

Workplace Diversity and Gender Equality

The Group is committed to the principle of equal employment opportunity and human rights. The Company provides equal employment opportunities to all applicants and fully complies with the "Labor Standards Act," the "Employment Service Act," and the "Gender Equality in Employment Act." The Company has established regulations regarding salary, performance evaluations, promotions, and bonuses, as outlined in its company regulations, to ensure employee rights.

The Group is committed to providing a dignified and safe working environment for all employees. We promote employment diversity and ensure fairness in remuneration and promotion opportunities. Personnel are recruited based primarily on professional competence, academic background, and skill, and employment decisions are never influenced by factors such as race, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, marital status, or physical or mental disability. Since our establishment, the Company has never been engaged in child employment, and strives to prevent labor disputes, cases of corruption or bribery, incidents of forced and compulsory labor, discrimination, or violations of employee rights.

I. The Company's measures to protect employees' rights are as follows:

Employee Protection	Countermeasure	Description
Provide reasonable grievance channels	Formulate "Measures for Sexual Harassment Prevention, Grievances, and Disciplinary Actions"	Provide reasonable channels for employees to address grievances when their legal rights have been compromised or improperly addressed
Prohibition of sexual harassment in the workplace	Formulate "Measures for Sexual Harassment Prevention, Grievances, and Disciplinary Actions"	Provide employees and job applicants with a workplace free from sexual harassment.

Gamania places great emphasis on the frequency and quality of labor-management communication. Through the quarterly Full Gamania Assembly, employee Q&A sessions, and the internal electronic bulletin board, the Company has established an effective two-way communication mechanism through diverse and innovative channels. These channels enable the Company to promptly understand employees' opinions and needs while communicating Gamania's management philosophy and strategic direction.

1. Comply with local labor laws and regularly review internal policies.
2. Maintain open communication channels and a grievance mechanism: The Company strictly prohibits sexual harassment and other forms of harassment. To report harassment, please email 995@gamania.com. For ethical concerns or integrity issues, please email integrity@gamania.com. If you have any concerns regarding the Company's internal environment, you can leave anonymous messages in the "teamgoal!" → "Gamania Express M" group. For questions about Group operations and development, you can submit anonymous questions or suggestions via the QA form on Full Gamania Assembly. The Group Chief Executive Officer also reads each question aloud during the session, allowing management to gain a direct understanding of employees' needs and provide responses on site. Through such interaction, Gamania is able to

actively foster a bridge of communication between its management and employees to improve the quality and responsiveness of interaction between the two parties.

3. Provide new recruits with pre-employment training that includes education on relevant laws and regulations, as well as policies prohibiting forced labor, child labor, anti-harassment, and anti-discrimination. Various training and awareness courses are also held annually.

II. Workforce Structure:

As of the end of November 2025, the Company had a total of 996 employees (504 men and 492 women), the majority of whom are Taiwanese nationals, with a small number of foreign employees. The Group has a slightly higher number of male employees than female employees and continues to foster a diverse workplace, providing equal opportunities for promotion to all genders. The Company's human resource structure in 2025 is illustrated below:

Category		Percentage of full-time equivalent (FTE) employees (%)
People with physical/mental disability		0.6%
All Employees	By age group: under 30 years old	21.3%
	By age group: 30-50 years old	74.11%
	By age group: over 50 years old	4.99%

III. Employee Ethnicity Metrics

Category	Percentage of the Total Workforce	Percentage of Employees in Management Positions
Republic of China (Taiwan) Nationals	98.07%	22.05%
Foreign Nationals	1.83%	11.11%
Indigenous people	0.10%	0%

IV. Gender Diversity Metrics

Metric	%
Percentage of Female Employees in the Total Workforce	48.83%
Percentage of Female Employees in Management Positions	37.62%
Percentage of Female Employees in Entry-level Management Positions	49.15%
Percentage of Female Employees in Senior Management Positions	21.43%
Women in STEM (Science, Technology, Engineering, and Mathematics) positions	22.68%

V. Promotion system

The Company implements a dual-track promotion system that provides both management and professional career paths. Gender is not a factor in promotion decisions. Instead, promotions are determined mainly based on employees' individual attributes, areas of expertise, competencies, work performance, and potential for leadership development. The heads of the relevant departments make promotion decisions based on the abovementioned criteria.