

Mycenax Biotech Inc.

Measures for protecting work environment and employee personal safety and the implementation status

1. To prevent occupational hazards and ensure the safety and health of workers, Mycenax has established the "Safety and Health Work Rules" and the "Occupational Safety and Health Management Regulations." The "Safety and Health Work Rules" have also been submitted to the relevant authorities for approval and filing.

To ensure that Mycenax complies with Occupational Safety and Health and Fire Safety and Infectious Biological Material-related regulations, the "Safety and Health Operation Management Procedures," "Fire Safety Operation Management Measures," and "Infectious Biological Materials Management Procedures" have been established.

2. Measures for the protection of employee personal safety and the implementation status:

(1) Education and training:

To ensure the safety and health of all Mycenax's employees, new employees undergo general safety education and training before starting their jobs. Additionally, current employees receive at least 3 hours of safety and health training every three years. In 2024, a total of 54 new employees received general safety education training, and 32 employees participated in external training, as shown in the table below:

Category	Certification Training Courses	Number of Personnel
Occupational Safety and Health	Class-1 Occupational Safety and Health Supervisor	2
Health Protection	First Aid Personnel	5
Supervisors in charge of Harmful Operations	Supervisors in charge of Specified Chemical Substance Operations	2
	Supervisors in charge of Organic Solvent Operations	3
Dangerous Machines and Equipment	Class-2 Boiler Operator	2
	Category A Pressure Vessel Operators	4
	Operator of Forklift	1
	Operators of Fixed Cranes	2
	Operator of Specified High-Pressure Gas Equipment	2
Fire Safety	Fire Protection Manager	4

(2) Certification management:

Mycenax commit to ensure that operators meet professional qualification requirements and adhere to relevant regulations and safety standards when performing specific tasks or operations, effectively reducing risks. Currently, the professional licenses held by Mycenax’s employees are as follows:

Category	Certification	Number of Personnel
Occupational Safety and Health	Occupational Health Management Specialist	1
	Occupational Safety and Health Management Staff	1
	Category A Occupational Safety and Health Supervisor	2
Health Protection	Occupational Health Nurse	1
	First Aid Personnel	13
Supervisors in charge of Harmful Operations	Supervisors in charge of Specified Chemical Substance Operations	9
	Supervisors in charge of Organic Solvent Operations	10
Dangerous Machines and Equipment	Level B Boiler Operator	11
	Category A Pressure Vessel Operators	22
	Operator of Forklift	3
	Operator of aerial work platform	1
	Operators of Fixed Cranes	2
	Operator of Specified High-Pressure Gas Equipment	2
Construction Safety	Supervisors in charge of Roofing Operations	1
Fire Safety	Fire Protection Manager	6

(3) Implementation of Contractor Management:

To prevent accidents involving contractors working in the plant, Mycenax implements hazard communication and organizes coordination meetings with contractors to mitigate the risk of occupational safety incidents. There were 90 cases of contractor management events in 2024, including 74 cases of high-risk operation (such as elevated work, hot work, hoisting work, confined space operation.)

(4) Conducting On-site Inspections:

On-site inspections were conducted quarterly to improve the risk of on-site operations. In 2024, Mycenax conducted internal audits on environmental protection, safety and health in March, May, August, November, and provided improvement suggestions and ongoing follow-up.

Audit item\time	Q1 GMP Plant 1	Q2 GMP Plant 2	Q3 Taipei Office and Laboratory	Q4 Zhubei HQ
Missing items	6	2	4	4
Improved items	6	2	4	4

(5) Operation environmental monitor:

The operation place of specific chemical substances and organic solvent, concentrations are monitored semi-annually (May and November) in accordance with the law, and the results of the environmental monitoring of chemical factors in 2024 are all under primary management, with indoor carbon dioxide concentration monitoring results below 1,000 ppm (within the legal 5,000 ppm standard).

(6) Chemical Management: :

For chemicals that pose health hazards according to CNS 15030, CCB classification management is adopted, and the overall ventilation, engineering controls, isolation, and special requirements are managed with reference to the exposure control sheet management mode.

(7) Fire Safety Management:

Firefighting equipment is inspected annually (September to October), and building public safety inspections are conducted every two years (July to September).

In accordance with regulations, hazardous material surveys and reports are submitted every January and July. Additionally, exceeding legal requirements, public liability insurance for accidents is purchased for all regional business units.

(8) In 2024, the Occupational Safety and Health Management Plan items were 100% completed.

(9) Emergency response measures: change of antiseptic (chemical chelator), first aid kit check, new AED installation and maintenance.