



**BROGENT**  
TECHNOLOGIES INC.

**Brogent Technologies Inc.  
2022 Sustainability Report**



## 2022 Sustainability Report

<a href="#">About this Report</a>	<a href="#">3</a>
<a href="#">Letter from the Chairman</a>	<a href="#">4</a>
<a href="#">2022 Sustainability Key Performance and Recognitions</a>	<a href="#">5</a>
<a href="#">Continue to bring joy to the world through technology</a>	<a href="#">6</a>
<a href="#">Metaverse at the bottom of the ocean</a>	<a href="#">7</a>

### 01

#### Sustainable

#### Brogent 10

<a href="#">1.1 Sustainability Vision and Outlook</a>	<a href="#">11</a>
<a href="#">1.2 Efforts/Contributions of Each Department to Sustainability</a>	<a href="#">12</a>
<a href="#">1.3 Brogent's Sustainable Development Goals</a>	<a href="#">13</a>
<a href="#">1.4 Social impact and inputs in charity</a>	<a href="#">15</a>



### 02

#### Perseverance 18

<a href="#">2.1 Company Profile</a>	<a href="#">19</a>
<a href="#">2.2 Brand Values</a>	<a href="#">21</a>
<a href="#">2.3 Corporate Governance</a>	<a href="#">27</a>
<a href="#">2.4 Operational Performance</a>	<a href="#">34</a>
<a href="#">2.5 Tax Governance</a>	<a href="#">35</a>



### 03

#### Creativeness 36

<a href="#">3.1 Innovative Technologies</a>	<a href="#">37</a>
<a href="#">3.2 Product Intellectual Property Management</a>	<a href="#">44</a>
<a href="#">3.3 Product Quality and Safety</a>	<a href="#">46</a>
<a href="#">3.4 Customer Service Management and Satisfaction</a>	<a href="#">50</a>



### 04

#### People 53

<a href="#">4.1 Friendly Workplace</a>	<a href="#">54</a>
<a href="#">4.2 Employee-oriented Company</a>	<a href="#">59</a>
<a href="#">4.3 Human Resource Policy</a>	<a href="#">63</a>
<a href="#">4.4 Promoting Occupational Safety and Health</a>	<a href="#">67</a>



### 05

#### Excellence 72

<a href="#">5.1 Integrity Management and Legal Compliance</a>	<a href="#">73</a>
<a href="#">5.2 Risk and Crisis Management</a>	<a href="#">77</a>
<a href="#">5.3 Information Security</a>	<a href="#">83</a>
<a href="#">5.4 Environmental Protection</a>	<a href="#">89</a>
<a href="#">5.5 Climate Change Response and Management</a>	<a href="#">91</a>
<a href="#">5.6 Sustainable Supply Chain</a>	<a href="#">96</a>



### 06

#### Appendix 102

<a href="#">Stakeholder Identification and Material Topics Analysis</a>	<a href="#">103</a>
<a href="#">Material Topics Management Table</a>	<a href="#">106</a>
<a href="#">2022 Stakeholder Engagement</a>	<a href="#">107</a>
<a href="#">2022 GRI Data Performance Overview</a>	<a href="#">109</a>
<a href="#">Index Table of GRI Standards</a>	<a href="#">125</a>
<a href="#">SASB Comparison Table</a>	<a href="#">131</a>
<a href="#">Disclosure Items required by the Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies</a>	<a href="#">133</a>
<a href="#">Assurance Report of Independent Auditors</a>	<a href="#">134</a>





## About this Report

Welcome to the 2022 Sustainability Report of Brogent Technologies Inc. (hereinafter referred to as “Brogent”). This report fully discloses Brogent’s sustainable development strategies and ESG implementation results with respect to the economy, environment, and human rights, and responds to stakeholders’ concern about Brogent’s sustainability issues. This report allows stakeholders to understand Brogent’s philosophy and actions to fulfill its corporate social responsibility (CSR) through public and transparent information. We hope that others understand and trust Brogent’s products and services. Brogent is not merely focused on profitability. We sincerely hope that we can provide joy and fun of business with Brogent products and create a positive impact on the world and the society.

### Scope and Boundaries

The scope of this report is Brogent’s business locations, brand, and activities in Taiwan between January 1, 2022 and December 31, 2022. The financial data in this report is presented in accordance with the International Financial Reporting Standards (IFRS); the monetary unit is New Taiwan Dollar (NTD).

### Writing Principles

This report has been prepared in accordance with the 2021 GRI Standards published by the Global Sustainability Standards Board (GSSB) and the Guidelines for Software & Information Technology (IT) Services of the Sustainability Accounting Standards Board (SASB). It was compiled by referencing the “Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies” of Taiwan Stock Exchange Corporation and the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.”

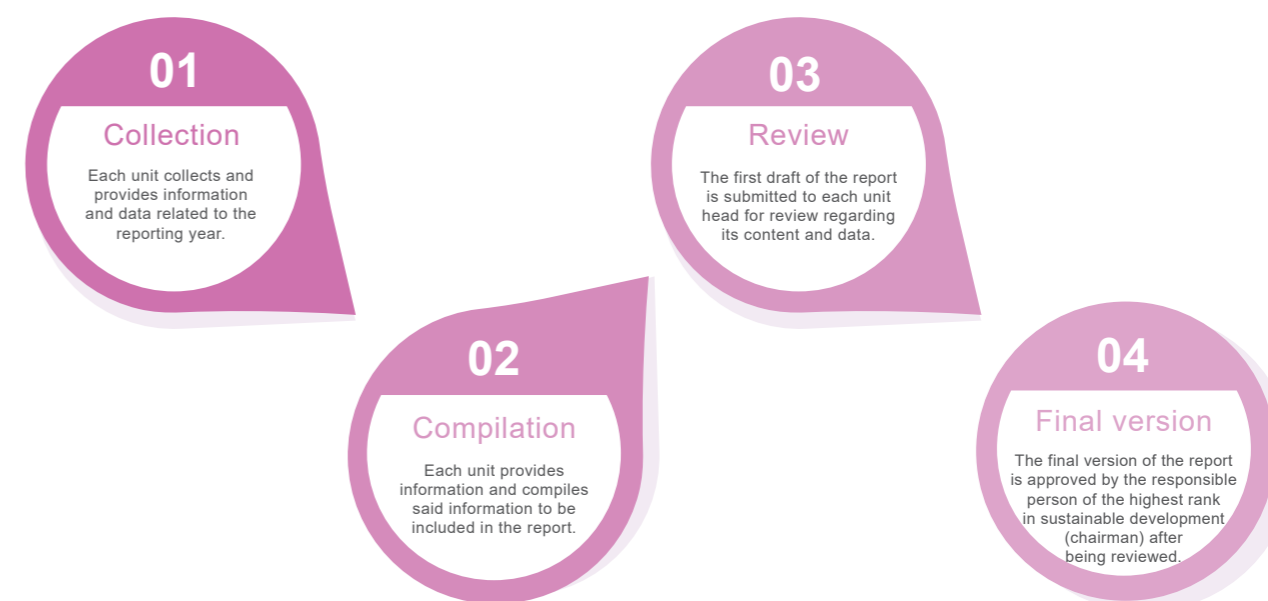
### Release Information

The 2022 Sustainability Report is disclosed on the Company’s website.

<b>Reporting Period</b>	January 1, 2022 to December 31, 2022
<b>Last Issue</b>	August 2022
<b>Reporting Cycle</b>	Annually
<b>The effect of any restatements of information given in previous reports, and the reasons for such restatements.</b>	No restatements of information
<b>Significant changes from previous reporting periods in the list of material topics and topic Boundaries</b>	The material topics “Product Safety” and “Product Quality” in the previous year were merged into “Product Quality and Safety” in 2022
<b>Current Issue</b>	Published in August 2023
<b>Next Issue</b>	Scheduled to be published in August 2024

### Verification of this Report

The data or information disclosed in this report was provided by each department. Upon the completion of its compilation, the Sustainability Report was verified by each departmental head and approved by the Chairman.



<b>External Assurance of the Report</b>	Ernst & Young provided limited assurance for this report in accordance with Standards on Assurance Engagements No.3000 - “Assurance Engagements Other than Audits or Reviews of Historical Financial Information” issued by the Taiwan Accounting Research and Development Foundation. The assurance report can be found in the appendix of this report.
---	--

### Contact Information

Please do not hesitate to contact us if you have any comments on this report, or have any suggestions or questions regarding issues related to the CSR and the sustainable development of Brogent Technologies Inc. Our contact information is provided below:

Finance Center, Brogent Technologies Inc.  
Address: No. 9, Fuxing 4th Rd., Qianzhen Dist., Kaohsiung City 806, Taiwan (R.O.C.)  
Telephone: +886-7-537-2869  
Email: web@brogent.com  
Company website: <https://www.brogent.com/en>



## Letter from the Chairman

As the world lifted COVID restrictions, tourists returned to the international travel and entertainment market. We expect to see a new phase of growth in the next few years.

Innovation is a part of Brogent's DNA. We encourage employees to actively discover innovation and improvement opportunities in the Company's products, routine operations, and work environment through employee improvement proposal meetings and R&D innovation meetings, which improve the Company's overall operational efficiency. Furthermore, a friendly office environment, such as raised office spaces, gym with an ocean view, and pet employees inspire creativity. Last year, the R&D team developed flying theater using less steel while meeting the criteria for safety certification. Equipment design was updated from hydraulic power to electric power, lowering energy consumption and pollution to achieve a production method with the lowest energy consumption and wastage, paying attention to environmental and energy sustainability while bringing joy.

In the future, amusement rides in theme parks around the world will be replaced from mechanical equipment to more immersive and interactive multimedia systems. Brogent utilizes its leadership in the development of immersive simulation technology, and combines 5G and AI technologies to work with domestic companies in developing simulator rides, such as i-Ride, v-Ride, t-Ride, m-Ride, Digital Aquarium, F1 racing, and F18 experience, which change the way people experience things through technology. The rides are educational and entertaining, and create wonderful and spectacular memories.

Brogent has dedicated years of effort to cultivating talent in the simulation technology industry, and has provided internal and external courses on professional skills, information security, and physical and mental health within the complete career planning for talent. Experience and skills are passed down through the sharing of observations and experience in theme park related industries, cultivating interdisciplinary talent for applications while driving the sustainable development of Taiwan's simulation technology industry.

Brogent hopes to make wonderful things more accessible through immersive simulation equipment, and combines educational meaning with history and culture, such as i-Ride flying theater combined with animations of the painting "Along the River During the Qingming Festival" to bring "Flying Along the River During the Qingming Festival," the flying theaters overseas "RiseNY" and "This is Holland," which create a wonderful experience for travelers around the world to understand local culture, increasing their desire to explore the country and region. This promotes tourism and culture and create a positive impact on society.

Going forward, Brogent will continue to create joyful experiences based on the philosophy of doing good. As the only amusement ride company in Asia to pass all safety certifications, we insist on designing and developing products exceeding safety standards. We are optimistic about the development of the amusement rides industry, and will continue to create a positive cycle through immersive simulation equipment that is both educational and entertaining, continuing to bring joy to the world through technology based on the philosophy that "Fun is Our Business."



Chairman

*Chu Ozyang*



## 2022 Sustainability Key Performance and Recognitions

## Honors and Recognitions

### Governance



- In the 9th Corporate Governance Evaluation, Brogent ranked in the top 6%-20% of TPEX-listed companies in Taiwan
- Chairman Mr. Chih-Hung Ouyang received the 2022 EY Entrepreneur Of The Year Award in the categories - Metaverse Creator Entrepreneur Of The Year
- Brogent forms an alliance with Merlin Entertainment, the largest theme park operator in Europe, to focus on the marketing of the flying theater "This is Holland"
- The number of immersive simulation equipment reach 102 in 2022
- Tests of information security awareness have been implemented to ensure that awareness training is effective. In 2022, 100% of employees who took information security awareness training courses scored full marks on these tests

### Environment



- We reduced total water consumption in 2022 by 2,386,000 liters
- Suppliers installed solar panels to conserve energy and reduce carbon emissions, generating approximately 840,000kWh of solar power from July to December 2022
- Brogent's R&D Testing and Experience Center received the Green Building EEWH-BC Certification
- Adopting subtractive design and selecting components that meet the requirements of environmental protection and low-carbon footprint and launching 2 new products based on energy conservation and carbon reduction design
- Replace all illumination facilities in the factories with LED lights, which can save more than 50% energy
- Invest in environmental protection and climate change response and management, zero product damage due to climate disaster, zero environmental violations in the Company's factories

### Society

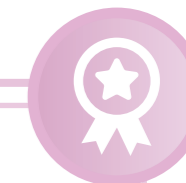


- Passed the review by the Export Processing Zone Administration and was recognized with the "Public-spirited Award"
- Won the "Excellent Enterprise Award for Labor Relations in Science and Technology Park"
- Recognized by Kaohsiung City Government with the "Xiaolaoxiong Happy Enterprise Selection Large Enterprise Division"
- Application for badge of Accredited Healthy Workplace was approved in 2022
- Applied for Subsidies for Enterprises Hiring Sports Trainers in 2022 and obtained subsidies after passing the review

Won the Taiwan Corporate Sustainability Awards (TCSA) Sustainability Report Gold Award



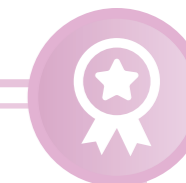
"o-Ride product development" obtained China's CSEI design certification



Obtained 19 patents and 13 trademarks in different countries in 2022



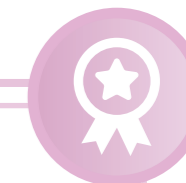
2022 Golden Outstanding Family Ride



2022 European Star Ward Europe's Best Dark Rides



2022 National Invention and Creation Award Silver Medal





## Brogent Values

# FUN IS OUR BUSINESS

### Continue to bring joy to the world through technology

Brogent is one of the only two boutique-level manufacturers in the amusement rides industry with simulation capabilities in the world. Using core technologies combined with new 5D immersive simulation technology, the technology integrates motion editing software and algorithms to perfectly match the video with platform motions, creating an immersive experience unlike exhibitions and theater featuring full sensory experiences from a spectator's perspective. At the same time, Brogent fully utilizes its software capabilities in digital multimedia and hardware integration experience in interactive platforms in its core business, developing new interactive experiences that are both entertaining and educational.

## Important Milestones in 2022

**01** January

Brogent forms an alliance with Merlin Entertainment, the largest theme park operator in Europe, to focus on the marketing of the flying theater "This is Holland".

**03** March

Brogent's Flying Theater "Rise NY" officially opened at Times Square of New York, USA.

**03** March

Brogent's i-Ocean Aquarium, combining marine life and simulation technology, officially opened at the National Museum of Marine Science and Technology in Keelung, Taiwan.

**04** April

Collaborated with AUO and debuted the LED dome screen flight simulator cockpit at the Touch Taiwan Exhibition.

**10** October

Brogent's Flying Theater in Hainan officially opened.

**10** October

Awarded the Corporate Sustainability—Golden Level by Taiwan Corporate Sustainability Awards (TCSA).

**11** November

Brogent introduced the new model of flying theater and LED immersive simulator cockpit at the IAAPA Expo in Orlando, USA.

**12** December

Chairman Mr. Chih-Hung Ouyang received the 2022 EY Entrepreneur Of The Year Award in the categories - Metaverse Creator Entrepreneur Of The Year.



Please visit Brogent's website for more details about milestones it has achieved since its establishment.



# Metaverse at the bottom of the ocean

---







## Let knowledge start from

digital, technology, creation, and experience

## Let entertainment enter from the perspective of education

“i OCEAN”, which was constructed by the National Museum of Marine Science & Technology, was formally opened in Keelung Chaojing Park in March 2022. The Digital Aquarium, which mainly uses Brogent technology, is the first cyber-physical integration aquarium and marine biology rehabilitation base in Taipei City, New Taipei City, and Keelung to combine marine biology with digital simulation technology.

Brogent is the first to combine physical water tanks with an interactive experience, VR, immersive imaging technology, and simulation technology for educational purposes. Entering the metaverse underwater triggers imaginations of sustainable lifestyles and development, so that people will reflect on the environment and themselves, achieve marine waste and pollution prevention, and facilitate the sustainable development of marine ecology.







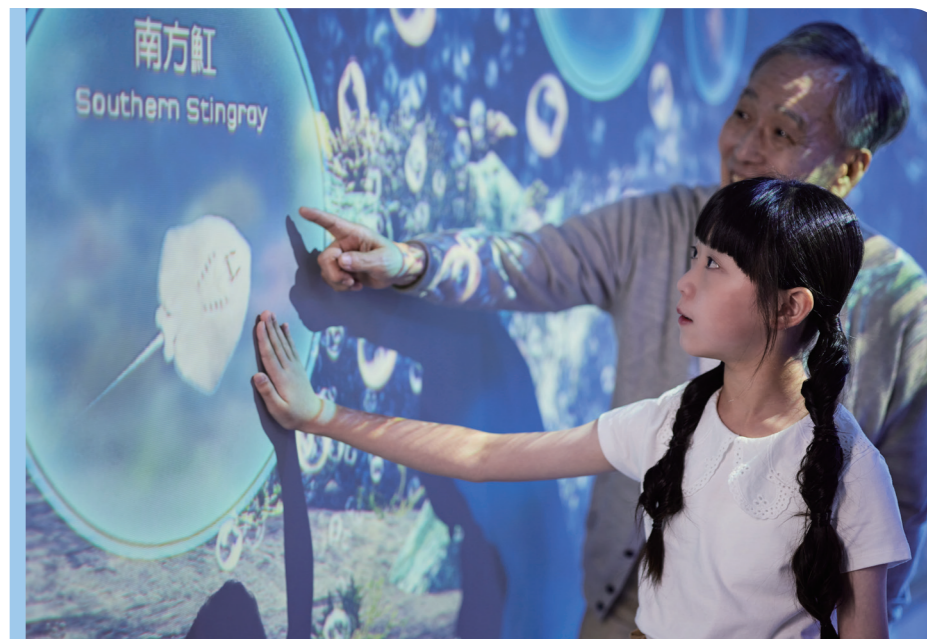
### Breathtaking immersive projection

Immersive projections are designed according to the size of the venue, and show digital content and live images of ecology at the bottom of the ocean in real time, revealing the colorful world underwater for visitors to gain a fully immersive experience, as if they were floating with ocean current and listening to every detail, triggering their sentiments and desire for the ocean world.



### Exploring marine biology has never been easier

Build friendships with animals through interactive hand gestures to strengthen the concept of ecological conservation and experience life and legacy.



### Edutainment interactive technology

Extend both arms to explore and touch the screen, and find organisms hidden at the bottom of the ocean for interaction and feedback. Visitors can explore the mysterious place to understand evolution and experience the preciousness of marine biodiversity.



### Bringing creativity into the aquarium space

Imaginations in paintings are transformed into a reality, and the surprises during interactions are like creating an exclusive partner, creating the thought to protect "our ocean."



### Digital boost for conservation

Dive into the bottom of the ocean through individual VR interaction equipment, and fire bubbles to destroy waste and save rare species, which imperceptibly raise awareness to protect the marine environment from damage.



### Where nature meets art

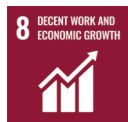
Based on spatial changes and the vibe, creative proposals for art, projected contents, and lighting design are provided. Visitors understand how different organisms adapt and survive under pressure and impacts by exploring symbiosis, mimicry, metamorphosis, and evasion of lifeforms in the coral reef ecosystem.



01

# Sustainable Brogent

Brogent complies with the sustainable development policy, brings people fun through the power of technology, has deep roots in Kaohsiung, and is looking towards international markets based in Taiwan





# 1.1 Sustainability Vision and Outlook

Reference Standards	GRI 201-2
Policy/Commitment	<ul style="list-style-type: none"> <li>With roots in Kaohsiung and a foothold in Taiwan, Brogent now aims towards a greater market share in the global market.</li> <li>Observe guidelines for sustainable operations and assist local vendors in establishing an immersive simulation industry chain in Kaohsiung.</li> <li>Bring people fun by the power of technology.</li> </ul>
Goals and Objectives (Short-Term)	<ul style="list-style-type: none"> <li>Continue to master core technologies for immersive simulation, expand different businesses, develop new equipment, provide customers with diverse options, and increase overall market penetration.</li> <li>Continue to expand the media content database and drive the Company's sales of immersive simulation equipment.</li> </ul>
Practical Management Actions	<ul style="list-style-type: none"> <li>Continue to invest resources in product development to create a more diverse product line for immersive amusement rides.</li> <li>Enrich the media database, create excitement, and further increase the willingness of visitors to return and generate revenue from video licensing and services for matching videos to motion.</li> </ul>
Goals Achieved in 2022	<ul style="list-style-type: none"> <li>Participated in 5 international exhibitions (such as the IAAPA), organized 4 institutional investor conferences, and held 25 online/offline forums in 2022. These communication channels allow all stakeholders to gain a certain level of understanding of Brogent's products or future plans.</li> <li>Continue to invest large amounts of resources into product development, jointly develop small LED screens with domestic companies, continue to develop immersive experiences in the metaverse, and develop more product lines for simulator rides.</li> </ul>
Mid-term and Long-Term Goals and Directions	<ul style="list-style-type: none"> <li>Have a role to play in the global entertainment industry by merging or acquiring the content production industry, establishing a strategic alliance, and using other business models.</li> <li>Establish a link between simulation technology and the real environment. In the future, the market will cross over to other fields from the entertainment industry, such as the high-risk training field, achieving education through entertainment.</li> <li>Adopt "product design = unlimited shelf life" for the design of sustainable products. Increase the shelf life of products via proper use and maintenance.</li> </ul>
Responsible Unit	<ul style="list-style-type: none"> <li>Board of Directors: Supervises the Company's implementation of sustainable development.</li> </ul>
Resources Investment	<ul style="list-style-type: none"> <li>Human resources: Nearly 17 executives will conduct discussions on major strategies and issues on a regular basis.</li> </ul>
Claim Procedures	<ul style="list-style-type: none"> <li>A reporting system has been set up on Brogent's website, where channels for reporting grievances related to major topics are available.</li> </ul>
Evaluation Procedures (Specific Actions)	<ul style="list-style-type: none"> <li>Group-level communication meetings: Material topics are discussed every two weeks, and issues management and tracking are periodically carried out. Related policies are also announced during the meetings.</li> </ul>
Evaluation Follow-Up	<ul style="list-style-type: none"> <li>17 executives will conduct discussions on major strategies and issues on a regular basis.</li> </ul>

Brogent takes perseverance, creativeness, people, and excellence as our core values. We continuously devote into technology research and product innovation, and that is the key factor for us to successfully create a good reputation and become one of the best immersive simulation rides supplier.

With our resources and advantages in digital and technical expertise, we are committed to make positive influence by bringing dynamic experience to people. Brogent meets the needs and expectation of society and fulfills the promise of sustainable developments by focusing on the environmental, social, and corporate governance (ESG).

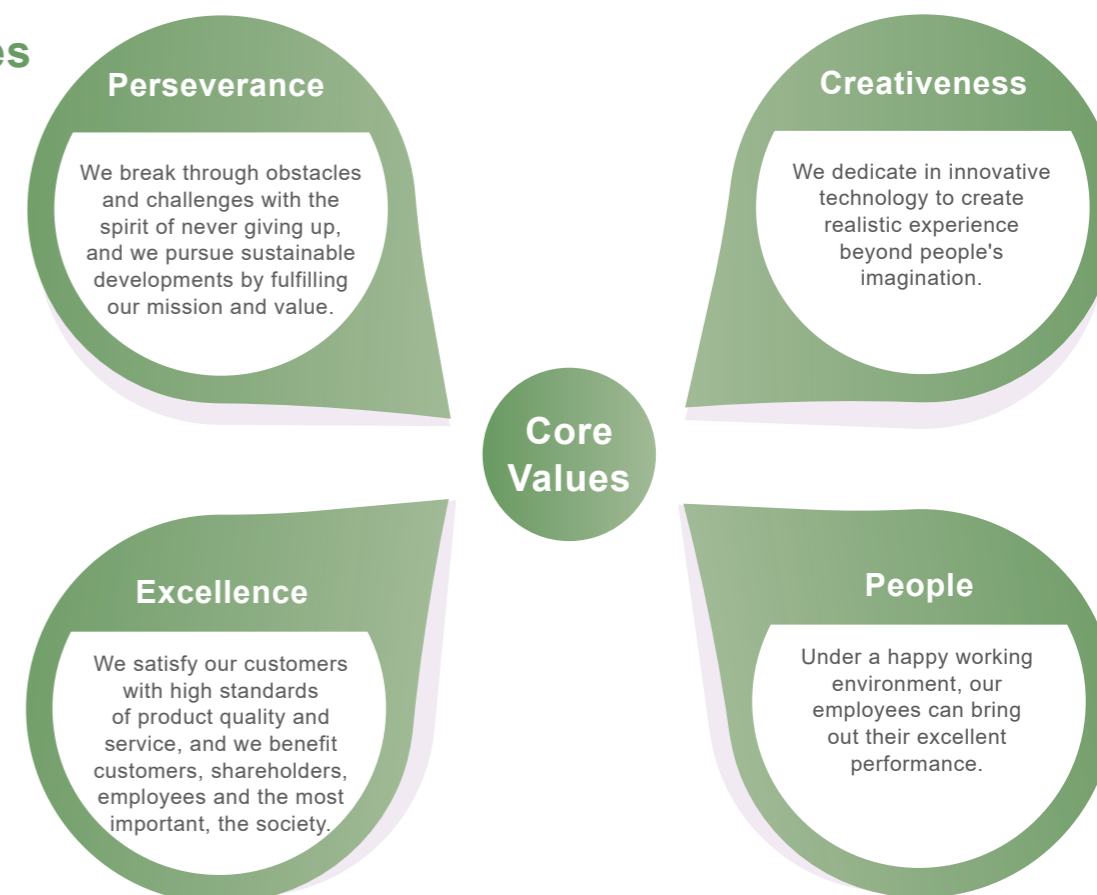
## Our Vision

- Remaining as the leading company in the immersive simulation industry by creating advanced and futuristic technology.
- Building our own theme parks with Asia culture.

## Our Mission

- Bringing people the future by creating fun and fulfilling their dreams.

## Core Values






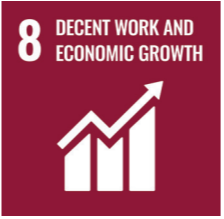

## 1.2 Efforts/Contributions of Each Department to Sustainability

### Board of Directors: Decides the sustainability strategy




<p><b>President Office</b></p> <ul style="list-style-type: none"> <li>Overall management of the Company's economic, social, and environmental management performance</li> </ul>	<p><b>Audit Office</b></p> <ul style="list-style-type: none"> <li>Provide value in three areas in internal audits, namely assurance, recommendations, and projections</li> <li>Provide early warning for material risks and formulate preventive measures in response</li> <li>Establish control operations, compliance, and key audit matters for non-financial issues</li> <li>Effectively communicate with management and the Board of Directors, verify the principles of materiality, and expand verification services and consultation services</li> <li>Provide recommendations for improvement and simplify compliance management</li> <li>Assist in the implementation of suitable risk management and performance evaluation systems based on understanding of internal operations</li> </ul>		<p><b>Finance Center</b></p> <ul style="list-style-type: none"> <li>Overall implementation of Brogent's sustainable development work with respect to the environment, society, economy, and governance</li> <li>Transparent disclosure of ESG-related information</li> <li>Continue to optimize internal processes</li> <li>Implement sound corporate governance mechanisms</li> </ul>
<p><b>Sales &amp; Marketing Center</b></p> <ul style="list-style-type: none"> <li>Establishes BROGENT as a leading brand worldwide</li> <li>Expand markets and attract public attention</li> </ul>	<p><b>Product Center</b></p> <ul style="list-style-type: none"> <li>Develop simulation platform applications and interactive technologies to maintain and gain a technological advantage in the simulation industry</li> <li>Integrate new 5G and AIoT technologies, and create an ecosystem of low carbon products that are smart and offer different experiences</li> <li>Incorporate energy conservation and environmental protection into product design and planning</li> </ul>	<p><b>Attraction Operation Center</b></p> <ul style="list-style-type: none"> <li>Display the Company's R&amp;D results using the business model of "front shop, back factory"</li> <li>Improve operating efficiency and directly understand needs of the consumer market</li> </ul>	<p><b>Information Technology Dept.</b></p> <ul style="list-style-type: none"> <li>Continue to monitor international development trends in information security and emerging digital risks</li> <li>Strengthen information security resilience and system flexibility, ensuring that the Company can rapidly respond to unexpected challenges</li> </ul>
<p><b>Engineering Management Center</b></p> <ul style="list-style-type: none"> <li>Search for ways to optimize project implementation</li> <li>Engineers that create managerial positions become a technical manager</li> <li>Pass on management philosophies and knowledge</li> </ul>	<p><b>Content and Design Center</b></p> <ul style="list-style-type: none"> <li>Integrate software and hardware equipment through "theme-based design"</li> <li>Provide customers with the best equipment solutions</li> <li>Create issues and uniqueness for sustainable development</li> </ul>	<p><b>Technology Center</b></p> <ul style="list-style-type: none"> <li>Build a complete product line by continuous R&amp;D in order to meet the needs of low, medium and high-end markets</li> <li>Manage certifications and safety standards for system planning and design</li> </ul>	<p><b>Manufacturing Center</b></p> <ul style="list-style-type: none"> <li>Maintain core competitive advantages related to products, quality, and environment</li> </ul>
<p><b>Administration Center - Human Resources Dept.</b></p> <ul style="list-style-type: none"> <li>Continue to engage in open two-way communication with employees</li> <li>Create a healthy and happy workplace environment with integrity, fairness, and values human rights</li> <li>Increase employee engagement so that Brogent becomes a company that employees are proud of</li> </ul>	<p><b>Administration Center - Purchasing Dept.</b></p> <ul style="list-style-type: none"> <li>Work with suppliers/contractors in jointly developing technologies, improving quality, and attach importance to EHS standards and code of ethics</li> <li>Continue to deepen cooperation to realize supply chain sustainability management models</li> </ul>	<p><b>Administration Center - General Affairs Dept.</b></p> <ul style="list-style-type: none"> <li>Comply with laws and regulations, implement occupational safety management, and provide a safe and healthy workplace environment for all employees and contractors.</li> <li>Comply with the government's environmental protection and energy laws and regulations, continue to implement energy management, water resource management, and effective resource management</li> </ul>	<p><b>Administration Center - Legal &amp; IP Dept.</b></p> <ul style="list-style-type: none"> <li>Commitment to corporate governance and management in compliance with the law and regulations</li> <li>Periodically carry out law promotion</li> <li>Establish risk assessment mechanisms for contracts, legal issues, patents, trademarks, and intellectual property rights, in order to lower operational and management risks</li> </ul>

## 1.3 Brogent's Sustainable Development Goals

After reviewing the parallels between Sustainable Development Goals (SDGs) and the 2015 United Nations SDGs, Brogent has included the following SDGs in its sustainable operations strategy: Quality Education; Decent Work and Economic Growth; Industry, Innovation and Infrastructure; Responsible Consumption and Production; Climate Action; and Partnerships for the Goals. Said SDGs are set as a blueprint for Brogent's goals and directions for future sustainable development strategies.

SDGs	 <p><b>4.4</b></p>	 <p><b>8.3</b></p>	 <p><b>9.5</b></p>
Goal	<p>Use diverse learning channels, abundant resources, and a dual-track development path for professional and management competencies to help every employee grow and improve their own abilities.</p>	<p>Expand business locations worldwide for immersive simulation equipment of a Taiwanese brand, drive innovation in the AR/VR immersive simulation technology industry, and support local production and employment growth.</p>	<p>Guide innovative research based on the needs of theme parks or leisure and recreation centers, and drive the development of technologies for “simulation equipment that provide fun.”</p>
Implementation strategy	<ul style="list-style-type: none"> <li>• Help new employees understand and learn about the Company's products, culture, and system to help them become a part of Brogent through new employee orientation.</li> <li>• Complete the employee learning map through goals set and planned by each unit for the number of specialized training hours.</li> <li>• Develop talents and improve management skills through enhanced training of management competencies each year.</li> </ul>	<ul style="list-style-type: none"> <li>• Attract outstanding talents through different recruitment channels, such as industry-academia collaboration and recommendation.</li> <li>• Establish a complete training system for employees, provide resources, incentives, and benefits, and ensure workplace safety, so that employees are all able to receive proper healthcare.</li> </ul>	<ul style="list-style-type: none"> <li>• Through core technology combined with 5D immersive simulation technology, carry out software and hardware R&amp;D, manufacturing and system integration, innovative design planning and construction of new-media immersive simulation theater.</li> <li>• Apply products in field training and operations in high-risk industries, such as data acquisition for scientific research, or disaster prevention and relief.</li> </ul>
Key performance indicators	<ul style="list-style-type: none"> <li>• Increase the number of training hours each year</li> <li>• Implement the Talent Quality Management System (TTQS)</li> </ul>	<ul style="list-style-type: none"> <li>• Improve Brogent's reputation and representativeness in the field of simulation technology</li> </ul>	<ul style="list-style-type: none"> <li>• “Extended immersive simulation” technology R&amp;D results</li> </ul>



<p>SDGs</p>	 <p><b>12.6</b></p>	 <p><b>13.2</b></p>	 <p><b>17.16</b></p>
<p>Goal</p>	<p>Use a low pollution production model to develop eco-friendly products and market products around the world.</p>	<p>Reduce the negative impact of operations on global warming through daily energy conservation, water resource planning, and supply chain management.</p>	<p>With Brogent's diversified energy of creativity and immersive technology capabilities, it has established partnerships with cross-field designers, developers, and film directors around the world to bring joyful experiences to people all over the world and make imagination come true.</p>
<p>Implementation strategy</p>	<ul style="list-style-type: none"> <li>• Brogent collaborates with suppliers through the R&amp;D of technology, implementing the operating strategy of responsible procurement.</li> <li>• Brogent provides sustainable solutions for society and the environment starting from the design end.</li> </ul>	<ul style="list-style-type: none"> <li>• Use equipment with low energy consumption for product, assembly, and testing.</li> <li>• Reduce carbon emissions through energy conservation measures, installation of green energy facilities, and reduce water consumption through the construction of new plants as green buildings.</li> </ul>	<ul style="list-style-type: none"> <li>• Immersive simulation equipment manufactured and sold all over the world are products/materials that follow sustainability-related global initiatives or have acquired production safety certifications.</li> </ul>
<p>Key performance indicators</p>	<ul style="list-style-type: none"> <li>• Reduce consumption of raw materials</li> <li>• Results of product energy saving design</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce carbon emissions and energy consumption</li> </ul>	<ul style="list-style-type: none"> <li>• Results of direct or indirect economic actions around the world</li> </ul>

## 1.4 Social Impact and Inputs in Charity

The purpose of Brogent is to “create joy, realize dreams, benefit mankind, and create future possibilities,” provide technology education and fun, and constantly use immersive simulation technology to create different experiences that will bring people closer together. Brogent hopes to bring pleasant and surprising moments to society through technology, increase exchanges and interactions with users, bring people closer with touching experiences, and create a more vibrant future.

In the light of this, Brogent provides its leading 5D immersive simulation technology for the underprivileged, technology and environmental education, and humanities and social sciences combined with its core business. We invited charities, underprivileged groups, and elderly people to experience the joy of flying, soaring through breathtaking natural landscape and urban roads, reacquainting them with Taiwan from a new perspective. In 2022, Brogent donated NT\$134,320 to Boyo Social Welfare Foundation and Hondao Senior Citizens Welfare Foundation for organizing camps and providing leisure and entertainment to improve physical and mental health.

Furthermore, Brogent starts within its scope of operations to support local development and environmental protection, or utilizes its core competencies to develop and participate in projects that benefit society. We integrate resources and actively participate in seminars of government agencies and associations, or assist in events and provide an exchange platform for development trends and specialized skills. We have also been invited to charity events in different fields to share industry-related knowledge.

### The mini pilot event plants seeds of immersive simulation technology in children’s hearts

We have organized a summer camp for children of the Boyo Social Welfare Foundation every summer since 2016. Professional pilots or instructors tailored an exclusive flight experience course that not only teaches the basis of aircrafts and flight, but also lets participants complete a complete voyage on a flight simulator. The summer camp helps children develop their thinking and communication abilities and learn to be a team player. i-Ride flying theater summer camp has become one of the most popular events among both adults and children!

**3 sessions, 5 batches, and approximately 500 people participated in 2022**

### Flying theater has become a venue for civil diplomacy and receiving foreign delegations

i-Ride flying theater’s feature film of the year “Discover Taiwan” features Taiwan’s abundance of landscapes and festivals. Foreign delegations gain an in-depth understanding of Taiwan’s cultural landscape, local features, and industrial development through the film, which facilitates cooperation between domestic and overseas industries or strengthens relationships with friendly countries in many fields.

**Approximately 550 participants from foreign delegations visited the location in Taipei and Kaohsiung in 2022.**





## Supporting

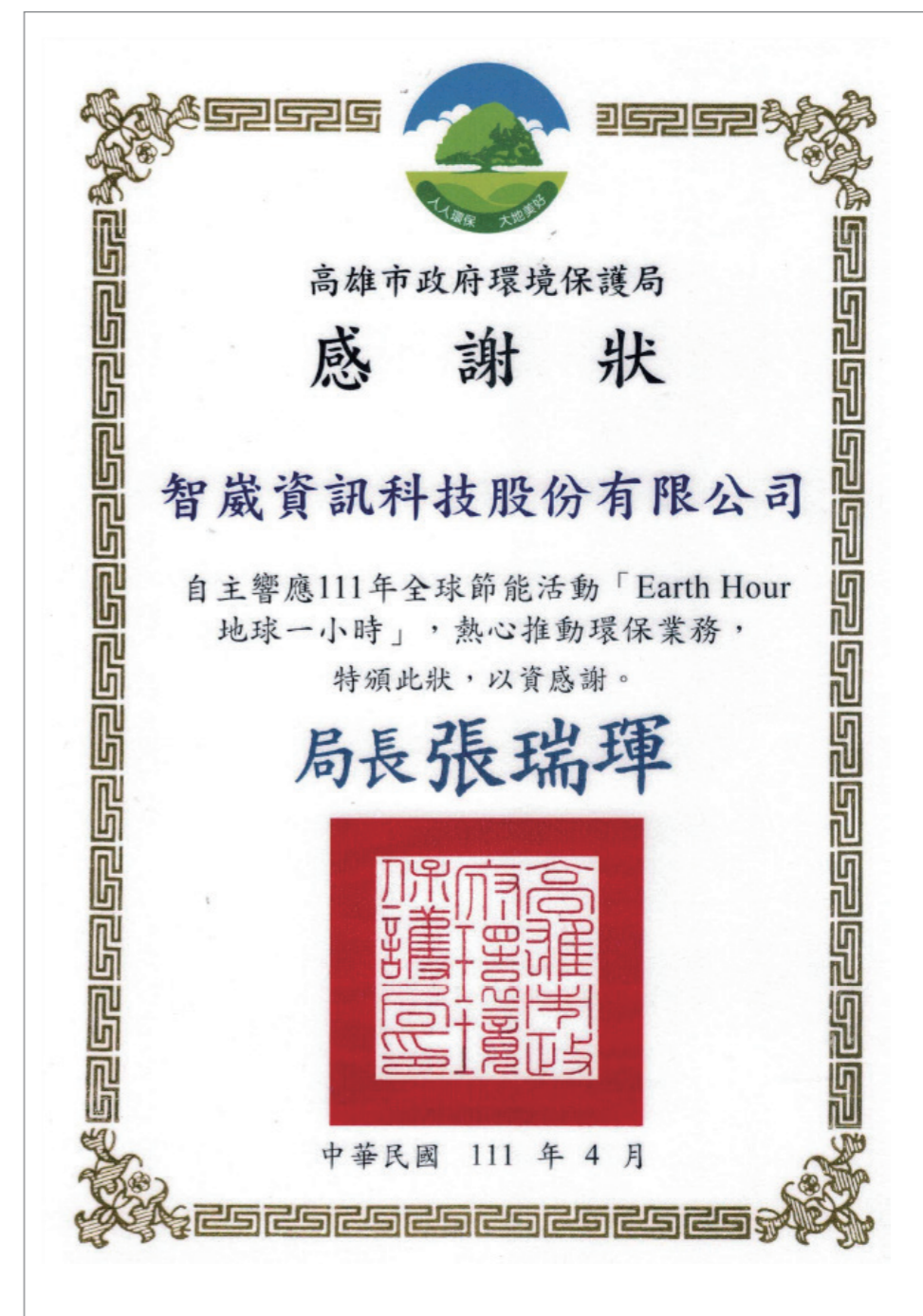
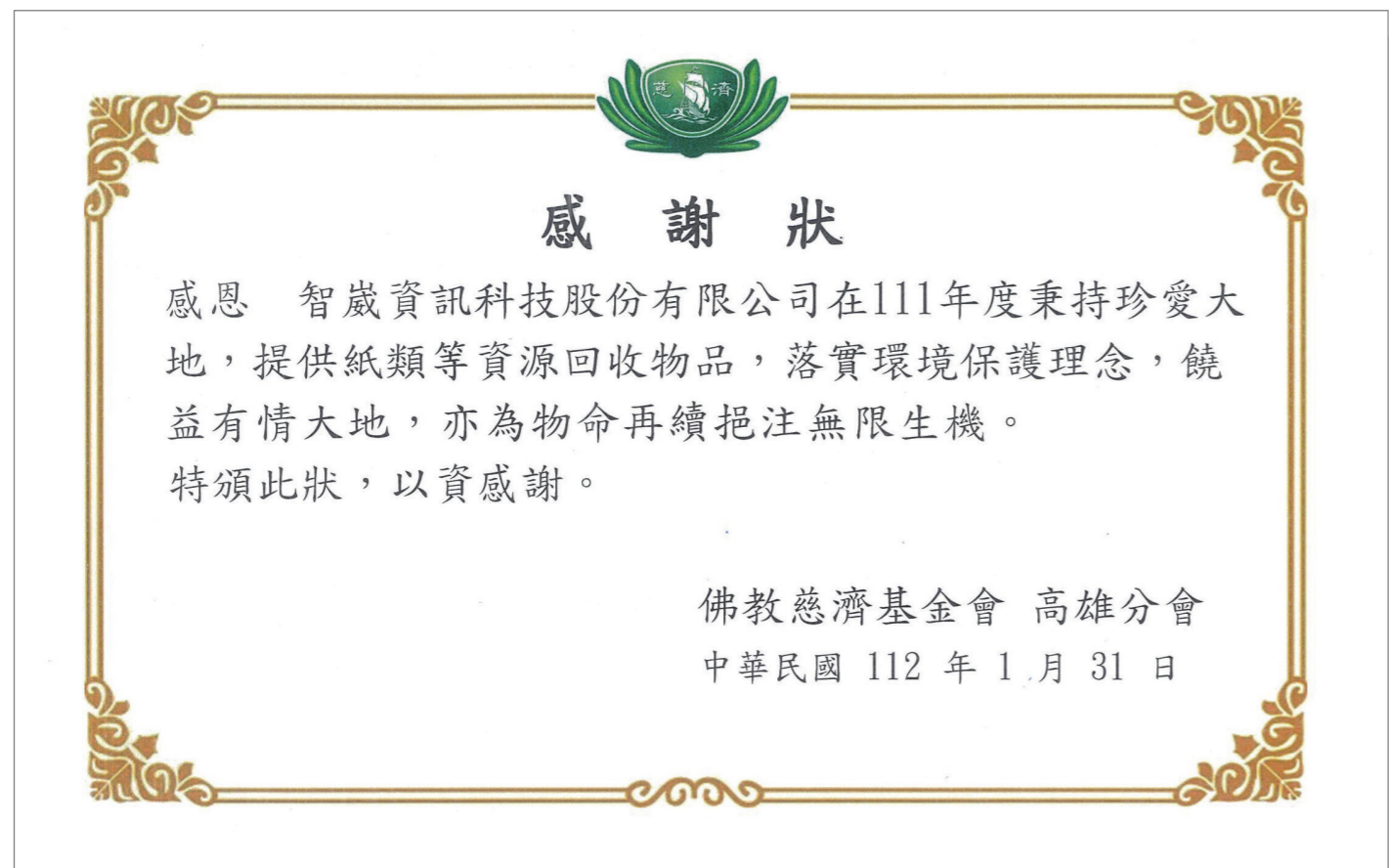
### environmental conservation

#### from own operations

We participated in the Taiwan Power Company's "high voltage demand" new time and electricity price event between March and December 2022. In the past, the peak load time window was in the afternoon. As renewable energy generation significantly increased, solar power rapidly decreased after sunset, and the net negative load gradually formed a duck curve. Hence, Taiwan Power Company adjusted the electricity price of time slots on a trial basis to change electricity consumption behavior, and we shifted peak consumption to night time. This saved NT\$146,945.3 in electricity expenses and effectively reduced carbon emissions from electricity generation, achieving environmental protection.

