

Appendix C. Social Related Information

Full-time Employee (by Position)

Oneness Biotech

Employee Structure		2021		2022		2023		2024	
		Number	%	Number	%	Number	%	Number	%
Management ¹	Male	6	42.9%	5	27.8%	5	27.8%	4	28.6%
	Female	8	57.1%	13	72.2%	13	72.2%	10	71.4%
R&D (STEM-related positions) ²	Male	31	44.9%	42	51.9%	38	41.3%	33	44.6%
	Female	38	55.1%	39	48.1%	54	58.7%	41	55.4%
General	Male	30	39.0%	31	38.3%	28	35.4%	31	40.3%
	Female	47	61.0%	50	61.7%	51	64.6%	46	59.7%
Gender	Male	67	41.9%	78	43.3%	71	37.6%	68	41.2%
	Female	93	58.1%	102	56.7%	118	62.4%	97	58.8%
Age	<30	24	15.0%	18	10.0%	19	10.1%	15	9.1%
	30~50	124	77.5%	151	83.9%	152	80.4%	131	79.4%
	>50	12	7.5%	11	6.1%	18	9.5%	19	11.5%
Total Workforce		160	-	180	-	189	-	165	-

Note 1: Employees in management positions are defined as supervisors above the manager level of each department.
Note 2: R&D employees are defined as personnel engaged in R&D work, including R&D centers, quality assurance center, and R&D project personnel.
Note 3: MICROSOY INTERNATIONAL INC. was included as an affiliated company on November 22, 2024. As a result, data on its full-time employees has been included in the consolidated statistics for 2024.

Cotton Field Organic Farm & MICROSOY INTERNATIONAL INC.³

Employee Structure		2021		2022		2023		2024	
		Number	%	Number	%	Number	%	Number	%
Management	Male	2	100.0%	1	100.0%	1	100.0%	0	0.0%
	Female	0	0.0%	0	0.0%	0	0.0%	0	0.0%
General	Male	6	85.7%	5	83.3%	5	71.4%	4	40.0%
	Female	1	14.3%	1	16.7%	2	28.6%	6	60.0%
Gender	Male	8	88.9%	6	85.7%	6	75.0%	4	40.0%
	Female	1	11.1%	1	14.3%	2	25.0%	6	6.00%
Age	<30	2	22.2%	0	0.0%	2	25.0%	2	20.0%
	30~50	5	55.6%	6	85.7%	5	62.5%	7	70.0%
	>50	2	22.2%	1	14.3%	1	12.5%	1	10.0%
Total Workforce		30~50	-	7	-	8	-	10	-

Full-time Employee (by Region)

Oneness Biotech

Employee Structure		Management		R&D		General		Total	
		Number	%	Number	%	Number	%	Number	%
Race	Asian	14	8.5%	74	44.8%	77	46.7%	165	100.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Nationality	Republic of China (ROC)	14	8.5%	74	44.8%	77	46.7%	165	100.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Ethnicity	Chinese	14	8.5%	74	44.8%	76	46.1%	164	99.4%
	Indigenous	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Other	0	0.0%	0	0.0%	1	0.6%	1	0.6%
Area	Northern ¹	12	7.3%	61	37.0%	46	27.9%	119	72.1%
	Middle ²	0	0.0%	0	0.0%	0	0.0%	122	0.0%
	Southern ³	2	1.2%	13	7.9%	31	18.8%	46	27.9%

Note 1: The northern area of Taiwan includes Keelung, Taipei, New Taipei City, Taoyuan, Hsinchu, Yilan, and Hualien.
Note 2: The middle area of Taiwan includes Taichung, Changhua, Nantou, and Yunlin.
Note 3: The southern area of Taiwan includes Chiayi, Tainan, Kaohsiung, Pingtung, and Taitung.

Cotton Field Organic Farm & MICROSOY INTERNATIONAL INC.

