



Nov 23, 2023

## Statement Regarding Ongoing Discussions Between Delta Electronics (Thailand) Public Company Limited and the Labor Union

To avoid misunderstanding and provide clarity to stakeholders and the public, Delta Electronics (Thailand) Public Company Limited would like to clarify two points regarding media and online reports on activities related to the ongoing discussions between the company and the Labor Union.

- 1. Regarding the company profit:** Delta Electronics Thailand clarifies that it has never communicated to the Labor Union or any other parties that the company is not making profit. Any claims otherwise are incorrect. All company revenue and financials are exactly as officially reported via official channels of the Stock Exchange of Thailand (SET) and on our company website for public access.
- 2. Regarding the 2023 year-end bonus:** Delta Electronics Thailand clarifies that it has never communicated to the Labor Union or any other parties that the company refuses to pay either annual bonus or incentive bonus to any employee. As we are still undergoing a legal negotiation process, the company cannot confirm details such as the amount of bonus in 2023 as per the laws and regulations of Thailand. However, the company commits to continuously communicating with the Labor Union and all employees to avoid such misunderstandings. The company remains committed to actively engaging with the Labor Union and welcomes open discussions for a mutual agreement.

Every year, Delta Electronics Thailand reviews the remuneration package in collaboration with labor unions. The company's Remuneration and Welfare Policy is always in-line with Thailand's Labor Act B.E 2541. The company manages remuneration, salary and wages by taking into account factors such as qualifications, experience, job grade, position, responsibility and individual performance; when benchmarking with the salary rate of other companies with a similar business nature; the domestic wage rate, market conditions and demand and the company's operational performance.

Finally, Delta management strives to adhere to the principle of sustainability and contribution to society. The company provides best-in-class benefits, salary payment, and welfare structure for our employees on-par with the top of Thailand electronics sector. Meanwhile, we must ensure that our company, policy, strategic direction and system support the sustainability of our company, which is in the best interests of all parties.

In addition to the Labor Union, Delta must provide benefits for all stakeholders who are vital to the success of our company and its sustainable growth. We are seeking more constructive collaboration with all related parties and look forward to bringing Delta forward to the next level of success together.

Sincerely,  
Delta Electronics (Thailand) Public Company Limited