



gamania

Introduction

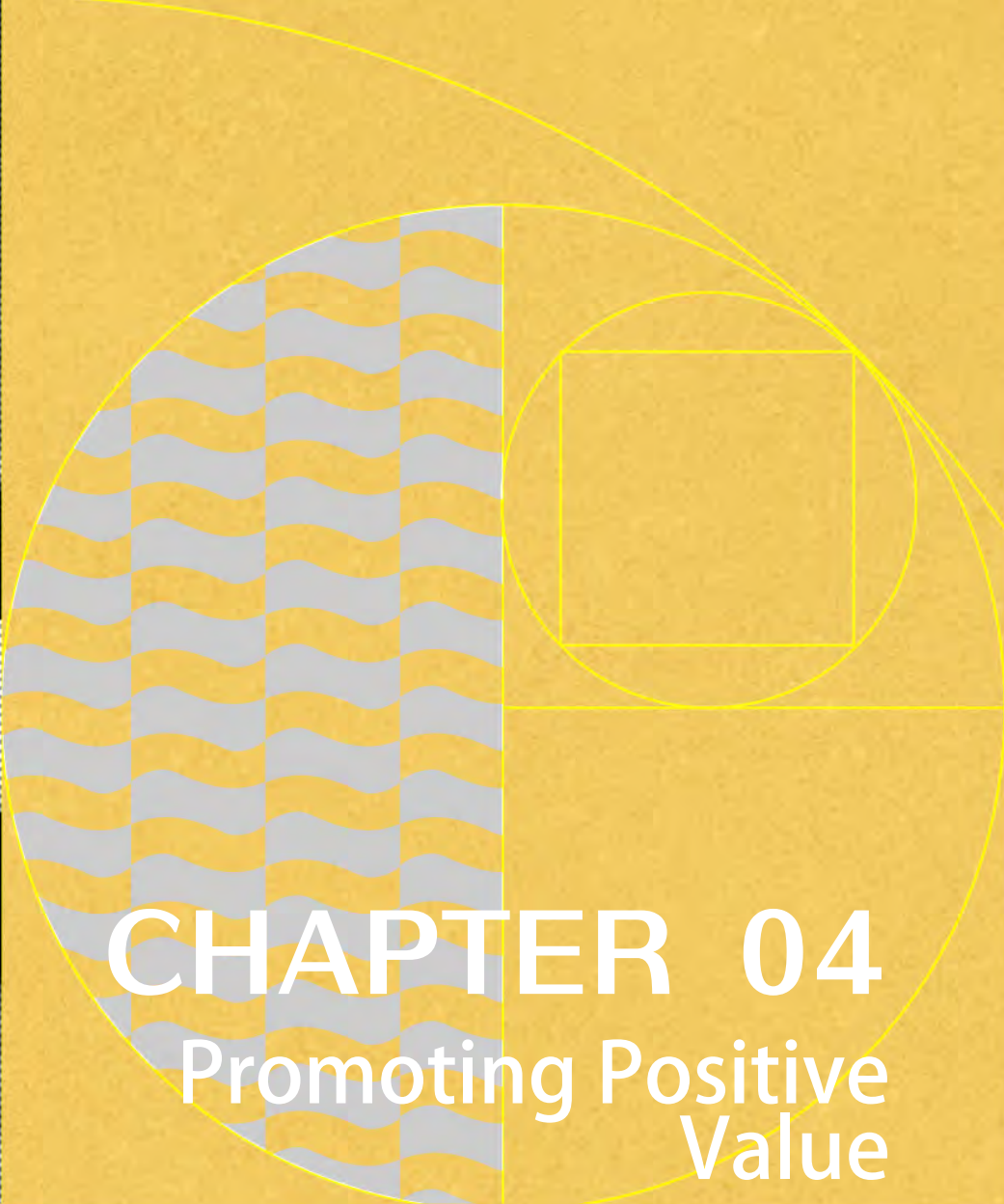
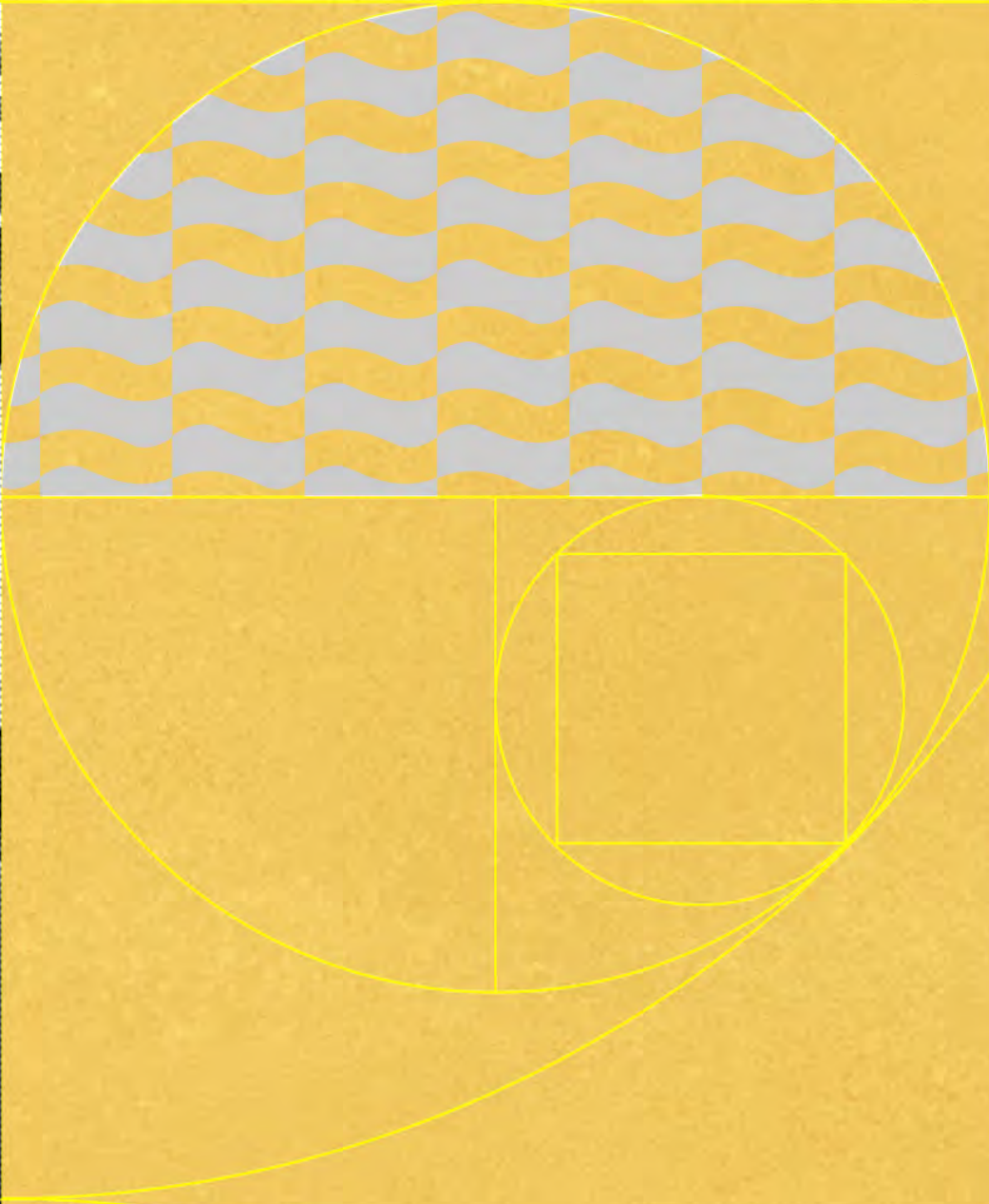
CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix



CHAPTER 04
Promoting Positive
Value



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

4.1 Gamania Family

4.1.1 Workforce structure

Workforce structure

With the diversification of Gamania's investments, as of December 31, 2025, Gamania employed a total of 990 workers in Taiwan, including 951 full-time staff and 39 contract employees (primarily for specific projects or temporary support). 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. In the event of large-scale workforce adjustments, Gamania also strictly complies with applicable laws and regulations by providing at least 60 days' advance notice and establishing comprehensive communication and support mechanisms to help affected employees respond appropriately.



		Male		Female		Total
		Number of people	Percentage	Number of people	Percentage	
Contract type	Permanent contract	491	49.60%	460	46.46%	96.06%
	Temporary contract (contractual employment)	14	1.41%	25	2.53%	3.94%
Age	Age 30 and below	109	11.01%	146	14.75%	25.76%
	Age 31-50	358	36.16%	326	32.93%	69.09%
	Age 51 and above	38	3.84%	13	1.31%	5.15%
Ethnicity/nationality	Taiwanese Nationality	493	49.80%	479	48.38%	98.18%
	Indigenous people	0	0.00%	1	0.10%	0.10%
	Foreigner	12	1.21%	5	0.51%	1.72%
Skill category	Manager	105	10.61%	74	7.47%	18.08%
	Research and development	124	12.53%	86	8.69%	21.21%
	Management and distribution	276	27.88%	325	32.83%	60.71%
Job grade	Managerial grade	104	10.51%	75	7.58%	18.08%
	Entry-level grade	401	40.51%	410	41.41%	81.92%

Notes:1.This chart has been prepared based on statistics of employees in Taiwan.
2.Managerial role refers to manager grade and above.
3.The total number of employees did not fluctuate significantly in 2025 compared with the previous year.



