

Employee Development Program

Biotech and pharmaceutical companies highly rely on research and development innovation and must adhere to strict legal and industry standards. Therefore, in addition to provide training for daily tasks, Oneness enhances employees' professional competencies through professional training in the Employee Development Programs. This approach not only enhances the company's industry competitiveness and attracts more top talent but also prepares employees for future management and leadership roles. By doing so, the company reduces its reliance on external recruitment and builds a solid foundation for long-term development and sustainability.

A. New Drug Development Lectures

Since 2022, the company has been organizing a series of new drug development seminars to enhance employees' research knowledge and professional skills. These sessions, led by senior executives and external experts, are designed to stimulate innovative thinking and drive the development of new products and technologies. In 2023, the program expanded to include courses on product development quality, risk management, and regulatory compliance, with a focus on global trends in new drug development, evolving pharmaceutical and medical device regulations, and key aspects of clinical trials. These professional development initiatives aim to strengthen employees' capabilities in international business expansion and ensure regulatory compliance throughout the drug and medical device development process. This initiative allows employees to inherit the company's spirit and knowledge of innovation and maintain a leading edge in technology.

- i. **Course Content:** The training covered topics such as "Herbal Medicine New Drug R&D Technology and Regulatory Practices," "Risk Management for R&D Personnel," "Sputum Sample Handling Procedures," "PLM Project Management System Training," "Evo One Plus UV-Visible Spectrophotometer Principles and Practical Operation," and "DISTEK Dissolution System Principles and Practical Operation," among others. In total, 23 courses were conducted over 52.5 hours.
- ii. **Target Participant:** Designed for employees across the entire value chain, including those in the R&D Center, Regulatory Affairs Department, Manufacturing Department, and Quality Assurance Center.
- iii. **Objective:**
 - Understanding of Oneness value chain strategy, process and regulations.

- Provide full scope and deep insights knowledge from RD to licensing.
- Acquire expertise in new drug research techniques and the operation of related instruments.
- Enhance cross-function communication and collaborations.

iv. Benefit:

- Improve interdepartmental communication efficiency.
- Accelerate the development of new drugs and medical devices.
- Enhance employee satisfaction.

v. Impact of business benefits:

- In 2023, Fespixon® received new drug certifications in 3 countries, while the wound ointment Bonvadis obtained medical device import permits in 4 countries.
- FB825: The PK bridging study for both subcutaneous and intravenous injection formulations conducted in the United States was completed in December 2023, with all subjects having returned for follow-up visits.
- As of the end of 2023, a total of 83 valid trademarks (including 72 international trademarks) and 150 valid patents (including 137 international patents) have been secured both domestically and globally.

vi. % of FTEs participating in the program: 5.73%

*Since this series of courses was not offered to all employees, but only to those in the R&D Center, Regulatory Affairs Department, Production Department, and Quality Assurance Center, the participation rate only accounted for 5.73% of the total workforce.

植物藥新藥法規沿革

1994. 10. 25 DSHEA (Dietary Supplement Health and Education Act)

- Public Law 103-417 (103rd Congress)
- "...any product (other than tobacco) that contains a vitamin, mineral, herb, or other botanical or amino acid and is intended as a supplement to the diet."

1997. 4 FDA Guidance on Botanical Products (Draft)

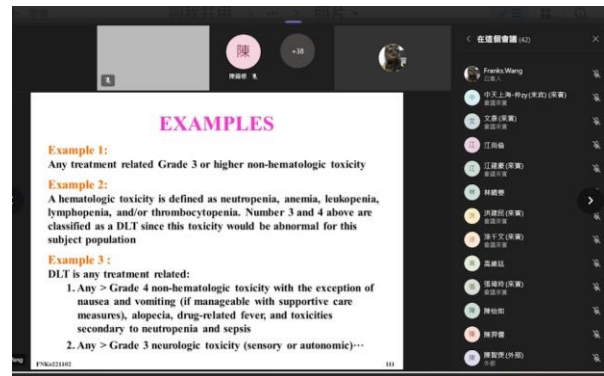
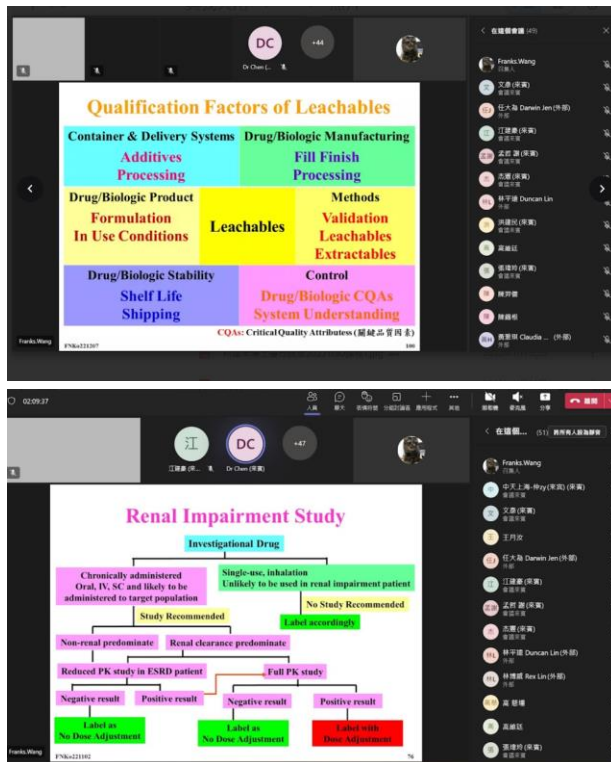
2000. 8. 3 Guidance for Industry Botanical Drug Products (Draft)

