

## 2018 Gamania Corporate Social Responsibility Report

# About This Report

Gamania Digital Entertainment Co., Ltd. and its subsidiaries (Gamania Group - referred to as Gamania henceforth) have published the Group's first Corporate Social Responsibility Report this year. Gamania has been focused on and fulfilling its corporate social responsibilities over the years and hopefully, through this Report, we will be able to link the our efforts and achievement to Gamania's corporate social responsibilities as we facilitate communication with relevant stakeholders and stay abreast with the international trends for sustainable development.

## **Reporting Period, Boundary, and Scope**

This Report discloses Gamania's vision for sustainability and its key performance on aspects of economy, environment, and society of 2018 (January 1, 2018 through December 31, 2018). All financial data disclosed herein is taken from the Consolidated Financial Report for Gamania Digital Entertainment (parent company of Gamania Group) and is audited by the CPA, with all amounts shown in NTD as annotated in the Report. For the performance of specific business entities, please refer to Gamania's Consolidated Financial Report for 2018. All environmental/social stats and data are based on the operations of Gamania Group's Corporate HQ Building (at No. 111, Ruihu Street, Neihsu District of Taipei City) to convey Gamania's response and actions taken on material issues of concern to stakeholders.

## **Reporting Principles**

Gamania has adopted GRI Standards published by the Global Reporting Initiative (GRI) for the drafting and compilation of the contents and framework of this Report.

For Gamania's corporate social responsibility information , and Gamania's CSR Report, please visit [Gamania Group's CSR Section](#) to download the Report.

Feel free to contact us should you have any suggestions or inquiries:

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## A Word From the CEO



In 2018, thanks to the joint efforts of all Gamania staff members, we were able to reach a record-setting turnover of NTD 14.33 billion. While striving for outstanding performance, we have stayed true to our spirit of innovation and taking action by gradually integrating our services with that of our collaborating partners. In the beginning of 2019, Gamania officially launched its mobile application service “beanfun!”, which enables the Company to convert the 13 million subscribers we have accumulated and their collective energies into the base of growth for “beanfun!” , and showcased the efforts of our transition to becoming an online enterprise.

Apart from aggressively expanding our business territory, we have also been investing relevant resources towards the development of Taiwan’s gaming industry. In addition to participating in events such as the Summer Game Show and Taipei Game Show, Gamania has also assisted in the organization of the international gaming event - IeSF’s 10th Esports World Championships - as a way to call on partners from different sectors to come together and support promising talents in Taiwan’s gaming industry, there by promoting continual growth for the domestic gaming industry.

Here at Gamania, we embrace a model of management that is open and diverse; we encourage employees to submit proposals, provide innovative ideas and communicate with the management directly so that everyone, regardless of their position or seniority, will be able to contribute directly to the Company. We perceive all employees as Gamania’s key partners in our sustainability management. As such, we have committed significant efforts towards the creation of an working environment that enables employees to truly

enjoy their work and have faith in their chosen profession by providing an assortment of employee activities, meal services, and even the first implementation of “autonomous leave” (i.e. employees can choose when to take a leave without having to seek permission from their supervisor). In addition to receiving the Work-Life Balance Award from the Ministry of Labor, Gamania is also an “i Sports Enterprise” as acknowledged by the Sports Administration, Ministry of Education.

Gamania has been working on the fulfillment of social responsibility. Apart from having contributed to the cause of promoting social welfare and charity over the years, the Gamania Cheer Up Foundation has also launched its summer school activities since 2009. The campaign involves a series of events such as bringing care to schools in remote areas, helping with the restoration of disaster-struck homes, learning experiences for culture and environment, and so forth by engaging aspiring youths to expand their vision and strength to execute through service, thereby fulfilling the adventurous spirit of “Dare to Challenge”. In an effort to motivate employees to stay abreast of the latest information and current affairs in relevant sectors, Gamania has held various seminars on key topics such as information security, legal affairs, and industry-specific news from time to time so that Gamania will retain its leading edge in the gaming industry.

With regards to environmental protection, the cultivation of thinking and habit of our colleagues are our priorities. In order to forge new values and visions for the Group and communicate the spirit of “harmonious coexistence with the environment” to each and every employee, we initiate eco-friendly projects while integrating relevant external resources to boost the outcome of our efforts in protecting the environment. In 2018, we picked up the pace in our fulfillment of environmental responsibilities by building a smart-energy Headquarter and the implementation of energy monitoring and conservation; for all office supplies, Gamania adopted full green purchasing, and at our employee cafeteria, we have banned the use of disposable tableware. Not only that, the Company also became the first in Taiwan to introduce the “Smart Recycler” for enterprises, with the establishment of a dedicated internal information platform for environmental protection. Other measures we have adopted include an exchange platform for used items, courtesy electric bikes, and so forth. Taking inspiration from the Company’s core values, we will continue to be fearless in accepting challenges and keep innovating so that we can stay true to the concept of environmental sustainability and promote it to others.

