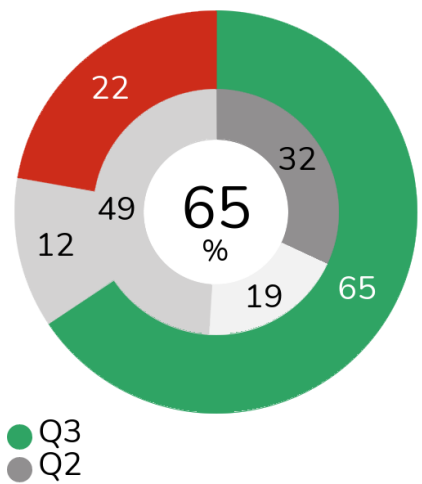
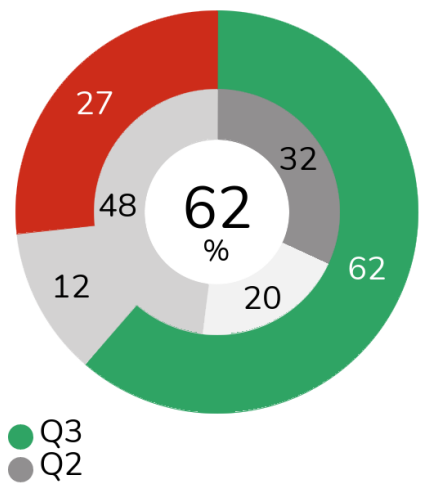


# SUMMARY

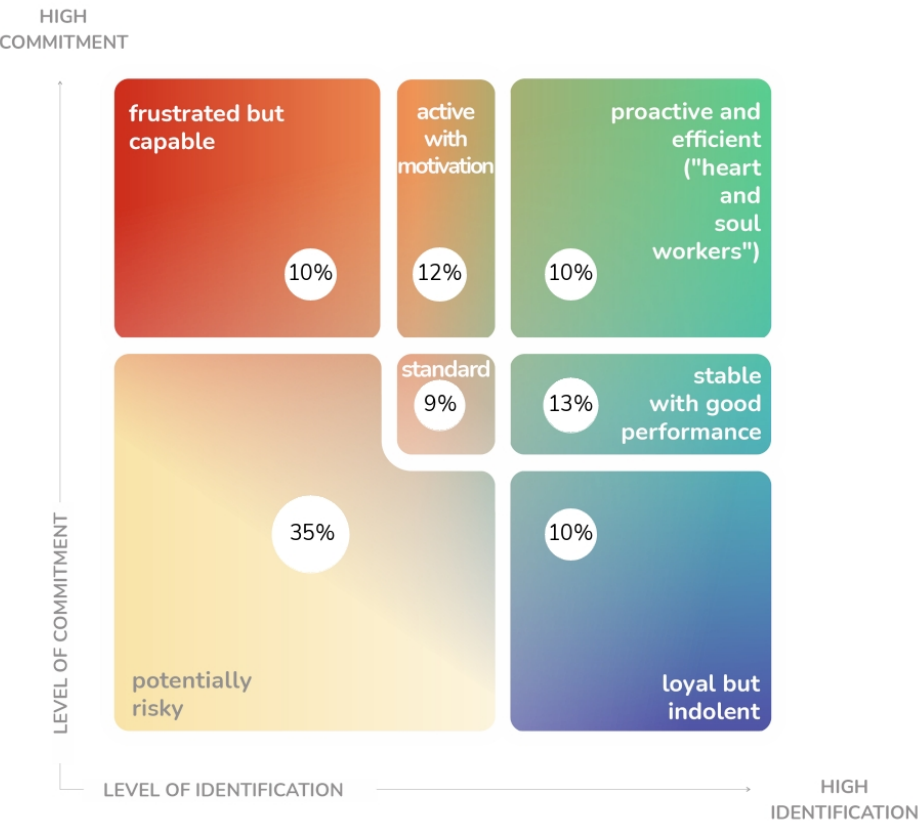
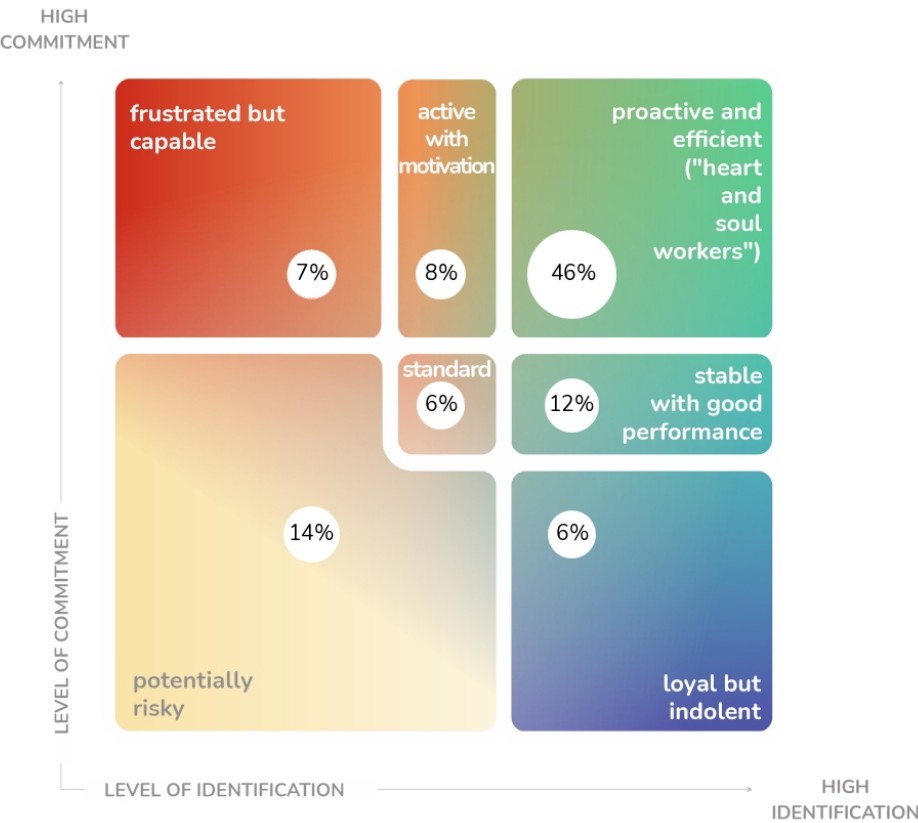
## IDENTIFICATION



## COMMITMENT



## Historical comparison - Q2



RESULTS FOR INDIVIDUAL CATEGORIES



SUMMARY QUESTIONS WITH THE GREATEST IMPROVEMENT COMPARED TO THE REFERENCE  
(EMPLOYEE SURVEY - SAMPLE QUESTIONNAIRE)

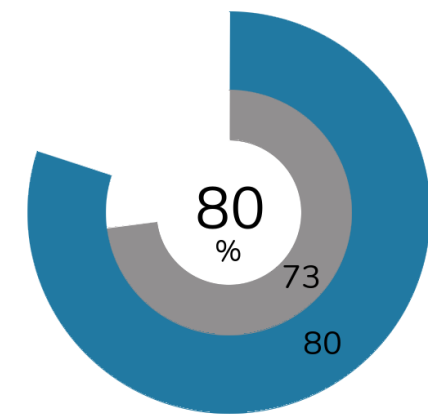


# SURVEY PARTICIPATION RETURN RATE AND PARTICIPANT REPRESENTATION

In the chapter about return rate, the percent values show the return rate of the total number of addressed respondents, in:

- total (including supplementary information about the ratio of representation of individual categories in the total)
- by categories of respondents
- by individual questions

