

CHAPTER 4



CH4. Promoting Positive Values








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4.1 Gamania family

4.1.1 Workforce structure

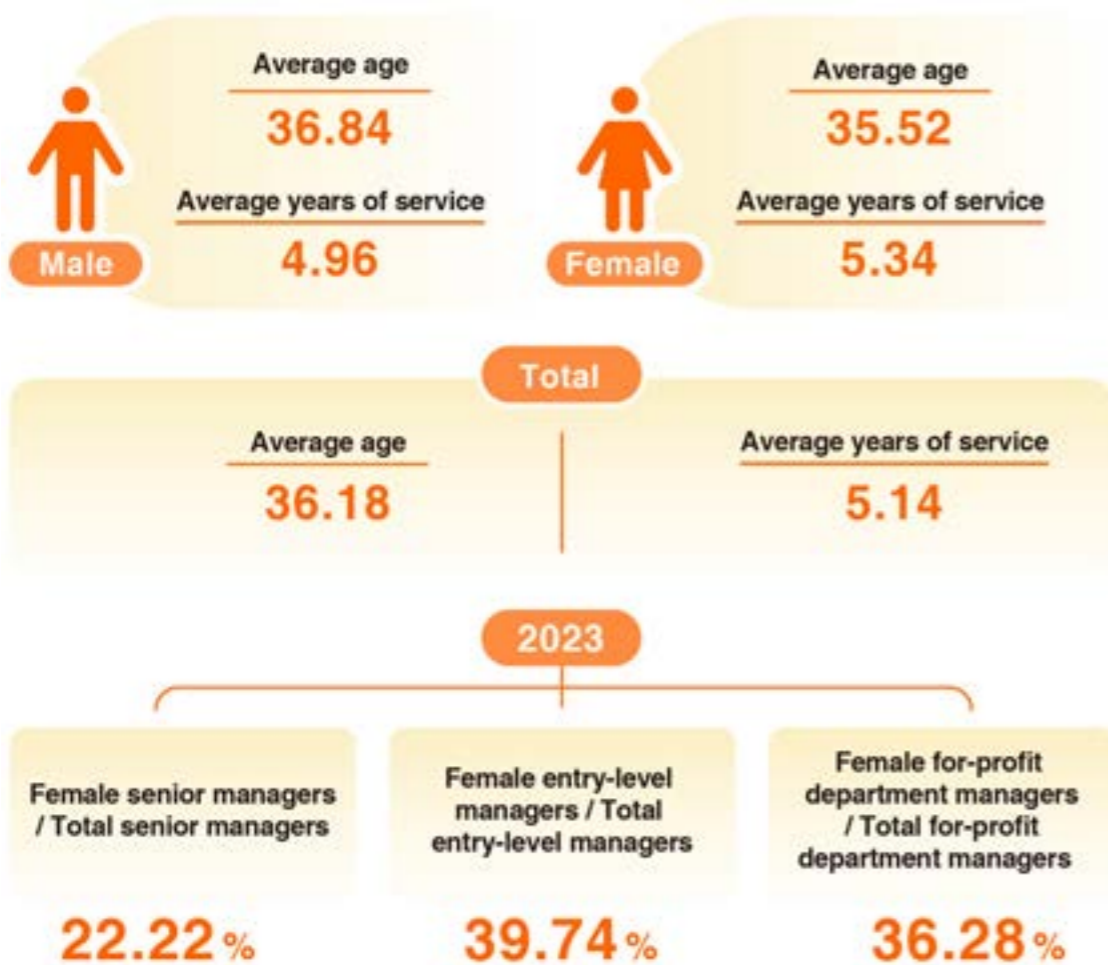
GRI 2-7 GRI 405-1

With the diversification of Gamania's investments, as of December 31, 2023, Gamania employed a total of 1,053 workers in Taiwan, including 1,004 full-time employees, and 49 contract employees (mainly for the support of specific or periodic projects). Gamania employees are entitled to fair opportunities and do not discriminate against them based on gender, age, race, religion, disability, or other conditions. Contract staff are also members of the Group, and therefore enjoy various employee benefits without distinction based on their status.

		Male		Female		Subtotal*
		Number of people	Percentage	Number of people	Percentage	
 Contract category	Permanent contract	522	49.57%	482	45.77%	95.35%
	Temporary contract (contractual employment)	28	2.66%	21	1.99%	4.65%
 Age	Age 30 and below	146	13.87%	160	15.19%	29.06%
	Age 31-50	377	35.80%	335	31.81%	67.62%
	Age 51 and above	27	2.56%	8	0.76%	3.32%
 Education	PhD	2	0.19%	0	0.00%	0.19%
	Graduate School	126	11.97%	88	8.36%	20.32%
	University/College	379	35.99%	402	38.18%	74.17%
	Senior high school	43	4.08%	13	1.23%	5.32%
 Ethnicity/nationality	Local	546	51.85%	500	47.48%	99.34%
	Indigenous people	0	0.00%	1	0.09%	0.09%
	Foreigner	4	0.38%	2	0.19%	0.57%
 Health condition	Physical or mental disability	4	0.38%	1	0.09%	0.47%
 Skill category	Manager	106	10.07%	64	6.08%	16.14%
	Research and development	113	10.73%	45	4.27%	15.00%
	Management and distribution	331	31.43%	394	37.42%	68.85%
 Job grade	Managerial grade*	105	9.97%	64	6.08%	16.05%
	Entry-level grade	445	42.26%	439	41.69%	83.95%

* Note 1: This chart has been prepared based on statistics of employees in Taiwan.

* Note 2: Managerial role refers to manager grade and above.



• Note: In the statistics above, female senior managers refer to chief officers (within two grades below the president), while female entry-level managers and female for-profit department managers are of manager grade and above.

Employee capability sex ratio (%)				
Male	Executive management	Non-executive management	Technical employees	Other employees
	77.78	60.26	72.32	48.21
Female	Executive management	Non-executive management	Technical employees	Other employees
	22.22	39.74	27.68	51.79

Employee capability nationality ratio (%)				
Taiwan	Executive management	Non-executive management	Technical employees	Other employees
	100.00	98.03	99.55	99.78
China	Executive management	Non-executive management	Technical employees	Other employees
	0.00	0.66	0.00	0.00
Other areas	Executive management	Non-executive management	Technical employees	Other employees
	0.00	1.32	0.45	0.22

• Notes 1: Executive management: Managers within two grades below the president, including the president and chief officers.
 • Notes 2: Non-executive management: Employees at grade 10 or above, including division heads, special assistants, and managers.

• Notes 3: Technicians: IT personnel such as engineers.
 • Notes 4: Other employees: Employees not classified as the categories above.
 • Notes 5: The data of the table includes full-time, part-time, contracted and dispatched personnel.

4.1.2 Talent recruitment and retention

Gamania has been undertaking active transformations in response to the increasingly popular use of mobile devices. We continue to cultivate our brand as an employer, and through a variety of recruitment channels such as human resources bank, social media platform, recruitment activities and internal employee referrals, we are actively recruiting elites from various fields such as gaming, e-commerce, e-payment, startup, media and information to join our team.

With Gamania's attention to the DEI trend in recent years, the Group's Human Resources Office has widely collected and converged relevant indicators to provide a workplace where employees develop high sense of identity. In comparison with previous years, people of Gen P, who joined the workforce after pandemic, assess the meaning and independence that a work provides in a more prudent manner. These diverse mindsets enable Gamania to constantly create a brand-new management system. From the perspective of "Dare to Challenge" without limits, we have provided superior benefits that are better than the peers in the industry to protect outstanding talents in all aspects.



Active new recruitment rate

For new recruits, Gamania organizes "beginner missions" and uses a series of activities including: experience sharing with seniors and simple tests to facilitate interactions among recruits to help them find colleagues that share similar interests and familiarize with the group's philosophy, history, prospects. The new recruitment rate was 34.4% in 2023, and most of the new recruits were under the age of 30, for Gamania has created a work environment featuring the development of energetic creativity, ability and experience and thus attracted many outstanding young talents. We have formulated the "Regulations for Job Rotation." In 2023, the internal employee substitution rate was 4.7%, reflecting employees' recognition for the Group. Meanwhile, flexible internal channels were leveraged to enhance the effective use of human capital and cut the costs of external recruitment.

Healthy turnover rate

The digital technology industry has always maintained a certain level of turnover rate. The years of service of Gamania's employees are 5.14 years on average. We hold interviews with every departing employee; in 2023, the turnover rate was 23.2%, showing a decrease by 8.2% compared to that in the previous year. Gamania believes that listening to employees' voices will help improve existing problems and take handling measures, which further enables the establishment of a more friendly workplace for talent retention despite the high turnover rate.



