

Mycenax Biotech Inc.

Human Rights Policy

1. Mycenax's human rights policy, approved by the Board of Directors

(1) Mycenax respects and supports fundamental human rights as outlined in international conventions, including the "Universal Declaration of Human Rights," "United Nations Global Compact," and the "International Labour Organization's Declaration on Fundamental Principles and Rights at Work." The company fully embodies the responsibility to respect and protect human rights, treating all employees, including contractors, interns, and others, with dignity and respect.

(2) Mycenax 's human rights policy is implemented through the following measures:

- Adherence to labor laws, creating a friendly working environment, and ensuring reasonable working hours.
- Establishment of a healthy and safe workplace.
- Implementation of " Procedures for Sexual Harassment Prevention " and the establishment of channels for reporting sexual harassment.
- Promoting harmonious labor-management communication and providing channels for complaint.
- Supporting and assisting employees in maintaining physical and mental health, as well as work-life balance.
- Providing open communication channels, including anonymous reporting, to allow suppliers, business partners, and other stakeholders to provide feedback or report suspected violations.
- Regularly reviewing and assessing related risks, practices, and impacts in response to changing circumstances and stakeholder needs.

2. Implementation status based on human right policy:

Policy	Execution plan and situation
Adhere to labor laws and reasonable working hours	(1) Conduct annual self-assessments for legal compliance to ensure company operations comply with legal regulations. (2) Implement a vacation system and encourage employees to prioritize work-life balance. (3) Review overtime situations in each department monthly and issue reminders. (4) Follow the latest regulations, periodically gather industry information, and offer competitive salaries that comply with the law. (5) Conduct annual salary adjustments based on the overall economic environment, company performance, and employee work performance.

<p>BEST PARTNER Create a friendly work environment, establish support for a healthy and safe workplace, and assist employees in maintaining physical and mental health, as well as work-life balance</p>	<ul style="list-style-type: none"> (1) Implement labor safety and health education and training, as well as the four major labor health protection plans. In 2024, 54 employees participated in safety training. (2) Set up employee dining and rest areas. (3) Provide regular on-site medical services, with 56 consultations in 2024. (4) Assign dedicated labor health service personnel. In 2024, 102 employees received care and support. (5) Regularly organize health seminars and activities, with 358 participants in 2024. (6) Provide group insurance for all employees and travel safety insurance for employees on business trips.
<p>Sexual Harassment Prevention</p>	<ul style="list-style-type: none"> (1) Establish the " Procedures for Sexual Harassment Prevention." (2) Set up a sexual harassment complaint hotline and email. (3) Prioritize sexual harassment training for the Mycenax' s directors, managers, and supervisors. In 2024, 55 people participated.
<p>Harmonious labor-management communication and providing channel for complaint</p>	<ul style="list-style-type: none"> (1) Encourage employees to express their opinions by providing a feedback channel through the suggestion mailbox at feedback@mycenax.com.tw. (2) Hold quarterly labor-management meetings, with 4 meetings held in 2024. (3) Organize information-sharing sessions irregularly, with 5 sessions held in 2024.
<p>Establish a whistleblowing system</p>	<ul style="list-style-type: none"> (1) Establish a whistleblowing system policy. (2) Set up a whistleblowing hotline and email, and publish them on the official website, allowing suppliers, business partners, and other stakeholders to provide feedback or report suspected violations.
<p>stakeholders</p>	<ul style="list-style-type: none"> (1) Set up a stakeholder hotline and email. (2) Emphasize the balance of rights and obligations between the company and its shareholders, actively reporting the Mycenax's operations to shareholders through shareholder meetings and corporate briefings, maintaining good interaction.