

Net-Zero Transition Plan

Planned Key Actions

To support its climate commitments and contribute to the goals of the Paris Agreement, including limiting global temperature increase to 1.5°C, Gamania has established a Net-Zero Transition Plan. Guided by science-based principles and a commitment to responsible environmental stewardship, the Company has developed a series of climate actions aimed at progressively reducing Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, strengthening climate resilience, and achieving net-zero emissions by 2050. Key initiatives under the Net-Zero Transition Plan include:

Category	Implementation Measures
Energy Management	(1) Implement energy-saving measures in office operations, including reducing unnecessary lighting and conducting routine shutdown inspections after working hours. (2) Maintain indoor air-conditioning temperatures within an energy-efficient range to reduce electricity consumption. (3) Conduct regular inspection, cleaning, and maintenance of air-conditioning systems to enhance operational efficiency. (4) Replaced conventional lighting fixtures with high-efficiency LED lighting to reduce electricity consumption for lighting. (5) Implemented a smart building management system to monitor and optimize energy use across air-conditioning, lighting, office equipment, and other facilities through automated controls, improving energy efficiency and indoor environmental quality.
Resource Circularity and Waste Management	(1) Implemented smart recycling stations and battery collection machines to encourage employees to recycle PET bottles, aluminum cans, plastic beverage cups, and used batteries. Through partnerships with circular economy enterprises, recycled materials are transformed into exclusive products. Employees may earn reward points through recycling activities and redeem environmentally friendly products, promoting participation in resource recovery initiatives. (2) Established dedicated paper recycling areas within office spaces to facilitate paper reuse and reduce paper purchasing demand. (3) Introduced plastic bag collection points in pantry areas to encourage the reuse of clean plastic bags and reduce unnecessary waste generation. (4) Added paper container recycling facilities within waste collection areas to improve recycling rates and enhance employee participation in waste segregation programs.

Sustainable Workplace Management	(1) Prioritize the use of environmentally certified paper products and energy-efficient office equipment. (2) Promote low-carbon and resource-efficient workplace practices through internal communication and employee engagement programs. (3) Reduced the use of disposable tableware throughout employee dining facilities. (4) Encourage the adoption of environmentally friendly office supplies and daily necessities. (5) During corporate events and sports activities, employees are encouraged to bring reusable water bottles. The Company also works with reusable tableware providers to minimize the use of single-use plastic bottles and disposable dining utensils. Encourage employees to adopt environmentally responsible behaviors and participate in sustainability initiatives. (6) Implemented a digital identity (Digital ID) authentication system to replace traditional physical PKI credentials. (7) Since May 2024, the Group's headquarters cafeteria has completely discontinued the sale of beverages packaged in plastic containers. In the same year, the cafeteria received the Environmental Restaurant Certification issued by the Ministry of Environment.
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To ensure effective implementation of the Net-Zero Transition Plan, Gamania allocates appropriate financial and operational resources to energy-efficiency upgrades, green procurement, and environmental management initiatives. Progress and performance are periodically reviewed to evaluate effectiveness and drive continuous improvement in climate-related actions.

Engagement with Stakeholders

Gamania believes that achieving net-zero emissions requires collaboration across the value chain. Therefore, the Company actively engages suppliers, industry associations, and government agencies to advance the low-carbon transition and support shared climate goals.

Stakeholders	Engagement Measures
Suppliers	• Suppliers are required to sign a Supplier Corporate Social Responsibility Declaration, committing to compliance with applicable environmental, labor, human rights, and ethical standards. • The General Affairs and Procurement Department conducts annual evaluations of key suppliers selected based on criteria including transaction frequency, procurement value, and business significance.

	Procurement teams review supplier performance in accordance with the Supplier Evaluation Framework, covering areas such as product and service quality, delivery performance, responsiveness, and customer complaint handling. Suppliers with previously identified performance concerns that remain active business partners are prioritized for assessment and improvement management.
Initiatives	Gamania actively participates in CWS, a sustainability initiatives involving industry, government, academia, and research institutions. Through collaboration platforms and sustainability programs, the Company supports the development of carbon reduction solutions and environmental sustainability initiatives while encouraging public and private sector organizations to align with the goal of limiting global warming to 1.5°C above pre-industrial levels.
Government	Gamania participated in a government-supported carbon reduction incentive program through its voluntary emissions reduction project, "Gamania Office Building LED Lighting Energy Efficiency Project," which was approved by the Ministry of Environment. By replacing conventional lighting systems with high-efficiency LED fixtures, the project is expected to achieve cumulative greenhouse gas emission reductions of approximately 840 metric tons of carbon dioxide equivalent (tCO₂e) over a ten-year crediting period, contributing to the Company's long-term climate mitigation objectives.

Assessment of Social Implications and Corresponding Actions

As Gamania advances its net-zero transition journey, the Company recognizes the potential impacts of climate-related actions on employees, suppliers, and other stakeholders. Acknowledging that decarbonization initiatives may increase transition-related expectations and challenges across the value chain, Gamania is progressively integrating climate-related considerations into supplier management processes. The Company is enhancing the identification and assessment of suppliers exposed to elevated climate risks and providing engagement, guidance, and capacity-building support where appropriate. These efforts aim to strengthen supply chain climate resilience while ensuring that the transition process remains fair, inclusive, and aligned with the principles of sustainable business development. Gamania remains committed to balancing environmental responsibility, stakeholder interests, and long-term business resilience as it progresses toward a low-carbon future.