

Gamania Digital Entertainment Co., Ltd.

Occupational Health and Safety Policy

I Purpose

Gamania Digital Entertainment Co., Ltd. (hereinafter referred to as the “Company”) upholds the principle of enabling employees to “happiness in their work and living.” The Company is committed to adhering to regulations and laws related to social responsibility and fulfilling its social obligations by providing a safe and healthy working environment. Hence, we formulate the occupational health and safety policy to be followed.

II Scope

The scope of application of the Occupational Health and Safety Policy includes the overall operating activities of the Company and its subsidiaries. All individuals working within the scope of control (including all employees, customers, clients, contractors, and other stakeholders) are expected to comply with this policy.

III The Principle of Occupational Health and Safety Governance

The Company aims to achieve “zero incidents, zero accidents” as its highest goal for occupational health and safety. Should adhere to the following principles:

- (1) Provide a healthy and safe working environment for all individuals within the scope of control.
- (2) Comply with all applicable occupational health and safety regulations, international standards, local laws, and other relevant signed agreements. The Group's “Safety Management Policy” is established, and in case of any discrepancies, the relevant OHS laws and regulations shall prevail as the highest guiding principles.
- (3) Regularly conduct occupational health and safety risk assessments and improvement plans, and legally report OHS performance metrics data monthly, with the target of achieving “zero occupational accidents.”
- (4) Continuously optimize the occupational health and safety management system, encompassing six major areas: "Physical Safety," "Hygiene and Health," "Access Control," "Public Safety," "Equipment Safety," and "Operational Safety."
- (5) Ensure open communication channels to encourage the active participation of employees and employee representatives in the consultation, negotiation, and decision-making processes regarding company safety and health matters.
- (6) Through education training, awareness campaigns, and drills, ensure that all stakeholders clearly understand their respective safety and health duties and rights, aiming to reduce or eliminate related risks and impacts.
- (7) Require suppliers and other partners to adhere to relevant standards on environmental protection, occupational health and safety, and labor human rights, to avoid engaging in transactions with parties that conflict with the company's sustainability policies. The Company reserves the right to terminate or dissolve contracts if suppliers are found to violate these policies.

IV Amendments and Implementation

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