

WEMADE

# ESG Information Disclosure

WEMADE  
ESG Committee

July 27, 2022

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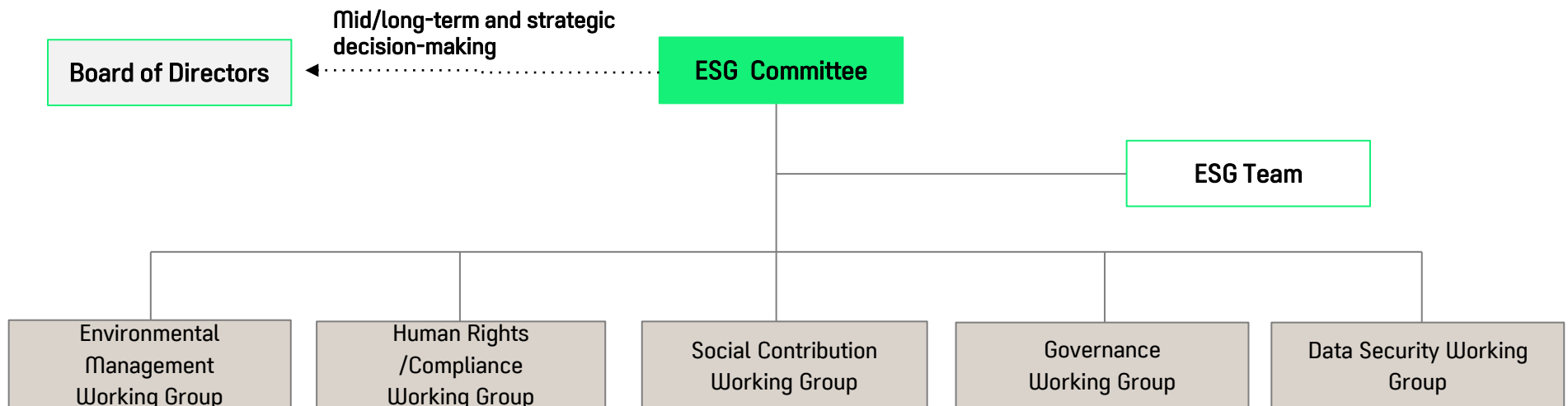
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# 1. ESG Governance

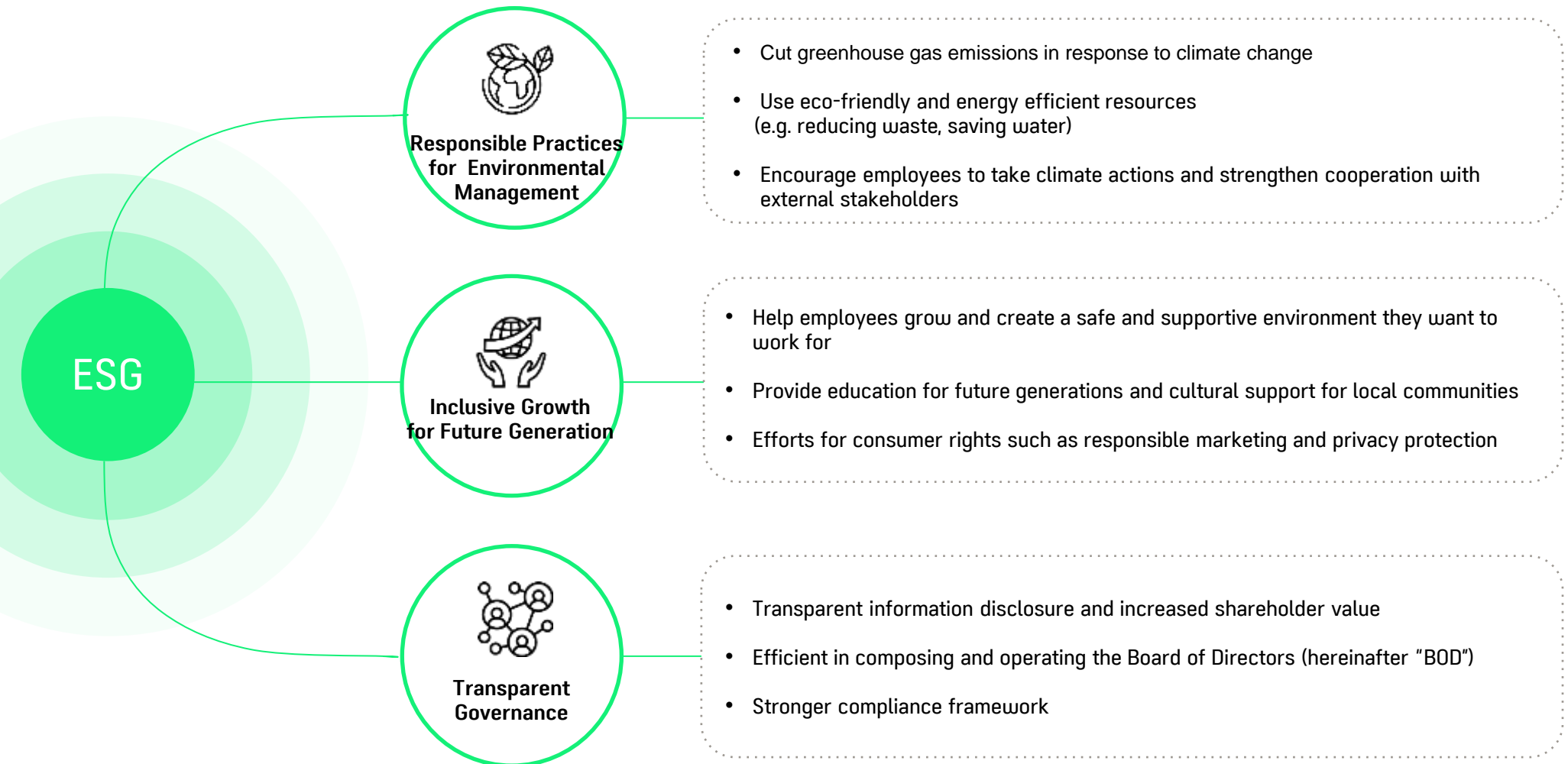
## ESG Governance

For systemized pursuit of ESG management, WEMADE established an ESG committee headed by the CEO in July 2021, and created a team dedicated to ESG in January 2022, incorporating ESG factors into business practices and activities to promote ESG drive in full swing. 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 consultative working groups meant to discuss 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



