

# Gamania Group

## 2021 ESG Report



gamania 橘子集團



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# About the Report

This is a corporate sustainability performance report published by Gamania Digital Entertainment Co., Ltd. and group of businesses (collectively referred to as Gamania Group and Gamania below). Gamania has long been attentive to social responsibilities and is committed to connecting with the world's sustainability trends, and this report serves as a means of communication with stakeholders.

## Reporting period and cycle

This report discloses Gamania's practices and performance data on economic, environmental, and social aspects for the year of 2021 (from January 1 to December 31, 2021). Certain data traces back to 2019 or is presented using 2021 figures. Gamania has been publishing ESG reports since 2018. This is Gamania's 4th report, and the company will continue publishing reports on a yearly basis. This report can be downloaded in the ESG section of the Gamania Group website

## Reporting boundaries and scope

The boundaries of this report have been determined with financial materiality and industry relevance in mind, and cover Gamania Digital Entertainment Co., Ltd. and all subsidiaries mentioned in CH1 (see P06-07). The report mainly covers Gamania's operations in Taiwan, which account for 100% of total revenues. Financial data on business performance was taken from Gamania's audited consolidated financial

statements. Please refer to the 2021 annual report for more details on the entities, related parties, and investments covered by the financial statements. All amounts are presented in NTD. Environmental and social data represents performance data of Gamania's headquarters (No. 111, Ruihu Street, Neihu District, Taipei City). Data disclosed in this report has been gathered and surveyed by Gamania, and is presented using common values.

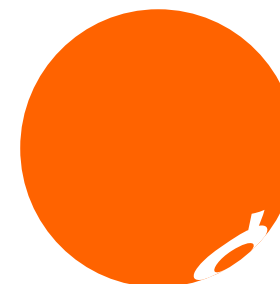
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Gamania Group  
ESG Report



# Message from the Group CEO and Sustainable Development Committee Chairperson

In 2021, the world continued to be affected by COVID-19, which not only resulted in a new order of life for people, but also accelerated the global digital transformation and created many new opportunities. After years of planning, Gamania Group is well versed in the pulse of time and with its core gaming business as basis, it has transformed the strength it has accumulated over the years into a driving force for the growth of other businesses, spanning payments, e-commerce and media, gradually diversifying the Group's user profile and bridging online and offline scenes to help the Group's services penetrate into users' lives. In 2021, Gamania Group's core businesses demonstrated solid operational strength and responsiveness, and grew steadily with the support of new game products and the innovative practices of other business groups. In 2021, the Group's consolidated revenue was NT\$11.37 billion, net profit after tax was NT\$1.11 billion, and earnings per share was NT\$6.30. Revenue and profit were both the second highest in history.

In addition to continuing to refine our core business, promoting industry innovation and the development of Taiwan's original IP, we are determined to carry our brand values of "C.A.R.E" - "Creativity," "Advancement," "Relationship," and "Environment through the ESG (Environment, Social, Governance) sustainability strategy blueprint with four major sustainability strategies: "Rotating Sustainable Management", "Rotating Digital Responsibility", "Rotating Environmental Friendliness"

and "Rotating Positive Value", and are the first company in Taiwan's game industry to voluntarily promote ESG indicators.

We believe that good corporate governance can help build a solid foundation for business development and provide high-quality products and services to our customers. Gamania Group has been ranked among the top 6%-20% of TPEx-listed companies in corporate governance ratings for two consecutive years, and has been implementing corporate sustainability with international standards, and has been actively seeking recognition and evaluation from international third-party ESG rating agencies through systematic audits to improve corporate governance and corporate sustainability

In the aspect of environmental sustainability, in the face of the global concern for net zero carbon emissions and the serious climate issue, Gamania Group has set short-, medium- and long-term goals: For the short term goals, we maintain a pragmatic attitude and set 2021 as the "first year of greenhouse gas inventory" and formally established the "Greenhouse Gas Inventory Team" to analyze the product movements, conduct a precise inventory and then formulate energy-saving and green energy policies, and identify work projects to be launched immediately. For the medium-term goals, we aim to expand our influence and gradually make "supply chain carbon footprint" an important indicator for corporate procurement and encourage partners to support



it together. For the long-term goals, we begin with the end in mind, set an impactful target and gradually reduce the impact of our operations on the environment by implementing environmentally friendly practices, and eventually call on all stakeholders to promote mutually-beneficial cooperation for the better.

In terms of social responsibility, Gamania Group has built a friendly, diversified, and healthy workplace by establishing a rare childcare facility in the corporate world, the GamaGarden, so that employees can take care of both family and career self-fulfillment. We have an exclusive dining space for employees, Gama Island, and a 24-hour gym to take care of their health, and provide a comprehensive welfare system that is better than the law. All regular employees of Gamania are entitled to unlimited spontaneous leave, employee travel leave, birthday leave, etc. In addition, in 2021, Gamania Group also introduced Employee Assistance Programs (EAPs), which provide counseling services for employees in psychological, legal, health, financial, and management aspects to serve as the most stable force for employees in the post-pandemic era. In 2008, we established the Gamania Cheer Up Foundation, and for more than 10 years, through the Summer School and the Big Dream Project, we have been promoting adventure education and accompanying young people who are brave enough to break out of their comfort zone to pursue their dreams, as well as conveying positive values to society. From 2021 onwards, the Foundation have been supporting two young people with big dreams - Lu, Chung-Han, an overseas extreme explorer from Taiwan, and Yuan,

Yong-Cheng, the first soccer player in Taiwan to win a contract in a European soccer league, spreading the positive energy of GoNext and inspiring more young people to take risks, face challenges and open up infinite possibilities.

Looking ahead, Gamania Group will support global sustainability initiatives step by step with innovative thinking and practical actions, planting the seeds of ESG sustainability in the hearts of every Gamania employee and spreading it to all business units to achieve the goals of innovation and creativity, pursuit of excellence, mutually-beneficial relations and coexistence with the environment. Gamania Group will continue to work hard and work together with players, consumers, the general public, partners, investors and others from all walks of life to rotate the influence of sustainability.

# 2021 ESG Highlight Performance

## Governance Aspect

Ranked in

**Top 6.20%**

among TPEX-listed companies in the seventh corporate governance accreditation

The 25th anniversary celebration video Dare to Challenge won the

**Red Dot Design Award**

2021 in the Brands and Communication Design category

Consolidated revenue was

NT\$ **11.37 billion** → **up 9%** on year, the second highest in history

Net profit after tax reached

NT\$ **1.11 billion** → **up 27%** on year, the second highest in history

The company's sustainability strategy blueprint is based on the core concept of

**sustainable rotation**

which combines the spirit of sustainable corporate development and the Gamania culture, in respond to the SDGs to achieve sustainable development.

**0** major incidents of violation of ethical management

A total of **97** patents were approved and published in Taiwan

Service quality check accuracy **rate exceeded 99%**

## Social Aspect

Rated the

**Top 100 Companies for the Young Generation**

by Cheers Magazine for 16 consecutive years, and the only game developer on the list

Received the 2020-2023

**i Sports Enterprise**

certification from the Sports Administration, Ministry of Education

The average training hours for employees was

**12.9 hours**

Overall satisfaction rate of Gama Island reached

**88.45%**

## Environmental Aspect

As a response to the **Net Zero Emission 2050**, we conducted a

**GHG inventory & validation plan**

Largely reduced electricity consumption by

**12.84%**

Largely reduced water consumption by

**33.77%**

The procurement amount of computers with the Green Mark increased by

**69.41%**

Won the

**Bronze Award**

at the 3rd Annual Enterprise Environmental Protection Award (AEEPA), the highest honor for environmental protection in Taiwan

Promoted environment-friendly gifts for the 3 festivals, replacing disposable plastic destruction bags with

**RE-BAG recycling logistics bags**



CHAPTER

1

# Governance

- 1.1 ——— About Gamaia
- 1.2 ——— Financial performance
- 1.3 ——— Investment in innovations

1.1  
About  
Gamania

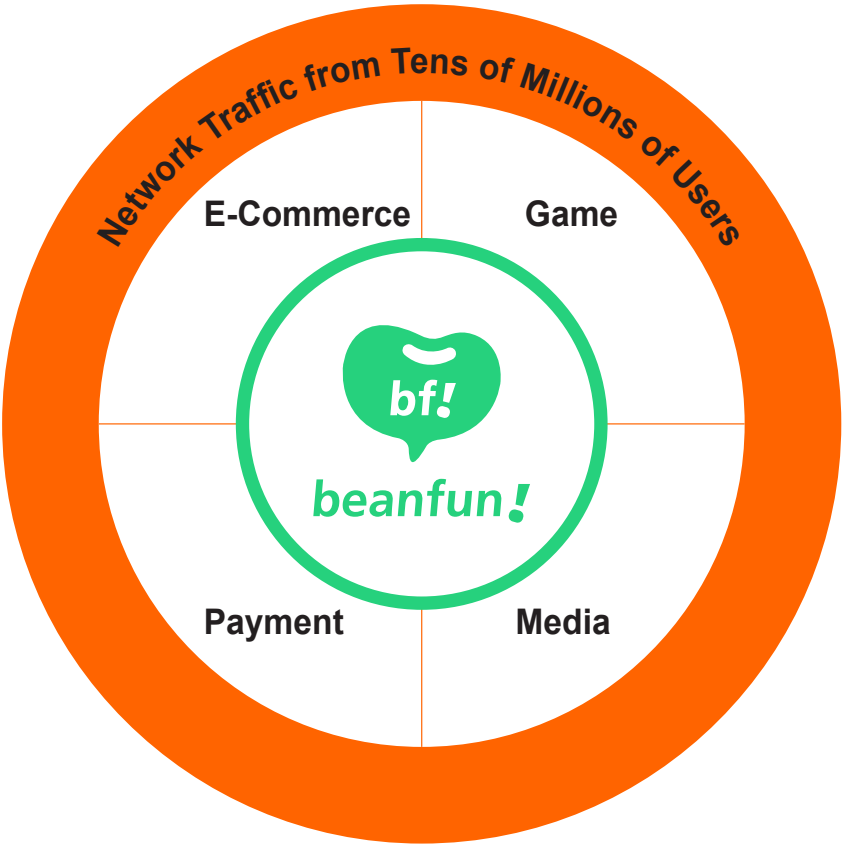
1.1.1  
Business  
Overview

Introduction of Gamania

The company was founded in 1995 and renamed Gamania in 1999. Since 2014, the company has been adopting ambitious plans to expand from games into e-commerce, payment, media, mobile platform, and digital commercial solutions. Gamania is persistent at exploring new business models, and actively engages business partners to extend existing services. The company has envisioned itself of becoming an all-ecosystem online enterprise in Taiwan, and developing the capabilities needed to provide consumers with comprehensive services and bring creative ideas of the Taiwanese people to the rest of the world.

Gamania's Profile

Date of Establishment	Capital	TPEX listing date
June 1995	\$1.755billion	May 2002
Group CEO	Number of employees worldwide	Headquarter location
Liu, Po-Yuan	1,084	No. 111, Ruihu Street, Neihu District, Taipei City
Main operating locations		
Taiwan, Hong Kong, South Korea, Japan, Singapore		



1.1  
About  
Gamania

1.1.1  
Business  
Overview

Gamania Culture



**The Core of the Gamania Group Brand: Dare to Challenge**

Since its establishment in 1995, Gamania Group has taken "Dare to Challenge" as the core of its brand with the genes of destructive innovation, viewing every challenge as an opportunity to surpass. With the passion to explore the world and create unique Gamania values. In the face of the impact of the new generation, Gamania is ever more aggressive and determined to take risks, not only in the digital entertainment business, but also in expanding its reach to a broader digital lifestyle, with "have a GOOD TIME" as the corporate slogan, hoping to build the imagination of a better life for people!

**C.A.R.E.", the brand value is what we aim at to become a century-old company**

For Gamania, cultural value is the link between diverse talents; corporate value is the power of action that the company relies on. The Gamania Group's "C.A.R.E." is our four brand values for sustainable development: Creativity and Advance are Gamania's expectations of its role in the industry; Relationship is people-oriented, caring for the diverse relationships with employees, users, society and business partners; and Environment is the responsibility for a sustainable environment. In these core values, we demonstrate the uniqueness of Gamania culture.

**Brand Vision: "Explore the Unlimited Possibilities of Life"**

From games, media, payment, e-commerce, to digital life, Gamania Group's exploration knows no boundaries, and our vision is "Explore the Unlimited Possibilities of Life". We continue to bring new perspectives and emotions to people and insist that anyone, anything, anywhere has the unlimited possibilities of creating a better life.

1.1  
About  
Gamania

1.1.1  
Business  
Overview

Gamania's services



The company continually introduces major titles from around the world and strives to enrich consumers' gaming experience with appealing graphics and attractive contents. The company also contributes its unique entertainment value by developing proprietary games. The games provided by the Group include online games "MapleStory", "Lineage Remastered", "Counter-Strike Online", and "Dragon Nest" and mobile games "Lineage M", "Summons Boards", "Cross Gate M", and "The Legendary Moonlight Sculptor", among others.



A social networking and shopping platform that cooperates with partners from diverse fields to provide total back-end support for e-commerce from brand marketing, data management, customer management, warehousing to logistics.



The first of its kind to focus on Anime, Comics, and Games (ACG) and is devoted to creating an entertaining e-commerce platform. Gaming and socializing upgrade the shopping fun. AI data are applied to improve the operational performance of partner stores and to make trading more convenient and shopping more fun.



Combines the Group and its cross-disciplinary partners and turns online digital content-based transactions offline (Online to Offline). The scope of service covers food, clothing, housing, transportation, education, and entertainment to build convenient and safe payment applications that better meet the spending needs of the digital generation. Young and gaming populations are prioritized. Meanwhile, the stores are offered the best solution to cash flows, membership management, and ticketing.



"GASH" point service not only enables players to make payments but also provides them with comprehensive digital entertainment contents. The quality and powerful features make it possible for digital players around the world to travel freely in the infinite wide-range digital entertainment world through the GASH platform.

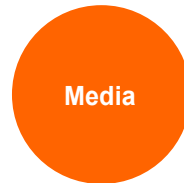
## 1.1 About Gamania

### 1.1.1 Business Overview

## Gamania's services



With an independent editorial team, we analyze news viewpoints and perceive trends with "fast" - fast enough and timely, "steady" - pursuing facts and continuous tracking, and "deep" - deep analysis and digging news insider, producing daily soft and hard contents including politics, finance, entertainment, novelty, life, etc. In 2021, the topic of "Negative Population Growth" won the "Journalist Impact Awards", and E.Sun Financial Holding's featured report of "ESG Sustainable Development" led many enterprises to carry out organizational reform. The contents of video programs have been gradually transformed into an video news website in cooperation with various platforms, while combining the resources of the group to understand readers' preferences and recommend personalized news through data analysis.



In 2021, it became a diamond-class distributor for LINE and the major agency for NOWNEWS advertising business, and it's performing artist management service has also recruited FormosaSexy, the champion cheerleader of 2021, as its partner and increased the development of digital video contents to communicate with the Internet generation through more diversified digital contents, and It is striving to become the service integrator for the group's media and entertainment series realization.



