

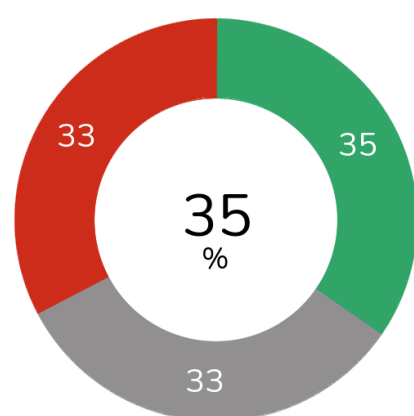
EMPLOYEE SURVEY - SAMPLE QUESTIONNAIRE



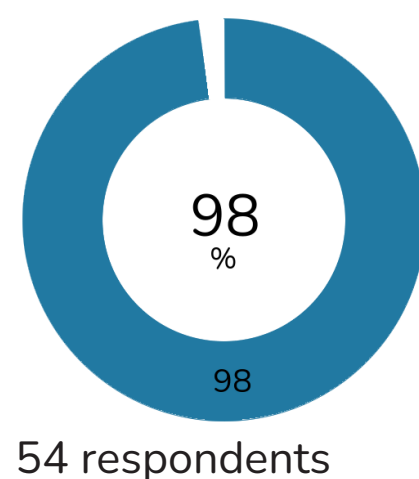
Sales - corporations

SUMMARY

SATISFACTION



RETURN RATE



STRONGEST IMPACT ON IDENTIFICATION

I have the possibility of expressing my opinion. I know that it will be taken seriously.

The company cares for its employees and their satisfaction.

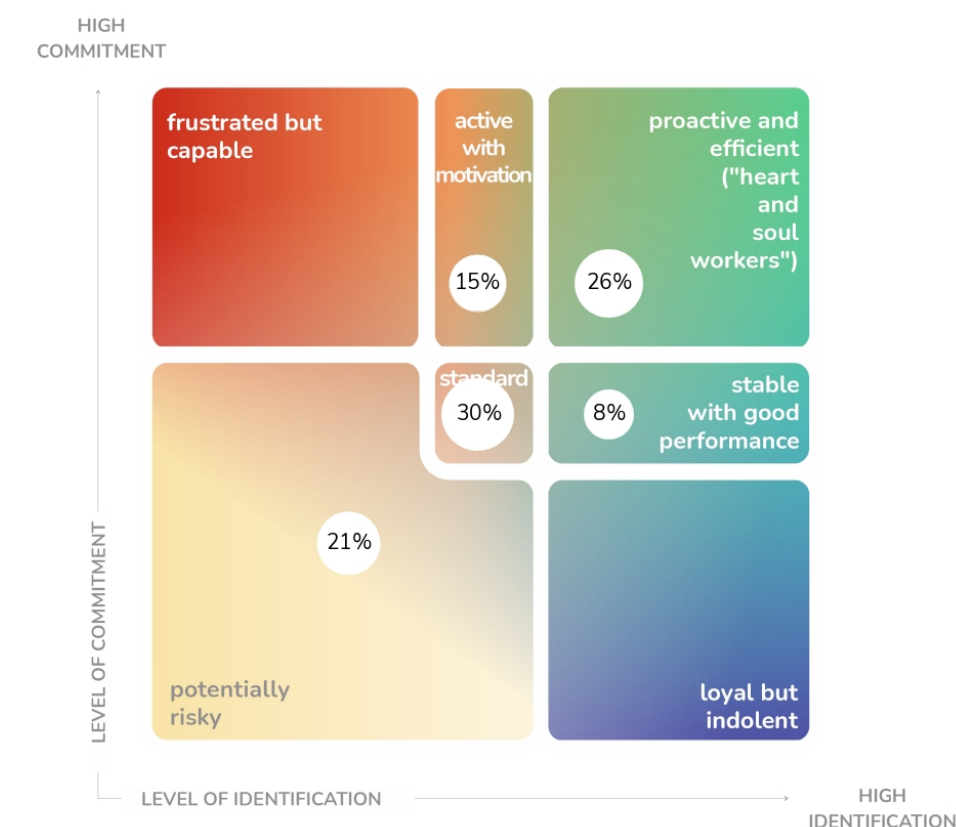
The company offers benefits and rewards for those who deserve them.

