



2019 Gamania Corporate Social Responsibility Report

About this Report

Thank you for reading this Corporate Social Responsibility (CSR) Report issued by Gamania Digital Entertainment Co., Ltd. and its subsidiaries (collectively Gamania Group, hereinafter referred to as Gamania). Gamania has long been attentive of corporate social responsibility issues and relevant implementations. This report serves to link Gamania's actions with its corporate social responsibilities, communicate with its stakeholders, and find alignment with international sustainability trends.

Report Duration

The disclosure period of this report spans from January 1 to December 31, 2019, covering Gamania's vision for sustainability, response to material issues, and specific actions and performance figures relating to economic, environmental, and social aspects. Some information can be traced back to 2017 or contain data taken from 2020.

Report Boundaries and Scope

The boundaries of this report have taken the nature of Gamania's business and material issues of concern to its stakeholders in 2019 into consideration; these are used to determine the scope of information collected for this report. The financial data in this report is based on CPA-audited consolidated financial reports taken from the parent company of the Group (Gamania Digital Entertainment Co., Ltd.) The currency unit used for all figures is NTD, as indicated within the report. For more information regarding the entities in the consolidated financial report, please refer to Gamania's consolidated financial report for 2019.

Environmental and social data were collected from the corporate headquarters of the Gamania Group (No. 111, Ruihu Street, Neihu District, Taipei City), and show relevant responses and actions relating to material issues of concern for stakeholders.

Report Principles

This content and structure of this report was prepared in accordance with the GRI standards published by the Global Reporting Initiative (GRI).

Corporate social responsibility information (in both Chinese and English) and the Chinese version of Gamania's CSR Report can be downloaded from the Corporate Social Responsibility section on the Gamania Group website.

Contact Information
If you have any suggestions or advice regarding the content of this report, please contact us through the following channels: Gamania Digital Entertainment Co., Ltd.—Financial Management Division Email: CSR@gamania.com Phone: 02-26588866 #1433

A Word from our CEO

This year marks the 25th anniversary of the Gamania Group. We hope to become a corporation that dares to meet challenges and pursue ideals, which is why we are continually innovating and advancing while maintaining our original vision. Gamania has built on its core gaming business to actively promote growth in other products, and we have retained our spirit of innovation while gradually integrating our own services with those of collaborating partners. We officially launched our beanfun! mobile application in early 2019 to integrate resources within the Group and create a dedicated platform for entertainment, and we have also established a data center which delivers better service experiences to our users, thus making beanfun! the best mobile portal for daily living.

Gamania continues to adapt an open and diverse governance model which encourages employee proposals, innovation, and direct communication. All personnel, regardless of job level or seniority, are able to make direct contributions to our company. Our employees are our most important partners, and we hope to build a happy and comfortable environment for our colleagues through provision of various subsidies and resources. Gamania supplies a rich array of activities and foods, and is also the first company in Taiwan to implement an autonomous leave mechanism. Additionally, we have established our own kindergarten which operates in accordance with employee work hours and assists our colleagues in achieving a better work-life balance. We previously received the Work-Life Balance Award from the Ministry of Labor and also the “I Sports Enterprise certification” from the Sports Administration, Ministry of Education, and will continue to expend full efforts in making Gamania one of the top and most fulfilling enterprises within the technology industry.

Implementation of social responsibilities has long been a focus at Gamania, as is our commitment to social welfare. Our Gamania Cheer Up Foundation launched the “Summer School” event in 2009, devoting time to students from rural schools, post-disaster restoration, and learning experiences related to culture and the environment, using our services to guide youth in expanding their horizons and cultivating their practical capabilities while reflecting our adventurous “Dare to Challenge” spirit. We continued to host the Summer School event this year and attempted to include sustainability issues within the event so as to pass on relevant concepts. We also hosted an exhibition in 2019 to screen a film of our Antarctica expedition conducted in 2018; free tickets were gifted to disadvantaged groups to encourage them to never give up pursuing their dreams.

We are highly attentive to the career development and professional training of our colleagues: we actively encourage our colleagues to align their professional capabilities with industrial needs, and also host non-periodic internal information security and legal seminars to help us grow alongside our colleagues as we position ourselves as a leader within the gaming industry.

In terms of environmental protection, training of employee thinking and behavioral patterns is our first priority. In order to build new values and visions for the Group, we have conveyed a spirit of “harmonious coexistence with the environment” to all employees, and we proactively implement environmental protection projects which integrate external resources and expand our environmental benefits. In 2019, we not only continued our environmental protection measures from the previous year, but also introduced those same concepts to external parties through promotion of “Swapub,” our marketplace application for secondhand goods. These are all manifestations of our core values and we will continue to face challenges and innovate as we implement and disseminate environmental protection concepts.

