

# Mycenax Biotech Inc.

## Human Rights Policy

- The Company respects and supports the fundamental human rights outlined in international conventions, including the principles and spirit of the 'Universal Declaration of Human Rights,' the “United Nations Global Compact,” and the “International Labor Organization Declaration on Fundamental Principles and Rights at Work.” The Company fully embody the responsibility to respect and protect human rights, treating all employees, including contract workers, interns, and others, with dignity and respect.
- The human rights policy of the Company is implemented with the following principles:
  - Adhering to labor laws, creating a friendly work environment, and ensuring reasonable working hours.
  - Establishing a healthy and safe workplace.
  - Enacting the “Measures for the Prevention and Handling of Sexual Harassment” and establishing a channel for filing sexual harassment complaints.
  - Facilitating harmonious communication between labor and management and providing a grievance management system.
  - Supporting and assisting employees in maintaining physical and mental well-being as well as achieving a work-life balance. °
  - Providing diverse open channels for dialogue, including anonymous reporting, allowing suppliers, business partners, and other stakeholders to provide feedback or report suspected violations to the Company. °
  - In response to changing circumstances and stakeholder needs, we regularly review and assess relevant risks, practices, and impacts.
- The company conducts human rights protection-related education and training, including occupational safety and health education and training, as well as the four major protection plans for labor health:

In the year 2023, the new employee education and training program consisted of 6 hours. A total of 22 employees were expected to attend, but 16 actually participated, resulting in a completion rate of 73%.