STRONGEST IMPACT ON COMMITMENT

Members of top management act consistently and their decisions are consistent.

I have the possibility of expressing my opinion. I know that it will be taken seriously.

I know what my remit is and what is expected of me. I understand assignments set by my superior.



RESULTS FOR INDIVIDUAL CATEGORIES

IDENTIFICATION

COMMITMENT

SATISFACTION

SATISFACTION WITH TOP MANAGEMENT

SATISFACTION WITH YOUR SUPERIOR

SATISFACTION WITH THE APPROACH TO EMPLOYEES

SATISFACTION WITH COMMUNICATION

SATISFACTION WITH THE ATMOSPHERE

SATISFACTION WITH WORKING CONDITIONS

SATISFACTION WITH YOUR REMUNERATION

SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT

OVERALL DISSATISFACTION

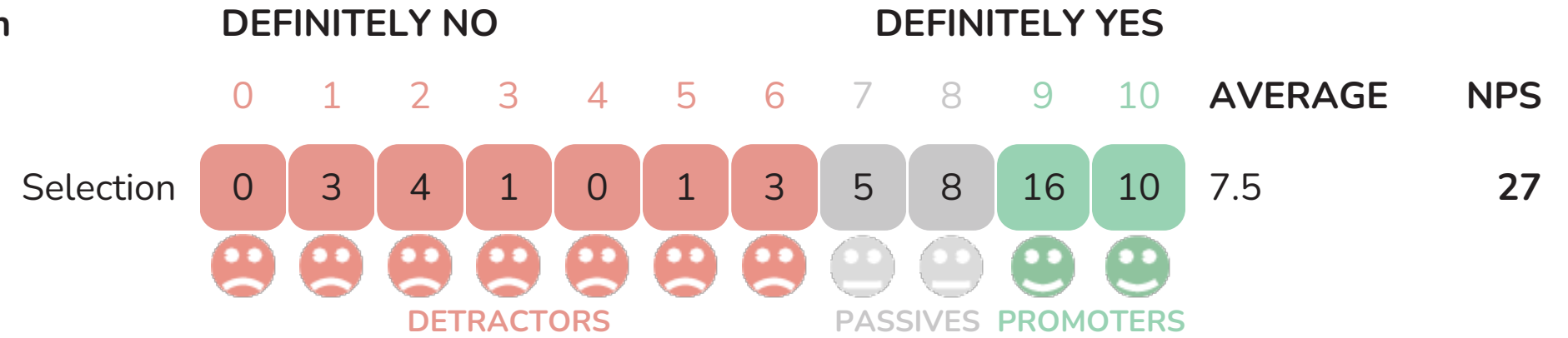
OVERALL SATISFACTION



EMPLOYEE NET PROMOTER SCORE

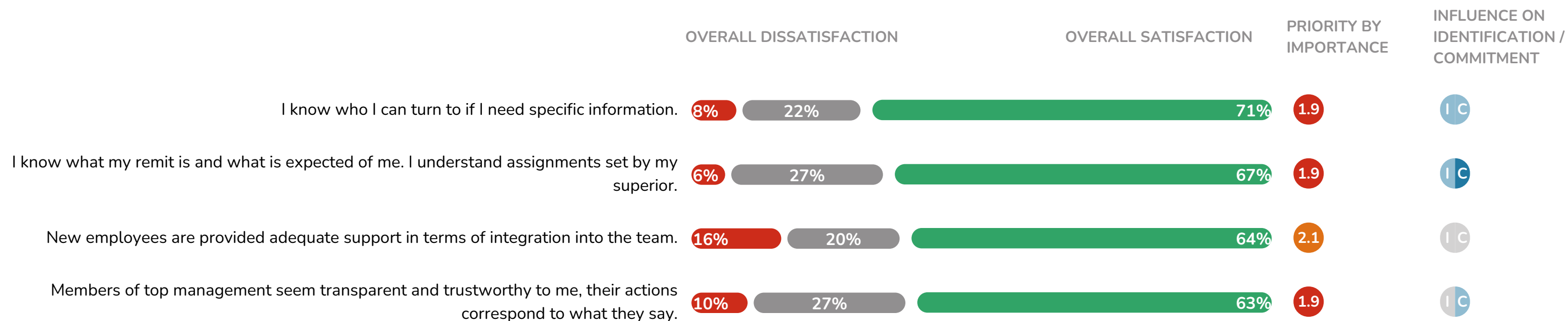