We provide recyclables (including material packaging) to environmental protection groups for recycling and reuse in social welfare. We provided a total of 9 truckloads in 2022 and received a letter of appreciation from the Buddhist Compassion Relief Tzu Chi Foundation, Kaohsiung Branch.

We voluntarily participated in the global energy saving event "Earth Hour" in 2022, and received a letter of appreciation from the Environmental Protection Bureau, Kaohsiung City Government for our efforts in environmental protection.





## The digital museum project promotes environmental education through entertainment

In response to the international trend of conservation, we developed a “Digital Aquarium” mainly using VR technology, and also used realistic digital content to show what it is like deep in the ocean. This significantly reduced the percentage of physical tanks and reduced the damage and inhumane treatment of the environment and marine life, while achieving education through entertainment.

“i OCEAN”, which is a cyber-physical integration aquarium and marine biology rehabilitation base that combines marine biology with digital simulation technology, was delivered in 2022.

## Participating in Vision Get Wild to jointly drive technological development and innovation in Kaohsiung

Brogent displayed a series of metaverse experience rides equipped with immersive simulation technology and new technologies during “Vision Get Wild” in Kaohsiung in 2022. The F1 racing simulator was displayed for the first time, and combines the appearance of a F1 racecar with Brogent’s six-axis immersive simulation platform and the currently most popular racing simulation game Assetto Corsa, allowing players to transform into F1 drivers and experience the exhilarating speed, turns, and acceleration of a race track. The racing simulation container that starts by pressing a single button allows the racing simulation experience to start at any time. It is equipped with 5G technology to allow participation in races through remote connections.

## Local supply, cooperation, and employment

Brogent actively cooperates with local suppliers in Taiwan, and further drives suppliers to cultivate students through industry-academia collaboration, so that they will enter engineering industries.

**The retention rate of graduates is nearly 30%.**

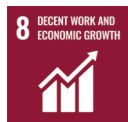




02

# Perseverance

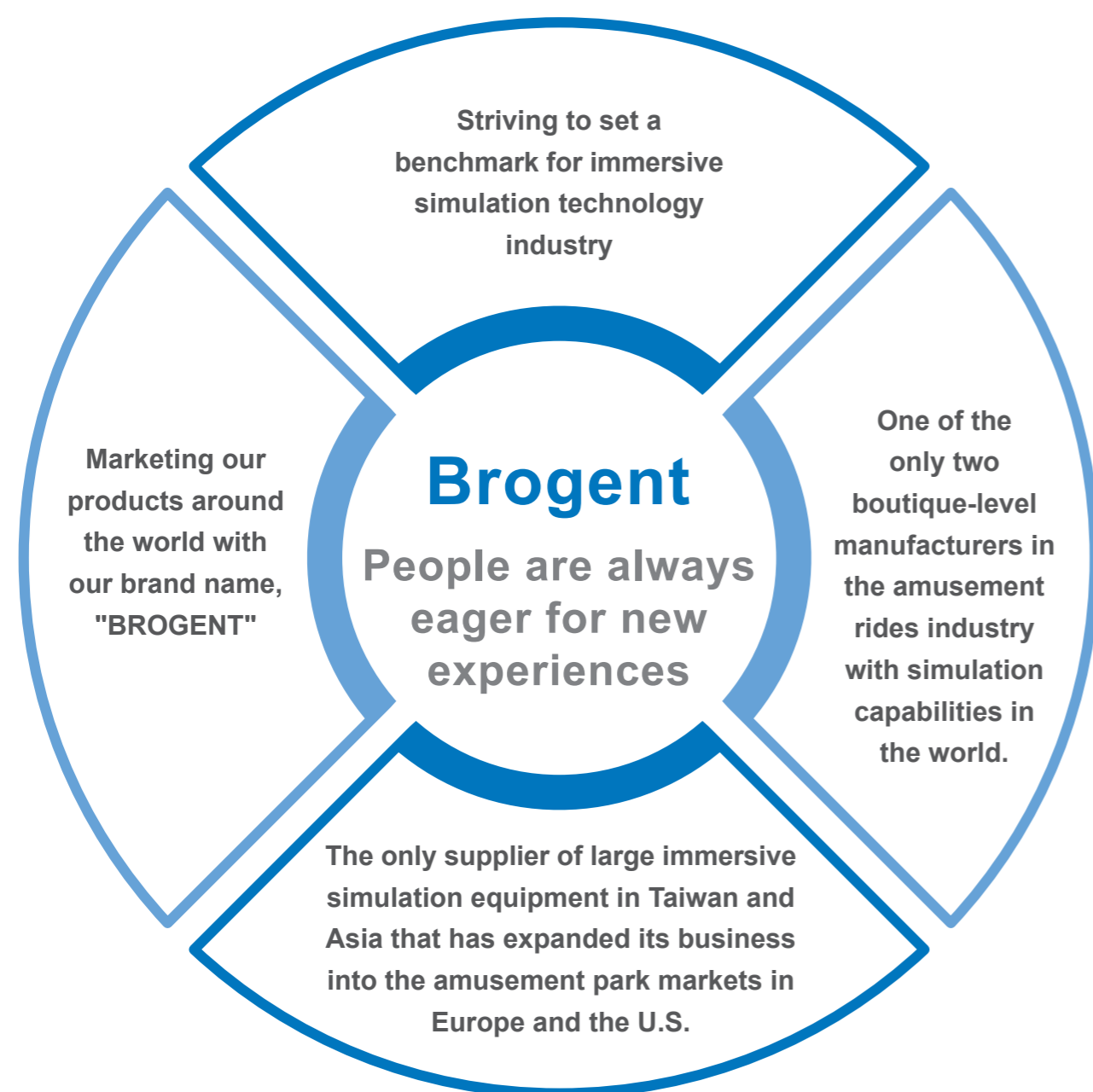
A group of people, regardless of their position and rank, have dedicated themselves to the mission of spreading Brogent products across the world despite the impact of the pandemic in recent years.





## 2.1 Company Profile

Established in 2001 and headquartered in Kaohsiung, Taiwan, Brogent is a world-leading simulation equipment designer, developer, and manufacturer. It is a technology company that focuses on research and development of advanced entertainment technologies, media creation, and design. The company offers services ranging from a single-component system to an integration project. After accumulating years of R&D experience, Brogent combined its core technologies with new 5D immersive simulation technology to develop new generation new media entertainment facilities that provide an immersive experience. The Company has built a well-known international brand "BROGENT" to market products across the world as a world-class new media entertainment supplier.



### Basic Information on Brogent in 2022

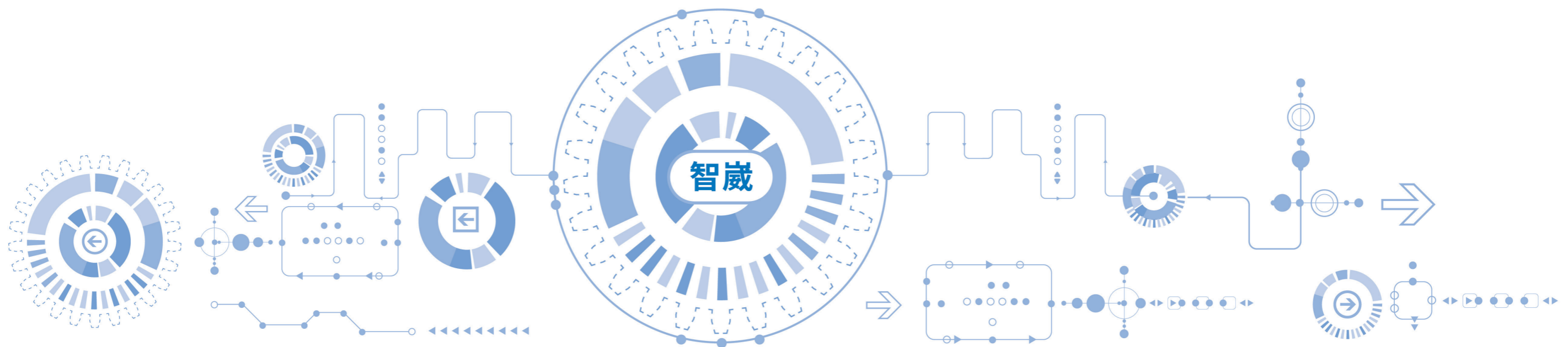
<b>Company Name</b>	Brogent Technologies Inc.
<b>Established</b>	October 2001
<b>Listing Date for OTC</b>	December 18, 2012 (Stock Code: 5263)
<b>Business Administration No.</b>	13158496
<b>Location of headquarters</b>	No. 9, Fuxing 4th Rd., Qianzhen Dist., Kaohsiung City, Taiwan (R.O.C.)
<b>Capital</b>	NT\$614,431 thousand (as of the end of 2022)
<b>Revenue</b>	NT\$803,766 thousand (as of the end of 2022)
<b>Shareholding structure</b>	The Company does not have shareholders with more than 10% shares
<b>Government shareholding percentage</b>	0%
<b>Industry Category</b>	Cultural and creative industry
<b>No. of Employees</b>	279
<b>Markets of Products and Services</b>	Taiwan, Asia, U.S.A, Europe, and Australia
<b>Main Products &amp; Services</b>	Simulator rides
<b>Industries &amp; Types of Client</b>	Theme parks, museums, shopping malls, urban experience centers, etc.
<b>Location of operations</b>	Kaohsiung Headquarters, Taoyuan Plant, Banqiao, Taipei, and Breeze Nan Shan, Taipei



# The Role Brogent Plays

## in the Immersive Simulation Technology Industry Chain

Brogent has the ability to integrate upstream, midstream, and downstream companies in the immersive simulation technology industry. We hope to act as the leader in the immersive simulation technology industry, helping to create an industry chain in Taiwan and integrate our products with local manufacturers, so that consumers can experience complete services and help Taiwan achieve recognition for its manufacturing capabilities.





## 2.2 Brand Values

Brogent believes that quality of life can be improved through technology and with this technology people can have beautiful experiences. When humans are happy at the spiritual level, they will be attracted to good things, and will then protect or perpetuate them.

With strong R&D capabilities and innovative product designs, we built a well-known international brand as a media-based entertainment supplier - "BROGENT". The Company combines hardware and software technology, as well as art and culture, to turn dreams into reality.

In 2022, Brogent completed modifications, verification, manufacturing, and shipment of its low-end flying theater product o-Ride, and completes its product portfolio from low-end to high-end in the flying theater market along with i-Ride and m-Ride. Major theme parks, leisure and entertainment centers, medium and small local theme parks, educational exploration halls, and exhibition halls are all able to select flying theater products suitable for their operating conditions, marketing the Taiwanese brand "BROGENT" around the world.

Besides the entertainment market, Brogent is planning to take a step towards simulation training to providing a solution for more efficient, lower-risk training environments.

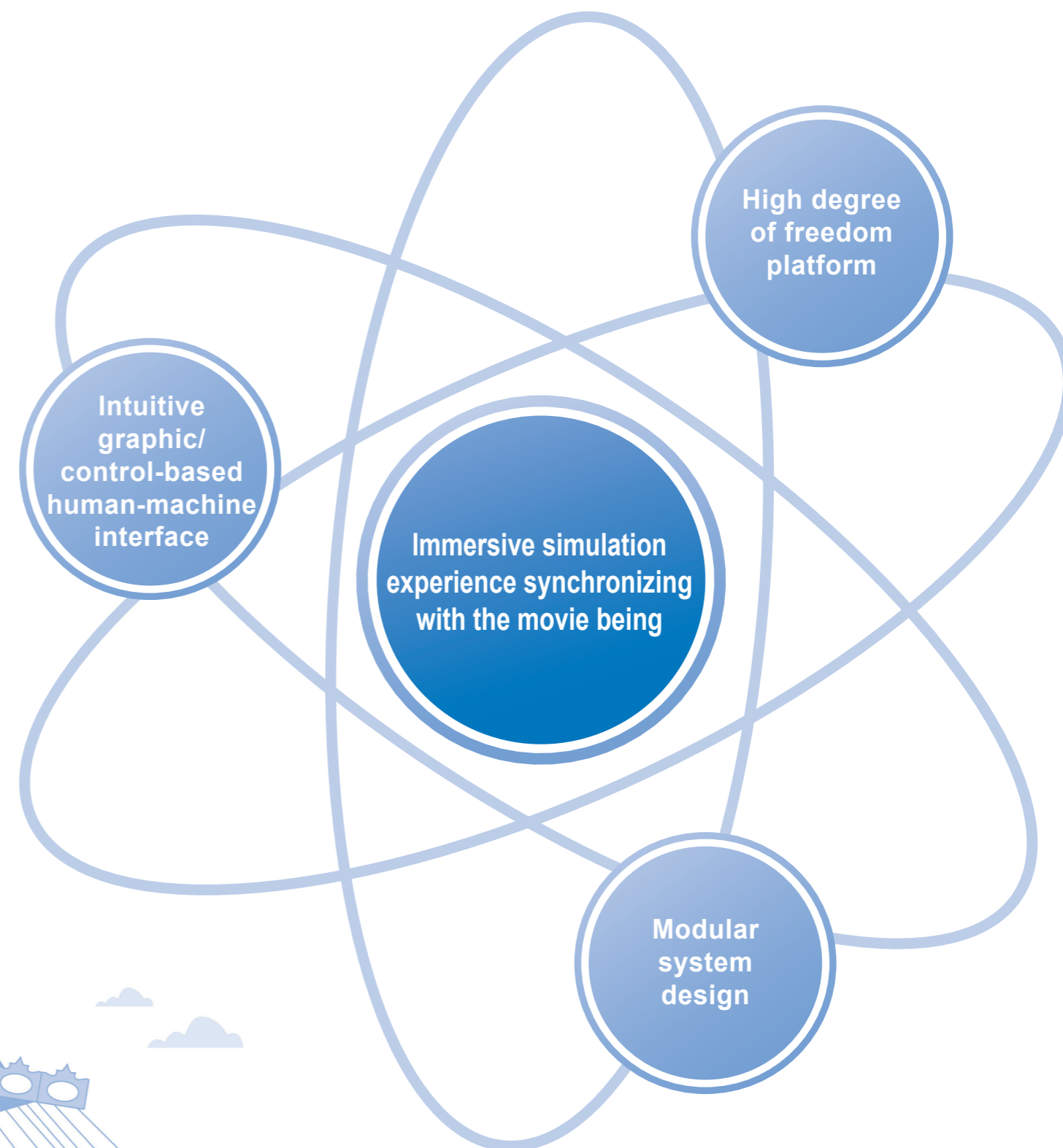









**[The only company in Taiwan]**

**that has expanded its business into the amusement park markets in Europe and the U.S.**





## Product Introduction i-Ride/m-Ride/miRide

Category	Description	Category	Description	Category	Description
i-Ride	The i-Ride, featuring a suspension seat platform design, is the only dynamic flight theater on the market built on a six degrees of freedom (6DOF) motion platform. It not only delivers super realism and fantastic entertainment effects, but is also the most representative device among all extant indoor gaming devices. Riders' feet hang freely, to deliver the true sensation of flying through the air. The sweeping bird's eye perspective delivers unobstructed realism with no blind spots. Wind, sound, light, water, and aromas heighten the sensation of conquering the air.	m-Ride	The new type of flying theater uses 180-degree rotations to provide passengers with a brand-new flight experience. The m-Ride uses rotations, tilt angles, and swinging movements create surprising immersive simulations.	miRide	Multi-player gaming Unlike other racing games in the market, Brogent transplants large immersive simulation technology onto personal simulation equipment. Brogent's patented personal simulation equipment used with a multi-player racing game allows players to experience racing on famous race tracks around the world.
Image	 A photograph showing a person sitting in a suspended seat, flying over a scenic landscape with mountains and a lake. The text 'i-RIDE' is overlaid on the image.	Image	 A photograph showing a group of people in a simulated aircraft cockpit, with their arms raised in excitement. The text 'm-RIDE Turn Around & Fly' is overlaid on the image.	Image	 A photograph showing a multi-player racing simulation setup with several racing seats and steering wheels, each with a monitor displaying a racing game. The text 'ESPORTS' is overlaid on the image.



## Product Introduction Rise Up VR Airship Ride/o-Ride

Category	Description
Rise Up VR Airship Ride	Travel around the world on a VR airship Brogent uses the most advanced VR technology and high resolution real-time image processing to provide the best immersive flying experience, which includes wind, sound, and lighting; 16 people can experience the ride at the same time, and different themes can be designed for users to enjoy flying to different places.
Image	

Category	Description
o-Ride	o-Ride is Brogent's newest and most economic flying theater featuring lighter weight and more agile motions, while retaining the same passenger capacity. It is able to rotate 180 degrees during performances. Combined with Brogent's immersive simulation technology, the two-axis hardware platform is able to simulate a three-axis and above flying theater.
Image	



Please view Brogent's website for more details

## Operation Development Strategy

Brogent has dedicated years of effort in the immersive simulation equipment market, and has a technological advantage in high-end flying theaters with 102 immersive simulation equipment around the world. Besides continuing to engage in R&D, optimization, and expansion of product lines, such as launching the new 8K 3D LED dome screen flying theater and 4K LED immersive simulator, Brogent is also pursuing market coverage and provides total solutions with its cross-field system integration capabilities and diverse business models, e.g. outright sale of equipment, video licensing, and development of operating locations, in hopes of becoming a world class new media entertainment supplier. Looking towards the future, the leisure and travel industry will welcome a U-shaped recovery as the world lifts COVID restrictions, and Brogent is ready for the immense business opportunities from the replacement of large entertainment systems. Combined with our medium and small-sized equipment product lines, we expect to sell equipment to theme parks, independent flying theaters, and various entertainment centers.



Development Strategy	Operation Orientation
<p><b>Lead Generation from High-level Customers</b></p>	<ul style="list-style-type: none"> <li>• Signed agreement in Japan with Sansei Technologies, Inc. which specializes in amusement attraction design. Provides large market share in high-level theme park market around the world.</li> <li>• Strengthen competitiveness by delivering original content to generate leads from high-level customers.</li> </ul>
<p><b>Increase Market Share of Small-Scale Solutions</b></p>	<ul style="list-style-type: none"> <li>• Increase market share for personalized small-scale solutions.</li> <li>• Build strategic alliance with content producers.</li> </ul>
<p><b>Increase Revenue from Content Licensing and Design</b></p>	<ul style="list-style-type: none"> <li>• The desire for new content and, thus, content licensing for immersive simulation equipment around the world is increasing as more flying theaters are being built, which means more opportunities to license content.</li> <li>• Provide a turnkey solution to customers including the hardware system, content design, venue planning, and operation.</li> </ul>



## The Leader in Industrial Upgrade

In the past, the immersive simulation technology industry was not available in Taiwan. Thus, when Brogent first entered the industry, it actively sought collaboration with local Taiwanese vendors, while assisting them in transforming their businesses for the immersive technology industry.

To develop simulation rides, Brogent leverages the technical strength, flexibility, and willingness of small and medium enterprises to cooperate. In addition, Brogent plans, designs, and collects the various technical and production information of international companies, commissioning contractors to manufacture our products and helping them with transformation and upgrade.

Brogent has worked with 30 small and medium enterprises including Unigin Interfield Co., Ltd., Ea-Hwa Enterprise Industrial Co., Ltd., and Cheng Day Machinery Works Co., Ltd. to create flying theaters made in Taiwan, apply for patents, and construct the supply chain system of simulation ride facilities with SMEs.



## Localized Operations

<b>Unigin Interfield</b>	Unigin Interfield Co., Ltd. was a steel company that specialized in steel fabricating projects. The company began manufacturing the steel structures for dome screens from scratch. It required all welders to obtain a license and introduced an enterprise resource planning (ERP) system. Its achievement in producing dome screens has attracted overseas planetariums to contact the company.
<b>Ea-Hwa Enterprise Industrial</b>	Ea-Hwa Enterprise Industrial Co., Ltd., a welding company manufacturing server racks and chassis, has been contracted to manufacture seats and roof panels for flying theaters. Its production line must pass international certifications, while its technical capabilities must continually be upgraded.
<b>Cheng Day Machinery Works</b>	Cheng Day Machinery Works Co., Ltd. was a major manufacturer of cranes and was responsible for the production and construction of six-axis motion platforms. It has completed the production history of equipment and maintains records of individual materials and welders in the production history.

## Participation in Public Associations

Name of association, alliance, and initiative	Role/Participation method
Taiwan Technology Industrial Park Electrical and Electronic Manufacturer's Association	Serve as Member Representative
Taiwan Industry-Academia-Research for Collaboration-Integration-Development Association	Serve as Executive Director and Supervisor
Taiwan Ciaotou Science and Technology Park Academia Industry Consortium	Serve as Director and Supervisor
2022 Talent, in Taiwan	Join the petition

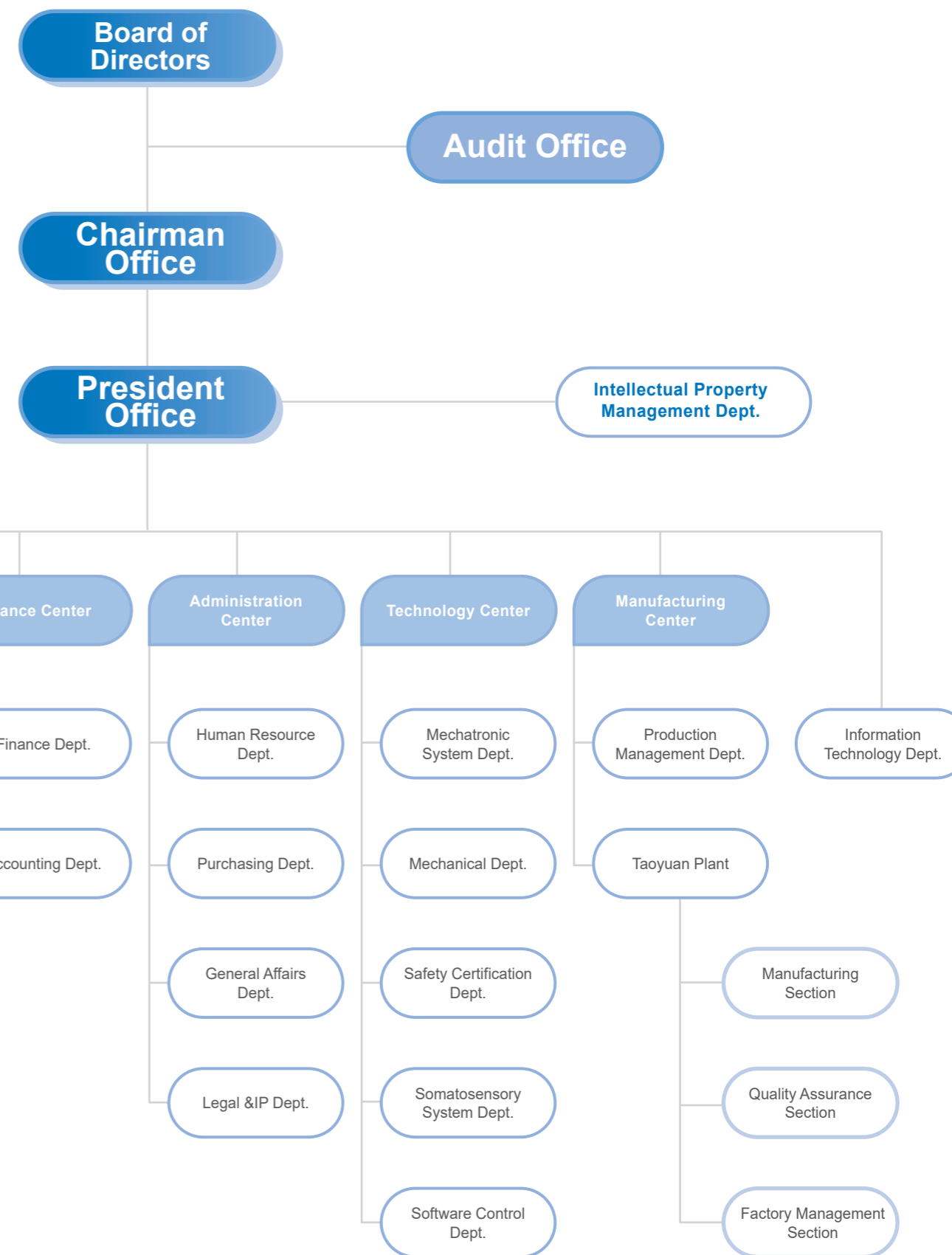
## 2.3 Corporate Governance

### Company Organizational Chart

The chairman is the highest level responsible person at Brogent. After the re-election of directors at the annual general meeting on May 28, 2020, Mr. Chih-Hung Ouyang was appointed as the chairman (concurrently president), responsible for overall management of the Company's economic, social, and environmental performance, as well as decision-making on related issues. He is also responsible for supervising the implementation of internal audit and control, planning mid-term and long-term business strategies, setting directions for business development and market deployment, and managing the business performance of subsidiaries.

The Board of Directors is the Company's highest level governance unit, is mainly responsible for guiding the Company's strategies and supervising management, and is accountable to the Company and shareholders. An Audit Committee and Remuneration Committee were established under the Board of Directors. Functional committees are accountable to the Board of Directors and submit agenda items to the Board of Directors for resolution.

Furthermore, Brogent has also appointed a corporate governance officer to protect the rights and interests of investors, serve the function of the Board of Directors and functional committees, and increase information transparency.





## Composition of Brogent's Board of Directors

Title	Name/Corporate Name	Gender	Professional background related to finance, corporate governance, human rights, and environment	Board of Directors Attendance Rate	Remuneration/Audit Committee	Remark
Chairman	Chih-Hung Ouyang	Male	Chairman, Brogent Technologies Inc.	100%		Reelected on 2020/05/28
Director	Chih-Chuan Chen, representative of Changchun Investment Co., Ltd.	Male	Vice President, Investment Administration Division, RT-Mart International	100%		Reelected on 2020/05/28
Director	Chin-Huo Huang	Male	Chairman, Fu Ying Metal Industrial Co., Ltd.	100%		Reelected on 2020/05/28
Director	Shen-Hao Cheng, Representative of LARGOU MORI Co., Ltd.	Male	Chairman, LARGOU MORI Co., Ltd.	100%		By-election on 2022/05/27
Independent Director	Lewis Lee	Male	Vice director, ZHI CHENG Co-located CPA Firm.	100%	V (Chair of the Audit Committee)	Reelected on 2020/05/28
Independent Director	Chih-Poung Liou	Male	Managing Partner, Stellex Law Firm.	83.33%	V (Chair of the Remuneration Committee)	Reelected on 2020/05/28
Independent Director	Jih-Ching Chiu	Male	Associate Professor, National Sun Yat-sen University	100%	V	Reelected on 2020/05/28

Note 1: All independent directors have at least three years of experience.

Note 2: 1 director is also a manager at the Company, accounting for 14% of all directors.

## Operation of the Board of Directors

Brogent's Board of Directors exercise the powers and responsibilities conferred by the Company Act, the Articles of Incorporation, and resolutions of shareholders' meetings; oversees the Company's operations, formulates the Company's strategies and policies, identifies operational risks, and sets forth directions for corporate social responsibility development. The Board of Directors convenes meetings at least once a quarter, and convened a total of 6 meetings with an attendance rate of 97.43% in 2022.

Independent directors communicate corporate governance matters with the chief internal auditor and the CPAs during meetings, and the scope of communication includes: The responsibilities of the governance body, the scope and methods of audit, the 2022 risk assessment and key audit matters, independence, results of internal control risk assessments, and the 2023 audit plan.

### Director Nomination and Election

The nomination and election of members is based on the "Rules for Election of Directors," which are fair, just, and open. The candidate nomination system is used according to Article 192-1 of the Company Act, and directors are elected by the shareholders' meeting from the list of candidates. The cumulative voting system is used to elect 7-9 directors, including at least 3 independent directors, to three-year terms. Directors may be elected to consecutive terms. Brogent requires managers and directors to meet the highest ethical standards for ethical corporate management, and requires them to exercise the due care of a good administrator when performing duties in accordance with the Ethical Corporate Management Best Practice Principles, Code of Ethical Conduct for Directors and Managerial Officers, and Operating Procedure for Prevention of Insider Trading.

### Diversity and Independence of Board Members

Brogent specified in the "Corporate Governance Best Practice Principles" that the diversity of board members must be taken into consideration, and there may not be any restrictions on gender, age, nationality, and culture. The Board of Directors consisted of 7 members in 2022. All directors were 51 years old and above and had professional skills in operation identification, business management, leadership and decision-making, crisis management, industry knowledge, and international market perspective. They have practical and academic research backgrounds in different aspects of ESG, including accounting, industry, finance, technology, and law. Six directors are not managers at the Company (accounting for approximately 86%), showing that the Board of Directors has a sound structure. The Board of Directors also has independence, among the 7 directors, 3 are independent directors (accounting for approximately 43%). There are no directors who are the spouses or relatives within the second degree of kinship of each other.

The core of diversity	Composition						Professional background					
	Nationality	Gender	Employee status	Age			Accounting	Industry	Finance	Technology	Law	
				years old	51-60	61-70						71-80
Name												
Director	Chih-Hung Ouyang	ROC	Male	v	v				v		v	
	Changchun Investment Co., Ltd. Representative: Chih-Chuan Chen	ROC	Male			v		v	v	v	v	
	Chin-Huo Huang	ROC	Male				v		v		v	
	LARGOU MORI Co., Ltd. Representative: Shen-Hao Cheng	ROC	Male			v			v		v	
Independent Director	Lewis Lee	ROC	Male			v		v	v	v		
	Chih-Poung Liou	ROC	Male			v						v
	Jih-Ching Chiu	ROC	Male			v			v		v	

Note: For more information on the Board of Directors, please see the Company's 2022 Annual Report (III. Corporate Governance Report).



## Continuing Education of Directors

Under the Directions for the “Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies”, Brogent’s Board of Directors regularly engages in continuing education and received a total of 50 hours of continuing education in 2022. On average each Director received 7.1 hours of continuing education to ensure their understanding of regulatory amendments and emerging issues, enhance the Board’s overall competencies, and improve the effectiveness of corporate governance.

Courses taken in 2022	Total hours of courses taken by all board members
Intellectual property management and corporate governance	<b>50 hours</b>
Legal Issues relating to ESG for Consideration by the Board of Director	
Anti-Money Laundering and Countering the Financing of Terrorism Seminar	
The latest IFRS 17 related issues	
The principle of fair and good faith in contracting for fair treatment-Insurance Case Studies	
How to Prevent Corporate Misconduct-A Manual to Corporate Internal Investigation	
Insider equity publicity briefing of the TPEX/ESB Listing companies	
Driving the Green Transition: Towards Net Zero Carbon Emissions	

## Operations of Functional Committees

### Remuneration Committee

Brogent established the Remuneration Committee and its charter in accordance with the “Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock Is Listed on the Taiwan Stock Exchange or the Taipei Exchange”. The committee supervises the Company’s remuneration system for directors and managers, faithfully performs its duties, and submits proposals to the Board of Directors for review. The committee convenes at least two meetings each year, and may convene meetings at any time as needed.

The remuneration standard of Brogent’s Board of Directors or senior management shall be implemented in accordance with the “Administrative Measures for the Remuneration of Directors and Managers.” Managers’ salary adjustments and salary changes are linked to their performance. The approved benchmarks are financial indicators, quality and risk control, leadership and management performance. The remuneration of Brogent’s Directors and senior management is determined by the Remuneration Committee and submitted to the Board of Directors for approval.

#### Attendance of Remuneration Committee members

Name	Should Attend	Actually Attended	Delegates Attended	Actual Attendance Rate
Lewis Lee	2	2	0	100%
Chih-Poung Liou	2	2	0	100%
Jih-Ching Chiu	2	2	0	100%

Note: The term is from June 19, 2020 to May 27, 2023 (decided by the Board of Directors).

### Audit Committee

Brogent established an Audit Committee to strengthen corporate governance and operations, effectively supervise internal controls, inspect financial statements, and assess and provide guidance for the Company’s audit related work. The committee convenes at least six meetings each year, and may convene meetings at any time as needed.

Audit Committee members hold communication meetings with the chief internal auditor and accountants twice a year to discuss the fair presentation of the Company’s financial statements, independence of accountants, effective implementation of internal controls, the Company’s compliance with related laws and rules, and management of the Company’s current or potential risks.

#### Attendance of Audit Committee members

Name	Should Attend	Actually Attended	Delegates Attended	Actual Attendance Rate
Lewis Lee	6	6	0	100%
Chih-Poung Liou	6	5	1	83.33%
Jih-Ching Chiu	6	6	0	100%

Note: The term of office is from May 28, 2020 to May 27, 2023.



## Performance Evaluations for the Board of Directors and Committees

Evaluations of the Board of Directors and functional committees (Audit Committee and Remuneration Committee) focus on: Degree of participation in company operations, understanding of the duties of functional committees, improving the quality of decisions made by functional committees, composition and member selection of functional committees, and internal control. Self-evaluation results were “Exceeds standards” and “Excellent,” showing that Brogent’s Board of Directors and functional committees are properly and efficiently serving their functions. The results were reported to the Board of Directors on January 18, 2021 and January 13, 2023.

## Implementation of Corporate Governance

Brogent complies with the Company Act, Securities and Exchange Act, other regulations governing securities, the “Corporate Governance Best Practice Principles”, “Sustainable Development Best Practice Principles”, and “Ethical Corporate Management Best Practice Principles”. We have established the corporate governance framework and carried out related work on this basis to protect investors’ rights and interests, allow the Board of Directors and functional committees to serve their function, and increase information transparency. The Company’s Chief Finance Officer Sui-Chuan Lin serves as the corporate governance officer and main duties include:

**01**

Develop company policies and an organizational framework able to effectively ensure the independence of the Board of Directors, company transparency and regulatory compliance, and effective implementation of internal audits and controls.

**02**

Report on the status of corporate governance operations to the Board of Directors, directors, and functional committees. Ensure that the Company’s shareholders meetings and Board meetings are being convened pursuant to relevant laws and regulations, as well as the Company’s corporate governance best practices.

**03**

Before each Board meeting, each director shall be consulted on the preparations for and agenda of the meeting. All directors shall be notified to attend the Board meeting at least 7 days in advance, and sufficient meeting information shall be provided to allow each director to understand each item on the agenda. Advance notice shall be provided to the relevant parties if any agenda items to be discussed constitute a conflict of interest and a recusal is required.

**04**

Set a date for the shareholders meeting each year within the legally-required period. A notice of meeting, meeting agenda handbook, and meeting minutes shall be prepared and submitted before this period, after any amendments to the Articles of Incorporation or an election of directors.

**05**

After a Board and shareholders meeting, review announcements of important resolutions made at the Board meeting to make sure that these announcements are accurate and in compliance with the law, ensuring that investors have been provided with fair transaction information.

**06**

Report new amendments to regulations relevant to the Company’s business operations or corporate governance to directors.

**07**

Plan and arrange for annual director training relevant to the industry in which the Company does business and based on each director’s educational and professional background.

**08**

Provide required company information to directors, and maintain smooth communication between directors and executives in charge of each company department.

**09**

Assist in arranging for meetings and communication between independent directors and executives responsible for internal audits or certified public accountants, allowing independent directors to understand the Company’s financial affairs.

**10**

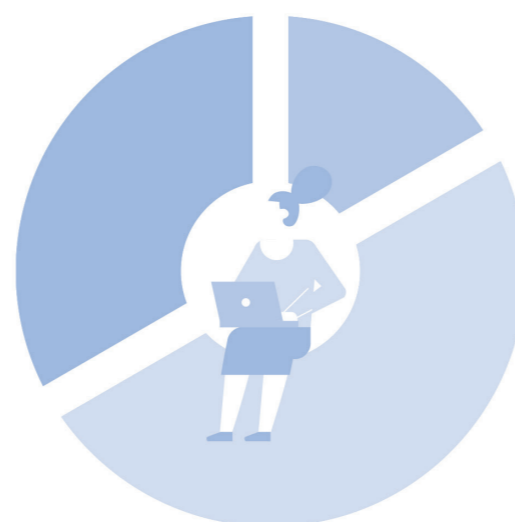
Other areas of responsibility as defined in the Company’s Articles of Incorporation or company contracts.

**Continuing Education in 2022**

Continuing education course	Hours
Intellectual property management and corporate governance	3 hours
Legal Issues relating to ESG for Consideration by the Board of Director	3 hours
Insider equity publicity briefing of the TPEX/ESB Listing companies	3 hours
ESG information disclosure trends and related regulations	3 hours

**Results of Governance**

Brogent focused on improving and protecting shareholders' rights and interests in corporate governance in 2022. In the 9th Corporate Governance Evaluation, Brogent ranked in the top 6%-20% of TPEX-listed companies in Taiwan. Going forward, the Company will continue to strengthen the structure and operation of the Board of Directors, while enhancing its functions and improving the quality of non-financial information disclosures, in order to improve corporate governance information.





## 2.4 Operational Performance

After enduring the impact of the COVID-19 pandemic in the past two years, construction progress and payment collection have been impacted around the world. However, Brogent's R&D team continued to invest considerable resources to increase R&D capabilities, in order to meet the diverse demands of major theme parks once COVID restrictions are lifted.

Brogent has launched multiple simulator rides, including the new 8K LED dome screen flying theater, mini Ride individual racing simulator, Rise Up VR Airship Ride, and the new o-Ride flying theater, providing the market with the best products and solutions, expanding new customers, and increasing Brogent's market penetration.

Furthermore, uncertain market changes and exchange rate and interest rate fluctuations in the global economy may impact the Company's financial performance, showing the importance of monitoring the international situation and risk assessment and management.

Brogent continued to strengthen hedging against foreign currencies in 2022, and engaged in natural hedging under suitable risk regulations. In the future, the world must invariably coexist with COVID-19, and the economic market will continue to recover, which in turn will drive control over interest rates and exchange rates.



### Financial data in the past three years

Item	Statistics prepared by	Year		
		2020	2021	2022
<b>Sales revenue</b>	NT\$ 100 million	10.63	7.88	8.04
<b>Operating Income (Loss)</b>	NT\$ 100 million	(0.23)	(1.80)	(2.47)
<b>Net profit(loss) after tax</b>	NT\$ 100 million	(0.52)	(1.33)	(0.62)
<b>Earnings per share</b>	NT\$	(0.88)	(2.31)	(0.99)
<b>Dividend expense</b>	NT\$	0.00	0.00	0.00
<b>R&amp;D expenditures</b>	NT\$ 100 million	1.67	2.08	1.89
<b>Expenses for other benefits</b>	NT\$ 100 million	0.13	0.13	0.14

Note: Data is sourced from the annual report, and the year that data was disclosed is the same as the audited consolidated financial statements.

### Breakdown of sales revenue by region

(Unit: NT\$1,000)

Sales Region	2020		2021		2022	
	Amount	Proportion (%)	Amount	Proportion (%)	Amount	Proportion (%)
<b>Taiwan</b>	53,106	5.00	27,785	3.53	53,378	6.64
<b>America</b>	195,971	18.44	137,601	17.47	396,005	49.27
<b>Europe</b>	106,743	10.04	5,546	0.70	19,011	2.37
<b>Asia</b>	706,709	66.49	609,496	77.37	299,665	37.28
<b>Other</b>	370	0.03	7,321	0.93	35,707	4.44
<b>Total</b>	<b>1,062,899</b>	<b>100.00</b>	<b>787,749</b>	<b>100.00</b>	<b>803,766</b>	<b>100.00</b>

Note: The source is the annual report.

## 2.5 Tax Governance

Brogent's tax governance policy and transfer pricing policy are based on my country's Income Tax Law and the "Regulations Governing Assessment of Profit-Seeking Enterprise Income Tax on Non-Arm's-Length Transfer Pricing". Transactions between related companies are based on regular transaction principles and follow economic cooperation. The internationally recognized transfer pricing guidelines promulgated by the Organisation for Economic Co-operation and Development (OECD) do not aim at tax avoidance and use tax havens for tax planning.

Brogent mainly operates and expands its business in Taiwan and Asia, and complies with the tax regulations of the country where business locations are located, assessing potential tax risks. We actively respond to international trends in tax governance under tax governance risk management, and support the government's tax preference policy. We uphold the principle of honestly paying taxes and fulfilling our duties as a corporate citizen, in order to implement sustainable development and increase value for shareholders.

Area	Tax category	Contents of risks
Taiwan Asia Region	Corporate income tax VAT Other	<ol style="list-style-type: none"> <li>1. Ambiguity of tax laws</li> <li>2. Flaws in the implementation of tax management strategies will result in incomplete handover of work between tax personnel</li> <li>3. Changes in tax law or incentive measures may cause a negative impact</li> </ol>

Brogent's board of directors is the highest decision-making unit for an effective tax risk management mechanism; The Finance Center is responsible for tax governance and implements the five principles of the tax policy. It also regularly reviews the implementation of tax management, and reports on relevant tax management to the board of directors every six months.

01



### Compliance

Observe local tax laws and regulations, and file and pay taxes within the specified deadline.

02



### Information transparency

Disclose information on taxes in the financial statements and annual report according to the law, so that stakeholders can access said information, while information transparency can be ensured.

03



### Risk management

Effects of taxes must be taken into consideration and financial risks evaluated when making important decisions. Appropriate countermeasures should also be taken and strategies adjusted.

04



### Reasonable tax mitigation

Enjoy tax incentives and mitigation based on reasonable business grounds and economic substance according to local tax laws and regulations, as well as taxation agreements. Don't adopt methods violating the law for tax reduction and exemption, such as tax evasion and avoidance.

05



### Communication based on mutual trust

Establish a relationship based on mutual respect with national taxation bureaus via communication based on mutual trust and information transparency.



03

# Creativeness

---

We dedicate in innovative technology to create realistic experience beyond people's imagination.