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

Average Age and Seniority by Gender

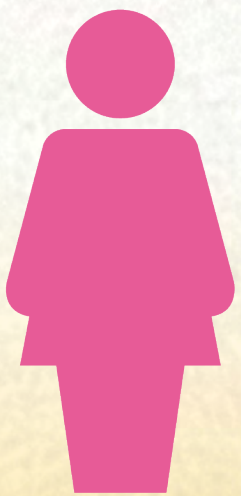


Average age

37.00

Average years
of service

6.04

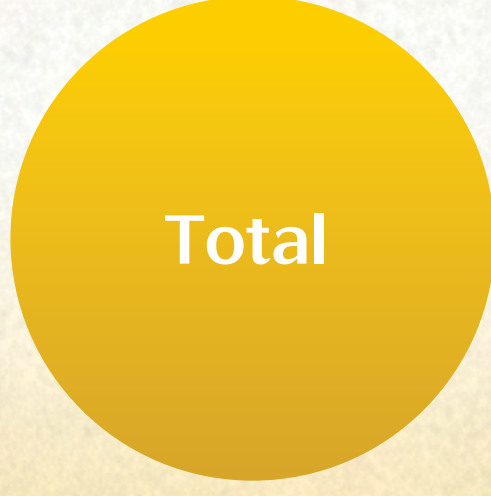


Average age

35.58

Average years
of service

4.72



Total

Average age

36.53

Average years
of service

5.39

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

Average Age and Seniority by Gender

	Taiwan		China		Hong Kong		Malaysia		South Korea		India		Vietnam		Thailand		The Philippines	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total percentage	49.44%	45.26%	1.21%	1.29%	1.12%	0.72%	0.08%	0.24%	0.16%	0.08%	0.08%	0.08%	0.08%	0	0	0.08%	0.08%	0
Executive management	76.47%	23.53%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-executive management	50.28%	39.66%	3.35%	3.35%	1.68%	1.12%	0	0	0.56%	0	0	0	0	0	0	0	0	0
Technicians	74.51%	23.20%	0	0	1.63%	0.65%	0	0	0	0	0	0	0	0	0	0	0	0
Other employees	38.27%	56.20%	1.21%	1.35%	0.81%	0.67%	0.13%	0.40%	0.13%	0.13%	0.13%	0.13%	0.13%	0	0	0.13%	0.13%	0

Note: 1.Executive management: Managers within two grades below the president, including the president and chief officers.
2.Non-executive management: Employees at grade 10 or above, including division heads, special assistants, and managers.
3.Technicians: IT personnel such as engineers.

4.Other employees: Employees not classified as the categories above.
5.The data of the table includes full-time, part-time, contracted and dispatched personnel.

Female Employee Composition

In 2025, Gamania Group continued its efforts to create a more diverse and inclusive workplace. The proportion of female in senior management remained at 23.53%, while the proportion of female managers in revenue-generating business units increased from 42.45% to 55.93%.

Note: 1.In the statistics above, female senior managers refer to chief officers (within twogrades below the president), while female entry-level managers and female for-profit department managers are of manager grade and above.

2.For-profit departments refer to Gamania Taiwan, hidol, and various subsidiaries.

	2024	2025	Annual Change Rate
Female senior managers / Total senior managers	23.53%	23.53%	0%
Female entry-level managers / Total entry-level managers	42.46%	41.90%	-0.56%
Female revenue-generating department managers / Total revenue-generating department managers	42.45%	55.93%	13.48%



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

2025 Statistics on New Hires and Departures for Full-Time Employees

As of 2025, 370 Gamania employees have been with the Company for five years or more. Long-serving employees not only accumulate rich professional experience but also become crucial assets for knowledge transfer and cultural continuity within departments. Furthermore, a stable team structure significantly contributes to the accumulation and transfer of corporate knowledge.

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 hobbies. familiarize with the group's philosophy, history, prospects. The new recruitment rate was 19.46% in 2025, 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.

Healthy turnover rate

A certain degree of talent mobility is common in the digital technology industry. The average tenure of Gamania employees is 5.39 years. The overall turnover rate was 28.99% in 2025, up 5.87 percentage points from 23.12% in 2024. The majority of departing employees were women, and career development was the most common reason for leaving. We conduct exit interviews with all departing employees and regularly compile and analyze the interview results for internal reporting, using the findings to plan corresponding improvement and response mechanisms. Gamania firmly believes that listening to employees helps identify and address existing issues. This enables us to create a more employee-friendly workplace that supports talent retention in an environment where turnover remains a major challenge.

Overview of new recruits	Male		Female	
	Number of people		New recruitment rate	
	New recruitment rate		Number of people	
Age 30 and below	39	37.50%	53	39.26%
Age 31-50	50	14.08%	45	14.02%
Age 51 and above	1	2.63%	0	0.00%
Subtotal	90	18.11%	98	20.90%

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, 2025.

Overview of resignations	Male 2024			Female		
	Number of people			Voluntary Turnover Rate		
	Total Turnover Rate			Number of people		
Age 30 and below	32	23.14%	26.45%	44	25.81%	28.39%
Age 31-50	76	17.80%	21.47%	68	19.42%	22.01%
Age 51 and above	4	12.12%	12.12%	3	20.00%	30.00%
Subtotal	112	18.70%	22.05%	115	21.52%	24.26%

Overview of resignations	Male 2025			Female		
	Number of people			Voluntary Turnover Rate		
	Total Turnover Rate			Number of people		
Age 30 and below	27	25.96%	41.35%	19	14.07%	41.48%
Age 31-50	58	16.34%	16.34%	55	17.13%	23.99%
Age 51 and above	2	5.26%	5.26%	1	7.69%	7.69%
Subtotal	87	17.51%	17.51%	75	15.99%	28.57%

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, 2025.



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

4.1.2 Talent recruitment and retention Gamanian Culture

The company has been releasing a publication called “G!VOICE” since 2006 to convey the Gamania culture to the public and attract partners that share similar visions and ideals, while at the same time promote understanding and unite Gamania employees toward common goals. The publication has also been infused with ideas and mindsets from diverse businesses of Gamania Group to present Gamania's unique perspectives. "G!VOICE" has become an important platform supporting local creativity and cultural development, connecting cross-sector exchanges between digital entertainment and cultural industries, and featuring a wide variety of content sections.



G!VOICE ▲



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

Talent recruitment strategy

In response to the wave of mobile transformation and rapid market changes, Gamania Group adopts a multidimensional recruitment strategy that combines online job platforms, social media engagement, industry-academia collaboration, and internal referral mechanisms to precisely target outstanding talent in fields such as digital gaming, AI innovation, and original content. We are committed not only to strengthening our employer brand but also to continuously expanding the Group's talent capital through diverse recruitment channels.

In recent years, Gamania has placed increasing importance on DEI trends. On the talent retention front, the Group Human Resources Office actively collects relevant indicators and comprehensively implements the principles of diversity, equity, and inclusion (DEI). In response to modern workers' pursuit of autonomy and meaningful work, Gamania continues to innovate its management systems. Guided by the spirit of "Dare to Challenge," the Group provides benefits that exceed industry standards, supporting and inspiring outstanding talent to realize their full potential and value.

In addition, Gamania extends the core spirit of "Dare to Challenge" to social engagement and talent development. Through long-term investment in public welfare initiatives and youth support programs, the Group encourages younger generations to explore boldly and pursue innovation, while attracting new talent who share the same values to jointly inject sustained innovative momentum into the development of the digital industry. For further information, please refer to Section [4.2, "Social inclusion."](#)

Talent Recruitment Activities

Gamania Group continued to attract top talent through diverse recruitment channels in 2025 to meet its rapid development needs. Gamania's recruitment strategy encompasses the following key aspects:

1. Expanding recruitment channels:

In addition to existing job platforms, campus recruitment, social media, and internal referrals, Gamania actively expands internship collaborations with universities and colleges, to offer internship opportunities to attract potential new talent. The Company also holds more online and offline recruitment events, such as online briefings and quick interviews, to increase interaction opportunities with job seekers.

2. Strengthening employer brand image:

Gamania publishes more information on social media about its corporate culture, benefits, and employee development opportunities, and shares success stories to attract more talent who align with Gamania's values.

3. Promoting internal transfer system:

Gamania has "Regulations for Job Rotation" that encourages employees to find suitable positions within the Group to provide opportunities for internal transfers. This allows talented individuals to excel in different fields, while increasing their sense of belonging and loyalty. In 2025, the internal employee vacancy fill rate was 45.36%, indicating strong employee recognition of the Group and effective use of flexible internal channels to optimize human capital utilization and reduce external recruitment costs.

4. Continuing to focus on DEI trends:

Gamania continues to focus on DEI trends, such as expanding diverse recruitment platforms. Besides traditional recruiting websites, the Company considers collaborating with diverse student clubs at universities and disability welfare organizations. Additionally, the employee referral program encourages employees to recommend candidates from diverse backgrounds, and the referral process is transparent to ensure fairness in recruitment and help build a diverse team.

5. R&D Substitute Service:

Gamania has closely followed the R&D Substitute Service program and obtained approval for 2026. The program will be implemented in 2026 to further expand the recruitment and retention of R&D talent and attract more people who identify with Gamania's values and see opportunities for growth with the Group.



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

4.1.3 Human resources development Gamanian Development Program

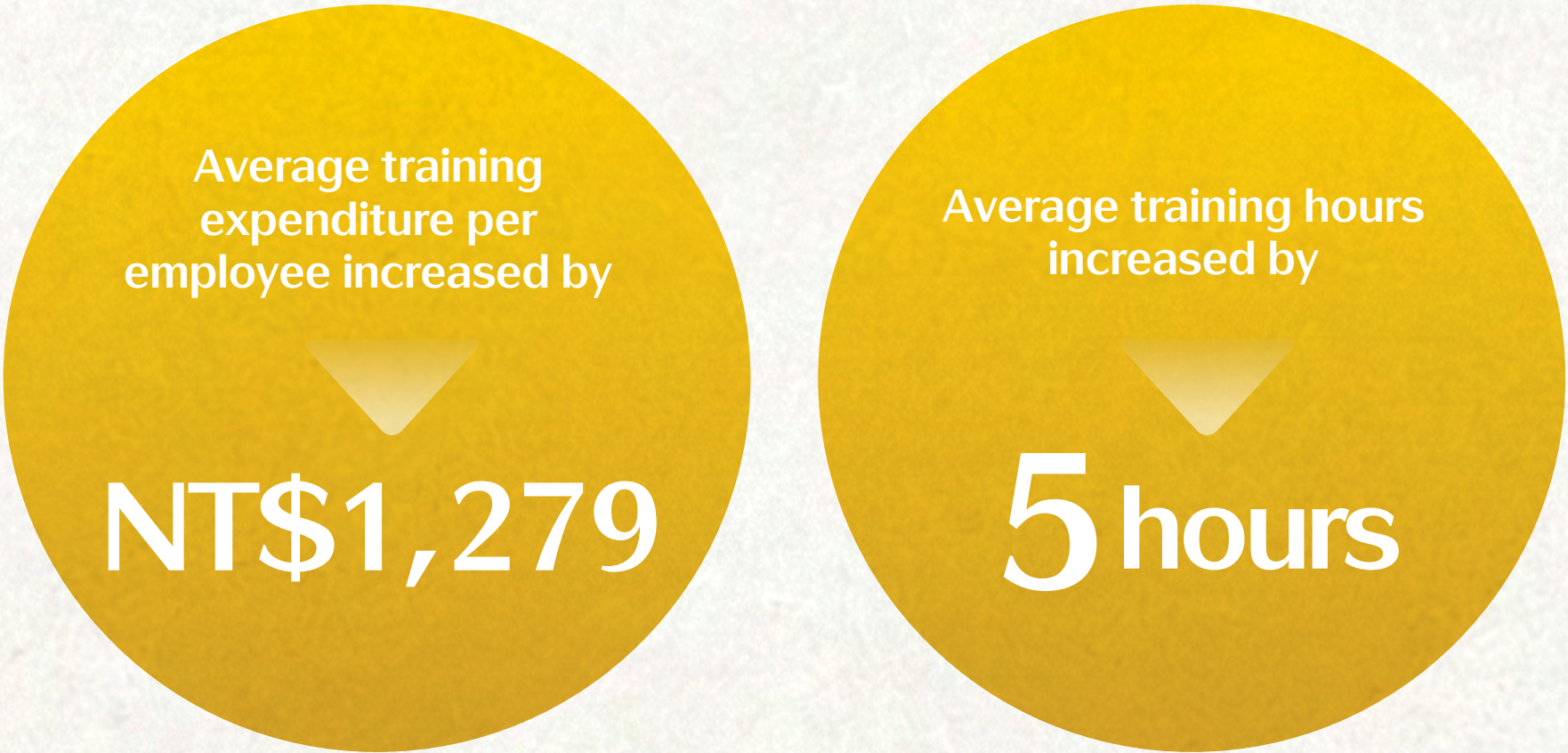
The "Gamanian Development Program" provides employees with training relevant to their professional fields. Through six major training components, Gamanians build knowledge across different markets and maintain strong competitiveness.