The year 2019 was a significant moment for Gamania which created a bridge between the past and future, and facilitated expansion of our business scope. We integrated concepts of social inclusion and coexistence with the environment with our willingness to dream and pursue our ideals, and we regard corporate social responsibilities as an integral part of our corporate mission. We issued our first CSR report last year and received a Gold Corporate Sustainability Report Award from TCSA in 2019. This year, we will continue to focus on and listen to the opinions of our stakeholders, and we have further resolved to become a more sustainable enterprise. The Gamania Group will work ceaselessly and invest continually in collaboration with partners from all fields to welcome the next 25 years.












Albert Liu, Gamania Group CEO

A handwritten signature in black ink, consisting of stylized Chinese characters. The signature is written in a cursive style, with a prominent vertical stroke on the right side.

United Nations Sustainable Development Goals (SDGs)

In 2015, the United Nations approved 17 Sustainable Development Goals (SDGs) and 169 targets to establish a clear vision and priorities for sustainable development that eradicate poverty, eliminate inequality, and mitigate climate change by 2030 through the joint participation of all governments, enterprises, and citizens around the world. In order to respond to these SDGs, Gamaña has incorporated relevant concepts into our core businesses and daily operations, as well as invested time and resources into our employee health and benefits, gender equality, employment opportunities, economic growth, and climate related actions to support the SDGs and implement our corporate responsibilities.



SDGs	Gamaia Actions	Corresponding Chapters
 	<ul style="list-style-type: none"> ● Continue to expand our businesses to provide employment opportunities ● Deliver innovative products and actively drive R&D 	<p>CH2 Innovation and Governance CH3 Gamaia Family</p>
  	<ul style="list-style-type: none"> ● Health promotion within occupational environments ● Equal pay for all genders and protection of human rights ● Provide complete and open channels for employees to express their opinions 	<p>CH3 Gamaia Family</p>
 	<ul style="list-style-type: none"> ● Established Gama Garden to provide high-quality preschool education ● Hosted seminars and forums relating to information security and legal affairs 	<p>CH3 Gamaia Family CH4 Social Inclusion</p>
 	<ul style="list-style-type: none"> ● Ceased all usage of disposable tableware ● Implemented resource recycling and waste reduction ● Effective usage of energy management and green procurement 	<p>CH4 Social Inclusion</p>

Gamania Honors

Gamania has been listed in Cheers Magazine’s “Top 100 Companies for the Young Generation” for several consecutive years, ranking first among its peers in the industry and receiving its highest placement in 2017. Other awards received over the years include the following:

2000	<i>Convenience Store</i> was awarded the “Best Strategy Game by an Independent Developer” by the Taipei Computer Association*
2001	<ul style="list-style-type: none"> • <i>Lineage</i> was awarded “Best Online Game” by the Taipei Computer Association* • Gamania’s Corporate Identity System (CIS) received the Gold Award in Taiwan’s “Top 10 National Design Award”
2003	Gamania’s Corporate Identity System received a National Level Gold Award for creativity
2008	Gamania was named one of Taiwan’s Top 10 Brands
2009	Gamania received an “Outstanding” award from Branding Taiwan
2015	<i>Elsword</i> and <i>Mabinogi</i> were ranked 5th and 6th place in the Bahamut ACG Awards
2016	<ul style="list-style-type: none"> • <i>Maple Story</i> received a Bronze Bahamut Award and a Bronze TCA Game Star Award • The Coture.com show <i>Gamania 20 Million Star</i> received the “Best Variety Show” Award in the 51st Golden Bell Awards • Received “Taiwan’s Best Cash Management Project” Award from The Asian Banker*
2017	<ul style="list-style-type: none"> • <i>Maple Story</i> was ranked 5th place in the Bahamut ACG Awards • Received “Outstanding Issuer of Government Uniform Invoice (GUI)” Award from the Ministry of Finance*
2018	Received the Work-Life Balance Award from the Ministry of Labor
2016-2019	Received “I Sports Enterprise” certification from the Sports Administration, Ministry of Education
2019	Listed in Cheers Magazine’s “Top 100 Companies for the Young Generation” for 14 consecutive years, with 23rd place being Gamania’s highest historical ranking*



*Note: In collaboration with E.SUN Commercial Bank 台北市電腦公會

An Overview of the Gamania Group in 2019

About Gamania

A previous incarnation of Gamania was established in 1995 and the company was renamed Gamania Digital Entertainment Co., Ltd. in 1999. Gamania's business scope expanded significantly starting from 2014, and the company's core gaming business was used as a foundation to build services in gaming, e-commerce, mobile payments, multimedia, mobile platforms, and digital business solutions. Gamania is constantly trying out new business models and diversifies in accordance with the objectives of Taiwan's industrial ecosystems and networks to expand into related services, connect various service types, and provide consumers with comprehensive services, thus bringing Taiwan's creativity to the entire world.