2018 has been a fruitful year for Gamania in which we set a new record in terms of our operational performance. And 2019 will be a crucial moment for our subsidiaries to truly synergize and expand our business territories. We shall integrate our philosophy of engagement with society and coexistence with the environment with our spirit of daring to dream and pursuing our ideals so that we can embrace corporate social responsibilities as a part of our corporate mission. Thus, we shall continue to heed and listen to our stakeholders while offering the best products and services to consumers. Gamania Group will continue to grow and evolve and together with our partners, we will lead the industry to greater heights.

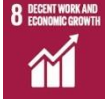






Albert Liu, Gamania Group CEO

A handwritten signature in black ink, appearing to be 'A. Liu', with a stylized flourish extending from the end.

# UN's Sustainable Development Goals

In 2015, the United Nations General Assembly set a collection of 17 global goals known as the Sustainable Development Goals (SDG), along with a list of 169 targets, which establish clearly-defined visions for sustainable development and priorities for governments, corporations, and citizens around the world to work towards. The SDGs spell out the UN's goals of ending poverty, reducing inequality, mitigating climate change, and so forth by 2030. In response to the UN's SDGs, Gamania reflected upon its core businesses and sought ways to integrate relevant philosophies into its day-to-day operations through the commitment of attention and resources. Aspects of concern include employees' health and benefits, gender equality, promotion of employment and economic growth, climate action, and so forth so that we will be able to fulfill our corporate responsibilities by supporting relevant SDGs.



SDGs	Gamania's Actions
	<ul style="list-style-type: none"> <li>● Setting new records in terms of operating revenue; expanding business operations for the Group to offer more employment opportunities.</li> </ul>
  	<ul style="list-style-type: none"> <li>● Promoting employee health and well-being in the workplace.</li> <li>● Offering equal pay for employees of both genders and ensuring human rights.</li> <li>● Providing open channels of communication for employees to express their opinions.</li> </ul>
 	<ul style="list-style-type: none"> <li>● Initiation of the Gama Garden to offer premium pre-school education for young children.</li> <li>● Organizing seminars and forums on information security and legal affairs.</li> </ul>
	<ul style="list-style-type: none"> <li>● Full ban of disposable tableware.</li> <li>● Facilitating resource recycling and waste reduction.</li> <li>● Implementing effective energy management and green purchasing.</li> </ul>



# Gamania Honors

Named by Cheers Magazine as one of the “Top 100 Companies for the Young Generation” for many years running and ranking first on the list in the domestic gaming industry, with the highest placement on the list awarded in 2017. Other honors and awards Gamania has won include:

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

\*Note: A collaboration with E.Sun Bank.

# Overview of Gamania Group in 2018

Gamania - a Company that started out as a game developer, has ventured into different markets of payment services, e-commerce, new multimedia entertainment, digital business solutions, and so forth. We have pressed on amidst different challenges as we endeavored to create a flagship network at the national level while actively transitioning and expanding our business operations in the hopes of becoming a “holistic” online enterprise in Taiwan by connecting various aspects of the digital lifestyle to create endless possibilities. Gamania is dedicated to creating diverse, creative, and fun experiences of life that are pleasant and enjoyable for consumers.



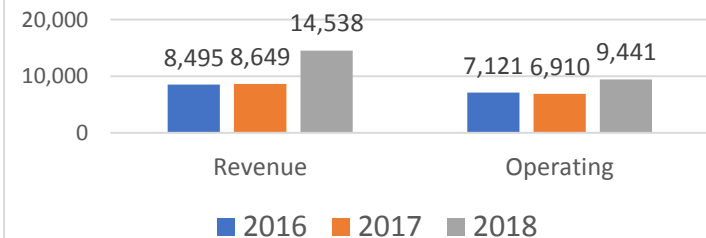
U.S.	The Netherlands	Hong Kong	South Korea	Japan	Taiwan
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**Gamania Headquarter and Various Offshore Operating Locations**

## Gamania's Profile

Date of Establishment	June 1995
Capital	NTD 1.755 billion
Listing Date	May 2002
Chairman	Albert Liu
Number of Employees	897
Headquarters	No.111, Ruihu Street, Neihu District, Taipei City

## Financial Performance For the Past Three Years (in NTD million)



In 2018, Gamaia has delivered impressive results in the areas of governance, economy, environment and society. These are summarized as follows:

