

## Brogent Technologies Inc. Human Rights Policy

Following the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact and the United Nations International Labor Organization, Brogent thoroughly fulfils our corporate social responsibility as well as the basic human rights of all employees, customers and stakeholders. Brogent respects basic human rights that are internationally recognized, such as caring for disadvantaged groups care, prohibiting child labor, eliminating employment and employment discrimination, and we comply with the relevant local labor laws and regulations.

1. Diversity and Tolerance : Anyone shall not be treated unfairly or discriminated against based on gender, race or ethnicity, social class, age, marital status, family status, language, religion, political affiliation, nationality, appearance, facial features, disabilities or any other factors.
2. Healthy Workplace : Provide a healthy and safe working environment in which all employees respect each other, and assist all employees maintaining the physical and mental health and work-life balance.
3. Reasonable Working Hours : Specify the specifications of working hours and extended working hours, and regularly care for and manage the attendance of employees.
4. Respect for employees: No forced labor, no discrimination, prohibition of harassment, respect for privacy, and provide appropriate salary and benefits.
5. Labor-Management Communication : Establish smooth communication channels, set up suggestion boxes and hold regular labor-management meetings to ensure the rights and interests of both parties.
6. Employee Training : Provide multiple training methods to support the career development of employees.
7. Privacy Protection: Respect and protect the confidentiality of employees' personal information and the privacy of customers and all stakeholders in accordance with the Personal Data Protection Act.

Brogent invites all business partners including suppliers, joint ventures, etc., to raise awareness of human rights issues together.

Brogent thoroughly implements human rights policies and mitigate human rights risks, relevant practices are formulated in company methods (including: "Work Rules",

"Employee Code of Conduct", "Labor Safety and Health Work Rules" and "Education and Training Management Measures").

In addition to placing the method on the company's internal official website for the convenience of colleagues to review, we also holds relevant training courses unregularly to enhance colleagues' awareness and understanding of human rights policies.