

Delta Benefit Plans

1. Employee Benefits

- **Workplace stress management**

Region	Company's related measures	Comply with law	Exceed legal requirement
Taiwan	<ul style="list-style-type: none"> • EAPs: Signed contracts with an external professional agency to provide services for employees who have issues (eg., work stress, physical and mental health..etc), every employee could consult anonymously 4 times for free every year. The company provides these resources to help employees manage their stress levels, relates to both work and non-work-related stress. • EAPs training: Hold EAP training, which covers a different topic(eg., stress management, family care, and conversation management), help employees manage stress, and promote a more friendly work environment. 		V
China	<ul style="list-style-type: none"> • EAPs: Signed contracts with an external professional agency to provide services for employees who have issues (eg., work stress, physical and mental health..etc), and roll out training courses that include emotion and stress management, and employee care. • In addition to EAPs, the Company provides psychological counseling, Stress-Relieving rooms, and physical and mental health service assistance projects for employees to reduce stress, relax muscles, and breathing exercises for stress. 		V
Korea	Held the EAP promotion-related activities, including stress management, psychological counseling, and health care.		V

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1. Employee Benefits

- **Sport & Health initiatives**

Region	Company's related measures	Comply with law	Exceed legal requirement
Taiwan	<p>Company strives to care for the mental and physical health of all employees. The Company's new diverse and group-based health promotion plan expands employee participation and allows employees to enhance their health empowerment and individual management</p> <ul style="list-style-type: none"> • Delta Ironman Online Games: participants were given group missions without restrictions on time or location to challenge online sports missions. • Practices the spirit of an athletic enterprise by hosting events such as sports matches, marathons, cycle sports, and dragon boat racing competitions to meet the needs of various groups and generations. 		V
China	Promote sports & health initiatives: held lectures on health management, cancer screenings, and epidemic prevention and planned a number of sports competitions.		V
India	The company provides health examinations, and a healthcare conference was organized for all female employees.		V
APAC	Health care: according to the laws and regulations of different regions in APAC, Company provides Philippine Health Insurance. Also, employees are secured with our health care plan which covers hospitalization, emergency care, and out-patient care.		V
Korea	While maintaining the basic level of epidemic prevention, activities such as indoor rock climbing, and disease prevention activities.		V

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1. Employee Benefits

- **Sport & Health initiatives**

Region	Company's related measures	Comply with law	Exceed legal requirement
Americas	<ul style="list-style-type: none"> • Medical plan: employee and family group medical assistance, paid by the company, with employee co-payment in cases of medical consultations. • Provide health insurance for full-time equivalent employees and those employees' families. According to the laws and regulations of different regions in the Americas, this insurance must pay for at least 60% of covered services. The Company provides insurance and pays for 90% of covered services when the providers are in-network. No employee contribution when the coverage is employee-only. The employee contribution for dependents is 20% of the premium. • Gym membership reimbursement program. • COVID/Vaccination resources and safety guidelines. 		V
EMEA	<ul style="list-style-type: none"> • Health care: Besides filing for labor insurance in accordance with the law, most European offices offer additional health insurance. • Sports initiatives: Some countries like Poland and Croatia contribute to Multisport subscriptions for employees. In 2022 Delta Netherlands invited the employees to participate in Amsterdam Marathon. 		V

Delta Benefit Plans

2. Flexible Options for Employee's Requirements

- **Flexible working hours**

Region	Company's related measures	Comply with law	Exceed legal requirement
Taiwan	<ul style="list-style-type: none"> • Work shifts: arranged and determined based on the Company's operating needs. If the unit needs to add new shifts due to the operating demands, the contact form shall be filled and approval sought from the top supervisor of the business group. • Working hours for childcare: in order to take care of children under the age of three, employees may apply to the unit supervisor for shift changes due to personal needs, and with the approval of the unit's top supervisor, one of the following two items may be adjusted: (1) reduction of working hours by 1 hour per day, and no compensation shall be claimed for the reduced working hours. (2) adjustment of working hours. 		V
Taiwan (Cyntec)	In addition to the scheduled shift timings, shifts may be flexibly adjusted with the consent of the supervisor. For example, a shift scheduled from 08:00 to 17:20 can be adjusted to 08:30 to 17:50 or 07:30 to 16:50.		V
EMEA	The colleagues could start their work between 08:00~09:30.		V
DEJ	In response to attendance during the epidemic, 7 attendance periods are provided for employees to choose from		V

Delta Benefit Plans

2. Flexible Options for Employee's Requirements

- **Working-from-home arrangements**

Region	Company's related measures	Comply with law	Exceed legal requirement
Taiwan	If employees are required to work remotely due to company operations, business needs and other special circumstances, employees would need to fill in a contact form and be approved by the top supervisor of the business group.		V
China	Colleagues who are able to work from home may choose to do so should lockdown under pandemic control measures happen.		V
Taiwan (Cyntec)	<ul style="list-style-type: none"> • Colleagues who have been identified and instructed by the competent authority as essential responses • Colleagues who have been identified by department supervisor to work remotely due to the company's operation, business needs, or personal special conditions and requests • Remote working may be implemented if the nature of the work does not involve special reasons such as equipment and operation. 		V
EMEA	If there is no office in local, the colleague will have home office.		V
DEJ	Provided work-from-home/remote working options based on the situation of employees or the pandemic.		V

Delta Benefit Plans

2. Flexible Options for Employee's Requirements

- Part-time working options

Region	Company's related measures	Comply with law	Exceed legal requirement
Taiwan	Working hours for childcare: in order to take care of children under the age of three, employees may apply to the unit supervisor for shift changes due to personal needs, and with the approval of the unit's top supervisor, one of the following two items may be adjusted: (1) reduction of working hours by 1 hour per day, and no compensation shall be claimed for the reduced working hours. (2) adjustment of working hours.	√	
DEJ	Reduced working hours system: reduced working hours system may be designed based on needs of employees with children under the age of three, and employees may apply to reduce working hours to 6 hours.	√	

