



Delta Electronics, Inc.

Introduction of the 6th 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 & 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	Jack J. T. Huang
Education	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, Taiwania Capital Buffalo Fund Co., Ltd. Founder and Chairman, Taiwan Renaissance Platform
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. Independent Director, Audit Committee Member, Giant Manufacturing Co., Ltd. Chairman, FNCapital Co., Ltd. Director, EASYCARD Corporation Independent Director, HK Television Entertainment Company Limited
Member	Audrey Tseng
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	Independent Director and Audit Committee Member, ASUSTeK Computer Incorporation Independent Director, Audit Committee Member, Compensation Committee Member and Nomination Committee Member, Coretronic Corporation Independent Director, Audit Committee Member and Compensation Committee Member, Bionime Corporation Independent Director, Onward Therapeutics SA (Switzerland) Director, BRIM Biotechnology, Inc. Director, St. Shine Optical Co., Ltd. Director, AP Biosciences Inc. Director, Bonraybio Co., Ltd. Director, H2U Corporation Director, HanchorBio (Cayman) Director, T-E Pharma Holding (Cayman) Supervisor, Taiwan Bio-Manufacturing Corporation
Member	Doris Hsu
Education	Master of Computer Science, University of Illinois
Experience	Former President, Sino-American Silicon Products Inc.
Positions in Other Companies	Chairman and CEO, Sino-American Silicon Products Inc. Chairman and CEO, GlobalWafers Co., Ltd. Chairman and CEO, GlobiTech Incorporated Chairman, Taiwan Speciality Chemicals Corporation Chairman, Crystalwise Technology Inc. Chairman, Sunrise PV Three Co., Ltd. Chairman, Sunrise PV Four Co., Ltd. Chairman, SAS Capital Co., Ltd.

	Chairman, GWC Capital Co., Ltd. Chairman, Sustainable Energy Solution Co., Ltd. Chairman, GlobalWafers Capital Co., Ltd. Chairman, GlobalWafers Japan Co., Ltd. Chairman, MEMC Japan Ltd. Chairman, Topsil GlobalWafers A/S Chairman, GlobalWafers America, LLC Vice-Chairman, Kunshan Sino Silicon Technology Co., Ltd. Director, Actron Technology Corporation Director, Advanced Wireless Semiconductor Company Director, SAS Sunrise Inc. Director, GlobalSemiconductor Inc Director, GlobalWafers Singapore Pte. Ltd. Director, GlobalWafers B.V Director, MEMC Korea Company Director, Crystalwise Technology (HK) Limited
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Title of positions: directors, supervisors, independent directors, other functional committees' members.

Operation of the Compensation Committee

No (A) meeting of the Compensation Committee was held in 2024. 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	Jack J. T. Huang	0	0	-	Independent Director
Member	Rose Tsou	0	0	-	Independent Director
Member	Audrey Tseng	0	0	-	Independent Director
Member	Doris Hsu	0	0	-	Independent Director