

Evaluation of progress in reducing/preventing health issues/risks against targets

Delta is committed to employee health care, building a comprehensive welfare system through a systematic health management model, and creating a friendly workplace. Adopt a health inspection system that is superior to regulations, formulate and implement three major health management plans in order to effectively identify workplace health risks, and conduct inspections of special health-hazardous operations in accordance with the law.

Carry out risk management and control based on the health management grading system, match corresponding mitigation measures at different levels, and use multiple channels such as online/physical to promote health information to achieve the purpose of improving employees' independent health management.

Delta's Healthy Workplace Implementation Cycle



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• Grading System of Health Management

- **Grade A [Normal]** : Employee could manage autonomously, inviting participation in health promotion activities organized by the wellness center.
- **Grade B [Health education]** : Providing appropriate health education information, and inviting participation in health promotion activities organized by the wellness center.
- **Grade C [Need to be consulted]** : Arrange medical personnel to provide counseling services or respect colleagues' willingness to seek medical care and make personal lifestyle changes independently.
- **Grade D [Need to follow up at the outpatient clinic]** : Arrange medical personnel to provide health education counseling, encourage individuals to make lifestyle changes on their own, and have colleagues seek medical check-ups within three months as needed.
- **Grade E [Need to follow up at the outpatient clinic]** : Arrange medical personnel to provide health education counseling, encourage individuals to make lifestyle changes on their own, and recommend medical check-ups within two weeks.

• Number of people managed by the three major measures of health management

Measures of health management	FY 2023	FY 2021	FY 2022	FY 2023
	The goal of the annual health education/counseling rate	Number of people managed		
		All employees	Employees aged ≥ 50	All employees
Preventing and Managing Abnormal Workload-triggered Disorders	100%	2486	189	2422
Protecting and Managing Maternal Health	100%	127	130	169
Preventing and Managing Ergonomic hazards	100%	155	27	167

*All employee health measures are conducted every two years, with employees over 50 years old undergoing annual health assessments, which exceed local legal requirements.

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- **Organizing health promotion activities in response to abnormal results for hypertension, hyperlipidemia, and hyperglycemia after health examinations:**

- ✓ The statistics of abnormal results for hypertension, hyperlipidemia, and hyperglycemia after health examination (2021-2023)

Item/year	FY 2021	FY 2022	FY 2023
	All employees	Employees aged ≥ 50	All employees
Hypertension	949	167	1,318
Hyperglycemia	217	57	529
Hyperlipidemia	1,715	182	2,492
BMI _≥ 27	1,779	186	2,763
Grading System of Health Management (Greater than C)	3,204	419	4,666

- ✓ 2023 Health Promotion Activities

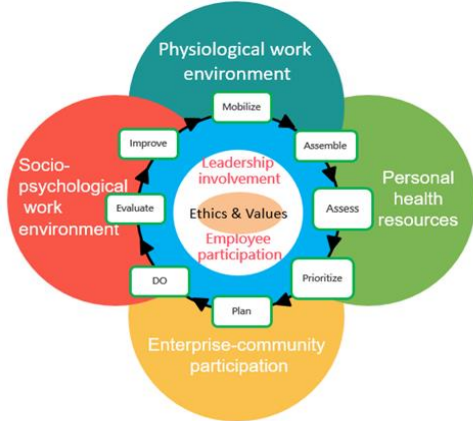
Item	Target	Result
The activity of “walking together” (2023/02-2023/11)	<ul style="list-style-type: none"> • Number of participants: 1,500 • Total weight loss: 1,500 kg (1kg reduction for each person) 	<ul style="list-style-type: none"> • Number of participants: 3,571 • Total weight loss: 2001.3 kg
Blood pressure measurement (2023/07-2023/11)	Number of participants: 1,000	Number of participants: 1,200

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Delta spares no effort in employee health. To strengthen self-health management and improvement strategies, the "Comprehensive Workplace Health Promotion Model" has been established.

Considering four health promotion aspects, namely "physiological work environment," "socio-psychological work environment," "personal health resources," and "enterprise-community participation," with corporate/organizational leadership commitment and employee participation as the core ethics and values, the program follows the following eight-step cycle for process design.

• Workplace Health Promotion Model



- Corporate/organizational leadership commitment and employee participation as the core ethics and values
- Four health promotion aspects
- Follows the following eight-step cycle for process design

WHO Comprehensive workplace health promotion model