

## Employee Satisfaction Survey

In August 2025, the Company's Information and Human Resources Department conducted an employee satisfaction survey to gather insights on organizational culture and employee feedback. The purpose was to maintain a positive corporate culture and identify areas for improvement to develop corrective action plans. This was the Company's first employee satisfaction survey, covering five key areas: compensation, work environment, career development, corporate culture, and sustainability practices. The survey achieved an employee participation rate of 82%, with an average score of 7.83, indicating strong employee engagement and satisfaction. The Company plans to continue conducting regular employee satisfaction surveys.

Survey Population:	All employees
Survey Topics:	Compensation, Work Environment, Career Development, Corporate Culture, and Sustainability Practices
Number of Respondents:	343 employees
Coverage Rate:	82%
Responsible Unit:	Information and Human Resources Department
Survey Frequency:	Annual
Survey Period:	August 1, 2024 – July 31, 2025
Overall Satisfaction Score:	7.83 (Minimum: 2, Maximum: 10)
Survey Results:	This was the Company's first employee satisfaction survey, achieving an average score of 7.83.
Improvement Plans for 2025 Based on Survey Results:	<ol style="list-style-type: none"><li>1. Revitalize Organizational Culture and Encourage Diverse Participation<ul style="list-style-type: none"><li>• Establish a rotating presentation system to allow employees from different departments to share their work and participate actively in discussions, enhancing engagement.</li><li>• Expand leadership training programs to improve managers' skills in communication, motivation, and conflict resolution.</li></ul></li><li>2. Optimize Compensation and Benefits Structure<ul style="list-style-type: none"><li>• Introduce a performance-based salary adjustment system, linking employee performance to salary increases and bonuses to strengthen incentives.</li><li>• Diversify annual company trips and activities to ensure all employees have opportunities to participate and enjoy the benefits.</li><li>• Enhance group insurance coverage by adding accident and hospitalization protection to improve employees' sense of security.</li></ul></li><li>3. Maintain a Safe and Healthy Work Environment through Equipment Updates<ul style="list-style-type: none"><li>• Conduct an annual review of work-related equipment, prioritizing the replacement of high-risk or frequently used tools, and ensure all necessary equipment is provided.</li></ul></li></ol>