Named by Cheers Magazine as one of the “Top 100 Companies For the Young Generation” in 2018
In 2018, Gamaia submitted a total of 20 patent applications and 17 patents were awarded
In 2018, Gamaia’s green purchasing came to NTD 6.87 million
Starting from April 2018, Gamaisland has fully abandoned the use of disposable tableware and this will save the company approximately NTD 700,000 a year
In 2018, Gamaia set a new record in operating revenue at NTD 14.33 billion
In 2018, Gamaia set a new record in net profit after taxes at NTD 1.69 billion
In 2018, Gamaia’s R&D expenses came to NTD 237 million
Our customer service representatives handled more than 500,000 cases of inquiry in the year, with customer satisfaction reaching over 90% and service quality check accuracy rate exceeding 97%

- Together with Taiwan Gaming Industry Promotion Association (TGIPA), Gamania hosted the “Taiwan Original X Awards” - with categories for schools, independent developers and commercial developers. The process enabled participating teams to interact with instructors from different colleges and universities to stimulate the potentials and talents for Taiwan’s original games.
- Out of the 220 booths at the Taipei Game Show, Gamania and its subsidiaries ran a total of 108 booths to jointly showcase a variety of digital applications including interactive games, new multimedia, mobile payment, e-commerce, market for 2nd-hand item exchange, and so forth. As a key player in the market, Gamania has demonstrated the strength of Taiwan’s gaming industry with what the Group featured at the event.
- Gamania has actively promoted and established relevant systems and competition for e-sports in Taiwan. Apart from taking part in relevant international events for more opportunities in interaction and exchanges, Gamania has also become a member of the Chinese Taipei e-Sports Association (CTESA) as a way to better understand trends of development in the domestic e-sports scene and the global e-sports market. CTESA has invited Gamania and two other leading brands in the e-sport industry to be a part of the Astra Plan Industry-Academia Alliance - an ambitious project that integrates advice from professionals and experts in the industry and the sharing of practical experiences, involving close to 70 senior and vocational high schools, colleges, and universities with the offering of a relevant syllabus, courses, diplomas, and training of instructors. The project was officially launched in April 2019.



# Stakeholders

Gamania takes stakeholder's rights, their expression of opinions, and their material issues of concern very seriously. As such, we have adhered to the guidance of the GRI Standards and AA1000SES Stakeholder Engagement Standards as our references in determining the different levels of concern for stakeholders on specific issues and their impact on Gamania's operations so as to ensure adequate and effective communication with our stakeholders.

Stakeholders	Significance to Gamania	How to Respond and Frequency of Communication
<b>Employees</b>	Employees are the most important asset to Gamania. Our products, services, passion, and creation of culture have all been the accumulation of ceaseless devotion from all Gamania employees. As such, we value the opinion of our colleagues at Gamania greatly.	<ul style="list-style-type: none"> <li>• The reporting email <a href="mailto:integrity@gamania.com">integrity@gamania.com</a>, and sexual harassment grievance email <a href="mailto:995@gamania.com">995@gamania.com</a> are managed by designated units that are ready to accept and process reports/grievances at any time.</li> <li>• The Full Gama Assembly (General Meeting for All Employees) is held once every quarter.</li> <li>• Non-periodic Employee Welfare Activities</li> <li>• Orientation Training for Employees, Routine Employee Training</li> <li>• E-Learning (non-periodic)</li> <li>• Public Announcements (non-periodic)</li> <li>• Internal Newsletter: Gama Security News, IT Painkiller (non-periodic)</li> <li>• Routine Performance Evaluation (held annually)</li> <li>• Internal Phone Sampling (non-periodic)</li> <li>• Seminar: Have A GOOD Speech! (non-periodic)</li> </ul>
<b>Investors/ Shareholders</b>	In order to identify key stakeholders that shape and influence Gamania's operations and decision-making processes, we have endeavored to maintain information transparency as a way to safeguard investors'	<ul style="list-style-type: none"> <li>• Gamania holds Shareholders' Meetings and publishes Annual Reports on a regular basis. In addition, we also attend online conference-calls from time to time.</li> <li>• Featured on Gamania's website is an investor relations section, which contains the Company's financial information, important</li> </ul>