Delta Benefit Plans

3. Friendly Facilities for Mother/Child Care

- **Childcare facilities or contributions**

Region	Company's related measures	Comply with law	Exceed legal requirement
Taiwan	Signed contracts with kindergartens near the Company and external welfare platform, so that children of Delta employees can enjoy preferential rates at partnering kindergartens.	√	
Taiwan	Childcare contributions: to improve the birth rate and relieve the stress of childcare for working parents in Taiwan, update the childcare contributions policy that a maximum subsidy of US \$12,300 per child and eligibility is ages 0-6 children.		√
Taiwan (Cyntec)	<ul style="list-style-type: none"> • Signed contracts with kindergartens near the Company, so that children of Cyntec employees can enjoy preferential rates at partnering kindergartens. • Providing a one-time maternity congratulatory payment of NT\$10,000. • Providing a monthly childcare allowance of NT\$5,000 for each child aged 0-6. • Providing a one-time scholarship of NT\$10,000 when the child reaches the age of three. • Miscarriage (less than 3 months): 5 working days or a week (including weekends and national holiday) Work more than six months in a row, full payment. 		√
India	<ul style="list-style-type: none"> • Having a child care facility available in the Gurgaon office. 	√	

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3. Friendly Facilities for Mother/Child Care

- Breast-feeding/lactation facilities or benefits**

Region	Company's related measures	Comply with law	Exceed legal requirement
Taiwan	<ul style="list-style-type: none"> • Provided exclusive gifts for mothers and babies, and dedicated parking spaces for pregnant colleagues • Breastfeeding sessions: in addition to the rest time as per regulations, 60 minutes of breastfeeding time shall be given every day for employees who have to breastfeed their children under the age of two. Employees who have extended their working hours beyond the normal working hours of each day for more than one hour shall be given 30 minutes of breastfeeding time. The preceding two breastfeeding sessions shall be regarded as work time. • Working hours for childcare: in order to take care of children under the age of three, employees may apply to the unit supervisor for shift changes due to personal needs, and with the approval of the unit's top supervisor, one of the following two items may be adjusted: (1) reduction of working hours by 1 hour per day, and no compensation shall be claimed for the reduced working hours. (2) adjustment of working hours. 	V	
Taiwan (Cyntec)	<ul style="list-style-type: none"> • Each plant in Taiwan has dedicated nursing rooms or facilities. • Paid rest time for breastfeeding time (15-20 minutes every 2-3 hours depending on individual needs). • Subsidies for purchase of portable breastfeeding equipment. 	V	
China	<ul style="list-style-type: none"> • Each plant in mainland China has an environment friendly for breastfeeding. • Breastfeeding leave: female employees who meet the family planning regulations can apply for 1 hour breastfeeding leave every day from the expiration of maternity leave until the baby is one year old to encourage childbirths. 	V	
Americas	Provide breast-feeding/lactation facilities	V	
India	Breast-feeding is permitted 4 times a day including breaks.	V	

Delta Benefit Plans

4. Supportive Leave for Family Care

- **Paid parental leave for the primary or non-primary caregiver**

Region	Company's related measures	Comply with law	Exceed legal requirement
Taiwan	<ul style="list-style-type: none"> • Prenatal examination and paternity leave: the prenatal examination leave period is during the pregnancy of the spouse, and the paternity leave period is within 15 days after the date (inclusive) of the spouse's delivery, and 7 days of leave can be selected at own discretion for prenatal examination and the paternity period. • Paid maternity leave: before and after childbirth (more than 20 weeks of pregnancy), 8 weeks of maternity leave. 	V	
China	<ul style="list-style-type: none"> • Paid parental leave: according to the laws and regulations of different regions in China, before the children reach the age of three or six, both husband and wife are entitled to 5 or 10 days of parental leave each year. • Paid paternity leave: according to the laws and regulations of different regions in China, the father is entitled to 10 to 30 days of paternity leave. • Paid maternity leave: according to the laws and regulations of different regions in China, female employees are entitled to 158 or 178 days of maternity leave for every childbirth. 	V	
India	<ul style="list-style-type: none"> • Paternity leave: Fathers are entitled to have leave to support during delivery. • Paid maternity leave of 26 weeks should be provided to all women employees who give birth. Applicable for 2 surviving children. For more the 2 children leave is limited to 12 weeks only. • Additional maternity leave of 4 weeks Post Maternity Leave of 26 weeks, in case of "illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation, supported by a Medical Certificate. 	V	
EMEA	The company follows the local law and local practice of the different EMEA offices regarding parental leave. In the Netherlands, mothers are entitled to 16 weeks of maternity leave, and fathers are entitled to a maximum of 5 weeks of paternity leave. Parents can also take up to 26 weeks of unpaid parental leave.	V	

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4. Supportive Leave for Family Care

- Paid family or care leave Region

Region	Company's related measures	Comply with law	Exceed legal requirement
Taiwan	Family care leave: when employees have to personally take care of family members in the event of vaccination, serious illnesses or other major accidents. The calculation of wages shall be handled in accordance with the provisions of personal leave and shall not affect the individual full attendance bonus and performance appraisal. The number of days of leave shall be included in the calculation of 14 days of personal leave. Employees at or above the S grade who have exhausted the use of overtime leave in-lieu and special leave shall be paid during the period of personal leave.		V
China	Nursing leave: according to the laws and regulations of different regions in China, if an individual is an only child and has parents over 60 years old in need of medical care, the individual is entitled to 5-20 days of nursing leave every year.	V	