

3.4 Workplace Safety and Health

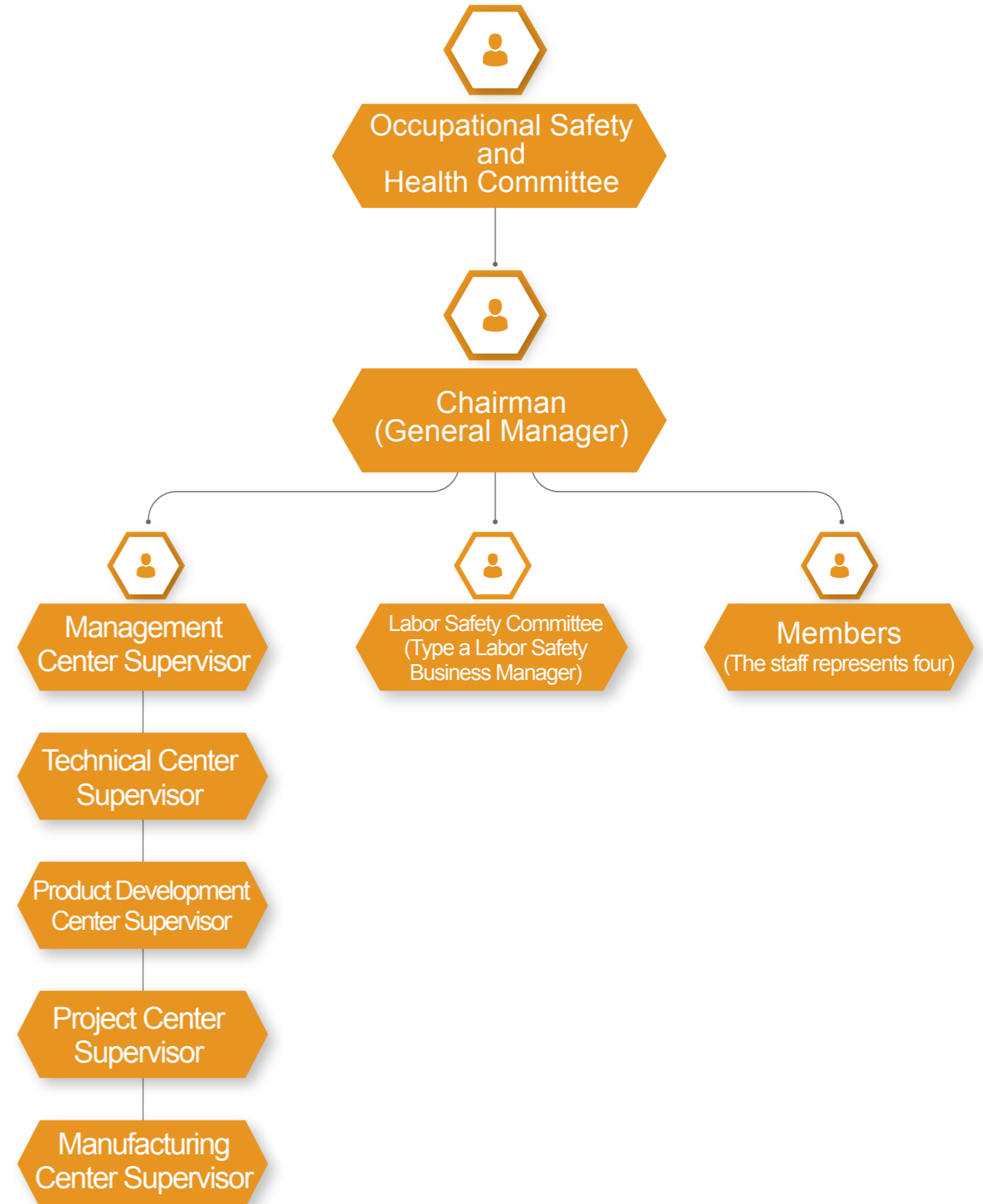
» 3.4.1 Workplace Safety and Health Management

Brogent complies with the Occupational Safety and Health Act and related laws and regulations. Furthermore, it ensures there are preventive measures in place and safety is a top priority. The company requires all employees (including contractors) to participate in safety and health awareness and knowledge, and continuously improve the safety and health systems and safety and health performance to meet the company's current needs.

Occupational Safety and Health Committee

Brogent has established an Occupational Safety and Health Committee in accordance with the Occupational Safety and Health Act. This Committee comprises a total of eleven members: the President, executives of each department and the administration department, and employee representatives. A total of four committee members are employee (or labor) representatives, making up 40% of the Committee. The Occupational Safety and Health Committee is in charge of establishing and improving occupational safety policies, and must convene regular meetings to review occupational safety and health management affairs and advocate relevant ideas. A total of four meetings were convened in 2020 and the resolutions of each meeting were made aware for the employees. In 2020, we achieved our goal of Zero-Accident Workplace; none of our employees or contractors had occupational injuries or diseases.

