

## Analysis of Employee Satisfaction Survey Results and Corporate Governance Improvement Plan

### I. Overview of Survey Results

A total of 314 valid questionnaires were collected in this employee satisfaction survey, covering the Company and its overseas subsidiaries. The survey consisted of 15 scored questions, using a five-point Likert scale. The questions were categorized into four main areas: clarity of job content and direction, management communication and clarity of expectations, company support and employee care, and future development and retention intention.

Based on a consolidated analysis of the total scores for each question, the overall results indicate that employees demonstrate a certain level of recognition of the Company's development direction, work engagement, and willingness for continuous growth. However, there remains room for further improvement in areas such as internal communication, attention to workload management, institutional support, and clarity regarding future development paths.

Survey Target	All Employees
Survey Questions	Clarity of job content and direction, management communication and clarity of expectations, company support and employee care, future development and retention intention
Number of Respondents	314 respondents
Coverage Rate	88%
Responsible Unit	Human Resources Department
Survey Period	December 15, 2025 – December 31, 2025
Overall Satisfaction	4.02 points (minimum: 1 point; maximum: 5 points)
Survey Results	<p>This employee satisfaction survey consisted of 15 scored questions, evaluated using a five-point Likert scale, with overall average scores ranging from 3.75 to 4.29.</p> <p>The survey results indicate that employees demonstrate a high level of</p>

	<p>recognition regarding their job responsibilities, the Company's development direction, and their willingness to continue growing together with the Company. However, there remains room for continuous improvement in areas such as internal communication, support for work engagement, and institutional support mechanisms.</p>
Improvement Plan	<p>Based on the survey results, the following improvement plan directions have been identified. The Company will continue to monitor the implementation and effectiveness of improvement measures and make rolling adjustments to relevant management practices based on the results.</p> <p><b>Improvement Direction 1:</b> Strengthening Internal Communication and Decision-Making Transparency</p> <p>Improvement Measures:</p> <p>Enhance cross-departmental information sharing and communication channels to improve management transparency, adjust organizational communication mechanisms, reduce information gaps, and strengthen employees' trust in the Company.</p> <p><b>Improvement Direction 2:</b> Focusing on Work Engagement and Optimizing Institutional Support</p> <p>Improvement Measures:</p> <p>Department heads will regularly review workload and working conditions, strengthen management care and feedback mechanisms, and balance corporate growth with employees' physical and mental well-being.</p> <p><b>Improvement Direction 3:</b> Promoting Career Development and Optimizing the Work Environment</p> <p>Improvement Measures:</p> <p>Continuously review and improve the working environment, and engage employees in discussions regarding the development of secondary skills and future career paths, thereby enhancing employee retention and organizational stability.</p>