Stakeholders	Significance to Gamania	How to Respond and Frequency of Communication
	rights.	announcements, news on latest events, information on corporate governance, investor contact liaison, investor Q&A, and so forth.
<b>Collaborating Partners</b>	In addition to maintaining a positive relationship with different software/hardware suppliers and developers, Gamania also actively participates in different associations . Working together with our competitors towards the creation of a better digital entertainment industry is our common goal f.	<ul style="list-style-type: none"> <li>• Holds technical meetings for collaboration or selection of collaborating partner.</li> <li>• Holds technical forums and seminars from time to time.</li> <li>• Participates in TGIPA’s quarterly meetings and executive committee meetings. In addition, Gamania also issues notices for routine meetings to other members when required.</li> <li>• Participates in CTESA’s quarterly directors’ meetings. In addition, Gamania also issues notices for routine meetings to other members when required.</li> </ul>
<b>Customers/Consumers</b>	Gamania couldn’t have achieved long-term and sustained operation without the support of customers and consumers.	<p>we have established various channels of communication with customers/consumers that are available around the clock, all year round:</p> <ul style="list-style-type: none"> <li>• Service Hotline</li> <li>• Service Bell (Call Back)</li> <li>• Instant Messaging (IM)</li> <li>• Smart Customer Service (Chat Bot)</li> <li>• Message Board (E-mail)</li> <li>• Response to Messages/Inquiries on IOS/Android Platforms</li> <li>• Private Messaging via FB Fan Page</li> </ul>
<b>General Public</b>	As a key player of the domestic gaming industry and the operator of a platform for varied digital entertainment and services, Gamania is bound by specific obligations to the society, particularly to youths and children. We value the opinions and feedback from consumers of all age groups and have been working hard to become a brand that is trustworthy.	<ul style="list-style-type: none"> <li>• The latest information is made available on Gamania’s official website and the websites of its various subsidiaries.</li> <li>• Information and announcements are made via our social media pages.</li> <li>• Featured on Gamania’s website is an investors section, which contains the company contact number for investors, investor email addresses, and Q&amp;A.</li> </ul>

# Sustainable Governance

Gamania Group is a young, energetic, passionate enterprise that is known for its creativity and innovation. We know that the only way to deliver the maximum momentum to the industry so that it can in turn drive the society to change for the better is to achieve ceaseless breakthroughs and growth.

## **Board of Directors**

Gamania's Board of Directors comprises five directors and two independent directors. As the Company has yet to establish its Audit Committee, the Board also includes two supervisors who are responsible for communication with internal audit supervisors and the Certified Public Accountant on specific issues on internal control, management, financial reports, and so forth during Board of Directors' meetings and relevant internal meetings.

## **Corporate Social Responsibility Committee**

It is our wish that during our pursuit for sustainable operation, the Company will place greater emphasis on the rights of the society, environment, and stakeholders right on a greater scope. Thus, Gamania established its Practical Guidelines to Corporate Social Responsibility in 2016, and in early 2019, the Board of Directors resolved a motion for the Company to voluntarily set up its CSR Committee, which is headed by the Chairman with the Group CFO acting as the Vice-chairman.

### **Risk Management**

Gamania adopts total risk management with a control system to identify all potential risks, including market risks, financial risks, information security risks, and so forth. To ensure the effectiveness of risk management, the Audit Office implements and issues an audit control checklist and summary of various oversights and rectifications each year so that the Company can make relevant preparations to keep potential risks in check. This enables Gamania to achieve stable growth in terms of its operations on the basis of its positive corporate image.

### **Innovation in Governance**

Following the emergence and popularity of smart phones and tablet PCS, the demand for digital and online applications from the general public is ever-growing. In order to become a holistic flagship enterprise in web-based operations, Gamania has been engaging in the formulation and follow-up of relevant development plans through its innovation meetings and strategic meetings so as to determine the resources/capital to be committed to relevant technical research accordingly. In 2018, the Company's R&D expenses came to NTD 237 million.

#### **Flow and Framework of Gamania's Innovation Meetings and Strategic Meetings**

The Business Management Office will establish the agendas for the meetings in which all subsidiaries will present their biannual operation strategic reports in the context of Gamania's overall	Contents of reports from each subsidiary are to be adjusted according to the CEO's instruction.	Participants share and discuss the progress and outcomes of key projects they have managed in the past six months.	During these meetings, participants get to discuss various topics in the format of workshops so as to stimulate their creativity and come up with new ideas through the process of
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#### **Outcome of Gamania's Research and Development in 2018**

- Completion of the advertisement push notification service platform.
- Completion of the e-invoice platform development.
- Completion of AI — facial/object recognition development.
- Swapub mobile webpage development.

#### **Items on the Annual Audit**

##### **Purpose**

Controls the progress of various audit reports and their indexing.

Be presented to the Chairman for reporting purposes by the Auditor General.

Be presented to Gamania's management in the format of RFA.



- Completion of the Antarctic Exploration Mission Control Center.
- Completion of development for the initial version of block chain exchange.
- Construction of digitized automatic scheduling for Swapub.
- Construction of Swapub user segment system.

### **Customer Rights and Services**

Customer services for Gamania Group mainly relate to inquiries pertaining to Gamania's online or mobile games, with annual service volume exceeding 500,000 inquiries; 95% of which have been resolved upon Gamania's first response. For our customer inquiries, the Company has adopted systematic issue review by case and relevant statistical analyses using date/week/month/quarter/year as duration of cycles in order to propose corresponding responses to special issues or questions that are commonly asked and improvements upon existing plans to the management for assessment. This is to reduce the instances of repetitive customer complaints and assist customers to quickly resolve their issues.

