

# **2024 Health and Safety Analysis Report**



# Preventing Health Issues or Risks

## 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



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

## • 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 2024	FY 2021	FY 2022	FY 2023	FY2024
	The goal of the annual health education/counseling rate	Number of people managed			
		All employees	Employees aged ≥ 50	All employees	Employees aged ≥ 50
Preventing and Managing Abnormal Workload-triggered Disorders	100%	2,486	189	2,422	263
Protecting and Managing Maternal Health	100%	127	130	169	241
Preventing and Managing Ergonomic hazards	100%	155	27	167	15

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

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

- **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 (2021-2024)

Item/year	FY 2021	FY 2022	FY 2023	FY 2024
	All employees	Employees aged ≥ 50	All employees	Employees aged ≥ 50
Hypertension	949	167	1,318	230
Hyperglycemia	217	57	529	74
Hyperlipidemia	1,715	182	2,492	225
BMI $\geq$ 27	1,779	186	2,763	219
Grading System of Health Management (Greater than C)	3,204	419	4,666	414

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

### ✓ 2024 Health Promotion Activities

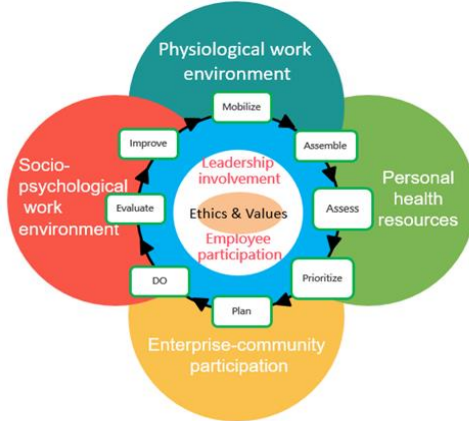
Item	Target	Result
The smoking cessation activity (2024/03-2024/07)	<ul style="list-style-type: none"><li>The online lecture on lung health reached over 200 viewers.</li><li>A total of 300 comments/responses on "May 31st World No Tobacco Day."</li><li>The success rate for participants in smoking cessation clinics reached 40%</li></ul>	<ol style="list-style-type: none"><li>The online lecture on lung health had 683 actual viewers.</li><li>A total of 792 comments/responses on "May 31st World No Tobacco Day."</li><li>The success rate for participants in smoking cessation clinics reached 65%</li></ol>
Cancer prevention activity. (2024/03-2024/06)	Number of participants in the cancer prevention knowledge quiz reached 400	The number of participants in the cancer prevention knowledge quiz reached 1,608

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

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**



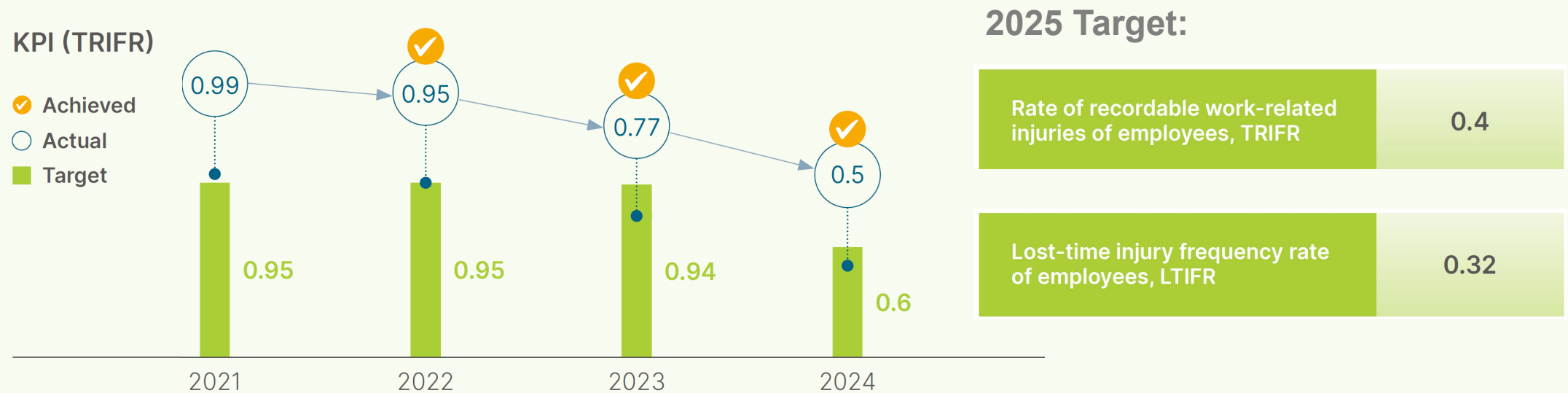
- Corporate/organizational leadership commitment and employee participation as the core ethics and values
- Four health promotion aspects
- Follows the following eight-step cycle for process design

