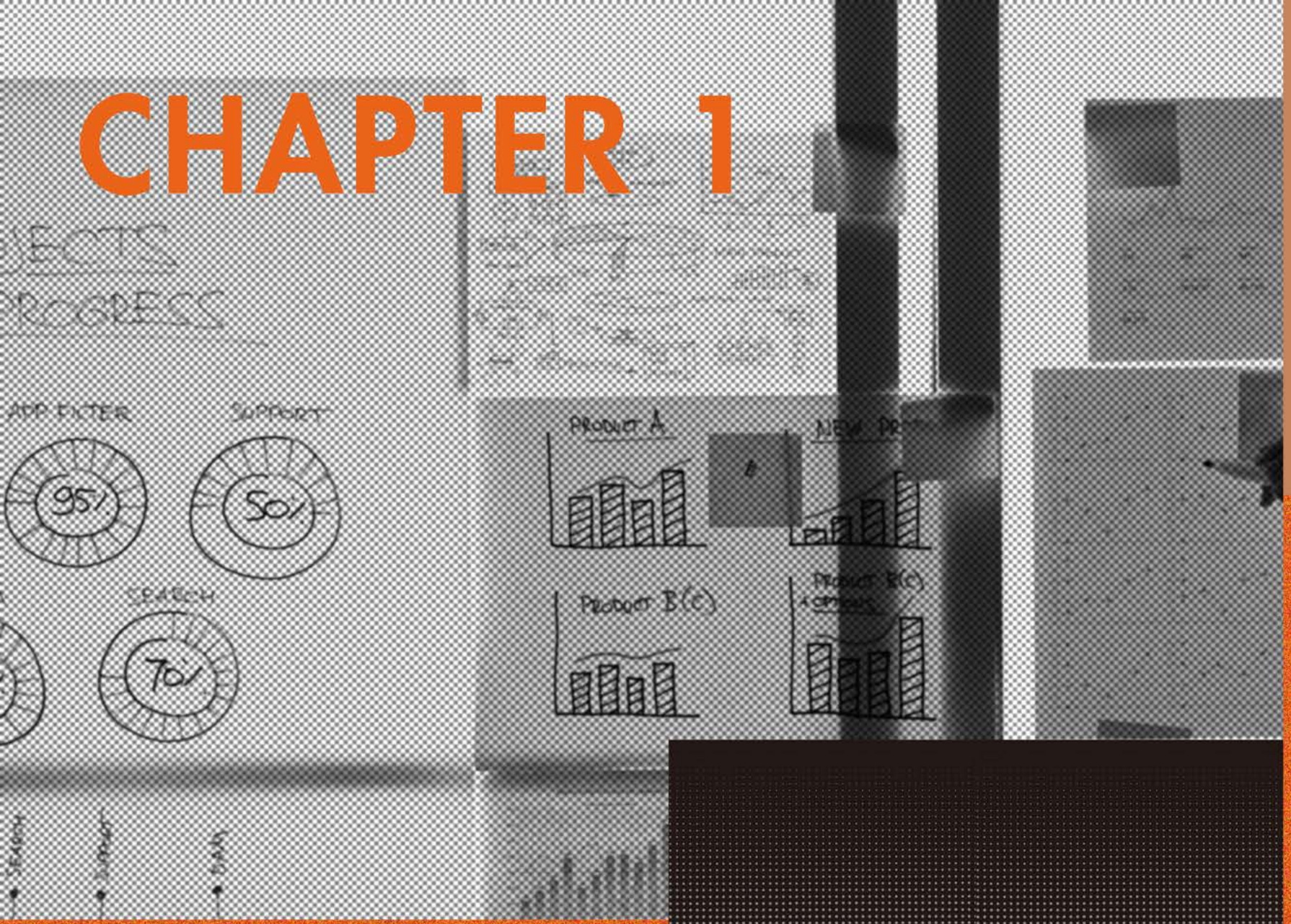
CHAPTER 1

PROMOTING SUSTAINABLE MANAGEMENT

(2024)



EXPLORE THE
UNLIMITED POSSIBILITIES OF LIFE

SUSTAINABILITY
REPORT

1.1 About Gamania

1.2 Sustainable management

1.3 Corporate governance

ABOUT GAMANIA

1.1

1.1.1 Business overview

1.1.2 Financial performance

1.1.3 Association with external organizations

EXPLORE THE
UNLIMITED POSSIBILITIES OF LIFE

1.1.1 BUSINESS OVERVIEW

Introduction
CHAPTER.1 Promoting Sustainable Management
CHAPTER.2 Promoting Digital Responsibility
CHAPTER.3 Promoting Environmental Friendliness
CHAPTER.4 Promoting Positive Value
Appendix

Introduction of Gamania GRI 2-6

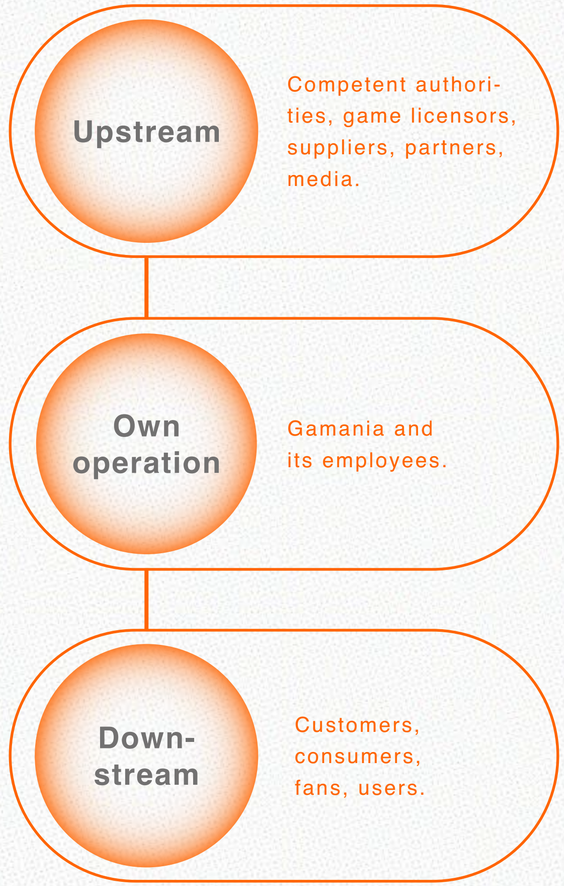
Established in 1995 and renamed Gamania Digital Entertainment in 1999, Gamania was listed on the Taipei Exchange (TPEx) (stock symbol: 6180) in 2002. Embodying the "Dare to Challenge" brand spirit, Gamania Group is dedicated to exploring infinite possibilities. Its business layout covers digital games, new media, Gamania Original, lifestyle, corporate services, and AI innovations, and it connects the upstream and downstream resources of the pan entertainment business with AI, Big Data, and platforms as development cores to move toward a full-ecosystem technology enterprise. In recent years, Gamania Group has actively promoted its "Sustainable Management" ESG strategy blueprint, which is structured around four major strategies in response to the United Nations Sustainable Development Goals.

For more information on Gamania, please refer to the 2024 Annual Report.

company profile

Company Name	Gamania Digital Entertainment Co., Ltd.
Headquarter location	No. 111, Ruihu Street, Neihu District, Taipei City
Date of Establishment	June 1995
TPEX listing date	May 2002
Group CEO	Liu, Po-Yuan
Main operation	Business scope spans digital games, news media, Gamania Original, lifestyle, corporate services, and AI innovation.
Main operating locations	Taiwan, Hong Kong, Korea, Japan, Singapore, China.
Number of employees worldwide	1076
Capital amount	NT$1.755 billion

Operational Value Chain



Gamania Group's Services

As a pioneer in Taiwan's digital entertainment and technology industry, Gamania Group has actively promoted digital transformation and sustainable development in recent years, demonstrating a diversified corporate management strategy. The Group also emphasizes on social responsibility and brand image, and has established a One Brand Executive Committee to assist various subsidiaries in preparing for brand identity updates.

Business Groups	Entity	Enterprise Introduction
Digital Games	gamania Games 遊戲橘子	Gamania continues to work with international well-known heavyweight gaming service provider. It introduces games that have been yearned for. Through the robust localized cultural operation capability, it precisely keeps track of the needs of players in order to enhance their loyalty and stickiness. The games operated by the Group include online games "MapleStory (New)," "Lineage Remastered," "Elsword," "Mabinogi (New)," "Counter Strike Online" and "Dragon Nest," and mobile games "Lineage M," "Summons Boards," and “CHIBI MARUKO CHAN - Cheerful Spirit!”; furthermore, War of Pólarsia is available across both PC and mobile platforms.
AI Innovations	Vyin AI	In recent years, Gamania Group has actively transformed its organization in recent years, and has established an AI Innovation Lab internally, with the original intention of implementing top-down AI transformation to enhance the Group's operational synergy. To date, it has developed several mature enterprise AI solutions and launched Vyin AI, an innovative AI technology brand primarily focused on B2B services, while having independently developed three core products: Vyin Brain, Vyin RecSys, and Vyin Star. These products are designed to help enterprises effectively utilize AI tools in their respective fields, truly solving business problems.
	VieFor	VieFor: A competition platform that makes topics more exciting and engaging. A new product that gamifies social interaction, allowing users to promote diverse topics, interests, and creative ideas. This platform fosters passion, sharing, and interaction within various interest communities.
	hidol (formerly known as beanfun!)	Taiwan's first one-stop tech fan interaction platform. It gathers diverse creators, including idols, graphic artists, independent musicians, and ACG IPs. Fans no longer need to switch between multiple platforms to stay updated on their favorite idols' activities, including concert information, fan merchandise, offline events, and support missions. Beyond providing communication and support functions, it creates an exclusive social space for fans to engage in real-time discussions and in-depth interactions with fellow enthusiasts.
Corporate Services	gamania CloudForce 雲力橘子 (formerly known as Digicentre)	It is an expert in cloud information security, dedicated to integrating cloud data centers, information security services, and mobile security. It provides tailored information security, system integration, and IDC/NOC/SOC solutions for domestic and international clients.
	gamania CRM 優服橘子 (formerly known as Ant's Power)	It specializes in intelligent solutions for digital customer management and aims to integrate AI technology with social media tools to help enterprises create efficient, real-time, and intelligent user interaction experiences. It builds a high-availability dual-redundancy architecture and implements the "Amazing Thor” intelligent and secure office solutions to ensure stable, year-round service. The system also supports integration with CRM, combining social media, online advertising, and offline activities. Through data tagging and channel integration, it strengthens brand loyalty and traffic monetization through a data-centric user management model.

Business Groups	Entity	Enterprise Introduction
New Media	今日新聞 NOWNEWS	With an independent editorial team, it analyzes news viewpoints and masters trends with the features of being "fast" - fast enough and timely, "steady" - pursuing facts and continuous tracking, and "deep" - deeply analyzing and digging inside news, to produce daily soft and hard contents covering politics, finance, entertainment, novelty, life, etc. The video program content is gradually transforming into a video news website through collaborations with major platforms. By leveraging group resources and utilizing data analytics to understand reader preferences, it can recommend personalized news and deliver diverse topics and in-depth professional insights tailored to different audience segments.
	gamania CoMarketing 串動橘子 (formerly known as Conetter)	Gamania deeply cultivates a solid foundation for native digital technology, deeply taps into the needs of network users, and leverages the strong organizational strength and digital resources of the Group to continuously expand advertising and marketing services, and quickly connect network resources to help various online products and services, such as games, entertainment, and e-commerce, successfully enter the Taiwan market. By taking on the role of NOWnews's general advertising agent, we develop artist management services and digital audio-visual content, and have become a marketing A-Team that connects media resources. We provide partners with comprehensive integrated marketing services to foster resonance between our clients and digital-native consumers. We aim to communicate with the younger generation through more diverse digital content, expand market presence, create synergies, and become a crucial partner for enterprises connecting with youth.
Gamania Original	mojoin	Gamania Original is dedicated to creating a digital original content platform that seamlessly integrates comics, music, and literature to form a comprehensive entertainment ecosystem. The platform offers a wide array of local original works and continuously deepens collaborations with the music, film, and television sectors to vitalize the IP ecosystem and expand audience reach. At its core, Gamania Original focuses on incubating original stories, and strives to promote the cross-domain integration and entertainment application of comic and novel content. It also actively expands into overseas markets, aiming to become a bridge connecting Taiwan's original IPs with the international market.
Lifestyle	gamania Shopping 購物橘子 (formerly known as JollyBuy)	Gamania Shopping is an e-commerce service company primarily focused on selling hobby and interest-based products, such as toy figures, anime merchandise, video games, and consumer electronics. It aims to create a user-friendly, easy-to-understand, and professional one-stop shopping environment that also offers real-time services within its niche. The platform brings together various types of animation, comic, game, and novel (ACGN) business partners, offering diverse and abundant interest-based products. It connects the broader Gamania ecosystem and adopts customer segmentation and data analysis to allow users to fully immerse themselves in the joy of exploring the "two-dimensional universe". *ACGN is an acronym for animation, comic, game, and novel.
	橘子支付 GAMA PAY	Gamania Pay is a financial service brand whose services cover major everyday scenarios across Taiwan. Payments can be completed via Gamania Pay at convenience stores, for transportation, and for utility bills. The platform further integrates the Group's resources with cross-industry partners to target young people and game enthusiasts, while deeply integrating the ACGN and entertainment ecosystems, to create a payment experience that is both fun and functional.
	jollywiz	It connects social and shopping platforms with comprehensive logistics support and provides brand marketing, data management, customer management, warehousing and logistics work required for e-commerce, covering multiple fields of cooperation partners. It was rated a five-star e-commerce provider by Tmall, becoming the first and only Taiwanese enterprise to receive such an honor consecutively.