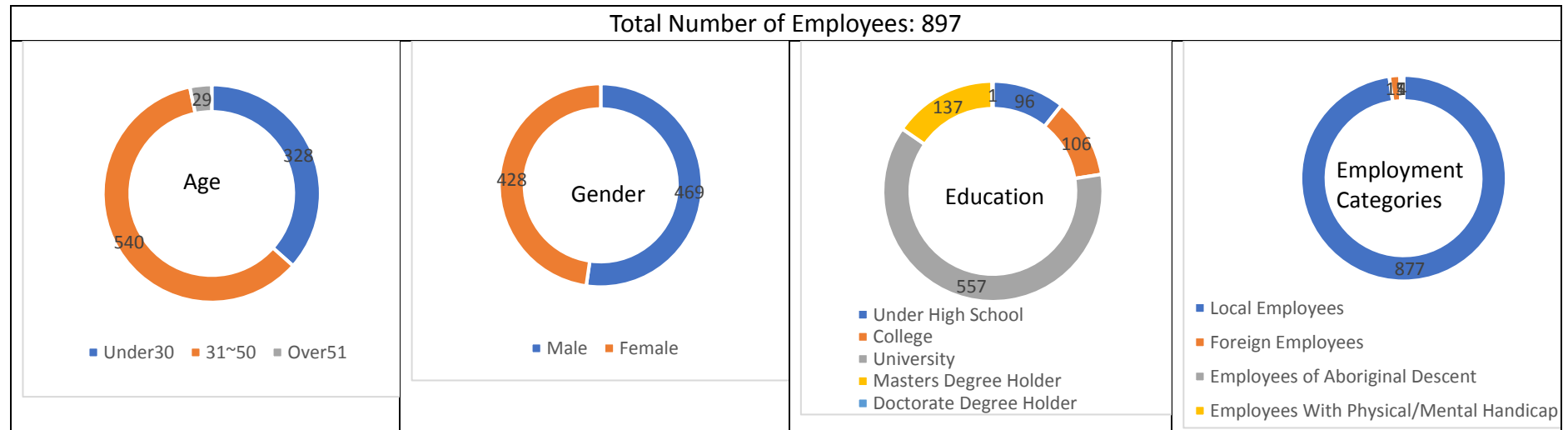
Annual customer service volume exceeding **500,000** inquiries.  
Customer satisfaction exceeding **90%**.  
Service quality check accuracy rate exceeding **97%**.

# Gamania Family

Employees are the most important asset to Gamania. Our products, services, passion, and creation of culture have all been the accumulation of ceaseless devotion from all Gamania employees. **As we care for employees' health, provide them with the joy from a sense of familial belonging, and create a workplace whereby they will be rewarded with a sense of accomplishment, Gamania's ultimate goal is to "create a working environment where employees can be passionate about their job and pursue their lifetime career".**

## Employee Overview

As of December 31 2018, Gamania has a total of 897 employees on its payroll. With the Company actively expanding into other domains of mobile payment, e-commerce, new multimedia, crowdfunding, and so forth, Gamania's employees grew by almost 20% compared to that of 2017.



Note: Employees with physical/mental handicaps are native citizens.

Here at Gamania, all employees are entitled to fair treatment and equal opportunities; our employees are free from the discriminations of gender, age, race, religious beliefs, handicap, and so forth. In 2018, approximately 48% of our employees were female; roughly 30% of our staff in R&D units were female. As of December 31 2018, approximately 38% of the Company's managerial positions were held by female supervisors.

In 2018, Gamania made a powerful push to attract talents from different fields of specialization, including gaming, e-commerce, e-payment, startups, media, information, and so forth. Apart from traditional recruitment channels such as various job banks, Gamania also relied on incentive schemes for employees to make recommendations, development of more recruiting channels/platforms, and participation in relevant communities/talent-seeking activities in order to bolster the Company's brand by hiring talents with different expertise that are suited to Gamania's culture.

In 2018, we hired as many as 409 employees; most of our new employees came from the age group of 30 and below (at 232 people, making up 57% of all new employees). They will no doubt inject their youthful energies and creativity into Gamania. In 2018, 381 employees left Gamania. Our HR personnel held interviews with the departing employees to find out their reasons for wishing to leave the Company.

### **Employee Communication**

Gamania pays close attention to the frequency and quality of labor-management communication. Through its innovative and diverse channels such as quarterly Full Gamania Assembly and *G/Voice* (Gamania Group's official publication), we strive to create an effective mechanism of bi-lateral communication that allow us to learn the opinions and needs of employees in the shortest time possible, and express and convey Gamania's management philosophies and strategic directions.

