

WEMADE SUSTAINABILITY REPORT 2023

2023 Wemade Sustainability Report





About this report

Overview

This report is the second sustainability report that covers Wemade's ESG management performance and plans. Wemade plans to annually publish a sustainability report to transparently disclose strategies and future goals and utilize as a communication channel with stakeholders.

Reporting Standards

This report was prepared in accordance with Global Reporting Initiative (GRI) Standards 2021 and Sustainability Accounting Standards Board(SASB).

Reporting Period

The reporting period of this report is from January 1, 2023 to December 31, 2023, which is the same as Wemade's financial reporting period, and for some major achievements, it includes information until June 2024 when this report published.

Reporting Scope

Financial Information	The financial information was prepared based on consolidated financial statements in accordance with the Korea International Financial Reporting Standards (K-IFRS).
Non-financial Information	The non-financial information was prepared based on information from Wemade Co., Ltd. and its 9 major affiliates. The environmental information was prepared based on information from Wemade Co., Ltd. and its 9 major affiliates residing in Wemade Tower, Wemix Tower, and Bundang Square. (Contents reported out of the reporting scope are indicated as a comment or additional information)

Verification of the Report

The report was assured by Korea Management Registrar(KMR), an independent external verification organization, to establish the reliability and credibility. KMR's independent assurance statement can be viewed on page 84.

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Introduction

WEMADE
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CEO MESSAGE

Dear Valued Stakeholders,

I am Kwan Ho Park, CEO of Wemade.

”

Wemade is making constant efforts to strengthen the sustainability management system.

We have appointed a female non-executive director, established the audit committee member nominating committee, and restructured the ESG Committee as a subcommittee under the Board of Directors to fully implement company-wide ESG management. We promote various activities to reduce environmental impact, support future generations, expand the ecosystem, and compose a transparent governance system.

For our business, we focus on the growth of the blockchain ecosystem to strengthen competitiveness through the blockchain gaming platform 'WEMIX PLAY' and the community platform 'Wepublic'.

Wepublic, which was launched in 2023, utilizes blockchain technology to transparently operate and manage all aspects of DAOs(decentralized autonomous organizations) from their formations to activities. Wepublic is a platform where all information is recorded within the blockchain, making forgery impossible and promote transparent information disclosures. Through Wepublic, we are willing to establish a transparent society by resolving information asymmetries.

As for the game business, we will establish a management structure that would enable the growth of a healthy business model in the global market, and for the blockchain business, we will prepare to share our future vision and scalability of our ongoing projects with shareholders and WEMIX holders.

Wemade will continue to set up a healthy business structure to promote growth in the global market, and to implement sustainable management.

We appreciate your continuous support and encouragement for Wemade.

CEO of Wemade **Kwan Ho Park**

관호박



Company Overview

About Us¹⁾

As of 4Q 2023

Company Name	Wemade Co., Ltd.
Founded	February 10, 2000
CEO	Kwan Ho Park
Headquarters	49, Daewangpangyo-ro 644beon-gil, Bundang-gu, Seongnam-si, Gyeonggi-do
No. of Employees	1,270 ²⁾
No. of Issued Shares	33,897,976 shares
Capital	KRW 17.2 billion
Most Popular Games	<Legend of Mir 2, 3>, <Mir 4>, <Mir M>, <Night Crows>, etc.

Status of Major Affiliates³⁾

As of 4Q 2023

Wemade Max Co., Ltd.
Wemade Play Co., Ltd.
Wemade M Co., Ltd.
Wemade XR Co., Ltd.
Wemade Plus Co., Ltd.
ChuanQi IP Co., Ltd.
This Means War Co., Ltd.
WEMIX PTE. LTD.
Wemix Korea Co., Ltd.

1) Prepared in accordance with the consolidated annual report

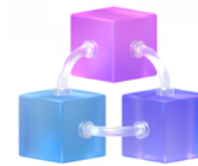
2) Prepared based on major affiliates

3) "Major affiliates" refers to the affiliated companies included in this report

Business Lines

As of 4Q 2023

Blockchain



Wemade, a leading blockchain technology company, accelerates the establishment of blockchain platforms including WEMIX PLAY(Game), NFTs, DAOs and DeFi and the expansion of the blockchain ecosystem.

Game



Wemade is a comprehensive game company with its main business areas concentrated in online game development and publishing.

Intellectual Property License



Leveraging its intellectual property rights accumulated from game development and services, Wemade actively engages in licensing and merchandising business.

Investment



Wemade is committed to discovering and investing in competitive companies to contribute not only to its own growth but also to the growth of the game market and fostering of game and IT ecosystem.

Business Overview

Wemade has been developing its business in licensing, gaming, and blockchain platform sectors since the launch of the PC game <Legend of Mir 2> in 2000. By launching various blockchain services based on the WEMIX 3.0 mainnet, Wemade is fully committed to expanding the blockchain ecosystem.

Game

More than 80
PC/Mobile Game Services

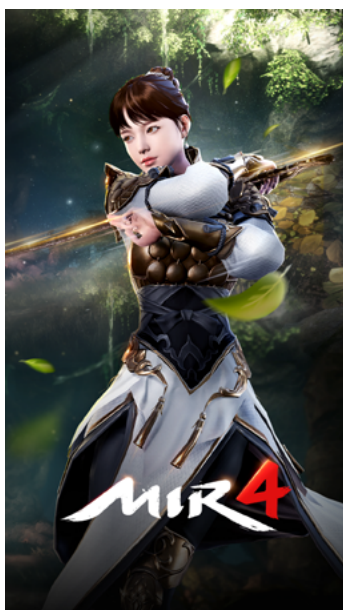
Blockchain Platform

Blockchain Gaming Platform
WEMIX PLAY

License

MIR
Domestic and International Licensing
based on Core IP <LEGEND OF MIR>

Game Service



MIR 4



MIR M



NIGHT CROWS



LEGEND OF YMIR(Upcoming)



FANASTATIC BASEBALL

Business Overview

Global Leading Blockchain Project, WEMIX

As of December 2023, WEMIX has achieved the top market share in the gaming sector according to the Crypto Sector Indices announced by 'Sygnum', the world's first digital asset bank. It has established itself as a representative global blockchain project, ranking 9th among global blockchain projects based on TVL (Total Value Locked, Total assets deposited on decentralized financial platform) as listed on CoinMarketCap.



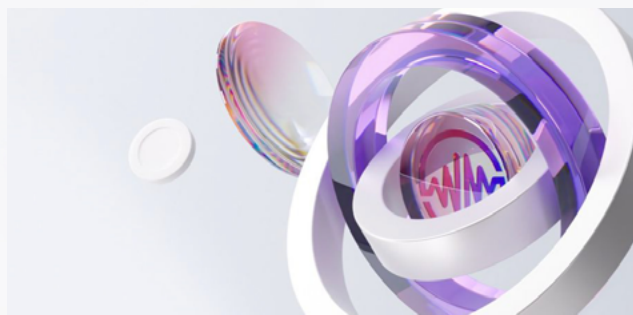
→ WEMIX enters the global top 10 blockchain projects based on TVL

Ranking	Blockchain	Total Value Locked (TVL)	Market Cap	Market Cap / TVL
1	Ethereum	\$59.03B	\$264.84B	4.13
2	TRON	\$8B	\$9.16B	1.17
3	Binance Smart Chain	\$3.81B	\$38.34B	9.75
4	Arbitrum	\$2.25B	\$1.58B	0.51
5	Solana	\$2.04B	\$29.08B	13.72
6	Avalanche	\$1.27B	\$13.29B	10.34
7	Polygon	\$1.06B	\$8.44B	8
8	Optimism	\$861.87M	\$2.12B	2.1
9	WEMIX	\$557.26M	\$1.27B	2.27
10	Cronos	\$376.09M	\$2.54B	6.74

Business Overview

WEMIX3.0 Ecosystem

As a result of our efforts to create a balanced ecosystem through the WEMIX 1.0 & 2.0 eras, extensive knowledge, data and experience have been accumulated. WEMIX 3.0 is a blockchain ecosystem designed to support future dApps, games, Decentralized Autonomous Organization(DAO), and more.



Blockchain Game(WEMIX PLAY)

Global No.1 Open Blockchain Game Platform that enables to 'Play & Earn, and Pay'

DAO, NFT, LIFE

A platform for creating and managing DAO projects including entertainment, performances, sports

WEMIX3.0 Mainnet

Wemade's blockchain business operates based on the WEMIX3.0 mainnet, providing various platforms and services where the native coin WEMIX is used as a medium of exchange.

Mainnet Protocol

- Operates based on the SPoA (Stake-based Proof of Authority) consensus algorithm with a high-performance EVM (Ethereum Virtual Machine)
- The algorithm is guaranteed by 40 global NCP (Node Council Partners), known as '40 WONDERS' and DAO (Decentralized Autonomous Organizations)

Decentralization, Security & Scalability

- Variable total gas²⁾ fee calculation based on EIP-1559¹⁾
- 40 WONDERS (WEMIX On-chain Network of Decentralized Ecosystem Regulators)
- Processing speed of 4,000 TPS (Transactions³⁾ per Second)

1) Dynamic transaction fee adjustment mechanism applying Ethereum London HF

2) A type of fee paid in blockchain networks

3) Records of all transactions occurring on the blockchain (transaction time, sender and receiver addresses, transaction assets, fee information, etc.)

In-game Tokenomics Platform

Our revenue is recognized based on fees generated from the platforms in operation. The in-game Tokenomics of blockchain games connects core in-game assets with game tokens, which can be exchanged for WEMIX and WEMIX\$ (WEMIX Dollar). The key element of a blockchain is that users can trade in-game assets, created through investing their time and effort as one's own assets.





Business Overview

Wepublic

Wemade launched the "Wepublic" Platform on June 26, 2023. Wepublic allows users to create and transparently manage a blockchain-based decentralized autonomous organization (DAO). Each DAO records and discloses member activities transparently through blockchain technology, ultimately contributing to enhanced social transparency.

Wepublic is a DAO platform that provides blockchain-based solutions to help official organizations, groups, and individuals to gather sponsors and to manage projects based on their goals. DAO, an abbreviation of the Decentralized Autonomous Organization, is a community where main activities are recorded and transparently disclosed within the blockchain. DAOs can be created and operated directly on Wepublic. To create and manage DAOs, users have to install the 'Wepublic Wallet' on a mobile device and log in through an identity verification system. DAOs are categorized into autonomous DAOs that individuals can create on their own and participate and DAOs that are designed for companies and organizations.



Wepublic Supporters

To revitalize the Wepublic platform, Wemade has selected the '1st Wepublic Supporters' who are engaged in planning and operating various projects on the Wepublic platform. The Wepublic Supporters are composed of 64 undergraduate and graduate students with keen interest in blockchain technology and have diverse project ideas. Wemade provides funds to support the activities within the DAOs established by the supporters. Until April 12, 2024, supporters will plan and manage various projects. Outstanding participants will be offered an internship at Wemade. Projects managed by 1st Wepublic Supporters include the Korea Fire Officials Credit Union donation project, abandoned dog shelter support project, and the prevention of skipping meals for elderly living alone project has received a lot of attention and funds. The Wepublic point system enables users to manage the transaction history of DAOs in real-time. Additionally, the 'Home Protector', one of the DAOs organized by our supporters, collaborated with Good Neighbors in order to raise funds and held a ceremony to deliver funds for children who were victims of abuse.

Wepublic transparently discloses the fair decision-making process and the financial status through four decentralized protocols based on blockchain technologies.

Decentralized Protocols

Key Content

Proof of ID	Via Wepublic Wallet App, which utilizes the DID (Decentralized Identifier) technology, users can safely prove one's identification through a simple confirmation process. Also, the identification of users is guaranteed without revealing one's personal information in DAO.
Proof of Qualification	By using SBT(Soul Bound Token), an NFT identification that can't be forged, each can prove its affiliation of a specific organization on as well as off-chain. Also ratings and roles are delegated to members of the organizations to support the operation and management of the organization.
Proof of Results	All procedures from agenda setting, voting, to final results are transparently recorded on the blockchain, which allows easy access by anyone. Since the record cannot be forged, it strengthens the trust among the community members and facilitates member participation.
Proof of Balance	Transparency in fund management is achieved by recording the current status or flow of funds such as deposit and withdrawal status of the organization with all records disclosed to everyone

ESG Highlight

Wemade identified the status of response for ESG in each areas of Environment, Social, and Governance for 2023, and derived tasks based on the response to promote sustainability management. Key achievements that Wemade pursued and accomplished in 2023 are as follows.

Environment



Calculation of Scope 3 Greenhouse Gas Emissions

Measurement of greenhouse gas emissions by major categories (p.30)

ISO14001 Certification

Acquisition of environmental management system certification (Acquisition date: 2024.06.07) (p.26)

Social



Human Rights Impact Assessment

Establishment and implementation of the human rights impact assessment system (p.44)

Creating a Safe Working Environment

Implementation of safety and health risk assessment(p.56)

Local Community Contribution Activities

Donations and employee volunteer activities (p.59~60)

Expansion of Welfare Benefits for Employees

Expansion of vacation and health support, and increase in welfare points and meal allowance (p.50~51)

Governance



Additional Appointment of Independent Directors

Appointment of two independent directors, including one female independent director (p.67)

ESG Training for Independent Directors

Completion of ESG Training for Independent Directors (p.67)

Evaluation of Board of Directors

Establishment of an assessment system for Board of Directors and committees and conducting evaluations (p.68)

Report ESG Agendas to the Board of Directors

Reporting of materiality assessment to the Board of Directors
Reporting of environmental management performance to the Board of Directors (p.66)

Fair Trade Act Training for Employees

Completion of training in accordance with the Fair Trade Act for employees (p.65)

ESG Foundation

WEMADE

SUSTAINABILITY REPORT 2023

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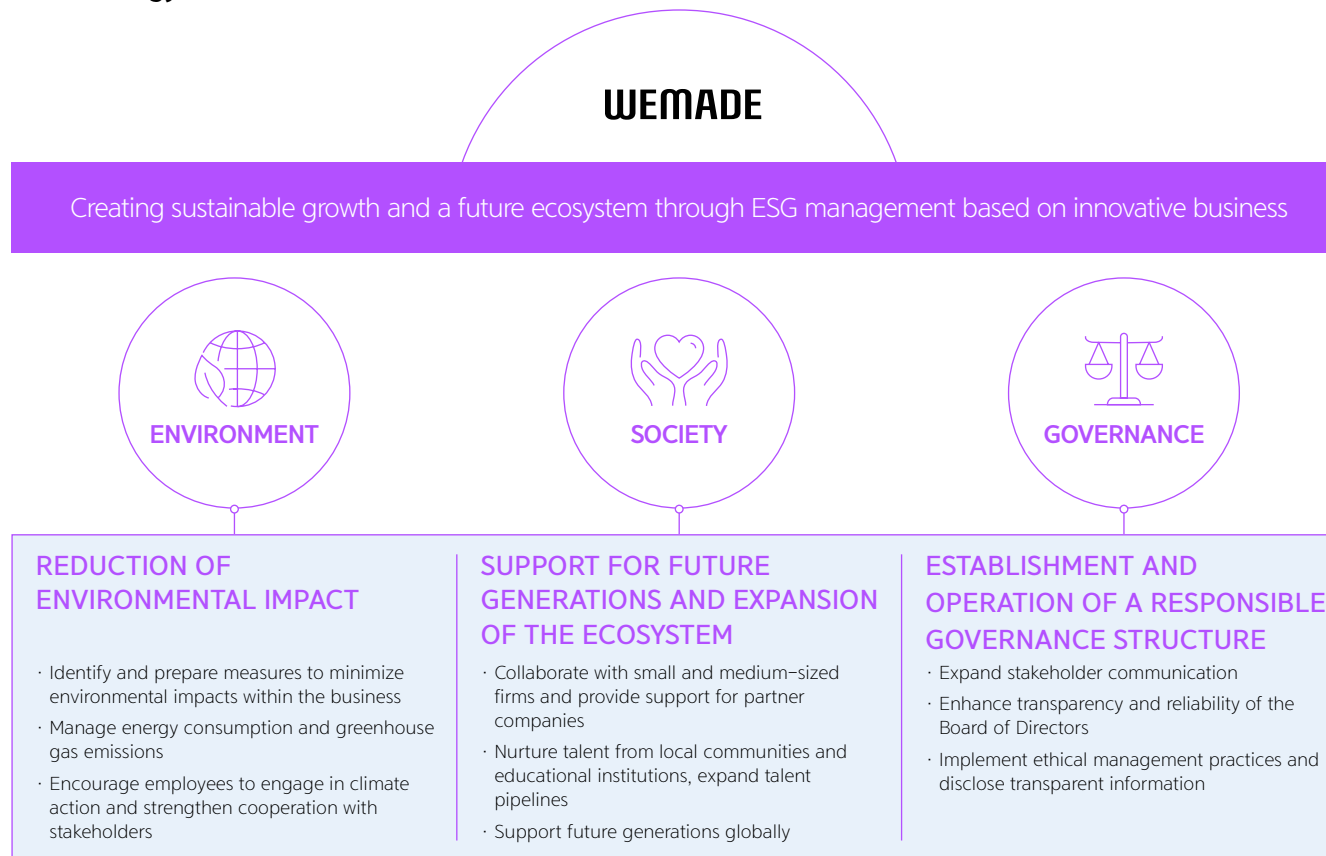
NIGHT CROWS

ESG Management Framework

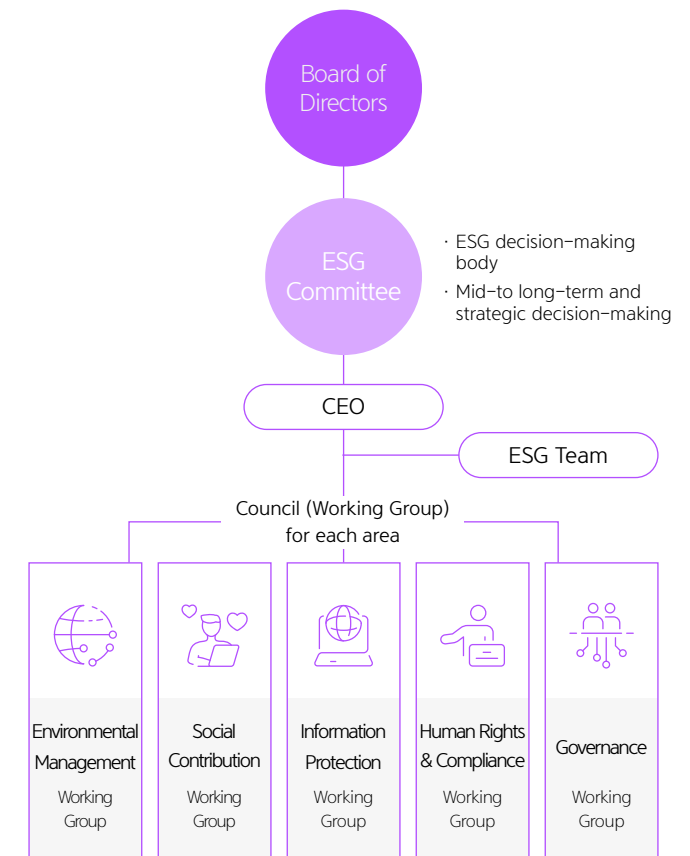
Pursuing ESG Values and Strategies

Wemade implemented three major ESG strategies in accordance with core values of 'Creating sustainable growth and a future ecosystem through ESG management based on innovative business'. Three major strategies include 'reduction of environmental impact', 'support for future generations and expansion of the ecosystem', and 'establishment of a responsible governance structure'. Additionally, in 2023, we strengthened our sustainable management strategy by establishing an ESG Committee under the Board of Directors. Wemade is implementing ESG strategic tasks through collaboration between the ESG Committee, ESG Team, and working groups in each division.

ESG Strategy Framework



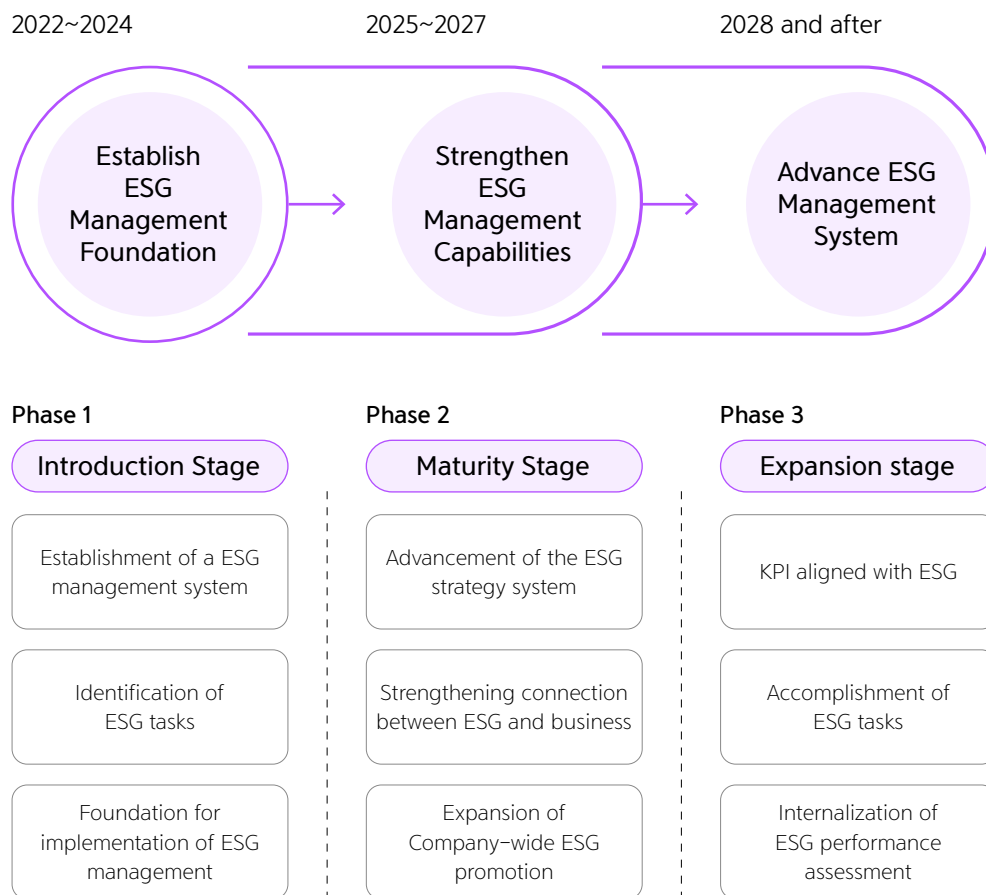
ESG Governance



ESG Management Framework

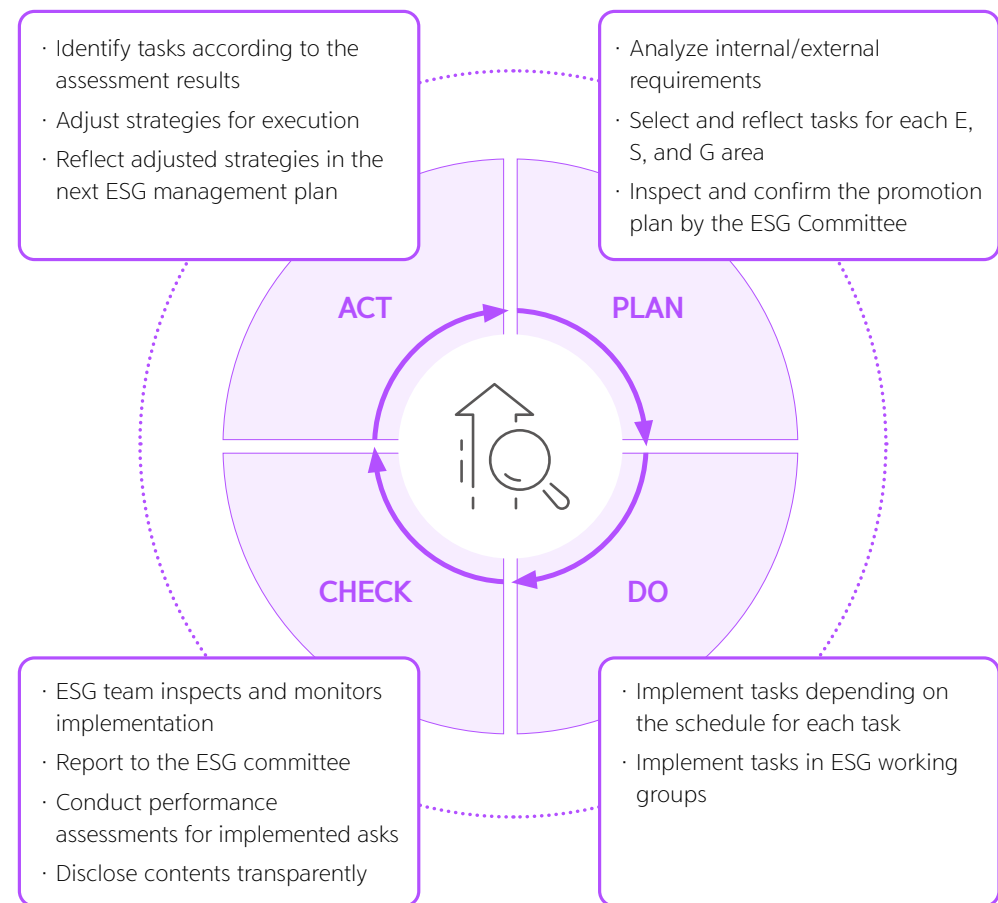
ESG Roadmap

Wemade has established an ESG roadmap and is implementing tasks to effectively promote and establish sustainable management. After an introductory period of establishing the foundation for sustainable management, Wemade plans to gradually expand these practices to achieve its core ESG values.



