

Gamania Digital Entertainment Co., Ltd.

Human Rights Commitment and Policy

While pursuing sustainable operations and profitability, Gamania Group (hereinafter, "Gamania") is committed to complying with regulations and laws related to social responsibility and fulfilling its social responsibilities to safeguard all employees, customers, vendors, shareholders, and stakeholders. Starting from our core businesses, Gamania invests attention and resources into daily operations—including employee health and welfare, gender equality, decent work and economic growth, and climate action—thereby taking concrete steps to support the 17 United Nations Sustainable Development Goals (SDGs) and complying with internationally recognized human rights standards such as the UN Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) conventions. The Group's commitments and policies regarding human rights are outlined below:

1. Co-Creating an Autonomous, Diverse, Inclusive, and Respectful Workplace

In response to the rapidly changing nature of the Internet industry, Gamania regards employees as sustainable business partners. Whether through the working environment or company systems, employees can feel Gamania's high regard for talent. We offer industry-competitive compensation and benefit packages and foster a harmonious labor-management communication environment to continuously attract outstanding, like-minded talent. In terms of strategic development and organizational staffing, Gamania promotes talent cultivation, diverse hiring practices, and flexible performance systems, while utilizing proprietary app tools to streamline workflows so that talents can continuously pursue higher value realization. In addition to complying with labor laws and regulations, Gamania strictly prohibits differential treatment or any form of discrimination based on gender, sexual orientation, race, socio-economic class, age, marital status, language, ideology, religion, political affiliation, place of origin, birth location, appearance, physical or mental disability. We are committed to fostering a dignified, safe, equal, and harassment-free work environment.

2. Building a Healthy and Safe Working Environment

Gamania insists on providing a healthy and safe working environment by applying systematic approaches to workplace safety and employee health care. Adopting an open and diverse governance model, Gamania collaborates with employees to build a workplace where employees can "work with joy and live in comfort" across dimensions such as sports facilities, healthy dining, and corporate childcare. Gamania is dedicated to providing and continuously upgrading software and hardware facilities to create an agile, flexible, and responsive emergency response space.

3. Regularly Reviewing and Evaluating Relevant Systems and Actions

Gamania attaches great importance to the frequency and quality of labor-management communication. Through quarterly "All Gamania Mobilization" events, employee Q&A sessions, and the official Gamania publication *Gamania Magazine*, we utilize innovative and diverse channels to establish an effective two-way communication mechanism. This allows management to understand employee views and needs in real time while communicating Gamania's business philosophies and strategic directions:

1. **Strictly complying with local labor laws and regulations and periodically reviewing internal policy guidelines:** Such as the *Corporate Social Responsibility Best Practice Principles* and *Measures for Preventing, Handling Grievances, and Punishing Sexual Harassment*.
2. **Maintaining open communication channels and grievance mechanisms:**
 - For harassment reports, emails can be sent to the complaint mailbox: 995@gamania.com.
 - For ethical integrity issues, emails can be sent to the whistleblowing mailbox: integrity@gamania.com.
 - For miscellaneous everyday workplace concerns, anonymous messages can be left in the "TeamGoal! → Otaku-Gamania Express M" group.
 - For inquiries regarding Group operational development, anonymous Q&A forms can be submitted or suggestions provided on the day of the "All Gamania Mobilization" event. The Group CEO will read out the questions verbatim, understand employee needs on-site, and answer them directly. Through this interactive format, a communication bridge between management and employees is actively established, enhancing the quality and real-time responsiveness of two-way interaction.

4. Implementing Training and Awareness Programs

1. Providing pre-employment training for new hires that covers relevant laws, regulations, and policies prohibiting forced labor, child labor, harassment, and discrimination.
2. Holding various educational training courses and awareness sessions annually.