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 Insiders"), 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. In 2025, Gamania invested more than NT\$5.28 million in training and development. Average training expenditure per employee was approximately NTD 5,338. A total of 375 employee training courses were offered, with 10,837 training participations and 14,702 total training hours. Average training hours per employee were 14.85 hours. Compared with the previous year, average training expenditure per employee increased by NT\$1,279, while average training hours increased by 5 hours. This demonstrates Gamania's continued increase in investment in talent development, active efforts to strengthen employees' professional capabilities and the organization's overall competitiveness, and long-term commitment to talent development.

Compared with the Previous Year





gamania

Introduction

CHAPTER 01
Promoting Sustainable Management

CHAPTER 02
Promoting Digital Responsibility

CHAPTER 03
Promoting Environmental Friendliness

CHAPTER 04
Promoting Positive Values

CHAPTER 05
Appendix

Comprehensive talent training program

Gamania adopts a planning approach that combines bottom-up and top-down processes. Through an annual training needs survey, the Company broadly gathers employees' aspirations for professional skills development while also interviewing managers at all levels to align training plans with departmental performance objectives. Training plans are also closely aligned with the Group's core competencies and flexibly incorporate the latest market trends (such as AI applications and sustainability transformation), ensuring that talent development not only meets current job requirements but also equips employees with the competitiveness needed to address future challenges.

To further cultivate a learning organization culture, Gamania officially launched the "Murmurs of Gamania" knowledge-sharing platform in 2025. The program features three thematic modules: "Global Perspectives Without Borders," which introduces diverse perspectives from overseas and international students; "Book Macro," which captures and shares employees' reflections on reading; and "No Lectures Today," which invites industry experts to engage in in-depth conversations. By bringing together perspectives from multiple dimensions, the platform broadens employees' industry horizons and expands their thinking.

	Orientation	Gamania Talents Learning	General knowledge seminar	Specialized training	Gamania Resources Online
Senior managers		Training courses arranged by level:			
Mid-level managers	Notes for new recruits/ newly promoted managers	- Management courses for senior/ mid-level/entry-level managers - Courses on execution, work management, time management and project management for general employees	1 Gamania Podium (Speech) 2 Gamania Sharing	1 Unit training requirements 2 Employee external training needs	1 Self-produced online courses 2 Authorized online courses 3 Open courses 4 Murmurs of Gamania
Entry-level managers					
General employees		Courses including but not limited to the above examples			
New recruits	1 Notes to new recruits 2 Beginner missions 3 Workplace legal issues 4 Information Security Courses 5 Occupational Safety and Health Awareness 6 Mandatory Group ESG Courses				



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

Education and training overview

			2022	2023	2024	2025
Total training hours (hour)	Managerial grade	-	3,329	2,880	2,819	3,001
	Entry-level grade	-	13,362	10,354	9,193	11,701
	Total	-	16,691	13,234	12,012	14,702
Training hours per person (hours/person)	Managerial grade	Male	20	17	16	17
		Female	20	17	16	17
	Entry-level grade	Male	16	12	9	14
		Female	16	12	9	14

Note: Average training hours per person are calculated as total training hours divided by the total number of employees employed as of December 31, 2025.

Professionalism development plan

Training
courses
for newly
hired/
promoted
managers

These courses were arranged to help new managers become more familiar with the of job functions and management expertise required, and to make them more competent for their managerial positions. 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 2025, Gamania offered two courses, "Precision Recruitment Interview Techniques" and "Performance Management Interviews," across a total of three sessions. The courses recorded 95 participations, representing 9.6% of all employees.

95
Participations

Participation
Rate:
9.6%

External
training
courses

In order to make up for the lack of internal resources and stay on top of the competitiveness of employees, Gamania supported the learning of specific expertise through external training courses. Employees continue to enhance their capabilities through external training. Examples include forward-looking courses such as "Audit Ethics and Professional Decision-Making in the AI Era," "AI Risk Management and Auditing," and "Physical Climate Risk Assessment and Resilience Adaptation." In addition, to strengthen regulatory compliance and professional competencies, employees also applied to participate in a diverse range of courses, including "TIPS (Class A) and Corporate Governance Intellectual Property Compliance Training," continuing education courses for chief accounting officers, and safety and health education and training for first-aid personnel, enabling employees to further broaden their expertise in their respective professional fields. As of 2025, the Group had accumulated a total of 96 external training courses, with 129 applications for external training subsidies.



Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

Vision for talent training and development

TALENT, in Taiwan

To Gamania Group, the sustainability of talents has always been a critical development goal. To foster a more diverse, equitable, and inclusive workplace and acknowledge the global corporate emphasis on talent social responsibility, Gamania Group has once again joined the "TALENT, in Taiwan: Talent Sustainability Action Alliance".

Gamania commits to:

- Providing industry-competitive compensation and benefits.
- Fostering a harmonious and open communication culture.
- Promoting a highly flexible performance system and diverse employment opportunities.
- Utilizing digital tools to streamline processes, while enhancing efficiency and experience.
- Expanding learning resources and career development support, to empower Gamania's employees to continuously grow and embrace challenges.

Gamania will continue to actively support and collaborate with “CommonWealth Learning”, “Cheers” (magazine), the Talent Sustainability Channel, and over 400+ alliance partners to advance this initiative, aiming to build a hopeful future for talent development and create a better tomorrow for every professional.



Talent Sustainability
at Gamania Group

Management Succession Program / Star Gamania

In 2025, Gamania Group launched the "Star Gamania Program" to put talent sustainability into practice and strengthen its management talent pipeline. The program is designed to accelerate the development of high-potential talent and build a talent pool for department-head positions. A total of 25 employees at the supervisor and assistant manager levels participated in the program, completing 66 hours of systematic training. The curriculum combined in-person professional management courses with outdoor team-building activities. Through intensive development integrating theory and practice, the program strengthened participants' leadership perspectives and teamwork capabilities. Through a dynamic mechanism for talent selection, development, deployment, and retention, Gamania continues to ensure both the quality and depth of its management pipeline and steadily develops high-potential talent as human capital for the Group.





gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

4.1.4 Compensation and benefits

Compensation system

We monitor industry salary trends and considers employees' basic living expenses (such as food, housing, clothing, and transportation) and make appropriate adjustments to ensure that our compensation packages are competitive to retain talents. The average salary for entry-level positions is 2.19 times 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.65 of the [annual report](#) for details.

2025 Non-Managerial Compensation Information:

Unit: NTD 1,000

Item	2024	2025	Change
Gross salary per full-time, non-managerial employee (A)	560,767	628,284	12.04%
No. of full-time, non-managerial employees (B)	500	510	2.00%
"Mean salary" for full-time, non-managerial employees (A/B)	1,122	1,232	9.80%
"Median salary" for full-time, non-managerial employees	793	961	21.19%

Notes:1.The basic monthly wage in Taiwan as of January 1, 2025, is NT\$28,590.

2.For the current year, the information in the table above was revised to disclose salary information for the parent company's employees in Taiwan in accordance with the Taiwan Stock Exchange Corporation's "Instructions for Filing Salary Information of Full-Time Employees Not in a Managerial Position." Accordingly, the 2024 average salary of non-managerial full-time employees was restated from 811 to 1,122, and the median salary was restated from 771 to 793.

Performance management

To embody the core spirit of "Dare to Challenge," Gamania has developed a performance system tailored to the fast-changing nature of the internet industry. This system is integrated into a performance evaluation system. All employees receive performance and career development evaluations at least once a year. Gamania adopts a goal management approach. At the beginning of each year, every employee sets one to three goals related to financial and task indicators based on their job nature and level. Weights are assigned to each goal, serving as a basis for performance evaluation. To encourage employees to adapt to environmental changes, individuals or teams can add extra goals or raise standards for existing projects, such as setting bonus challenges. Diverse performance management methods, including 360-degree performance evaluations and agile dialogues, are also used depending on project nature. These practices aim to reflect goal achievement in different professional fields and motivate employees to perform at their best.



