

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 2025, a total of 99 new employees received general safety education training, and 33 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	1
	Occupational Health Management Specialist	1
Health Protection	First Aid Personnel	1
Supervisors in charge of Harmful Operations	Supervisors in charge of Specified Chemical Substance Operations	4
	Supervisors in charge of Organic Solvent Operations	1
Dangerous Machines and Equipment	Class-2 Boiler Operator	3
	Category A Pressure Vessel Operators	12
	Operator of Forklift	3
Fire Safety	Fire Protection Manager	2
Environmental	General Awareness Level Professional Responder for Toxic and Concerned Chemicals	5

(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
	Category A Occupational Safety and Health Supervisor	3
Health Protection	Occupational Health Nurse	1
	First Aid Personnel	12
Supervisors in charge of Harmful Operations	Supervisors in charge of Specified Chemical Substance Operations	9
	Supervisors in charge of Organic Solvent Operations	12
Dangerous Machines and Equipment	Level B Boiler Operator	8
	Category A Pressure Vessel Operators	22
	Operator of Forklift	4
	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
Environmental	General Awareness Level Professional Responder for Toxic and Concerned Chemicals	5
	Waste Treatment Professional Technician	4

(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 67 cases of contractor management events in 2025, including 31 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 2025, Mycenax conducted internal audits on environmental protection, safety and health in 2025, 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	33	4	15
Improved items	6	32	4	9

(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 2025 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 2025, the Occupational Safety and Health Management Plan items were 100% completed.

(9) This year, we implemented anti-slip engineering improvements at the driveway entrance to effectively reduce the risk of slips and falls in wet and rainy conditions, thereby providing colleagues with safer access and further enhancing the overall safety of the working environment.

Before

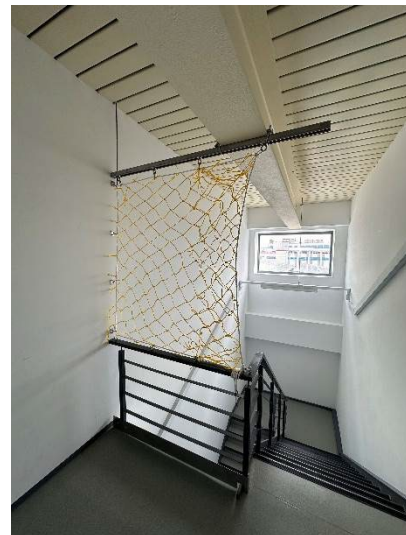
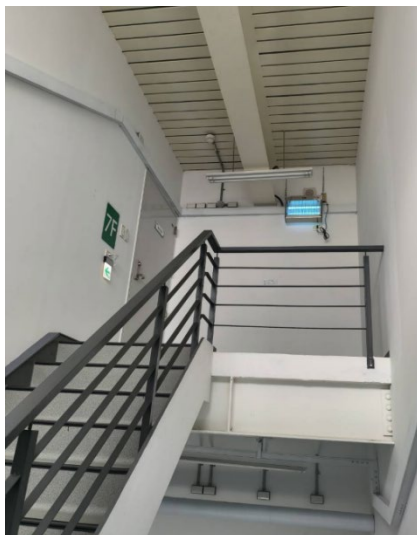


After





(10) Although the height of the rooftop safety staircase already complies with regulations, the company proactively reinforced protective measures based on the consideration of accident prevention and enhanced employee safety. We installed safety nets that meet the CNS 14252 standard to reduce the risk of falling and ensure safe access for personnel.



3. Creating a Friendly Work Environment and Establishing a Healthy and Safe Workplace

- (1) Annual health check participation rate reached 100% this year.
- (2) Provided regular on-site physician services, totaling 42 consultations.
- (3) Designated labor health service nursing staff provided services and care to a total of 128 colleagues.
- (4) A total of 5 health promotion events were organized, with 258 total participants.
- (5) The company received the Healthy Workplace Certification from the Health Promotion Administration (HPA), Ministry of Health and Welfare, and installed Automated External Defibrillators (AEDs) in all areas to safeguard employee life safety.