- **Full Gamania Assembly:** A quarterly event that has been held for more than 15 years. This is when more than 800 of the Company's employees and staff gather for a meeting. For the first half of the assembly, Gamania invites well-known speakers to share their insights and experiences with employees to broaden their vision and set their eyes on the world; the second half of the assembly is the QA time for employees, who can ask all sorts of questions anonymously. These questions are read out loud by CEO Albert so that the management can understand employees' needs and address their inquiries immediately. Through such interaction, Gamania is able to actively foster a bridge of communication between its management and employees to improve the quality of interaction between the two parties.

- **G!Voice:** Gamania CEO Albert once said, “The culture of a company plays a crucial role in the growth of the company. Corporate culture can be defined as the specific model of interaction and attitude towards work that have been adopted by employees; it is a set of shared values that emerge from the interactions of mutual influence. “Through the publication that is meant for internal communication, employees are treated to a different perspective of the world through the lens of Gamania as they learn more about one another; by sharing the hard work and accomplishments of our peers with others, we employees will arrive at a consensus on the growth and development of the Company. Not only that, *G!Voice* also serves as the medium of external communication for Gamania’s culture as it reaches out and attracts talents who share similar cultures and values as ourselves and thereby facilitates the recruitment process.

### **Employee Benefits**

As a benchmark company of the online industry, Gamania not only offers competitive wages but also benefits that are superior to the legal requirements in the hopes of inspiring other Taiwanese companies to follow suit in offering better benefits to employees. “Everything except the people at this company is cheap” is an apt description on how serious Gamania is about treating employees right. The Company has planned diverse and comprehensive benefit schemes for employees so that they can enjoy corresponding benefits during their career journey at Gamania. As Gamania relocated its HQ to Neihu, the Company has once again upgraded its software/hardware facilities in the hopes of attracting more talents to join us.

All full-time Gamania employees are entitled to enroll their children in the Company’s Gama Garden kindergarten along with benefits such as special employee discount for online game time cards, group insurance coverage, free motorcycle parking space, various Gamania peripherals, annual health check-up, autonomy leave with no ceiling, company trip, birthday leave, paid pregnancy test leave for 8 days for both female and male employees, and 5 days of paid paternity leave. The Company also offers a variety of subsidies such as allowance for department luncheons, company trip subsidy, employee club subsidy, bonuses for three major festival and birthdays, wedding subsidy, bereavement subsidy, hospitalization allowance, childbirth subsidy, emergency relief, and so forth. From the benefits offered to the physical space provided, Gamania has adopted a human-centered mindset to plan out all details with attention while infusing its unique culture and spirit into employee benefits so that all colleagues may pursue their career with passion while earning sufficient income to support their families and lead fulfilling lives. This will in turn help Gamania become a role model in ideal company culture.

- Autonomous Leave

In 2015, Gamania tested the waters with the introduction of its unique “autonomous leave”, which enables employees to apply for paid leave with no restriction on duration after they have used up their special leaves. To apply for the leave, employees only need to submit their application and record the duration and date on the system without the need of supervisor approval. The mechanism is intended to help employees cultivate the habit of self-management and to encourage them to become more productive. In 2018, 16 employees applied for autonomous leave for a combined duration of 45 hours. Starting from 2012 onward, apart from female employees being able to apply for maternity and pregnancy test leaves, the Company also extended the same benefit to male employees; those who meet the requirements as specified in the Act of Gender Equality in Employment are entitled to apply for parental leave without pay for a maximum of two years before any of their children reach the age of three years old.. Gamania also takes gender equality very seriously and as such, the Company established the system for “gender equality leave” in 2015 and was the first listed company in Taiwan to offer such benefit. This is a privilege for non-heterosexual employees getting married or having children who may apply for 8-days of paid marriage leave/paternity leave by submitting relevant documentation (i.e. wedding invitation, marriage certificate, etc.).. To Gamania, this is more than just a benefit; it is a reflection of our commitment to human rights. Also, the Company offers all employee a 3-day travelling leave, with a subsidy awarded in proportion to the employees’ seniority at the Company, up to a maximum of NTD 10,000. In 2018, a total of 656 employees have applied for various travelling leaves - an increase of 67 employees compared to the 589 of 2017. Gamania also offers “Grand Tour Leave” as a way for the Company to encourage employees to travel to different places of the world and use the opportunity to learn, self-reflect, and grow.