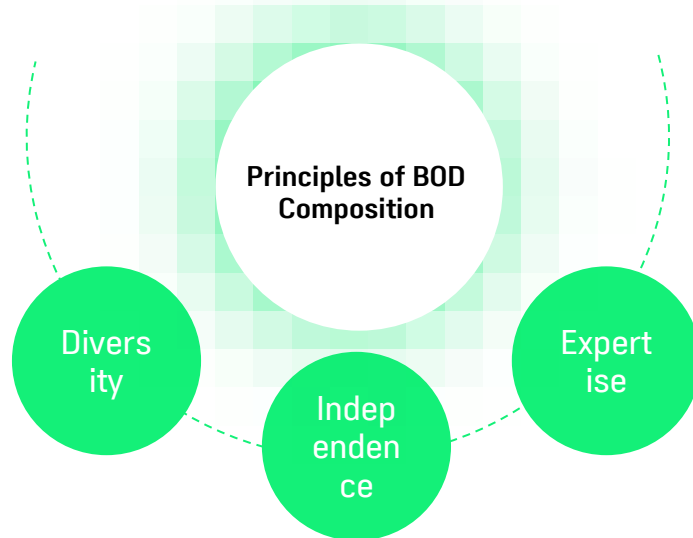
## 2. ESG Framework



### 3. Governance

WEMADE operates the board of directors(BOD) based on independence, diversity, and expertise. The board consists of two executive directors and one non-executive director, and a standing auditor appointed at the general shareholders' meeting and performs the audit work.

#### Principles of BOD Composition



WEMADE's BOD separates the CEO and the 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. In particular, 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. In addition, when selecting a non-executive director, it considers his/her expertise or experience in leadership, global experience, IT, accounting, economy, and legal affairs, along with diversity such as race, gender, religion, region of origin, and nationality.

#### BOD Structure

Park, Kwan Ho	Executive director/ Chairman of the Board, Wemade Co., Ltd.	BA in Business Administration, Kookmin University Former Auditor & Head of Development, ACTOZ SOFT CO., LTD. Founded Wemade Co., Ltd. Former CEO of Wemade Co., Ltd. Former Executive Director of Joymax Co., Ltd. Executive Director & Chairman of the Board, Wemade Co., Ltd.
Chang, Hyun Guk	Executive director / CEO, Wemade Co., Ltd.	BA in Business Administration, Seoul National University MS in management Engineering, KAIST Former CFO & Director of strategic Planning, NEOWIZ Former Head of Strategic Planning, Wemade Co., Ltd. Executive Director and CEO, Wemade Co., Ltd.
Han, Soong soo	Independent Director	Ph.D., University of Illinois at Urbana-Champaign (Accounting) M.B.A., Seoul National University (Accounting) B.B.A., Seoul National University Former Assistant Professor, Singapore Management University Former Independent Director, Webzen Inc. Professor, Korea University Business School Member of Accounting Deliberation Committee, Financial Supervisory Service Member of Accounting Research Committee, KICPA Member of Korea Accounting Standard Board, Korea Accounting Institute Vice-chairman, Korean Association for Accounting and Policy Independent Director, LG Energy Solution. Independent Director, Wemade Co., Ltd.
Woo, Jong Sik	Auditor	Ph.D in Electrical Engineering, Korea University Former President, The Korea Game Industry Agency Former CEO, BKON Communication Inc. Former Professor, Department of Game and Multimedia, Woosong University Vice president, The Korean Entertainment Industry Association Auditor, Wemade Co., Ltd. Auditor, Joymax Co., Ltd.

## 4. Ethics & Compliance

### Code of Ethics

WEMADE's management spirit is to keep business transparent, fair, and reasonable while viewing compliance and corporate ethics as its top values of management activities. 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.

#### Code of Ethics at WEMADE

- Chapter 1 Compliance and social responsibility
- Chapter 2 Basic ethics of employees
- Chapter 3 Co-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

### Ethical Management Framework

Strengthen employee ethics/human rights awareness

**Protect**

#### Ethics/human rights management guidelines, systems, education

- Make/revise rules and guidelines relevant to ethics
- Establish policies on human rights management and disclose them
- Employee ethical/human rights training and campaign

**Detect**

#### Reporting system and monitoring

- Self-inspection and monitoring of high-risk department
- Corruption reporting center
- Employee grievance handling system

Strengthen internal audit (control) system

**Respond**

#### Issue response and recurrence prevention

- Respond to issues, analysis of results, and evaluation
- Measures to prevent recurrence
- Follow-up measures for employees who violated the code

## 4. Ethics & Compliance

### WEMADE Corporate Ethics Counseling Center

WEMADE runs a corporate ethics counseling center on a year-round basis for ethical counseling and reporting on the violation of the Fair Trade Act, acceptance of money and entertainment, leakage of company information and irregularities that lead to unfair profits-taking and losses caused to the company by the employees of both WEMADE and its subsidiaries along with labor related issues such as workplace bullying and sexual harassment. Any internal and external stakeholders such as executives/employees and business partners can consult and report anonymously.

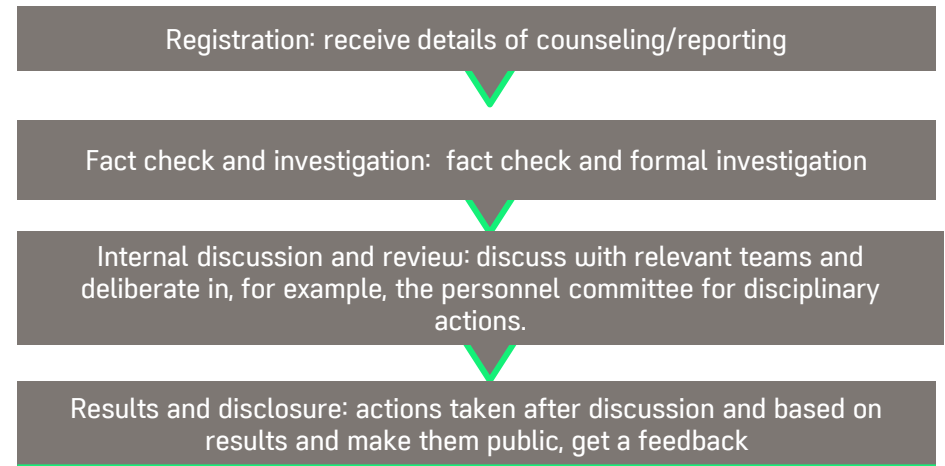
### Types of Counseling and Reporting

- Inappropriate demand and offering of bribery, money, etc.
- Embezzlement and improper use of company assets
- Leakage of company confidential information
- Acts that cause unfair trade, such as preferential treatment for selection of partners;
- Workplace bullying and sexual harassment
- Other violations of laws and internal regulations and unethical conducts