Gamania Headquarters and Overseas Operation Bases
Taiwan , Hong Kong , South Korea , Japan , Singapore

Gamania Profile

Date of Establishment	June 1995
Capital	1.755 billion NTD
Listing Date	May 2002
Gamania Group CEO	Albert Liu
Number of Employees	971
Location of Headquarters	No. 111, Ruihu Street, Neihu District, Taipei City

Major Awards Received in 2019

Listed in Cheers Magazine's "Top 100 Companies for the Young Generation," with 23rd place being Gamania's highest historical ranking

Received a Gold Corporate Sustainability Report Award from the 12th TCSA in 2019

Shortlisted for the 1st Annual Enterprises Environmental Protection Awards

Voted a Top 20 Happy Enterprise in the 1111 Job Bank online poll

gamania
橘子集團

The Group-established kindergarten Gama Garden received a public space award at the 12th Taiwan Interior Design Award in 2019

Gamania's "Antarctic Exhibition" received an Iconic Award

Received "I Sports Enterprise" certification from the Sports Administration, Ministry of Education from 2016-2019

Stakeholder Communication

Stakeholders	Significance for Gamania	Issues of concern	Response	Frequency of Communication
Employees	Employees are Gamania's most important asset. Our products, services, dedication, and culture have been established bit by bit by all Gamania employees, which is why we attach great importance to the opinions of our colleagues.	<ul style="list-style-type: none"> Employee compensation and benefits 	<ul style="list-style-type: none"> All employee queries raised at employee conferences receive instant responses from the Group CEO or responses in the form of internal announcements compiled by relevant units. The Employee Welfare Committee sends emails to individual employees or all employees in response to Committee-related queries. Mailbox for grievance reports: integrity@gamania.com Mailbox for sexual harassment complaints: 995@gamania.com All queries relating to leave, attendance, salary details, labor and health insurance can all be submitted to the intranet OH or on the HR section of teamgoal! Group Human Resource Manager/Fuyu Chen Phone: +886-2-2658-8866 #1054 Email: ghq_hr@gamania.com 	<ul style="list-style-type: none"> Quarterly Full Gama Assemblies (employee conferences) A minimum of one large-scale Employee Welfare Committee activity is held every six months Training for new recruits and periodic employee training Non-periodic e-learning training Annual performance appraisals Non-periodic sampling of internal calls Non-periodic lectures: Have A GOOD Speech !
Investors/ Shareholders	In order to identify the important stakeholders involved in Gamania management and decision-making, we are committed to maintaining open and	<ul style="list-style-type: none"> Economic performance Financial information Corporate governance 	<ul style="list-style-type: none"> Senior manager of Investor Relations/ Elaine Kao Phone: +886-2-2658-8866#1018 Email: ir@gamania.com Manager of Stock Affairs/ Alan Hsu Phone: +886-2-2658-8866#1433 Email: fn-share@gamania.com 	<ul style="list-style-type: none"> Each year, we convene shareholders' meetings, issue annual reports, and participate in non-periodic online investor conferences to provide information relating to our industry and operations An investor relations section has been established on the Gamania IR website which

