

TSC Auto ID Technology Co., Ltd.

Employee Satisfaction Survey and Improvement Plan Report in 2025

The Company places employee well-being at the core of its corporate culture. Each year, we conduct an Employee Engagement Survey using the internationally recognized Gallup Q12® Employee Engagement Assessment, focusing on five key dimensions: clarity of work goals and responsibilities, availability of workplace resources and support, opportunities for personal development and recognition, interpersonal relationships and teamwork, and performance feedback and career growth. Each department thoroughly analyzes the survey results and proactively communicates with employees regarding areas receiving lower scores. Based on these discussions, specific improvement initiatives are jointly developed and incorporated into the following year's action plans. Progress is monitored on a regular basis to ensure effective implementation and continuous improvement.

In June 2025, the Company conducted the annual employee satisfaction survey covering the previous year. The survey was administered anonymously through an online questionnaire. Scores ranged from 25 to 100, with 100 representing "Very Satisfied." The results indicated an overall employee satisfaction score of **86.8**.

Target	All indirect employees
Topics	Clarity of work goals and responsibilities; workplace resources and support; opportunities for personal development and recognition; interpersonal relationships and team collaboration; and performance feedback and room for growth.
Respondents	195
Response Rate	99.5%
Responsible Department	HR Department
Survey Frequency	Annual
Survey Period	July 15, 2024 ~ June 30, 2025
Overall Satisfaction Score	86.8 (lowest Score : 25 , highest score : 100)
Improvement Plan	Based on the survey results, the improvement plan for 2025 is as follows: (1) Strengthen the feedback culture: Encourage supervisors to provide timely feedback to colleagues and incorporate feedback frequency into supervisor performance evaluations to foster a culture of continuous, real-time feedback. (2) Prioritize employee career development: Building upon the existing Individual Development Plan (IDP) initiative, establish a

	"Career Café" to provide career counseling, ensuring colleagues can access support and advice whenever needed. (3) Competency-based talent development: Utilize competency models as a foundation to reinforce the practical application of competencies in the workplace through training programs and workshops.
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