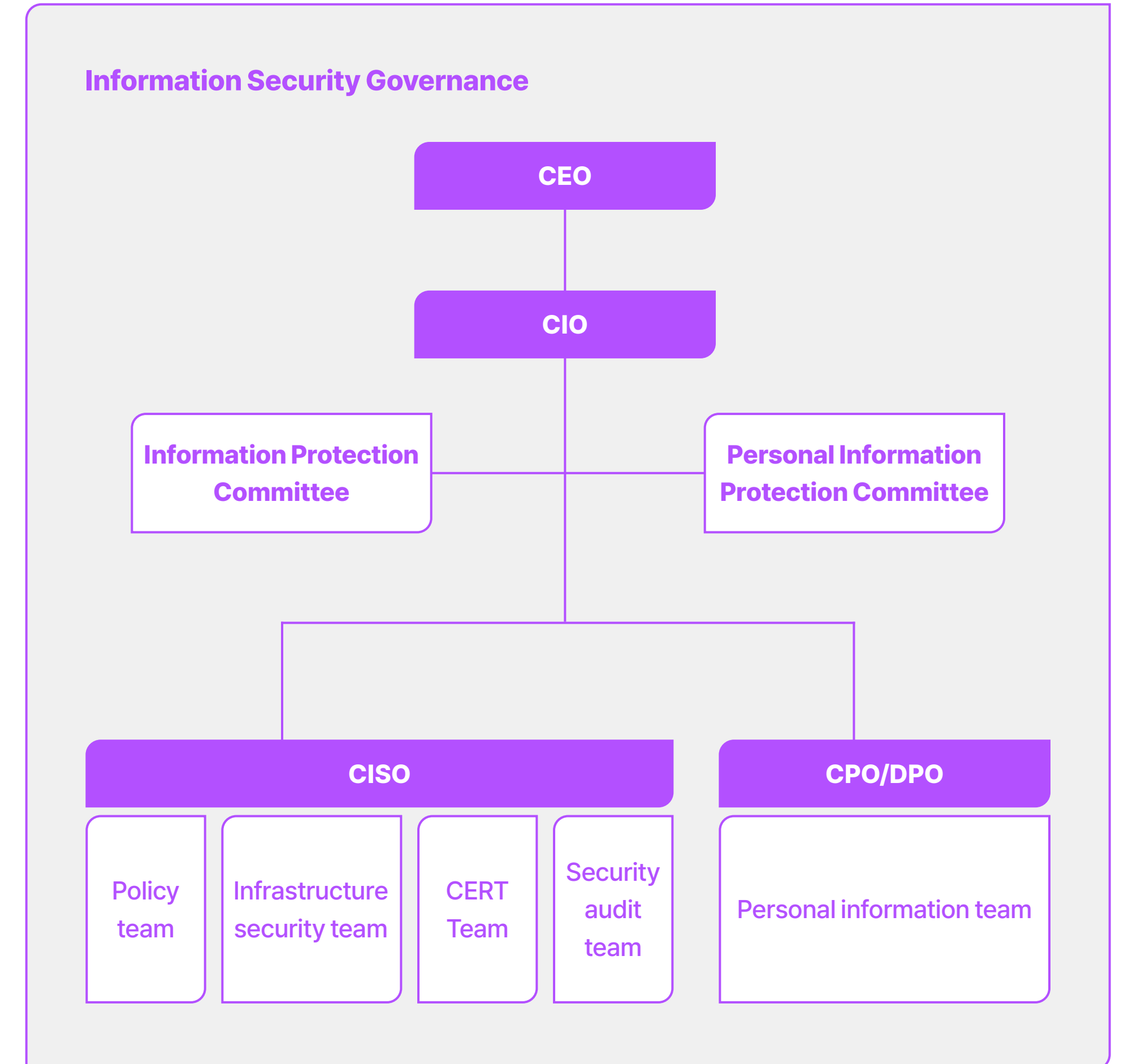
Recognizing the demands of stakeholders and the importance of information security and the protection of personal information in the blockchain and game business, Wemade is continuously strengthening its efforts to ensure the protection and security of customers' personal information. The company manages to actively respond to security risks through an information protection system while taking domestic and foreign information protection laws and changes in the business environment into consideration.

Dedicated Team for Information Security

Wemade places a high priority on the protection and security of its users' personal information and has been systematically developing a management and response system. Wemade established a group-wide information protection system that includes participation from all employees, from top management to entry-level workers, and ensures organic operation under the supervision of the chief information protection officer (CISO) and the chief personal information protection officer (CPO).

The Information Protection Committee is chaired by the company's CISO, with lead managers from various departments serve as members to deliberate and make decisions.

The Information Security Office is a working-level department that serves as the company-wide information security control center. It ensures that Wemade's company-wide security protection system is operated organically while improving the company's level of information protection. The Information Security Office consists of several teams, including a policy team that establishes and operates Wemade's information protection operation system; an infrastructure security team and CERT team that are in charge of preventive protection measures to protect assets and prevent data breaches; a personal information team that ensures the company achieves and maintains compliance with domestic and international regulations and also establishes personal information protection operation systems; and a security audit team that monitors whether this information security system is clearly operating according to its purpose. In this way, Wemade strives to reduce security risks by establishing a systematic information security organization.



Personal Information Protection and Information Security

Supervisory Organizations by Area of Responsibility

Wemade appoints a chief officer for each of the three areas of responsibility: information protection, personal information, and information technology. We also created the 'Infringement Response Organization', operated by the CISO and CPO to respond to information infringement or breach incidents. Furthermore, we have also created the 'IT Disaster Recovery Organization', which is headed by the CIO to respond to disasters in the IT field, such as natural disasters and strikes. These organizations are responsible for quickly responding to and handling security incidents in the event of an emergency. So far, Wemade has not had any proven cases of personal information breaches or infringement of customer information. Wemade will continue our efforts to maintain and strengthen the information security system.

Number of Personal Information Leakage Incidents

Category	Unit	2020	2021	2022
Number of complaints proven to constitute the infringement of customer information	cases	0	0	0
Total number of leaked/stolen/lost customer data	unit	0	0	0

In normal circumstances

Information protection supervisory organization

Plan and carry out information protection activities

- Effective continuation and operation of information protection management system
- Head of the organization: Chief Information Security Officer (CISO)

Personal information supervisory organization

Plan and carry out personal information protection activities

- Effective continuation and operation of personal information protection management system
- Head of the organization: Chief Privacy Officer (CPO)

Information technology supervisory organization

Plan and carry out information technology and IT infrastructure-related activities

- Ensure smooth operation and availability of information system
- Head of the organization: Chief IT Officer (CIO)

In emergency circumstances

Infringement incident responding organization

Respond to infringement incidents or leakage of important information

- Minimize damage caused by infringement
- Head of the organization: Chief Information Security Officer (CISO) & Personal Information Protection Officer (CPO)

IT disaster recovery organization

Respond to disasters in the IT field, such as natural disasters and strikes

- Minimize damage from IT disasters
- Head of the organization: Chief IT Officer (CIO)

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Information Security Management System and Current Status

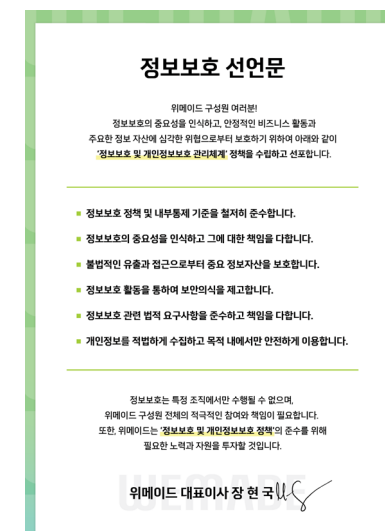
Declaration of Information Protection

Information protection requires the participation and efforts of all members, not a specific organization. As a result, Wemade distributed an information protection declaration that includes the company's policies on the 'information protection and personal information protection management system' in order to raise awareness of the importance of information security and to proactively prevent incidents. The distributed declaration of information protection is on display in many places in the Wemade Tower so that all employees can have access to it at any time.

Compliance with Global Information Protection Laws

Wemade strives to minimize risks in overseas markets by building a global-level information protection management system by acquiring global certifications to ensure compliance with the European General Personal Information Protection Act GDPR and the California Consumer Privacy Protection Act CCPA. Wemade is GDPR compliant by signing an agreement with VeraSafe and appointing a Data Protection Officer (DPO). CCPA is a state law that applies only to California, but it is expected to affect future legislation in other countries. Accordingly, Wemade is planning to establish a system for CCPA compliance by preemptively collaborating with overseas law firms for North American users of its services.

Declaration of Information Protection



Wemade's Declaration of Information Protection

1. We strictly comply with information protection policies and internal control standards.
2. We recognize the importance of information protection and fulfill our responsibilities to ensure the security of it.
3. We protect important information assets from illegal leakage and access.
4. We raise security awareness through information protection activities.
5. We comply with legal requirements related to information protection and fulfill our responsibilities to enforce it.
6. We collect personal information legally and use it safely only within the intended purpose.

Information Protection Certification

Wemade earned the trust of stakeholders by acquiring domestic and international certifications related to information protection.

One of them is ISMS, which is a representative information protection certification issued by the Korean Ministry of Science and ICT to certify that a series of measures and activities taken by Wemade for online game services and website operation meet the certification standards. Wemade also acquired ISO/IEC 27001 and ISO 27701, both of which are international standards, and confirmed the safety of Wemade's information protection system through a follow-up assessment.

About Information Security Certifications



ISMS Certification

Scope of certification: Online game service and website operation
 Certification period: May 18, 2022.05.18–May 17, 2025



ISO 27001 certification

Scope of certification: Information security management system related to game and platform service development and operation
 Certification period: May 9, 2022–May 8, 2025



ISO 27701 certification

Scope of certification: Information security management system related to game and platform service development and operation
 Certification period: May 9, 2022–May 8, 2025

Personal Information Protection and Information Security

Security Incident Prevention Activities

Wemade strives to maintain the highest level of security in order to prevent security incidents that compromise the company's services or user information. We are proactively taking a number of actions to prevent security incidents, including establishment of security strategies, risk detection, preemptive response, and threat analysis.

Establishment of security strategy	<ul style="list-style-type: none"> · Strengthened focus on administrative security · Establishment of security architecture · Establishment of business plans from a mid-to-long-term perspective
Risk detection	<ul style="list-style-type: none"> · Inspection of security level through quantification · Log monitoring of Information security · Operation of a 24/7 security control system
Preemptive response	<ul style="list-style-type: none"> · Establishment of security risk level and preparation of response procedures · Response measures according to the degree of security risk · Preemptive defense against similar threats · Establishment of real-time defense system through company policy · Raising security awareness through information security training for employees
Threat analysis	<ul style="list-style-type: none"> · Analysis of information security system log correlation · Introduction of detection policies according to threat scenarios through log analysis · Regular inspection to check vulnerability

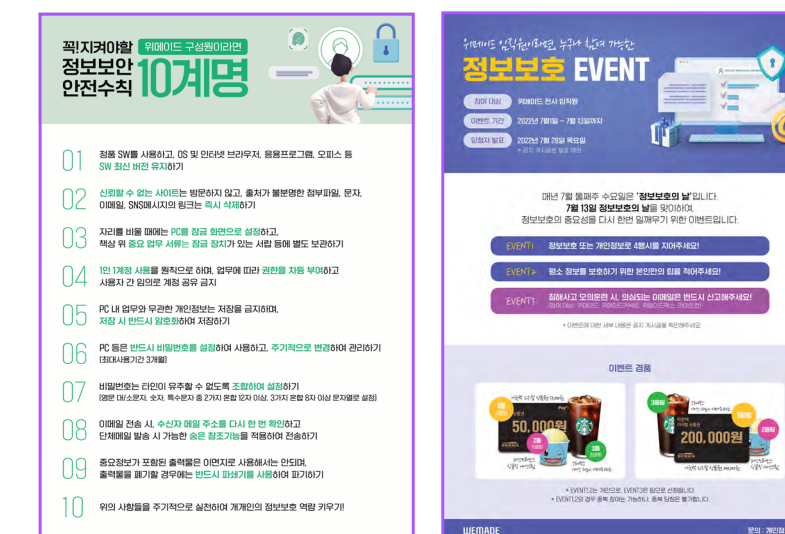
Creation of an Information Protection Culture

A corporate information breach is a serious problem that can lead to major losses for the company, such as the loss of stakeholders' trust and a tarnished corporate image. Therefore, Wemade strives to prevent security risks by creating an information protection culture through various activities.

Wemade organized various information security-related campaigns and events for executives and staff members to promote a corporate culture devoted to the protection of information. In addition, we carried out personal information protection training to raise employee awareness of the values of information protection. In particular, the Policy Team under the Information Security Office conducts regular inspections to create a safe working environment where important information is not left unprotected. The entire staff is also participating in the on-going Clean Desk campaign designed to raise their awareness of information protection.

In addition, Wemade mails out newsletters on important matters regarding the personal information and CERT area every month. Wemade also creates a culture of information protection by continuously updating all personnel about information security-related compliance issues through e-mail and groupware notices and guides.

Information Security Campaigns and Events



Overview of Participation in Information Security Education

2022 Employees subject to personal information protection training

100% completion

Digital Asset Management

There is a growing outcry for strict laws and regulations on digital assets both in Korea and overseas. Recognizing that transparency of digital assets and prevention of fraudulent transactions are key issues in the blockchain platform business, Wemade is implementing preemptive management measures such as transparent information disclosure for investors and stakeholders in addition to ways to ensure secure stability.

Strengthening Digital Asset Transparency

Establishment of WEMIX Real-time Transaction Monitoring System

Wemade has signed a Memorandum of Understanding (MOU) with CrossAngle to develop a transparent WEMIX circulation monitoring system. CrossAngle is a virtual asset information platform that operates Xangle, also known as DART (Data Analysis, Retrieval and Transfer System) of virtual assets.

The real-time circulation monitoring system for digital assets that Jangle is building will be applied to WEMIX for the first time to provide a transparent circulation status of WEMIX.

WEMIX Deliberation Committee

Wemade created WAIT (WEMIX Approves Investment Transparency) Protocol Investment Deliberation Committee to strengthened transparency of WEMIX investment and marketing activities. A total of five members of the Investment Review Committee will be responsible for reviewing various projects and investments, under the WAIT Protocol, an investment approval program for prosperity and transparency of WEMIX ecosystem.