2024 Operations and Sustainability Highlights

Business Group
Digital Games

gamania Games 遊戲橘子

- MapleStory launched its long-awaited major update, "6th Job Advancement," after six years, setting a new record for the highest monthly point deductions in its history.
- Successfully applied for a greenhouse gas emission credit offset project, projected to save approximately 170,520 kWh of electricity per year between 2023 and 2033, leading to a total reduction of 840 tons of CO_2 equivalent (tCO_2e) over ten years.
- Continuously maintained ISO 14064:2018 and ISO 27001 certification.
- Implemented the Taiwan Intellectual Property Management System (TIPS) and plans to achieve Level A certification by 2025.
- The employee cafeteria, Gama Island, completely eliminated the sale of plastic-packaged beverages and now uses 100% locally sourced organic white rice.

Business Group
AI innovations

Vyin AI

- Three core AI products were launched:
  - ① **Vyin Brain (AI customer service chatbot)**
    It has been successfully implemented in the game MapleStory, achieving a 97% self-resolution rate and 98% user satisfaction, demonstrating its powerful customer service capabilities.
  - ② **Vyin RecSys (an AI recommendation system)**
    It mainly serves e-commerce and media clients, and is capable of handling over tens of millions of product items. Its application on e-commerce platforms has achieved a 17x conversion rate.
  - ③ **Vyin Star (innovative IP co-branding and interactive experience)**
    We conducted multiple tests on the fan platform, hidol, and have initiated discussions for collaboration with major retailers.
- We demonstrated real-time interactive virtual host technology at the Taipei New Year's Eve countdown party, showcasing strong technical integration and scene creation capabilities.

hidol

(formerly known as beanfun!)

- The service has been officially launched on both Google Play (Android) and App Store (iOS), successfully attracting approximately diverse creators.
- It collaborated with the talent show, Atom Boyz II, launching exclusive online voting activities, allowing all 54 contestants to establish and manage their personal fan clubs on the platform. Of them, a popular group, ARKis, even signed an exclusive contract with the platform, pioneering a new model for idol management.
- It adopted generative AI technology to enhance the depth of fan interaction. This technology was first applied at the "Taipei New Year's Eve Part" event, where hidol and Vyin AI set up an exhibition area at the Xinyi Xiangti Avenue Plaza. Fans could call idols' virtual voice avatars through on-site devices for real-time interaction, achieving emotional connection and an immersive experience.

Business Group
Corporate Services

gamania CloudForce 雲力橘子

(formerly known as Digicentre)

- The overall commerce business achieved 17% growth.
- Its subsidiary, HyperG, formally signed a distribution partnership agreement with a leading Vietnamese IT enterprise, to actively expand its presence in the Southeast Asian market.
- Mobile security services obtained international Common Criteria EAL2 certification.
- It is dedicated to talent cultivation and industry-academia collaboration and partnered with National Taipei University of Technology for a compulsory "Information Security Program" course.

gamania CRM 優服橘子

(formerly known as Ant's Power)

- It focused on integrating AI-driven processes, including:

  ① **Smart ChatBot**
  It optimized semantic recognition and response mechanisms to enhance self-service efficiency.

  ② **Smart quality inspection**
  It adopted voice-to-text analysis to strengthen random checks and audit quality.

  ③ **Risk control alert**
  It designed real-time detection for abnormal language and behavior, to enhance information security and service risk management.

- It collaborated with Korean game developer, Pearl Abyss (developer of Black Desert), to help optimize their Discord community management, by integrating bot interaction and AI dashboard functions to boost user engagement and operational efficiency, and establishing a visualized and automated community operation model.

Business Group
New Media

今日新聞 NOWNEWS

- We expanded audience reach to new immigrant communities, thus bringing global elements into cross-generational forums.
- Youth proposals garnered government attention, with a total of 31 co-signed proposals in 2024.
- Recently, we have won the "Journalist Impact Award" for four consecutive years due to its continuous attention to the rights and interests of seniors.

Business Group
Gamania Original

mojoin

- It was nominated for the "Cross-Domain Application Award" at the Golden Comic Awards, showcasing its strength in promoting cross-media applications of original content.
- It co-hosted a "Film and Television Matching Event" with Kadokawa Taiwan Corporation, to actively facilitate opportunities for adaptation of original comic content.
- We launched the second installment of our music crossover project, "Check What You're Listening," titled "Side A of Love, Side B of Love," for which we invited popular bands, Mango Jump and Bestards, to collaborate with cartoonists and novelists on works full of emotions.
- We partnered with KKBOX to launch the "Human 'Music' with a Fortune Stick" event, offering an engaging interactive experience through digital fortune sticks and music recommendations to enhance user engagement.

Business Group
Lifestyle

gamania Shopping 購物橘子

(formerly known as JollyBuy)

- It was upgraded from a C2C e-commerce platform to a B2B2C marketplace system, with an optimized three-tier product classification structure and enhanced category coverage and sales accuracy.
- It continuously adopted diverse digital payment options, such as mobile payment and Buy Now, Pay Later (BNPL), to improve checkout efficiency and conversion efficiency.
- It integrated blog and short video content to strengthen ACGN content integration and enhance user experience.
- It has launched Taiwan's first-ever "Online Draw" module, featuring blind box and Ichiban Kuji-style lottery mechanisms, to create an entertaining shopping experience with collection value.

*BNPL Buy Now, Pay Later refers to consumers making purchases without immediate full payment, instead paying in installments or deferring payment.

橘子支付 GAMA PAY

- It adopted TWQR* service to actively expand cooperation with ACGN businesses and integrate payment scenarios.
- It launched the "Gamania Pay Store Helper App" to assist stores in real-time reception of transaction notifications and processing refunds, thus enhancing information transparency and digital operational efficiency.
- It strengthened risk control measures and aligned with government policies, by implementing automated warning mechanisms and a gray list system to effectively identify and block high-risk accounts.
- It continuously passed multiple information security professional certifications, including ISO 27001, PCI DSS, OWASP Checklist, and Mobile Application Security Alliance's testing, and also participated in the Financial Services Information Sharing and Analysis Center (F-ISAC), to conduct weekly information security checks and anti-counterfeiting application monitoring.
- It improved internal operational efficiency by establishing automated testing processes and integrated them into GitLab CI/CD Pipeline, thus significantly boosting system testing efficiency.
- We digitized all paper application forms and information security training to reduce resource consumption and improve flexibility and coverage.

*TWQR refers to Taiwan QR Code, a cross-institutional shared platform for electronic payments launched by the Financial Information Service Co., Ltd. of the Ministry of Finance.

1.1.2 FINANCIAL PERFORMANCE

Introduction
CHAPTER.1 Promoting Sustainable Management
CHAPTER.2 Promoting Digital Responsibility
CHAPTER.3 Promoting Environmental Friendliness
CHAPTER.4 Promoting Positive Value
Appendix

GRI 201-1

Financial performance

In 2024, Gamania Group reported consolidated revenue of NT$11.08 billion, marking a 13% year-on-year increase. Looking back at last year, the popular PC game MapleStory reached a new operational peak with its annual update, the launch of the new title War of Pólarsia contributed positively, and strong demand for cloud cybersecurity services drove growth. Both the gaming and business divisions achieved double-digit growth. Our operating gross profit reached NT$3.91 billion, and operating income was NT$260 million, a 60% year-on-year decrease. This was mainly due to increased one-time operating expenses, including marketing costs for new game launches and expenses from the conversion of the subsidiary, Gash Point, into an associate company. Furthermore, the Group continued to increase its R&D investment in content and self-developed games. The net income attributable to owners of the parent company after tax reached NT$2.07 billion, a substantial 259% year-on-year increase. This was mainly driven by steady operational growth and the recognition of a gain from the disposal of Gash Point, leading to earnings per share of NT$11.78.

Unit: NT$ millions

Item	2023	2024
Operating income	9,791	11,077
Operating gross profit	3,795	3,912
Net profit of current term	575	2,068
EPS (NTD)	3.28	11.78
Debt ratio (%)	41.08%	28.07%

Unit: NT$ millions

Direct economic value generated and distributed by the organization		2024
Direct economic value generated (A)	a. Net sales	11,077
	b. Financial investments	42
	c. Revenue from sale of assets	640
Economic value distributed (B)	a. Operating costs	7,164
	b. Employee wages and benefits	1,717
	c. Dividend distribution	1,053
	d. Payment of interest	5
	e. Payments to government	46
	f. Community investments	39
Economic value retained (C)	-	1,735

Operational performance

Revenue category	Revenue contribution percentage	Growth rate for 2024
Game	74%	9%
Service	10%	17%
Other	16%	32%

Tax Governance

In response to the international trend, increasingly complex transnational business, and tax environment, the Board of Directors of Gamania approved the revised "Group's tax policy". The focus is to comply with local tax regulations and disclosure requirements, enhance shareholder value, implement effective risk management, and fulfill our corporate responsibility.

The Principle of Tax Governance

1

All operations follow the spirit as well as the letter of the tax laws and regulations of the location of the group's operations, and taxes are paid in accordance with the law.

2

Evaluate all transactions between related parties, determine the rationality and consistency of regular profit allocations, and prevent deliberate transfer value created to low tax jurisdictions.

3

Tax information should be transparent and follow the financial reporting standards and annual report disclosure regulations.

4

Properly manage tax risks when making and implementing tax decisions.

5

To avoid double taxation, reduce tax costs reasonably and legally by ex-ante tax assessment to create shareholder value.

6

Establish a mutually respectful relationship with tax authorities based on mutual trust and information transparency.

7

The related-party transactions undertaken by the Group follows arm's length principle in accordance with the transfer pricing guidelines issued by the Organization for Economic Cooperation and Development ("OECD").

8

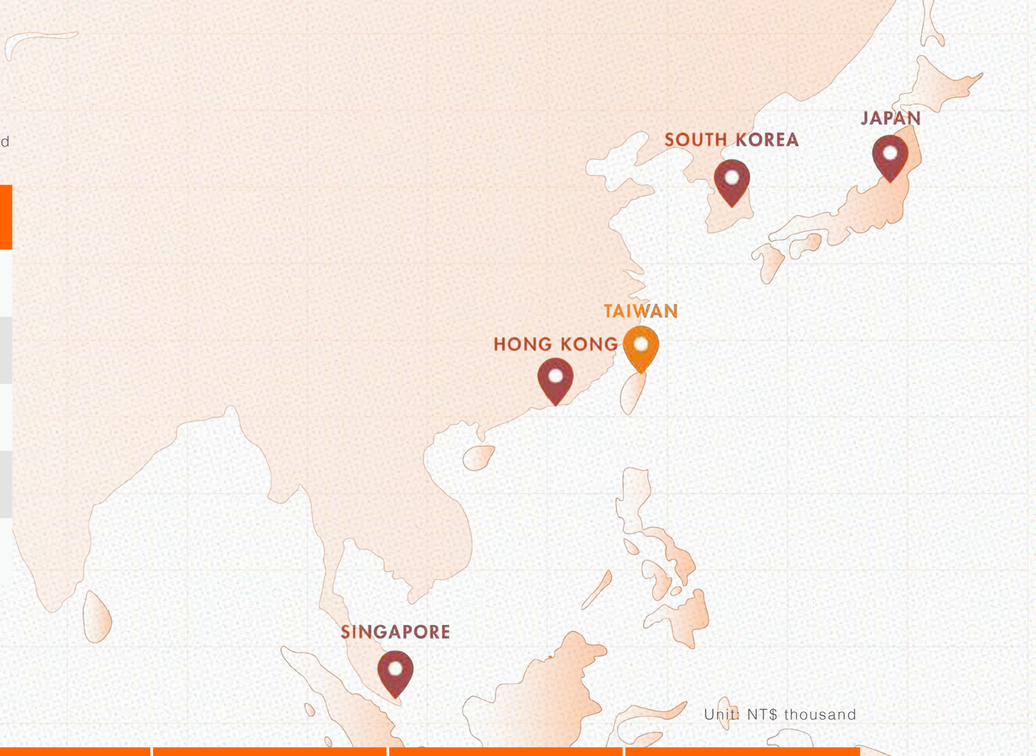
Do not engage in planning solely for the purpose of tax avoidance, such as transferring profits to low-tax or tax-free havens, or using multiple tax structures lacking commercial substance.

The Group's tax information

Unit: NT$ thousand

Item	2023	2024
Net profit before tax	687,621	2,186,299
Reported Taxes	127,389	114,624
Effective tax rate (%)	18.53%	5.24%
Cash tax paid	402,704	45,678
Cash tax rate (%)	58.56%	2.09%

Note: In 2024, the gain on disposal of a subsidiary and asset impairment losses were tax-exempt.



Tax reporting by each tax jurisdiction

Unit: NT$ thousand

tax jurisdiction	Main operational activities	Number of employees	Income	Pre-tax profit	Income tax payable	Tax paid
Taiwan	Game operations, information software services and sales, game point sales, electronic payments, e-commerce platform, customer service, TB program production, and advertising services	1,022	10,667,071	1,947,553	81,232	37,590
Hong Kong	Game operations, information software services and sales and game point sales	19	1,443,189	25,435	(29,170)	0
China		35	424,188	36,326	8,038	8,088
Singapore		0	40,878	1,368	7,331	0
Japan		0	50,185	1,742	281	0
Korea		0	3,181	2,261	0	0

1.1.3 ASSOCIATION WITH EXTERNAL ORGANIZATIONS

Introduction

CHAPTER.1 Promoting Sustainable Management

CHAPTER.2 Promoting Digital Responsibility

CHAPTER.3 Promoting Environmental Friendliness

CHAPTER.4 Promoting Positive Value

Appendix

Organization membership GRI 2-28

Gamania joins industry associations and engages non-profit organizations in various forms of exchange to explore collaborative opportunities. The company actively communicates with stakeholders to create a productive industry environment, build positive images, and realize business visions. Gamania and participants of the game industry jointly formed the Taiwan Game Industry Promotion Alliance as a means to unite peers, promote productive exchange, explore collaborative opportunities, and create a business environment that benefits all. It is currently the most influential association in Taiwan's game industry. The Group's engagement in external organizations, lobbying activities, and public policies are assessed, approved by the senior executive of each business unit, and reported to the president regularly.