Overview of new recruits				
	male		Female	
	Number of people	New recruitment rate	Number of people	New recruitment rate
Age 30 and below	55	44.35%	60	42.86%
Age 31-50	81	21.77%	48	14.37%
Age 51 and above	1	3.85%	0	0.00%
Subtotal	137	26.25%	108	22.41%

Overview of resignations				
	male		Female	
	Number of people	New recruitment rate	Number of people	New recruitment rate
Age 30 and below	38	30.65%	62	44.29%
Age 31-50	68	18.28%	57	17.07%
Age 51 and above	6	23.08%	2	25.00%
Subtotal	112	21.46%	121	25.10%

• Note: New recruitment rate = number of new recruits in the age group / total number of employees in the age group, and the total number of employees are those still in service on December 31, 2023.

• Note: Turnover rate = number of resigned employees in the age group / total number of employees in the age group, and the total number of employees are those still in service on December 31, 2023.

Gender diversity policy

Gamania Group offers a workplace where gender equality, diversity and co-creation are valued, protecting the rights and interests of employees. Employees are promoted primarily based on their professional competence, academic and work background as well as capabilities, and without regard to gender, age, race, religion, disability, political affiliation, place of origin, sexual orientation, marital status, etc. At the same time, we stick to the principle of equal pay for equal work. Since our establishment, we have never been engaged in child employment, and have not been involved in any labor disputes, cases of corruption or bribery, incidents of forced and compulsory labor, discrimination, or violations of employee rights. Please refer to “4.1.1 Workforce structure” for relevant gender indicators.

4.1.3 Talent development

Gamanian Development Program

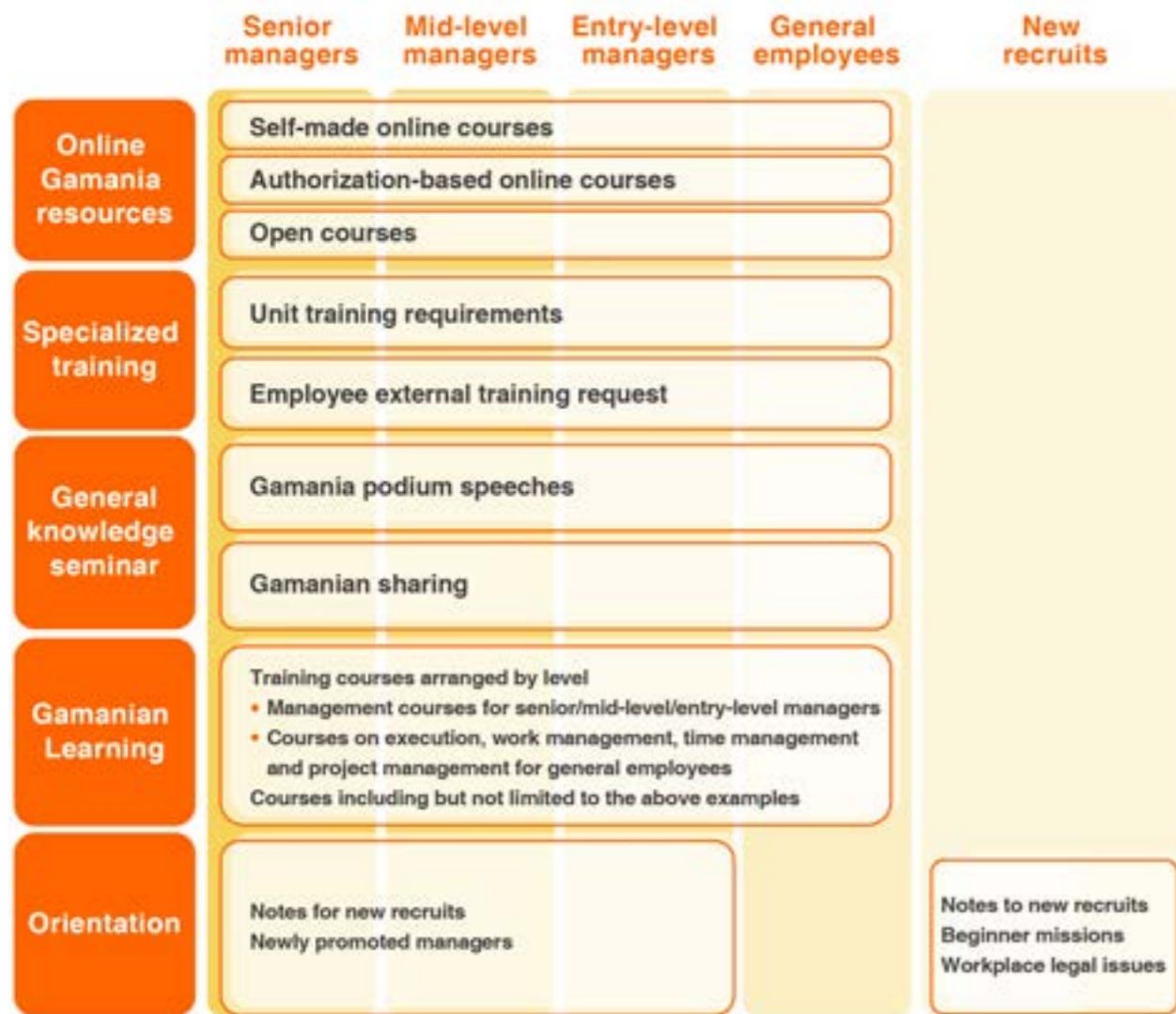
The “Gamanian Development Program” provides training related to the professional fields of Gamania employees, helping accumulate various market knowledge through six major dimensions so that the talents can remain competitive in the trending industry.

We have a comprehensive learning environment and a complete training blueprint, and plans diversified training for employees of various job levels, including training courses, lectures, symposiums (Gamania podium and Gamania content), which are supplemented with digital learning (Gamania resources) for training.

Putting more and more attention to sustainable development, Gamania has incorporated ESG issues such as ethical corporate management, information security management, and environmental management (including water resources, waste, energy conservation and carbon reduction) into the education and training, so as to have the employees improve their professional abilities while understanding and agreeing with Gamania’s ESG philosophy and mission. In addition, employees are subsidized to participate in external professional courses. More than NTD 3.42 million was invested in training in 2023, with an average of NTD 3,254 per employee. A total of 272 training courses were held, with a total of 7,006 participants, a total of 13,234 training hours, and an average of 12.6 training hours per employee.



Talent training roadmap



Education and training overview

		2020	2021	2022	2023
Total training hours	Female	2,703	6,063	7,469	6,611
	Male	2,331	7,461	9,222	6,623
	Managerial grade	3,430	2,459	3,329	2,880
	Entry-level grade	1,604	11,065	13,362	10,354
	Total	5,034	13,524	16,691	13,234
Training hours per person	Female	6	12	15	13
	Male	4	14	18	12
	Managerial grade	9	15	20	17
	Entry-level grade	3	12	16	12

• Note: The average training hours per person in 2020 are the number of training hours/total number of participants; the calculation method for the average training hours per person from 2021 to 2023 was adjusted as the number of training hours/total number of employees, with the total number of employees being those still in service as of December 31, 2023.

Employee professionalism development program



Training courses for newly hired / promoted managers

To help new managers become more familiar with the job functions and management expertise required. Accordingly, we not only directly enabled them to pick up leadership skills and remove the stress of incompetence, but also indirectly retained talents, reducing the recruitment costs and turnover rate through more effective utilization of human capital. In 2023, two courses on interview skills for accurate recruitment and on performance management interviews were arranged, with the participation rate reaching 8.1% of all employees.



External training courses

Gamania supported the learning of specific expertise through external training courses. For example, we collaborated with BSI Group to organize special courses for Digicentre employees to obtain the ISO 27001 lead auditor certificate more efficiently, and introduced new technologies as per the Group's needs, with relevant training delivered to the developers using Jira & Confluence technology. The total participation rate reached 13.6% of all employees.

TALENT, in Taiwan

The sustainability of talents has always been a critical development goal in Gamania. To build a more diverse, equal and inclusive workplace, and with global enterprises' emphasis on social responsibility for talents, we are committed to providing industrially competitive remuneration and welfare programs, creating a harmonious environment for labor-management communication, and mastering digital technology, to continuously attract more outstanding and like-minded talents to join Gamania and pursue higher value realization. Since 2021, we have practically promoted talent sustainability and joined "TALENT, in Taiwan" to commit ourselves to creating a better future for every employee together.