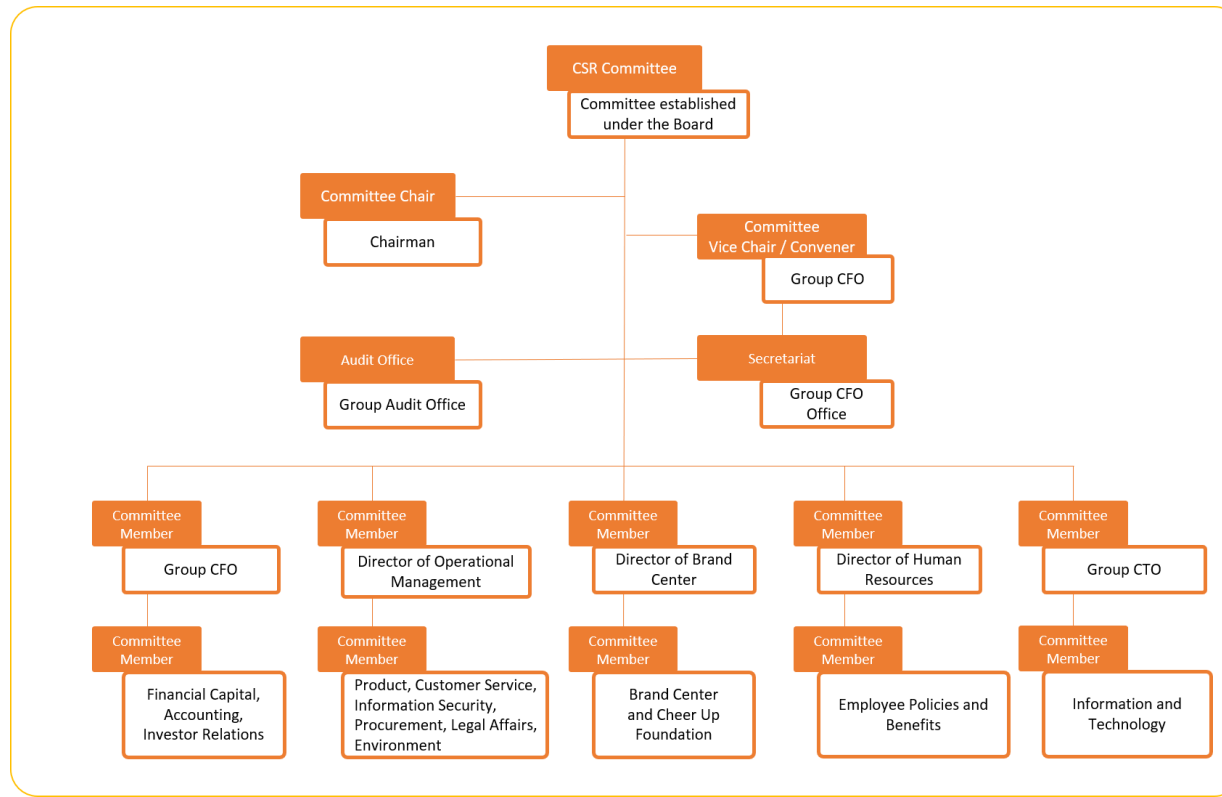
Stakeholders	Significance for Gamania	Issues of concern	Response	Frequency of Communication
	transparent information exchanges and protecting the rights of our investors			includes financial information, material announcements, news on latest events, corporate governance information, company contact for investors, and frequently asked investor questions
Collaborating partners	We maintain good relations with different hardware and software suppliers and developers, and also actively participate in various public associations. Working together with our peers in the industry to enhance the digital entertainment industry is our common goal	<ul style="list-style-type: none"> • Information security and privacy protection • Customer benefits and services • Innovations in social services 	<ul style="list-style-type: none"> • Business negotiations for gaming products/Director of Global Market Development Connie Ma Phone: +886-2-2658-8866 #1202 Email: business@gamania.com 	<ul style="list-style-type: none"> • Technical meetings prior to establishment of collaborations or partner selection • Non-periodic hosting of technical forums and seminars • Non-periodic participation in various gaming exhibitions
Clients/ Consumers	We are only able to maintain long-term operations due to support from our clients and consumers	<ul style="list-style-type: none"> • Information security and privacy protection • Customer benefits and services 	<ul style="list-style-type: none"> • Hotline: (02) 2192-6100 • Chat Bot: beanfun! app • Instant text messaging (IM): beanfun! app • Message board (e-mail): https://service.antspw.com/MSGBoardUI/APPForm • IOS/Android dual platform messaging response 	We provide multi-channel services 24 hours a day all year round based on the needs of different clients and consumers: <ul style="list-style-type: none"> • Hotline: (02) 2192-6100 • Chat Bot • Instant text messaging (IM)

Stakeholders	Significance for Gamania	Issues of concern	Response	Frequency of Communication
			Facebook fanpage response: https://www.facebook.com/letsbeanfun	<ul style="list-style-type: none"> • Message board (e-mail) • IOS/Android dual platform messaging response • Facebook fanpage
General Public	<p>As a platform for the gaming industry which supplies various digital entertainment products and services, Gamania must fulfill its social responsibilities, particularly toward teenagers and schoolchildren. We are highly attentive to feedback from consumers of all ages, and are committed to building a trustworthy brand.</p>	<ul style="list-style-type: none"> • Information security and privacy protection • Customer benefits and services 	<ul style="list-style-type: none"> • Acting Spokesperson/Director of Corporate Marketing Iona Chen • Phone: +886-2-2658-8866 #1229 • Email: pr@gamania.com 	<ul style="list-style-type: none"> • The official Gamania website and the websites of our subsidiaries release updates from time to time • Non-periodic information releases on social media

Sustainable Governance

Board of Directors

Gamania's Board of Directors is composed of five directors and two independent directors, as well as two supervisors who participate in Board meetings and non-periodic internal meetings. Supervisors are responsible for communicating and discussing internal controls, management, and financial reports with internal audit managers and CPAs. Our supervisors communicated well with all parties in 2019. For more information on Board members, the management team, and other issues related to corporate operations, please refer to p.10-23 of our annual report.