### Principles of Protecting a Whistleblower

- The identity of whistleblowers and what they reported should be kept secret according to the law.
- Whistleblowers may receive protection in accordance with relevant laws such as the Public Interest Reporter Protection Act.
- Whistleblowers should not suffer any disadvantage due to counseling or reporting

### Process in Corporate Ethics Counseling Center



### DATA

	2019	2020	2021
Number of Violations of Code of Ethics <sup>1)</sup>	0	0	0

1) Details of internal regulatory violations examined by the internal disciplinary committee such as anti-corruption and bribery

# 5. Environment



WEMADE has established an environmental management governance and a dedicated organization to minimize the environmental impact of business activities and contribute to a sustainable future. WEMADE promotes environmental management based on the value of sustainability pursuing growth in a way that meets the needs of present generation without compromising the abilities to meet the needs of future generations. WEMADE agrees that as the climate crisis we face is a global issue, we must play a responsible role in solving it, and that we support global standards, declarations, and initiatives declaring that we will join them. WEMADE’s basic environmental management plan was established by referring to global initiatives such as the US Sustainable Development Goals (SDGs) and the Paris Agreement and domestic laws such as the Framework Act on Low Carbon and Green Growth. The directions and goals for environmental management strategies is to reduce greenhouse gas, improve water usage and energy efficiency, resource circulation, and promote employee engagement.

## Strategy

### Direction

Contribute to the realization of a sustainable future through responsible environmental management practices

### Strategic Tasks

#### Respond to climate change

- Build greenhouse gas inventory
- Cut greenhouse gas emissions

#### Increase resource efficiency

- Reduce waste
- Save water
- Use sustainable resources

#### Strengthen cooperation and communication with stakeholders

- Advance environmental management governance
- Help employees internalize environmental awareness
- Strengthen community responsibility

## Roadmap

### Step 3

Enhance environmental management performance

- Voluntary carbon offset activities
- Scope 3 environmental information management
- Increase the proportion of renewable energy

### Step 2

Practice Environmental management

- Introduce eco-friendly facilities
- Employee participation activities

### Step 1

Environmental Management Governance

- Establish performance management system
- Measure/control environmental impact



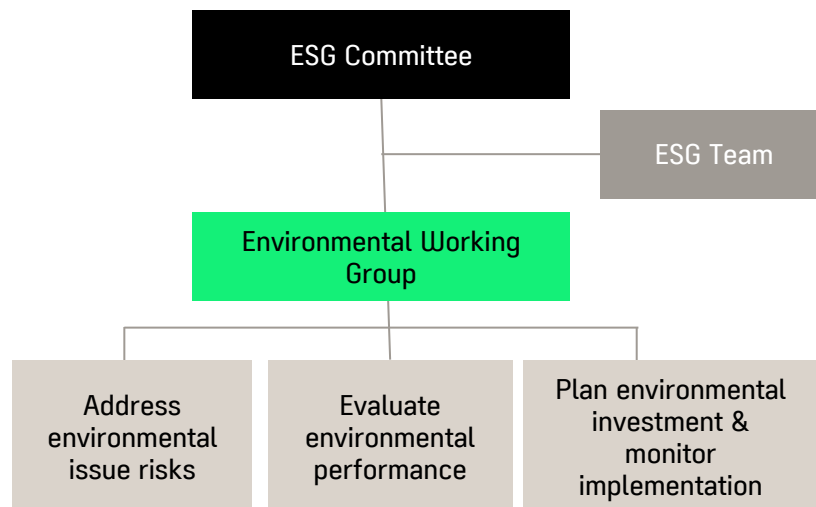
## 5. Environment

### WEMADE's Environmental Management

WEMADE is contributing to the realization of a sustainable future through responsible environmental management.

1. Committed to environmental management practices based on the integrated ESG drive which is fit for the company and effective in measuring performance.
2. Improve business process and infrastructure to minimize environmental burdens across its entire business activities.
3. Implement environmental activities aligned with environmental laws and policies by quickly responding to internal and external changes.
4. Cooperate and communicate with various stakeholders such as executives and employees, customers and business partners through transparent communication on environmental management.
5. Share the importance and value of environmental conservation and encourage employees to participate in environmental movements in their daily living and working places

### Governance and Role of Environmental Management



### Procedures for addressing environmental issue risks

#### 1. Monitor internal/external requirements and relevant rules/regulations

(Internal) Company-wide strategic tasks, Change of internal regulations  
(External) Global guidelines and outside issues, etc.

#### 2. Identify risks and opportunities

Consider non-financial impact such as external credibility along with financial impact of environmental issues

#### 3. Review and address risks

Decide which risks to respond to first in consideration of urgency, importance, and impact

#### 4. Monitor and evaluate environmental performance

Check whether tasks are carried out and monitor/evaluate performance in detail according to the environmental performance management system

#### 5. Feedback

Identify tasks delayed more than planned and tasks less effective before releasing measures for improvement and feedback.

## 5. Environment

### Environmental Data<sup>1)2)</sup>

	Unit	2019	2020	2021 <sup>5)</sup>
Status of Greenhouse Gas Emissions				
Total Greenhouse Gas Emissions <sup>3)</sup>	tCO <sub>2</sub> eq	1,222	1,213	1,609
Electricity	tCO <sub>2</sub> eq	935	999	1,301
Heat/Steam	tCO <sub>2</sub> eq	286	213	308
Greenhouse Gas Emissions Intensity	tCO <sub>2</sub> eq/Sales <sup>4)</sup>	10.7	9.6	4.8
Status of Energy Consumption				
Total Energy Consumption	TJ	27	26	35
Electricity	TJ	19	20	27
Heat/Steam	TJ	7	5	8
Status of Water Usage				
Total Water Usage	ton	13,850	13,306	16,764
Status of Waste				
Waste Discharge	ton	∅/A	∅/A	∅/A

1) Based on WEMADE TOWER (companies WEMADE TOWER accommodates among WEMADE and its subsidiaries on a consolidated basis)

2) Prepared by referring to the Guidelines on Reporting and Certification of GSG Emissions Trading Scheme.