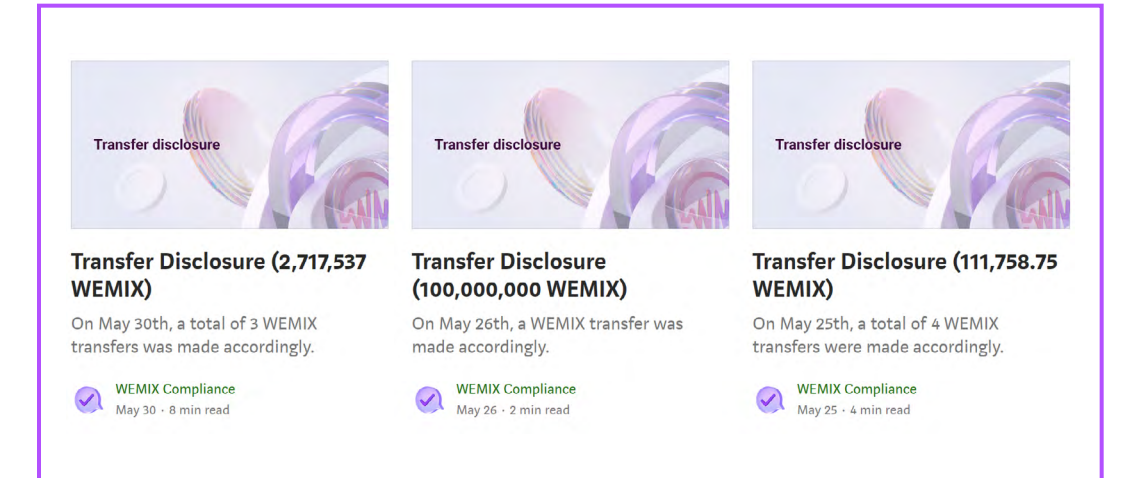
WEMIX Community, Medium Posts

Wemade is operating a public announcement channel, 'Medium Posts' to earn the trust of investors and stakeholders by transparently disclosing matters related to WEMIX. The WEMIX team announces all matters related to the cryptocurrency WEMIX in the Medium Posts on the WEMIX3.0 homepage. The team is required to disclose relevant information even if only one WEMIX is transferred.

Ceffu Custody Service

Wemade is using Ceffu, an institutional digital asset platform that offers custody and liquidity solutions to secure, manage, and utilize WEMIX coins.

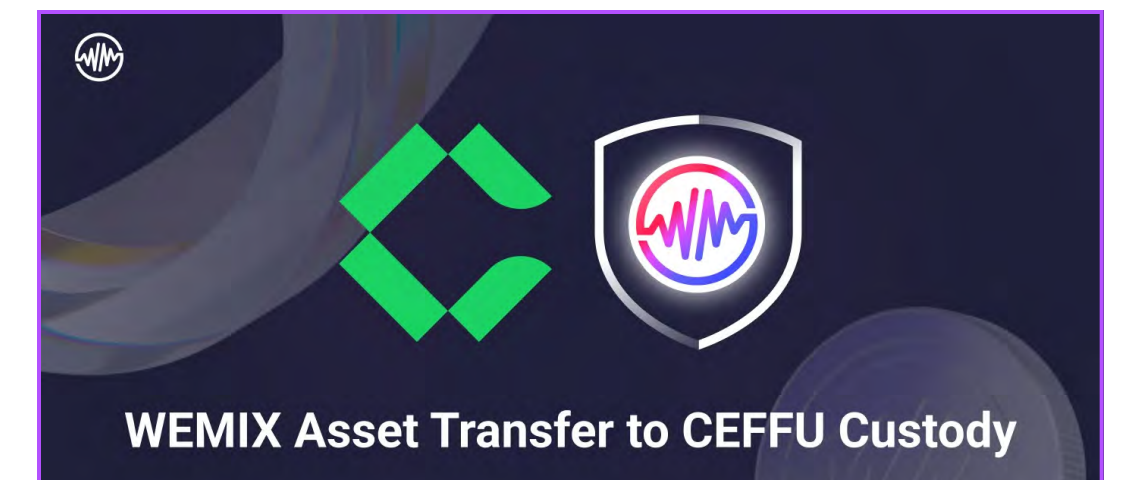
Ceffu is a custody institution certified for ISO 27001, ISO 27701, SOC 2 TYPE 1 and SOC2 TYPE 2, and is the only custody institution partner of the global cryptocurrency exchange, Binance. Wemade is laying the groundwork for building a system that can verify the WEMIX ecosystem by storing all uncirculated WEMIX coins owned by the WEMIX Foundation in a custody wallet while establishing a transparent distribution management system.



Medium Posts WEMIX Disclosure



WEMIX Deliberation Committee



Ceffu Custody Service

Digital Asset Management

Prevention of Money Laundering and Illegal Transactions

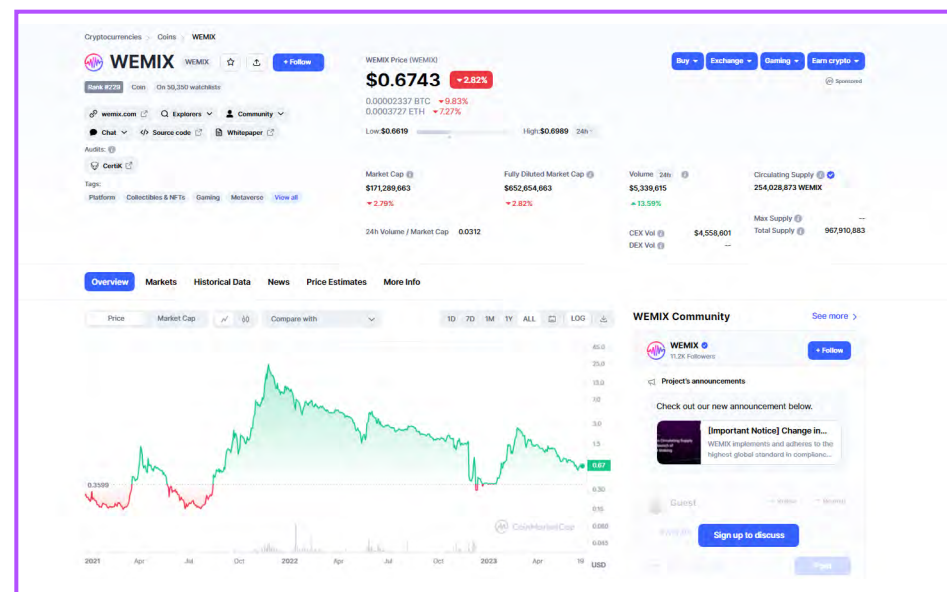
Linked with CoinMarketCap

Wemade collaborates with CoinMarketCap to provide transparent and real-time information on the cryptocurrency WEMIX. CoinMarketCap is a reputable website that offers real-time data on the price and trading volume of cryptocurrencies listed on exchanges all over the world, including the total supply and distribution of WEMIX in real time. The circulating supply is calculated in accordance to the coinmarketcap standard commonly employed in the global coin market, ensuring consistency with coinmarketcap's figures.

CoinMarketCap [↗](#)



Linked with CoinMarketCap



CoinMarketCap

Restrictions on Use by High-risk Countries

Wemade has amended the WEMIX integrated terms of use to add country-specific terms and conditions to prevent money laundering and illegal transactions. The Financial Action Task Force (FATF) and OFAC Sanctioned Countries' recommendations for the prevention of money laundering, financial crimes, and other dangers are the foundation of the Risky Country List. Cuba, Iran, North Korea, Russia, and Syria are among the nations that are covered.

OFAC Sanctioned Countries OFAC

List of OFAC Sanctioned Countries

Cuba	Belarus	Libya
Iran	Burma (Myanmar)	Sudan
North Korea	Central African Republic	Venezuela
Russia	Congo	Yemen
Syria	Ethiopia	Zimbabwe
Lebanon	Iraq	Balkan Peninsula
Ukraine region (Crimea, Donetsk, Luhansk)		

Content Ethics and Diversity

In recognition of the impact and importance of content ethics, Wemade is taking action to ensure users can enjoy playing games free from hatred and discrimination. Furthermore, the company is planning and developing a variety of content to embrace and empathize with various users.

Ensuring Content Ethics

Prevention of Hatred and Discrimination in Content

Aiming to prevent negative experiences for users from around the world while playing games, Wemade is operating a profanity prevention and reporting system in 12 languages. With the help of this system, we can strictly control any hatred or discrimination that might be expressed in its online content. In addition, we strive to minimize risks that may occur in the global service process by continuously checking country-specific issues and additionally setting prohibited words.

Introduction of an AI-based Geumnanjeongwon System

In order to protect the exchange of mobile games in service, Wemade introduces and utilizes an AI-based Geumnanjeongwon system. The system is adopted for the mobile game Mir 4, and it is designed to prevent any activities that could disrupt the market. The system monitors various fraudulent transactions and abuse in real time. It deletes transaction details immediately upon discovery, and it also imposes sanctions on user accounts. Through this system, the company is protecting the economic environment within the games and helps users to enjoy playing games.

Content Diversity

Games Appreciated by Diverse Users

Wemade strives to secure diversity of content so that all users can appreciate and enjoy playing the games developed by the company. We ensure diversity and inclusion in content while offering games in diverse genres, such as authentic MMORPGs for PCs, the Legend of Mir 2 and Legend of Mir 3; MMORPGs for mobile devices, Mir 4 and Mir M; casual puzzle games Anipang series and We Bare Bears the Puzzle; and board games. Going forward, the company is committed to developing games that diverse users can truly appreciate and enjoy.

UX/UI Improvement for User Convenience

In October 2022, Wemade carried out a complete overhaul of the UX/UI of KLEVA, which is Wemade's decentralized finance DeFi service to provide better user convenience. In the process, the company changed most of the English words in the service into Korean; added a tutorial for new users and a glossary of terms in the DeFi ecosystem; and added a dashboard function that allows easy viewing of overall asset management. We have also changed the service to make it easier for users to check their asset information, and by incorporating the leveraged investment menu, user convenience has been significantly increased. Wemade plans to continue to create user-friendly services by improving the UX/UI of its services.

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GROWING TOGETHER WITH ALL EMPLOYEES

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Human Rights Management

Wemade respects the human rights of all stakeholders. The company instituted human rights management policies and systems and has been providing human rights training to all employees so that they respect and protect the rights of all people who grow together with Wemade.

Human Rights Management Policy

Human Rights Management Principles

Wemade strives to respect the human rights of all stakeholders from both inside and outside of the company, including but not limited to all employees, shareholders, investors, subsidiaries, partners, and local communities, not to mention its customers and game users. Wemade also established a human rights management system to prevent human rights from being violated in business operations, in addition to adhering to international standards and guidelines related to labor and human rights, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. Furthermore, Wemade keeps stepping up its efforts to realize human rights respect throughout the value chain, including subsidiaries, business partners, and local communities.

Basic Principles of Wemade's Human Rights Management

- | | |
|---|--|
| <ul style="list-style-type: none"> ① Prohibition of discrimination and harassment ② Prohibition of forced labor ③ Prohibition of child labor ④ Guarantee of freedom of association and the right to collective bargaining ⑤ Humane treatment | <ul style="list-style-type: none"> ⑥ Ensuring a safe industrial and working environment ⑦ Wages and compensation ⑧ Protection of customer and user rights ⑨ Information protection ⑩ Supply chain management ⑪ Protection of human rights of local residents |
|---|--|

Human Rights Management Strategy System

Wemade established a step-by-step human rights management strategy to ensure that human rights are respected. As part of this strategy, the company provides training to employees according to the human rights management process and operates an internal and external grievance handling system. In the long term, the company is committed to spreading a culture of respect for human rights throughout the value chain to advance human rights management.



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Human Rights Management

Human Rights Management Process

Operation of Grievance Handling System

Wemade operates a grievance handling system as a solution to human rights violation cases. Wemade has a process in place, where all stakeholders can easily report human rights violation acts and facts through internal and external grievance handling channels. The noteworthy details of individual reported cases are collected and discussed by the relevant departments to come up with specific remedies.

Grievance Handling Process



Grievance Reporting and Handling Status

Year	No. of grievance reports	Grievance handling rate
2022	0 case	-

Human Rights Education

Wemade respects the human rights of all members and strives to spread a human rights-respecting culture. Each year, the company offers education to raise employees' awareness of human rights. We are also planning to develop and run additional programs to provide better education that covers broader human rights-related issues, such as diversity and inclusion.

Employee Training Participation Status

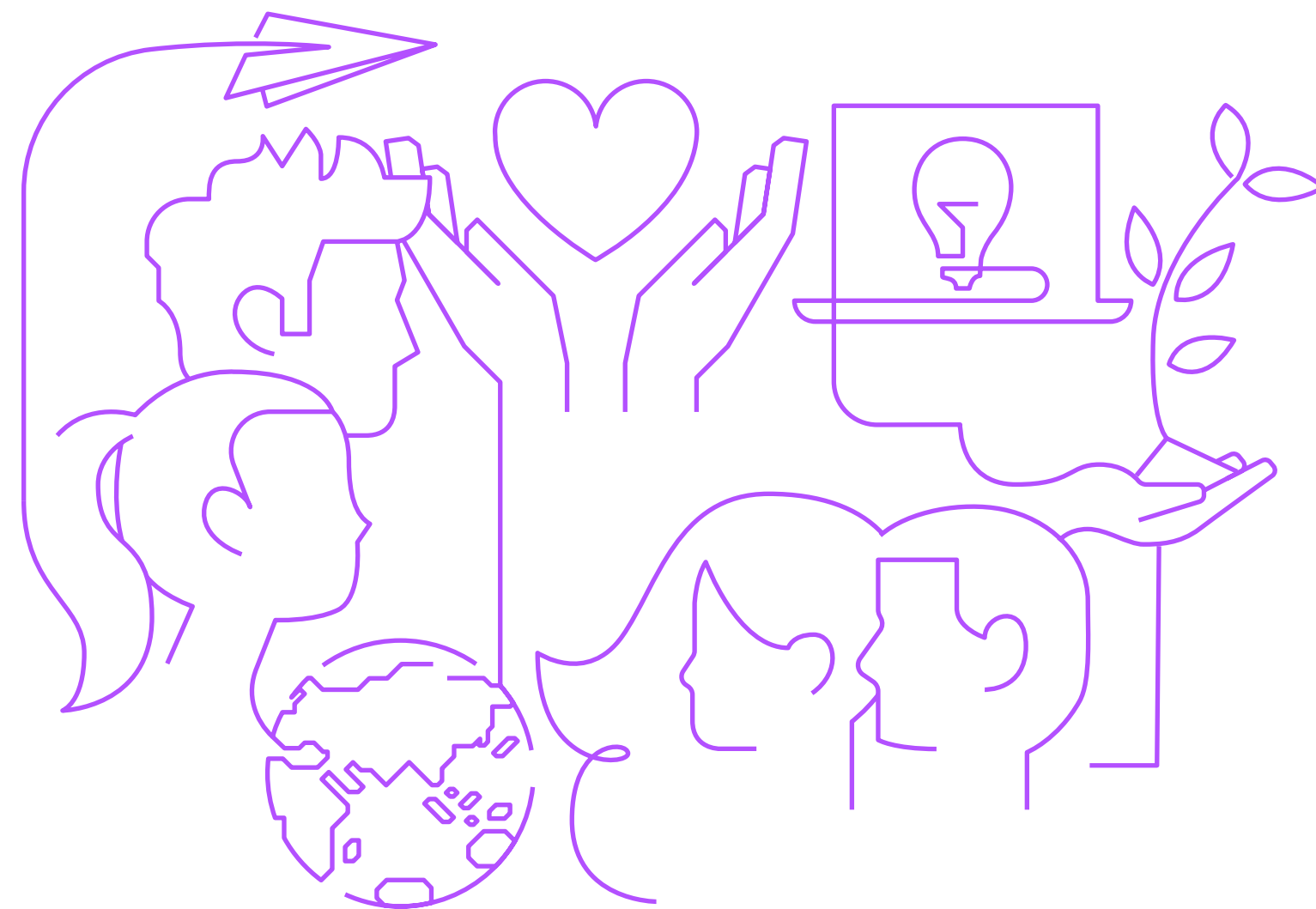
Name	Subject ¹⁾	Completion rate
Workplace sexual harassment prevention training		
Workplace bullying prevention training	All employees	100%
Disabled awareness improvement training		

1) Based on the number of employees at the time of training

Human Rights Management

Respecting Diversity

Diversity is an important issue for Wemade, a company that develops content for diverse customer bases. When hiring or promoting employees, the company prohibits discrimination or disadvantage based on the job candidates' nationality, race, age, gender, disability, and others, there is no gender difference in compensation for new employees as well. Through these business practices, the company is fostering an environment at work where all employees, with their variety of backgrounds and viewpoints, can maximize their potential.