## 3.1 Innovative Technologies

Reference Standards	Customized topics
<b>Policy/ Commitment</b>	<ul style="list-style-type: none"> <li>Uphold the spirit of "creative intelligence, innovative breakthroughs" to innovating with unlimited thinking.</li> <li>Continue to research and develop innovative technologies in accordance with company policies and Brogent's core competencies to meet the technological trends of the era.</li> </ul>
<b>Goals and Objectives (Short-Term)</b>	<ul style="list-style-type: none"> <li>Continue to optimize high-end, mid-end, and low-end products and expand product lines.</li> <li>Respond to global supply chain restructuring and material shortage, and establish multiple sources of supply for key parts and components.</li> </ul>
<b>Practical Management Actions</b>	<ul style="list-style-type: none"> <li>Increase the diversity of raw materials selection and design from the R&amp;D stage in order to respond to supply chain/supplier changes.</li> <li>Develop small immersive simulation facilities with high cost-performance ratio.</li> </ul>
<b>Goals Achieved in 2022</b>	<ul style="list-style-type: none"> <li>Complete low end simulators, e.g. F1, Rise Up VR Airship Ride, and speedboat racing.</li> <li>Complete smart display and integration of m-Ride, and realize real-time racing in different locations through 5G.</li> <li>Launch 2 new products based on energy conservation and carbon reduction design.</li> <li>Apply IoT technology to remotely monitor the status of amusement rides, making it more convenient to perform troubleshooting and discover potential issues.</li> <li>Applied the PDM system to all new projects.</li> </ul>
<b>Mid-term and Long-Term Goals and Directions</b>	<ul style="list-style-type: none"> <li>Continue to optimize the functions of top-selling products and develop new products that meet market demand.</li> <li>Extend and expand the mid to small-scale immersive simulation equipment based on the core technology of immersive simulation with the aim of promoting the application to education and skill training.</li> <li>Technical cooperating with domestic research institutions and academic units to obtain leading innovative technologies.</li> <li>Continue to obtain government-industry-academia cooperation project.</li> <li>Develop a variety of small products and effectively utilize 5G/AIoT technologies.</li> </ul>

Reference Standards	Customized topics
<b>Responsible Unit</b>	<ul style="list-style-type: none"> <li>Technology Center: Build a complete product line through R&amp;D in order to meet the needs of low, medium, and high-end markets, and maintain the Company's position and competitiveness in simulator rides.</li> <li>Product Center: Create innovative products through the development of immersive simulation platforms and interactive technologies, and maintain Brogent's leadership. Integrate the concept of energy conservation and environmental protection into product design to ensure sustainability with green products.</li> </ul>
<b>Resources Investment</b>	<p>Human resources:</p> <ul style="list-style-type: none"> <li>The R&amp;D Center appoints 1 employee to carry out technical document management, innovation management, document quality control, and implement a product data management (PDM) system to assist product development and knowledge management.</li> <li>Assign thirty percent of R&amp;D employees to carry out R&amp;D technological innovation work.</li> </ul> <p>Appropriation budget:</p> <ul style="list-style-type: none"> <li>Based on the estimated annual revenue, budgeting 5% to 10% of the estimated amount for R&amp;D next year, and formulate the R&amp;D targets and goals for the next year in the product R&amp;D meeting.</li> </ul>
<b>Claim Procedures</b>	<ul style="list-style-type: none"> <li>Find related information on Brogent's official website and file the complaint, e.g. submit the question and compliant on the "Contact Us" page.</li> <li>Consumers can contact Brogent's customer service personnel through the official account on social media (IG, Facebook, etc).</li> </ul>
<b>Evaluation Procedures (Specific Actions)</b>	<ul style="list-style-type: none"> <li>Performance management system: Evaluate the achievement of goals every quarter and link with performance.</li> <li>Improvement proposal regulation: Based on creative or improvement proposals of employees.</li> <li>Periodically evaluate and publicly commend and reward excellent proposals.</li> <li>Patent application and management regulation: selection and reward the excellent patent project proposals and applications.</li> <li>The audit office regularly examines the implementation of innovative technology research and development programs.</li> </ul>
<b>Evaluation Follow-Up</b>	<ul style="list-style-type: none"> <li>Interdepartmental management meetings held by the CEO to regularly communicate and review execution performance.</li> </ul>



## Innovative Development Strategies

Compared to conventional roller coasters, immersive simulation experiences are less likely to cause injury to users, which create a burden on society. Brogent uses immersive simulation technology with the goal of developing products that integrate software and hardware and improve people's daily lives. Brogent also hopes to solve and improve human health and safety problems through the innovative application of immersive simulation technology. Achieving higher social responsibility with years of immersive simulation technological achievement is the original intention of Brogent's continuous technology innovation.

Brogent's R&D team needs to constantly engage in innovative developments combining technologies with diverse applications, in order to launch products that meet market needs. Therefore, the key to designing entertaining and safe products is for close cooperation between mechanisms, electrical control, and immersive simulation, in order to maximize revenue and profits for customers based on market demand.

### Developing Cross-Field Integration Capabilities

- Aside from elite talent in specialized fields, Brogent attaches particular importance to cross-disciplinary integration capabilities. From the Technology Center's perspective, it has dedicated years of effort to cultivating technical managers and electrical and mechanical integration engineers. In addition to utilizing its own expertise, the center works with other employees who are professionals during the R&D process, carries out training system analysis, defines the electrical and mechanical interface, and puts itself in other people's shoes.
- Engages in cross-disciplinary knowledge sharing, such as: e-newsletter issued by the R&D department, synchronizes the latest technological developments, and encourages R&D personnel to participate in training not related to their own expertise.

### Obtaining the Latest Immersive Simulation Technologies

- We provide R&D personnel with the latest knowledge and technologies of academia through industry-academia collaboration, and also commission academia to assist in projects that require in-depth theoretical research. Any results are developed into commercial products through technology transfer, maximizing the Company's R&D efficiency. Then we can also attract talent to join Brogent's team through the cooperation process.
- We periodically send R&D personnel to participate in immersive simulation technology related seminars or exhibitions, and visit the latest immersive simulation facilities that are opened.

### Regular Exchanges between Business and R&D Personnel

- The "R&D and Product Focus Meetings" convened by the President's Office each month put the CEO, sales personnel, and R&D personnel in the same room to share and discuss the latest technologies and market information.
- By understanding the latest technologies in the market, R&D engineers can choose parts and impacts that have the lowest environmental impact (e.g. selecting the latest energy-saving motor system), and also understand the latest environmental protection regulations to reduce the impact on the environment.

## Innovative Development Strategies and Goals

Development Strategy	Goal
Continue to optimize the functions of top-selling products and develop new products that meet market demand.	<ul style="list-style-type: none"> <li>• Application of small platforms for multiple users.</li> <li>• Reduce the average cost per seat by 30% and above.</li> <li>• Add 2 themes for applications.</li> </ul>
Extend and expand the mid to small-sized immersive simulation equipment based on the core technology of immersive simulation with the aim of promoting the application to education and skill training.	<ul style="list-style-type: none"> <li>• Develop a new drone simulation tourism industry, combine drones with 5G communication and immersive experience platform to replace helicopter tours.</li> <li>• Significantly reduce operating cost by 50% and above (not necessary to purchase helicopter).</li> <li>• No accident risks (no accidents involving simulators).</li> <li>• Reduce energy consumption by 50% and above (no fuel consumption by helicopter).</li> <li>• Simultaneously experienced by multiple people (a single cabin has the capacity of 20 people).</li> </ul>
Continue to engage in technical cooperation with domestic research institutions and academic units to obtain leading innovative technologies.	<ul style="list-style-type: none"> <li>• Utilize 5G technologies.</li> <li>• Utilize drone technology.</li> <li>• Industry-academia collaboration: 3 institutions.</li> <li>• Academic units: 2.</li> <li>• Introduce new innovative technologies for application in products.</li> </ul>
Obtain government-industry-academia cooperation project.	<ul style="list-style-type: none"> <li>• Apply for the A+ Industrial Innovation R&amp;D Program.</li> <li>• Apply for 1-2 government subsidies.</li> <li>• Invest in outputs from innovation and R&amp;D and 5G or AI.</li> </ul>
Invest in the development of technologies that integrate 5G/AIoT for application in products to widen the lead over competitors, and implement design concepts aligned with circular economy, green, and environmental protection.	<ul style="list-style-type: none"> <li>• Develop product lines that apply 5G/AIoT technologies, start from modularized subtractive design, and select eco-friendly parts and components with low carbon footprint to meet market demand on sustainable products.</li> </ul>

## Innovation and R&D Management

Brogent's R&D team is formed by the Technology Center, Product Center, and Content and Design Center, and aims to make innovative breakthroughs in immersive simulation technology. Brogent plans training and seminar participation for the R&D team each year, ensuring that it is up-to-date on immersive simulation technology issues, trends, and technologies worldwide. Moreover, we collaborate with domestic and international organizations to improve our expertise in product development and industrial competitiveness.

### Hierarchical system

- The R&D Center appoints 1 employee to carry out innovation management, document quality control, and implement a product data management (PDM) system to assist product development and knowledge management.
- Assign thirty percent of R&D employees to carry out R&D technological innovation work.
- The audit office regularly examines the implementation of innovative technology research and development programs.
- Interdepartmental management meetings held by the CEO to regularly communicate and review execution performance.

### Innovation proposal system

- Improvement proposal regulation: Based on creative or improvement proposals of employees.
- Periodically evaluate and publicly commend and reward excellent proposals.
- Patent application and management regulation: selection and reward the excellent patent project proposals and applications.
- Based on the estimated annual revenue, budgeting 5% to 10% of the estimated amount for R&D next year, and formulate the R&D targets and goals for the next year in the product R&D meeting.
- Engineers irregular participate in seminars on electronic products to learn about the changes of products in the market and consider how to apply them in new designs.

### Management system

- Make long-term plans to cultivate promising engineers into technical managers, with the hope that these managers would be capable of independently understanding, managing, and implementing projects where different technologies (mechanical/electrical/software) are integrated, reducing errors in projects requiring the application of mechatronics.
- Closure reports and review/improve meetings for all projects on a regular and irregular basis
- For details on implementing the PDM system, please see p.40

### Assessment system

- The audit office regularly examines the implementation of innovative technology research and development programs.
- Interdepartmental management meetings held by the CEO to regularly communicate and review execution performance.
- Performance management system: Evaluate the achievement of goals every quarter and link with performance.

### Stakeholder participation and feedback system

- Customers and tourists provide recommendations to the Sales & Marketing Center (serves sales and customer service functions) and Engineering Management Center (serves project management functions) through the feedback and complaint mechanism.
- After the Technology Center receives a technical inquiry from a sales, customer service, or project manager, department heads appoint R&D engineers to assist the technical manager in proposing solutions.
- After data is summarized by the technical manager, it is discussed during the monthly "R&D and Product Focus Meetings", and subsequent R&D projects are established after feasibility evaluation.



## Systematic Management of Product Data

Brogent combined the existing R&D system with the PDM system so that the bill of material (BOM) and enterprise resource planning (ERP) systems can be used together, which enhances the design of collaboration work to improve efficiency.

Ongoing projects and R&D projects all use the PDM system to manage illustrations, text, and BOM, and review document management, thus optimizing the R&D process and effectively carrying out PDM, data storage, and intellectual property rights management. The R&D efficiency of 42 projects (including, sales, R&D, and evaluation projects) has significantly improved through the PDM system.

### PDM System Functions



#### Centralized Platform

- Centralized and specific data storage and management.
- Establish a collaborative working environment for the design team, including workflow and notification of changes.



#### Authority Control

- Restriction of improper use of documents by users.
- Data transparency control.



#### History Record

- Secure data integrity and record all changes to images and the text.
- Version control and differential query.



#### Data Relevance

- Establish relevance among documents.
- Query data are used in trajectories and the generation of correct BOM.



#### Search and Share

- Document attributes are used to establish data searching index.
- Inquire about document shareability for data sharing.

## Industry-Government-Academia-Research Collaboration

Brogent periodically sends R&D personnel to participate in seminars and exhibitions related to immersive simulation technology, or visit the latest immersive simulation facilities. Besides proactively aligning the industry with the world, it is also necessary to commission academia to engage in theoretical research. Results are developed into products through technology transfer.



## Ministry of Economic Affairs Technology Development Program

The immersive simulation cabin developed by this program utilizes Taiwan's advantage in innovative smart display technology – the micro LED dome screen to provide a significantly better experience compared with conventional gaming display, which is limited by relatively poor resolution. Players are encircled by micro LED display with high contrast and no image sticking.

Motion of the immersive simulation platform designed for F1 racing and F16 fighter jets is simulated with the digital content, immersing players in the game with an experience difficult to tell apart from the real thing.

The program also plans to establish two test sites in Taipei and Kaohsiung, and utilizes the high speed and low latency of 5G for players in different locations to compete with each other, creating a new e-sport business model.

## Lease from Chunghwa Telecom

The event verified that 5G is not only capable of synchronizing game information in different locations, but also separate game processing from platform control while maintaining synchronized images, control, and sensory experience.

The network data that was collected shows that the current connection of the gaming platform has not reached the capacity of 5G network, meaning that Brogent's gaming platform connection applications have even more possibilities in the 5G era.

## 2022 Vision Get Wild

Vision Get Wild is the most iconic creativity competition and exhibition for digital and design students in Taiwan. Brogent has participated in the "Vision Get Wild" exhibition every year since 2013, and engaged in exchanges and co-creation with students, driving the development of the digital content industry.

Brogent's immersive simulation equipment not only display a flight simulator and car racing in VR, but also utilize 5G technology to create a new metaverse experience, encouraging designers who are about to enter the workplace to create new forms of digital content and become key members of the future metaverse industry.



Brogent spares no effort in R&D and continues to develop advanced technologies and innovative applications, implementing product design research and systematic management, in order to maintain product and technology leadership. Brogent currently has 120 R&D personnel and invested NT\$189,445 thousand in R&D in 2022, accounting for 24% of revenue that year.

## Innovative R&D Results

Item	Description	Performance and results
<p><b>o-Ride product development</b></p>	<ul style="list-style-type: none"> <li>o-Ride is an important milestone in Brogent's low, medium, and high-end product portfolio in the flying theater market.</li> <li>Uses an electrical two axis platform and further simplifies the design on the basis of m-Ride. Giving customers the highly immersive experience of three degree of freedom, while lowering manufacturing and maintenance cost.</li> </ul>	<ul style="list-style-type: none"> <li>Obtain China's CSEI design certification.</li> <li>Complete product related function testing and durability testing.</li> <li>The first set of project equipment completed prototype verification in 2021, product modifications and verification were carried out in 2022, manufacturing was completed and delivered to the customer's location, and installation and delivery will be completed early 2023.</li> </ul>
<p><b>New safety belt (fourth generation buckle) product development</b></p>	<ul style="list-style-type: none"> <li>The safety belt developed by Brogent complies with the highest level design requirements ISO/EN/ASTM Patron Restraint - Class 5, and features small size, electric locking/unlocking/detection.</li> <li>The new fourth generation safety belt has optimized stability (does not easily malfunction) on the existing basis for long hours of operations, is easy to use by passengers, and is aesthetic (provides simple white lighting or colored light special effects, and the outer case is even more streamlined).</li> <li>The prototype of this safety belt was designed in 2021, a small batch was released for customers to experience the design, and feedback was collected. Product development and the modifications and verification necessary for mass production were completed in 2022.</li> </ul>	<ul style="list-style-type: none"> <li>Design certifications of the EU and USA were obtained, and it was revised to the third version based on feedback from contractors. Mass production began at the end of 2022, and it will formally begin use in the flying theater project in 2023.</li> <li>The white light version is compatible with the old version safety belt, and we will continue to collaborate with customer services to inquire their willingness to upgrade.</li> </ul>
<p><b>Large LED Dome Screen Products for Theater</b></p>	<ul style="list-style-type: none"> <li>Large LED dome screens that can be used in flying theaters and planetariums are over ten meters to several tens of meters in diameter. LED dome screens are expected to gradually replace conventional projected dome screens due to their high brightness, high contrast, and rich colors.</li> </ul>	<ul style="list-style-type: none"> <li>We carried out modular design optimization of the first generation prototype of the "8K 3D LED dome screen" completed in 2021, which reduces the manpower and time required for installation.</li> <li>Completed module development and carried out small scale production and installation verification. Based on verification results, actual person-days required for project installation can be lowered by approximately 50%.</li> <li>Collaborated with suppliers in obtaining EU and USA design certifications.</li> <li>Completed necessary modifications, verification, and operating environment reliability testing for product development.</li> <li>LED screen maintenance and repair strategy design: Severity is defined based on the number, location, and pattern of pixels malfunctioning, as well the effect on the viewing experience, and replacement methods are planned accordingly.</li> </ul>

## Innovative R&D Results

Item	Description	Performance and results
<p><b>LED dome screen theater visual evaluation</b></p>	<ul style="list-style-type: none"> <li>Study the effect of technical parameters, such as resolution, brightness, and contrast, of LED display on the viewing experience, and provide the data as the basis for product development.</li> </ul>	<ul style="list-style-type: none"> <li>Proposed the "intra-frame contrast analysis method" and the software and hardware tools required for development: This method quantifies the relationship between peak brightness (LED power) and the contrast of actual videos, helping customers save electricity, extend product service life, and still achieve optimal viewing quality.</li> <li>Collaborated with National Chiao Tung University in conducting an experiment on the effect of "LED (pixel pitch), fill factor, and shortest viewing distance" on the human eye perceiving an image being grainy. Data obtained from the experiment is currently being analyzed. The data can be used as the basis for selecting different sized LED dome screens to achieve optimal cost-performance ratio.</li> </ul>
<p><b>Optimizing projected dome screen quality inspection procedures</b></p>	<ul style="list-style-type: none"> <li>The manufacturing quality of aluminum punching plates in dome screens has a key effect on the viewing experience.</li> <li>This item focuses on controlling the brightness gain and color difference of aluminum coating. Controlling these two items will make the brightness and color of dome screens more even, and improve the viewing experience.</li> </ul>	<ul style="list-style-type: none"> <li>A gain measurement platform is established in our factories to ensure that the coating and processes used by suppliers meet specifications.</li> <li>Propose new color difference measurement methods and statistical models, and develop software tools to generate simple forms and graphs that allow quality to be determined at a glance.</li> </ul>
<p><b>Motion platform measurement mechanisms</b></p>	<ul style="list-style-type: none"> <li>The sensory experience of the director, motion designers, and passengers are affected by individual physique and even their physical and mental state at the time, making it difficult to describe the difference in sensory experience.</li> <li>This item proposes software and hardware tools to scientifically measure and analyze the sensory experience provided by the platform, providing the basis for equipment calibration and motion design.</li> </ul>	<ul style="list-style-type: none"> <li>Designed and completed measurement tools for multiple data sources, including electric cylinder motor encoder (motor circular motion), external linear wire encoder (cylinder linear motion), and accelerometer (acceleration of passenger location).</li> <li>Development of dedicated software: Provides visualized tools, special calculation functions (numerical differentiation, time synchronization), and analyzes data to rapidly understand platform operating status (synchronization, vibration, and control device status).</li> <li>The tools above are already being applied in the platform FAT produced in 2022, and motor system control parameters are optimized based on analysis results.</li> </ul>
<p><b>Remote equipment monitoring</b></p>	<ul style="list-style-type: none"> <li>A dedicated dashboard is provided for operators and maintenance personnel to monitor necessary information.</li> <li>Equipment operation and failure records are stored in a centralized location and retained for a long period of time.</li> <li>Automatic warning and push notification of abnormal status (Microsoft Teams &amp; email).</li> <li>Provides cloud-mode and edge-mode:             <ol style="list-style-type: none"> <li>Cloud-mode: Equipment operation records are stored in the cloud, making deployment easier and remote support faster as it is always connected to the Internet.</li> <li>Edge-mode: Equipment operation records are stored on the client end and only connect to Brogent's customer support when necessary.</li> <li>Customers can select a suitable model based on their privacy policy or operating requirements.</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>Joint development of the GENII 1.0 system with Microsoft was completed in 2021. The system can be applied in flying theater products and provides a dashboard and Microsoft Teams failure message push notification. Development of the GENII 2.0 system was subsequently carried out in 2022, and evolved from cloud-only in the GENII 1.0 system to dual modes cloud-mode and edge-mode, which customers can choose from depending on their needs (edge-mode stores core data of equipment operations on the edge to help protect customer privacy).</li> <li>GENII 2.0 was independently developed by Brogent's team to gain greater control over core technologies.</li> <li>GENII 2.0 has been integrated into small equipment of Brogent other than flying theater, such as e-sport platforms.</li> </ul>



## 3.2 Product Intellectual Property Management

Reference Standards	Customized topics
<b>Policy/ Commitment</b>	<ul style="list-style-type: none"> <li>Protect IP rights regarding the company's product and document.</li> <li>Prevent the company's product from violating third party's IP rights.</li> </ul>
<b>Goals and Objectives (Short-Term)</b>	<ul style="list-style-type: none"> <li>Enhance the company's IP right quality and quantity, increase the patent search capacity.</li> <li>Strengthen intellectual property rights concepts of legal and company personnel, e.g. personnel of the Legal &amp; IP Dept. are required to complete at least 12 hours of training from courses related to intellectual property rights in 2023.</li> <li>Protect the company's IP right by contracts.</li> </ul>
<b>Practical Management Actions</b>	<ul style="list-style-type: none"> <li>Manage and maintain the company's IP rights in accordance of the "IP Management Policy", "Patent Prosecution and Management Policy", and "Document Management Guidelines".</li> <li>Provide the "Competitor Patent Monitoring Report" monthly to employees.</li> <li>Regularly review the quality of the IP firms in connection and establish an evaluation process.</li> <li>Attend and hold training programs and workshops to enhance employees' awareness of intellectual property rights.</li> </ul>
<b>Goals Achieved in 2022</b>	<ul style="list-style-type: none"> <li>The patent and trademark management system is already in use. It shortens the time for patent search and analysis time with electronic and systematic data management and reduces the risk of omissions from manual oversight.</li> <li>Obtained 19 patents and 13 trademarks in different countries in 2022.</li> <li>Organized 2 batches of patent courses and workshops to enhance R&amp;D employees' awareness of patent description and intellectual property protection.</li> </ul>
<b>Mid-term and Long-Term Goals and Directions</b>	<ul style="list-style-type: none"> <li>Enhance the risk evaluation process of IP rights.</li> <li>Enhance the IP knowledge of the employees, especially employees in charge of research and innovation.</li> </ul>

Reference Standards	Customized topics
<b>Responsible Unit</b>	<ul style="list-style-type: none"> <li>Legal &amp;IP Dept.: Responsible for handling company-wide patent and trademark application and maintenance, patent portfolio expansion, and patent quality improvement, and manages the risk of infringement.</li> </ul>
<b>Resources Investment</b>	<p><b>Human resources:</b></p> <ul style="list-style-type: none"> <li>Invests manpower and related resources to analyze the patent portfolio during the new product R&amp;D stage.</li> </ul> <p><b>Appropriation budget:</b></p> <ul style="list-style-type: none"> <li>Application and maintenance fees of IP rights.</li> <li>External counsel's service fee (including but not limited to seeking external counsel's legal opinion of risk analysis).</li> </ul>
<b>Claim Procedures</b>	<ul style="list-style-type: none"> <li>If a third party finds its patent is infringed, the party can notify Brogent through legal action or the contact information listed in the Company's website.</li> </ul>
<b>Evaluation Procedures (Specific Actions)</b>	<ul style="list-style-type: none"> <li>Eliminate the risk of infringement.</li> <li>Monitor patent publications in the industry of amusement rides manufacture.</li> <li>Practice the company's polices of IP right evaluation, application, and maintenance.</li> <li>We always check if any IPR is created and check the ownership of that IP right in contracts signed with third parties.</li> </ul>
<b>Evaluation Follow-Up</b>	<ul style="list-style-type: none"> <li>Regularly review the performance in conjunction with internal audit.</li> </ul>

**Overview of patents obtained by Brogent in 2022**

Product name	Certificate name	Issued by	Execution status
<b>New safety belt</b>	Patent No. D219309 (Design) Fourth generation buckle + LED appearance	Intellectual Property Office, Ministry of Economic Affairs, R.O.C	Already issued.
<b>o-Ride</b>	Patent No. I782596 (Invention) Mobile simulator	Intellectual Property Office, Ministry of Economic Affairs, R.O.C	Already issued.
<b>Large LED Dome Screen for Theater</b>	Patent No. I784841 (Invention) Dome screen frame with moveable parts	Intellectual Property Office, Ministry of Economic Affairs, R.O.C	Already issued.



Brogent established internal Regulations for Intellectual Property Management, beginning patent planning in the new product R&D stage, and periodically monitoring patents of the amusement rides industry. Furthermore, we incur expenses for intellectual property rights application, maintenance, and external consulting (including but not limited to engaging an external consultant to provide risk analysis opinions). This helps the Company eliminate the risk of infringement by its products, and implement the intellectual property rights assessment, application, and maintenance policy.

Furthermore, we always check if any IPR is created and check the ownership of that IP right in contracts signed with third parties. The confidentiality level of documents is labeled according to the "Document Management Guidelines", and documents are transferred, photocopied, and stored according to their confidentiality level, protecting the IPRs produced by the Company. We improve the IP related knowledge of R&D units and strengthen the patent and trademark concepts of employees through annual patent workshops, as well as patent and trademark training co-organized with external firms.



## 3.3 Product Quality and Safety

Reference Standards	GRI 416 and 417
<b>Policy/Commitment</b>	<ul style="list-style-type: none"> <li>All products are designed to abide by regulations concerning amusement rides around the world; certifications of safety design were acquired before manufacturing.</li> <li>Meet customer demands and maintain adequate quality control to ensure the safety and health of the consumers and bring joyful experiences to the users.</li> </ul>
<b>Goals and Objectives (Short-Term)</b>	<ul style="list-style-type: none"> <li>Optimize equipment maintenance procedures and reduce customers' operating costs.</li> <li>Increase R&amp;D efficiency and accelerate the process of directing R&amp;D accomplishments to the manufacturing and sales process.</li> </ul>
<b>Practical Management Actions</b>	<ul style="list-style-type: none"> <li>Optimize annual NDT (non-destructive testing) and maintenance procedures, and begin considering the feasibility and efficiency of maintenance in the design stage through FMEA and risk assessment.</li> <li>Continue to optimize the application of the PDM system in R&amp;D and project implementation, in order to improve the efficiency and rigor of R&amp;D.</li> <li>Optimize R&amp;D related regulations and SOP.</li> <li>Enhance specialized training and knowledge sharing.</li> </ul>
<b>Goals Achieved in 2022</b>	<ul style="list-style-type: none"> <li>Summarize the SOP for technical document management, and use the PDM system to store, review, and output data.</li> <li>Create a sharing area in the PDM system to manage design drawings for shared materials and BOM.</li> <li>Complete the amendment of the R&amp;D Management Regulations, unify operating procedures of R&amp;D units to ensure smooth operations across departments.</li> <li>Assist employees in obtaining the "TÜV functional safety engineer certification," which is an iconic certification in the amusement rides industry and is rare in the market (only 1,398 certificates issued worldwide).</li> </ul>
<b>Mid-term and Long-Term Goals and Directions</b>	<ul style="list-style-type: none"> <li>Plan to conduct an update on the latest version of amusement ride regulations around the world to facilitate subsequent procedures regarding certifications under the new regulations.</li> <li>Plan the introduction of the Quality Control (QC) system and continue to introduce standard operating procedures to improve operation efficiency and the quality of the equipment.</li> <li>Continue the training for employees' professional skills, examination skills, and selection of technical managers to improve the technical capabilities and quality of the plant.</li> </ul>
<b>Responsible Unit</b>	<ul style="list-style-type: none"> <li>Technology center: Ensure design quality through the internal product development SOP based on international safety standards during the R&amp;D and design stage, and commission a third party to certify the design.</li> </ul>
<b>Resources Investment</b>	<ul style="list-style-type: none"> <li>Encourage employees to take the initiative in learning professional skills and provide full subsidies to their examination skills and ensure product quality.</li> </ul>
<b>Claim Procedures</b>	<ul style="list-style-type: none"> <li>Relevant product issues or customer feedback will be compiled by the "Sales &amp; Marketing Department 2" and then assigned to related departments to resolve said issues and provide solutions to the customers.</li> </ul>
<b>Evaluation Procedures (Specific Actions)</b>	<ul style="list-style-type: none"> <li>According to the "Quality Assurance Management Guidelines", regular internal audits are implemented and relevant errors noted to be handled and corrected.</li> <li>International certifications are obtained through third-party inspection agencies in various countries (CSEI, UL, TÜV); relevant errors are noted to be handled, corrected, and replied.</li> </ul>
<b>Evaluation Follow-Up</b>	<ul style="list-style-type: none"> <li>Regular management meetings and project management meetings are convened to coordinate different departments and handle relevant issues or deficiencies.</li> </ul>

Amusement rides not only affect the owner’s revenue when they malfunction, but also directly endanger passengers. Hence, high standards for product safety are one of Brogent’s core philosophies. In addition to the goal of achieving customer satisfaction through high quality and performance, benefitting customers, shareholders, employees, and society are also key points in the development of immersive simulation equipment. Every stage in the product life cycle from design, manufacturing, installation, delivery, to maintenance is closely linked together, and no stage may be overlooked.

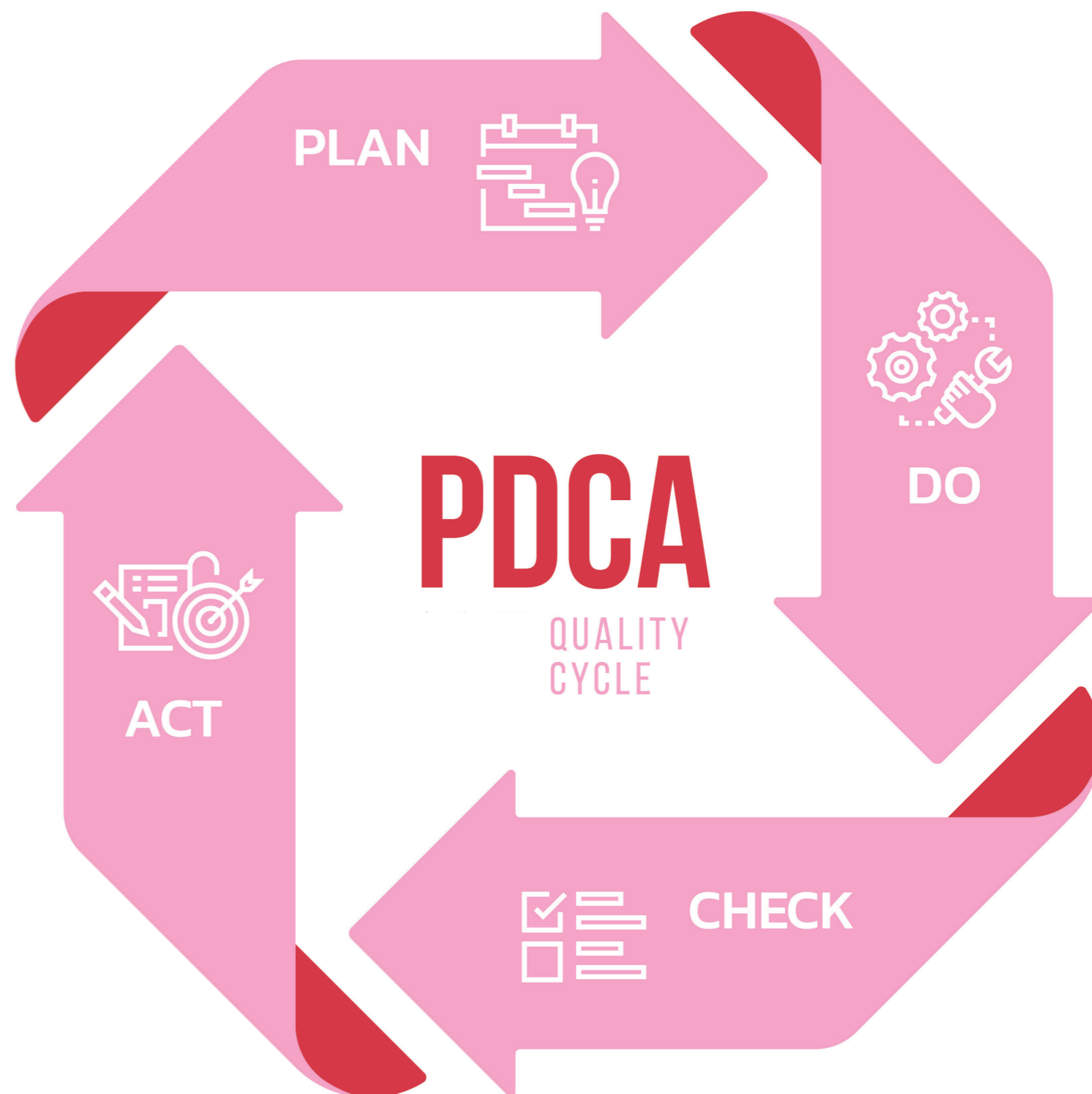
## Quality Control Unit

Stage in life cycle	Leading department	Description
<b>Design</b>	<b>R&amp;D units</b> Technology Center, Product Center, Content and Design Center	<ul style="list-style-type: none"> <li>• Dedicated personnel continue to track the latest developments in safety regulations or design standards of each country, and provide major updates to R&amp;D personnel for reference.</li> <li>• The R&amp;D process follows international safety regulations and a third party is commissioned to verify designs.</li> <li>• We assign R&amp;D personnel to obtain international safety certification related permits, and carry out internal review and revision before third party certification.</li> <li>• The R&amp;D process is carried out according to the internal “Product Development SOP” established by the center to ensure design quality.</li> <li>• Potential failure factors of equipment are identified through FMEA (failure mode and effects analysis) and risk assessment, determining the probability of failure, degree of hazard, and response measures.</li> <li>• Establishes a FAT Plan and SAT Plan for project implementation personnel.</li> <li>• The output, safekeeping, and issuance of all technical documents or drawings must comply with the “Technical Document Management SOP” to ensure the correctness of technical data.</li> </ul>
<b>Manufacturing/ Shipping</b>	Manufacturing Center	<ul style="list-style-type: none"> <li>• Product manufacturing is in accordance with specifications for amusement rides (ASTM F2291/EN 13814/GB 8408), design and construction specifications (steel structure construction specifications AWS D1.1), and coating construction specifications (ISO 12944-2/5/6).</li> <li>• The product quality control process includes IQC, IPQC, FQC, and OQC. After products enter storage, production management and material issuance personnel assembly equipment, any parts with issues are returned and an abnormal quality form is issued for subsequent handling procedures.</li> <li>• The quality control cycle (PDCA) is utilized to make improvements.</li> <li>• Improvements are incorporated in the SOP.</li> <li>• Training is provided for personnel to become familiar with the improved procedures.</li> </ul>
<b>Installation/ Delivery</b>	Engineering Management Center	
<b>Customer Services/ Maintenance</b>	Sales & Marketing Center Sales & Marketing Dept.2 (customer service function)	<ul style="list-style-type: none"> <li>• Relevant product issues or customer feedback will be compiled by the “Sales &amp; Marketing Department 2” and then assigned to related departments to resolve said issues and provide solutions to the customers.</li> <li>• The issue is handled through a remote system in the first stage (an on-site control system that engineers can remotely connect to at any time, while maintaining the safety of Internet access rights), and it will be gradually replaced by the proprietary GENII system.</li> <li>• In response to unexpected changes in customer design requirements, Brogent convened contingency meetings with relevant departments to minimize potential risks and perform risk management.</li> <li>• Regular management meetings and project management meetings are convened to coordinate different departments and handle relevant issues or deficiencies.</li> <li>• Using functions of the on-site control system that can be remotely connected to through TOSIBOX, when processing owner reports of anomalies in real time, we are no longer required to ask the owner to open and connect TeamViewer for the connection. This function can save half a day to one day, and further improves the time and efficiency of handling cases.</li> </ul>



**The quality control cycle (PDCA) is utilized to make heating improvements to electric cylinder assembly**

1. The coefficient of thermal expansion is improved through heating, and increased the assembly pass rate from 90% to 97%.
2. The optimal dimensions of parts, production tools, and testing tools are provided to vendors and quality assurance personnel, and the pass rate of bearing heater assembly reaches 99%.



## Certification Management

Brogent has established the Product Quality and Safety Management Regulations to ensure all its products meet the quality requirements and safety standards at all production stages. All hardware has obtained global certifications (ASTM, UL, GB, and TÜV) and all software has been strictly tested at all development stages to ensure its quality. Management quality is tested for each software development stage, and high quality products and high-end technologies are created through strict management measures. Furthermore, we strengthened the records and management of certification documents, and report the Company's quality management process to the government and certification authority through detailed records.

Brogent has actively collected relevant usage specifications (such as CE) in advance of the newly developed miniaturized somatosensory equipment before being built in theme parks, shopping malls, indoor and outdoor amusement parks and other places. And when planning the material certification and material selection for production and manufacturing, electromagnetic compatibility test (EMC) verification is carried out for electrical equipment among them. As the product line expands, Brogent considers the differences between regulations in various countries and introduced relevant regulations to enhance the safety of equipment in its design, manufacturing, maintenance, and use in accordance with customer requirements for certification procedures in order to meet the requirements of each country for amusement ride equipment.



### List of Brogent's new safety certifications in 2022 (including those still in the application process)

Inspect equipment/products	Certificate name	Issued by	Execution status	Meets standards
<b>i-Ride</b>	EN13814 design review	TUV Nord	Expected to be obtained in 2023	EU Product Standards for Amusement Rides
	ASTM F2783 Design Review	TUV SUD	Obtained in 2022	Canada Product Standards for Amusement Rides
	ASTM F2291 Electrical Control Design Review	TUV SUD	Obtained in 2022	US Product Standards for Amusement Rides
	ASTM F2291 Mechanism Design Review	Celtic	Obtained in 2022	US Product Standards for Amusement Rides
<b>Small platform CE certification</b>	CE EMC+Safety Testing	PMC	Expected to be obtained in 2023	EU Product Standards for Amusement Rides
<b>o-Ride</b>	CSEI design appraisal	CSEI	Obtained in 2022	China Product Standards for Amusement Rides
<b>m-Ride</b>	EN13814 design review	TUV Rheinland	Obtained in 2022	EU Product Standards for Amusement Rides
	CSEI design appraisal	CSEI	Obtained in 2022	China Product Standards for Amusement Rides
	EN13814 Design Review/Manufacturing Inspection/On-site Inspection	Westlakes	Project certification is expected to be completed in 2025	EU Product Standards for Amusement Rides
<b>New safety belt</b>	Review of change to safety belt design	Westlakes	Obtained in 2022	EU/US Product Design Standards
	Review of change to safety belt design	TUV SUD	Obtained in 2022	EU/US Product Design Standards

### List of new inspections that Brogent products passed in 2022 (including those in the application process)

Inspect equipment/products	Certificate name	Issued by	Execution status	Meets standards
<b>i-Ride</b>	UL distribution box preliminary factory inspection	UL	Obtained in 2023	US Electrical Product Standards
	UL preliminary factory inspection	UL	Obtained in 2022	US Electrical Product Standards
<b>m-Ride</b>	Equipment and machinery factory inspection	TUV Rheinland	Passed in 2022, but have not received the certificate yet	EU Product Standards for Amusement Rides
<b>Heater</b>	Testing of product without UL certification	UL	Obtained in 2022	US Electrical Product Standards
<b>Water mist motor</b>	Testing of product without UL certification	UL	Obtained in 2022	US Electrical Product Standards
<b>Servo Motor, Resistor, Reactor</b>	Testing of product without UL certification	UL	Obtained in 2022	US Electrical Product Standards
<b>Control panel</b>	UL listed	UL	Factory inspection is completed each year and each quarter	Manufacturing and production qualifications for US control panel and distribution box standards



## 3.4 Customer Service Management and Satisfaction

Reference Standards	GRI 416
<b>Policy/Commitment</b>	<ul style="list-style-type: none"> <li>• Maintaining a lasting relationship with customers with open communication and providing real-time, sustainable services.</li> <li>• Satisfying the owner's needs with quality services and enhancing the customer's trust in the Company and our products.</li> <li>• Providing diversified communication channels. Protecting the privacy and confidential information of customers.</li> </ul>
<b>Goals and Objectives (Short-Term)</b>	<ul style="list-style-type: none"> <li>• Rapidly respond to service issues and increase customer satisfaction to 4.5 points and above (5-point scale).</li> <li>• Helping to ensure customer's projects are on schedule. Maintaining safe and reliable equipment.</li> <li>• Engage in multichannel marketing with all diversified products.</li> </ul>
<b>Practical Management Actions</b>	<ul style="list-style-type: none"> <li>• Work closely with customers from the very beginning of the project until the grand opening.</li> <li>• Attend exhibitions and visit customers regularly.</li> <li>• Establish FAQ and a troubleshooting process in user manual for customers.</li> <li>• Invest resources in response to customer's reasonable requests within warranty coverage such as providing LED version of seat belt design to reduce the time required for passenger to fasten seat belts and make operations more efficient.</li> </ul>
<b>Goals Achieved in 2022</b>	<ul style="list-style-type: none"> <li>• Conducted questionnaire surveys of customers during events and customer satisfaction reached 4.8 points (5-point scale).</li> </ul>
<b>Mid-term and Long-Term Goals and Directions</b>	<ul style="list-style-type: none"> <li>• Develop new types of entertainment equipment that meet the safety certificates acknowledged around the world to increase the market share.</li> <li>• Provide a more efficient way of annual inspection and maintenance.</li> <li>• Reduce maintenance costs for equipment in a safe and reliable way.</li> <li>• Plan and complete 3 or more self-produced films before 2025 to serve domestic and overseas customers that pursue high-spec flying theater films.</li> </ul>
<b>Responsible Unit</b>	<ul style="list-style-type: none"> <li>• Attraction Operation Center: Verify consumers' issues and provide solutions, and follow up on results after providing solutions.</li> <li>• Sales &amp; Marketing Center: Establish product maintenance and repair management procedures and emergency repair procedures.</li> </ul>
<b>Resources Investment</b>	<ul style="list-style-type: none"> <li>• 24-hour customer service hotline.</li> <li>• Completed TOSIBOX system setup and used the system in projects.</li> </ul>
<b>Claim Procedures</b>	<ul style="list-style-type: none"> <li>• File a complaint on Brogent's official website, e.g. submit the question and complaint on the "Contact Us" page.</li> <li>• Contact customer service personnel through the customer service number and ask the question or make the complaint over the phone.</li> <li>• Fill out a questionnaire survey on site, the Marketing Department analyzes the questionnaire survey and summarizes related questions for the Attraction Operation Center to make improvements.</li> <li>• Contact customer service personnel through the official account on social media (IG, Facebook, etc.).</li> </ul>
<b>Evaluation Procedures (Specific Actions)</b>	<ul style="list-style-type: none"> <li>• Give rewards or improvement programs based on the evaluation of personal KPIs.</li> <li>• Internal audit (MBO).</li> <li>• Internal meetings for improvements every two weeks.</li> <li>• Monthly cross-departmental maintenance meetings are convened to discuss solutions, optimize R&amp;D, and improve designs.</li> <li>• Customer satisfaction feedbacks.</li> </ul>
<b>Evaluation Follow-Up</b>	<ul style="list-style-type: none"> <li>• Communicate with internal departments for improvements and follow up with the results on a regular basis.</li> </ul>

## Customer Relationship Management

Brogent believes that good customer relationship management concerns customer loyalty and profits, and providing customers with equipment maintenance recommendations and paying attention to the availability of customers' equipment will extend the service life of equipment and reduce the damage to the environment. This will allow customers to stably operate in the long-term, continue to upgrade and maintain the educational and fun functions of our equipment, and create a positive cycle.