# LTIFR Analysis



# Delta Occupational Health and Safety Management

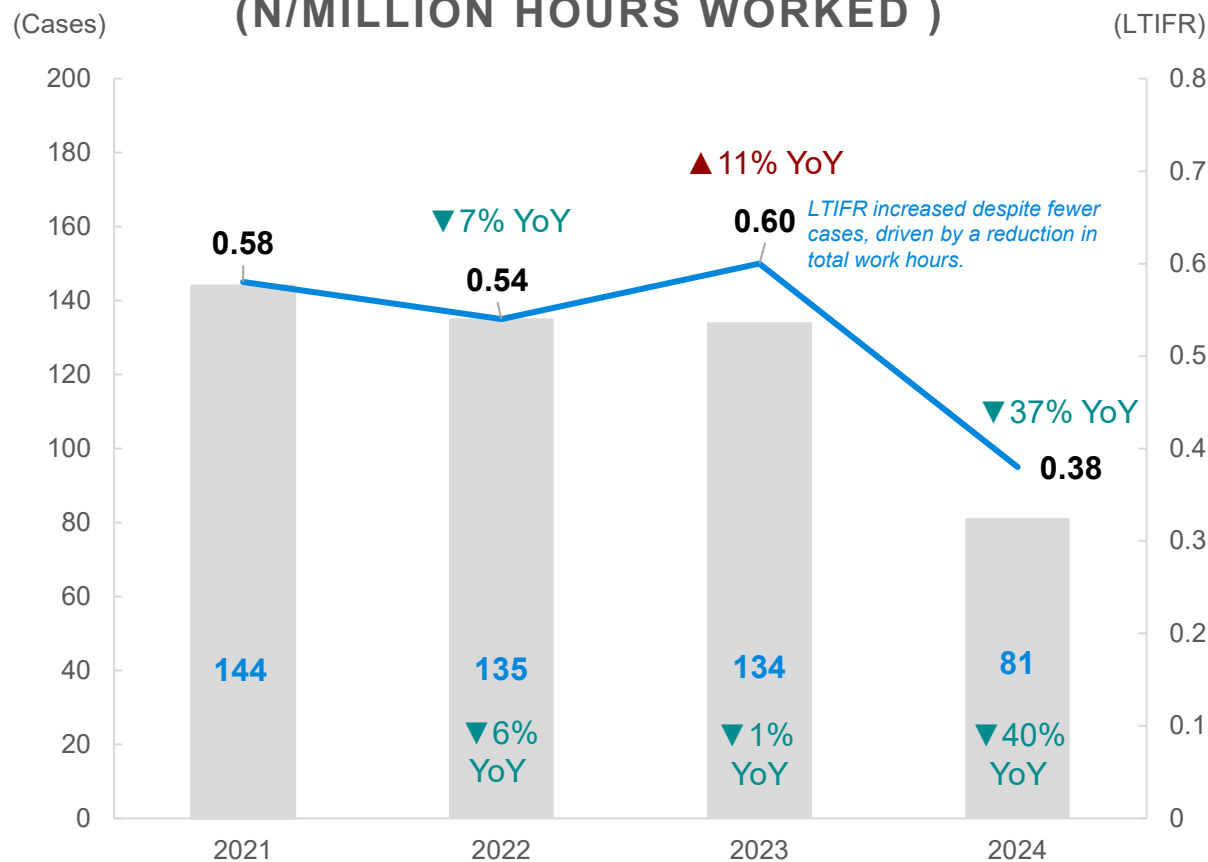
Delta has established the Global Occupational Health and Safety Department to oversee and implement OHS management. By continuously strengthening control measures and setting annual targets, we safeguard employees' health and safety, reduce occupational risks, and lay a solid foundation for sustainable growth.