Goals and Roadmap of Diversity and Inclusion

2023-2024	2025-2026	2027-
<p>Step 1. Identify diversity management indicators and lay the groundwork</p>	<p>Step 2. Establish diversity policy and raise awareness</p>	<p>Step 3. Develop and expand diversity programs</p>
<ol style="list-style-type: none"> 1. Operate diversity and inclusion internalization program at least once a year 2. Put together key indicators and action plans 	<ol style="list-style-type: none"> 1. Lay the systematic foundation to promote diversity and inclusion 2. Operate a program to promote understanding 	<ol style="list-style-type: none"> 1. Develop and run programs to expand diverse talents 2. Expand participation of subsidiaries

Human Resources Management

Wemade's core values are Growth, Responsibility and Achievement. The objective of the company is to ensure employees grow together with the company by making accomplishments through the fulfillment of their responsibilities. Wemade builds value system that creates a virtuous cycle by sharing its vision with employees, present clear goals, grant each employee with the roles and authority that correspond with their capabilities and be rewarded with clear and fair compensation.

Talent Acquisition and Retention

Ideal Talent

In Wemade, the most ideal employee is the well-rounded person who has great passion, professionalism, and character.

We recruit and hire individuals who have a tireless passion for game development and service, professionalism that speaks from their abilities, and humble character that makes them a respectful and considerate colleague. Wemade is striving to be a company that these ideal talents wish to be with.



Fair Hiring Process

Wemade is committed to recruit talent. To this end, the company has a fair hiring process in place, in which the priority is to check if the job candidates have the right qualifications for the prospective job positions. Wemade plans to continuously strengthen its blockchain and game development business capabilities by proactive recruitment of talented human resources.

Wemade and all its subsidiaries alike are carrying out a large-scale recruitment, and in particular, Wemade M and Wemade XR were selected as excellent employment companies in Seongnam in the second half of 2022.

New Employee Hiring Status

Category	Unit	2020	2021	2022
No. of New Hires	persons	182	234	551

Talent Recommendation System

Wemade has been operating the Wemade talent recommendation program since 2021, through which current employees can recommend talented human resources to get hired for the company.

Rewards are offered to those who recommend job candidates with a generous incentive to promote the recruitment of outstanding human resources, because those hired through recommendation tend to settle in the organization and their job positions faster and better.

Wemade was able to hire and retain a large number of outstanding talents through this employee recommendation program, and the company is planning to grow faster into a global power by continuously expanding pipeline of talent recruitment.

Human Resources Management

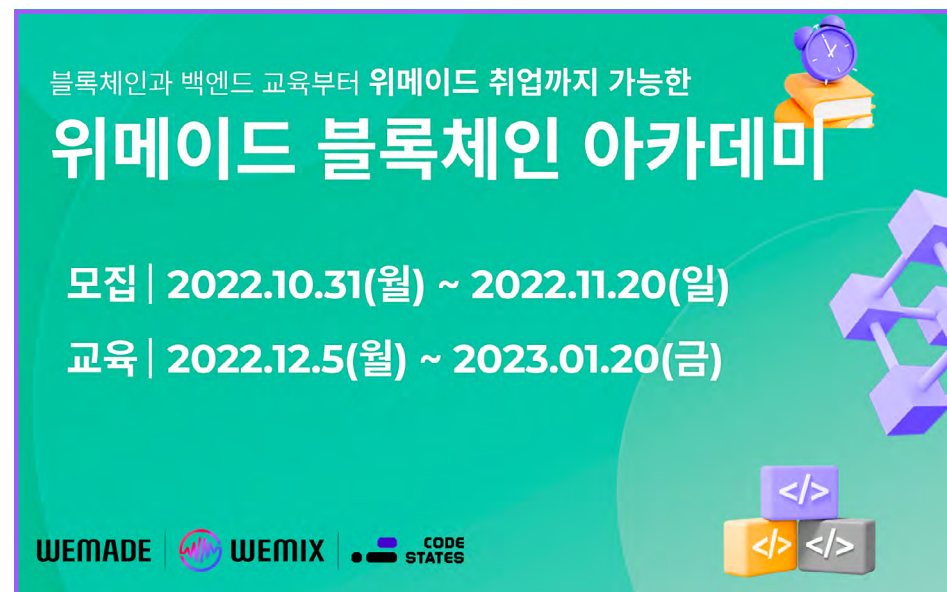
Industrial Talent Fostering and Recruitment Program

Wemade is proactively investing in many possibilities and opportunities to contribute to the fostering of skilled human resources for the industry. We have several human resources fostering and supporting program in place, and they include industry-university cooperation, collaboration with educational programs, and recruitment of employees with or without prior job experience, all of which are reflecting the characteristics of the industry where collaboration among people with outstanding capabilities and extensive experience is common.

Wemade has signed development fund donation agreements with Korea University, Dongseo University, Sogang University, and Seoul National University in 2022 and has been helping the industry to grow by supporting each school's blockchain research. In addition, we jointly founded a blockchain academy with Code States, which is a startup dedicated to training people. Some of the students who graduate the academy with excellent academic performance are hired by Wemade after passing the company's hiring process.



Korea University development fund donation agreement



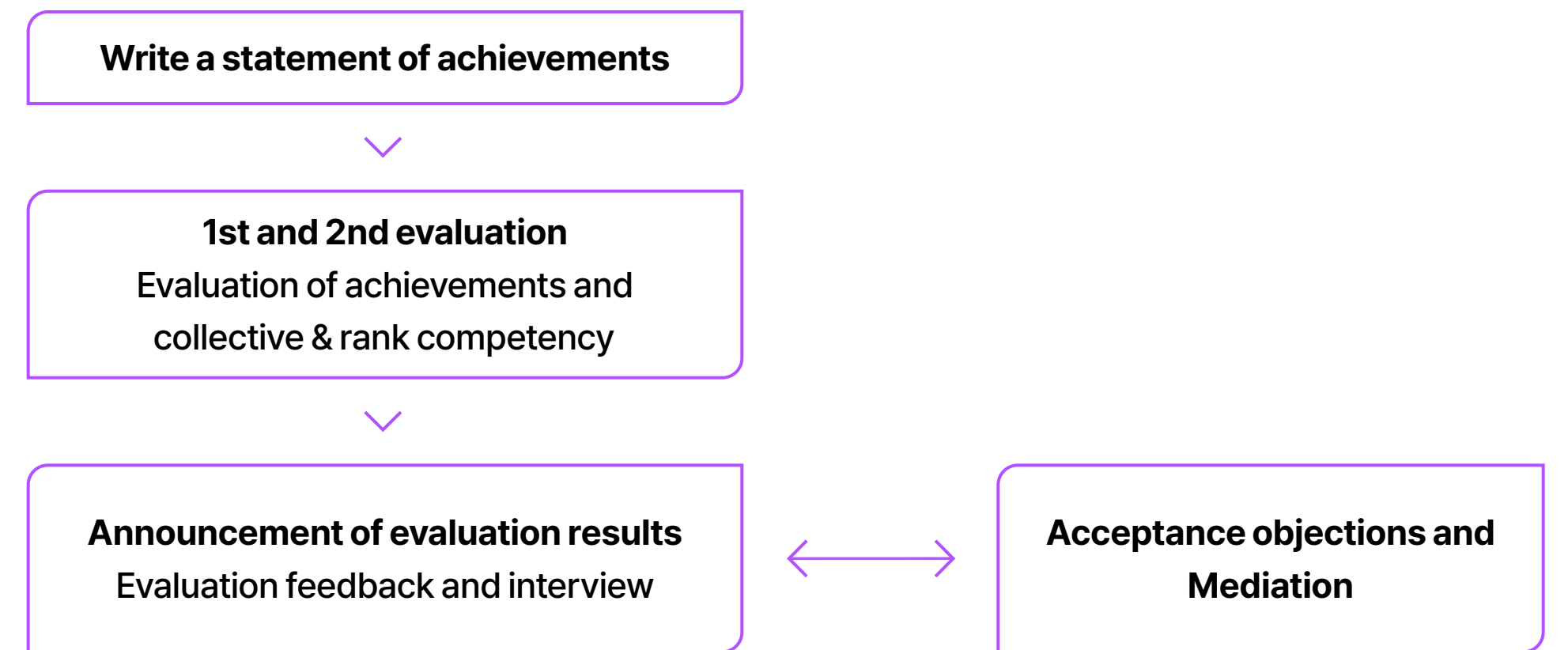
Wemade Blockchain Academy

Fair Performance Evaluation System

Wemade operates a performance evaluation system to evaluate the performance and competency level of its employees each year. Every year, we conduct absolute evaluations based on the evaluation criteria and procedures we've established for a fair and impartial evaluation process. Performance evaluation is conducted according to the official procedure, and employees also have the option to file objections to evaluation results according to a separate procedure.

We encourage our employees to improve their job performance by establishing principles and standards with regards to compensation, promotion, and key personnel hiring selection in advance. Wemade plans to continuously improve the evaluation process by actively listening to feedback from employees.

Performance Evaluation Process



Human Resources Management

Employee Training Program

Educational Objectives and Overview

Under the goal of realizing the core value of the company regarding the professional growth of employees, Wemade supports a variety of training programs and opportunities for them to develop their professional capacities. As part of these activities, the company is fostering professional human resources through in-house job training while providing position-specific leadership training to develop the capabilities of manager and executive level employees. In addition, Wemade supports employees by paying for the training offered by other institutions to promote their self-development. Believing that the competence of employees is the growth engine for the company, Wemade is committed to continuously expanding investment in training and growth of employees.

Employee Training Programs

In-house training	Outside training
<ul style="list-style-type: none"> · Training for new hires · Training of managers and executives · Ethics education · Human rights education 	<ul style="list-style-type: none"> · Job competency improvement training in other institutions · Training by outsourced experts · Foreign language education · Overseas training and seminars

Employee Training Expenses

Category	Unit	2020	2021	2022
Total training cost	KRW	17,456,750	10,991,000	40,509,209
Average training cost per person	KRW	24,726	16,140	38,802

Employee Training Results¹⁾

Category	No. of Participants	No. of Sessions	Total Training Cost
Outside job skills improvement training in 2022	69명	38	KRW 27,257,409

1) The scope of data collection is limited to Wemade headquarters

Employee Training

We offer training for new hires to support their new start at Wemade. They have opportunities for communication including orientation to learn about company regulations ask questions about the company.

These opportunities are designed to help new hires quickly adapt to the organization and share the company's vision as they are ready to take their first step toward creating future value. In addition, Wemade has leadership training for manager and executive level employees so that they can build their leadership skills.

Wemade encourages self-initiated growth for employees who demonstrate commitment to developing their capabilities. As a part of this effort, the company prepared self-learning plans tailored to their career and job duties. Additionally, individuals are provided the opportunity to participate in training programs offered by external institutions, considering their need for a flexible schedule.

Wemade supports various training programs to help employees improve their job skills and strengthen their global competencies.

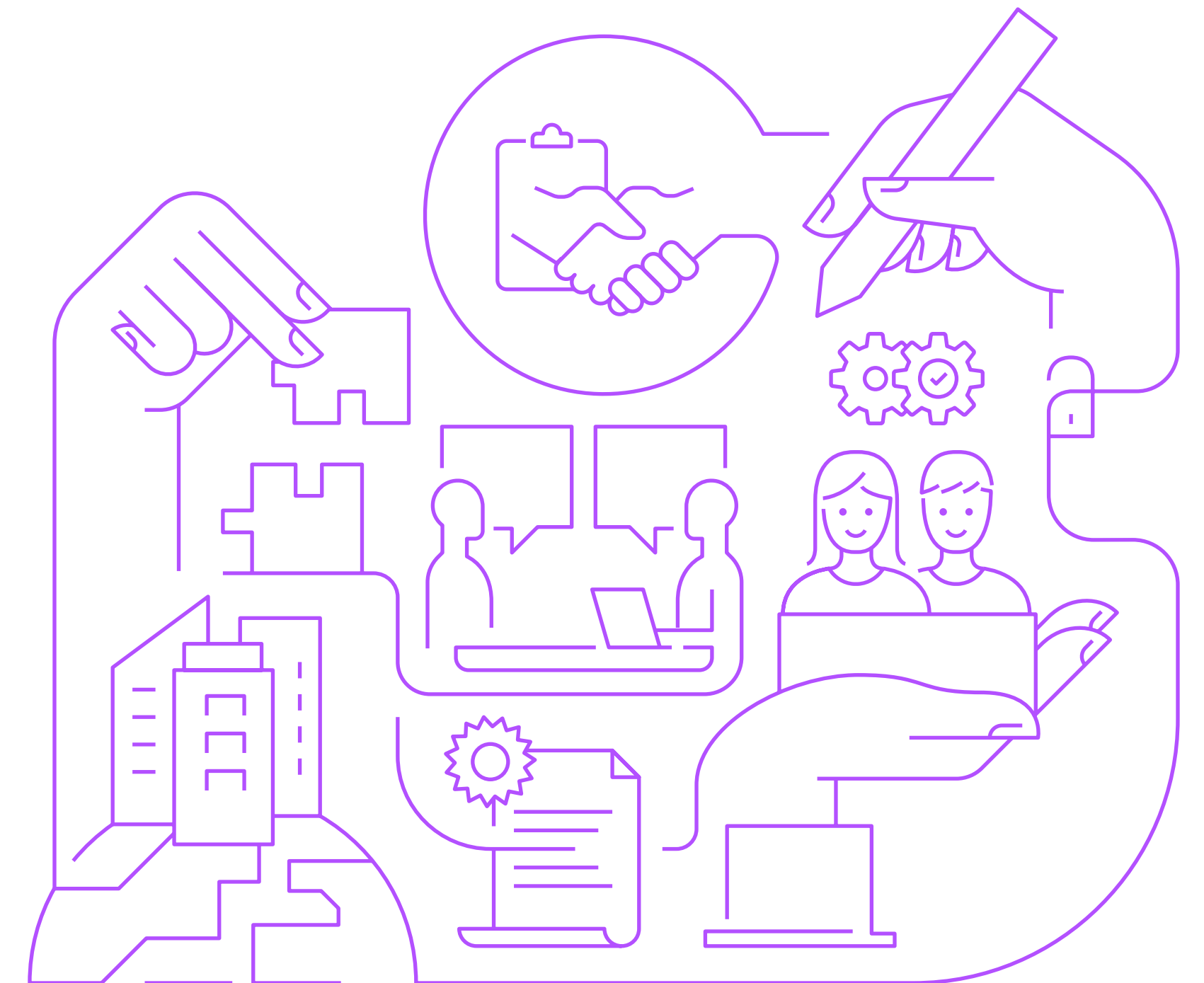
Human Resources Management

Sound Labor-Management Relations

Wemade created a labor-management council to promote a sound and trustworthy relationship between employees and management. The labor-management council has six council members — 3 employees and 3 executives — and they have quarterly meetings to discuss ways to promote common interests between labor and management while communicating and making decisions for agenda. In 2022, they discussed and resolved such issues as improving the work environment and upgrading the the employee welfare system. Wemade will continue to strive for a healthy organizational culture in which labor and management communicate.