Join Gamania

Performance management

The performance evaluation system has been carefully structured to incorporate Gamania's "Dare to Challenge" spirit and accommodate rapid changes of online businesses. Employee career planning and performance evaluation are conducted at least once a year. With Gamania's adoption of goal management, each employee is assigned 1 to 3 financial goals and mission goals in the beginning of a year based on individual job nature and grades. Weight is allocated for each goal to provide the basis of performance evaluation. To encourage the adjustment of performance goals in response to changes in the environment, individuals or units are allowed to add additional goals or raise standards for existing aspects. For instance, employees may set bonus goals, or diversified performance management methods such as 360-degree performance evaluation and agile conversation may be applied based on the nature of projects. These reflect the achievement rates of different professionalism and expertise goals, and thereby motivate employees to go all out and deliver the best performance.

Reward system



Strategic reward

The reward mainly targets unit heads and their key subordinates (managers and staff), and is granted based on long-term investments, plans, growth, results, and overall performance of each unit in the current year.



Tactical reward

The reward targets Gamania employees who are committed to executing line managers' instructions, tactics, performance goals, or critical assignments, and is paid based on the reward policy of each unit.



Special reward

Line managers may apply for special rewards to reward teams or individuals for special contributions or performances that are not compensated by the existing reward system.



Ad-hoc reward: Gama Medals

Line managers may apply for small rewards as recognition for employees' outstanding performance, and thereby encourage employees to grow with the Company. A total of 300 ad-hoc rewards were granted in 2023; each winning employee was given a special Gama Medal and NTD 100 of Gama Island meal voucher. Each quarter, outstanding employees are invited to the High Party to exchange opinions and enjoy with the CEO.



GAMA STAR

The GAMA STAR candidate is nominated by the COO of the respective unit/subsidiary; the candidates undergo a preliminary review by division heads, and the final winner is voted among unit heads. A total of 7 employees were nominated for GAMA STAR in 2023, all of whom received special invitations from the CEO and unit heads to participate in the Super High Party, where they enjoyed a memorable night of respect and honors. After the final selection by the heads of the group headquarters and subsidiaries, three employees won the GAMA STAR trophy along with NTD 30,000 cash and special identification badges made exclusively for GAMA STARs.

4.1.4 Compensation and benefits

Compensation system

We monitor salary changes in the industry and make appropriate adjustments to ensure that our compensation packages are competitive to retain talents. The salary of our basic-level employees is 4.28% above the statutory minimum wage. Gamania subscribes to basic Labor Insurance and National Health Insurance coverage as required by laws. The Company also arranges employee group insurance to provide coverages including: term life, accident, work-related accident, accident treatment, hospitalization, cancer protection, and occupational hazard. Employees' dependents, too, may subscribe to group insurance at additional premiums for accident, accident treatment, and hospitalization coverage. The Company's pension system is executed according to the "Labor Pension Act." Please refer to P.76-77 of the annual report for details.

Average salary for non-managerial roles - 2023

Unit: NTD thousand

Item	2023
Gross salary of full-time, non-managerial employees (A)	656,799
No. of full-time, non-managerial employees (B) (person)	836
"Mean salary" for full-time, non-managerial employees (A/B)	786
"Median salary" for full-time, non-managerial employees	749

Welfare planning

GRI 201-3 GRI 401-2 GRI 401-3

"The Company saves on virtually anything except people." As the leader in the industry, Gamania comes up with kinky ideas every year to offer a diversified and comprehensive range of benefits that are more favorable than statutory requirements. By giving employees benefits commensurate with their career advancement, Gamania hopes to attract more talents from relevant fields and prompt the upgrade of welfare offered by Taiwanese enterprises.

Leaves more favorable than legal requirements

New Public welfare leave

In 2023, Gamania encouraged employees to engage in public welfare by participating in charitable activities that the Group recognized and supported with unlimited time.

New Paid maternity leave

In 2023, we actively promoted the mother and child protection plan, taking the lead in the industry to extend maternity leave from 8 weeks to 10 weeks.

Employee travel leave

Gamania encourages employees to seek work-life balance, and grants each employee a travel leave of 3 days and travel subsidies up to NTD10,000 based on seniority. In 2023, a total of 930 people applied for the leave.

Grand tour leave

In line with the brand core of Gamania Group, we set the "grand tour leave" in 2015 to encourage employees to challenge themselves with adventures. Employees passing review may take this paid leave unlimitedly.

Equality leave

Gamania values gender equality and human rights. It introduced equality leave in 2015, where partners in same-sex marriage are entitled to 8 days of wedding leave and paternity leave, and Gamania was the first among listed companies in Taiwan to implement the idea.

Spontaneous leave

Gamania began a trial run of spontaneous leave in 2015, which entitles employees to take unlimited days of paid leave after they have used up their annual leaves. The spontaneous leave does not require line manager's approval on a leave-by-leave basis, due to promoting self-management and work efficiency. In 2023, 10 people applied the leaves, with a cumulative time of 104 hours.

Paid pregnancy test leave and paternity leave

If an employee's partner is pregnant, the employee is entitled to 13 days of paid pregnancy test leave and paternity leave during the period of pregnancy and childbirth.



All regular employees of Gamania are entitled to flexible working hours, working from home, online game point purchasing, group insurance, free car/motorcycle parking spaces, company-branded merchandise, annual health checks, employee restaurants (with free daily consumption points), gyms (free for 24 hours), nursing facilities, and free psychological counseling services for employees (psychological and financial/medical/legal counseling); special discounted psychological counseling services are available to employees' relatives within the third degree of kinship (inclusive), and employees' children may attend the Company's affiliated kindergarten and enjoy partial subsidies. Gamania provides multiple types of leaves, such as unlimited spontaneous leave, 3 days of paid employee travel leave, paid birthday leave, and 13 days of paid pregnancy test leave and paternity leave for male employees for their partners' pregnancy tests or delivery (better than the statutory requirement of 7 days). The Company also offers multiple subsidies such as departmental dining subsidies, employee travel subsidies, employee club subsidies, bonuses for 3 major festivals and birthday, marriage subsidies, funeral subsidies, hospitalization consolation subsidies, maternity subsidies, emergency assistance funds, home cleaning subsidies, etc. Gamania plans its welfare systems to suit the needs of employees, incorporated with the Company's culture and values, and aimed towards fulfilling job security and work-life balance.

Statistics on parental leave applicants in 2023

Overview of unpaid parental leave	Male	Female	Total
No. of employees applying this leave	4	13	17
No. of employees expected to be reinstated in 2023 (a)	3	14	17
No. of employees actually reinstated in 2023 (b)	3	9	12
Reinstatement rate (b/a)	100%	64.3%	70.6%
No. of employees actually reinstated in 2022 (c)	1	7	8
No. of employees reinstated from this leave in 2022 and having worked for more than one year since then (d)	1	6	7
Retention rate (d/c)	100%	85.7%	87.5%

• Note: The number of employees actually reinstated includes those who were reinstated earlier than expected.

Gamania Experience



Long-term benefit plan

In addition to establishing the “Employee Retirement Regulations” by the Labor Standards Act and the Labor Pension Act, Gamania has also formulated the “Employee Stock Ownership Trust Implementation Regulations” to support employees to have long-term savings and accumulate wealth for stable future life, and to enable employees to hold the Company’s shares, enjoy the results of corporate operations together, and thereby have a greater sense of participation in the Company. The benefit of employee stock ownership trust is based on an Employee Stock Ownership Association formed by our employees themselves to obtain the shares of the Company for which they have served. In principle, the Employee Stock Ownership Association openly accepts the free application for membership by any employee with more than one year of service. Each member agrees to contribute a certain amount of salary each month; the Association will entrust such amount, along with the subsidiary incentives provided by the Company, to the Trust Department of CTBC Bank to manage and purchase the Company’s shares on a monthly basis, and return the shares to the employees when relevant conditions are met. As of 2023, 421 employees of the Group applied for the membership of the Association.

Gama Garden

Gamania started with a team of employees in their early 20s, and as the Company grows, the 28-35 age group with the need for marriage and childbirth now makes up the majority of the workforce. Driven by the commitment to provide job and family security, Gamania became the first company in Taipei which set up its own kindergarten, showcasing a new height of corporate welfare. Group CEO Liu, Po-Yuan said: “We hope to make Gama Garden so great that talents come to work for Gamania to have their children go to Gama Garden.”

With “Love to play” as the core spirit, Gama Garden is a learning environment of challenge, adventure, and joy, in the hope that each child may develop his/her distinctive characteristics, and learn and grow in the adaptive environment. A broad diversity of teaching activities has been organized to meet the needs of children’s development. Through activities and games, children are given the inspiration to explore, learn, develop skills, and build the mindset needed to discover and solve problems and take on challenges. The concept of space design is “Follow the Child” to return space to children and make them artists of space. It has won the Public Space Award at the Taiwan Interior Design Award.



