

Gamania Digital Entertainment Co., Ltd.

Human Rights Commitments and Policies

While pursuing sustainable operation and profitability, Gamania Group promises to comply with the rules and laws related to social responsibility and fulfill its social responsibility to protect all employees, customers, manufacturers, shareholders and stakeholders. Starting from the core business of the Company, Gamania pays attention and invests resources in its daily operations, including employee health and welfare, gender equality, promotion of employment and economic growth, and climate related actions, and actually supports the 17 Sustainable Development Goals (SDGs) of the United Nations, and adheres to internationally recognized human rights standards such as the UN Universal Declaration of Human Rights, UN Global Covenant, UN Guiding Principles on Business and Human Rights, and UN International Labour Organization. The commitment and policy of the Group regarding human rights are explained as follows:

I Creating a workplace that is independent, diverse, inclusive and respectful:

In response to the rapidly changing nature of the internet, Gamania regards its employees as sustainable business partners, and the importance that Gamania places on talents in the work environment and system can be obviously felt. Provide competitive salary and welfare programs, create a harmonious labor communication environment, and continuously attract more like-minded talents to join Gamania. In terms of strategic development and organizational human resources allocation, allow talents to continuously pursue higher value realization through talent cultivation, diversified employment methods, a flexible performance system, and the use of proprietary apps to simplify the workflow. In addition to complying with labor laws and regulations, we do not have discrimination in any form due to gender, sexual orientation, race, class, age, marital status, language, ideology, religion, political party, place of birth, appearance, facial features, or physical or mental disabilities. We are committed to creating a dignified, safe, equal, and harassment-free work environment.

II Building a healthy and safe work environment:

Adhere to providing a healthy and safe work environment, and provide workplace safety and employee health care in a systematic manner. Build a "happy and secure" workplace environment together with employees by adopting an open and diverse governance model through a sports environment, healthy diet, and corporate childcare service. Gamania is committed to providing and continuously improving its software and hardware, and creating a real-time and flexible room for change.

III Regularly inspecting and evaluating relevant systems and actions:

Gamania pays close attention to the frequency and quality of labor-management communication. Through its quarterly Full Gamania Assembly, employee Q&A time, and G!Voice, Gamania Group's official publication, we strive to create an effective mechanism of bi-lateral communication for employees through innovative and diverse channels that allows us to learn the opinions and needs of employees in the shortest time possible, so that we can express and convey Gamania's management philosophy and strategies to them.

- (I) Strictly abiding by the local labor laws and regulations, and regularly reviewing the key points of internal policies: Such as the "Corporate Social Responsibility Best Practice Principles" and "Sexual Harassment Prevention Measures, Complaints, and Disciplinary Measures".
- (II) Maintaining smooth communication channels and complaint mechanisms: For harassment reporting, please write to the complaint mailbox 995@gamania.com; for moral and ethical issues, please write to the accusation mailbox integrity@gamania.com; for miscellaneous matters within the company environment, the employee may leave an anonymous message in the "teamgoal!" → "Gamania Express M" group; for any questions about the Group's operation and development, the employee may also ask questions or provide suggestions through a Same Day Whole Gamania anonymous Q&A form, and the Group CEO will read out the questions word by word, try to understand the employees' needs on site, and answer the questions. Through such interaction, Gamania is able to actively establish a bridge of communication between its management and employees to improve the quality and timeliness of the interaction.

IV Implementing training and publicity

- (I) Provide pre-employment training for new employees, and promote policies such as prohibition of forced labor and child labor, anti-harassment, and anti-discrimination.
- (II) Organize various training or publicity courses every year.