

PharmaEngine, Inc.

Major Decisions made by the Board of Directors in 2025

Date	Major Decisions
Jan. 23, 2025	<ol style="list-style-type: none"> 1. Acknowledgment of internal audit report (includes the implement result of Ethical Corporate Management Codes of Practice). 2. Acknowledgment of the report of assurance fee (excluding audit fee) and non-assurance fee. 3. Acknowledgment of 2024 annual Remuneration Committee, Audit Committee and Board of Directors self-assessment and external assessment reports. 4. Acceptance and assessment of the examination of the independence, competency qualifications and fees of Accountants. 5. Acceptance of 2024 annual "Internal Control System Effectiveness Assessment" and "Internal Control System Statement" review 6. Acceptance of amendments to the "Articles of Incorporation of PharmaEngine". 7. Acceptance of the proposal of board director re-election (including independent directors). 8. Acceptance of the proposal for releasing the prohibition of the noncompete clause for directors. 9. Acceptance of the date of holding the 2025 shareholders' meeting, and the time, the venue, and related matters for accepting proposals from more than 1% shareholders. 10. Acceptance of the cancellation of restricted stock shares for employee stock awards.
Feb. 25, 2025	<ol style="list-style-type: none"> 1. Acknowledgement of previous meeting minutes and implementation report. 2. Acknowledgement of business report-company R&D progress and key performance indicators report 3. Acknowledgement of financial report-company budget implementation and finance and cash flow status report 4. Acceptance of the 2024 annual financial report and business report. 5. Acceptance of 2024 performance bonus. 6. Acceptance of 2025 salary adjustment. 7. Acceptance of 2024 employees' remuneration ratio and directors' remuneration ratio. 8. Acceptance of 2024 distribution of directors' remuneration. 9. Acceptance of the proposal for 2024 profit distribution. 10. Acceptance of procuring AGM gifts from a related party.
Apr. 8, 2025	<ol style="list-style-type: none"> 1. Reviewed and accepted the Company's director (and independent director) nomination list.
Apr. 29, 2025	<ol style="list-style-type: none"> 1. Acknowledgement of previous meeting minutes and implementation report. 2. Acknowledgement of business report-company business report. 3. Acknowledgement of financial report-company budget implementation and finance and cash flow status report. 4. Acknowledgement of internal audit report. 5. Acceptance of first-quarter 2025 financial statements.

	6. Acceptance of the 2024 Sustainability Report.
May 23, 2025	<ol style="list-style-type: none"> 1. Acceptance of the proposal to elect the chairperson for the 9th intake. 2. Acceptance of the discussion of the candidate members for the Audit Committee for the 4th intake. 3. Acceptance of the discussion of the candidate members for the Remuneration Committee for the 6th intake.
Jul. 29, 2025	<ol style="list-style-type: none"> 1. Acknowledgement of previous meeting minutes and implementation report. 2. Acknowledgement of business report-company R&D progress and key performance indicators report. 3. Acknowledgement of financial report-company budget implementation and finance and cash flow status report. 4. Acknowledgement of internal audit report. 5. Acknowledgement of report on major issues concerning stakeholders. 6. Acknowledgement of 2024 GHG inventory and assurance report. 7. Acknowledgement of 2025 “Enhance Corporate Value Plan” report. 8. Acknowledgement of 2025 temporary tax payment assurance report 9. Acceptance of second-quarter 2025 financial statements 10. Acceptance of the proposal for 2024 employee compensation 11. Acceptance of the proposal for the chairperson’s remuneration 12. Acceptance of the proposal for the chairperson’s transportation and attendance fee 13. Acceptance of the proposal for the independent directors’ remuneration 14. Acceptance of the amendments for “Salary Policy, Standards and Structure” 15. Acceptance of the establishment of “Risk Management Best-Practice Principles” 16. Acceptance of the 2024 cash dividend ex-dividend and payout date
Oct. 30, 2025	<ol style="list-style-type: none"> 1. Acknowledgement of previous meeting minutes and implementation report 2. Acknowledgement of business report-company business report. 3. Acknowledgement of financial report-company budget implementation and finance and cash flow status report. 4. Acknowledgement of internal audit report. 5. Acknowledgement of risk management policy and procedure, and implementation report. 6. Acknowledgement of intellectual property management and application report. 7. Acknowledgement of 2025 sustainability development implementation status report and 2026 ESG plan. 8. Acknowledgement of 2025 cyber security implementation status and 2026 plan. 9. Acknowledgement of 2025-2026 directors’ responsibility insurance status report. 10. Acceptance of third-quarter 2025 financial statements. 11. Acceptance of 2026 business KPI and budgets. 12. Acceptance of 2026 internal audit plan. 13. Acceptance of amendments to the “Corporate Governance Best Practice Principles”. 14. Acceptance of the amendments to the “Sustainable Development Best Practice Principles”