

Nan Pao Resins Chemical Co., Ltd.
Attendance and Major Resolutions of the
Remuneration Committee in 2023

Title	Name	Attendance in person	By proxy	Attendance Rate (%)	Remarks
Convener & Chairman	Yun, Chen	5	0	100	Should attend 5 times
Member	Yung-Cheng, Chiang	5	0	100	Should attend 5 times
Member	Yi-Hsi, Lee (Note)	3	0	100	Should attend 5 times
Member	Jing-Jung, Kuo (Note)	2	0	100	

Note: Following the election of directors at the shareholder meeting on June 21, 2023, Ms. Kuo Jin-Jung has been newly appointed as a committee member, while the previous committee member, Mr. Lee Yi-Hsi, has stepped down.

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 2023:

Remuneration Committee	Contents of Resolutions	The Opinion of the Remuneration Committee
3-10 (2023.01.10)	1. The Company's proposal of 2022 performance-based bonuses for managers. 2. Application for Retirement by Company Managers.	The Remuneration Committee stated no objection; the above proposals have been passed and submitted to the Board of Directors for resolution.
3-11 (2023.03.27)	1. The Company's 2022 employee remuneration and directors' remuneration distribution proposal.	The Remuneration Committee stated no objection; the above proposals have been passed and submitted to the Board of Directors for resolution.
3-12 (2023.05.10)	1. Approved 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.

Remuneration Committee	Contents of Resolutions	The Opinion of the Remuneration Committee
4-1 (2023.08.09)	<ol style="list-style-type: none"> 1. The company's 2022 annual manager staff remuneration distribution plan. 2. The manager of the company applies for retirement and pension payment. 3. Approved the Company's appointment of managers and adjustment of salary and remuneration proposal. 4. Approved the Company's 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.
4-1 (2023.11.09)	<ol style="list-style-type: none"> 1. The manager of the company applies for retirement and pension payment. 2. Approved 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.