## OVERALL RETURN RATE



● Q3  
● Q2

240 respondents

# SURVEY PARTICIPATION

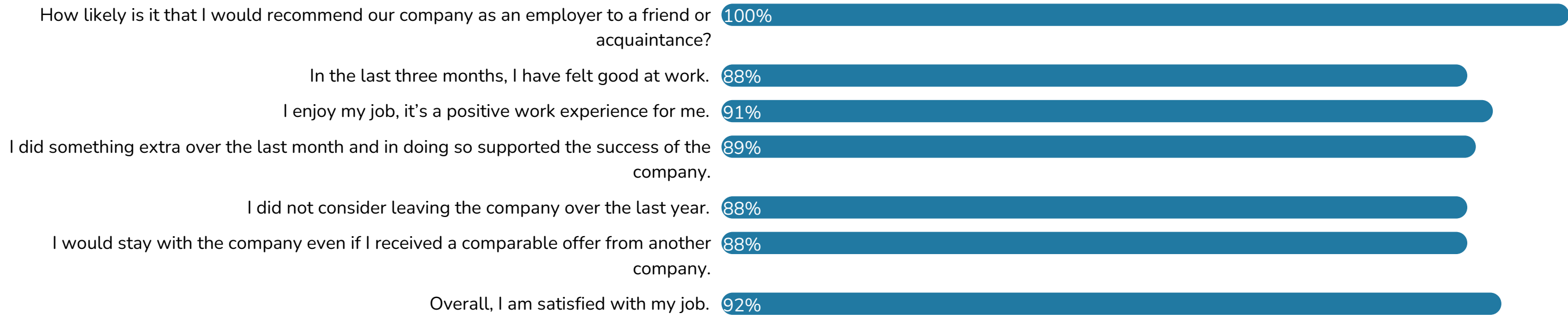
## RETURN RATE AND PARTICIPANT REPRESENTATION

BY CATEGORY

B0	Marketing	Business	Logistics	HR	Finance	IT services	Other
	64% (29)	85% (35)	85% (40)	77% (33)	74% (31)	90% (38)	85% (34)
	Historically - Q2	76% (34)	83% (34)	70% (33)	67% (29)	71% (30)	75% (30)
length of employment in the company	Until 1 year		1 - 5 years		6 - 10 years		More than 10 years
	78% (58)		87% (65)		75% (56)		80% (61)
	Historically - Q2		76% (56)		80% (60)		79% (59)
Level of organization	Top management		Management		Executive position		
	76% (16)		84% (32)		80% (192)		
	Historically - Q2		62% (13)		64% (37)		

# SURVEY PARTICIPATION

## RETURN RATE OF INDIVIDUAL QUESTIONS



Percentage return from actual survey participants.

# OVERALL RESULT (NPS - NET PROMOTER SCORE)

HOW LIKELY IS IT THAT I WOULD RECOMMEND OUR COMPANY AS AN EMPLOYER TO A FRIEND OR ACQUAINTANCE?

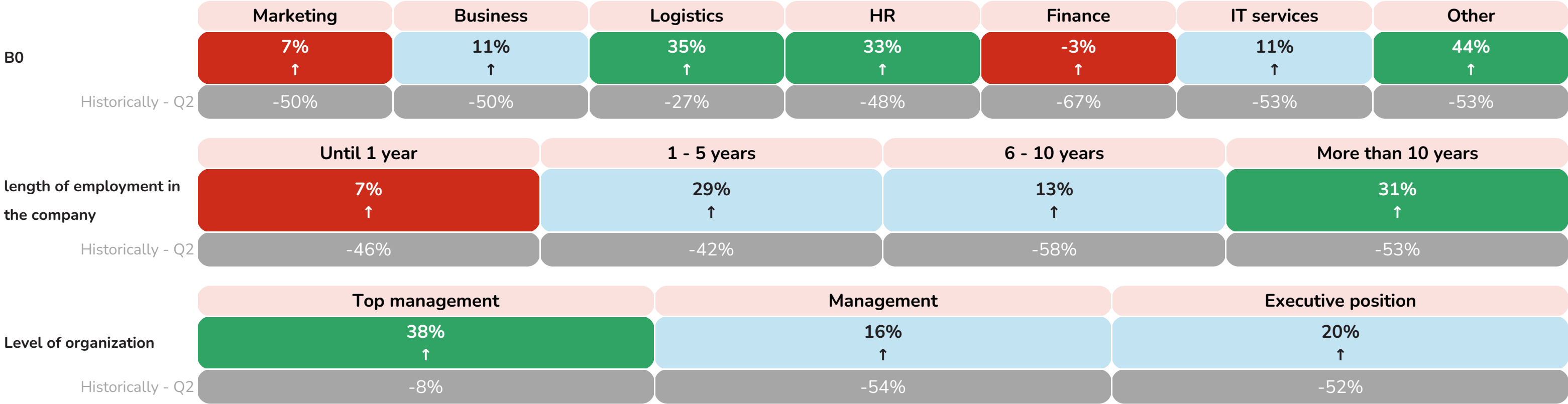
Overall

Historically - Q2

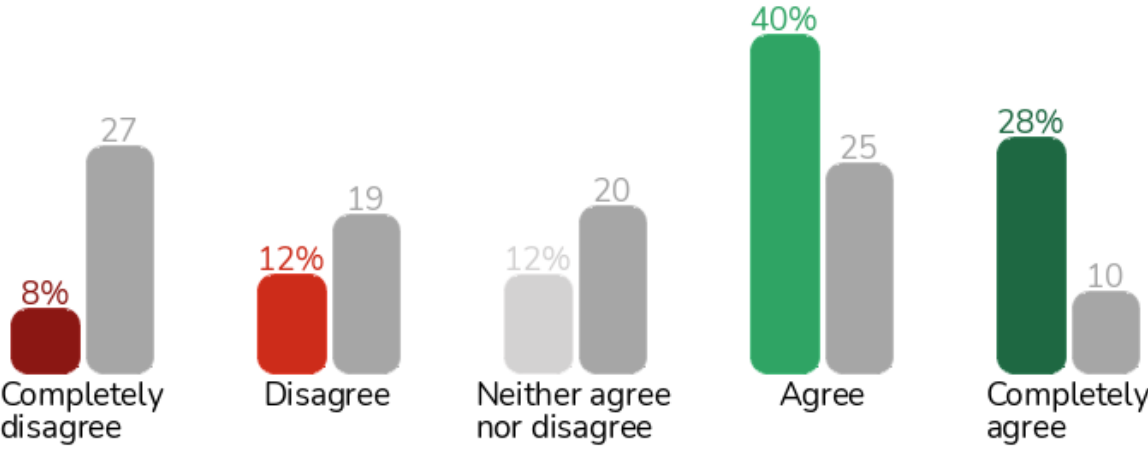
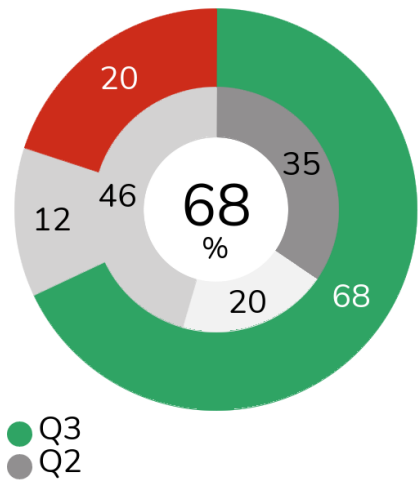


