



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 five 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	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, 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 (corporate shareholder's representative), Longchen Paper & Packaging Co., Ltd.; Director (corporate shareholder's representative), Primax Electronics Ltd.; Chairman, B Current Impact Investment Fund 3; Director, Commonwealth Education Media and Publishing Co., Ltd.; Director, Social Enterprise Insights; Director, Commonwealth Magazine Co., Ltd. Independent Director, Audit Committee Member and Compensation Committee Convener, Airoha Technology Corp.
Member	Jack J. T. Huang
Education	S.J.D., Harvard University
Experience	Attorney-at-Law, Jones Day Taipei Office; Chairman, 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, CTCI Corporation; Director (corporate shareholder's representative), Yulon Motor Co., Ltd.; Director (corporate shareholder's representative), Taiwan Capital Buffalo Fund Co., Ltd.; Director (corporate shareholder's representative), Taiwan

	Capital Biotechnology Corporation
Member	Rose Tsou
Education	MBA, J.L. Kellogg Graduate School of Management, Northwestern University; MS in Mass Communication, Boston University
Experience	Head of International, Verizon Media; Managing Director of Yahoo Asia Pacific; General Manager of Yahoo Taiwan
Positions in Other Companies	Chairman, FN Capital Co., Ltd.; Director, HK Television Entertainment Company Limited; Director (corporate shareholder's representative), FundRich Securities Co., Ltd.; Independent Director, Audit Committee Member and Compensation Committee Convener, Sercomm Corporation; Director and Compensation Committee Member, Ipevo Corporation
Member	Audrey Tseng
Education	Master of Business Management of National Taiwan University and Fudan University; Master of Commerce in Department of Accounting of National Chengchi University
Experience	Deputy Chairman, Assurance Leader and Markets Leader of PricewaterhouseCoopers Taiwan; Synergies Leader of PricewaterhouseCoopers Greater China (CaTSH); Chairman of Alumni Association for Accounting Department of National Chengchi University
Positions in Other Companies	Director, T-E Pharma Holding (Cayman); Director, HanchorBio Inc. (Cayman); Independent Director, Onward Therapeutics SA (Switzerland); Director, BRIM Biotechnology, Inc.; Director (corporate shareholder's representative), HanchorBio Inc.;

	<p>Director (corporate shareholder's representative), AP Biosciences Inc.;</p> <p>Director (corporate shareholder's representative), Bonraybio Co., Ltd.;</p> <p>Independent Director and Audit Committee Member, Asustek Computer Incorporation;</p> <p>Independent Director, Audit Committee Member, Compensation Committee Member and Nominations Committee Member, Coretronic Corporation;</p> <p>Independent Director, Audit Committee Member and Compensation Committee Member, Bionime Corporation</p>
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Title of positons: directors, supervisors, independent directors, other functional committees' members.



Operation of the Compensation Committee

A total of 4 (A) meetings of the Compensation Committee was held in 2022. The attendance of members was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)	Remarks
Convener	Shyue-Ching Lu	4	0	100%	Independent Director
Member	Ji-Ren Lee	4	0	100%	Independent Director
Member	Jack J. T. Huang	4	0	100%	Independent Director
Member	Rose Tsou	4	0	100%	Independent Director
Member	Audrey Tseng	2	0	100%	Independent Director Note 1

Note 1: Elected on July 28 2022.