ESG Performance Management System

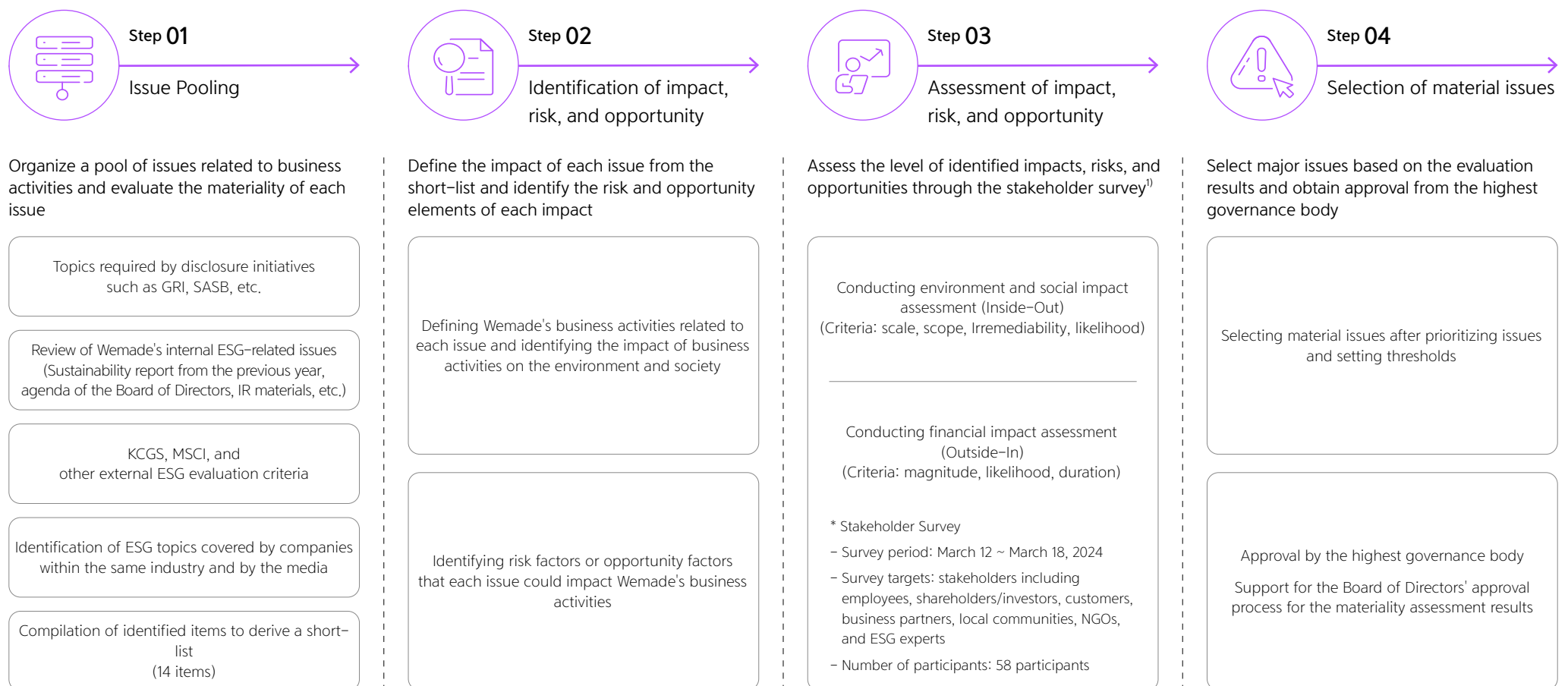
Wemade has established an ESG performance management system based on the PDCA Cycle to consider sustainable management throughout its business and actively discover and implement complementary tasks. In the future, Wemade will continuously put in effort to maintain and internalize effective sustainable management.



Double Materiality Assessment

Double Materiality Assessment method

Wemade identified sustainable management issues relevant to business activities and conducted a Double Materiality Assessment, a test that measures impacts Wemade's business activities bring to environment and society and financial impacts external environment brings to Wemade. Identified materiality issues are reported to the ESG Committee under the supervision of the Board of Directors and are applied when establishing directions for sustainable management activities.



Double Materiality Assessment

Double Materiality Assessment Results

Among 14 sustainability management issues that are highly relevant to Wemade, 6 key topics were identified as material issues based on their significant environmental, social and financial impact. Wemade will alleviate sustainable management risks associated with each material issue and utilize new opportunities to pave the way for Wemade's sustainable growth, aiming to create a better future.

Category	Issues	Type of impact	Environmental and social impact (Inside → Out)	Environmental and social impact level assessment	Financial impact characteristics	Financial impact (Outside → In)	Financial impact level assessment	Current Period Material Issue	Prior Period Material Issue
Environment	Eco-friendly energy management	Negative-Actual	Increase in carbon emissions due to the use of fossil fuel-based energy	●●○	Risk	Increase in costs for investing in eco-friendly energy	●○○		
	Plan of Response to climate change	Negative-Actual	Negative climate impact due to greenhouse gas emissions resulting from business activities and the value chain	●○○	Risk	Increase in costs for establishing a greenhouse gas inventory and reducing greenhouse gases	●○○		
	Reduction of waste emissions	Negative-Actual	Greenhouse gas emissions and air pollution due to waste incineration	●○○	Risk	Increase in costs for purchasing recycled materials	●○○		
Social	Management of business partners ESG and building mutual growth system	Positive-Actual	Mutual growth through financial and non-financial support for business partners	●●○	Opportunity	Identifying business opportunities based on mutual growth, and increasing sales	●○○		
	Enhancement of diversity and inclusion	Positive-Potential	Fostering a culture of diversity and inclusion within the organization and improving social employment by expanding the hiring of socially disadvantaged individuals	●○○	Opportunity	Enhancing content quality and sales through a culture of diversity and inclusion	●○○		
	Strengthening safety and health promotion system	Positive-Actual	Promoting safety and health awareness and improving work environment satisfaction through the creation of a safe and healthy working environment	●●○	Risk	Decrease in work efficiency, revenue loss, and compensation costs due to industrial accidents	●○○		
	Strengthening communication with users and investors	Positive-Actual	Establishing management direction and improving satisfaction of users and investors through stakeholder communication	●●○	Opportunity	Increase in reputation, sales, and capital inflow due to enhanced communication	●●●	★	
	Work-life balance	Positive-Actual	Enhancing employee satisfaction and work efficiency by providing welfare benefits and work-life balance	●●●	Risk	Employee turnover caused by work-life imbalance leads to increased costs for recruiting and training new employees, and decreased revenue due to reduced work efficiency	●●●	★	
	Human resource management	Positive-Actual	Creating talent and generating human capital value through a fair hiring process, performance evaluation, and strengthening competency	●●○	Opportunity	Increase in quality, competitiveness and sales due to strengthening employee capabilities	●●○		●
	Strengthening the personal information protection system	Negative-Potential	Damage to information subjects due to personal information leakage and infringement incidents	●●○	Risk	Recovery, compensation, legal costs incurred	●●●	★	●
	Strengthening information security	Negative-Potential	Direct and indirect damage to rights holders due to theft of intellectual property and crypto assets and infringement of ownership	●●○	Risk	Losses and costs incurred due to infringement of Wemade's ownership	●●●	★	●
Governance	Advancement of ethical management system and strengthening anti-corruption activities	Negative-Potential	Damage to market and social transaction order due to unethical and corrupt incidents	●●●	Risk	Direct and indirect damages and losses incurred due to employee ethical incidents	●●○	★	
	Strengthening governance soundness	Positive-Actual	Enhancement of shareholder and stakeholder rights based on transparent management activities and establishment of a sound governance	●●○	Opportunity	Increase in corporate reputation and trustworthiness due to governance improvement, opportunity for capital inflow	●●○		
	Strengthening transparency of crypto asset	Negative-Potential	Infringement of owners' and users' rights and financial damage due to insufficient transparency in crypto asset operations	●●●	Opportunity	Increase in transaction volume and revenue generation opportunities due to secured transparency	●●●	★	●

Double Materiality Assessment

Wemade's Material Issues

Wemade has identified definitions and stakeholders, and established business strategies for each material issue. Management measures and effectiveness of related impacts are reported on the reporting page for each identified material issue.

Material issues	Definition	Related stakeholders	Related standards	Business strategies (response direction)	Reporting Pages
Strengthening communication with users and investors	Expand communication with stakeholders in the value chain affected by Wemade's business activities	All stakeholders within the value chain	GRI 2–29	· Define stakeholders, establish and operate communication channels for each type of stakeholders · Collect stakeholder opinions and reflect their requirements in management activities	18–22
Work–Life Balance	Operate systems to support the balance between work and life (home) for Wemade employees	Employees of Wemade and its affiliates	GRI 401	· Strengthen employee welfare benefit · Improve employee work environment	50–52
Strengthening the personal information protection system	Enhance management related to customer privacy, including customer data loss and customer privacy protection violations	Subjects of personal information handled by Wemade	SASB Customer Privacy GRI 418	· Form an organization dedicated to information security · Form an organization responsible for personal information protection · Establish an information security management system and enhance accident prevention activities · Acquire and maintain external information security certifications	35–39
Strengthening information security	Performance metrics, such as training on human rights policies and procedures as well as the number of security incidents, aimed at reducing the risk of human rights violations by personnel responsible for information security	Information security personnel and stakeholders related to the information assets handled by Wemade	SASB Customer Privacy GRI 418	· Form an organization dedicated to information security · Form an organization responsible for information protection · Assess and improve information security risks · Implement information protection campaigns and education	35–39
Advancement of ethical management system and strengthening anti-corruption activities	Establishment of norms, policies, and procedures for the prevention and management of fraudulent activities, including anti-corruption, as well as implementation of internalization activities and management of performance outcomes	All stakeholders within the value chain	SASB Business Ethics GRI 205	· Organize an ethical management promotion system · Establish and comply with the Code of Ethics · Implement ethical practices for partners · Provide corporate ethics training for employees · Operate the corporate ethics counseling center and external grievance channels	63–65
Strengthening transparency of crypto asset	Management of digital assets through measures including implementing transparent disclosure of information and establishing measures to ensure the stability on digital assets	All stakeholders related to the crypto asset (WEMIX) operated by Wemade	N/A (Wemade specialized)	· Establish an objective and fair external governance system (40 WONDERS) · Establish a Circulating Supply monitoring system that discloses information in real-time · Establish and operate a communication channel with stakeholders	40–41

Stakeholder Engagement and Communication

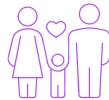
Stakeholders

Wemade defines major stakeholder groups that are directly or indirectly affected by management activities, including shareholders, investors, users, employees, business partners, local communities, and NGOs. Wemade addresses issues of interest to each stakeholder in association with the establishment of management strategies.

Stakeholder Engagement

Wemade collects opinions from stakeholders through various communication channels. Wemade promotes improvements and responses based on the needs of stakeholders, and will continue to disclose information through diversified channels while reflecting the demands of stakeholders in major management activities.

Definition of Stakeholders and Communication Channels

	 Shareholders and Investors	 Users	 Employees	 Business partners	 Communities and NGOs
Definition	Entities that directly or indirectly participates in company management by holding company stocks or crypto assets	Users of Wemade's games and services	Executives and employees working at the company	Companies or individuals engaged in business with Wemade to increase mutual benefit	Communities that seeks common development for a certain geographical scope and socially agreed upon purpose
Key Issues	- Transparent information and performance disclosure - Establishment of sound governance - Preemptive risk management - Shareholder-friendly management - Creation of business opportunities	- Launch of new services - Improvement of existing services and customer satisfaction - Accessibility to services - Personal information protection	- Healthy and safe working environment - Fair performance evaluation and compensation - Competency strengthening - Employment stability and welfare benefits	- Fair trade - Mutual growth - Mutually-beneficial Collaboration	- Corporate social responsibility - Contribution to UN SDGs - Transparent and prompt information disclosure
Communication channels and activities	- Annual general meetings and shareholder meetings - IR events - Quarterly performance announcement events - Disclosure performances	- Game website - Conferences - Official social media channels - Customer Center and Consultation Center	- Labor-Management Council - In-house portal - Report center, grievance handling channel	- Website - Corporate ethics counseling center	- Local community council - Corporate conferences - Social contribution activities

Stakeholder Engagement and Communication

Shareholder and Investor Related Communications

Annual General Meeting and Shareholder Meeting

Wemade holds an annual general meeting for each fiscal year and ad-hoc general meetings of shareholders when necessary. During the annual general meetings, Wemade distributes booklets that explain the agenda and Wemade's business overview to provide information necessary for shareholders to exercise their voting rights. In addition, Wemade hosts "Talks with Shareholders" after the end of the annual general meetings. Shareholders can attend annual general meetings on-site and ask questions on any topics including Wemade's strategic directions. In addition, Wemade is putting efforts to promote active communication between shareholders and the company through various channels.

Quarterly Earnings Releases

Wemade holds a quarterly earnings releases for shareholders and investors. The CEO participates in the quarterly earnings release and closely communicates with shareholders and investors. Depending on the event format, either a YouTube link or a recording file of the conference call is uploaded for the shareholders and investors to check performance-related explanations and Q&As at any time. As for the shareholders and investors overseas, Wemade provides English interpretations during the earnings release.

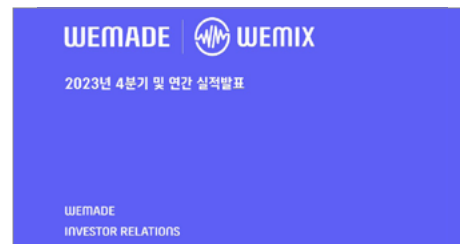
IR Event (NDR, Conference, etc.)

Wemade participates in various IR events such as NDR (Non-Deal Roadshow) and domestic/international securities company conferences. We are constantly expanding the scope opportunities to amend misinformed information in the market, promote the company's business, and communicate with investors.

In addition, at the domestic game show G-STAR 2023, Wemade hosted various IR events, including demonstrations of new games to help investors better understand our overall business activities.

Timely Disclosure of Information

For important issues that affect making investment decisions, we inform the market with information in accordance with relevant laws and regulations, such as the Commercial Act and the Capital Markets Act. We disclose information not only in Korean but also in English for foreign investors. Detailed and transparent disclosures are provided so that many shareholders and investors can understand key information. As a result of these efforts, the disclosed content of Wemade's annual report was introduced as an exemplary case in the '2022 Annual Report Inspection Results Public Briefing' jointly hosted by the Financial Supervisory Service and KOSDAQ Association held in July 2023.





Stakeholder Engagement and Communication

Game Related Communication

Pre-Launch for a game

Before launching a game, Wemade seeks to improve service quality through a Closed Beta Test(CBT), to collect user feedback and enhance the service before the official launch. Wemade will continue to collect opinions of future users regarding our services by expanding communication with users starting from the development stage.

Launch and Post-launch Management

Wemade promotes the game's management and operation plan through showcases, user meetings, launch events to provide detailed information to improve users' understanding of the game, as well as provide opportunities to communicate with users through a Q&A sessions.

Following a game's release, we communicate with players via a variety of communication channels and continuously gathers user feedback regarding the game as part of its efforts to supply superior services.

Communication Methods	Shareholders and Investors
Correspondence with the GM (Game Master)	Letter from GM provides a quarterly milestone by informing detailed explanations and progress plans of in-game events, structure and participation methods.
Videos from the CM (Community Manager)	CMs for each game provide information about the game, including updates and events through videos.
Patch notes	Patch notes provide detailed information on alterations, improvements, and corrections made through game updates. We offer more detailed patch notes compared to other games
Disclosure of errors and corrections	We disclose all identified issues and improvements made within the game. All error reports from users are recorded and all those reports are disclosed to the public after the launch of the game. Users can confirm the issues that have been corrected and when they were resolved.
Official community	Users can view announcements about the game in the official community, which is used to collect user feedback.
Community channels (round the clock communication)	In addition to the official community website, social media platforms such as Facebook and Discord are used for direct communication between users and the GM, and necessary suggestions are actively reflected through a dedicated bulletin board.
Customer service center	Wemade continuously provides information to users regarding their questions through the Customer Service Center. Users directly convey their inquiries and inconveniences to the operator through 1:1 inquiries, and the operator directly processes and responds to them.

Stakeholder Engagement and Communication

Digital Asset Related Communication

Communication Direction

As Wemade prioritizes transparency and timeliness, we communicate with stakeholders in a two-way communication. We disclose the transfer activities of WEMIX, Wemade's cryptocurrency, and establish WEMIX-related policies based on trust. In addition, we disclose issues on services to investors and the community through the WEMIX official site (wemix.com), Medium (www.medium.com), and other community channels.

Regular Operation of Communication Channels

WEMIX transfer and coin policies are disclosed through cryptocurrency information platforms such as Xangle¹⁾, CoinMarketCap²⁾, and CoinGecko³⁾ and through public announcements, and matters related to WEMIX are disclosed to all stakeholders through quarterly reports. We closely communicate with various stakeholders by holding investor and community inquiry AMA(Ask Me Anything) and meetings with shareholders and media. Furthermore, WEMIX-related news and policies that may affect the WEMIX ecosystem are disclosed to the public through the WEMIX official site, Medium, and the community. The transfer of WEMIX by the WEMIX Foundation⁴⁾ is disclosed through public announcements and can be accessed on the WEMIX official site, Xangle, Medium, and community channels.

1) Xangle: A 'crypto data intelligence platform' operated by CrossAngle, a research and on-chain data-based infrastructure service provider. It processes on/off-chain data to provide information on research, analytics, circulation monitoring, disclosure, events, evaluation, market prices, indices, profiles, and more.

2) CoinMarketCap: It provides key information on individual cryptocurrencies through its own platform, including news related to crypto-assets, research results, events, and coin listings

3) CoinGecko: It publishes cryptocurrency reports, publications, and newsletters, and provides information on the prices, trading volumes, market capitalization, community growth, open-source code development, major events, and on-chain metrics of various cryptocurrencies through its own platform.

4) WEMIX PTE, LTD. and its subsidiaries, Wemix Korea Co., Ltd., WEMIX BAHAMAS, LLC and WEMIX US, LLC are collectively referred to as the WEMIX Foundation. The WEMIX Foundation leads marketing, investment, and partnerships based on WEMIX 3.0 and WEMIX. All shares of the investee companies funded by WEMIX, including WEMADE PLAY, are owned by the WEMIX Foundation.



WEMIX-Related Communication

Communication Content	Target stakeholder	Communication method	Frequency
WEMIX transfer and coin policy	All stakeholders	WEMIX Official and Medium posts, Xangle disclosure	Ad-Hoc
WEMIX-related issues	All stakeholders	WEMIX quarterly report	Quarterly
Investor inquiries	Investors	AMA (Ask Me Anything)	Quarterly
Shareholder inquiries	Investors, Communities	Media conference	Quarterly
Media inquiries	Press, Media	Media conference	Quarterly

Diversification of Global Communication

Wemade is conducting effective communication in consideration of the blockchain industry and major user communities in each country. Announcements for WEMIX holders are provided in Korean and English as standard languages on the official channel, and announcements in Chinese (Simplified), Spanish, and Indonesian are additionally announced and provided through the community.

WEMIX-Related Communication Channels

Medium	A media-type community mainly used in the blockchain industry
X (formerly 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
Weibo	A social media channel mainly used by Chinese-speaking communities
WePublic	A blockchain-based decentralized autonomous organization (DAO) community

Stakeholder Engagement and Communication

Digital Asset-related Communication

Improvement of Customer Satisfaction

Wemade provides support centers for each of WEMIX's official platforms and applications, including WEMIX Play and NILE in order to receive feedback from our customers. The process for resolving inquiries involves 'Inquiry submission – Community center review – Relevant department review – Developer review – Response.' Before an initial response is provided, it undergoes a review process to prevent incorrect answers. Additionally, we manage the quality of our responses by monitoring history of inquiries every two weeks and provide customized support to improve customer satisfaction by correcting incorrect answers or providing additional information.

In 2024, we are establishing an integrated support center to facilitate client support. We plan to launch the service within the year to enhance the quality of client support and respond to inquiries from users and the community.