eNPS (Employee Net Promoter Score) measures how employees perceive their company as an employer. It is calculated as the difference between the percentage of so-called “Promoters” (those who selected 9 or 10), i.e., ambassadors of the brand, product, and company as an employer, and the so-called “Detractors” (those who selected 0 to 6). eNPS values can therefore range from -100 to +100. A score above 0 is generally considered acceptable. A score between 10 and 30 is considered good. Anything above 50 is considered excellent, and above 70 truly exceptional.

I would recommend a friend/colleague to apply for an open position with the Company.

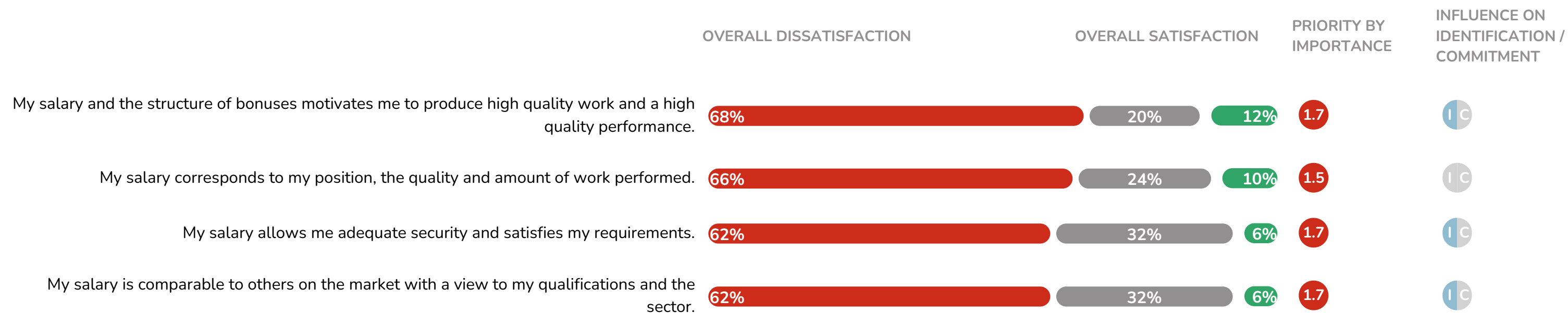


NPS = % PROMOTERS - % DETRACTORS

SUMMARY TOP QUESTIONS



BOTTOM QUESTIONS



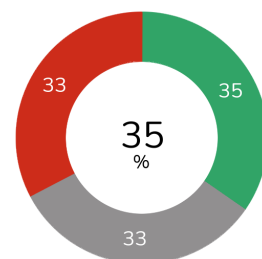
EXPLANATORY NOTES

TOTAL OVERALL RESULTS FOR ALL RESPONDENTS:

VARIANTS OF ANSWERS:

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

COLOURS IN THE CHART:



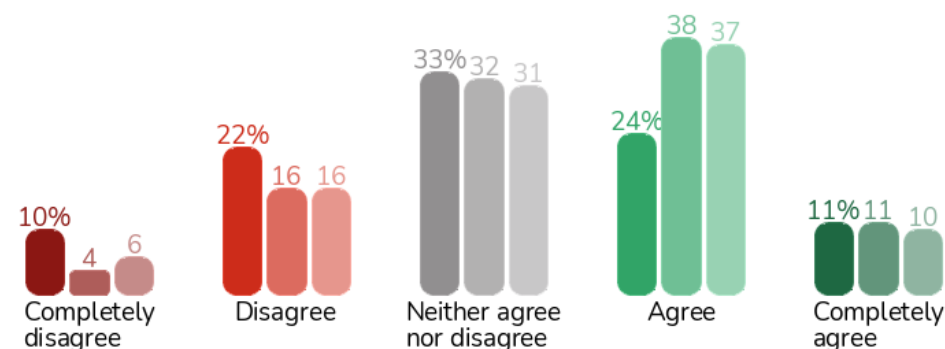
The figure inside the chart indicates the proportion of approving responses from the total answers. Colours in the outer chart show overall categories of the answers (all approving, disapproving and all neutral).

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, for the parent unit and the whole company are shown.

EXPLANATORY NOTES TOTAL OVERALL RESULTS FOR VARIOUS CATEGORIES OF RESPONDENTS:

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	40%	33%	20%	42%
Overall	48%	47%	45%	49%

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:

I know who I can turn to if I need specific information. 8% 22% 71% 1.9 I C

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.

For each statement, the impact on respondents' identification and commitment is also displayed. I C
 The color of the left half reflects the influence on identification. The color of the right half reflects the influence on commitment. The colour used corresponds to the influence:



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

CLASSIFICATION CRITERIA OF THE CHOSEN SELECTION

Results for respondents that meet the following classification criteria are included in the report

length of employment in the company: all

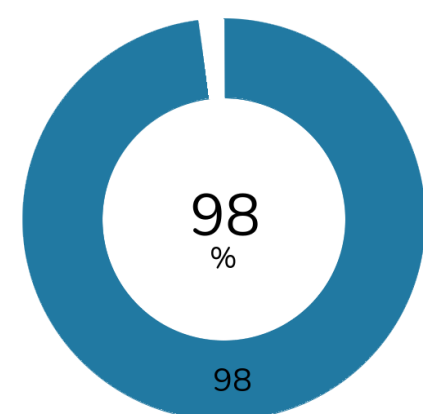
Gender: all

B0:

B1: Business: Corporate

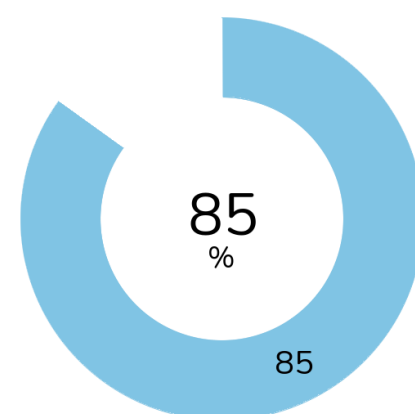
Level of organization: all

RETURN RATE IN THE SELECTION



54 respondents
(5% out of the total 1022)