Corporate Social Responsibility Committee

Gamania prioritizes economic performance, but also attaches great importance to the rights of internal and external stakeholders. Gamania formulated the Code of Conduct for Corporate Social Responsibility in 2016 and established a Corporate Social Responsibility Committee in 2019 following approval by the Board. The Gamania Chairman serves as Committee chair, the Group CFO serves as the Committee vice chair, and managers from various units serve as Committee members. Decisions relating to corporate social responsibilities are led by senior management to set an example for others that can be expanded to society in general and the environment to generate positive internal and external impacts.

Risk Management

Gamania adopts a comprehensive risk management and control system: risk management processes are implemented during various stages of corporate management and operations to identify potential environmental risks, operational risks, ethical risks, financial risks, decision-making risks, and information and technology risks.

In order to identify various risks and prepare relevant contingency measures, the Audit Office conducts annual audits, issues audit process schedules, and compiles improvements made to various deficiencies to maintain Gamania's corporate image, prevent operational risks, and enable steady corporate growth.

Innovation and Governance

Our beanfun! mobile platform is the core focus of our operations which integrates our various businesses for daily usage, transforms user experiences, supplies Group momentum for innovation, builds Group synergy, and fulfills comprehensive daily living needs of our consumers, allowing Gamania to become an Internet flagship enterprise with an all-encompassing ecosystem. Our R&D expenditures for 2019 were 362 million NTD.

Implementation processes and procedures for innovation meetings and strategy meetings

Encourage Innovation	<ul style="list-style-type: none"> ● External: Support for startups ● Invested in DIT Startup to encourage domestic startups. We invested in seven startups in 2019. ● Internal: Incentives for patents ● Established an incentive program for patents to encourage employee innovation. We applied for 26 patents in 2019 and obtained approval for 17 patents.
Operational Innovation	<ul style="list-style-type: none"> ● Utilized a military decision-making process (MDMP) to formulate strategies and opened up strategic communication channels to facilitate comprehensive strategy forming processes. ● Established OKRs with performance indicators tied to innovation.
Product Innovation	<ul style="list-style-type: none"> ● A creativity meeting hosted by the Group CEO is convened every fortnight to discuss information and proposals related to innovations, and implementation of product proposals is also reviewed.

R&D Achievements in 2019

R&D Expenditures	R&D Achievements
362,686 thousand NTD	<ol style="list-style-type: none"> 1. Swapub big data warehousing system 2. Development of Swapub AI image search 3. Development of Swapub AI valuation system for secondhand goods 4. Development of Swapub AI recommendation system 5. Completed Alpha version of self-developed games 6. Completed technical integration of beanfun! social media and games 7. Continued optimization of beanfun! user experiences and communication performance

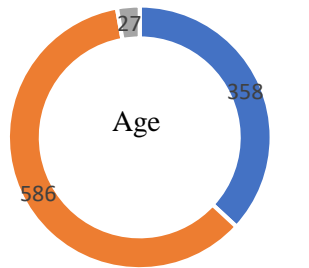
Gamania Family

Employee Overview:

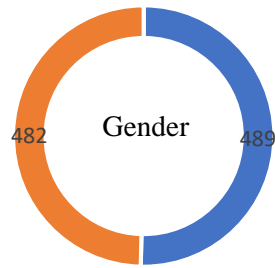
In order to respond to the ever-changing nature of the Internet, Gamania views its employees as its partners for maintaining sustainable operations, and uses open and diverse governance models to create a happy and comfortable workplace environment by building an environment filled with sports events, providing healthy foods, and assisting with childcare needs within the workplace.

As of December 31, 2019, Gamania has a total of 971 employees. Employee numbers grew by 8.3% in 2019 (compared with 2018) alongside Gamania's active expansions into mobile payment, e-commerce, multimedia, crowdsourcing, and various businesses.

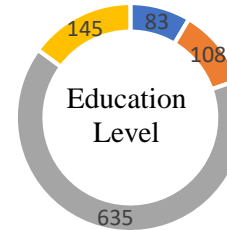
Total number of employees: 971



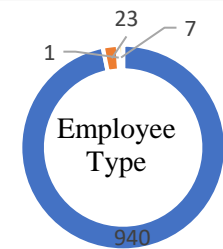
■ Under 30 ■ 31~50 ■ Over 51



■ Male ■ Female



■ Below high school ■ College
■ University ■ Graduate Degree



■ Native personnel
■ Foreign personnel
■ Indigenous employees
■ Mentally or physically disabled employees

Note: All mentally and physically disabled employees are native personnel

All employees at Gamania enjoy equal opportunities; we do not discriminate on the basis of gender, age, race, religion, or disability. In 2019, approximately 49.6% of employees were female, and approximately 34.9% of employees in our R&D unit were female. As of December 31, 2019, 38.8% of managers at Gamania were female.