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

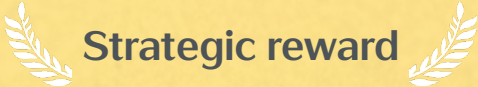
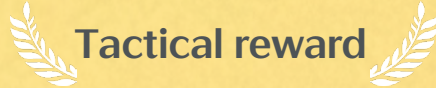
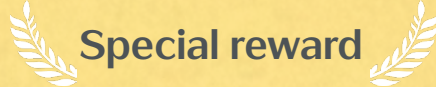
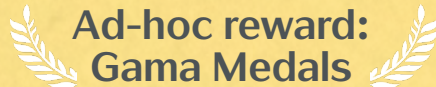
CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

Performance evaluation

Evaluation type	Applicable to	Frequency	Implementation method
Goal-oriented	All employees	Once a year	1 First, we initiate the performance review form, where employees document their annual achievements, with both met and unmet goals noted. 2 Next, employees will have a one-on-one discussion with their supervisors regarding the form, focusing on reaching a consensus and discussing their annual achievements. 3 Finally, once the annual performance results are confirmed, supervisors provide feedback on the employees' self-evaluation. After submission, both supervisors and employees can simultaneously review the completed annual performance review form.
Multi-faceted evaluation	Selected managers	Once every six months	1 Selected managers complete a self-evaluation and the managers' own supervisors designate lists of peers from the same department, peers from other departments, and subordinates. 2 Next, questionnaire scores are collected from each group (peers from the same department, peers from other departments, and subordinates) regarding the managers' demonstrated behavior against key leadership competencies. 3 Finally, scores for each competency and from each evaluating group are generated and compared against the managers' self-evaluation results. 4 The overall results are explained to and discussed with the selected managers.
Agile performance evaluation	Some teams	Weekly	1 Product Managers (PMs) outline development progress and goals and communicate overall status with engineers. 2 Each week, the team reviews the achievements of the current week, as well as development progress and expected outcomes for the next two weeks. 3 If progress consistently falls behind, it triggers a personal performance improvement plan. 4 Weekly review results are factored into annual performance evaluations.

Reward system

Type	Scope and implementation method
 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 229 ad-hoc rewards were granted in 2025; each winning employee was given a special Gama Medal and NT\$100 of Gama Island meal voucher. A High Party is held each quarter, with high-performing employees invited to attend. The event provides opportunities for employees to socialize and interact with one another and engage directly with the Group 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 3 employees were nominated for GAMA STAR in 2025, and 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 round of assessment by the heads of group headquarter and subsidiaries, 1 employees were selected to win the GAMA STAR trophy along with NT\$30,000 cash and special identification badges made exclusively for GAMA STARS.



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

Gamania Benefits

Welfare planning

Gamania strives to create a warm and vibrant family environment as we recognize that every team member is its most valuable asset. Beyond competitive salaries, the Company thoughtfully plans a variety of considerate benefits to help employees care for themselves and their families while at work. All permanent Gamania employees are entitled to a range of benefits, including flexible working hours, work-from-home arrangements, employee purchase programs for online game points, group insurance, free car and motorcycle parking, Company merchandise, annual health examinations, access to the employee cafeteria (with a certain amount of complimentary spending points provided each day), free 24-hour access to the gym, lactation facilities, and a free Employee Assistance Program (EAP) covering psychological, financial, medical, and legal counseling. Employees' relatives within the third degree of kinship (inclusive) are also eligible for preferential rates for psychological counseling services, while employees' children may attend the affiliated kindergarten with partial subsidies. Employees are also provided with a variety of leave arrangements and subsidies (see the table below). Gamania's benefits system and work environment are human-centered. The Company believes that work is not just work; instead, it is a part of life. Thus, we strive to create a secure and happy work environment where every team member feels a sense of belonging, grows together, realizes their dreams, and achieves work-life balance.

Leave types more favorable than legal requirements in 2025

Public welfare leave	Gamania encouraged employees to engage in public welfare by participating in charitable activities that the Group recognized and supported. Those without concerns of time and work progress may apply for this kind of leave.
Maternity leave	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.
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 of his partner.
Grand tour leave	Gamania encourages and promotes "grand tour leave". Employees who submit and receive approval for an adventure plan can take unlimited paid leave. This fosters a spirit of self-challenge and enhances work efficiency.
Equality leave	Gamania values gender equality and human rights and respects the LGBTQ+ community. It introduced equality leave, 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 implements a unique "spontaneous leave", 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, and has been introduced to promote self-management and encourage improvements to work efficiency. In 2025, the number of leaves was 18 person-times, with a cumulative time of 268 hours.
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 NT\$10,000 based on seniority. In 2025, a total of 903 people applied for the leave.
Birthday leave	Gamania provides employees with one day of leave on their birthday if it falls on a working day, giving them a dedicated day to better balance life and work.

2025 Gamania Employee benefits the items

Various benefit subsidies	Content	Various benefit subsidies	Content
Transportation subsidy	A fixed monthly allowance to help cover commuting costs for shuttle services.	Employee travel subsidy	Domestic and international travel subsidies, or partially-subsidized group tours.
Lunch/Meal subsidy	Meal allowances, an employee cafeteria, or discounts with partner vendors provided.	Holiday cash gifts/gifts	Cash gifts or gift sets provided during major festivals like Dragon Boat Festival, Mid-Autumn Festival, and Lunar New Year.
Health check-up subsidy	Subsidies for regular health check-ups, or options for more advanced health screening plans.	Employee travel subsidy	Benefits, such as psychological counseling and legal consultation services.
Childcare subsidy	Allowances for infant care and childcare services.	Wedding, funeral, and bereavement subsidies	Cash gifts or condolence payments are provided for occasions such as marriage, childbirth, hospitalization, and bereavement.
House cleaning subsidy	Each employee is entitled to a subsidy of up to NT\$2,000 for one home cleaning service.	Emergency relief fund	Financial assistance is provided when an employee or the employee's first-degree lineal relative suffers significant losses due to a natural disaster, fire, flood, typhoon, or accidental injury that affects normal daily life.

Long-term benefit plan

In addition to establishing the "Employee Retirement Regulations" in accordance with 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 a stable future life, and to enable employees to hold the Company's shares, enjoy the results of corporate operations together, and thereby have greater sense of participation in the Company. Employees can form an employee stock ownership association. Those who have served for at least one year can freely apply to join. 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 2025, a total of 529 Group employees had joined the Employee Stock Ownership Association.



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

Gama Garden

As Gamania has grown, its team has evolved from an average age in the twenties to a core workforce now facing major life events like marriage and childbirth. 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 in 2012. Group CEO Liu, Po-Yuan said: "We hope to make Gama Garden so great that talents come to work for Gamania in order 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 have been organized to meet the needs of children's development. Through activities and games, children are given the inspiration to explore, learn, and develop skills, and build the mindset needed to discover and solve challenging problems.

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. In both 2024 and 2025, Gama Garden received the Friendly Parenting Enterprise Award from the Taipei City Department of Labor for two consecutive years. This honor demonstrates that Group employees can realize the ideal of enjoying both fulfilling careers and stable family lives at Gamania.



Gamania
Perspective -
Learn About Gama
Garden

Unpaid parental leave and reinstatement
statistics

Overview of unpaid parental leave - 2025	Male	Female	Total
No. of employees applying for unpaid parental leave	1	4	5
No. of employees expected to be reinstated in 2025 (A)	1	4	5
No. of employees actually reinstated in 2025 (B)	0	4	4
Reinstatement rate (B/A)	0%	100%	80%
No. of employees actually reinstated in 2024 (C)	1	10	11
No. of employees reinstated from unpaid parental leave in 2024 and having worked for more than one year since then (D)	1	10	11
Retention rate (D/C)	100%	100%	100%

Note: All employees of the Company are legally entitled to parental leave.





gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

4.1.5 Friendly workplace

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 2025, 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 Pet Day, the Gamania Festival, 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 Gamania's 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.

Employee communication

Gamania currently does not have a labor union or a collective bargaining agreement. Nevertheless, we place 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 make suggestions, requests or questions confidentially without the need to worry 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 "1.3.2 Ethical corporate management."

Gamania Express M - Fully Anonymous Communication Channel

Gamania has 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 373 handled cases regarding the management aspect in 2025.



Gamania Town Hall— Company-Wide Town Halls

Gamania Group firmly believes that transparent communication is the foundation of organizational evolution. Through its quarterly Gamania Town Hall sessions, the Group has established a real-time, two-way communication channel between management and employees. In addition to inviting speakers from diverse fields to broaden employees' perspectives, the 2025 Gamania All-Hands sessions also featured an employee who had completed the French and Spanish routes of the Camino de Santiago and shared their adventure. The sessions also feature an "Anonymous Q&A," during which the Group CEO personally responds to employees' suggestions and questions one by one. In 2025, a total of 57 employee questions were answered in real time. Through direct dialogue combining breadth and depth, Gamania not only effectively improved the quality of internal interaction but also transformed employees' genuine needs into a foundation for organizational growth.





gamania

Introduction

CHAPTER 01
Promoting Sustainable Management

CHAPTER 02
Promoting Digital Responsibility

CHAPTER 03
Promoting Environmental Friendliness

CHAPTER 04
Promoting Positive Values

CHAPTER 05
Appendix

Highlights from the 2025 Gamania Town Hall

Topic 1: The Camino de Santiago in France and Spain
Speaker: Gama Island - Chen, Ching-Yu
Topic 2: The Mountains Are Home, the Sea Is the Road: Adventure Is Life
Speaker: Kuo, Yen-Jen

Gamania invited Chen, Ching-Yu, a Gamanian who completed the 779-kilometer Camino de Santiago on foot over 32 days, and Kuo Yen-Jen, who once followed Professor Huang, Mei-Hsiu, known as the "Mother of Black Bears," deep into the mountains and forests and has long been dedicated to Formosan black bear research, to share their passion for life and the environment. As Gamania celebrated its 30th anniversary, they shared how, guided by their original spirit of daring to challenge, they transformed the resilience developed through mountain and forest research and the perseverance required for long-distance trekking into boundless energy for life.

Q1

Topic: GAMA30: More Than Games, There's More to Gamania
Speakers:Chen Ping-Liang (A-Bing), Director of Brand Center Chang Wen-Chieh (Linus), Director of Human Resources OfficeSun, Di-Lan (Landy), Director of Enterprise Communication Office

Since its founding in 1995, Gamania Group has reached the milestone of its 30th anniversary. Together, employees looked back on the Group's important transformation from "Love to Play" to "Dare to Challenge." Bringing together the directors of the Group's human resources, brand, and corporate communication functions, the session presented Gamania's new face as it entered its 30th year and invited employees to look back on the passion and energy of the past three decades, as well as the remarkable journey of moving beyond games and into the broader world of entertainment and lifestyle.

Q2

Topic: How to Build a Successful Taiwanese Comics IP
Speaker: Renowned Popular Comic Artist Hsieh, Tung-Lin

Creation is itself an adventure. Building a Taiwanese comics IP with broad public recognition requires extraordinary perseverance and creativity. Award-winning popular comic artist Hsieh, Tung-Lin was invited to share how creativity can be transformed into an influential Taiwanese comics IP. Drawing on his perspectives from cross-sector collaborations and screenwriting instruction, he guided Gamanians in understanding the determination and perseverance required to develop original content, while exploring the limitless possibilities of bringing dreams and careers together.