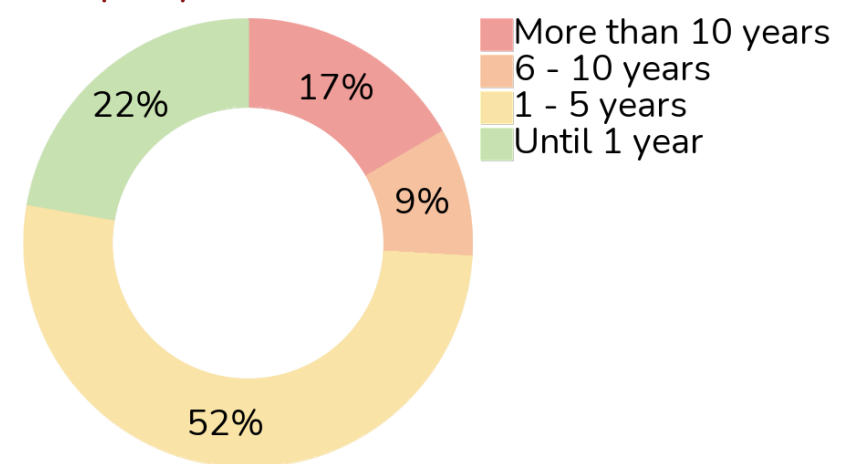
OVERALL RETURN RATE



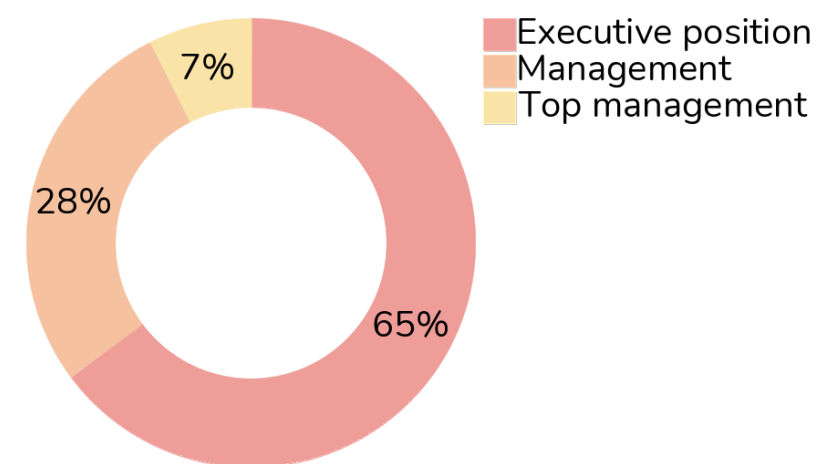
1022 respondents

REPRESENTATION BY CATEGORY

length of employment in the company



Level of organization



SURVEY PARTICIPATION RETURN RATE AND PARTICIPANT REPRESENTATION

BY CATEGORY

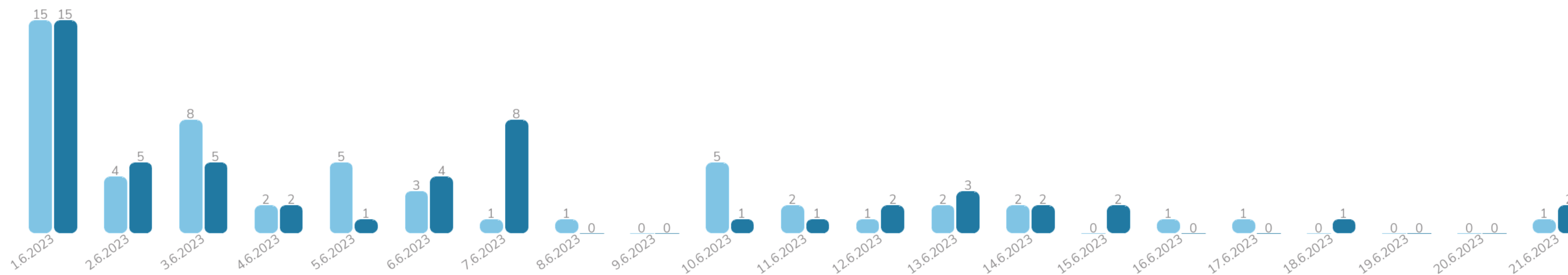
	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	100% (12)	100% (28)	100% (5)	90% (9)
Overall	85% (197)	85% (427)	88% (107)	84% (290)
	Top management	Management	Executive position	
Level of organization	100% (4)	94% (15)	100% (35)	
Overall	84% (101)	86% (267)	84% (653)	

SURVEY PARTICIPATION COMPLETION OVERVIEW OVER TIME

Overview of the number of started and completed online questionnaires over time.

