

PharmaEngine, Inc.

2025 Remuneration Committee Meeting Dates, Proposals and Resolutions

Meeting Date	Period	Proposal	Remuneration Committee Resolution	Company Opinion
Feb. 25, 2025	7 th meeting of the 5 th intake	1. 2024 performance bonus 2. 2025 salary adjustment 3. 2024 reward ratio of directors and employees 4. 2024 directors' remuneration payout	1. Passed without objection by all attending committee members 2. Passed without objection by all attending committee members 3. Passed without objection by all attending committee members 4. Passed without objection by all attending committee members	1. Passed by all attending directors 2. Passed by all attending directors 3. Passed by all attending directors 4. Passed by all attending directors
May 23, 2025	1 st meeting of the 6 th intake	1. Elect the convener for the Committee's 6 th intake	1. All attending committee members elected Chien-Huang Lin as the convener for the 6 th intake	1. N/A
Jul. 29, 2025	2 nd meeting of the 6 th intake	1. 2024 managers' and employees' remuneration distribution 2. The Chairperson's remuneration 3. The transportation and attendance fees for directors 4. The Independent Directors'	1. Passed without objection by all attending committee members 2. Passed without objection by all attending committee members 3. Passed without objection by all attending committee members 4. Passed without objection by all attending committee members 5. Passed without objection by all attending committee members	1. Passed by all attending directors 2. Passed by all attending directors 3. Passed by all attending directors 4. Passed by all attending directors 5. Passed by all attending directors

		remuneration 5. Adjustments for the “Salary Policy, System, Standards and Structure”		
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Remuneration Committee Member Attendance

(1) 2025 Remuneration Committee’s 5th intake held 1 meeting (A), and the 6th intake held 2 meetings (A)

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) B/A	Remarks
Convener	Chien-Huang Lin	3	0	100.0	Re-elected on May 23, 2025
Member	Pau-Chu Lo	2	0	100.0	Elected on May 23, 2025
Member	Wen-Ta Chiu	2	0	100.0	Elected on May 23, 2025
Former Member	Ming-Daw Chang	1	0	100.0	Relieved on May 23, 2025
Former Member	Chih-Li Wang	1	0	100.0	Relieved on May 23, 2025