Q3

Topic: The GoNext Spirit of the Gamania Cheer Up Foundation: Encouraging Gamanians to Embrace Challenges
Speaker: Taiwanese Extreme Adventurer Lu, Chung-Han (A-Guo)

Lu, Chung-Han (A-Guo), the legendary Taiwanese mountaineer and the first Taiwanese to summit multiple 8,000-meter peaks without supplemental oxygen, has consistently chosen a solitary path independent of commercial climbing routes and free from self-imposed limits. He shared how he transforms failure into fuel for starting again and offered an in-depth interpretation of the Gamania Cheer Up Foundation's "GoNext" spirit. Employees were invited to follow in his footsteps, rediscover the original aspiration and courage to step beyond their comfort zones, and see a broader version of themselves on the journey of pushing their limits.

Q4

Multi-Level Employee Feedback Surveys

In addition to the real-time and anonymous "Gamania Express" channel and the "Gamania Town Hall" sessions personally hosted by the Group CEO, the Group also adopts a phased, multi-frequency survey mechanism covering key areas such as new hire onboarding, benefits satisfaction, and business unit operations.

Item	Survey Frequency	Target Participants	Primary Purpose and Indicators Disclosed	2025 Survey Results
New Hire Check-In Survey	After 1 Month of Employment	All New Hires	Tracks new hires' adaptation and initial experience to ensure the effectiveness of support mechanisms, with specific indicators established for monitoring.	4.1 (out of 5)
Business Unit Quarterly Satisfaction Survey	Quarterly	Employees of Selected Business Units	Uses quantitative indicators to identify internal issues in real time and provide a basis for immediate improvements.	4.4 (out of 5)
Employee Event Satisfaction Survey	After Major Events (Three Times a Year)	All employees	Annual satisfaction indicators are established.	Satisfaction with major events reached 84%.



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

Human rights management and policy

Gamania Group is committed to safeguarding the fundamental human rights of all employees and stakeholders. 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 and stakeholders (including customers, suppliers, shareholders, and partners) fairly. Gamania Group continues to review and strengthen its human rights policies, with specific commitments to providing a safe and healthy work environment, fostering an inclusive and respectful atmosphere, ensuring equal pay for equal work, and implementing human rights education.

To strengthen human rights risk management and policy implementation, Gamania Group has implemented a human rights due diligence management project to identify and assess potential human rights risks. The Group has also formulated nine key human rights-related management policies, covering crucial issues, such as human rights policy, misuse of child labor, anti-forced labor, whistleblower protection, and anti-retaliation management. Through institutionalized management and education and training, Gamania continuously enhances human rights awareness. No major human rights incidents (including incidents of discrimination) were reported in 2025, indicating that Gamania's efforts to protect human rights and promote fair treatment have begun to yield results.



Human Rights Policy

Human rights due diligence

Gamania conducts human rights due diligence on its own operations, value chain, and new business relations (such as mergers, joint ventures, etc.) every two years, and 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

Nine management regulations have been formulated to explicitly integrate human rights management issues into the Company's Personnel Management Regulations.

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.

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.

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.

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.

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.



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

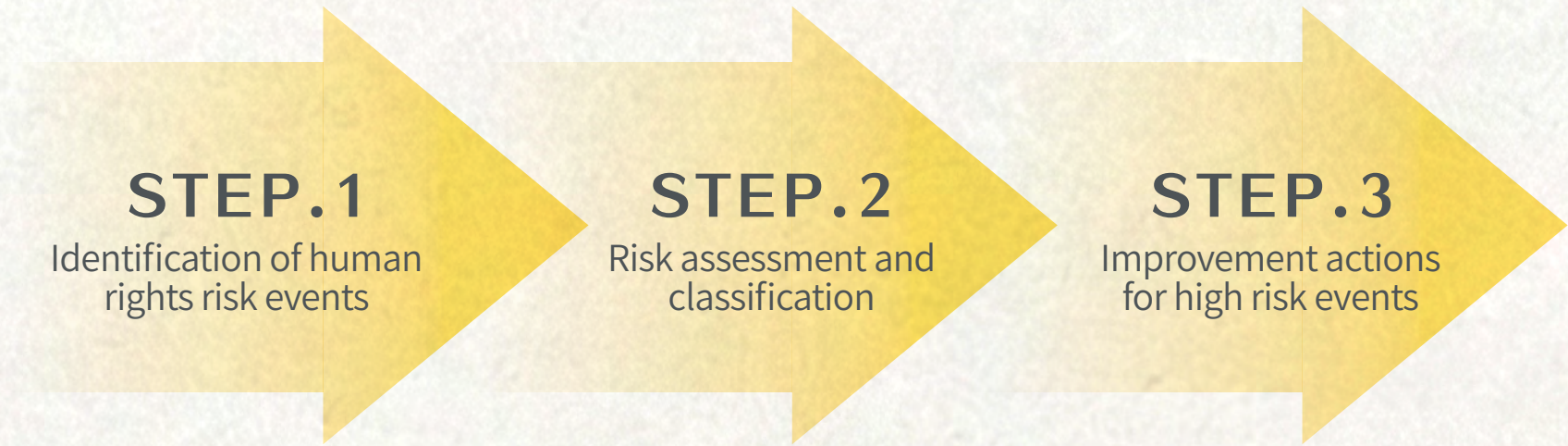
Process of human rights due diligence

With a view to assessing Gamania's risks and potential impacts in terms of human rights, we adopted a dedicated human rights investigation and assessment tool and formed a Human Rights Project Team in 2024 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. Through this process, we have managed to assess and identify human rights risks, potential impacts, or non-compliance incidents, and evaluate the effectiveness of human rights governance measures. 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. According to the 2024 survey results, 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. In 2025, based on the results of the previous year's human rights due diligence, Gamania Group continued to track the management of medium- and low-risk issues and incorporated relevant findings into its existing human rights and human resources management mechanisms for further improvement. The Group also planned subsequent human rights due diligence activities to ensure the continued implementation of human rights risk management and maintain the integrity of the management system.

Major human rights issues and remedial measures

Three-step human rights due diligence process

Gamania executes its human rights due diligence through a systematic three-step process: from risk identification to assessment and grading, and then to improvement actions, to ensure that human rights issues are effectively identified, assessed, and addressed.



Human rights risk scenarios and corresponding improvement measures

Gamania identifies potential human rights risk scenarios within its actual operations across areas, such as work management, humane treatment, young workers, and freedom of choice of employment. The Company then proposes improvement actions to strengthen its overall human rights protection mechanism.

Work management Increase in working hours due to game revisions or special projects.	1 Increasing advance communication. 2 Confirming the reason and allocating more manpower. 3 Monitoring working hours, ensuring reasonable overtime pay, or facilitating compensatory leave requests. 4 Introducing a system-based warning mechanism. 5 Requiring supplier management declaration and review.	Humane treatment Managers or colleagues adopting a negative tone of voice, speaking impolitely or emotionally out of control.	1 Promoting the course on unlawful infringement in the workplace. 2 Providing diversified whistleblowing systems for making complaints. 3 Having the HR unit conduct an investigation to see whether the guidance or punishment mechanism needs improvement. 4 Arranging for more emotional intelligence training courses. 5 Requiring supplier management declaration and review.
Youth labor Accidental employment of child labor during recruitment, coupled with the lack of child labor protection measures.	1 Establishing the "Regulations for Prohibition of Child Labor and Management of Remedies for Accidental Employment." 2 Enhancing interview skills and awareness campaigns. 3 Requiring supplier management declaration and review.	Free choice of employment Transfer of employees without their consent to cope with manpower deployment changes, resulting in an increase in the turnover rate.	1 Holding a transfer meeting within the notice period. 2 Providing diversified whistleblowing systems for making complaints. 3 Offering guidance in interviews with departing employees. 4 Devising timely incentives and supporting mechanisms. 5 Increasing the full-time manpower. 6 Requiring supplier management declaration and review.





Introduction

CHAPTER 01
Promoting Sustainable Management

CHAPTER 02
Promoting Digital Responsibility

CHAPTER 03
Promoting Environmental Friendliness

CHAPTER 04
Promoting Positive Values

CHAPTER 05
Appendix

Human rights issues and management plans

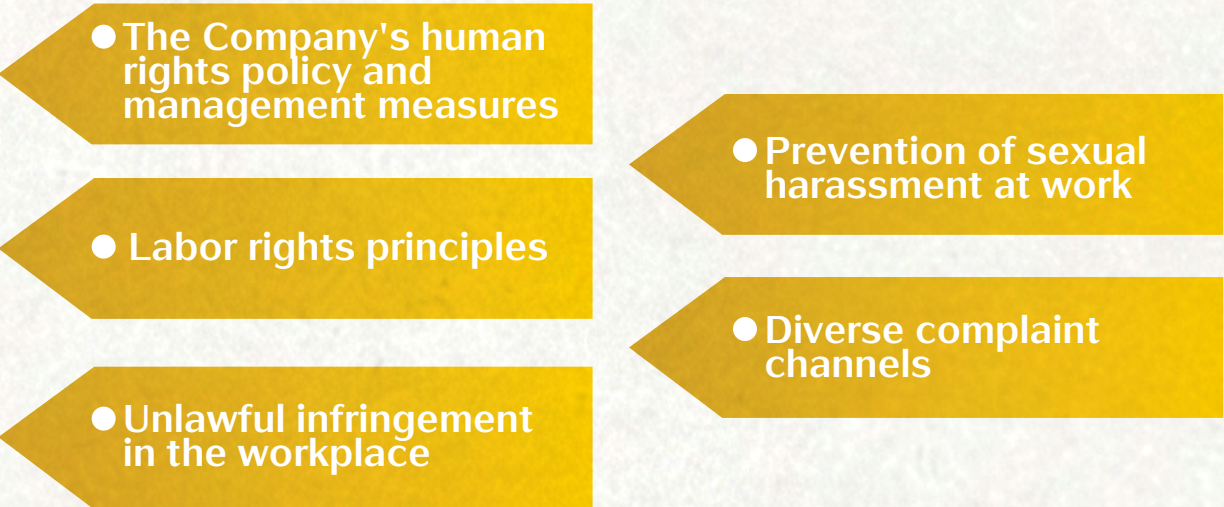
Issue	Parties concerned	Management plan
Prohibition of forced labor	All employees/suppliers/contractors	• We never use violence, coercion, detention, or other illegal means to force workers to engage in labor. • We do not withhold identity documents or other personal property of employees; the legal rights of employees are ensured.
Prohibition of child labor	Child labor	• We 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	• 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	• We are committed to creating 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. • Through digital transformation courses, including those on AI, we help employees adapt to new trends, achieving information equity.
Maintenance of physical and mental health and work-life balance	All employees	• Support for healthy activities: We encourage employees to participate in various healthy activities by providing a venue or sponsorship funds. • Team exchange activities: The Company provides funds every year to encourage department heads and employees to promote the relationship and collaboration therebetween through dinners and other 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. We also encourage and remind employees to plan and utilize their leave through the attendance system. • Employee assistance program: Beyond providing group insurance that exceeds legal requirements, Gamania expands its social and life support for employees, with a scope of care that goes beyond government programs.
Freedom of association and right to collective bargaining	All employees	• We 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. • We regularly hold employee assemblies to communicate on working conditions.
Occupational health and safety	All employees/suppliers/contractors	• 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.

