

FAQs - Questions from other stakeholders

4. Does Bosideng regularly conduct employee satisfaction surveys and take improvement actions based on the results?

Yes. Bosideng conducts annual employee satisfaction surveys to collect employee views on job satisfaction, wellbeing, career development, and work-related stress. The Group continuously tracks satisfaction levels and takes improvement actions in response to survey findings.

In addition to annual employee satisfaction surveys, the Group obtains employee feedback through various channels, including DingTalk questionnaires, performance coaching and communication, democratic life meetings, internal surveys on daily-life matters such as dining, accommodation, and transportation, the President's mailbox, and communication between superiors and subordinates. These channels help the Group identify issues and areas for improvement in internal management and employee support.

Based on survey findings and ongoing communication, the Group continuously improves management practices and employee support measures. It responds to employee concerns by optimizing internal management, improving support for dining, accommodation, and transportation, and strengthening employee care and communication mechanisms. The Group also monitors employee satisfaction levels and the effectiveness of related improvement actions.

The employee satisfaction target for the Year was 90%. Actual employee satisfaction has remained above 90% for many years. Through annual surveys, results tracking, and continuous improvement, Bosideng seeks to enhance employee experience and organizational cohesion.

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