Gamania Perspective
- to know more about
Gama Garden



4.1.5 Friendly workplace GRI 402-1

Gamania cares about the quality of life of employees in various systems. Striving for the highest goal of employees' happiness in their work and living, we continue to promote various measures so that employees can perform their duties in a workplace where they can feel confident and supported. In 2023, there were no complaints of sexual harassment or violations of regulations regarding labor and human rights. Aside from an employee cafeteria (Gama Island) and a kindergarten (Gama Garden), we have also set up braille slates and pedestrian ramps in the headquarters building, increasing employees' well-being through friendly and accessible facilities. Various large-scale events are held every year as well, such as the Mid-Autumn Festival party, the Gamania Family Day, the Christmas Market, etc. for greater cohesion among employees.

Gamania values both the frequency and quality of communication between employers and employees a lot, and implements innovative and diverse channels to promote effective two-way communication, so that the company may learn employees' thoughts and needs in the shortest time possible and convey our business philosophy and strategies to greater effect. If there are any changes that could seriously affect the rights and interests of employees, we will notify them right after the announcement of related material information within the notice period specified in the Labor Standards Act, and help employees make timely response with a friendly adaptation period.



Human rights management

GRI 2-23 GRI 2-24 GRI 2-30 GRI 406-1

Human rights policy

Gamania Group is committed to protecting the basic human rights of all employees and all stakeholder groups. We have developed a human rights policy with reference to internationally recognized human rights standards such as the "Universal Declaration of Human Rights" and "UN Global Compact," demonstrating our commitment to respecting and protecting human rights and treating all employees fairly. It is also our hope that suppliers and partners can stick to the core of such human rights policy and fulfill social responsibilities with us. The four focuses of the Group's commitment and policy towards human rights are:

- 1** Creating a workplace that is independent, diverse, inclusive and respectful.
- 2** Building a healthy and safe work environment.
- 3** Regularly inspecting and evaluating relevant systems and actions.
- 4** Providing education, training, and awareness campaigns



Gamania human rights policy



Human rights due diligence

At Gamania, we have established a human rights management framework in accordance with the OECD Guidelines and integrated the system into our daily work. Meanwhile, risk assessment tools and regular reviews have been applied to continuously improve labor human rights.

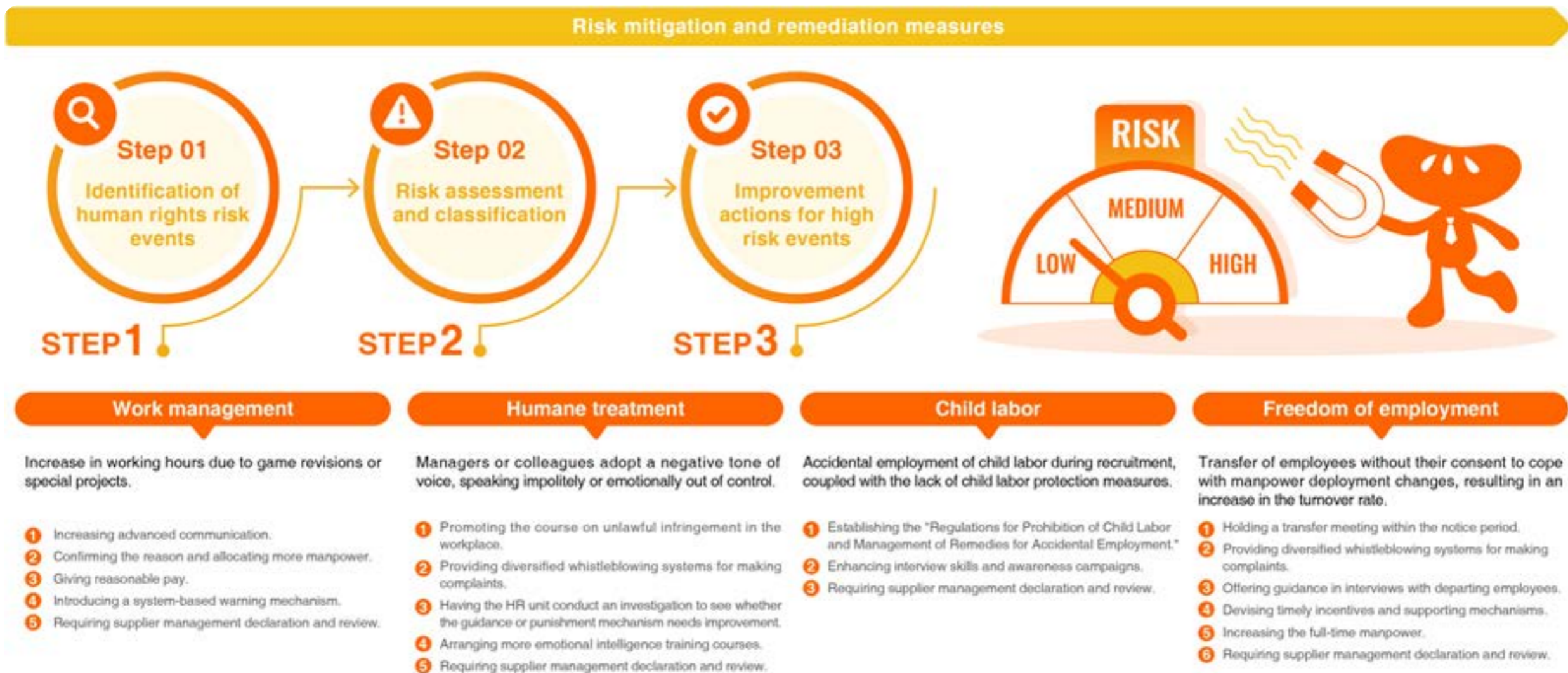


- 1 Integration of responsible business behaviors into policies and management systems**
10 management regulations have been formulated to explicitly integrate human rights management issues into the Company's Personnel Management Regulations
- 2 Identification and assessment of the actual and potential adverse effects on corporate operations, products or services**
Actual and potential human rights risks (including common international human rights issues) related to the Company's activities and operations are identified. We determine various risk issues concerning human rights faced by the Company, and assess the risk level of each issue based on the severity and probability thereof, in order to address the event with the highest risk level first.
- 3 Stopping, prevention and mitigation of the adverse effects**
Based on a variety of complaint mechanisms and corrective/preventive measures, we investigate negative incidents concerning human rights (if any), and accept feedback from different stakeholders for continuous improvement.
- 4 Tracking of the implementation status and results**
Through regular review measures by internal personnel, the operational effectiveness, suitability, adequacy, and effectiveness of various management measures are reviewed. Necessary improvement measures are taken according to the results of the management review reports, with the effectiveness and completion status thereof tracked in a constant manner.
- 5 Communication on how to eliminate the effects**
The progress of the Company's human rights management measures are continuously communicated via internal education and training and external diverse communication channels.
- 6 Cooperation to implement remedies**
Specific management objectives are set, and corresponding risk mitigation and remediation strategies are developed. At the same time, we assess whether the Company's management systems, processes and methods are consistent with the management objectives regarding human rights issues, and make adjustments for deficiencies, if any.

Process of human rights due diligence

With a view to assessing Gamania's risks and potential impacts in terms of human rights, we developed a dedicated human rights investigation and assessment tool and formed a Human Rights Project Team in 2023 to identify key risks in the workplace and supply chain and to conduct regular human rights due diligence. Accordingly, mitigation or remediation measures will be adopted upon discovery of any high human rights risks, potential problems, or violations of regulations during the risk assessment process. The results will be used to regularly review and update various human rights management measures under the human resource management regulations, so as to improve the Company's human rights performance unceasingly. In 2023, the Company assessed a total of 27 human rights risk issues; the categories included free choice of employment, youth labor, working hour management, remuneration and welfare, humane treatment, anti-discrimination and harassment, freedom of association, privacy, and occupational safety and health. No issues were of high risk level, 4 issues were of medium risk level, and 23 issues were of low risk level.

