

Suggestions and Improvement Plans from the 2025 Employee Satisfaction Survey

Item	Content	%
Manpower Needs	Increase team manpower	33.33%
	Improve talent acquisition for required job functions	
	Provide sufficient capabilities/resources to reduce employee turnover	
Electronic Approval System Optimization	Optimize the electronic approval system (the "pull-back" and "return" functions are not intuitive)	9.5%
	Enhance system stability and performance	
Training and Development	Provide more training courses	9.5%
Introduction of AI Software Applications	Conduct additional AI tools, such as on-premises LLM models	4.8%
Environmental & Hardware Facilities	Air conditioning is not sufficiently cool during summer	4.8%
Other Subsidies	Evaluate providing meal and transportation subsidies for overtime work	4.8%

Improvement Plans
Supplement the required manpower
*Provide employee training courses in accordance with functional and responsibilities requirements (and include them in the budget).
Continuously optimize the system in 2026
Provide a training needs assessment form for each department and collect and plan suggested courses from colleagues.
This requirement was to apply an LLM model to accelerate the search for regulations and procedures using AI; however, considering the company's business and relatively uncomplicated regulations and procedures, this application is not cost-effective and will not be considered for implementation at this time.
Air conditioning is centrally managed by the building. Upon receiving employee request, the AD will then relay this to the building management and make adjustments.
Each department conducts the assessment and prepares the budget.

The suggestions for improvement raised in the above employee satisfaction questionnaire are categorized according to the questions, and items with repeated responses and specific explanations are included for reference. The items mentioned account for approximately 66.67% of the total suggestions. The questionnaire results and suggestions will be discussed and resolved at the first labor-management meeting of the second session on November 25, 2025, and the progress and results of the improvement will be tracked regularly.

Attached is a list of items employees found satisfactory in the employee satisfaction survey.

The company does a great job in these areas	
Employee benefits	Provides benefits such as coffee machines, snacks, massage, and rest areas.
	The workplace is conveniently located and coffee is provided.
	The staff lounge offers some employee benefits.
	Provide open-plan staff lounge so employees can take short breaks to relax and unwind.
	A lounge is provided so that people can grab a bite to eat if they work overtime.
	The company's provision of a staff lounge for employees to take a short break is appreciated.
	Regularly organize activities to strengthen employee cohesion.
Teams	Teamwork
	Everyone works efficiently and colleagues get along well.
	The team has a good working atmosphere and high levels of cross-departmental support.
	The department head is easy to get along with and communicate with.
	The company has a good team atmosphere and excellent management efficiency.
Operational Activities	1. ESG 2. Corporate Governance
	Monthly sharing meetings, mutual sharing and learning.
	Having clear goals, being efficient, and not procrastinating.
	Risk management and control
Others	High degree of freedom
	Taking care of employees

Diamond Biofund will continue to solicit suggestions from employees to optimize various work indicators and improve overall employee satisfaction.