The company provides diverse channels and uses technology, intelligent customer service, and social networking solutions to help local and foreign businesses build up customer loyalty. It has completed the deployment of a new advanced customer service system, providing interactive voice, intelligent text-based customer service robots, telephone, email, instant messaging, message boards and other cross-channel service integration. Through customer service first-party data application and analysis, user experience optimization and operational efficiency are enhanced; with dual redundancy of switches and Amazing Thor intelligent and secure office solutions to enable decentralized business operation and ensure uninterrupted service throughout the year. The bf! affinity card service was launched to help brands maintain user loyalty, strengthen user drive, and create traffic realizations by providing preferential offers and privileges to target communities based on data analysis.



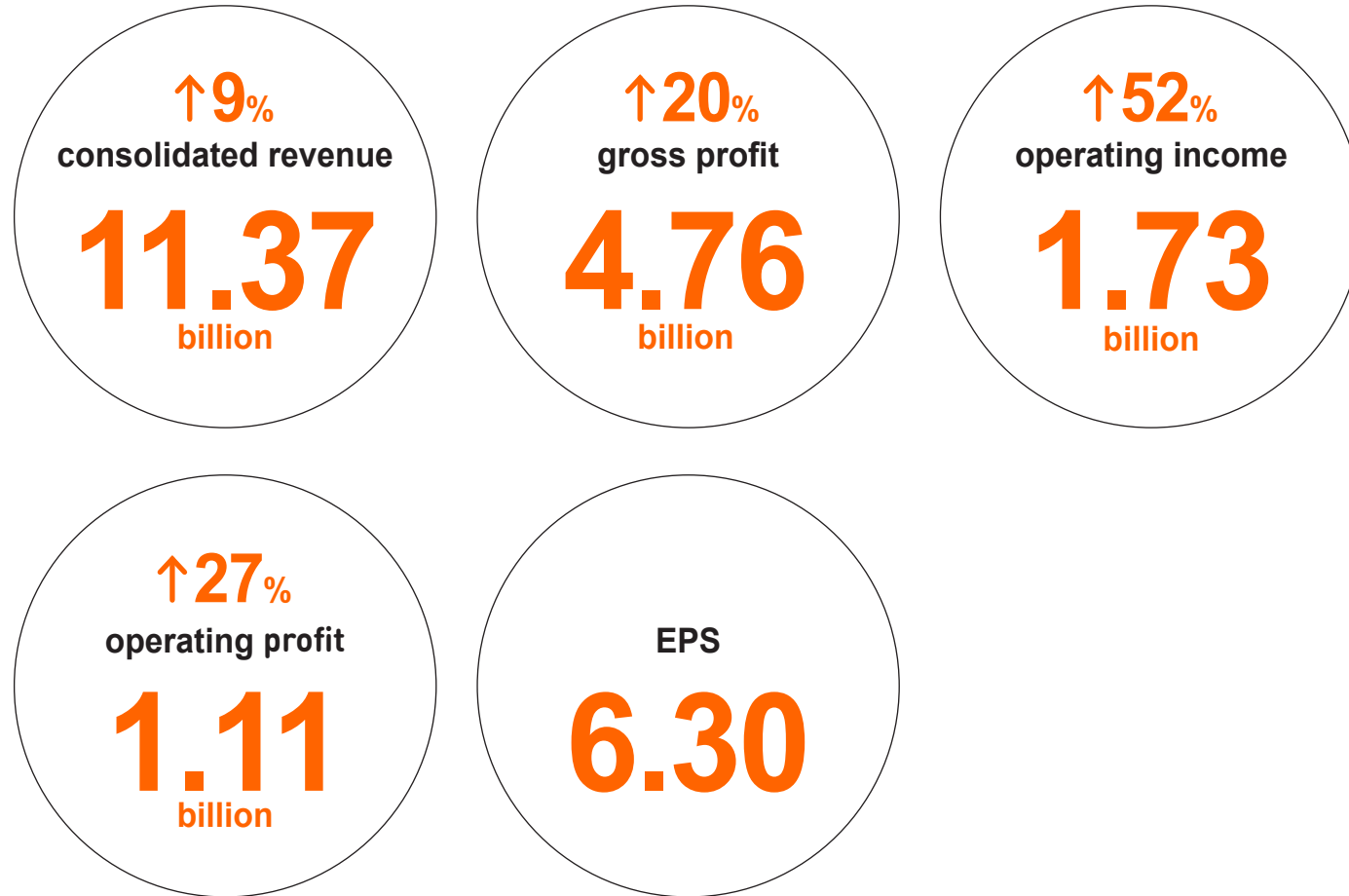
The beanfun! is a comprehensive mobile living platform that combines games, entertainment points, payment, e-commerce, and IM in one and also consumption coupons. With simple personalized interfaces, it further enriches life. One can shop in a group through chatting, adding more fun to communication and allowing the "multi-functional radar" to remain on at any time anywhere for a simple yet enriched web-based life.



It is an expert in cloud data and information security that combines cloud depot, information security service, and mobile safety in one. With its technical experience accumulated over the years, domestic and international customers are offered tailored services and solutions in terms of information security, system integration, and IDC/NOC/SOC.

## 1.1 About Gamania

### 1.1.2 Financial performance



The consolidated revenue of Gamania Group in 2021 was NTD 11.37 billion, a growth of 9%, marking the second highest in the Group's history. In addition to the record-high product revenue gained from the continuing growth of online game MapleStory (New), the gross profit also increased by 20% to NT\$ 4.76 billion from the launch of new

games and steady growth of other business types. Thanks to the optimization of high-margin portfolio and proper cost control, the operating income amounted to NTD 1.73 billion, a growth of 52%. The after-tax net profit attributable to the owner of the Company was NTD 1.11 billion, a growth of 27%, with earnings per share (EPS) of NTD 6.30. Both

revenues and profit were the second highest in the Group's history.

Despite the influence of changes, such as the COVID-19 pandemic, the operation power and resilience our core business enabled us to maintain steady growth in 2021. Besides gathering group

1.1  
About  
Gamania

1.1.2  
Financial  
performance

	2019	2020	2021
Operating revenue (NTD millions)	9,681	10,443	11,372
Operating gross profit (NTD millions)	4,093	3,969	4,757
Net profit for the period (NTD millions)	865	782	1,106
EPS ( NTD )	5.1	5	6.30
Debt ratio	42.79 %	40.77 %	38.22 %

resources and optimizing the user interface (UI) and user experience (UX) of products, beanfun! successively expanded to novels and comics, two strategic ranges, to attract ACGN (anime, comics, game, novels) users, further user interaction with beanfun!, prolong user stay, and increase active users to ensure the steady growth of AARRR KPIs.

In 2022, we will introduce new media functions to raise user stickiness and link up Group users based the analytics results to synergize their effects. Additionally, by increasing the market touchpoints of Gamania Carnival, the Group's own exhibition brand, we will acquire a large number of new users for beanfun! and Gamania.



## 1.1 About Gamania

### 1.1.3 Practicing Sustainable Governance

## ESG Committee

Gamania values the rights and interests of internal and external stakeholders, and has established the Corporate Social Responsibility Best Practice Principles. In 2019, the board of directors passed a resolution to assemble a Corporate Social Responsibility Committee (now known as ESG Committee), in which the Chairman served as the committee chairperson, the Group CFO served as the convener, and unit heads served as committee members. The committee is responsible for making CSR-related decisions from the top-down, and has been tasked with the mission of influencing the society and the environment with model practices to the benefit of insiders as well as outsiders. The ESG Committee meets at least once a quarter, and in 2021, it focused on ESG strategy blueprint, carbon inventory and verification, ESG report, institutional investors' evaluation, and decision making and supervision of various projects.

## Sustainable Strategy Blueprint

In 2021, Gamania launched the planning of its sustainability strategy blueprint, with "sustainable rotation" as the core of the strategy, and the spirit of "the only thing that does not change is change," and Dare to Challenge to attain innovation and creativity, pursuit of excellence, good relations, and environmental coexistence in all business units to become a more sustainable Gamania. In response to the seven United Nations Sustainable Development Goals (UN SDGs), which are highly relevant to our core business, including SDG 3 Health and Well-being, SDG 4 Quality Education, SDG 8 Decent Work and Economic Growth, SDG 12 Responsible Consumption and Production, SDG 13 Climate Action, SDG 16 Peace, Justice and Strong Institutions, and SDG 17 Partnerships for the Goals, Gamania will continue to integrate the spirit of corporate sustainability with Gamania's culture, practice sustainable development in its daily operations, and address the expectations of its stakeholders in the future.

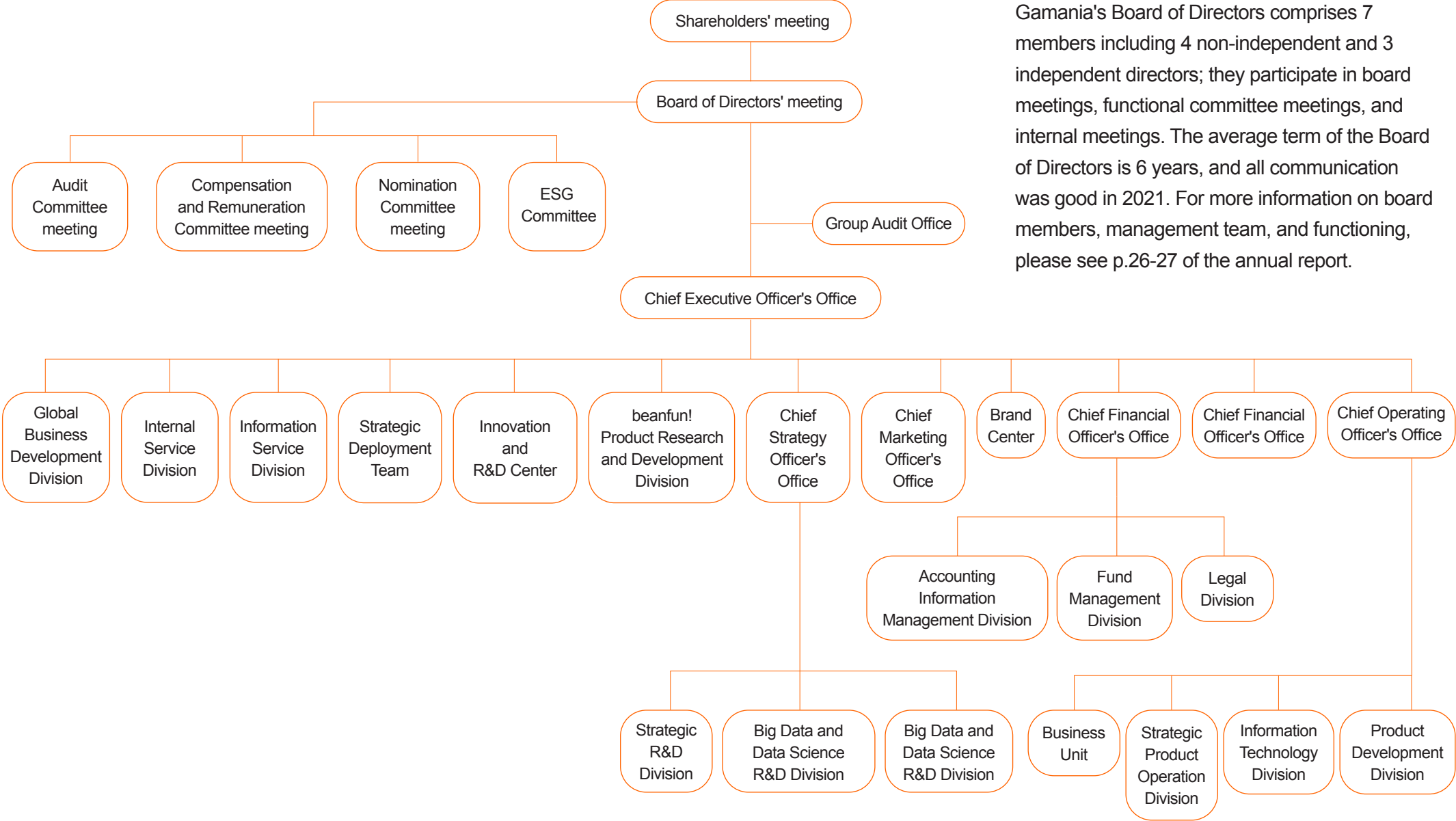
## 1.1 About Gamania

### 1.1.3 Practicing Sustainable Governance



# 1.2 Corporate governance

## 1.2.1 Governance organization and structure



## Board of Directors

Gamania's Board of Directors comprises 7 members including 4 non-independent and 3 independent directors; they participate in board meetings, functional committee meetings, and internal meetings. The average term of the Board of Directors is 6 years, and all communication was good in 2021. For more information on board members, management team, and functioning, please see p.26-27 of the annual report.

1.2  
Corporate  
governance

1.2.1  
Governance  
organization  
and structure

Internal Audit Office

Gamania has an Internal Audit Office created directly under the board of directors that specializes in internal audit tasks, assists the board and managers in evaluating the effectiveness of internal control system, and offers improvement advices to ensure that the internal control system remains effective. These advices provide the basis for future reviews and amendments.



Internal control system

Defense	Accountable department	Method of control	Role and function
First line of defense	All operating units	Each unit is responsible for enforcing their own self-inspections and internal controls	Design robust internal control procedures for identifying and managing risks
Second line of defense	Administrative and compliance units	Contribute professional skills to help optimize the company's processes, and monitor at the management level to ensure that corporate risks are managed effectively	The management continues to establish risk management policies and supervise and assist various units in risk management from an organizational perspective
Third line of defense	Internal audit	Audits are conducted at high level of independence and objectivity, and findings are reported directly to the board of directors	Evaluates effectiveness of the internal control system in a timely manner, executes audit tasks according to standard operating procedures, and offers recommendations to various units

1.2  
Corporate  
governance

1.2.2  
Ethical  
management

1.2.3  
Risk management

1.2.4  
Association  
with external  
organizations

Ethical management

Ethical management is enforced as part of Gamania's core values. The company has implemented "Procedures for Ethical Management and Guidelines for Conduct" and "Ethical Code of Conduct," and updates stakeholders on the integrity progress and measures on a yearly basis. Gamania has been organizing online courses on business integrity since 2016, in which the Chairman, President, and senior managers communicate with employees on the company's philosophy and values toward ethical management. The completion rate of the ethical management course was 81% in 2021. Gamania complies with all regulations and had no significant fines or non-monetary penalties in 2021.

2 | Significant fines are defined as \$1 million or more

Risk management

Gamania adopts a total risk management and control system, and identifies and manages risks on all aspects of business administration. The Internal Audit Office conducts annual audits to identify risks and facilitate timely preparations and responses. An audit progress control sheet and a summary of findings and improvements are prepared to serve as means of control. These practices help maintain Gamania's sound corporate image and prevent businesses against risks for more stable growth.

Association with external organizations

Gamania joins industry associations and engages non-profit organizations in various forms of exchange to explore collaborative opportunities. The company actively communicates with stakeholders to create a productive industry environment, build positive images, and realize business visions. Gamania and participants of the game industry jointly formed Taiwan Game Industry Promotion Alliance as a means to unite peers, promote productive exchange, explore collaborative opportunities, and create a business environment that benefits all. It is currently the most influential association in Taiwan's game industry.