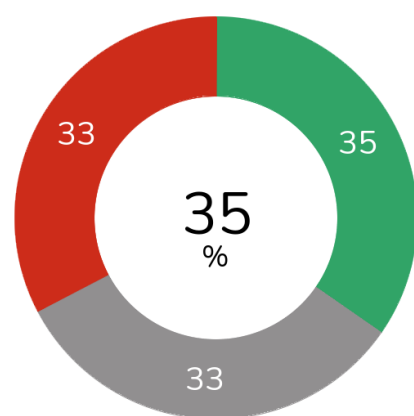
SELECTION

■ Number of questionnaires in progress ■ Number of questionnaires completed

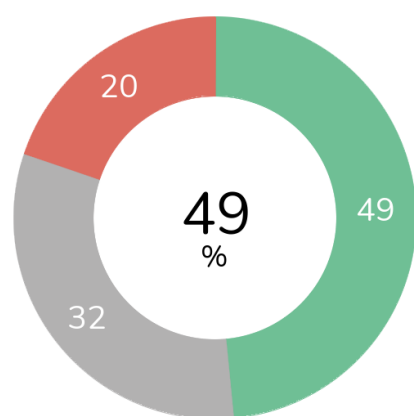


SATISFACTION IN TOTAL

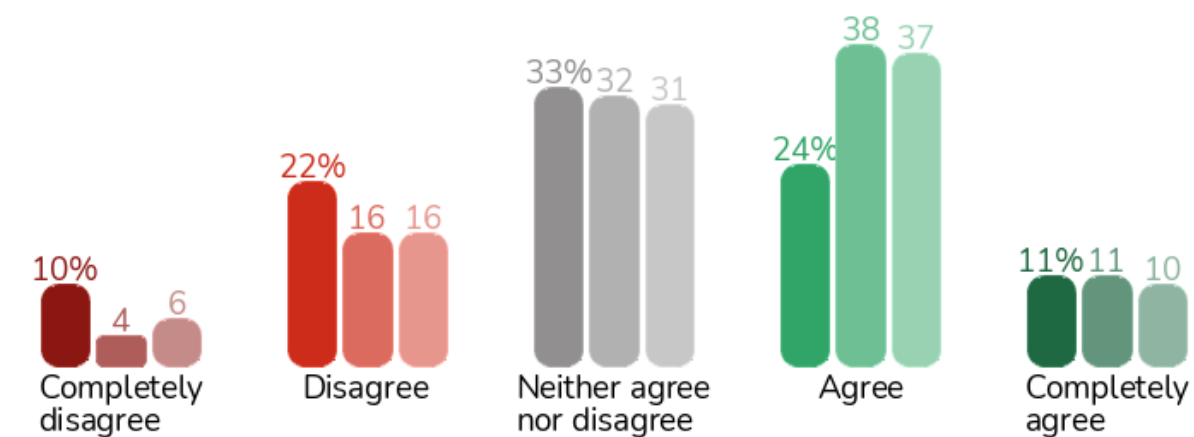
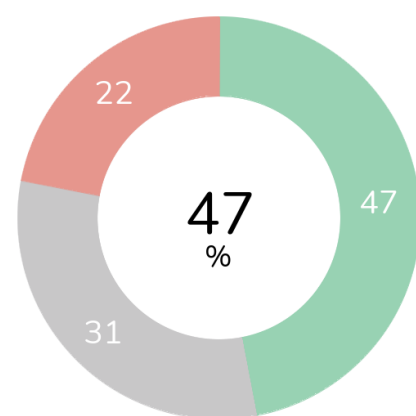
SELECTION



