



Delta Electronics, Inc.

Introduction of the 4th term of the Compensation Committee

The Company established a Compensation Committee that shall be comprised of no fewer than three members, and more than half of the members shall be Independent Directors. The Compensation Committee of the Company is composed of four Independent Directors and convene at least twice annually, also may call a meeting at its discretion whenever necessary. The purpose of the Compensation Committee is to assist the Board of Directors in evaluating of the performance-linked compensation of the Company's Directors and executive officers. The Compensation Committee exercise the following duties and submit its proposals to the Board of Directors: 1) establishment and review of the performance assessment and policy, system, standards and structuring of relevant to compensation of Directors and executive officers periodically; 2) evaluation of the compensation of Directors and executive officers periodically.

Convener	George Chao
Education	Department of Banking and Insurance, Tamkang University
Experience	Chairman, 3M Taiwan Limited
Other Positions in Other Companies	None
Member	Yung-Chin Chen
Education	MA Accounting, Soochow University
Experience	CPA and Partner, PwC Taiwan
Other Positions in Other Companies	Director, Prime Oil Chemical Service Corporation; Independent Director and Member of Compensation Committee, China Television Company; Independent Director and Member of Compensation Committee, WPG Holdings Limited
Member	Tosng-Pyng Perng
Education	Ph.D. Materials Science and Engineering, University of Illinois
Experience	Chairman, Department of Materials Science and Engineering, National Tsing Hua University; Dean of Academic Affairs, National Tsing Hua University; President, Materials Research Society Taiwan; President, Yuan Ze University
Other Positions in Other Companies	None

Member	Ji-Ren Lee
Education	Ph.D. Strategic Management, University of Illinois at Urbana-Champaign
Experience	Associate Dean of College of Management and Executive Director of EMBA Program, National Taiwan University
Other Positions in Other Companies	Independent Director and Member of Compensation Committee, ACER Incorporated; Independent Director and Member of Compensation Committee, Vivotek, Inc.; Member of Compensation Committee, MediaTek Inc.; Director, Longchen Paper & Packaging Co., Ltd.

Operation of the Compensation Committee

A total of 3 (A) meetings of the Compensation Committee were held in 2020. The qualification and attendance of members were as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)	Remarks
Convener	George Chao	3	0	100%	Independent Director
Member	Yung-Chin Chen	3	0	100%	Independent Director
Member	Tosng-Pyng Perng	2	1	66.67%	Independent Director
Member	Ji-Ren Lee	3	0	100%	Independent Director