Association with major external organizations

- |   |  |   |
|---|--|---|
| • Taiwan Game Industry Promotion Alliance                 | • Taiwan Information Security Association                                | • Visual and Audio Production Association (ROC)         |
| • Taiwan Defense Industry Development Association         | • Taiwan Investor Relations Institute                                    | • Information Service Industry Association of R.O.C.    |
| • Taiwan Contact Center Development Association           | • The Institute of Internal Auditors New Media Entertainment Association | • Monte Jade Science & Technology Association of Taiwan |
| • The Bankers Association Of The Republic Of China        | • 3D Interaction & Display Association (3D IDA)                          | • Taipei NeiHu Technology Park Development Association  |
| • Chinese Cryptology and Information Security Association | • Cross-Strait Association for Advancing Culture Creative                |   |

1.3  
Investment  
in  
innovations

1.3.1  
Innovative R&D

Through coordination between different business segments, Gamania is able to consolidate creative minds within the group and create synergies to the improvement of users' lifestyle and experience. By satisfying consumers' needs in all aspects of living, we take steps toward becoming an all-ecosystem online enterprise. In 2021, Gamania incurred total R&D expenses of NT\$391 million and was granted a total of 97 patents in Taiwan. Gamania invests persistently into the development of mobile gaming and mobile lifestyle Apps. As third-party payment and cloud service environments mature, the company will also make additional investments into the development of cross-platform transaction technologies and electronic payment systems for use with mobile gaming and online platforms.

R&D expenses  
**391** million

**97** patents in Taiwan

Innovative  
Group Energy

Support for innovation

- External - dream support: The company invests in DIT Startup as a way to support new business ventures in Taiwan. A total of 2 startups were offered guidance and funding in 2021
- Internal - patent incentive: A patent incentive policy has been implemented to encourage creative ideas from employees. The company raised 14 patent applications in 2021, and received approval for 16 patents during the year

Operational innovations

- Strategies are formed using the MDMP (military decision-making process) approach. The company has open communication channels available to support formation of strategies
- Innovation-centric OKRs have been created

2021 Research  
and Development  
Aspect

- AI + big data applications and analysis
- User experience optimization on beanfun!
- Development of teamgoal! - a collaborative program for businesses

2021 Outcomes:

- Completion of the planning and development of STARO1.1.
- Feedback on AI object image transformation data learning and qualification power
- Development of Alpha Plus, a mobile game based on the character Little Maruko-chan.
- Development of mobile game A (game play version).
- Development of mobile game B (game play version).
- Completed the point-of-purchase function to provide consumers with more convenient point-of-purchase services.
- Completed the point collection function to provide business entities with specific point collection activities and related rewards.

## 1.3 Investment in innovations

### 1.3.1 Innovative R&D

Driven by the goal of becoming an all-ecosystem online enterprise, Gamania has committed itself to innovative research and development, and implemented an "Intellectual Property Management Program" to support its efforts. Execution of the management program is regularly reported to the board of directors. 2021 key results are as follows:



2021  
IP management plan

#### Technology leadership

Category	Description
<b>Establishment of patent protections</b>	On the premise of linking to the company's operational objectives, the patents for beanfun! APP, business management APP technology and virtual treasure trading in the global layout have passed the international preliminary examination one by one and entered the national examination stage, and the latest examination results are expected in 2023.
<b>Diversified development</b>	In addition to focusing on our core business, we are also developing and laying out patents related to precision medicine in the spirit of Gamania's love for challenges.

#### Protection of intellectual property

Category	Description
<b>Extended protection</b>	In addition to gamania and beanfun! trademarks in major countries around the world, the company has been applying for a small number of trademarks in a wide reaching manner, such as Central and South America and Eastern Europe, in order to take the first mover advantage and prevent others from registering first.
<b>Striving for famous trademark certification</b>	In case of occasional trademark disputes, we actively compile the documents proving the achievements and efforts of Gamania's brand management over the years, and strive to exclude similar trademarks and obtain the famous trademark certification to strengthen the trademark recognition and reduce the chance for others to maliciously take advantage of Gamania's reputation.
<b>Cost control</b>	Regularly cooperate with the demand unit and R&D leaders to confirm and evaluate the use of trademarks and patents, consider their future development, and stop maintaining obsolete and long-unused ones, so as to save about \$2 million in 2021.

## 1.3 Investment in innovations

### 1.3.2 Information security and privacy protection

Information security is an important governance issue within Gamania, one that the company aims to address by promoting internal security awareness and sharing know-how with outsiders. The company did not encounter major Network attack or incident in 2021 that resulted in significant adverse impact on businesses or operations, and neither was the company involved in any case of legal dispute, supervision, or investigation in this regard. As a response to the 5G era and advancements in hackers' attack, Gamania contributes its expertise by hosting regular Digicentre information security forums that aim to raise security awareness among businesses as well as individuals. Meanwhile, information security protection is being enforced internally to prevent information leakage as well as losses and reputation damages that may arise as a result.

In addition, in response to the sudden increase in the demand for working from home due to the pandemic, DIGICENTRE focused on the "Amazing Thor Smart and Safe Office solution" that could be quickly set up to provide support and took care of information security at the same time in the first quarter. Meanwhile, it worked with the Israel information security company Reblaze in robotic flow authentication business and continued to work on SaaS service planning and promotion to facilitate home office applications. It also allied with SecurityScorecard, which is known for specializing in non-invasive information collection and analysis. Big data analysis and continuous monitoring of threatening intelligence can be performed outside an enterprise for cyber information security risk assessment. This has become a new solution.

1.3  
Investment  
in  
innovations

1.3.2  
Information  
security and  
privacy protection

Internal information security enhancements

Item	Description
Polymaking	Operating environment security management guidelines and management reports have been established; assessment worksheets are examined regularly to enforce information security management.
Promotion	Information security news and major updates are released on a daily basis to raise employees' information security protection awareness.
Education and training	Mandatory information security training courses have been planned for new employees; additional online courses have been provided to enhance employees' technical capacity.
Allowances and subsidies	Employees are given allowances and subsidies for taking information security certificates and tests as a way to encourage self-improvement and develop competitiveness.
Tests and checks	Gamania conducts health checks, vulnerability scans, and infiltration tests on website, source codes, and online services at appropriate times to reduce business risk. Through methods such as social engineering, Gamania tests and checks learning outcomes of group employees.



## 1.3 Investment in innovations

### 1.3.3 Protection of network security

## Prevention of cyber crime

Advancements in networking and information technologies have given rise to new social problems such as scams and theft of game accounts. Driven by the motivation to serve and protect customers, Gamania helps consumers who have fallen victim to scams, and would take the initiative to fight crimes and ill-intentioned players as long as there is sufficient evidence. Furthermore, in a collaboration with the anti-scam website (165), we have created an online inquiry platform that enables law enforcers to submit queries online for greater efficiency. To ensure that law enforcers are kept up to date on the digital gaming terminology, Gamania assembled an independent "investigation team" and assigned employees to support law enforcers and investigators 24 hours a day by providing relevant information and answering queries.

## Implementation of industry laws

Gamania assists the government in creating laws that enforce fairness and justice and improve competitiveness of the industry. Gamania has long been recommending regulatory amendments through various associations, and is often invited to explain and share opinions at government agencies. Gamania also receives visits from lawyers, judges, and law school students each year, and shares with them the possible disputes in the fast-changing digital entertainment industry as well as opinions on industry regulations.

## 1.3 Investment in innovations

### 1.3.4 Protection of customers' interests

700,000

customer queries a year

95%

of cases can be resolved on the initial response

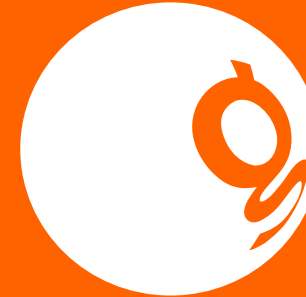
Service accuracy

99%

## Protection of customers' interests

Gamania has always maintained close communication and interaction with consumers, and is committed to protecting consumers' interests. Gamania Group's customer service efforts are primarily aimed towards Gamania's online or mobile games. The organization handles more than 700,000 customer queries a year, and 95% of cases can be resolved on the initial response. Service accuracy have improved progressively and exceeded 99% in 2021. Gamania has systematic processes in place to examine and analyze cases in daily, weekly, monthly, quarterly, and yearly cycles. Cases of special or recurring nature are highlighted and referred to the management for response

and improvement, and thereby reduce recurring customer complaints. Several self-service functions were introduced in 2020, whereas the intelligent customer service system was empowered with technology to cover a greater range of issues and to quickly respond and resolve customers' problems. Gamania received a total of 574 correspondences from government agencies in 2021, and 103 cases of which required resolution through coordination meetings. All cases of customer complaint were resolved in 15 days. No unresolved dispute, violation of customers' privacy, or health incident had occurred in 2021.



CHAPTER

# 2

# Social

2.1 ——— Gamania family

2.2 ——— Social inclusion

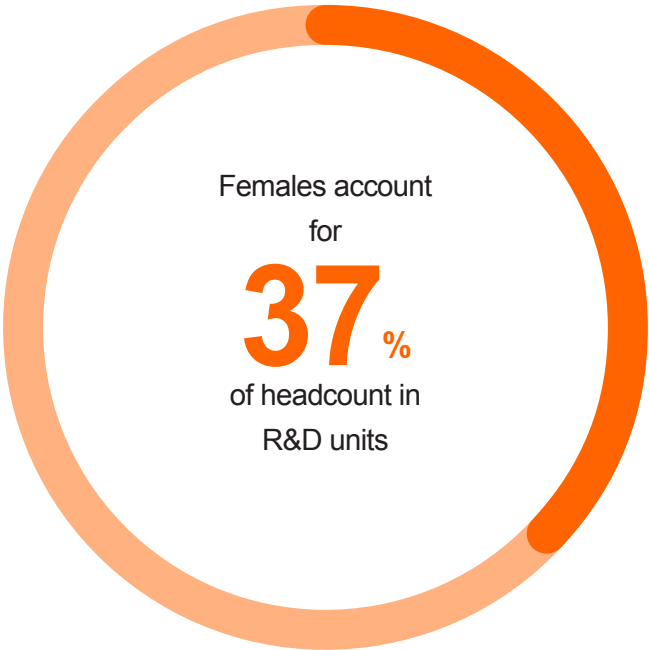


2.1  
Gamania family

2.1.1  
Workforce structure

With Gamania's aggressive expansion into diversified fields, as of December 31, 2021, the total number of Gamania employees in Taiwan was 1,051, up approximately 13% over the previous year, including 1,020 regular employees and 31 contracted employees, mainly for specific projects or temporary support, Gamania employees enjoy fair opportunities without discrimination based on gender, age, race, religion, disability, etc. The contracted and dispatched employees are all group partners and therefore enjoy all kinds of employee benefits without any distinction because of their status. 37% of the employees in the R&D units were women, and 37% of the management positions were held by women executives.

	Male	Female	Total
Average age	36.43	35.23	35.87
Average years of service	4.90	4.68	4.79



2.1  
Gamania family

2.1.1  
Workforce structure

		Male		Female		Subtotal*
		Number of people	Percentage	Number of people	Percentage	
Contract category	Permanent contract	509	48.43%	511	48.62%	97.05%
	Temporary contract	19	1.80%	12	1.14%	2.95%
Age	Age 30 and below	159	15.13%	198	18.84%	33.97%
	Age 31-50	337	32.06%	319	30.35%	62.42%
	Age 51 and above	32	3.04%	6	0.57%	3.62%
Education	Post-graduate School	0	0.00%	1	0.10%	0.10%
	Graduate School	94	8.94%	73	6.95%	15.89%
	University/College	387	36.82%	427	40.63%	77.45%
	Senior high school	47	4.47%	22	2.09%	6.57%
Ethnicity / nationality	Local	525	49.95%	520	49.48%	99.43%
	Indigenous people	0	0.00%	1	0.10%	0.10%
	Foreigner	3	0.29%	2	0.19%	0.48%
Health ondition	Physical or mental disability	5	0.48%	1	0.10%	0.57%
Skill category	Manager	101	9.61%	59	5.61%	15.22%
	Research and development	78	7.42%	46	4.38%	11.80%
	Management and distribution	349	33.21%	418	39.77%	72.98%
Job grade	Managerial grade*	101	9.61%	59	5.61%	15.22%
	Entry-level grade	427	40.63%	464	44.15%	84.78%

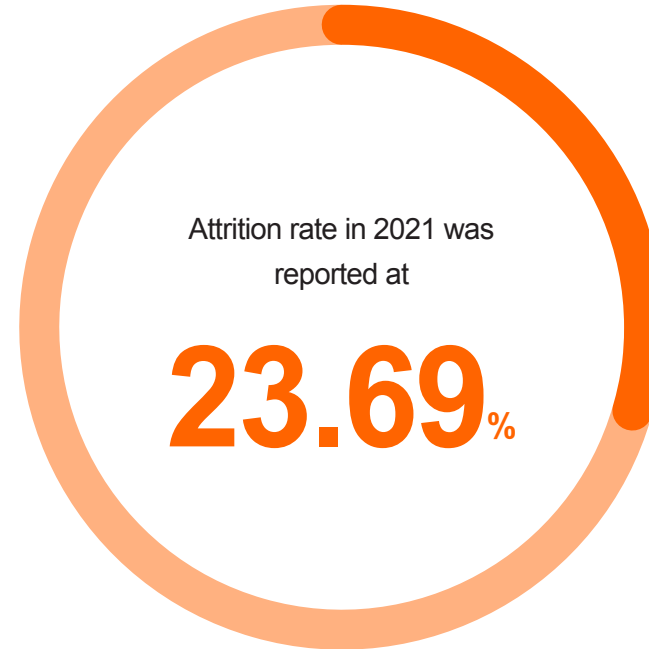
\*Note 1: This chart has been prepared based on statistics of employees in Taiwan    \*Note 2: Managerial role refers to manager grade and above

2.1

# Gamania family

2.1.2

## Talent recruitment and retention



### Talent recruitment and retention

Gamania has been undertaking active transformations toward becoming an all-ecosystem online enterprise in response to the increasingly popular use of mobile devices. We continue to cultivate our brand as an employer, and through a variety of recruitment channels such as human resources bank, social media platform, recruitment activities and internal employee referrals, we are actively recruiting elites from various fields such as gaming, e-commerce,

e-payment, startup, media and information to join our team.

For new recruits, Gamania organizes "beginner missions" and uses a series of activities including: experience sharing with seniors and simple tests to facilitate interactions among recruits to help them find colleagues that share similar interests and hobbies. familiarize with the group's philosophy,

history, prospects. New recruitment rate in 2021 was 25.50%. Mainly employees aged below 30 and between 31~50, and provided a balanced spectrum of creativity, energy, skills, and experience. Gamania will conduct exit interviews for all employees leaving the company. 23.69% of employees will left the company in 2021, and we will take measures to address the company' s problems and create a more friendly workplace environment to retain talents.

2.1

Gamania family

2.1.2

Talent recruitment and retention

Note:

Employment rate = Number of new employees in the age group / total number of employees in the age group.

The total number of employees include the employees still active on December 31, 2021.

