

Nan Pao Resins Chemical Co., Ltd.
Attendance and Major Resolutions of the
Compensation Committee in 2025

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 2025:

Compensation Committee	Contents of Resolutions	Result
4-7 (2025.01.14)	1. The Company's proposal of 2024 performance-based bonuses for managers.	The following proposals were unanimously approved by all attending committee members upon inquiry by the Chair and was submitted to the Board of Directors for resolution.
4-8 (2025.03.14)	1. The Company's proposal of 2024 employee and directors' remuneration distribution. 2. The Company's management retirement application and pension payment proposal.	The following proposals were unanimously approved by all attending committee members upon inquiry by the Chair and was submitted to the Board of Directors for resolution.
4-9 (2025.08.08)	1. The Company's proposal of 2024 employee remuneration distribution for managers	The following proposals were unanimously approved by all attending committee members upon inquiry by the Chair and was submitted to the Board of Directors for resolution.
4-10 (2025.12.18)	1. The Company's proposal of appointment and salary adjustment for managers.	The following proposals were unanimously approved by all attending committee members upon inquiry by the Chair and was submitted to the Board of Directors for resolution.