

## Employee Opinion Survey Results and Improvement Plan

### Employee Opinion Survey

The Human Resources Department conducted the Global Employee Opinion Survey in November 2025 to understand employees' views on the overall work environment, career development, leadership effectiveness, and related suggestions. The survey covered all global employees, and a total of 182 responses were collected, representing a response rate of 53.37%.

The survey consisted of six key dimensions: Managerial Effectiveness, Welfare & Workplace Environment, Job Content, Career Development, Personal Factors, and Compensation & Performance. Based on the combined results across all dimensions, the company's overall positive satisfaction rating is 66.32%.

Year	Region	Survey Conducting Unit	Total Number of Invitees	Number of Respondents	Response Rate (%)	Positive Rating (%) <sup>1</sup>	Survey Coverage (%) <sup>2</sup>
2025	Global	Human Resources Division	341	182	53.37	66.32	100

<sup>1</sup> Positive Rating = The average percentage of "Satisfied" responses.

<sup>2</sup> Survey Coverage Rate = Total number of participants / Total global headcount of the company at the end of 2025.

Survey Dimensions	Positive Rating (%)
Managerial Effectiveness	75.30 %
Welfare & Workplace Environment	69.95 %
Job Content	71.83 %
Career Development	67.80 %
Personal Factors	57.18 %
Compensation & Performance	55.88 %

<sup>3</sup>The questionnaire adopted a six-point Likert scale (6 = Strongly Agree, 5 = Agree, 4 = Somewhat Agree, 3 = Somewhat Disagree, 2 = Disagree, 1 = Strongly Disagree).

## Improvement Plan

### 1. Creating a Healthier Work Environment

Beginning in 2025, the company introduced “Happy Hour” activities, and starting in 2026, will implement a gradual reduction of working hours. These measures aim to enhance employee satisfaction and engagement by providing a more balanced work-life arrangement, allowing employees more time for family, rest, and personal growth.

### 2. Strengthening Managerial Capability and Strategic Competence

The company will enhance training programs focused on leadership development and product strategy. These programs aim to help managers better understand market trends, product positioning, and strategic planning logic, fostering a unified strategic language across departments. Through systematic strategy-planning processes, managers will be equipped to effectively lead teams and communicate future product directions with clarity.

### 3. Relocation to a New Office to Improve the Workplace Environment

The company has relocated to a new office that provides a brighter, more spacious, and modern workspace that fosters energy and productivity. The facility features upgraded equipment, ample parking, improved meeting spaces, and diverse common areas, creating a comfortable and functional working environment for all employees.