

Gamania Digital Entertainment Co., Ltd.

Measures for Handling Cases of Reported Unethical Behavior

- Article 1 Basis
The Measure are formulated in order to implement the Company's "Ethical Corporate Management Procedures and Code of Conduct", and protect the legitimate rights and interests of internal and external whistleblowers and counterparties.
- Article 2 Accepting Units
The "Group Chief Executive Office", "Group Human Resources Office", and "Audit Office" are the units of acceptance for reported cases of unethical behavior; if necessary, appropriate units may be coordinated for investigation.
- Article 3 Whistleblowing Channel
Internal and external informers via email (integrity@gamania.com) or submission in writing to the accepting units.
- Article 4 Procedures
The informer shall provide his/her real name, contact information, a description of the fact and relevant evidence. The Company may not accept the whistleblowing in case of any of the following situations:
1. The informer fails to provide data in accordance with this provision.
 2. The case does not fall within the scope of moral behavior and ethical corporate management of the measures.
 3. The reported case involving the same party has been verified by the Company or has been closed.
- After acceptance, the Company shall keep the identity of the informer confidential, carefully store and encrypt and protect relevant data, and restrict access permissions.
- If the informer is an employee of the Company, the Company shall provide appropriate protective measures and ensure that the employee will not be subjected to improper treatment due to the whistleblowing.
- If the unethical behavior of the party involved is verified to be true, the Company shall immediately demand that the party cease the relevant behavior, and take prompt and appropriate measures. However, before the final disposition of the reported case, the Company shall provide the party involved with the opportunity to express his/her opinion.
- If the reported situation involves general employees, it shall be reported to the department head; if the reported situation involves directors or senior executives, it shall be reported to independent directors. The investigation results of the reported case shall be submitted to the board of directors of the Company.
- Any major unethical case shall be reported to the latest board meeting; if none, the board meeting only needs to be reported to once a year.

Article 5

Amendments and Implementation

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

These measures were established on March 16, 2017.

The 1st amendment was made on December 24, 2020.

The 2nd amendment was made on November 12, 2021.