

Nan Pao Resins Chemical Co., Ltd.
Attendance and Major Resolutions of the
Remuneration Committee in 2022

| Title | Name | Attendance in person | By proxy | Attendance Rate (%) | Remarks |
|------------------------|--------------------|-------------------------|----------|---------------------------|-----------------------|
| Convener & Chairman | Yun, Chen | 4 | 0 | 100 | Should attend 4 times |
| Member | Yung-Cheng, Chiang | 4 | 0 | 100 | Should attend 4 times |
| Member | Yi-Hsi, Lee | 4 | 0 | 100 | Should attend 4 times |

Other matters to be specified:

- 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.
- 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.
- Discussion and resolutions adopted by the Remuneration Committee in 2022:

| Remuneration Committee | Contents of Resolutions | The Opinion of the Remuneration Committee |
|---------------------------|---|--|
| 3-6 (2022.01.20) | The Company's proposal of 2021 performance-based bonuses for managers. | The Remuneration Committee stated no objection; the above proposals have been passed and submitted to the Board of Directors for resolution. |
| 3-7 (2022.03.24) | <ol style="list-style-type: none"> The Company's 2021 employee remuneration and directors' remuneration distribution proposal. The Company's proposal of salary adjustment and appointment for managers. Approved the Company's proposal to amend "Procedures for Performance Evaluation of the Board of Directors and Managers " and formulated the internal control plan "Procedures for Performance Evaluation of Managers ". | The Remuneration Committee stated no objection; the above proposals have been passed and submitted to the Board of Directors for resolution. |

| Remuneration Committee | Contents of Resolutions | The Opinion of the Remuneration Committee |
|------------------------|---|--|
| 3-8 (2022.08.10) | <ol style="list-style-type: none"> 1. The company's 2021 annual manager staff remuneration distribution plan. 2. The company's 2022 manager performance bonus distribution plan. 3. The manager of the company applies for retirement and pension payment. 4. The company's appointment of managers and adjustment of salary and remuneration proposal. | The Remuneration Committee stated no objection; the above proposals have been passed and submitted to the Board of Directors for resolution. |
| 3-9 (2022.11.09) | <ol style="list-style-type: none"> 1. Approved the Company's appointment and promotion of managers and adjustment of salary and remuneration proposal. | The Remuneration Committee stated no objection; the above proposals have been passed and submitted to the Board of Directors for resolution. |