



## **Delta Electronics, Inc.**

### **Introduction of the 5<sup>th</sup> 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.

<b>Convener</b>	<b>Shyue-Ching Lu</b>
<b>Education</b>	Ph.D. in Electric Engineering, University of Hawaii
<b>Experience</b>	Former Chairman & CEO, Chunghwa Telecom Co., Ltd. Former Director General, Department of Posts and Telecommunications, Ministry of Transportation and Communications Republic of China
<b>Honors</b>	Professor Emeritus, National Yang Ming Chiao Tung University
<b>Positions in Other Companies</b>	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.

	<p>Director, CTCI Advanced Systems Inc.</p> <p>Director, XRSPACE Co., Ltd.</p> <p>Director, Alpha Ring Asia Inc.</p>
<b>Member</b>	<b>Ji-Ren Lee</b>
<b>Education</b>	Ph.D. Strategic Management, University of Illinois at Urbana-Champaign
<b>Experience</b>	<p>Former Associate Dean in Center for Teaching and Learning Development at College of Management, National Taiwan University</p> <p>Former Associate Dean in College of Management and former Executive Director in EMBA Program, National Taiwan University</p> <p>Former Director in Creativity and Entrepreneurship Program, National Taiwan University</p> <p>Former Director in Taidah Entrepreneurship Center, National Taiwan University</p>
<b>Honors</b>	Professor Emeritus of International Business, National Taiwan University
<b>Positions in Other Companies</b>	<p>Director, Longchen Paper &amp; Packaging Co., Ltd.</p> <p>Director, Primax Electronics Ltd.</p> <p>Director, Advantech Co., Ltd.</p> <p>Independent Director, Audit Committee Member and Chairman and Convener of Compensation Committee, Airoha Technology Corp.</p> <p>Compensation Committee Member, MediaTek Inc.</p> <p>Chairman, B Current Impact Investment Fund 3</p> <p>Director, Commonwealth Education Media and Publishing Co., Ltd.</p> <p>Director, Social Enterprise Insights</p> <p>Director, Commonwealth Magazine Co., Ltd.</p> <p>Director, AXR Entrepreneurship and Business Consulting Co., Ltd.</p>
<b>Member</b>	<b>Jack J. T. Huang</b>
<b>Education</b>	S.J.D., Harvard University

Experience	Former Attorney-at-Law, Jones Day Taipei Office Former Taiwan M&A and Private Equity Council
Honors	Honorary Chairman, Taiwan M&A and Private Equity Council
Positions in Other Companies	Independent Director, Audit Committee Member, Chairman and Convener of Compensation Committee, WPG Holdings Limited Director, Yulon Motor Co., Ltd. Special Advisor of the CEO, Yulon Group Director, Taiwan Capital Buffalo Fund Co., Ltd. Founder and Chairman, Taiwan Renaissance Platform
<b>Member</b>	<b>Rose Tsou</b>
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
<b>Member</b>	<b>Audrey Tseng</b>
Education	Master of Business Management, National Taiwan University and Fudan University Master of Commerce in Department of Accounting, National Chengchi University
Experience	Former Deputy Chairman, Assurance Leader and Markets Leader, PricewaterhouseCoopers Taiwan Former Synergies Leader, PricewaterhouseCoopers Greater China (CaTSH)

	Former Chairman of Alumni Association for Accounting Department, National Chengchi University
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

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