3) Remove after decimal point

4) WEMADE (consolidated, KRW in billions)

5) Electricity consumption grew due to a rise in total number of employees.

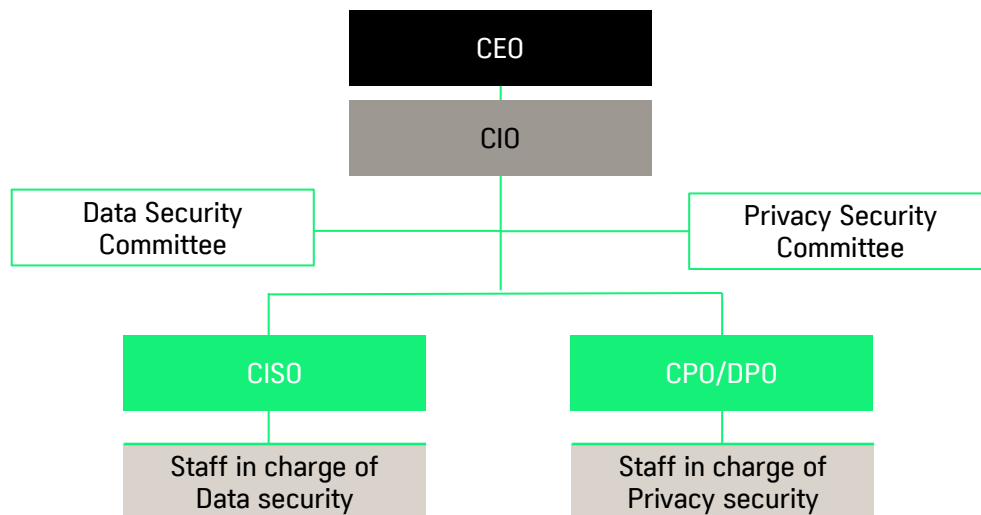
## 6. Privacy & Data Security

WEMADE establishes and operates strict policies for the stable service operation and the safeguard of users' personal information. We have in place a data protection system considering the compliance with domestic and foreign information protection laws and changes in the business environment and continue to manage the system to actively respond to address various security risks.

### Data Security Policy & Governance

The Chief Information Officer (CISO) and the Chief Privacy Officer (CPO) have built a group-wide information protection system to ensure a well-structured operation of the system. The Information Protection Committee is headed by the CISO and is composed of the heads of front line business areas and executives to deliberate and address information protection-related issues on a regular basis.. We make continuous efforts to protect personal information at home and abroad and follow global compliance.

The Information Security Office, which works at the front line of information security as a company-wide control tower allowing the information protection system to be operated organically and while raising the overall level of information protection across the organization.



### Status of Data Security

#### Certification of Information Security Management System (ISMS)



It is a leading information protection certification that demonstrates that a series of measures and activities taken to protect information meet the requirements by conducting inspections according to its certification standards.

- Scope: Online game service and homepage operation
- Period: May 18, 2022 ~ May 17, 2025

#### ISO/IEC 27001, 27701



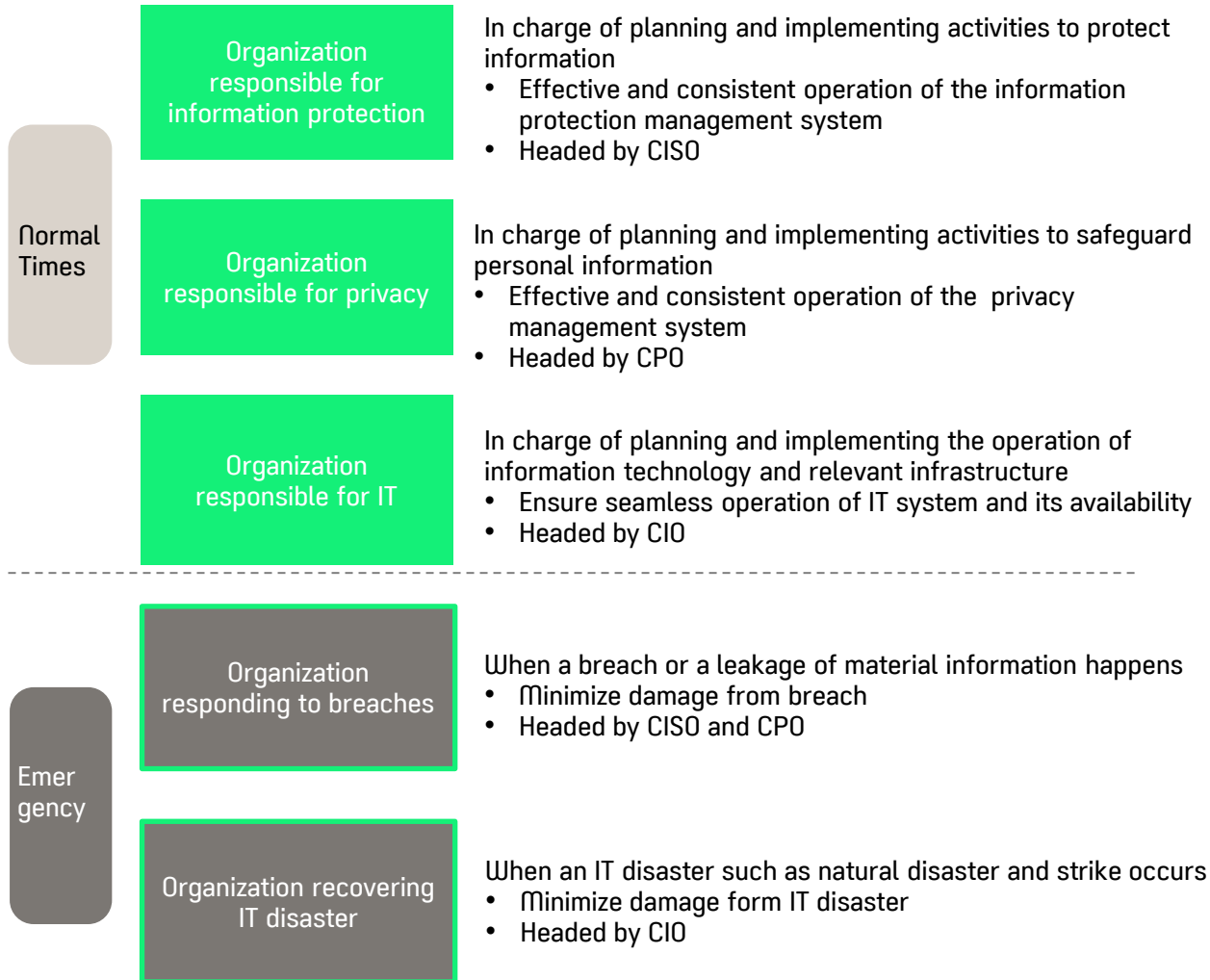
ISO/IEC 27001 established by the International Organization for Standardization (ISO) and the International Electrotechnical Commission (IEC) is an International Standardization Certification for Information Protection Management Systems. WEMADE obtained ISO27701 specialized in data privacy to strengthen personal information protection.