Gamania recruited 416 employees in 2019. New recruits were mainly under 30 years of age (233 people, equivalent to 56.01% of all new recruits), and helped to bring a youthful perspective, innovation, and vitality to Gamania. A total of 334 employees left Gamania in 2019; exit interviews conducted with all exiting employees to understand their reasons for leaving the company found that the main reasons for employee exits in 2019 were related to 1) Career development; 2) Inability to adapt to rapid changes within Gamania's organizational culture; and 3) Divergence between organizational development and individual expectations.

Employee Communication

Gamania attaches great importance to the frequency and quality of labor-management communications, and has therefore created innovative and diverse channels for effective two-way communication with employees through quarterly Full Gamania Assemblies, employee question time meetings, and the official Gamania publication *G!Voice*. These channels allow us to gain timely understanding of employee opinions and needs, as well as Gamania philosophies and strategic directions. Gamania incurred no sexual harassment complaints, labor violations, or violations of human rights laws in 2019.

1. Full Gamania Assembly

Gamania has hosted the Full Gamania Assembly for more than 15 years. The Full Gamania Assembly is a quarterly convening of Group management and employees. Renowned speakers are invited to share their experiences with Gamania employees during the first half of the Assembly, helping to expand employee horizons and providing them with a global outlook. A total of four speakers were invited to share their thrilling life stories with Gamania employees in 2019.

2. *G!Voice*

Gamania published the first issue of *G!Voice* in 2006, and the first paper version of the publication was released in 2007. *G!Voice* is a platform for Gamania culture which highlights the various aspects of Gamania culture in a manner than can be experienced, read, distributed, and collected to form a unique corporate asset. The publication facilitates internal communication and enhances employee understanding of others

within Gamania by emphasizing the Gamania perspective. *G!Voice* also shares employee achievements and helps to build consensus around Gamania development goals. The content of the publication has become more diverse in recent years alongside Gamania's continued business expansions and extension of various subsidiaries. Additionally, *G!Voice* is also a medium that communicates Gamania culture to external parties and enhances talent recruitment by attracting like-minded personnel with similar cultural viewpoints.



Employee Benefits

Gamania periodically implements employee career development planning measures and performance appraisals so as to formulate performance management systems suitable for the rapidly changing Internet industry. We keep abreast of changes in industry salary levels and make appropriate adjustments to provide competitive salaries that help to retain talent. Basic labor and health insurance are provided in accordance with laws and regulations, and Gamania also offers employee group insurance which encompasses term life insurance, accident insurance, occupational accident insurance, accidental medical expense reimbursement insurance, hospitalization insurance, cancer insurance, and occupational hazard insurance. Employee dependents can also be covered by group insurance policies encompassing accident insurance, accidental medical expense reimbursement insurance, and hospitalization insurance at their own expense. Employee pensions are handled in accordance with the Labor Pension Act.

1. Autonomous Leave

In 2015, Gamania introduced an “autonomous leave” scheme which enabled employees to apply for unlimited paid leave after using up their annual leave. Employees could apply for autonomous leave by submitting an application to a system which records and confirms leave duration hours, eliminating the need for supervisors to approve leave applications on a case-by-case basis while training Gamania personnel to practice self-management and facilitating improvements in work efficiency. In 2019, 11 leave applications totaling 124 hours were submitted.

Gamania began providing paternity leave for male employees in 2012; employees who met the requirements of the Act of Gender Equality in Employment were also allowed to apply for parental leave up to a maximum of two years before their children reach the age of three.

Gamania is also committed to providing equal rights for all genders and began implementing gender equality leave in 2015. Homosexual employees are allowed 8 days of marriage leave and paternity/maternity leave following submission of relevant documentation including wedding invitations or wedding certificates. Gamania is the first listed company in Taiwan to offer such benefits. We not only consider this an employee benefit, but also a

Gamania employees enjoy benefits corresponding to their seniority including gym usage, meal allowances, bonuses, health checks, birthday bonuses, marriage leave, maternity leave, special leave, and childcare.

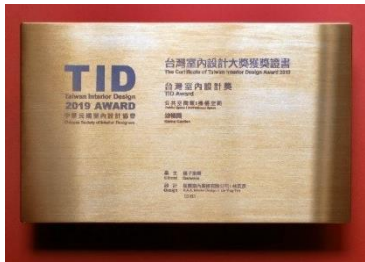
representation of our attitude towards human rights.

Gamania further offers three days of travel leave to all employees and supplies travel subsidies based on employee seniority up to a maximum of 10,000 NTD.

