MYCENAX
BEST PARTNER

Mycenax Biotech Inc.

Operation of Remuneration Committee

- ◆ The Company has a Remuneration Committee composed of three members.
- ◆ Term of the 5th Committee Members: May 30, 2022 to May 29, 2025.
- ◆The Company had convened two Remuneration Committee meetings in 2025 with the following attendance:

Position	Name	Number of actual attendance	Number of proxy attendance	Actual attendance rate (%)
Convener	Kuo-Pin Kao	2	0	100%
Member	Yu-Sheng Tsai	2	0	100%
Member	Allen Y Chao	2	0	100%

- ◆ Term of the 6th Committee Members: June 30, 2025 to June 29, 2028.
- ◆The Company had convened one Remuneration Committee meetings in 2025 with the following attendance:

Position	Name	Number of actual attendance	Number of proxy attendance	Actual attendance rate (%)
Convener	Kuo-Pin Kao	1	0	100%
Member	Yu-Sheng Tsai	0	1	0%
Member	Kuo-Lung Yen	1	0	100%

- ◆ Discussion from the Remuneration Committee in 2025, resolutions, and ways the Company handled opinions from committee.

<table>
<tr><th>Meeting Date</th><th>Resolutions</th><th>Resolutions and opinions of all members</th><th>the Company's disposition of opinions provided by the Remuneration Committee</th></tr>
<tr><td>2025/2/27</td><td>Reporting items only; no discussion items.</td><td rowspan="3">Approved by all members of the committee.</td><td rowspan="3">Approved as proposed and reported to the Board of Directors for resolution.</td></tr>
<tr><td rowspan="2">2025/5/14</td><td>Regarding the proposal for the distribution of the 2024 annual management performance bonuses.</td></tr>
<tr><td>Regarding the proposal for the adjustment of management compensation for the year 2025.</td></tr>
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2025/8/7	Abolition of the Employee Bonus Distribution Regulations		
	Review of Performance Evaluation, Remuneration Policies, Systems, Standards, and Structures for Directors and Managers		
	Proposal for the Remuneration of Newly Appointed Managers		
	Remuneration Adjustments for Changes in Managerial Positions		
	Proposal for the Issuance of 2025 First Employee Stock Options to Managers		

Other items that shall be disclosed If the Board of Directors chooses not to adopt or revise recommendations proposed by the Remuneration Committee, the date of the Directors' Meeting, session, contents of proposals, results of meeting resolutions, and the Company's disposition of opinions provided by the Remuneration Committee shall be described in detail (also, where the salary and compensation approved by the Directors' Meeting is better than that recommended by the Remuneration Committee, the differences and the reason for the approval shall be described in detail): None.