

Gamania Digital Entertainment Co., Ltd.

Human Rights Policy

I Purpose

Gamania Digital Entertainment Co., Ltd. (hereinafter referred to as the "Company") is committed to protecting human rights, promoting a decent work environment, following the “Universal Declaration of Human Rights” (UDHR), “United Nations Global Compact” (UNGC), “United Nations Guiding Principles on Business and Human Rights” (UNGPs), “United Nations International Labor Organization” (ILO) and other relevant internationally recognized human rights standards. Hence, we formulate the human rights policy to be followed.

II Scope

The scope of application of the Human Rights Policy includes the overall operating activities of the Company and its subsidiaries. All individuals involved in the affairs of the Group (including all employees, clients, manufacturers, shareholders, and stakeholders.) are expected to comply with this policy.

III The Principle of Human Rights Governance

The Company has implemented human rights due diligence investigations. The commitments and policies regarding human rights are outlined as follows:

- (1) Dedicated to providing our employees a safe, sanitary and healthy workplace.
- (2) The Company complies with all applicable wage, working hours laws and regulations to ensure the timely payment of wages.
- (3) Respect employees' freedom of association and the right to collective bargaining.
- (4) Encourage the free choice of employment and ensure humane treatment.
- (5) Provide multiple communication channels for complaints and anonymous reporting, allowing all stakeholders to give feedback.
- (6) Prohibit all forms of discrimination and provide equal employment opportunities and remuneration.
- (7) Prohibition of forced labor and human trafficking.
- (8) Prohibit all forms of bullying and harassment.
- (9) Supports and assists employees in maintaining physical and mental health and work-life balance.
- (10) Do not employ child labor, and establish measures for child labor verification and protection against the misuse of child labor.
- (11) Regularly review labor human rights regulations and assess associated risks, practices, and impacts.
- (12) Implement human rights education and training, and promote awareness to understand social responsibility requirements.
- (13) Encourage suppliers and other partners to adhere to international human rights standards and relevant customer conduct guidelines.

IV Amendments and Implementation

The policy shall be implemented after the approval of the board meeting; the same procedure shall apply to the amendments.