

OBI Pharma, Inc.

Workplace Diversity and Gender Equality Policies and Implementation Status

1. Policy Disclosure

Since its establishment, OBI Pharma has embraced the values of diversity, inclusion, and respect for differences, striving to create a fair, open, and safe workplace environment. In accordance with the *Act of Gender Equality in Employment* and relevant labor regulations, the Company has established and fully implemented workplace diversity and gender equality policies, prohibiting discrimination based on gender, age, race, nationality, place of birth, or physical/mental disabilities.

The Company has also formulated the *Prevention Plan for Unlawful Infringement During the Execution of Duties* and workplace sexual harassment prevention, complaint, and disciplinary procedures. These measures ensure employees are provided with a safe and trustworthy working environment. Additionally, formal grievance and counseling mechanisms are in place to safeguard employees' right to freely express opinions, protect personal dignity, and uphold labor rights.

2. Implementation Status

To promote local engagement and workplace diversity, the Company actively hires local talent in Taiwan and continually invests in local talent development and job creation. All managerial positions (department director level and above, including the Finance Division head) are filled by local citizens, achieving a ratio of **100%**, demonstrating OBI's commitment to local cultivation and stable long-term operations.

In compliance with Article 38 of the *People with Disabilities Rights Protection Act*, the Company hires persons with disabilities to ensure equal employment rights. In 2024, OBI employed **two employees with disabilities**, both male, exceeding the statutory requirement and further supporting workplace diversity and equality.

As of the end of 2024, the Company had **155 employees**, including **91 females (58.71%)** and **64 males (41.29%)**. OBI continues to foster a gender-friendly workplace and encourage diverse talent development.

Regarding job grade structure, in 2024 the Company had **15 managerial employees (9.7%)** and **140 non-managerial employees (90.3%)**. OBI values the development of female leadership and gender balance—among the management team, **7 managers (46.66%) were female**, exceeding the industry average for junior/mid-level managers (35%) and senior executives (32%).

The number of female managers increased from **1 in 2023 to 7 in 2024**, a growth of **54.81%**, demonstrating the Company's active efforts to promote female participation in decision-making roles and achieve meaningful progress in gender equality.

3. Training and Diversity Communication Mechanisms

OBI Pharma prioritizes employee mental well-being and a workplace culture of mutual respect. The Company maintains accessible communication and grievance channels, enabling employees to freely express concerns and suggestions and fostering an open and harmonious work atmosphere.

In 2024, the Company organized a “Unlawful Infringement and Sexual Harassment Prevention” seminar to help employees understand strategies for preventing and responding to workplace bullying and sexual harassment, as well as to strengthen stress management and resilience skills. A total of **128 employees** participated.

Moving forward, the Company will continue to promote gender equality and cultural diversity through ongoing advocacy, training, and policy optimization, further cultivating an inclusive and supportive workplace environment.