Resignation rate = Number of the resigned employees in the age group / total number of employees in the age group.

The total number of employees include the employees still active on December 31, 2021.

Overview of new recruits

	Male		Female		Total	
	Number of people	New recruitment rate	Number of people	New recruitment rate	Number of people	New recruitment rate
Age 30 and below	77	48.43%	67	33.84%	144	40.34%
Age 31-50	72	21.36%	50	15.67%	122	18.6%
Age 51 and above	2	6.25%	0	0.00%	2	5.26%
Subtotal	151	28.6%	117	22.37%	268	25.5%

Overview of resignations

	Male		Female		Total	
	Number of people	Turnover rate	Number of people	Turnover rate	Number of people	Turnover rate
Age 30 and below	42	26.42%	53	26.77%	95	26.61%
Age 31-50	88	26.11%	62	19.44%	150	22.87%
Age 51 and above	4	12.50%	0	0.00%	4	10.53%
Subtotal	134	25.38%	115	21.99%	249	23.69%

2.1  
Gamania family

2.1.3  
Talent development

Talent development

Gamania has a comprehensive learning environment, a complete training roadmap, and diverse training solutions for employees of all grades. Using tools such as digital learning, seminar, and conference, the company incorporates integrity and social responsibility values into training, so that employees may understand and accept Gamania's ideals and missions toward social responsibilities while developing professional capabilities. The company also subsidizes employees for taking external training courses. More than NT\$1.37 million were spent on training in 2021. The average training cost per person was NT\$1,308, the number of employee training courses was 134, the total number of trainees reached 5,358, the total number of training hours reached 13,524, and the average number of training hours per employee was 12.9.

Note: The average number of training hours from 2018~2020 is: number of training hours/total number of class attendees; the average training hours in 2021 was adjusted to: number of training hours/total number of people. The total number of people is the number of in-service employees.

Education and training overview

		2018	2019	2020	2021
Total training hours	Female	3,003	2,834	2,703	6,063
	Male	2,969	2,895	2,331	7,461
	Managerial role	1,990	2,917	3,430	2,459
	General employees	3,982	2,812	1,604	11,065
	Total	5,972	5,729	5,034	13,524
Training hours per person	Female	3	6	6	12
	Male	2	6	4	14
	Managerial role	3	16	9	15
	General employees	2	4	3	12

More than  
NT\$ 137 million

NT\$ 1,308  
per employee

A total of  
134  
training sessions were  
held, which achieved

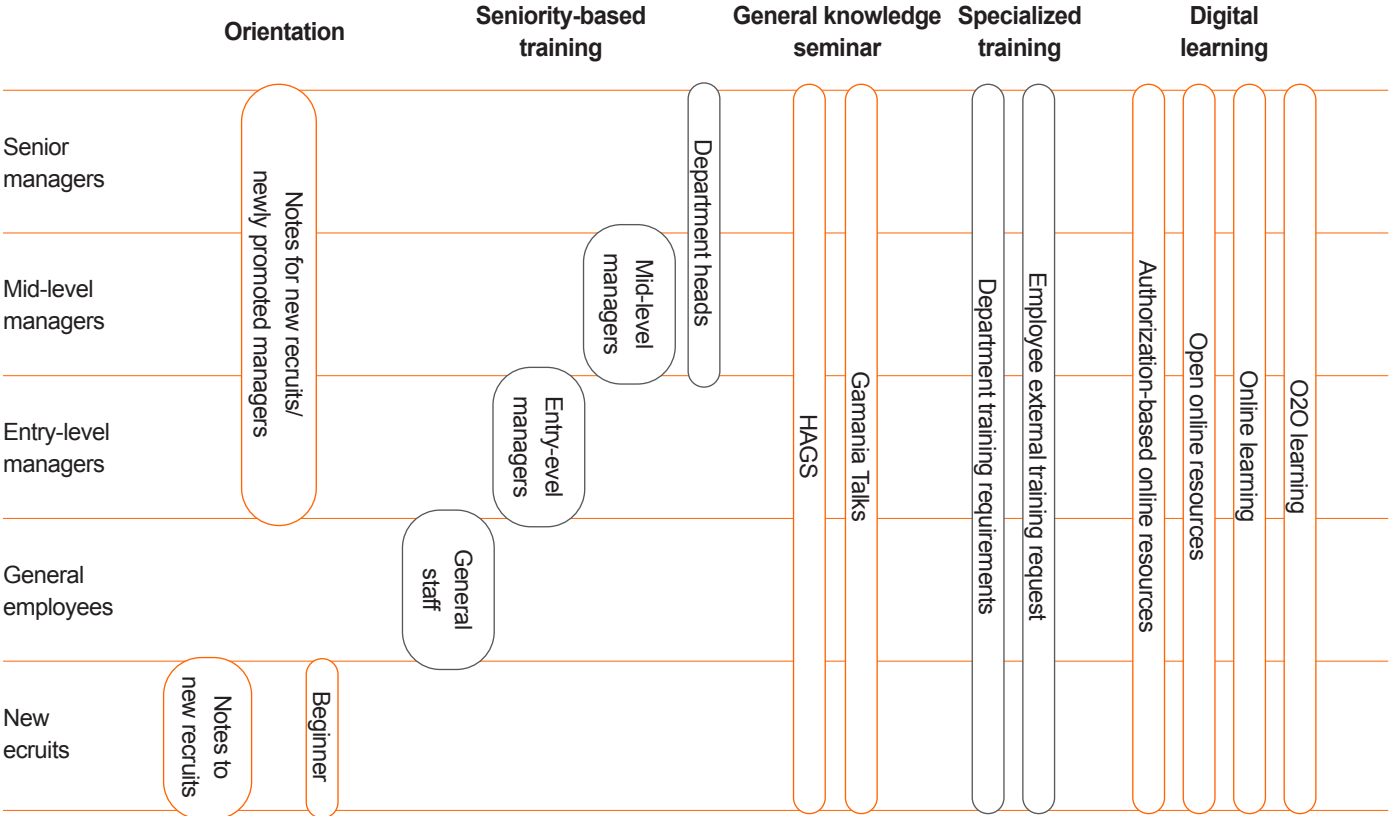
total enrollment count of  
5,358

and delivered  
13,524  
man-hours of training

averaging  
12.9 hours  
per employee

2.1  
Gamania family

2.1.3  
Talent development



- Exchange of professional knowledge through sharing on certain topics
- Guidance and incentive
  - Team building and management
  - Interpersonal communication and presentation
  - Work skills and management

Buildup of interpersonal relationships through team activities



Courses combined with team training. Boosts learning motivation by having team members observe, learn, and encourage each other

2.1  
Gamania family

2.1.4  
Compensation and benefits

Performance management

The performance evaluation system has been carefully structured to incorporate Gamania's "Dare to Challenge" spirit and accommodate rapid changes of online businesses. Employee career planning and performance assessments are conducted on a regular basis. Each employee is assigned 1 to 3 financial goals and mission goals in the beginning of a year based on individual

job nature and grades. Weight is allocated for each goal to provide the basis of performance evaluation. Goals are set with flexibility, thereby allowing individuals or organizations to introduce additional goals or raise standards in specific areas. Employees may also set bonus goals to serve as encouragement for adapting to environmental changes or raising performance targets.



Reward system

Strategic reward	The reward mainly targets unit heads and their key subordinates (managers and staff), and is granted based on long-term investments, plans, growth, results, and overall performance of each unit in the current year.
Tactical reward	Ad-hoc reward: Gama Medals
Special reward	Line managers may apply for special rewards to reward teams or individuals for special contributions or performances that are not compensated by the existing reward system.
Ad-hoc reward: Gama Medals	Line managers may apply for small rewards as recognition for employees' outstanding performance, and thereby encourage employees to grow with the company. A total of 229 ad-hoc rewards were granted in 2021; each winning employee was given a special Gama Medal and NT\$100 of Gama Island meal voucher.
GAMA STAR	GAMA STAR candidates are nominated by COOs of the respective units/subsidiaries; they undergo a preliminary review by division heads and the final winner is voted among unit heads. A total of 12 employees were nominated for GAMA STAR in 2021, and all of whom received special invitations from the CEO and unit heads to participate in the Super High Party, where they enjoyed a memorable night of respect and honors. After the final round of assessment by the heads of group headquarter and subsidiaries, 4 employees were selected to win the GAMA STAR trophy along with NT\$30,000 cash and special identification badges made exclusively for GAMA STARS.

2.1  
Gamania family

2.1.4  
Compensation and benefits

**Compensation system**

We monitor salary changes in the industry and make appropriate adjustments to ensure that our compensation packages are competitive at retaining talents. The percentage of salaries above the statutory minimum wage for entry-level grade is 13%. Gamania subscribes to basic Labor Insurance and National Health Insurance coverage as required by laws. The company also arranges employee group insurance to provide coverages including: term life, accident, work-related accident, accident treatment, hospitalization, cancer protection, and occupational hazard. Employees' dependents, too, may subscribe to group insurance at additional premiums for accident, accident treatment, and hospitalization coverage. The company's pension system is executed according to the "Labor Pension Act."

The percentage of salaries above the statutory minimum wage for entry-level grade

13%

Average salary for non-managerial roles - 2021

Item	2020	2021
Gross salary per full-time, non-managerial employee ( A )	392,655	409,013
No. of full-time, non-managerial employees (B)	393	420
"Mean salary" for full-time, non-managerial employees (A/B) (Unit: in thousands of NTD)	999	974
"Median salary" for full-time, non-managerial employees (A/B) (Unit: in thousands of NTD)	799	761

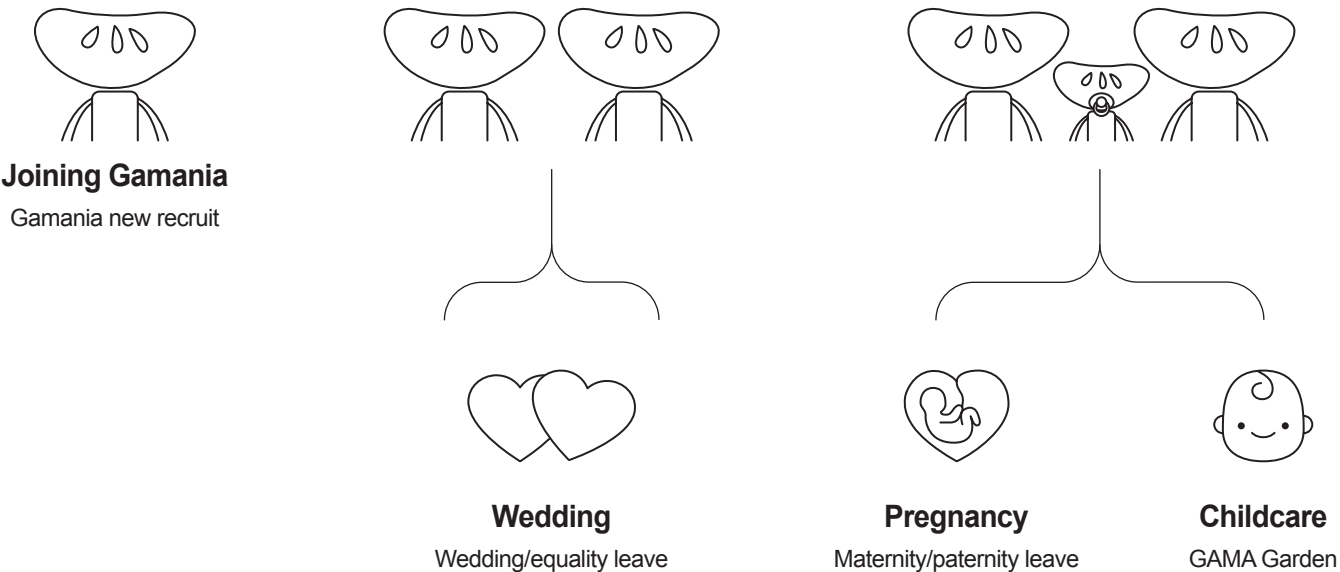
2.1  
Gamania family

2.1.4  
Compensation and benefits

Welfare planning

"The company saves on virtually anything except people." As the leader in online businesses, Gamania offers a wide and comprehensive range of benefits that are more favorable than what the laws require.

By giving employees benefits commensurate to their career advancement, Gamania hopes to attract more talents from relevant fields and set good example among businesses in Taiwan.



Leaves more favorable than legal requirements

	<b>Equality leave</b>	Gamania values gender equality and human rights. It introduced equality leave in 2015, where partners in same-sex marriage are entitled to 8 days of wedding leave and paternity leave, and Gamania was the first among listed companies in Taiwan to implement the idea.
	<b>Spontaneous leave</b>	Gamania began trial run of spontaneous leave in 2015, which entitles employees to take unlimited days of paid leave after they have used up their annual leaves. The spontaneous leave does not require line manager's approval on a leave-by-leave basis, and has been introduced to promote self-management and encourage improvements to work efficiency. 13 leave applications totaling 15.5 hours were received in 2021.
	<b>Employee travel leave</b>	Gamania encourages employees to seek work-life balance, and grants each employee a travel leave of 3 days and travel subsidies up to NT\$10,000 based on seniority. A total of 314 leave applications were received in 2021.