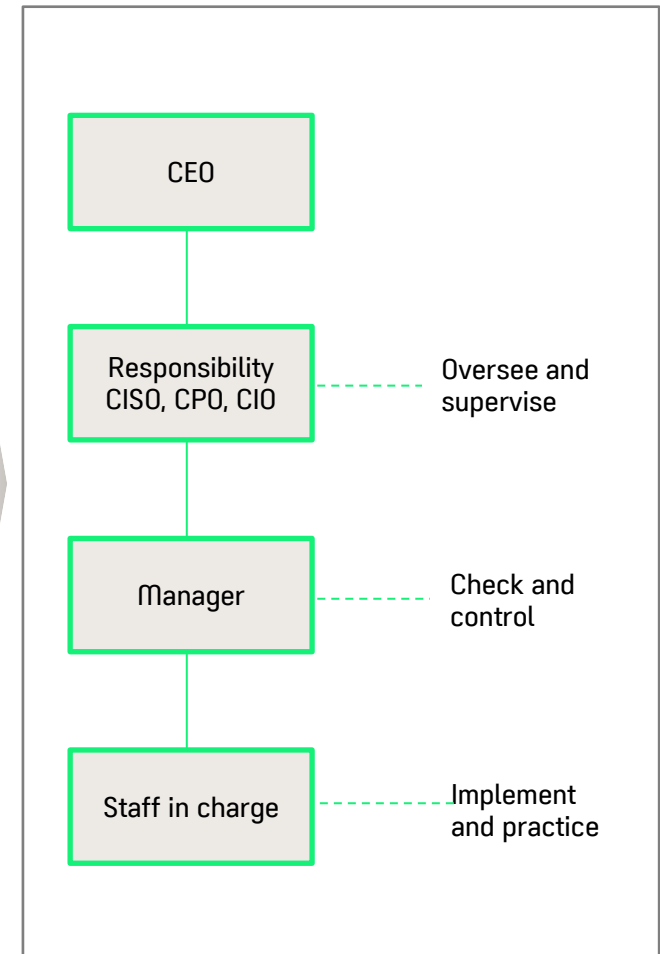
- Scope: Information Security Management System related to development and operation of game and platform service using the applicable controls from ISO/IEC 27701:2019. This is in accordance with the Statement of Applicability Version 1.0.
- Period : May 9, 2022 ~ May 8, 2025

# 6. Privacy & Data Security

## Organizational Structure by Areas of Responsibility



## Organizational Structure



# 6. Privacy & Data Security

## Activities to prevent breaches

- Create security strategy**
  - Focus on strengthening administrative security
  - Establish a security architecture
  - Make a business plan from mid/long-term perspective
- Detect risks**
  - Check security level through quantitative measurement
  - Monitoring information security system log
  - 24/365 operation of security control system
- Preemptively respond**
  - Divide security risks into categories and have corresponding response procedures
  - Countermeasures based on how serious a security risk is
  - Protect similar threats in advance
  - Establish real-time prevention system under internal policy
  - Raise security awareness via internal education on information security
- Analyze threats**
  - Analyze log correlation of information security system
  - Apply detection policy according to threat scenario through log analysis
  - Examine weaknesses on a regular basis

## Education on Information Protection

WEMADE strengthens various technologies to provide safe services to users while carrying out awareness-raising activities so that all executives and employees can practice personal information protection and information security in detail.

- Have all employees and executives sign an information protection pledge once a year across the company
- Provide education on data protection for employees and executives
- Put regulations and guidelines in place and put them into operation
- Operate the data protection committee and privacy protection committee on a regular basis
- Launch campaigns and events to protect data

## Campaign and Event

E-mails, groupware notices and newsletter allow executives and employees to recognize and practice information security. Also various events make their participation easy and enjoyable.



## 7. Safety & Health

WEMADE establishes safety and health management policies to create and operate a safe and healthful working environment and operates various health policies to improve the health of employees. In addition, through the Industrial Safety and Health Committee it strives to reduce safety and health-related risks by conducting consultation and coordination on important matters.

### WEMADE's Policies for Safety Health Management

1. Make efforts to protect the safety of employees and stakeholders by considering safety and health as a top priority in management activities
2. Continue to strengthen safety management in terms of environment, facilities, and operation in compliance with safety environment laws and internal regulations.
3. Set and implement safety and health goals to create a safe working environment and conduct prevention-oriented strategic management of safety and health through regular inspections and improvements.
4. Create a safety and health culture incorporating safety in the organization into a daily life through education and communication for executives and employees.
5. Communicate WEMADE's safety and health management policy and safety requirements with all the stakeholders including executives and employees and partners.

### Goals for Safety and Health Management



Comprehensive/all-time monitoring and improvement of safety and health



Bring serious industrial accidents to "zero" through prevention and inspection



Implement various activities such as education to enhance safety awareness among employees

### Organizing and Operating the Industrial Safety and Health Committee

WEMADE organizes and operates the Industrial Safety and Health Committee according to the Industrial Safety and Health Act to help employees/executives discuss and decide important matters related to safety and health, which are necessary for autonomous disaster prevention activities at workplaces.

## 7. Safety & Health

### Create a safe working environment

WEMADE establishes and operates a manual and emergency contact network that can regularly identify risk factors and respond to crises in an emergency to eliminate risks from the working environment.

#### Periodic inspection and frequent inspection of harmful and dangerous factors in workplaces

We conduct safety inspection of worksites, passages, fire and obsolescence within a building every half-year and ensure safety at workplace by checking facilities via internal patrol, security patrol, and emergency equipment inspection.

