



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. The Committee shall faithfully perform its duties with the attention of a good manager and submit the recommendations to the Board for discussion.

Convener	Shyue-Ching Lu
Education	Ph.D. in Electric Engineering, University of Hawaii
Experience	Former Chairman and CEO, Chunghwa Telecom Co., Ltd. Former Director General, Department of Posts and Telecommunications, Ministry of Transportation and Communications Republic of China
Honors	Professor Emeritus, National Yang Ming Chiao Tung University
Positions in Other Companies	Director, CTCI Advanced Systems Inc. Director, XRSPACE Co., Ltd. Director, Alpha Ring Asia Inc. Independent Director, Audit Committee Member and Compensation Committee Member, Radium Life Tech Co., Ltd.

	Independent Director, Convener and Chairman of Audit Committee and Compensation Committee Member, MiTAC Holdings Corporation
Member	Ji-Ren Lee
Education	Ph.D. in Strategic Management, University of Illinois at Urbana- Champaign
Experience	Former Associate Dean in the Center for Teaching and Learning Development, National Taiwan University Former Associate Dean in the Department of Management and Executive Director in EMBA Program, National Taiwan University Former Director in the Creativity and Entrepreneurship Program, National Taiwan University
Honors	Professor Emeritus of International Business, National Taiwan University
Positions in Other Companies	Director, Commonwealth Education Media and Publishing Co., Ltd. Director, Social Enterprise Insights Chairman, B Current Impact Investment Fund 3 Director, Commonwealth Magazine Co., Ltd. Director, Advantech Co., Ltd. Director (Corporate Shareholder's Representative), AXR Entrepreneurship and Business Consulting Co., Ltd. Director (Corporate Shareholder's Representative), Long-chen Paper & Packaging Co., Ltd. Director (Corporate Shareholder's Representative), Primax Electronics Ltd. Independent Director, Audit Committee Member and Compensation Committee Member, Airoha Technology Corp. Compensation Committee Member, MediaTek Inc.
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

Honors	Honor Chairman of Taiwan M&A and Private Equity Council
Positions in Other Companies	<p>Director (Corporate Shareholder's Representative), Yulon Motor Co., Ltd.</p> <p>Special Advisor of the CEO, Yulon Group</p> <p>Director (Corporate Shareholder's Representative), Taiwan Capital Buffalo Fund Co., Ltd.</p> <p>Director (Corporate Shareholder's Representative), Taiwan Capital Biotechnology Corporation</p> <p>Independent Director, Audit Committee Member and Chairman and Convener of Compensation Committee, WPG Holding Limited</p>
Member	Rose Tsou
Education	<p>MBA, J.L. Kellogg Graduate School of Management, Northwestern University</p> <p>MS in Mass Communication, Boston University</p>
Experience	<p>Former Head of International, Verizon Media</p> <p>Former Managing Director, Yahoo Asia Pacific</p> <p>Former General Manager, Yahoo Taiwan</p> <p>Former Chairman, World Vision Taiwan</p>
Positions in Other Companies	<p>Chairman, FNCapital Co., Ltd.</p> <p>Director, HK Television Entertainment Company Limited</p> <p>Director (Corporate Shareholder's Representative), EASYCARD Corporation</p> <p>Director (Corporate Shareholder's Representative), FundRich Securities Co., Ltd.</p> <p>Independent Director, Audit Committee Member and Convener and Chairman of Compensation Committee, Sercomm Corp.</p>
Member	Audrey Tseng
Education	<p>Master of Business Management, National Taiwan University and Fudan University</p> <p>Master of Commerce in Department of Accounting, National Chengchi University</p>
Experience	<p>Former Deputy Chairman, Assurance Leader and Markets Leader, PricewaterhouseCoopers Taiwan</p>

	<p>Former Synergies Leader of PricewaterhouseCoopers Greater China (CaTSH)</p> <p>Former Chairman of Alumni Association for Accounting Department of National Chengchi University</p>
Positions in Other Companies	<p>Director, T-E Pharma Holding (Cayman)</p> <p>Director, BRIM Biotechnology, Inc.</p> <p>Director, HanchorBio Inc. (Cayman)</p> <p>Director (Corporate Shareholder's Representative), HanchorBio Inc.</p> <p>Director (Corporate Shareholder's Representative), AP Biosciences Inc.</p> <p>Director (Corporate Shareholder's Representative), Bonraybio Co., Ltd.</p> <p>Director (Corporate Shareholder's Representative), H2U Corporation</p> <p>Independent Director and Audit Committee Member, ASUSTeK Computer Incorporation</p> <p>Independent Director, Audit Committee Member, Compensation Committee Member and Nomination Committee Member, Coretronic Corporation</p> <p>Independent Director, Audit Committee Member and Compensation Committee Member, Bionime Corporation</p> <p>Supervisor, Buffalo Machinery Co., LTD.</p> <p>Independent Director, Onward Therapeutics SA (Switzerland)</p>

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

Operation of the Compensation Committee

A total of 3 (A) meetings of the Compensation Committee was held in 2023.

The attendance of members was as follows:

Title	Name	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A)	Remarks
Convener	Shyue-Ching Lu	3	0	100%	Independent Director
Member	Ji-Ren Lee	3	0	100%	Independent Director
Member	Jack J. T. Huang	3	0	100%	Independent Director
Member	Rose Tsou	3	0	100%	Independent Director
Member	Audrey Tseng	3	0	100%	Independent Director