# Employees

## Lost-time injury frequency rate, LTIFR

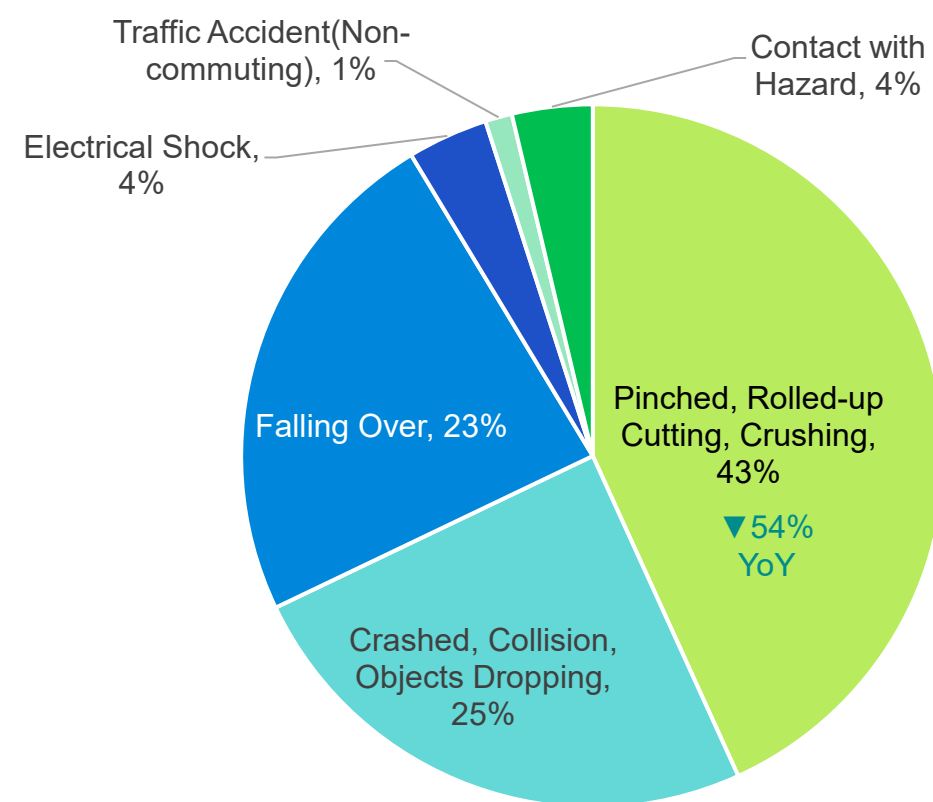
LTIFR-EMPLOYEES  
(N/MILLION HOURS WORKED )



LTIFR= Number of lost-time injuries / Number of employees hours worked \*1,000,000

- Number of Lost-time injury cases

THE TYPES OF LTIFR OF EMPLOYEES IN 2024



# NOT Work-Related Significant Incident

**In 2024, a NOT Work-Related major incident involving an employee occurred.**

Delta promptly activated emergency response procedures, notified the competent authority, and formed an internal investigation team including Legal, Audit, and HR.

The investigation found **no evidence of workplace misconduct or bullying**. The report has been submitted for regulatory review.

**In response, Delta implemented the following enhancement measures:**

**•For Regular response :**

- NEW** Organized promotion seminars for a friendly workplace and created FAQs on the intranet for all employees to read.
- NEW** Launched the Delta CARE employee care project.

**•For Incident response :**

- NEW** Established an Emergency Investigation Committee for major incidents.
- NEW** External professionals (legal, psychological, or medical background) participated in case investigations.
- NEW** Expanded the applicability of management regulations on preventing unlawful infringements and sexual harassment in the workplace to include separated employees, and employee representatives were added to the committees.

## NOT Work-Related Significant Incident

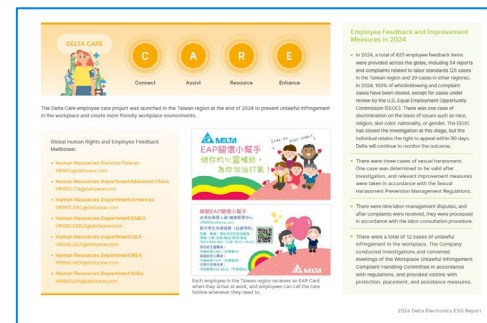
**In response, Delta implemented the following enhancement measures:**

- For Post-incident response :