#### Emergency response manual and network of contacts

Reporting system and response scenario in the event of a situation, manual on how to respond to safety accidents, cut-off/disruption of water, power, and gas supply, and emergency contact network in the organization

### DATA

	2019	2020	2021
Injuries and illnesses related to work	0	0	0
Industrial accident rate	0	0	0

### Employee Healthcare

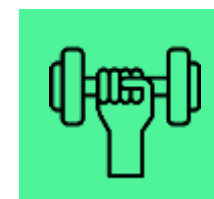
WEMADE has various health policies in place to prevent diseases and improve quality of life for employees. Comprehensive health checkups are supported for executives and employees and their families to promote early detection and prevention of diseases, and preventive management of infectious diseases through flu vaccination support. In addition to the four major insurances, group accident insurance guarantees the minimum risk of various injuries, accidents, and diseases and the support for using sports centers helps them promote their health.



Comprehensive health checkup & Vaccination



Group accident insurance



Sports center

### Establish and spread culture for safety and health

In order to prepare for safety accidents and strengthen the safety capabilities of executives and employees, we plan to conduct regular and non-regular safety and health education and training according to the disaster scenario for all employees. We would also like to launch various campaigns such as sharing latest issues and trends on safety and health to increase the company-wide interest in safety and health.

## 8. Human Rights

### Human Rights Management Policy

WEMADE respects the fundamental rights of all stakeholders, including customers, users, employees, executives, shareholders, investors, subsidiaries, business partners, and communities. It complies with international human rights and labor standards and guidelines, including the Universal Declaration of Human Rights, the United Nations Guidance on Business and Human Rights, the United Nations Global Compact (UNGC), and the OECD Multinational Corporation Guidelines. It will do its best to ensure that human rights policies should be followed not only by WEMADE itself but also by its subsidiaries, business partners, and communities to reduce potential human rights risks that may occur in all business operations.

#### Basic Policies for Human Rights Management

1. Prohibit discrimination and bullying
2. Prohibit forced labor
3. Prohibit child labor
4. Guarantee freedom of association and right to collective bargaining
5. Humanitarian treatment
6. Guarantee safe industrial and working environment
7. Wage and compensation
8. Protect rights of customers and users
9. Data protection
10. Supply chain management
11. Protect human rights of local communities

### Strategic Tasks

#### Lay a foundation for human rights management system

- Create a framework and processes for human rights management
- Support international guidelines and participate in initiatives



#### Increase understanding and promote participation

- Develop and operate human rights educational programs
- Diversify channels for reporting and consulting to handle complaints



#### Advance human rights management

- Develop advanced policies and programs for diversity and inclusiveness
- Expand the scope of company-wide application of human rights management step by step



## 8. Human Rights

### Labor-Management Council

WEMADE organizes and operates a labor-management council according to the Act on Promotion of Employees' Participation and Cooperation. It tries to contribute to the robust development of the company and the enhancement of workers' welfare such as gender equality by promoting the common interests of labor and management through mutual understanding and cooperation.

### Education on Human Rights

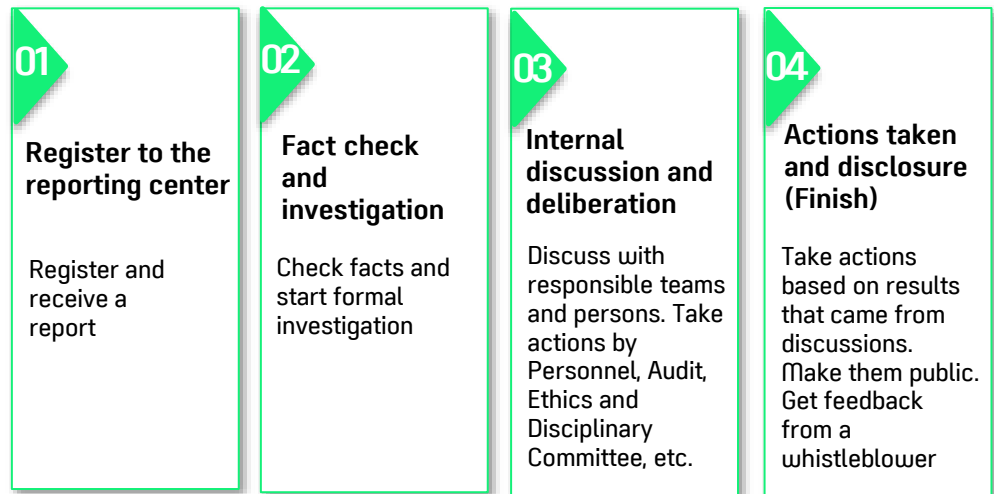
WEMADE provides various human rights education for all employees in compliance with legal standards every year to raise awareness of human rights of employees and to respect human rights and plans to develop and operate better education programs to expand diversity and inclusiveness.

### Status of Participation in Education

Name of Education	Whom to educate	Rate of Completion
Prevention of sexual harassment at workplace		100%
Prevention of workplace bullying	All employees	100%
Improving awareness for the disabled		100%
Personal information protection	Those who deal with personal information	100%

### Complaint and Grievance Management System

As an effective remedy for human rights violations, a grievance system for stakeholders is operated. Channels are put in place for reporting and receiving reports from internal and external stakeholders who have suffered human rights violations or are aware of human rights risks. When a report is registered in the system, relevant departments are discussing specific remedies for the reported human rights violations in consideration of the characteristics of individual reported cases.



## 8. Human Rights

### Recruitment & Talents Wanted

WEMADE strives to be a company working with those who are talented, passionate, equipped with great personality and expertise.

Core values of WEMADE are growth, responsibility and achievement.

The purpose is to grow employees along with the company through achievements they have made by fulfilling their responsibility. WEMADE shares its vision with employees without enforcing them by laws and regulations while making its goals clear to them. Employees are given roles and authority appropriate to them, and a virtuous cycle of values is established through fair and clear compensation.