## Diverse customer services, feedback channels

<p><b>After sale service personnel and engineers</b></p>	<p>When customers have problems with operations, the customer service department can help with troubleshooting online. If this still does not work, our team can go to the location to resolve the issue.</p>
<p><b>24-hour customer service mailbox: <a href="mailto:service@brogent.com">service@brogent.com</a></b></p>	<p>Brogent provides complete after-sales services including a professional customer service team to provide end-user training of our equipment, condition monitoring, and preventative maintenance. With efficient product maintenance support, our customer service team can respond to customer's requests in the appropriate time frame.</p>
<p><b>24-hour customer service hotline (not toll-free)</b></p>	<p>Brogent provides personnel to provide telephone services around the clock (not toll-free). Our dedicated customer service team handles repairs of customers' equipment, and monitors and reports the status and progress of handling issues.</p>
<p><b>Digital channels</b></p>	<p>The percentage of citizens using social media has gradually increased in recent years. Hence, the main communication channel for B2C customer complaints is our Facebook fan page, and feedback on unsatisfactory experiences is provided through the Facebook fan page. We also provide a variety of customer communication channels, such as e-mail and instant messaging, to collect consumer feedback and opinions.</p>
<p><b>Customer satisfaction survey</b></p>	<p>We will send customer service surveys to customers each year, and collect their satisfaction with the stability of equipment operations and the customer service response model. Customer feedback or improvement recommendations serve as an important basis for Brogent's continuous improvement of products and services.</p>



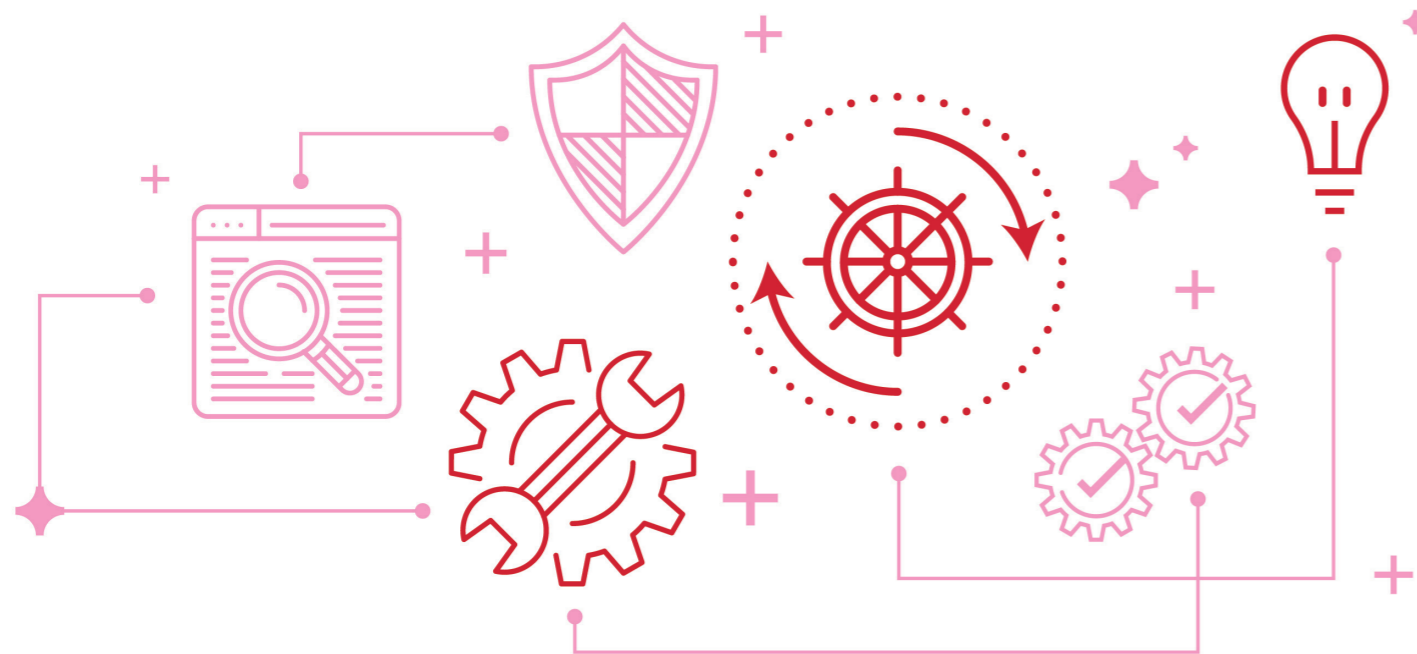
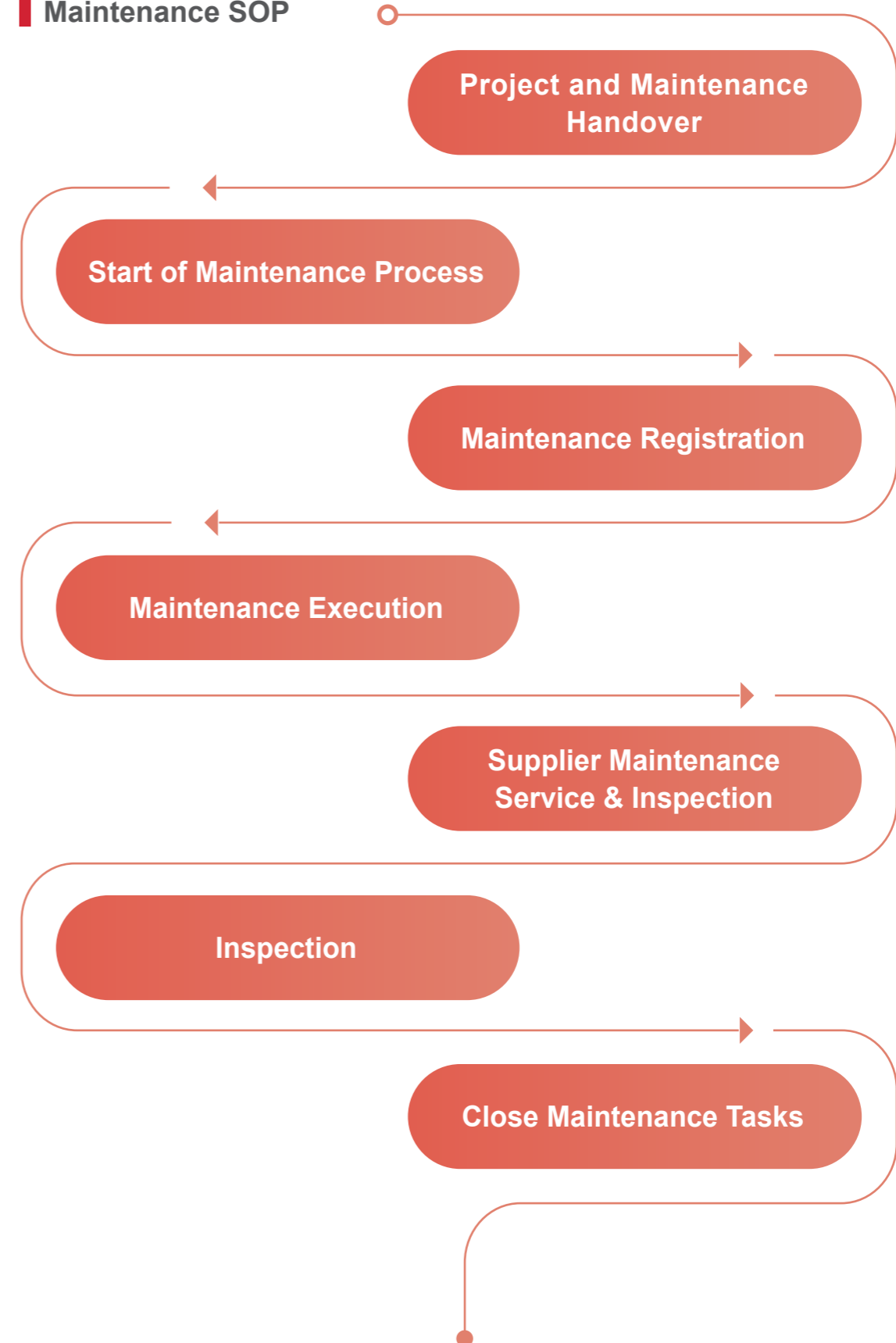
## Repair and Maintenance Process

Brogent has a customer services unit and established the Maintenance Management Regulation to clarify the work specifications for “Under Warranty”, “Out of Warranty”, and “No Warranty” for its products and services, and enhance the quality and contents of after-sales services. We appointed contact persons responsible for sales and technologies for different customers. The contact persons are responsible for repair and maintenance projects, incident reporting, repair and maintenance orders, parts inquiries and quotations, technical consultations, and on-site services.

Furthermore, Brogent has diverse customer services and feedback channels. The Customer Service Department analyzes the root cause of incidents reported by customers, and management units communicate with internal departments for improvements and track the results on a regular basis according to the warranty conditions of the supply contract. Or suppliers fulfill warranty obligations to improve product quality, in order to meet the needs of different customers.

No major customer complaints occurred in 2022, but 512 feedback or operations of the mechanism are on record, and 88% cases were resolved.

## Maintenance SOP

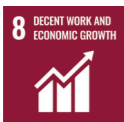




# 04

## People

Brogent continues to create a happy, friendly, safe, and healthy work environment, and assists employees in fully utilizing their strengths and potential, thereby maintaining sustainability competitiveness.





## 4.1 Friendly Workplace



With “people” at the core of our business philosophy, we have created a happy, friendly, safe, and healthy working environment to unleash employees’ potential, uphold integrity at work, and achieve outstanding performance.

Furthermore, Brogent complies with the UN Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, and International Labour Organization, and established its “Human Rights Policy” on this basis.

In terms of labor conditions, we protect employees’ rights and interests, including establishing reasonable working hours, smooth labor-management communication channels, and supporting employees’ career development through employee training.



## Human Rights Promotion Highlights

### Public-spirited Award

Brogent provided documentation of 9 human rights promotion relevant charitable activities and passed the review of the Export Processing Zone Administration, which determined that Brogent has made major contributions to charity and public affairs sufficient to serve as a role model, and thus award Brogent with the "Public-spirited Award."



### Excellent Enterprise Award for Labor Relations

Brogent abides by labor laws and regulations, and encourages labor and management to work together to create a win-win situation, improving harmony between labor and management. As such, Brogent was recognized with the "Excellent Enterprise Award for Labor Relations in Science and Technology Park."



### Happy Enterprise

Brogent treats its employees well and has thus become a new benchmark for thoughtful enterprises. Brogent was thus recognized by Kaohsiung City Government with the "Xiaolaoxiong Happy Enterprise Selection Large Enterprise Division."



### Badge of Accredited Healthy Workplace

Brogent encourages health promotion in the workplace and provides individuals with complete health resources, comprehensively evaluates improvements to the physical, social, and psychological work environment. We expanded efforts to the family members of our employees and participation in communities, in order to fulfill our corporate social responsibility. We are working together to create a healthy workplace and a work environment that supports health. As such, our application for badge of Accredited Healthy Workplace was approved in 2022.





## Management of Human Rights

Issues	Management measures	Management target	Performance and implementation status in 2022
<b>Diverse and Tolerant</b>	<ul style="list-style-type: none"> <li>We expressly prohibit any discriminatory attitude or action in the Code of Conduct. We regularly conduct recruitment training and teach supervisors not to ask for non-job-related personal information during the interview.</li> </ul>	<ul style="list-style-type: none"> <li>The Company does not and shall not discriminate, in its attitude or actions, on the basis of gender, race, socioeconomic status, age, marital status, family status, language, religion, political affiliation, nationality, appearance, facial features, or physical and mental disabilities of individuals.</li> </ul>	<ul style="list-style-type: none"> <li>The Company has hired sufficient number of employees with disabilities in accordance with regulations.</li> <li>We organized 2 sessions of training on the Employee Code of Conduct and prohibit any form of discrimination or workplace bullying.</li> </ul>
<b>Respect</b>	<ul style="list-style-type: none"> <li>We hold workplace violence prevention training and do not permit forced labor, discrimination, or sexual harassment. We respect employees' right to privacy, and also provide suitable salary and benefits.</li> </ul>	<ul style="list-style-type: none"> <li>We abide by labor laws and do not permit employees to be forced to provide labor services. We do not permit forced labor, discrimination, or sexual harassment and we respect employees' right to privacy. We also provide suitable salary and benefits.</li> </ul>	<ul style="list-style-type: none"> <li>We held 2 workplace violence prevention training programs and all employees passed the training programs.</li> </ul>
<b>Healthy Workplace</b>	<ul style="list-style-type: none"> <li>We provide all employees with a healthy and safe work environment with mutual respect and we help employees maintain physical and mental health and work-life balance.</li> </ul>	<ul style="list-style-type: none"> <li>We offer salaries that attract and retain excellent talents and provide employee care programs.</li> </ul>	<ul style="list-style-type: none"> <li>We offer 9 different types of sports courses, over 130 hours, and a total of 210 participants.</li> <li>We provide subsidies for sports clubs to hire coaches, rent venues, and purchase supplies, tickets to sports events or registration fees.</li> </ul>
<b>Reasonable Working Hours</b>	<ul style="list-style-type: none"> <li>Establish a fair salary structure and rank system.</li> <li>We establish regulations on working hours and extended working hours.</li> <li>We pay close attention to employees' attendance.</li> </ul>	<ul style="list-style-type: none"> <li>Institute reasonable work hours that balance work and life.</li> </ul>	<ul style="list-style-type: none"> <li>We record employees' work hours through the system in accordance with the law and remind them if the work hours are abnormal.</li> </ul>
<b>Employee Training</b>	<ul style="list-style-type: none"> <li>We provide diverse training to support employees' career development.</li> </ul>	<ul style="list-style-type: none"> <li>Improve talent capabilities and take the lead in the global immersive simulation technology industry.</li> </ul>	<ul style="list-style-type: none"> <li>We organized training courses in accordance with the employee development program. Compared to 2021, the number of training hours increased by 19% and the number of training hours per person increased by 4% at Brogent and its subsidiaries.</li> </ul>
<b>Labor Communication</b>	<ul style="list-style-type: none"> <li>We provide smooth feedback channels and opinion mailboxes. We also regularly organize labor-management meetings to protect the rights of both parties.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure smooth communication channels between employees and the Company.</li> </ul>	<ul style="list-style-type: none"> <li>We maintain smooth and transparent communication within the company via various communication channels, and held 4 labor management meetings on schedule.</li> </ul>
<b>Privacy</b>	<ul style="list-style-type: none"> <li>Hold regular legal compliance training and request employees to complete training and pass tests.</li> </ul>	<ul style="list-style-type: none"> <li>The Company complies with the Personal Data Protection Act and we respect and protect the confidentiality of employees' personal information and the privacy of customers and all stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>We held 2 legal compliance training courses and ensured employees understand the requirements with tests after the courses.</li> <li>We established the Personal Data Protection Policy and the Personal Data Protection Committee. We comply with the Personal Data Protection Act and we respect and protect the confidentiality of employees' personal information and the privacy of customers and all stakeholders.</li> </ul>

## Salary and Benefits

Brogent considers employees to be our most important asset. We strive to provide our employees with a competitive compensation and benefits package. This package protects their rights to participate in labor and health insurance, as well as contribute to their labor pension.

Our performance management system combines the objectives of our operational performance and employees' personal performance. We review employees' performance to provide them with the opportunity for promotions or other incentives. They are placed in their ideal positions to create a happy learning environment and enhance their development.

## Equal and Competitive Salaries

Brogent still adjusted employees' salaries in 2022 despite the impact of COVID-19, in order to attract and retain exceptional talent and maintain its competitiveness in the market.

The average wage of entry-level employees at Brogent was approximately 1.41x the minimum wage in Taiwan in 2022. The increase in the highest paid employee was 1.04x the median of the increase in average wage of other employees in the organization (excluding the highest paid employee) <sup>Note 1</sup>.

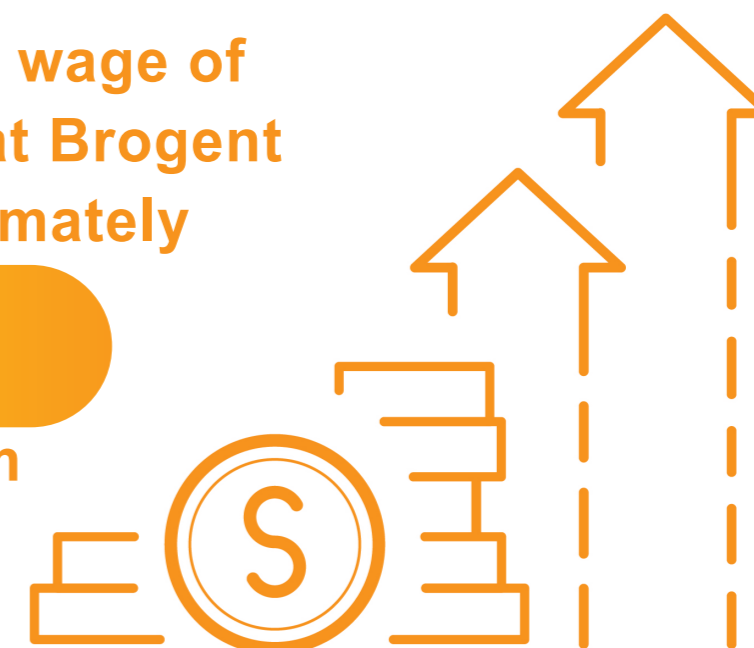
Brogent respects equality and provides equal pay for equal work. Year-end bonuses are based on performance, and employees do not receive different pay due to their gender. Brogent provides reasonable wages with future potential. The annual salary of the highest paid employee is 4.28x <sup>Note 2</sup> the median annual salary of other employees in the organization (excluding the highest paid employee).

The ratio of pay to male and female employees was slightly different in 2022 due to the majority of technical personnel being male and different academic backgrounds and work experience, resulting in the average salary of male employees being slightly higher than female employees.

The average wage of employees at Brogent was approximately

**1.41x**

the minimum wage in Taiwan in 2022.



**Note 1:**

The ratio of the increase in annual salary of the highest paid employee to the median increase in annual salary of other employees in the organization (excluding the highest paid employee) is based on the salaries of full-time employees in non-managerial positions in 2022 & 2021, and is calculated using the formula "Increase in annual salary of the highest paid employee ÷ Median increase in annual salary of all employees (excluding the highest paid employee)."

**Note 2:**

The ratio of the annual salary of the highest paid employee to the median annual salary of other employees in the organization (excluding the highest paid employee) is based on the salaries of full-time employees in non-managerial positions in 2022, and is calculated using the formula "Annual salary of the highest paid employee ÷ Median annual salary of all employees (excluding the highest paid employee)."



## Benefits and Flexible Systems

Brogent has made a commitment to provide a variety of flexible employee benefits, including insurance, bonuses, training, leisure, and convenient benefits, covering food, clothing, accommodations, transportation, education, and entertainment, allowing employees to pursue work-life balance. The Marriage, Funeral, Hospitalization, and Emergency Aid Management Regulations provides employees with necessary assistance and care in the event of an emergency.

Employees provide feedback and express their needs through various communication channels, including the Employee Welfare Committee and labor-management meetings. Brogent listens to employees' voices and takes them into consideration when planning and adjusting annual employee welfare activities and subsidies. In the future, we will continue to provide a variety of benefits to create a friendly workplace for employees' physical and mental health, and will provide different groups with related employee assistance programs (EAPs) to more comprehensively care for employees.

### 1. Comfortable Working Environment

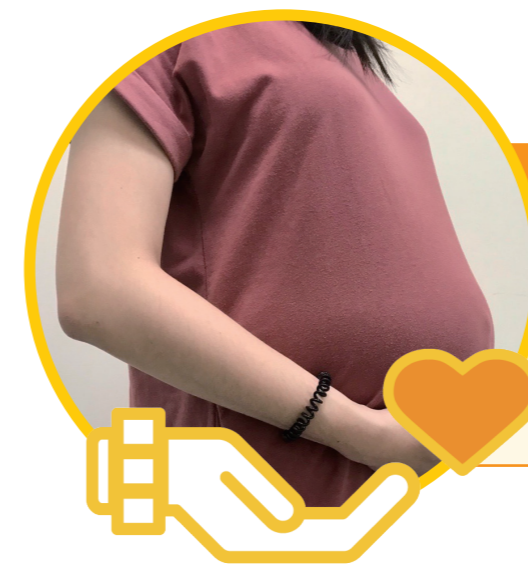
As a dynamic and innovative technology company, Brogent offers a spacious and comfortable working environment. For example, there is a recreation center installed with fitness and weight equipment, blood pressure monitors, scales, massage chairs, and a foosball table.

### 2. Insurance and Protection

- In compliance with the law, new employees are signed up for labor insurance and national health insurance on their first day of work.
- Brogent provides group insurance, health insurance, and medical expense insurance claims for hospitalization and accident to employees; family members of employees may join the employer's liability insurance program at their own expense.
- Employees who have an accident when on duty can make relevant insurance claims. Brogent ensures that all employees are fully protected. International business travel insurance.
- Insurance claims available for unexpected emergency when on business trips abroad, along with unlimited abroad emergency relief.
- Brogent purchased vaccination insurance for employees in response to the COVID-19 pandemic

### 3. Services and Facilities

- Flexible working hours and free coffee, snacks, and postal services every day.
- Employee parking spaces for cars and scooters, lactation rooms, unisex toilets.
- Microwaves and fridges are placed on each floor.
- We provide employees with the option for remote work and they may file application based on their personal needs.
- In compliance with government policy, Brogent has made effort to help employees in need apply for parental leave, supporting them during this important stage of their life.



#### Parental Leave

In 2022, 4 employees (all female) applied for unpaid parental leave and 4 employees were scheduled to be reinstated, of whom 3 were actually reinstated. The reinstatement rate was 75%.

### 4. Employees Encouraged to Form Clubs

- Subsidies for all kinds of club activities. A club may be formed with a minimum of 10 members. Subsidize partial registration fee for participation in an external competition.

### 5. Physical and Mental Health Promotion

- Animal companionship for employees
- Onsite medical consultation
- Sports course
- Brogent Family Day

### 6. Reliable Retirement Program

The retirement pension plan Brogent has for its employees include benefits stated in Taiwan's "Labor Standards Act" and the appropriate plan stated in the "Labor Pension Act". At the same time, an "Employee Stock Ownership Trust" is open for participation by all employees so that employees are covered by a comprehensive benefit policy with the aim of retaining talents and taking care of employees' financial needs upon their retirement.

Employees' pension is calculated and paid based on their number of years of service and their regular average salary of the 6 months prior to their retirement. Brogent complies with the "Labor Pension Act" formulated by the government and makes monthly contributions equal to 6% of each employee's monthly salary and deposits the amounts in employees' labor pension accounts in the Bureau of Labor Insurance. The contributions are recognized as expenses of the current period. The contributions are managed by the Brogent Labor Pension Fund Supervisory Committee. The balance of the pension reserve funds is not reflected under assets in the Company's financial statements.

As of May 10, 2021 and December 31, 2020, the balances of the pension funds were NT\$3,610,000 and NT\$2,421,000, respectively. The Company also completed the settlement of employees' number of years of service in the old system and canceled the pension account under the old pension system on May 11, 2021. The Company currently has no employee under the old pension system.

## 4.2 Employee-oriented Company

Brogent upholds the belief that employees are assets of an enterprise. With “people” as a core philosophy, we provide employees with an inspiring mission and vision as well as allow them to feel the value of their work. We have created a happy, friendly, safe, and healthy working environment. The Human Resource Policy for talent selection, cultivation, employment, and retention has created an atmosphere of learning and development to support employees’ self-improvement, put the right person in the right position, and make the most of Brogent employees for growth with the Company. The employee participation survey in 2022 showed an average score of 3.9 out of 5 with the participation by 79% of all employees.

### Participation by All Employees

#### Senior Employee Recognition

Publicly praise employees who have completed 5, 10, and 15 years of service in year-end parties and award them with badges and memorial coins to thank them for their long-term contribution to the Company.

#### Bo-le Award Selection

To encourage employees to achieve the objectives of the Company through teamwork and growth, and generate positive influence and growth for the Company, Brogent organizes an annual “Bo-le Award” selection for outstanding teams. The winning teams are publicly commended and awarded with prize money at the year-end party.

#### Improvement Proposal

Brogent encourages employees to actively participate in the promotion of company business and improvement of operating procedures, while taking initiatives in proposing innovative ideas or concrete suggestions to optimize company management and improve operational performance and competitiveness. Outstanding proposals will be publicly commended every quarter and prize money will be given to the proposal makers after review.

#### Model Employee

Each year, Brogent recommends outstanding employees to participate in the selection of model employees so that they can obtain extra points for their personal career records.

#### Employees are Shareholders

Brogent organized the “Employee Stock Ownership Trust” in 2021. With 100% subsidies matched by the Company, the Trust offers employees an attractive fixed-term and fixed-amount deposit plan. Brogent allows all employees to freely participate in the program. All employees that passed the three-month probation period are eligible and the employee participation rate as of the end of 2022 was 96%.

### Labor Communication

Brogent actively manages its labor relations and conducts labor communication through diverse and smooth channels to ensure harmony between management and workers and smooth communication. Although Brogent has neither established a labor union nor signed a collective bargaining agreement, it calls labor-management meetings in accordance with provisions of the Regulations for Implementing Labor-Management Meeting as well as organizes meetings to educate employees on relevant regulations and convey terms related to work and employees’ interests.

Brogent has established smooth and effective employee complaint mechanisms to ensure a fair and transparent complaint process. Brogent also actively handles and responds to employee complaints. In the past 5 years, Brogent has not received any employee complaint.

Brogent has established a Welfare Committee in charge of actively initiating communication and taking care of employee needs. Brogent also provides employees with diverse options of welfare.

In addition to the institutional investor conferences held twice a year to explain to investors, employees and the general public on the operational status of the company, Brogent also organizes quarterly “labor-management meetings” to explain to employees on the operational status of the company as well as extraordinary meetings for prompt communication when necessary.

In the event where the employment of certain employees is to be terminated due to major operational changes, prior notice will be given for the termination in accordance with the governing legal regulations for the respective business office.

### Communication Channels for Employees and Results in 2022

Channels	Statement	Result
Labor Management Meetings	Convened quarterly at which we give explanations on issues raised by our employees to seek consensus between employers and our employees.	In 2022 we held four meetings which included 31 discussion items and 4 follow-up actions. All issues and actions were resolved.
Management Policy Advocacy Meetings	Communicated the Employee Code of Conduct, explained the management policy & procedure for new promoted managers, and held the employee assembly in 2022.	In 2022, we held 5 meetings.
Reporting Mechanism	In the event of violating the code of integrity, our stakeholders can report such violation on our website and provide supporting evidence via the link <a href="https://www.brogent.com/en/contact-us.html">https://www.brogent.com/en/contact-us.html</a>	No employee complaints were received in 2022.

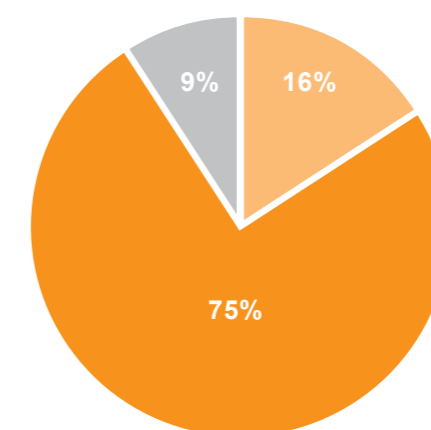


## Human Resource Structure

Brogent is a young, dynamic, and innovative company. By the end of 2022, our total number of employees was 279 (including 3 foreign employees). Currently, we only have full-time employees, no temporary or part-time employees. Of all the employees, 176 are male (63%) and 103 are female (37%). Brogent hires local residents (Taiwan) in important sites of operations and they account for 92% of the top management.

### Number of male and female employees - by age

Business Location	Total number of employees at the end of year	age 29 & under (inclusive)		30 to 49 years old		age 50 & above (inclusive)	
		Male	Female	Male	Female	Male	Female
Brogent Kaohsiung Headquarters	221	10	23	107	61	16	4
Manufacturing Center (Taoyuan Plant)	19	2	1	12	1	3	0
Taipei Office	39	5	4	18	9	3	0
<b>Total</b>	<b>279</b>	<b>17</b>	<b>28</b>	<b>137</b>	<b>71</b>	<b>22</b>	<b>4</b>

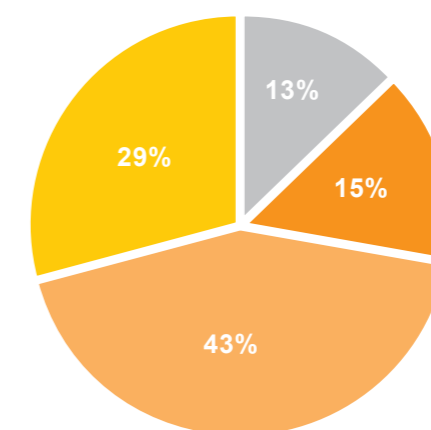


**Breakdown of employees by age**

- age 29 & under (inclusive)
- 30-49 years old
- age 50 & above (inclusive)

### Number of male and female employees - by function

Business Location	Total number of employees at the end of year	Sales Department		Engineering Department		Technology Department		Other Departments	
		Male	Female	Male	Female	Male	Female	Male	Female
Brogent Kaohsiung Headquarters	221	13	17	31	8	65	28	24	35
Manufacturing Center (Taoyuan Plant)	19	0	0	0	0	0	0	17	2
Taipei Office	39	2	6	2	0	20	7	2	0
<b>Total</b>	<b>279</b>	<b>15</b>	<b>23</b>	<b>33</b>	<b>8</b>	<b>85</b>	<b>35</b>	<b>43</b>	<b>37</b>

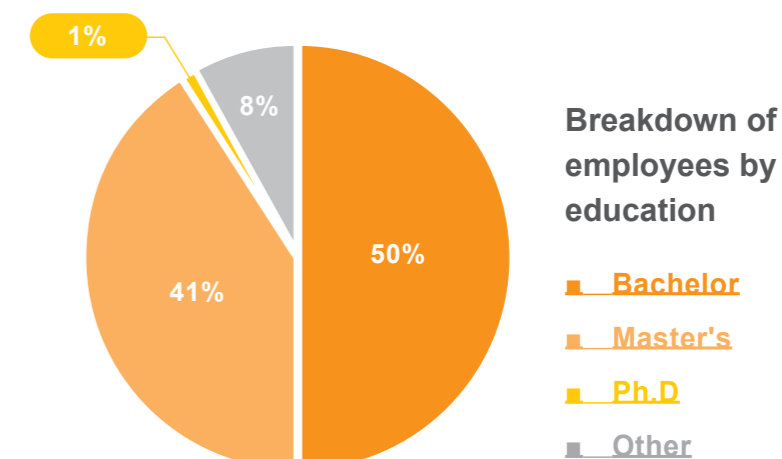


**Breakdown of employees by function**

- Sales Department
- Engineering Department
- Technology Department
- Other Departments

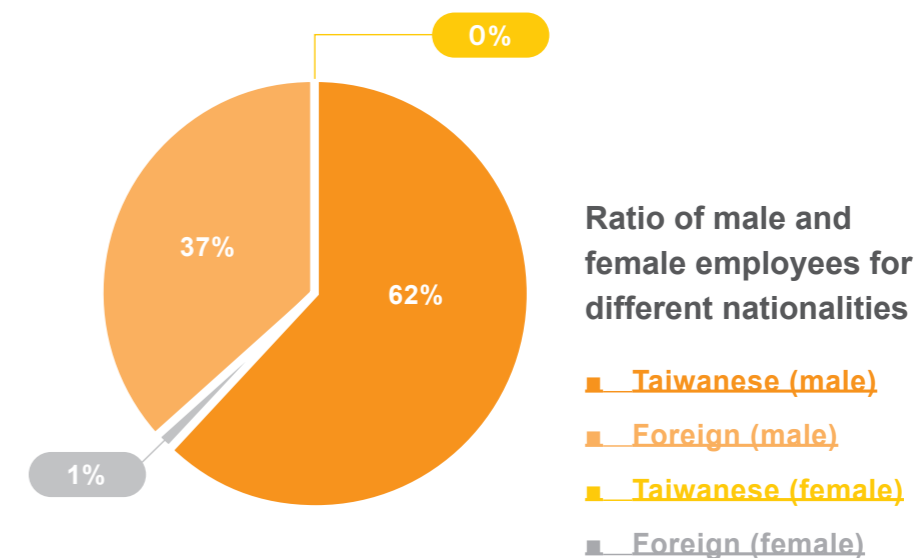
**Number of male and female employees - by education**

Business Location	Total number of employees at the end of year	Bachelor		Master's		Ph.D		Other	
		Male	Female	Male	Female	Male	Female	Male	Female
Brogent Kaohsiung Headquarters	221	48	56	75	25	3	0	7	7
Manufacturing Center (Taoyuan Plant)	19	12	2	2	0	0	0	3	0
Taipei Office	39	13	8	8	5	0	0	5	0
<b>Total</b>	<b>279</b>	<b>73</b>	<b>66</b>	<b>85</b>	<b>30</b>	<b>3</b>	<b>0</b>	<b>15</b>	<b>7</b>



**Number of male and female employees - by nationality**

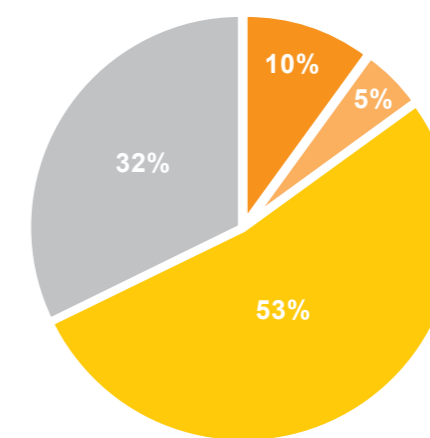
Business Location	Total number of employees at the end of year	Taiwanese		Foreigners	
		Male	Female	Male	Female
Brogent Kaohsiung Headquarters	221	130	88	3	0
Manufacturing Center (Taoyuan Plant)	19	17	2	0	0
Taipei Office	39	26	13	0	0
<b>Total</b>	<b>279</b>	<b>173</b>	<b>103</b>	<b>3</b>	<b>0</b>





**Number of male and female employees - by position**

Business Location	Total number of employees at the end of year	Management Competencies		Employees without Management Duties	
		Male	Female	Male	Female
Brogent Kaohsiung Headquarters	221	23	11	110	77
Manufacturing Center (Taoyuan Plant)	19	4	0	13	2
Taipei Office	39	1	2	25	11
<b>Total</b>	<b>279</b>	<b>28</b>	<b>13</b>	<b>148</b>	<b>90</b>



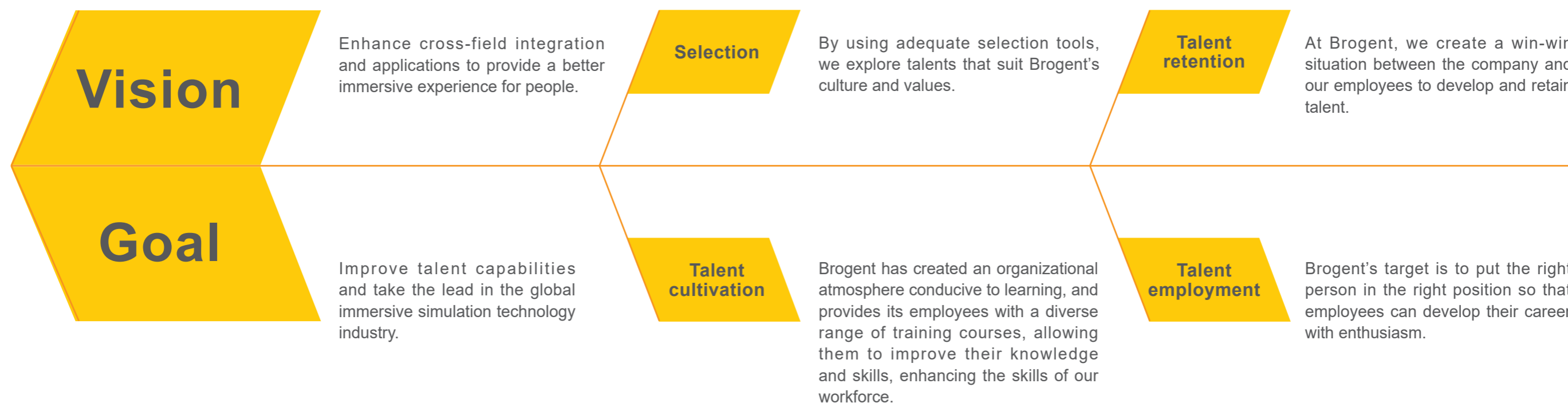
**Ratio of male and female employees in different positions**

- Managers (male)
- Managers (female)
- Non-managers (male)
- Non-managers (female)

**Number and ratio of male and female employees in different groups in 2022**

Employee Type	Female	Male	Total	Percentage of female employees (%)	Percentage of male employees (%)
Taiwanese	103	173	276	37.3	62.7
Foreigners	0	3	3	-	100.0
Indigenous peoples	0	1	1	-	100.0
<b>Employees</b>	<b>103</b>	<b>176</b>	<b>279</b>	<b>36.9</b>	<b>63.1</b>

## 4.3 Human Resource Policy



### Recruitment of new employees

In order to meet the demands of expanding markets in the future, Brogent has made advance preparations of adding operational offices in foreign countries and recruiting foreign talents and has continuously dedicated itself in corporate culture and attraction of talents. In addition to recruiting talents through job banks, Brogent also posts job vacancies on social media platforms, such as LinkedIn and Facebook.

We also work with career centers of universities and colleges and participates in job fairs or job matchmaking activities. When a job opening becomes available, our staff will also recommend friends or relatives to apply for the job. We establish a talent pool for unsuccessful applicants, who will be contacted when a suitable job opening becomes available.

Applicants must pass a document review, professional capability assessment, and occupational and language proficiency tests. We seek outstanding talents with shared values to jointly create new possibilities at Brogent and share the success and results.

In 2022, we had 52 new employees, of whom 24 were female and 28 were male.

### Number and percentage of new employees

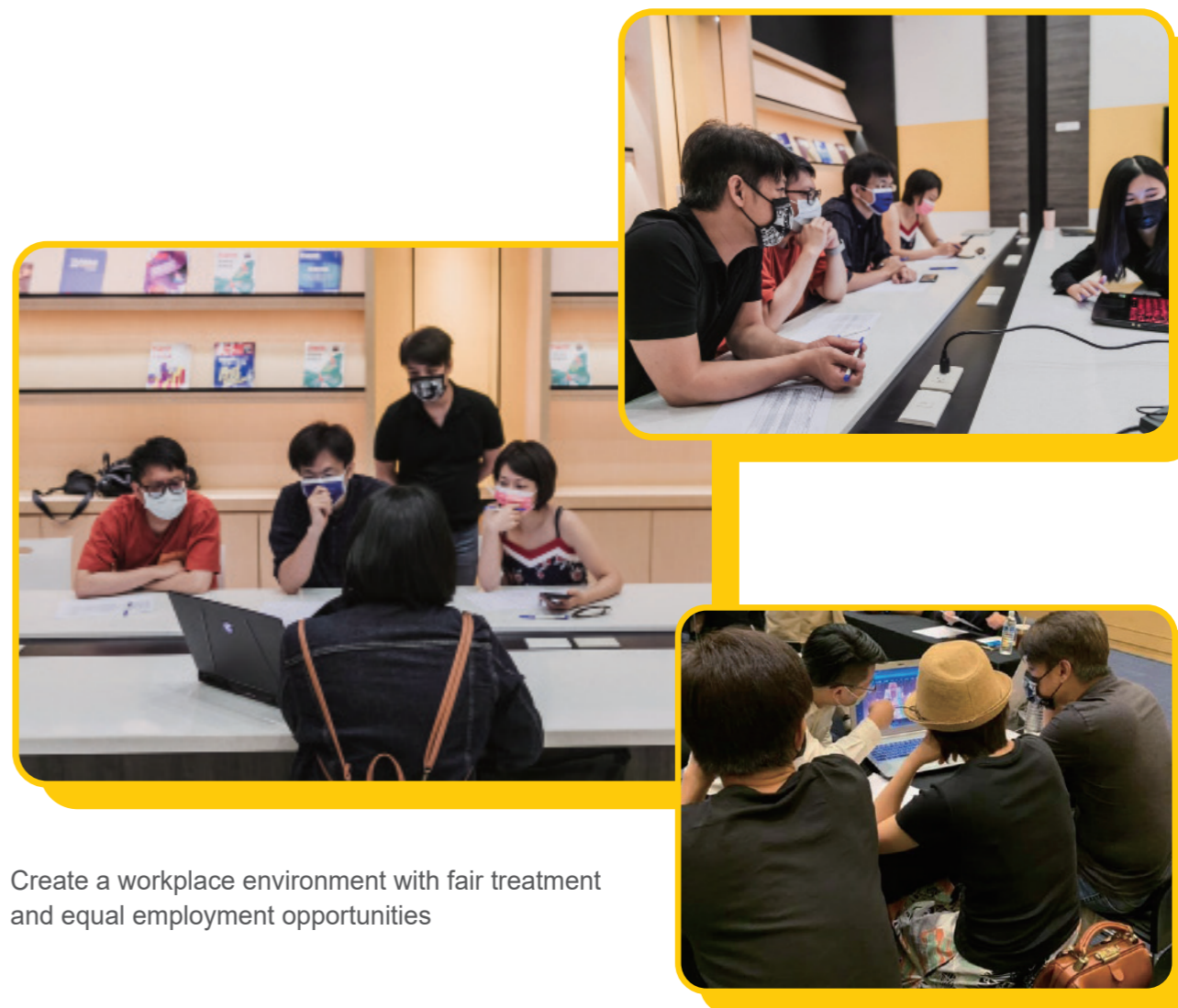
Business Location	Total number of new employees				age 29 & under (inclusive)		30 to 49 years old		age 50 & above (inclusive)	
	2019	2020	2021	2022	Male	Female	Male	Female	Male	Female
Brogent Kaohsiung Headquarters	39	24	70	42	4	10	17	11	0	0
Manufacturing Center (Taoyuan Plant)	0	21	1	4	0	0	3	1	0	0
Taipei Office	1	0	37	6	2	0	2	2	0	0
<b>Total number of new employees</b>	40	45	108	52	6	10	22	14	0	0
<b>Total number of employees at the end of year</b>	172	195	265	279	17	28	137	71	22	4
<b>Percentage of new employees (%)</b>	23	23	41	19	35	36	16	20	-	-



# Brogent has participated in the Vision Get Wild exhibition for many years

We work with the organizer to recruit more outstanding digital talent design and production talents to help fuel the Company's long-term growth.

When we recruit foreign/overseas employees, we comply with local labor regulations and personal data privacy protection laws. We respect human rights and do not allow any form of discrimination. We uphold the Company's core values and comply with external regulations and the Employee Code of Conduct to create a workplace environment with fair treatment and equal employment opportunities.



Create a workplace environment with fair treatment and equal employment opportunities



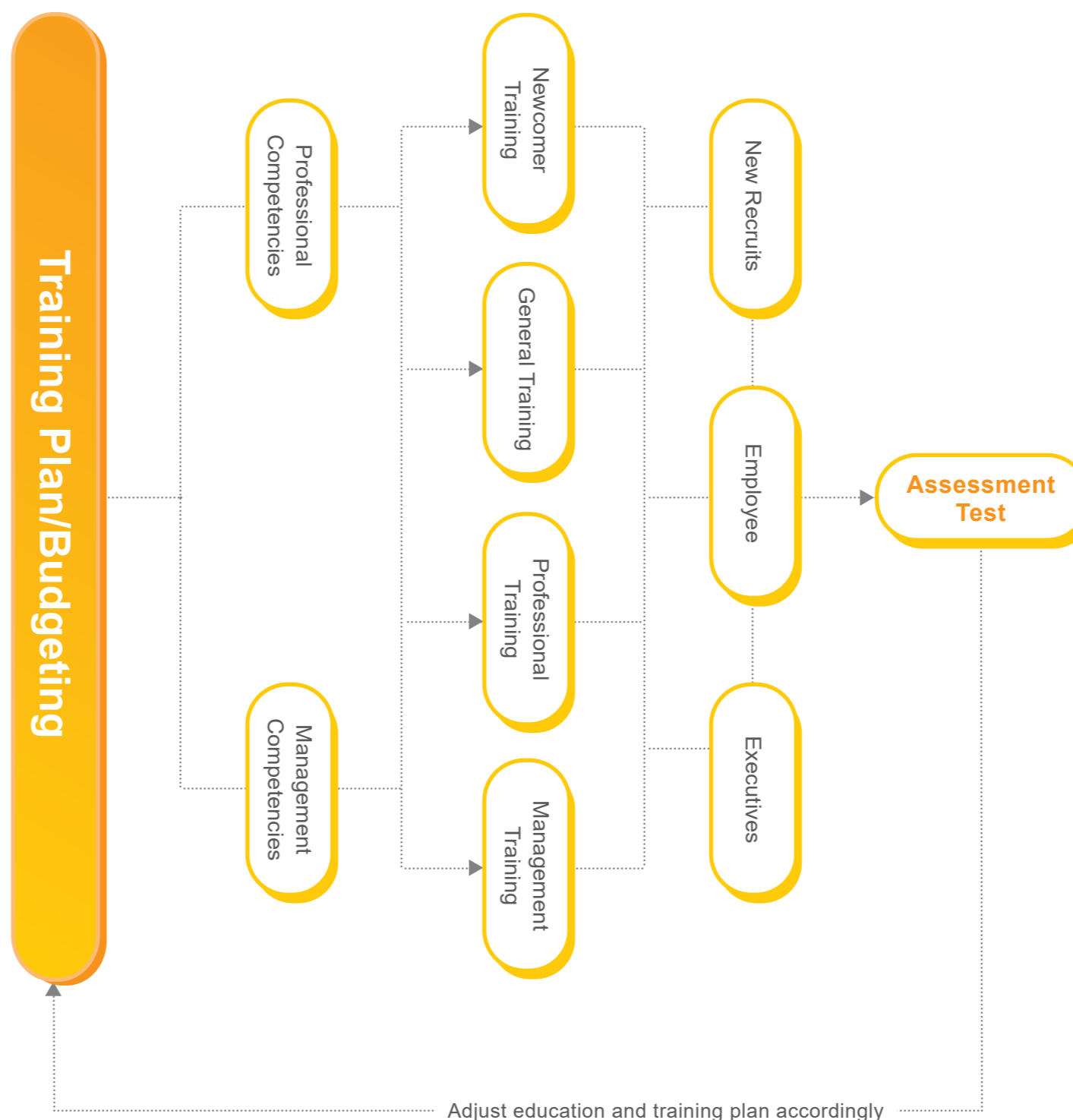
## Talent Cultivation

Brogent understands the importance of employee cultivation and believes that employees' growth will also empower the Company's growth. Brogent uses various learning channels and resources to help employees improve their own abilities and exercise their advantages and potentials, with the vision and goal of cultivating talents across different fields in an integrative way.