Description of key human rights issues



Human rights issues and management plans

Issues	Parties concerned	Management plans
Prohibition of forced labor	All employees / Suppliers / Contractors	<ul style="list-style-type: none"> Never use violence, coercion, detention, or other illegal means to force workers to engage in labor. Do not withhold identity documents or other personal property of employees; the legal rights of employees are ensured.
Prohibition of child labor	Child labor	<ul style="list-style-type: none"> Hire job applicants that meet the minimum age standard of local regulations. Child labor protection and rescue measures are in place.
Elimination of unlawful discrimination	All employees / Female employees / Foreign employees	<ul style="list-style-type: none"> For all labor rights matters, all employees are treated equally; none of them experience unlawful discrimination on the grounds of race, class, language, thinking, religion, political affiliation, place of origin, place of birth, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical and mental disabilities, constellation, blood type and other factors.
Diversity, inclusion and equal opportunities	All employees	<ul style="list-style-type: none"> Create a diverse and inclusive workplace that embraces people with different backgrounds and respects and preserves everyone's differences. We ensure that every member is treated fairly and with respect, and enjoys fair learning resources, fair remuneration conditions, and fair opportunities for promotion and development.
Maintenance of physical and mental health and work-life balance	All employees	<ul style="list-style-type: none"> Support for healthy activities: Encourage employees to participate in various healthy activities by providing resources. Team exchange activities: Provide funds every year to encourage department heads and employees to promote relationships and collaboration through exchange activities. Employee welfare activities: In order to ensure physical and mental relaxation of employees and gather their cohesion, we regularly hold year-end party and company activities to boost the team spirit and corporate culture.
Freedom of association and right to collective bargaining	All employees	<ul style="list-style-type: none"> Respect the freedom of association and the right to collective bargaining entitled to employees in accordance with the law. Smooth communication channels with employees are maintained to establish harmonious labor-management relations.
Occupational health and safety	All employees / Suppliers / Contractors	<ul style="list-style-type: none"> Regular health checkups are provided for employees, and contracted professional medical staff are hired to offer health services. In addition, education and training on safety and health and fire prevention are held periodically, and necessary preventive measures are taken to avoid occupational disasters and reduce hazardous factors in the work environment. To ensure the occupational safety of partners and contractors that enter the Company to provide services, we duly notify the personnel of relevant hazards and supervise the details during the performance of duties.

Human rights training and awareness campaigns

In order to raise employees' awareness of human rights protection and effectively reduce the possibility of human rights risks, Gamania annually arranges education, training, and awareness campaigns on human rights issues for all employees. Considering of the work environment and working hours of our employees, we promote human rights issues online or via electronic signage. In 2023, the training completion rate of recruits reached 100%.



The topics of training and awareness campaigns included:



Smooth communication channels

Gamania places great importance on the freedom and right of expression of employees. We are devoted to fully understanding our employees' needs and expectations for the workplace, and ensure the freedom to confidently make suggestions, requests or questions without worrying about retaliation. Our open communication platforms allow the management unit to rapidly gather and respond to opinions and thereby create a more harmonious and efficient work environment. For details, please refer to the section of whistleblowing and communication channels under "1.2.2 Ethical corporate management."

Human rights due diligence management in the supply chain

Gamania not only promotes the internal management of human rights issues, but also hopes that the partners can jointly improve the effectiveness of human rights management. Through the supplier management procedures, the Company has incorporated human rights issues into the awareness campaigns for suppliers, selection of new suppliers, and annual evaluation of adopted suppliers as key topics. Please refer to "3.2.1 Sustainable procurement" for the performance details.

Gamania Town Hall

Gamania Town Hall is a quarterly gathering between the management and employees; reputable speakers are invited to share interesting topics and open up Gamania employees' visions to trends of the world. In 2023, experts in different fields were invited to share their wonderful life stories with Gamania employees. Two of the sessions were ESG-related. Gamania Town Hall also serves as an important communication channel; breaking the limits of conventional labor-management meetings, the employees may raise queries or provide suggestions anonymously (those who did not attend the activity could still ask questions through other employees or employee representatives), and the Group CEO will address all of them on-site to improve interactions and relationships between employees and the employer in a real-time and two-way manner. In 2023, responses were made to a total of 72 questions from employees.

2023 Gamania Town Hall

Session	Theme	Description
Q1	International Sustainable Fashion Trends You Must Know - Story Wear (ESG)	Story Wear has contributed to a major leap forward in sustainable fashion as the first zero-waste flagship store that shows sustainability behaviors in daily life and carries on the cycle of virtue. The founder of this Taiwan's only zero-waste fashion brand was invited to share her entrepreneurial experience and profound insights into the industry of fashion and the international trend of industry and circular sustainability.
Q2	Understanding Boundaries of Interaction and Leveling Up Communication Skills (ESG)	Being diplomatic is such a hard thing! As social activities resumed in the post-pandemic era, two relationship experts were invited to share with Gamania employees on the topic of how to understand the boundaries of interaction and engage in good communication with others.
Q3	AI Revolution: Embracing the New World of AI	Artificial intelligence (AI) is all the rage in the world and changing our life. Two IT experts were invited to give the most interesting talk on the most popular topic — the future and influence of AI.
Q4	My Dream of Beer Aged in the Market: Driving Force behind the Craft Beer Industry	The founder of HanBeer, who has changed the beer culture in Taiwan through creativity and cross-sector collaboration, was invited to share some knowledge of beer.



Gamania Express M

In addition to the quarterly Gamania Town Hall, Gamania has also made good use of its own network technology services to create an anonymous communication channel that allows employees to communicate with the Company at any time and anywhere; relevant responsible units are in place to immediately handle any matters communicated, reflecting high efficiency and workplace friendliness. The ratio of employees using Gamania Express M was nearly 100%, with a total of 305 handled cases regarding the management aspect in 2023.

Employee assistance program

Gamania's "Employee Assistance Program"(EAP) was implemented on a trial basis at the beginning of 2021 and further officially implemented in April of the same year. By offering counseling, financial, legal, and management assistance at a fixed number of times each year, the program helps improve employees' balance in life and in mind, and address employees' physical and mental stress or problems at work; a stress-free anonymous consultation channel is available for employees, helping those who need assistance in a more effective manner. In these 3 years, the assistance program has served more than 1,000 employees, becoming an important stabilizing force within the Group. In 2023, the satisfaction score of the employees utilizing the program reached 4.6 (out of 5).

4.1.6 Healthy workplace

Health promotion activities

Gamania has created a rich and comprehensive healthy workplace with programs such as employee health checkups, maternity protection programs, sports and athletic activities, and a gym to cultivate good health habits among employees. In the future, we will further plan the emotional fat loss and health promotion program, focusing on the emotional aspect which was less addressed in the past during the fat loss and weight loss process of the high-risk groups, plus the professional one-on-one consultation with a nutritionist and customized nutrition group program, to support the sustainable health of employees.

Employee health checkup

Gamania provides annual employee health checks. In 2023, 786 employees completed the health check; the health check rate reached 83.9%. We also quarterly arrange physicians to station on site to provide medical consultation, health guidance and follow-up for employees with abnormal health check findings or health problems. In 2023, 26 employees benefited from the services.

Care for high health risk groups

Inbody analysis of body composition is performed on a quarterly basis, and employees are given proper advice on nutrition and exercise health education.

Maternity protection program

The Company provides relevant health education to pregnant and postpartum employees, and sets up nursing rooms on different floors of the office building. We also plan to provide free parking spaces, B1 temporary parking spaces, and assistance in parking/pick-up for pregnant women. In 2023, 8 employees who were pregnant participated in the health education.

Prevention of musculoskeletal disorders

As employees sit for long periods of time at work, which could easily lead to musculoskeletal pain and discomfort, Gamania selected three types of posture correcting chairs for employees to apply for, and had the registered nurses adjust the suitable sitting position and posture to go with the lifting tables in the employees' office.

In 2023, 26 employees applied for the chairs.



Care for intense activities

For high-intensity activities such as dragon boat racing, marathon, and triathlon, registered nurses will help participants take monthly InBody measurements, provide diet, exercise, and related health care for individual health problems, and prevent sports injuries.

Gym

The Company has a 24-hour gym that offers a complimentary InBody analysis of the body's composition. The gym has a full-time trainer available to supervise the correct use of equipment. We have specially hired instructors to provide courses with more than three classes a day for employees to choose from. In 2023, about 6,816 employees took the sports courses. Meanwhile, we help employees with physical training on a regular basis, so that they maintain a high level of fitness and reduce the risk of high blood pressure, diabetes and hyperlipidemia. In recent years, we successively added unplugged cardio equipment such as elliptical machines and rowing machines for both health and energy saving.

Stress relief and relaxation

Gamania collaborates with the Taipei City Foreign and Disabled Labor Office to arrange massage services every Wednesday afternoon. Employees may enjoy a 15-minute stress relief massage through appointment. The massage service was provided to 426 people in 2023. We also organizes fascia relaxation courses, which teach employees the connection between emotion and health as well as ways to examine emotion and relieve stress.

Sports competition

Gamania has long been competing in dragon boat races to promote teamwork and the spirit of coordination, and at the same time exercise body and spirit as well as promote physical and mental health in this highly physically demanding competition.



Gamania Perspective -
to know more about the
Gamania Dragon Boat Team



Documentary of the
Gamania Group's Dragon
Boat Team

Sports clubs and lectures

Gamania encourages physical and mental health and work balance to be achieved through club activities. Currently, there are a total of five health-related clubs. Employees can thereby make like-minded friends and create a healthy workplace atmosphere together.



Lectures are also held on an irregular basis for employees to have better experience and understanding of health, and create a sports atmosphere to attract more employees to take part in sports activities. In 2023, a total of two lectures were held: the lecture on free weight training attended by a total of 13 employees, and the lecture on Ah Guo's challenge of climbing 8000-meter peaks supported by a total of 30 employees.



