

Mycenax Biotech Inc.

Enhancing Employee Career Competency: Employee Training and Development Program

1. Mycenax formulates its Education and Training Management Regulations to meet organizational operational and development needs, enhance employees' key competencies, professional knowledge, and skills to fulfill individual work assignments and achieve organizational goals, and stimulate employee potential and enhance their willingness to learn to satisfy both self-growth and organizational development requirements. The current education and training framework is divided into four main categories, as detailed below:
2. Implementation Status
 - (1) **Management Training** : The training focuses on the integration of organizational operation, covering organizational structure, span of control, and role and responsibility division. Courses are planned according to different management levels to sequentially cultivate the management capabilities required by supervisors at both fundamental and advanced stages.
 - (2) **Professional Training** : Professional courses are designed based on the business needs of each department and employee career development. They assist employees in strengthening the professional knowledge and skills required for their work, with course content covering fields such as biomedicine, quality systems, and operations.
 - (3) **General Training** : General competency training is provided for all employees, focusing on skills closely related to work performance, such as digital tool application, workplace soft skills, and cross-departmental collaboration techniques. Topics covered include English proficiency, presentation skills, project management, and communication and negotiation.
 - (4) **Core Training** : Through a comprehensive newcomer training program, employees are guided to understand the company's operational philosophy, organizational structure, and corporate culture. New courses added include corporate core values, labor safety education, and practical guided tours of the entire facility. During the probation period, the combination of theoretical courses and practical operation drills helps new colleagues quickly integrate into the environment and become competent in their roles.
 - (5) **In 2025, the company conducted both online and in-person education and training sessions.**

Item	2025		
	Total Hours	Total Participants	Weighted Average Training Hours/Person
Management	19	140	0.14
Professional	140.5	340	0.41
General	22	367	0.06
Core	202.5	375	0.54
Total	384	1,222	1.15