## Education and Training

Brogent uses diverse learning channels to cultivate talents and encourages employees to take internal and external training courses fully subsidized by the Company to improve their competitiveness in the workplace and occupational development. Aided by a dual-track development path for professional and management competencies, Brogent helps employees grow and improve their own abilities. Our training courses mainly include "management training", "professional training", "general training", and "newcomer training". We have systematically planned comprehensive training courses needed by our employees for their career development, as well as education and training courses for their lifelong learning. Total employee training hours in 2022 reached 14,185.5, or an average of 47.1 hours per person (including the subsidiary Brogent Global Inc.).

After attending external training, employees shall submit electronic files of relevant information such as training qualification documents to the human resources unit for recordkeeping. They must also upload the training results report form to the training development system. Employees shall compile the knowledge acquired in training into volumes and include them as training materials when they serve as internal trainers and organize internal training to teach other employees.



- Employee feedback was collected and understood via the satisfaction survey after classes.
- Interviews are organized with the unit supervisor from time to time to learn about employees' learning results.
- The extent to which the trained employees' professional knowledge and skills have improved after the training is observed, and changes in their work skills and behavior are continuously tracked.

## Passing Down Experiences

We also value the internal passing down of knowledge and experiences and encourage our employees to be internal trainers. In 2022, a total of 147 internal trainers taught over 540.4 hours of classes in total (including the subsidiary Brogent Global Inc.). Brogent encourages employees to pass on valuable experience and knowledge to improve the Company's overall competitiveness. We elected 10 outstanding internal trainers according to the teaching hours, and recognized their contribution in the 2022 Excellence Trainer Award Ceremony. At the same time, we also actively evaluate the possibility of turning retired employees into consultants or trainers to pass down skills and experiences so that they may become an important asset of the Company.

## Performance Evaluation

To encourage our employees to pursue continuous innovation and growth, we align our employees with our organizational goals and achieve these goals through a strategic and integration-based performance management system. We have also effectively improved employee performance and achieved our operational goals.

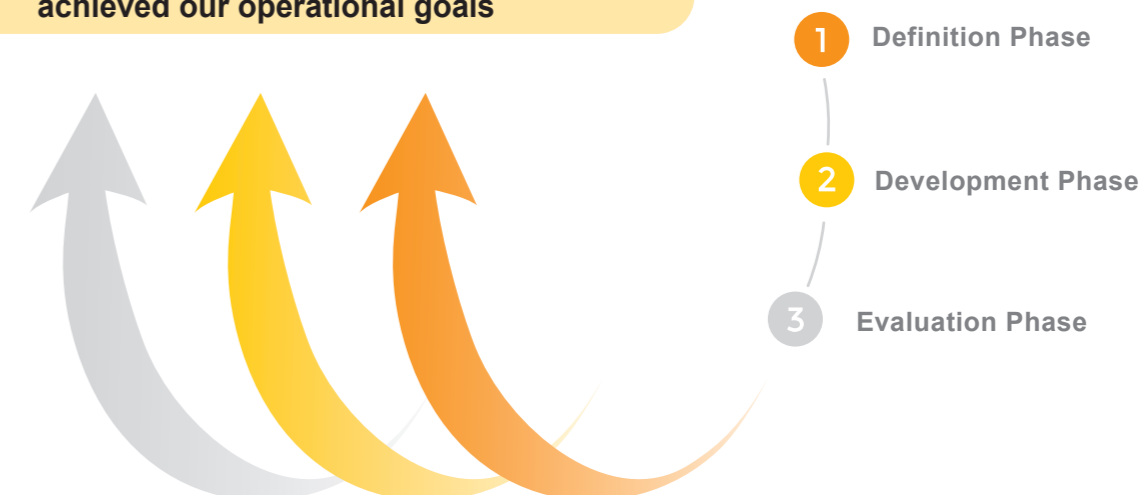
### Phase and Content of Performance Evaluation

Phase	Content
Definition Phase	Brogent defines "performance" every January. Employees' work objectives of the current year, indicators to measure their performance, and weighting of the indicators should be jointly set by executives and the employees.
Development Phase	Brogent conducts mid-term evaluation twice a year (May and September), during which executives give feedback to employees regarding their performance and teach them.
Evaluation Phase	Brogent's executives and employees should discuss and complete "target performance" and "work attitude and occupational competency assessment" in the performance evaluation form every December. The executives should give final evaluation comments.

### Executive Performance Evaluation

The professional guidance provided by Brogent's senior management and their managerial efficiency are the keys to our persistence in improving the competitiveness of our products in the immersive simulation technology industry. By performing their managerial duties well, senior management can bring about stable operational performance. Therefore, we have established an internal evaluation mechanism that connects review of managers' salary to their work performance; the approval criteria consist of three aspects: financial indicators, quality and risk, and leadership and management.

Effectively improved employee performance and achieved our operational goals



### Senior Managers' Performance Indicators

#### Financial indicators

- Revenue and profit
- success rate of budget target
- sales growth rate

#### Leadership and management indicators

- Corporate governance performance
- Talent development and cultivation

#### Quality and risk indicators

- Compliance with laws and regulations





## 4.4 Promoting Occupational Safety and Health

Reference Standards	GRI 403
<b>Policy/Commitment</b>	<ul style="list-style-type: none"> <li>Comply with laws and regulations, implement occupational safety management, and provide a safe and healthy workplace environment for all employees and contractors.</li> </ul>
<b>Goals and Objectives (Short-Term)</b>	<ul style="list-style-type: none"> <li>Regularly review occupational safety management regulations and amend them when necessary.</li> <li>Enhance occupational regulation training.</li> <li>Review and provide necessary personal protection equipment for employees on business trips to project sites.</li> </ul>
<b>Practical Management Actions</b>	<ul style="list-style-type: none"> <li>Amend occupational safety management regulations.</li> <li>Amend occupational safety training materials for newcomer training and invite experts to speak on occupational safety.</li> <li>New employees are required to receive 3 hours or more of occupational safety training and general currently-serving employees are required to receive three hours of occupational training in three years in accordance with legal regulations.</li> <li>Review and provide necessary personal protection equipment for employees on business trips to project sites.</li> </ul>
<b>Goals Achieved in 2022</b>	<ul style="list-style-type: none"> <li>There were no violations of the Labor Standards Act or Occupational Safety and Health Act in 2022; there were no occupational accidents.</li> <li>Occupational safety operations have been assigned to dedicated personnel in October 2022.</li> <li>Relevant management guidelines, such as Occupational Safety and Health Work Rules and Management Guidelines for Occupational Safety and Health for Contractors are updated regularly in accordance with law.</li> <li>We organized 14 different kinds of sports courses, with a total of 230 sessions and 2,319 participants.</li> <li>We organized 3 sessions of sports activities, with 31 participants in total.</li> <li>Brogent fully subsidizes employees' health checkups once every two years and helps employees understand and track the results of the health checkup.</li> <li>Reviewed and provided occupational protection equipment and pandemic prevention supplies for employees on business trips to project sites in 101 person-times.</li> </ul>
<b>Mid-term and Long-Term Goals and Directions</b>	<ul style="list-style-type: none"> <li>Promote occupational safety and health culture, monitor operational safety risks, and establish a safe operation environment.</li> <li>Occupational safety education and training course once a year and self-defense and fire-fighting drills twice a year.</li> <li>Implement employee health management and actively prevent occupational diseases to ensure the physical and mental health of employees.</li> <li>Optimize work environment, identify hazards and risks, and continually organize education and training to realize the goal of Zero-Accident Workplace.</li> </ul>
<b>Responsible Unit</b>	<ul style="list-style-type: none"> <li>Occupational Safety and Health Committee: In charge of formulating and refining occupational safety policies.</li> </ul>
<b>Resources Investment</b>	<ul style="list-style-type: none"> <li>The General Affairs Dept. is now responsible for occupational safety. After the establishment of the phase 3 plant and Ciaotou Science and Technology Park, the labor safety plans will be managed independently and the Company will invest the necessary manpower and equipment.</li> </ul>
<b>Claim Procedures</b>	<ul style="list-style-type: none"> <li>Company complaint channel: Occupational Safety and Health Committee.</li> <li>Government agency complaint channel: The Ministry of Labor has set up the 1955 labor consultation and labor inspection complaint hotline.</li> </ul>
<b>Evaluation Procedures (Specific Actions)</b>	<ul style="list-style-type: none"> <li>Regularly review whether there are major occupational disasters.</li> <li>Regularly review issues related to health and safety, such as the promotion of onsite healthcare services and onsite pandemic prevention management of contractors.</li> <li>Promote occupational safety and health training and courses.</li> </ul>
<b>Evaluation Follow-Up</b>	<ul style="list-style-type: none"> <li>The Occupational Safety and Health Committee calls quarterly meetings where the responsible unit of occupational safety reports on recent legal awareness campaigns and reviews of occupational safety operations.</li> </ul>

## Occupational Safety and Health Management

Brogent's occupational safety and health management covers the entire body of employees and contractors. Brogent has also incorporated occupational safety and health into the Company's sustainable development strategies, which include safety and hygiene policies, organization, system planning and implementation; emphasis on management systems such as risk management, procurement management, change management and contractor management. That is to say, that we manage and control safety risks in process, materials, equipment and operations from the source. We have also revised our management guidelines such as the "Occupational Safety and Health Management Plan" and "Occupational Safety and Health Work Rules" in accordance with the Occupational Safety and Health Act of the Ministry of Labor and require all of our employees and contractors to comply to these regulations in order to promote the implementation of operations related to occupational safety and health. We also continually improve our occupational safety and health management and our performance on safety and health in order to meet the Company's current operational needs and effectively reduce hazards and risks in the workplace so as to strengthen business performance and competitiveness.

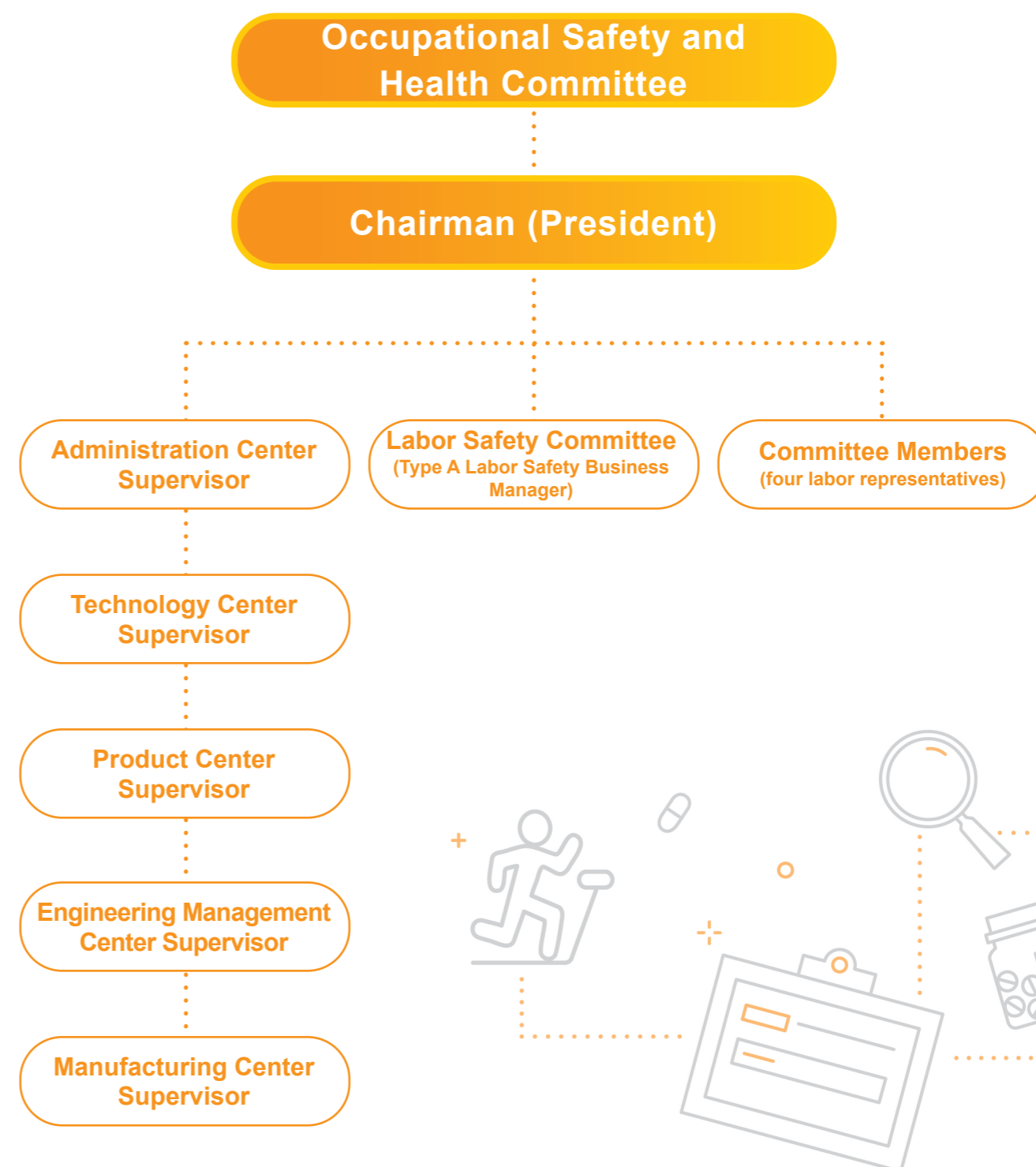
The General Affairs Dept. of the Company's Administration Center is responsible for the occupational safety operations of the Company. It identifies hazards (including chemical, physical, biological, and ergonomic hazards) in the Company's work environment from time to time and conducts risk assessments (including the necessary environmental inspection and biological detection) to implement management of potential risks (including source management, path management, administration, and health management).

## Occupational Safety and Health Committee

Brogent has established the Occupational Safety and Health Committee in accordance with the Occupational Safety and Health Act. This Committee comprises a total of 10 members: the President, executives of each department and the General Affairs Dept., and employee representatives. A total of 4 committee members are employee (or labor) representatives, making up 40% of the Committee. Occupational safety was supervised by the General Affairs Dept. Along with the establishment of the phase three buildings and our Ciaotou Science and Technology Park plant, occupational safety operations were assigned to dedicated personnel in October 2022.

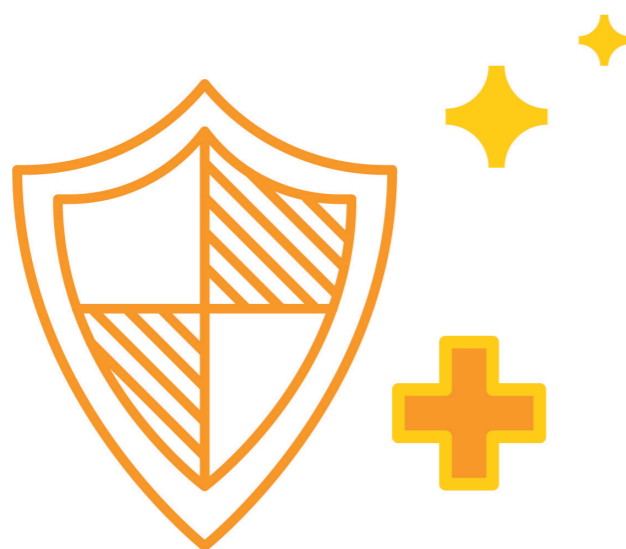
The Occupational Safety and Health Committee is in charge of formulating and refining occupational safety policies. The Committee calls quarterly meetings where the responsible unit of occupational safety reports on recent legal awareness campaigns and reviews of occupational safety operations, and attending executives and labor representatives discuss the reported issues, list necessary items for implementation or improvement as pending issues for follow-up. The Committee convened 4 meetings in 2022 and its major decisions on health and safety included onsite healthcare services, onsite pandemic prevention management of contractors, continuous management of internal and external environmental sanitation of offices, establishment of traffic regulations in the area, and the movement of people and vehicles when employees arrive at or leave work, warehouse and R&D project site applications and electricity consumption management, and safety and health management requirements for contractors. It has made announcements to all employees.

## Organizational Chart of the Occupational Safety and Health Committee



## Occupational Safety Training

In order to achieve the goal of “Zero-Accident Workplace,” Brogent continually implements education and training on occupational safety and health for all employees and implements education and training on occupational safety and health management and notification of hazards in the workplace for contractors. In 2022, no incidents of occupational injuries or diseases occurred. There were no violations of the Labor Standards Act or Occupational Safety and Health Act that resulted in penalties, either.



**Brogent's employee occupational injury rate in 2022 = 0%**

Note: Occupational injury rate is calculated in the following manner: the number of employees suffering from occupational injuries / the total number of employees

## Occupational Safety and Health Education and Training for Employees in 2022

No.	Training Courses	Sessions	Target	Personnel
1	Occupational safety training (3-hour online course)	1	New Recruits	47
2	Self-defense and fire-fighting training (4 hours)	2	Designated employees	57
3	First-aid personnel safety training (18 hour)	1	General Affairs Dept.	1
4	Refresher first-aid personnel safety training (3 hours)	1	General Affairs Dept.	2
5	Type A occupational safety supervisor refresher education and training (3 hours)	1	General Affairs Dept.	2
6	Fixed crane operations and maintenance (2 hours)	1	General Affairs Dept.	7
7	Information on COVID-19 pandemic response	1	General Affairs Dept.	7
8	Prevention of electrification and construction injuries from human factor in the office	1	General Affairs Dept.	8
9	R&D and testing site management training	1	General Affairs Dept.	7
Total				138

## Occupational Safety and Health Education Training for Contractors in 2022

Target	Time	Personnel	Name of project
Contractors' construction personnel	2022/11/29	2	Installation of seats and frames in DF047 on the first floor of Building C
Contractors' construction personnel	2022/12/2	2	Hanging of Rise Up VR Airship Ride components on the fourth floor of Building C
Contractors' construction personnel	2022/12/2	5	Replacement of platforms and small six-axis for car-racing on the fourth floor of Building C
Contractors' construction personnel	2022/12/15	8	Removal operations in the double ring truss room phase 1.5
Contractors' construction personnel	2022/12/15	2	Annual maintenance of cranes (5 units)

Note: In order to prevent incidents and to reach the goal of zero accident in construction, in 2022, Brogent also implemented 5 training sessions of contractor construction management and work safety rules and guidelines for major constructions, with 19 contractor construction workers participating in total.



## Health Promotion

As Brogent is an IT company, most employees sit in front of a computer and work for long hours. We therefore organize health activities and spiritual health seminars to improve employees' physical and mental health as well as adopt preventive measures for potential risks to workplace health.

In terms of hazardous risks in the workplace, the Company actively reviews and improves the work environment to eliminate risk factors in the environment. In terms of employees' health promotion, the Company organizes employee health examinations in accordance with regulations and appoints onsite healthcare professionals to provide services. For employees with high health risks, we actively provide consultation and recommendations and follow up on their progress. We also organize mental and spiritual health seminars and fitness contests from time to time to increase employees' health.

### 1. Onsite Medical Service

The Company has entered into a contract with Kaohsiung Veterans General Hospital (KVGH) for on-site health care services. Depending on the number of insured persons and the level of the industry, KVGH will dispatch three times a month (each time for two hours) a nurse practitioner with an occupational medicine license and three times a year a doctor with an occupational medicine license to perform on-site health services.

### 2. Health Promoting Activities

Brogent uses governmental subsidies and the Company's existing resources including spaces (auditorium, air bridge fitness area, rooftop garden, etc.), facilities (aerobic training equipment, weight training equipment, and stress relief equipment), budget subsidies and software support (online conference software for live broadcast and interactions). We also organize activities to promote employee health. The employee participation status was as follows:

#### Results in 2022 are as follows

01

#### The Company's own sports course

We organized a total of 14 different kinds of courses, with a total of 230 sessions and 2,319 participants.

02

#### The Company's own sports activities

We organized a total of 3 sessions, with 31 participants.

03

#### Participation in external sports activities

This includes watching baseball games, road running and watching badminton games for a total of 6 sessions and 147 participants.

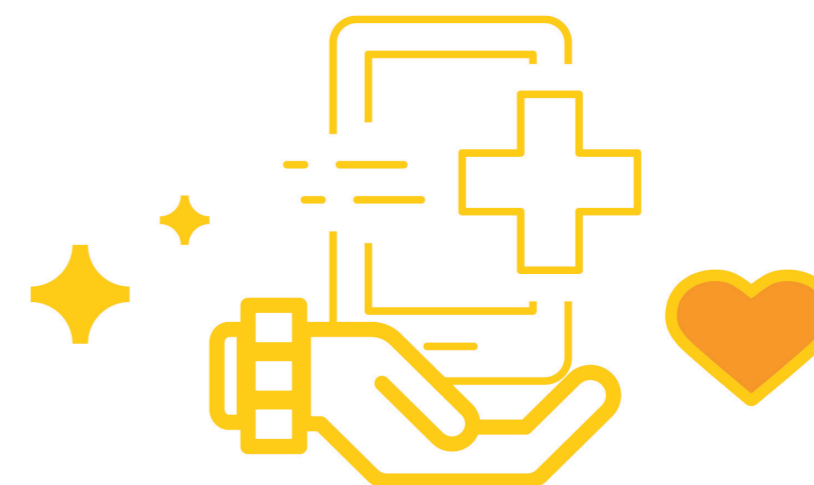
### 3. Occupational Disease Prevention Management

The Company reviewed the workplace environment and work procedures and analyzed five major hazard factors including chemical, physical, ergonomic, biological, and social (psychological) hazards for potential causes of occupational diseases and identified risks to ensure early detection and rapid implementation of preventive measures. The onsite healthcare team of Kaohsiung Veterans General Hospital helps the Company identify risks of occupational diseases, propose prevention recommendations, and follow up on the effectiveness of improvements.

### 4. Regular Employee Health Check-ups

Brogent fully subsidizes employees' health checkup once every two years, and arranges doctors to come to the company after the health checkup for free consultation to help employees understand and track the results of the health checkup.

The onsite healthcare personnel who work with the Company also analyze abnormal results in employee health examinations and actively provide consultation and recommendations for improvement.



**Brogent fully subsidizes**

**employees' health checkup once every two years**



## 2022 Brogent Sports Activities Series, Building an Active and Athletic Enterprise

The Company is dedicated to taking care of employees and in turn improve productivity. The Company applied for Subsidies for Enterprises Hiring Sports Trainers in 2022 and obtained subsidies after passing the review. Therefore, the Company managed to provide various employee welfare and activities so that employees can feel the Company's considerations in a refreshing way.



**1** A total of 9 different sports courses were launched with more than 130 sessions for employees in Taipei, Taoyuan and Kaohsiung to choose freely. A total of 210 employees participated.

**2** We work with sports clubs and organize club activities, instructed exercises and trainings as well as provide reimbursements for the actual expenses on hiring coaches, renting venues, and purchasing supplies. The activities are open to all employees.

**3** In the gyms of our Taipei and Kaohsiung offices, we added kettlebells, resistance bands, foam rollers and peanut massage balls to provide more comprehensive equipment for our employees' health.

**4** We provided free baseball game tickets and fully subsidized the registration fees for the Supau Cup road running competition. A total of 119 employees participated in these events.





05

# Excellence

We build extraordinary company values with our reliable, sustainable, and environmentally friendly corporate organization.





## 5.1 Integrity Management and Legal Compliance

Reference Standards	GRI 205 and 206
Policy/Commitment	<ul style="list-style-type: none"> <li>The Company strictly prohibits all employees from asking for, offering, or accepting bribes. Anti-competitive behavior, such as efforts to monopolize a market, is also prohibited.</li> </ul>
Goals and Objectives (Short-Term)	<ul style="list-style-type: none"> <li>Improve employee awareness of anti-corruption and anti-competitive behavior through education and training courses.</li> <li>Establish a smooth channel for making complaints and reports.</li> </ul>
Practical Management Actions	<ul style="list-style-type: none"> <li>By periodically holding educational and training courses on the “Employee Code of Conduct”, we look to establish legal knowledge on employee recusal due to conflicts of interest, anti-trust laws and prevention of insider trading, allowing our employees to understand the civil and criminal liability they bear for violating the law. Additionally, by educating our employees on the different ways in which these laws can potentially be violated through using real-world cases, we have lowered the risk of employees accidentally violating the law due to ignorance.</li> <li>Through educational and training courses, we let employees understand that the Company strictly prohibits all employees from asking for, offering, or accepting bribes, or to engage in anti-competitive behavior, such as acting to monopolize a market. This also allows our employees to learn about the different channels for making complaints and reports.</li> <li>We regularly monitor patent publications in the industry of amusement rides manufacture to eliminate the risk of infringement.</li> </ul>
Goals Achieved in 2022	<ul style="list-style-type: none"> <li>Completed 2 educational and training courses on the “Employee Code of Conduct”.</li> <li>Public and transparent channels for filing complaints and reports have been established on the Company's official website and explained to employees during education and training.</li> </ul>
Mid-term and Long-Term Goals and Directions	<ul style="list-style-type: none"> <li>Regular anti-corruption advocacy.</li> <li>Held educational and training courses on anti-competitive behavior.</li> <li>Awareness training on protecting trade secrets was provided to all employees.</li> </ul>
Responsible Unit	<ul style="list-style-type: none"> <li>Legal &amp;IP Dept.</li> </ul>
Resources Investment	<ul style="list-style-type: none"> <li>Open internal education and training courses.</li> </ul>
Claim Procedures	<ul style="list-style-type: none"> <li>Reports of actions which violate Company policy or the law can be made to Brogent through legal channels or the Brogent official website.</li> </ul>
Evaluation Procedures (Specific Actions)	<ul style="list-style-type: none"> <li>Eliminate the risk of infringement.</li> <li>Monitor patent publications in the industry of amusement rides manufacture.</li> <li>Employees are required to undergo evaluations on anti-corruption and anti-competitive behavior.</li> <li>Regularly review the performance in conjunction with internal audit.</li> </ul>
Evaluation Follow-Up	<ul style="list-style-type: none"> <li>All of our employees passed the test on Employee Code of Conduct.</li> <li>In 2022, no legal claims have been made against us for anti-competitive behavior, or for violations of anti-trust and anti-monopoly laws and regulations.</li> </ul>

Reference Standards	GRI 2-27
Policy/Commitment	<ul style="list-style-type: none"> <li>The Company's business operations and governance should be compliant with relevant laws and regulations in order to reduce risks and achieve the goal of sustainable operation.</li> <li>Require suppliers to understand and commit to legal compliance, fair competition, ethical transactions and strict compliance with business integrity.</li> </ul>
Goals and Objectives (Short-Term)	<ul style="list-style-type: none"> <li>Implement regulatory compliance training course.</li> <li>Revise the Legal Compliance Management Guidelines.</li> <li>Complete the annual Self-Evaluation Form on Legal Compliance.</li> </ul>
Practical Management Actions	<ul style="list-style-type: none"> <li>Organized at least 2 sessions of Employee Code of Conduct training per year, with contents covering legal compliance awareness on employee recusal due to conflicts of interest, anti-trust laws and prevention of insider trading.</li> <li>Added the Self-Evaluation Form on Legal Compliance, which was compiled into the legal compliance table by the Audit Office after the annual audit.</li> </ul>
Goals Achieved in 2022	<ul style="list-style-type: none"> <li>Employee Code of Conduct training in 2022: Applied to all employees. A total of 2 sessions were held, and the completion rate was 100%.</li> <li>Complete the annual Self-Evaluation Form on Legal Compliance.</li> <li>There were neither major <sup>Note</sup> violations nor environmental, economic or social violations or disputes in 2022.</li> </ul>
Mid-term and Long-Term Goals and Directions	<ul style="list-style-type: none"> <li>No major violations.</li> <li>Organized at least 2 sessions of Employee Code of Conduct training per year.</li> </ul>
Responsible Unit	<ul style="list-style-type: none"> <li>The Legal &amp; IP Dept. lists our guarantees or regulations to clients or vendors in appropriate documents in accordance with company goals and ESG implementation plans.</li> </ul>
Resources Investment	<ul style="list-style-type: none"> <li>Amendments to supplier contracts.</li> <li>Create a database of laws and regulations on simulator rides for each of our customer's countries.</li> </ul>
Claim Procedures	<ul style="list-style-type: none"> <li>The Brogent Group official website has a "contact us" form as well as provides an e-mail for reporting: legal@brogent.com</li> <li>The above complaint and reporting channels are listed in the supplier Integrity Pledge signed by Brogent's suppliers. If suppliers have any concerns, they may contact Brogent through these channels.</li> </ul>
Evaluation Procedures (Specific Actions)	<ul style="list-style-type: none"> <li>Confirm the laws and regulations of the manufacturing and importing country.</li> <li>The Legal &amp; IP Dept. conducts evaluations using the "Self-Evaluation Form on Legal Compliance" every year.</li> <li>Regular supplier audit every year.</li> </ul>
Evaluation Follow-Up	<ul style="list-style-type: none"> <li>Strictly carry out confirmation of the laws and regulations of the manufacturing and importing country.</li> <li>Regularly review the performance in conjunction with internal audit.</li> </ul>

Note: A major violation is defined as one with a monetary penalty of more than NT\$1 million.



Brogent has established the Ethical Corporate Management Best Practice Principles, the Code of Ethical Conduct for Directors and Managerial Officers, the “Employee Code of Conduct”, the Operating Procedure for Prevention of Insider Trading, and the Reporting Policy of Unlawful or Unethical Actions in order to guide our directors, managers, and employees in upholding integrity, complying with the law, and fulfilling their fiduciary duties in conducting business activities, maintaining operational soundness.

Internally, at Brogent Group, we have requested all of our employees, distributed around the world, to follow the Employee Code of Conduct, which clearly defines rules for internal and external, business or non-business interactions. Through establishing these management rules and working procedures, we have created a set of rules for our employees to follow during business operations, lowering the risk of corruption. New employee training courses and regular annual educational and training courses are used to teach employees about the Company’s rules on internal and external, business and non-business interactions. Through an after-training evaluation, employees would be assessed on whether or not they understand the Company’s rules.

Externally, all of Brogent’s suppliers are required to sign an “Integrity Pledge”, in which they declare that they will not bribe or promise to reward Brogent employees with whom they have contact as a result of business dealings, and that they will satisfy our requirements on sustainable development as Brogent’s suppliers. In addition, if an employee requests or accepts improper benefits from a third party, or directly or indirectly benefits him/herself or other related parties in violation of pertinent integrity provisions, any such violation can be reported through the “official reporting window” on our Company’s website, as has been set out in the Reporting Policy of Unlawful or Unethical Actions. Brogent has established a uniform and dedicated e-mail, legal@brogent.com, for external reporting on business conducts and complaints. We maintain strict confidentiality with respect to the source of the report and investigate all information, as well as take special measures to protect whistleblowers, so as to reduce such incidents as corruption and malfeasance.

**To find out more information about Brogent’s integrity management and relevant regulations, please refer to the following links:**

Ethical Corporate Management Best Practice Principles	Code of Ethical Conduct for Directors and Managerial Officers	Operating Procedure for Prevention of Insider Trading	Reporting Policy of Unlawful or Unethical Actions
			



It is an enterprises' basic responsibility to conduct business activities in compliance with the law. Brogent strictly complies with the laws and regulations of competent authorities in corporate governance, product R&D, production and manufacture, installation and testing, and after-sale service. The Legal & IP Dept. provides new information on laws and regulations to all departments on a monthly basis. The departments diligently comply with relevant laws and regulations in carrying out business operations in accordance with the Legal Compliance Management Guidelines and conduct self-evaluation using the "Self-Evaluation Form on Legal Compliance" every year.

Brogent organizes education and training on legal compliance awareness and legal knowledge for our employees every year. The departments may consult with the legal unit for professional opinions when in doubt of applicable laws. The competent authority or external consultants may be consulted when necessary.

In addition, Brogent also requires its suppliers to satisfy the Brogent Group's requirements on sustainable development, strictly carries out confirmation of the laws and regulations of the manufacturing and importing country, and provides to suppliers information on the laws and regulations of the importing country, and laws and regulations required to be complied with by the customer in the commissioning specifications, allowing suppliers to manufacture parts in compliance with the required laws and regulations, provide products that comply with international covenants, and ensure that the delivered products did not use "conflict minerals" from the Republic of Congo and its neighboring countries, thus bringing forth positive effects.

In 2022, Brogent has not violated any laws or regulations or engaged in any corruption in our corporate governance and integrity operations, and we have not accepted or made any political donation. We have not incurred any major fines or non-monetary penalties for violating environmental protection, social, or economic laws and regulations, either.

### Integrity Management and Regulatory Compliance Training Course

No.	2022 Training Course	Target	Sessions	Training completion rate <sup>note</sup>
1	Employee Code of Conduct training	Employees	2	100%
2	Intellectual property management and corporate governance	Directors and senior executives	1	100%
3	Legal Issues Relating to ESG for Consideration by the Board of Director	Directors and senior executives	1	100%
<b>Total</b>			4	100%

Note: Training completion rate = number of employees who participated in training/number of employees expected to participate in training.



## 5.2 Risk and Crisis Management

Reference Standards	Customized topics
Policy/Commitment	<ul style="list-style-type: none"> <li>Identify and manage all potential risks that may affect our business operations in accordance with the risk assessment guidelines.</li> </ul>
Goals and Objectives (Short-Term)	<ul style="list-style-type: none"> <li>Strengthen and modify internal control systems to retain their effectiveness.</li> <li>Each unit conducts economic, environmental and social risk factor identification and impact assessment for the responsible business, and establishes risk management and control strategies to ensure effective response to risks when they occur, so as to maintain normal operations of the company.</li> <li>Ensure that colleagues can safely complete projects and meet customer requirements during the pandemic.</li> </ul>
Practical Management Actions	<ul style="list-style-type: none"> <li>Act according to the principle of risk spreading and ensure that the investment portfolio generates maximum profit.</li> <li>Analyze all operating activities and only take actions after receiving approval from the management.</li> <li>Track and update the pandemic situation of various countries and related pandemic inspection regulations at any time.</li> </ul>
Goals Achieved in 2022	<ul style="list-style-type: none"> <li>In response to the effective risk management and control strategies of all units, achieve the normal operation of the company in 2022.</li> <li>In 2022, we merged the production end of the subsidiary, and incorporated the production cycle in cooperation with the Company's operating policy to establish a complete production cost system. At the end of the year, the Board of Directors passed relevant internal control systems on production planning, production control, quality control, warehouse management, stock inventory, stock write-off, environmental safety and occupational hygiene management, production cost and sales cost.</li> </ul>
Mid-term and Long-Term Goals and Directions	<ul style="list-style-type: none"> <li>Consider future industrial growth and overall economic changes; adaptive strategies must be adjusted when necessary.</li> </ul>
Responsible Unit	<ul style="list-style-type: none"> <li>Senior executives of respective centers are responsible for controlling risks.</li> </ul>
Resources Investment	<ul style="list-style-type: none"> <li>The audit office conducts self-assessment of the internal control status of each unit every year.</li> </ul>
Claim Procedures	<ul style="list-style-type: none"> <li>Report upward level by level through direct supervisors.</li> <li>Report grievances through Brogent's email address (<a href="https://www.brogent.com/en/contact-us.html">https://www.brogent.com/en/contact-us.html</a>)</li> </ul>
Evaluation Procedures (Specific Actions)	<ul style="list-style-type: none"> <li>Through the effective operation of internal audits, review the precautions for necessary risk management and control.</li> </ul>
Evaluation Follow-Up	<ul style="list-style-type: none"> <li>Ensure the company's information transparency and effective operation of risk control, and maintain the company's industrial competitiveness.</li> </ul>

## Risk Management Mechanism

Brogent has set up an “Audit Office” directly under the Board of Directors responsible for internal audit affairs and handling related matters. It has one audit supervisor and one auditor. The Audit Office is in charge of auditing and evaluating risks based on different types to facilitate the formulation of risk assessment guidelines and management strategies.

We prepare audit plans in accordance with corporate risk assessment results, while assisting the Board of Directors and managerial officers in conducting project audits, assessing the deficiencies of the internal control system, tracking the status of improvement measures, and reporting the audit results to the Board of Directors on a regular basis to ensure the effectiveness of the internal control system for operational performance and efficiency (including profit, performance and protection of assets).

## Risk Management

Brogent’s risk management is divided into internal audit, internal control, and risk assessment, each of which implements reliable, timely and transparent risk reports as well as risk prevention measures per the Company’s risk management policies, in order to satisfy the competent authority’s relevant regulations and stakeholders’ expectations.

## Internal Audit

The internal audit system of Brogent consists of five elements: Control Environment, Risk Assessment, Control Activities, Information and Communication, and Monitoring Activities, and is amended at any time in response to changes in the environment and strategies.

Brogent conducts regular and non-scheduled internal audits on operations, financial and non-financial aspects and legal compliance to avoid business activities that do not favor operational integrity in order to control operational risks.

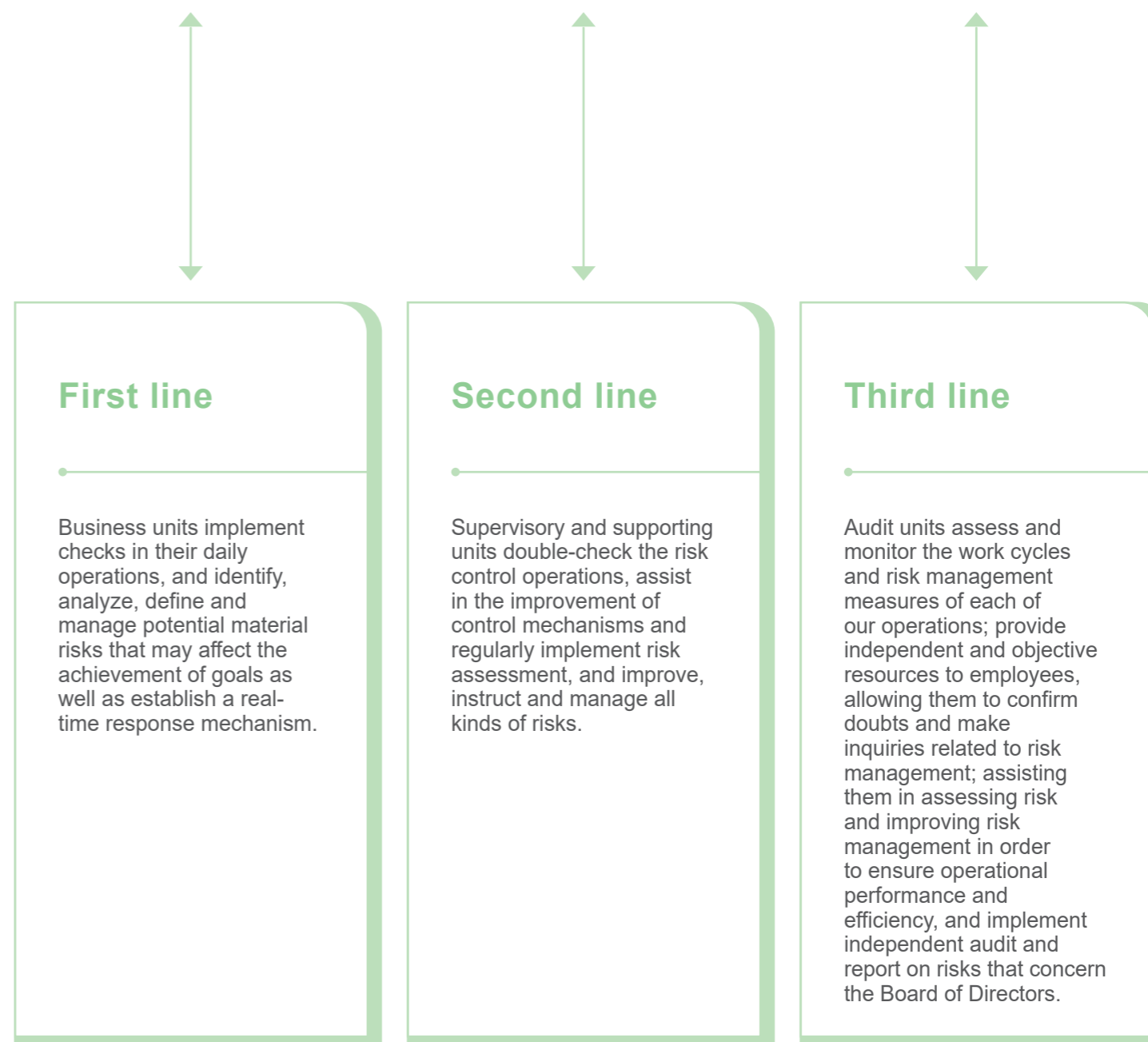


## Internal Control

Brogent's internal controls have been designed by our executives, and take into consideration the Company's overall business operations. Our internal controls have been established pursuant to the "Regulations Governing Establishment of Internal Control Systems by Public Companies", and have been implemented after being approved in a Board meeting. The management process is implemented by the Board of Directors, managers and other employees. The purpose is to promote sound operations of the Company, reasonably ensure the achievement of goals such as operational results and efficiency; reliable, timely and transparent report, and compliance with relevant laws and regulations.



## Three Lines of Defense of COSO





## Risk Analysis

Each functional department of Brogent identifies and manages all potential risks that may affect company operation, carries out risk analysis and assessment, effectively reduces the impact on Brogent by analysis of the possibility of risk events and the degree of negative impact once they occur. The analysis also serves as a reference for subsequent formulation of risk control priorities and response measures and for early establishment of adaptive strategies to minimize their impact on the Company's sustainable management.

