

5.2 Talent Attraction, Retention, and Development

The report published by the World Economic Forum (WEF) in 2020 indicated that performance of enterprises would not only be evaluated based on the return on equity in the future, but also on how an enterprise achieves its ESG goals. For modern enterprises, the human resource is most critical to the successful fulfillment of its ESG missions.

▮ Diversified Recruitment Channels

Oneness Biotech is an international innovative drug company. In order to continue to innovate and develop new drugs, we heavily rely on human resources and recruit talent for R&D, production, marketing, and sales. The Company recruits outstanding talents that meet the needs of the Company through multiple channels such as the Raise Program of the Ministry of Science and Technology, the LIFT Program of the Ministry of Science and Technology, 104 Job Bank, LinkedIn, internal employee referrals, recruitment firms and consultants. At the same time, we closely communicate and cooperate with academic research units and teaching hospitals to ensure the innovation and marketability of drug development. In 2024, the Company invested NT\$3.17 million in recruitment and successfully recruited 81 elites. In response to the organization development and expansion, the number of employees in 2024 decreased by 12.7% compared to 2023.

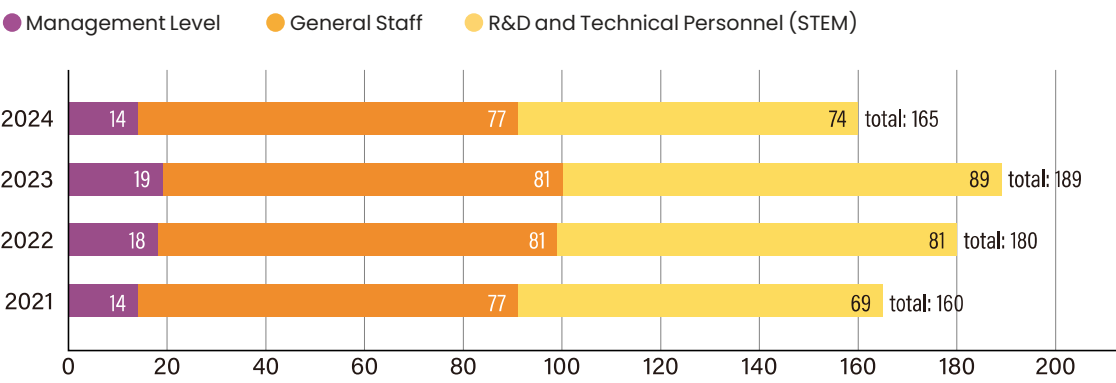
Number of Employees and Recruitment Resources in the Past Four Years

Item	2021	2022	2023	2024
Number of Employees	160	180	189	165
Growth Rate (YoY)	19.4%	12.5%	5.0%	-12.7%
Recruitment Resources (TWD)	\$4,365,215	\$1,799,693	\$1,978,500	\$3,169,946
Average Recruitment Cost per New Full-time Employee	\$50,758	\$30,503	\$29,096	\$39,135

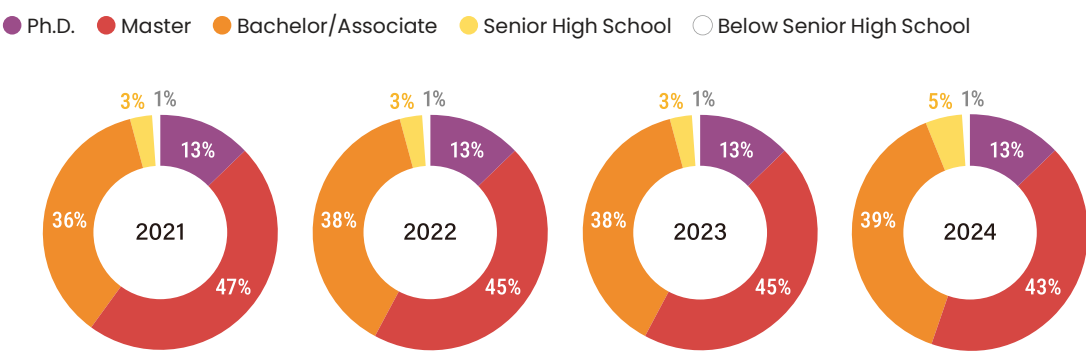
Employees Classified by Average Age and Years of Service

