

2024 Delta Total Employee Turnover Rate



Global Employee Composition

To assist new employees in adapting to the work environment, plants in different regions have implemented retention measures, including new employee seminars, mentorship programs, professional training, and other programs to create high-quality work environments and facilities to retain talents.

Delta Total Employee Turnover Rate from 2021 to 2024

Item		2021		2022		2023		2024	
Number of employees at the beginning of the period		83,804		85,593		85,684		81,855	
Number of employees at the end of the period		85,593		85,684		81,855		81,527	
Average number of employees		84,699	100.0%	85,639	100.0%	83,770	100.0%	81,691	100.0%
Number of termination employees in system		63,046	74.4%	57,157	66.7%	39,237	46.8%	37,088	45.4%
Number of termination employees calculated		41,276	48.7%	38,360	44.8%	27,561	32.9%	23,095	28.3%
Employment Category Group	Regular Employees	33,149	39.1%	38,323	44.7%	27,514	32.8%	23,028	28.2%
	Contractor & Temp.	8,127	9.6%	37	0.0%	47	0.1%	67	0.1%
Termination Type Group	Voluntary Turnover	30,819	36.4%	29,304	34.2%	15,411	18.4%	13,519	16.5%
	Involuntary Termination	10,457	12.3%	9,056	10.6%	12,150	14.5%	9,576	11.7%

Note:

1. Average number of employees=(Number of employees at the beginning of the period+Number of employees at the end of the period) / 2
2. Below employees are not calculated: (a)Turnover IDL employees who had not stayed with the Company for more than 3 months since their date of hire, or turnover DL employees who had not stayed for more than 1 month; (b)Outsourcing labor.

Total Turnover Rate Change 2023 vs. 2024

Group	Turnover Rate		Gap
	2023	2024	
Taiwan	12.0%	12.3%	0.3%
China	46.7%	41.4%	-5.2%
APAC	25.3%	18.5%	-6.8%
EMEA	14.8%	10.2%	-4.6%
Americas	14.1%	14.8%	0.7%
Total	32.9%	28.3%	-4.6%

Group	Turnover Rate		Gap
	2023	2024	
≥ 50 years old	13.3%	15.0%	1.7%
30-49 years old	25.2%	21.9%	-3.3%
<30 years old	51.3%	45.1%	-6.2%
Total	32.9%	28.3%	-4.6%

Group	Turnover Rate		Gap
	2023	2024	
Female	32.4%	25.8%	-6.7%
Male	33.4%	30.5%	-2.9%
Total	32.9%	28.3%	-4.6%

Group	Turnover Rate		Gap
	2023	2024	
Top level Management	6.3%	7.8%	1.5%
Mid-level Management	5.6%	5.4%	-0.2%
Junior level Management	12.0%	10.5%	-1.5%
Total	8.2%	7.4%	-0.8%

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