### Risk Category and Management Strategy in 2022

Risk Category	Risk Description	Preventive and Remedial Measures	2022 Implementation Results
Pandemic Risk	<ul style="list-style-type: none"> <li>Prevent the pandemic from affecting business continuity and employees' health.</li> <li>Lack of accessibility of pandemic prevention equipment and material.</li> <li>Operational plans could not respond to pandemic developments in time.</li> </ul>	<ul style="list-style-type: none"> <li>The "COVID-19 Control and Contingency Plan" was revised in accordance with the announcements made by the Taiwan Centers for Disease Control.</li> <li>Continual usage of the temperature measurement stations and smart pandemic prevention stations.</li> <li>Set the early alert mechanism and report mechanism for those who are in the period of home quarantine.</li> <li>Enhance personal hygiene promotion and environmental disinfection.</li> <li>Encourage employees to receive vaccines and grant them special vaccination leaves.</li> <li>Provide necessary Anti-COVID 19 materials to employees on domestic and international business trips.</li> <li>Build up the relationship with pandemic prevention supplier and ensure the basic inventory.</li> <li>Due to pandemic developments, the management team continued making real-time changes to the business continuity plan as it was being implemented.</li> <li>Internal controls framework and priorities were adjusted to better manage long-distance working arrangements.</li> <li>Adopted and improved systems controls, integrated the assigning of different responsibilities to employees, and integrated information and working process systems, making it possible to monitor operational activities and operational risks in a long-distance working environment.</li> </ul>	<ul style="list-style-type: none"> <li>The number and percentage of infected employees were both lower than the national average, and the Company maintained normal operations.</li> <li>Adopted a system where employees worked in shifts, reducing the impact of the pandemic during the severe stages.</li> <li>Upgraded the Company's information equipment, allowing employees to connect to the Company intranet to hold long-distance meetings.</li> <li>There have been no incidents where employees have overstepped management boundaries while using the information system to communicate and access information.</li> <li>Constructions on domestic and international project sites were successfully completed.</li> </ul>
Financial and Capital Risks	<ul style="list-style-type: none"> <li>Investment and Exchange Rate Risks.</li> <li>Debt Repayment and Capital Expenditure Risks.</li> </ul>	<ul style="list-style-type: none"> <li>Evaluation on international situations, investment markets and material capital expenditure.</li> </ul>	<ul style="list-style-type: none"> <li>Implement investment and exchange rate risks management and control, and conduct investment evaluation and exchange rate hedging under appropriate risk regulations, without causing adverse financial impacts.</li> <li>Further control and maintain sufficient capital through the Company's business plans so that the Company has a sound financial structure and profitability in order to pay for mid- and long-term debts, mortgages or expenses for expanding business.</li> </ul>
Environmental Risks	<ul style="list-style-type: none"> <li>Damage to buildings and materials due to extreme weather.</li> </ul>	<ul style="list-style-type: none"> <li>Establish a notification mechanism for major events.</li> <li>Purchase sufficient commercial fire insurance based on the actual condition of the project sites.</li> <li>Purchase additional water damage insurance.</li> <li>Check for leaks and carry out gutter dredging before the typhoon season.</li> </ul>	<ul style="list-style-type: none"> <li>No environmental disaster occurred.</li> </ul>

**Risk Category and Management Strategy in 2022**

Risk Category	Risk Description	Preventive and Remedial Measures	2022 Implementation Results
<p><b>Risk of Supply Chain</b></p>	<ul style="list-style-type: none"> <li>Delays in the delivery schedule.</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate alternative sources as backup plan.</li> <li>Plan the needed amount ahead of time and make orders as early as possible.</li> <li>Coordinate with suppliers for delivery in batches to provide for more urgent projects.</li> </ul>	<ul style="list-style-type: none"> <li>Projects in 2022 were successfully executed.</li> </ul>
<p><b>Information Security Risk</b></p>	<ul style="list-style-type: none"> <li>Ransomware invasion.</li> <li>Potential information security loopholes arising from overseas/long-distance working arrangements.</li> </ul>	<ul style="list-style-type: none"> <li>Real-time monitoring of abnormal behavior.</li> <li>Disaster recovery drills.</li> <li>Regular promotion of information security.</li> <li>Manage remote access of information.</li> <li>Manage security for external devices.</li> <li>Security authentication for VPN connections.</li> </ul>	<ul style="list-style-type: none"> <li>No information security incidents occurred.</li> </ul>
<p><b>Internal Control Risk</b></p>	<ul style="list-style-type: none"> <li>Without identifying the major risk projects that affect the company's sustainable.</li> <li>Failure of internal control system.</li> <li>Legal compliance failure.</li> </ul>	<ul style="list-style-type: none"> <li>The management review its new business, major changes in current business, and reliance on foreign regions and the potential impact of new technologies regularly.</li> <li>Identify the significance of the issue and report to the management and the board of directors.</li> <li>Review the company's internal control system regularly and implement inspections and tests.</li> <li>Regularly self-evaluate on compliance with relevant laws and regulations, and double check implementation status and establish mechanisms.</li> </ul>	<ul style="list-style-type: none"> <li>There is no major risk project beyond Brogent identification and control, which will affect the sustainable development of the company.</li> <li>There are no major abnormalities in the audit results of the internal control system.</li> <li>There are no major abnormalities in self-evaluation on legal compliance and review of implementation statuses.</li> </ul>
<p><b>Legal Compliance Risk</b></p>	<ul style="list-style-type: none"> <li>Company business operation is not in compliance with the law.</li> <li>Legal Risk generated from signing legal documents.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce risk through contract review mechanisms.</li> <li>Update new information on laws and regulations regularly. Legal department is in charge of supervising all departments to comply with the law under "Regulations on Compliance with Laws and Regulations".</li> <li>Provide regular courses related to law and order to enhance employees' legal awareness and knowledge.</li> </ul>	<ul style="list-style-type: none"> <li>Two sessions of trainings on the "Employee Code of Conduct" were organized to enhance legal knowledge on employee recusal due to conflicts of interest, anti-trust laws and prevention of insider trading.</li> </ul>

**Risk Category and Management Strategy in 2022**

Risk Category	Risk Description	Preventive and Remedial Measures	2022 Implementation Results
<p><b>Risk of the Innovation Technology</b></p>	<ul style="list-style-type: none"> <li>• The bottleneck of innovative technology cannot be broken through.</li> <li>• Protect the company's products and prevent products from infringing on the intellectual property rights.</li> <li>• Innovative technology R&amp;D results cannot be commercialized.</li> </ul>	<ul style="list-style-type: none"> <li>• Externally recruit professional talents from all over the world and develop industry-university cooperation technology, and cultivate diversified learning talents internally.</li> <li>• Carry out patent applications to enhance the protection of intellectual property rights in the R&amp;D process.</li> <li>• The monthly "R&amp;D and Product Focus Meetings" and "R&amp;D Progress Meetings" allow business units and R&amp;D units to communicate closely and exchange on the newest technologies and market information as well as grasp the development progress of the Company's new products.</li> <li>• Test results of R&amp;D, and perform market verification, and obtain consumer feedback.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed o-Ride and productization of the new seat belt for usage by the client end.</li> <li>• Launched the remote equipment monitoring system GENII 2.0.</li> <li>• Implemented industry-academia collaboration with National Sun Yat-sen University and National Chiao Tung University.</li> <li>• Researched and developed the high-def small LED Dome Screen and integrated it with mi-Ride into a flight simulator product.</li> <li>• Planned and designed a mobile Esports shipping container product based on mi-Ride.</li> <li>• Developed a new UX/UI interface and passenger carrier based on user feedback by clients of mi-Ride using an energy-saving and carbon-reducing subtraction design.</li> <li>• Innovative technology continues to maintain a leading position in the somatosensory technology industry.</li> <li>• No violation of intellectual property rights.</li> </ul>
<p><b>Risk of Product Manufacturing</b></p>	<ul style="list-style-type: none"> <li>• Unable to fulfill the customer requirement of product quality, safety, cost and schedule.</li> <li>• Management of project production deadlines.</li> <li>• Management of equipment and production quality.</li> <li>• Management of commissioned products and long-term raw material deliveries.</li> </ul>	<ul style="list-style-type: none"> <li>• Integration of product development, design, and manufacturing to improve production efficiency.</li> <li>• Develop small immersive simulation devices to meet different markets and customer needs.</li> <li>• Improve quality control, conduct Incoming Quality Control (IQC), In Process Quality Control (IPQC), Final Quality Control (FQC), Outgoing Quality Control (OQC).</li> <li>• Regularly review materials with long-term delivery dates, avoiding risk of work interruptions due to material shortages.</li> <li>• Regularly review product quality for work commissioned to external manufacturers, and provide non-conforming material reports to track and resolve issues.</li> <li>• Improve equipment installation and standard operating procedures for testing, raising production efficiency and quality.</li> </ul>	<ul style="list-style-type: none"> <li>• Manufacturing capacity has increased, and production of the i-Ride/m-Ride/o-Ride/Esports 2.5 products this year have met project deadlines. Their product quality has also passed certification from our design units and third-party quality reviewers.</li> <li>• We adopted the 6S management system for our Taoyuan plant. A re-arrangement and re-organization of the plant was completed, along with work processes, employee training, and other required work, leading to improved production efficiency.</li> </ul>
<p><b>Equipment Malfunction Risk</b></p>	<ul style="list-style-type: none"> <li>• Motion equipment unexpected malfunction.</li> </ul>	<ul style="list-style-type: none"> <li>• Perform idling test with the ride before the show.</li> <li>• Arrange safety inspection and equipment maintenance regularly.</li> <li>• Scheduled internal education training in Taipei and Kaohsiung.</li> </ul>	<ul style="list-style-type: none"> <li>• There is no severe malfunction which causing passengers unable to leave the equipment so far.</li> </ul>

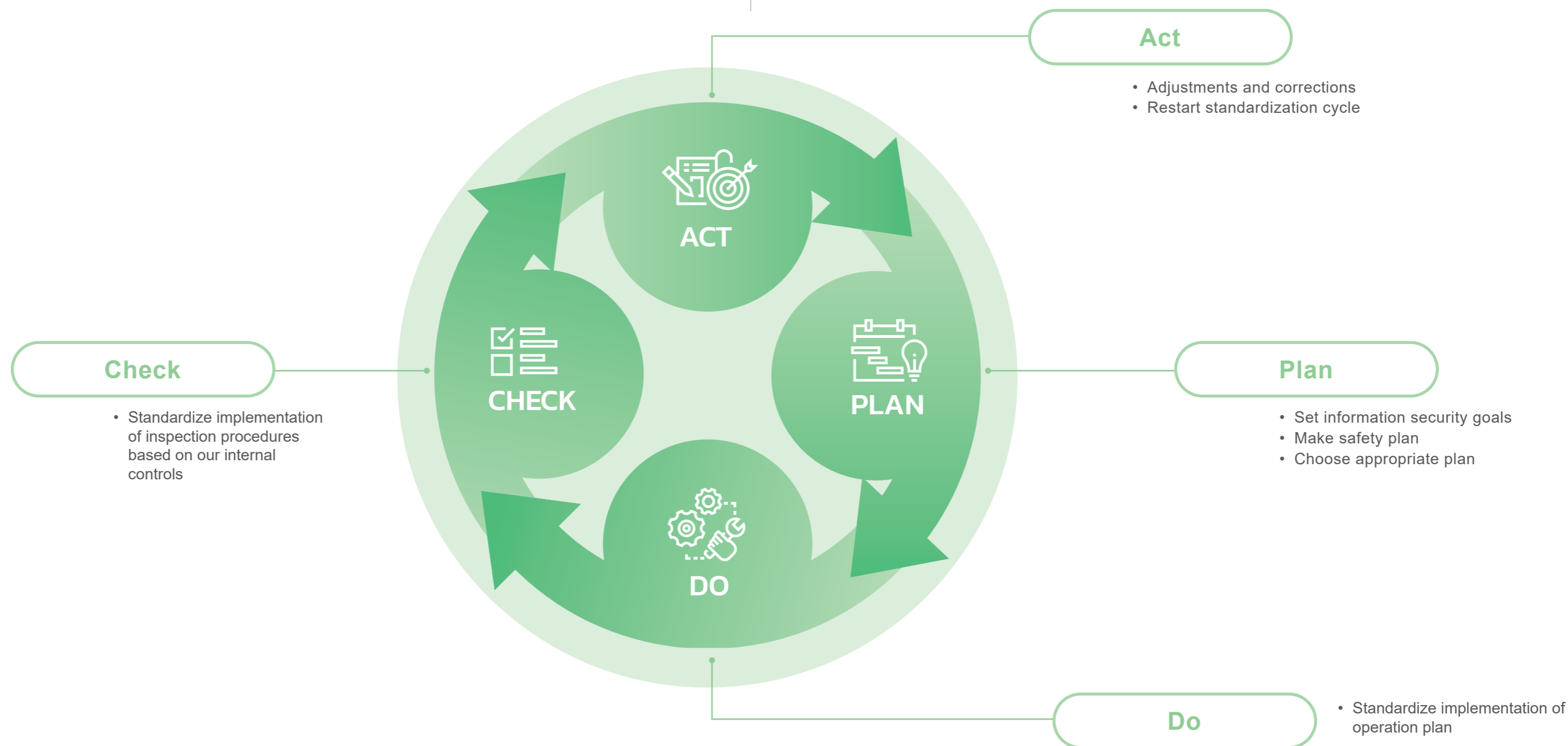


## 5.3 Information Security

Reference Standards	GRI 418
<b>Policy/Commitment</b>	<ul style="list-style-type: none"> <li>Incorporate information security risks into overall risk management plans, ensuring that the risk management process includes an information security risk assessment, risk control, risk monitoring, and risk response measures.</li> </ul>
<b>Goals and Objectives (Short-Term)</b>	<ul style="list-style-type: none"> <li>Establish an information security risk assessment report.</li> <li>Implement information and communication security incident reporting drills.</li> </ul>
<b>Practical Management Actions</b>	<ul style="list-style-type: none"> <li>Identified and quantified all information security risks.</li> <li>Implemented annual drills and quantified drill results in accordance with the guidelines.</li> <li>Enhanced employee awareness on security and employee training.</li> <li>Regularly performed vulnerability scans and tests.</li> </ul>
<b>Goals Achieved in 2022</b>	<ul style="list-style-type: none"> <li>Implemented company-wide information security awareness education and training, among which the improvement rate in phishing drills reached 100%.</li> <li>Upgraded all company web pages (Windows and Linux) to https encryption protocol.</li> <li>Updated the Windows 10 operating system on the client end to improve end-point security.</li> </ul>
<b>Mid-term and Long-Term Goals and Directions</b>	<ul style="list-style-type: none"> <li>Establish dedicated unit and staff for information security.</li> <li>Refine information security guidelines.</li> <li>Evaluate sustainable information security risks.</li> <li>Make the information security framework flexible.</li> </ul>
<b>Responsible Unit</b>	<ul style="list-style-type: none"> <li>Establish a dedicated unit in accordance with the Information and Communication Security Guide for Exchange-Listed and OTC-Listed Companies.</li> <li>Establish an information access control guideline and establish an information security policy.</li> </ul>
<b>Resources Investment</b>	<ul style="list-style-type: none"> <li>Establish the Rules for Reporting Information Security Issues.</li> <li>Adopt testing, improvement, and prevention models (threat prevention modules).</li> <li>Hold internal education and training courses, improve awareness of information security policies.</li> </ul>
<b>Claim Procedures</b>	<ul style="list-style-type: none"> <li>Make complaints or reports to Brogent's email address (<a href="https://www.brogent.com/en/contact-us.html">https://www.brogent.com/en/contact-us.html</a>) and the <a href="mailto:legal@brogent.com">legal@brogent.com</a> email address.</li> </ul>
<b>Evaluation Procedures (Specific Actions)</b>	<ul style="list-style-type: none"> <li>Regular annual information security drills and plans for raising awareness of information security risks are implemented after being approved by the Chairman. In particular, the results of the information security phishing drill are reviewed by Information Security Committee Members (attending committee members include the heads of the IT Department, the Audit Office, the heads of each department, and the Chairman).</li> </ul>
<b>Evaluation Follow-Up</b>	<ul style="list-style-type: none"> <li>Regularly review the performance in conjunction with internal audit.</li> <li>System drill results reports.</li> <li>Tests of information security awareness have been implemented to ensure that awareness training is effective. In 2022, 100% of employees who took information security awareness training courses scored full marks on these tests.</li> </ul>

Information technologies are constantly evolving, and new methods of information transmission are continuously being developed. The trust and loyalty that customers have towards the Company may be affected if information security loopholes are abused by hackers, leading to customers information being leaked. Additionally, the Company may be fined or face other legal consequences under laws and regulations, affecting the Company's external corporate image and business reputation. By managing information security risks and adopting the appropriate measures, we can effectively reduce the amount of financial damage and legal risks facing the Company, as well as maintain the Company's corporate image and business reputation. At the same time, doing so allows us to avoid causing negative external influences, positively influence our economic, community, and business partners, as well as protect the rights of the Company and our customers.

Thus, Brogent has continued to tirelessly refine our information security governance, and improve our ability to protect information security. Our IT department is responsible for our information security, and we have assigned dedicated information security personnel pursuant to the Information and Communication Security Guide for Exchange-Listed and OTC-Listed Companies. These employees are responsible for establishing the Company's information security policies, planning information security measures, and implementing related information security work in order to ensure that the Company's confidential information, business secrets, and personal information are adequately protected.



## Information Security Measures

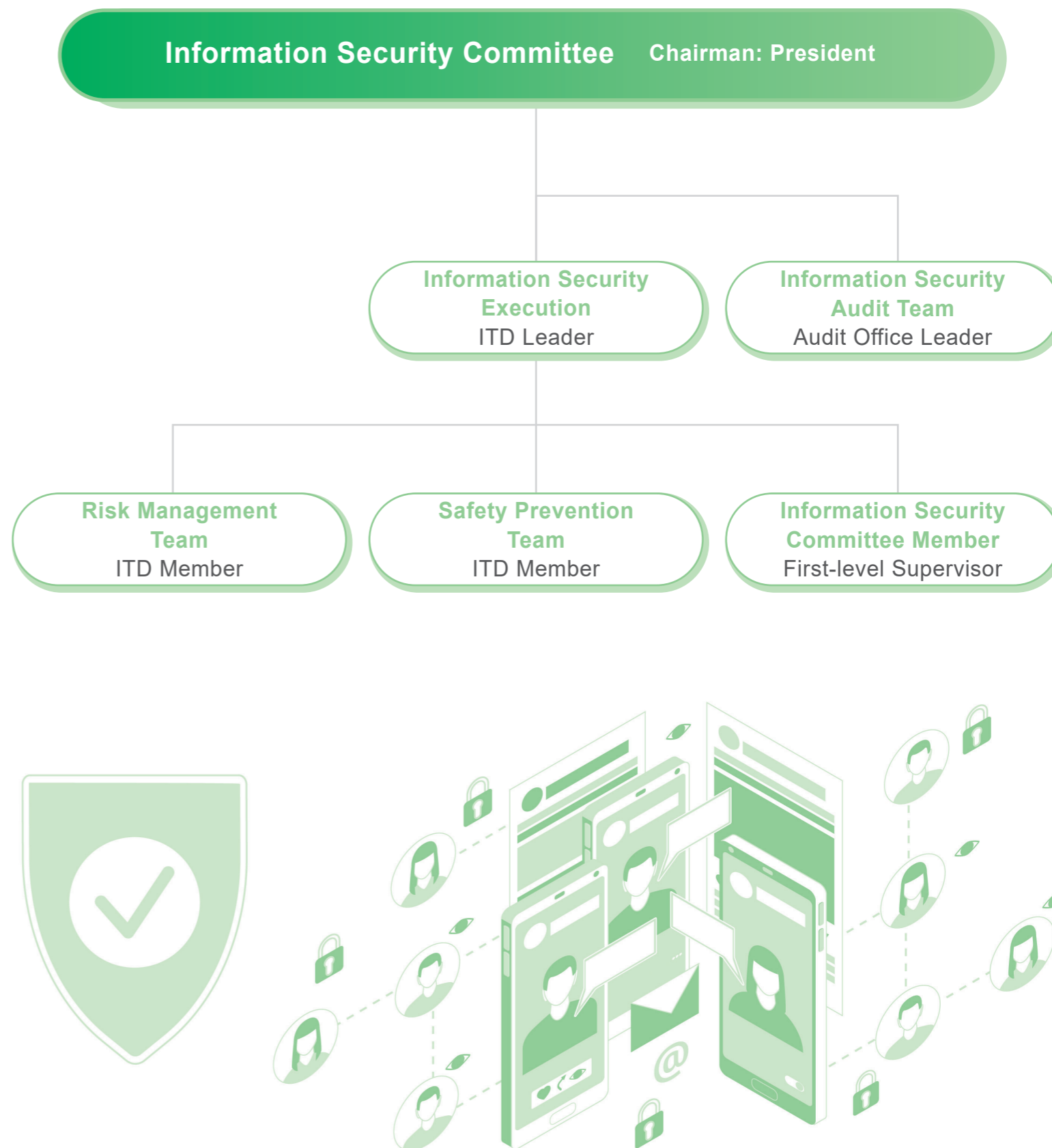
**1** Incorporate information security risks into overall risk management plans, ensuring that the risk management process includes an information security risk assessment, risk control, risk monitoring, and risk response measures.

**2** Improve employee safety awareness, education, and training, helping our employees to identify and respond to safety threats and risks. This includes providing our employees with the knowledge required to identify phishing emails, process personal information, and set strong passwords.

**3** Regularly scan and test for loopholes, ensuring that systems and application software are secure. At the same time, regularly carry out disaster recovery drills, ensuring that the Company is able to rapidly respond to and recover from information security incidents.

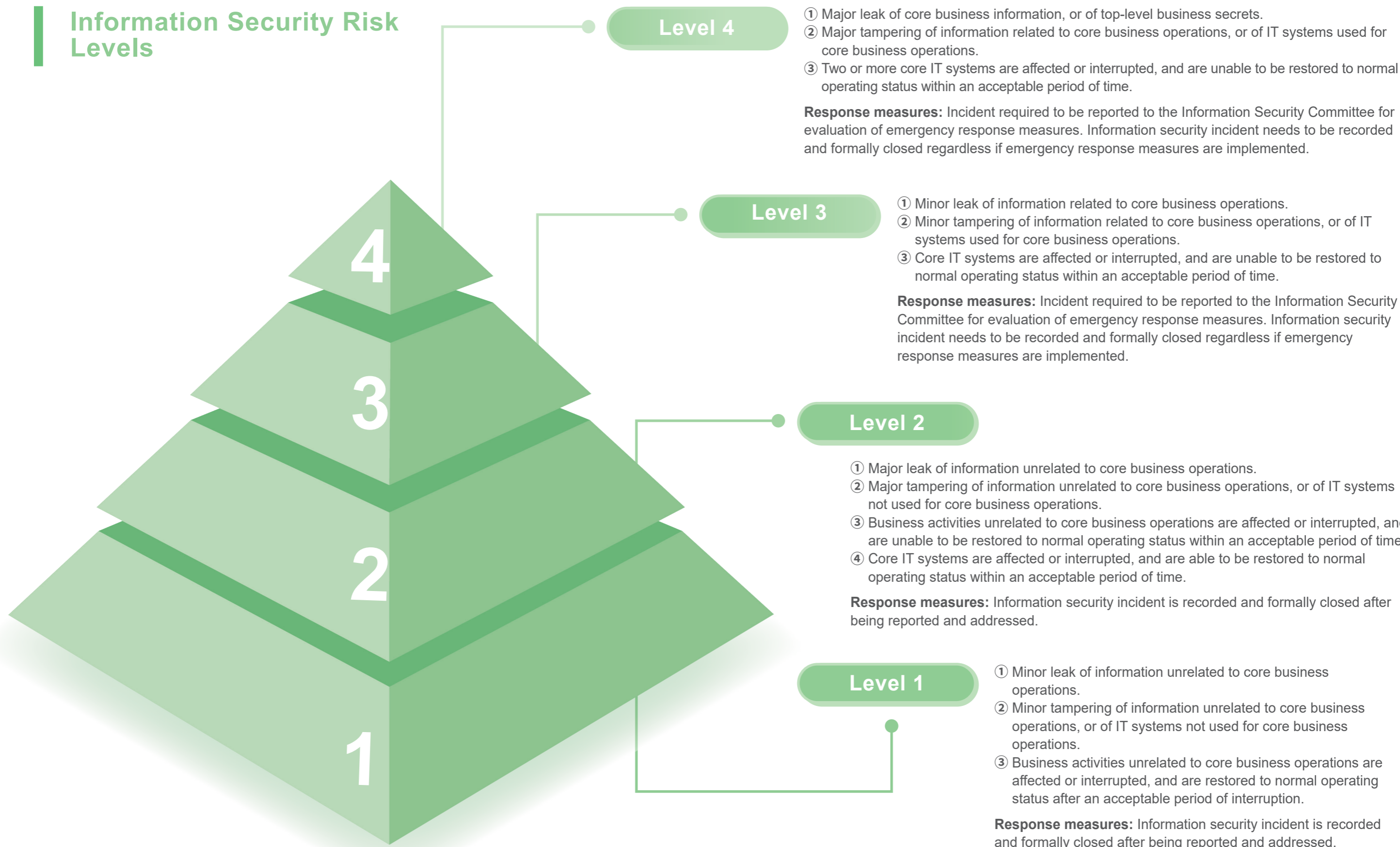
**4** Adopt a PDCA (Plan-Do-Check-Act) cycle for making continuous improvements, pursuant to the principles of ISO 27001.

**5** Establish an Information Security Committee chaired by the Company President that convenes regularly once a year.





## Information Security Risk Levels



## Improve Information Security Prevention Awareness

Brogent regularly prepares annual plans for information security drills and prevention awareness training. The heads of the IT Department, Audit Office, each of our departments, and the Chairman all attend this planning meeting, which also discusses and reviews results from the information security prevention phishing drills. Brogent also provides all new employees with training on information security policies. Apart from holding annual education and training courses on information security prevention awareness, we also provide additional training on risk identification for those employees discovered to have taken medium or high risk actions during the phishing drill. After these courses, employees are required to complete an information security awareness test designed based on the examination standards for the telecommunications industry, the types of business operations that the Company engages in, our business environment, and our corporate culture, in order to determine the effectiveness of the education and training provided. In 2022, 100% of employees who took these education and training courses scored full marks on this test.



## Results of Information Security Prevention Training

No.	Training method	Target	Completion rate	Frequency
1	Improve awareness of phishing email prevention	All employees	100%	Annually
2	Raise awareness of email phishing attacks and malware	All employees	100%	Annually
3	Risks from clicking on risky websites, suspicious links, and suspicious attachments	All employees	100%	Annually
4	Explanation on preventing social engineering (phishing email) attacks	Employees at risk	100%	Annually
5	Information security rules	New employees	100%	When reporting to work

## Risk Monitoring (including social engineering drills) Results

Topic of information security drill	Target	2020	2021	2022
Clicking on risky links in phishing emails	Not new employees	Not yet conducted	53%	22%
	New employees	Not yet conducted	36%	51%
Entered password following instructions in phishing email	Not new employees	Not yet conducted	3.1%	1.6%
	New employees	Not yet conducted	36%	23%
Clicking on risky links in phishing emails	All employees	25%	47%	34%
Entered password following instructions in phishing email	All employees	23%	15%	12%

## Customer Privacy

Each year, Brogent uses internal training and education to improve employee awareness on protecting confidential private customer information. We use and protect customer information strictly pursuant to the agreement signed with our customers, and our Legal Department provides our marketing team with advice on how customer information may be disclosed pursuant to the provisions and disclosure scope provided in these agreements after a legal review, before any customer information is used for external marketing and promotion. Should any of our customers discover that their private or confidential information has been leaked, they may file a complaint or report through our official website (<https://www.brogent.com/en/contact-us.html>). In 2022, we have received no customer reports of their privacy rights being violated, or of their confidential information being disclosed.

## Personal Data Protection

In order to ensure the Company's information security, Brogent has established the Rules for Reporting Information Security Issues, allowing all employees to report information security issues timely. Employees may report issues through email or verbally, but records need to be made for each report, and Company supervisors made aware of reported issues. At the same time, we have planned to hold drills in the first half of 2023 in order to effectively respond to information security incidents, as well as to help our employees become more familiar with how to report information security incidents and implement response measures.





## 5.4 Environmental Protection

Based on climate change and the impact that humans have had on earth, the company should implement corporate green responsibilities and pay attention to the rights and interests of all stakeholders. Further, the company should incorporate a corporate sustainable management strategy into corporate management and operational behavior. In order to fulfill our corporate green responsibilities, we shall devote ourselves to implementing environmental protection management measures and energy conservation policies, and to providing the appropriate resources for doing so.

### Water Resource Management

Most of the water resources consumed by Brogent are from general office water usage, and we do not have a large impact on water resources. In order to promote the more effective use of water resources, we have established measures for managing water use, such as by using certified water-saving taps, urinals, and toilet bowls. We have also implemented a rainwater collection system that uses recycled rainwater to water plants, allowing us to make the most out of our water resources.

**In 2022, Brogent consumed 8.014 million liters of waters, which works out to each person using 0.029 million liters of water a year.**

**Compared to last year, we were able to reduce our annual water consumption by 2.386 million liters.**

### Waste Management

Brogent is registered as a company in the creative industry, and our main business operations involve the creation of simulator rides. The manufacturing process for many of these products and pieces of equipment require partnered suppliers to manufacture and ship products to Brogent, where we conduct pre-assembly testing before shipping the final products to customers for testing after installation and product acceptance. Thus, the waste materials produced by the Company at our business locations (including at our Kaohsiung headquarters, Taoyuan plant, and Taipei office) are all general office waste, which we have hired qualified service providers (Tidies Environmental Service Corp, Ming Xuan Environmental Engineering Limited) to dispose of for us. In 2022, we produced 13.20 tons of waster materials, and disposed of 9.84 tons of this waste. In line with government policy, we have installed rubbish bins for both general and recyclable waste at garbage collection spots on each building floor. By having our employees and cleaning staff sort and recycle waste, we were able to recycle 3.36 tons of waste, and have contacted environmental protection agencies (such as the Tzu Chi Foundation) to process and recycle this waste, putting these materials to use in social relief efforts.



Environmental Policy



## Green Buildings

The Brogent's R&D Testing and Experience Center is certified as a green building. On November 25, 2021, the "Taiwan Architecture & Building Center", the organization which also originally certified our Center as a green building, conducted an on-site audit of the Center and extended its green building certification for a further five years until December 16, 2026, after confirming that the current conditions at the building meet original design specifications. In line with the government's green energy policies, we are evaluating the possibility of installing rooftop solar panels onto our Taoyuan plant, our phase three buildings at the Kaohsiung Software Park, and our plant under development at the Ciaotou Science and Technology Park.



Brogent's R&D Testing and Experience Center received

## Green Building EEWH-BC Certification





## 5.5 Climate Change Response and Management

Due to the potential financial risks that climate change may pose to our business operations, disclosure of climate change information has gradually become a new trend for sustainability information disclosure. Brogent has set the goal of reducing greenhouse gas emissions by 0.25% per year. Pursuant to the Task Force on Climate-related Financial Disclosures (TCFD) standards published by the Financial Stability Board (FSB), and the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Brogent has identified risks and opportunities related to climate change and included this information in our overall risk management framework. These risks and opportunities subsequently appear as topics that we focus on in our sustainable development strategies.

<p><b>Governance/ Strategy</b></p>	<ul style="list-style-type: none"> <li>• Identify risks and opportunities pursuant to the TCFD framework. Each unit conducts a re-assessment and identification of these risks and opportunities each year.</li> <li>• Evaluate potential financial impacts to the Company's business operations based on identified climate change risks and opportunities.</li> <li>• After being confirmed by senior management (the Company's Chairman), report on and discuss response measures at the Board of Directors meeting.</li> </ul>
<p><b>Indicators and Goals</b></p>	<ul style="list-style-type: none"> <li>• Set the time needed to achieve short-term goals as less than three years, medium-term goals as between three and five years, long-term goals as more than five years on the basis of the existing internal goal management schedule. Continue to identify and evaluate potential risks and opportunities related to climate change.</li> <li>• Continuously improve the company's system and conduct self-examinations to strengthen employees' awareness and management of climate change risks.</li> </ul>





## Response to and Management of Climate Change Risks

Integrate into regular risk management operations, establish specific improvement plans and risk indicators for each risk management item, preventing potential risks from posing a substantial or transitional impact to Brogent should they occur.

Type	Risk Factor	Potential Financial Impact	Response and Management Actions
Transition Risks	Costs of greenhouse gas emissions	An increase in operating costs	<ul style="list-style-type: none"> <li>• Continue to promote specific actions, such as saving energy and reducing carbon footprint at the office.</li> <li>• Replace old and broken facilities; prioritize the use of products with an energy efficiency label.</li> <li>• Electric or hybrid vehicles (including scooters) should be chosen for rented company vehicles in the future whenever possible.</li> <li>• We use ERP and an electronic signature system to handle routine business paperwork, reducing the use of paper documents.</li> <li>• Manage electricity consumption for our more power-hungry electrical appliances (such as air-conditioning systems and sign lighting).</li> </ul>
	Existing and emerging energy regulations	An increase in operating costs	<ul style="list-style-type: none"> <li>• Each department should continue to pay attention to and track changes in relevant laws and regulations so as to prevent non-compliance with laws and regulations.</li> </ul>
	An increase in raw material costs	An increase in operating costs	<ul style="list-style-type: none"> <li>• Take stock of conditions in the raw materials market each month, and communicate closely with suppliers in order to understand the reasons for higher material prices. Respond to price changes through measures such as pre-emptive purchases of raw materials, or changing the quantities purchased.</li> </ul>
Physical Risks	Climate-related disasters caused by extreme weather	An increase in operating costs	<ul style="list-style-type: none"> <li>• Purchase water damage insurance.</li> </ul>
	Unable to complete work on time due to extreme weather	An increase in operating costs	<ul style="list-style-type: none"> <li>• Establish a mechanism for reporting major events and coordinate with all departments.</li> <li>• Keep the time needed to complete work flexible during contract negotiation.</li> </ul>
	Delay in delivery due to climate-related disasters	An increase in operating costs	<ul style="list-style-type: none"> <li>• Find substitute suppliers to increase the number of supply sources, distributing risk.</li> <li>• Create sources of supply (e.g., second and third suppliers).</li> </ul>

## Response to and Management of Climate Change Opportunities

Identify opportunities that can allow Brogent to get ahead of the competition, helping us prepare the necessary investment or resource usage in advance to take advantage of these opportunities.

Type	Risk Factor	Potential Financial Impact	Response and Management Actions
Resource Efficiency	High-performance buildings and factories	A decrease in operating costs	<ul style="list-style-type: none"> <li>Plan to obtain the green building label in at least four categories for our future phase three buildings and our Ciaotou Science and Technology Park Plant.</li> </ul>
	Cut down on water use	A decrease in operating costs	<ul style="list-style-type: none"> <li>A rainwater harvesting storage system has been established. Rainwater harvested is used to water plants in daily life.</li> <li>Faucets, urinals, and toilets with water saving labels are adopted to reduce the waste of water resources.</li> <li>Monitor water use daily in order to find and repair leaks as quickly as possible.</li> </ul>
Energy Resources	Policy on regional energy integration	An increase in revenue	<ul style="list-style-type: none"> <li>Install solar panels on the rooftop to generate power by making use of long sunshine hours and high solar irradiance in southern Taiwan, while selling said power to Taiwan Power Company.</li> <li>Evaluate the feasibility of installing solar panels on the roofs of our phase three buildings at the Kaohsiung Software Park and our plant at the Ciaotou Science and Technology Park, with the goal of producing more green energy.</li> </ul>

## GHG Emissions Management

In order to achieve the goal of reducing greenhouse gas emissions by 0.25% each year, Brogent has continued to refine the Company's systems and conduct self-assessments, implement energy-saving measures, support renewable energy generation, and incorporate sustainable product philosophies into our research and development to reduce carbon emissions. At the same time, we have sought to strengthen employee awareness and management of climate change risks. Each year, we use the Greenhouse Gas Emission Factor Management Table (version 6.0.4) published by the Environmental Protection Administration, as well as the electricity emissions factors published by the Bureau of Energy, Ministry of Economic Affairs in the past year, to estimate the Scope 1 and Scope 2 greenhouse gas emissions produced by our Kaohsiung headquarters and our Manufacturing Center (Taoyuan Plant), which we hold 100% stock ownership in and full operational and management rights over, tracking the effectiveness of our greenhouse gas management. In 2022, we emitted 11.09 and 814.03 tons of CO<sub>2</sub>e respectively in Scope 1 and Scope 2 greenhouse gas emissions. In total, we emitted 825.12 tons of CO<sub>2</sub>e, or 1.03 tons of CO<sub>2</sub>e per NT\$1 million in revenue.

## Energy-saving Measures

1. Central air conditioning control system: Opt for use of more energy-efficient machinery and employing a centralized air conditioning control system for controlling the temperature.
2. Illumination system improvement: Replace all illumination facilities in the factories with LED lights, which can save more than 50% energy.
3. Reducing fuel consumption: Prioritize electric or hybrid cars for company vehicles to reduce gasoline consumption. Set up charging stations for electric scooters.
4. Behavior management: Switch off unnecessary power-using devices, such as electronic appliances and lights in office aisles.
5. Sustainable procurement: Purchase general products certified as being environmentally-friendly, organic procurement.
6. Supporting the government's green energy policy: Install a solar power system, contributing to the use of renewable energy.
7. Improve indoor air quality: Grow more indoor plants to purify the air.

## Support Renewable Energy Generation

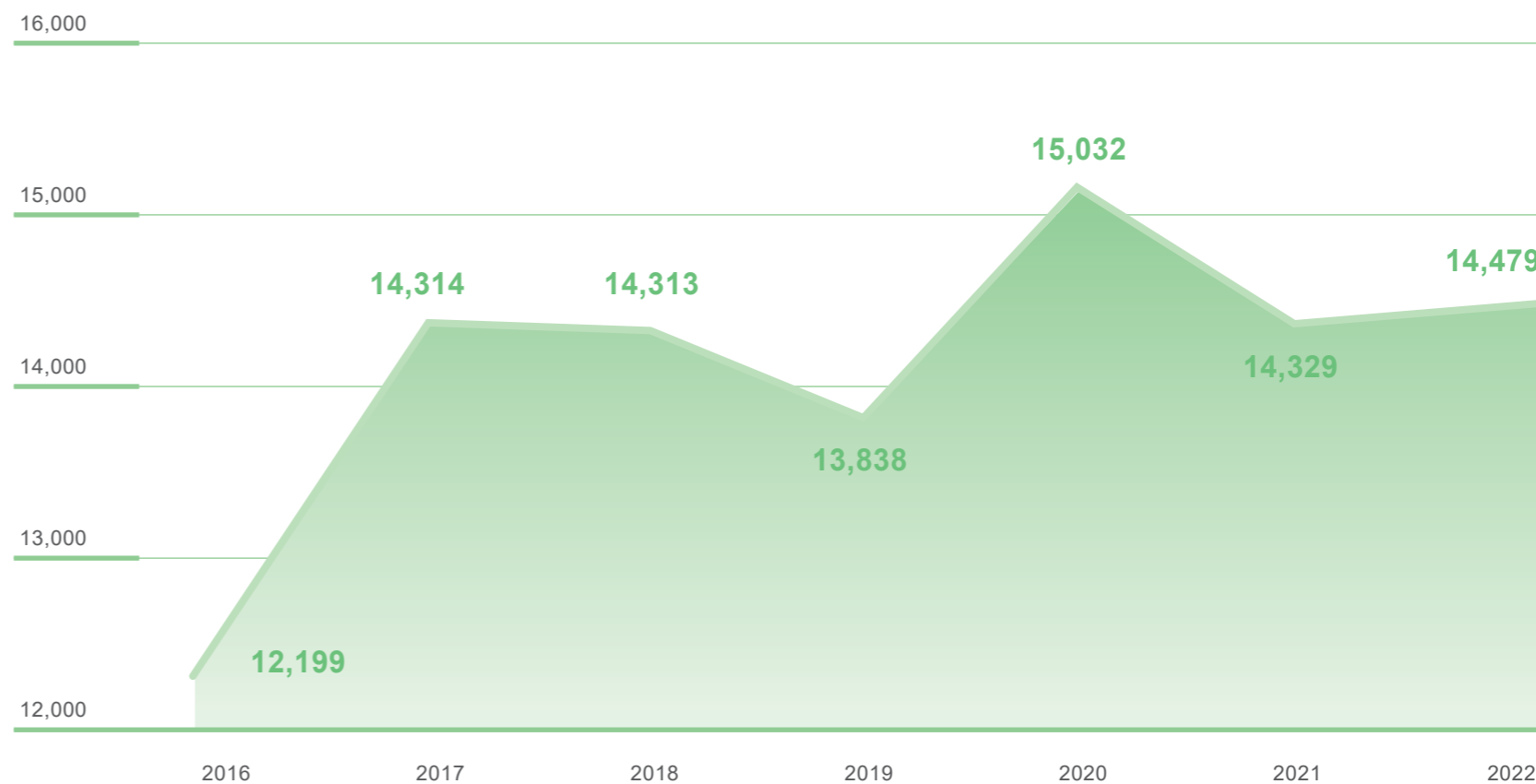
Brogent supports the government's renewable energy policies. In 2016, we installed a renewable "solar power system", and sold generated renewable energy back to the Taiwan Power Company.



Brogent installed solar panels on the rooftop to generate renewable energy

## Quantity of renewable energy generated by solar power system at Brogent headquarters

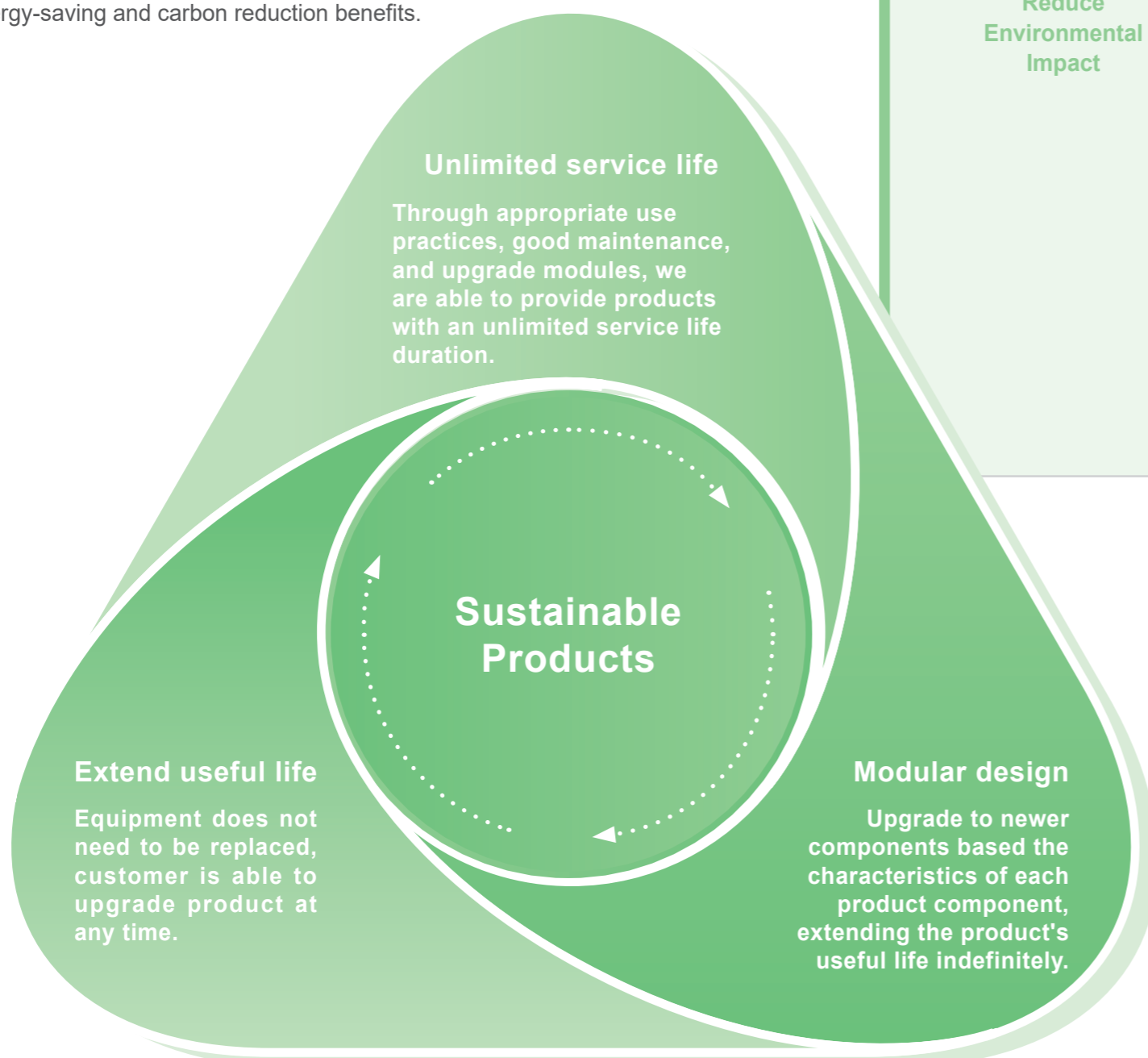
(Unit: kWh)





## Sustainable Product Design

In order to reduce the carbon footprint and environmental impact of our products, Brogent has established fundamental product technology principles that focus on designing products with “modular designs”, “long-life expectancies”, and “an unlimited service life duration”. These principles support our product development philosophy of “creating low carbon/energy-saving product designs”, and of “lowering our environmental impact”. Through repeated development and experimentation, we have in 2022 launched products with lightweight and reduced carbon footprints able to provide energy-saving and carbon reduction benefits.