No. of Labor-Management Council Meetings

Category	Unit	2020	2021	2022
No. of Labor-Management Council Meetings	Unit	4	4	4



Human Resources Management

Employee Welfare Benefit

Creating a Harmonious Work Culture





Wemade developed a comprehensive welfare benefit program to give employees the freedom to take breaks while still being able to focus on their work in an environment where work and rest are balanced. Employees can take a break or get the rest they need in convenient facilities such as a cafeteria and nursing room within the office building or in leisure facilities including a sports center. Wemade will continuously expand the company's welfare benefit plan to ensure a balance between work and life for employees.

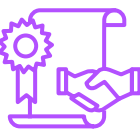



Promotion of Welfare Benefits for Employees





Wemade has a welfare point program that all employees can use anywhere in Korea. In 2022, the company increased welfare points to give more benefits to employees. In addition, long-term employees are entitled to a separate bonus that Wemade pays in appreciation of their devotion to the company. Wemade always strives to provide better welfare benefits by developing diverse welfare and benefit programs.

Improving Welfare Benefits for Employee Families

Wemade has a variety of employee family-friendly welfare benefit programs. We offer vacation time and extra pay for employees who have important family events such as a funeral or wedding or children who enter or graduate college. Wemade cares about the health of employee families as well and supports them with annual comprehensive health checkups and flu vaccinations each year.

Harmony Between Work and Rest	
	Cafeteria Unlimited access to coffee menus prepared by professional baristas
	Convenient facilities In-house library, sleeping room, shower room, and nursing room available
	Sports center Support to use the sports center
	Recreational facilities Support to use Daemyung Residence, Daemyung Resort, and Hanwha Resort

Employee Appreciation and Support	
	Reward for long-term employees Reward for employees who have worked for 10 or 20 years
	Welfare points Employees earn welfare points that can be used both on and offline
	Health checkup and flu vaccination Support for comprehensive annual health check-up and free flu vaccination
	Group accident insurance Minimize the impact of various injuries, accidents, and diseases by subscribing to group accident insurance in addition to the four major insurances for all employees

Family Support	
	Congratulatory bonus for employees' children Congratulatory bonus for employees with children who enter schools from kindergarten to high school
	Employees with children going to college Support children's college tuition each semester
	Support for employee families' health checkup Support for comprehensive annual health checkup and free flu vaccination for employees and their families
	Support for major family events Additional congratulatory or condolence payments for major family events such as marriage, childbirth, birthday, and funeral

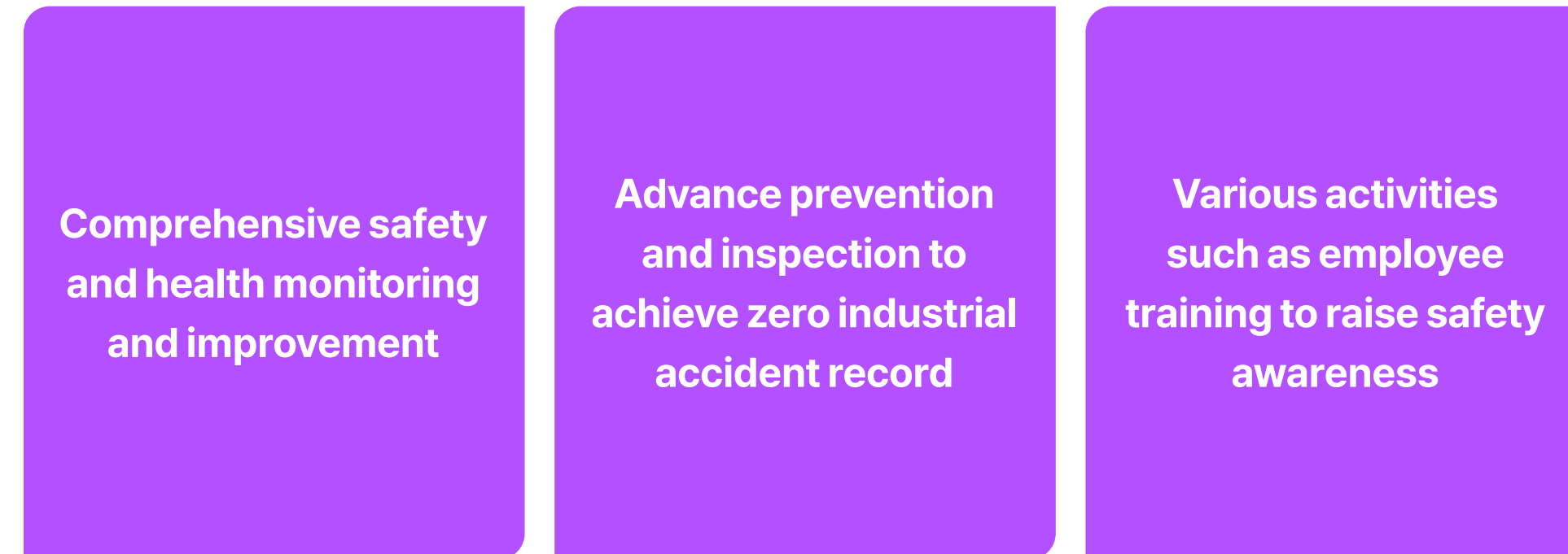
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Safe and Healthy

Wemade strives to create a safe and healthy working environment where employees can work with peace of mind by eliminating harmful factors.

Safety and Health Management Promotion System

Wemade has various safety and health management policies designed to create and operate a safe and healthy working environment and improve the health of employees.



Direction of Wemade Safety and Health Management

- ① Wemade strives to protect the safety of its employees and stakeholders by prioritizing safety and health in its management activities.
- ② Wemade continuously strengthens safety management in the working environment, facilities, and business operation in compliance with safety environment laws and company regulations.
- ③ Wemade sets safety and health goals and takes action to reach them to create a safe working environment, while implementing preventive safety and health management strategies in addition to periodic inspection and improvement.
- ④ Wemade promotes a safety and health culture through safety and health-related education, training, and communication with employees to make safety a part of the organization's daily life.
- ⑤ Wemade communicates with all stakeholders, including employees and partners, to educate them about Wemade's policies and requirements regarding a safe and healthy work environment.

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Safe and Healthy

Creation of a Safe Working Environment

Wemade takes various measures to minimize safety-related risks in Wemade Tower so that employees can focus only their work.

Regular and Occasional Inspections of Harmful and Risk Factors in the Workplace

Wemade inspects offices, hallways, firefighting facilities, and old facilities in Wemade Tower semi-annually to identify and eliminate harmful and risk factors in advance. In addition, periodic patrols, emergency equipment checkups, and regular facility inspections are conducted for the company buildings including Wemade Tower.

Establishment of Safety Management Manual and Emergency Contact Network

Wemade minimizes risks in the event of an accident by establishing a reporting system and protocol for emergency situations. In addition, the company prepared a manual for countermeasures in case of such emergency situations as safety accidents, water outages, power outages, and gas supply interruptions. An emergency contact network is available within the organization for emergency response.

Improving Work Environment Safety

Wemade had Wemade Tower inspected by an outsourced expert team from July to October 2022 to evaluate the security and seismic performance of the building. The results showed that there were no major defects, and the company plans to proceed with appropriate repairs for the identified problems.

In 2023, the company plans to outsource specialists to conduct risk assessments of administration, facilities, security, and beautification to check harmful risk factors and take actions to eliminate them.

Occupational Safety and Health Committee

Wemade is operating the Occupational Safety and Health Committee in compliance with Article 24 of the Industrial Safety and Health Act. It is a consulting body dedicated to create a safe working environment for employees, consisting of 4 members — 2 representing employees and 2 representing management. The members have quarterly meetings where they share and discuss important safety and health-related issues for autonomous accident prevention activities.

In 2022, the Occupational Safety and Health Committee established and announced the safety and health management policy of Wemade; decided to replace air purifiers and water purifiers to improve the working environment for employees; and decided to expand the company’s support for employees to take blood, blood pressure, and urine tests.

Occupational Safety and Health Status

In 2022, Wemade had no work-related injuries, diseases, or industrial accidents.

Industrial Accidents

Category	Unit	2020	2021	2022
Number of work-related injuries and illnesses	cases	0	0	0
Industrial accident rate	%	0	0	0

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Employee Health Management

Wemade has various health policies designed to prevent diseases and improve the quality of life for employees. With these policies, the company expects to minimize health-related risks and create an environment where employees can work in good health, both physically and mentally.

Comprehensive Health Checkup and Vaccination

Wemade supports comprehensive health checkups for employees and their families for the early detection and prevention of diseases. Moreover, support for the prevention of communicable illnesses includes flu vaccinations. Commencing from 2022, the provision of supportive blood tests following thorough health assessments was introduced to ensure ongoing well-being. The organization remains dedicated to overseeing employee health by expanding benefits and motivating active engagement in health-focused initiatives.

Group Accident Insurance

Wemade provides employees with group accident insurance in addition to the four major insurances to minimize the impact of various injuries, accidents, and diseases.

Work Environment Improvement

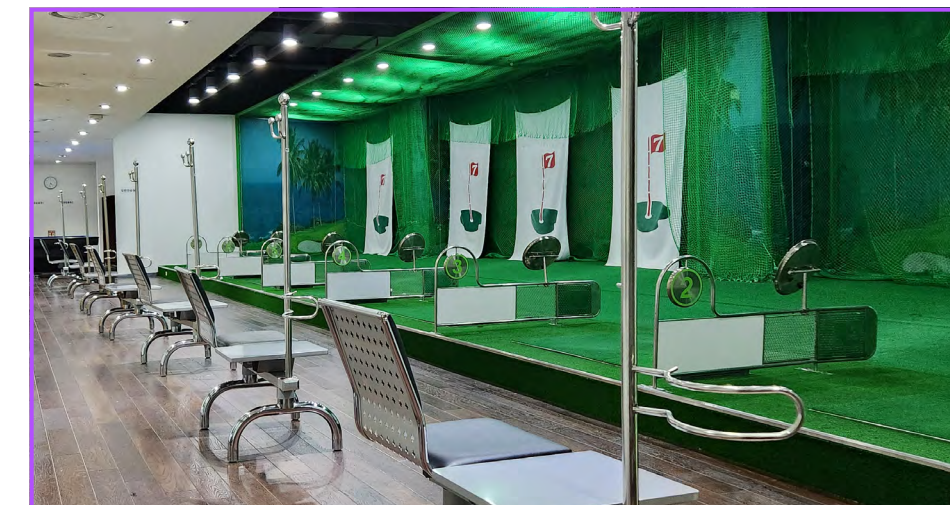
Wemade ensures employees are working in a pleasant environment by installing indoor air purifiers. In addition, the company moved the employee-only cafeteria from its previous location in the basement to the current first floor to minimize unnecessary traffic lines and reduce the possibility of accidents while moving.

Sports Center

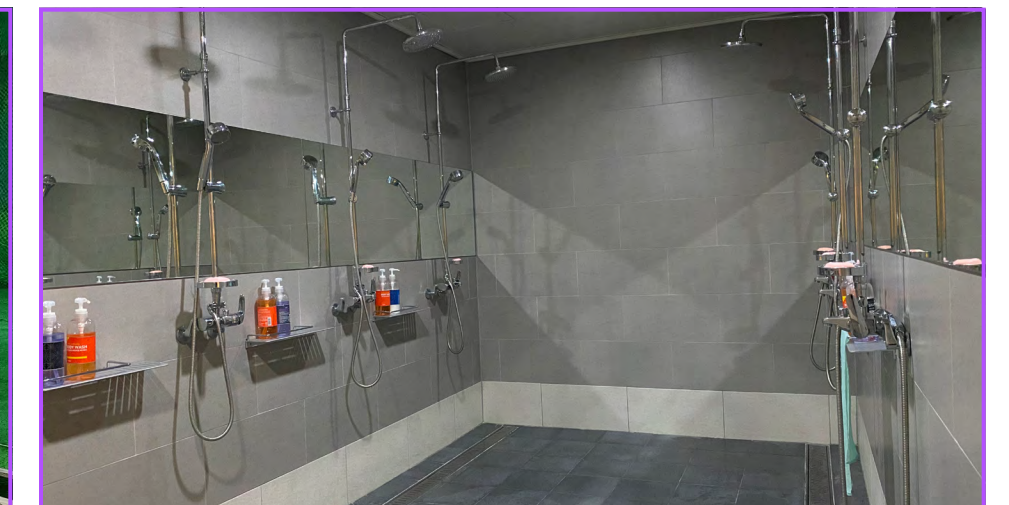
Wemade encourages staff members to use the sports facility to enhance their health. Employees can use the Korea Venture Town Sports Center, which is an employee welfare facility located on the 2nd basement floor of the Dasan Tower. The sports center has about 1,914 m² space that is equipped with 100 units of the latest exercise equipment. It also has indoor courts for basketball, badminton, squash, and table tennis, as well as golf driving ranges and screen golf. Employees can relieve fatigue after exercise or playing sports in the shower room, hot and cold baths, or dry saunas that are available in the sports center as well.



Wemade Cafeteria



View of sports center



Shower room

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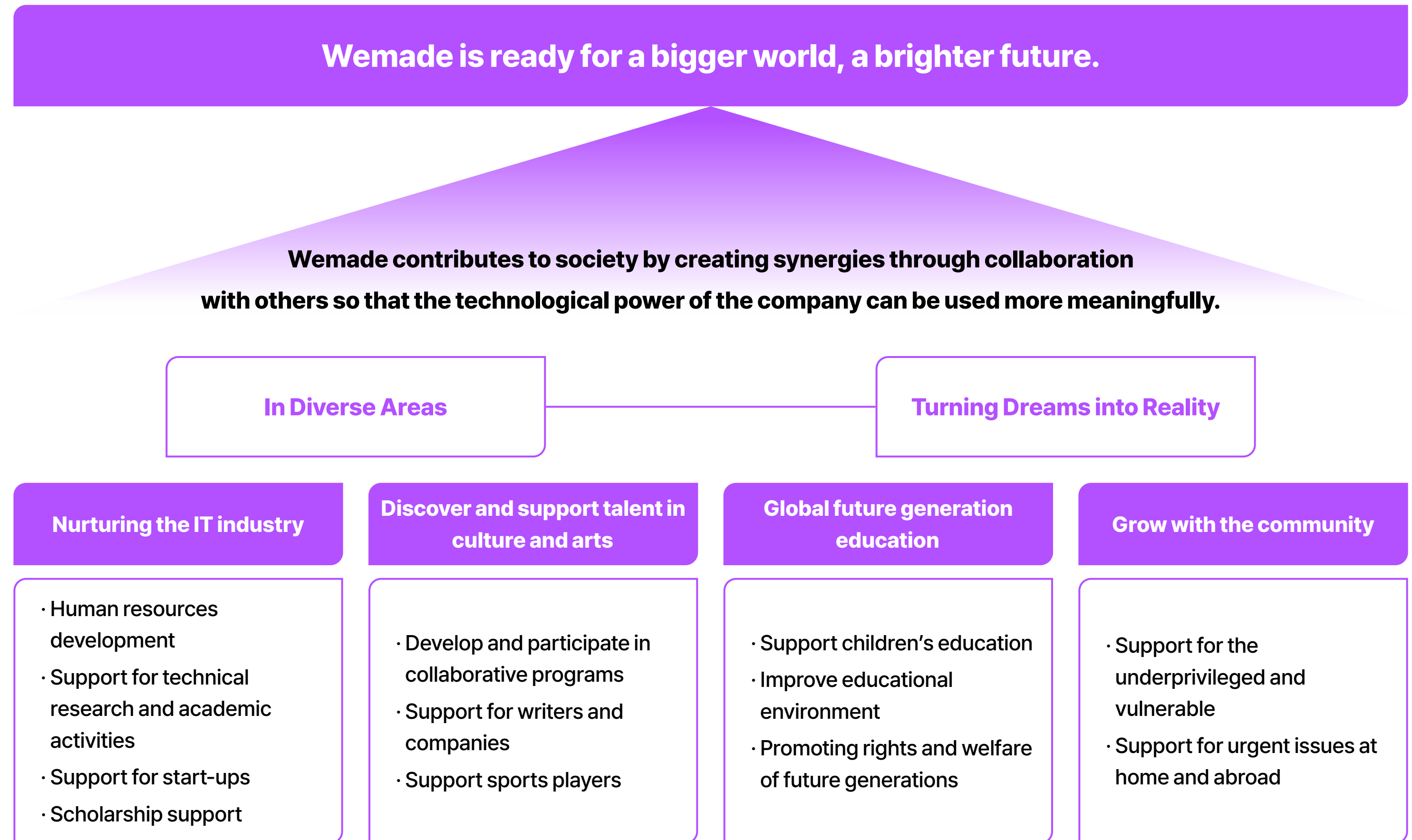
Social Contribution

Wemade is contributing to a sustainable society by creating and supporting a virtuous cycle value system in various areas. The company is promoting a positive donation culture by participating in donation drives with users around the world, while contributing to the growth of the local community with support through many activities including for global future generation education.