Association Membership		
Taipei Neihu Technology Park Development Association	Taipei Bar Association	Chinese Cryptology and Information Security Association
National Federation of Rice Valley Business Association	Taiwan Academia Industry Consortium	Information Service Industry Association of R.O.C.
Taipei Computer Association	Taiwan Information Security Association	Chinese Taipei Esports Association
Importers and Exporters Association of Taipei	Taiwan Game Industry Promotion Alliance	The Bankers Association of The Republic Of China
Taiwan Defense Industry Development Association	Criminal Investigation and Prevention Association of Republic of China	The Taiwan Bar Association
Entrepreneurs' Organization	Chinese Animation & Comic Publishers Association	The Institute of Internal Auditors
GS1 Taiwan	Taiwan Alliance for Advancement of Youth Rights and Welfare	CommonWealth Sustainability (CWS)

Public policy influence

Unit: NT$ thousand

Type	2021	2022	2023	2024
Lobbying organizations and interest groups	0	0	0	0
Political organizations and candidates	0	3,900	800	800
Industry associations and think tank groups	3,200	6,630	10,050	8,403
Other	24,765	22,209	22,790	33,971
Total amount	27,965	32,739	33,640	43,174

Note: The data coverage rate in this table is 100%, calculated based on the operating income.

Public policy influence - Major investments

Unit: NT$ thousand

	Expenditure in 2024	Role	Type of association	Engagement purpose
Chinese Taipei Esports Association	3,400	Executive director	Industry association	In order to promote the sustainable development of CTESA, the Company regularly donates money to enhance the technical level of professional e-sports in Taiwan, facilitates the experience exchange among domestic and overseas e-sports organizations, and provides a better healthy and leisure environment for the citizens
Taiwan Game Industry Promotion Alliance	2,020	Director	Industry association	The Company sponsors the most influential public association in Taiwan's game industry to unite the power of related companies and organizations in the industry, stimulate industrial exchanges, develop collaboration opportunities, and strive for three goals: "protect gamers' rights," "build a friendly environment" and "fulfill social responsibility."
Taipei Computer Association	35	Member	Industry association	We have joined one of the important IT industry associations in Taiwan to promote the development of IT industry in Taiwan and organize major IT exhibitions at home and abroad to build friendly relations between Taiwan and the international IT industry.

Engagement in public policies - Climate alignment

Gamania's Net-Zero Declaration

In 2023, Gamania's Board of Directors passed the Group's "Net-Zero Declaration,"-setting carbon reduction targets: achieving Scope 1 and Scope 2 carbon neutrality by 2030, and achieving net zero carbon emissions by 2050. We will make our best efforts to support national policies, take part in low-carbon transformation, and keep in line with the goal of the Paris Agreement. Beyond internal energy-saving and carbon reduction initiatives, Gamania continuously monitors the latest climate trends by participating in relevant climate-related industry associations.

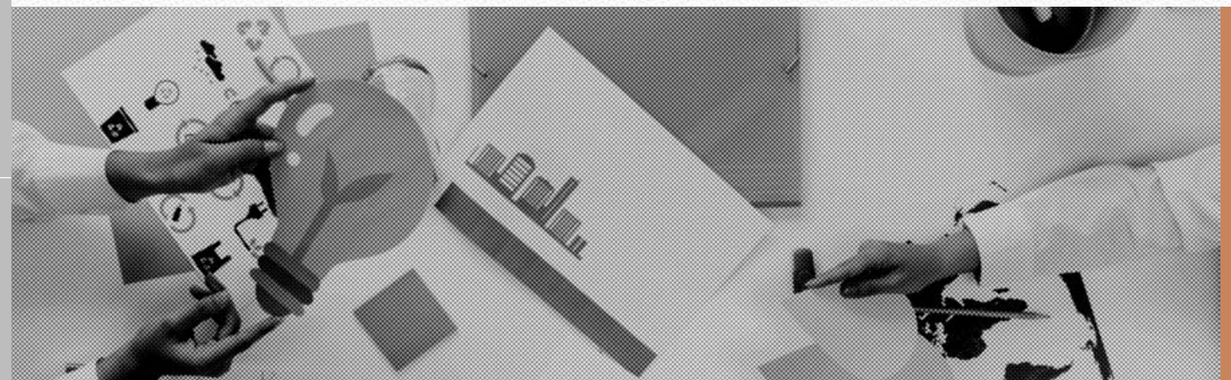
Mechanism of engagement in associations

The assessment of Gamania's engagement in associations is approved by the senior executive of each business unit and further reported to the president. Facing global sustainability issues, Gamania actively engages in climate advocacy and carbon reduction actions. For relevant associations, the principle of alignment with the Paris Agreement is also maintained. The "ESG Communication Office" is responsible for regularly evaluating whether these associations align with the Company's sustainable development goals and policies to ensure consistent positioning, and it reports its findings to the committee.

Climate-related lobbying and industry association engagement results

In 2024, Gamania did not engage in any direct lobbying activities related to climate. Gamania is involved with two key climate-related industry associations: the "CWS" and "The Bankers' Association of the Republic of China" (through Gamania Pay's participation).

Association	Analysis of Goal Consistency
CommonWealth Sustainability (CWS)	CWS joined hands with the industry, government, academia and research sector to develop a carbon reduction platform and environmental sustainability-related awards, encouraging the public and private sectors to commit themselves to the target of not exceeding 1.5°C of temperature rise by the end of the century.
The Bankers' Association of the Republic of China	We actively promote the progress in relation to climate change issues, including the financial disclosure of TCFD climate change risks and opportunities, GHG emission inventory so on.



SUSTAINABLE MANAGEMENT

EXPLORE THE
UNLIMITED POSSIBILITIES OF LIFE

SUSTAINABILITY
REPORT

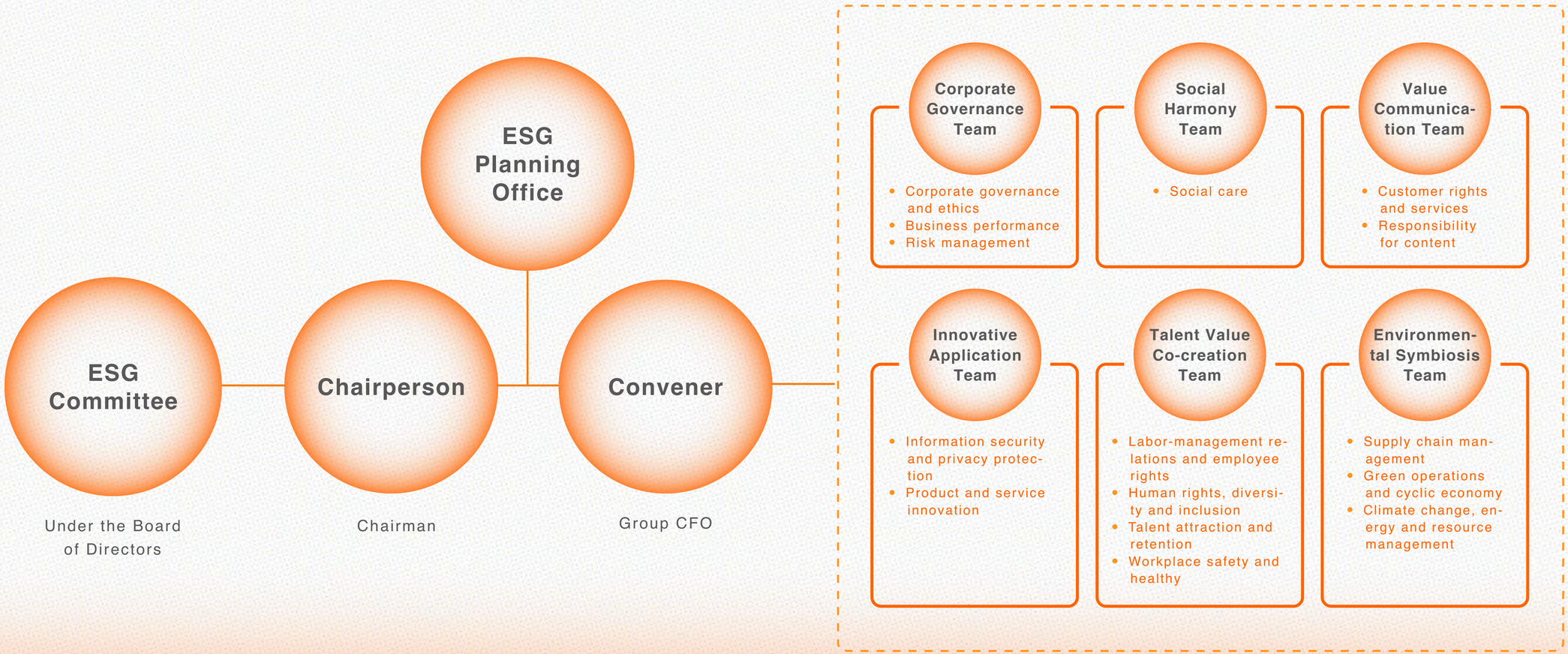
1.2.1 Practicing sustainable governance
1.2.2 Sustainable Strategy Blueprint
1.2.3 Analysis of major issues and management
1.2.4 Stakeholder engagement
1.2.5 Sustainable Impact Assessment

(2024) 1.2

1.2.1 PRACTICING SUSTAINABLE GOVERNANCE

GRI 2-12 GRI 2-13 GRI 2-14 GRI 2-16

Sustainable Governance Structure



Sustainable Development Management

Gamania pays attention to the rights and interests of internal and external stakeholders of the Company, and has established the Corporate Sustainable Development Best Practice Principles, hoping to use the Company itself as a model to extend and expand the scope to the society and the environment, and bring positive benefits to the Company both internally and externally. In 2019, the Board of Directors resolved to approve the establishment of the ESG Committee, with the Chairman serving as the committee chair and the CFO as the convener. At the end of 2021, the Board of Directors further approved the establishment of the "ESG Planning Office" under the ESG Committee. This office reports annually (at least once a year) to the Board of Directors on its implementation results and is responsible for promoting and integrating the ESG task forces.

There are six functional ESG task teams, which are coordinated and managed by the unit managers from the Chief Financial Officer's Office, Chief Strategy Officer's Office, Enterprise Communication Office, Human Resources Office, Gamania Cheer Up Foundation, and Internal Service Division, respectively, to implement the corresponding ESG tasks. The ESG Committee convenes at least one meeting every quarter. The Board of Directors grants full authorization and gives guidance to the ESG Committee in terms of the sustainable development strategies it proposed and the implementation thereof, and regularly follows up as well as overseeing the annual material matters related to ESG, to ensure the effectiveness of the implemented sustainability projects.

The key projects for 2024 include the overall planning of the ESG sustainable strategy blueprint, compilation of the sustainability report, greenhouse gas inventory and inspection, plastic reduction declaration and strategic carbon reduction, optimization of institutional investor evaluation, human rights due diligence, development of maternity protection programs, digital content responsibility management, and influence in social welfare activities.

2024 KEY PROJECTS

- ESG sustainable strategy blueprint
- compilation of the sustainability report
- greenhouse gas inventory & inspection
- plastic reduction declaration & strategic carbon reduction
- optimization of institutional investor evaluation
- human rights due diligence
- development of maternity protection programs
- digital content responsibility management
- influence in social welfare activities

1.2.2 SUSTAINABLE STRATEGY BLUEPRINT

Introduction
CHAPTER.1 Promoting Sustainable Management
CHAPTER.2 Promoting Digital Responsibility
CHAPTER.3 Promoting Environmental Friendliness
CHAPTER.4 Promoting Positive Value
Appendix

Sustainable Strategy Blueprint

In 2021, Gamania launched the planning of its sustainability strategy blueprint, with "sustainable rotation" as the core of the strategy, the spirit of "the only thing that does not change is change" as the basis, and the brand core "Dare to Challenge" as the motivation in the hope that all business units could attain innovation and creativity, pursue excellence, build good relations, and ensure environmental coexistence to contribute to a more sustainable Gamania. In response to the seven United Nations Sustainable Development Goals (UN SDGs) highly relevant to our core business, including SDG 3 Health and Well-being, SDG 4 Quality Education, SDG 8 Decent Work and Economic Growth, SDG 12 Responsible Consumption and Production, SDG 13 Climate Action, SDG 16 Peace, Justice and Strong Institutions, and SDG 17 Partnerships for the Goals, Gamania has determined four major sustainable strategies and policies: "Promoting Sustainable Management," "Promoting Digital Responsibility," "Promoting Environmental Friendliness" and "Promoting Positive Value."

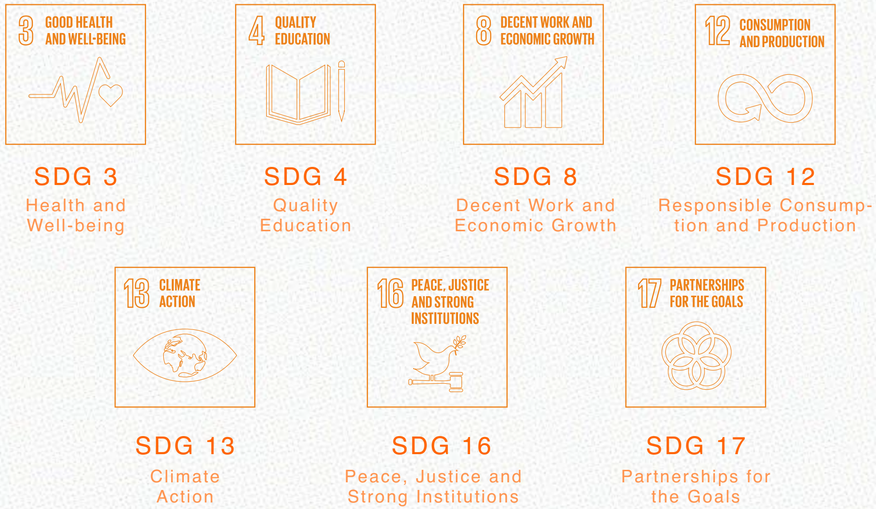
The Core Strategy of Gamania

#the only thing that does not change is change
#Dare to Challenge

Promoting Sustainable Management | Promoting Digital Responsibility | Promoting Environmental Friendliness | Promoting Positive Values

▲ Developing Four Major Strategies for Sustainability

In 2024, as instructed by the Sustainable Development Committee, the leader of each ESG task team led the team members to discuss the sustainability issues and the expectations of corresponding stakeholders in depth, and set sustainability performance indicators and short-, medium-, and long-term goals. Performance results are reported and tracked quarterly by the ESG Committee, to continuously achieve group synergy through cross-unit communication and resource integration. In the future, Gamania will integrate the spirit of corporate sustainable development with the culture of Gamania in depth, practice sustainable development in daily operations, and lead the sustainable development of the industry.