In 2019, 663 people applied for said leave, an increase of 7 people compared with the 656 people who applied for leave in 2018.

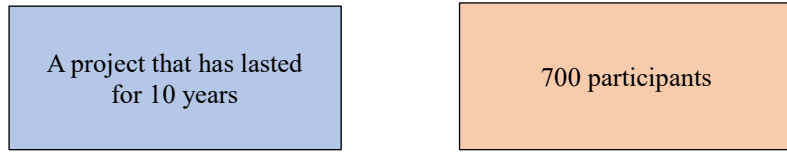
2. Gama Garden

Gamania established Gama Garden with the goal of helping employees solve their childcare difficulties (in terms of both time and money) for preschool-aged children. Gama Garden currently has 7 teachers and 30 students, and adopts a teaching philosophy with “Love to Play” at its core to build a learning environment filled with courage, adventure, and happiness in hopes that all children can develop their unique qualities while learning and growing in an appropriate environment. Gama Garden has organized various teaching activities based on the developmental needs of its preschool students and utilizes diverse methods to inspire exploration and knowledge building in young children. The capabilities of these children are cultivated and learned through play, helping them to identify problems, solve problems, and face challenges.



Social inclusion

Features: Summer School project



“Dare to Challenge”

The Gamania Cheer Up Foundation launched the “Summer School” event in 2009 and devoted time to students from rural schools, post-disaster restoration, and learning experiences related to culture and the environment at locations all over Taiwan, using our services to guide youth in expanding their horizons and cultivating practical capabilities, encouraging them to take the first step in pursuing their dreams. As the event enters its 10th year, a new curriculum was launched for the Summer School event in 2019 under the “Dare to Challenge” theme. Gamania worked with Outward Bound Taiwan and startups Like It Formosa and AddMaker in August, using the two axes of “culture” and “sustainability” to create launch two “Extraordinary Projects” (the first of their kind in Taiwan) that inspired novice adventurers to step out of their comfort zones and accept more challenges.

Gamania collaborated with the Like it Formosa team to formulate “Cultural Challenges” that led attendees through the streets of Dadaocheng and used professional dance, music, and drama workshops to reawaken the five senses of all participants. On the last day of the

activity, participants joined an “immersive tour” (the first of its kind in Taiwan) which allowed them to reinterpret local culture through dance, drama, and song, transforming and deepening their understanding of Taiwanese culture.

Gamania also collaborated with the AddMaker team to create “Sustainability Challenges”:

the Renato lab circular economy workshop and visits to green facilities such as CMP Casting and Spring Pool Glass

helped attendees understand current trends and challenges in sustainable development. Practical courses allowed waste materials to be redefined,

and participants also jointly founded an online digital sustainability map built on a cloud platform that could potentially be used to create new sustainable circular economy trends.

A total of 16 students participated in the 2019 Summer School event, and Gamania invested a total of 1,307,932 NTD. This event has trained more than 700 participants at 44 locations, covering 28,410 kilometers of adventurous exploration, and we will continue to maintain this spirit



of adventure.

Industry-Led Social Responsibility

■ Prevention of cybercrime

Fraud and hacking of gaming accounts are examples of criminal activities and social issues that have developed in recent years alongside advances in Internet information technology. Gamania stands with its consumers and prioritizes customer service and gamer rights. Investigations are proactively initiated for all reports with adequate supporting evidence, and Gamania works with consumers to apprehend criminals and eliminate mercenaries. Additionally, we have established an online inquiry platform in collaboration with the national 165 Anti Fraud and Internet Scam Operation Group which allows police units to enhance operational efficiency by submitting online case queries. Gamania has further established an independent “Police Investigation Team” to ensure that police units can obtain a timely understanding of relevant terms used in digital games. The team works in 24-hour shifts to provide timely information and consulting services for police units and prosecutors to ensure

continuous prevention of fraud.

■ Promotion of Industry Laws

Gamania started out as a gaming company which gradually expanded into e-commerce, mobile payments, multimedia, mobile platforms, digital business solutions, and other diverse services, always staying at the forefront of the industry. In order to enhance industry competitiveness and assist the government in formulating fair and just laws that fulfill corporate needs, we have long worked with public associations to provide legal amendment proposals to the government, and often visit government agencies to share our knowledge and experiences. We also accept regular group visits from lawyers, judges and prosecutors, and students majoring in law, and provide them with an understanding of



Gamania received an award from the Police Department of the Ministry of the Interior for its long-term full support of police, prosecuting, and judicial units in combating fraud

controversial events that may be encountered in the rapidly changing digital entertainment industry, as well as our opinions relating to the deficiencies of current legal and regulatory systems. Teachers and students from the Fu Jen Catholic University Department of Law visited Gamania in 2019 to learn about rapidly growing digital and information platforms, potential legal issues, solutions in practice, and countermeasures.

