



Compensation Committee – 2024 Operational Summary

Date	Agenda & Follow-up Actions	Discussion Outcome
2024/03/07	<ul style="list-style-type: none">• Amendment to the 'Manager Compensation Policy'.• 2023 Employee and Director Compensation Distribution Proposal.• 2023 Director Compensation Distribution Breakdown.• 2023 Employee Compensation Distribution Breakdown for Managers.• 2023 Employee Compensation Distribution Breakdown for Managers of subsidiary Ancheng International Pharmaceuticals Co., Ltd.• 2024 Manager Promotion and Salary Adjustment Proposal.	All attending committee members approved without objection.
2024/05/14	<ul style="list-style-type: none">• 2023 First Distribution of Employee Stock Warrants to Managers.	All attending committee members approved without objection.
2024/08/12	<ul style="list-style-type: none">• Allocation of new shares from capital increase of subsidiary Bora Biotech Co., Ltd. to Managers.	All attending committee members approved without objection.
2024/11/13	<ul style="list-style-type: none">• Nomination of Mr. Liu Nien-Hua, General Manager of key subsidiary Posheng Pharmaceuticals Co., Ltd., as a Company Manager.• ESG Performance-linked Compensation Indicators for Managers.• Manager Participation in Employee Stock Ownership Trust.• Details of Manager Project Bonus.	All attending committee members approved without objection.
2024/12/13	<ul style="list-style-type: none">• 2024 Annual Performance Bonus Proposal for Managers.	All attending committee members approved without objection.