### Fostering Human Resources

WEMADE offers a variety of educational programs to raise the capabilities of the employees. Developing their competence and improving their capabilities necessary to perform their work lead to their self-realization as well as the company's growth. In line with changes in the business environment, it focuses on fostering professionals to transfer core technology while providing a different education for a different position to strengthen leadership capabilities for responsible positions



### WEMADE Employee Education

#### Compulsory education

- Prevent sexual harassment
- Improve awareness for the disabled
- Prevent workplace bullying
- Protect personal information

#### In-house education

- OJT for new employees
- Internal job education
- Education for managers & executives
- Ethical education
- Human rights education

#### Outside education

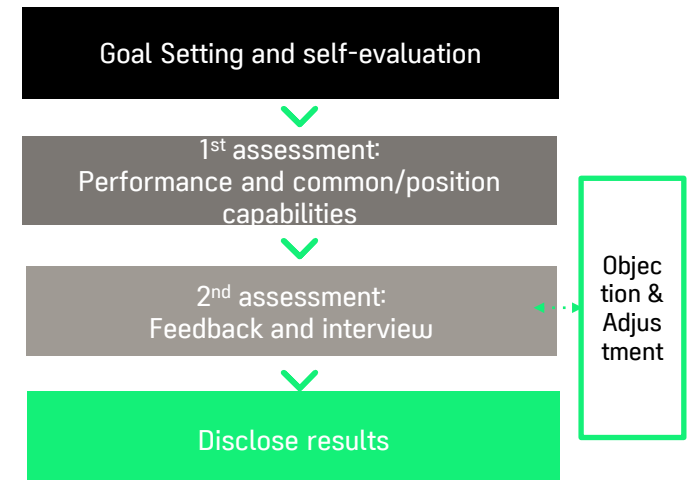
- Improve job capabilities
- Invite experts from outside
- Foreign languages
- Overseas training and seminar

### Fair performance evaluation & compensation

WEMADE's performance assessment system designed to evaluate the level of achievement and capability of an employee/executive is conducted every year. Efforts are made to define criteria and method for fair and objective assessment, procedures are strictly followed. Objections to the assessment results can be made according to separate procedures.

Principles and standards for compensation, promotion and selection of key talents are set forth in advance in order to encourage them to grow and move forward.

#### Assessment Process



## 9. Investment for Employees

### Benefits

WEMADE strives to improve its employee benefits programs for talented employees who are passionate, professional and great in personality. It has a welfare system carefully designed to harmonize work and rest to help them achieve a work-life balance. The amount of the welfare card, which employees can freely use anywhere in Korea, increased in 2022 so that they could enjoy larger benefits. And WEMADE also expresses special gratitude to those who have been working for a long time. WEMADE congratulates or condoles for its employees' various family occasions in order to support not only their daily lives but also the stability of their families. As part of it, congratulatory payment and tuition grants are provided as their children grow. Most of benefits programs are made available to all the members of the company including an executive, a full-time/contract employee and an intern.

#### Together with an employee's family



##### Family event support<sup>1)</sup>

Congratulatory/Condolence leave and financial assistance for wedding, childbirth, birthday, funeral, funeral service, etc.



##### Congratulatory payment for children's entering school<sup>2)</sup>

Whenever employees' children enter school (e.g. kindergarten, elementary, middle and high school, payment is made to congratulate them



##### Child's college tuition grant<sup>2)</sup>

College tuition grants are available for employees' children (Payment of up to 5 million won per child per semester)

1) Available to executives, full-time and contract workers

2) Available to executives and full-time workers

#### Work and Rest in Harmony



##### Breakfast and lunch

Served for free in the cafeteria within the company



##### Corporate cafe

A wide range of coffee menu served unlimited for free by a barista is available



##### Workplace amenities/facilities

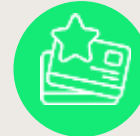
Library, shelter for nap, shower room, yoga room, nursing room



##### Support the use of recreational resorts

Daemyung Residence, Daemyung Resort, Hanwha Resort

#### Appreciation and Encouragement for Employees



##### Welfare Card

Welfare points worth some 200 million won is offered every year



##### Reward employees for long years of service

Celebrate 10 year- and 20 year- work anniversary with a prize money

## 10. Labor Indicators

Status of Employment		Unit	2019	2020	2021
Total # of employees		persons	193	280	351
	Male	persons	150	204	263
	Female	persons	43	76	88
Full time		persons	187	267	335
	Male	persons	148	194	249
	Female	persons	39	73	86
Fixed - Term Temporary		persons	6	13	16
	Male	persons	2	10	14
	Female	persons	4	3	2

Diversity Index		Unit	2019	2020	2021
Age	29-	persons	25	47	64
	30 ~ 49	persons	166	227	273
	50 +	persons	0	6	14
Female	% of female	%	22%	27%	25%
	% of female managers	%	10%	14%	16%
	# of female managers <sup>1)</sup>	person	3	6	10
	# of total managers	person	29	43	63
Employees with disabilities	person	1	1	0	

Recruitment & Retirement		Unit	2019	2020	2021
Total # of newly hired		persons	55	120	165
Gender	Male	persons	37	74	123
	Female	persons	18	46	42
Age	29 -	persons	14	34	65
	30 ~ 49	persons	41	85	100
	50 +	persons	0	1	0
Total # of retired		persons	24	32	81
Gender	Male	persons	16	15	44
	Female	persons	11	10	27
Age	29 -	persons	17	22	54
	30 ~ 49	persons	9	12	31
	50 +	persons	7	13	29
Type	Voluntary retirement	persons	19	15	44
	Involuntary retirement <sup>2)</sup>	persons	7	6	24

1) # of managers above team head level

2) Involuntary retirement: termination of contract, end of probation and advice to resign

## 10. Labor Indicators

Status of employment at overseas operations <sup>1)</sup>		Unit	2019	2020	2021
Working overseas	Koreans	Person	1	1	2
	Foreigners employed locally	Person	0	0	1
	% of overseas employment	%	0	0	0

Parental leave <sup>2)</sup>		Unit	2019	2020	2021
# of people using parental leave		Person	2	3	4
# of people who returned from parental leave		Person	1	0	3

Status of Compensation		Unit	2019	2020	2021
Average Employee Pay	Average	Thousand won	60,258	59,321	61,858
	Male	Thousand won	65,770	63,490	64,670
	Female	Thousand won	40,337	48,683	51,709

Employee education		Unit	2019	2020	2021
Education to prevent sexual harassment	Time	Hour	1	1	1
	# of sessions	Case	1	1	1
	# of participants	Person	193	280	351
Education to improve awareness for the disabled	Time	Hour	1	1	1
	# of sessions	Case	1	1	1
	# of participants	Person	193	280	351
Education to prevent workplace bullying	Time	Hour	1	1	1
	# of sessions	Case	1	1	1
	# of participants	Person	193	280	351
Education cost per person <sup>4)</sup>	Cost	Won	575,759	179,383	111,349

