

## Average Training Hours Per Person, Total Hours, and Total Expenses in All Global Regions

- Delta is dedicated to promoting online courses globally, increasing the variety of courses in 2022 and optimizing student learning experiences. In 2021, the average number of hours per person grew by 34%.
- Global training expenses is USD 15,138,860.4. It includes costs for learning materials, travel fees for training, lecturers' hourly pay and travel expenditures (total of USD 1,914,616) and costs of employee training during working hours (total of USD 13,224,244.4).
- Average amount spent per FTE training and development = USD 105.9.

Classification		Taiwan	China	APAC	EMEA	Americas
Gender	Male	15.3	18.4	8.7	4.8	3.6
	Female	7.2	33.6	9.1	4.0	2.2
Employee Category	Operators (Including Production Line Assistants)	2.7	25.5	8.7	0.3	6.5
	Professional, Technical and Management Units Personnel	16.1	16.7	11.0	6.4	2.8
Management Roles / Non-Management Roles	Senior Level	15.6	8.5	31.7	11.7	1.9
	Mid-Level	22.2	19.9	12.8	7.3	5.1
	Junior Level	13.7	15.9	14.4	3.7	0.1
	Non-management	10.8	24.5	8.9	4.3	3.1
Age	≥ 50 Years Old	6.8	38.9	8.7	4.3	3.8
	Age 30-49	12.5	23.4	9.4	5.1	3.2
	<30 Years Old	13.7	24.6	8.8	3.2	3.0
<b>Total Training Hours</b>					<b>2,609,644.1 hours</b>	
<b>Global Average Training Hours per Person<sup>2</sup></b>					<b>18.2 hours</b>	
<b>Total Expenses</b>					<b>1,914,616 USD</b>	

1. The main components of the training fee are the teacher's hourly fees, education material fees, and lecturers and employees' travel fee for training. The fee does not include the cost of time for training across the globe; total training expenses are calculated based on the foreign exchange rate of each currency against the USD on December 31, 2022.
2. Calculations based on total training hours for the year show global average hours of training per person = total hours/total number of individuals employed by Delta in the year (143,021); all regions and categories have adopted the same calculation logic.