SDG 3 Health and Well-being
SDG 4 Quality Education
SDG 8 Decent Work and Economic Growth
SDG 12 Responsible Consumption and Production
SDG 13 Climate Action
SDG 16 Peace, Justice and Strong Institutions
SDG 17 Partnerships for the Goals

▲ In response to the seven United Nations Sustainable Development Goals (UN SDGs) highly relevant to our core business

Promoting Sustainable Management

Sustainability issue	Selected indicator	Achievement	2024 Performance	2024 Target	2027 Target	2030 Target
Corporate governance and ethics	Taiwan Stock Exchange's "Corporate Governance Evaluation" ranking	✓	Selected for the top 6%-20% of TPEx-listed companies, with a score increase of 2.39 points.	Continually selected for the top 6%-20% of TPEx-listed companies, striving toward the top 5%.		
	Employee integrity course completion rate	✓	100% completion for all mandatory courses for all employees.	100% for all employees.		
	Financial losses due to legal procedures related to corporate governance or ethical corporate management	✓	None.	0		
Risk management	Implementation of risk management mechanisms	✓	Initiated Enterprise Risk Management kickoff meeting, and introduced risk management mechanisms and processes.	Implementation of risk management mechanisms.	Incorporated risk management into the sustainability risk identification and assessment process.	Group-wide implementation of risk management mechanisms.
	Establishment the Risk Management Committee	✓	The Risk Management Committee was established in 2023 and convened meetings in 2024.	Establishment and regular convening of Risk Management Committee meetings.	Development of risk quantification modules.	Enhance the breadth and depth of risk management.
	Establishment the risk appetite assessment	✓	Risk appetite and related assessments established and approved by the Risk Management Committee.	Plan risk appetite assessment mechanisms.	Implementation of risk appetite assessment procedures.	Completion of risk appetite assessment procedures, combined with sustainable risk management goals.
Supply chain management	Percentage of centralized procurement vendors signing the Supplier CSR Commitment	✓	Updated the "Supplier CSR Commitment", with 97% of suppliers signed by the end of the year.	Plan new version of "Supplier CSR Commitment".	All vendors signing "Supplier CSR Commitment".	

▲ Main Theme of Blueprint:Promoting Sustainable Management

Promoting Digital Responsibility

Sustainability issue	Selected indicator	Achievement	2024 Performance	2024 Target	2027 Target	2030 Target
Information security and privacy	Number of major information security incidents or cyberattacks	✓	Zero major information security incidents. *Major information security incidents are defined according to the "Group Information Security Policy".	0 cases.		
	Number of major personal data breaches	✓	Zero major personal data breaches. *Major personal data incidents are defined according to the "Personal Data Protection Policy".	0 cases.		
	Business Continuity Plan (BCP) testing frequency	✓	Completed specific scenario drills for annual business continuity.	Complete single core service business continuity drills.	① Complete single core service business continuity drills. ② Select specific scenario targets and plan scripts for business continuity drills.	
	Privacy-related education and training	✓	Privacy education and training courses included as mandatory ESG courses.	Plan privacy education and training courses to be included in mandatory ESG courses.	Annual employee participation in privacy education training, raising the Group's privacy management awareness.	
Product and service innovation	Gamania supports originals series - accumulated incubated illustrators and writers	✓	104 creators.	100 creators.	300 creators.	500 creators.
	Gamania supports originals series - accumulated incubated music creators (groups)	✓	10 groups.	10 groups.	30 groups.	50 groups.
	Application of AI technology to build application scenarios for IP utilization	✓	hidol launched AI voice message application scenarios.	1 application scenario.	5 application scenario.	10 application scenario.

▲ Main Theme of Blueprint:Promoting Digital Responsibilityment

Promoting Digital Responsibility

Sustainability issue	Selected indicator	Achievement	2024 Performance	2024 Target	2027 Target	2030 Target
Product and service innovation	Innovation and development of self-developed games *Self-developed games include "Convenience Store Pocket Edition", "Pili Heroes", and "CHIBI MARUKO CHAN - Cheerful Spirit!".	✓	Self-developed product project development environments were all transferred to Gamania CloudForce for enhanced information security technology protection.	Product development environment transfer to enhance information security level.	Development ESG-related game DLC/story design.	Continue to develop IPs and launch related sequels or other gameplay types.
	Strengthening intellectual property protection and management	✓	TIPS preliminary planning was introduced, with progress reaching 80%.	Plan to introduce TIPS.	TIPS certification acquisition.	Continuous TIPS certification.
Customer rights and services	Customer satisfaction	✓	Average satisfaction score for real-time service channels reached 4.79. *A 5-point scale	Above 4 points.	Above 4.25 points.	Above 4.5 points.
	First contact resolution rate	✓	93.7%	Above 90%.	Above 91%.	Above 92%.
	Service quality inspection accuracy rate	✓	99.4%	Above 95%.	Above 96%.	Above 97%.
Responsibility for content	Fraud rate *Fraud rate = Number of fraudulent orders ÷ Total successful orders	✓	0.31%	Below 0.5%.		
	Regular review of advertising policy completeness	✓	The "Group Advertising Ethics Policy" was established with approval of the Board of Directors; the policy aligns with international industry norms and recommendations, to specifically address ten advertising ethics indicators.	Review the policy once a year.		
	Number of ESG topics internally and externally communicated	✓	● Internal communications: 2 topics, ESG lectures, the Group's awards information. ● External communications: 4 topics, Ultramarathon, low-carbon electricity, information security leadership, workplace benefits.	Internal communications: 2 topics. External communications: 4 topics.	Internal communications: 4 topics. External communications: 5 topics.	Internal communications: 6 topics. External communications: 6 topics.

▲ Main Theme of Blueprint:Promoting Digital Responsibilityment

Promoting Environmental Friendliness

Sustainability issue	Selected indicator	Achievement	2024 Performance	2024 Target	2027 Target	2030 Target
Green operations and cyclic economy	Local procurement ratio *Electronic equipment and miscellaneous items	✓	100%	100%		
	Recycling rate of circular bags	✓	38.27%	38%	40%	42%
	Enhancing environmental friendliness of Good Time Man	✓	The main body of three seasonal promotions was 100% made of environmentally degradable materials, with outer packaging 100% made of adhesive-free packaging. *Dragon Boat, Mid-Autumn, Christmas	Main body was 100% made of environmentally degradable materials. Outer packaging was 100% made of adhesive-free packaging.		All additional accessories were 100% made of environmentally degradable materials and packaging.
Climate change, energy and resource management	GHG Emissions *Unit: metric tons, 2022 is baseline year	-	Overall carbon emissions were reduced by approximately 277 metric tons compared to the previous year. Scope 2 emissions decreased by approximately 30.60% compared to the baseline year.	-	-	Compared to the baseline year, Scope 1 and 2 emissions were reduced by 78%. ; Scope 1 and 2 carbon neutrality.
	Renewable energy usage ratio in low-carbon data centers	✓	Data centers' renewable energy usage ratio was approximately 14.8%.	Gamania CloudForce's data centers collectively reach 10%.	Gamania CloudForce's data centers collectively reach 20%.	Gamania CloudForce's data centers collectively reach 30%.
	Continuous emphasis on climate change issues	✓	Introduced TCFD disclosure framework, identified three major climate-related risks and opportunities, and disclosed them in the Sustainability Report.	Introduce climate change-related disclosure guidelines with TCFD incorporated.	Continued implementation and examination of climate change-related disclosures (including scenario analysis and financial quantification).	

▲ Main Theme of Blueprint:Promoting Environmental Friendliness

Promoting Positive Value

Sustainability issue	Selected indicator	Achievement	2024 Performance	2024 Target	2027 Target	2030 Target
Labor-management relations and employee rights	Employee benefits	✓	Promoted a new parent support program, adjusted health check-up, and employee travel systems this year.	Annually review employee benefit system.		
	Employee Assistance Program (EAP) satisfaction	✓	The average satisfaction score for inbound calls was 4.86 points. *A 5-point scale	Above 4 points.	Above 4.1 points.	Above 4.2 points.
	Employee opinion response rate (Gamania Town Hall)	✓	Held four "Gamania Town Hall" events; the CEO personally answered 52 questions, with a 100% response rate.	100%	100%	100%
Human rights, diversity and inclusion	Regular execution of human rights due diligence	✓	Introduced human rights due diligence, and planned to establish nine related human rights policies and commitments.	Conduct human rights due diligence every two years; review implementation and performance annually.		
	Anti-discrimination and harassment course training	✓	Updated content on unlawful infringement in the workplace in line with legal adjustments and raised awareness.	Plan anti-discrimination and harassment training course content.	100% completion/refresher training rate for anti-discrimination and harassment courses for new hires and existing employees.	
	Maternal protection support satisfaction *On a 5-point scale, specifically for new parents	✓	Content and methods for planning items are being developed.	Plan maternal protection support satisfaction survey.	Above 4 points.	Above 4.1 points.

▲ Main Theme of Blueprint:Promoting Positive Value

Promoting Positive Value

Sustainability issue	Selected indicator	Achievement	2024 Performance	2024 Target	2027 Target	2030 Target
Talent attraction and retention	Education and training satisfaction *On a 5-point scale	✓	● Gamania Talent (tier-based training): 14 courses were offered, with average satisfaction of 4.64 points. ● Gamania Stage (external experts' lectures): 4 sessions were held, with average satisfaction of 4.34 points.	Above 4 points.		
Workplace safety and healthy	Regular employee health check-up completion rate *Calculation method: Number of employees who completed health check-ups ÷ Number of employees eligible for health check-ups **"Regular" refers to once every two years.	△	71.6% As the number of employees who have not completed health check-ups includes those with deferred appointments, the accurate regular health check-up rate will be calculated more precisely after 2025.	Above 80%.	Above 80%.	Above 85%.
	Health promotion activity satisfaction *On a 5-point scale	✓	Held two health lectures, with average satisfaction 4.75 points.	Above 4 points.	Above 4 points.	Above 4.5 points.
	Number of health promotion activities	✓	Held 16 courses and club activities, and two health lectures.	Two health lectures annually.		
Social care	Promotion of public welfare leave	✓	Convened a meeting to adjust the public welfare leave application mechanism; added Gamania Cheer Up Foundation to the list of units for application.	Promote and optimize the public welfare leave application mechanism.	Applicants reach 120 applicants annually. Total public welfare .participation hours increase by 3% YOY.	① Public welfare leave hours reach 1,000 hours. ② Initiation of public welfare sharing sessions.

▲ Main Theme of Blueprint:Promoting Positive Value

1.2.3 ANALYSIS OF MAJOR ISSUES AND MANAGEMENT

Introduction
CHAPTER.1 Promoting Sustainable Management
CHAPTER.2 Promoting Digital Responsibility
CHAPTER.3 Promoting Environmental Friendliness
CHAPTER.4 Promoting Positive Value
Appendix

Major issue identification

Gamania follows the material topic determination process and reporting principles of GRI 3 Material Topics (2021). Based on its operational activities and domestic/international trends, Gamania identified a total of 15 sustainability topics. Through double materiality analysis, it further identified the internal and external impacts of different issues. We considered not only the impact of sustainability topics on Gamania's operations and business but also how Gamania's operations and business positively and negatively impacted society, the environment, and people during the analysis.

Gamania decided to continue communicating with stakeholders on eight material topics identified in the previous year: information security and privacy protection, corporate governance and ethics, business performance, risk management, product and service innovation, customer rights and services, labor-management relations and employee rights, and human rights, diversity and inclusion. At Gamania, we review the list of sustainability issues, evaluate, and conduct major issue identification and analysis every year. The identification results of major issues and the related implementation results are reported to the Board of Directors on a yearly basis as well, in order to enhance corporate sustainable development.

Major issue identification process

1 Production of a list of sustainability issues

The Company identified the sustainability issues and trends of international concern, such as those under the Global Risks Report of the World Economic Forum (WEF), material industry issues of S&P, major issues of SASB for the industry of software & IT services, and key issues concerning investors, and took the lists of major issues of domestic and foreign benchmark companies as reference. A total of 15 sustainability issues applicable to Gamania was thereby determined after analysis and screening.

2 Investigation into the level of concern of stakeholders

We identified the stakeholders important to us based on the operating activities and value chain of Gamania, and distributed the "Stakeholder Concern Questionnaire" to assess the level of concern that external stakeholders had on 15 sustainability issues. A total of 66 valid questionnaires completed by Gamania's important stakeholders were retrieved, including 23 from employees (senior managers), 17 from investors/shareholders, 12 from customers/consumers, 9 from collaborating partners, and 5 from media and general public.

3 Dual materiality analysis

Through dual materiality analysis, we reflected the level of financial and operational impacts of the issues on Gamania, and the level and possibility of the impacts Gamania had on the overall economy, environment, and society. We considered the potential impacts of external issues on Gamania's internal operations, and determined the economic, environmental, and social impacts of the issues from an internal perspective.

Analysis of the operational impact on Gamania

We distributed the "Material Topic Identification Questionnaire - Level of Impact on the Company’s Financials and Operations" to assess the level of impact of the 15 sustainability issues on Gamania's four major business aspects, namely revenue and cost, reputation, legal compliance, and risk management.

Analysis of the economic, environmental and social impacts

We distributed the " Major issue Identification Questionnaire— Level of Economic, Environmental and Social Impacts" to assess the scale/scope and possibility of impacts of the 15 sustainability issues, and further made an additional catastrophe assessment for the negative impacts.

