

PharmaEngine, Inc. 2024 Remuneration Committee Meeting Dates, Proposals and Resolutions

Meeting Date	Period	Proposal	Remuneration Committee Resolution	Company Opinion
Feb. 29, 2024	5 th meeting of the 5 th session	<ol style="list-style-type: none"> 1. 2023 performance bonus 2. 2024 salary adjustment 3. 2023 reward ratio of directors and employees 4. 2023 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. 25, 2024	6 th meeting of the 5 th session	<ol style="list-style-type: none"> 1. 2023 managers' and employees' remuneration distribution 	<ol style="list-style-type: none"> 1. Passed the managers' and employees' remuneration distribution proposal from the management team without 	<ol style="list-style-type: none"> 1. Passed by all attending directors 2. Passed by all attending directors

		2. Adjustments for “Salary Policy, System, Standards and Structure”	objection by all attending committee members 2. Adjustments passed after discussion and sent to the Board meeting for further discussion	
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Remuneration Committee Member Attendance

(1) 2024 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	