

Mycenax Biotech Inc. ESG Implementation Plans and Results

Mycenax has operations in Taipei, Hsinchu, and Miaoli. To promote innovation, cultivate future talent, and support local education, Mycenax collaborates with schools to provide internship opportunities, corporate visits, and campus lectures. These initiatives offer practical experience sharing and increase students' hands-on work experience, helping them understand how businesses operate and how to apply academic knowledge in real-world situations. This ultimately enhances their future employability and contributes to social development and resource sharing. The status of industry-academia cooperation in 2025 is outlined in the table below:

Type	College	Headcount
Corporate Internship	University of California, San Diego	1
	Chung Yuan Christian University	1
	Jen-Teh Junior College of Medicine, Nursing and Management	2
	National Cheng Kung University	1
	National Yang Ming Chiao Tung University	1
Campus Lecture	Chung Shan Medical University	40
	National Cheng Kung University	30
	MacKay Medical University	40
	National Chiayi University	30
Total Headcount		146

Mycenax has established a four-category employee training and development framework—Core, General Education, Professional, and Management—providing systematic learning resources tailored to different career stages. The curriculum includes new-hire training, GMP fundamentals, general competencies such as English and presentation skills, professional training in biopharmaceuticals and quality systems, as well as managerial competency courses ranging from introductory to advanced levels. These programs aim to strengthen employees' capabilities and support their career development.

As of November 2025, the training results are as follows:

- Core Courses: 48 classes, 202.5 training hours, 375 participants
- General Education Courses: 16 classes, 22 training hours, 367 participants
- Professional Courses: 24 classes, 140.5 training hours, 340 participants
- Management Courses: 5 classes, 19 training hours, 140 participants