Support Center Operating Platform



WEMIX PLAY Support Center



WEMIX.Fi Support Center



PLAY WALLET Support Center



Wepublic Support Center



WEMIX WALLET Support Center



WEMIX Proposal

User Protection

WEMIX, a cryptocurrency operated by Wemade, offers various platforms based on decentralized technologies, which can lead to cases of scams impersonating the platform or instances of personal information breaches. In such cases, notices are provided through the WEMIX official site and community channels to enhance user security and safety.

Communication Channel for Investments and Proposals

Wemade provides a business email service through wemix.com's inquiry (hi_there@wemix.com) service to facilitate communication for investments and proposals. Customers can send their proposals and suggestions 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 dedicated department for further review. Wemade plans to establish a separate communication channel for stakeholders to communicate amicably.

Furthermore, the 'Suggestions' function, which is a channel where WEMIX holders can directly suggest opinions, has been added to the official WEMIX website. Through this function, opinions are directly delivered to the dedicated department for review, and our aim is to implement the reviewed suggestions.

Environment

WEMADE

SUSTAINABILITY REPORT 2023

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Environmental Management

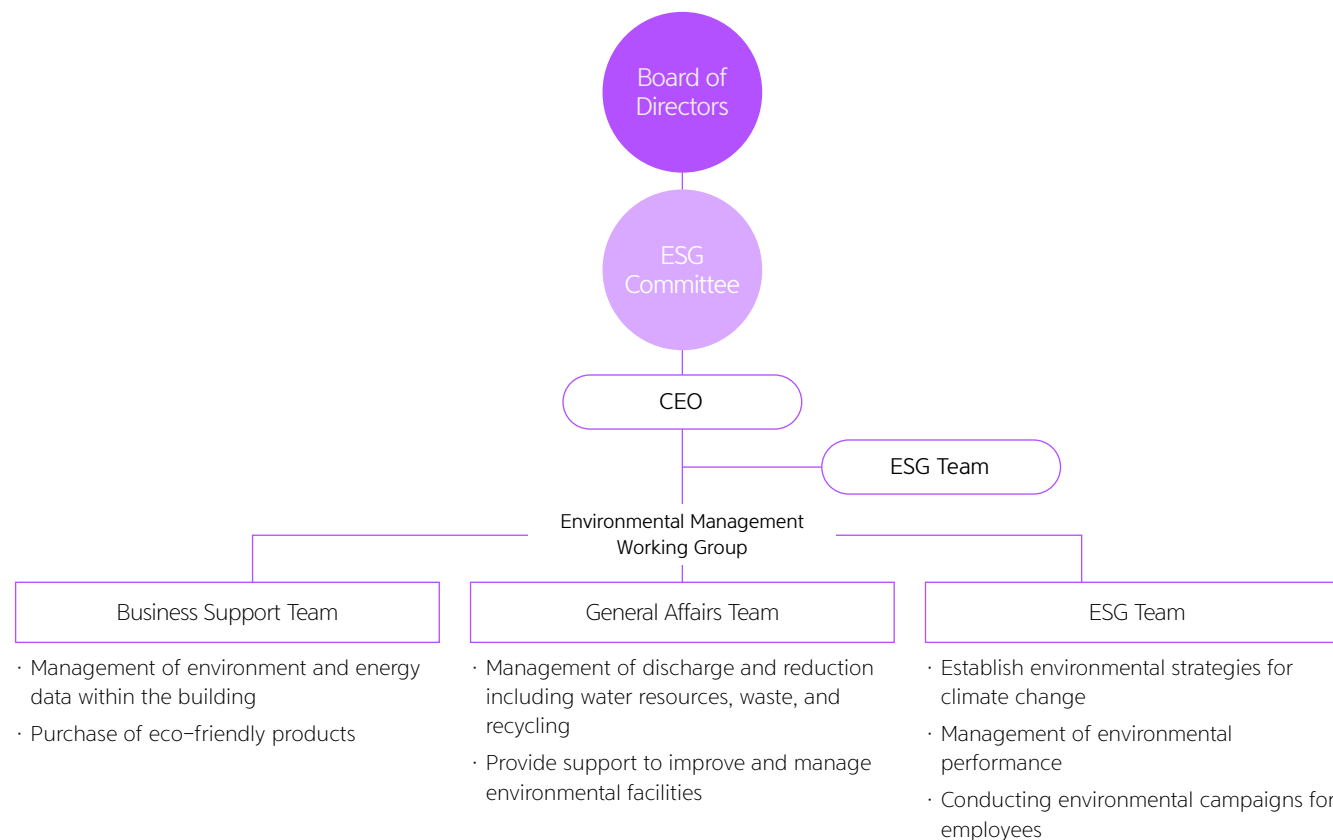
It is of utmost importance to protect the Earth, which serves as our habitat, and to maintain a healthy environment for future generations. Therefore, Wemade has established an environmental management system and implemented environmental management. At the same time, we are striving to create a better future based on the environmental management roadmap.

Environmental Management

Environmental Management Governance

The implementation of the environmental management system is achieved through the collaboration of the departments within the working group. The Environmental Management Working Group includes the Business Support Teams, General Affairs Team, and ESG Team. The working group addresses internal and external environmental issues and conducts short, medium, and long-term tasks. Wemade reviews strategic implementation plans for environmental management through the ESG Committee. Major agendas including the strategies to respond to climate change and environmental performance, are reported to the Board of Directors via the CEO and the ESG committee to ensure company-wide level supervision and management.

Environmental Management Governance



Environmental Management

Environmental Management Strategy

In order to minimize environmental impacts derived from business activities, Wemade has identified three strategic tasks. These tasks include making advancements to the environmental management system, responding to climate change, and promoting eco-friendly awareness based on the vision of 'Contributing to the creation of a sustainable future through responsible environmental management'.

Vision

Contributing to the creation of a sustainable future through responsible environmental management.



Strategic Pillars

Advance environmental management system

Respond to climate change

Promote eco-friendly awareness

Promotion tasks

Acquiring an environment management certification

Managing environmental performances

Promoting eco-friendly purchases

Reducing greenhouse gas emissions

Improving energy efficiency for buildings

Participating in domestic and international initiatives

Providing intensive environmental education

Conducting WeConscious Activities

Expanding activities for resources circulation

Roadmap

2022
~ 2024

- Establish and operate an environmental management system

- Develop a systematic inventory to manage greenhouse gas emissions (Scope1,2,3)
- Implement eco-friendly facilities

- Conduct employee-participatory WeConscious activities at least twice a year
- Develop environmental education programs

2025
~ 2027

- Set environmental performance metrics and achievement targets

- Expand installation of eco-friendly facilities
- Introduce low-emission vehicles

- Reduce carbon emissions through employee participation
- Increase eco-friendly purchases

2028
~ 2030

- Monitor and improve the environmental performance

- Expand Scope 1, 2, 3 greenhouse gas emissions measurement to all affiliates and ensure compliance with mandatory disclosures
- Achieve 100% LED replacement rate

- Participate in at least one domestic or international initiative
- Strengthen activities to reduce carbon emissions



Environmental Management

Environmental Management Policy

The foundation for the environmental management system was established in accordance with global initiatives and domestic acts including the UN Sustainable Development Goals(UN SDGs), the Paris Agreement on Climate Change, and the Framework Act on Carbon Neutrality and Green Growth. The policy reflects the direction and goals of environmental management including reducing greenhouse gas emissions, conserving water resources, and internalizing awareness for the environment. Wemade acknowledges the need for corporate responsibility to address global climate issues, and declares its commitment to actively supporting international standards and join environmental initiatives.

Wemade Environmental Management Policy

WEMADE ENVIRONMENTAL MANAGEMENT POLICY



1. Wemade practices systematic environmental management based on an integrated and consistent ESG framework and an effective environmental performance system.
2. Wemade improves business operation processes and infrastructure to minimize environmental impact throughout management activities.
3. Wemade responds promptly to internal and external changes and practices environmental activities aligned with environmental laws and policies.
4. Wemade cooperates and communicates transparently with various stakeholders, including employees, customers, and business partners about environmental management.
5. Wemade recognizes the importance and value of environmental conservation and encourages employees to engage in environmental actions in their daily work and lives.
6. Wemade acknowledges that the climate change crisis is a collective environmental problem and continually strives to protect the environment by reducing greenhouse gas emissions and participating in international initiatives.

Environmental Management Certification

Wemade Tower, the headquarters of Wemade has acquired ISO 14001 Certification from the Korea Management Registrar in June 2024. This achievement reflects our efforts to strengthen our environmental management system, respond to climate change, raise environmental awareness, and achieve a sustainable future. This certification also demonstrates our commitment to continuously improve our environmental management by setting goals to minimize our environmental impact and regularly evaluating our environmental performance. Throughout this process, Wemade has strengthened its responsibility for environmental management, which will have a further positive impact on sustainable growth and environmental protection.



Environmental Impact Reduction Activities

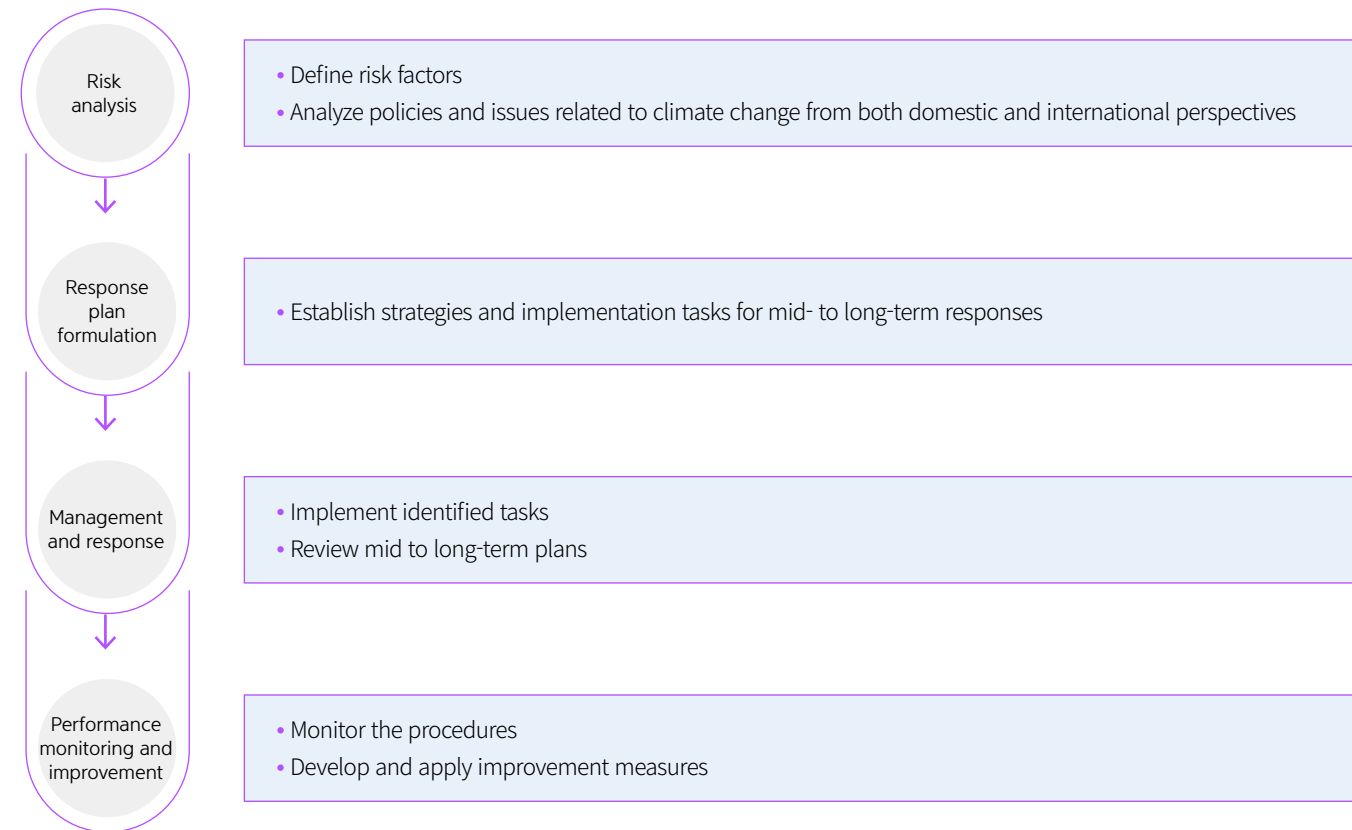
In accordance with the rising global awareness of climate change, Wemade is responding to this global movement. We take measures to reduce environmental impacts from our business activities and implement activities in various sectors for a sustainable future.

Climate-Related Risks and Opportunities

Climate-Related Risk Management Process

Wemade identified potential risks and opportunities derived by climate change according to risk management procedures, and has established management systems and response measures. By doing so, we proactively respond to and manage risk and opportunity factors through analyzing and considering mid to long-term financial impacts. We also monitor the implementation of our countermeasures and take measures to continuously improve our performance.

Climate Change Risk Management Process



Climate-Related Risks and Opportunities

Analysis of Climate-Related Risks and Opportunities

Wemade identifies climate-related risk and opportunity factors and establishes response strategies. For the selected risks and opportunities, we will proactively respond and manage them by categorizing their financial impacts and the timing of these impacts into short, medium, and long-term.

Climate-Related Risk Factors

Risk types	Categories	Identified risks	Response Strategy	Financial Impact	Timing
Transition Risks	Policy and Legal	Increased burden due to strengthened obligations to report emissions	Transparent disclosure based on the establishment and management of the Greenhouse Gas Inventory	Low	Short-term
	Technology	The need to develop and apply carbon emission reduction technology	Investment in eco-friendly facilities and technology development	High	Long-term
	Market	Increased energy costs	Promote energy saving tasks such as introduction of an automatic control system for individual A/C and increase the use of renewable energy	High	Mid-term
	Reputation	Negative feedback from stakeholders or increased climate-related concerns	Strengthen responses and achieve greenhouse gas reduction goals by managing environmental information for Scope 3 emissions	Mid	Short-term
Physical Risks	Acute	Increased severity of extreme weather events (wildfires, typhoons, floods, etc.)	Conduct preliminary inspections of equipment to prepare for potential damage to buildings or equipment malfunctions	Mid	Short-term
	Chronic	Rise in average temperature and outbreak of yellow dust	Improve energy efficiency to prepare for increased cooling costs due to rising temperatures and expand air pollution prevention facilities to address yellow dust	High	Mid-term
		Changes in precipitation patterns and extreme variability in weather patterns	Support medical checkups for employee to minimize negative workforce impacts (e.g., health, safety, absenteeism)	Mid	Short-term

Climate-Related Opportunity Factors

Opportunity types	Identified opportunities	Response Strategy	Financial impact	Timing
Resource efficiency	Reduce the use and consumption of energy and water resources	Upgrade facility installations to improve energy efficiency	Mid	Short-term
Energy source	Utilize new technologies such as carbon emission reduction technology	Expect cost savings in energy and other operational expenses	High	Mid-term
Market	Corporate image and brand reputation	Enhance eco-friendly corporate image through proactive information disclosure and climate change response	Mid	Mid-term
	Business expansion through development of carbon reduction technologies	Develop carbon reduction technologies and increase revenue through these advancements	High	Long-term

Reduction of Environmental Impacts

Greenhouse Gas Emission Management

Eco-friendly Corporate Vehicles

Wemade introduced eco-friendly corporate vehicles in order to reduce emission of greenhouse gases, fine dust and hazardous substances. To mitigate environmental impact, corporate vehicles will gradually be replaced by eco-friendly vehicles.

Purchase of Environmentally-Friendly Products

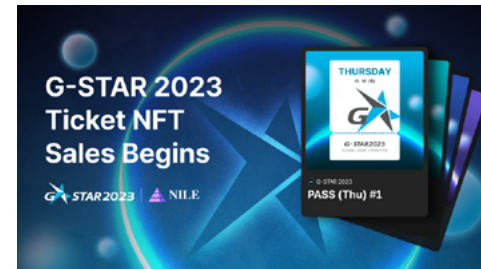
Through sustainable consumption, Wemade contends to minimize environmental pollution. In order to do so, products that acquired environmental certifications are prioritized when purchasing office supplies. The performance of environmental-friendly purchase is improving as the range of products are expanding, and will increase the amount of investment made through promoting a corporate culture for sustainable consumption.

Eco-Friendly Purchases

Year	Amount spent on eco-friendly products (KRW)	Purchased items
2021	6,827,500	Beverages
2022	17,342,099	Beverages
2023	83,720,964	Beverages, Cleaning Materials

Utilization of Eco-friendly Technologies

In 2023, Wemade integrated blockchain services into both the 'WEMIX CHAMPIONSHIP' and the 'G-STAR 2023' by issuing tickets as NFTs rather than paper tickets. By choosing NFTs over paper tickets, which would have resulted in carbon dioxide emissions, Wemade has contributed to reducing greenhouse gas emissions.



G-STAR 2023 Ticket sales by NFT



2023 WEMIX CHAMPIONSHIP Ticket

Management of Scope 1&2 Emissions

Wemade has established a system for identifying, measuring, and monitoring the causes of Scope 1 and 2 greenhouse gas emissions and conducted a third-party assurance. To manage greenhouse gas emissions, our ESG team developed a greenhouse gas inventory, while the General Affairs team monitors the volume of emissions, and conducts activities to reduce it. Through continuous monitoring of greenhouse gas emissions, Wemade will identify effective improvement measures and expand the scope of greenhouse gas emissions calculation to all subsidiaries in the future.

The identification process determined that the primary source of Wemade's emissions is the electricity used within buildings. Greenhouse gas emissions are expected to increase due to the growth of the corporation and increased recruitment. In particular, the total emissions increased in 2023 as the reporting scope expanded to include Wemix Tower and Bundang Square. However, Wemade acknowledges the importance of sustainable business and will continue to disclose greenhouse gas emissions data as well as reduce emissions over time.

Reduction of Environmental Impacts

Greenhouse Gas Management

Management of Scope 3 Greenhouse Gas Emissions

Wemade has calculated its Scope 3 greenhouse gas emissions and obtained third-party verification to account for various aspects of greenhouse gas emissions, not just the direct emissions from industrial activities. A total of six categories were determined through the materiality assessment process. These categories include 'Purchased goods and services', 'Capital goods', 'Fuel-and-energy-related activities not included in Scope 1 or Scope 2', 'Waste generated in operations', 'Business travel' and 'Investments'. Through management of both direct and indirect greenhouse gas emissions, Wemade intends to continuously contribute to environmental protection and climate change mitigation.

Wemade's Scope 3 GHG emissions in 2023

Category 1

Purchased goods and services

- All upstream greenhouse gas emissions generated from the production of products purchased or acquired by Wemade during the reporting year

Category 5

Waste generated in operations

- Greenhouse gas emissions generated during the third-party disposal process of waste from facilities owned/operated by Wemade

Category 2

Capital goods

- Greenhouse gas emissions from the production of capital goods purchased or acquired by Wemade during the reporting year

Category 6

Business travel

- Greenhouse gas emissions generated by employees traveling for work-related activities in vehicles such as aircraft, trains, buses, and passenger vehicles owned or operated by Wemade or third parties during the reporting year

Category 3

Fuel and energy related activities not included in Scope 1 and Scope 2

- Greenhouse gas emissions related to the production and transportation of fuel and energy purchased and consumed by Wemade during the reporting that are not included in Scope 1 and Scope 2

Category 15

Investments

- Greenhouse gas emissions related with Wemade's investments in the reporting year that are not included in Scope 1 or Scope 2

Unit: tCO₂eq

Reduction of Environmental Impacts

Improving Energy Efficiency

In order to minimize environmental impacts resulting from the operation and management of Wemade Tower and Wemix Tower, as well as the work activities of its employees, Wemade conducts activities to improve energy efficiency and to reduce energy usage.

Energy Conservation

In the first half of 2023, the energy-saving systems of individual air conditioners installed in the office were controlled automatically, allowing most units to be turned off during the night to prevent unnecessary electricity waste, with a few exceptions. Additionally, LED lights, which are more energy-efficient than conventional fluorescent lights, have been installed in our new office. As of 2023, approximately 52% of the installed lights are LED, marking a 5% increase from the previous year. Wemade plans to gradually increase the proportion of LED lights installed in the building.

Individual Air Conditioner Energy Saving Settings

Category	Location	Unit	2023
Wemade Tower	Workspaces	Unit	73
Wemix Tower	Workspaces	Unit	11

Office LED Lights

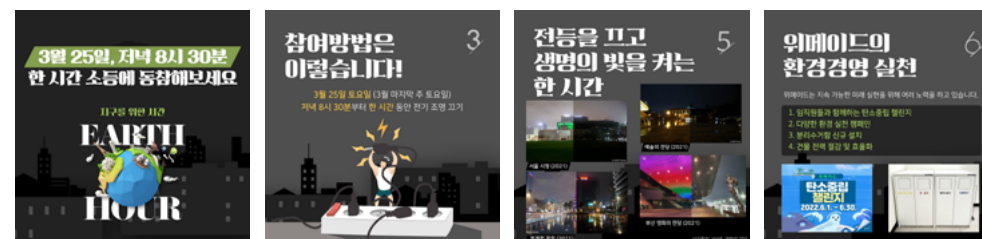
Category	Area by type of lighting		Percentage of area(%)
	Total area (m ²)	LED lighting area (m ²)	
Wemade Tower	22,417.49	9,768.82	43.58
Wemix Tower	3,682.19	3,682.19	100.00
Total	26,099.68	13,451.01	51.54

Developing Services to Mitigate Environmental Impact

The power-saving technology is applied in major games, including Mir 4, Mir M, and Night Crows, to mitigate environmental impact. The power-saving mode in these games automatically activates if there is no user control for a certain period of time, and users can set the power-saving interval from 5 to 30 minutes. This mode reduces battery consumption and power usage without affecting gameplay, supporting efficient energy use at the user level.

Raising Environmental Awareness

Wemade encourages employees to gain environmental awareness through the 'WeConscious' bulletin board on the company intranet. 'WeConscious' is part of the ESG activities conducted to raise awareness and to promote action among employees. The term 'Weconscious' is a compound word combining 'We' and 'Conscious', each of which means 'us' and 'conscious/aware'. By opening the 'WeConscious' bulletin board on the intranet and providing information about related campaigns, Wemade is expanding opportunities for participation and encouraging active involvement from employees.



Exmple of WeConscious Environment Campaign – Earth Hour

Reduction of Environmental Impacts

Waste Management

Resource Circulation

As part of sustainable management, Wemade is implementing a 'Paperless Office Establishment' resource circulation campaign. Through a guideline that includes six action rules for digitizing work systems (utilizing electronic contracts, digital documents for reports and approvals, double-sided printing, avoiding unnecessary printing, taking notes with digital devices, and storing data using cloud services), we encourage the promotion of a 'paperless culture'. In addition, we installed two additional recycling bins in our new workspace in 2023.