Item		2021	2022	2023	2024
Average Age		39.20	39.21	39.78	40.66
Average Year of Service	Male	3.72	4.04	4.53	4.95
	Female	3.83	4.26	4.11	5.37
	Total	3.79	4.16	4.26	5.20

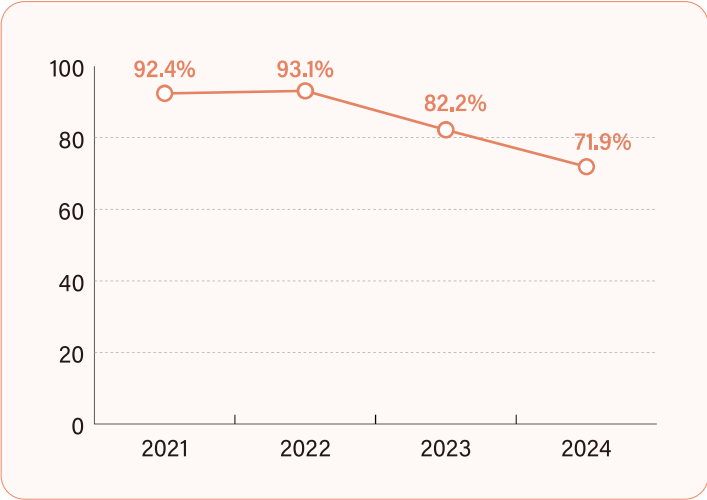
Distribution of Employees by Job Level



Distribution of Education Level

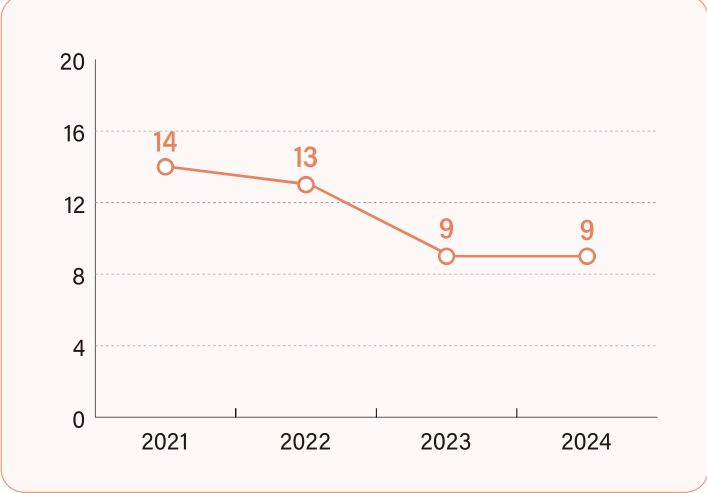


Retention Rate of High-Performance Talents in the Past Four Years¹



Note 1: Retention rate of high-performing talents = [Total number of high - performance talents still in service at the end of the current year] / [Total number of high - performance talents in the past year]

Employee Transfers Over the Years (Number of Staff)