% NPS = % PROMOTERS - % DETRACTORS

BY CATEGORY



SATISFACTION ATMOSPHERE



BY CATEGORY

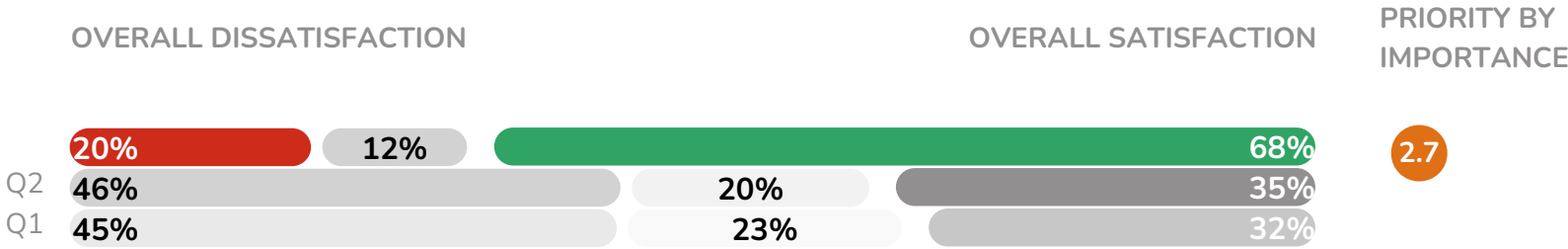
	Marketing	Business	Logistics	HR	Finance	IT services	Other
B0	77% ↑	71% ↑	69% ↑	64% ↑	54%	68% ↑	73% ↑
Historically - Q2	33%	31%	31%	25%	55%	24%	41%

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	73% ↑	59% ↑	73% ↑	70% ↑
Historically - Q2	29%	30%	41%	39%

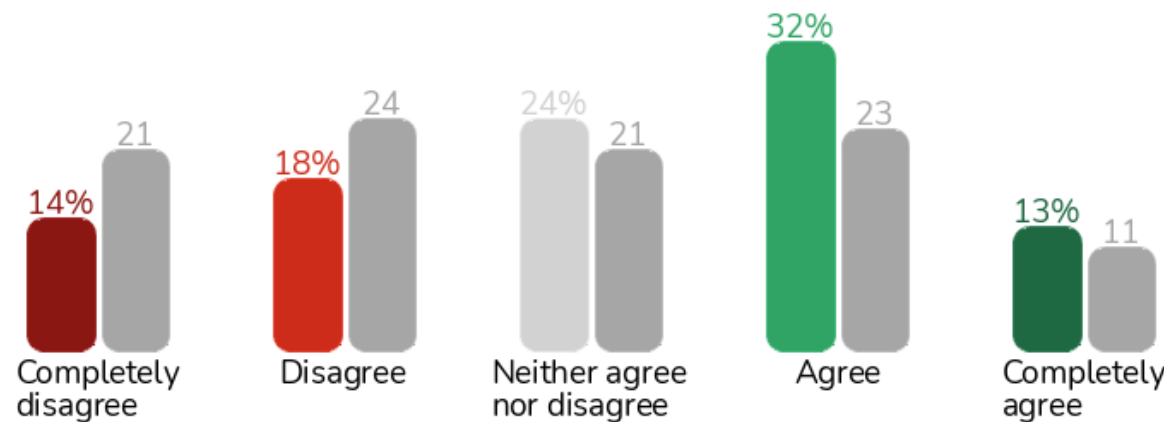
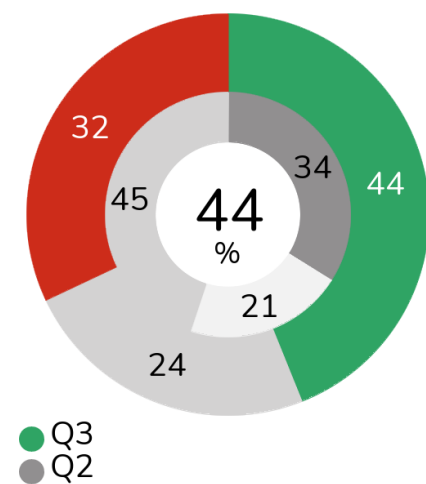
	Top management	Management	Executive position
Level of organization	86% ↑	69% ↑	67% ↑
Historically - Q2	33%	26%	37%

# SATISFACTION ATMOSPHERE

In the last three months, I have felt good at work.



# SATISFACTION



## BY CATEGORY

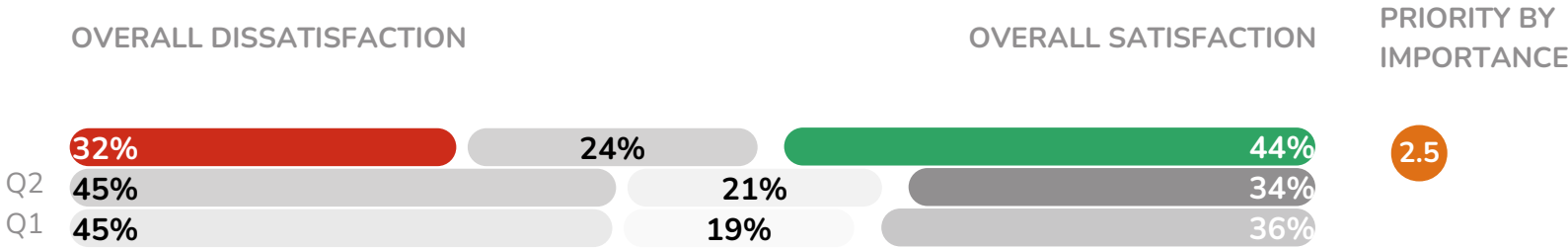
	Marketing	Business	Logistics	HR	Finance	IT services	Other
B0	42% ↑	44% ↑	49% ↑	57% ↑	33%	41% ↓	44% ↑
Historically - Q2	30%	23%	39%	32%	33%	52%	26%

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	44% ↑	39% ↑	54% ↑	42%
Historically - Q2	36%	30%	30%	41%

	Top management	Management	Executive position
Level of organization	53% ↑	42% ↑	44% ↑
Historically - Q2	46%	26%	34%

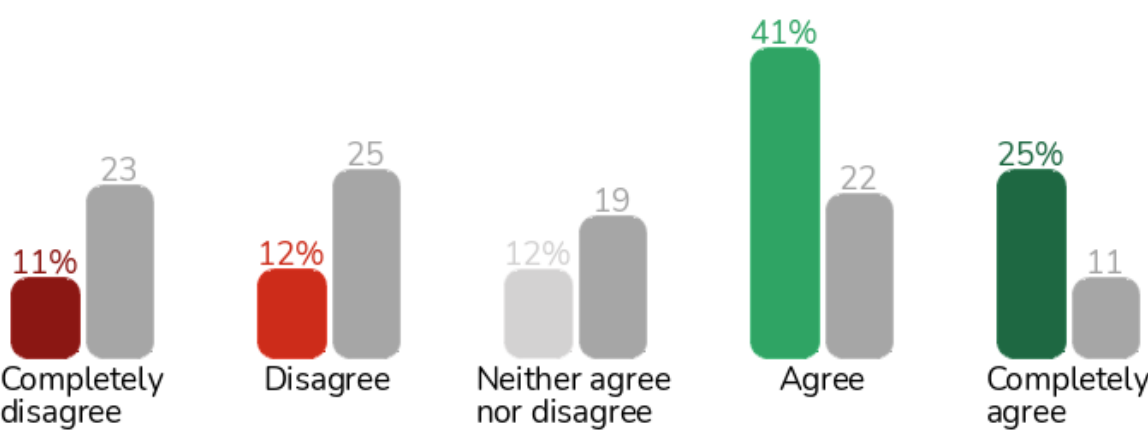
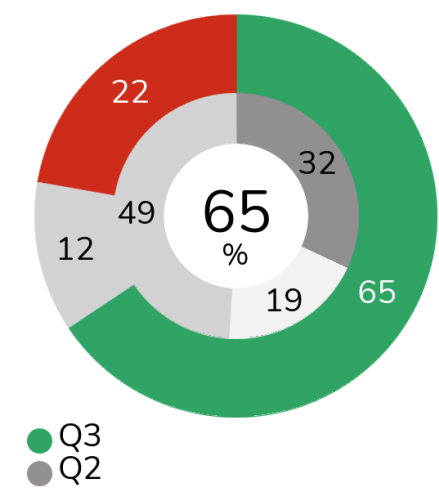
# SATISFACTION

Overall, I am satisfied with my job.