2.1

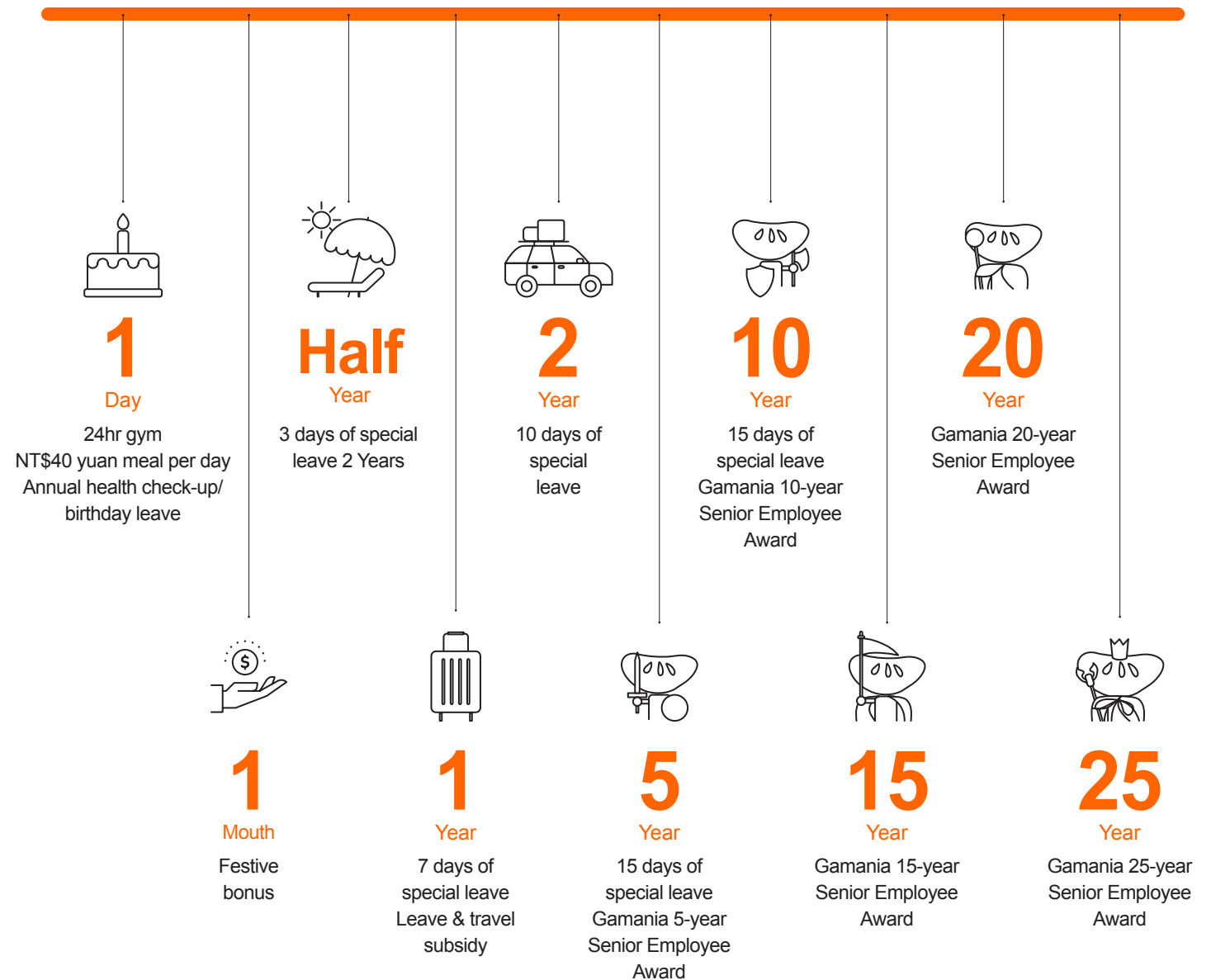
# Gamania family

2.1.4

## Compensation and benefits

All permanent employees of Gamania are entitled to staff discount on online game credit, group insurance, complimentary motorcycle parking, discount on Gamania merchandise, annual health checkup, unlimited spontaneous leave, employee travel leave, birthday leave, 8 days of paid prenatal screening leave (for female employees), 5 days of paternity leave and 8 days of prenatal screening escort leave (for male employees), and children's access to affiliated daycare facility. Additionally, the company provides a multitude of subsidies for: department gathering, employee travel, club activities, festive and birthday celebration, wedding, funeral, hospitalization, childbirth, emergency aid etc. Gamania plans its welfare systems and work spaces from a people-oriented perspective. All benefits have been carefully designed to suit the needs of Gamania employees, incorporated with the company's culture and values, and aimed towards fulfilling job security and work-life balance.

### Gamanian Experience



2.1

Gamania family

2.1.4

Compensation and benefits

Overview of unpaid parental leave - 2021	Male	Female	Total
No. of employees applied for unpaid parental leave in 2021	1	8	9
No. of people expected to be reinstated in 2021	0	4	4
No. of employees reinstated in 2021	0	3	3
No. of employees reinstated in 2020	0	3	3
No. of employees reinstated from unpaid parental leave in 2020 having worked for one year since	0	2	2
Reinstatement rate	-	75%	75%
Retention rate	-	66.7%	66.7%

Note 1: The actual number of reinstatements include early reinstatements.

Note 2: Reinstatement rate is calculated as the actual number of reinstatements/expected number of reinstatements; retention rate is calculated as the number of people having worked for more than one year after reinstatement/actual number of reinstatements

## 2.1

# Gamania family

### 2.1.4

## Compensation and benefits

### Gama Garden

Gamania started out with a team of employees in their early 20s, and as the company grows, the 28-35 age group now makes up the majority of the workforce. Driven by the commitment to provide job and family security, Gamania became the first company in Taipei City to create its own daycare facility and managed to win "Taiwan Interior Design Award" for the facility, which is a testament to the company's respect for employees' wellbeing. Group CEO Albert Liu said: "We hope to make Gama Garden so great that having children here is enough on its own to attract the industry's best talents."

Inspired by the "Love to play," Gama Garden is an adaptive environment of challenge, adventure, and joy where children may learn and grow to develop their distinctive characteristics. A broad diversity of teaching activities have been organized to meet the needs of children's development. Through activities and games, children are given the inspiration to explore, learn, and develop skills, and build the mindset needed to discover and solve challenging problems.



## 2.1

# Gamania family

### 2.1.4

## Compensation and benefits

### Gama Island

Gama Island is a comfortable and well-lit dining space that can be used for resting, meeting, exhibition, forum, and press conference. It is a very important "cultural asset" to Gamania. Gamania values employees' health and places great emphasis on food quality by sourcing supplies such as safety-certified produce and meat from government-certified suppliers. The diner offers tasty and healthy menus that are catered to employees' preference, and changes them on a weekly basis. The company offers meal subsidies and engages nutrition experts to design healthy meals. As a support for environmental protection, no disposable utensil is provided at Gama Island. Gama Island conducts an annual employee satisfaction survey, including environmental hygiene, speed and efficiency, frontend service, and meal contents, etc. The overall satisfaction rate reached 88.45%. Most of the comments are encouraging and praising, and adjustments and communications will be made according to the employees' response.



## 2.1

# Gamania family

### 2.1.5

## Friendly communication

Gamania values both the frequency and quality of communication between employers and employees, and implements innovative and diverse channels to promote effective two-way communication, so that the company may learn employees' thoughts and needs in the shortest time possible and convey Gamania's business philosophy and strategies to greater effect. No incident of sexual harassment complaint, labor law violation, or human rights violation had occurred in 2021.

### Gamania Town Hall

Gamania Town Hall has been running for more than 17 years; it is a quarterly gathering between the management and employees, during which reputable speakers are invited to share interesting topics and open up Gamania employees' visions to trends of the world. In 2021, we invited experts in the field, such as Kun-Lin Lee, CEO of Timeless Truth Mask (JOLA International Co.), and Yi-Chang Chen, Founder/CEO of Unipapa, to share their remarkable life stories to the Gamania employees. Gamania Town Hall also serves as an important communication channel, as employees are able to raise queries or offer suggestions anonymously and have the Group CEO address them on-site. This real-time, two-way exchange helps improve interactions and relationship between employers and employees.



## 2.1

# Gamania family

### 2.1.5

## Friendly communication

## G!VOICE

The company has been releasing a publication called G!VOICE since 2006 to convey the Gamania culture to the public and attract partners that share similar visions and ideals, while at the same time promote understanding and unite Gamania employees toward common goals. The publication has also been infused with ideas and mindsets from diverse businesses of Gamania Group to present Gamania's unique perspectives. During the pandemic in 2021, G!VOICE Launched GAMA at Home, advocating that "even if you keep a social distance, it doesn't mean you have to isolate yourself from the fun", and integrating corporate products and services to launch online contents and provide easy-to-use video backgrounds to accompany internal employees and external users through their online time.



G!VOICE



## 2.1

# Gamania family

### 2.1.5

## Friendly communication

## Corporate Annual Theme

Employee communication and cohesion have always been important to Gamania Group in shaping an inclusive culture. The year 2021 marked the 26th year of Gamania Group's establishment. With the annual theme "Fearless START UP", we hope that all employees can put their mindset back to zero and face the challenges of environmental changes with the spirit of fearlessness. In the Q1 Gamania Town Hall, the CEO presented it to all employees and made it into an armband accessory that employees can wear on their jackets or backpacks as they like. In addition to the presentation in the Town Hall and the G!VOICE online articles, we also curated the physical exhibition "Battle, Gamania" in Mini Space 17, the exhibition space on the 1st floor of the headquarters, so that the internal employees can understand the spirit of "Fearless START UP" through the interaction of different games.



2021  
Annual Theme



Annual Themes  
Over the Years



### "GAMA at Home" Program

During the pandemic in 2021, G!VOICE Launched GAMA at Home, advocating that "even if you keep a social distance, it doesn't mean you have to isolate yourself from the fun", and integrating corporate products and services to launch online contents and provide easy-to-use video backgrounds to accompany internal employees and external users through their online time.



### Ben Li at Gama

The Brand Center has established a diverse channel for corporate culture contents. Through the Youtube platform, which is familiar to the new generation, and with a light-hearted and humorous perspective, Gamania people can better understand the corporate development, welfare, culture, brand knowledge, and other aspects, and it also allows the general public to see Gamania Group's different face and communication style from other companies. Since the end of 2020, 35 episodes have been released, with a total of 25,000 viewers



### Group Core Value Vision Test

In order to continue to disseminate education and implement brand core/value/vision content, the Brand Center conducts a group core value vision test for employees, using digital online methods to help heads of units/businesses understand the level of understanding of the group's brand core among new employees. New employees first deepen their understanding through the HR beginners education and training program, along with corporate culture communication and activity promotion, and quarterly assessment and acceptance are conducted. In 2019, a total of 940 employees took the assessment, and by the end of 2021, more than 350 new employees had participated in the training assessment, and the percentage of first-time perfect scores was 74.4%.



2.1  
Gamania family

2.1.6  
Healthy workplace

Gamania has created a rich and comprehensive healthy workplace with programs such as employee health checkups, maternity protection programs, sports and athletic activities, and a gym to cultivate good health habits among employees. In the future, we will further plan the emotional fat loss and health promotion program, from the emotional aspect which was less explored in the past, and target the high-risk groups from the emotional aspect which was less addressed in fat loss and weight loss, plus the professional one-on-one consultation with nutritionist and customized nutrition group program.

455 employees completed the checkups Starting from 2019

Gamania employees may book in advance and indulge themselves in 15-minute stress relief and provided massage service for 488 people

We won 7th place in the Men's Division at the Taipei International Dragon Boat Championships in 2021

Workplace safety and health results

	2021
Number of deaths due to occupational injuries	0
Death rate due to occupational injuries	0
Number of serious occupational injuries	0
Serious occupational injury rate (excluding death)	0
Number of recordable occupational injuries	4



## 2.1

Gamania  
family

## 2.1.6

Healthy  
workplace

Item	Description
<b>Employee health checkup</b>	Gamania organizes annual employee health checkups and has physicians stationed on site to provide medical consultation, health guidance, and follow-up tracking for employees with health problems or abnormal checkup findings. In 2021, a total of 455 employees completed the checkups. Starting from 2019, the company has been offering special and more rigorous checkups for night shift employees.
<b>Care for high health risk groups</b>	Inbody analysis of body composition is performed on a quarterly basis, and employees are given proper advices on nutrition and exercise health education.
<b>Gym</b>	The company has a 24-hour gym that offers a complimentary InBody analysis of the body's composition. The gym has a full-time trainer available to supervise correct use of equipment. Specially hired instructors offer yoga, boxing aerobics, Zumba and other exercise classes, with more than three classes a day for employees to choose from, to help employees with physical training on a regular basis, to maintain a high level of fitness and reduce the risk of high blood pressure, diabetes and hyperlipidemia. In 2021, we added new equipment such as unplugged cardio equipment, rowing machines and paddling machines for both health and energy saving.
<b>Maternity protection program</b>	Health education is provided to pregnant and postpartum employees, and nursery rooms have been established on various floors of the office building. The future plan is to provide free parking spaces, B1 temporary parking, and valet parking/pick-up assistance for pregnant women.
<b>Stress relief and relaxation</b>	In 2021, we cooperated with Taipei City Foreign and Disabled Labor Office to arrange massage services every Wednesday afternoon, which Gamania employees may book in advance and indulge themselves in 15-minute stress relief and provided massage service for 488 people in 2021. The company also organizes fascia relaxation courses for neck and shoulder, which teach employees the connection between emotion and health as well as ways to examine emotion and relieve stress.
<b>Sports competition</b>	Gamania has along been assembling its own team to compete in open dragon boat races as a way to promote teamwork. This highly exhausting competition also provides good incentive for employees to train for strength and health. We won 7th place in the Men's Division at the Taipei International Dragon Boat Championships in 2021.
<b>Care for intense activities</b>	For high-intensity activities such as dragon boat racing, marathon, and triathlon, registered nurses will help participants take monthly inbody measurements, provide diet, exercise, and related health care for individual health problems, and prevent sports injuries.

## 2.2 Social inclusion

### Summer School

Founded in 2008, Gamania Cheer Up Foundation has been encouraging young adults to challenge their limits and awaken their adventure spirits through various programs. To date, the foundation has influenced more than

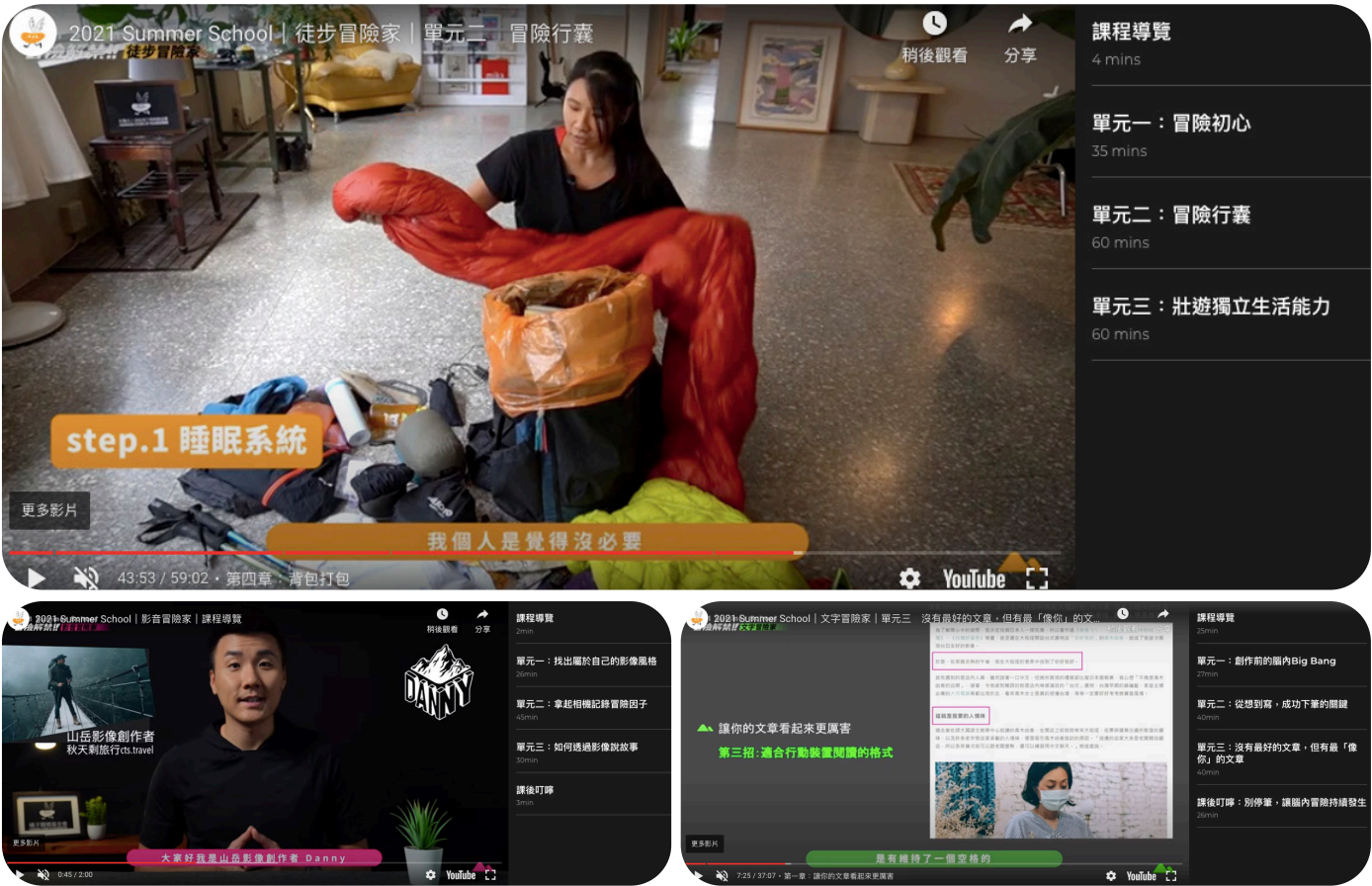
**700** participants and taken them to **45** locations over a total distance of **28,504** kilometers

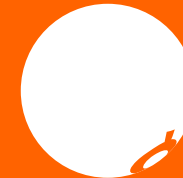
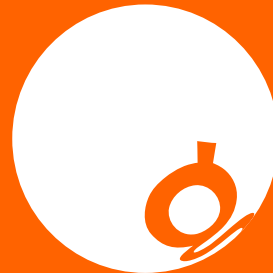


2.2  
Social  
inclusion

The global spread of COVID-19 in 2020 has forced governments to lock down borders and impose social distancing measures that completely changed people's lives. Therefore, the Gamania Cheer Up Foundation planed the "SUMMER SCHOOL Adventure Reopening" in 2021, with the famous adventure mountaineers Chung-Han Lu and Yuan-Chih Chang, the video adventurer "Danny\_GMFM", the text adventurer Egger, and the famous adventure exploration unit "Miasan Outdoor Center " in Taiwan to conduct five online adventure knowledge courses, together with the production of the Taiwan mountain forest information website to provide the historical story of Taiwan's mountains, sea and rivers, gradually rekindling the imagination of Taiwan's youth about adventure and completely awakening the adventure gene hidden in the blood of every Taiwanese youth.

