

2025 Employee Satisfaction and Engagement Survey Results

1. Purpose of the Survey

Fitipower Integrated Technology Inc. (the “Company”) and its subsidiaries (collectively, the “Fitipower Group” or the “Group”) conducted its first Employee Satisfaction and Engagement Survey in 2025 in order to better understand the organizational climate and employee expectations. The survey serves as an important basis for enhancing the Group’s talent strategies, management systems, and workplace environment. Through this survey, the Group collected employees’ feedback on corporate governance, management practices, and the work environment, and will use the results to formulate improvement plans and to track the implementation progress and effectiveness.

2. Scope of the Survey

The survey covered all employees of the Group. To ensure that the survey results more accurately reflect the actual work experiences of general employees and to avoid potential bias in interpretation arising from differences in roles or positions—which could affect the neutrality and representativeness of the overall analysis—the survey excluded employees on unpaid leave, contract employees, and senior managers at the associate vice president level and above. A total of 793 in-service employees met the eligibility criteria for this survey, representing a coverage rate of 94.7% of all employees.

3. Survey Structure

The survey covered 12 dimensions, namely: Vision and Direction, Agility and Responsiveness, Integrity in Leadership, Compensation and Rewards, Diversity and Inclusion, Co-creation and Participation, Team Collaboration, Development Potential, Goal Alignment, Organizational Effectiveness, Managerial Empowerment, and Employee Well-being. The questionnaire also included items measuring employee engagement and open-ended questions for suggestions, in order to balance quantitative and qualitative feedback and comprehensively collect employees’ opinions.

The survey directions, dimensions, and definitions are summarized below:

Survey's directions	Dimensions	Definitions
Mission and Goals	Vision and Direction	Clear vision and strategy, inspiration and confidence in achieving goals, and values-driven behaviors.
	Diversity and Inclusion	Respecting the dignity of all, providing equal opportunities, and ensuring fair treatment for all employees.
	Goal Alignment	Clear objectives, effective communication, and alignment of goals.
Work Momentum	Agility and Responsiveness	Efficiency in transformation, agility in responding to the market, and customer orientation.
	Co-creation and Participation	Encouraging innovation, empowering decision-making, and fostering a safe environment for speaking up.
	Organizational Effectiveness	Operational excellence, delegated decision-making authority, and flexible working conditions.
Partnership Culture	Integrity in Leadership	Open and transparent communication, confidence in leadership, and behaviors grounded in integrity and respect.
	Team Collaboration	Smooth interdepartmental communication, intellectual collaboration, and sharing of best practices.
	Managerial Empowerment	Team efficiency, team communication, and recognition from senior leadership.
Talent and Rewards	Compensation and Rewards	Fairness in performance-based rewards, tailored compensation and benefits, and transparent reward mechanisms.
	Development Potential	Clear career development paths, cultivation of skills and capabilities, and the realization of potential.
	Employee Well-being	Leadership's care for employees and their well-being.

4. Survey Implementation and Approval

The 2025 Employee Satisfaction and Engagement Survey was planned and implemented by the Human Resources Department under the Group's Administration Division. The department was also responsible for consolidating the subsequent result analysis and promoting follow-up improvement actions. The survey results and related improvement action plans were approved by the President and the Chairman of the Board and have been disclosed on the Company's official website.

5. Survey Period and Frequency

This Employee Satisfaction and Engagement Survey was the first of its kind conducted by the Fitipower Group. The survey was carried out from 22 December 2025 to 31 December 2025. Going forward, the Group plans to conduct the survey on a regular basis every three years and to continuously track the effectiveness of improvement measures.

6. Summary of Survey Results

The results of this survey will serve as the baseline for comparison in subsequent years. A total of 689 valid questionnaires were collected, representing an overall response rate of 86.9%. The findings indicate a highly positive overall perception of the Company among employees: the overall satisfaction score reached 4.20 (on a 5-point scale), and the engagement score reached 4.43. The overall level of positive endorsement was approximately 90.4% (based on responses of 4 or 5 points to the engagement items).

Among the 12 dimensions, Managerial Empowerment (4.36), Integrity in Leadership (4.32), and Vision and Direction (4.28) achieved relatively strong results. These scores indicate that employees generally recognize and appreciate managers' practices in feedback, coaching, and respectful treatment, and that they have confidence in the Group's corporate governance and integrity-based culture.

By contrast, the dimensions identified as priorities for further enhancement were Compensation and Rewards (3.94), Employee Well-being (4.07), and Agility and Responsiveness (4.08). These areas primarily reflect employees' perceptions regarding external competitiveness of compensation, work-life balance, as well as the removal of process- and efficiency-related obstacles.

7. Improvement Plans Based on Survey Results (to be Continuously Implemented from 2026 Onward)

The 2025 Employee Satisfaction and Engagement Survey results showed that overall employee feedback was highly positive. Nevertheless, certain dimensions indicated room for ongoing improvement. In addition to reviewing employees' subjective perceptions, the Group also referred to external market information for a comprehensive assessment, which serves as the basis for formulating improvement actions.

Within these results, the score for the "Compensation and Rewards" dimension was relatively lower. According to publicly available and credible market salary information, the median salary of the Company's non-managerial employees ranks in the upper tier of the market, and the Company is a constituent stock of the "Taiwan High Compensation 100 Index," indicating that the Company's compensation levels are competitive within the industry. Furthermore, compensation-related issues in employee satisfaction and engagement surveys are often relatively sensitive, and it is common in practice for scores in this area to be more conservative.

Taking into account both the survey results and management’s assessment, the Fitipower Group will continue to monitor industry trends to maintain compensation competitiveness, while prioritizing the allocation of improvement resources to key topics that can more effectively enhance employees’ work experience and the Group’s operational effectiveness. The main directions for improvement are outlined below:

7.1 Removing Efficiency Barriers and Streamlining Processes

The Group has long been promoting digital transformation and automation initiatives and encourages employees to propose process optimization and automation projects through internal contests and incentive mechanisms. Going forward, the Group will adopt an “employee pain point-oriented” approach to further establish cross-departmental process ownership and project tracking mechanisms. The focus will be on eliminating redundant rework, simplifying unnecessary rules and procedures, shortening decision-making chains and the time required to secure resources, and tracking effectiveness through measurable indicators such as reduced process cycle time, hours saved, and quality improvements.

7.2 Managing Workload and Enhancing Employee Well-being

In response to employee feedback regarding work-life balance and workload-related issues, the Group will review workload distribution and assess manpower allocation. Based on the characteristics of each department and job function, the Group will promote optimization of working hours and schedule management, review and implement flexible work arrangements, and strengthen initiatives to foster a healthy workplace. These efforts aim to enhance support for employees’ physical and mental health and to improve their overall work experience.

Starting from 2026, the Group plans to implement a volunteer leave system to help employees achieve a better balance between work and personal life. Through participation in volunteer activities, employees are encouraged to realize moral fulfillment and social value, thereby contributing to the development of a positive organizational culture.

7.3 Strengthening Change Communication and Managerial Support

To enhance communication consistency and resource support during major organizational changes, the Group will continue to strengthen managers’ capabilities in explaining changes, coordinating resources, and integrating cross-departmental efforts. Clearer communication

rhythms and feedback channels will be established to improve employees' understanding, participation, and trust in the change process.