Note: The scope of the human rights due diligence covers all operating locations of Gamania Group headquarters.

Human rights training and awareness campaigns

Gamania Group has institutionalized human rights management by incorporating it into its mandatory ESG training system. Through ongoing education and awareness initiatives, the Group enhances employees' awareness of human rights protection issues and effectively reduces potential human rights risks. To consider employees' work environment and working hours, Gamania raises awareness of certain issues through digital channels and electronic display boards, in addition to online training. In 2025, the completion rate for training among all employees, including new hires, reached 100%.

Topics of training and awareness campaigns



Social human rights impact

The "Cross-Generational Forum," organized by NOWnews, entered its seventh year. In 2025, the topics covered by its smaller cross-generational events were expanded to include diverse groups (such as Hong Kong residents and new immigrants). For the first time, an event was also held in Taichung in collaboration with the city government. In addition, a forum was organized based on the issue advocated by the winning student team from the inaugural Civic Proposal Competition, providing recommendations for reference in municipal governance. The second Civic Proposal initiative received 56 submissions in 2025, nearly double the number in 2024. Proposal workshops were also held and online instructional videos produced, expanding the competition's impact on students and enhancing its educational value.

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 (including occupational safety and health) into the awareness campaigns for suppliers, selection of new suppliers, and annual evaluation of adopted suppliers as key topics. Please refer to "[3.3.1 Sustainable purchase](#)" for the performance details.



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

4.1.6 Healthy workplace

Employee assistance program (EPA)

Since 2021, Gamania has implemented an Employee Assistance Program (EAP), providing employees with a fixed number of counseling sessions each year covering psychological counseling, family matters, financial matters, legal matters, and management consultation. The program helps employees achieve a better balance in their personal and psychological well-being and address physical or mental stress and other issues encountered at work or in daily life. By providing a stress-free, anonymous consultation channel, the program can more effectively support employees in need. Over the past five years, the program has provided more than 1,000 service instances and has become an important source of stability within the Group. In 2025, 124 employees applied for the services, with a total of 596 counseling sessions. Employee satisfaction with the services reached 4.7 out of 5 points. Of these, 1 employee applied for pregnancy and maternity consultation services.

Anonymous Consultation Service

124
Applicants

596
Counseling
Sessions
Used

Employee
Satisfaction:
4.7
out of 5

1
Applicant for
Pregnancy and
Maternity
Consultation
Services





Introduction

CHAPTER 01
Promoting Sustainable Management

CHAPTER 02
Promoting Digital Responsibility

CHAPTER 03
Promoting Environmental Friendliness

CHAPTER 04
Promoting Positive Values

CHAPTER 05
Appendix

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 nutritionist and customized nutrition group program, in order to support the sustainable health of employees.

Item	2025 Initiatives	Item	2025 Initiatives																	
Employee Health Program	- Gamania provides annual health examinations for employees. A total of 964 employees completed the annual health examination, and the completion rate in 2024 was 82%. - We also quarterly arrange for 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 2025, 25 employees benefited from the services. - Gamania has entered into cooperation agreements with several nearby clinics and referred dozens of employees for influenza vaccinations.	Care for intense activities	For high-intensity activities such as dragon boat racing, marathons, and triathlons, professional fitness trainers and nurses assist participating employees with monthly InBody assessments and provide dietary, exercise, and other health guidance tailored to individual health concerns, while helping to prevent sports injuries.																	
Care for high health risk groups	- InBody body composition assessments are conducted each quarter, together with dietary and exercise-related health education, reaching a total of 56 participants. - A dietitian was invited to conduct a nutrition education seminar covering tips for choosing meals when dining out and calorie calculation. A total of 17 employees participated, with a satisfaction score of 4.6 out of 5.	Gym	- A 24-hour gym at the headquarters offers a complimentary InBody analysis of the body's composition, with the guidance of professional fitness coaches and nurses during the use of the equipment. - We have employed a dedicated fitness coach to guide the correct use of equipment and regularly assist employees with physical training, to help them maintain high fitness levels and reduce the risk of hypertension, high blood sugar, and high cholesterol. - We have also offered courses on yoga, boxing aerobics, Zumba and other sports, with more than three classes a day for employees to choose from. In 2025, about 7,162 employees took the sports courses.																	
Maternity protection program	The Company provides relevant health education to pregnant and postpartum employees, and set up lactation facilities 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.	Stress relief and relaxation	In collaboration with Chien-Yu Health Examination Center, a psychologist was invited to conduct an on-site stress relief seminar that provided employees with practical techniques for managing personal stress. A total of 10 employees participated, with a satisfaction score of 4.5 out of 5.																	
Prevention of musculoskeletal disorders	- Gamania Group employees primarily perform office-based sedentary work, which can lead to musculoskeletal pain and discomfort. To address this, the Group provides automatic height-adjustable desks for employees to use. Additionally, employees can apply for one of three types of posture-correcting chairs. Nurses also visit employees' work areas to help adjust their seating and posture in conjunction with the height-adjustable desks and provide related health education. In 2025, massage services were provided on 462 occasions. - Gamania also worked with a fitness trainer to hold a seminar titled "Posture Correction Class." A total of 26 employees participated, with a satisfaction score of 4 out of 5. - The University of Taipei was invited to assist in conducting a physical fitness assessment event attended by 75 employees. After the event, fitness instructors provided brief health education to help employees understand their individual fitness levels and plan suitable exercise activities. - Based on the results of our Nordic Musculoskeletal (NMQ) questionnaire, we have observed a decreasing trend in the number of employees with suspected musculoskeletal hazards.	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. The well-trained team achieved the fifth place in the 2025 Taipei International Dragon Boat Championships.  Gamania Perspective—to know more about the Gamania Dragon Boat Team																	
	<table><tr><th>NMQ comparison</th><th>2024</th><th>2025</th></tr><tr><td>No hazard (no pain)</td><td>55%</td><td>74%</td></tr><tr><td>No hazard (NMQ 1-2 points)</td><td>36%</td><td>22%</td></tr><tr><td>Suspected hazard (NMQ 3-5 points)</td><td>9%</td><td>3%</td></tr><tr><td>Hazard</td><td>0%</td><td>0%</td></tr><tr><td>Confirmed disease</td><td>0%</td><td>0%</td></tr></table>	NMQ comparison	2024	2025	No hazard (no pain)	55%	74%	No hazard (NMQ 1-2 points)	36%	22%	Suspected hazard (NMQ 3-5 points)	9%	3%	Hazard	0%	0%	Confirmed disease	0%	0%	Club activities
NMQ comparison	2024	2025																		
No hazard (no pain)	55%	74%																		
No hazard (NMQ 1-2 points)	36%	22%																		
Suspected hazard (NMQ 3-5 points)	9%	3%																		
Hazard	0%	0%																		
Confirmed disease	0%	0%																		
		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, and adjusts the circadian rhythm system of employees, having a positive effect on health. In 2025, the initiative was further extended to public areas, including the main corridors on Floors 2 through 6, central meeting rooms, and phone booths. By optimizing the color temperature and brightness distribution of the lighting, the improved lighting environment helps reduce human-factors risks such as eye fatigue and diminished concentration.																	



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

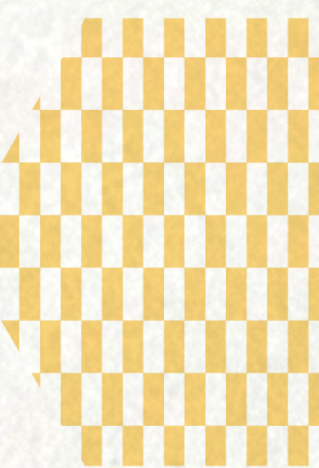
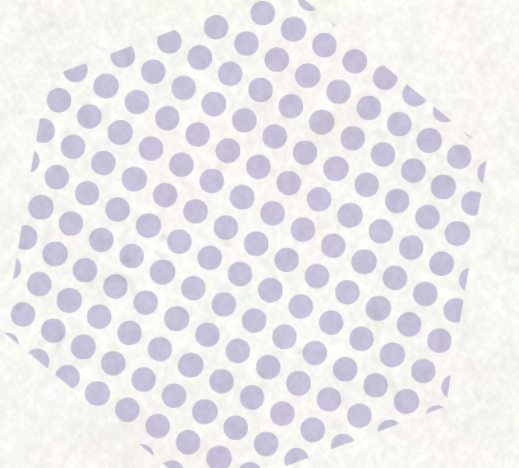
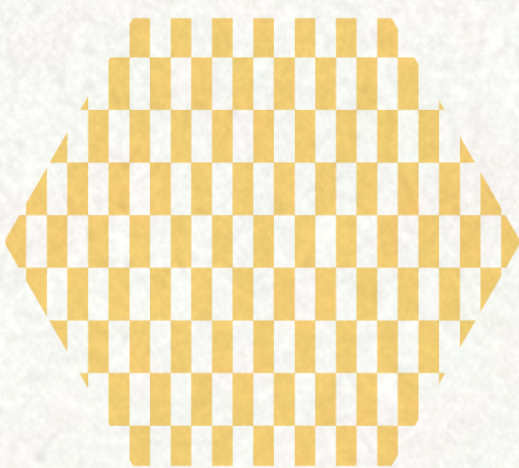
CHAPTER 05
Appendix

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. Gamania is classified as a low-risk business (Class III) 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 safety and health 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 our office environment operates in compliance with domestic "Occupational Safety and Health Act". We regularly implement the four major worker health protection programs: Ergonomic Hazard Prevention Program, Prevention of Diseases Caused by Abnormal Workload Program, Prevention of Unlawful Infringement During Work Performance Program, and Maternal Health Protection Program. Through these, we systematically conduct workplace potential hazard and risk assessments to identify factors that could cause physical or psychological harm to employees. Each program includes hazard identification, risk level assessment, on-site inspections, formulation of protective measures, and a tracking and improvement process. We enhance overall workplace risk perception and prevention capabilities through education and training, checklists, and reporting systems, to ensure employees' health and safety along with operational stability. After systematically assessing potential workplace health risks, we prioritize them based on their severity and the affected individuals and then develop action plans for improvement.