## Brogent Sustainable Product Research and Development Philosophy

<p><b>Low-Carbon/ Energy-Saving Products</b></p>	<ul style="list-style-type: none"> <li>• Use new packaging to reduce the carbon footprint of the transportation process.</li> <li>• Prioritize local suppliers to reduce carbon emissions in the transportation process and prioritize the selection of suppliers with sustainability in mind.</li> <li>• Adopt edge computing to reduce power consumption for data transmission.</li> </ul>
<p><b>Reduce Environmental Impact</b></p>	<ul style="list-style-type: none"> <li>• Product design adopts subtractive design thinking to remove redundant links in product and process design, which can save raw material consumption and cost at the same time.</li> <li>• In the selection of processed parts or commercially available products, use environmentally friendly non-toxic materials and non-toxic paints and other environmentally friendly materials.</li> <li>• Develop and introduce indoor facilities to densely populated areas to mitigate traffic loads and prevent environmental impacts of large facilities.</li> <li>• Employ sustainable design for appearance, materials, and components. Adopt modular design thinking and engineering document control system to enable the reuse and reassembly of manufactured objects and reduce labor force costs for making changes.</li> <li>• Adopt low-lead coating and subtractive design. Use 3D printing to make prototypes and employ adding processes to largely reduce material waste and processing costs. Moreover, Polylactic acid (PLA) material is used to be environmentally friendly.</li> </ul>

## 5.6 Sustainable Supply Chain

Brogent's simulator rides are created by integrating various different systems and advanced technologies. To manufacture stable and safe products, mechanical manufacturing, electrical control, audiovisual systems, and safety certification systems in the upstream industry chain must be integrated to successfully create various next-generation entertainment facilities supporting the latest forms of media.

Brogent has established complete supply chain management regulations and measures, including supplier management principles, new supplier review system, and supplier risk classification, and supplier management (including evaluation and consultation). In addition, Brogent focuses on issues of quality and safety, endeavoring to optimize the supplier cooperation models, guide suppliers to grow together, work together to improve immersive simulation technology, and fulfill CSR to achieve sustainable operations.

### Supply Chain Management

- By using the same parts for similar equipment, we can purchase all required parts by offering one contract, saving on expenses and allowing us to receive parts quicker.
- Develop new medium and small-scale products.
- Currently possess 549 suppliers, one supplier newly-added in 2022.
- Local suppliers selected for procurement of large steel frames for European and American projects, allowing us to reduce carbon emissions from transporting and shipping from production facilities.
- In response to the continued impact of the pandemic and to the Russian-Ukraine war which have caused unbalanced supply and demand for raw materials, as well as to port congestion that has disrupted delivery dates, and an increase to shipping costs, we have worked together with our projects and production management departments to come up with response plans. By promptly responding to messages and adopting response measures, we have been able to save approximately NT\$7 million on material costs, while also ensuring that we deliver on our projects on time.
- Suppliers installed solar panels to conserve energy and reduce carbon emissions, generating approximately 840,000kWh of solar power from July to December 2022.

### Brogent supply chain overview

Supply Category	Mechanical equipment	Electronic control equipment	General consumables and materials	Service fees (such as installation work)
Number of Suppliers/Contractors (Some companies fall into both categories)	27	128	312	116
Number categorized as type one <sup>note</sup>	3	0	0	0
Procurement amount as proportion of total procurement spending by the Company	45.25%	18.55%	16.15%	20.05%
Proportion categorized by country or region	Taiwan (96.3%) USA (3.7%)	Taiwan (83.59%) USA (8.59%) Others (7.81%)	Taiwan (82.37%) USA (10.58%) Others (7.05%)	Taiwan (85.34%) USA (5.17%) China (4.31%) Others (5.17%)

Note: Type one suppliers are defined as manufacturers of large-scale equipment.

## Supplier Management Principles

Brogent selects suppliers based on three main factors: Quality, Schedule, and Cost. These management principles allow us to ensure the stability of provided materials and work quality. We see suppliers as our important business partners and seek to create a sustainable supply chain that benefits both us and our suppliers, allowing us to work together to corporate sustainable management and mutual growth. Whether or not a supplier possesses a green energy and environmental protection certificate or label is an evaluation item that we consider in our supply chain sustainability evaluation, and we prioritize working together with suppliers who possess these labels. Between suppliers who can provide the same services, priority would be given to suppliers located closer to us, reducing the distance which our employees have to travel and the amount of air pollution generated by product shipping.

- 

Verify that the supplier is compliant with the requirements of the Labor Standards Act, and does not have a record of forced labor violations
- 

Has the supplier improved its waste paper recycling rate, established plans to reduce water and electricity consumption, and does it monitor its greenhouse gas emissions (sustainable development pledge: develop a sustainable environment, protect basic human rights, manage trade security, fulfill corporate social responsibilities)
- 

Does the supplier use alternative energy
- 

Does the supplier use green materials
- 

Does the supplier possess a green certification or label

## Specific Measures for Supplier Management in 2022

Supplier/Contractor management measures	Proportion signed	Description, promotion plans
Occupational Safety and Health Management Agreement	100%	The Occupational Safety and Health Management Agreement should be signed alongside the Installation Agreement
Integrity Pledge	84.76%	Companies who did not sign these agreements are online or overseas suppliers/contractors

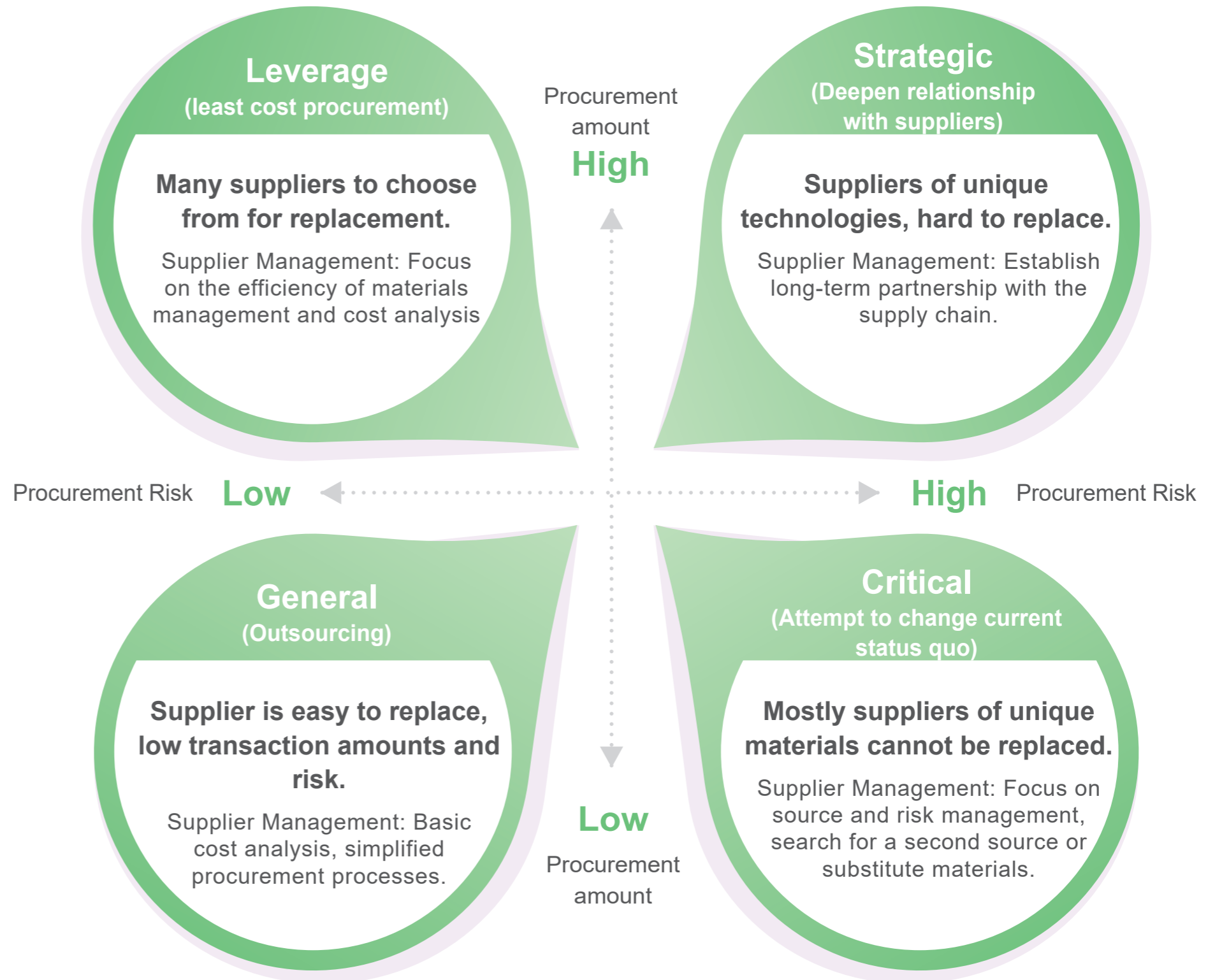




## Supplier Risk Management

Brogent's suppliers can be divided into two major categories, those being general materials suppliers, and contractors taking on outsourced work. As of 2022, Brogent has 549 suppliers that we work together with. Based on a risk assessment conducted as part of the purchase management process, as well as on the purchase risks and purchase prices identified in our management procedures, Brogent classifies suppliers into four risk quadrants, and applies different management methods accordingly.

### Four Quadrants of Suppliers



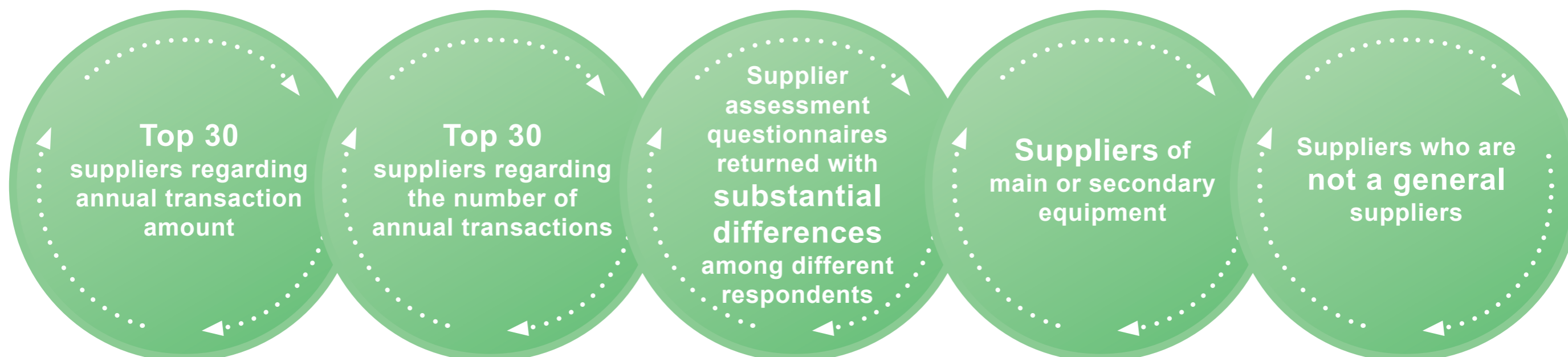
## Supplier Cooperation Regulations

As part of our new supplier evaluation, we conduct an initial assessment of new suppliers that takes into consideration their amount of capital, their operating status, their production capacity, and their track record. Based on the circumstances, we then determine if an on-site assessment visit is necessary. When working together and signing a procurement agreement or procurement order with new suppliers, we request that suppliers pledge to comply with the Brogent Group's sustainability development requirements, protect human rights, not use child labor, and to not discriminate on and conduct employment, compensation, and employee promotion issues fairly. Additionally, suppliers are required to abide by local labor safety and health laws and regulations, and to establish rules to create a safe and healthy working environment.

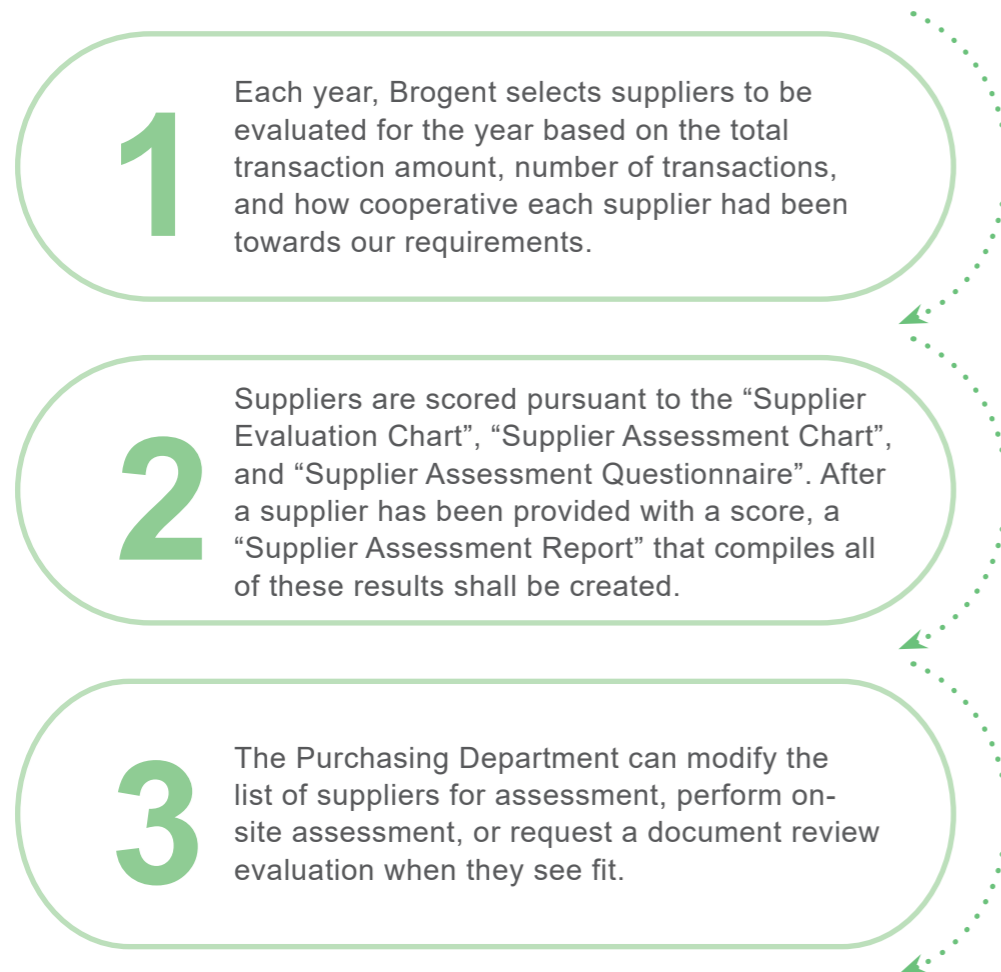


## Supplier Evaluation

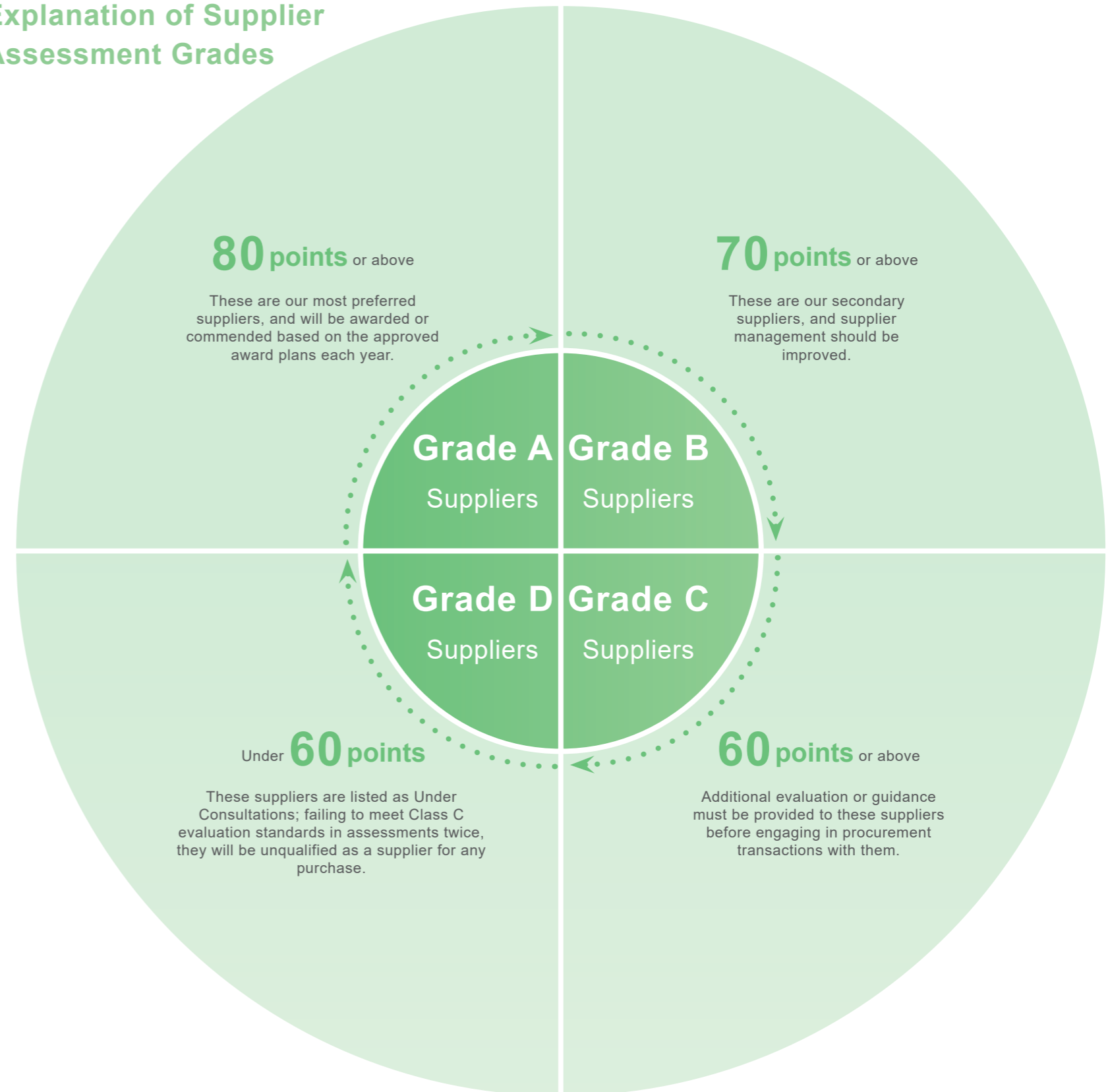
### Supplier Evaluation and Screening Principles



## Supplier Evaluation Process



## Explanation of Supplier Assessment Grades





## 2022 Supplier Assessment Grades and Results

Supplier assessments are conducted through either an electronic questionnaire or an annual evaluation. Cases are randomly selected for assessment through electronic questionnaire from all accepted supplier transactions after supplied materials have been accepted into our warehouse. Questionnaires are returned in over 98% of cases. Afterwards, suppliers are selected to undergo an annual evaluation based on information collected from these questionnaires, and the transaction information for each supplier (transaction amounts and suppliers requiring special focus). This annual assessment includes assessment items on environmental, occupational safety and health, and labor and human rights issues.

We conducted a supplier assessment for 5 suppliers in 2022, with average evaluation scores falling between 78 and 82. Two suppliers were awarded Grade A. Although there were a few abnormal quality situations, there were corresponding improvement measures to avoid the same situation from happening again.



Please refer to the following table for more details:

Year	2021	2022
Number of assessed suppliers	7	5
Selection criteria	Annual transaction amount, and total number of transactions in the year	Annual transaction amount, and total number of transactions in the year
Distribution of grades	3 Grade A suppliers, 4 Grade B suppliers	2 Grade A suppliers, 3 Grade B suppliers
Quadrant distribution	2 critical suppliers, 2 leveraged suppliers 2 general suppliers, 1 strategic supplier	2 leveraged suppliers, 3 general suppliers
Average scores	79.1	79.0



06

# Appendix

---





# Stakeholder Identification and Material Topics Analysis

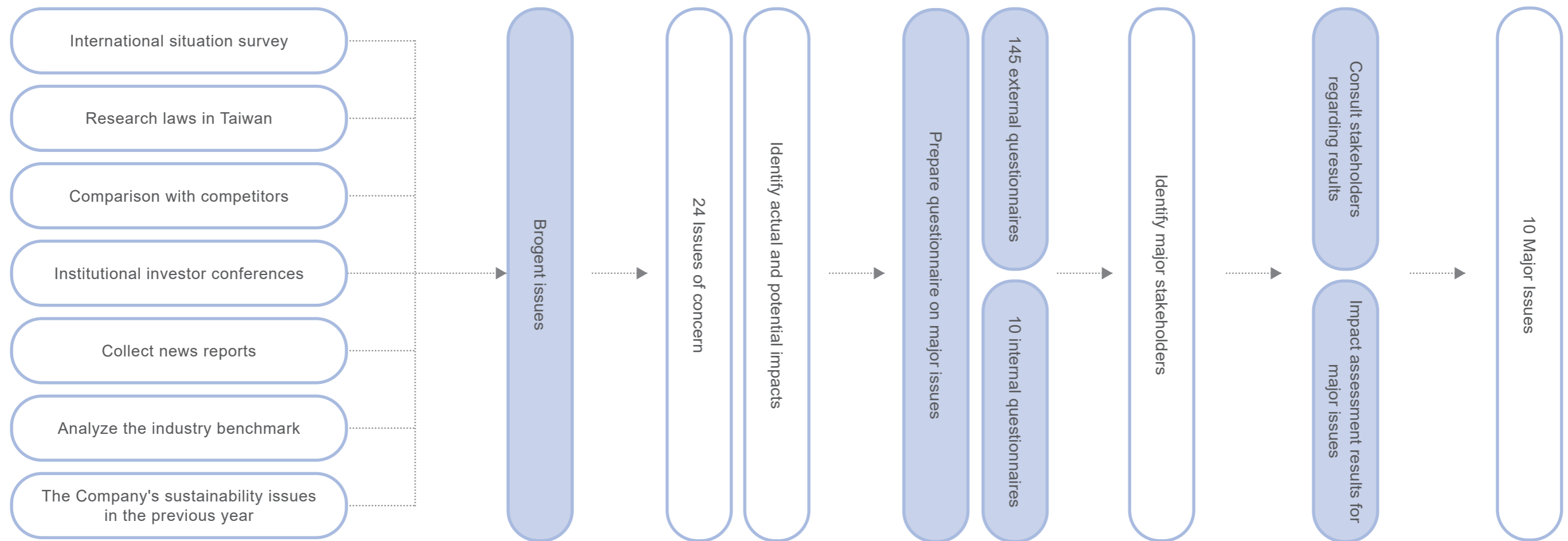
## Stakeholder Engagement

Brogent communicates with stakeholders through a diverse range of channels, maintain good stakeholder interactions and relationships, and have established an ESG section on our official website. Additionally, we have also created a Brogent Group Employee Welfare Facebook Group, and set up an email address (web@brogent.com) for external communications, acting as a basic channel for communicating with stakeholders. We are able to understand and respond to the issues of concern to our stakeholders, establishing a strategy for responding to major issues, and adjust our internal management methods or disclose information based on this strategy.



Facebook fan page for Brogent's Welfare Committee

## Procedures for evaluating material topics





### 1. Collect information on sustainability issues, organizing this information into a database of topics relevant to Brogent

Collect information on sustainability issues and organize this information into a database of topics relevant to Brogent by using international sustainability rules and standards (GRI principles, SASB, SDGs), international trends, related news reporting and laws and regulations on these topics, industry practices and the practices adopted by our competitors, earnings calls, industry benchmarks, and the past sustainability issues we focused on in the previous year as a reference.

### 2. Identify the actual and potential impact of these 24 issues of focus

Organize and list 24 sustainability issues, which in total address the 23 GRI topics and 5 SASB topics. Understand in-depth the boundaries of how sustainability issues impact the value chain, and identify the actual/potential “positive” or “negative” impact of each topic across three main areas (economic, environmental, and social).

The total number of issues increased from 22 in 2021 to 24. The two topics of “Product Quality” and “Product Safety” were combined into “Product Quality and Safety”, and three new environmental topics were added: “Managing and Responding to Climate Change”, “Protecting Biodiversity” and “Conservation, and Sustainable (Green) Products”.

### 3. Bring together the ten major departments internally to analyze business impact

Brogent issued the “Questionnaire for Identifying Material Topics” to the supervisor or employees of each of the ten major departments, investigating the level of the positive or negative impact that the Company’s operations and actions on certain issues have had across three major areas: economic, environmental, and social. All 10 questionnaires were completed and returned.

### 4. Collect information on the level of concern that 145 stakeholders have on the impact of the Company’s activities

A “Material Topics Questionnaire” was issued to investigate the concerns of 10 different categories of stakeholders with regard to the 24 sustainability issues identified, with the goal of finding out how concerned each stakeholder is, what their concerns are, and how deeply they are impacted by the topic. 145 replies to our questionnaire were received.

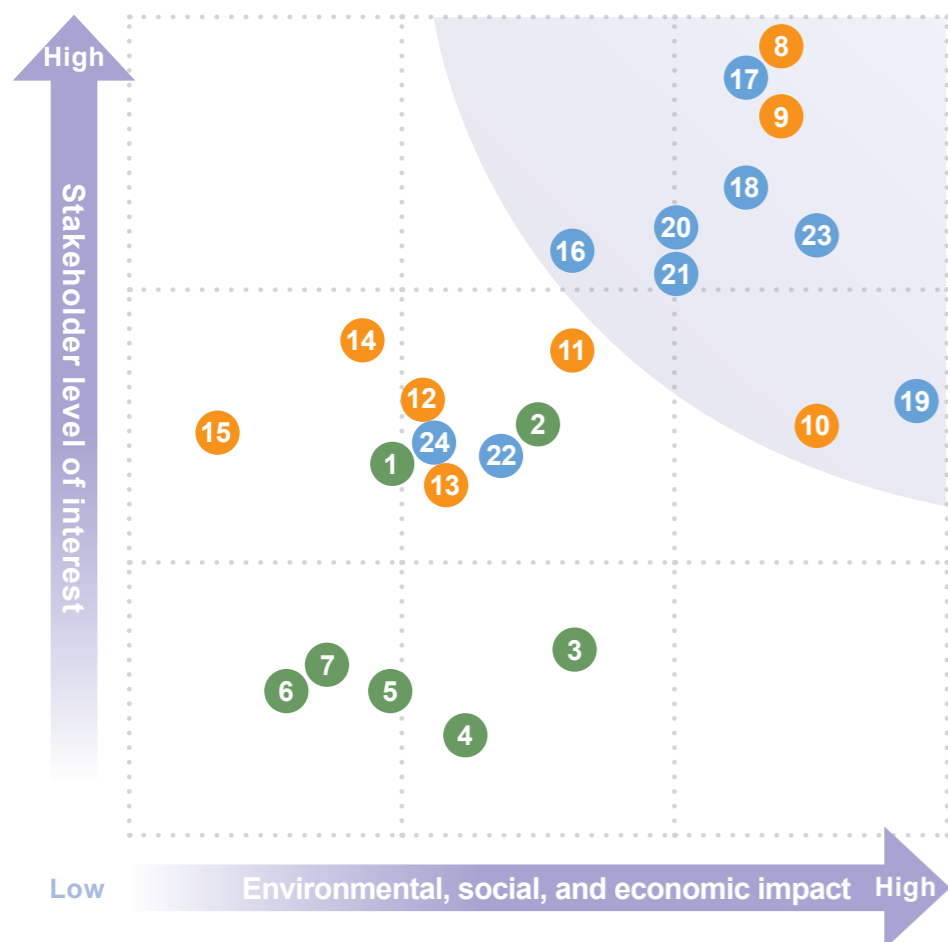
### 5. Determine the 5 categories of stakeholders that the Company should prioritize responding to

Based on the five aspects described in the AA1000 Stakeholder Engagement Standard: Tension, Responsibility, Dependency, Influence, and Diverse Perspectives, the stakeholders that Brogent has influenced due to our business operations include our customers, employees, government agencies, suppliers/contractors, shareholders/investors, news media, business partners, banks and insurance companies, non-profit/non-government organizations, and communities in the local neighborhood, 10 groups in total. The 5 major stakeholder groups identified are our: employees, customers, shareholders/investors, government agencies, and suppliers/contractors.

### 6. Confirm material topics and scope of disclosure

In 2022, Brogent reviewed the results of steps 3 and 4 above, and ultimately selected 10 sustainability issues that are both of high concern and significant impact. These 10 topics are: product quality and safety, innovative technologies, customer service management and satisfaction, integrity management, information security, legal compliance, risk and crisis management, product intellectual property management, sustainability vision and outlook, and promoting occupational safety and health. This report shall provide a deep disclosure of information related to these 10 topics through the information disclosure items discussed.

## Brogent 2022 Matrix of Material Topics



## Sustainability Issues

Environmental Topics	Community and Human Rights Topics	Corporate Governance Topics
<ul style="list-style-type: none"> <li>1 Sustainable Products</li> <li>2 Sustainable Supply Chain Management</li> <li>3 Energy and Greenhouse Gas Emissions</li> <li>4 Water Resource Management</li> <li>5 Waste Management</li> <li>6 Climate-related Risks</li> <li>7 Biodiversity Conservation</li> </ul>	<ul style="list-style-type: none"> <li>8 Product Quality and Safety</li> <li>9 Customer Service Management and Satisfaction</li> <li>10 Promoting Occupational Safety and Health</li> <li>11 Education, Training, and Career Development</li> <li>12 Talent Recruitment and Salaries and Benefits</li> <li>13 Labor Communication</li> <li>14 Human Rights Protection and Tolerance</li> <li>15 Social Impact and Charity Contributions</li> </ul>	<ul style="list-style-type: none"> <li>16 Sustainability Vision and Outlook</li> <li>17 Innovative Technologies</li> <li>18 Integrity Management</li> <li>19 Risk and Crisis Management</li> <li>20 Legal Compliance</li> <li>21 Product Intellectual Property Management</li> <li>22 Operational Performance</li> <li>23 Information Security</li> <li>24 Corporate Governance (including information disclosure)</li> </ul>

### 7. Analysis and comparison of material topic significance

Compared to the material topics identified in 2021, topics related to safety, customer issues, business integrity, and information security have become more significant with the development of new product and technological trends. Thus, disclosures on corporate governance topics have become required by new versions of the GRI, and we now treat corporate governance disclosures as a basic disclosure item, shifting the focus onto other issues. Additionally, as Brogent has a good grasp of talent market trends, we have been able to continue developing and growing our talent in recent years, even in the face of the COVID-19 pandemic. This has led to a substantial decrease in the impact identified for labor relations in this year's assessment of material topics.

### 8. Chairman and responsible units approve the material topics identified in the report, and the response measures proposed

#### 2022 Material Topics Ranked by Impact

● Impact of Corporate Governance Topics ● Impact of Community and Human Rights Topics ● Impact of Environmental Topics



# Material Topics Management Table

● Direct impact ○ Indirect impact ● Environment ● Community and Human Rights Topics ● Governance

Material Topics	Meaning and Significance	Corresponding GRI Specific Topics	SASB	Boundary of Impact to Value Chain <sup>note</sup>			Type of Impact		Corresponding Page
				Upstream	Brogent	Downstream	Positive	Negative	
<b>Product Quality and Safety</b>	Achieving customer satisfaction through high quality, safety, and efficiency standards, and generating benefits for customers, shareholders, employees, and society, are at the core of Brogent's pursuit of excellence.	416 417		○	○	●	●		46
<b>Innovative Technologies</b>	Technological innovation is the core of Brogent's soft competencies, and innovative design is the essence of Brogent's sustainable development.	Customized Topics			●	○	●		37
<b>Customer Service Management and Satisfaction</b>	Brogent believes that good customer service management is vital for customer loyalty and provides mutual benefits. Thus, we listen to our customers to identify their needs, providing them with comprehensive products and services.	416			○	●	●		50
<b>Integrity Management</b>	Brogent believes in conducting its business operations with integrity, establishing a basis upon which long-term relationships of trust can be built with employees, shareholders, customers, suppliers, and other business partners.	205 206		●	●	●	●		73
<b>Information Security</b>	Robust information security and customer privacy protection have allowed us to earn the trust and recognition of our customers, and is crucial to improving the long-term working relationships between Brogent and our customers.	418	TC-SI-220a.1 TC-SI-220a.2 TC-SI-220a.3 TC-SI-220a.4 TC-SI-220a.5		○	●	●	●	83
<b>Legal Compliance</b>	The Company's business operations and governance should be compliant with relevant laws and regulations in order to reduce operational sustainability risks.	207			●		●		74
<b>Risk and Crisis Management</b>	To achieve its objective of business operational sustainability, Brogent recognizes the importance of risks and crisis that will affect its operation.	Customized Topics	TC-SI-230a.2 TC-SI-550a.1 TC-SI-550a.2		●		●	●	77
<b>Product Intellectual Property Management</b>	Product intellectual property rights is the key of Brogent competitiveness.	Customized Topics	TC-SI-520a.1		●		●	●	44
<b>Sustainability Vision and Outlook</b>	Brogent is a leading brand in the immersive simulation equipment industry. Maintaining sustainable operations is a goal shared by Brogent and all of our stakeholders. Brogent is also a leading brand in immersive simulation equipment, meaning that our actions draw much attention. Thus, our sustainable development strategies regarding economic, environmental, and social issues are of concern to all stakeholders.	201		○	●		●		11
<b>Promoting Occupational Safety and Health</b>	The Company values workplace health and safety. By lowering the rate of employee turnover and the frequency of employees taking sick leave, improving production capacity, product quality, and employee satisfaction, we can indirectly boost our corporate image and become more competitive.	403			●		●	●	67

Note: The impact boundary and impact scope are identified based on Brogent's value chain. Brogent and Brogent employees sit at the core of the supply chain, with the upstream value chain being our raw materials and equipment suppliers, and the downstream value chain being our customers.



## 2022 Stakeholder Engagement

Stakeholder	Importance to Brogent	Ways of Communication and Frequency	Communication Performance in 2022	Objectives	Issues of Concern
<b>Customers</b>	Stakeholders with the largest influence on Brogent's product development and design, considered important partners growing alongside Brogent	<ul style="list-style-type: none"> <li>• Web meeting (Irregular)</li> <li>• E-MAIL (Irregular)</li> <li>• Trade shows (Irregular)</li> </ul>	<ul style="list-style-type: none"> <li>• Receive customer satisfaction surveys and make improvement accordingly.</li> <li>• We operate online social media pages, where we are able to respond to and communicate with customers in real-time. We have received an over 4-star rating on both Google and Facebook, and have also began expanding onto social media sites such as LinkedIn and Instagram. This allows our customers to connect with Brogent through a wide variety of different channels.</li> <li>• Listened to customer demands and opinions, satisfying customers starting from our services.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide products and services with reliable quality, and manage quality control with integrity to meet customer's expectation.</li> </ul>	<ul style="list-style-type: none"> <li>• Product Quality and Safety</li> <li>• Innovative Technologies</li> <li>• Customer Service Management and Satisfaction</li> </ul>
<b>Employees</b>	Brogent treat our employees as the most important partners for Brogent's sustainable development, we strive to keep employees' working rights and provide a competitive compensation and benefit, those are the key of Brogent's growth.	<ul style="list-style-type: none"> <li>• Labor management meeting (periodically)</li> <li>• E-MAIL address for Ombudsman (Irregularly)</li> <li>• Management Policy Advocacy Meetings (Irregular)</li> </ul>	<ul style="list-style-type: none"> <li>• The Legal Department shall subscribe to the Taiwan Law Bank Electronic Newsletter (news@lawbank.com.tw), and look to have an understanding of each new legal amendment or regulation related to our business operations. They shall provide monthly updates on legal information to each Company executive or department contract person, assisting each unit in adjusting their management or operational methods in response to new legal amendments to regulations.</li> <li>• New email address legal@brogent.com dedicated to receiving reports and complaints.</li> <li>• Held communication meetings on management policies, discussing issues with employees directly face-to-face in order to facilitate effective communications and avoid misunderstandings.</li> <li>• 4 labor management meetings were held.</li> <li>• 5 policy advocacy meetings were held.</li> </ul>	<ul style="list-style-type: none"> <li>• Legal information is shared pursuant to legally compliant management methods, with the hope that our employees would adapt alongside new laws and regulations.</li> <li>• Support our employees' work life balance, increase our productivity; provide better benefit programs and more convenient working environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability Vision and Outlook</li> <li>• Operational Performance</li> <li>• Labor Communication</li> <li>• Promoting Occupational Safety and Health</li> <li>• Education, Training, and Career Development</li> <li>• Recruitment, Salary and Benefits</li> <li>• Human Rights Protection and Tolerance</li> </ul>
<b>Government Agencies</b>	By implementing certain policies or publicizing/ amending laws and regulations, government agencies may affect Brogent's operational directions and decision-making.	<ul style="list-style-type: none"> <li>• Participate in seminars on laws and regulations held by competent authorities (non-scheduled).</li> </ul>	<ul style="list-style-type: none"> <li>• Attend information sessions on laws and regulations held by competent authorities.</li> <li>• Actively stay updated on amendments to labor laws and regulations, amending our own policies in response based on our amendment process.</li> </ul>	<ul style="list-style-type: none"> <li>• Identify laws and regulations while observing them to avoid disciplinary action because of committing a violation.</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability Vision and Outlook</li> <li>• Legal Compliance</li> <li>• Labor Communication</li> <li>• Promoting Occupational Safety and Health</li> <li>• Recruitment, Salary and Benefits</li> <li>• Human Rights Protection and Tolerance</li> <li>• Energy and Greenhouse Gas Emissions</li> </ul>

Stakeholder	Importance to Brogent	Ways of Communication and Frequency	Communication Performance in 2022	Objectives	Issues of Concern
<b>Suppliers/ Contractors</b>	Good suppliers/ contractors provide the high quality of equipment manufacturing to Brogent, which in turn makes Brogent's products more stable and excellent, and creates the best business performance.	<ul style="list-style-type: none"> <li>• Supplier Appraisal (Periodic)</li> <li>• Quality Supervision Meeting (from time to time)</li> </ul>	<ul style="list-style-type: none"> <li>• Conducted 5 supplier evaluations.</li> <li>• Invited suppliers to attend irregular meetings to discuss product quality, work progress, and production issues.</li> </ul>	<ul style="list-style-type: none"> <li>• Through our supplier evaluation mechanism and close technical communications, we hope that our suppliers can deliver ordered equipment or materials on time and with the expected quality.</li> <li>• Confirmed that provided products were of stable quality, and able to meet customer expectations.</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability Vision and Outlook</li> <li>• Corporate Governance (including information disclosure)</li> <li>• Operational Performance</li> <li>• Sustainable Supply Chain Management</li> </ul>
<b>Shareholders/ Investors</b>	Opinions and suggestions of the shareholders/ investors are key references for Brogent's management in the time of major operational decision-making.	<ul style="list-style-type: none"> <li>• Annual shareholder meetings (scheduled)</li> <li>• Information sessions on domestic and international corporations, along with investment forums (non-scheduled)</li> <li>• Financial statements and operational information (scheduled)</li> <li>• Investor relations mailbox and investor service hotline (non-scheduled)</li> </ul>	<ul style="list-style-type: none"> <li>• Held the annual shareholder meeting to explain Brogent's operational status and development trends.</li> <li>• Held an online earnings call where our business operations, financial situation, and sales were discussed.</li> <li>• Invited institutional investors to Brogent headquarters in Kaohsiung to attend a symposium discussing our operational situation, growth strategies, and future outlook.</li> <li>• Published a sustainability report, annual report, quarterly report, and revenue information for each month, which are all timely published on our Investor Relations webpage.</li> <li>• Collect investors' suggestions, compile them, and report them to the management team on a regular basis.</li> <li>• Conduct corporate governance accreditation annually in cooperation with the relevant authority.</li> </ul>	<ul style="list-style-type: none"> <li>• Besides continuing to improve our business and pursuing ideal operational performance, Brogent is also committed to making information transparent and observing the laws and code of ethics in business to protect our investors' rights.</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability Vision and Outlook</li> <li>• Corporate Governance (including information disclosure)</li> <li>• Risk and Crisis Management</li> <li>• Operational Performance</li> <li>• Innovative Technologies</li> <li>• Product Quality and Safety</li> </ul>
<b>Media</b>	The media acts as a bridge between Brogent and the stakeholders. When the press is able to obtain company's news reports in real time, helps the stakeholders to obtain correct company information and to consolidate the company's image.	<ul style="list-style-type: none"> <li>• Press release with monthly revenue report. (regular)</li> <li>• Press release with operation related report. (irregular)</li> <li>• Provide exclusive contact person for interview and query. (irregular)</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborated with professional organizations.</li> <li>• Through holding meetings with the media from time to time.</li> <li>• Hold press conferences for important events.</li> <li>• Maintain regular communication with the media.</li> </ul>	<ul style="list-style-type: none"> <li>• Main good relationship with media by helping each other and friendly attitudes.</li> <li>• Enhance media exposure for Brogent by establishing a good relationship and positive interaction.</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability Vision and Outlook</li> <li>• Corporate Governance (including information disclosure)</li> <li>• Operational Performance</li> <li>• Innovative Technologies</li> <li>• Recruitment, Salary and Benefits</li> </ul>

## 2022 GRI Data Performance Overview

### Governance

### Financial performance

(Unit: NT\$100 million)

Item	2020	2021	2022
Sales revenue	10.62	7.88	8.04
Gross Profit	5.02	3.77	3.31
Operating Expenses	5.25	5.57	5.78
Operating Income (Loss)	(0.23)	(1.80)	(2.47)
Non-operating income	(0.19)	0.26	1.63
Profit (Loss) before Income Tax	(0.42)	(1.54)	(0.84)
Net Profit (Loss) for the year	(0.52)	(1.33)	(0.62)
Earnings per share (NT\$)	(0.88)	(2.31)	(0.99)
Dividend expense (NT\$)	0.00	0.00	0.00
R&D expenditures	1.67	2.08	1.89
Salary expenses	2.25	2.45	2.44
Employee healthcare and labor insurance expenses	0.20	0.23	0.24
Pension expenses	0.11	0.03	0.11
Expenses for other benefits	0.13	0.13	0.14

Note: Data is sourced from the annual report, and the year that data was disclosed is the same as the audited consolidated financial statements.