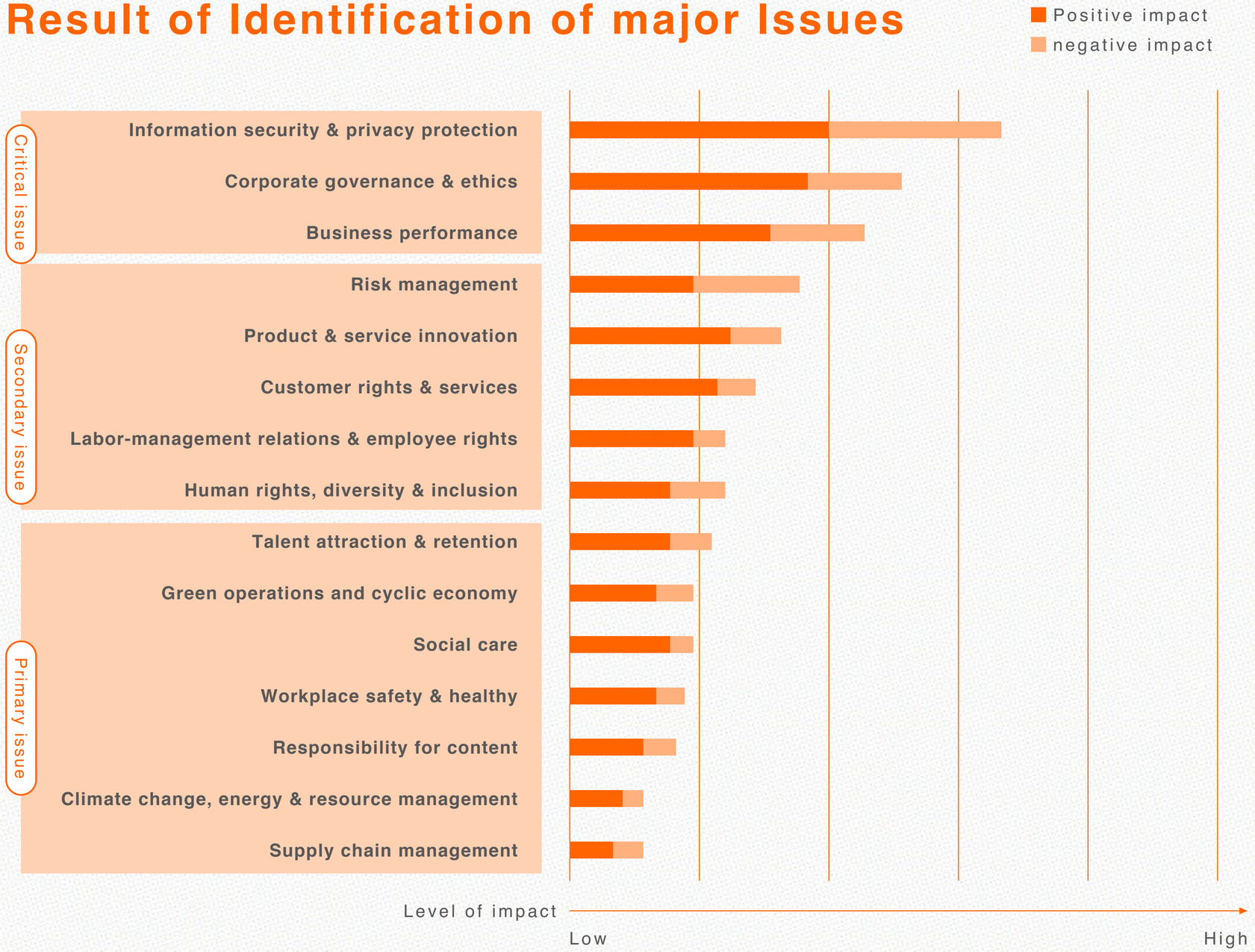
4 Confirmation of major issues

After taking into account the stakeholders' level of concern, the operational impact on Gamania, the economic, environmental and social impacts, and the professional opinions of external consultants, the overall level of impact and the percentage ranking were calculated. Gamania eventually selected eight annual major issues, comprising three critical issues and five secondary issues.

5 Response to and disclosure of major issues

The Office of Sustainability Planning reported the results of the major issue identification to the ESG Committee, then presented it to the Board of Directors, and included them in the management scope of the Sustainable Development Committee with the authorization of the Board of Directors. The issues were also incorporated into the risk management process when necessary to continually improve various systems and accordingly enhance the performance of corporate sustainable development. Major issues are also publicly disclosed in the Sustainability Report and on the official website's Sustainability section.

Result of Identification of major Issues



Note: The level of impact is calculated based on the level of concern of stakeholders, operational impact on Gamania, and positive and negative economic, environmental and social impacts.

MATERIAL TOPICS

Gamania

(2024)

SUSTAINABILITY REPORT

Major issue	Impact description	Meaning to Gamania	Sustainable development strategy	Impact on Value chain					Corresponding Chapter
				Employees	Investors/ Shareholders	Customers / Consumers	Collaborating Partners	Media and General Public	
Information security and privacy protection [Economy] [People]	Actual positive impact	**Positive impact: Information security and privacy protection** Safe collection, use and management of data, as well as training on information security, can protect the human rights and privacy of data privacy-related stakeholders and prevent a series of damages.	Promoting digital responsibility	O		O	O		2.3.1 Information security management 2.3.2 Protection of network security 2.4.2 Personal data and privacy protection
	Potential negative impact	**Negative impact: Poor information security protection and privacy leakage** System downtime, hacker intrusions, or personal data breaches (including employees and users' data) could lead to customer complaints, lawsuits, or disciplinary actions. This would not only result in damaged rights and reputational harm but also incur additional response and recovery costs, thus increasing operational expenses.							
Corporate governance and ethics [Economy]	Actual positive impact	**Positive impact: Sound corporate governance** A sound corporate governance structure and good ethical management are fundamental to a company's sustainable management. Boosting a sound corporate governance mechanism helps ensure the implementation of ethical management and legal compliance systems, maintain the company's reputation and good image, and win the trust of investors and customers.	Promoting sustainable management	O	O	O	O		1.3.1 Governance organization and structure 1.3.2 Ethical corporate management
	Actual negative impact	**Negative impact: Corruption and immoral conduct** Corruption or immoral conduct due to poor corporate governance may damage corporate reputation or even cause asset losses, and affect shareholders' equity.							

Major issue	Impact description	Meaning to Gamania	Sustainable development strategy	Impact on Value chain					Corresponding Chapter
				Employees	Investors/ Shareholders	Customers / Consumers	Collaborating Partners	Media and General Public	
Business performance [Economy]	Actual positive impact	**Positive impact: Good economic performance** A company with steady operations and in pursuit of sustainable profit and growth helps stimulate the economic development of the society, which benefits the related business partners and contributes to the regional, national and global economic systems.	Promoting sustainable management	O	O		O	O	1.1.1 Business overview 1.1.2 Financial performance
	Actual negative impact	**Negative impact: Poor operations** Poor operational performance will affect the Company's business continuity and cause losses to investors.							
Risk management [Economy] [People]	Actual positive impact	**Positive impact: Comprehensive risk management** Effective risk management can strengthen the resilience of corporate operations to avoid economic losses and any impact on stakeholders' rights and interests.	Promoting sustainable management	O	O	O	O	O	1.3.3 Risk management
	Potential negative impact	**Negative impact: Improper risk management** Failure to effectively avoid, mitigate or timely respond to risks due to the lack of proper risk management could result in major non-compliance or losses of the Company, and further impact the rights and interests of stakeholders.							
Product and service innovation [Economy]	Actual positive impact	**Positive impact: Product and service innovation** By improving innovation management, developing digital innovation, integrating internal and external resources, and launching cross-industry collaboration and business creation, the Company can provide customers with innovative services of higher quality, and enhance the convenience for users.	Promoting digital responsibility	O	O	O		O	2.1.1 Innovation investment and research and development 2.1.2 AI Application 2.1.3 Innovative and diversified management 2.2.2 Patent achievements
	Actual negative impact	**Negative impact: Threats and hidden concerns of innovative technologies** If new technologies are not properly tested or are insufficiently mature upon introduction, they could lead to a poor user experience, affecting user retention and negatively impacting revenue, with a need to address technical issues arising from emerging technologies.							

Major issue	Impact description	Meaning to Gamania	Sustainable development strategy	Impact on Value chain					Corresponding Chapter
				Employees	Investors/ Shareholders	Customers / Consumers	Collaborating Partners	Media and General Public	
Customer rights and services [People]	Actual positive impact	**Positive impact: Maintenance of a high level of customer satisfaction** Thorough customer relationship management enables the continuous optimization and improvement of customer experience.	Promoting digital responsibility			O			2.4.1 Service and communication 2.4.3 Customer satisfaction
	Actual negative impact	**Negative impact: Impact on customer rights and services** A lack of customer relationship and service quality management will cause inconvenience and certain losses to users.							
Labor-management relations and employee rights [People]	Actual positive impact	**Positive impact: Good labor-management relations and protection of employees' rights** With excellent employee welfare measures, reasonable salaries, and a comprehensive mechanism to listen and respond to employee opinions, a good two-way interactive relationship is developed.	Promoting positive value	O			O		4.1.4 Compensation and benefits 4.1.5 Friendly workplace 4.1.6 Healthy workplace
	Actual negative impact	**Negative impact: Deterioration in labor-management relations and damage to employees' rights** Failure to effectively communicate with employees and listen to their voices could lead to inharmonious labor-management relations. Employees should be provided with a peaceful working environment, excellent employee welfare measures, and reasonable salaries.							
Human rights, diversity and inclusion [People]	Actual positive impact	**Positive impact: A diverse, equal and inclusive workplace** Creating diverse, equal, and inclusive workplace and business collaboration that value human rights helps facilitate social inclusion.	Promoting positive value	O			O	O	1.3.1 Governance organization and structure 3.3.1 Sustainable procurement 4.1.4 Compensation and benefits 4.1.5 Friendly workplace
	Actual negative impact	**Negative impact: Human rights violations** The rights and interests of employees at work may be damaged due to human rights issues such as illegal overtime work, forced labor, and discrimination on the ground of gender and in other forms.							

1.2.4 STAKEHOLDER ENGAGEMENT

Introduction
CHAPTER.1 Promoting Sustainable Management
CHAPTER.2 Promoting Digital Responsibility
CHAPTER.3 Promoting Environmental Friendliness
CHAPTER.4 Promoting Positive Value
Appendix

Stakeholder identification

GRI 2-29

In order to meet the expectations of stakeholders and fulfill Gamania's corporate social responsibility commitment, we adopted the five principles of AA1000SES: dependence, responsibility, tension, influence, and diverse perspectives, and referred to the groups or individuals that have an impact on the Company both internally and externally to identify the five major stakeholders of Gamania: employees, investors/shareholders, collaborating partners, customers/consumers, and media and general public. These groups are our primary communication targets. Moving forward, we will continue to monitor international sustainability trends to further evaluate the inclusion of government/competent authorities and the new generation as stakeholders. The results of the stakeholder identification have been reported to the Sustainable Development Committee on July 30, 2025.

Stakeholder communication

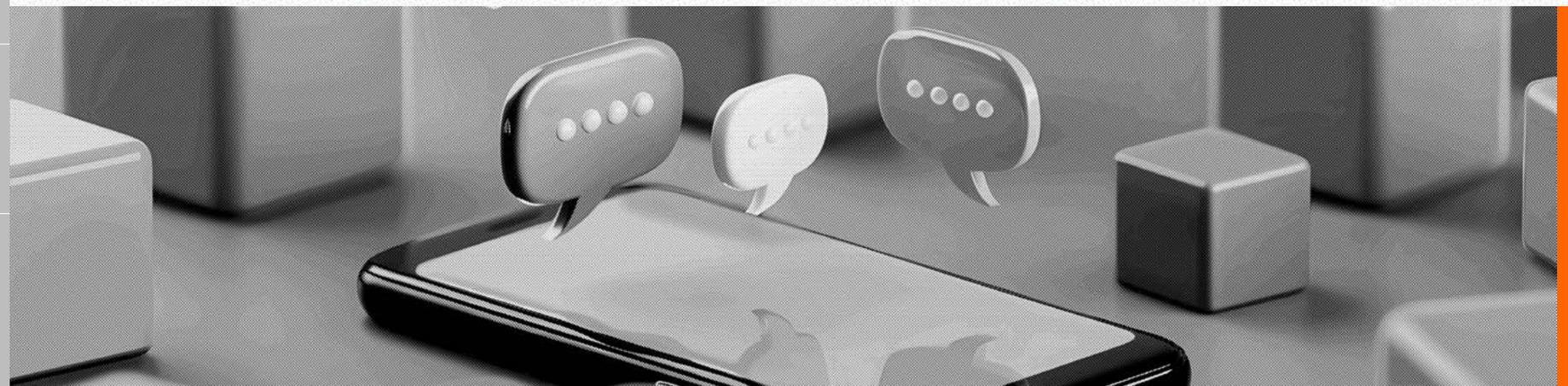
Stakeholders	Meaning to Gamania	Issues	Communication channel	Communication frequency
Employees	Employees are the most important asset to Gamania. Our creation of products, services, passion and culture have all been the accumulation of painstaking efforts of all Gamania employees. As such, we value the opinion of Gamania people greatly.	• Corporate governance and ethics • Business performance • Information security and privacy protection • Product and service innovation • Talent attraction and retention	• Gamania Town Hall • Large-scale welfare committee events • Training • Performance evaluation • Welfare Committee mailbox: goodies@gamania.com • Impeachment email: integrity@gamania.com • Unlawful infringement in the workplace complaint email: 995@gamania.com • Intranet OH or HR helper on teamgoal! • Senior specialist of Group Human Resources Office / Hsu, Shu-Han Telephone:+886-2-2658-8866 #1056 Email: ghq_hr@gamania.com	• Held 4 Gamania Town Halls. • 5 large-scale events organized by the Welfare Committee. • Offered 71 new hire training sessions. • Offered 142 E-Learning courses, with a cumulative 6,508 total enrollments. • Held 4 ad-hoc lectures, with a cumulative 159 total registrations. • Performance evaluation once a year.

