Employee Satisfaction and Opinion Survey

Starting from 2025, the Company conducts an annual Employee Satisfaction Survey.
The second iteration was carried out in the first quarter of 2026, evaluating the previous year's performance across key dimensions: Work Environment, Compensation and Benefits, Job Content, Management and Leadership, and Corporate Culture and Belonging. The survey aims to gain an in-depth understanding of employees' perceptions of the Company's systems and workplace environment, serving as a critical reference for future management improvements and the enhancement of employee well-being.
The survey targeted all employees at the Taipei operations site, with a total of 50 questionnaires distributed, achieving a coverage rate of 88% and a response rate of 82%, which demonstrates the employees' high level of concern and engagement regarding this issue. According to the survey results, the overall satisfaction rate was 74%, falling within a moderate and acceptable range; this reflects a positive attitude among employees toward the company's overall operations and workplace atmosphere, while also indicating room for improvement in certain systems and communication aspects. The company will conduct an in-depth analysis of the specific feedback provided by employees to formulate concrete improvement measures, gradually strengthening employee relations and organizational identity to create a more cohesive and satisfying work environment as it moves toward its sustainable development goals.

2025 Employee Satisfaction Survey Execution Details

Frequency	Once per year
Conducting Department	Human Resources Department
Survey Period	Q1 2026
Period Covered	Fiscal Year 2025
Target Participants	Taipei Headquarters employees
Survey Dimensions	Work Environment, Compensation & Benefits, Job Content, Management & Leadership, Corporate Culture & Belonging
Survey Participants	50 people
Questionnaire Coverage Rate	88%
Response Rate	82%
Overall Satisfaction	74%
Improvement and Enhancement Plans	1. Exceeding the requirements of laws and the Articles of Incorporation, the full amount of employee remuneration will be distributed to grassroots staff.

	2. Increase employee club activities, such as promoting various sports and related courses, to enhance the physical and mental health of employees. 3. Organize employee seminars to facilitate face-to-face exchange between senior management and staff to listen to the opinions of colleagues.