872 adventure students participated in the 2021 online course





CHAPTER

3

# Environment

- 3.1 ————— Environmental management
- 3.2 ————— Environmental symbiosis

## 3.1 Environmental management

### 3.1.1 Energy and resource management

#### Energy management system

Gamania does not generate hazardous waste or air pollution given the nature of its business activities. However, the IT server room still uses great amount of power to operate, which is why an energy monitoring and management system has been implemented in Gamania's headquarter building. The design, operation, and analytical aspects of this system have been closely integrated to improve energy efficiency. Through complete and digitalized monitoring, the system performs detailed diagnosis of the building's energy consumption, analyzes the data gathered and compares it to the database to identify problems. These findings allow energy conservation measures to be devised and root causes to be traced for adjustments and improvements. This energy management and monitoring system features an indoor air quality sensor that helps maintain good air quality or reminds employees to take timely responses.

#### Energy use and emission of building

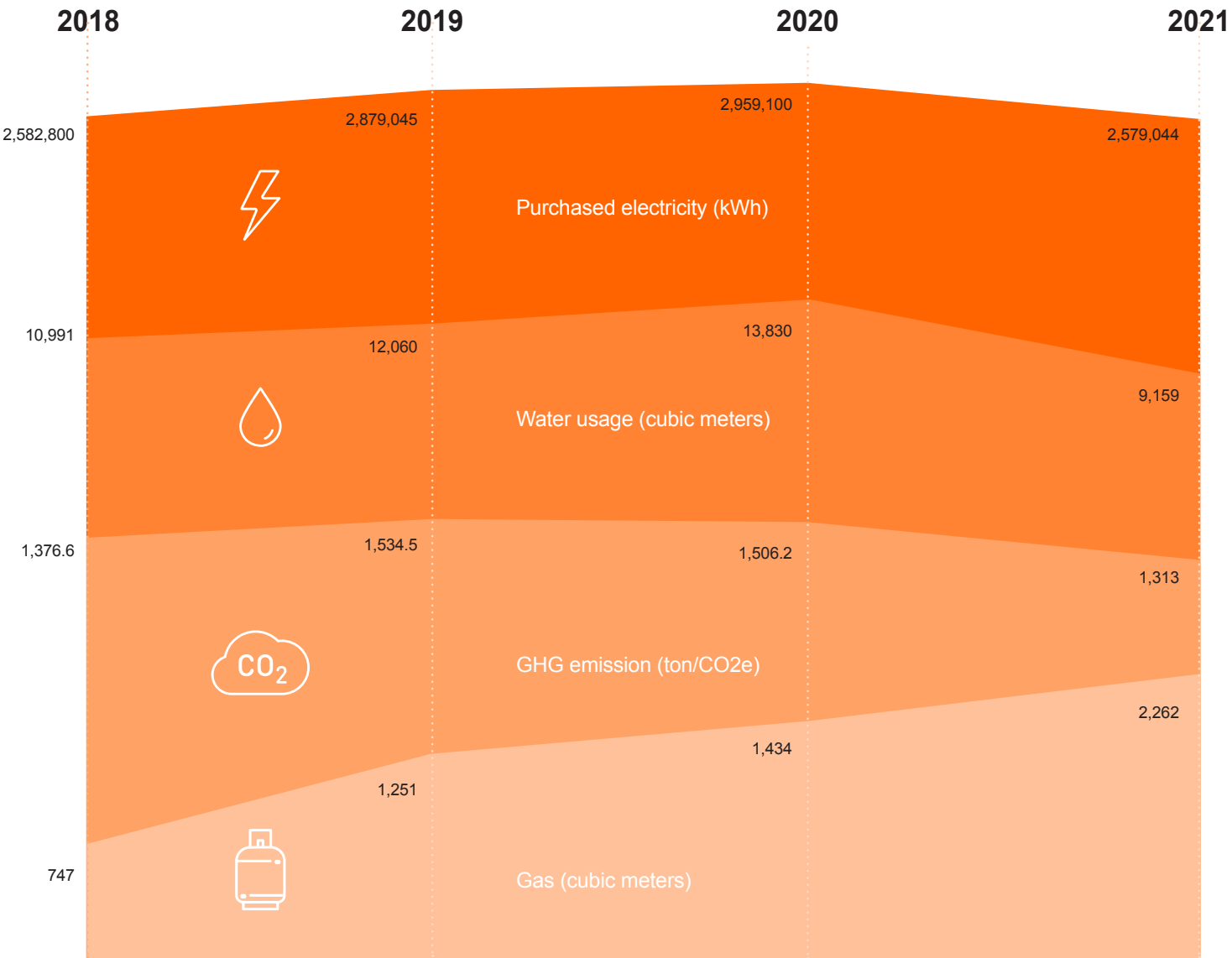
Gamania continues to strengthen energy management, intensively monitor energy use, and adopted a work-from-home model from May to August in response to the pandemic, and had excellent performance in all environmental indicators in 2021. In terms of electricity consumption, environmental protection and energy conservation are given priority in the planning and renovation of the building, and we continue to promote the spirit of energy saving to our employees, and we significantly reduced electricity consumption by 12.84% in 2021. The water used in the Gamania headquarters building comes from the Taipei Water Department (Feitsui Reservoir). In 2021,

we replaced all the water faucets in the restrooms with sensor type faucets, stepped up inspections of water-using sites, and repaired water leaks. While the water consumption of Gama Island was reduced by 33.77% in 2021 due to work-from-home, which reduced water consumption in the office. In the future, we will continue to improve the efficiency of energy use and reduce water consumption, and we plan to conduct a greenhouse gas inventory in accordance with ISO 14064-1 in 2022. We conducted a greenhouse gas inventory in 2018.

3.1 Environmental management

3.1.1 Energy and resource management

Environment indicator



Note: Small volume of diesel was used at Gamania's headquarter building to test the power generator, and the figures were excluded as the volume was less than 20 liters for the year

- One cubic meter of gas is 5.13kg
- Emission coefficient of electricity was based on the figures published by Bureau of Energy: 0.554 (2018), 0.533 (2019), 0.509 (2020) and 0.502 (2021) (kg/kWh)

3.1 Environmental management

3.1.2 Waste management and pollution prevention

Waste management

Gamania generates waste mostly in the forms of domestic garbage, kitchen waste, and small volume of waste battery and electronics, About 18 tons of recycled waste and 53.5 tons of household refuse were generated in 2021. The total weight of waste generated was 71.5 tons. For various types of wastes, legally registered company is commissioned to engage in waste clearance operations. Gamania has set up an intelligent recycling machine called "Bottle Man", by which PET bottles are collected by recyclers and distributed to circular manufacturers where they are reused, turned into resource, and given new value.



The total weight of waste generated was

71.5 tons

Waste category	Volume cleared (kg/year)	
	2020	2021
Domestic garbage	40,190	53,520
Kitchen waste	8,840	5,715
Paper	10,832	9,704
Aluminum	164.6	92.2
Iron	988.9	862.7
PET bottle	2,065	1,624
Battery	17.3	30.3

Note: The clearance data sources are the records of outsourced waste clearance companies.

Pollution prevention

Gamania does not require water treatment or pollution control facilities given the nature of its business activities, and performs regular maintenance of pollution control equipment every year. The pollution prevention projects include water treatment pool, grease trap, drainage pipe cleaning, and fume exhaust for Gama Island (the employee diner).

The company spent nearly

NT\$370,000

per year to maintain pollution prevention equipment in 2021

Pollution prevention equipment/project	2021 Execution frequency	2021 Maintenance expense
Water treatment pool cleaning	1 time per quarter, 4 times in total	NT\$148,000
Grease trap cleaning	2 times per quarter, 24 times in total	NT\$201,600
Drainage pipe cleaning	1 time per quarter, 4 times in total	NT\$16,800

## 3.2 Environmental symbiosis

### 3.2.1 Sustainable purchase

#### Sustainable purchase - 2021

**100**%  
local purchase

Purchases were prioritized for environmentally certified desktops/laptops

more than  
**NT\$ 7.42** million  
of such purchases were made

Gamania has supplier management policy in place and works with suppliers toward adopting sustainable practices and reducing impact on the environment. All suppliers are required to sign a "Supplier CSR Commitment" when contracting to ensure partners' compliance with environmental, labor, and human rights rules. Sundry purchases such as computer hardware, bathroom tissue, photocopying paper, water fountain, and office supply have been prioritized toward environment-friendly, ISO-certified, and PEFC (Programme for the Endorsement of Forest

Certification) certified products. In the future, we will evaluate to increase the use of decomposable environmental protection products for the general affairs related procurement, and plan to use recycled packaging bags for corporate gifts.

Note: Local suppliers are defined as suppliers with business registration in Taiwan, ruling out non-physical virtual software suppliers.



#### About PEFC

PEFC certifies that wood and non-wood products are produced at the highest ecological, social, and moral standards. Gamania adopts PEFC as a way to enforce sustainable practices.



Gamania's supplier management policy

3.2 Environmental symbiosis

3.2.2 Environment-friendly gifts for the 3 festivals

Gamania Group has developed multiple partnerships with various sectors and continues to create good relationships with the industry chain. Gamania presents its partners with gift boxes for the three festivals each year to express its gratitude, and from 2021 onwards, Gamania conveys its concept of environmental coexistence through gift boxes, incorporating the environmental-friendly principles of "Reduce, Reuse, Recycle" into the design of the gifts. Gamania Group has also joined hands with the innovative team, Package+, to produce 2,500 RE-BAG recycling logistics bags using recycled PET bottles and glass to replace disposable plastic destruction bags. Finally, by combining the strengths of system development and optimizing the circular logistics model and experience, the goal is to make the circular logistics model sustainable and part of the Gamania Group's sustainable culture.



GVOICE feature article

Design of environmentally friendly gifts	The 2021 Christmas gift box was of a one-piece structure without any glue or staples, which facilitated recycling. The fixing method of dolls was also changed from the usual wire to paper string to reduce material usage. All gift boxes are made of FSC™ certified eco-friendly paper from "well-managed forests" recognized by the Forest Stewardship Council. The accessories are designed with the value of reuse in mind. The card can be transformed into a Christmas tree charm by threading it through the paper string, and can be used as a fragrance card by spraying perfume or essential oil.
Environmentally friendly packaging	We changed the nearly 8,000 disposable plastic destruction bags for the 3-festival gifts to 2,500 RE-BAG recycling logistics bags a year. The RE-BAGs are impact-proof and stain-proof, and each bag can be recycled 20 to 50 times, and each RE-BAG has its own number on it for easy record keeping of cleaning and disinfection.
Packaging recycling	To promote friendly packaging, Gamania is committed to improving user experience by developing its own system and working with convenience stores to combine the reverse logistics of e-commerce returns with "return convenience service" to make it easy and fast for users to return, with the goal of making the circular logistics model sustainable.



3.2 Environmental symbiosis

3.2.3 Environmental symbiosis action

Gamania recognizes "environmental symbiosis" as one of its core values, and takes extensive actions to convey sustainability, environmental protection, and green operations among employees and form a strong sustainable culture. We look forward to seeing our employees become advocates for our sustainability values, and help spread these values to

greater influence. The company invested NT\$707,000 into green actions in 2021, and helped promote awareness towards reducing plastics, lowering carbon emission, and making optimal use of resources.



The company invested

NT\$ **7.07** million

into green actions in 2021

Total **11,232**

Plantation adaptation by employees

**2,058** pcs

Year-End clearance donation

Plastic bag recycle and reuse	"Plastics recycling boxes" have been provided at pantries on all floors, thereby allowing clean plastic bags to be used repeatedly.	Year-end clearance	Raised 2,058 used items and donated some of them to the Hsuhai Living Primary School for the elderly and children.
Farm sponsorship	The company supports small farmers and encourages employees to sponsor crops and engage themselves from plantation, harvest to meal preparation. A total of 11,232 seedlings were planted.	Plant a tree at Arbor Day	For every 25 PET bottles recycled, a bag of ReTissue eco-friendly toilet paper was redeemed. A total of 20 employees participated and 12 trees were planted.
Encouraging use of low-carbon ride sharing	<p>The company organized trial rides of electric bikes and offers employees discount package for WeMo Scooter.</p> <p>Cooperated with GOGORO to provide a special offer for employees to purchase electric motorcycles.</p>	Set up a recycling box station at the headquarters building	The recycled packaging bags can be used as the outer packaging of the products purchased by employees online, and the recycled packaging bags can be returned to the recycling box in the headquarters building after receiving the products.
		Use of green logistics	Promote the use of green logistics by employees and cooperate with Taiwan Pelican Express to promote green transportation. Taiwan Pelican Express leads the industry in obtaining the PAS 2050 Carbon Footprint certification.

