

Nan Pao Resins Chemical Co., Ltd.
Attendance and Major Resolutions of the
Compensation Committee in 2024

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	Jing-Jung, Kuo	4	0	100	Should attend 4 times

Other matters to be specified:

1. If the Board of Directors rejects or amends the suggestions submitted by the Compensation 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 Compensation Committee's opinions: None.
2. If any member has expressed opposition or reservation with respect to the resolution of the Compensation 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 Compensation Committee and actions taken in response to the member's opinions: None.
3. Discussion and resolutions adopted by the Compensation Committee in 2024:

Compensation Committee	Contents of Resolutions	Result
4-3 (2024.01.25)	1. The Company's proposal of 2023 performance-based bonuses for managers. 2. The Company's proposal to amend " Procedures for Performance Evaluation of the Board of Directors ".	The Compensation Committee stated no objection; the above proposals have been passed and submitted to the Board of Directors for resolution.
4-4 (2024.03.14)	1. The Company's proposal of 2023 employee and directors' remuneration distribution.	The Compensation Committee stated no objection; the above proposals have been passed and submitted to the Board of Directors for resolution.
4-5 (2024.05.09)	1. The Company's proposal of retirement application and pension payment for managers. 2. The Company's proposal to amend " Remuneration payment method for directors, functional committees and managers ".	The Compensation Committee stated no objection; the above proposals have been passed and submitted to the Board of Directors for resolution.

	Compensation Committee	Contents of Resolutions	Result	
	4-6 (2024.08.08)	1. The Company's proposal of 2023 employee remuneration distribution for managers. 2. The Company's proposal of appointment and salary adjustment for managers.	The Compensation Committee stated no objection; the above proposals have been passed and submitted to the Board of Directors for resolution.	