Social Contribution System

Wemade listens to the voices of various stakeholders and strives to use Wemade’s technological resources in a meaningful way to contribute to the balanced growth of society. To this end, the company provides support in various fields including sports and art, in addition offers educational opportunities to children around the world. Going forward, Wemade will continue to take the lead in the realization of a sustainable society through various social contribution activities.

Social Contribution Strategy



Social Contribution

Wemade's Goals of Social Contribution



Support for the Community

Support for Global Future Generation Education

Wemade has signed a social contribution donation agreement with UNICEF and joined the international community to promote the rights and welfare of children around the world through educational projects. We support UNICEF's Reimagine Education project, which aims to create an environment in which children can receive quality education in classroom tents designed to provide a safe and pleasant learning environment. East Timor and Laos are the first two countries to receive the company's support, and Wemade signed a '100-year promise' agreement in 2022 to donate \$1 million a year, or \$100 million worth of cryptocurrency WEMIX in total to UNICEF for 100 years.



Wemade signed a donation agreement with UNICEF

Discover and Support Talent in Culture and Arts

Wemade has served as the event organizer and main sponsor of sports events as the Korea Women's Professional Golf Association (KLPGA) Regular Tour and WEMIX Championship with Wow-MG SBS Golf. The company is also planning to introduce the tour golf point system, WEMIX Point, and pay different prizes in cryptocurrency WEMIX to players according to the final rankings of the season. Wemade will continue to help growth in the sports field by discovering and sponsoring sports and emerging sports players.



WEMIX Championship Poster

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- ② Growing Together with All Employees
 - Human Rights Management
 - Human Resources Management
 - Safe and Healthy
- ③ Together With Society
 - Social Contribution**
 - Coexisting Management

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Employees Participation in Volunteer Activities

Wemade Play launched several social contribution programs where employees participate in activities to promote the welfare of the local community.

In 2022, the company carried out a non-contact volunteer service activity, in which the company produced solar lanterns and delivered them to African regions where electricity was not available. In addition, the company participated in the volunteer program to make braille tactile books. Through this program, the company tried to provide a better educational environment for underprivileged children by delivering playbooks and teaching materials to visually impaired children.

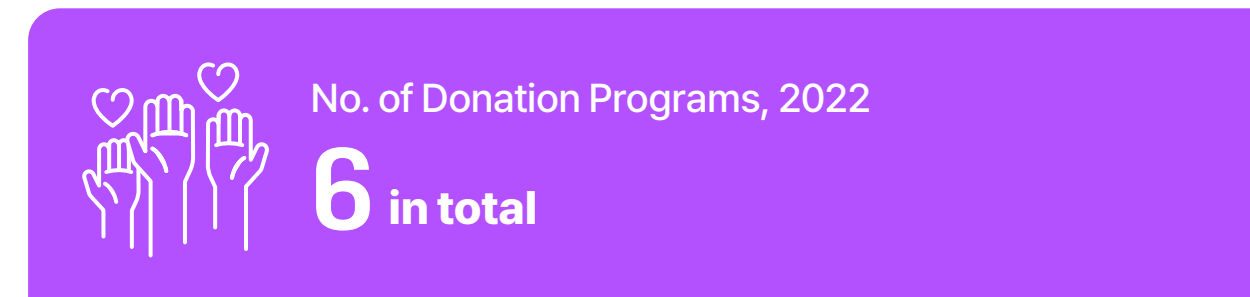


임직원 참여 사회공헌 프로그램

Donations Made with Users

Wemade Play has been continuously contributing to society through the games it developed, such as the Anipang series and Aqua Story. A donation campaign was orchestrated in collaboration with game users, wherein Wemade Play contributed donations once users achieved a set target of utilizing in-game generated free content. It is an event where users can participate in a donation drive simply by playing games, and it effectuated increased awareness of the good influence of game users.

In 2022, the company used eight games that it developed to create an environment where children can grow their dreams by providing intensive support in the fields of medical care, child education, and children's welfare. Wemade plans to keep strengthening and promoting donation activities along with its game users.



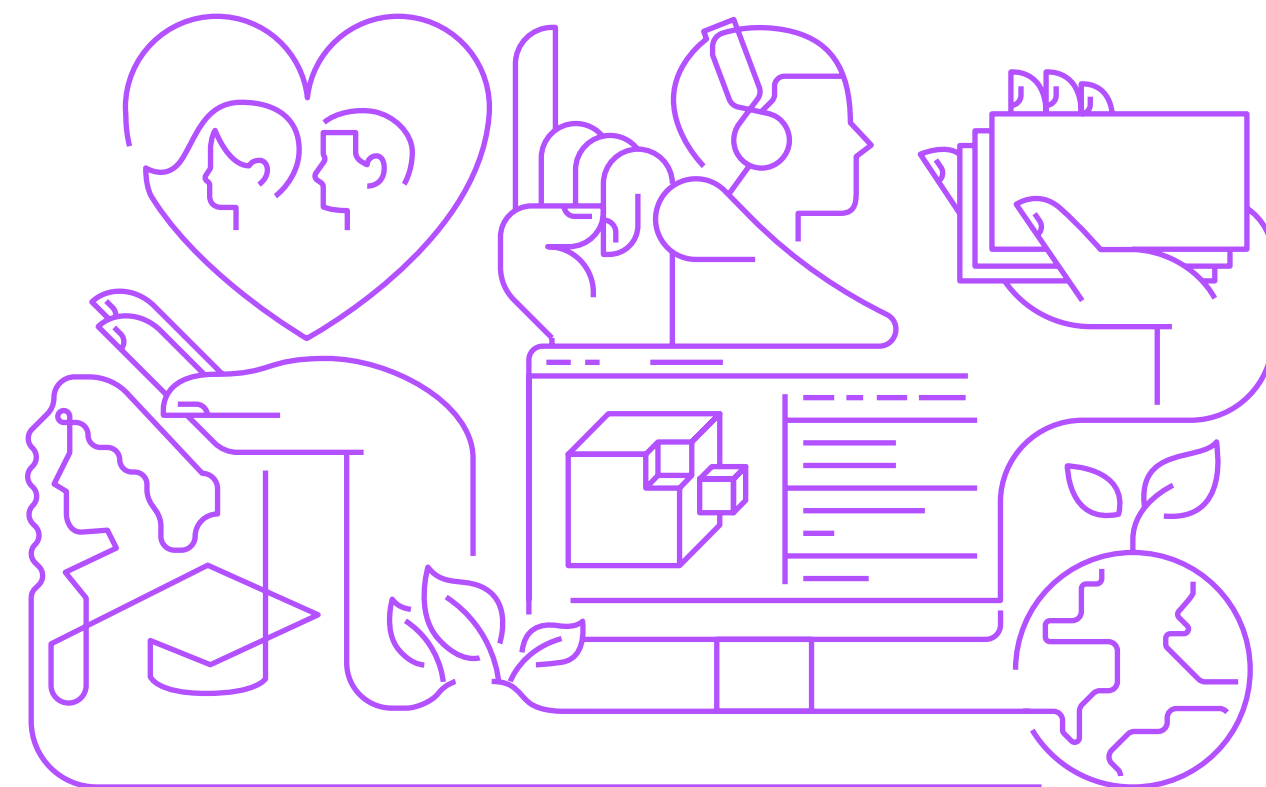
Medicine	
	Anipang Touch Abandoned animal surgery & treatment
	Aqua Story Surgery & treatment of disabled children from low-income families
Culture & Education	
	Snoopy Find the Difference Images Resolving the educational gap for underprivileged children
Living	
	Anipang 4 Support autumn picnic for children in group homes
	We Bare Bears Puzzle Anipang 3 Support for children who cannot afford food
	Shanghai Anipang Anipang Sacheonseong Support for the education and self-reliance of autistic children

Social Contribution

NFT Technology in Use for Social Contribution NFT

Wemade participates in innovative social contribution activities using its NFT (non-fungible token) technology and its platforms. By maintaining ownership and certification of the works through various NFT collaborations with artists and businesses, the company is raising the value of NFT artwork and sharing their meaning. The company not only increased the significance of the art, documentary, and photos, it also created results that help the vulnerable.

The company is creating a virtuous cycle where technology meets donation to bring joy to people by participating in events developed to share and give opportunities for game users to experience the joy of giving and donating proceeds from participating users to organizations.



Donation to Marine Life Protection Activities

Artist Yoyojin created a digital single cover image art of MC Seimo's 'Glaglagochiye – Dolphins to the Sea' and submitted it to WEMIX NFT Auction. The artist donated all of the proceeds from this auction to Hot Pink Dolphins, which is an organization dedicated to returning whales such as dolphins to the sea.

Donation of Korean War Veteran Records

Photographer Rami and director Hedy have been compiling records of veterans who defended Korea during the Korean War under the title of Project Soldier. They created their work in NFT forms and made them available for purchase through the NFT auction. The proceeds from the auction were used to fund Project Soldier activities and the company made additional an donation to support their project.

Celebrating Hangeul Day and Supporting the Disabled

In commemoration of Hangeul Day, Wemade turned a part of the Hangeul Day special documentary into a video NFT with MBC and held a donation event in which users could participate. Proceeds raised from their participation were donated to projects to help hearing-impaired people.

Coexisting Management

Mutual Growth

Mutual Growth with Partners

Wemade is committed to building an environment that allows sustainable shared growth with various business partners while contemplating ways to grow through partnerships with them.

In 2022, Wemade participated in the G-Star 2022, which was a game exhibition held in BEXCO, Busan. The company set up BTB, BTC, and Haeundae outdoor booths for the event. During the exhibition, Wemade had meetings with domestic and foreign game developers to discover future partners and made presentations on collaboration models for mutual growth. After the exhibition was over, the company was able to sign WEMIX PLAY onboarding contracts for 100 games.

In 2023, the company also held a networking event while in the process of planning blockchain services for small and medium-sized and indie game developers. The company made a presentation on WEMIX PLAY platform onboarding business to indie game developers and exchanged opinions on the vision and support of WEMIX 3.0 for the future.

Wemade is committed to mutual growth with domestic and foreign game developers, and the company will continue to strive to build an ecosystem for shared growth.

Expanding the Base of Blockchain Technology

At Wemade, there is a lot of thought going into adding blockchain technology to game content, and lots of attempts are made in terms of planning and technology as well. Most of the results and know-how the company gains from these thoughts and attempts are permeating into the industry through WEMIX onboarding partners, and eventually contributing to the fast expansion of the base of blockchain technology.

Wemade maintains a partnership with multiple domestic and foreign game companies by signing onboarding contracts for the WEMIX Play platform with them. The company is also promoting a coexisting relationship where the company develops projects along with users while increasing the influence of users through the incorporation of blockchain technology in the game. Wemade will continue to build an ecosystem where everyone can grow together.

Growing Together with Users

The onboarding of WEMIX on Wemade business, blockchain technology is embedded within game content, changing the way consumers participate in gaming services, which have traditionally been service provider-driven.

Now, users have the opportunity to directly participate in the operation of the games, and they can also share the profits through tokens. This means that the users have transformed into independent members of the ecosystem instead of remaining just users of games. It is expected that the increasing influence of users can eventually result in attracting more active user participation for the success of projects. Wemade will strive to grow business while continuously maintaining a win-win relationship with users.



Wemade G-Star 2022

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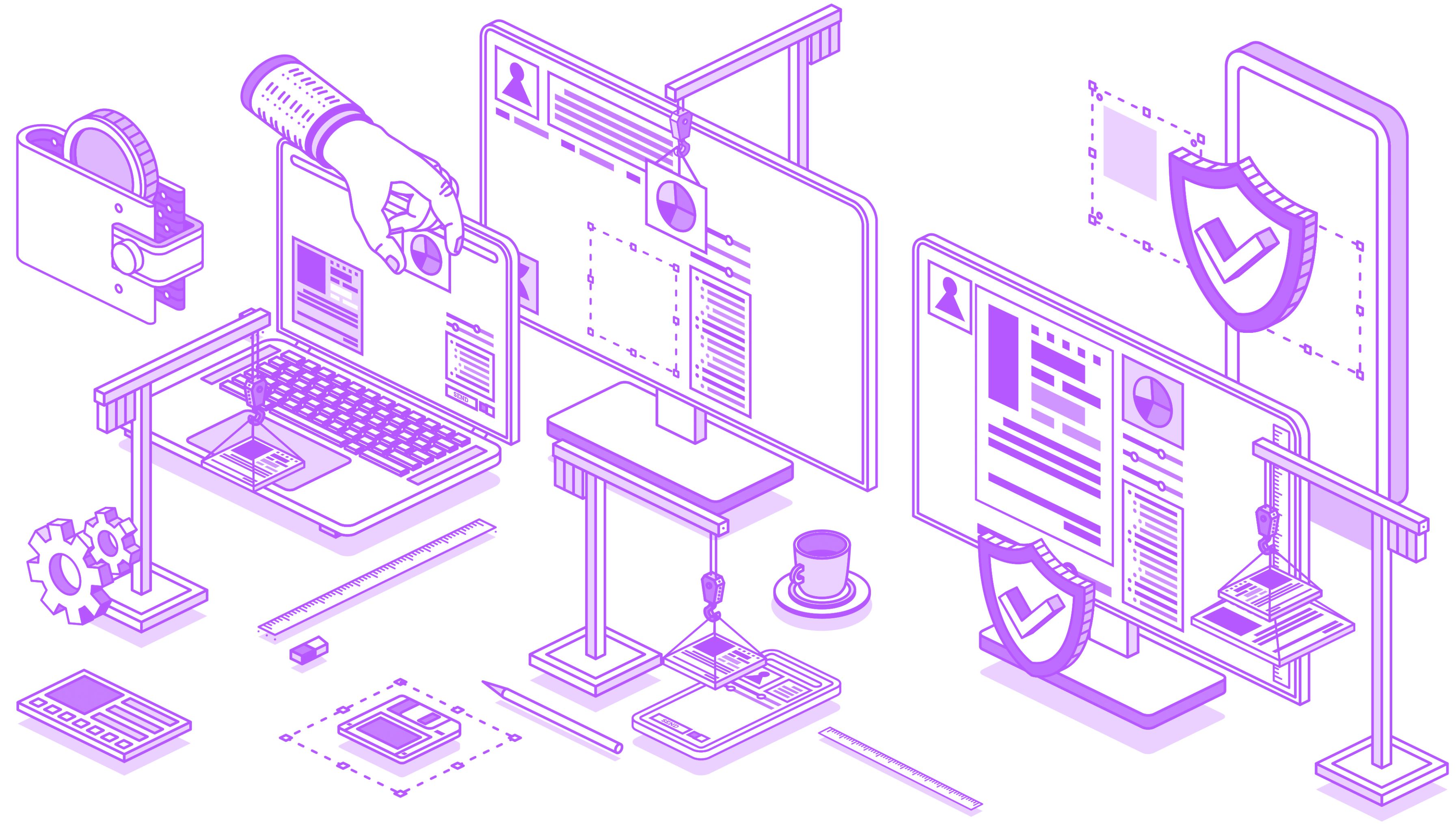
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GOVERNANCE