Paperless Office

Establishment of the Waste Calculation System

Meanwhile, Wemade has established a waste discharge measurement system to strengthen waste management. This system has improved the accuracy of waste measurement, allowing us to more precisely determine the amount of waste that was previously estimated. These efforts have reduced the amount of waste discharged, ultimately minimizing the impact on the environment.

Waste Discharge¹⁾

Category	Unit	2021	2022	2023
Total Waste Discharge	Ton	82.62	111.13	67.97
Average Waste Discharge per Person	Ton	0.21	0.14	0.07

1) The scope for waste discharge for 2021 and 2022 is Wemade Tower, and for 2023, it includes both Wemade Tower and Wemix Tower.

Water Resource Management

Water Conservation

To reduce water consumption, Wemade installed a gray water system in the Wemade Tower to treat and reuse water used in the building. The system collects up to 52 tons of gray water per day and recycles it as toilet water from the 5th basement floor to the 1st ground floor. Regular water quality inspections and membrane cleaning ensure efficient use of the system. In 2023, we reduced water consumption by 94.87 tons through the use of gray water. Wemade will establish an efficient water management system to address increased water consumption due to building expansion and a growing number of employees, and will reduce consumption by continuing to use the gray water system.

Water Consumption²⁾

Category	Unit	2021	2022	2023
Total Water Withdrawal	Ton	16,764.00	17,070.00	32,718.08
Average water consumption per person	Ton	41.81	21.58	26.09

2) The scope of water consumption for 2021 and 2022 is Wemade Tower, and for 2023, it includes Wemade Tower, Wemix Tower and Bundang Square.

Reduction of Environmental Impacts

Support for Environmental Impact Reduction Activities

Environmental Training

Wemade provides environmental training to raise awareness of the importance of responding to climate change and to raise interest toward the environment. The annual training program for employees contributes to establish an eco-friendly corporate culture.

Employee Environmental Training

Date	Program Name	Type	Participation time/Number of participants	Content
2024.03.19	ISO 14001 Internal Auditor Training	Offline	16 hours/ 4 Persons	Internal audit procedures and methods of ISO 14001 Environmental Management System
2024.02.27	ISO 14001 Practical Training	Offline	32 hours/ 8 Persons	Requirements and procedures of ISO Environmental Management System, risk analysis and assessment, inspection of detailed implementation of environmental management, etc.
2023.12.27	Natural Monuments and Endangered Wildlife of Namhansanseong Fortress	Offline	21 hours/ 14 Persons	Monitoring habitats of endangered wildlife through ecological environment learning of Namhansanseong Fortress
2023.08.07	Wemade ESG and Corporate Management according to Carbon Neutral Policies	Online	24 hours/ 12 Persons	Raising awareness of the necessity of environmental management through understanding environmental regulations and carbon neutral policies

Environmental Social Contribution Activities – Plogging Activity

Wemade conducted plogging¹⁾ activities with employees to preserve the ecosystem of Tanchon in the Pangyo area, where the office is located. Through this activity, employees collected 75 liters of trash, contributing to the protection of the local ecosystem. Wemade plans to continuously conduct various activities to fulfill its commitment to environmental conservation.



1) Plogging: A neologism combining the Swedish words 'plocka upp' (to pick up) and 'jogga' (to jog), referring to the activity of jogging while picking up trash, which started in Sweden to promote both health and environmental protection

Biodiversity Conservation Activities – Habitat Conservation for Endangered Wildlife

Wemade conducted habitat conservation activities for endangered wildlife at Namhansanseong Provincial Park in Seongnam-si. These activities focused on protecting habitats to ensure that endangered animals reside in a safe environment and gain a sufficient amount of food. Employees monitored traces of estimated their habitats to identify a safe environment for the animals and provided food at these locations to create a natural habitat where animals can move and live. We will continue to monitor and engage in protection activities to protect endangered wildlife.



Bicycle Storage Facility

Employees are encouraged to use eco-friendly transportation to reduce negative environmental impacts. To provide an environment where employees can commute without emitting greenhouse gas, Wemade provides bicycle storage facilities outside Wemade Tower and additional storage in the basement. These facilities it easier for employees to use bicycles and actively participate in environmental protection.



Bicycle storage

Social

WEMADE

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Information Security & Data Privacy

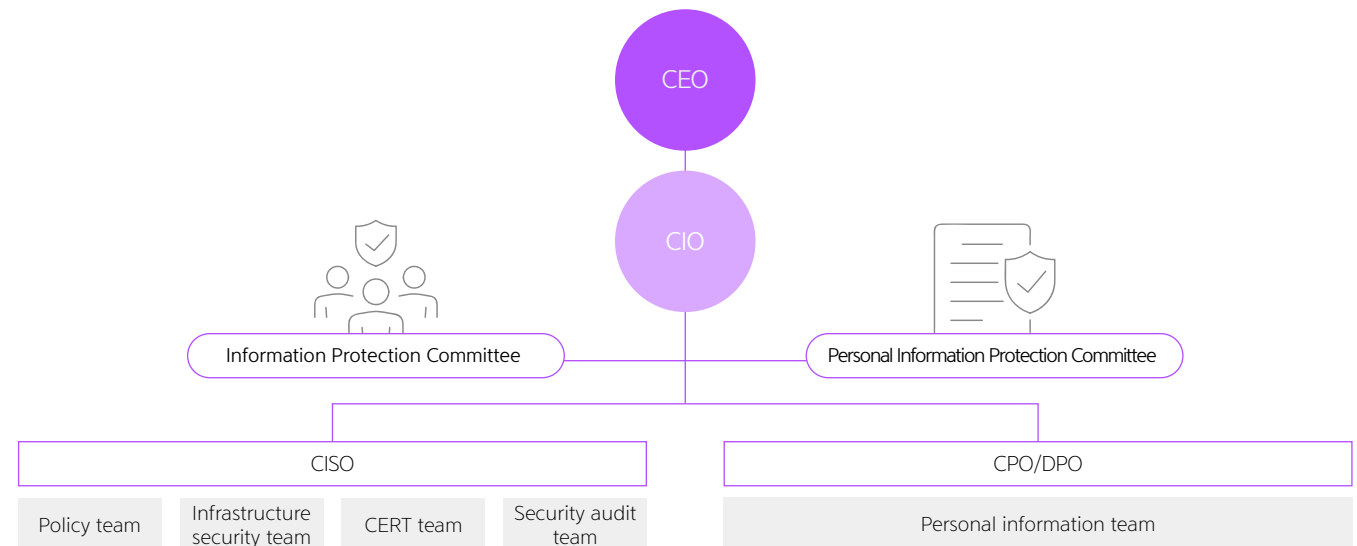
Recognizing the demands of stakeholders and the importance of information security and personal information protection in the blockchain and game business, Wemade is continuously strengthening its efforts to protect and secure customer's personal information under the interest of the management. Wemade manages to actively respond to security risks through compliance with domestic and international information protection laws and an information protection system that takes into account changes in the business environment.

Dedicated Information Security Organization

Information Security Governance

Wemade prioritizes the importance of protection and security of its users' personal information and has systematically developed a management and response system. Wemade has established a group-wide information protection system that includes participation from all employees, from top management to entry-level workers. This system is operated organically under the supervision of the Chief Information Security Officer(CISO) and the Chief Privacy Officer(CPO). The Information Protection Committee is chaired by the company's CISO, an executive of dedicated information security team, with lead managers from various departments serving as members to perform reporting and approval procedure to top management when deliberating and making decisions.

The Information Security Office is a working-level department that serves as Wemade's information security control center. It ensures that the company-wide security protection system is operated organically while improving the company-wide 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(Computer Emergency Response 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.



Information Security & Data Privacy

Supervisory Organizations by Area of Responsibility

Composition of Supervisory Organizations

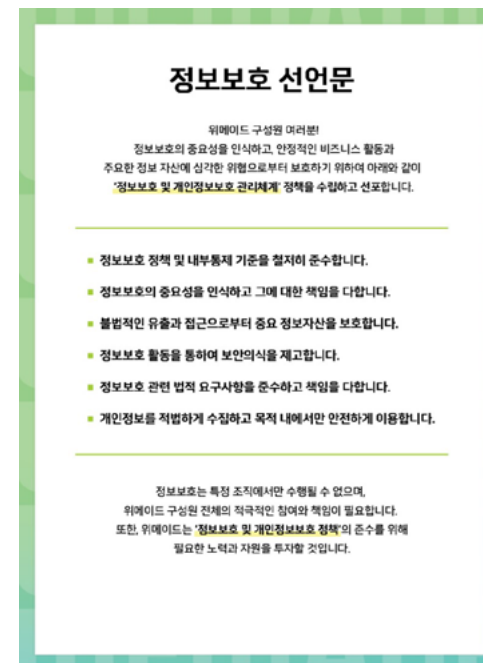
Wemade appoints chief officers from each sectors which include information security, personal information and information technology. Additionally, Wemade has created the 'Infringement Incident Response Organization', under the supervision of the CISO and CPO to respond to information infringement or breach incidents. Furthermore, Wemade has also composed 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, there have been no proven cases of personal information breaches or infringement of customer information at Wemade. Wemade will continue its efforts to maintain and strengthen the information security system.

In normal circumstances	Information protection supervisory organization	Plan and carry out information protection activities - Effective continuation and operation of the 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 the 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 the information system - Head of the organization: Chief IT Officer (CIO)
In emergency circumstances	Infringement incident response organization	Respond to infringement incidents or leakage of important information - Minimize damage caused by infringement - Head of the organization: Chief Information Security Officer (CISO) & Chief Privacy Officer (CPO)
	IT disaster recovery organization	Plan and carry out information protection activities - Effective continuation and operation of the information protection management system - Head of the organization: Chief IT Officer (CIO)

Information Protection Management System and Status

Declaration of Information Protection

Information protection requires the participation and efforts of all members, not just a specific organization. To raise awareness of the importance of information protection and protect against threats, Wemade has distributed a declaration of information protection that includes the 'Information Protection and Personal Information Protection Management System' policy. The distributed declaration of information protection is displayed throughout the Wemade Tower so that all employees can access and review it. In addition, Wemade has established the '(Personal) Information Protection Regulations' and detailed guidelines that serve as the standards for information protection and personal information laws related risk response, and these are publicly available for employees to access at any time. These regulations and guidelines are based on the principle of being uniformly applied not only to Wemade but also to all its affiliated companies.



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 its security.
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 Security & Data Privacy

Information Protection Management System and Status

Compliance with Global Information Protection Laws

Wemade strives to minimize risks in overseas markets building a global-level information protection management system by acquiring global certifications to ensure compliance with the European General Data Protection Regulation(GDPR), California Consumer Privacy Act(CCPA), and the US Children's Online Privacy Protection Act(COPPA). Wemade has signed an agreement with VeraSafe and appointed a Data Protection Officer(DPO) to comply with global personal information protection laws such as GDPR, CCPA, COPPA.

Guaranteeing the Rights of Data Subjects

Wemade ensures anyone wishing to create an account is provided information on the collection and use of personal information and collects personal information through an opt-in consent. The collected personal information is used only within the scope of the agreed purposes, and if it is necessary to collect personal information other than the agreed purpose, separate prior consent is obtained. Furthermore, Wemade does not rent or sell the personal information collected from game users to third parties for any purpose, nor does it receive personal information from third parties for rental or sale purposes. All data is deleted once the agreed purposes are achieved, and game users can view and delete their personal information through the My Page section provided in the service. Wemade discloses contact points for inquiries related to personal information protection through its personal information processing policy and privacy policy, ensuring that game users can always guarantee their rights as data subjects through these contact points. Furthermore, Wemade has established and disclosed a cookie policy to provide information on the purpose of collection, retention period, and collected information for each cookie item collected during the service usage process.

Personal Information Protection for Partner Companies

Wemade enters into personal information protection outsourcing contracts with partner companies that manage personal information on its behalf. Under the supervision of its personal information team, Wemade conducts annual personal information protection inspections using its self-developed checklist based on control items from the Personal Information Protection Act, ISMS-P, ISO 27001, and CBPR. Based on the inspection results, Wemade provides guidance for practical improvements, such as access rights management and log management, to enhance the personal information protection level of our partner companies.

Information Protection Certification

Wemade is strengthening stakeholders' trust by acquiring domestic and international certifications related to information protection. After acquiring the national standard ISMS certification and the international standards ISO/IEC 27001 and ISO/IEC 27701 certification, Wemade maintains these certifications through annual follow-up assessments. In 2023, the acquisition of the APEC CBPR certification further reinforced the safety of Wemade's information security system. The scope of Wemade's information protection certification covers all areas except for licenses and other business sectors, with approximately 80.73% of the 2023 revenue falling within the scope of information protection certification.



ISMS Certification

Scope of certification: Online game service and website operation
Certification period: May 18, 2022–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



APEC CBPR

Scope of certification: Personal information processed through online game services (Mir 4, Mir M) and the main website
Certification period: December 20, 2023–December 19, 2024



Information Security & Data Privacy

Security Incident Prevention Activities

Personal Information and Information Protection Risk Assessment

Wemade conducts personal information and information protection risk assessments at least once a year, and develops short-term, medium-term, and long-term plans based on the assessment results. For managerial, physical, and legal risks, Wemade applies a baseline approach. And a detailed risk analysis method to evaluate technical risks. Through these assessment methods, Wemade proactively responds to external risks by inspecting our assets, including server vulnerabilities, network equipment, wireless network equipment, cloud, and PCs. Depending on the severity of the identified results, we take immediate action or classify them into short-term, mid-term, and long-term categories for follow-up actions to prevent recurrence. In particular, risks related to legal compliance are addressed immediately upon detection.

Risk assessment

Category	Identified Cases		Improvement Cases	
	Management System	Management System	Management System	Legal Compliance
2021 Risk assessment	38	24	29	24
2022 Risk assessment	6	2	2	0
2023 Risk assessment	10	4	8	1

Security Monitoring System Operation

Wemade collaborates with information security specialists to verify and enhance our information security level through 16 specific items every month. Additionally, we manage the event trends of each security device 24/7, 365 days a year, establishing a defense system against security threats.

Risk Analysis and Response

Wemade utilizes 'Security Information and Event Management(SIEM)' solutions dedicated to analyzing the correlation of information security system logs for risk analysis. We analyze the correlation of logs generated from various security devices and perform real-time response actions based on the level of security risk, establishing a preemptive defense system against similar threats. In addition, scenarios and detection policies of integrated threats are checked with information protection companies on a monthly basis.

Security Incident Prevention Activities

Establishment of security strategy

- Strengthening focus on administrative security
- Establishment of security architecture
- Establishment of business plans from a mid-to-long-term perspective



Risk detection

- Inspection of security level through quantification
- Log monitoring of information security
- Operation of a 24×365 security control system



Preemptive response

- 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 based on company policy
- Raising security awareness through information security training for employees



Threat analysis

- Analysis of information security system log correlation
- Introduction of detection policies according to threat scenarios through log analysis
- Regular inspection to check for vulnerability



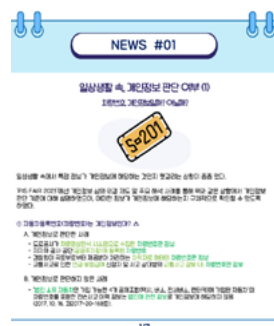
Information Security & Data Privacy

Creation of an Information Protection Culture

Creating a Information Protection Culture

An information breach is a critical problem that causes major losses for the company, including losing trust from stakeholders and facing a tarnished corporate image. To address this, Wemade prevents security risks in advance by creating an information protection culture through various activities. Wemade carried out personal information protection training and organized various information security-related campaigns and events for executives and staff members 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. This quarterly campaign involves the Information Security Office staff conducting due diligence on all office spaces, including subsidiaries, focusing on the storage status of important documents, laptops, and tablet PCs, as well as the management status of locking devices. For inadequate desks, we issue notification cards to raise awareness and encourage improvement among employees. In addition, Wemade mails out newsletters in an easy way to understand on important matters regarding personal information and the CERT area every month. Wemade also continuously informs by continuously updating all personnel about information security-related compliance issues through e-mail and groupware notices and guides.

Major Information Protection Culture Creation Activities in 2023



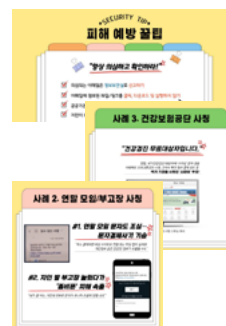
Personal Information Protection Newsletter



Keeping My Information Safe



Personal Information Protection Campaign



Phishing Email and Text Message Caution Notice

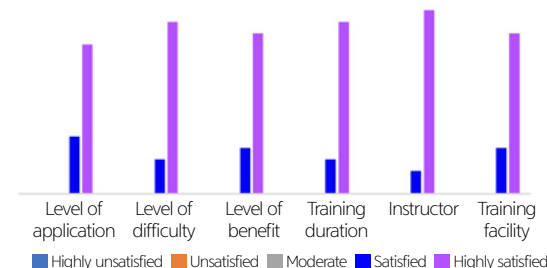
Information Protection Training

Wemade conducts personal information protection training for all employees of the company and its affiliates at least once a year. In the case of new employees, both regular employees and interns complete personal information protection training during their onboarding orientation. We conduct surveys among training participants to assess their satisfaction with the training, the difficulty level, training duration, comprehension, and the training environment, and we review the feedback to improve the training content. For current employees, personal information protection training is completed annually through an online education system and solutions.

Performance of Information Protection Training

Category	Content
Purpose and Expected Effects	• Because compliance with the legal requirements under Article 28 of the Personal Information Protection Act is mandated and the company's responsibility for compliance is strengthened, we conduct personal information protection training for personal information handlers and all employees to ensure the proper handling of personal information and to raise awareness about personal information protection.
Target Corporations	• All employees of Wemade, ChaunQi IP, Wemade XR, Wemade M, and This Means War • Other corporations conduct their own training (Wemade Next, Wemade Plus)"
Key Training Contents	• Online training for all employees (pre-notification via groupware and email) • Encouraging training for those who have not completed the training • Final training completion rate of 99.3% in 2023 (Reasons for non-completion: resignation and leave of absence)

Survey Results on Satisfaction with Information Protection Training





Digital Asset Management

Laws and regulations on digital assets are gaining attention from stakeholders both in Korea and overseas, and are consequently being strengthened. As the market changes, Wemade recognizes that the transparency of digital assets and prevention of fraudulent transactions are key issues in the blockchain platform business, and is implementing preemptive management measures such as transparent information disclosure for stakeholders and ensuring security.

Digital Asset Governance

40 WONDERS

40 WONDERS is a governance collective formed to operate the WEMIX3.0 network, consisting of 40 NCPs (Node Council Partners) known as WONDERS (WEMIX On-Chain Network of Decentralized Ecosystem Regulation). NCPs participate directly in WEMIX governance as representatives of their respective communities, and they are composed of leaders and companies from various fields and industries capable of stably operating nodes and contributing to the WEMIX ecosystem. The selection and removal of 40 WONDERS partners is determined by a vote of the partners. Particularly, members of the 'Wonder DAO' among the NCPs can indirectly participate in governance by depositing their assets into the community's blockchain network.

WEMIX3.0 Governance Roadmap

Phase 01

40 WONDERS consists of technical sponsors who contribute to the safe operations and innovation of WEMIX3.0, and ecosystem sponsors who contribute to building the experience cycle generated through the on/off-chain ecosystem via WEMIX3.0. Each NCP is required to stake 1.5 million WEMIX, and the Permanent Minting Reward (PMR) is automatically distributed to NCPs (40%), stakers (10%), the eco-fund (25%), and maintenance (25%). The community can participate in WEMIX Grand Staking, which provides staking compensation for the 10% allocated through PMR. However, participants in WEMIX Grand Staking cannot cancel their staking or withdraw assets from the staking pool before Phase 02.

Phase 02 (Current)

After a stable launch, the fixed staking of 1.5 million WEMIX will be abolished and converted to competitive staking to encourage active ecosystem contributions by NCPs. The 10% PMR that was paid to WEMIX Grand Staking participants will be abolished, and the NCP reward will increase from 40% to 50%, resulting in a change in the initial PMR distribution ratio. In this process, any WEMIX Holder can choose a specific node among the 40 verification nodes to stake their WEMIX. By increasing the total staking share of the selected node above the median staking of the verification nodes, both the node and the community members can receive compensation.

Phase 03

In the final stage, Phase 03, the exclusive node operation of the existing 40 WONDERS will end, and it will transition to an open autonomous governance model where anyone can participate in node operation based on the scale of staking. 40 nodes will be periodically selected to verify transactions based on the amount of WEMIX staked, and the consensus algorithm will shift from the Staking-based Proof of Authority (SPoA) model to the Proof of Stake (PoS) model. Additionally, to ensure fair node operation, a slashing policy will be implemented. This policy will impose penalties on nodes that engage in intentional misconduct or operational errors that go against the interests of the ecosystem. Nodes found responsible will have all or part of their staked assets permanently confiscated. Through this stage, a democratized governance will be completed, and the mainnet will be upgraded to WEMIX 4.0.

Digital Asset Management

Strengthening Digital Asset Transparency

Establishment of WEMIX Real-time Transaction Monitoring System

Wemade has established a real-time transaction monitoring system for WEMIX through an MOU agreement with CrossAngle to provide highly transparent and reliable services. CrossAngle, which signed the agreement, is a crypto-asset information platform specialist company that operates Xangle, known as the electronic disclosure system for crypto-assets. For the first time, LiveWatch, a real-time circulation monitoring service for crypto-assets built by Xangle, is applied to WEMIX to provide a transparent circulation status of WEMIX.

Linked with CoinMarketCap and CoinGecko

Wemade collaborates with CoinMarketCap and CoinGecko 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 based on the CoinMarketCap standard, which is commonly used in the global coin market, to prevent any discrepancies from CoinMarketCap. CoinGecko provides fundamental analysis of the cryptocurrency market, tracking price, trading volume, market capitalization, community growth, open-source code development, major events, and on-chain metrics.

Utilizing 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 TYPE 2, and is the sole custody partner of the global cryptocurrency exchange Binance. After officially completing the onboarding process with Ceffu in March 2023, Wemade is laying the groundwork for verifying the WEMIX ecosystem by storing all uncirculated coins owned by the WEMIX Foundation in a custody wallet, thereby establishing a transparent distribution management system.

Utilization of Fireblocks Transfer Service

Since August 2023, Wemade has implemented the Fireblocks asset management platform. Fireblocks' asset management platform is easy to use and provides a secure environment for transactions to be executed, free from external attacks, enabling more efficient and reliable transactions and asset management. Through the Fireblocks network, foundations expand the accessibility of their assets by freely trading with over 1,800 exchanges, regulators, and more registered on Fireblocks. By implementing the Fireblocks platform, Wemade is committed to ensuring a safe transfer system, enhancing security and transparency, and building an ecosystem that the community can trust.

