



## Delta Electronics, Inc.

### Introduction of the 6<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 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.

<b>Convener</b>	<b>Shyue-Ching Lu</b>
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.
<b>Member</b>	<b>Jack J. T. Huang</b>
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	Independent Director, Audit Committee Member, Chairman and Convener

Other Companies	<p>of Compensation Committee, WPG Holdings Limited</p> <p>Founder and Chairman, Taiwan Renaissance Platform</p> <p>Chairman, Taiwan Consulting Group</p> <p>Director, Yulon Motor Co., Ltd.</p> <p>Special Advisor of the CEO, Yulon Group</p> <p>Director, Taiwania Capital Buffalo Fund Co., Ltd.</p>
<b>Member</b>	<b>Rose Tsou</b>
Education	<p>MBA of 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>Independent Director, Audit Committee Member, Chairman and Convener of Compensation Committee, Sercomm Corp.</p> <p>Independent Director, Audit Committee Member, Compensation Committee Member, Giant Manufacturing Co., Ltd.</p> <p>Chairman, FNCapital Co., Ltd.</p> <p>Director, EASYCARD Corporation</p> <p>Independent Director, HK Television Entertainment Company Limited</p>
<b>Member</b>	<b>Audrey Tseng</b>
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</p>

	<p>Committee Member, Bionime Corporation          Independent Director, Onward Therapeutics SA (Switzerland)          Director, St. Shine Optical Co., Ltd.          Director, BRIM Biotechnology, Inc.          Director, AP Biosciences Inc.          Director, Bonraybio Co., Ltd.          Director, H2U Corporation          Director, T-E Pharma Holding (Cayman)          Supervisor, Taiwan Bio-Manufacturing Corporation</p>
<b>Member</b>	<b>Doris Hsu</b>
<b>Education</b>	Master of Computer Science, University of Illinois
<b>Experience</b>	Former President, Sino-American Silicon Products Inc.
<b>Positions in Other Companies</b>	<p>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</p>

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

## Operation of the Compensation Committee in 2024

1. A total of 3 meetings of the Compensation Committee were held in 2024. 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%	Re-elected Independent Director Elected on 30 May, 2024
Member (Independent Director)	Jack J. T. Huang	3	3	0	100%	Re-elected Independent Director Elected on 30 May, 2024
Member (Independent Director)	Rose Tsou	3	3	0	100%	Re-elected Independent Director Elected on 30 May, 2024
Member (Independent Director)	Audrey Tseng	3	3	0	100%	Re-elected Independent Director Elected on 30 May, 2024
Member (Independent Director)	Doris Hsu	1	1	0	100%	New Independent Director Elected on 30 May, 2024
Member (Independent Director)	Ji-Ren Lee	2	2	0	100%	Former Independent Director Elected on 30 May, 2024

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 29, 2024 The 10th of the 5th term	1. The recommendation on 2023 Chairman's compensation of the Company 2. The distribution of 2023 employees' and directors' compensation of the Company	1. Passed by all members unanimously. 2. Passed by all members unanimously.
April 26, 2024 The 11th of the 5th term	1. The recommendation on 2024 managers' compensation of the Company 2. The recommendation on the percentage of distribution as 2024 employees' compensation of the Company	1. Passed by all members unanimously. 2. Passed by all members unanimously.
October 29, 2024 The 1st of the 6th term	1. The recommendation on Chairman's compensation of the Company 2. The recommendation on 2024 directors' compensation of the Company	1. Passed by all members unanimously. 2. Passed by all members unanimously.