IDENTIFICATION

Note. Identification represents employees' sense of belonging and their attitude towards the company, i.e. to what extent they feel to be its integral part. Employees with low rate of identification are in danger of a higher fluctuation.

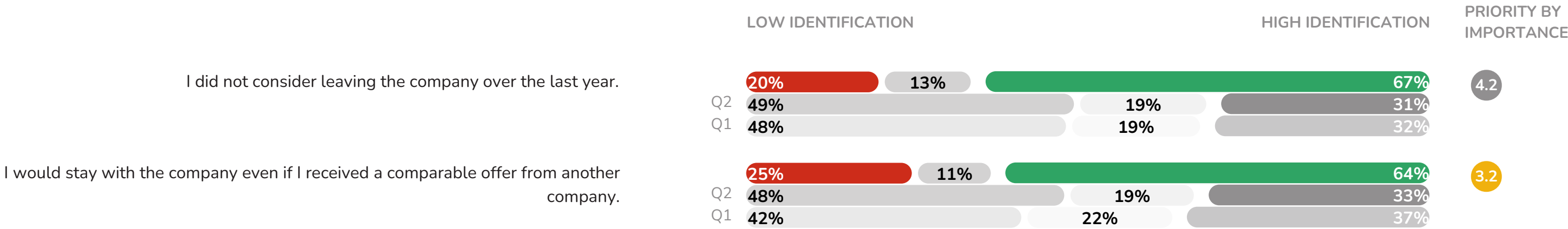


BY CATEGORY

	Marketing	Business	Logistics	HR	Finance	IT services	Other
B0	71% ↑	68% ↑	65% ↑	58% ↑	64% ↑	68% ↑	62% ↑
Historically - Q2	33%	35%	37%	26%	28%	30%	35%

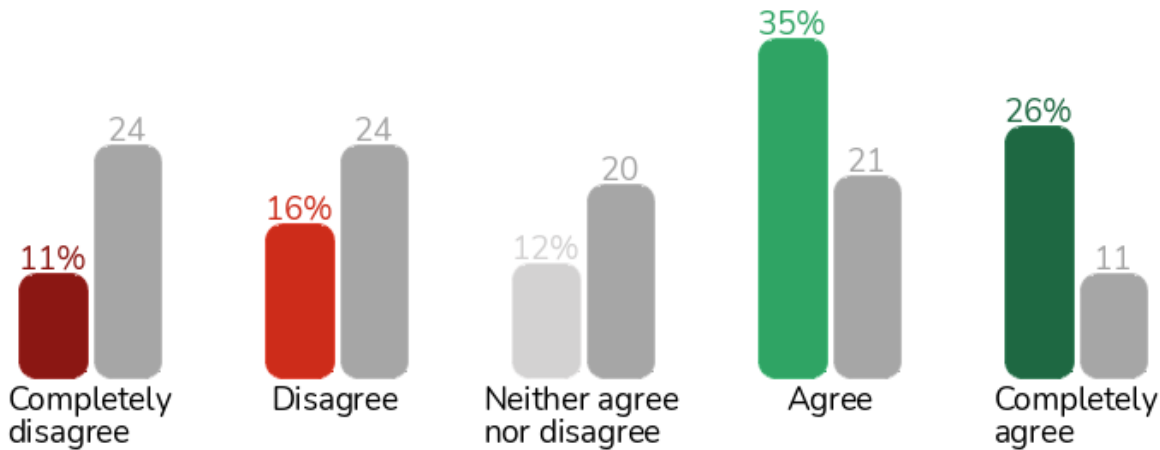
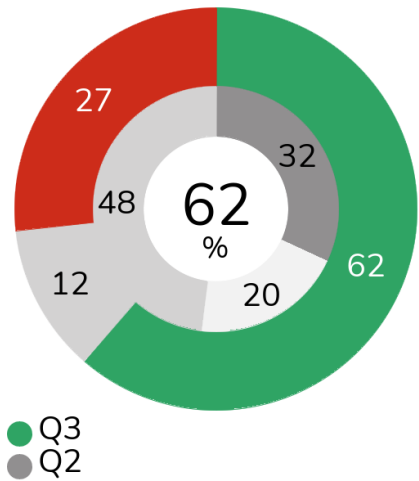
	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	77% ↑	54% ↑	67% ↑	66% ↑
Historically - Q2	29%	29%	41%	30%

	Top management	Management	Executive position
Level of organization	80% ↑	63% ↑	65% ↑
Historically - Q2	29%	34%	32%



# COMMITMENT

Note. Commitment represents a will and an inner motivation of employees to deliver excellent performance and achieve results even in their supervisor's absence and without his/her active incentive.