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TRANSPARENT GOVERNANCE



Ethical Management

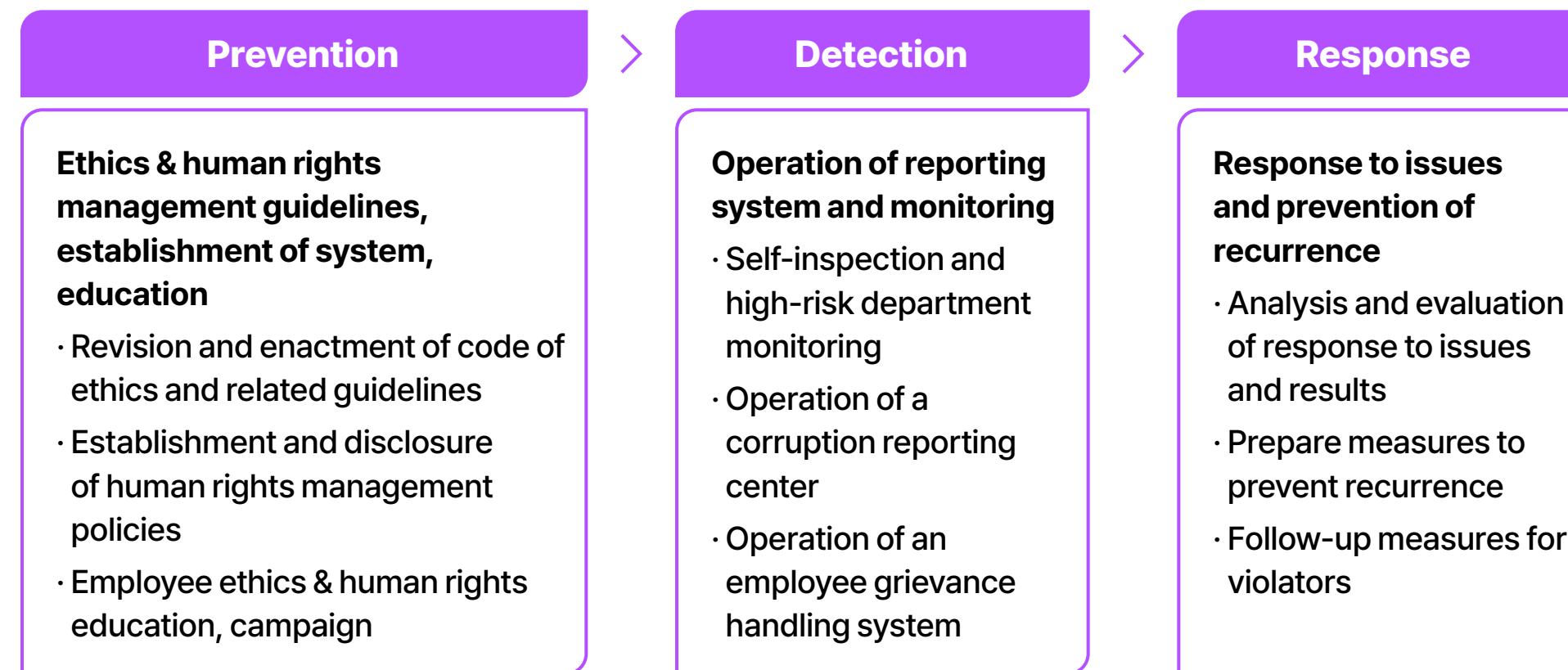
Wemade practices ethical management to conduct business transparently and fairly by taking compliance and business ethics as the top priority in business activities.

Ethical Management System

Advancement of Ethical Management System

Wemade has an ethical management promotion system that consists of prevention, detection, and response. Wemade is striving to establish and spread ethical management and human rights management in addition to strengthening employees' awareness of ethics and human rights and the company's internal audit system.

Wemade Ethical Management Process



Establishment of Code of Ethics

Wemade's management philosophy is to keep business transparent, fair, and reasonable, with compliance and corporate ethics as its top management values. Through the revision of the code of ethics in 2022, Wemade's ethical management policy was further strengthened and the standards used by the executives & employees in value judgment were newly established.

Promotion of Ethical Management

The ESG Committee's Human Rights & Compliance Working Group develops specific plans for major issues in the relevant area and executes implementation tasks accordingly, while the ESG Committee reviews and makes decisions on a regular basis. In 2022, Wemade carried out the "5 YES, 5 NO" campaign to create a healthy drinking culture. Furthermore, we also carried out the "Mind Instead of Gift Campaign" on Chuseok to encourage employees and stakeholders to refrain from giving or receiving gifts.

Wemade Play was certified as a sincere taxpayer (corporate sector) by Seongnam-si, Gyeonggi Province in 2018 and again in 2023 for the second time. In an environment marked by the growing importance of business ethics, the second honest taxpayer certification is becoming a competitive edge for the company in ethical management.

Wemade Code of Ethics

- Chapter 1 Compliance and social responsibility
- Chapter 2 Basic ethics of employees
- Chapter 3 Mutual prosperity with partners
- Chapter 4 Protection of rights of shareholders and investors
- Chapter 5 Customer respect management
- Chapter 6 Responsibility towards society and nation
- Chapter 7 Application of the code of ethics



Wemade Healthy Drinking Culture Campaign

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Ethical Management

Wemade Corporate Ethics Counseling Center

We operate the Wemade Corporate Ethics Consultation Center to provide consultation and reporting on fair trade violations, receipt of money and entertainment, leakage of company information, and other irregularities that result in unfair gains or company losses, as well as labour-related issues such as workplace bullying and sexual harassment, in relation to employees of Wemade and its affiliates. Any internal and external stakeholders such as executives/employees and business partners can consult and report anonymously.

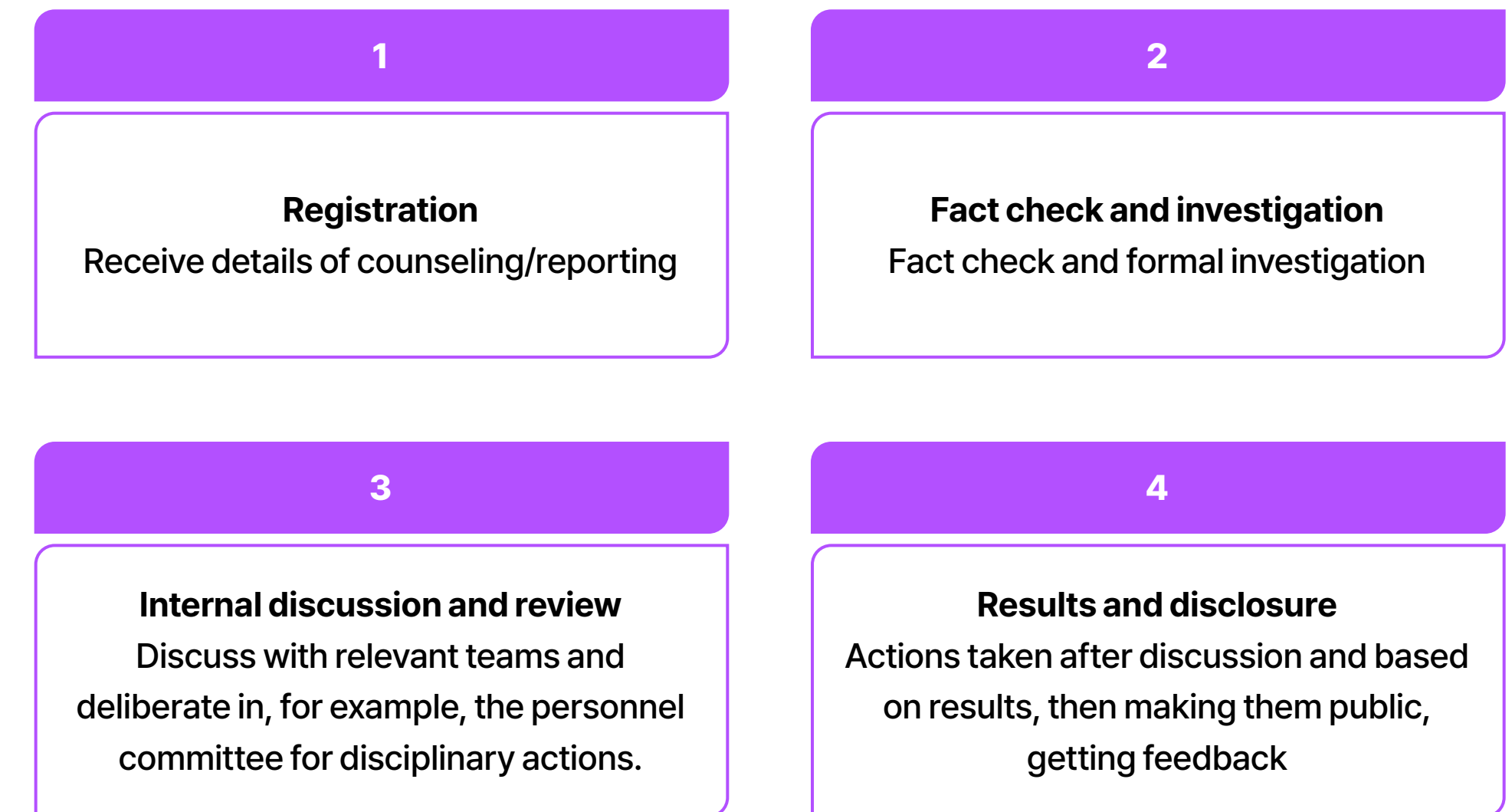
Consultation and Report Type

- Taking unacceptable actions such as demanding money, attempting bribery, and accepting of money in either case
- Embezzlement and improper use of company assets
- Unfair trade provoking acts such as preferential treatment for partner selection
- Workplace bullying and sexual harassment
- Violation of other laws and regulations, unethical behavior
- Leaking confidential information

Principles of Protecting a Whistleblower

Wemade Corporate Ethics Counseling Center makes sure that the identity of whistleblowers and what they reported are kept secret according to the law. Whistleblowers may receive protection in accordance with relevant laws such as the Public Interest Reporter Protection Act. And the company ensures that whistleblowers will not suffer any disadvantage due to counseling or reporting.

Process in Corporate Ethics Counseling Center



Reported and Processed Ethics Violation Cases

Year	No. of reported cases	No. of processed cases
2022	10 cases	100%

Governance

Wemade strives to establish a transparent and advanced governance structure to protect the rights and interests of various stakeholders including shareholders, and to promote profits based on sound governance.

Corporate Governance Structure

Composition of the Board of Directors

Wemade’s board of directors deliberates and makes decisions on matters entrusted to them from the shareholders’ meeting, basic policies on management, and important matters on business execution. In March 2023, the first female non-executive director was appointed. As of now, Wemade’s board of directors consists of two executive directors and three outside directors, in addition to an auditor who was appointed at the general shareholders’ meeting. The board of directors has a three-year term, and they are eligible for reappointment after an evaluation of their performance. However, in compliance with the Commercial Act, the term of non-executive directors is limited to six years.

Operation of the Board of Directors

Wemade holds regular board of directors’ meetings on a quarterly basis, and it convenes and promotes temporary board meetings whenever necessary. To ensure the integrity of board operations, the company releases information on the relevant agenda in advance of the meeting. Information on significant pending issues is also made available at any time. In 2022, the company held a total of 11 board meetings where 47 agenda items were discussed. The attendance rate of all executive and non-executive directors was 100%.

Board of Directors Structure

(As of Mar. 2023)

Category	Name	Gender	Appointment Background	Major Career	Appointed on	Term ends on
Executive director	Park Kwan-ho	Male	Development	Former executive director of Joymax Co., Ltd. Current executive director & chairman of Wemade Co., Ltd.	Feb.11, 2000	Mar.27, 2024
	Chang Hyun-guk	Male	Management	Former head of strategic planning dept. at Wemade Co., Ltd. Current executive director & CEO of Wemade Co., Ltd.	Jul.22, 2013	Mar.31, 2026
Non-executive director	Han Seung-soo	Male	Advisory	Current professor, Korea University Business School Current member of Korea Accounting Standards Board, Member of the Accounting Standards Advisory Committee Current non-executive director of Wemade Co., Ltd.	Mar.31, 2022	Mar.31, 2025
	Kim Young-ho	Male	Advisory	Former president of Korea National University of Transportation Current advisor at Sejong law firm Current non-executive director of Wemade Co., Ltd.	Mar.31, 2023	Mar.31, 2026
	Lee Seon-hye	Female	Advisory	Former director of the Korean Society of Mental Health and Social Welfare Current professor, Department of Social Welfare, Chung-Ang University Current non-executive director of Wemade Co., Ltd.	Mar.31, 2023	Mar.31, 2026

Governance

Board Diversity and Professionalism

Wemade respects diversity and does not discriminate against race, gender, religion, place of origin, or nationality when selecting non-executive directors. When selecting a non-executive director, the company makes sure the candidate has a professional background so that they can express their opinions on company management from an objective and professional perspective, while taking into account their professional knowledge and experience in leadership, global career, IT, accounting, economics, and legal affairs.

In March 2023, Wemade appointed a female non-executive director with expertise in mental health and welfare, thereby increasing the ratio of female directors in the Wemade's board of directors to 20%. In addition, we also appointed a male non-executive director with expertise in administration the same year. Wemade is committed to continuously strengthening corporate governance by promoting diversity and professionalism in the board of directors.

BSM, Board Skills Matrix

Category	Name	Leadership	Management & Accounting	Policy & Administration	Research & Development	Law	Welfare	Appointed year	Age	Gender
Executive director	Park Kwan-ho	●	●		●			2000	50 years old	Male
	Chang Hyun-guk	●	●					2013	48 years old	Male
Non-executive director	Han Seung-soo		●		●			2022	53 years old	Male
	Kim Young-ho			●		●		2023	68 years old	Male
	Lee Seon-hye				●		●	2023	57 years old	Female

Governance

Board Independence

Wemade’s board of directors separates the roles of CEO and chairman to ensure the independence of the board. The board carefully evaluates the independence, expertise, experience, and job relevance of candidates and selects them in accordance with the articles of incorporation and relevant laws and regulations. Those who are engaged in commercial matters of the company, the largest shareholder and those who have important interests in the company are prohibited from working as a non-executive director.

