



The Company's Human Resources Department will arrange relevant training to implement integrity:

- E-learning materials on the "Code of Conduct" (including integrity-related affairs) will be provided to newcomers during their induction.
- An annual retraining is also conducted for full implementation. The Company also organizes internal and external courses on ethical management for senior executives from time to time to establish and promote the concept of ethical management among the staff.
- The quarterly performance appraisal of Delta values ability and includes the aspect of integrity in the assessment.
- In 2020, the number of participants and total hours of integrity operation courses were 10,749 and 4,001(hours), respectively.