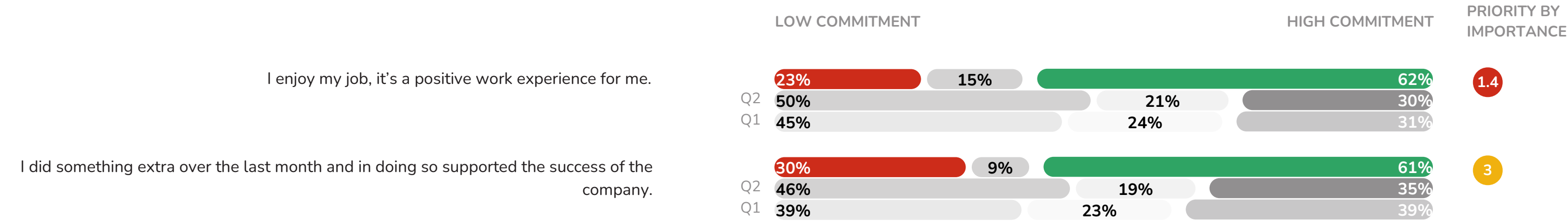


## BY CATEGORY

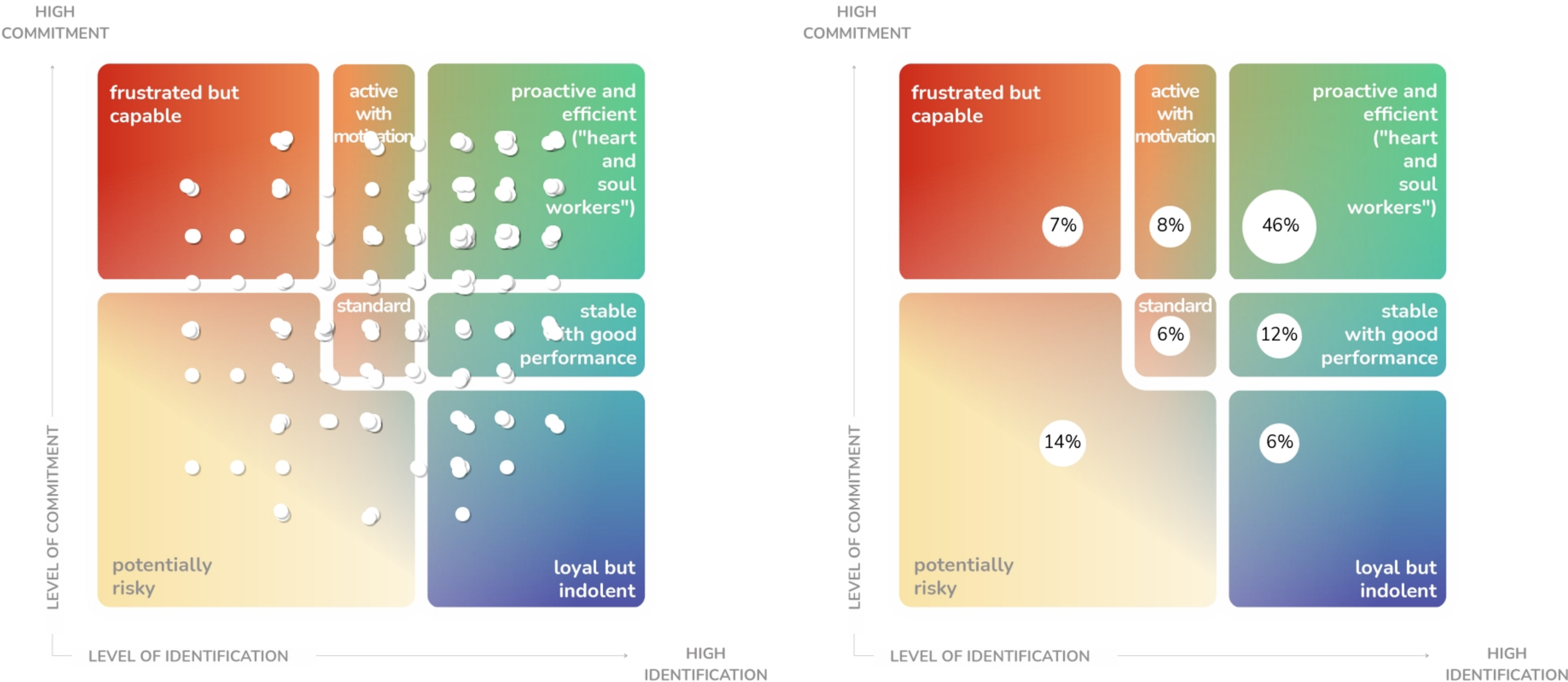
	Marketing	Business	Logistics	HR	Finance	IT services	Other
B0	62% ↑	74% ↑	58% ↑	53% ↑	60% ↑	62% ↑	63% ↑
Historically - Q2	30%	32%	28%	32%	38%	40%	27%

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	68% ↑	59% ↑	61% ↑	58% ↑
Historically - Q2	30%	34%	28%	39%

	Top management	Management	Executive position
Level of organization	76% ↑	64% ↑	60% ↑
Historically - Q2	28%	29%	33%

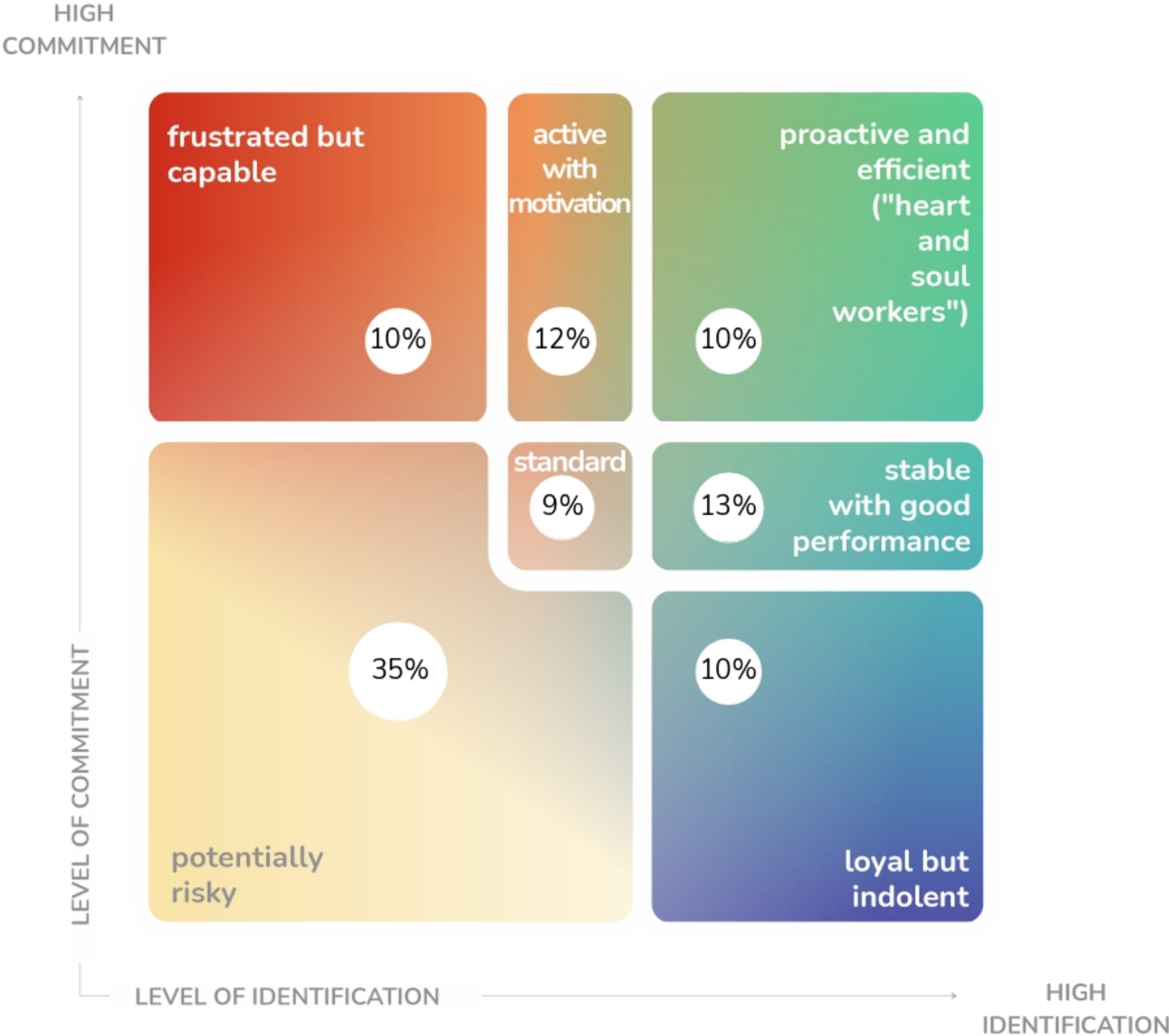
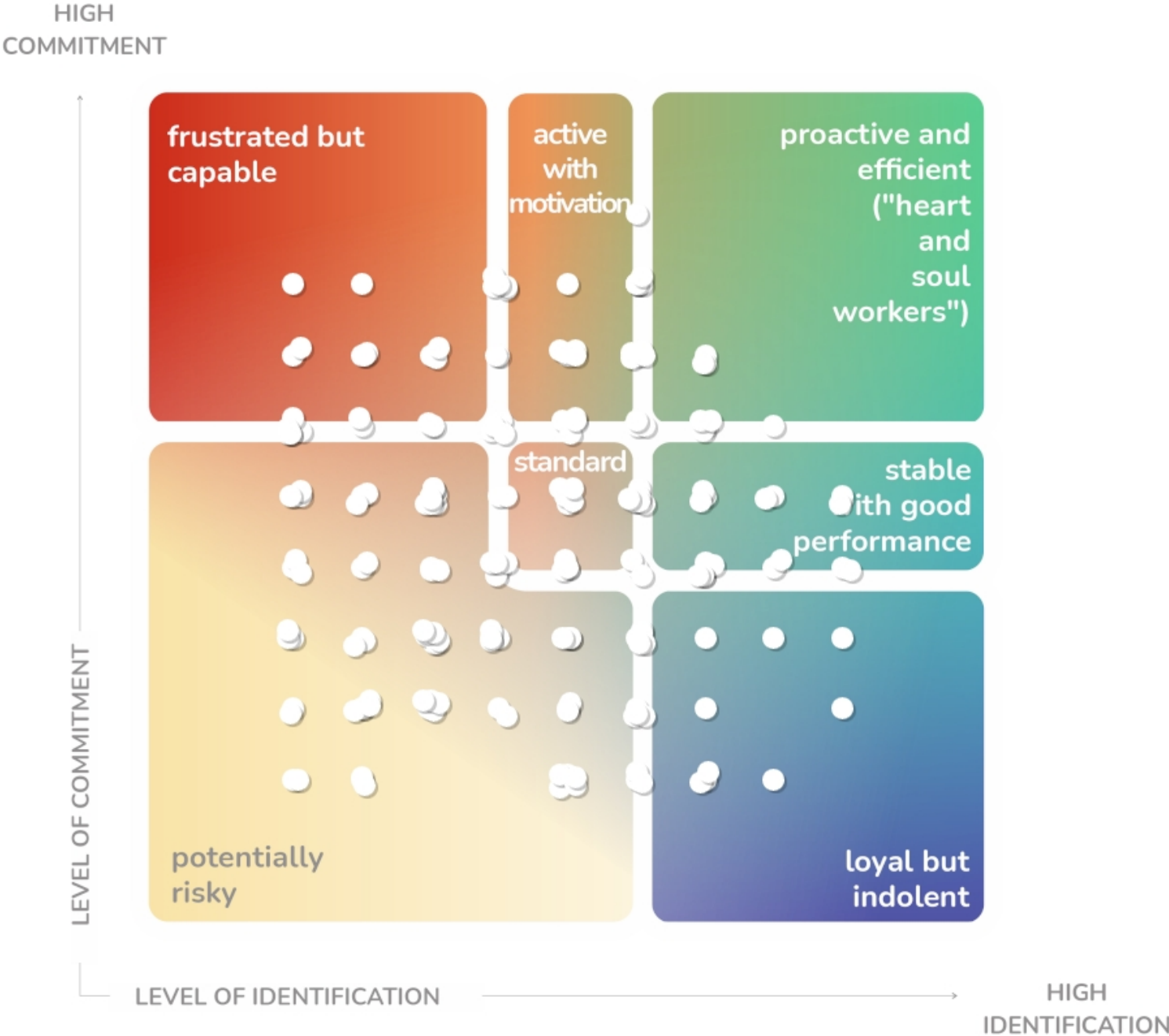