Restrictions on Use by High-Risk Countries

Wemade has amended the WEMIX integrated terms of use (adding Article 5, Clause 4) to include country-specific terms and conditions to prevent money laundering and illegal transactions and has implemented these restrictions. The Risky Country List is based on the recommendations of the Financial Action Task Force (FATF) and the Office of Foreign Assets Control Sanctioned Countries List (OFAC) to prevent money laundering, financial crimes, and other risks. Countries such as Cuba, Iran, North Korea, Russia, and Syria are included in this list.

OFAC Sanctioned Countries List

Cuba	Belarus	Libya
Iran	Burma (Myanmar)	Sudan
North Korea	Central African Republic	Venezuela
Russia	Congo	Yemen
Syria	Ethiopia	Zimbabwe
Lebanon	Iraq	



Content Ethics and Diversity

Wemade recognizes the impact and importance of content ethics and strives to help game users enjoy their experience free from hatred and discrimination. Furthermore, Wemade is planning and developing diverse content to embrace and empathize with a wide range of users.

Content Ethics and Diversity

Ensuring Content Ethics

Prevention of Hatred and Discrimination in Contents

To prevent negative experiences for users worldwide while playing games, Wemade operates a profanity filter and reporting system in 12 languages. Users can immediately report inappropriate remarks or expressions of profanity, slander, hatred, and discrimination within the service. If such behavior persists after the administrator's guidance and warnings, messages are forcibly blocked or hidden.

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. Instead of referring to skin color, Wemade uses terms like light tone, mid-color tone, and dark brown to describe colors. Wemade strictly regulates hatred and discrimination in content communication through expressions and designs that consider diversity, ensuring a pleasant user experience.

Content Diversity

Games that resonate with diverse users

Wemade strives to secure diverse content so that all users can appreciate and enjoy 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, Wemade is committed to developing games that diverse users can truly appreciate and enjoy.

Introduction of AI-based Geumnanjeongwon System

To protect exchange in mobile games, Wemade has implemented and utilizes an AI-based Geumnanjeongwon system. The system, adopted for the mobile game Mir 4, is designed to prevent 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, Wemade is protecting the economic environment within the games and helping users enjoy playing games.



Human Rights Management

Wemade respects the human rights of all stakeholders and has declared human rights management policies and systems accordingly. We aim to protect and respect the rights of everyone collaborating with Wemade by providing linked education for our employees.

Human Rights Management Policy

Wemade's human rights management is being promoted in cooperation with departments within the working group, and from 2024, internal human rights experts are participating in the working group to raise the level of human rights management. Wemade's human rights management policy has been approved by top management and applies to Wemade's executives and employees and all stakeholders.

Human Rights Management Strategy System

Wemade strives to realize respect for human rights through the establishment of a step-by-step human rights management strategy. As part of the strategy, we operate the education of human rights management processes and the internal and external grievance 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.

Human Rights Management Roadmap

2022 ~ 2024

Establish the foundation of human rights management

- Establishment of human rights management system
- Establishment and implementation of human rights impact assessment process

2025~ 2027

Expand the scope of understanding human rights and encourage participation

- Implementation of Improvement Initiatives Based on Human Rights Impact Assessment
- Development and operation of human rights training programs

2028 ~ 2030

Advancement of human rights management

- Proactive measures to prevent human rights risks
- Expand the scope of implementation of human rights management to the company-wide level

Principles of Human Rights Management

Wemade strives to respect the human rights of all internal and external stakeholders, including clients, game users, employees, shareholders, investors, subsidiaries, partners, and the local community. Wemade adheres to international standards and guidelines related to human rights and labor, such as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. To manage potential human rights issues across our business, we have established a Human Rights Management framework. Wemade's Human Rights Management Policy applies to all internal and external stakeholders, ensuring the respect of human rights throughout the entire value chain. We will make our best efforts to manage potential human rights issues that may arise in all business operations.

Wemade Basic Principles of Human Rights Management

- | | |
|--|--|
| ① Prohibition of discrimination and harassment | ⑦ Salary and compensation |
| ② Prohibition of forced labor | ⑧ Protection of customers' and users' rights |
| ③ Prohibition of child labor | ⑨ Information Security |
| ④ Freedom of association and collective bargaining | ⑩ Supply chain management |
| ⑤ Humane treatment | ⑪ Protection of local communityhuman rights |
| ⑥ Ensure a safe industrial working environment | |

Human Rights Management

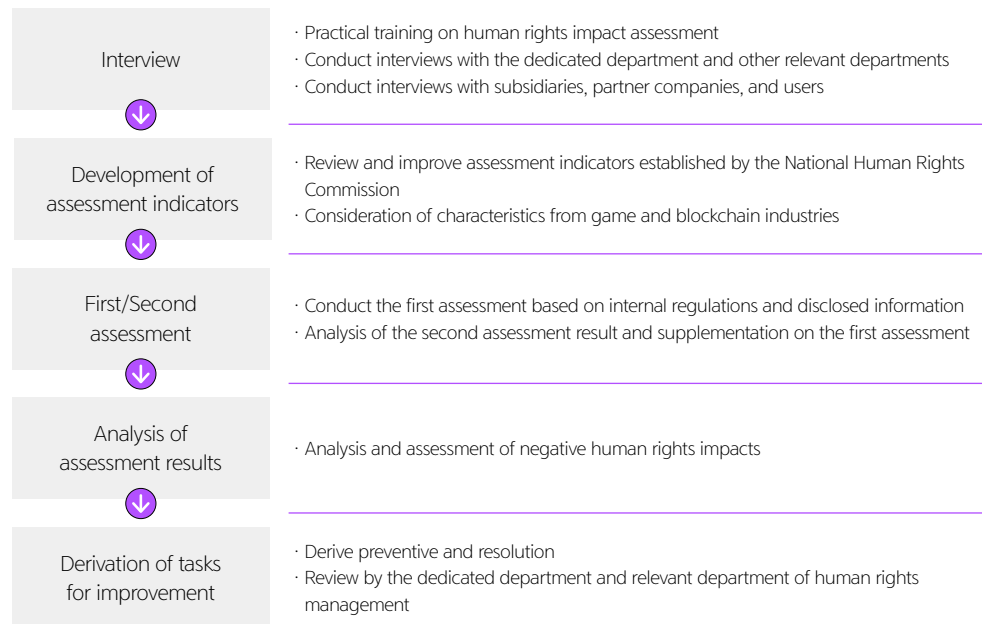
Human Rights Risk Management

Overview of Human Rights Impact Assessment

Wemade has conducted human rights impact assessments, one of the key elements of due diligence, targeting its subsidiaries, partner companies, and game users that are vulnerable to human rights risks, including the company itself. This assessment aims to fulfill the responsibility of respecting human rights and to identify human rights risks and negative impacts. The human rights impact assessment conducted by Wemade has significance as it provides opportunities for communication across various departments to adopt key human rights issues and establish effective response measures. Wemade collaborated with external human rights institutions and experts to conduct the human rights impact assessment. Moreover, the human rights management department and other relevant departments developed assessment indicators and participated in the assessment process to enhance expertise.

Human Rights Impact Assessment Process¹⁾

1) Period: December 2023 ~ March 2024



Standards for Human Rights Impact Assessment

Procedural Validity	· Participation of stakeholders in the human rights and negative impact assessment procedures · Engagement of the human rights management department and relevant departments to develop indicators, engage in assessment procedures, and execute specific stages
Non-discrimination/Equality	· Adhere to the non-discrimination/equality principles in the assessment stage of human rights policies, due diligence implementation system, customary human rights risks and identification of negative impacts
Remediation for Victims	· Proposal of preventive measures upon identifying potential violations due to negative human rights impact
Inclusivity	· Applying universal and inclusive human rights standards as addressed in the United Nations Guiding Principles on Business and Human Rights (UNGPs) · Application of OECD guidelines for multinational enterprises on human rights due diligence and the ILO Declaration on Fundamental Principles and Rights at Work

Results of Human Rights Impact Assessment

Task Name	Description
Governance and Human Rights Policy	Engagement of internal human rights experts (such as labor attorneys) in the Human Rights & Compliance Working Group
Institutionalization of Human Rights Policy Implementation	Establish a foundation to conduct regular human rights impact assessments within the human rights management policy Incorporate human rights management policy for human rights training within training materials for new employees
Improvement and Reporting	Establish effective action plans for human rights management by conducting human rights impact assessments through engagement of dedicated departments and relevant departments, and disclose the results in the sustainability report
Grievance Handling Mechanisms and Remedies	Establish an information collection system among relevant departments that are responsible of handling grievance mechanisms and resolutions Classification of types of collected grievances and comparison between performances over the past three years
Human Rights Supply Chain Due Diligence	Establish policies that reflects the human rights policy of partner companies, and append as an annex when signing a contract Incorporate metrics to assess the degree of compliance with business partners' human rights policies in the business partners' ESG evaluation procedures
Prohibition of Employment Discrimination	Establishment and disclosure of phased goals including mandatory employment rate of disabled individuals and female managers
Ensuring Industrial Safety	Regular surveys for human rights due diligence

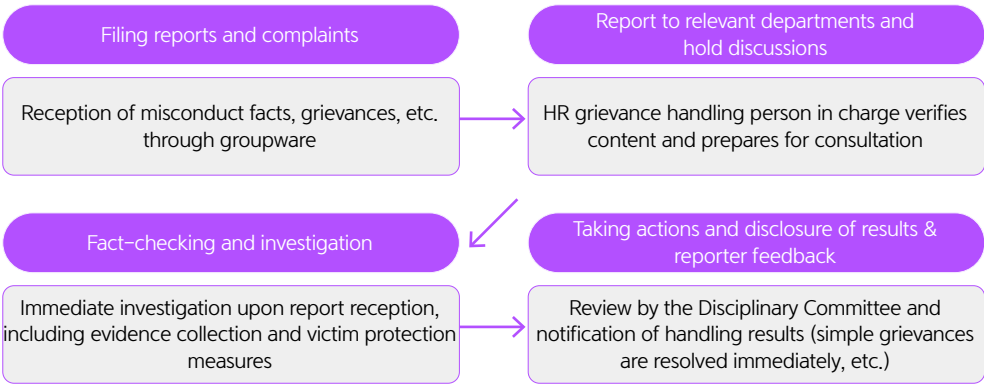
Human Rights Management

Human Rights Management Process

Operation of Grievance Handling System

Wemade operates a grievance handling system as a resolution for human rights violations. By providing internal and external grievance handling channels, Wemade has established a process where all stakeholders can freely report rights violations. For internal employees, we operate a ‘Grievance Reception Channel’ to report acts and facts of human rights violations, and external stakeholders can fill in grievances through the ‘Corporate Ethics Consultation Center’. Reflecting the characteristics of individual reporting cases, related departments discuss specific relief measures, and do their best to remedy infringements through measures based on the results. The identity and report of the whistleblower are kept strictly confidential according to the law, and protection measures are provided under the Protection of Public Interest Reporters Act and other relevant laws. Additionally, whistleblowers do not suffer any disadvantages due to their reports.

Grievance Handling Process



Status of Grievance Reports and Handling

Year	No. of grievance reports	Grievance handling rate
2023	4 cases	100%

Human Rights Training

Wemade respects the human rights of all members and strives to spread a human rights-respecting culture. In 2023, we conducted mandatory legal training for all employees to enhance their awareness of human rights. In February 2024, we provided advanced human rights management training for practitioners in the human rights/compliance working group. Furthermore, Wemade plans to develop and run additional programs to provide better education covering broader human rights-related issues, such as diversity and inclusion.

Status of 2023 Human Rights Training

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

Human Rights Management

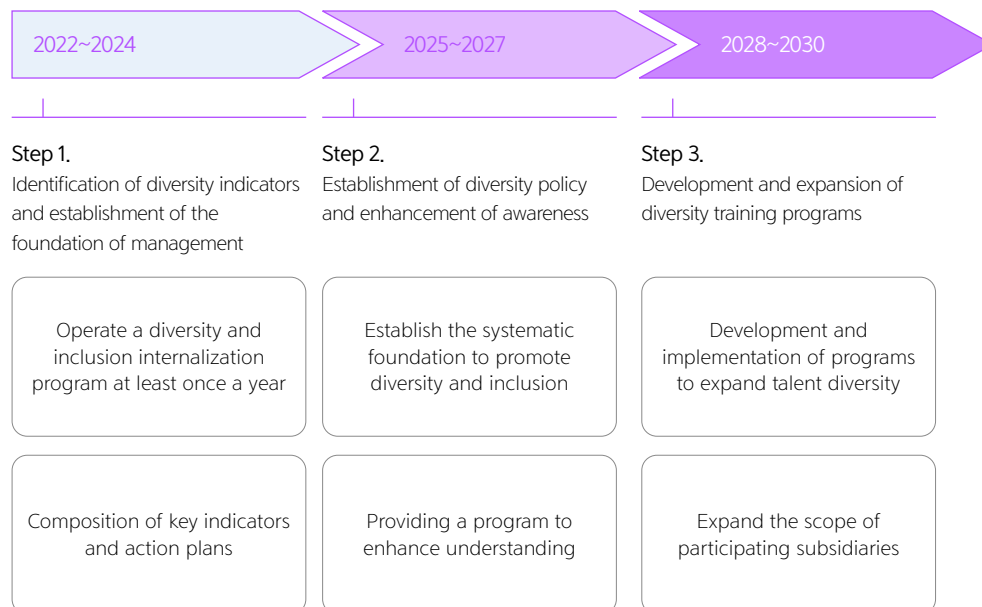
Diversity and Inclusion

Respecting Diversity

Diversity is an important issue for Wemade, a company that develops content that targeting diverse customer base. We do not tolerate any act of discrimination based on age, gender, origin, religion, race, nationality, and disability throughout the recruitment process or when receiving a promotion. There is no gender discrimination in the entry level compensation.

Through this, we create an environment where employees with diverse backgrounds and perspectives are able to demonstrate their capabilities without any limitations.

Roadmap and target for implementing Diversity and Inclusion



Promotion of Diversity and Inclusion

Wemade grants additional points during the recruitment process for individuals with disabilities and veterans. Regardless of the size of the workforce, all subsidiaries conduct training to improve awareness of people with disabilities in the workplace. Additionally, to enhance awareness of diversity and inclusion within the organization, we launched the 'Diversity and Inclusion in Everyday Life' campaign in May 2023. To enhance understanding of diversity and inclusion, examples were presented, and time was taken to identify such examples in daily life. A total of 33 employees participated in identifying Braille blocks and signage in the workplace, signs for the elderly, and representations of various in-game characters, including the Night Crows.

Diversity and Inclusion Campaign



Human Resources Management

Wemade's core values are Growth, Responsibility and Achievement. The objective of the company is to achieve fulfilment through personal responsibility, which leads to mutual growth of employees and the company. Through the shared vision, Wemade has established a value system that enables us to clearly establish goals and provide fair and clear rewards for each person who plays their role and is empowered accordingly.

Strengthening the Talent Pipeline

Ideal Talent

Wemade recruits individuals based on our standard of ideal talent, which are those with great passion, professionalism, and personality. We recruit and hire individuals who have endless passion for game development and publishing, professionalism demonstrated through their achievements, and a humble attitude which enables to become a considerate co-worker. Wemade is putting in effort to become a company which such ideal talents desire to work with.

Wemade Ideal Talent

Great
Passion

Great
Professionalism

Great
Personality

Fair Recruitment Process

For a fair recruitment process, Wemade does not put restrictions on photos, age, educational background, military service, grades or work experiences of applicants. Job postings include descriptions of key responsibilities, qualifications, and preferred attributes, enabling applicants to verify their suitability for the position and apply. Candidates are allowed to apply for multiple positions within the same time period. When online tests and tasks for the recruitment process are necessary, applicants are able to select one's test schedules. To inform about the company to candidates from diverse backgrounds, Wemade actively engages in activities including job fairs and internship linkage programs.

Recruitment Process



Strengthening the Talent Pipeline

Talent Acquisition and Retention

Talent Recommendation System

Wemade has been operating the talent recommendation system called 'Wemade Talent recommendation Transfer' since 2021 to recruit talented individuals. Recruiting through the referral process has the advantage of providing a smoother transition to the organization and work than other recruitment routes. To actively recruit talented people through this system, we offer rewards to referrers. Many talented people have joined the company through the 'Wemade Talent recommendation Transfer' system, and in both 2022 and 2023, approximately 30% of all new recruitment came from internal recommendation system.

Recruitment and Development of Next Generation Talents

In order to nurture industrial talents, Wemade aims to actively invest in diverse possibilities and opportunities. Reflecting the industry's characteristics, which require extensive experience and exceptional capabilities for collaboration, we support talent development and assistance through university-industry cooperation programs and academic cooperations. Wemade supports university clubs and academic cooperations, contributing to talent development, which often leads to actual hiring. In 2023, we conducted joint research with the Decipher Blockchain Society at Seoul National University to study the potential changes in the food and beverage (F&B), real estate, and financial industries due to the impact of blockchain technology. Individuals who achieved excellent results in this research were hired by Wemade through the recruitment process. Additionally, we conducted a one-month university academy-industry collaboration program with the Marketing All Round Player (MARP) marketing society at Yonsei University, involving 20 students in a project to research fields where NFT technology could be applied. The winning team was offered an internship opportunity, and as of 2023, two students joined Wemade as interns.

Academic Credit Programs

Through an agreement with the Department of Computer Science at KAIST, Wemade is operating a internship programs for academic credits that allows participants to earn up to 21 credits over six months starting in 2024. By the end of February, four individuals joined and started working through this program.

Collaboration with Educational Programs for Recruitment

Wemade participated in the 'Wanted' pre-onboarding course in 2023 by proposing project tasks. Among the graduates, Wemade planned to recruit iOS developers, front-end developers, and platform service planners, and a total of two people were hired through this process. Additionally, Wemade participated as the main sponsor of the 11th university hackathon hosted by the digital education institution 'Like Lion' in 2023. Through sponsorship and participation in the on-site recruitment briefing, we promoted Wemade and provided special privileges for final winners to pass

Industrial Technical Personnel

Wemade actively utilizes the Industrial Technical Personnel System to deepen the understanding of major fields and strengthen practical skills. Through this system, we offer opportunities to experience recruitment practices firsthand and collaborate organically with other teams. As of 2023, a total of 10 Industrial Technical Personnel are working at Wemade.

Pipeline for Hiring New and Experienced Employees

Category	Activity Details
Industry-University Cooperation	• Conducting industry-university cooperation with specialized departments or prestigious universities • Providing information through various programs such as job fairs and on-site training
Academic Cooperation	• Conducting various project activities with diverse academic societies • Providing internship opportunities to project participants and outstanding individuals
Supporters	• Providing internship opportunities to outstanding individuals who participated in supporter activities
Internship	• Offering various internship opportunities such as experiential and recruitment-linked internships • Providing diverse job experiences in the same working environment as employees



Human Resources Management

Fair Performance Evaluation System

Wemade Performance Evaluation System

Wemade operates a performance evaluation system that assesses the performance and competency of employees annually. By establishing criteria and evaluation methods for fair and objective assessments, absolute evaluation is conducted annually. The performance evaluation is divided into grades according to the level of performance achievement, and the competency evaluation is divided into common competency evaluation and rank-specific competency evaluation to ensure fairness. University academy-industry collaboration program. Additionally, there is a separate procedure for appeals against evaluation results. Compensation, promotion, and the selection of key talents are managed in accordance with pre-established principles and standards to encourage employees to improve their performance. Wemade also operates both a performance-based pay system based on company performance and the financial performance of each project By collecting.

Performance Evaluation Process



Employee Training Program

Training Objectives and Overview

Wemade provides training, orientation and guidance for company policies for new employees, as well as communication opportunities to ask any questions about the company. We helped new employees to adapt and shared our vision to take the first step of creating future values together. For managers and executives, leadership training programs are provided to enhance leadership skills. Self directed learning is encouraged regardless of being a full-time employee or temporary employee. Free social programs are operated on a flexible schedule to provide training to improve job qualifications and global competency.

Employee Training

Wemade provides employees with opportunities to continuously strengthen their capabilities and supports various training programs to help talented employees grow. We provide in-house job training to foster specialized manpower and leadership training by position to improve the capabilities of managers and executives. We encourage employees to voluntarily participate in various external training programs. Based on our Capabilities of our employees are the engine of our company's growth

Employee Training Program

In-house training

- Training for new hires
- Training of managers and executives
- Ethics education
- Human rights education

External Training

- Job competency improvement training in other institutions
- Training by outsourced experts
- Foreign language education
- Overseas training and seminars

Employee Training Expenses

Category	Unit	2021	2022	2023
Total cost of training	KRW	10,991,000	40,509,209	51,024,178
Average training cost per person	KRW	16,140	38,802	40,177

Human Resources Management

Labor–Management Relations

Composition of the Labor–Management Council

Wemade organizes and operates a Labor–Management Council to promote a sound and trustworthy relationship with its employees. The Labor–Management Council is composed of three labor representatives and three management representatives. Quarterly meetings are held to enhance common interests of labor and management, and to communicate resolutions for improvements.

	Labor–Management Council
Composition	Three labor representatives, three management representatives
Purpose	Contribute to the development of the company and the enhancement of employees' welfare by promoting the common interests of labor and management through mutual understanding and cooperation
Role	Improvement of productivity, grievance handling ,training, health promotion, consultation and resolution of the system, report, and explanation
Meeting	Regular meetings are held quarterly, while ad–hoc meetings are held when necessary
2023 Key Contents	Amendment of Labor–Management Council regulations, improvement of the work environment, discussions related to employee health promotion, establishment and improvement of welfare systems, consultation on operational agendas, etc.

No. of Labor–Management Council Meetings

Category	Unit	2021	2022	2023
No. of Labor–Management Council Meetings	session	4	4	4

Welfare Benefit

Creating an Pleasant Work Environment

Wemade operates a welfare benefit program to offer an environment where employees can enjoy their breaks and focus on their work. For the current meal support points, the amount of points for employees' meal expenses has been increased to reflect the inflation level as of 2023. Additionally, professional baristas provide a variety of coffee and beverages for free at the cafeteria in the office building. Convenient facilities such as nap rooms, shower rooms, and nursing rooms are provided, as well as a sports center in the office building. Furthermore, seasonal clothing and other goods are produced and provided, and unlimited support is provided to employees who wish to attend external job training and seminars for self–development.

Support for Employee Health and Rest

Wemade supports employees by providing free access or member–rate access to diverse nationwide resort branches. To ensure that our employees get enough rest during major holidays and long weekends, the day before their last day of work is designated as a “Home Day,” and Wemade provides group accident insurance for employees and their families.