LED color temperature lighting management

In line with the Group's full replacement of LED lighting, Gamania introduced healthy lighting in 2023 at its headquarters building in Neihu. The combination of ergonomic lighting provides an office environment that meets physical and mental needs, making employees a positive effect on health.

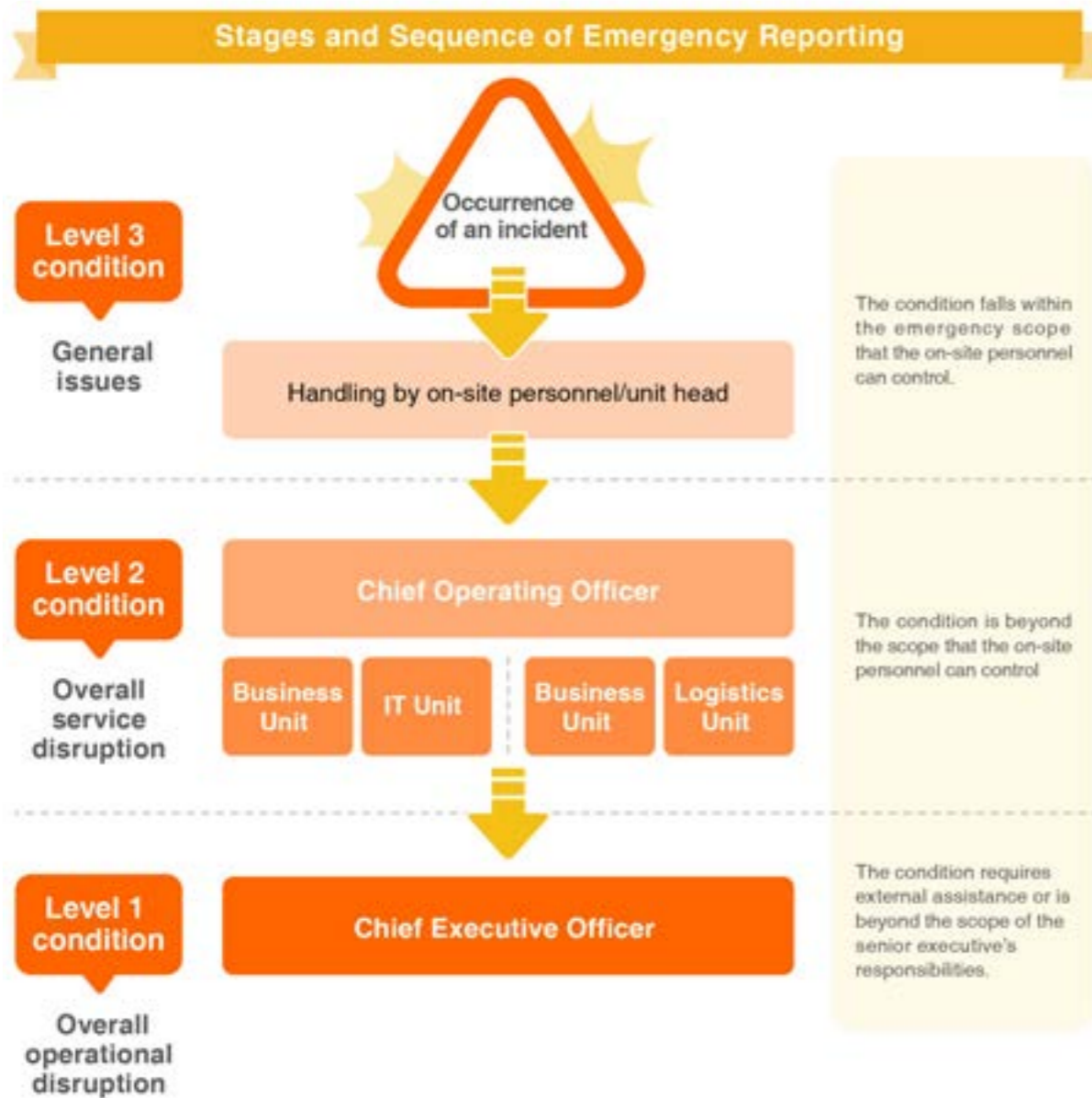


Occupational safety and health

Gamania Group attaches great importance to the occupational health and safety of its employees, and has set the target of zero occupational safety accidents. As a comprehensive web-based enterprise, Gamania is a Class III low-risk business under the "Occupational Safety and Health Management Regulations." With most of the operations being office-based, no management unit is required to be established. Nevertheless, Gamania pays particular attention to environmental monitoring of the office for the management of noise, carbon dioxide, lighting, temperature, humidity, etc., and more importantly, the prevention of air pollution. Therefore, regular environmental monitoring is carried out every year, with the headquarters' smart building system integrated to review the relevant values of the headquarters building, so that the quality of employees' work environment can be ensured.

To enhance and protect the work safety of employees, Gamania has framed an "Occupational health and safety policy," which was signed by the CEO of the Group and made public, for the employees and the contractors performing duties on the Company's premises. We ensure that all office operations are carried out by the "Occupational Safety and Health Act" of Taiwan, regularly implement the four major worker health protection programs to identify and prevent the risks in the workplace, reduce the possibility of occupational diseases and accidents for employees, and provide a safe, friendly and healthy workplace.

To ensure the effective control of damage, the smooth transmission of information and the normal operation of the Company in the event of major disasters and emergencies that endanger or disrupt Gamania's information systems, personnel, and normal operations, we have established the "group safety management policy" and relevant bylaws, such as the "Office Safety Management Regulations" to manage "physical security," "access control security," "public safety," "equipment security" and "operational safety." The "Standard Operating Procedures for Emergencies" have also been devised to provide standardized emergency reporting procedures for crises. In 2023, the Company had no major occupational safety incidents or reported emergencies.



The Company's highest principles in terms of the safety and health standards are as follows:

- 1 Safety and health rules and regulations must be observed.
- 2 Unsafe conditions, if any, shall be reported, with improvements made as soon as possible.
- 3 All near misses and injuries shall be reported.
- 4 Assistance shall be provided for new recruits to understand safe working methods.
- 5 The safety and health directions stipulated in each work location must be adhered to.
- 6 Work-related safety and health education and training shall be received.
- 7 Physical and health checkups shall be accepted as required by the Company.
- 8 Smoking, drinking, chewing betel nut and chewing gum, and other behaviors that pose negative impact on work safety are strictly prohibited during the work.
- 9 Do not stack any objects at the security gates, aisle intersections, stair landings, entrances and exits of the workplace.
- 10 Employees must be familiar with fire extinguishers, including how to use and where is the fire-fighting equipment.
- 11 Using electrical appliances not listed in the Company's regulations without permission is strictly forbidden; employees shall not use any machines, equipment and instruments that are not under their own control without authorization.
- 12 Everyone must know the evacuation routes of each work location.
- 13 Do not use the elevator for evacuation in the event of fire or other accidents.
- 14 To prevent damage due to the collapse of objects, excessive stacking of objects shall be avoided in the work environment.
- 15 Employees shall turn off/close unused electrical appliances, gases, and water faucets when leaving the workplace.
- 16 Any people, incidents or things causing safety and health concerns anywhere in the Company must be reported to relevant personnel upon discovery for emergency handling.
- 17 Attention shall be paid to various danger signals and safety signs.
- 18 Littering cigarette butts and miscellaneous items in the workplace is strictly prohibited.

Statistics on occupational injuries

When an occupational injury occurs, Gamania follows the standard handling procedures according to the management regulations and local regulations, and immediately reports the matter to local competent authorities. Our statistics on occupational disasters are compiled based on the important indicators announced in the Occupational Safety and Health Act developed by the Ministry of Labor, Executive Yuan, and the Global Reporting Initiative (GRI Standards). In particular, the disabling injury frequency rate (FR), disabling injury severity rate (SR), absentee rate, etc. are the main data indicators.



- Notes: 1. Death rate due to occupational injuries = number of deaths due to occupational injuries / total working hours x 1,000,000.
- 2. Serious occupational injury (with more than 180 lost days; excluding death) rate = serious occupational injuries / total working hours x 1,000,000.
- 3. Disabling injury frequency rate (FR) = number of disabling injuries / total working hours x 1,000,000.
- 4. Disabling injury severity rate (SR) = number of days of disabling injuries / total working hours x 1,000,000.
- 5. The data above covers the businesses that have been reported to the Ministry of Labor, and does not include vehicular accidents during commutes.

	2021	2022	2023
Absentee rate (%)	0.68	0.96	0.70
Coverage rate (%)	100	100	100

- Note: The number of days of absence includes sick leave, occupational injury leave, menstrual leave, and hospitalization leave.