# COMMITMENT *vs* IDENTIFICATION

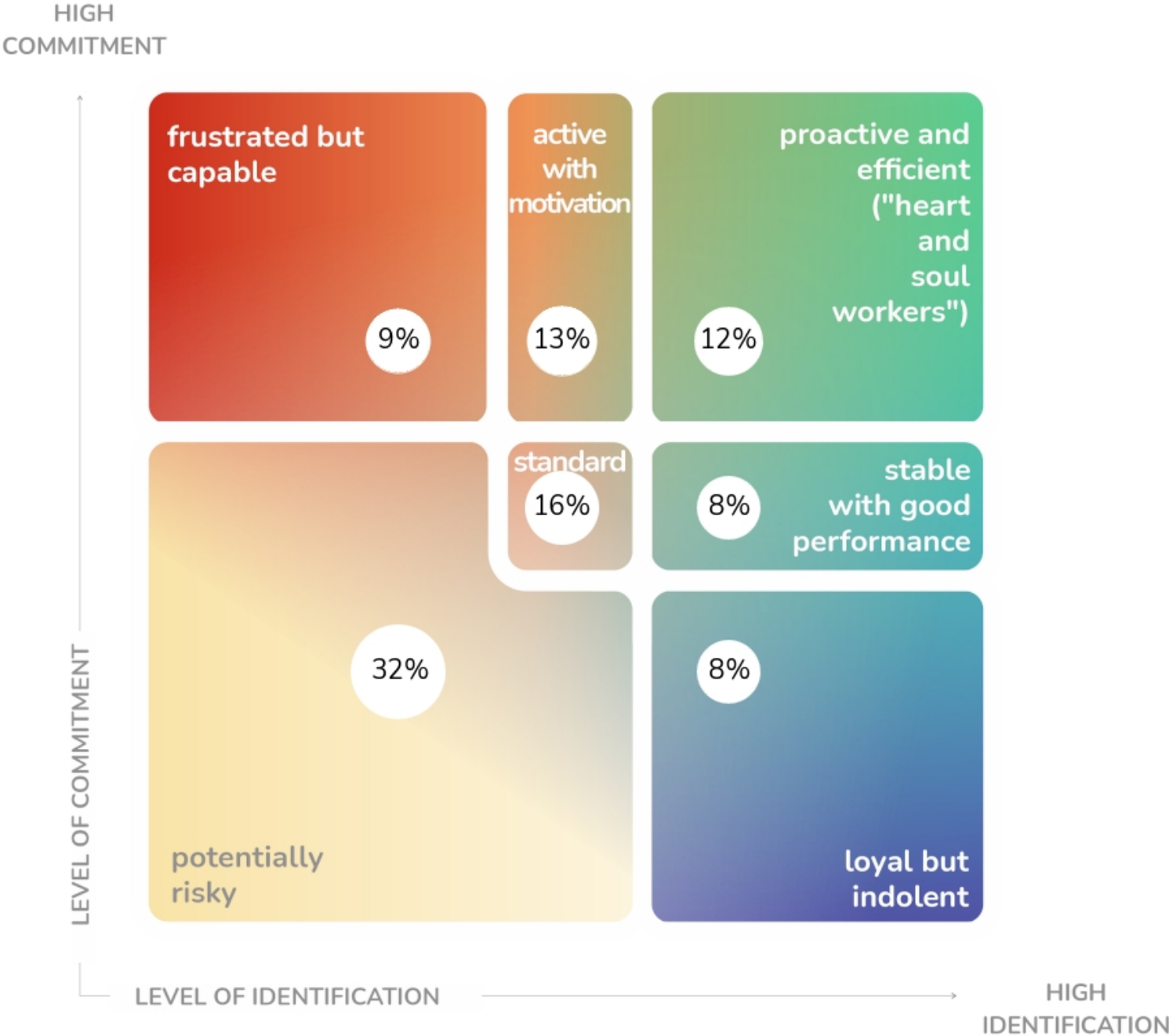
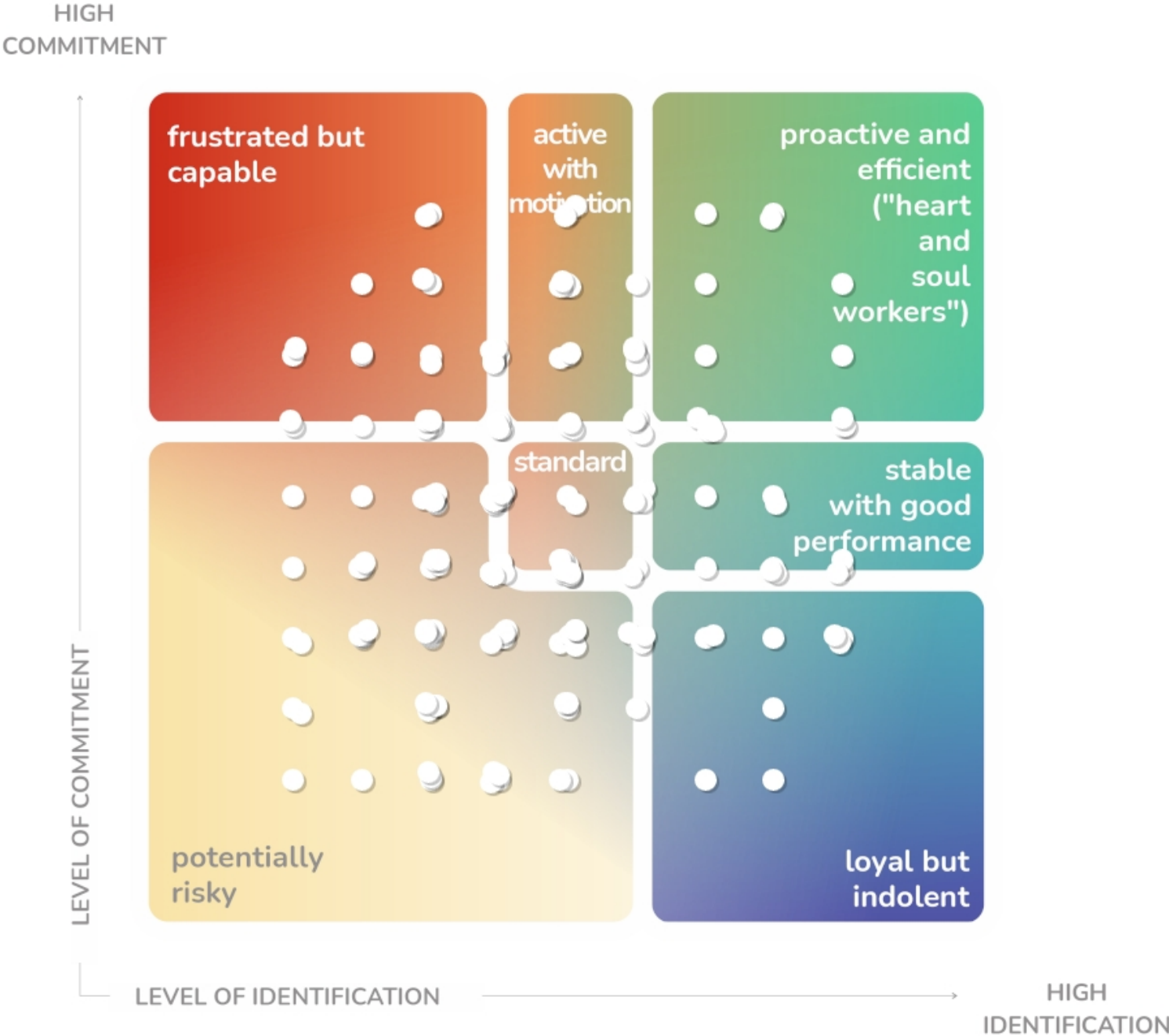


