



Delta Electronics, Inc. Introduction of the 5th 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	Shyue-Ching Lu
Education	Ph.D. in Electric Engineering, University of Hawaii
Experience	Honor Professor, National Yang Ming Chiao Tung University; Chairman and CEO, Chunghwa Telecom Co., Ltd.; Director General, Department of Posts and Telecommunications, Ministry of Transportation and Communications Republic of China
Positions in Other Companies	Director, Sercomm Corp.; Director, CTCI Advanced Systems Inc.; Director, XRSPACE Co., Ltd. ; Independent Director, Audit Committee Member and Compensation Committee Member, Radium Life Tech Co., Ltd.; Independent Director, Audit Committee Convener and Compensation Committee Member, MiTAC Holdings Corporation

Member	Ji-Ren Lee
Education	Ph.D. in Strategic Management, University of Illinois at Urbana Champaign
Experience	Associate Dean, College of Management, National Taiwan University; Executive Director, EMBA Program, National Taiwan University
Positions in Other Companies	Independent Director, Audit Committee Member and Compensation Committee Convener, VIVOTEK Inc.; Independent Director, Audit Committee Member and Compensation Committee Convener, ACER Incorporated; Compensation Committee Member, MediaTek Inc.; Director, Longchen Paper & Packaging Co., Ltd. (corporate shareholder's representative); Chairman, AXR Entrepreneurship and Business Consulting Co., Ltd. (corporate shareholder's representative); Director, Primax Electronics Ltd. (corporate shareholder's representative) ; Chairman, B Current Impact Investment Fund 3; Chairman, Wesync Startup Service and Consulting Corporation Limited; Director, Commonwealth Education Media and Publishing Co., Ltd.; Director, Social Enterprise Insights; Director, Commonwealth Magazine Co., Ltd.
Member	Jack J. T. Huang
Education	S.J.D., Harvard University
Experience	Attorney-at-Law, Jones Day Taipei Office; Taiwan M&A and Private Equity Council
Positions in Other Companies	Independent Director, Audit Committee Member and Compensation Committee Convener, WPG Holdings Limited; Independent Director, Audit Committee Convener and Compensation Committee Member, SYSTEX Corporation; Independent Director, Audit Committee Convener and

	<p>Compensation Committee Member, CTCL Corporation; Director, Yulon Motor Co., Ltd. (corporate shareholder's representative); Director, Taiwan Capital Buffalo Fund Co., Ltd. (corporate shareholder's representative); Director, Taiwan Capital Biotechnology Corporation (corporate shareholder's representative)</p>
Member	Rose Tsou
Education	<p>MBA, J.L. Kellogg Graduate School of Management, Northwestern University; MS in Mass Communication, Boston University</p>
Experience	<p>Head of International, Verizon Media; Managing Director of Yahoo Asia Pacific; General Manager of Yahoo Taiwan</p>
Positions in Other Companies	<p>Chairman, FN Capital Co., Ltd.; Director, HK Television Entertainment Company Limited; Independent Director, Audit Committee Member and Compensation Committee Convener, Sercomm Corp.</p>

Title of positions: directors, supervisors, independent directors, other functional committees' members.



Operation of the Compensation Committee

A total of 0 (A) meetings of the Compensation Committee was held in 2021.
The attendance of members was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)	Remarks
Convener	Shyue-Ching Lu	0	0	-	Independent Director
Member	Ji-Ren Lee	0	0	-	Independent Director
Member	Jack J. T. Huang	0	0	-	Independent Director
Member	Rose Tsou	0	0	-	Independent Director