

A Plus Biotechnology Co., Ltd.

Workplace Diversity and Promotion of Gender Equality Policy and Implementation

The Company is committed to providing employees with a dignified and safe working environment. We implement diversity in employment and ensure fairness in compensation and promotion opportunities, guaranteeing that employees are not subjected to discrimination, harassment, or unequal treatment based on race, gender, religious belief, age, political affiliation, or any other status protected by applicable laws and regulations. We highly value employee diversity, maintain gender equality, and foster a friendly workplace to fully realize the principles of inclusion, equity, and belonging, thereby creating an environment that retains talent.

➤ Promotion of Gender Equality Policy

The Company continues to promote a friendly workplace and implement gender equity. The proportion of female independent directors is **34%**, and the proportion of female managers is also **47.8%**, with the goal of enabling men and women to participate in decision-making, share resources, and share outcomes on an equal basis.

To foster a maternity-friendly workplace, the Company legally provides for miscarriage leave, antenatal check-up and paternity leave, family care leave, etc., and has established a nursery/breastfeeding room equipped with comfortable chairs, tables, refrigerators, and other complete facilities. This ensures that female employees feel secure at every stage, from pregnancy to childbirth and childcare, allowing employees to maintain work-life balance and aligning with the government's gender equality promotion policies to facilitate sound social and economic development.

➤ Friendly Workplace Diversity

To help employees balance career and family, a robust parental leave mechanism has been established, ensuring that employees do not have to worry about losing their jobs due to family care responsibilities. Employees who have been employed for at least half a year may apply for parental leave without pay in accordance with the "Act of Gender Equality in Employment" and the "Leave of Absence Management Procedures"

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" until their child reaches three years of age. Upon expiration of the leave, the Company will assist in arranging their return to their original unit and provide relevant training courses, ensuring that employees returning from parental leave can seamlessly transition back into their roles without worry. Furthermore, in addition to statutory maternity care leave, the Company also provides a congratulatory bonus for childbirth.

➤ Recognition of All Cultural Holidays

By recognizing and respecting diverse religious and cultural holidays, the Company strives to build awareness of diversity and promote greater inclusion, and understands the flexibility employees may require based on different needs. The Company aims to internally create a favorable and friendly working environment that facilitates the achievement of social gender equality and family-friendliness. More tangibly, employees will have a higher sense of corporate identity and belonging, which helps to attract and retain talent, reduce employee turnover, promote diverse expression of corporate culture, and enable all employees to fully leverage their professional skills for mutual success.

【Employee Ethnicity Indicators】

Category	Proportion of All Employees (%)	Proportion of Managerial Positions (%)
Nationals of the Republic of China (R.O.C.)	98.7%	100%
New Residents and Overseas Chinese Students	1.3%	-

Note: Data as of May 31, 2025.

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【Female Diversity Indicators】

Indicator	Percentage
Females as a Proportion of Total Employees	42.5%
Females as a Proportion of All Managers	47.8%
Females as a Proportion of Entry-Level Managers (Manager Grade and Below)	34.8%
Females as a Proportion of Senior Managers (Manager Grade and Above)	13.0%

Note: Data as of May 31, 2025.

【Other Diversity Indicators】

Category		Proportion of Full-Time Equivalent Employees (FTEs)
Persons with Disabilities		1.3%
All Employees Grouped by	Age: < 30 years old	25.0%
	Age: 30–50 years old	64.4%
	Age: > 50 years old	10.6%
	Total	100.00%

Note: Data as of May 31, 2025.

Statement: This data will be updated periodically once a year in conjunction with the preparation timeline for the Annual Report and simultaneously disclosed on the official website. This is the first compilation.

Prepared by: Human Resources Department **Approved by:** Chief Administrative Officer (CAO)