Additionally, Gamania also collaborated with the Industrial Technology Research Institute (ITRI) in 2019, using big data, artificial intelligence, and other tools to examine how contracts could be reviewed more quickly. This will not only greatly improve future work efficiency, but also opens up possibilities for digital analysis of traditional texts.

Coexistence with the Environment

Establishing a Sustainable Culture

We have formulated the following staged goals relating to our corporate focus of coexisting with the environment:

Short-term goals (1~2 years):

- Reshape core corporate values to prioritize training of employee thinking and behavioral patterns, and establish a starting point built upon instant environmental protection measures.
- Quantify energy usage and search for alternative materials or behaviors

Mid-term goals (2~5 years):

- Collaborate with external companies to expand sustainable environmental benefits
- Implement various innovative environmental protection measures and continue to introduce new projects

Long-term goals (more than 5 years):

- Reduce energy and waste by more than 10%

We introduced various innovative environmental protection projects in 2019 and proactively invited employees to join us in our sustainable and environmentally friendly initiatives through our Bottle Man gift

redemption scheme; usage of environmentally friendly shopping bags; and gradual promotion of environmentally friendly beverage bags, coin purses, and backpacks, inspiring our employees to seek out more opportunities to recycle and reuse resources.

We began encouraging our employees to practice urban farming in 2019 and planted three different types of vegetable seedlings in containers placed within our office building. After a fortnight, harvested vegetables were handed over to the chefs at Gama Island who prepared a Greek salad with additional cucumbers, red and yellow bell peppers, shredded onions, dried cheese, and a lemon vinaigrette. The salads were then sold to sold to Gamania employees. A total of 3,312 vegetable seedlings were planted in 2019. We further invited our employees to adopt and care for plants in two-week cycles. Employees were able to claim a number of plants and request customized dishes from Gama Island. Cultivation and watering of plants not only helped to balance the minds and bodies of busy Gamania employees, but also inspired a spirit of sustainability.

We use world events to convey the importance of conservation, energy-saving, and environmental protection concepts to our colleagues



Gamania employees took careful care of their plants and successfully harvested nutritious and delicious vegetables

measures. Source tracking, adjustments, and improvements are implemented once a problem is identified as a design, operation, or management issue.



Conservation of Energy Resources

■ Energy Management System

Includes the three aspects of design, operation, and analysis of conservation improvements. Gamania mainly uses a comprehensive and digitalized monitoring system to conduct detailed diagnoses of energy usage within office buildings, analyze collected data and existing databases to identify problems, and formulate energy-saving

Energy usage at Gamania headquarters over the past three years

Items	2017	2018	2019
Natural Gas (kWh)	600	747	1,254
Purchased electricity (kWh)	2,213,538	2,582,800	2,879,045

Notes:

1. Gamaia headquarters contains generators that use diesel oil, but as less than 20 liters of diesel oil is used each year, these figures have not been included in annual usage.
2. Each kWh of natural gas is equivalent to 5.13 kilograms.
3. Overall energy usage has increased over the past three years due to business growth and increased employee numbers.
4. The figures for 2018 were revised from 763 to 747 following verification.

Non-renewable energy usage (GJ) at Gamaia headquarters in 2019

Natural Gas	Purchased electricity	Total
305.209	10,364.45	10,659.52

Note: Heating values are calculated in accordance with the “Greenhouse Gas Emission Coefficient Table (Edition 6.0.4)” issued by the Environmental Protection Administration. Gamaia has not currently installed any equipment for generating renewable energy and has not purchased or sold any heat, cold, or steam energy.

As energy usage at Gamaia headquarters is mainly powered by purchased electricity, this is the basis used for calculating GHG emissions. GHG emissions for the past three years is shown in the

table below:

Indirect GHG energy emissions at Gamaia headquarters over the past three years

GHG emissions (ton/CO2e)	2017	2018	2019
	1,226.3	1,376.6	1,534.5

Note: Electricity emission factors are calculated using the electricity coefficients released by the Bureau of Energy; coefficients for 2017 to 2019 were, respectively, 0.554, 0.533, and 0.533 (kg/kWh).

Use of disposable tableware was completely banned in 2018, resulting in an increase of water usage. However, water usage was successfully reduced in 2019 through a variety of water-saving measures, despite an increase in employee numbers. Water used at Gamaia headquarters is sourced from the Taipei Water Department (water registration ID: F-05). Water usage over the past three years was as follows:

Tap water consumption at Gamaia headquarters over the past three years

Tap water consumption (M ³)	2017	2018	2019
	8,450	10,991	12,060



gamania

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