- Gama Garden

Gamania established its Gama Garden as the Company’s affiliated nursery with a special discount in fees for employees’ children. Gama Garden is the first corporate-affiliated kindergarten after the implementation of the kindergarten and nursery school integration policy, and the first preschool of its kind in Neihu Science Park with the relocation of Gamania’s HQ to Neihu. Gamania has hired full-time, qualified nursery teachers, and attached importance to environmental hygiene and food safety at Gama Garden. Food prepared at the kitchen is sent to the Department of Health monthly on a voluntary basis for inspection and the preschool operates in conjunction with the office hours of children’s parents (i.e. 08:30-19:30). The establishment of Gama Garden has attracted visits from representatives from the Ministry of Labor, Ministry of Education, and Mayor of Taipei City. It is our hope at Gamania that this facility will resolve the issue of childcare for young parents working at Gamania to increase our retention rate and foster the sense of belonging for our employees.



Gamania takes the education of children very seriously and approaches it with a cautious mindset. Thus, we have established the Gama Garden that aims to offer a healthy and ideal environment for our employees' children to inspire them to be brave and adventurous without being restrained. Gama Garden earned the Work-Life Balance Award - Friendly Childcare Award from the Ministry of Labor in 2018.

## Social Harmony

**Gamania wishes to lead and inspire the younger generation to appreciate the society, listen to the needs of others, take actions, think independently and acquire the ability of problem-solving.** At the same time, we have also proactively offered our expertise and know-how in the industry to fight crime while leading and fulfilling our social responsibilities.

— **One should always strive to create and maintain the cycle of positivity by breaking through existing frameworks and mindsets to make “sustainability” fun and pleasant —**

### The Summer School Project

Here at Gamania, we place great value in the social activity of youths, and this is evident from our launch of the Summer School Project that began back in 2009. Schools in remote areas of Taiwan in the north, central, southern, and eastern regions have been targets of the project's service locations, as participants involve themselves with activities such as post-disaster restoration, cleaning of forests, hills, and beaches, or various learning and experience activities relating to culture and the environment. By serving and caring for the society, participants in the project are able to take action, make impact while broadening their vision and build on the blueprints of their dreams. Starting from 2015, Gamania has been working with various youth social innovation organizations to involve itself in diverse social issues in the hopes to create more possibilities and changes through innovative thinking and creative approaches. For the 2018 Summer School, we chose “10X10

"Multiplication of Evolution" as the theme for the event, and "team dream" and "issues of concern" as the key components. as the event was delved into three aspects of education, sustainability, and humanities. Gamania collaborated with 10 startups to carry out relevant development and actions for specific social issues that relate to culture, education, and environmental sustainability by leading youths between the ages of 18-24 in various activities. As a conclusion to their summer adventures, all participants were invited to the final presentation for the Summer Camp.



### **Life Laboratory**

Gamania has dedicated significant resources to the development of various B2B and B2C products and services, and this is even true in the ways that the Company gives back to society and engages in charity. We have created the "WeBacker" crowd-funding platform that enables users to launch their projects openly. The platform is accessible to all users in search of assistance and creative ideas as we wish to leverage the spirit of positivity, shared-creation, and innovation through this platform so that great ideas will emerge to maintain the cycle of positive energy that will in turn resolve relevant issues in the society.

As of 2018, the platform saw the successful conclusion of 207 projects that helped several thousand members of the general public. Among these projects, 33 were charity related, 5 were social innovation, 5 were local farming projects, and there were even 19 projects that integrated charitable activity with gaming. For example, an online streaming platform collaborated with the WeGamersLove organization to launch the Disaster Relief Fundraising for the Hualien Earthquake, which raised NTD 720,000 from close to 300 donors within a short time. This goes to show that gamers also care for those who need assistance. Fundraising for charity also came in a variety of issues, such as helping stray animals, elementary students in remote regions, patients suffering from rare diseases, and helping disadvantaged children. As the operator of the 3rd party platform, Gamania offered full support to these project creators to succeed with their projects to achieve the goal of promoting social harmony.



### **Fulfillment of our Corporate Social Responsibilities**

- Cybercrime Prevention

When it comes to game points fraud and theft of accounts, we stand on the same side with our consumers and players. Once we receive relevant complaints supplemented with credible evidence/ materials, Gamania will take the initiative to offer corresponding records and logs for players to examine. In addition, the Company has also established an exchange mechanism over an on-line platform with the 165 anti-fraud and internet scam hotline. This means that law enforcement personnel no longer need to go through the old process of having to issue a written request to Gamania to obtain relevant data; they can now use the system and make a request online to inform us of the material required and we will be able to provide relevant electronic records directly. On top of that, to ensure that law enforcement personnel will be able to understand relevant terminology in digital gaming, Gamania has established an independent unit “Investigation Support Team” with designated personnel on 24-hour duty to support law enforcement agencies by offering relevant information support and inquiries to make anti-fraud and scam prevention seamless and foolproof.

