

Gamania Digital Entertainment Co., Ltd.

Occupational Health and Safety Policy

Article 1: Purpose

Upholding the spirit of enabling employees to "work with joy and live in comfort," Gamania Digital Entertainment Co., Ltd. (hereinafter referred to as the "Company") commits to complying with social responsibility-related norms, laws, and regulations, fulfilling its corporate social responsibility, and providing a safe and healthy working environment. Accordingly, this Occupational Health and Safety Policy is established for compliance.

Article 2: Target Audience

The scope of application of this Policy covers the overall operational activities of the Company and its group entities. All personnel working within controlled areas (including all colleagues, clients, customers, contractors, and other stakeholders) shall comply with this Policy.

Article 3: Occupational Health and Safety Management Principles

With the pursuit of "zero disasters and zero accidents" as its highest goal, the Company shall adhere to the following principles regarding occupational health and safety:

1. **Safe Working Environment:** Provide a healthy and safe working environment for all personnel working within the Group's controlled areas.
2. **Legal and Regulatory Compliance:** Comply with all applicable occupational health and safety laws and regulations, international standards, local legislation, and other relevant signed terms and specifications. The Group also maintains a "Group Safety Management Policy"; if there are discrepancies in content, applicable laws and regulations shall serve as the highest guiding principles.
3. **Risk Assessment and Zero Disasters:** Regularly perform occupational health and safety risk assessments and improvement plans, and report occupational injury-related data monthly in accordance with the law, aiming for "zero occupational disasters."
4. **Management System Optimization:** Continuously optimize the occupational health and safety management system across six major dimensions: physical safety, hygiene and healthcare, access control safety, public safety, equipment safety, and operational safety.
5. **Open Communication and Participation:** Maintain smooth communication channels to promote active participation, consultation, negotiation, and decision-making by employees and employee representatives regarding the Company's health and safety affairs.

6. **Training and Awareness:** Ensure that all stakeholders clearly understand their respective health and safety obligations and rights through educational training, publicity, and drills, thereby reducing and eliminating relevant risks and impacts.
7. **Supplier and Partner Standards:** Require suppliers and other partners to jointly comply with relevant standards on issues such as environmental protection, occupational health and safety, or labor human rights, avoiding transactions with those that contradict the Group's corporate sustainability policies. If a supplier violates relevant policies, the Group reserves the right to terminate or rescind the contract at any time.

Article 4: Implementation and Amendments

This Policy shall take effect upon approval by the Board of Directors; the same shall apply to any amendments.