Criteria for Determining the Independence of Non-executive Directors (Disqualification of independence, Article 382 of the Commercial Act)

- A person who has not had an employment relationship with executives or employees of Wemade and its affiliates in the past 5 years
- A person who is not the spouse or direct ascendant or descendant of the largest shareholder
- A person who is not in an employment relationship with executives or employees of the organizations related to the largest shareholder
- A person who is not the spouse and direct ascendant or
- A person who is not an employee of Wemade’s subsidiaries
- A person who is not an executive or employee of an organization with significant interests, such as business relationships, with Wemade
- A person who is not an employee of an organization in which Wemade’s executives and employees concurrently hold positions

Operation of the ESG Committee

In order to promote systematic ESG management, Wemade established an ESG Committee chaired by the CEO in July 2021, and established an ESG department in January 2022 to carry out activities to practice and internalize ESG management in full scale. The committee convenes regularly twice a year to monitor the development and implementation of the company-wide ESG strategies and to make key ESG decisions that are reported to the board of directors from time to time.

Under the committee, there are consulting working groups dedicated to discussions with departments/teams relevant to such areas as environmental management, human rights and compliance, social contribution, governance and information protection. They develop specific plans for major issues in each area and implement tasks accordingly. What is discussed in the working groups is subject to frequent review and decision making by the ESG committee.

Compensation for Directors

Wemade bases director compensation decisions on thorough, unbiased standards. Complying to the limits approved at the general shareholders’ meeting in accordance with Article 388 of the Commercial Act and the Articles of Incorporation, on the basis of management performance of the company.

Remuneration Paid to Directors in 2022

(Unit: million KRW)

Classification	No.of people	Total remuneration	Average per person
Executive director	2	18,894	9,447
Non-executive director	1	45	45

Shareholder Rights Protection and Shareholder Return

Equity and Capital Structure

Wemade's largest shareholder is Park Kwan-ho, chairman of the board of directors, who holds 43.90% of the total issued stocks.

According to the articles of incorporation of Wemade, the total number of shares available for issue is 100,000,000, and all stocks issued by Wemade are common stocks. One voting right is granted per share as specified in Article 23 in the articles of incorporation.

As of the end of 2022, the company issued a total of 33,796,962 common shares, and the number of outstanding shares excluding 346,963 treasury shares is 33,449,999.

Share Distribution Status (Unit: million KRW)

Category	Ownership ratio (%)	No. of shares (shares)
Largest shareholders and related parties	44.97	15,198,742
Institutional shareholders	4.94	1,669,730
Individual shareholders	43.95	14,852,657
Foreign shareholders	5.12	1,728,870
Treasury stock	1.03	346,963
Total	100	33,796,962

Shareholder Rights Protection

Wemade strives to increase shareholder value and earn the trust of stakeholders and the market through a shareholder-oriented IR policy. All stakeholders, including shareholders, have simple access to the information they need on the company's IR website. In addition, the company provides shareholders with sufficient information about the regular shareholders' meeting in advance so that they can exercise their valuable rights.

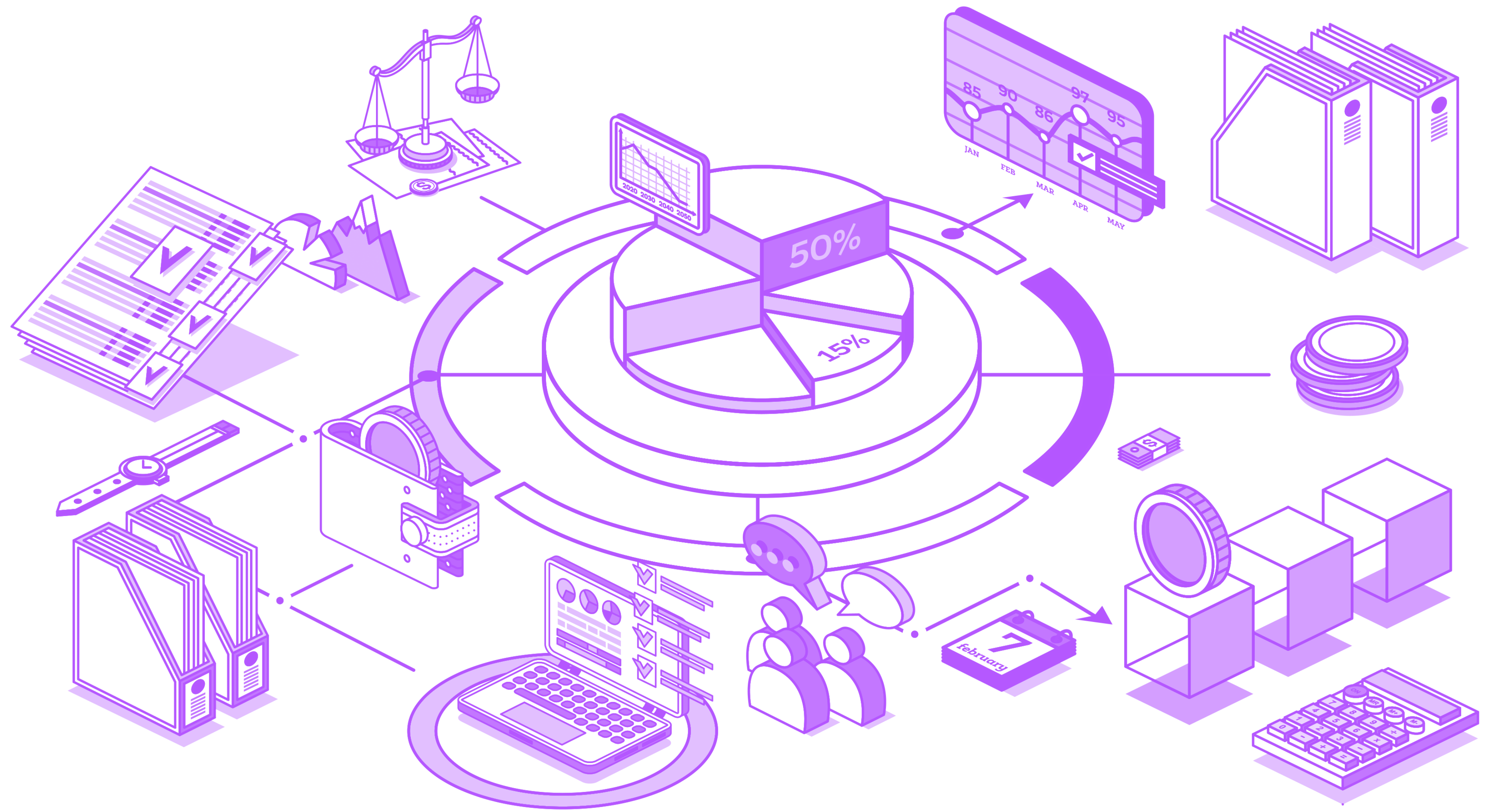
Shareholder Return

In accordance with the company's policy on dividends, Wemade has a shareholder return policy centred on cash dividends for shareholders, increasing the total amount of dividends and dividends per share to KRW 10 billion or a dividend payout ratio of 30% (net income based on owners' equity in the consolidated financial statements), whichever is greater, starting in 2021. Going forward, the company plans to continuously review the purchase of treasury shares and the expansion of dividends to enhance shareholder value.

Return Status (Unit: million KRW)

Category	2020	2021	2022
Total amount of returns (million KRW)	9,840	21,437	25,087
Return per share (KRW)	600	650	750

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APPENDIX

ESG DATA Fact Book

Financial and Governance Performance

Financial Information

Category	Unit	2020	2021	2022	
Statement of Financial Position (Consolidated)	Total assets	million KRW	321,988	1,027,300	1,429,831
	Total liabilities	million KRW	52,853	383,599	895,503
	Total capital	million KRW	269,136	643,701	534,328
Income Statement (Consolidated)	Operating revenue	million KRW	126,705	334,983	463,492
	Operating expenses	million KRW	139,166	237,632	548,430
	Operating Profit (Loss)	million KRW	(12,461)	97,351	(84,938)
	Net Income (Loss)	million KRW	(17,984)	308,091	(185,756)
Statement of financial position (separate)	Total assets	million KRW	219,533	664,563	566,776
	Total liabilities	million KRW	21,972	85,181	154,740
	Total capital	million KRW	197,560	579,381	412,036
Income statement (separate)	Operating revenue	million KRW	35,644	211,184	240,671
	Operating expenses	million KRW	44,725	204,198	371,639
	Operating Profit (Loss)	million KRW	(9,081)	6,986	(130,968)
	Net Income (Loss)	million KRW	(18,126)	335,631	(150,889)

Creation and Distribution of Economic Value¹⁾

Category	Contents	Unit	2020	2021	2022
Customer	Turnover	million KRW	35,644	211,184	240,671
Shareholders and Investors	Dividends, Interest Expenses	million KRW	9,844	21,908	26,918
Partner	Purchase cost, outsourcing service cost	million KRW	28,006	145,570	187,716
Employees	Wages, retirement benefits, welfare benefits, Stock compensation	million KRW	10,240	30,250	101,719
Government/ NGO	Taxes and dues, corporate tax expenses	million KRW	(3,865)	59,790	(10,021)

Government Subsidy

Category	Contents	Unit	2020	2021	2022
Government subsidy	Tax relief and deduction	million KRW	-	500	801
	Subsidy	million KRW	107	191	-

1) Based on Wemade's separate sales

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Intellectual Property

Year	Category	Trademark		Patent		Copyright (program, art)
		Domestic	Overseas	Domestic	Overseas	
2020	Registration	71	90	18	–	19
	Application	2	4	–	–	–
2021	Registration	70	90	18	–	19
	Application	4	3	–	–	–
2022	Registration	83	171	18	–	19
	Application	11	451	1	–	–

Compliance Status

Category	Unit	2020	2021	2022
Total amount of fines for violation of the law	million KRW	0	0	0
Number of cases of non-monetary sanctions for violation of laws and regulations	cases	0	0	0

Corruption-related Reports

Category	Unit	2020	2021	2022
Number of confirmed corruption reports ¹⁾	cases	0	0	0
Number of disciplinary cases for confirmed corruption	cases	0	0	0

1) Number of reports filed by the internal reporting center

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Environmental Performance¹⁾

Energy Management

Category	Unit	2020	2021	2022
Total energy use	TJ	26.83	35.76	44.86
Direct energy usage	Gasoline	-	-	1.11
	Diesel	-	-	0.12
Indirect energy usage	Electricity	20.90	27.19	34.51
	Heat & Steam	5.93	8.57	9.12
Energy use intensity	TJ/100 million KRW	0.08	0.02	0.02

Water Resource Management

Category	Unit	2020	2021	2022
Total water intake	Ton	13,306	16,764	17,070
Water reuse amount	Ton	1,031.70	715.50	548.75

1) Wemade's environmental performance includes the performance of Wemade, Wemade Max, Wemade M, Wemade XR, Wemade Plus, ChuanQi IP, and This Minds War*, all of which companies are headquartered in Wemade Tower.

* Since This Means War was established in 2022, only the data from 2022 was reflected.

Greenhouse Gas Management

Category	Unit	2020	2021	2022
Total greenhouse gas emissions (Scope 1 + 2)	tCO ₂ eq	1,206.56	1,609.57	2,075.22
Scope 1 emissions	tCO ₂ eq	-	-	83.37
Scope 2 emissions	tCO ₂ eq	1,206.56	1,609.57	1,991.85
Greenhouse gas emission intensity	tCO ₂ eq/100 million KRW	3.39	0.76	0.86

Waste Management

Category	Unit	2020	2021	2022
Total waste discharge	Ton	80.58	82.62	111.13
Discharge by type	General waste discharge	80.58	82.62	111.13
	Designated waste discharge	-	-	-
Waste throughput	Waste incineration throughput	47.58	43.62	44.13
	Waste landfill throughput	-	-	-
Amount of recycled waste	Ton	33.00	39.00	67.00

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Social Performance¹⁾

Personnel Status

Category	Unit	2020	2021	2022
Total number of employees	persons	706	681	1,044
Gender	Male	493	480	711
	Female	213	201	333
Nationality	Korea	704	680	1,025
	Overseas	2	1	19
Employment Type	No fixed term employees	673	661	1,011
	Fixed-term employee	33	20	33
	Full-time employees	706	681	1,044
	Part-time employee	0	0	0

New and Retired Employees

Category	Unit	2020	2021	2022
No. of new hires (by gender)	Male	109	165	355
	Female	73	69	196
No. of new hires (by age)	30 and under	51	85	170
	Between 30–50	130	147	372
	50 and over	1	2	9
Retirement rate	%	14.59	31.13	19.92
Retirement rate (by gender)	Male	67.96	62.74	67.31
	Female	32.04	37.26	32.69
Retirement rate (by age)	30 and under	23.30	21.23	23.08
	Between 30–50	74.76	78.30	72.60
	50 and over	1.94	0.47	4.33

1) Wemade's social performance includes the performance of Wemade, Wemade Play, Wemade Max, Wemade M, Wemade XR, Wemade Plus, ChuanQi IP, and This Minds War*.

* Since This Means War was established in 2022, only the data from 2022 was reflected.

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Parental Leave Statistics

Category		Unit	2020	2021	2022
No. of employees using parental leave	Male	persons	1	2	2
	Female	persons	6	6	8
Rate of employees who return to company after parental leave	Male	%	-	50	0
	Female	%	100	75	100
Rate of people who stay with the company for 1 year or more after parental leave	Male	%	-	-	0
	Female	%	100	100	85.71

Diversity

Category		Unit	2020	2021	2022
Current status of female workforce	Percentage of female managers ¹⁾	%	9.17	12.28	13.00
	No. of female managers	persons	10	14	29
	Total number of managers	persons	109	114	223
Incidents of discrimination that occurred during the reporting period		cases	0	0	0

Employee Training Statistics²⁾

Category	Unit	2020	2021	2022
No. of employees who completed training to improve awareness of people with disabilities in the workplace	persons	568	658	1,044
No. of employees who completed sexual harassment prevention training in the workplace	persons	651	704	1,065
No. of employees who completed workplace bullying prevention training	persons	636	658	1,041
No. of employees who have completed personal information protection training ³⁾	persons	198	472	736

Employee Training Expenses

Category	Unit	2020	2021	2022
Total cost of training	KRW	17,456,750	10,991,000	40,509,209
Average training cost per person	KRW	24,726	16,140	38,802

1) "Manager" refers to those in the positions of team leader or higher.

2) The figure is based on the number of employees at the time of training.

3) This includes achievements of Wemade, Wemade Play, Wemade M, Wemade XR, Wemade Max, ChuanQi IP, and This Means War.

