

# PharmaEngine, Inc.

## Board Diversity Policy

### 1. Diversification Policy of the Board of Directors

In accordance with the “Corporate Governance Practices”, the Company shall emphasize gender equality in the selection of members for the Board of Directors, ensuring that they possess the necessary knowledge, skills, and qualities to fulfill their duties. The professional competencies that board members must possess are as follows: (1) Operational decision-making and management capabilities. (2) Accounting and financial professional analytical capabilities. (3) Management capabilities. (4) Emergency response and crisis management capabilities. (5) Industry-specific knowledge and expertise. (6) Global market macro capabilities. (7) Organizational leadership capabilities.

### 2. Composition and Implementation of Board Members’ Diversity:

Currently, the Company’s board of directors (the 8th term) consists of nine directors, including three independent directors. There are one female member and eight male members. The proportion of female directors in the Company is 11.1%, and the proportion of independent directors is 33.0%. Among the directors, two are below 50 years old, three are between 51 and 60 years old, and four are 61 years old or above. For the term of three independent directors, two have served for less than 3 years, and one has served for 4 to 9 years. The board members possess professional competencies or work experience in operational decision-making, business, legal affairs, finance, accounting, global macro, leadership, or various business aspects required by the Company. The composition of the Company’s board of directors includes members of different genders and diverse professional backgrounds, fully implementing the policy of board member diversity.

### 3. Specific management objectives of the board’s diversity policy are as follows:

In response to the Company’s business development needs, the board of directors of the Company should be comprised of experts and academics of the following fields: (1) Operational decision-making and management capabilities. (2) Accounting and financial professional analytical capabilities. (3) Management capabilities. (4) Emergency response and crisis management capabilities. (5) Industry-specific knowledge and expertise. (6) Global market macro capabilities. (7) Organizational leadership. For the composition of the Board, there should be at least one expert in each of the following fields: entrepreneurship, business experience, legal affairs, accounting, and information technology. The Company also places importance on gender equality in the composition of the Board of Directors, with the goal of having at least one female director.

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**Table of the implementation of diversified composition of board members**

Name	Gender	Education/Experience	Age	Tenure	Operation 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	male	Master in Statistics at National ChengChi University. Minister in Directorate General of Budget, Accounting and Statistics Executive Yuan, Minister without Portfolio in Executive Yuan and The Chairperson of Taiwan Stock Exchange.	70-79 years old	less than 3 years	V	V	V	V	V	V	V
Rui-Wen Wu	male	Master in Department of Law at Chinese Culture University, Taipei, Taiwan. Special Assistant of General manager, TTY Biopharm Co., Ltd. and Supervisor of CY Biotech Company Limited.	40-49 years old	3-6 years	V	V	V	V	V	V	V
Wen-Hung Hsu	female	Co-founder and Senior Vice President, WT Microelectronics Co., Ltd.	50-59 years old	less than 3 years	V	V	V	V	V	V	V
Yi-Hui Lin	male	Master in Public Policy at National Taipei University Director of Audit Affairs at National Development Fund, Executive Yuan.	40-49 years old	3-6 years	V	V	V	V		V	

Ming-Shiang Wu	male	Ph.D. degree at Graduate Institute of Clinical Medicine College of Medicine National Taiwan University.  Superintendent of National Taiwan University Hospital (NTUH) and Distinguished Professor & Chairperson, Department of Internal Medicine, College of Medicine (NTU), President of Gastroenterological Society of Taiwan Secretary General, Taiwan Society of Internal Medicine, Vice superintendent of NTUH, and the director of Internal Medicine department of NTUH.	50-59 years old	less than 3 years	V		V	V	V	V	V
Ming-Feng Hou	male	Professor of Kaohsiung Medical University, National Sun Yat-sen University, and National Jiaotong University, professor in the division of breast oncology surgery of Kaohsiung Medical University Chung-Ho Memorial Hospital, President of Taiwan Society Ultrasound in Medicine, and superintendent of Kaohsiung Medical University Chung-Ho Memorial Hospital, Kaohsiung Municipal Ta-Tung Hospital, and Kaohsiung Municipal Hsiao Kang Hospital.	60-69 years old	less than 3 years	V		V	V	V	V	V
Chih-Li Wang	male	Accountant, Moores Rowland CPAs.	60-69 years old	3-6 years	V	V	V	V	V	V	

Ming-Daw Chang	male	Master in Department of Law at Chinese Culture University, Taipei, Taiwan. Chairperson of Bank of Panhsin and Chairperson of Panhsin International Leasing Co., Ltd.	60-69 years old	less than 3 years	V		V	V	V	V	V
Chien-Huang Lin	male	Ph.D. at Graduate Institute of Pharmacology and EMBA degree at National Taiwan University. Professor at the Graduate Institute of Medical Science, TMU, president, vice president, dean of Academic Affairs, dean of R&D Office of TMU, board member of National Applied Research Laboratories, board member of Center of Drug Evaluation, Taiwan, and director of Institute for Biotechnology and Medicine Industry, Taiwan.	50-59 years old	less than 3 years	V		V	V	V	V	V