



2025 Results and Improvement Plans of the Employee Satisfaction Survey of Dynamic Group

Dynamic places great importance on communication and engagement with its employees. In accordance with Article 22, Paragraph 1 of the Company's Sustainable Development Best Practice Principles, Dynamic has established multiple channels for regular dialogue and communication with employees, ensuring that they have the right to receive information and to express their views regarding the Company's management activities and decision-making processes. Accordingly, all plant sites conducted an employee satisfaction survey during year 2025. The survey results and corresponding improvement plans are summarized as follows.

Huangshi Plant

Target Group	All employees
Survey Dimensions	Six key areas, including compensation and benefits, working environment, career development, corporate culture, sustainable operations, and employee rights and grievance/feedback channels
Number of Respondents	3602
Coverage Rate	64% (employee response rate)
Responsible Department	Human Resources Department
Survey Frequency	Once per year
Survey Period	January 1, 2025 – December 31, 2025
Overall Satisfaction	Average score of 80 out of 100 (average score of 4 out of 5 for individual items)
Survey Results	Overall employee satisfaction with the Company was favorable, with an average satisfaction score of 80 across all employees.
Improvement Plans	In 2026, based on the survey results, the Company will promote improvement initiatives focusing on the top three priority areas as follows:

	<p>1. Compensation and Benefits</p> <p>a) Based on compensation and benefits data collected from peer companies and the salary levels of newly recruited talent, the Company will optimize relevant salary components to enhance overall compensation competitiveness. The internal promotion rate is targeted to increase from 6% to 10%.</p> <p>b) For employees in key and core technical positions, dedicated development plans and incentive schemes will be implemented with 100% coverage, and the attrition rate of core talent will be maintained below 3%.</p> <p>2. Team Atmosphere</p> <p>Building on the company-wide tug-of-war event launched during the 2025 Christmas season, the Human Resources Department will plan one team-based activity each quarter starting in 2026. The target employee participation rate is set at over 90%, with the aim of strengthening employees' sense of belonging and fostering a positive team atmosphere.</p> <p>3. Expanded Training Opportunities</p> <p>a) Currently, training programs are arranged through an HR-initiated enrollment process across departments. Beginning in 2026, the approach for frontline employees will be adjusted to a scheduled, department-based arrangement for relevant training courses, ensuring that employees are mandatorily included in training rosters and able to participate in company-sponsored development programs.</p> <p>b) To encourage employees to continuously enhance their professional skills, the Company will organize professional skills competitions to identify top performers across departments and positions, and to recognize them with honors and commendations.</p>
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Kunshan Plant

Target Group	All employees
Survey Dimensions	Five Key Dimensions: Compensation, Working Environment, Career Development, Corporate Culture, and Sustainable Operations
Number of Respondents	1050
Coverage Rate	60.19%
Responsible	Human Resources Department

Department	
Survey Frequency	Once per year
Survey Period	January 1, 2025 – December 31, 2025
Overall Satisfaction	Score: 80
Survey Results	Overall employee satisfaction with the Company was favorable, and employees demonstrated a high level of recognition and approval.
Improvement Plans	<p>Based on the survey results, the improvement initiatives to be implemented in 2026 are as follows:</p> <ol style="list-style-type: none"> 1. Strengthen the training system and better align it with actual employee needs to support and enhance career development pathways. 2. Expand employee benefits and diversify company activities to enrich the employee experience. 3. Enhance the competitiveness of compensation within the industry, establish incentive mechanisms, and retain core talent.

Taoyuan Operation Center

Target Group	All employees
Survey Dimensions	Five Key Dimensions: Compensation, Working Environment, Career Development, Corporate Culture, and Sustainable Operations
Number of Respondents	32
Coverage Rate	91%
Responsible Department	Human Resources Department
Survey Frequency	Once per year
Survey Period	January 1, 2025 – December 31, 2025
Overall Satisfaction	Score: 82
Survey Results	Overall employee satisfaction with the Company was favorable, and employees demonstrated a high level of recognition and approval.
Improvement Plans	Lunch was originally provided on a rotating basis by two vendors offering set meals. It can be adjusted to allow multiple vendors to supply a variety of dishes on a regular schedule.