



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 Committee shall faithfully perform its duties with the attention of a good administrator and the purpose of the Committee is to assist the Board of Directors in evaluating of the performance-linked compensation of the Company's Directors and managers. The Compensation Committee exercise the following duties and submit its recommendations 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 managers periodically; 2) evaluation of the compensation of Directors and managers periodically.

April 9, 2024

Convener	Shyue-Ching Lu
Education	Ph.D. in Electric Engineering, University of Hawaii
Experience	Former Chairman & 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	Independent Director, Chairman and Convener of Audit Committee and Compensation Committee Member, MiTAC Holdings Corporation Independent Director, Audit Committee Member and Compensation Committee Member, Radium Life Tech Co., Ltd. Director, CTCI Advanced Systems Inc. Director, XRSPACE Co., Ltd. Director, Alpha Ring Asia Inc.
Member	Ji-Ren Lee
Education	Ph.D. Strategic Management, University of Illinois at Urbana-Champaign
Experience	Former Associate Dean in Center for Teaching and Learning Development at College of Management, National Taiwan University Former Associate Dean in College of Management and former Executive Director in EMBA Program, National Taiwan University

	Former Director in Creativity and Entrepreneurship Program, National Taiwan University Former Director in Taidah Entrepreneurship Center, National Taiwan University
Honors	Professor Emeritus of International Business, National Taiwan University
Positions in Other Companies	Independent Director, Audit Committee Member and Chairman and Convener of Compensation Committee, Airoha Technology Corp. Director, Longchen Paper & Packaging Co., Ltd. Director, Primax Electronics Ltd. Director, Advantech Co., Ltd. Compensation Committee Member, MediaTek Inc. Chairman, B Current Impact Investment Fund 3 Director, Commonwealth Education Media and Publishing Co., Ltd. Director, Social Enterprise Insights Director, Commonwealth Magazine Co., Ltd. Director, AXR Entrepreneurship and Business Consulting Co., Ltd.
Member	Rose Tsou
Education	MBA of J.L. Kellogg Graduate School of Management, Northwestern University MS in Mass Communication, Boston University
Experience	Former Head of International, Verizon Media Former Managing Director, Yahoo Asia Pacific Former General Manager, Yahoo Taiwan Former Chairman, World Vision Taiwan
Positions in Other Companies	Independent Director, Audit Committee Member, Chairman and Convener of Compensation Committee, Sercomm Corp. Chairman, FNCapital Co., Ltd. Director, EASYCARD Corporation Director, FundRich Securities Co., Ltd. Independent Director, HK Television Entertainment Company Limited
Member	Jack J. T. Huang
Education	S.J.D., Harvard University
Experience	Former Attorney-at-Law, Jones Day Taipei Office Former Chairman, Taiwan M&A and Private Equity Council
Honors	Honorary Chairman, Taiwan M&A and Private Equity Council

Positions in Other Companies	<p>Independent Director, Audit Committee Member, Chairman and Convener of Compensation Committee, WPG Holdings Limited</p> <p>Director, Yulon Motor Co., Ltd.</p> <p>Special Advisor of the CEO, Yulon Group</p> <p>Director, Taiwan Capital Buffalo Fund Co., Ltd.</p> <p>Founder and Chairman, Taiwan Renaissance Platform</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, PricewaterhouseCoopers Greater China (CaTSH)</p> <p>Former Chairman of Alumni Association for Accounting Department, National Chengchi University</p>
Positions in Other Companies	<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>Independent Director, Onward Therapeutics SA (Switzerland)</p> <p>Director, BRIM Biotechnology, Inc.</p> <p>Director, HanchorBio (Cayman)</p> <p>Director, AP Biosciences Inc.</p> <p>Director, Bonraybio Co., Ltd.</p> <p>Director, H2U Corporation</p> <p>Director, T-E Pharma Holding (Cayman)</p> <p>Supervisor, Taiwan Bio-Manufacturing Corporation</p>

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

Operation of the Compensation Committee in 2023

1. A total of 3 meetings of the Compensation Committee were held in 2023. The attendance of the Independent Directors was as follows:

Title	Name	Number of Meetings Should Attend (A)	Attendance in Person (B)	By Proxy	Attendance Rate (%) (B/A) (Note 1, 2)	Remarks
Convener and Chairman (Independent Director)	Shyue-Ching Lu	3	3	0	100%	None
Member (Independent Director)	Ji-Ren Lee	3	3	0	100%	None
Member (Independent Director)	Rose Tsou	3	3	0	100%	None
Member (Independent Director)	Jack J. T. Huang	3	3	0	100%	None
Member (Independent Director)	Audrey Tseng	3	3	0	100%	None

Note 1: Should any member leave office before the end of the fiscal year, the date on which he/she leaves office shall be indicated in the remarks, and their attendance rate (%) shall be calculated based on the number of Compensation Committee meetings and the actual attendance during their term of office.

Note 2: Should there be any re-elections of Compensation Committee before the end of the fiscal year, both of the new and the former members shall be disclosed and the remarks column shall indicate that the member is new, former, or re-elected with the re-election date. Their attendance rate (%) shall be calculated based on the number of Compensation Committee meetings and the actual attendance during their term of office.

2. Discussion Items and Resolutions of Compensation Committee

Date	Discussion Item	Resolution
February 22, 2023 The 7th of the 5th term	1. The recommendation on 2022 Chairman's compensation of the Company 2. The distribution of 2022 employees' and directors' compensation of the Company	1. Passed by all members unanimously with a request for HR to confirm the definitions of the fixed compensation and remuneration for the Chairman of the Board. 2. Passed by all members unanimously.
April 26, 2023 The 8th of the 5th term	1. The recommendation on 2023 managers' compensation of the Company 2. The recommendation on the percentage of distribution as 2023 employees' compensation of the Company	1. Passed by all members unanimously. 2. Passed by all members unanimously.
October 31, 2023 The 9th of the 5th term	1. The recommendation on the Chairman's compensation of the Company (in response to the Chairman's responsibilities adjustment and with reference to the Company's long-term incentive mechanism for the managements, the additional long-term indicators and long-term incentive bonuses to the Chairman will be	1. Passed by all members unanimously and was reminded to include supplementary explanations regarding the Chairman's LTI

Date	Discussion Item	Resolution
	<p>calculated as phantom stocks starting from 2022, and the phantom stocks allocated from 2022 to 2024 will be paid in cash in 2025)</p> <p>2. The recommendation on 2023 directors' compensation of the Company</p>	<p>mechanism (such as items, time of issuance and other information) when preparing the 2023 and 2024 annual reports.</p> <p>2. Passed by all members unanimously.</p>