Stakeholder communication

Stakeholders	Meaning to Gamania	Issues	Communication channel	Communication frequency
Investors / Shareholders	In order to identify key stakeholders on Gamania's operations and decision-making, we have endeavored to maintain information transparency to safeguard investors' rights.	• Corporate governance and ethics • Business performance • Information security and privacy protection • Risk management • Customer rights and services	• Convening shareholders' meetings and issuing company annual reports. • Providing real-time updates on relevant information through the IR website's investor relations section. • Participating in domestic and overseas investor conferences. • Senior IR Manager /Chen, Wei-Hsia Telephone:+886-2-2658-8866#1019 Email: ir@gamania.com • Stock Affairs Manager/Hsu, Ching-Hsien Telephone:+886-2-2658-8866 #1433 Email: fn-share@gamania.com	• Convening shareholders' meetings and issuing company annual reports. • Held 6 investor conferences or seminars. • Published 18 important financial and operational news updates on the website. • Responded to investors' inquiries 290 times via email or dedicated hotline.
Collaborating Partners	In addition to maintaining a positive relationship with different software/hardware suppliers and developers, Gamania also actively participates in different associations as a member. Working together with our peers for the creation of a better digital entertainment industry is our common goal.	• Corporate governance and ethics • Business performance • Information security and privacy protection • Risk management • Product and service innovation	• Holding technical forums and seminars. • Participating in various game exhibitions. • Gamania Group Business Negotiation Global Business Office, Ma, Ting-Yu Telephone:+886-2-2658-8866 #1202	• Underwent 1,140 hours of meetings for potential collaborations. • Held 2 internal sharing sessions on digital entertainment market trends. • Participated in 15 domestic and international digital entertainment exhibitions.
Customers / Consumers	Customer service is the key to corporate success, and has a significant influence on building brand loyalty, enhancing market competitiveness, and promoting business efficiency. Only with the support of customers and consumers can we operate permanently.	• Business performance • Information security and privacy protection • Product and service innovation • Talent attraction and retention • Human rights, diversity and inclusion • Green operations and cyclic economy	• Hotline:+886-2-2192-6100 • Intelligent customer service (Chat Bot):Customer service helper • Instant message service (IM): Online customer service • Problem Reporting Center sage board / email:https://games.crm.gamania.com/hc/zh-tw/requests/new? • Response to messages on IOS/Android platforms • Social media private message reply	• Providing 24-hour, year-round, multi-channel services based on the needs of different customers and consumers. • Chat Bot had a cumulative 87,200 users throughout the year, with 232,920 total interactions. • 232,030 annual omnichannel human service cases. • Average phone waiting time: 66 seconds; average email response time: within 6 hours. • Approximately 94% of cases were resolved upon the first contact.

Stakeholder communication

Stakeholders	Meaning to Gamania	Issues	Communication channel	Communication frequency
Media and General Public	Gamania Group comprises six major business entities, to build a comprehensive web-based business territory. With AI, big data, and platforms as the core of development, we have built a complete entertainment network ecosystem.	• Corporate governance and ethics • Business performance • Information security and privacy protection • Customer rights and services	• Making information available on the websites of Gamania Group and its subsidiaries. • Giving information through Gamania Group's social media accounts (Facebook, Instagram and LinkedIn). • Releasing the latest news through the media. • Acting Spokesperson Director of Corporate Communication Office/ Sun, Di-Lan Telephone: +886-2-2658-8866 #1024 Email:pr@gamania.co	• Making information available on the websites of Gamania Group and its subsidiaries. • Gamania Group's social media platforms (FB, IG, and LinkedIn) had 120 posts, with 250,671 views and 6,741 interactions. • Issued 88 press releases annually, resulting in 3,539 news reports (covering industry/economy, gaming, lifestyle/consumer, and technology sectors). • Hosted 10 corporate visit groups, including municipal units, business partners, investors, universities, and international exchange organizations, during the year. • Invited 15 vendors (nine were new) for Christmas Market, featuring singer performances, Gamanian staff and GamaGarden stage shows, and collaborated with local Neihu businesses for DIY experiences.



1.2.5 SUSTAINABILITY IMPACT ASSESSMENT

Introduction

CHAPTER.1
Promoting Sustainable Management

CHAPTER.2
Promoting Digital Responsibility

CHAPTER.3
Promoting Environmental Friendliness

CHAPTER.4
Promoting Positive Value

Appendix

Facing increasingly complex environmental and social challenges, businesses no longer solely focus on short-term financial performance; instead, they need to effectively utilize various forms of capital, such as human capital, natural resources, and social relationships. These capitals are interdependent and influence each other throughout the operational process via products and services, in turn creating positive external benefits or negative external costs for society and the environment.

Gamania has adopted a Net Impact Valuation (NIV) framework, while drawing upon international frameworks and standards, such as SASB, the Impact-Weighted Accounts Framework (IWAF), the Value Balancing Alliance (VBA), the Natural Capital Protocol, and the Social & Human Capital Protocol, to systematically monetize external benefits and costs.

Net Impact Management Framework

To establish an analytical framework from a capital perspective, Gamania conducts departmental interviews and collects internal data to map out the inputs and outputs during its operational processes. Through quantitative science and stakeholder communication, it then estimates the identified net impact indicators with the goal of increasing positive impact over the long term. In 2024, Gamania's net sustainable impact value was approximately NT$900 million (covering six impact categories and 8 impact indicators).

Evaluation results

According to the results, "Establishing game protection mechanisms to prevent fraud" and "Improving employee benefits to enhance employees' satisfaction" were the top two major positive impacts, generating approximately NT$1.4 billion and NT$200 million in social benefits, respectively. Conversely, "Economic losses due to gaming addiction" and "Social costs from employee turnover" resulted in potential social costs of approximately NT$500 million and NT$300 million, respectively.

Impact category	Input or output description	Impact indicator	Impact level
Gaming fraud	Protection mechanisms and continuous monitoring of gaming fraud incidents reduce the risk of user victimization.	Game protection mechanisms to prevent fraud.	●●●●●
Gama Island	Providing employee meals and subsidies through the "Gama Island" restaurant helps attract and retain talent.	Improving employee benefits to enhance employees' satisfaction.	●●●●●
	Selecting local ingredients for catering services increases the proportion of local sourcing, to promote local economic development.	Increasing local procurement opportunities to promote local economic development.	●●●●○
Social impact	Implementing public welfare activities, markets, and other social projects encourages youth to explore diverse development opportunities while boosting local community economy.	Enhancing social well-being while boosting local community economy.	●●●●●
Gaming addiction	Game promotional activities may lead to player addiction, resulting in economic (productivity) losses.	Economic (productivity) losses due to gaming addiction.	●●●●●
Greenhouse gases	Use of non-renewable energy and high electricity consumption for data center operations lead to greenhouse gas emissions with an external environmental cost.	Greenhouse gas emissions causing carbon social cost.	●●●●○
Work pressure index	Excessive working hours may increase employees' health burden and diminish marginal productivity, resulting in potential economic losses.	Excessive working hours increases health risks and productivity losses.	●●○○○
	Employee turnover not only affects business stability but may also incur indirect costs to society, such as increased training and productivity losses.	Social costs from employee turnover.	●●●●●

Note ❶ Definition of positive net impact level (NTD)
●○○○○:NT$0–5 million;●●○○○:NT$5 million–10 million;●●●○○:NT$10 million–50 million;●●●●○:NT$50 million–100 million;●●●●●: >NT$100 million

Note ❷ Definition of negative net impact level (NTD)
●○○○○:NT$0–5 million;●●○○○:NT$5 million–10 million;●●●○○:NT$10 million–50 million;●●●●○:NT$50 million–100 million;●●●●●: >NT$100 million

Note ❸ Data for calculations are drawn from both primary sources (Gamania's internal data collected) and secondary sources (external information, including domestic and international academic literature, databases, and relevant research reports).

CORPORATE GOVERNANCE

1.3.1 Governance organization and structure

1.3.2 Ethical corporate management

1.3.3 Risk management

1.3

EXPLORE THE
UNLIMITED POSSIBILITIES OF LIFE

1.3.1 GOVERNANCE ORGANIZATION AND STRUCTURE

Introduction
CHAPTER.1 Promoting Sustainable Management
CHAPTER.2 Promoting Digital Responsibility
CHAPTER.3 Promoting Environmental Friendliness
CHAPTER.4 Promoting Positive Value
Appendix

Board of Directors Operations

GRI 2-9~11 GRI 2-15 GRI 2-17 GRI 2-18

Gamania's Board of Directors serves as the Company's highest governance body. It comprises 7 members including 3 non-independent and 4 independent directors; with 7 years of service on average. They actively participate in Board meetings, functional committee meetings, and internal meetings, and engaged in productive communication throughout 2024. The Company conducts internal performance evaluations of its Board of Directors and functional committees annually. External performance evaluations are mandated at least once every three years. The most recent external evaluation of the board of directors was conducted in 2022 by the Taiwan Corporate Governance Association, and we continue to optimize and improve the entities based on their recommendations. In 2023, the Board of Directors approved the establishment of a Risk Management Committee, and incorporated incidental and sustainability-related risks into its management scope. The Board also approved the Group's net-zero emissions declaration and amended sustainability-related regulations. For more information on the Company's governance bodies, important communication matters, and operations, please refer to the Company's website and the annual report.

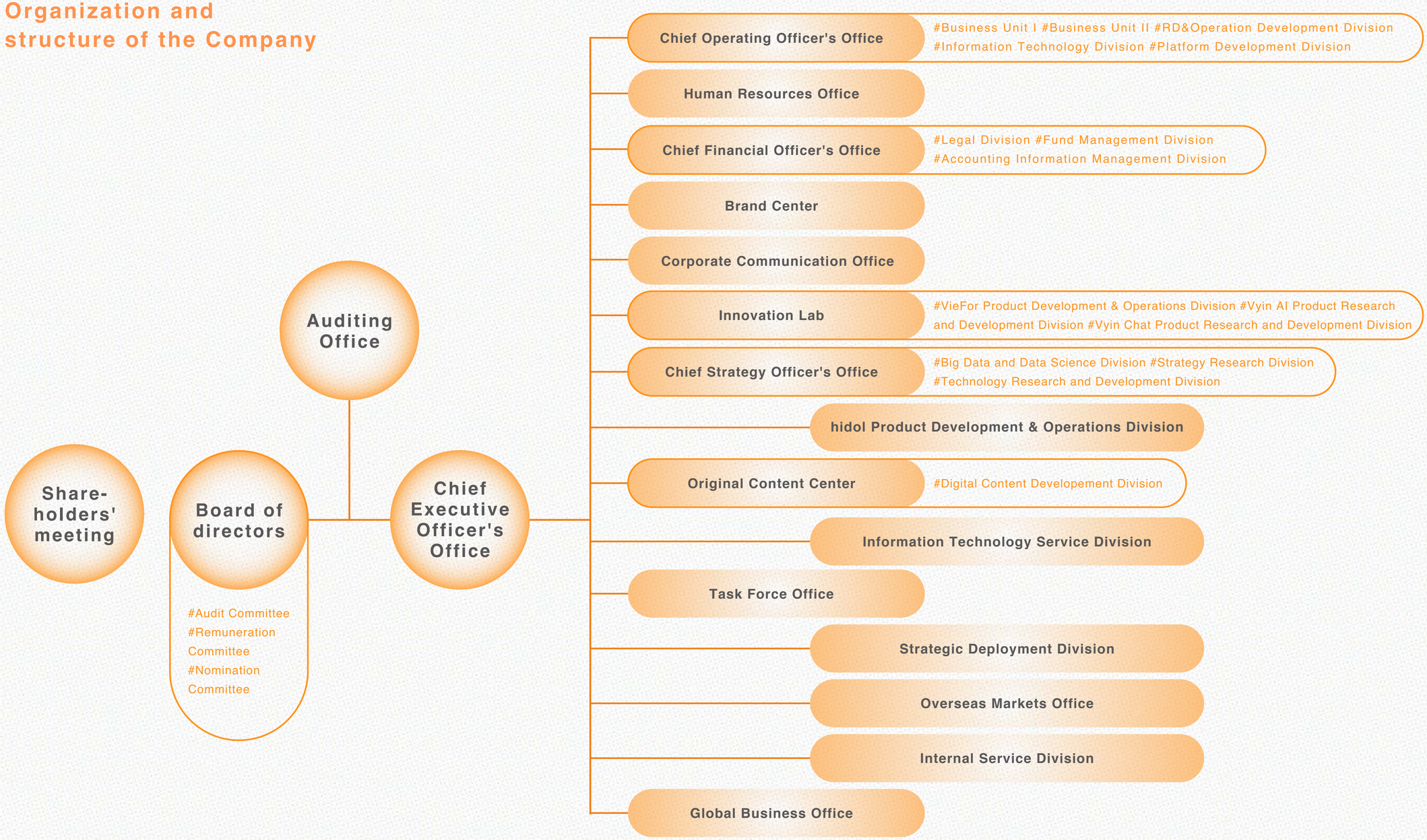
Attendance in Board of Directors meetings

According to the Company's "Rules of Procedure for Meetings of the Board of Directors," the Board of Directors meeting shall be held at least once a quarter to ensure the proper functioning of our corporate governance mechanism. In 2024, a total of 5 Board meetings were held. All meetings were convened in accordance with legal requirements and properly recorded. The average annual attendance rate for all directors reached 65.71%. The Company considers directors' attendance as one of the reference factors in the "Director Remuneration and Distribution Regulations" to determine remuneration amounts, thereby enhancing the board's operational efficiency and willingness to participate. Please refer to the table below for the attendance of all directors in 2024:

Position	Name	Attendance in person/through proxy	Ratio of attendance in person (%)
Chairman	Liu, Po-Yuan	●●●●●	100%
Director	Hsiao, Cheng-Hao, Representative of Wanin International	○○○○	0%
Director	Lin, Hsien-Ming	●●●○	60%
Independent Director	Sheng, Bao-Si	●●○○○	40%
Independent Director	Lin, Ruei-Yi	●●●○○	60%
Independent Director	Chen, Kuan-Pai	●●●●●	100%
Independent Director	Hou, Chia-Qi	●●●●●	100%

● Attendance in person ○ Attendance through proxy

Organization and structure of the Company



Functional committees

The Company has established board-level functional committees, including the Audit Committee, Remuneration Committee, and Nomination Committee. These committees select independent directors with professional backgrounds and industry experience as members, in accordance with the Nomination Committee's qualification review procedures, to enhance their professionalism and independence. Each committee clearly defines its responsibilities and convenes regularly in accordance with relevant regulations and corporate governance practices. They review proposals and provide constructive opinions and recommendations to the Board of Directors, thereby improving overall corporate governance performance.

