

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

- Delta is dedicated to enhancing our employees' professional, management, leadership, digital, and DEI skills through top-tier courses and engaging internal resources.
- Global training expenses is USD 22,897,165.7. It includes costs for learning materials, travel fees for training, lecturers' hourly pay and travel expenditures (total of USD 3,572,328) and costs of employee training during working hours (total of USD 19,324,837.7).
- Average amount spent per FTE training and development = USD 209.3 .

	Classification	Taiwan Headquarters	China	Asia Pacific	EMEA	Americas
Gender	Male	25.2	23.7	10.3	10.9	13.1
	Female	16.7	23.3	9.5	8.4	12.9
Category	Operators (including production line assistants)	9.7	18.1	8.1	5.9	13.1
	Professional, Technical and Management Units Personnel	25.7	40.4	15.1	11.5	13.0
Management Roles / Non-management Roles	Top level	25.7	31.8	15.5	12.7	11.9
	Mid-level	30.8	38.4	14.5	11.7	19.6
	Junior level	23.7	15.9	14.7	7.8	14.4
	Non-management	20.9	23.3	9.5	10.0	12.1
Age	≥ 50 years old	19.0	20.3	9.1	8.6	2.1
	Age 30-49	21.8	21.6	10.2	10.5	2.2
	<30 years old	23.6	27.2	9.2	11.6	1.2
Total hours						2,075,584.6
Average hours per FTE of training and development <sup>1,2</sup>						19.0
Total spent						3,572,328 USD

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, 2023.
2. Calculations based on total training hours for the year show global average hours of training per person = total hours/total number of employees in the year (number of employees at the end of 2023 + number of turnover = 109,392); all regions and categories have adopted the same calculation logic. The number of turnover does not include operators (including production line assistants) who have not stayed with the Company for more than 30 days since they first joined, or professional technical and management units personnel who have not stayed with the Company for more than 90 days since they first joined.