

Nan Pao Resins Chemical Co., Ltd.

2019 Attendance and Major Resolutions of the Remuneration Committee

Title	Name	Actual Number of attendance	Attendance by proxy Number of attendance	Actual Attendance Rate	Remarks
Committee Chair	Yun, Chen	5	0	100%	
Member	Yung-Cheng, Chiang	5	0	100%	
Member	Yi-Hsi, Lee	5	0	100%	

Other items that shall be recorded:

1. If the Board of Directors does not adopt or amend the suggestions made by the Remuneration Committee, the date and session of the Board of Directors' meeting, resolutions, the voting result, and handling of opinions of the Remuneration Committee by the Company shall be disclosed (if the remuneration approved by the Board of Directors is better than the suggestion of the Remuneration Committee, the discrepancies and related reasons shall be stated): None.
2. If the members of the Remuneration Committee have any dissenting or qualified opinions on the resolutions of the Remuneration Committee, where such opinions are documented or issued through written statements, the date, and session of the meeting of the Remuneration Committee, resolutions, all the members' opinions, and handling of these opinions shall be stated: None.
3. Operation of the Remuneration Committee:

Date	Session	Content	Suggestions
20190125	Second Board The 5th time	1. The 2018 performance-based bonuses for managers. 2. The Company's appointment of managers.	The Remuneration Committee stated no objection; the above proposals have been passed submitted to the Board of Directors for resolution.
20190321	Second Board The 6th time	1. The Company's 2018 employee bonus and director's bonus distribution plan. 2. The Company's proposal to set up employee stock ownership trust for managers.	The Remuneration Committee stated no objection; the above proposals have been passed submitted to the Board of Directors for resolution.
20190509	Second Board The 7th time	Approved salary adjustment for the Company's managers.	The Remuneration Committee stated no objection; the above proposals have been passed submitted to the Board of Directors for resolution.
20190808	Second Board The 8th time	The Company's 2018 employee bonus distribution plan for managers.	The Remuneration Committee stated no objection; the above proposals have been passed submitted to the Board of Directors for resolution.
20191111	Second Board The 9th time	The Company's appointment, salary adjustment and promotion for managers.	The Remuneration Committee stated no objection; the above proposals have been passed submitted to the Board of Directors for resolution.