Employee Structure		Management		General		Total	
		Number	%	Number	%	Number	%
Race	Asian	0	0.0%	10	100.0%	10	100.0%
	Other	0	0.0%	0	0.0%	0	0.0%
Nationality	Republic of China (ROC)	0	0.0%	10	100.0%	10	100.0%
	Other	0	0.0%	0	0.0%	0	0.0%
Ethnicity	Chinese	0	0.0%	10	100.0%	10	100.0%
	Indigenous	0	0.0%	0	0.0%	0	0.0%
	Other	0	0.0%	0	0.0%	0	0.0%
Area	Northern ¹	0	0.0%	2	20.0%	2	20.0%
	Middle ²	0	0.0%	0	0.0%	0	0.0%
	Southern ³	0	0.0%	8	80.0%	8	80.0%

▮ Non-Full-Time Employees

At Oneness Biotech all employees are full-time; there are no part-time employees, temporary employees or non-guaranteed hours employees. In contrast, Cotton Field Farm hires temporary employees according to the agricultural work schedule, with the number of employees adjusted annually based on farming needs.

Temporary Employee Structure of Cotton Field Farm

Employee Structure		2020		2021		2022		2023	
		Number	%	Number	%	Number	%	Number1	%
Gender	Male	3	42.9%	6	27.3%	0	0.0%	2	28.6%
	Female	4	57.1%	16	72.7%	0	0.0%	5	71.4%
Nationality	Republic of China (ROC)	7	100.0%	22	100.0%	0	0.0%	7	100.0%
	Other	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Area	Northern1	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Middle2	7	100.0%	22	100.0%	0	0.0%	0	0.0%
	Southern3	0	0.0%	0	0.0%	0	0.0%	7	100.0%
Total Workforce		7	-	22	-	0	-	7	-

Note 1: The number of non-full-time employees is calculated based on those still employed as of December 31 of the respective year.

▮ Non-Employee Workers

In addition to its full-time employees, Oneness Biotech employs 3 female cleaners through an external contractor to handle office cleaning. The Nanchou Plant employs 4 male security guards responsible for access control, night patrols, monitoring, and reporting anomalies. The number of non-employee workers remained the same as the previous year, accounting for 4.2% of the total workforce. Cotton Field Organic Farm does not employ any non-employee workers.

Table of Diversity Indicators

Oneness Biotech

Category	Male	Female	Share of Female (%)
Junior Management Positions ¹	7	14	66.7%
Middle Management Positions ²	7	5	41.7%
Senior Management Positions ³	6	7	53.8%
Top Management Positions ⁴	0	1	100.0%
All Management Positions ⁵	20	27	57.4%
Management Positions in Revenue-Generating Functions ⁶	0	3	100.0%
STEM-Related (R&D) Positions ⁷	31	43	58.1%
Total Workforce	68	97	58.8%

Note1: Junior management positions- Account Supervisor, Project Supervisor, Section Supervisor and Regional Vice Drug-Sales Manager.

Note 2: Middle management positions- Vice Director, Project Manager, Vice Project Manager, Regional Drug-Sales Manager, Vice Manager and Vice Factory Chief

Note 3: Senior management positions- management positions with a reporting line at most two levels away from the CEO

Note 4: Top management positions is the CEO.

Note 5: All management positions- including Junior, Middle, Senior and Top management positions.

Note 6: Revenue-generating functions- including Department of Sales and Department of Business Development & Licensing

Note 7: STEM-related (R&D) position- including Division of R&D, Science and Division of Quality Assurance and Department of Medical.

Statistics on Parental Leave Applications in 2024

Status	Oneness Biotech			Cotton Field Organic Farm & MICROSOY INTERNATIONAL INC.		
	Male	Female	Total	Male	Female	Total
Number of employees eligible for parental leave (A) ¹	8	10	18	0	0	0
Number of Employees that Took Parental Leave (B)	1	5	6	0	0	0
Application Rate (B/A*100%)	13%	50%	33%	0%	0%	0%
Number of Employees Due to Return to Work after Taking Parental Leave (C)	0	3	3	0	0	0
Number of Employees that Did Return to Work after Parental Leave (D)	0	0	0	0	0	0
Return to Work Rate (D/C*100%)	0%	0%	0%	0%	0%	0%
Number of Employees Returning from Parental Leave in the Prior Reporting Periods (E)	0	2	2	0	0	0
Number of Employees Retained 12 Months after Returning to Work Following a Period of Parental Leave (F)	0	2	2	0	0	0
Retention Rate (F/E*100%)	0%	100%	100%	0%	0%	0%

Note 1: In accordance with the law, employees may apply for parental leave without pay before their child reaches the age of three. Therefore, the number of employees eligible for parental leave in a given year is calculated based on those who have taken maternity or paternity leave within the past three years.