Note. Charts show distribution of employees by overall degree of commitment and identification. The level of commitment and identification then defines individual categories, which are named after the prevalent attitude in given group. The manner of depiction bases on the presumption that high degree of both commitment and identification are desirable, while low degrees of both areas are not. The left chart shows individual respondents. The right chart reflects the percentual representation of respondents in individual categories.

# HISTORICALLY - Q2



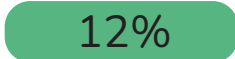


# HISTORICALLY - Q1



# AI ANALYSIS OF FREE COMMENTS

AI analysed comments from respondents a total of 10 times to ensure the accuracy of the results. It ranked the themes it identified in at least 8 of the 10 analyses by frequency and assessed their intensity, i.e. how often and strongly they were mentioned.

The following values are displayed for each topic:

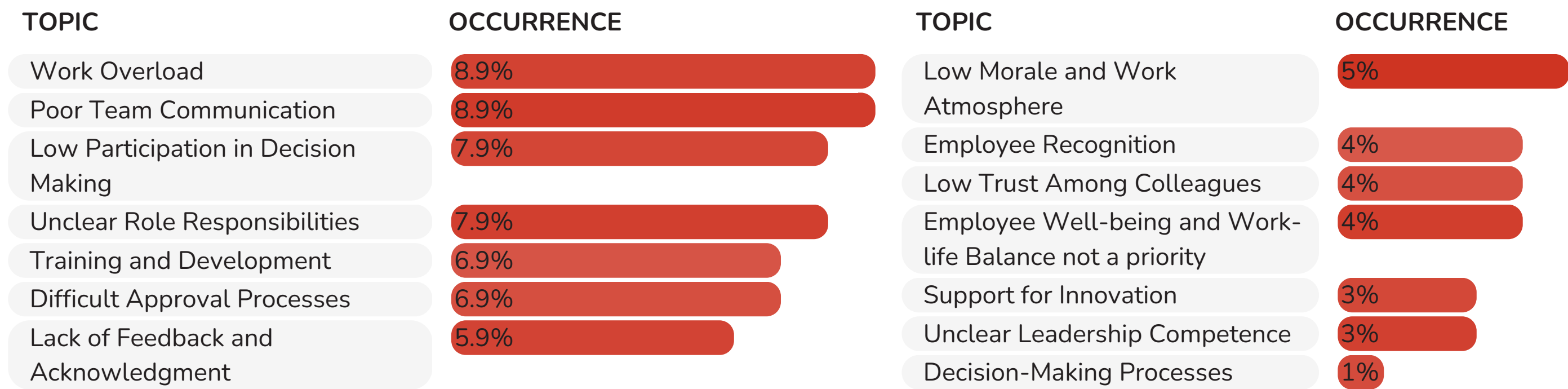
-  The occurrence value indicates how often the topic was mentioned in the comments, in relation to the total number of analyzed comments.
-  Intensity indicates how prominently the topic was mentioned and how emotionally charged the respondents' wording was.
-  The color indicates the positive/negative sentiment of the topic.

## QUESTIONS AT THE END OF THE QUESTIONNAIRE: WHAT HAS MADE ME HAPPY AT WORK IN THE LAST THREE MONTHS?

TOPIC	OCCURRENCE	TOPIC	OCCURRENCE
Recognition and Appreciation	15.4%	Flexibility in Work Environment	7.3%
Positive Workplace Changes	12.2%	Improved Team Collaboration	5.7%
Support from Colleagues	12.2%	Innovation and Creativity	4.9%
Professional Growth Opportunities	12.2%	Meaningful Work Experience	4.1%
Achievement of Goals	11.4%	Enhanced Work-Life Balance	3.3%