1) Based on HQ (Subsidiaries operating overseas are excluded)

2) Based on HQ

3) Base pay, annual in total

4) Based on HQ

# 11. Social Contribution

Contribute to a **sustainable society** through the establishment and support of a **virtuous cycle of value** in various areas

## Help educate and grow future generations around the world

- Support for children in developing countries

WEMADE has signed a social contribution donation agreement with UNICEF and is working on educational support projects to promote and improve children's rights and welfare around the world. We continue to support the installation of classroom tents for children in developing countries in difficult environments to help them learn in a safe and pleasant place and provide various support for children to receive quality education



**Educate global future generations**



**Foster talents for IT industry**

## Support the development of future talents and research/academic activities.

- Industry-academic cooperation with universities at home and abroad

WEMADE is participating in the construction of the metaverse paradigm of universities by donating to universities at home, and in support of blockchain talent training and research. It is working on the establishment of a virtual asset management research center for universities, study on virtual assets and related laws/systems, improvement of usability and standardization research. It also supports education and research activities based on projects of industry-academic cooperation to foster talented professionals.

**Support for culture and the arts**



**Contribute to local communities**



## Support for the discovery and growth of culture and the arts

- NFT collaboration and sports

Through various collaboration with cultural and artistic authors, the company has the certification and ownership of their works to increase the value and the meaning of the works. Appreciating the meaning of paintings, documentaries and photographs resulted in helping the vulnerable. In addition, we have sponsored golf players and created the world's first professional golf club league and we will help the growth of culture and arts by discovering and sponsoring other sports fields and players that need our attention.

## Quickly respond to local community and global issues.

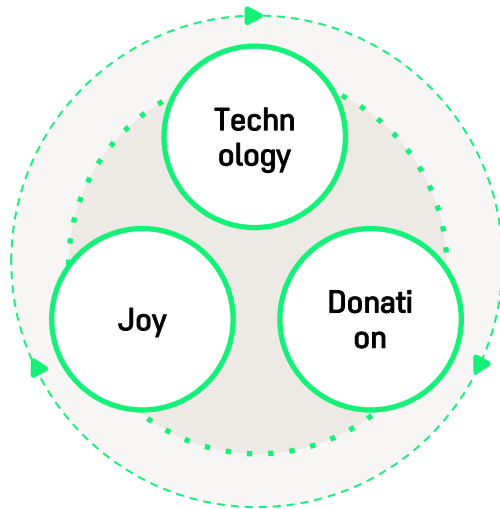
- Donations at home and abroad to overcome COVID19

In order to overcome COVID 19, which has caused huge damage around the world, WEMADE donated 1 million yuan (about 170 million won) to the charity meeting in Hubei Province, China and donated 200 million won to the Korean Red Cross. The donation was delivered to areas in need in the form of emergency relief sets and relief supplies. WEMADE will continue to pay attention to local and global issues to provide immediate help in emergencies.

# 11. Social Contribution

## Technology-based social contribution activities

WEMADE has conducted innovative social contribution activities that used the technology of NFT (Non-Fungible Token) and its own platform. By opening a venue for sharing and opportunity, it provides users with pleasant donation opportunities. And profits and donations created by user participation are given to relevant organizations, which is ultimately creating a virtuous cycle of technology, joy and donation.

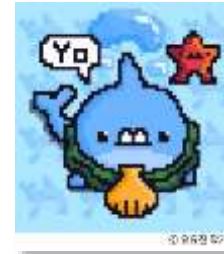


We create synergy through cooperation with various areas so that our technology can be used more meaningfully

### Performance of Social Contribution

	unit	2019	2020	2021
Total amount of donation	A million won	0	200	100

### Donation of marine life protection activities



Yoyojin, an artist, worked on MC Se I Mo's digital single cover image art for "Glaglagachiye - Dolphins to the Sea" and submitted it to WEMIX NFT Auction. The author donated the entire profits from the auction to Hot Pink Dolphins, an organization that has been campaigning to return dolphins and other whales to the sea.

### Celebrate Hangeul Day and support the disabled



In commemoration of Hangeul Day, we held a donation event with MBC to allow users to participate in it by making a part of the special documentary of Hangeul Day into a video NFT. The fund raised by public participation was donated to projects to support those suffering from hearing defects.

### Donation for Korean War veterans records

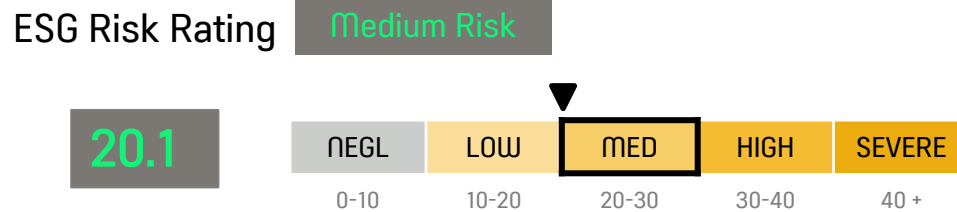


WEMADE produced NFT works of "Project Soldier", which were recorded by Rami, a photographer, and Hedi, a director, for veterans who fought in the the Korean War, and provided users with an opportunity to purchase them. We have donated to fund "Project Soldier" activities and have also used the amount generated by the NFT auction for donation.

## 12. APPENDIX

### ESG Evaluation in Korea and Abroad

#### Sustainalytics (2021)



#### KCGS Assessment (2021)

ESG Rating



Environmental	Social	Governance

### Overview of Reporting

- Period**

Reporting period is from January 1, 2021 to December 31, 2021. Some of the information before 2021 or in the first half of 2022 was included and marked separately in the report. As for quantitative performance, the figures for the last three years (2019~2021) are provided to get a year-by-year trend analysis.

- Scope and boundary**

The scope of reporting includes 4 companies -- WEMADE, CHUANQI IP, WEMADE M and WEMADE XR. Some of the environmental data was prepared based on WEMADE Tower (a tenant of WEMADE Tower among WEMADE and its subsidiaries whose financial statements are consolidated to WEMADE). If some data has different reporting range/scope, it is indicated separately at the bottom.

- Release and Collect feedback**

The information disclosed herein can be downloaded from the WEMADE website. If you have any question, please see the contact below.

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**Thank you.**