Organizational Chart of the Occupational Safety and Health Committee



Occupational Safety Key Performance in 2020

Resolutions	Description
Regulatory Identification	<ul style="list-style-type: none"> Confirmation of the Occupational Safety and Health Administration Law related to the amendment of the Act to identify the content, approved and announced for implementation.
Operational Safety	<ul style="list-style-type: none"> Continuously educate employees and contractors on construction safety, hazard notification and wearing of personal protective gear at domestic and overseas sites to prevent occupational accidents through prior safety and health education and training.
Emergency Response	<ul style="list-style-type: none"> Revise the typhoon preparedness plan, and do the relevant protection work before the typhoon comes, and report the disaster immediately through the reporting system and handle the situation properly. “Self-defense firefighting team training” will be held every six months, and the staffs of each department will combine with the experience center to conduct notification and evacuation training, and the training results will be submitted to the fire department for examination in accordance with the regulations.
Periodic Inspection and Declaration	<ul style="list-style-type: none"> For operating amusement facilities, ask professional units to conduct safety inspections every six months, and submit the records to the competent authorities for issuance of safety permits.
Safety and Health Management	<ul style="list-style-type: none"> Office internal and external environmental health specification development. Area traffic specification development. Car management behavior in and out of office. Warehousing and R&D project site application and management. Contractor site security management.

Occupational Safety and Health Education Training for Contractors in 2020

Project Name	Education and Training Content
Office OA renovation in Building C	Education and training on occupational safety and health management and notification of hazards in the workplace.
LED dome structure project in Building B	
LED dome installation test project in Building B	

Occupational Safety and Health Education Training for Employees in 2020

Item	Training Courses	Frequency	Pairs of Lephants	Person-Times
1	Occupational Safety Training 1 hour	2	Newcomers	49
2	Self-defense and fire-fighting training 4 hours	2	Staff on staff	52
3	Pre-travel training for project travelers 1 hour	2	Specialists	84
4	Fire prevention manager training refresher course 6 hours	1	Fire Prevention Manager	1
5	Occupational safety and health in-service training for occupational safety and health business managers 6 hours	1	Management Manager and General Affairs	2
Total				180

Healthy and Safe Workplace

Brogent's occupational health and safety management program includes the installation of a breastfeeding room, the installation of fitness equipment in the employee recreation center in the office building, and a comprehensive review of the current status of application of occupational safety and health related management regulations (including the Labor Safety and Health Code of Conduct,

the Occupational Safety and Health Management Plan, the Contractor's Occupational Safety and Health Management Regulations, the Automatic Safety and Health Inspection Plan, and the Emergency Response Plan for the management of dangerous machinery and equipment), and revisions.

The Company has entered into a contract with Kaohsiung Medical University Chung-Ho Memorial

Hospital (KMUH) for on-site health care services. Depending on the number of insured persons and the level of the industry, KMUH will dispatch three times a month a nurse practitioner with an occupational medicine license and three times a year a doctor with an occupational medicine license (two hours each time) to the Company's site. KMUH 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. Due to the uncertainty of the epidemic in 2020, the "on-site health care service" will be adjusted to start in March 2021. The contractor will first analyze the workplace environment and employee physical examination data, and then conduct health

consultant interviews for employees with high health risk factors.

Measures taken by the company to strengthen the health and safety of employees include “regular maintenance of the

central air conditioning system to ensure indoor air quality”, “posting of large labor safety warnings for workplaces such as testing and warehousing”, “installation of speed limits and anti-slip measures for underground

driveways”, “regular disinfection of indoor floors and elevators by cleaners, and outdoor disinfection in cooperation with the park”, “automatic inspection of dangerous machinery, implementation of precautions

and maintenance checks before and after use”, and “implementation of maintenance and management of fire safety equipment, establishment of a firefighting team and regular firefighting training”.

Employee Health Screening

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

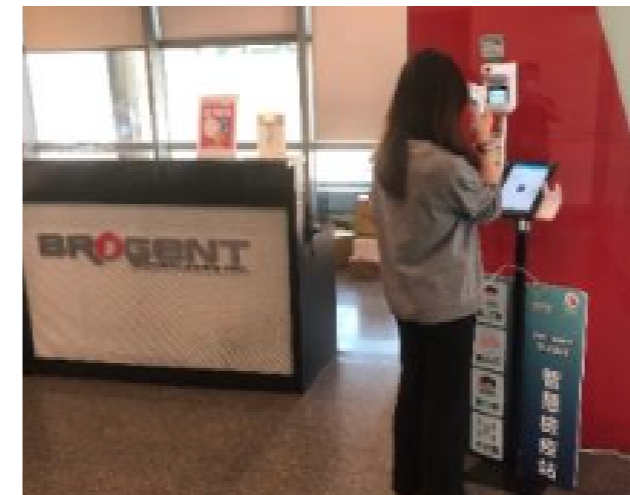
understand and track the results of the health checkup. We also introduced “Smart Care Station”

as the pacesetter of employee health management.

» 3.4.2 Prevention against Covid-19

In response to the Covid-19 outbreak in 2019, Brogent immediately formulated and announced the “2019 Brogent Group Covid-19 Prevention and Response Plan,” setting out response measures on the basis of various types of possible impacts. At the same time, a crisis management team, consisting of the CEO, heads of centers, and departmental heads from the IT, HR, and Administration Departments, was formed with detailed description of each member's responsibilities.

During the epidemic in 2020, the Administration Department integrated the company's anti-epidemic material procurement, storage and replenishment operations. Implementation of maintaining social distancing, wearing masks and avoiding entering and leaving crowded areas was disseminated. In addition, we cooperated with advanced medical resources to introduce “Smart Epidemic Prevention Station” as a weapon for temperature measurement and real-name control of colleagues



and visitors.

When the pandemic took hold of the world in March 2020, We immediately recalled our employees who were on overseas business trips and facilitated the requirements of their home

quarantine or self-monitoring of health by not requesting them to report to work after their return to Taiwan and by providing them with additional allowances. Going forward, should employees be required to go overseas for projects in regions where the risk of the pandemic is under reasonable control, Brogent will also put relevant measures in place to safeguard the safety of employees.

