

# Welcome to the **Employee Satisfaction Survey 2023**

\* Required

## Consent Notice

At Advantech, we are dedicated to fostering a culture that is open, inclusive, and reflective of the diverse society we inhabit. To further this commitment, we've included some demographic question related to gender in our Employee Satisfaction Survey.

This data collection aims to provide insights into Advantech's current diversity landscape, measure our progress towards our DE&I goals, and strategize more effectively on sharing our DE&I initiatives. Your participation is integral to helping us understand your needs and holding ourselves accountable as we strive to cultivate the best possible culture for all our employees.

As with all sections of the survey, responding to these diversity questions is entirely voluntary. You have the option to select "prefer not to say" for each question.

Please be assured, the survey is conducted confidentially. Your responses will be securely stored, and any reporting or analysis will be done at an aggregate level.

If you have any further questions, please contact Global HR at [kindy.yong@advantech.com.tw](mailto:kindy.yong@advantech.com.tw)

By selecting "I agree" below, you consent to us processing your special category data, specifically diversity data, as outlined above. This includes:

- Confidential collection and secure storage of all answers.
- Analysis and reporting of diversity data in an aggregate manner.
- No reporting of data at the individual level, with a commitment never to attempt identifying any participant from reports. If you do not agree, your diversity answers will not be presented.

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Thank you for contributing to our efforts in fostering a culture of belonging at Advantech.

1. Consent Notice - If you do not agree, we will not be presented with your diversity answers. \*
  - I agree
  - I do not agree
  
2. Which region/office do you work in?
  - Advantech Australia (AAU)
  - Advantech Europe (AEU)
  - Advantech Indonesia (AID)
  - Advantech India (AIN/ARI)
  - Advantech Korea (AKR)
  - Advantech Mexico (AMX)
  - Advantech Malaysia (AMY)
  - Advantech North America (ANA)
  - Advantech Singapore (ASG)
  - Advantech Thailand (ATH)
  - Advantech Turkey (ATR)
  - Advantech Vietnam (AVN)
  - Advantech Israel (AIL)
  - Advantech Vietnam (AVN)
  - Advantech Dubai (ADB)
  - Advantech Czech Republic (ACZ)
  
3. What is the nature of your work?
  - Business/Sales
  - Marketing/PR
  - Manufacture/Product/Operations/R&D
  - Back-office functions (HR, IT, Finance, etc.)

4. What department do you work in, in your primary role?

- Less than 1 year
- 1 to 3 years
- 3 to 5 years
- 5 to 10 years
- 10 to 15 years
- More than 15 years

5. Which of this best reflects your gender identity? \*

- Female
- Male
- I prefer not to say

## **Corporate Culture & Operations**

6. I understand the Company's goals and vision. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

7. Advantech operates business based on honesty and integrity. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

8. I believe our customers/partners are satisfied with the Company's products and services. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

9. I am proud to work at Advantech and I would recommend my company as a great place to work. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

10. I decided to stay at Advantech, despite other companies offering similar positions in the market. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

11. Advantech embraces diversity in its culture. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

## Work Environment

12. Advantech provides an appropriate workplace environment and working conditions. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

13. Advantech provides a workplace procedures and safe guide to ensure employee's health and safety. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

14. I have the tools and resources to perform my job effectively. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

15. Advantech places a strong emphasis on providing a non-discriminatory and non-harassing work environment. \*

- Strongly Agree
- Agree
- Neutral
- Disagree

Strongly Disagree

16. I have a clear understanding of the goals and objectives of my work assignments.

\*

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

17. The role I currently hold aligns well with my skills and interests, making it a good fit for me. \*

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

18. My current job provides me with ample opportunities to acquire new skills and expand my knowledge base. \*

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

19. My current job gives me opportunities to face challenges, which helps me grow professionally. \*

Strongly Agree

Agree

Neutral

- Disagree
- Strongly Disagree

20. My current job gives me a sense of accomplishment. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

21. I can maintain a reasonable balance between work pressure and personal life. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

22. I can manage the intensity and workload of my current job. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

23. I find joy in my current position, and I am able to work happily in the organization. \*

- Strongly Agree
- Agree
- Neutral
- Disagree

- Strongly Disagree

## Teamwork

24. I work in a harmonious environment, and we trust each other at work. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

25. I am part of an effective team at work. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

26. Good teamwork and effective cooperation across departments. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

27. I have a friend at work who can provide support in both my work and life. \*

- Strongly Agree
- Agree
- Neutral
- Disagree



- Strongly Disagree

## Management & Supervision

Please evaluate your immediate superior

28. Your immediate superior communicates clear job responsibilities with you. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

29. Your immediate superior collaborates with you to set performance goals. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

30. Your immediate superior provides guidance to enhance your job performance. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

31. You appreciate the communication style of your immediate superior. \*

- Strongly Agree
- Agree
- Neutral

- Disagree
- Strongly Disagree

## Communication Effectiveness

32. Advantech created an environment where ideas and opinions can be presented directly to the management. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

33. Advantech clearly conveys its standards for ethical behavior. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

34. My immediate superior considers and implements suitable suggestions I propose. When suggestions are not accepted, the reasons are explained to me. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

35. Advantech encourages me to propose new and better ways of doing things. \*

- Strongly Agree

- Agree
- Neutral
- Disagree
- Strongly Disagree

## **Career Progression**

36. I have the opportunity to attend training or workshop to learn and grow. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

37. I am well aware of the positions with the company that are suitable for my development. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

38. My superior has a plan for and communicates about my career development. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

39. I am satisfied with the current career plan. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

40. Given my current role and responsibilities, I am satisfied with the salary and benefits provided. \*

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

41. Are your day-to-day activities impacted by a health problem or disability which has lasted, or is expected to last, at least 12 months? \*

- YES
- NO
- I prefer not to say

42. Any other opinions or suggestions you have for Advantech? \*

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