

PharmaEngine, Inc. 2023 Remuneration Committee Meeting Dates, Proposals and Resolutions

Meeting Date	Period	Proposal	Remuneration Committee Resolution	Company Opinion
Mar. 2, 2023	3 rd meeting of the 5 th session	<ol style="list-style-type: none"> 1. 2022 performance bonus 2. 2023 salary adjustment 3. 2022 reward ratio of directors and employees 4. 2022 directors' remuneration payout 	<ol style="list-style-type: none"> 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 	<ol style="list-style-type: none"> 1. Passed by all attending directors 2. Passed by all attending directors 3. Passed by all attending directors 4. Passed by all attending directors
Jul. 27, 2023	4 th meeting of the 5 th session	<ol style="list-style-type: none"> 1. 2022 managers' and employees' remuneration distribution 2. Adjustments for "Salary Policy, System, Standards and Structure" 	<ol style="list-style-type: none"> 1. Passed without objection by all attending committee members 2. Adjustments passed after discussion and 	<ol style="list-style-type: none"> 1. Passed by all attending directors 2. Adjusted version was passed without objection by all attending directors

			sent to the Board meeting for further discussion	
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Remuneration Committee Member Attendance

(1) 2023 Remuneration Committee (5th session) held 2 meetings (A)

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) B/A	Remarks
Convener	Chien-Huang Lin	2	0	100.0	
Committee Member	Chih-Li Wang	2	0	100.0	
Committee Member	Ming-Daw Chang	2	0	100.0	