**NEW** Proactively provided psychological counseling channels for victims and their dependents.

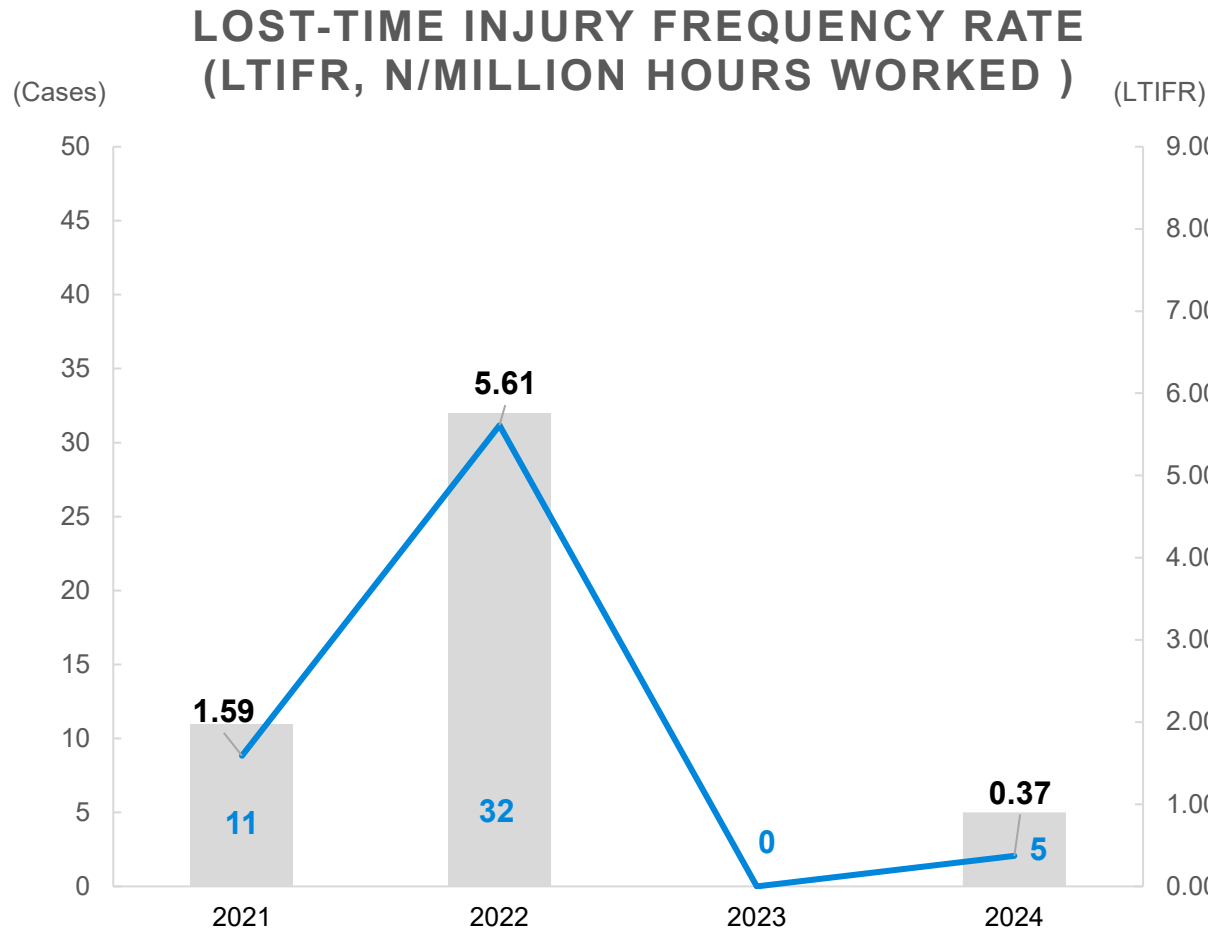
**NEW** Provided focus groups and counseling, as well as one-on-one counseling for employees that have suffered a significant impact, with no limitations on the number of sessions.

**For more details, please refer to Management Procedures for Unlawful Infringement in the Workplace, 2024 ESG Report (p.166-169).**

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# Contractor

## Lost-time injury frequency rate, LTIFR



LTIFR= Number of lost-time injuries / Number of contractor hours worked \*1,000,000

- Number of Lost-time injury cases

### In 2024, a total of 5 lost-time injuries

- 3 were injuries to dispatched workers of the manufacturing department working in the production area.
- 2 were injuries to contractors during outsourced work.
- The types of injuries were all physical hazards (pinching, cutting).

### In 2021-2022, there were more injuries to contractors due to new construction projects in India.

#### What we do:

#### ✓ Establishment of Regulations

- To improve plant safety and management.

#### ✓ Signing Agreements

- Contractors must sign Delta's Safety Regulations, and comply with safety laws to enter.

#### ✓ Training and Testing

- Contractor must complete safety training, and sign a hazard notice before work.

#### ✓ Wear PPE

- Strongly required to wear personal protective equipment according to the hazard type.

#### ✓ Safety Inspections

- Delta OSH will periodically check contractors' work safety.

Smarter. Greener. Together.