

PharmaEngine, Inc.

Board Diversity Policy, Succession Planning and Implementation

1. Diversification Policy of the Board of Directors

1. The Company's "Articles of Incorporation of PharmaEngine" stipulates that the election of directors shall be conducted entirely through a candidate nomination system and in accordance with the "Procedures of Election for Directors".
2. In accordance with the "Corporate Governance Best Practice Principles", the Company shall emphasize the diversity of the board members, the Company's operation, business model, and development strategy to formulate the Diversity Policy to include and not limited to the two major aspects: basic requirements and values, and professional knowledge and skills.
3. The Company established the "Rules for Performance Evaluation of Board of Directors" on March 19, 2015, which stipulates the evaluation criteria including the understanding of company goals and missions, the recognition of a director's responsibilities, the degree of participation in the Company's operations, internal relations management and communication, professional skills and continuous training, internal control, and expression of specific opinions and comments. These criteria ensures the effective functioning of the Board of Directors and evaluate board member performance which can be used as a basis for board member candidate selection in the future. The evaluation of the Board of Directors and function committees is conducted at least once a year.

2. Succession Planning for Board Members

1. Our company's ongoing board succession planning utilizes the following criteria to establish a database of potential board candidates:

A. Personality traits that align with the Company's core values:

Candidates that possess traits such as ethical, responsible, innovative and decisive, and also with values aligning the Company core values of sense of urgency, critical thinking, diversity, continuous learning and growth, teamwork, and work and life balance.

B. Industry experience related to the Company's operations

The Company overall board of directors is required to possess expertise in areas including operational strategy, accounting and taxation, finance, law, business management, crisis management, international pharmaceutical markets, organizational leadership, or the biotechnology and pharmaceutical industry. Individual members should possess professional knowledge and skills that contribute to the Company's management. The expectation is that the addition of individual members will provide the Company with an effective, collaborative, diverse board that meets its needs. We have set a target of having at least one director of each gender. The selection process for director candidates must comply with eligibility reviews and relevant

regulations to ensure that suitable new directors can be effectively identified and selected when vacancies arise or when additional directorships are planned.

2. Director Candidate Pool

Regarding the Company's board succession planning, several senior managers within the Company currently possess the management and professional capabilities required to serve as directors. Simultaneously, the Company will also seek external professionals to prepare for board succession planning. As for independent directors, they are legally required to possess work experience in business, legal, financial, accounting, or other relevant fields. The Company will appoint independent directors based on its actual operational needs and the "Rules for Independent Director Qualification Review" to further enhance the Company's governance functions.

3. Implementation of Board Diversity

Name	Gender	Age	First Date of Tenure	Operational strategy management capability	Accounting/financial/legal capability	Management ability	Crisis management ability	Industrial knowledge and expertise	Macro views on international markets	Organization and leadership
Jan-Yau Hsu	M	70-79 years old	2022/09/01	V	V	V	V	V	V	V
Rui-Wen Wu	M	50-59 years old	2018/01/19	V	V	V	V	V	V	V
Wen-Hung Hsu	F	50-59 years old	2022/05/27	V	V	V	V	V	V	V
Yi-Hui Lin	M	50-59 years old	2018/05/15	V	V	V	V		V	
Ming-Shiang Wu	M	60-69 years old	2022/05/27	V		V	V	V	V	V
Ming-Feng Hou	M	70-79 years old	2021/08/26	V		V	V	V	V	V
Chien-Huang Lin	M	60-69 years old	2021/08/26	V		V	V	V	V	V
Wen-Ta Chiu	M	70-79 years old	2025/05/23	V		V	V	V	V	V
Pau-ChuLo	F	70-79 years old	2025/05/23	V	V	V	V	V	V	V

Note 1: No company managers who also serve as directors of the Company. For details regarding the educational background and professional experience of the directors, please refer to the director information on the company website.

4. Board Diversity Policy Targets and Achievements

Target	Achievements
Cross-disciplinary diversified complementary capabilities	Among the 9 members of the 9th intake of Board of Directors (including 3 independent directors), 4 directors are professionals in the biotechnology field, and 5 directors specialize in statistics, law, finance, and corporate management. The composition of the Board of Directors meets the cross-industry diversity expertise target of the Company.
Composition of the Board of Directors (such as age and gender)	All the directors are R.O.C. nationals. The independent directors account for 33%. None of the directors is an employee of the Company. In terms of age, 3 are 50-59 years old, 2 are 60-69 years old, and 4 are 70-79 years old.
At least one director of either gender	The Company understands the importance of gender equality. Among the 9 members of the 9th intake of Board of Directors, there are 2 female directors, representing 22% of the Board, although this percentage meets the company target but still lower compared to the expectation of 1/3 of board for each gender raised by the stakeholders. The reason is that there are not many female directors in the biotechnology industry who meet the board qualifications. The Company plans to carefully consider the issues of board diversity and gender balance during future board elections and continues to strive in achieving the target ratio for female directors and build a diversified board that meet the Company's operational development.