Support for Employee Life Stability

Wemade provides all employees with welfare points that can be freely used domestically and internationally without any restrictions. In addition to offering special leave and congratulations or condolence money for various family events, Wemade also provides a congratulatory bonus for employees' children upon school admission as well as covering their college tuition fees. Starting from 2024, Wemade will provide childcare fees for all employees with children enrolled in daycare centers to establish a corporate culture for work and life balance. Pregnant employees are granted fetal examination leave on a weekly basis, and an additional 30 days of paid maternity leave is provided to ensure rest without any reduction in wages during the leave. Additionally, long–term employees receive a congratulatory bonus as a token of appreciation, and regular or occasional gifts are given during major holidays and family month.

Human Resources Management

Welfare Benefit

Pleasant work environment



Meal Support

Monthly support of 260,000 points to dine at the company cafeteria and nearby restaurants

Green Tumbler

Unlimited free access to various coffee menus provided by professional baristas

Wemade Goods

Seasonal clothing, diaries, calendars, etc., provided

Sports Center

Support for the use of the Sports Center (Fitness, Golf Center, etc.) in the office building

Convenient Facilities

Free use of the in-house nap rooms, shower rooms, and nursing rooms

Job Training

Extensive support for external job training and seminars for self-development

Health and rest



Recreational Facilities

Free or member-rate access to resorts facilities nationwide

Group Accident Insurance

Support for enrolling in group accident insurance for employees, their spouses, children, and both parents

Comprehensive Health Checkup

Annual comprehensive health checkup and checkup day leave for employees and their families

Home Day

HOME (Holiday of Wemade) DAY on the working day before holidays (Lunar New Year, Chuseok) and year-end holidays

Stability of life



Welfare Points

Cash-equivalent welfare points that can be used freely, distributed semi-annually

Congratulatory and Condolence Events

Support for various family events such as congratulatory and condolence money, leave for family events, and funeral services

Congratulatory Bonus for Employees' Children

Support up to 2 million KRW for each entrance to elementary, middle, and high school

Support for Children's College Tuition

Reimbursement of entire semesters college tuition fees for employees' children

Long-Term Service Award

Provide congratulatory bonuses to long-term employment employees

Entrusted Childcare Fees

Support for childcare fees at daycare centers attended by employees' children

Maternity protection

Maternity leave pay for the entire duration, including support for prenatal check-up leave, extending beyond legal obligations

Gifts

Regular and occasional gift giving, including major holidays

Human Resources Management

Welfare Benefit

SHIFT Work System

SHIFT (Stay Home Instead, Full Time) is a new working system that is divided into five stages. The system enables flexibility for where and how one works. Wemade will establish this unique work system as a standard to improve our working environment.

Sequential Working Process



Wemade Tower Cafeteria



Nursing Room



Wemade Goods



Safety and Health

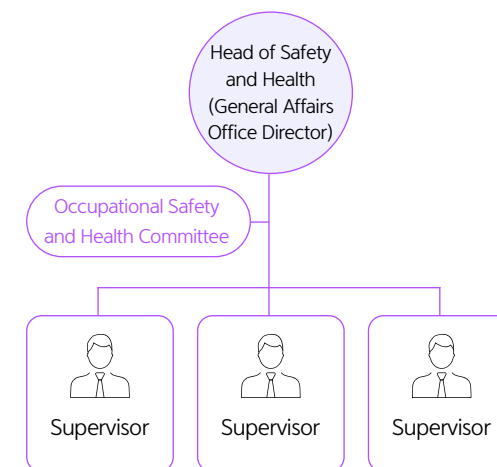
Wemade strives to create a safe and healthy working environment by eliminating harmful factors in the workplace so that employees can work with peace of mind.

Safety and Health Management Implementation System

Safety and Health Governance

In response to the strengthening of internal and external safety and health regulations, Wemade has appointed a head of safety and health and designated supervisors to establish and operate a safety and health management governance system. The performance and plans of safety and health activities are regularly reported to and approved by the Board of Directors. Additionally, based on Article 24 of the Industrial Safety and Health Act, we operate the 'Occupational Safety and Health Committee,' a consultative council for establishing a safe working environment for employees. The committee is composed of four members, with two of them representing laborers and the other two representing management. The labor and management hold quarterly meetings to jointly discuss and make major decisions of safety and health issues and policies. The decisions made are implemented by supervisors in collaboration with the relevant departments, focusing on prevention, management, response, and post-action measures for safety. In 2023, a total of four meetings were held, where discussions were conducted on enhancing safety and health, including employee health management, facility inspections for workplace environment improvement, and risk assessments.

Safety and Health Management Governance



Status of Occupational Safety and Health Committee Consultations

Date	Deliberation	Resolution and Decision
2023.03.28	· Review of employee psychological counseling support system	· Appointment of safety and health manager · Training for safety and health manager
2023.06.27	· Reorganization of the emergency contact network and safety management manual · Replacement of facilities to improve the work environment	· Installation and inspection of facilities to prevent rooftop safety accidents
2023.09.22	· Replacement of safety management equipment · Conducting flu vaccinations for employees	· Inspection for work environment improvement
2023.12.28	· Conducting risk assessments and identifying risk factors	· Establishment and Board of Directors approval of the 2024 industrial health and safety plan

Safety and Health Management Implementation System

Safety and Health Management Policy

Wemade established the Wemade Corporate Policy on Safety and Health not only to create and operate a safe and healthy work environment but also to operate various safety and health policies to promote the health of employees.

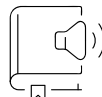
Comprehensive and Constant Monitoring and Improvements on Safety and Health



Achieving ZERO Serious Industrial Accidents through Prevention and Inspection



Conducting Various Activities Including Employee Training to Enhance Safety Awareness



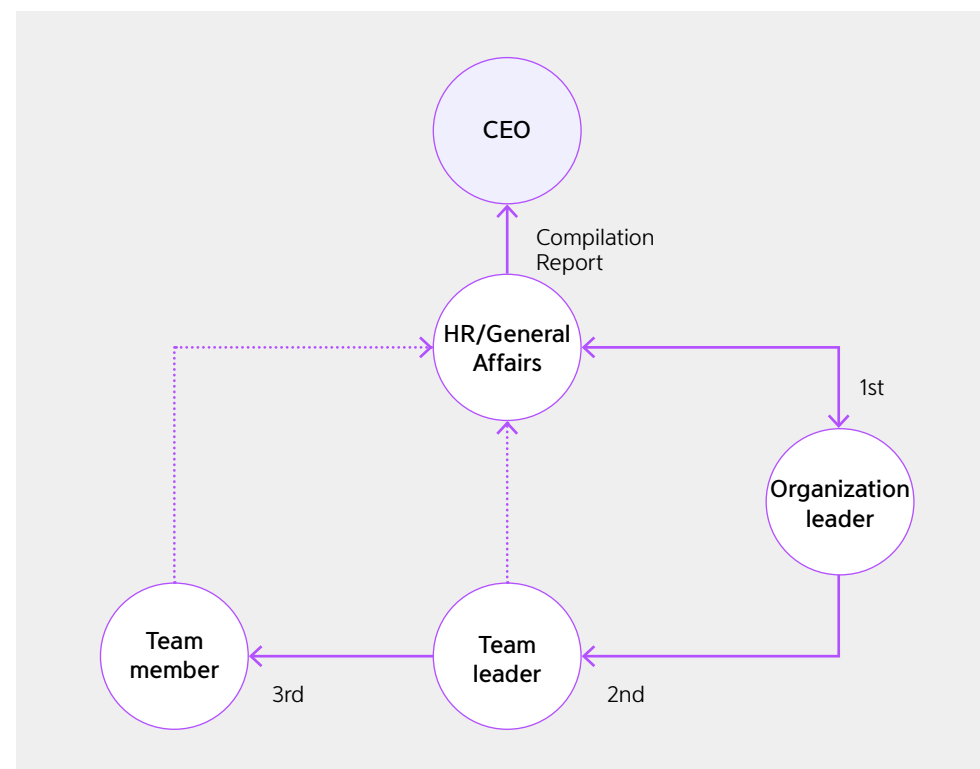
WEMADE CORPORATE POLICY ON SAFETY AND HEALTH

1. Wemade will prioritize and protect safety and health for all employees and stakeholders in all corporate matters.
2. Based on the Occupational Safety And Health Act and internal regulations, Wemade will constantly enhance management practices within the working environment, facilities and operation.
3. Set targets for safety and health to establish a safe working environment, and implement strategic management through regular inspection and improvement.
4. Create a corporate culture for safety and health through training and communication for all employees.
5. All employees, partner companies, and other stakeholders will communicate with the company about the Wemade Corporate Policy on Safety and Health and safety requirements.

Establishment of Safety Management Manual and Emergency Contact Network

Wemade minimizes risks in the event of an accident by establishing a reporting system and response scenarios that are operated in the event of an emergency. In addition, We have manuals on how to respond to each safety accident, resource interruptions including water outages, power outages and gas supply interruptions. Additionally there is an emergency contact network to sequentially respond to emergencies. The system is designed to disseminate information in stages to the head of the organization, team leaders, and team members in the event of an accident, and the HR team compiles the results and reports to the CEO.

Emergency Contact Reporting System for Accidents



Creation of a Safe Working Environment

Implementation of Safety and Health & Accident Prevention Activities

Wemade identifies hazardous factors through self-inspections and building management team inspections, and conducts internal facility inspections. Self-inspections include daily work environment inspections, regular inspections, ad-hoc inspections, and risk assessments. The building management team's inspections include semi-annual regular safety inspections, statutory inspections, ad-hoc inspections, and special inspections. Additionally, self-inspections by internal supervisors and specialized partner companies are conducted frequently. This includes daily inspections of facilities and monthly to quarterly regular inspections to check the cleanliness and hygiene of electronic devices and workspaces.

Meanwhile, in 2023, regular safety inspections were conducted by external organizations, and a satisfactory safety rating was received. Appropriate remedial actions were taken for defects identified in 2022 through internal investigations, and continuous measures will be taken for any harmful factors discovered in the future.

Harmful and Risk Factors Measures

Category	Risk Factors	Action Items
Office entrance door (glass door)	Prevention of pedestrian collisions in blind spots	Attachment of caution notices on each entrance door
Safety accidents on stairs	Falling accidents	Installation of safety railings on open sides
Office floors and stairs	Slipping accidents	Frequent removal of moisture
Safety accidents at entrances	Emergency evacuation accidents	Installation of emergency evacuation lights
Safety accidents in passageways	Tripping accidents	Removal of moisture and inspection of drainage facilities
Office lighting	Vision impairment	Usage of lighting that meets the Korean Industrial Standard (KS)
Electrical appliance fire	Electrical appliance overload fire	Retrieval of unauthorized electrical appliances

Safety and Health Training

Wemade conducts safety and health training for all employees twice a year. In 2023, education on the prevention of musculoskeletal disorders and heat-related illnesses was provided through online training and distribution of materials, and two trainings are planned for 2024.

Safety and Health Training Status and Plans

Category	Education details	Target	Content	Period	Remarks
2023	Prevention of Musculoskeletal Disorders	All Employees	Prevention of musculoskeletal disorders due to long working hours	May	Online/Post
	Prevention of Heat-Related Illnesses	All Employees	Prevention of heat-related illnesses during summer	August	
2024 (Scheduled)	Prevention of Musculoskeletal Disorders	All Employees	Prevention of musculoskeletal disorders due to long working hours	May	Online/Post
	Prevention of Heat-Related Illnesses	All Employees	Prevention of heat-related illnesses in summer	August	

Status of Occupational Safety and Health

In 2023, there were no work-related injuries, illnesses, and no occupational accidents for Wemade employees.

Status of Occupational Accidents

Category	Unit	2021	2022	2023
Work-related injuries and illnesses	cases	0	0	0
Occupational accident rate	%	0	0	0

Creation of a Safe Working Environment

Risk Assessment

Wemade conducted a safety and health risk assessment in December 2023. The risk assessment covered a total of 10 items, and the average risk level was determined to be 2.4, indicating that the risk in the work environment is very low.

Category	Risk Factors	Likelihood (Frequency)	Severity (Intensity)	Risk Level	Improvement Measures
1	Is there a risk of being cut by the sharp edges of the computer?	1	1	●	Maintain current safety measures
2	Is there a risk of being cut by paper while organizing documents?	2	1	●●	Put efforts to reduce offline printouts
3	Is there a risk of electric shock due to physical contact between the operator and the charging part through damaged outlets?	1	1	●	Frequently inspect outlets
4	Is there a risk of health impairment due to continuous computer device work?	2	2	●●●●	Expand rest facilities and improve work environment
5	Is there a risk of exposure to high or low temperatures due to prolonged use of air conditioners and heaters?	1	1	●	Install individual heating and cooling systems by floor/organization
6	Is there a risk of collision with desks while moving through narrow passages between desks?	1	1	●	Maintain current safety measures
7	Is there a risk of health impairment due to long working hours or night shifts?	2	3	●●●●●●	Review flexible working hours and coordinate organizational work schedules
8	Is there a risk of injury from slipping while using the shower room?	1	3	●●●	Install anti-slip tiles and frequently remove water from the floor
9	Is there a risk of collision with the glass door of the gate when using the speed gate on the first floor?	2	1	●●	Provide instruction and guidance for employees
10	Is there a risk of collision with exit doors(fire doors) and pedestrians when using the stairs?	1	3	●●●	Provide instruction and guidance for employees
Average				2.4	Maintain current safety measures

Employee Health Management

Wemade has various health policies designed to prevent diseases and improve the quality of life for employees. Through these policies, Wemade strives to minimize health-related risks and create an environment where employees can work maintain both physical and mental health while working.

Comprehensive Health Check-Up and Vaccinations

Wemade provides comprehensive health checkups for employees and their families for early diagnosis and prevention of diseases. Moreover, support for the prevention of infectious diseases is provided through flu vaccination. We are enhancing our health checkup program so that employees can autonomously select the checkup items that are suitable for the situation, such as age or health conditions. In addition, to ensure that employees' health management does not end with a single checkup, Wemade manages health conditions of employees by expanding benefits and encouraging participation in additional blood tests after a comprehensive health checkup so that employees can continue to manage their health.

Group Accident Insurance

Wemade provides employees and their families with group accident insurance in addition to the four social insurances to decrease the risk of various injuries, accidents, and diseases.

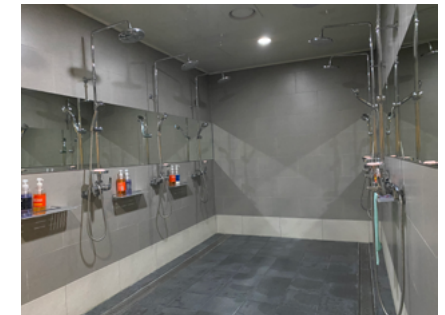
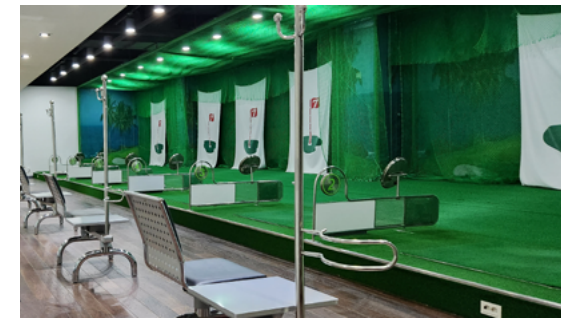
Improvement of the Working Environment

To create a pleasant working environment for employees, Wemade replaced old furniture (446 chairs and 443 drawers) in 2023. In addition, a new connecting passageway between Wemade Tower and WEMIX Tower was created in the outdoor space on the 3rd floor, and the surrounding green space was arranged.



Sports Center

Wemade encourages employees to use the Sports Center 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 Wemix Tower. The Sports Center covers an area of 580 square meters and is equipped with more than 100 pieces of the latest fitness equipment. It also has indoor courts for basketball, badminton, squash, and table tennis, as well as golf driving ranges and screen golf. In addition, the center is equipped with showers, hot and cold baths, and dry saunas to help employees relieve post-workout fatigue.



Social Contribution

Wemade is contributing to a sustainable society by providing support in various areas and establishing a virtuous cycle value system. The company is spreading a positive donation culture through participatory donation events with users around the world, and is also striving to grow the local community by supporting many activities including for global future generation education.

Social Contribution System

Social Contribution Strategy

Wemade listens to the voices of various stakeholders and utilizes technological resources in a meaningful way to contribute to the balanced growth of society. To this end, the company provides educational opportunities for children around the world and is interested in supporting various fields such as sports and arts. Going forward, Wemade will continue to take the lead in the realization of a sustainable society through various social contribution activities.

Vision

Wemade is ready for a bigger world, a brighter future.

Key messages

Wemade contributes to society by creating synergies through collaboration with others so that the technological power of the company can be used more meaningfully.

Core values

In Diverse Areas

Turning Dreams into Reality

Key Areas

Supporting the IT industry

Global future generation education

Discover and support talent in culture and arts

Grow with the community

Promotion details

- Human resources development
- Support for technical research and academic activities
- Support for start-ups
- Scholarship support

- Supporting children's education
- Improving the educational environment
- Promoting the rights and welfare of future generations

- Developing and operating collaborative programs
- Supporting writers and businesses
- Supporting athletes

- Support for the underprivileged and vulnerable groups
- Support for domestic and international emergency issues

Mid-to-long-term goals

- Recruit IT talents and provide annual training programs.
- Annually provide support for universities, academic societies, and academic clubs to contribute to industrial growth.

- Conduct donations and social contribution projects to resolve the global education gap and to support growth

- Identify supportable items and conduct annual growth projects
- Discover and support writers, companies, and athletes

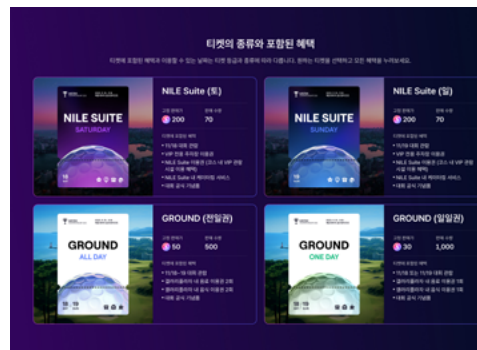
- Develop and implement community-linked programs
- Conduct employee volunteer activities at least twice a year
- Achieve 1,000 cumulative participants by 2026

Social Contribution Activities

Sponsorship of KLPGA – WEMIX Championship

In 2023, Wemade/WEMIX sponsored the globally renowned Korea Ladies Professional Golf Association (KLPGA) and launched Project WEMIX CHAMPIONSHIP. Project WEMIX CHAMPIONSHIP is a real-world event that combines blockchain services with the WEMIX Point competition 'Race to WEMIX Championship', which spans an entire KLPGA tour season, and the season finale "WEMIX Championship" tournament, where only top-ranked players compete, offering a new sports experience.

The Project WEMIX CHAMPIONSHIP demonstrated that NFTs can create new experiences by connecting to the real world, beyond proving their value in the virtual world. The golfers' performances and the gallery's experiences, such as entering the tournament, buying food, beverages, and souvenirs, were all connected by blockchain. The project has contributed to the development of the tour in a new way that has never been done before, most notably by paying the tournament prize money in coins, which was the first of its kind. In addition, the project has contributed to the development of the blockchain industry by embedding NFT technology into the tour, allowing all players to participate in NFT projects. This is because the value of the prize money changes with the growth of WEMIX, so interest in golf and the project continues even after the tour and WEMIX CHAMPIONSHIP are over. In addition, by issuing tickets with NFTs instead of paper, we not only saved resources and reduced greenhouse gas emissions, but also contributed to solving social problems by eliminating the problem of illegal tickets for concerts, sporting events, etc. with NFT technology.



Donation with Users

Wemade Play has been consistently making social contributions through the Anipang series of games it developed. 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 has contributed awareness of the good influence of game users.

In 2023, to support the growth and development of borderline children, we donated a total of KRW 55 million in the name of our game to two donation organizations. In total, 481,755 users participated in in-game events, and in December of last year, we received a citation from the Mayor of Seongnam in recognition of our contributions to youth support activities through donations made with users. Wemade plans to continue strengthening and promoting donation activities created with users to spread positive influence in the future.

Game name	Number of participants	Final collected hearts (achievement rate)	Donation amount	Places of Donation
Shanghai Anipang	38,758 Persons	6,440,589 (161.0%)	30,000,000 KRW	Seongnam City Youth Foundation
Anipang 4	159,479 Persons	17,658,821 Count (88.3%)		
Anipang 3	85,484 Persons	29,676,263 Count (197.8%)	25,000,000 KRW	Children Big Smile The World
Anipang 2	198,034 Persons	35,855,655 Count (179.3%)		



Social Contribution Activities

Social Contribution with Employees

Wemade Play conducted social contribution programs with employees to contribute to the local community. In September 2023, 12 employees participated as one-day teachers in play activities at the LILA ORPHANAGE during the 'Happy Day Volunteer Program with Fu Bao'. Through visiting Panda World and experiencing group rides, the employees not only left pleasant memories with the children, but also donated KRW 5 million to improve the welfare level of underprivileged children.

Additionally, to celebrate the 2023 holidays, an internal auction event called <Clean Bank> was held with ethical management reporting items, and all proceeds from the auctions held during the Lunar New Year and Chuseok holidays were donated to local child welfare institutions. A total of 31 employees purchased auction items and donated KRW 2,464,000 in proceeds.





Win-win Management

Wemade has continued its partnership with various domestic and international game companies by signing onboarding contracts for the WEMIX Play platform. To support the creation of service performance through the Web3 transition of partners, we primarily provide comprehensive support for the blockchain development environment, Q&A, and promotion support for service activation. Additionally, to expand the base of blockchain technology within the industry, we produce and distribute technical glossaries, conduct WEMIX support promotions, and host forums and network parties for partners.

Shared Growth

Shared Growth with Partners

Wemade has been working to build a sustainable mutual growth environment by considering ways to grow in partnership with various business partners. To improve the technology huddle and make it more accessible, Wemade has standardized terminology and development environments. The company has switched its onboarding service to a public mainnet that each developer can use freely, and provides a developer console to facilitate the transition to Web 3.0. In addition, we held network parties and forums, where more than 150 developers participated to share the current state of the game ecosystem and their vision for WEMIX PLAY.



Expanding the Foundation of Blockchain Technology

At Wemade, we commit ourselves to adding blockchain technology to game content and make a various technological and planning attempts as well. Notably, in the case of WEMIX promotion support, a promotional compensation system for the creation of service performances of partners, we offer support to four projects that have been finally selected through the review process by providing WEMIX. Wemade is also striving to enhance the convenience and accessibility of the onboarding process. Specifically, Wemade provides a guide (technical glossary) that rewrites complex blockchain terms into standardized terms, and host technical forums to improve understanding of blockchain terminology, concepts, and development environments. Technically, Wemade offers an onboarding integrated SDK and modular contracts. Unlike typical Web3 platforms, the integrated SDK provides more convenient access to the WEMIX 3.0 chain, each wallet, and Dex services. The modular contract also provides commonized contracts to meet the needs of developers, enabling them to quickly launch services without any additional procedures. Most of the results and know-how from these efforts are being incorporated into the industry through WEMIX's onboarding partners, contributing to the rapid expansion of blockchain technology.

