

Management of employee satisfaction surveys

Our Human Resources Department conducted the 2024 Employee Satisfaction Survey to understand the company's long-term competitive advantages and organizational culture, and to communicate and develop improvement plans based on the feedback. This employee opinion survey covered five aspects: salary and benefits, work environment, career development, corporate culture, and sustainability and social responsibility. The employee response rate was 100%. Meanwhile, the employee satisfaction index has reached a level of over 90% in the company, and we plan to achieve an employee satisfaction index of over 95% by 2025 as the company's goal.

Object	All Employees
Subject	salary and benefits, work environment, career development, corporate culture, and sustainability and social responsibility
Number of Employee Surveyed	78
Response Rate	100%
Responsible Unit	Human Resources Department
Survey Frequency	Yearly
Period	2024/1/1~2024/12/31
Overall Satisfaction	Average score: 4.17 (minimum 1, maximum 5)
Survey Results	The company's overall employee satisfaction survey results showed that the survey indicators reached over 90%, with more than 20% of employees highly identifying with the company.
Improvement and enhancement plan	<p>Based on the survey results, the following areas will be continuously improved in 2025:</p> <ul style="list-style-type: none">● To reasonably assess employees' commitment to the organization, job competence, performance, and contributions, and to achieve the goal of institutionalizing talent identification and management, an optimized assessment method was established. The overall performance management and talent development system is based on the assessment results, which serve as a reference for

	<p>employee promotion, salary adjustment, year-end bonus and other personnel operations.</p> <ul style="list-style-type: none">● Optimize the education and training needs plan. To cultivate employees' qualities, abilities, and awareness of sustainability, enhance their professional skills, and improve work quality and performance, so as to achieve the company's goal of continuous growth and stable development. Based on the department's human resource plan and the specific duties and functions of each employee, professional courses are proposed for training implementation.
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