2004. 6 Guidance for Industry Botanical Drug Products

藥材誤用/混用的狀況分析

藥材名	正品基原	比例	誤用/混用品基原	比例
黃耆	膜蓋黃耆 <i>Astragalus membranaceus</i> (Fisch.) Bge. 蒙古黃耆 <i>Astragalus membranaceus</i> (Fisch.) Bge. var. <i>mongholicus</i> (Bge.) Hsiao	3/40	多序岩黃耆 (紅耆、晉耆) <i>Hedysarum polybotrys</i>	37/40
川牛膝	川牛膝 <i>Cynathula officinalis</i> Kuan	1/40	味牛膝 (腺毛馬藍) <i>Strobilanthes forrestii</i> Diels	39/40
半夏	半夏 <i>Pinella ternate</i> (Thunb.)	23/37	水半夏 (鞭草頭尖) <i>Typhonium flagelliforme</i> (Lodd.) Blume	14/37
白薇	直立白薇 <i>Cynanchum atratum</i> Bge. 蔓生白薇 <i>Cynanchum versicolor</i> Bge.	5/36	柳葉白前 <i>Cynanchum stauntonii</i> 花葉白前 <i>Cynanchum glaucescens</i>	31/36

整理自：童承福，台灣市售易誤用、混用中藥品種之現況



B. ESG/ Sustainability Lectures

The company considers sustainability a key element of its future competitive edge. Through internal ESG/Sustainability courses, employees gain a thorough understanding of the company's responsibilities in environmental protection, social inclusion, and corporate governance. These trainings encourage employees to integrate sustainability principles with their professional expertise. With increasing regulatory demands for ESG (Environmental, Social, and Governance), the training ensures employees are knowledgeable about relevant regulations, minimizing compliance risks. This approach creates a positive cycle between sustainability and corporate growth, embedding ESG into the company's culture and collaborating with employees to drive sustainable development.

- i. **Course Content:** The training covered topics such as "Soil Carbon Sequestration", "Biodiversity", "Practical Applications of AI and Cybersecurity/Personal Data Protection", and "Prevention and Response to Workplace Sexual Harassment," among others. In total, 8 courses were conducted totaling 13 hours.
- ii. **Target Participant:** All Oneness employees
- iii. **Objective:**

- By offering a diverse range of courses, employees deepen their understanding of various ESG aspects, stay informed about sustainability and global trends, and enhance their ability to identify sustainability risks and opportunities, thereby contributing to the company's sustainable development.
- Employees gain valuable insights into the company's efforts in corporate governance, climate change, environmental sustainability, human rights, and social welfare. This knowledge enables them to effectively implement the company's commitment to sustainability and social responsibility, thereby highlighting the value and impact of our ESG initiatives.

iv. Benefit:

- Improve the company's efficiency in resource use and environmental protection to advance collective sustainability efforts.
- Cultivate employees' recognition of the company's commitment to environmental and social responsibility, and boost their awareness and engagement with ESG initiatives.

v. Impact of business benefits:

- Invested in sustainable development to enhance CSA sustainability performance, with Oneness Biotech being included for the first time in the "Dow Jones Emerging Markets Sustainability Index" in 2023.
- Oneness Biotech has been ranked in the top 5% of Taiwan's "TWSE Corporate Governance Evaluation" for three consecutive years and recognized among the top 10% in the "Listed Companies with Market Capitalization Over NT\$10 Billion in Non-Financial Electronics" category.
- Since 2021, the company has conducted annual greenhouse gas inventories and completed third-party verification, ensuring that inventory boundaries include subsidiaries and are consistent with consolidated financial reports, achieving 100% coverage.
- Since leasing Cotton Field Organic Farm in March 2017, organic farming practices have been adopted. In 2023, the farm commissioned National Chung Hsing University to survey soil carbon content, estimating an annual carbon sequestration rate of 238.953 tCO₂e.
- In response to global renewable resource development, the team at the Nanzhou plant initiated a solar energy project. By September 2023, the project generated 54,336 kWh of electricity, resulting in an estimated annual carbon reduction of 26,896 kgCO₂e.

vi. % of FTEs participating in the program: **47.16%**

中天生技集團課程：

職場性騷擾之防治與因應

建達國際法律事務所
曾善雅律師
2023.12.06

曾善雅 律師

現任：建達國際法律事務所律師
台北律師公會 公司治理及企業併購委員會 委員

學歷背景：

- 台灣大學 法律碩士 經濟法組
- 政治大學 法律學士 財經法組

代表案件：

- 代表台灣知名創投公司，對董事長等提起背信等刑事訴訟。
- 協助台灣知名上櫃公司，處理公司治理、經營權爭奪等事宜。
- 代表台灣知名上市集團子公司，處理社會矚目訴訟案件。
- 代表香港、新加坡知名金融機構及其董事，處理跨國侵權等訴訟。

著作：

- 企業併購實務指引 (2023年9月)

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何謂職場性騷擾？

- 性別平等工作法第1條第2項
「工作場所性騷擾事件，除校園性騷擾事件依性別平等教育法規定處理外，依本法規定處理。」
- 性別平等工作法第12條第1項
「本法所稱性騷擾，指下列情形之一：
一、受僱者於執行職務時，任何人以性要求、具有性意味或性別歧視之言詞或行為，對其造成敵意性、騷擾性或冒犯性之工作環境，致使受僱者人格尊嚴、人身自由或影響其工作表現。
二、雇主對受僱者或求職者為明示或暗示之性要求、具有性意味或性別歧視之言詞或行為，作為勞務契約成立、存續、變更或分發、配置、薪酬、考績、陞遷、降調、獎懲等之交換條件。」

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雇主防治職場性騷擾行為之義務

- 雇主之性騷擾防治義務
- 雇主違反性騷擾防治義務之效果
- 雇主違反性騷擾防治義務之案例

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合一生科技股份有限公司 - 內部訓練課程

從公司治理觀點看如何做好企業風險管理及危機處理

建達國際法律事務所
羅名威 律師
2023.11.23

羅名威 律師

現任：

- 建達國際法律事務所合夥人
- 新光保全股份有限公司獨立董事
- 中華公司治理協會常務理事

學歷：

- 紐約大學法學碩士
- 台北大學法學碩士暨法學士

代表案件：

- 兆豐金案
- 聯發科營業秘密案
- 大同件款案(vs 仁寶電腦)
- 廣隆民事求償(vs 投保中心)
- 太電聲信案件
- 英華達內線交易案

相關經歷：

- 2020-2023 Asia Business Law Journal 堪為台灣百大律師
- 2017-2022年度Chambers Asia-Pacific 堪為台灣傑出律師，連續獲選為Asialaw 2009、2010 Asia Leading Lawyer，並列名於2013-2019年度 Legal 500
- 曾為中信金控、台灣大哥大、元大金控、和泰汽車、友達光電等多家上市櫃公司董事會講座公司治理相關課程；並應智慧財產局邀請講授營業秘密相關課程

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大綱

- 風險管理
為公司治理之一環
- 風險管理的考慮面向
 - 營運面
 - 財務面
 - 法遵/誠信風險
 - 新興風險
- 危機處理
- 風險管理
個案研析
&
結論

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公司治理4.0

上市櫃公司
永續發展行動方案
(金管會2023.3.28)

5大面向

- I. 引領企業淨零
- II. 深化企業永續治理文化
- III. 精進永續資訊揭露
- IV. 強化利害關係人溝通
- V. 推動ESG評鑑及數位化

4大主軸

- 治理
- 透明
- 數位
- 創新

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AI應用實例

YouTube 影片截圖：y2meta.com - Elon Musk (Full Interview)_Real...
Time with Bill Maher (HBO)(720p).mp4

AI分析

字幕檔

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法遵與誠信風險

- 國家政策
- 法令遵循
- 市場及產業競爭規範更新

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