- Gaming Industry Legal Affairs Exchange

Gamania started out as a game development company in Taiwan and as we ventured into different markets of entertainment and recreational



digital services, the Company has always stayed ahead of the competition. As such, to boost the overall competitiveness of the whole industry, Gamania has been helping the government in the legislation of regulations that are aligned with the needs of gaming related businesses while upholding fairness and justice. Through various associations and organizations, we have been suggesting for specific amendments to be made by sending representatives to specific government bodies for presentations and sharing of relevant information. At the same time, Gamania has been visited by attorneys, representatives from judicial bodies, and law students on a yearly basis. These visitors were keen to learn about potential cases of dispute in the rapidly changing and growing digital entertainment industry while we shared our opinions on the inadequacies of existing regulations and systems.

# Coexistence with the Environment

In 2018, we proposed the concept of “Coexistence with the Environment” and emphasized the importance of expressing the ideas of environmental protection and sustainability to our employees through a variety of actions. These efforts have been made to assimilate such values as part of Gamania’s culture in our attempt to make the world a better place while we fulfill our corporate social responsibilities.

## **Environmental Sustainability Goals:**

Short-term Goals (1~2 years) :

- Reshape Gamania’s core values to prioritize the cultivation of thought and behavior models for our employees by starting on specific eco-friendly projects that produce immediate results.
- To statistically analyze and quantify the Company’s energy consumption while seeking alternative solutions/behavior patterns.

Medium-term Goals (2~5 years) :

- To collaborate with external organizations and suppliers to augment our achievements in environmental sustainability.
- To launch a variety of creative approaches to environmental protection while continuing to try different ideas and initiate projects.

Long-term Goals (Over 5 years) :

- Reduce energy consumption and waste generation by over 10%.

## **Bottle Man**

Bottle Man is an incredible machine that not only promotes the circular economy but also makes environmental protection a part of employees’ day-to-day lives!

Any empty/used PET bottles, aluminum cans, and plastic cups can be fed to the Bottle Man for recycling as long as they are preserved in their original shape and cleaned thoroughly to ensure there is no residue/leftover content. The machine works with a dedicated APP that enables

users to accumulate points that can be used to redeem a special reusable shopping bag, which is made from the bottles and cans that have been fed to the machine by our employees! It is truly a fine example of sustainable cycle of resource recycling and reuse.

### **Environmental Protection Promotion Activities**

Time	Theme	Number of Participants	Frequency	
March, May, and September	Healthy Meal	Approximately 50 employees.	Non-periodic.	
Between January and March	Cup sleeves Recycling*		Figure not recorded.	Routine.
10/26	Resource Recycling Challenge		Approximately 200 employees.	Once per year.
11/11	Ruiguang Park Cleaning		43 employees.	Once per year.
12/24	Eco-friendly Gift Exchange		Approximately 70 employees.	Once per year.

\*Note: the recycling of cup sleeves is a project that has been launched for more than two years and took place before the banning of all disposable tableware.

### **Overview of Energy Consumption**

Due to business diversification, Gamania has seen increases in both the Company's operating revenue and number of employees. Consequently, this has also meant increases in both power and water consumption. We shall monitor the use of energy resources and adopt energy intensity to manage our power consumption and improve the efficacy of our electricity usage.



Proving ourselves to be the best neighbors of Neihu by cleaning Ruiguang Park!



The Halloween Challenge - a test of resource recycling knowledge.

#### Energy Consumption by Gamania HQ in the Past Three Years

Item	2016	2017	2018
Gas (m <sup>3</sup> )	500	600	763
Externally Purchased Power (kWh)	1,265,671	2,213,538	2,582,800

#### Notes:

1. While Gamania HQ operated a generator that runs on diesel for a test run, as the unit used less than 20 liters of fuel, it has been excluded from the data.
2. Each m<sup>3</sup> of gas is equivalent to 5.13kg in weight.
3. Between 2016 and 2017, due to the relocation of a subsidiary to Gamania's HQ, the overall energy consumption increased drastically.
4. Due to the growth in business and number of employees between 2017 and 2018, the overall energy consumption has increased.

#### Consumption of Non-renewable Energy at Gamania HQ in 2018 (GJ)

Gas	Externally Purchased Power	Total
197.66	9,297.98	9,495.64

Note: The conversion of caloric value is based on the Emission Coefficient Table 6.0.4 as published by the EPA. Presently, Gamania has not installed any equipment/facility that generates renewable energy nor has the Company purchased/sold thermal energy, cold energy, or steam energy.

#### Indirect GHG Emission Volume from Gamania HQ in the Past Three Years

	2016	2017	2018
GHG Emission Volume (ton/CO <sub>2</sub> e)	670.8	1,226.3	1,376.6