**Government grants**

(Unit: NT\$1 million)

Year	Subsidizer	Item	Amount
2020	Economic Development Bureau, Kaohsiung City Government	Immersive Simulation Theater Project	4.750
	Ministry of Economic Affairs	Subsidy Program for Difficult Businesses in the Commercial Service Industry of the Ministry of Economic Affairs	14.683
	Taiwan Small & Medium Enterprise Counseling Foundation (Taiwan SMECF)	LED Dome Screen Project	11.045
2021	Economic Development Bureau, Kaohsiung City Government	Immersive Simulation Theater Project	4.579
	Ministry of Economic Affairs	Subsidy Program for Difficult Businesses in the Commercial Service Industry of the Ministry of Economic Affairs	17.245
	Taiwan Small & Medium Enterprise Counseling Foundation (Taiwan SMECF)	Immersive 8K 3D LED Dome Screen Theater	15.055
		Research and Development Project for Display Technology Integration for Immersive Dynamic Cockpit Simulations	4.000
2022	Taiwan Small & Medium Enterprise Counseling Foundation (Taiwan SMECF)	Research and Development Project for Display Technology Integration for Immersive Dynamic Cockpit Simulations	15.200
	National Association of Small & Medium Enterprises, R.O.C.	Sports Administration Grant Program for Exercise Instructors	0.669

Note 1: The scope of disclosed information includes the Brogent Kaohsiung headquarters, Manufacturing Center (Taoyuan Plant), and the Taipei Office.

Note 2: There are no government entities with share ownership of the Company in the Company's shareholder structure.

**Tax Information**

(Unit: NT\$1,000)

Year	2020	2021	2022
Income Tax	9,920	(20,459)	(21,560)

**Member of Information Security Committee**

Title	Name	2020			2021			2022		
		Should Attend	Actually Attended	Actual Attendance Rate (In-person, or via proxy)	Should Attend	Actually Attended	Actual Attendance Rate (In-person, or via proxy)	Should Attend	Actually Attended	Actual Attendance Rate (In-person, or via proxy)
Chairman	Chih-Hung Ouyang	1	1	100%	1	1	100%	1	1	100%
Executive Assistant to the Chairman	Pei-Chi Ho	-	-	-	1	1	100%	1	1	100%
CFO	Sui-Chuan Lin	1	1	100%	1	1	100%	1	1	100%
Vice President	Jyh-Jong Hwang	1	1	100%	1	1	100%	1	1	100%
Vice President	Teng-Hung Lai	1	1	100%	1	1	100%	1	1	100%
Sr. Director	Yi-Chung Huang	1	1	100%	1	1	100%	1	1	100%
Sr. Director	Szu-Cheng Chen	1	1	100%	1	1	100%	1	1	100%
Sr. Director	An Kiang	1	1	100%	1	1	100%	-	-	-
Sr. Director	Ming-Chi Chang	1	1	100%	-	-	-	-	-	-
Sr. Director	Chin-Wen Chuang	-	-	-	1	1	100%	1	1	100%
Sr. Director	Yan-Lun Peng	-	-	-	1	1	100%	1	1	100%
Sr. Director	Stefan Rothaug	-	-	-	1	1	100%	1	1	100%
Sr. Director	Roger Sun	-	-	-	1	1	100%	1	1	100%
Sr. Director	I-Chun Liu	-	-	-	-	-	-	1	1	100%
Manager	Yi-Yun Liu	1	1	100%	1	1	100%	1	1	100%
Director	Ching-Che Yang	1	1	100%	1	1	100%	1	1	100%

## Society

### Average Wages of Male and Female Entry-level Employees and as Proportion of Local Minimum Wage

(Unit: NT\$)

Year	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
The average wage of entry-level employee	35,200	34,700	35,000	35,300	34,600	35,000	36,300	35,300	35,700
Local minimum wage	23,800	23,800	23,800	24,000	24,000	24,000	25,250	25,250	25,250
As Proportion of Local minimum wage	1.48	1.46	1.47	1.47	1.44	1.46	1.44	1.40	1.41

Note 1: The definition of "entry-level employee" is deputy engineer/designer/specialist and below.

Note 2: The scope of disclosed information includes the Brogent Kaohsiung headquarters, Manufacturing Center (Taoyuan Plant), and the Taipei Office.

Note 3: The proportion of salary as local minimum wage is calculated as the average wage of an entry-level employee divided by the local minimum wage.

### Number of Full-time Non-Executive Employees, their Gross Salary, their Average Salary, and their Median Salary

Year	2020	2021	2022	Difference compared to past two years
Number of full-time non-executive employees (person)	164	255	261	2.4% ↗
Gross salary of full-time non-executive employees (NT\$1,000)	128,319	209,815	210,003	0.1% ↗
Average salary of full-time non-executive employees (NT\$1,000)	782	823	805	2.2% ↘
Median salary of full-time non-executive employees <sup>note</sup> (NT\$1,000)	716	750	722	3.7% ↘

Note: The information on median salary of full-time non-executive employees in 2019 was first declared in 2020 according to the amendment to Article 3 of the Taiwan Stock Exchange Corporation Rules Governing Information Filing by Companies with TWSE Listed Securities and Offshore Fund Institutions with TWSE Listed Offshore Exchange-Traded Funds and the newly included "Checklist of information on salary of full-time employees who are not in a managerial position."



**Base salary received by female employees as a ratio of that received by male employees, sorted by employee category**

Salary ratio	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Managers (note)	0.85	1	1	0.86	1	0.84
Employees without Management Duties	0.89	1	1	0.85	1	0.84

Note 1: The scope of disclosed information includes the Brogent Kaohsiung headquarters, Manufacturing Center (Taoyuan Plant), and the Taipei Office.

Note 2: A “manager” is defined as a departmental supervisor of Job Grade 11 and above for this Table.

**Base salary received by female employees as a ratio of that received by male employees, sorted by employee category**

Salary ratio	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Employees with Management Duties (note)	0.87	1	0.86	1	0.84	1
R&D personnel	0.77	1	0.76	1	0.74	1
General employee	0.97	1	0.94	1	0.90	1

Note 1: The scope of disclosed information includes the Brogent Kaohsiung headquarters, Manufacturing Center (Taoyuan Plant), and the Taipei Office.

Note 2: “Employees with management duties” are defined as employees who are responsible for managerial duties as part of their job description.

**Proportion of senior executives who are local residents**

Year	2020	2021	2022
Number of executives	9	13	13
Number of executives who are local residents (Taiwanese)	9	12	12
Ratio (%)	100	92	92

Note 1: “Senior executives” are defined as employees of Job Grade 14 or above.

Note 2: The scope of disclosed information includes the Brogent Kaohsiung headquarters, Manufacturing Center (Taoyuan Plant), and the Taipei Office.

**Number and proportion of workers sorted by gender**

Year	Gender	Total workers Number of Employees	Employees										Non-Employees	
			Employees with Guaranteed Hours								Employees without Guaranteed Hours		Number of Employees	Proportion (%)
			Permanent employees		Contract Employees		Full-time		Part-time		Number of Employees	Proportion (%)		
			Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)				
2020	Female	64	63	98	1	2	63	98	1	2	0	-	0	-
	Male	132	132	100	0	-	132	100	0	-	0	-	0	-
	Total	196	195	99	1	1	195	99	1	1	0	-	0	-
2021	Female	92	92	100	0	-	92	100	0	-	0	-	0	-
	Male	173	173	100	0	-	173	100	0	-	0	-	0	-
	Total	265	265	100	0	-	265	100	0	-	0	-	0	-
2022	Female	108	102	94	0	-	102	94	0	-	1	1	5	5
	Male	179	176	98	0	-	176	98	0	-	0	-	3	2
	Total	287	278	97	0	-	278	97	0	-	1	-	8	3

Note 1: Proportion = (Employees of that category of a specific gender/total number of employees).

Note 2: The President is included in the total employee count.

Note 3: Most workers who are not Brogent employees are security and cleaning personnel.

### Total Number and Proportion of Workers of Different Categories in 2022

Business Location	Total Number of Workers	Employees										Non-Employees	
		Employees with Guaranteed Hours								Employees without Guaranteed Hours		Number of Employees	Proportion (%)
		Permanent employees		Contract Employees		Full-time		Part-time		Number of Employees	Proportion (%)		
		Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)	Number of Employees	Proportion (%)				
Brogent Kaohsiung Headquarters	228	220	96	0	-	220	96	0	-	1	-	7	3
Manufacturing Center (Taoyuan Plant)	19	19	100	0	-	19	100	0	-	0	-	0	-
Taipei Office	40	39	98	0	-	39	98	0	-	0	-	1	3
Total	287	278	97	0	-	278	97	0	-	1	-	8	3

Note 1: Proportion = (Employees of that category at the business location/total number of employees).  
 Note 2: The President is included in the total employee count.

Note 3: Most workers who are not Brogent employees are security and cleaning personnel.  
 Note 4: Table and statistics have been newly-added in response to the GRI 2021 updates.

### Total Number and Proportion of Disabled and Foreign Employees Employed in the Taiwan Region

Year	2020		2021		2022	
Item	Number Employed	Percentage (%)	Number Employed	Percentage (%)	Number Employed	Percentage (%)
Disabled Employees	1	0.51	2	0.75	3	1.08
Foreign (Non-Taiwanese) Employees	-	-	3	1.10	3	1.08

Note: Proportion = (Employees of that category/total number of employees).



**Number of Male and Female Employees Resigning, Sorted by Age Group**

Business Location	Year	2019	2020	2021	2022	2022					
						age 29 & under (inclusive)		30 to 49 years old		age 50 & above (inclusive)	
						Male	Female	Male	Female	Male	Female
Brogent Kaohsiung Headquarters		16	20	30	32	2	1	17	10	2	0
Manufacturing Center (Taoyuan Plant)		0	1	2	2	0	0	1	1	0	0
Taipei Office		1	0	7	4	1	0	1	2	0	0
<b>Total Number of Resigning Employees</b>		17	21	39	38	3	1	19	13	2	0
<b>Total number of employees at the end of year</b>		172	195	265	279	17	28	137	71	22	4
<b>Percentage of Resigning Employees (%)</b>		10	11	15	14	18	4	14	18	9	-

**Number of Times that Employees Accessed Transition Assistance Programs for Retiring or Terminated Employees**

Type	Content	Number of Case		
		2020	2021	2022
Severance Pay	In accordance with the law	4	0	0
Prior Notice Pay	In accordance with the law	3	0	0
Leave for Job Seeking	In accordance with the law	3	0	0

**Average Training Time Received by Male and Female Employees from Each Department**

Average Training Time (Hours) Received by an Employee		2020	2021	2022
Executives	Female	29.7	43.6	54.5
	Male	22.0	30.7	56.8
	Average hours	23.9	39.6	56.1
Non-executives	Female	26.1	25.9	48.9
	Male	32.7	35.2	47.7
	Average hours	30.4	34.3	48.2
Sales Department	Female	15.2	43.6	45.8
	Male	7.1	30.7	40.0
	Average hours	11.4	39.6	43.5
Engineering Department	Female	36.1	25.9	57.9
	Male	29.3	35.2	58.6
	Average hours	30.1	34.3	58.5
Technology Department	Female	48.0	46.6	55.1
	Male	42.9	54.6	50.7
	Average hours	44.1	52.3	52.0
Other Departments	Female	14.8	37.8	45.0
	Male	15.2	40.3	42.0
	Average hours	15.0	39.1	43.4

Note: "Executives" are defined as employees with management duties (including the Chairman).

### Total Training Time and Employees Trained for Training and Education Provided Under each Course Category

Year	Course Category	Session	Training time (hours)	Total Employees Trained (Persons)	Total Training Time (Hours*Persons)	
2020	Newcomer Training	Introduction of Brogent's value and product	1.5	26	39	
	Company Policy	IT Security introduction	1.5	189	283.5	
	Professional training courses	QFD training	1	35	35	
	General Training	Purchasing/Procurement/acceptance		2	121	242
		Patent specification take the Immersive Simulation device for example		3	71	213
		Case Study-getting know more about Trademark		3	74	222
2021	Newcomer Training	Introduction of Brogent's value and product	2	19	38	
	Management training	Brogent MDP-I recruitment and selection training	4	76	304	
	Professional training courses	Training on how to practically apply Systematic Innovation Problem Solving Methods based on the Theory of Inventive Problem Solving (TRIZ)	13	92	1,196	
		Train the Trainer (TTT) workshops	14	132	1,848	
	General Training	Brogent Products	2	53	106	
		Immersive simulation equipment which tells a story	1.5	55	82.5	
		Employee Code of Conduct	1.5	278	417	
		Training on use of the Microsoft Teams software	2	132	264	
		Introduction and explanation of the Brogent Group salary structure	3	250	750	
	2022	Newcomer Training	Introduction of Brogent's value and product	2	12	24
Management training		MDPII Brogent Group Performance Management Course	3.5	64	224	
Professional training courses		SIMATIC G120 Machinery Tuning and Maintenance Course	16	5	80	
		UL 508A MTR Exam Review and Discussion Session	7	11	77	
General Training		The Birth of an Exciting Sales Project	3.5	23	80.5	
		Enter a World of New Business Opportunities for Metaverse Entrances and Applications - Brogent's Strategic Preparations for Immersive Flight Simulations	2	143	286	
		Education and Training on Testing Procedures	1.5	120	180	
		"Research and Development Team Patents Workshop" - How Patent Technology Characteristics Should be Selected	1.5	54	81	



**Parental leave**

Item \ Year	2020			2021			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of Employees Qualified to Apply for Parental Leave that Year	3	9	12	5	6	11	5	4	9
Number of Employees Applied for Parental Leave that Year	4	1	5	4	0	4	4	0	4
Number of Employees Scheduled to Return to Work After Parental Leave that Year (A)	4	1	5	2	0	2	4	0	4
Number of Employees Scheduled and Actually Returning to Work that Year (B)	4	0	4	2	0	2	3	0	3
Number of Employees Returning to Work following Parental Leave the Previous Year (C)	1	1	2	4	0	4	2	0	2
Number of Employees Returning to Work following Parental Leave the Previous Year, and have Stayed for More Than One Year (D)	1	1	2	2	0	2	2	0	2
Rate of employees returning to work following parental leave (%) = B/A	100%	-	80%	100%	-	100%	75%	-	75%
Retention rate (%) = D/C	100%	100%	100%	50%	-	50%	100%	-	100%

Note: All employees who leave employment less than one year after returning to work resigned for personal reasons.

### Number of Periodic Appraisals Conducted for Male and Female Employees of Each Category

Periodic Appraisals on Employee Performance (Number of Times/Year)		Female	Male	Total Number of Periodic Performance Appraisal
2020	Management Competencies	1	6	7
	Employees without Management Duties	63	125	188
	Total Number of Periodic Performance Appraisal	64	131	195
2021	Management Competencies	10	26	36
	Employees without Management Duties	82	51	233
	Total Number of Periodic Performance Appraisal	92	177	269
2022	Management Competencies	13	27	40
	Employees without Management Duties	90	148	238
	Total Number of Periodic Performance Appraisal	103	175	278

Note: Employees with “management competencies” refers to managers with management responsibility.

### Total Number of Employee Career Development Evaluations Conducted for Male and Female Employees of each Employee Category

Employee Career Development Evaluations (Times/Year)		Female	Male	Total Number of Career Development Evaluations
2020	Management Competencies	1	6	7
	Employees without Management Duties	63	125	188
	Total Number of Career Development Evaluations	64	131	195
2021	Management Competencies	10	26	36
	Employees without Management Duties	82	51	233
	Total Number of Career Development Evaluations	92	177	269
2022	Management Competencies	13	27	40
	Employees without Management Duties	90	148	238
	Total Number of Career Development Evaluations	103	175	278

Note: Employees with “management competencies” refers to managers with management responsibility.

**Total Working Hours for Brogent Employees and Employees Hired by Contractors**

Total Working Hours	2020	2021	2022
Brogent	357,618	478,247	508,897
Contractors	17,260	17,192	18,100

Note: No Brogent employees or the employees of our contractors suffered occupational injuries in 2022.





## Environment

### Energy Consumption

Energy Type	Business Location	Amount of Energy Consumption			Amount in Gigajoules (GJ)		
		2020	2021	2022	2020	2021	2022
Electricity Purchased Externally (1,000 kWh)	Brogent Headquarters			1,331.76			4,794
	Taipei Office	1,314.2	1,243.3	200.16	4,731	4,476	727
	Manufacturing Center (Taoyuan Plant)			67.36			275
Gasoline (kL)	Brogent Headquarters			1.51			49
	Taipei Office	6.3	9.2	0.46	206	300	15
	Manufacturing Center (Taoyuan Plant)			2.74			89
<b>Total Quantity Consumed</b>		-	-	-	4,937	4,776	5,949

Note 1: The scope of disclosed information includes the Brogent Kaohsiung headquarters, Manufacturing Center (Taoyuan Plant), and the Taipei Office.

Note 2: Data for electricity purchased externally (1,000 kWh) is based on received electricity bills.

Note 3: The amount of gasoline consumed (kL) is estimated using data on the distance travelled by each vehicle.

Note 4: Converted using the calorific values published in the Greenhouse Gas Emission Factor Management Table (version 6.0.4) published on the Environmental Protection Administration website, electrical power: 3,600 (GJ/million kWh); Gasoline used in vehicles: 7,800 (Kcal/liter)

Note 5: 1GJ= 10<sup>9</sup>J; 1 kilocalorie (Kcal) = 4,186.8(J)

## Greenhouse Gas Emissions

Year	Greenhouse Gas Scope	Emission Type	Quantity of Greenhouse Gas Emissions (Tons of CO <sub>2</sub> e)		Revenue	Emission Intensity
					NTD millions	(Tons of CO <sub>2</sub> e/NT\$1 million in revenue)
2020	Scope 1	Gasoline	14.84	683.78	1,062.899	0.64
	Scope 2	Electricity	668.94			
2021	Scope 1	Gasoline	21.67	645.82	787.749	0.82
	Scope 2	Electricity	624.15			
2022	Scope 1	Gasoline	11.09	825.12	803.766	1.03
	Scope 2	Electricity	814.03			

Note 1: These statistics include data from the Brogent Kaohsiung headquarters, and our 100% owned and operated Manufacturing Center (Taoyuan Plant).

Note 2: Figures for the gasoline emissions factor is quoted from the Greenhouse Gas Emission Factor Management Table (version 6.0.4) published by the Environmental Protection Administration.

Note 3: Factors for electricity emissions in 2020 are 0.509 kg of CO<sub>2</sub>e/kWh, based on figures for 2019 published by the Ministry of Economics Affairs Bureau of Energy. Factors for electricity emissions in 2021 are 0.502 kg of CO<sub>2</sub>e/kWh, based on figures for 2020 published by the Bureau of Energy, Ministry of Economics Affairs. Factors for electricity emissions in 2022 are 0.509 kg of CO<sub>2</sub>e/kWh, based on figures for 2021 published by the Bureau of Energy, Ministry of Economics Affairs.

## Consumption of Water Resources and Water Intensity

Year	Business Location	Water Consumption (million liters)	Recycled Rainwater (million liters)	Other Recycled Water (million liters)	Average Number of People in the Office (person)	Water Consumption Intensity (million liters per person)
2020	Brogent Headquarters	13.590	2.366	0	198	0.069
	Taipei Office		0	0		
	Manufacturing Center (Taoyuan Plant)		0	0		
2021	Brogent Headquarters	10.400	3.510	0	265	0.038
	Taipei Office		0	0		
	Manufacturing Center (Taoyuan Plant)		0	0		
2022	Brogent Headquarters	7.513	1.145	0	221	0.034
	Taipei Office	0.000	0	0	39	0.000
	Manufacturing Center (Taoyuan Plant)	0.501	0	0	19	0.026

Note 1: The scope of disclosed information includes the Brogent Kaohsiung headquarters, Manufacturing Center (Taoyuan Plant), and the Taipei Office.

Note 2: All water is sourced from tap water (fresh surface water from a third party).

## Solar Power Generated

(Unit: kWh)

Year	Power Generated
2016	12,199
2017	14,314
2018	14,313
2019	13,838
2020	15,032
2021	14,329
2022	14,479

Note 1: This data includes Brogent headquarters.

Note 2: Data on the quantity of power generated is based on the Taiwan Power Company Feed-in-Tariff power bill.

## Disposal of Waste Materials

Year	2020	2021	2022
Waste generated	1.5 tons/month	1.3 tons/month	1.1 tons/month
Amount of waste materials disposed of	1.1 tons/month	1 ton/month	0.82 tons/month
Unit responsible for disposing of waste materials	Brogent Kaohsiung Headquarters - Tidies Environmental Service Corp Kaohsiung Branch (12972916) Taoyuan Plant Manufacturing Center - Ming Xuan Environmental Engineering Limited (80643574)		
Actions Taken	Determined by the Environmental Protection Bureaus of each city government.		
Amount of waste recycled	0.4 tons/month	0.3 tons/month	0.28 tons/month
Waste recycling unit	Buddhist Compassion Relief Tzu Chi Foundation, Kaohsiung Branch		
Recycling Method	Recycled materials are donated free of charge to charity organizations for processing and use in social relief efforts.		

Note 1: These figures include our Kaohsiung headquarters and Manufacturing Center (Taoyuan Plant).

Note 2: Waste materials are not weighed and recorded each time they are sent to be disposed of. Figures are based on the contract signed with the waste disposal contractor.

Note 3: Figures for the amount of materials recycled are calculated by dividing the recorded total weight of all materials recycled each time evenly across the 12 months in a year.



## Index Table of GRI Standards

GRI Standards	Disclosure Item	Corresponding Chapter	Page	Remark
General Disclosures				
GRI 2: General Disclosures 2021	The organization and its reporting practices			
	2-1	Organizational details	2.1 Company Profile	19
	2-2	Entities included in the organization's sustainability reporting	About this Report	3
	2-3	Reporting period, frequency, and contact point	About this Report	3
	2-4	Restatements of information	About this Report	3
	2-5	External assurance	About this Report	3
	Activities and Workers			
	2-6	Activities, value chain, and other business relationships	2.1 Company Profile 2.2 Brand Values 5.6 Sustainable Supply Chain	20 21 96
	2-7	Employees	Appendix-2022 GRI Data Performance Overview - Society	112~115
	2-8	Workers who are not employees	Appendix-2022 GRI Data Performance Overview - Society	114~115
	Governance			
	2-9	Governance structure and composition	2.3 Corporate Governance	27
	2-10	Nominating and selecting the highest governance body	2.3 Corporate Governance	29
	2-11	Chairman of the highest governance body	2.3 Corporate Governance	27
2-12	Role of the highest governance body in overseeing the management of impacts	2.3 Corporate Governance	27	
2-13	Delegation of responsibility for managing impacts	2.3 Corporate Governance	27	
2-14	Role of the highest governing body in sustainability reporting	2.3 Corporate Governance Appendix - Stakeholder Identification and Material Topics Analysis	27 104~105	

GRI Standards	Disclosure Item		Corresponding Chapter	Page	Remark	
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	2.3 Corporate Governance Please refer to the Company's 2022 annual report (III. Corporate Governance Report) for more details on shareholder-related information	29 -		
	2-16	Communicating critical concerns	About this report Appendix - Stakeholder Identification and Material Topics Analysis	3 103		
	2-17	Collective knowledge of the highest governance body	2.3 Corporate Governance	30		
	2-18	Evaluation of the performance of the highest governance body	2.3 Corporate Governance	32		
	2-19	Remuneration policies	2.3 Corporate Governance	31		
	2-20	Process for determining remuneration	2.3 Corporate Governance	31		
	2-21	Annual total compensation ratio	4.1 Friendly Workplace Appendix - 2022 GRI Data Performance Overview - Society	57 113		
	Strategies, policies, and practices					
	2-22	Statement on sustainable development strategies	Letter from the Chairman	4		
	2-23	Policy commitments	2.3 Corporate Governance 4.1 Friendly Workplace	29 54		
	2-24	Embedding policy commitments	List of management policies for managing material topics under each section	11,37,44,46,50, 67,73,74,77,83		
	2-25	Processes to remediate negative impacts	List of management policies for managing material topics under each section 3.1 Innovation Technologies Appendix - 2022 Stakeholder engagement results	11,37,44,46,50, 67,73,74,77,83 107~108		
	2-26	Mechanisms for seeking advice and raising concerns	5.1 Integrity Management and Legal Compliance	75		
	2-27	Legal Compliance	5.1 Integrity Management and Legal Compliance	76		
	2-28	Membership of associations	2.2 Brand Values	26		
	Stakeholder Engagement					
	2-29	Approach to stakeholder engagement	Appendix - Stakeholder Identification and Material Topics Analysis	103~108		
	2-30	Collective bargaining agreements	4.2 Employee-oriented Company	59		

GRI Standards	Disclosure Item	Corresponding Chapter	Page	Remark	
Material Topics					
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Appendix - Stakeholder Identification and Material Topics Analysis Appendix - Material Topics Management Table	103~106	
	3-2	List of material topics	Appendix - Stakeholder Identification and Material Topics Analysis Appendix - Material Topics Management Table	105 106	
1. Product Quality and Safety					
GRI 3: Material Topics 2021	3-3	Management of material topics	Appendix-Material Topics Management Table 3.3 Product Quality and Safety	106 46	
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No such incidents in 2022	-	
2. Innovative Technologies					
GRI 3: Material Topics 2021	3-3	Management of material topics	Appendix-Material Topics Management Table 3.1 Innovative Technologies	106 37	
3. Customer Service Management and Satisfaction					
GRI 3: Material Topics 2021	3-3	Management of material topics	Appendix-Material Topics Management Table 3.4 Customer Service Management and Satisfaction	106 50	
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	No such incidents in 2022	-	
	417-3	Incidents of non-compliance concerning marketing communications	No such incidents in 2022	-	
4. Integrity Management					
GRI 3: Material Topics 2021	3-3	Management of material topics	Appendix-Material Topics Management Table 5.1 Integrity Management and Legal Compliance	106 73	
GRI 205: Anti-corruption 2016	205-1	Corruption risk assessments have already been conducted for business locations	5.1 Integrity Management and Legal Compliance	73	
	205-2	Communication and training about anti-corruption policies and procedures	5.1 Integrity Management and Legal Compliance	73	
	205-3	Confirmed incidents of corruption and actions taken	5.1 Integrity Management and Legal Compliance	75	



GRI Standards	Disclosure Item		Corresponding Chapter	Page	Remark
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions related to anti-competitive behavior, anti-trust, and monopoly practices	5.1 Integrity Management and Legal Compliance	73	
5. Information Security					
GRI 3: Material Topics 2021	3-3	Management of material topics	Appendix-Material Topics Management Table 5.3 Information Security	106 83	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	5.3 Information Security	88	
6. Legal Compliance					
GRI 3: Material Topics 2021	3-3	Management of material topics	Appendix-Material Topics Management Table 5.1 Integrity Management and Legal Compliance	106 74	
7. Risk and Crisis Management					
GRI 3: Material Topics 2021	3-3	Management of material topics	Appendix-Material Topics Management Table 5.2 Risk and Crisis Management	106 77	
8. Product Intellectual Property Management					
GRI 3: Material Topics 2021	3-3	Management of material topics	Appendix-Material Topics Management Table 3.2 Product Intellectual Property Management	106 44	
9. Sustainability Vision and Outlook					
GRI 3: Material Topics 2021	3-3	Management of material topics	Appendix-Material Topics Management Table 1.1 Sustainability Vision and Outlook	106 11	
10. Promoting Occupational Safety and Health					
GRI 3: Material Topics 2021	3-3	Management of material topics	Appendix-Material Topics Management Table 4.4 Promoting Occupational Safety and Health	106 67	
GRI 403: Occupational Safety and Health 2018	403-1	Occupational safety and health management system	4.4 Promoting Occupational Safety and Health	67	
	403-2	Hazard Identification, Risk Assessment and Accident Investigation	4.4 Promoting Occupational Safety and Health	68	
	403-3	Professional Health Services	4.4 Promoting Occupational Safety and Health	70	

GRI Standards	Disclosure Item		Corresponding Chapter	Page	Remark
GRI 403: Occupational Safety and Health 2018	403-4	Participation of, consultations, and communications with occupational safety and health workers	4.4 Promoting Occupational Safety and Health	67	
	403-5	Training of occupational safety and health workers	4.4 Promoting Occupational Safety and Health	69	
	403-6	Worker Safety and Health	4.4 Promoting Occupational Safety and Health	70	
	403-7	Preventing and reducing the impact of occupational safety and health risks directly related to our business operations	4.4 Promoting Occupational Safety and Health	67	
	403-8	Workers included in our occupational safety and health management system	4.4 Promoting Occupational Safety and Health	67	
	403-9	Occupational injuries	4.4 Promoting Occupational Safety and Health	69	
	403-10	Occupational diseases	No such incidents in 2022	-	
Other Topics					
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2.4 Operational Performance Appendix - 2022 GRI Data Performance Overview - Governance	34 109	
	201-3	Defined benefit plan obligations and other retirement plans	4.1 Friendly Workplace	58	
	201-4	Government grants	Appendix - 2022 GRI Data Performance Overview - Governance	110	
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Appendix - 2022 GRI Data Performance Overview - Society	112	
	202-2	Proportion of senior management who are local residents	Appendix - 2022 GRI Data Performance Overview - Society	113	
GRI 207: Tax 2019	207-1	Tax Principle	2.5 Tax Governance	35	
	207-2	Tax governance, management, and risk management	2.5 Tax Governance Appendix - 2022 GRI Data Performance Overview - Governance	35 110	
GRI 302: Energy 2016*	302-1	Energy consumption within the organization	Appendix - 2022 GRI Data Performance Overview - Environment	122	
GRI 303: Water 2018	303-1	Interactions with water as a shared resource	5.4 Environmental Protection	89	
	303-5	Water Consumption	Appendix - 2022 GRI Data Performance Overview - Environment	123	

GRI Standards	Disclosure Item		Corresponding Chapter	Page	Remark
GRI 305: Emissions 2016*	305-1	Direct (Scope 1) GHG emissions	5.5 Climate Change Response and Management Appendix - 2022 GRI Data Performance Overview - Environment	93 123	
GRI 305: Emissions 2016*	305-2	Energy indirect (Scope 2) GHG emissions	5.5 Climate Change Response and Management Appendix - 2022 GRI Data Performance Overview - Environment	93 123	
	305-4	Greenhouse gas emissions intensity	Appendix - 2022 GRI Data Performance Overview - Environment	123	
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	5.4 Environmental Protection	89	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	4.3 Human Resource Policy Appendix - 2022 GRI Data Performance Overview - Society	63 116	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1 Friendly Workplace 4.2 Employee-oriented Company	58 59	
	401-3	Parental leave	4.1 Friendly Workplace Appendix - 2022 GRI Data Performance Overview - Society	58 119	
GRI 402: Labor relations 2016	402-1	Regarding the shortest advance warning period for operational changes	4.2 Employee-oriented Company	59	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	4.3 Human Resource Policy Appendix - 2022 GRI Data Performance Overview - Society	65 117	
	404-2	Programs for upgrading employee skills and transition assistance programs	4.3 Human Resource Policy Appendix - 2022 GRI Data Performance Overview - Society	65~66 118	
	404-3	Percentage of employees receiving regular performance and career development reviews	Appendix - 2022 GRI Data Performance Overview - Society	120	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	4.2 Employee-oriented Company Appendix - 2022 GRI Data Performance Overview - Society	60~62 115	
	405-2	Ratio of basic salary and remuneration of women to men	4.1 Friendly Workplace Appendix - 2022 GRI Data Performance Overview - Society	57 113	



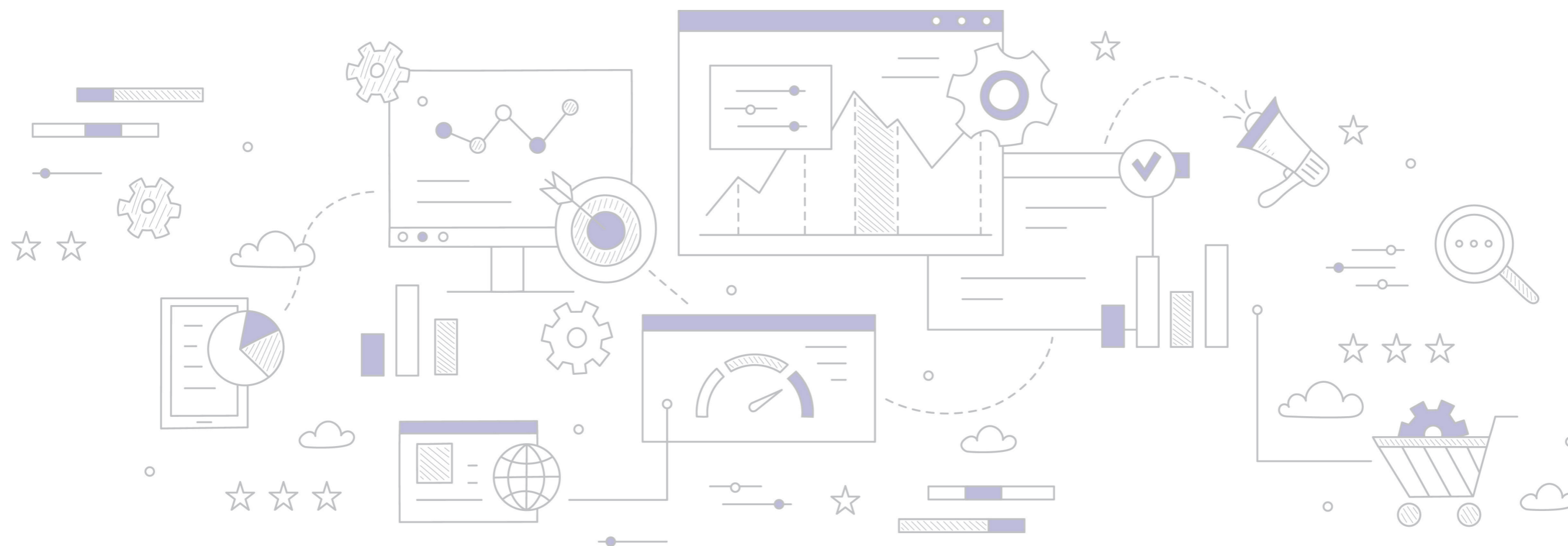
## SASB Comparison Table

Accounting Indicators	No.	Description of Indicators	Page	Description
Environmental impact of hardware infrastructure	TC-SI-130a.1	(1) Total energy consumption (2) Proportion of electricity sourced from grid (3) Proportion of renewable energy sources used	122	(1) Total energy consumption: 5,949GJ (2) Proportion of electricity sourced from grid: 0% (3) Proportion of renewable energy sources used: 0%
	TC-SI-130a.2	(1) Total water obtained (2) Total water consumed, proportion consumed during high or extremely high baseline water stress conditions	89 123	(1) Total water obtained 8,014m <sup>3</sup> (2) Total water consumed 8,014m <sup>3</sup> , 0% consumed during high or extremely high baseline water stress conditions
	TC-SI-130a.3	Discussion of whether environmental factors should be included as part of the Data Center's strategic planning requirements	90	5.4 Environmental Protection - Green Buildings
Data Privacy and Freedom of Speech	TC-SI-220a.1	Description of how policies, behavioral targeted advertising, and customer privacy measures have been implemented	88	5.3 Information Security - Customer Privacy, Personal Information Protection
	TC-SI-220a.2	Number of customers whose data are being used for secondary purposes	-	Number of customers whose data are being used for secondary purposes: 0
	TC-SI-220a.3	Total economic losses due to legal issues related to customer privacy	-	Total economic losses due to legal issues related to privacy: NTD 0
	TC-SI-220a.4	(1) Number of requests made by law enforcement officials for customer data (2) Number of customers whose data has been requested (3) Proportion of data disclosures made as a result	-	(1) Number of requests made by law enforcement officials for customer data: 0 (2) Number of customers whose data has been requested: 0 (3) Proportion of data disclosures made as a result: 0%
	TC-SI-220a.5	List of countries whose governments have requested the monitoring, blocking, censoring, or auditing of our core products or services	-	No such situations have occurred in 2022

Accounting Indicators	No.	Description of Indicators	Page	Description
Data security	TC-SI-230a.1	(1) Number of data leaks (2) Proportion related to leaks of personal information (PII) (3) Number of affected customers	-	No such situations have occurred in 2022
	TC-SI-230a.2	Describe measures to identify and resolve data security risks, including the use of third-party Internet security standards	85	5.3 Information Security - Information Security Measures
Recruit and manage a global and professional workforce with diverse backgrounds	TC-SI-330a.1	(1) Proportion of foreign employees and (2) employees employed overseas	-	(1) Foreign employees: 1.08% (2) Employees employed overseas: 0.00%
	TC-SI-330a.2	Proportion of employees participating in the employee engagement survey	-	79%
	TC-SI-330a.3	Proportion of (1) management employees, (2) technical employees, and (3) all other employees belonging to each gender/ethnicity	60~62	4.2 Employee-oriented Company - Human Resource Structure
Protection of intellectual property rights and competitive behavior	TC-SI-520a.1	Economic losses due to legal disputes related to violations of anti-competitive behavior regulations	-	No such situations occurred in 2022, total economic losses from related legal disputes: NTD 0
Manage systemic risk derived from technological disruptions	TC-SI-550a.1	Total number of days which the following types of disruptions lasted: (1) Production line disruptions, (2) service disruptions, (3) equipment downtime	-	No such situations have occurred in 2022
	TC-SI-550a.2	Describe the business continuity risks related to these operational disruptions	80~82	5.2 Risk and Crisis Management - 2022 Risk Categories and Management Strategy

# Disclosure Items required by the Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

Item	Disclosure Item	Corresponding Chapter	Page
<b>Article 3</b>	<p>The "sustainability report" under the preceding paragraph shall include an assessment of ESG (environmental, social and governance) related risks and shall set out relevant performance metrics for managing its identified material topics.</p> <p>In the sustainability report, a TWSE listed company shall include a GRI Content Index, which specifies each of the GRI Standards to which the contents of the report correspond, and specify in the report whether the topic-specific disclosures have been assured or certified by a third party.</p>	<p>5.2 Risk and Crisis Management</p> <p>List of management policies for managing material topics under each section</p> <p>Appendix-Index Table of GRI Standards</p> <p>Appendix-Assurance Report of Independent Auditors</p>	<p>3,11,37,44,46,50, 67,73,74,77,83 125~130 134~135</p>
<b>Article 4-1</b>	<p>A TWSE listed company specified in Article 2 shall dedicate a specific section of the report to the disclosure of climate-related information.</p>	<p>5.5 Climate Change Response and Management</p>	<p>91~95</p>





# Assurance Report of Independent Auditors



## Assurance Report of Independent Auditors

To: BROGENT TECHNOLOGIES INC.

### 1. Scope

We have been engaged by BROGENT TECHNOLOGIES INC. (the “Company”) to perform a limited assurance engagement in relation to and report on selected sustainability performance indicators included in BROGENT TECHNOLOGIES INC.’s 2022 Sustainability Report (“the Sustainability Report”).

Regarding the sustainability performance indicators selected by the Company and their applicable criteria, please refer to Appendix A.

### Management Responsibility

The Company is responsible for the preparation of the Sustainability Report in accordance with adequate criteria, including referencing to Global Reporting Initiatives Standards (“GRI Standards”) issued by Global Reporting Initiative (GRI), and for the design, execution, and maintenance of internal controls regarding report preparation to support the collection and presentation of the Sustainability Report.

### Independent Auditor’s Responsibility

Our responsibility is to plan and perform limited assurance engagement in accordance with *Standards on Assurance Engagements No.3000 – “Assurance Engagements Other than Audits or Reviews of Historical Financial Information”* issued by the Taiwan Accounting Research and Development Foundation.

### 2. Assurance

The procedures performed in limited assurance engagement vary in nature and timing are less in extent than for a reasonable assurance engagement so that the level of assurance is substantially lower than reasonable assurance engagement. While we considered the effectiveness of the Company’s internal controls when determining the nature and extent of procedures, our procedures were not designed to provide assurance on internal controls.

To conclude for limited assurance, our procedures performed included:

- Interviewing with the Company’s management and personnel to understand the Company’s implementation of overall social responsibility and reporting process.
- Through interviews and inspection of relevant documents, we can understand the main stakeholders of the Company and the expectations and needs of interested parties, the specific communication channels between the two parties, and how the Company responds to these expectations and needs.



- Performing analytical procedures on the selected sustainability performance indicators; gathering and checking other supporting documentation and management information obtained; testing on sample basis if necessary.
- Reading the Sustainability Report to ensure the implementation of overall social responsibility and reporting process is consistent with our understanding.

### 3. Limitations

Non-financial information contained within the Sustainability Report are subject to measurement uncertainties. The selection of different measurement techniques can result in materially different measurement. Also, assurance engagements are based on selective testing of information being examined, and it is not possible to detect all of the existing material misstatements whether resulting from fraud or error.

### 4. Quality and Independence

We are in conformity with *Standards on Quality Management No.1 “Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements”* to establish and maintain a sound system of quality control, including code of professional ethics, professional standards and those written policies and procedures in applicable regulations. We are also in conformity with related independence and other ethics requirements in *The Norm of Professional Ethics*, whose basic principles are integrity, objectivity, professional competence and due care and professional behavior.

### 5. Conclusion

Based on our procedures and evidence obtained, nothing has come to our attention that caused us to believe that any material modifications or adjustments should be made to the selected sustainability indicators in accordance with applicable criteria.

Ernst & Young

July 14, 2023

#### Notice to Readers

The reader is advised that the assurance report has been prepared originally in Chinese. In the event of a conflict between the assurance report and the original Chinese version or difference in interpretation between the two versions, the Chinese language assurance report shall prevail.

**Attachment 1**

No.	Corresponding Chapter	Corresponding Report Contents	Applicable Criteria
1	<p><b>4.4 Promoting Occupational Safety and Health</b></p>	<p>According to the regulations of the "Occupational Safety and Health Management Regulations," it is the employer's obligation to record occupational accidents. Employers are required to monthly report actual working hours, employment numbers, and occupational accident information on the official website of the Occupational Safety and Health Administration, under the Ministry of Labor. As mentioned above, the detailed information will be presented in writing. We perform a limited assurance engagement for the occupational accident figures and rate data specifically for the year 2022.</p>	<p>Company statistical data</p>
2	<p><b>5.4 Environmental Protection</b> - Water Resource Management and <b>Appendix</b> - 2022 GRI Data Performance Overview - Environment</p>	<p>The Company's primary operating locations are the Headquarters, Taipei Office, and Manufacturing Center (Taoyuan Factory). The water resource consumption for each of these three operating locations will be consolidated and presented in a table in the appendix for disclosure. We perform a limited assurance engagement for the water usage and rainwater recycling data specifically for the year 2022.</p>	<p>Company statistical data</p>
3	<p><b>5.4 Environmental Protection</b> - Waste Management and <b>Appendix</b> - 2022 GRI Data Performance Overview - Environment</p>	<p>The Company's primary operating locations are the Headquarters, Taipei Office, and Manufacturing Center (Taoyuan Factory). The waste generated from each of these three operating locations will be presented in a table to disclose recycling data. We perform a limited assurance engagement for the waste treatment and recycling data specifically for the year 2022.</p>	<p>Company statistical data</p>
4	<p><b>5.5 Climate Change Response and Management</b> - GHG Emissions Management and <b>Appendix</b> - 2022 GRI Data Performance Overview - Environment</p>	<p>The Company's primary operating locations are the Headquarters, Taipei Office, and Manufacturing Center (Taoyuan Factory). The energy consumption categories for each of these three operating locations will be summed up, and calculations will be made using the greenhouse gas emission factors announced by the Environmental Protection Administration and the Energy Bureau. The results will be consolidated and presented in a table for disclosure. We perform a limited assurance engagement for the greenhouse gas emissions and emission intensity data specifically for the year 2022.</p>	<p>Company statistical data</p>
5	<p><b>5.5 Climate Change Response and Management</b> - Support Renewable Energy Generation and <b>Appendix</b> - 2022 GRI Data Performance Overview - Environment</p>	<p>The Company's Headquarters has installed a renewable energy generation system, specifically a solar power system. The generated renewable energy is sold to the Taiwan Power Company. The total amount of renewable energy generated will be presented in a table for disclosure. We perform a limited assurance engagement for the solar power generation data specifically for the year 2022.</p>	<p>Company statistical data</p>