Simultaneously, for the aforementioned occupational safety and health policies, we conduct regular self-inspections and internal audits to verify and evaluate the Company's management systems and processes. Any identified deficiencies are responded to with corrective measures and follow-up management to enhance operational environment safety. Additionally, when collaborating with our centralized procurement suppliers, we place significant emphasis on occupational safety and health. At the time of signing contracts, all suppliers are required to sign a "Supplier CSR Commitment," to affirm their commitment to sustainability principles, such as occupational safety, labor rights, and environmental protection.

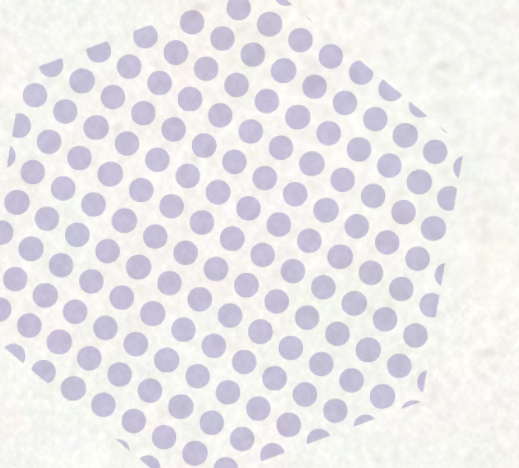
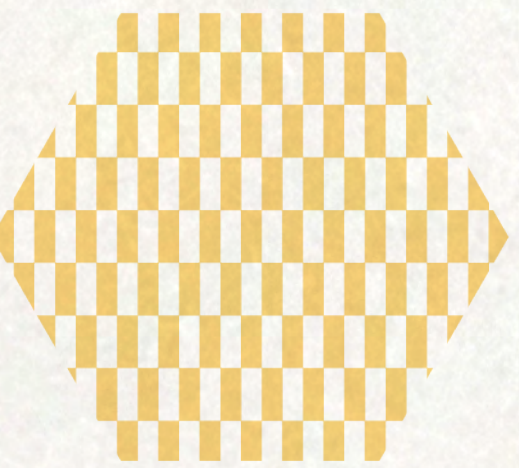
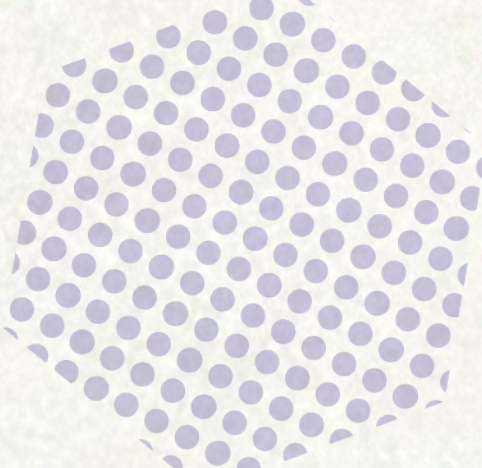
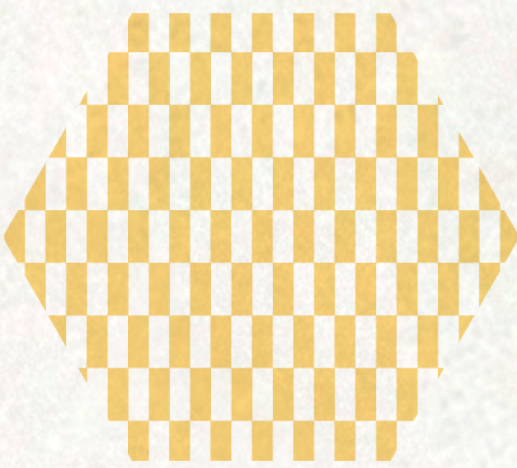


Stages and Sequence of Emergency Reporting

Condition	Level	Description	Reporting recipient & handling unit
General issues	Level 3 condition	The condition falls within the emergency scope that the on-site personnel can control.	Handled by on-site personnel/ unit head
Overall service disruption	Level 2 condition	The condition is beyond the control of the operating site; it requires collaboration of relevant departments for joint resolution.	Handled by relevant units (operations, IT, and logistics) coordinated by COO.
Overall operational disruption	Level 1 condition	The condition requires external assistance, or is beyond the scope of the senior executive's responsibilities.	Chief Executive Officer

2025 Occupational Safety Drills and Education and Training

Name	Number of sessions	Trainees	Total trainees	Total training hours
Gamania Group's headquarters self-defense firefighting team member fire safety training (first half of 2025)	1	Gamania Group's headquarters self-defense firefighting team members	28	4 hours
Gamania Group's headquarters self-defense firefighting team member - department head evacuation drill (second half of 2025)	1	Gamania Group's headquarters self-defense firefighting team members and department heads	33	4 hours





gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

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), absenteeism rate, etc. are the main data indicators.

Number of deaths due to occupational injuries	0	Number of disabling injuries	0 incidents
Death rate due to occupational injuries	0 %	Number of days of disabling injuries	0 day
Number of serious occupational injuries	0	Disabling injury frequency rate (FR)	0
Serious occupational injury rate (excluding death)	0 %	Disabling injury severity rate (SR)	0

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 × 1,000,000.
4.Disabling injury severity rate (SR) = number of days of disabling injuries / total working hours × 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.

2023	2023	2024	2025
Absenteeism rate (%)	0.70	0.75	0.86
Coverage rate (%)	100	100	100

Notes:1.Absenteeism rate = Absenteeism hours / Total scheduled working hours.
2.Absenteeism hours include sick leave, occupational injury leave, menstrual leave, and hospitalization leave.





gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

4.2 Social inclusion

4.2.1 Public welfare goals and strategy

Public welfare goals and strategy

Gamania Group's public welfare goals and strategy are rooted in the adventurous and challenging spirit of its Chairman and Foundation Founder. This also aligns with the Group's core brand philosophy, "Dare to Challenge". Since 2008, Gamania has built a public welfare platform, the Gamania Cheer Up Foundation, with the goal of encouraging young people to bravely embrace adventure. Through the foundation, Gamania connects like-minded partners across Taiwan to create and promote 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 "Go Next" 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 "Big Dream Project" that set a benchmark in Taiwan proving adventures bring infinite possibilities, and organized the "Gamania NewAPEs School" to enhance the adventure education for the young.

Accordingly, we meet the goals of quality education (SDG 4) and promoting a peaceful, diverse society (SDG 16) on the path of sustainable development, empowering young people to take up challenges and forge their own paths, 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.



SDG 4
Quality Education



SDG 16
Peace, Justice and
Strong Institutions

Gamania's Philanthropic Initiatives

As a member of the cultural and creative industries, Gamania deeply believes that a company's influence extends beyond technology and innovation to its long-term commitment to society and the environment. The Company continually addresses real societal needs and environmental sustainability issues, and dedicates resources to animal protection, cultural and creative promotion, and sports development. This demonstrates our strong emphasis on human well-being and the planet's future. Through these diverse initiatives, we aspire to be a steady force driving positive change. Each year, the Gamania Cheer Up Foundation invests substantial funding and resources in public welfare initiatives. The following are its key achievements since its establishment.

Aspect	Total philanthropic expenditure since establishment (in NTD thousands)	Number of philanthropic projects since establishment (count)
Environmental philanthropy	36,819	34
Social welfare	40,262	72
Total	77,081	106



gamania

Introduction

CHAPTER 01
Promoting Sustainable Management

CHAPTER 02
Promoting Digital Responsibility

CHAPTER 03
Promoting Environmental Friendliness

CHAPTER 04
Promoting Positive Values

CHAPTER 05
Appendix

4.2.2 Gamania Cheer Up Foundation

Foundation Introduction

Gamania Group is an organic entity, fueled by the dreams and aspirations of its founder, Gamania employees, all players, and the wider public. In 2008, the Gamania Cheer Up Foundation was officially launched with the aim of concentrating resources and systematically giving back to society, thus fulfilling corporate social responsibility and supporting youth's dreams. Since its establishment, it has accompanied over 10,000 young people in fighting for their dreams and embarking on their dream-seeking journeys.



Based on the core concept of "science of adventure," the foundation supported young people's long journeys for their dreams through the "Big Dream Project" and stimulated the youth to challenge themselves through the "Gamania NewAPEs School" in recent years. The "Gamania Coast to Peak Ultra Marathon" was therefore held with an aim 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. We also organized online and offline events to support employees in realizing their grand tour leave dreams by providing professional guidance for their grand journeys.

In 2025, the Foundation deepened its commitment to the core values of SDG 4 Quality Education and SDG 16 Peace, Justice and Strong Institutions. Through four strategic pillars, it built a comprehensive adventure ecosystem for young people:



In-Person Connections and Dialogue	Digital Community Impact	Empowerment and Social inclusion	Knowledge Creation and Legacy
Through two offline "Adventure Get-togethers" sharing sessions, one annual "Adventure Conference," and several results announcement press conferences, the Foundation directly engaged in face-to-face exchanges with more than 400 participants, media representatives, and key opinion leaders (KOLs) from relevant fields. By promoting the spirit of "GoNext: Embrace Adventure," it created an inclusive platform spanning generations and disciplines.	Through videos and in-depth reports, the Foundation shared inspiring adventure stories, continuing to engage deeply involved members of its community and more than 1,000 Gamania Group employees while also achieving breakthrough growth in digital outreach. Over the year, the Foundation accumulated 464,791 views on Facebook and 120,519 views on Instagram, successfully transforming the spirit of adventure into widespread digital resonance across society.	From a 60-kilometer trek along the "Mountains to Sea" route and A-Guo Lu, Chung-Han's extreme climbing challenges to grassroots sports education through the "Marching Towards the Basketball Dreams" program, the Foundation not only helped two players earn places on Division A junior high school basketball teams, but also successfully mobilized corporate resources, extending its impact from within the Group to public welfare collaboration among companies.	Through diverse media channels and online courses, the Foundation transforms the lessons of real-world challenges into knowledge assets with social value, continuing to inspire the public to embrace challenges, innovate boldly, and GoNext.



gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

Foundation's Projects

Big Dream Project

We have supported many young people who have the courage to challenge their own limits through the "Big Dream Project," as 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 supports A-Guo in his quest to summit all fourteen 8,000-meter peaks. With only three peaks remaining, he is expected to complete this remarkable feat in 2027. We not only support extreme challenges but are also committed to passing these adventure experiences on to the next generation through in-person events and documentary films.