GRI Index

GRI Standards	Disclosure Items	Corresponding chapters and supplementary notes	Page number
GRI 102: General Disclosures	Governance		
	102-1	Name of the Organization	About the Report02
	102-2	Activities, Brands, Products and Services	1.1.1 Business Overview07
	102-3	Headquarter location	1.1.1 Business Overview07
	102-4	Operating Locations	1.1.1 Business Overview07
	102-5	Ownership and Legal Form	About the Report02
	102-6	Markets Served	1.1.1 Business Overview07
	102-7	Size of Organization	1.1.1 Business Overview07
	102-8	Information on employees and other workers	2.1.1 Workforce structure25
	102-9	Supply Chain	3.2.1 Sustainable purchase49
	102-10	Significant changes in the organization and its supply chain	No significant changes during the reporting period-
	102-11	Early warning principles or approaches	1.2.2 Ethical management 1.2.3 Risk management17
	102-12	External Initiatives	Not signed external initiatives-
	102-13	Membership in trade associations and consortium	1.2.4 Association with external organizations17
	102-14	Statement of Decision-Makers	Message from the Group CEO and Sustainable Development Committee Chairperson03
	102-15	Key Impacts, Risks and Opportunities	1.2.3 Risk management17
	102-16	Values, Principles, Standards, and Codes of Conduct	1.2.2 Ethical management17

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	102-18	Governance structure	1.2.1 Governance organization and structure	15
	102-19	Delegation of Authority and Responsibility	1.2.1 Governance organization and structure	16
	102-20	Responsibilities of Senior Management for Economic, Environmental, and Social Themes	1.2.1 Governance organization and structure	17
	102-22	Composition of the highest governance unit and its committees	1.2.1 Governance organization and structure	15
	102-23	Chairman of the highest governance unit	1.2.1 Governance organization and structure	15
	102-26	The role of the highest governance unit in establishing the purpose, values and strategies	1.2.2 Ethical management	17
	102-29	Identifying and managing economic, environmental and social impacts	1.2.1 Governance organization and structure 1.2.3 Risk management	16
	102-30	Effectiveness of Risk Management Processes	1.2.1 Governance organization and structure 1.2.3 Risk management	16
	102-31	Review of Economic, Environmental and Social Themes	1.2.1 Governance organization and structure	16
	102-32	The Role of the Highest Governance Unit in Sustainability Reporting	1.1.3 Practicing Sustainable Governance	17
	<b>Reporting Practices</b>			
	102-45	Entities Included in the Consolidated Financial Statements	About the Report	02
	102-46	Defining the Report's Content and Topic Boundaries	About the Report	02
	102-47	Table of Major Topics	Identification of Major Topics	-
	102-48	Information Restatement	No restatement of previous reports	-
	102-49	Changes in reporting	No significant changes	-

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GRI Standards		Disclosure Items	Corresponding chapters and supplementary notes	Page number
GRI 102: General Disclosures	102-50	Reporting period	About the Report	02
	102-51	Date of the last report	December 2021	-
	102-52	Reporting cycle	About the Report	02
	102-53	Contact person able to answer questions about the report	About the Report	02
	102-54	Declaration of reporting in accordance with GRI Standard	About the Report	02
	102-55	Index of GRI contents	Attachment: Index of GRI Indicators	
<b>Major Topics</b>				
<b>Corporate Governance and Ethics</b>				
GRI 103: Management approaches	103-2	Management approaches and their components	1.2.2 Ethical management	17
	103-3	Evaluation of management approaches	1.2.1 Ethical management	17
<b>Legal Compliance</b>				
GRI 103: Management approaches	103-2	Management approaches and their components	1.2.2 Ethical management	17
	103-3	Evaluation of management approaches	1.2.2 Ethical management	17
GRI 307: Legal compliance with environmental protection regulations	307-1	Violation of environmental regulations	1.2.2 Ethical management. No events of significant fines and non-monetary sanctions for noncompliance with related environmental laws and regulations took place in 2021.	17
GRI 419: Social and economic compliance	419-1	Violation of laws and regulations in the social and economic field	1.2.2 Ethical management	17
<b>Business performance</b>				
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	201-1	Direct economic value generated and distributed by the organization	1.1.2 Financial performance	11
	201-3	Defined-benefit plan obligations and other retirement plans	2.1.4 Compensation and benefits	31
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<b>Product and service innovation</b>				
GRI 103: Management approaches	103-2	Management approaches and their components	1.3.1 Innovative R&D	18
	103-3	Evaluation of management approaches	1.3.1 Innovative R&D	18
<b>Information security and privacy protection</b>				
GRI 103: Management approaches	103-2	Management approaches and their components	1.3.2 Information security and privacy protection 1.3.3 Protection of network security	20
	103-3	Evaluation of management approaches	1.3.2 Information security and privacy protection 1.3.3 Protection of network security	20
GRI 418: Customer privacy	418-1	Complaints of Confirmed Invasion of Customer Privacy or Loss of Customer Data	1.3.2 Information security and privacy protection 1.3.4 Protection of customers' interests	23
<b>Customer Rights and Services</b>				
GRI 103: Management approaches	103-2	Management approaches and their components	1.3.4 Protection of customers' interests	23
	103-3	Evaluation of management approaches	1.3.4 Protection of customers' interests	23

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	103-3	Evaluation of management approaches	2.1.1 Workforce structure	25
<b>GRI 405: Employee Diversity and Equal Opportunity</b>	405-1	Diversity of Governance Units and Employees	2.1.4 Compensation and benefits	31
	405-2	Ratio of female to male base salary plus bonus	2.1.1 Workforce structure	25
<b>GRI 406: Non-discrimination</b>	406-1	Incidents of Discrimination and Actions Taken to Improve	2.1.1 Workforce structure	25
<b>Talent recruitment and training</b>				
<b>GRI 103: Management approaches</b>	103-2	Management approaches and their components	2.1.3 Talent development	29
	103-3	Evaluation of management approaches	2.1.3 Talent development	29
<b>GRI 404: Training and education</b>	405-1	Average number of hours of training per employee per year	2.1.3 Talent development	29
	405-3	Percentage of employees who receive regular performance and career development reviews	2.1.4 Compensation and benefits	31
<b>Energy and Carbon Emissions Management</b>				
<b>GRI 103: Management approaches</b>	103-2	Management approaches and their components	3.1.1 Energy and resource management	46
	103-3	Evaluation of management approaches	3.1.1 Energy and resource management	46
<b>GRI 302: Energy</b>	302-4	Reduction of energy consumption	3.1.1 Energy and resource management	46
<b>GRI 303: Water</b>	303-5	Water consumption	3.1.1 Energy and resource management	46
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<b>Green Operations</b>				
<b>GRI 103: Management approaches</b>	103-2	Management approaches and their components	3.1.2 Waste management and pollution prevention	48
	103-3	Evaluation of management approaches	3.1.2 Waste management and pollution prevention	48
<b>GRI 306: Waste</b>	306-2	Waste by type and treatment method	3.1.2 Waste management and pollution prevention	48
<b>GRI 306: Waste</b>	308-1	Selection of new suppliers using environmental criteria	3.2.1 Sustainable purchase	49
<b>GRI 414: Social assessment of suppliers</b>	414-1	Selection of new suppliers using social criteria	3.2.1 Sustainable purchase	49
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	103-3	Evaluation of management approaches	2.1.4 Compensation and benefits 2.1.5 Friendly communication	31
<b>GRI 202: Market position</b>	202-1	Ratio of standard salary to local minimum salary for base-level workers by gender	2.1.4 Compensation and benefits	31
<b>GRI 401: Labor-management relations</b>	401-1	New employees and former employees	2.1.2 Talent recruitment and retention	27
	401-2	Benefits provided to full-time employees (not including temporary or part-time employees)	2.1.4 Compensation and benefits	31
	401-3	Parental leave	2.1.4 Compensation and benefits	31
<b>Workplace Safety and Health</b>				
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# GHG validation Report



## Independent Assurance Statement

Statement No.: C544118-2021-GHG-TWN-DNV Issued date: 28 July, 2022 Page 1 of 2

This is to verify initiate reporting of Greenhouse Gas Inventory Management Report (2021) of

### Gamania Digital Entertainment Co., Ltd. and its Affiliated Enterprise

**Scope of Verification**  
DNV Business Assurance (DNV) has been commissioned by GAMANIA DIGITAL ENTERTAINMENT CO., LTD. ('GAMANIA' or 'the Organization') to perform a verification of the greenhouse gas statements of Greenhouse Gas Inventory Management Report (2021) (hereafter the "Inventory Report") in Taiwan, ROC with respect to the sites listed in Appendix A.  
The Reporting Boundary for the verification including direct GHG emissions and removals, indirect GHG emissions from imported energy, indirect GHG emissions from transportation, indirect GHG emissions from products used by the Organization and indirect GHG emissions associated with the use of products from the Organization. The further descriptions for the Reporting Boundary listed in Appendix B.  
**Verification Criteria and GHG Programme**  
The verification was performed on the basis of ISO 14064-1:2018 as well as criteria given to provide for consistent GHG emission identification, calculation, monitoring and reporting.  
The verification was conducted in accordance with ISO 14066:2011, ISO 14065:2013, ISO 14064-3:2006  
**Verification Statement**  
It is DNV's opinion that the Inventory Report (2021), which was published on 15 July, 2022, is free from material discrepancies in accordance with the verification criteria identified as stated above. The opinion is decided based on the following approaches,  
- For the Direct (Category 1) and Indirect GHG emissions from imported energy (Category 2), the reliability of the information within the Inventory Report (2021) were verified with reasonable level of assurance.  
- For the other Indirect GHG emissions, the involved information was verified and tested using agreed-upon procedures, AUP, defined in Inventory Report.  
Also, the GHG information as stated in Appendix B and C have been verified during the process.

HsianTin Tim Kuo  
GHG Verifier

*HsianTin Tim Kuo*

Place and date:  
Taipei, 28 July, 2022

For the Issuing office:  
DNV Business Assurance Co., Ltd.  
29FL, No. 293, Sec. 2, Wenhua Rd.,  
Banqiao District, New Taipei City  
220, Taiwan

*David Lin*

Management Representative

Lack of fulfillment of conditions as set out in the Certification Agreement may render this Certificate invalid.  
This Verification Opinion is based on the information made available to us and the engagement conditions detailed above. Hence, DNV cannot guarantee the accuracy or correctness of the information. DNV cannot be held liable by any party relying or acting upon this Verification Opinion.  
本憑證係根據提供之資訊所簽發，如未中實核實之資訊，DNV 不能保證其準確性或正確性。DNV 不能對任何依賴或依據此驗證意見之行為負責。



Statement No.: C544118-2021-GHG-TWN-DNV Page 2 of 2  
Place and date: Taipei, 28 July, 2022

### Supplement to Statement

**Process and Methodology**  
The reviews of the Inventory Report and relevant documents, and the subsequent follow-up interviews have provided DNV with sufficient evidence to determine the fulfilment of stated criteria.

**Quantification of Greenhouse Gas Emission**  
The Inventory Report covering the period from 1st January, 2021 to 31st December, 2021, it is DNV's opinion that the results in quantification of GHG emissions are real, transparent and measurable.

**Organizational Boundary of Verification**  
☐ Financial Management Control ☒ Operational Management Control ☐ Equity Share

**GHGs Verified**  
☒ CO<sub>2</sub> ☒ CH<sub>4</sub> ☒ N<sub>2</sub>O ☒ HFCs ☒ PFCs ☒ SF<sub>6</sub> ☒ NF<sub>3</sub>

The Quantification of GHG emissions and removals in Direct and Indirect Emission Source:

Category	Direct and indirect GHG emissions categorization*	Emissions and removals verified, Kg CO <sub>2</sub> -e
1	Direct emissions and removals**	24,276.327
2	Indirect GHG emissions from imported energy	5,777,431.283
3	Indirect GHG emissions from transportation	399,909.766
4	Indirect GHG emissions from products used by the Organization	2,118,895.200
5	Indirect GHG emissions associated with the use of products from the Organization	NA
Total greenhouse gas emissions and removals		8,320,512.577

\*: Unless other indicated, the Indirect Emissions was calculated based on 2020 electricity emission factor of 0.502 kg CO<sub>2</sub>-e/kwh, which was announced by Bureau of Energy, Ministry of Economic Affairs. The Global Warming Potential (GWP) defined in IPCC AR6 (2022) has been choose as the main source and correctly referred by the Organization.  
\*\*:the details subcategory of each category could be referred in the Report.

**Verification Opinion**  
☒ unmodified  
☐ modified  
☐ adverse

Lack of fulfillment of conditions as set out in the Certification Agreement may render this Certificate invalid.  
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GHG validation Report



Appendix to Statement No. C544118-2021-GHG-TWN-DNV

APPENDIX A

The greenhouse gas statements of GAMANIA DIGITAL ENTERTAINMENT CO., LTD. and its Affiliated Enterprise Greenhouse Gas Inventory Management Report (2021) with respect to the following sites:

Site 場區	Organization 組織名稱	Address 地址
1	遊戲橘子數位科技股份有限公司總部 Gamania Digital Entertainment Co., Ltd.(HQ)	台北市內湖區瑞湖街 111 號 No. 111, Ruihu St., Neihu Dist., Taipei City, Taiwan (R.O.C.)
		台北市內湖區陽光街 345 巷 18 號及 20 號 No. 18 & 20, Ln. 345, Yangguang St., Neihu Dist., Taipei City, Taiwan (R.O.C.)
		台北市內湖區陽光街 365 號 (停車場) Ln. 365, Yangguang St., Neihu Dist., Taipei City, Taiwan (R.O.C.)
		台北市內湖區瑞湖街 158 號 3 樓 3F., No. 158, Ruihu St., Neihu Dist., Taipei City 11494, Taiwan (R.O.C.)
2	今日傳媒股份有限公司 NOWnews Network Co., Ltd.	台北市內湖區瑞湖街 160 號 3 樓 3F., No. 160, Ruihu St., Neihu Dist., Taipei City 11494, Taiwan (R.O.C.)
3	樂利數位科技 Jollywiz Digital Technology Co., Ltd.	台北市內湖區瑞湖街 88 號 3F.-3, No. 88, Ruihu St., Neihu Dist., Taipei City 11494, Taiwan (R.O.C.)
4	樂點股份有限公司(台中) Gash Point Co., Ltd.	台中市西區公館路 240 號 1 樓 No. 240, Gongguan Rd., West Dist., Taichung City , Taiwan (R.O.C.)
5	樂點股份有限公司(高雄) Gash Point Co., Ltd.	高雄市左營區文蔚路 383 號 1 樓 1F., No. 383, Wenfu Rd., Zuoying Dist., Kaohsiung City, Taiwan (R.O.C.)
6	果植數位(中和機房) Digicentre Company Limited (Zhonghe server room)	新北市中和區中正路 736 號 14 樓 14F., No. 736, Zhongzheng Rd., Zhonghe Dist., New Taipei City, Taiwan (R.O.C.)
7	果植數位(國分機房) Digicentre Company Limited (Guo-fen server room)	台北市愛國東路 31 號(3F、4F、6F、7F) 3F., 4F., 6F., 7F., No. 31, Aiguo E. Rd., Zhongzheng Dist., Taipei City, Taiwan (R.O.C.)
8	客服中心(蟻力) Ants' Power Co., Ltd.	新北市中和區中正路 736 號 8 樓、12 樓之 4 8F., 12F.-4, No. 736, Zhongzheng Rd., Zhonghe Dist., New Taipei City, Taiwan (R.O.C.)
9	幼稚園 GamaGarden	台北市內湖區港墘路 221 巷 33 號 1 樓 1F., No. 221, Gangqian Rd., Neihu Dist., Taipei City, Taiwan (R.O.C.)
10	果植數位(富國機房) Digicentre Company Limited (Fu-Guo server room)	桃園市桃園區富國路 100 號 No. 100, Fuguo Rd., Taoyuan Dist., Taoyuan City, Taiwan (R.O.C.)