Committee name	Main responsibilities	members	Frequency of meetings	2024 Operational Status
Audit Committee	Supervising the Company's fair presentation of financial statements; the appointment and dismissal, independence, and performance of certified public accountants; effective implementation of internal control; legal compliance; and control of inherent or potential risks.	All independent directors	At least 4 times a year	Held 5 meetings Committee attendance rate reached 75%.
Remuneration Committee	Helping the Board periodically evaluate and determine the remuneration for directors and managers, and periodically review the policy, system, criteria, and structure of performance evaluation of and remuneration for directors and managers.	All independent directors	At least 2 times a year	Held 3 meetings Committee attendance rate reached 83.5%.
Nomination Committee	Proposing a list of suitable candidates for the director or high-ranking managerial openings to the Board of Directors (including those of subsidiaries) and review in advance the candidates recommended by shareholders or the Board of Directors by law and submit the review results and the reference list of candidates to the Board of Directors.	Chairman and all independent directors	At least 2 times a year	Held 2 meetings Committee attendance rate reached 80%.

Board Professionalism and Diversity

GRI 2-10 GRI 2-11

Board Composition

In accordance with the Company's "Articles of Incorporation", the Board of Directors shall consist of five to nine members, serving a three-year term. Directors are elected through a candidate nomination system, in accordance with our "Procedures for Election of Directors" and "Regulations Matters Governing Appointment of Independent Directors and Compliance Matters," to ensure that Board members possess diverse backgrounds and necessary professional capabilities while being highly independent. All directors are elected by the shareholders' meeting and are eligible for re-election, to ensure that the continuity of the Board's governance effectiveness and strategic planning consistency.

In compliance with the "Corporate Governance Best-Practice Principles," the Company is committed to promoting diversity in the Board composition. Therefore, current Board members are not limited by gender, age, nationality, race, seniority, or culture. They are all outstanding entrepreneurs from various industries and professionals with extensive experience in finance, operations, and diverse backgrounds, to bring rich practical experience and broad perspectives to the Board. Currently, the Board includes four independent directors, accounting for approximately 57% of all Board seats. Their independence is in compliance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." They effectively exercise their supervisory and advisory roles in major company decisions, safeguard the interests of all shareholders, and embody the core values of corporate governance.

Board diversity

In 2024, the diversity of Gamania's Board members was as follows:

Composition of Board of Directors

The current Board of Directors consists of 7 directors, including 4 independent directors.

Independent directors

Proportion of independent directors: 4/7

Directors is also an employee

1/7 of the directors is also an employee

Female directors

Female directors make up 1/7 of the board composition

Diversity of Board of Directors

The board diversity policy stipulated in the Company's "Corporate Governance Best Practice Principles" is to recruit outstanding entrepreneurs and professionals with rich experience in finance, operation and experience in various industries to formulate appropriate diversity policy, including but not limited to the following two major standards:

Basic conditions &values

gender, age, nationality, ethnicity, seniority and culture, etc.

Professional knowledge & skills

Professional background (such as law, accounting, industry, finance, marketing, or technology), professional ability, and industry experience.

Diversity Policy and Objectives

The specific management objectives of the Company's diversity policy and achievement status

Independent directors

Over half of the directors are independent directors. No independent director has served for more than three terms.

Female directors

One female director included.

Directors also serving as managers

The number of directors also serving as managers does not exceed one-third of the total Board seats.

Board Information

Title	Director's Name	Gender	Industry Experience	Professional Competence
Chairman	**Liu, Po-Yuan**	Male	Cultural & Creative, Information Technology	International Business, M&A, Risk Management
Director	**Hsiao, Cheng-Hao, Representative of Wanin International**	Male	Cultural & Creative, Information Technology	International Business, M&A, Risk Management
Director	**Lin, Hsien-Ming**	Male	Information Technology	Investment, International Business, M&A, Risk Management
Independent Director	**Lin, Ruei-Yi**	Male	Trade	International Business, Financial Analysis, Investment, Risk Management
Independent Director	**Sheng, Bao-Si**	Male	Cultural & Creative, Biotechnology	International Business, R&D, Financial Analysis, Investment, M&A, Risk Management
Independent Director	**Chen, Kuan-Pai**	Male	Finance	International Business, Financial Analysis, Investment, Risk Management
Independent Director	**Hou, Chia-Qi**	Female	Cultural & Creative, Finance, Retail sales of department stores	International Business, Financial Analysis, Investment, M&A, Risk Management

Note: Industry classifications in line with GICS Level 1 are as below:

1. Information Technology — Information Technology
2. Financials— Financial & Banking
3. Industrials — Trade
4. Consumer Discretionary — Culture & Creative, Department Stores & Hotels
5. Health Care — Biotechnology

Board Independence and Conflict of Interest Avoidance

GRI 2-15

When participating in Board meetings, directors must comply with Article 15 of the Company's "Rules of Procedure for Meetings of the Board of Directors." If a director has a conflict of interest with a meeting agenda item, either personally or a legal entity represented, they must disclose the significant details of their interest at that Board meeting. If there is a risk of harming the Company's interests, the director must avoid any conflict of interest and, as per regulations, shall not participate in the discussion or voting on that proposal. They must recuse themselves from the discussion and voting and may not serve as a proxy for other directors' voting rights, to ensure the fairness of Board decisions and the overall interests of the Company.

Date	Name	Contents of the proposal	Reason for the recusal	Remarks
2024.05.02	Liu, Po-Yuan	Proposal for the disposal of the equity of subsidiary Gash Point Co., Ltd. by the Company	Directors who are the counterparties of the transaction	Recusal from discussion and voting
2024.06.20	Liu, Po-Yuan	The distribution of remuneration to directors and managers	Director and Manager	Recusal from discussion and voting
		Proposal for waiving the preemptive rights for the proposal of the cash increase in cash of subsidiary Gash Point Co., Ltd.	Directors who are the counterparties of the transaction	Recusal from discussion and voting

Director Training and Development

GRI 2-17

For the continuing education of the Board members this year, please refer to the official website. In line with the Corporate Governance 3.0 - Sustainable Development Roadmap, since 2021, the Board members have been scheduled to take ESG-related courses on the topics of corporate sustainability, corporate governance and risk management, in order to deepen the Company's sustainable governance culture and enhance directors' knowledge and understanding of sustainability issues. Each director receives at least 6 hours of continuing education on average. The directors' continuing education status in 2024 is disclosed on the Market Observation Post System (MOPS) and the Company's website:

ENVIRONMENTAL

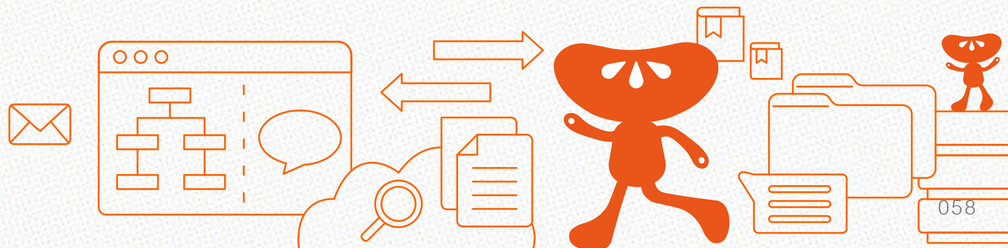
- Net-zero emissions, carbon neutrality, and corporate regulatory compliance

SOCIAL

- Building DEI culture to establish sustainable competitive advantage for enterprises

GOVERNANCE

- Introduction to the Latest Tax Regulations and Shareholding Tax-saving Strategies for Major Shareholders
- Taiwan's Future Amid Intensifying U.S.-China Rivalry
- AI and Open Source Era - Analysis of Corporate Legal Risks
- How Non-Financial Background Directors and Supervisors Can Review Financial Reports
- Global Economic Outlook for 2024

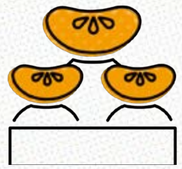


Board Performance Evaluation

GRI 2-18

The Company has established the Rules for Evaluation of Performance of Board of Directors to define its evaluation methods; the internal evaluation is regularly performed and reported to the Board of Directors for review every year, as a reference for director remuneration and their nomination for re-election. Additionally, the Company's regulations mandate that a comprehensive evaluation be conducted at least once every three years by an independent external professional institution or a credible team of external experts and scholars, to enhance the objectivity and professionalism of the evaluation. The results of the most recent third-party evaluation (in 2022, with the next evaluation scheduled for 2025) and the improvement plan are disclosed on the Company's website. The name of the evaluation institution, the names of participating experts, and their professional backgrounds are also publicly available.

The aspects of the Company's performance evaluations for the Board of Directors and functional committees are listed in the table below. The 2024 evaluation result was "Excellent". We aim to continuously optimize the Board's function and overall operational efficiency through institutionalized evaluation procedures.



The board of directors

- Involvement in corporate operations
- Improvement of the Board's decision-making quality
- Composition and structure of the Board
- Election and continuing education of directors
- Internal control

Individual directors' performance

- Mastering of the goals and mission of the Company
- Awareness of the duties of a director
- Involvement in corporate operations
- Management of internal relationship and communication
- Director's expertise and continuing education
- Internal control

Functional committees

- Involvement in corporate operations
- Awareness of the duties of functional committees
- Enhancing the quality of functional committee's decisions
- Composition and election of members of functional committees
- Internal control

Director remuneration policy

GRI 2-19 GRI 2-20

The determination and review of remuneration are subject to the rules and resolutions of the Remuneration Committee, to ensure fairness and reasonableness. The remuneration for the Company's directors and independent directors is appropriated according to the Articles of Incorporation, paid upon the resolution of the Board of Directors, and reported to the shareholders' meeting. The remuneration to senior managers is adjusted based on their contribution to the Company's overall operations and development, with reference to industry compensation standards and a comprehensive consideration of the Company's actual operating performance (including sustainable development goals) and potential future risks. Employee remuneration is also distributed in line with the Company's Articles of Incorporation, paid out after the Board's resolution, and reported to the shareholders' meeting. To enhance remuneration information transparency and corporate governance quality, the Company discloses the remuneration details of the highest governance body and senior managers. Relevant information is also disclosed in the annual report; please refer to pages 13-14 of the 2024 Annual Report.

1.3.2 ETHICAL CORPORATE MANAGEMENT

Introduction

CHAPTER.1 Promoting Sustainable Management

CHAPTER.2 Promoting Digital Responsibility

CHAPTER.3 Promoting Environmental Friendliness

CHAPTER.4 Promoting Positive Value

Appendix

GRI 205 GRI 2-24

Ethical corporate management

Gamania consistently upholds ethical corporate management as the cornerstone of its sustainable corporate development and embeds it within our corporate culture and core operational values. To strengthen ethical corporate management, the Company has specifically designated the “Group CEO Office” as the dedicated unit responsible for promoting ethical business practices. This dedicated unit is responsible for the formulation, execution, and supervision of ethical management policies and prevention programs. This unit regularly reports on the implementation of ethical corporate management to the Board of Directors annually. It has also established "Ethical Corporate Management Procedures and Code of Conduct" and a "Code of Moral Conduct," to ensure transparent and fair corporate operations. The Company also annually provides stakeholders with the information on the status of ethical corporate management implementation and measures taken for their review. In 2024, Gamania did not receive any regulatory penalties related to ethical corporate management or anti-competition behaviors.

Since 2016, Gamania has implemented online learning courses on ethical corporate management, with the Chairman, president, and senior management personally promoting the philosophy and values of ethical corporate management to all employees. These courses serve as a standard for employees' ethical behavior. The Company also provides timely performance incentives or necessary disciplinary actions in accordance with its "Reward and Discipline Regulations," integrating integrity values into the organizational culture. Furthermore, the Company has established a "Supplier Management Policy," To ensure that supply chain operations align with the Company's values, Gamania implements strict control mechanisms at all stages, including procurement, negotiation, acceptance, and evaluation, to review suppliers’ integrity performance, thereby establishing responsible business partnerships. For related sustainable procurement measures, please refer to Section 3.3.1 Sustainable procurement in this report.

Ethical Corporate Management Procedures and Code of Conduct

Code of Moral Conduct

Ethical corporate management training

GRI 205

The Company regards ethical corporate management and anti-corruption as crucial foundations for corporate sustainability. Through regular communication and education and training, we strengthen the understanding and implementation of relevant policies and codes of conduct among governance body members, employees, and partners. Our ethical corporate management course is not only a regular part of the orientation for members of the Board of Directors but also compulsory for new employees. In 2024, a total of 410 employees completed the course, with a 100% completion rate. For managers at the department level and above within the Group, a separate lecture on integrity and avoiding conflicts of interest was held, with 121 employees completing the training. Gamania complies with various laws and regulations to implement ethical corporate management. In 2024, the Company did not face any fines or non-monetary penalties related to corruption and bribery, discrimination and harassment, conflict of interest, money laundering, and insider trading.

2024 Anti-corruption and ethical corporate management training

Course Name	Trainees	Total trainees	Number of classes	Total training hours
New Employee Training	All new hires	410	1	32.8
Mandatory ESG Course	All employee of the Group	1,188	1	154.44
Seminar on Ethics, Integrity, and Conflicts of Interest Avoidance	Group members at the department level and above	121	3	118.69

Note: The mandatory ESG course includes content on ethical corporate management and insider trading prevention.

Whistleblowing mechanism and procedures GRI 2-25 GRI 2-26

Whistleblowing mechanism

Gamania has established a clear whistleblowing mechanism in accordance with its "Procedures for Ethical Management and Guidelines for Conduct". This mechanism includes detailed investigation standard operating procedures, confidentiality principles, and comprehensive whistleblower protection measures. To ensure the confidentiality of reported information, all personnel involved in handling whistleblowing cases are required to sign a written statement, with a commitment to maintaining the anonymity of the whistleblower and the content of the report. The Company is committed to protecting whistleblowers from retaliation or improper treatment due to their whistleblowing.