4.2 Social inclusion



4.2.1 Gamania Cheer Up Foundation



Gamania Cheer Up Foundation (hereinafter called “the Foundation”) is an extension of the spirit of going on adventures and taking up challenges as advocated by the Chairman of the Group and founder of the foundation. Keeping in line with the brand core of the Group — Dare to Challenge, this public welfare platform established in 2008 encourages young people to embark on adventures, gathering like-minded partners across Taiwan, and creating and promoting unique “Gamania values.”

As times have changed, the foundation has moved with the times, not only encouraging young people to dream hard, but also launching an initiative called “GoNext” in 2022 to support young people in boldly looking to the future. This is also an encouragement to ourselves, reminding us to keep “going next,” reinforce the adventure education, and expand the social influence of adventure culture through the initiative. From the perspective of risk management, we have developed the following campaigns. We meet the goals of quality education (SDG 4) and promoting a peaceful, diverse society (SDG 16) on the path of sustainable development, empowering and advocating the general public’s social inclusion and support for the new generation who are not afraid of challenges and bravely put their innovative ideas into action.

Based on the core concept of the “science of adventure,” the foundation supported young people’s long journeys for their dreams through the “Big Dream Project”, “Gamania Summer School” and “Coast to Peak Ultra Marathon” was therefore held to build a challenging ultra marathon system of the highest specification in Taiwan that attracted top international runners to the country and facilitated industrial and professional upgrades. In addition, the foundation arranged 4 offline “Adventure Get-togethers,” 3 teaching and training sessions, and 1 press conference, and supported the employees to make use of their grand tour leave from to achieve the spirit of adventure. We have physically met more than 400 members of the public, schoolchildren, media, and industry KOLs to spread the spirit of “GoNext,” and shared inspirational stories of adventure through videos and reports. Also, we have continued to communicate with more than 6,000 community participants and over 1,000 employees of the Gamania Group. Furthermore, multi-media communication and publishing programs have been carried out to inspire and encourage the public to be bold and innovate and “go on their next steps.”



Big Dream Project

We have supported many young people who have the courage to challenge their own limits through the “Big Dream Project”, hoping to become the driving force for young people to take risks, open up various imaginations of adventure, provide adventure support and opportunities, and enable young people to have the ability to challenge themselves, break through comfort zones, face unknown challenges, and apply the value of adventure spirit to life. Through their stories, we also look forward to encouraging more people to bravely write their own adventure chapter. Over the years, we have crossed land, sea and air, completed many amazing projects, and realized our dreams without any limits.

Big Dream Project: Lu, Chung-Han, Marching towards 14 Peaks

The Taiwanese mountaineer Lu, Chung-Han (Ah Guo) first climbed in 2013 the 8,000-meter peak of Gasherbrum II (8035 meters), the 13th highest peak in the world, becoming the first Taiwanese climbing the summit of the Karakoram Mountains. Since then, he has continued to set new records in Taiwan’s mountaineering history. The Big Dream Project supported Ah Guo in climbing the third-highest peak in the world. In 2021, Ah Guo successfully reached the summit of Annapurna (8,091 meters). On May 5, 2022, he challenged the third-highest peak in the world, Kangchenjunga (8,586 meters), becoming the first Taiwanese to climb this peak without oxygen. In May 2023, he formed a “Taiwan Team” with Yuan-Chih Chang and recorder, Snow Ram, to pioneer a new route on the northwest side of the world’s seventh-highest peak, Dhaulagiri (8,167 meters); they became the first team from Taiwan to climb this route, and prepared a report as a reference for future adventurers. On July 27 of the same year, Ah Guo successfully reached the summit of K2 (8,611 meters), the second-highest peak in the world, as the first Taiwanese mountaineer to climb his eighth peak without oxygen.

Big Dream Project: Yuan, Yung-Cheng, Marching toward Spanish Primera Liga

Since 2021, the Foundation has joined hands with Yuan, Yung-Cheng to run the plan of Marching toward Spanish Primera Liga. Yuan began practicing football and aspired to become a professional football player at the age of 9. After graduating from elementary school, he started to receive training abroad. In 2021,

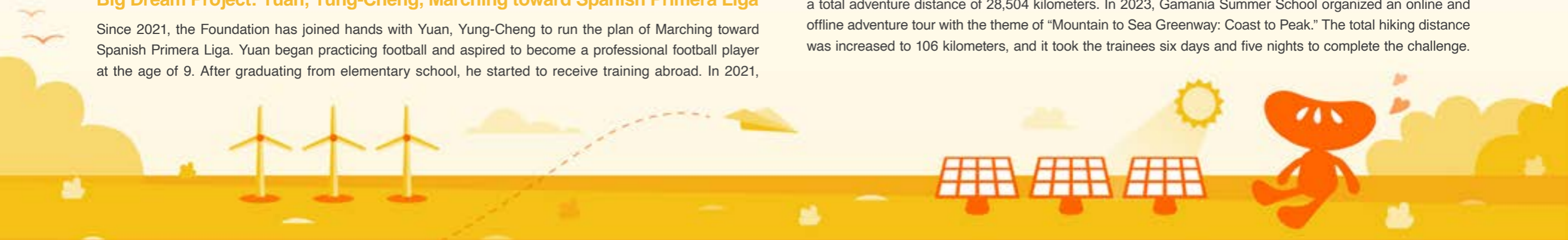
he became the first Taiwanese footballer to win a professional contract in Europe at the age of 19. Later, he made his professional league debut in Spain in early 2022. In 2023, he transferred to the CF Fuenlabrada of the Primera Federación, and was named to the Chinese Taipei team for the AFC U-23 Asian Cup qualification in July of the same year. He took on the challenge of the 2024 AFC U-23 Asian Cup to fight for the opportunity to play in the Olympic Games Paris 2024. Yuan’s adventure story fully demonstrates the spirit of “GoNext”: moving on with fortitude, and looking forward to the next adventure.

Big Dream Project: Hualien Gama Apes, Marching towards the Basketball Dream

The Foundation has collaborated with the professional basketball training organization, EMPOWER, to form the “Hualien Gama Apes,” the first community club basketball team in Hualien that includes U12 and U14 groups to promote sports education for children in the remote area. In June 2023, the Hualien Gama Apes formed an official team and made their debut in a game; the CEO of the Foundation personally donated the jerseys to them. In December, the team returned to their hometown to hold the “Hualien Gamania Cup,” with teams of the same age group invited to compete and showcase their training results. This project aims to arouse young children’s passion for sports and develop the spirit of teamwork and perseverance through basketball training.

Gamania Summer School

Since its establishment in 2008, the Foundation has encouraged young people to challenge themselves through various adventure projects, so as to keep in line with the spirits of “hands-on learning” and “cross-sector integration” advocated in the Curriculum Guidelines of 12-Year Basic Education in Taiwan and arouse the generation’s spirit of adventure. So far, we have supported more than 700 students to 45 locations, with a total adventure distance of 28,504 kilometers. In 2023, Gamania Summer School organized an online and offline adventure tour with the theme of “Mountain to Sea Greenway: Coast to Peak.” The total hiking distance was increased to 106 kilometers, and it took the trainees six days and five nights to complete the challenge.



The foundation invited mountain expert Yuan-Chih Chang, forest ranger Po-Shu Lai, and meditation instructor Stella to offer online courses with which participants could have a comprehensive experience in three aspects: imagination of adventure, forest conservation, and self-awareness. The events reached more than 1,000 people online, and the videos received more than 1,500 views. The online courses were further systematized as supplementary materials for the future education on the spirit of adventure that can be used in education settings.

Gamania Coast to Peak Ultramarathon_Invitational

The 177-kilometer-long “Mountains to Sea National Greenway” full of adventures covers four major trails: Inner Sea Trail, Canal Trail, Tribal Trail, and Sacred Mountain Trail. Stretching from the Kaitai Inland Sea to Jade Mountain, this greenway features cultural diversity and ecological complexities. During the trial in 2022, 7 top runners were on the mission as demonstrative players. The Foundation is committed to creating an international racetrack and international ultramarathon event of the highest specification for the world’s top athletes to gather in Taiwan to compete while exploring the beauty of Taiwan. In 2023, the event successfully obtained the International Aims/WA certification for the 100-mile track and the Bronze IAU Label. The success of the event lies in not only the runners’ achievement of self-challenging, but also the joint support of the professional teams of logistics, supply, and medical care, etc. Based on more comprehensive risk management and event execution, we continue to organize the benchmark ultramarathon event of the highest standard, advocating the spirit of GoNext in Taiwan.