Lack of fulfillment of conditions as set out in the Certification Agreement may render this Certificate invalid.  
This Verification Opinion is based on the information made available to us and the engagement conditions detailed above. Hence, DNV cannot guarantee the accuracy or correctness of the information. DNV cannot be held liable by any party relying or acting upon this Verification Opinion.  
亞細亞國際驗證股份有限公司, 新北市板橋區文治路二段 293 號 20 樓, TEL.: +886-2-82537800, website:www.dnv.com.tw



APPENDIX B

The Reporting Boundary of GAMANIA DIGITAL ENTERTAINMENT CO., LTD. Greenhouse Gas Inventory Management Report (2021)

Category	description	Reporting Boundary*		
		Sub-category	Emission Source	Applied Site(s)
Direct GHG emissions and removals	The business of GAMANIA and its Affiliated Enterprise is mainly in the multi-dimensional digital technology industry, and the operating resources are mainly the offices where human power is located. Its main direct sources of GHG emissions are the company's generator diesel emissions, official vehicle gasoline emissions, refrigerant emissions, rental cars burning unleaded gasoline to generate CO2, N2O, CH4, office air conditioners and refrigerator refrigerant emissions HFCs. There is a septic tank for sewage treatment. In addition, the headquarters and the GamaGarden will purchased natural gas, which will generate CO2, N2O, and CH4 when used.	1.1 stationary combustion 1.1 固定式燃燒排放源	diesel generator/NG used for cooking 發電機/廚具	Site 1, Site 6
		1.2 mobile combustion 1.2 移動式排放源	Privately owned vehicle used for business purpose(car, motobike) 私車公用(汽車、機車)	Site 4, Site 5
		1.4 fugitive emissions 1.4 逸散性排放	Chiller/air conditioner/refrigerator/water dispenser 冰水機/冷氣/冰箱/飲水機	Site 1, Site 2 , Site 3, Site 4, Site 5, Site 6, Site 8, Site 9
			septic tank 化糞池	Site 4, Site 6
			Fire extinguisher 滅火器	Site 6
Indirect GHG emissions from imported energy	Long-term use of computers, lighting equipment, refrigerators, air conditioners and other equipment accounts for the largest proportion of total emissions due to indirect emissions from input energy, and is the largest source of greenhouse gas emissions, among which the most important corresponding emission items is the electricity consumed in office and public area, and the types of greenhouse gas emissions include CO2 generated by electricity.	2.1 imported energy 2.1 外購能源	Imported electricity 外購電力	All sites
Indirect GHG emissions from transportation	Among the indirect greenhouse gas emissions from transportation, the sources of activities or facilities projects include emissions from employee commuting and employee travelling, as well as the downstream goods transportation due to e-commerce shipments from JollyBuy. Among them, employee commuting accounts for the largest proportion of emissions, downstream transportation is the second, and employee travel is the last. Greenhouse gas emissions come from the	3.2downstream transport 3.2 下游運輸	downstream transport 下游運輸	Site 1 JollyBuy
		3.3 employee commuting 3.3 員工通勤	employee commuting 員工通勤	All sites
		3.5 business travel 3.5 商務旅行	business travel 商務旅行	Specific departments in Site 1 , Site 2, Site 3 Site 4, Site 5

Lack of fulfillment of conditions as set out in the Certification Agreement may render this Certificate invalid.  
This Verification Opinion is based on the information made available to us and the engagement conditions detailed above. Hence, DNV cannot guarantee the accuracy or correctness of the information. DNV cannot be held liable by any party relying or acting upon this Verification Opinion.  
亞細亞國際驗證股份有限公司, 新北市板橋區文治路二段 293 號 20 樓, TEL.: +886-2-82537800, website:www.dnv.com.tw

GHG validation Report



	consumption of gasoline or electricity to generate CO2.			
Indirect GHG emissions from products used by the Organization	The main workplace of GAMANIA and its Affiliated Enterprise is in the office, so the indirect greenhouse gas emissions from the use of products or services by the organization mainly include indirect emissions from purchasing electricity, energy including diesel, gasoline, and natural gas, and capital goods including computers, notebooks, screen and server, consumables and tap water. In addition, there are also emissions from office waste disposal, however for those offices other than GAMANIA Headquarters, the related emissions were not included in the quantification due to outsourcing of waste management. In addition, emissions from the use of photocopier services are also included in this category.	4.1.products used by organization 4.1 源自採購商品的排放	Purchased electricity 外購電力	All sites
			Purchased gasoline 公務車外購汽油	Site 4, Site 5
			Purchased neutral gas 外購天然氣	Site 1, Site 9
			Purchased diesel 機外購柴油	Site 1, Site 6
			Consumables toilet paper 消耗品(衛生紙)	Site 1, Site 4, Site 5, Site 9
			Consumables tissue paper 消耗品(擦手紙)	Site 1, Site 2
			tap water 辦公室自來水使用	Site 1, Site 2, Site 3, Site 4, Site 5, Site 6, Site 9
		4.2.capital goods that are purchased and amortized by the organization. 4.2 資本商品的排放	capital goods including computers, notebooks, screen and server 企業資本財 (電腦、筆記型電腦、伺服器、螢幕)	Site 1, Site 2, Site 3, Site 4, Site 5, Site 6, Site 7, Site 9, Site 10
		4.3 the disposal of solid and liquid waste 4.3 固體和液體廢棄物處理	the disposal of solid and liquid waste outsourcing. 固體廢棄物委外處理排放	Site 1
		4.5 use of services 4.5 使用其他服務產生的排放	Copy machine rental 影印機	Site 1, Site 3, Site 4, Site 5, Site 6, Site 8
		NA	NA	NA
Indirect GHG emissions associated with the use of products from the Organization	The main products and services provided by GAMANIA and its Affiliated Enterprise are online games and related e-commerce consulting services, media, etc. Due to lack of clear and credible quantification method for greenhouse gas emissions during the service process. The identification of significance and quantification for the related indirect emission in the category were not included in the report.	NA	NA	NA

\*: The scope of other indirect emissions (other than Imported Energy with specified/limited list of sources) was defined by GAMANIA's own pre-determined criteria for significance of indirect emissions, considering the intended use of the GHG inventory.

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本憑證係根據驗證對象提供之資訊，因未中實地查核文化路二段 293 號 29 樓，TEL：+886-2-82537890，website:www.dnv.com.tw



APPENDIX C

For direct emissions and removals of GAMANIA DIGITAL ENTERTAINMENT CO., LTD. and its Affiliated Enterprise reported in the Report (2021), quantified separately for each GHG as below, in kg of CO2-e:

CO <sub>2</sub>	CH <sub>4</sub>	N <sub>2</sub> O	HFCs	PFCs	SF <sub>6</sub>	NF <sub>3</sub>	TOTAL
15,820.428	971.063	164.056	7,320.780	0.000	0.000	0.000	24,276.327
65.17	4.00	0.68	30.16	0.00	0.00	0.00	100.00%

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# Independent Limited Assurance Report



安侯建業聯合會計師事務所

KPMG

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## Independent Limited Assurance Report

Gamania Digital Entertainment Co., Ltd.:

We were engaged by Gamania Digital Entertainment Co., Ltd. (“Gamania”) to provide limited assurance over the selected information attached as Appendix I (“the Underlying Subject Matter”) on the 2021 Sustainability Report of Gamania (“the Report”) for the year ended December 31, 2021.

### Reporting Criteria of the Underlying Subject Matter

Gamania shall prepare the Underlying Subject Matter in accordance with reporting criteria required by the Core Option of Global Reporting Initiative Standards (“GRI Standards”) issued by Global Sustainability Standards Board as set forth in Appendix I.

### Management’s Responsibility for the Report

Gamania is responsible for determining its objectives with respect to sustainable development performance and reporting, including the identification of stakeholders and material aspects, and using the reporting criteria to fairly prepare and present the Underlying Subject Matter. Gamania is also responsible for establishing and maintaining internal controls relevant to the preparation and presentation of the Underlying Subject Matter that is free from material misstatement, whether due to fraud or error.

### Our Responsibilities

We performed our work in accordance with the Standard on Assurance Engagements No. 1 – “Assurance Engagements Other than Audits or Reviews of Historical Financial Information” issued by the Accounting Research and Development Foundation and to issue a limited assurance conclusion on whether the Underlying Subject Matter is free from material misstatement. Also, we have considered appropriate limited assurance procedures according to the understanding of relevant internal controls in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the internal control over the design or implementation of the Report.

### Independence, Professional Standards and Quality Control

We have complied with the independence and other ethical requirements of the Code of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In addition, we applied Statements of Auditing Standard No. 46 – “Quality Control for Public Accounting Firms” in the Republic of China. Accordingly, we maintained a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements and professional standards as well as applicable legal and regulatory requirements.

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### Summary of Work Performed

As stated in reporting criteria of the Underlying Subject Matter paragraph, our main work on the selected information included:

- Reading the Report of Gamania;
- Inquiries with responsible management level and non-management level personnel to understand the operational processes and information systems used to collect and process the Underlying Subject Matter.
- On the basis of the understanding obtained mentioned above, perform analytical procedures on the Underlying Subject Matter and if necessary, inspect related documents to gather sufficient and appropriate evidence in a limited assurance engagement.

The work described above based on professional judgment and consideration of the level of assurance and our assessment of the risk of material misstatement of the Underlying Subject Matter, whether due to fraud or error. We believe that the work performed and evidence we have obtained are sufficient and appropriate to provide a basis of our conclusion. However, the work performed in a limited assurance engagement varies in nature and timing from, and is less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained has a reasonable assurance engagement been performed.

### Inherent limitations

The Report for the year ended December 31, 2021 includes the disclosures of non-financial information that involved significant judgments, assumptions and interpretations by the management of Gamania. Therefore, the different stakeholders may have different interpretations of such information.

### Conclusion

Based on the work we have performed and the evidence we have obtained, as described above, nothing has come to our attention that causes us to believe that the Underlying Subject Matter has not been properly prepared, in all material aspects, in accordance with the reporting criteria.

### Other Matters

The management of Gamania is responsible for the maintenance of its website where includes the Limited Assurance Report, we shall not be responsible for any further changes on the Underlying Subject Matter or its applicable reporting criteria, nor be responsible for reconducting any assurance work after the issuance date of the Limited Assurance Report.

KPMG

Taipei, Taiwan (Republic of China)  
August 26, 2022

### Notes to reader

The limited assurance report and the accompanying selected information are the English translation of the Chinese version prepared and used in the Republic of China. If there is any conflict between, or any difference in the interpretation of, the English and Chinese language limited assurance report and the selected information, the Chinese version shall prevail.

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Independent Limited Assurance Report



Appendix I: Summary of the Selected Information

No.	Corresponding Section	Reference Page	Selected Information	Reporting Criteria	GRI Standards
1	3.2.1 Sustainable purchase	49	<ul style="list-style-type: none"><li>■ Gamania has supplier management policy in place and works with suppliers toward adopting sustainable practices and reducing impact on the environment. All suppliers are required to sign a "Supplier CSR Commitment" when contracting to ensure partners' compliance with environmental, labor, and human rights rules.</li><li>■ 100% local purchase in 2021</li><li>■ Note: Local suppliers are defined as suppliers with business registration in Taiwan, ruling out non-physical virtual software suppliers.</li></ul>	<ul style="list-style-type: none"><li>■ Details on procurement by Gamania</li></ul>	GRI Standards 204-1  Proportion of spending on local suppliers
2	3.1.2 Waste management and pollution prevention _ Waste management	48	<ul style="list-style-type: none"><li>■ About 18 tons of recycled waste and 53.5 tons of household refuse were generated in 2021. The total weight of waste generated was 71.5 tons. For various types of wastes, legally registered company is commissioned to engage in waste clearance operations. Gamania has set up an intelligent recycling machine called "Bottle Man", by which PET bottles are collected by recyclers and distributed to circular manufacturers where they are reused, turned into resource, and given new value.</li><li>■ Volume of waste cleared in 2021:<ul style="list-style-type: none"><li>- Domestic garbage: 53,520 kg</li><li>- Kitchen waste: 5,713 kg</li><li>- Paper: 9,704 kg</li><li>- Aluminum: 92.2 kg</li><li>- Iron: 862.7 kg</li><li>- PET bottle: 1,624 kg</li><li>- Battery: 30.3 kg</li></ul></li><li>■ Note: The clearance data sources are the records of outsourced waste clearance companies.</li></ul>	<ul style="list-style-type: none"><li>■ Details on waste generated by Gamania</li></ul>	GRI Standards 306-3  Waste generated
3	Attachment GRI Index	54	<ul style="list-style-type: none"><li>■ No events of significant fines and non-monetary sanctions for noncompliance with related environmental laws and regulations took place in 2021.</li></ul>	<ul style="list-style-type: none"><li>■ Details on legal case judgment by Gamania</li><li>■ Financial statement by</li></ul>	GRI Standards 307-1  Non-compliance with



No.	Corresponding Section	Reference Page	Selected Information	Reporting Criteria	GRI Standards
				Gamania (Significant contingent liabilities and unrecognized commitments) <ul style="list-style-type: none"><li>■ Fine notification by Environmental Protection Bureau</li><li>■ Court's Judgment by Judicial Yuan</li></ul>	environmental laws and regulations
4	2.1.2 Talent recruitment and retention	27-28	<ul style="list-style-type: none"><li>■ New recruitment rate in 2021 was 25.50%. Mainly employees aged below 30 and between 31~50, and provided a balanced spectrum of creativity, energy, skills, and experience. Gamania will conduct exit interviews for all employees leaving the company. 23.69% of employees will left the company in 2021, and we will take measures to address the company's problems and create a more friendly workplace environment to retain talents.</li><li>■ Overview of new recruits:<ul style="list-style-type: none"><li>A. Male(Number of People; New recruitment rate)<ul style="list-style-type: none"><li>- Age 30 and below: 77 people : 48.43%</li><li>- Age 31-50: 72 people : 21.36%</li><li>- Age 51 and above: 2 people : 6.25%</li><li>- Subtotal: 151 people : 28.60%</li></ul></li><li>B. Female(Number of People; New recruitment rate)<ul style="list-style-type: none"><li>- Age 30 and below: 67 people : 33.84%</li><li>- Age 31-50: 50 people : 15.67%</li><li>- Age 51 and above: 0 people : 0.00%</li><li>- Subtotal: 117 people : 22.37%</li></ul></li><li>C. Total(Number of People; New recruitment rate)<ul style="list-style-type: none"><li>- Age 30 and below: 144 people : 40.34%</li><li>- Age 31-50: 122 people : 18.60%</li></ul></li></ul></li></ul>	<ul style="list-style-type: none"><li>■ Details on new employee hires and employee turnover by Gamania</li></ul>	GRI Standards 401-1  New employee hires and employee turnover

Independent Limited Assurance Report



No.	Corresponding Section	Reference Page	Selected Information	Reporting Criteria	GRI Standards
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