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

Gamania Cheer Up Foundation has collaborated with the professional basketball training organization, EMPOWER, to form the "Hualien Gamania Apes," the first community club basketball team in Hualien that includes U12 and U14 groups to promote sports education for children. In 2025, the program entered its third year and began to see the results of its efforts. The Foundation continued to deepen the impact of sports education through the Hualien Gamania Apes. In May of the same year, two players were successfully guided into prestigious junior high schools with Division A basketball teams, demonstrating that players without a traditional school-team background can also progress to the competitive stage through professional training. In July, the Foundation once again organized an off-site training camp and corporate visits, taking players north to interact with professional teams and observe international competitions. The experience helped participants deepen their understanding of the "GoNext" spirit in a corporate environment.

In 2025, the Foundation expanded the "Galaxy GAMA Cup" to two events. The summer tournament provided players with short-term goals and motivation, while the winter tournament served as an annual assessment of their progress. The teams ultimately won championships in both the U12 and U15 divisions. The program not only promotes shared prosperity with local communities but also successfully inspired the Advantech Foundation to contribute resources and establish a new team in Nantou. This extended the successful model developed over three years in Hualien to other parts of Taiwan, putting inter-company public welfare collaboration and equal access to sports into practice.





gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

Gamania NewAPEs School

Since its establishment in 2008, Gamania Cheer Up 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 720 students from 45 locations, with a total adventure distance of 28,638 kilometers. In 2025, the Foundation incorporated the brand concept of its new mascot, "New APES," and launched the Gamania NewAPEs School program, "Turns Out, These Apes Are Wild!" The program took a group of young participants aged 18 to 25 deep into the Mountains to Sea National Greenway, where they completed a trekking challenge of more than 50 kilometers over five days and four nights. The curriculum included high- and low-rope team-building challenges, nature sketching in the mountains, learning about Indigenous hunter culture, and hands-on wilderness survival. Through these experiences, participants strengthened their determination and resilience.

To deepen the adventure experience and strengthen psychological resilience, the Foundation invited a team of professional mentors to accompany and guide the participants. Extreme mountaineer Lu, Chung-Han (A-Guo) shared the original aspiration that drives him beyond the summit, mountain illustrator Shen En-min guided participants in depicting their inner landscapes, and Echo Wang led mind-body meditation sessions. From hands-on adventure and sensory exploration to inner reflection, the program created a complete journey of personal growth. The program not only internalized environmental education knowledge, but also nurtured a group of responsible and action-oriented "New APES," ready to carry their courage to challenge the unknown into the next chapter of their lives.



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. Gamania Cheer Up Foundation is committed to creating the 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 2025, the "Gamania Coast-to-Peak Ultramarathon" reached a new level of international exchange, challenging participants with an extreme 177-kilometer course and a total elevation gain and loss of 6,04 meters. For the first time, the event invited Australian backyard ultramarathon record holder Philip Gore and Japanese ultramarathon champion Yoshihiko Ishikawa to Taiwan to compete alongside elite Taiwanese runners on the Mountains to Sea National Greenway, a route shaped by 400 years of history, culture, and landscape. Under grueling conditions with day-night temperature differences exceeding 20° C, only 9 of the 22 participants reached the finish line. Philip Gore ultimately claimed first place with a time of 18 hours, 53 minutes, and 17 seconds, followed by Japanese runner Yoshihiko Ishikawa in second and Taiwanese runner Lin, Ping-Jen in third.

Following three years of preparation and sustained efforts toward international certification, the event not only implemented scientific race preparation and risk management, but also brought together leading athletes from Taiwan, Japan, and Australia, embodying the spirit that "behind every adventure challenge lies the unity of knowledge and action." This extreme adventure linking mountains and sea gave international runners an immersive experience of Taiwan's unique natural landscapes and adventure culture. It successfully established a benchmark for a world-class ultramarathon and continues to champion Taiwan's spirit of adventure through GoNext.





gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

4.2.3 Common good in the community

Blood donation

Since relocating to its Neihu headquarters building in 2016, Gamania Group has participated each year in the "Neihu Technology Park Thousand-Person Blood Donation Drive" promoted by the Taipei Neihu Technology Park Development Association. During the 11/11 Gamania Day period, the Group also independently calls on employees to take part. In 2025, three blood donation events were held, successfully attracting 168 participants and collecting 228 bags of blood to support healthcare capacity. To encourage employees to take part in public welfare activities, the Group not only provides Gama Island electronic meal vouchers as incentives, but also seeks to make public welfare action part of its corporate culture. Through sustained action, Gamanians demonstrate a spirit of mutual support and work with local communities to create a positive cycle.

Gamania Christmas Market

Since its launch in 2017, the Gamania Christmas Market has evolved beyond an annual celebration into a tangible expression of the Group's long-term commitment to shared prosperity with local communities. In 2025, vendors were invited to set up stalls at the Christmas market, which was integrated with Gama Island, the Group's employee cafeteria, to create a one-stop festive experience for employees. Gama Pay was adopted throughout the event to reduce paper consumption. In 2025, the event was also combined with Gamania Group's 30th-anniversary celebrations, bringing together a gaming quiz challenge, an employee club showcase, and family theater performances. Nearly 1,000 employees participated, further deepening "Gamania-style values" through festive experiences and putting shared prosperity with communities into practice.

Social welfare

Gamania's total social welfare expenditure in 2025 reached NT\$30.86 million, mainly through sponsorship or donations; the resources were devoted to social issues that were important to Gamania, including medical care, animal friendliness, culture and creativity, and education-related organizations.

Unit: NTD 1,000

Category	Item	Funding
Medical services	Cash contribution	234
Animal friendliness	Cash contribution	166
Culture and creativity	Cash contribution	12,462
Educational philosophy	Cash contribution	18,000
	Item donation	Gamania facilitates the collection and donation of suitable items from within the Group and distributes them to disadvantaged groups and organizations in remote areas.

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





gamania

Introduction

CHAPTER 01
Promoting Sustainable
Management

CHAPTER 02
Promoting Digital
Responsibility

CHAPTER 03
Promoting
Environmental
Friendliness

CHAPTER 04
Promoting Positive
Values

CHAPTER 05
Appendix

4.2.4 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.

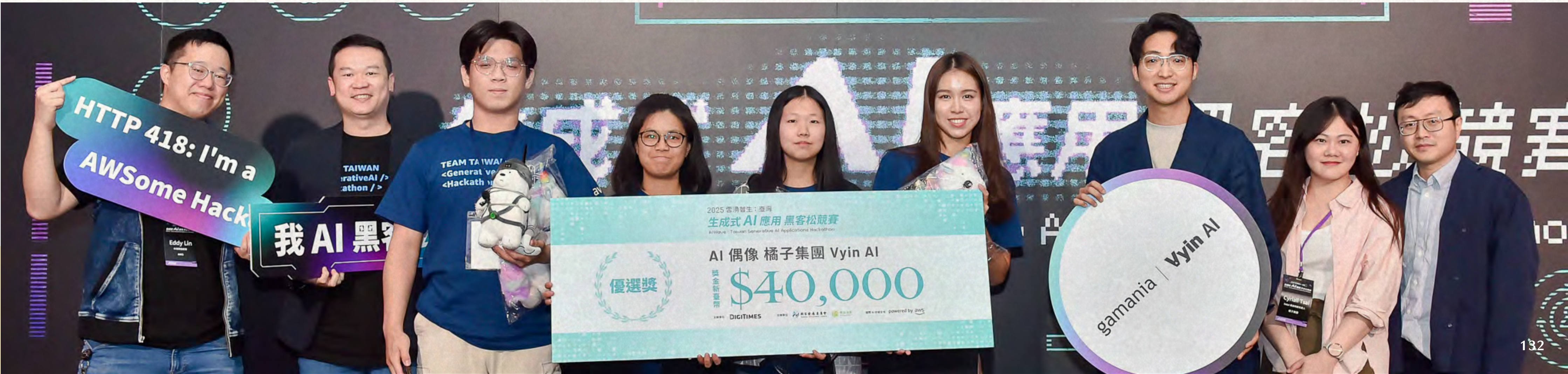
Supporting Taiwan's Cultural Industries and Youth Innovation

Gamania Group actively empowers innovation in Taiwan's cultural and entertainment industries through AI technology and is committed to cultivating young technology talent. At the second "AI Wave: Taiwan Generative AI Applications Hackathon," the Group established a dedicated Vyin AI competition category and proactively opened up enterprise-grade API technology resources (such as proprietary voice assets) for use by college and university students.

In the competition, the winning team successfully integrated Vyin AI technology with generative AI to develop "Aidol," a physical smart idol doll featuring voice interaction and emotional memory. The project presented a highly commercially viable interactive solution for the "emotional economy" of the traditional idol industry. By supporting industry-academia competitions of this kind, Gamania Group not only helps young students transform technical ideas into practical applications, but also puts into practice its social responsibility to promote the digital transformation of Taiwan's cultural and entertainment industries.

Supporting Diverse Sports and Competitions to Promote the Spirit of Challenge and Positive Energy

Guided by its brand value of "Dare to Challenge," Gamania Group invested NT\$2 million in sports sponsorships in 2025. For five consecutive years, the Group has been the title sponsor of the Chinese Professional Baseball League (CPBL) Gold Glove Awards, paying tribute to the professional resilience of players who embrace challenges. It also continued to support the annual CPBL All-Star Game, seeking through concrete action to help Taiwan's professional baseball players achieve ever greater success. In addition, since 2022, the Group has continued to sponsor the Ta Ya Pineapple Run organized by Ta Ya Electric Wire & Cable. Together with other businesses, it promotes the values of health, exercise, and self-challenge, extending the spirit of facing difficulties without fear and continuing to move forward from professional competition into everyday life. Through sustained cross-sector support, the Group continues to set positive value in motion.





2025 Sustainability Report

© 2025 Gamania Digital Entertainment Co., Ltd. All Rights Reserved.