The units responsible for handling whistleblowing cases are divided based on the subject of the report: External whistleblowing is the responsibility of the Auditing office under the Board of Directors of while the Human Resources Office is responsible for the planning and execution of the internal whistleblowing system. If it is verified that the accused has indeed violated relevant laws and regulations or the Company's ethical corporate management policies and regulations, Gamania will immediately demand that the accused cease the relevant behavior, and appropriate measures should be taken based on the severity of the offense, including but not limited to internal disciplinary actions, reporting to the competent authorities, referring the case to judicial authorities for investigation, or seeking compensation for damages in accordance with the law to safeguard the Company's reputation and rights.

The outcomes of all whistleblowing cases and subsequent review and improvement measures are compiled by the responsible units and reported to the Board of Directors. Related management regulations and information are publicly disclosed on the Company's website.

For any related problems, the Company will engage third-party professionals, such as lawyers or certified public accountants, to provide advice on ethical corporate management issues.

Procedure for Handling Accusation Cases

STEP 01

If the reported situation involves general employees, it should be reported to the department head. If the reported situation involves directors or senior executives, it should be reported to independent directors.

STEP 02

The responsible units of the Company and the supervisors or personnel mentioned in the preceding paragraph shall immediately investigate the relevant facts if necessary, provide assistance from legal compliance or other relevant departments.

STEP 03

If it is confirmed that the accused has indeed violated relevant laws and regulations or the Company's ethical corporate management policies and regulations, the accused should be immediately requested to stop the relevant behavior, and appropriate measures should be taken. If necessary, thee case should be reported to the competent authority or transferred to judicial authorities for investigation, or compensation for damages through legal procedures should be sought to safeguard the Company's reputation and rights.

STEP 04

For the acceptance, process and investigation results of the accusation case, written documents should be retained and kept for five years; the documents may be kept in electronic format.

STEP 05

After investigation and verification of the accusation case, it is the responsibility of the relevant units of the Company to review the relevant internal control systems and operating procedures propose improvement measures to prevent the recurrence of the same behavior.

STEP 06

The responsible unit of the Company shall report the accused matter, its handling method, and subsequent review and improvement measures to the board of directors.

Whistleblowing communication channels GRI 205

Gamania provides publicly transparent and diverse internal and external whistleblowing and complaint channels, available 24 hours a day for employees and stakeholders to communicate and report on organizational operations or commercial conduct. These channels include an anonymous mechanism, to fully safeguard whistleblowers' privacy and rights and prevent any form of retaliation.

	Applicable to	External channel
Internal channel	Employees	✦ Unlawful infringement in the workplace complaint email 995@gamania.com ✦ Ethical corporate management incidents integrity@gamania.com ✦ Internal anonymous message board GAMA Express M ✦ Anonymous QA form at the employee meeting
External channel	All stakeholders	✦ integrity@gamania.com

Penalties GRI 2-27

Gamania prioritizes legal compliance and business ethics and continuously strengthens internal audits to mitigate operational risks. In 2024, Gamania did not experience any major violations or receive penalties from competent authorities.

1.3.3 RISK MANAGEMENT

Introduction
CHAPTER.1 Promoting Sustainable Management
CHAPTER.2 Promoting Digital Responsibility
CHAPTER.3 Promoting Environmental Friendliness
CHAPTER.4 Promoting Positive Value
Appendix

Risk Management Framework and Policy

Risk Management Policy

The Company upholds the principle of sustainable operations by establishing, implementing, and maintaining a proactive risk management mechanism. This mechanism enables the Company to continuously monitor internal and external issues and environmental changes, conduct operational impact analyses, and develop effective and flexible response measures. By doing so, the Company aims to reduce the likelihood and impact of risks to within its appetite for risk. This ensures alignment between the risk tolerance levels of all units and the Company's strategic objectives, fulfilling the commitment to uninterrupted business operations. In 2024, no user service interruptions occurred. Through the involvement of the Board of Directors and senior management, the Company aligns risk management with its strategies and objectives, identifying and defining the Company's major risk items. It identifies major risk items and continually optimizes mechanisms such as training programs, performance management, risk evaluation, early warning notifications, and public disclosures. These efforts aim to effectively manage operational risks and foster a culture of risk control throughout the Company.

The Company's Risk Management Committee operates under the authority of the Board of Directors. The Chairman of the Board serves as the Chair of the Committee, while the Chief Financial Officer acts as the convener. The Committee is composed of the highest-ranking executives from each department, who serve as risk management committee members. The Committee assigns personnel from each unit as risk management officers and collaborates with relevant personnel from operational units to implement risk management procedures effectively.The Risk Management Committee meets at least twice a year. It is responsible for establishing the Company's risk management policies and framework and formulating corresponding risk management strategies and implementation methods based on industry-specific risk characteristics to enhance the effective operation of risk control mechanisms.

Risk management and response measures

01 Risk culture & organization

1. Collect and reference information on risk organizations and operations from peers or benchmark companies.
2. Amend risk management policies and procedures.
3. Offer risk management education and training.

02 Risk Identification

1. Collect and analyze data for risk identification.
2. Identify potential risk events.
3. Identify existing management countermeasures (response measures) for potential risk events.

03 Risk analysis, measurement, & response

1. Establish risk analysis measurement standards and risk tolerance lines.
2. Hold risk assessment workshops.
3. Conduct risk assessments and compile results to generate a risk map.
4. Respond to risks (optimize risk management).

04 Risk recording & reporting

1. Record the risk management process and produce risk management implementation reports.
2. Report annual risk management operations to the governance level.

Risk Management Framework

Identified risks and response measures

Through professional judgment and systematic analysis, the Company regularly identifies and assesses risks that could significantly impact operations, finances, or corporate reputation. This serves as a crucial reference for formulating risk countermeasures and allocating resources, thus enabling early planning to reduce potential impacts. Below are the top two identified risks:

Risk	Risk description	Countermeasures	Monitoring period
Geopolitical and Other External Risk Events	Escalating global market instability, particularly due to geopolitical conflicts, changes in trade policies, and even public health events (e.g., major epidemics). Failure to strategically predict, assess, and respond could directly or indirectly impact the Company's operations. The two main games currently licensed are from South Korean developers, whose future policy changes may pose risks. Potential impacts influence from mainland China affecting licensing or requests to rename "Taiwan" to "Taiwan, China" potentially undermining consumer identification in Taiwan.	✦ Maintain close contact with original developers and track potential supply and policy changes in real-time to facilitate early risk response and resource adjustment, especially considering geopolitical impacts on foreign product licensing. ✦ Flexibly adjust contract terms with licensors in response to changes in geopolitical risks as part of the Company's operational strategy. ✦ Regularly assess, maintain, and analyze the impact of international geopolitics, monitor global political and economic developments to stay informed of emerging risks, and formulate and implement response strategies as needed. ✦ Develop business initiatives that differ from traditional game licensing by leveraging proprietary products from the current incubation program, and combine diversified investments to develop various entertainment products to reduce reliance on overseas products and mitigate geopolitical influence. ✦ Conduct market research to understand customer preferences for games and, in addition to the two main Korean online games currently licensed, explore opportunities to license games from developers in different countries and regions.	From time to time (as needed)
Reduced gaming time risk	The rapid evolution of technology and consumer habits is continuously expanding the new entertainment market. The popularity of other industry types (e.g., TikTok) or new game genres (e.g., VR games) are reshaping users' perceptions and preferences for entertainment value. This could lead to existing customers shifting some of their attention and usage frequency to other forms of entertainment, thereby affecting the "eyeball time" our products can receive.	✦ Develop casual games with relaxing experience designs that players can enjoy concurrently with streaming video content, providing players with low-operation-burden entertainment, thereby raising users' participation in the Company's products. ✦ Incorporate features like automatic monster battling/leveling in licensed/self-developed products to reduce players' burden while allowing players to easily stay in the game and enjoy the fun. ✦ Actively develop the hidol app on the premise of a "dedicated platform to bring content creators and fans closer". This app utilizes Vyin AI and Vyin Chat (two AI solutions) to create a new tech-driven fan engagement experience, thus increasing fan entertainment and leisure options and creating new revenue streams in the long term.	From time to time (as needed)

Note: Some risks (e.g., reduced gaming time risk) are categorized as both major risks and emerging risks. This is based on the Risk Management Committee's professional judgment, considering their continuous and potential impact on the Company, hence the duplication.

Emerging risk management

Based on the Company's identification of ten material risks, combined with external environmental analysis and reference to emerging risks identified by benchmark enterprises and peers in the same industry, suggestions from risk-responsible supervisors and personnel have been collected to determine the Company's emerging risks for 2024. Meanwhile, risk mitigation measures are developed and reported to the Risk Management Committee for early planning and response.

Emerging Risk	Risk description	Countermeasures	Monitoring period
Uncertainty risks caused by AI implementation	While the introduction of AI smart customer service can enhance efficiency, it may also bring uncertainties. For example, incorrect responses, semantic misunderstandings, or inability to handle complex situations. If AI technology is not properly managed, it could lead to customer dissatisfaction, affecting customers' experience and corporate image.	✦ Currently, there are no external ESG regulations specifically addressing AI-related content. However, the ethical use of AI, responsibility for generative content, and the management of application licenses should not fully replace human involvement. The Company must progressively optimize its AI systems to maintain a fair and balanced transition. ✦ Most of Gamania Group's products and feature digital entertainment and multimedia content. All digital content is launched in compliance with the regulatory requirements of the regions where we operate, to minimize the uncertain risks brought by new technologies. Simultaneously, as a platform operator, Gamania advocates that standards regarding responsible content should be formulated to convey the Group's sustainable business philosophy in relation to the digital technology industry, thereby reducing the risk of exposure to inappropriate content. ✦ In 2023, we officially launched the "Gamania Group Advertising Ethics Policy," becoming the first in the domestic industry to establish advertising-related regulations specifically for advertisers. By incorporating feedback from the Group's diverse digital entertainment business units, this policy aims to enhance its applicability and serve as a model for the industry.	From time to time (as needed)
Reduced gaming time risk	The rapid evolution of technology and consumer habits is continuously expanding the new entertainment market. The popularity of other industry types (e.g., TikTok) or new game genres (e.g., VR games) are reshaping users' perceptions and preferences for entertainment value. This could lead to existing customers shifting some of their attention and usage frequency to other forms of entertainment, thereby affecting the "eyeball time" our products can receive.	✦ Develop casual games with relaxing experience designs that players can enjoy concurrently with streaming video content, providing players with low-operation-burden entertainment, thereby raising users' participation in the Company's products. ✦ Incorporate features like automatic monster battling/leveling in licensed/self-developed products to reduce players' burden while allowing players to easily stay in the game and enjoy the fun. ✦ Actively develop the hidol app on the premise of a "dedicated platform to bring content creators and fans closer". This app utilizes Vyin AI and Vyin Chat (two AI solutions) to create a new tech-driven fan engagement experience, thus increasing fan entertainment and leisure options and creating new revenue streams in the long term.	From time to time (as needed)

Audit system

Gamania is committed to establishing a sound and effective internal control system to strengthen risk management, safeguard stakeholder interests, ensure compliance in operational activities, and maintain the stability of sustainable operations. The Company has an Auditing office in place which is an independent unit directly reporting to the Board of Directors and solely responsible for internal audit operations. Through regular and, when necessary, various audit operations, the Auditing office assists the Board of Directors and management in reviewing and evaluating the design and effectiveness of internal control systems. Based on audit results, the office provides improvement suggestions and continuously refines various operational and management processes to enhance internal governance effectiveness. The Auditing office regularly reports the execution status of the annual audit plan and the improvement of internal control deficiencies to the Board of Directors and the Audit Committee. This serves as a crucial basis for reviewing and modifying the Company's internal control system.

For external audits, the Company cooperates with various inspections and reviews conducted by competent authorities in accordance with relevant law and regulations. We actively implement improvements and follow up on inspection opinions. By continuously strengthening internal controls and audit operations, we enhance operational transparency and self-management capabilities, reduce operational risks, and protect the Company and its stakeholders' interests.

STEP 1

Planning

Audit plan for the next year is devised using a risk-based approach, and is approved by the board of directors.

STEP 2

Execution

Defects and abnormalities are reported in writing and improvements are raised where appropriate.

STEP 3

Review & improvement

All inspected units are required to propose improvement measures for any defects discovered, which the Internal Auditing office will follow up and report in writing in the following quarter.

STEP 4

Submission to independent directors

Reports are submitted to independent directors before the end of the following month after the audit is completed.

STEP 5

Regular reporting

The board of directors and the Audit Committee are regularly updated on the execution of audit tasks.

STEP 6

Continuity

Audit findings are treated as audit emphasis in next year's audit plan.

Internal control system

To strengthen its internal control and risk management system, Gamania has implemented a "Three Lines of Defense" mechanism. This clearly defines roles and responsibilities, to effectively identify, control, diversify, and mitigate potential risks. The first line of defense involves each operational unit being responsible for identifying and controlling daily operational risks. The second line of defense is handled by the risk management and compliance units, which assist in establishing systems, oversee implementation, and conduct risk assessments. The third line of defense is the Auditing office, responsible for independent and objective inspections and evaluations.

Through this audit mechanism, we continuously review the effectiveness of the Company's internal controls and risk management systems and provide recommendations for improvement to ensure the effective operation of our internal control system.

	Method of control	Role and function
First line of defense **All operating units**	Daily risk management activities (including self-evaluation of internal control) by the operating units.	Designing robust internal control procedures for identifying, managing and responding to risks.
Second line of defense **Risk management & compliance units**	Contribution of professional skills to help optimize the company's processes, and strategic management, policy formulation and functional supervision based on the monitoring at the management level.	Supervising and assisting various units from an organizational perspective based on the risk management policies routinely established by the management, to ensure the effective management of corporate risks and control.
Third line of defense **Internal audit**	Audits based on independence and objectivity in a risk-oriented approach, with findings reported directly to the Board of Directors.	Auditing and evaluating the effectiveness of the internal control system in a timely manner, executing audit tasks according to standard operating procedures, and measuring whether the management and implementation of risks and control have worked.