

Nan Pao Resins Chemical Co., Ltd.
2021 Attendance and Major Resolutions of the Remuneration Committee

Title	Name	Attendance in person	Attendance by proxy	Attendance Rate (%)	Remarks
Committee Chair	Yun, Chen	3	0	100	
Member	Yung-Cheng, Chiang	3	0	100	
Member	Yi-Hsi, Lee	3	0	100	

Other matters to be specified:

1. If the Board of Directors rejects or amends the suggestions submitted by the remuneration committee, there shall be elaborated with the meeting dates, sessions, contents of resolutions, resolution adopted by the Board of Directors and actions taken by the Company in response to the Remuneration Committee's opinions: None.
2. If any member has expressed opposition or reservation with respect to the resolution of the Remuneration Committee and there was a written record or written statement, there shall be elaborated with the meeting dates, sessions, contents of resolutions, the opinions of all members of the Remuneration Committee and actions taken in response to the member's opinions: None.
3. Discussion and resolutions adopted by the Remuneration Committee in 2021:

Meeting Dates	Session	Contents of resolutions	The opinion of the Remuneration Committee
20210121	The 3 rd meeting of 3 rd term	The Company's proposal of 2020 performance-based bonuses for managers.	The Remuneration Committee stated no objection; the above proposals have been passed submitted to the Board of Directors for resolution.
20210325	The 4 th meeting of 3 rd term	<ol style="list-style-type: none"> 1. The Company's 2020 employee remuneration and directors' remuneration distribution proposal. 2. The Company's proposal of salary adjustment and appointment and promotion for managers. 3. The Company's proposal to amend "Directors and Managers Performance Evaluation Measures" and formulated the internal control plan "Directors, Functional Committees and Managers' Remuneration Payment Measures". 	The Remuneration Committee stated no objection; the above proposals have been passed submitted to the Board of Directors for resolution.
20210811	The 5 th meeting of 3 rd term	<ol style="list-style-type: none"> 1. The Company's proposal of 2020 employee bonus distribution plan for managers. 2. The Company's manager returned to Taiwan. 	The Remuneration Committee stated no objection; the above proposals have been passed submitted to the Board of Directors for resolution.