Shared Growth with Users

Through the WEMIX onboarding business, Wemade has embedded blockchain technology within game content, transforming gaming services that have traditionally been service provider-centric to consumers more involved. Users are now given the opportunity to directly participate in the game's operations and share in its revenue through coins. This means that users are repositioned as active members of the ecosystem, rather than just users of the game. As the user's influence grows, Wemade expects to be able to engage them more actively in the success of the project. Wemade will continue to strive to grow our business in a win-win relationship with our users.

Governance

WEMADE

SUSTAINABILITY REPORT 2023

Ethical Management

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Corporate Governance

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Ethical Management

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

Ethics & Compliance Management System

Advancement of Ethics & Compliance Management System

Wemade operates an ethical management system that includes stages including prevention, detection and response. Ethical and human rights guidelines and training raises the awareness of Ethical and human rights, and reinforcement of internal audit system enables to response rapidly to issues reported to the reporting center. Based on this system, Wemade pursues expansion and settlement of the scope of ethical management.

Ethics & Compliance Implementation System

Wemade operates an Ethical Management Office directly under the CEO's supervision to acknowledge the importance of ethical management and to ensure a rapid decision making process. Moreover, the Human Rights & Compliance Working Group under the ESG Committee establishes detailed plans and conducts related strategic tasks, while the ESG Committee reviews and makes decisions on a regular basis. The implementation system manages policies in accordance with the Code of Ethics and regulations for ethical management, operate and monitor the corporate ethics center, plan and conduct campaigns, and provide ethics training for employees.

Ethical Management Process



process 01

Establishing a management system and guidelines for ethics & human rights, and providing training.

- Revision and enactment of code of ethics and related guidelines
- Establishment and disclosure of human rights management policies
- Employee ethics & human rights training and campaign

process 02

Operating a reporting system, and conducting monitoring

- Self-inspection and monitoring for high-risk departments
- Management of a corruption reporting center
- Management of a grievance handling system for employees

process 03

Responding to issues and preventing recurrence

- Respond to issues, analyze the results and making assessments
- Prepare of measures to prevent recurrence
- Take follow-up practices for violators



Ethical Management System

Enactment of Code of Ethics

Wemade considers compliance and corporate ethics a top priority, and strives to conduct business activities based on transparency and fairness. In 2022, Wemade declared a Code of Ethics to comply with the corporate philosophy and to fulfill the responsibility of sustainable management. The declaration of the Code of Ethics established the foundation of behavior and value judgment that employees must adhere to. Enacted Code of Ethics applies to all employees of Wemade and affiliates, partner companies and other stakeholders.

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: Management of Customer Respect
- Chapter 6: Responsibility towards society and nation
- Chapter 7: Application of the code of ethics

Pledge of Integrity

To establish an ethical corporate culture and to comply with fair trading, employees of Wemade have signed the pledge of integrity for all transactions and contracts with counterparties. These terms and conditions include sanctions to prevent bribery, maintain fair trading and to comply with mutual ethical standards.

PLEDGE OF INTEGRITY

1. We will comply with laws, principles, and ethical regulations, and will not engage in any unfair trade or corruptive practices in business.
2. We will not receive unfair money, entertainment, or unjustified gains from stakeholders, and we will not utilize internal data or abuse authority granted for personal purposes.
3. In case of being aware of any practices related unfair trade or corruption, or receive suggestions to engage in corruptive practices, we will immediately report them.
4. We will actively cooperate by submitting relevant records requested by the company when conducting investigations.

Wemade Corporate Ethics Report Center

Wemade operates a Corporate Ethics Report Center, allowing internal and external stakeholders including all employees and partner companies, to anonymously (depending on the informant's will, utilizing the real-name system is possible) report about fair trade violations, receipt of money and entertainment, leakage of company information, or labor related issues that may lead to unjust enrichment and loss.

Types of Consultation and Report

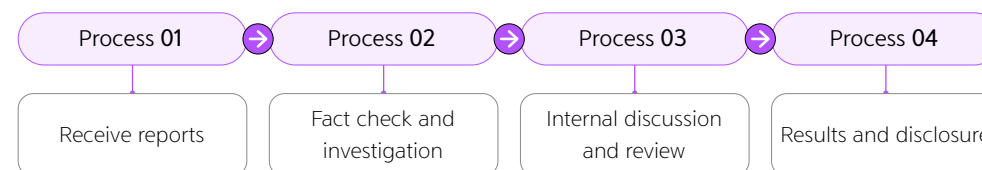
- Unfair trade practices including preferential treatment for partner companies
- Bribes, gifts, entertainments and financial transactions
- Accounting fraud (e.g., Accounting information manipulation)
- Embezzlement or misuse of assets
- Data breaches of privacy and company information
- Violation of the Code of Ethics, other regulations, and unethical practices

Protecting Whistleblowers

Wemade's Corporate Ethics Counseling Center complies with the Whistleblower Protection Act.

The identity and report details of the informant remain confidential, and are entitled to the Public Interest Whistleblower Protection Act. Additionally, all whistleblowers do not receive any disadvantages for their act of whistleblowing.

Process of the Ethics Report Center



Reported and Processed Ethics Violation Cases

Year	No. of reported cases	Report processing rate
2022	10 cases	100%
2023	52 cases	100%

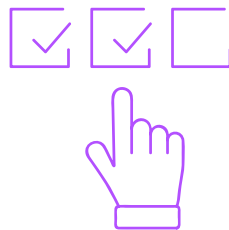
Ethical Management System

Compliance Control Standards

Wemade has established and operates a system to practice compliance and ethical management in relationships with all stakeholders including employees, customers, and partner companies.

The board of directors enacted the code of ethics, which serves as the basis for value judgments and actions for all contractual stakeholders including partner companies and employees from both domestic and overseas subsidiaries.

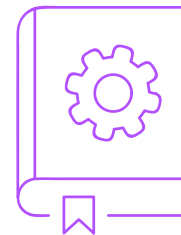
Wemade's compliance officer, delegated in accordance with the compliance control standards, reviews the establishment and performance of the company-wide compliance support activity plan and reports to the board of directors. Through this compliance officer system, inspections are continuously conducted to ensure that all employees comply with compliance control standards.



Policy for Ethical Practices

In May 2024, Wemade established the 'Anti-Corruption and Bribery Policy,' 'Supply Chain Management Policy,' and 'Unfair Trade and Unfair Competition Policy,' to enhance the practice of ethical management and received approval from the ESG Committee. The Ethical Management Department implements established policies and policy management which includes reviewing, enacting and revising, providing interpretation and advice, training, and ad-hoc monitoring. These policies apply to all employees of Wemade and its major investment companies where Wemade exercises management control. Violations of these policies may result in disciplinary actions and civil or criminal litigation in accordance with internal standards.

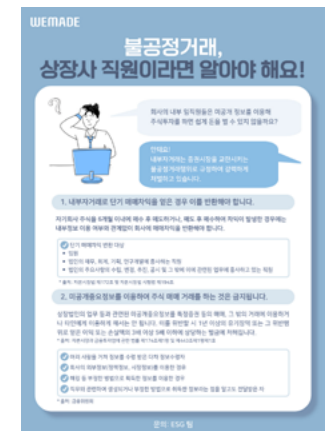
[Policy for Ethical Practices \(Homepage – Resources\)](#)



Ethics Training

Wemade conducted basic training on fair trade act for employees in order to raise awareness of fair trade and and minimize the risks of unfair trade.

Date	Training	No. of Participants	Training Hours per Person
2023.06	Fair Trade Act for Practitioners	295 Persons	217 minutes





Corporate Governance

Based on sound governance, Wemade is constantly striving to establish a transparent and advanced governance structure to protect the rights and interests of shareholders and various stakeholders.

Corporate Governance

Board of Directors

Wemade’s board of directors deliberates and makes decisions on issues that are stipulated by regulations or the Articles of Incorporation, entrusted from the shareholders’ meeting, established management policies and executed business management. In March 2023, Wemade appointed the first female independent director, and as of the end of the first quarter of 2024, the board of directors is composed of 2 executive directors and 2 independent directors(3 independent directors as of the end of 2023). The Board of Directors ensures independence by maintaining the 50% ratio for independent directors, which exceeds the minimum ratio of 25%, prescribed by the domestic Commercial Act. Each director has a tenure of three consecutive years, and reappointment is entitled depending on the performance during the term. Meanwhile, the tenure of independent directors is limited to six years in accordance with the Commercial Act.

Category	Name	Gender	Background	Major Career	Appointed on	Term ends on
Executive Directors	Park Kwan-ho	Male	Management / Development	· Former executive director of Joymax Co., Ltd. · Current executive director & CEO & chairman of Wemade Co., Ltd.	Feb. 11, 2000	Mar. 29, 2027
	Choi Jong-gu	Male	Advisory	· Former vice president of Interpro Korea Co., Ltd. · Current executive director & head of planning and coordination dept. at Wemade Co., Ltd.	Mar. 29, 2024	Mar. 29, 2027
Independent Directors	Kim Young-ho	Male	Advisory	· Former president of Korea National University of Transportation · Current advisor at Sejong law firm · Current independent director director of Wemade Co., Ltd.	Mar. 31, 2023	Mar. 31, 2026
	Lee Seon-hye	Female	Advisory	· Former director of the Korea Association of Mental Health Social Workers · Current professor, Department of Social Welfare, Chung-Ang University · Current non-executive director of Wemade Co., Ltd.	Mar. 31, 2023	Mar. 31, 2026

(As of the end of 1Q, 2024)

Board Operation

The Board of Directors meetings are convened on a quarterly basis, while ad-hoc board meetings are convened whenever necessary. Prior to the meeting, detailed information of management issues as well as the status of significant issues are reported to the Board of Directors. A total of 9 board meetings were held, where 33 agendas were discussed. The attendance rate of all executive and independent directors was 100%. In particular, the board meeting held in August 2023 reported the performance results of environmental management, including materiality assessment results, greenhouse gas inventory construction, and independent assurance.

Major ESG-Related Resolutions by the Board of Directors

Meeting Date	Agenda	Resolution Status
2023.05.09	Report No. 3: Report on the progress of the ESG Committee for the first half of 2023	-
2023.08.08	Report No. 3: Report on ESG progress for the first half of 2023	-
	Agenda Item No. 1: Appointment of a compliance officer	Approved
2023.11.07	Agenda Item No. 2: Change in ESG Committee organization and appointment of members	Approved

Corporate Governance

Expertise and Diversity of the Board of Directors

Wemade respects diversity and does not discriminate against race, gender, religion, place of origin, or nationality when appointing independent directors. When appointing an independent director, we make sure the candidates have a professional background in leadership, global career, IT, accounting, economics, and legal affairs to ensure an objective and professional perspective. In March 2023, Wemade appointed a female independent director with expertise in the field of mental health and welfare, increasing the ratio of female directors to 25%. In addition, we also appointed a male independent director with expertise in the field of administration in the same year. In the future, we plan to continuously strengthen corporate governance by promoting diversity and expertise within the board of directors.

Board Skills Matrix(BSM)

Category	Name	Leadership	Management & Accounting	Policy & Administration	Research & Development	Law	Welfare	Appointed year	Age	Gender
Executive Directors	Park Kwan-ho	●	●		●			2000	51 years old	Male
	Choi Jong-gu	●	●					2024	60 years old	Male
Independent Directors	Kim Young-ho			●		●		2023	69 years old	Male
	Lee Seon-hye				●		●	2023	58 years old	Female

Expertise of Independent Directors

To enhance the professionalism of independent directors, Wemade plans to provide annual specialized training. In 2023, training on ESG issues that companies must respond to in the era of digital transformation were provided to independent directors. Eventually, the training enabled them to elevate the understanding of a rapidly changing society and ESG management through ESG management cases from various industries.

Date	Attending Independent Directors	Content
December 20, 2023 (Online)	All incumbent Independent Directors	ESG X Tech: ESG Management Strategy in the DX Era

Board Independence and Transparency

Wemade carefully evaluates independence, expertise, experience, and job relevance of candidates and complies with our Articles of Incorporation and relevant regulations when composing the Board of Directors. Especially, candidates who engaged as a management director or as one of the controlling shareholders are prohibited from working as an independent director.

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

- Individuals with no employment relationship with executives or employees of Wemade and its affiliates in the past 5 years
- Individuals who are not the spouse, direct ascendant or descendant of the controlling shareholder
- Individuals who are not in an employment relationship with executives or employees of the organizations related to the controlling shareholder
- Individuals who are not the spouse, direct ascendant or descendant of employees and executives
- Individuals who are not an employee of Wemade's subsidiaries
- Individuals who are not an executive or employee of an organization with significant interests including business relationships with Wemade
- Individuals who are not an employee of an organization in which Wemade's executives and employees concurrently hold positions

Corporate Governance

Committees under the Board of Directors

Wemade has established two dedicated committees under the board of directors, which are the Independent Directors Nominating Committee and the ESG Committee. In order to ensure systematic management, we operate in accordance with the Articles of Incorporation, regulations of the Board of Directors, and each committee.

Independent Directors Nominating Committee

The Independent Directors Nominating Committee was established on February 6, 2024. Candidates are appointed through fair verification and discussion of legal qualifications in accordance with the Commercial Act. Independent directors will be appointed based on their expertise through the approval of the Board of Directors, and the general shareholders' meeting resolution. Additionally, in accordance with the operational regulations of the Independent Directors Nominating Committee(Article 3, Paragraph 2), a policy has been established to include candidates recommended by shareholders who can exercise the rights of shareholder’s proposal. This policy enables to enhance the independence regarding the appointment process of independent directors and representation of shareholders. The Independent Directors Nominating Committee is composed of two independent directors and one executive director. During 2024, the Independent Directors Nominating Committee meeting will be held in order to appoint the chair of the committee.

ESG Committee

To strengthen the ESG management activities, the ESG Committee was reorganized as a subcommittee under the Board of Directors in November, 2023. The committee regularly convenes to make key ESG decisions, which includes developing and implementing corporate level ESG strategies. Additionally, there are working groups under the committee for each areas which includes environmental management, human rights and compliance, social contribution, governance and information protection. Each working group develops specific plans for major tasks and implements tasks accordingly. Issues discussed within working groups are reviewed regularly and adheres to the decision-making process by the ESG committee.

2023 ESG Committee Activities

Date	Agenda	Approval Status
2023.04.21	Approval of the framework for ESG strategies	Approved
	Outsourcing to publish a sustainability report	Approved
	Establishment and revision of ESG policies	Approved
	ESG campaign progress reporting	-
2023.07.18	Publication of a Sustainability Report	-
	Implementation of a materiality assessment	-
	Reporting the environmental management performance	-
2023.12.21	History of the ESG Team and details for assessment	-
	Reporting the environmental management performance for the second half of 2023, and action plans for the first half of 2024	-
	Approval of the revised ESG Committee regulations	Approved
	Approval of the plan to publish the 2023 Wemade Sustainability Management Report	Approved
	Selection of tasks planned to be implemented in 2024	Approved

Board Assessment and Renumeration

To enhance management efficiency and transparency of the Board of Directors, Wemade newly established an assessment system in 2023. Self-assessment for all board members, committees, and independent directors will be held annually. In 2023, the first assessment was conducted for all board members regarding their activities for the year. Assessment questionnaires consist 14 questions for the board of directors, 7 questions for the committees, and 5 questions for independent directors. Each questionnaire undergo quantitative assessment on a 5-point scale, and additional recommendations and assessment methods. The results and feedback will be thoroughly reviewed and reflected in business operation to ensure the Board of Directors are managed efficiently. Remuneration of the Board of Directors is determined based on an objective and comprehensive standard which considers business performances the approved at the general shareholders meeting in accordance with Article 388 of the Commercial Act and the articles of Incorporation.

Board Assessment Results

Assessment Target	Assessment Indicators	Assessment Results
Board of Directors	Composition, Roles/Responsibilities, Operations (14 questions)	4.93 points / 5 points
Committee	Composition, Role/Operations (7 items)	4.91 points / 5 points
Non-executive Director	Job Fairness, Diligence, Contribution (5 items)	5 points / 5 points

Remuneration Paid to Directors in 2022

(Unit: KRW million)

Classification	No. of people	Total Remuneration	Average per person
Executive Director	2	2,603	1,302
Non-executive Director	3	113	38

Shareholder Rights Protection and Shareholder Return

Shareholding & Capital Structure

In accordance with Article 23 of the Articles of Incorporation, Wemade is authorized to issue up to 100,000,000 shares. All issued shares are common shares, with voting rights granted according to the number of shares held. As of the end of 2023, Wemade's largest shareholder is Park Kwan-ho, chairman of the Board of Directors, who holds 41.23% of the total issued shares. The company issued a total of 33,897,976 common shares, and the number of outstanding shares excluding 341,389 treasury shares is 33,556,587.

Shareholding Structure

*As of the end of 2023

	Percentage(%)	No. of Shares(Shares)
Controlling shareholder and related parties	42.3	14,340,198
Institutional shareholders	17.8	6,048,952
Individual shareholders	38.8	13,167,437
Treasury Shares	1.0	341,389
Total		33,897,976

Protection of Shareholder Rights

Wemade makes effort to enhance shareholder values, and earn the trust of stakeholders and the market through a shareholder-oriented IR policy. All stakeholders, including shareholders, have access to the company's IR website for related information. In addition, the company provides shareholders with sufficient information about the regular shareholders' meeting in advance so that they can exercise their valuable rights.

General Meetings of Shareholders and Shareholders' Meeting

For general meetings of shareholders, Wemade adopted an electronic voting system and an electronic proxy solicitation management system to support shareholders to exercise their voting rights and to ensure smooth progress of the meeting.

The 24th General Meeting of Shareholders

Category	Date
Convening Resolution Date	March 14, 2024
Notice Date	March 14, 2024
Audit Report Submission Date	March 21, 2024
Shareholders' Meeting Date	March 29, 2024

Shareholder Return

Wemade has established and operates a shareholder return policy centered on cash dividends. Dividends were approved in accordance with our dividend policy approved at the shareholders' meeting. At the 23rd General Meeting of Shareholders which was held on March 31, 2023. The dividend was approved as an agenda, and accordingly, dividends were paid to shareholders during April 2023.

Shareholder Dividends

Category	2019	2020	2021	2022	2023*
Total amount of returns(million KRW)	9,840	9,840	21,437	25,087	–
Return per share(KRW)	600	600	650	750	–

* Due to the cumulative net loss realized in the business years of 2022 and 2023, and in accordance with our dividend policy(which considers the total dividend amount of 10 billion KRW or a dividend payout ratio of 30%(based on the net income attributable to the owners of the parent company in the consolidated financial statements), whichever is greater), no dividends were paid.

Appendix

WEMADE
SUSTAINABILITY REPORT 2023

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ESG DATA Fact Book

| Financial and Governance Performance

Financial Information

Category		Unit	2021	2022	2023
Statement of Financial Position (Consolidated)	Total assets	million KRW	1,027,300	1,429,831	1,417,739
	Total liabilities	million KRW	383,599	895,503	1,016,961
	Total equity	million KRW	643,701	534,328	400,778
Income Statement (Consolidated)	Operating revenue	million KRW	334,983	463,492	605,252
	Operating expenses	million KRW	237,632	548,430	715,693
	Operating Profit(Loss)	million KRW	97,351	(84,938)	(110,441)
	Net Income(Loss)	million KRW	308,091	(185,756)	(206,682)
Statement of Financial Position (Separate)	Total assets	million KRW	664,563	566,776	532,008
	Total liabilities	million KRW	85,181	154,740	233,350
	Total equity	million KRW	579,381	412,036	298,658
Income Statement (Separate)	Operating revenue	million KRW	211,184	240,671	317,513
	Operating expenses	million KRW	204,198	371,639	474,506
	Operating Profit(Loss)	million KRW	6,986	(130,968)	(156,993)
	Net Income(Loss)	million KRW	335,631	(150,889)	(205,823)

Creation and Distribution of Economic Value

Category	Contents		Company	Unit	2021	2022	2023
Consoli- dated	Customers	Sales		million KRW	334,983	463,492	605,252
	Shareholders and Investors	Dividends, interest expenses		million KRW	26,070	28,588	11,699
	Partner	Supplies expenses, commission fees, outsourcing service costs		million KRW	113,768	233,147	356,913
	Employees	Wages, retirement benefits, welfare benefits, stock compensation		million KRW	80,348	205,123	242,134
	Government/ NGO	Taxes and public dues, corporate tax expenses		million KRW	88,602	9,450	53,075
Sepa- rate	Client	Sales		million KRW	211,184	240,671	317,513
	Shareholder and Investor	Dividends, interest expenses		million KRW	25,610	23,719	7,168
	Partner	Supplies expenses, commission fees, outsourcing service costs		million KRW	150,758	192,013	295,386
	Employees	Wages, retirement benefits, welfare benefits, stock compensation		million KRW	30,250	101,719	123,866
	Government/ NGO	Taxes and public dues, corporate tax expenses (benefit)		million KRW	59,790	-10,021	25,650



ESG DATA Fact Book

| Economic and Governance Performance

Government Subsidy

Category	Contents	Company	Unit	2021	2022	2023
Government subsidy	Tax relief and deduction	Wemade	million KRW	500	801	2,374
		Wemade Max	million KRW	-	-	-
		Wemade Play	million KRW	588	956	744
		Wemade M	million KRW	-	-	-
		Wemade XR	million KRW	-	-	-
		Wemade Plus	million KRW	-	-	-
		ChaunQi IP	million KRW	-	-	-
		This Means War	million KRW	-	-	-
		WEMIX PTE,LTD.	million KRW	-	-	-
		Wemix Korea	million KRW	-	-	-
	Subsidy	Wemade	million KRW	191	-	3
		Wemade Max	million KRW	-	-	-
		Wemade Play	million KRW	-	-	-
		Wemade M	million KRW	-	-	-
		Wemade XR	million KRW	-	-	-
		Wemade Plus	million KRW	-	-	-
		ChaunQi IP	million KRW	-	-	-
		This Means War	million KRW	-	-	-
		WEMIX PTE,LTD.	million KRW	-	-	-
		Wemix Korea	million KRW	-	-	-

Intellectual Property

Year	Category	Trademark		Patent		Copyright (Program, Art)
		Domestic	Overseas	Domestic	Overseas	
2021	Registration	70	90	18	-	19
	Application	4	3	-	-	-
2022	Registration	83	171	18	-	19
	Application	11	451	1	-	-
2023	Registration	69	448	20	1	36
	Application	7	98	4	25	-

Legal Compliance

Category	Unit	2021	2022	2023
Total amount of fines for violation of the law ¹⁾	million KRW	24	-	-
Number of cases of non-monetary sanctions for violation of laws and regulations	cases	-	-	-

1) Amounts for 2021 have changed due to missing values.

