Average Employee Satisfaction

In order to strengthen a friendly workplace environment and better understand the perspectives of frontline employees, the Human Resource Management Center from ChipMOS has conducted an annual Employee Satisfaction Survey since 2020. The survey includes several parts: onboarding care interviews for newcomers (within one month of employee for direct employees and within two months for indirect employees), feedback collected after welfare activities and internal training courses attended by all employees, as well as questionnaire feedback from annual health examination.

In 2025, the company conducted data collection for the average employee satisfaction results of 2024. In the newcomers interviews, the average employee alignment with corporate culture satisfaction rate among 695 new employees was 89%. In addition, 28,393 participants attended internal training courses for employee learning and development in 2024 and provided feedback, with an average satisfaction rate of 94%. A total 141 questionnaires were collected from the welfare activities in 2024, with a satisfaction rate of 97% regarding activity feedback and improvement suggestion. In addition, ChipMOS provides annual health examinations that exceed regulatory requirements. In 2024, 3,868 employees participated in the health examinations, and the satisfaction rate reached 94%.

Average Employee Satisfaction

In 2025, based on the feedback from various employee surveys- including cultural integration issues raised by newly hired migrant workers during the newcomer satisfaction survey- ChipMOS arranged Philippine culture training courses for supervisors and local employees. This initiative aims to strengthen supervisors' understanding and communication with migrant workers, thereby promoting mutual trust and cooperation at work. Regarding employee welfare activities, the company has also incorporated employees' feedback when planning events and continues to strengthen activities related to public welfare and environment sustainability, with the hope of working together with our employees to realize the concept of shared social good.