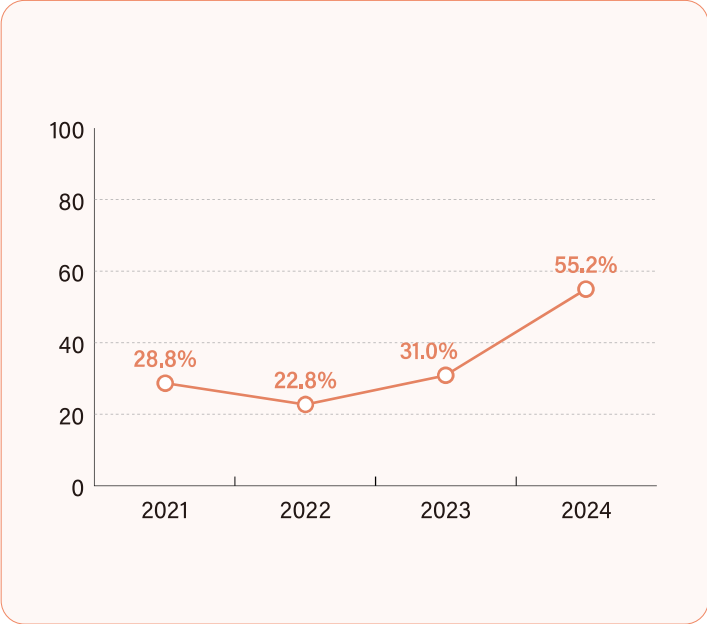
Note 1: Transfer or reassignment within Microbio Group (such as Microbio Co., Ltd. and Diamond BioFund Inc., etc.)

2024 Recruitment Rate and Turnover Rate

Category		Recruitment Rate ¹		Voluntary Turnover Rate ²		Involuntary Turnover Rate ⁷	
		Ratio	Total number	Ratio	Total number	Ratio	Total number
		81	49%	91	55.2%	2	1.2%
Age	<30	17	21.0%	13	14.3%	0	0.0%
	30~50	58	71.6%	68	74.7%	1	50.0%
	>50	6	7.4%	10	11.0%	1	50.0%
Gender	Male	29	35.8%	31	34.1%	0	0.0%
	Female	52	64.2%	60	65.9%	2	100.0%
Position level	Executives/Senior Managers ³	11	13.6%	15	16.5%	0	0.0%
	Mid-level Managers ⁴	13	16.0%	16	17.6%	1	50.0%
	Professionals ⁵	19	23.5%	20	22.0%	1	50.0%
	Others ⁶	38	46.9%	40	44.0%	0	0.0%
Area	Northern	73	90.1%	75	82.4%	2	100.0%
	Middle	2	2.5%	4	4.4%	0	0.0%
	Southern	6	7.4%	12	13.2%	0	0.0%

Not e1: Recruitment Rate = [Total number of new hires in the current year]/[total number of employees at the end of the current year]
Note 2: Turnover Rate = [Total number of resignations in the current year]/[Total number of employees at the end of the current year]
Note 3: Definition of executives/senior managers is 2 levels below general manager (general manager not included).
Note 4: Definition of mid-level managers is 3-5 levels below general manager (general manager not included).
Note 5: Definition of professionals is R&D related staff (STEM-related staff).
Note 6: Definition of others is employees not mentioned in the above 3 categories.
Note 7: Involuntary turnover refers to the total number of employees dismissed during the year due to unsuitability for the position.

Voluntary Turnover Rate Over the Years



2024 Voluntary Turnover Rate Increase Factor Analysis

Potential Factor		Countermeasure
Enterprise Transformation	The Company was originally established with a focus on new drug research and development. In recent years, it has gradually transformed, expanding into the R&D of medical devices and other product categories. In addition to their existing professional expertise, our drug R&D staff are now required to acquire new skills and adapt to different job requirements.	In alignment with the Company's transformation strategy, we continued to strengthen our professional workforce. In 2024, a total of 81 new employees were recruited to ensure a stable talent pipeline and uninterrupted operations.
Sales and Business Agency	With adjustments to their assigned sales territories, sales personnel are required to quickly adapt and acquire new product knowledge, expand into new markets, and re-strategize existing, well-developed markets.	The Company organizes sales conferences and monthly sales meetings to enhance communication and build consensus among staff. At the same time, we optimize our workforce by transitioning underperforming employees and recruiting new talent in a timely manner to maintain the team's strength and competitiveness.
Organizational Adjustment	In response to the Company's transformation and organizational restructuring, some personnel were reassigned to new units and faced challenges in adapting to their new job responsibilities.	To meet evolving business needs, the Company implemented organizational adjustments, proactively engaged with transferred employees, and provided targeted training and support to help them smoothly adapt to new roles, develop required competencies, and strengthen overall organizational resilience.