Corruption Reports

Category	Unit	2021	2022	2023
Number of confirmed corruption reports ²⁾	cases	-	-	4
Number of disciplinary cases for confirmed corruption reports	cases	-	-	-

2) Number of reports filed by the internal reporting center



ESG DATA Fact Book

| Environmental Performance

Energy Consumption

Category		Category	2021 ¹⁾	2022 ¹⁾	2023 ²⁾
Total energy consumption		TJ	35.76	44.86	45.57
Direct energy consumption	Gasoline	TJ	–	1.11	1.67
	Diesel	TJ	–	0.12	0.02
Indirect energy consumption	Electricity	TJ	27.19	34.51	35.11
	Heat & Steam	TJ	8.57	9.12	8.77
Energy consumption intensity		TJ/100 million KRW	0.02	0.02	0.01

Greenhouse Gas Emissions

Category	Unit	2021 ¹⁾	2022 ¹⁾	2023 ²⁾
Total greenhouse gas emissions	tCO ₂ eq	1,609.57	2,075.22	2,117.59
Scope 1 emissions	tCO ₂ eq	–	83.37	113.65
Scope 2 emissions	tCO ₂ eq	1,609.57	1,991.85	2,003.93
Greenhouse gas emissions intensity ³⁾	tCO ₂ eq/100 million KRW	0.76	0.86	0.40

1) The organizational boundary for energy consumption and GHG emissions for 2021 and 2022 is the Wemade Tower.

2) In 2023, energy consumption and greenhouse gas emissions were calculated for the same legal entities with the reporting scope of the report.

3) Greenhouse gas emission intensity for 2021 and 2022 was calculated based on the separate revenue of Wemade, while for 2023, it was calculated based on the total revenue of the subsidiaries within the reporting scope.

Greenhouse Gas Emissions

Category	Company Name	Unit	2021	2022	2023
Scope 3 Emissions ⁴⁾	Category 1: Goods and services	tCO ₂ eq	N/A	N/A	29,998.05
	Category 2: Capital goods	tCO ₂ eq	N/A	N/A	1,309.89
	Category 3: Fuel and energy not included in scope 1, 2 ⁵⁾	tCO ₂ eq	N/A	N/A	134.01
	Category 5: Waste	tCO ₂ eq	N/A	N/A	37.71
	Category 6: Business travel	tCO ₂ eq	N/A	N/A	293.60
	Category 15: Investments	tCO ₂ eq	N/A	N/A	206.14

4) Since 2023, we have been calculating Scope 3 emissions, and the calculation scope for each category (corporation) is as follows.

– Category 1, 2, 6, 15: Wemade

– Category 3: 10 corporations including Wemade (Wemade, Wemade Max, Wemade M, Wemix Korea, WEMIX PTE. LTD., Wemade XR, Wemade Plus, This Means War, ChaunQi IP, Wemade Play)

– Category 5: 9 corporations including Wemade (Wemade, Wemade Max, Wemade M, Wemix Korea, WEMIX PTE. LTD., Wemade XR, Wemade Plus, This Means War, ChaunQi IP)

5) Scope 3 Category Calculation Formula: Used Area / Total Area



ESG DATA Fact Book

| Environmental Performance

Water Consumption¹⁾

Category	Unit	2021	2022	2023
Total water withdrawal	ton	16,764.00	17,070.00	32,718.08
Total water reuse	ton	715.50	548.75	94.87

Waste Management²⁾

Category	Unit	2021	2022	2023
Total waste discharge	ton	82.62	111.13	67.97
Discharge by type	General waste	82.62	111.13	67.97
	Designated waste	–	–	–
Disposal method	Incineration	43.62	44.13	30.35
	Landfill	–	–	–
	Recycling	39.00	67.00	37.62

1) The reporting scope of water consumption for 2021 and 2022 is Wemade Tower, and for 2023, it includes Wemade Tower, Wemix Tower and Bundang Square.

2) The reporting scope of waste discharge for 2021 and 2022 is Wemade Tower, and for 2023, it includes Wemade Tower and Wemix Tower.



ESG DATA Fact Book | Social Performance

Employment Status¹⁾

Category			Unit	2021	2022	2023
Total number of employees ²⁾ (including registered executives)			persons	722	1,090	1,270
Registered Executives (Inside Directors, Outside Directors, Auditor)	By gender	Male	persons	34	39	42
		Female	persons	–	–	1
	By age	Under 30	persons	–	–	–
		Between 30–50	persons	8	6	6
		50 and over	persons	26	33	37
Employees with No-Fixed Term (including Full-time Employees and Non-Registered Executives)	By gender	Male	persons	450	668	771
		Female	persons	198	318	377
	By age	Under 30	persons	113	202	231
		Between 30–50	persons	510	751	870
		50 and over	persons	25	33	47
Fixed-term employee (including contract Workers and Non-registered Executives)	By gender	Male	persons	37	48	56
		Female	persons	3	17	23
	By age	Under 30	persons	14	26	37
		Between 30–50	persons	19	26	24
		50 and over	persons	7	13	18
Full-time employees	By gender	Male	persons	487	716	827
		Female	persons	201	334	399
	By age	Under 30	persons	127	228	268
		Between 30–50	persons	529	776	893
		50 and over	persons	32	46	65

Category			Unit	2021	2022	2023
Part-time Employees	By gender	Male	persons	–	–	–
		Female	persons	–	1	1
	By age	Under 30	persons	–	–	–
		Between 30–50	persons	–	1	1
		50 and over	persons	–	–	–
Senior Managers (Executives)	By gender	Male	persons	34	45	44
		Female	persons	2	6	6
	By age	Under 30	persons	–	–	–
		Between 30–50	persons	24	29	24
		50 and over	persons	12	22	26
Middle-level managers (Head of Department, Center Manager, Division Manager)	By gender	Male	persons	51	74	70
		Female	persons	4	8	8
	By age	Under 30	persons	–	–	–
		Between 30–50	persons	52	77	68
		50 and over	persons	3	5	10

1) Wemade's social performance includes the performance of Wemade, Wemade Max, Wemade Play, Wemade M, Wemade XR, Wemade Plus, ChaunQi IP, This Means War*, WEMIX Pte. Ltd., and WEMIX Korea, all of which companies are headquartered in Wemade Tower.

2) The number of employees for 2021 and 2022 has been revised due to recalculations of duplicate values and omissions.

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



ESG DATA Fact Book

|Social Performance

Employment Status

Classification			Unit	2021	2022	2023
Low-level managers (Team Leaders)	By gender	Male	persons	59	120	136
		Female	persons	14	25	30
	By age	Under 30	persons	2	1	—
		Between 30–50	persons	68	139	158
		50 and over	persons	3	5	8
Employees by Country		Korea	persons	717	1,068	1,239
		Overseas	persons	5	22	31

New Hires and Turnover

Category		Unit	2021	2022	2023
No. of new hires ¹⁾ (by Gender)	Male	persons	179	388	260
	Female	persons	82	211	155
No. of new hires ¹⁾ (by Age)	Under 30	persons	99	181	184
	Between 30–50	persons	160	405	223
	50 and over	persons	2	13	8
Turnover Rate		%	29.78	19.91	19.61
Turnover rate (by Gender)	Male	%	18.84	13.3	12.76
	Female	%	10.94	6.61	6.85
Turnover rate (by Age)	Under 30	%	6.65	5.05	6.69
	Between 30–50	%	22.99	14.4	12.6
	50 and over	%	0.14	0.46	0.31
Turnover rate (by Type)	Voluntary ²⁾	persons	188	190	232
	Involuntary ³⁾	persons	11	18	6
	Others (Subsidiaries transfer, etc.)	persons	16	9	11
	Voluntary Turnover Rate ⁴⁾	%	87.44	87.56	93.17

1) The number of employees for 2021 and 2022 has been revised due to recalculations of duplicate values and omissions.

2) Voluntary Turnover Leaving the organization based on personal judgment, regardless of the organization's intention (e.g., changing jobs, starting a business, etc.)

3) Involuntary Turnover Retirement, employment adjustment, dismissal, etc., other than voluntary turnover

4) Voluntary Turnover Rate = (Number of Voluntary Turnovers) / (Total Number of Retirements) × 100



ESG DATA Fact Book

| Social Performance

Diversity

Category		Unit	2021	2022	2023
Current status of female workforce ¹⁾	Percentage of female managers ²⁾	%	12.2	14.03	14.97
	No. of female managers	persons	20	39	44
	Total number of managers	persons	164	278	294
Foreigners	No. of Foreign Employees	persons	5	22	31
	Percentage of Foreign Employees	%	0.69	2.02	2.44
Disability	No. of Disabled Employees	persons	1	1	8
	Percentage of Disabled Employees	%	0.14	0.09	0.63
Incidents of discrimination that occurred during the reporting period		cases	-	-	-

1) The number of employees for 2021 and 2022 has been revised due to recalculations of duplicate values and omissions.

2) "Manager" refers to those who are in the position of a team leader or higher.

Parental Leave³⁾

Category		Unit	2021	2022	2023
No. of employees using parental leave	Male	persons	4	4	6
	Female	persons	9	15	13
Rate of employees who returned to work after parental leave	Male	%	0	50	100
	Female	%	57.1	81.8	78.8
Rate of employees who stay with the company for 1 year or more after parental leave	Male	%	0	0	83.3
	Female	%	57.1	54.5	45.7

3) The number of employees for 2021 and 2022 has been revised due to recalculations of duplicate values and omissions.

Employee Training^{4) 5)}

Category		Unit	2021	2022	2023
No. of employees who completed training to improve awareness of people with disabilities in the workplace		persons	647	1,067	1,232
No. of employees who completed sexual harassment prevention training in the workplace		persons	693	1,075	1,276
No. of employees who completed workplace bullying prevention training		persons	693	1,075	1,276
No. of employees who have completed personal information protection training		persons	693	1,004	1,215

4) It was based on the number of employees at the time of training.

5) Training performance for 2021 and 2022 has been revised due to recalculation of duplicate entries and omissions.

Employee Training Expenses

Category		Unit	2021	2022	2023
Total cost of training		KRW	10,991,000	40,509,209	51,024,178
Average training expenses per person		KRW	16,140	38,802	40,177



ESG DATA Fact Book

| Social Performance

Social Contribution¹⁾

Category		Unit	2021	2022	2023
Social Contribution	Social contribution budget	KRW	393,400,600	204,000,000	1,446,600,000
Investment Amount	Company donation	KRW	279,188,600	158,822,300	60,000,000
	Amount raised by employees	KRW	14,967,000	3,809,000	2,464,000
	Total amount	KRW	393,400,600	166,631,300	1,448,464,000
Employee-participating	No. of participants	persons	588	57	77
Volunteer Activities	Participation Time	hours	2,940	285	195

1) The social contribution performance for 2021 and 2022 has been revised due to the recalculation of duplicate entries and omissions.

Information Security

Category		Unit	2021	2022	2023
Complaints substantiated as customer information breach	Complaints raised externally and substantiated by the organization	cases	-	-	-
	Complaints substantiated by authorities	cases	-	-	-
Total number of breached/stolen/lost customer data incidents		cases	-	-	-
No. of information security violations or cyber security incidents		cases	-	-	-

Performance Evaluation²⁾

Category		Unit	2021	2022	2023
Percentage of employees who received regular performance evaluation	Male	%	85.80	87.57	87.57
	Female	%	85.77	87.55	87.56

2) The ratios for 2021 and 2022 have been revised due to recalculations of duplicate values and omissions.

Labor-Management Relations

Category		Unit	2021	2022	2023
Percentage of employees covered by collective bargaining agreements		%	100	100	100

Marketing and Labeling

Category		Unit	2021	2022	2023
Violation of labeling laws	The amount of fines and penalties for violations of the law	KRW	-	-	-
	No. of warnings for violation of laws	cases	-	-	-
	No. of autonomous code violations	cases	-	-	-
Violation of marketing-related laws	The amount of fines and penalties for violations of the law	KRW	-	-	-
	No. of warnings for violation of laws	cases	-	-	-
	No. of autonomous code violations	cases	-	-	-



GRI Content Index

Universal Standard: General Disclosures (GRI 2)

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Governance	2-9	Governance structure and composition	66-68
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	2-12	Role of the highest governance body in overseeing the management of impacts	66, 68
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Universal Standard: General Disclosures (GRI 2)

Topic	Metrix	Disclosure	Page
Governance	2-20	Process to determine remuneration	68, Annal Report
	2-21	Annual total compensation ratio	Annal Report
Strategy, Policies, and Practices	2-22	Statement on sustainable development strategy	5
	2-23	Policy commitments	13, 14, 43, 65
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	2-27	Compliance with laws and regulations	72
	2-28	Membership associations ¹⁾	79
Stakeholder Engagement	2-29	Approach to stakeholder engagement	18-22
	2-30	Collective bargaining agreements	78

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

Universal Standard: Material Topics (GRI 3)

Subject	Metrix	Disclosure	Page
Material Topics	3-1	Process to determine material topics	15
	3-2	List of material topics	16-17
	3-3	Management of material topics	16-17



GRI Content Index

Topic Standard: Economic Performance (GRI 200)

Topic	Metrix	Disclosure	Page
Economic Performance	201-1	Direct economic value generated and distributed	71
	201-2	Financial implications and other risks and opportunities due to climate change	28
	201-4	Financial assistance received from government	72
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	59-60
	203-2	Significant indirect economic impacts and influence	59-60
Anti-corruption	205-1	Operations assessed for risks related to corruption	Not conducted
	205-2	Communication and training about anti-corruption policies and procedures	63-65
	205-3	Confirmed incidents of corruption and actions taken	72
Anti-Competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual report

Topic Standard: Environmental Performance (GRI 300)

Topic	Metrix	Disclosure	Page
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	302-3	Energy intensity	73
	302-5	Reductions in energy requirements of products and services	31
Water and Effluents	303-3	Water withdrawal	74
Emissions	305-1	Direct (Scope 1) GHG emissions	73
	305-2	Energy indirect (Scope 2) GHG emissions	73
	305-3	Other indirect (Scope 3) GHG emissions	30, 73
	305-4	GHG emissions intensity	73
	305-5	Reduction of GHG emissions	29
Waste	306-1	Waste generation and significant waste-related impacts	32
	306-2	Management of significant waste-related impacts	32
	306-3	Waste generated	74
	306-4	Waste diverted from disposal	74
	306-5	Waste directed to disposal	74



GRI Content Index

Topic Standard: Economic Performance (GRI 400)

Topic	Metrix	Disclosure	Page
Employment	401-1	New employee hires and employee turnover	76
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees ¹⁾	50-52
	401-3	Parental leave	77
Occupational Health and Safety	403-1	Occupational health and safety management system	53-54
	403-2	Hazard identification, risk assessment, and incident investigation	55-56
	403-3	Occupational health services	57
	403-4	Worker participation, consultation, and communication on occupational health and safety	53
	403-6	Promotion of worker health	57
	403-9	Work-related injuries	55
Training and education	403-10	Work-related ill health	55
	404-2	Programs for upgrading employee skills and transition assistance programs	49
	404-3	Percentage of employees receiving regular performance and career development reviews	78
Diversity and Equal opportunity	405-1	Diversity of governance bodies and employees	66-67, 75, 77
	405-2	Ratio of basic salary and remuneration of women to men	-
Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	77

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

Topic	Metrix	Disclosure	Page
Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	78
	417-3	Incidents of non-compliance concerning marketing communications	78
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	78



SASB Index

Software & IT Services

Topic	Code	Disclosure	Page
Environmental Footprint of Hardware Infrastructure	TC-SI-130a.1	① Total energy consumed	73
		② Percentage grid electricity	73
		③ Percentage renewable	Not applicable
	TC-SI-130a.2	① Total water withdrawn	74
		② Total water consumed	74
		③ Percentage of each in regions with high or extremely high baseline water stress	Not applicable
	TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs (Water, Energy, Waste, etc.)	Not applicable
Data Privacy & Freedom of Expression	TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	35–39
	TC-SI-220a.2	Number of users whose information is used for secondary purposes	37 (0 people)
	TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Not applicable (0 KRW)
	TC-SI-220a.4	① Number of law enforcement requests for user information	–
		② Number of users whose information was requested	–
		③ Percentage resulting in disclosure	–
	TC-SI-220a.5	List of countries where core products or services are subject to government- required monitoring, blocking, content filtering, or censoring	41
Data Security	TC-SI-230a.1	① Number of data breaches	78
		② Percentage that are personal data breaches	78
		③ Number of users affected	78
	TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	35–41

Topic	Code	Disclosure	Page
Recruiting & Managing a Global, Diverse & Skilled workforce	TC-SI-330a.1	① Percentage of employees that are foreign nationals	77
		② Percentage of employees that are located offshore	–
	TC-SI-330a.2	Employee engagement as a percentage	–
	TC-SI-330a.3	① Percentage of gender and racial/ethnic group representation for management	66–67, 75
		② Percentage of gender and racial/ethnic group representation for technical staff	–
		③ Percentage of gender and racial/ethnic group representation for all other employees	75–76
Intellectual Property Protection & Competitive Behavior	TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Not applicable (0 KRW)
Managing Systemic Risks from Technology Disruptions	TC-SI-550a.1	① Number of performance issues	Not applicable (0 cases)
		② Number of service disruptions	Not applicable (0 days)
		③ Number of total customer downtime	Not applicable (0 days)
	TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	38

UN SDGs

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

Sustainable Goals^{SDGs Commitment}

UN SDG 4. Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



- Development and distribution of digital learning content in underdeveloped countries
- Provision of digital equipment to schools in underdeveloped countries

UN SDG 5. Gender Equality

Achieve gender equality and empower all women and girls



- Guarantee of equal employment opportunities
- Operation of a maternity and childcare support system

UN SDG 7. Affordable and Clean Energy

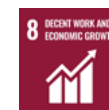
Ensure access to affordable, reliable, sustainable and modern energy for all



- Efficient use of energy
- Development of services to mitigate environmental impact

UN SDG 8. Decent Work and Economic Growth

Promote sustained, inclusive and 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. Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



- Expansion of technology base through shared growth
- Promotion of industry-academia collaboration projects

UN SDG 10. Reduced Inequality

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's sustainability report
- Installation of 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 of environmental impact reduction activities

UN SDG 16. Peace, Justice, and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



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

Independent Assurance Statement

To readers of WEMADE Sustainability Report 2023

Introduction

Korea Management Registrar (KMR) was commissioned by WEMADE to conduct an independent assurance of its Sustainability Report 2023 (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 2, moderate level assurance. We evaluated the adherence to the AA1000AP (2018) principles of inclusivity, materiality, responsiveness and impact, and the reliability of the information and data provided using the Global Reporting Initiative (GRI) Index provided below. The opinion expressed in the Assurance Statement has been formed at the materiality of the professional judgment of our Assurance Team.

Confirmation that the Report was prepared in accordance with GRI standards 2021 was included in the scope of the assurance. We have reviewed the topic-specific disclosures of standards which were identified in the materiality assessment process.

- GRI Sustainability Reporting Standards 2021
- Universal standards
- Topic specific standards
 - GRI 205 : Anti-corruption
 - 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.

KMR's 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.

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 GRI Standards. Nothing comes to our attention to suggest that the Report was not prepared in accordance with the AA1000AP (2018) principles.

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 WEMADE's 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.

Reliability of Specific Sustainability Performance Information

In addition to the adherence to AA1000AP (2018) principles, we have assessed the reliability of economic, environmental, and social performance data related to sustainability performance. We interviewed the in-charge persons and reviewed information on a sampling basis and supporting documents as well as external sources and public databases to confirm that the disclosed data is reliable. Any intentional error or misstatement is not noted from the data and information disclosed in the Report.

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 2024 Seoul, Korea

E. J. Hwang

Greenhouse Gas Verification Report

2023 Wemade Co., Ltd.

The Korea Management Registrar Inc. (hereinafter “KMR”) has conducted the verification on the greenhouse gas (hereinafter “GHG”) emission (Scope 1,2&3) of Wemade Co., Ltd. (hereinafter “the Company”) from 2023

SCOPE

Verification of business and emission facilities under the control of the company.

STANDARDS

- ISO 14064-1:2018, ISO 14064-3:2019
- IPCC Guidelines for National GHG Inventories
- Guidelines for Reporting and Certification of Emissions under the GHG Emissions Trading System
- WRI/WBCSD GHG Protocol
- Environmental Product Declaration.

PROCEDURE

The assurance was conducted by the KMR based on a risk analysis approach and data evaluation. The data and factors applied to the calculation of GHG emissions were determined to be appropriate based on objective evidence.

- Interview with the person in charge of data and record management
- Reviewed data and record-keeping processes
- Reviewed sources and criteria for emission factors and parameters
- Reviewed additional evidence provided by the company

INDEPENDENT

KMR does not have any stake in the verified entity and does not conduct verification with biased opinions/views. We have drawn an independent and objective verification conclusion based on the verification standards, and reviewed the every aspect of the verification we performed throughout the entire verification process through internal review

OPINION

- The assurance opinion is based on our approach and the professional judgment of the assurance practitioner. Nothing has come to our attention that causes us to believe that we have not complied with all material aspects of the Assurance Standard.
- The assurance engagement was performed to satisfy a limited assurance level, and the assurance risk is higher than a reasonable assurance level.
- We express that no significant errors were found in the calculation of emissions during the verification process, and that relevant activity data and evidence were appropriately managed and calculated. As a result, we express an “unmodified” opinion.
- Criticality: meets the criterion, which is less than 5%
- GHG emissions and Energy Consumption

GHG Emission	Direct emission (Scope 1)	Indirect emission (Scope 2)	Other indirect emission (Scope 3)	Total (tCO ₂ -eq)
2023	113,654	2,003,932	31,979,395	34,096
Energy Consumption	Fuel	Electricity	Steam	Total (TJ)
2023	1,690	35,109	8,775	45,574

SCOPE 3 EMISSION

No	Category	Scope 3 emission (tCO ₂ -eq)
1	Purchased goods and service	29,998.05
2	Capital goods	1,309.89
3	Fuel- and energy-related activities (not included in scope 1 or scope 2)	134.011
5	Waste generated in operations	37.707
6	Business travel	293.602
15	Investment (PCAF)	206.135
Total		31,979,395

RESULTS

Based on the above assurance criteria, we did not identify any inappropriate calculations or errors For the emissions of major emitting facilities

- ※ The above mentioned company is responsible for preparing verification data in accordance with the “Guidelines for Reporting and Certification of Emissions in the Greenhouse Gas Emissions Trading System (Ministry of Environment Notice No. 2021-278)”, and KMR’s responsibility is limited to the party in the verification contract according to the agreed contract terms, and is not responsible for other decisions, including investment decisions based on this verification statement.
- ※ The abovementioned company must comply with the use of the certification and logo marks under the contract entered into with KMR.



June 7th, 2024
Authorized By

CEO Eun Ju Hwang

WEMADE |  **WEMIX**