Adventure Get-togethers

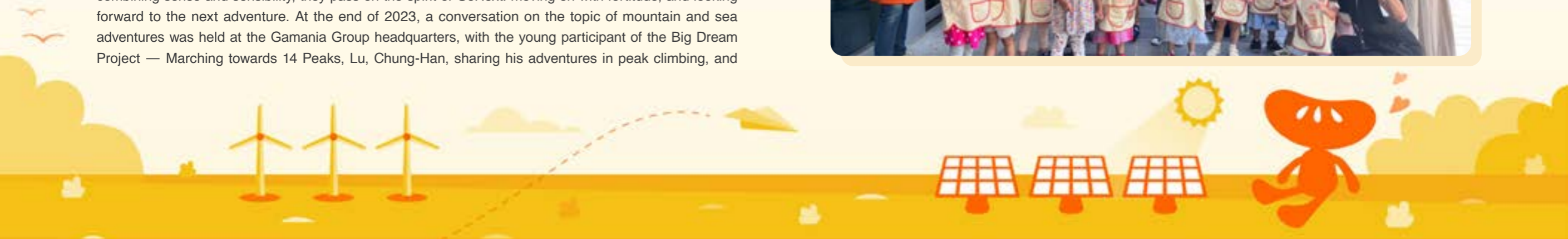
The “Adventure Get-togethers” provide chances for adventurous people to converge and record their passion for and science of adventure through conversations, sharing, and programming. With stories combining sense and sensibility, they pass on the spirit of GoNext: moving on with fortitude, and looking forward to the next adventure. At the end of 2023, a conversation on the topic of mountain and sea adventures was held at the Gamania Group headquarters, with the young participant of the Big Dream Project — Marching towards 14 Peaks, Lu, Chung-Han, sharing his adventures in peak climbing, and

Taiwan’s first swimmer that swam across the Strait of Gibraltar, Hsu, Wen-Erh, sharing his challenge in the sea. The video recordings and social media communication allowed more people to learn about the experience of adventures and participate in the event online, spreading emotional inspiration and responses. About 200 people were invited to participate in the event online and offline. 4 external get-togethers took place in 2023 as well, with a total of 834 participants engaged.

4.2.2 Common good in the community

Blood donation

Since the relocation to the Neihu headquarters building in 2016, Gamania has joined the “Neihu Technology Park 1,000-person Blood Donation Campaign” organized by Taipei Neihu Technology Park Development Association, working with local communities and companies for common good and demonstrating employees’ passion for helping others. Since 2018, We has voluntarily arranged blood donation events. On the Gamania Festival, we called on employees to donate blood together with the surrounding neighborhoods



in combination with the Company’s internal celebration activities to contribute to the medical capacity in Taipei City. At least 3 blood donation events are held every year, with the Corporate Communication Office as the responsible unit therefor. In 2023, 197 employees participated in blood donation; a total of 293 bags of blood were donated to the Taipei Blood Center. To encourage employees to donate blood for public welfare, we provide a meal voucher to them. In the future, we will devise even more incentives for social welfare to develop our employees’ habit of donating blood.

Gamania Christmas Market

The Gamania Christmas Market has been held since 2017 to invite nearby companies as well as internal and external partners to promote their products. We have also arranged special activities in the “Gama Island” to create a festive atmosphere for Gamania employees and the community to celebrate and have fun together. This event has also become a regular annual event at Gamania; it is jointly organized by the Corporate Communication Office, the Internal Service Division, and the Gama Island. At the same time, we have organized a visit plan called “Open GAMA” to invite our partners in Neihu Technology Park or the family members of Gamania employees to learn more about Gamania Group’s aim for the common good in the community.

In 2023, 15 vendors were invited to the market, and there were live performances given by singers, hands-on experience activities hosted with local stores in Neihu, stage performances delivered by Gama



Garden, etc. Coupled with the Christmas photo booth, the “Gamania Pet Day,” the “Flea Market” and the Gama Island activities, Gamania employees enjoyed a day full of Christmas atmosphere. As the Group emphasizes the spread of ESG values, we plan to invite relevant good partners in Neihu Technology Park and more public welfare units to join us in the future, such as providing meals made with smallholders’ friendly ingredients, arranging charitable sales with charitable units for the disadvantaged, holding fur baby adoption events, and launching awareness campaigns for therapy dogs. We will permanently extend the concept of ESG, and convey the “Gamania values” from all ESG aspects.

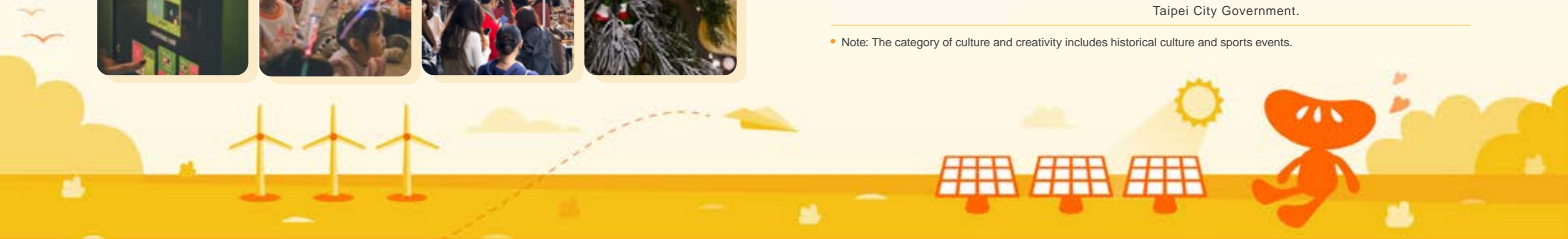
Social welfare

Gamania’s total social welfare expenditure in 2023 reached NTD 22 million, mainly through sponsorship or donations; the resources were devoted to social issues that we concerned about, including medical care, animal friendliness, culture and creativity, and education-related organizations.

Unit: NTD thousand

Category	Item	Fund / description
Medical services	Cash contributions	1,140
Animal friendliness	Cash contributions	3,600
Culture and creativity	Cash contributions	1,795
	Cash contributions	15,542
Educational philosophy	Item donation	We utilized the Group’s resources to collect donation items, and donated them to the Good Day charity platform of the Social Welfare Department, New Taipei City Government.

• Note: The category of culture and creativity includes historical culture and sports events.



Meanwhile, we provided public welfare leave to encourage employees' engagement in public welfare projects, hoping that resources could help the groups in need more effectively through the participation of all employees and corporate invitations.

The Group's subsidiary, NOWnews, has exerted its media influence. Following the continuous attention to the rights and interests of the elders in recent years, the subsidiary released a special report in 2023 on the "Fall Prevention Team" in Keelung City, introducing how a group of volunteers formed the team to visit homes in the community and improve the living environment of the elderly after finding that those living in unhealthy conditions were prone to falls and therefore bedridden with their life quality impacted. In addition, the team further encouraged the elderly to leave their homes and "provide services" for the community; the elderly thus left their homes to improve the environment, and eventually got a sense of accomplishment by providing services. This positive story won the first prize of the 3rd "Journalist Impact Award," and offered a solution to the aging society.

4.2.3 Support for domestic cultural industries

As a TPEX-listed company in the cultural and creative industry, Gamania not only promotes its own businesses, but also actively participates in related cultural and creative activities to facilitate the development of cultural industries in Taiwan and fulfill the corporate social responsibilities.

Supporting original works by domestic creators: Stimulation for the IP industry

Gamania actively promotes domestic cultural and creative investment. We invite domestic original comic creators and novelists to display their works on our original content platforms, beanfun! Comics Star and Literature Star(MOJOIN), supports Taiwan's original art with royalties and copyright fees, and organizes a series of promotional activities on an irregular basis. In 2023, NTD 14.5 million was invested to bring Taiwan's original IPs to the international stage with Taiwan's leading creators.

Since 2022, the Chinese Animation & Comic Publishers Association and the Taiwan Creative Content Agency have jointly held the "Best IP Awards" to encourage original comics, animation works, and novels in Taiwan and to stimulate the IP ecosystem through activities. In 2023, two masterpieces supported by Gamania Group, "Rules are for Losers" and "EAT ZOMBIE GHOST," became the biggest winners of the year by winning 3 awards under the event - the "Annual TOP IP Award," "Popular IP Award" and "Animation Potential Award."

Supporting sports events: Marching towards the Asia Winter Baseball League with the Chinese Professional Baseball League

Sticking to the core corporate spirit of "Dare to Challenge," Gamania has supported local sports in Taiwan for years, including baseball, basketball, marathons, polar mountaineering, etc., taking concrete actions to help the sector of sports in Taiwan achieve social value. In 2023, we sponsored the CPBL Gold Glove Award. For the past 3 years, we have continued to support local players and contribute to the grassroots. We have even worked with CPBL Charity Train to provide supplies for local children and convey our care and expectations for baseball in Taiwan.