ESG DATA Fact Book

Social Performance

Social Contribution

Category		Unit	2020	2021	2022
Social contribution & investment amount	Social contribution budget	KRW	292,242,600	293,400,600	100,000,000
	Company donation	KRW	478,133,600	379,188,600	104,000,000
	Amount raised by employees	KRW	14,109,000	14,212,000	3,809,000
	Total amount	KRW	784,485,200	686,801,200	207,809,000
Employee-participating Volunteer Activities	No. of participants	persons	116	588	71
	Participation time	hours	232	1,176	142

Information Security

Category		Unit	2020	2021	2022
Complaints substantiated as customer information breach	Complaints raised externally and substantiated by the organization	cases	0	0	0
	Complaints substantiated by authorities	cases	0	0	0
Total number of leaked/stolen/lost customer data incidents		cases	0	0	0
No. of information security violations or cyber security incidents		cases	0	0	0

Performance Evaluation

Category		Unit	2020	2021	2022
Percentage of employees who received regular performance evaluation	Male	%	100	100	100
	Female	%	100	100	100

Labor Relations

Category		Unit	2020	2021	2022
Percentage of employees covered by collective bargaining agreements		%	100	100	100

Marketing and Labeling

Category		Unit	2020	2021	2022
Violation of labeling laws	The amount of fines and penalties for violations of the law	million KRW	0	0	0
	No. of warnings for violation of laws	cases	0	0	0
	No. of autonomous code violations	cases	0	0	0
Violation of marketing-related laws	The amount of fines and penalties for violations of the law	million KRW	0	0	0
	No. of Warnings for violation of laws	cases	0	0	0
	No. of autonomous code violations	cases	0	0	0

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Universal Standards: General Disclosures (GRI 2)

Topic	Metrix	Disclosure	Page
Organization and Reporting Practices	2-1.	Organizational details	6
	2-2.	Entities included in the organization's sustainability reporting	2, 6
	2-3.	Reporting period, frequency, and contact point	2
	2-4.	Restatements of information ¹⁾	-
	2-5.	External Assurance	2, 81
Activities and Workers	2-6.	Activities, value chain, and other business relationships	6, 7
	2-7.	Employees	73
	2-8.	Workers who are not employees	73
Governance	2-9.	Governance structure and composition	65-66
	2-10.	Nomination and selection of the highest governance body	65-67
	2-11.	Chair of the highest governance body	65
	2-12.	Role of the highest governance body in overseeing the management of impacts	67
	2-13.	Delegation of responsibility for managing impacts	67
	2-14.	Role of the highest governance body in sustainability reporting	67
	2-15.	Conflicts of interest	63-67
	2-16.	Communication of critical concerns	45, 64

Topic	Metrix	Disclosure	Page
Governance	2-17.	Collective knowledge of the highest governance body	66
	2-18.	Evaluation of the performance of the highest governance body	67
	2-19.	Remuneration policies	67, Business Report
	2-20.	Process to determine remuneration	67, Business Report
	2-21.	Annual total compensation ratio	Business Report
	Strategy, Policies and Practices	2-22.	Statement on sustainable development strategy
2-23.		Policy commitments	44, 63
2-24.		Embedding policy commitments	44-45, 63-64
2-25.		Processes to remediate negative impacts	44-45, 63-64
2-26.		Mechanisms for seeking advice and raising concerns	64
2-27.		Compliance with laws and regulations	71
2-28.		Membership associations ²⁾	-
Stakeholder Engagement		2-29.	Approach to stakeholder engagement
	2-30.	Collective bargaining agreements	75

1) Not applicable because it's the first report to be published.

2) Wemade is a member of Korea Association Of Game Industry, KOSDAQ Listed Companies Association, Korea Software Property-Right Council, Korea Internet Corporations Association, Chief Information Security Officer, Korea CPO Forum, CONCERT, and UNGC.

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Topic Standards: Economic Performance (GRI 200)

Topic	Metrix	Disclosure	Page
Economic Performance	201-1	Direct economic value generated and distributed	70
	201-2	Financial implications and other risks and opportunities due to climate change	31
	201-4	Financial assistance received from government	70
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	57-59
	203-2	Significant indirect economic impacts	60
Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	63-64
	205-3	Confirmed incidents of corruption and actions taken	71
Anti-Competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Report

Topic Standards: Environment Performance (GRI 300)

Topic	Metrix	Disclosure	Page
Energy	302-1	Energy consumption within the organization	72
	302-3	Energy intensity	72
	302-5	Reductions in energy requirements of products and services	32
Water	303-3	Water withdrawal	72
Emissions	305-1	Direct (Scope 1) GHG emissions	72
	305-2	Energy indirect (Scope 2) GHG emissions	72
	305-4	GHG emissions intensity	72
	305-5	Reduction of GHG emissions	30-32
	306-1	Waste generation and significant waste-related impacts	33
Waste	306-2	Management of significant waste-related impacts	33, 72
	306-3	Waste generated	72
	306-4	Waste diverted from disposal	72
	306-5	Waste directed to disposal	72

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Topic Standards: Social Performance (GRI 400)

Topic	Metrix	Disclosure	Page
Employment	401-1	New employee hires and employee turnover	73
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees ¹⁾	-
	401-3	Parental leave	74
Occupational Health and Safety	403-1	Occupational health and safety management system	52-53
	403-2	Hazard identification, risk assessment, and incident investigation	53
	403-3	Occupational health services	53-54
	403-4	Worker participation, consultation, and communication on occupational health and safety	53
	403-6	Promotion of worker health	51, 54
	403-9	Work-related injuries	53
	403-10	Work-related ill health	53
Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	49
	404-3	Percentage of employees receiving regular performance and career development reviews	75

Topic	Metrix	Disclosure	Page
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	65-66, 74
	405-2	Ratio of basic salary and remuneration of women to men	46
Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	74
Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	75
	417-3	Incidents of non-compliance concerning marketing communications	75
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	75

1) Not applicable because there is no temporary or part-time employment contract.

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Software & IT Services

Topic	Code	Disclosure	Page
Environmental Footprint of Hardware Infrastructure	TC-SI-130a. 1	① Total energy consumed	① p.72
		② Percentage grid electricity	② p.72
		③ Percentage renewable	③ p.72
	TC-SI-130a. 2	① Total water withdrawn	① p.72
		② Total water consumed	② p.72
		③ Percentage of each in regions with high or extremely high baseline water stress	③ -
	TC-SI-130a. 3	Discussion of the integration of environmental considerations into strategic planning for data center needs	p. 27-33
Data Privacy & Freedom of Expression	TC-SI-220a. 1	Description of policies and practices relating to behavioral advertising and user privacy	p. 36-39
	TC-SI-220a. 2	Number of users whose information is used for secondary purposes	p. 75
	TC-SI-220a. 3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Not applicable
	TC-SI-220a. 4	① Number of law enforcement requests for user information	① Not applicable
		② Number of users whose information was requested	② Not applicable
		③ Percentage resulting in disclosure	③ Not applicable
TC-SI-220a. 5	List of countries where core products or services are subject to government- required monitoring, blocking, content filtering, or censoring	Not applicable	

Topic	Code	Disclosure	Page
Data Security	TC-SI-230a. 1	① Number of data breaches	① p.75
		② Percentage involving personally identifiable information (PII)	② p.75
		③ Number of users affected	③ p.75
	TC-SI-230a. 2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	p. 36-42
Recruiting & Managing a Global, Diverse & Skilled workforce	TC-SI-330a. 1	① Percentage of employees that are foreign nationals	① p. 73
		② Percentage of employees that are located offshore	② Not applicable
	TC-SI-330a. 2	Employee engagement as a percentage	-
	TC-SI-330a. 3	① Percentage of gender and racial/ethnic group representation for management	① p.65-66, 73
		② Percentage of gender and racial/ethnic group representation for technical staff	② -
		③ Percentage of gender and racial/ethnic group representation for all other employees	③ p.73
Intellectual Property Protection & Competitive Behavior	TC-SI-520a. 1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Not applicable
Managing Systemic Risks from Technology Disruptions	TC-SI-550a. 1	① Number of performance issues	① Not applicable
		② Number of service disruptions	② Not applicable
		③ Number of total customer downtime	③ Not applicable
	TC-SI-550a. 2	Description of business continuity risks related to disruptions of operations	-

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UN SDGs

Wemade is a global blockchain company that is committed to achieving the Sustainable Development Goals (SDGs) adopted by the United Nations to fulfill its social responsibilities. Based on the understanding of the purpose and direction of the SDGs, the company has strengthened the connection between the sustainable development goals, major projects, and social contributions, while carrying out activities to achieve the sustainable development goals presented by the United Nations.

SDGs Commitment

UN SDG 5. Gender Equality

Achieve gender equality and empower all women and girls



- Guarantee equal employment opportunities
- Operation of childbirth support system

UN SDG 7. Affordable and Clean Energy

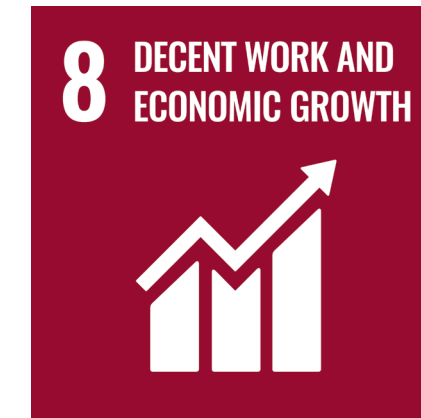
Ensure access to sustainable energy for all



- Efficient energy use
- Development of environmental impact reduction service

UN SDG 8. Decent Work and Economic Growth

Promote sustainable economic growth, full and productive employment and decent work for all



- Establishment and expansion of talent development pipeline
- Continued expansion of the number of employees

UN SDG 9. Building Infrastructure and Promoting Industrialization

resilient infrastructure
Build resilient infrastructure and promote inclusive and sustainable industrialization



- Expansion of technology base through shared growth
- Promote industry-academia cooperation projects

UN SDG 10. Reduce Inequalities

Reduce inequality within and among countries



- Global child education support
- Expansion of diversity and inclusion

UN SDG 12. Responsible Consumption and Production

Ensure sustainable consumption and production patterns



- Publication of Wemade Sustainability Report
- Install additional in-house separate collection boxes

UN SDG 13. Climate Action

Take urgent action to combat climate change and its impacts



- Establishment of environmental management strategy
- Practice environmental impact reduction activities

UN SDG 16. Peace, Justice, and Strong Institutions

Provide access to justice for all



- Enactment of Wemade Code of Ethics
- Operation of the Corporate Ethics Counseling Center

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To readers of Wemade Sustainability Report 2022

Introduction

Korea Management Registrar (KMR) was commissioned by Wemade to conduct an independent assurance of its 2022 Sustainability Report (the Report). The data and its presentation in the Report is the sole responsibility of the management of Wemade. KMR's responsibility is to perform an assurance engagement as agreed upon in our agreement with Wemade and issue an assurance statement.

Scope and Standards

Wemade described its sustainability performance and activities in the report. Our Assurance Team carried out an assurance engagement in accordance with the AA1000AS v3 and KMR's assurance standard SRV1000. We are providing a Type 1 and moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

The detailed indicators of material topics derived through the double materiality test procedures are as follows.

- GRI Sustainability 2021 Reporting Standards
- Universal Standards
- Topic Specific Standards
 - GRI 401 : Employment
 - GRI 418 : Customer Privacy

As for the reporting boundary, the engagement excludes the data and information of Wemade's partners, suppliers and any third parties.

Approach

To perform an assurance engagement within an agreed scope of assessment using the standards outlined above, our Assurance Team undertook the following activities as part of the engagement.

- reviewed the overall report;
- reviewed materiality assessment methodology and the assessment report;
- evaluated sustainability strategies, performance data management system, and processes;
- interviewed people in charge of preparing the report;
- reviewed the reliability of the report's performance data and conducted data sampling;
- assessed the reliability of information using independent external sources such as Financial Supervisory Service's DART and public databases.

Limitations and Recommendations

KMR's assurance engagement is based on the assumption that the data and information provided by Wemade to us as part of our review are provided in good faith. Limited depth of evidence gathering including inquiry and analytical procedures and limited sampling at lower levels in the organization were applied. To address this, we referred to independent external sources such as DART and National Greenhouse Gas Management System (NGMS) and public databases to challenge the quality and reliability of the information provided.

Independent Assurance Statement

Conclusion and Opinion

Based on the document reviews and interviews, we had several discussions with Wemade on the revision of the report. We reviewed the report's final version in order to make sure that our recommendations for improvement and revision have been reflected.

Based on the work performed, it is our opinion that the report applied the Core Option of the GRI Standards 2021. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles. The opinion of this assurance team on the principle is as follows.

Inclusivity

Wemade has developed and maintained different stakeholder communication channels at all levels to announce and fulfill its responsibilities to the stakeholders. Nothing comes to our attention to suggest that there is a key stakeholder group left out in the process. The organization makes efforts to properly reflect opinions and expectations into its strategies.

Materiality

Wemade has a unique materiality assessment process to decide the impact of issues identified on its sustainability performance. We have not found any material topics left out in the process.

Responsiveness

Wemade prioritized material issues to provide a comprehensive, balanced report of performance, responses, and future plans regarding them. We did not find anything

to suggest that data and information disclosed in the Report do not give a fair representation of SK chemicals' actions.

Impact

Wemade identifies and monitors the direct and indirect impacts of material topics found through the materiality assessment and quantifies such impacts as much as possible.

Competence and Independence

KMR maintains a comprehensive system of quality control including documented policies and procedures in accordance with ISO/IEC 17021:2015 - Requirements for bodies providing audit and certification of management systems.

This engagement was carried out by an independent team of sustainability assurance professionals. KMR has no other contract with Wemade and did not provide any services to Wemade that could compromise the independence of our work.

June 2023, Seoul Korea



CEO 

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Introduction

DNV Business Assurance Korea Ltd. (DNV) was commissioned by Wemade Co., Ltd. (Wemade) to verify the Wemade’s greenhouse gas emissions for the calendar year 2022 based upon a limited level of assurance. Wemade is responsible for the preparation of the GHG emissions on the basis set out within the guidelines on the ISO 14064-1:2018 (greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals), the WRI/WBCSD GHG Protocol:2004, and the IPCC Guidelines: 2006. DNV expressly disclaims any liability or responsibility for any decisions, whether investment or otherwise, based upon this assurance statement.

Verification Approach

The verification has been conducted by DNV on June 2023 and performed in accordance with the verification principles and tasks outlined in the guidelines on the ISO 14064-3:2019 Greenhouse gases – Part 3: Specification with guidance for the verification and validation of greenhouse gas statements. We planned and performed our work to obtain all the information and explanations deemed necessary to provide us with sufficient evidence to provide a reasonable verification opinion concerning the completeness of the emission inventory as well as the reported emission figures. We have confirmed the following as part of the verification process.

- Wemade’s greenhouse gas inventory report
(Activity record input data, greenhouse gas emission calculation results, parameters)
- Wemade’s process to generate, aggregate and report the GHG emissions data



This Assurance Statement is valid as of the date of the issuance. Please note that this Assurance statement will be revised if any material discrepancy which may impact on the Greenhouse Gas Emissions of Wemade is subsequently brought to our attention.

Scope of Assurance

The GHG emissions and energy consumption data covered by our examination comprise Direct emissions (Scope 1 emissions) and Energy indirect emissions (Scope 2 emissions) from Wemade boundary of the report.

- Organizational boundary: Wemade Tower
- Management boundary: Scope 1 (mobile combustion), Scope 2 (purchased electricity and steam)

Conclusions

As a result of the verifying the information described above, in our opinion nothing has come to our attention that would cause us to believe that the GHG emissions set out in Wemade’s report contains grave errors or not fairly stated. Wemade’s greenhouse gas emissions in 2022 were confirmed as follows.

GHG Emissions of Wemade in 2022

(Unit: ton CO₂eq)

Company Name	Direct Emissions (Scope 1)	Indirect Emissions (Scope 2)	Total Emissions
Wemade	83	1,992	2,075

- * The above GHG emissions may differ by less than ± 1 tCO₂eq due to rounding to be reported as integers.
- * Total emissions = direct emissions (Scope 1) + indirect emissions (Scope 2)

June 19, 2023
Seoul, Korea

Lee Jang-seo, CEO of
DNV Business Assurance Korea Ltd.

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