



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 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. With approval of the Board of Directors on July 31, 2024, Independent Director, Mr. Shyue-Ching Lu, was appointed the convener and chairman of the 6th term of the Compensation Committee.

As of December 1, 2025

Convener	Shyue-Ching Lu
Education	Ph. D. in Electrical Engineering, University of Hawaii
Experience	Former Chairman and President, Chunghwa Telecom Co., Ltd. Former Deputy Director General of Directorate General of Telecommunications, Ministry of Transportation and Communications Republic of China 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
Expertise	Mr. Shyue-Ching Lu has a wealth of experience in the information and communication industry, as well as in information security.
Positions in Other Companies	Independent Director, Audit Committee Member and Compensation Committee Member, Radium Life Tech Co., Ltd. Director, MiTAC Holdings Corporation 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 Chairman, Taiwan M&A and Private Equity Council
Honors	Honorary Chairman, Taiwan M&A and Private Equity Council Honored with 2024 Global Views Leader Forum “Lifetime Achievement Award”
Professional Qualification	Attorney’s License
Expertise	Mr. Jack J.T. Huang served as the Attorney-at-Law and specializes in cross-border investments, corporate mergers and acquisitions, joint ventures and collaborations, securities finance, venture capital funds, technology industry-related matters, technology licensing, major infrastructure projects and other business transactions, etc.
Positions in Other Companies	Independent Director, Audit Committee Member, Chairman and Convener of Compensation Committee, WPG Holdings Limited Founder and Chairman, Taiwan Renaissance Corp. Chairman, Taiwan Consulting Group Special Advisor of the CEO, Yulon Group
Member	Rose Tsou
Education	MBA of J.L. Kellogg Graduate School of Management, Northwestern University Master of Science 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
Honors	Honorary Director, Taiwan Women on Boards Association
Expertise	Ms. Rose Tsou has over 20 years of experience in marketing management, mass communication and digital media.



Positions in Other Companies	Independent Director, Audit Committee Member, Chairman and Convener of Compensation Committee, Sercomm Corporation Independent Director, Audit Committee Member, Compensation 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 Degree of Business Management, National Taiwan University and Fudan University Master Degree 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
Professional Qualification	CPA Certificate
Expertise	Ms. Audrey Tseng specializes in multinational finance, tax planning, mergers and acquisitions, corporate governance, industrial development, and business strategy and is also highly experienced in financial risk evaluation and management.
Positions in Other Companies	Independent Director, Audit Committee Member, Compensation Committee member, Corporate Sustainability Committee Member and Business Continuity Management 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 Director, Onward Therapeutics, Inc. Director, St. Shine Optical Co., Ltd. Director, BRIM Biotechnology, Inc. Director, Rock BioMedical, Inc. Supervisor, Taiwan Bio-Manufacturing Corporation



Member	Doris Hsu
Education	Master of Computer Science, University of Illinois
Experience	Former President, Sino-American Silicon Products Inc.
Honors	2024 Commander of the Order of the Italian Star 2024 ERSO Award, Pan Wen Yuan Foundation 2024 ITRI Laureate 2024 K.T. Lee Administration Medal
Expertise	Ms. Doris Hsu has over three decades of experience in the semiconductor industry and possesses comprehensive expertise and extensive industry knowledge.
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 Four Co. Chairman, SAS Capital Co., Ltd. Chairman, GWC Capital Co., Ltd. Chairman, GlobalWafers Capital Co., Ltd. Chairman, Sustainable Sunrise Co., Ltd. Chairman, Hung Jie Technology Corporation 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, Susen Green Energy Co., Ltd. Director, Sustainable Energy Solution Co., Ltd. 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

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



Operation of the Compensation Committee in 2025

1. A total of 3 meetings of the Compensation Committee were held in 2025. 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	3	1	2	33.3%	New 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	The Company's Response to the Compensation Committee's Opinion
February 24, 2025 The 2nd of the 6th term	1. The recommendation on 2024 Chairman's compensation of the Company	Passed by all members unanimously and submitted it to the Board of Directors for approval.	Pursuant to Article 206 of the Company Act and Article 15 of the Rules and Procedures of the Meeting of Board of Directors, except for the Chairman of the Board, Mr. Ping Cheng, and the Director, Mr. Yancey Hai, who shall not participate in discussion or voting, upon the consultation of the deputy Chairman of the Board, the rest of attending Directors unanimously approved this motion.
	2. The distribution of 2024 employees' and directors' compensation of the Company	Passed by all members unanimously and submitted it to the Board of Directors for approval.	Except for the Directors who are the interested parties and shall not participate in discussion or voting on their own compensation, the rest of Directors who could participate in the voting unanimously approved this motion as suggested by the Compensation Committee, upon the consultation of the Chairman of the Board.



Date	Discussion Item	Resolution	The Company's Response to the Compensation Committee's Opinion
	3. The amendments to the Company's "Article of Incorporation"	Passed by all members unanimously and submitted it to the Board of Directors for approval.	Upon the consultation of the Chairman of the Board, all attending Directors unanimously approved this motion as suggested by the Compensation Committee.
April 25, 2025 The 3rd of the 6th term	1. The recommendation on 2025 managers' compensation of the Company	Passed by all members unanimously and submitted it to the Board of Directors for approval.	The Independent Director, Ms. Audrey Tseng, acted as the deputy for the Independent Director, Ms. Doris Hsu, who was temporarily absent. Besides, pursuant to Article 206 of the Company Act and Article 15 of the Rules and Procedures of the Meeting of Board of Directors, except for the Chairman of the Board, Mr. Ping Cheng, the Vice-Chairman, Mr. Mark Ko, and the Director, Mr. Simon Chang, who shall not participate in discussion or voting. The remaining Directors unanimously elected the Director, Mr. Yancey Hai, to act as deputy Chairman of the Board. Upon the consultation of the deputy Chairman of the Board, the rest of attending Directors unanimously approved this motion.
	2. The recommendation on the percentage of distribution as 2025 employees' compensation of the Company	Passed by all members unanimously and submitted it to the Board of Directors for approval.	The Independent Director, Ms. Audrey Tseng, acted as the deputy for the Independent Director, Ms. Doris Hsu, who was temporarily absent. Upon the consultation of the Chairman of the Board, all attending Directors unanimously approved this motion.
October 28, 2025 The 4th of the 6th term	1. The recommendation on 2025 directors' compensation of the Company	Passed by all members unanimously and submitted it to the Board of Directors for approval.	The Director, Mr. Ping Cheng, acted as the deputy for the Director, Mr. Victor Cheng, who was temporarily absent. Except for the Directors who are the interested parties and shall not participate in discussion or voting on their own compensation, the rest of Directors who could participate in the voting unanimously approved this motion, upon the consultation of the Chairman of the Board.