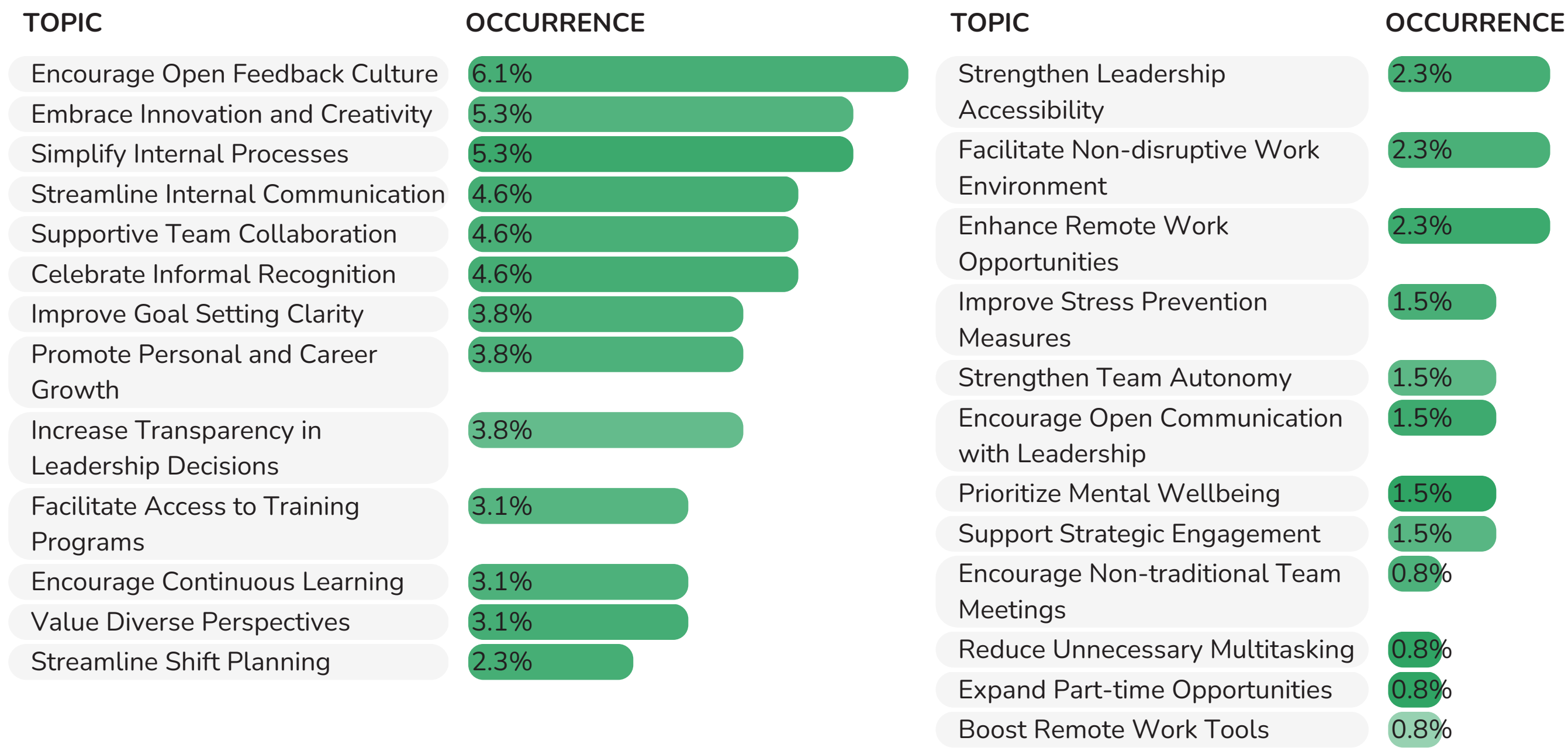
Number of comments processed: 123. Number of comments without an identified topic (e.g. I don't know, etc.): 18

QUESTIONS AT THE END OF THE QUESTIONNAIRE: WHAT HASN'T PLEASED ME AT WORK OVER THE LAST THREE MONTHS?



Number of comments processed: 101. Number of comments without an identified topic (e.g. I don't know, etc.): 24

QUESTIONS AT THE END OF THE QUESTIONNAIRE: DO YOU HAVE ANY OTHER MESSAGES OR SUGGESTIONS FOR IMPROVEMENT?



Number of comments processed: 131. Number of comments without an identified topic (e.g. I don't know, etc.): 38

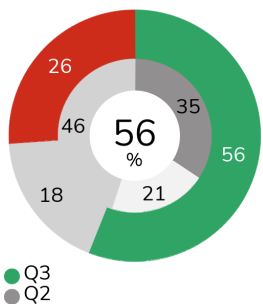
# EXPLANATORY NOTES

## TOTAL OVERALL RESULTS FOR ALL RESPONDENTS:

### VARIANTS OF ANSWERS:

- Completely disagree
- Disagree
- Neither agree nor disagree
- Agree
- Completely agree

### COLOURS IN THE CHART:



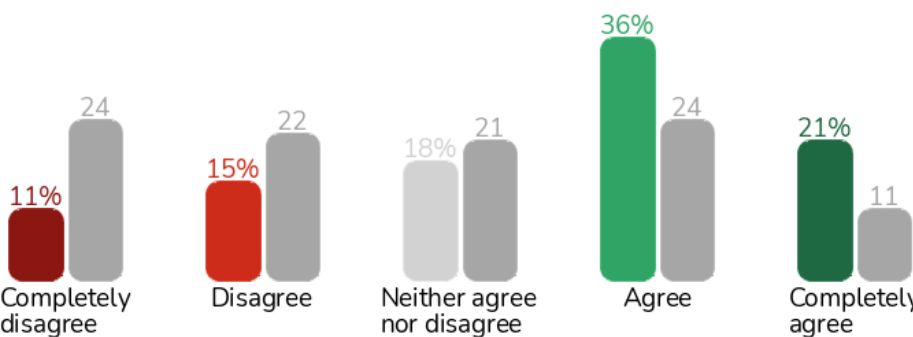
The figure inside the chart indicates the proportion of approving responses from the total answers. Colours in the outer chart show overall categories of the answers (all approving, disapproving and all neutral). A comparison with results from an older survey is shown inside the inner circle.

## OVERALL RESULTS BY SECTION FOR ALL RESPONDENTS:

### VARIANTS OF ANSWERS:

- Completely disagree
- Disagree
- Neither agree nor disagree
- Agree
- Completely agree

### COLOURS IN THE CHART:



The figures in the chart show the individual answers as a proportion of total answers. The results for the currently selected group and the whole company are shown. If an older survey is being compared with the current one, the right part will also include for comparison the chosen selection in the previous survey (right grey column across each answer).

EXPLANATORY NOTES TOTAL OVERALL RESULTS FOR VARIOUS CATEGORIES OF RESPONDENTS:

	Marketing	Business	Logistics	HR	Finance	IT services	Other
B0	60% ↑	58% ↑	59% ↑	61% ↑	44%	55% ↑	59% ↑
Historically - Q2	32%	27%	35%	29%	44%	38%	34%

Figures in the table represent the proportion of all approving answers **Agree / Completely agree** in different categories of respondents.

A symbol can be used instead of specific data in the table. <5  
This symbol is used where there are fewer than five respondents in a given category and therefore by showing a specific value, their anonymity would be jeopardised. However, their responses are included in the overall result.

Some of the fields in the table can be differentiated in colour and point out statistically above-average values.

Significantly high values Significantly low values

EXPLANATORY NOTES ANSWERS FOR INDIVIDUAL QUESTIONS:

In the last three months, I have felt good at work. 20% 12% 68% 2.7

VARIANTS OF ANSWERS:

- Completely disagree
- Disagree
- Neither agree nor disagree
- Agree
- Completely agree

COLOURS IN THE CHART:



Numbers and colours show the proportions of the overall categories of answers (all approving, all disapproving and all neutral).

Priority by importance shows how important the respondents consider the given question to be, on a scale of 1 (highest) to 5 (lowest). If no importance value is given for a question, it means that no respondent expressed an opinion on importance. Level of importance can be identified by the shades of color in the circle - darker being greater importance, and lighter being lesser importance. 2.6 .

**EXPLANATORY NOTES** COMPARISON WITH RESULTS OF A PREVIOUS SURVEY:



Colour of the compared survey Employee survey - sample questionnaire(Q2)



Colour of the compared survey Employee survey - sample questionnaire(Q1)

- ↑ This symbol represents improvement over the compared survey.
- ↓ This symbol denotes deterioration in comparison with the compared survey.