BUSINESS



OVERALL



BY CATEGORY

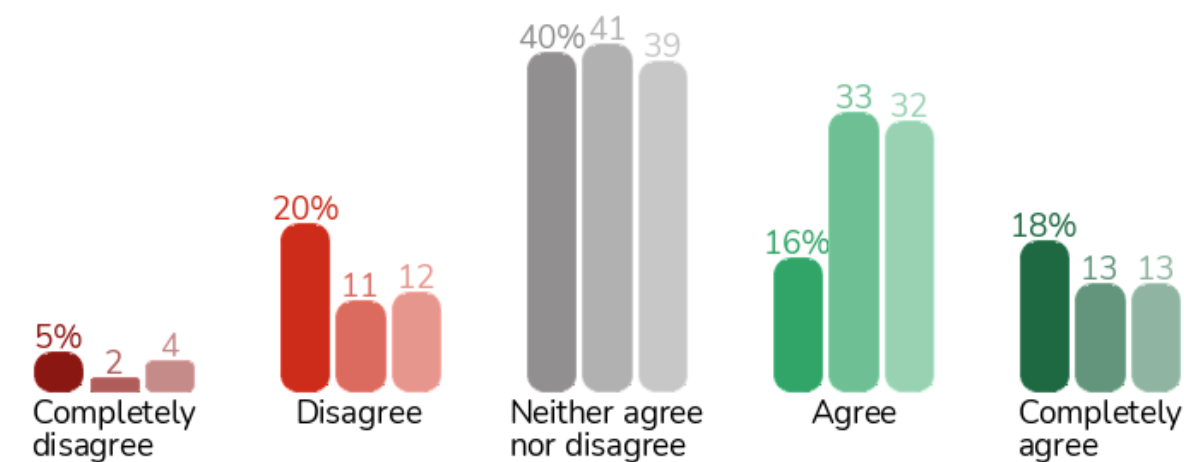
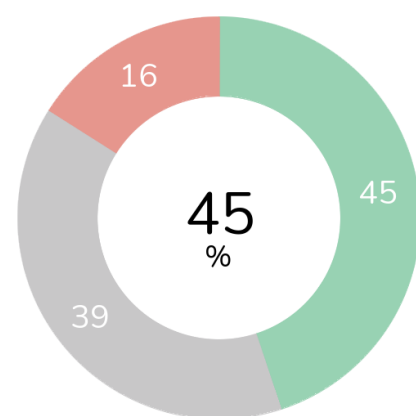
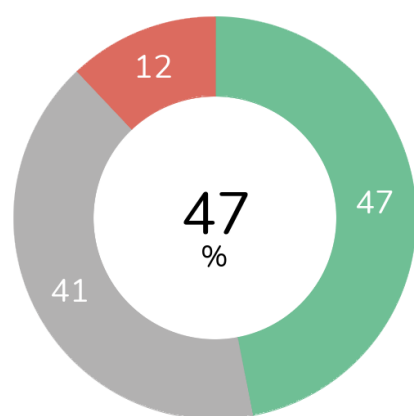
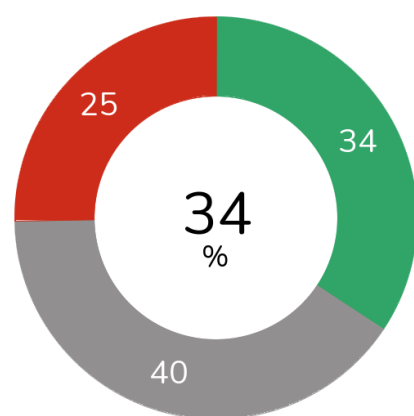
	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	40%	33%	20%	42%
Overall	48%	47%	45%	49%
	Top management	Management	Executive position	
Level of organization	<5	30%	34%	
Overall	50%	46%	48%	

SATISFACTION SATISFACTION WITH TOP MANAGEMENT

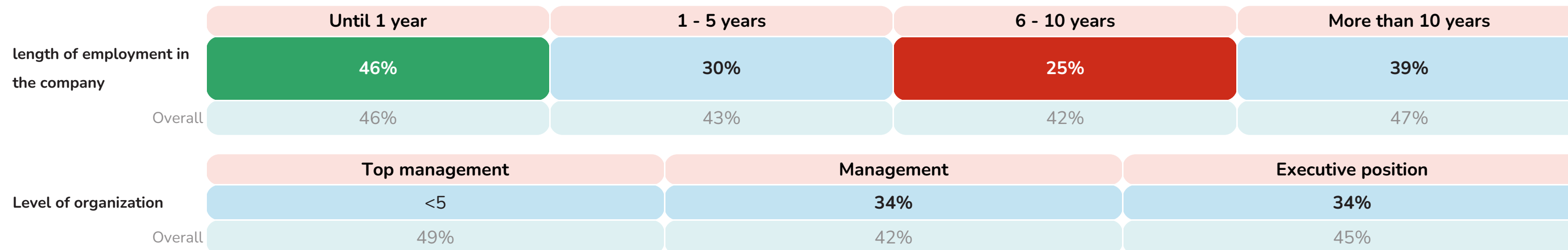
SELECTION

BUSINESS

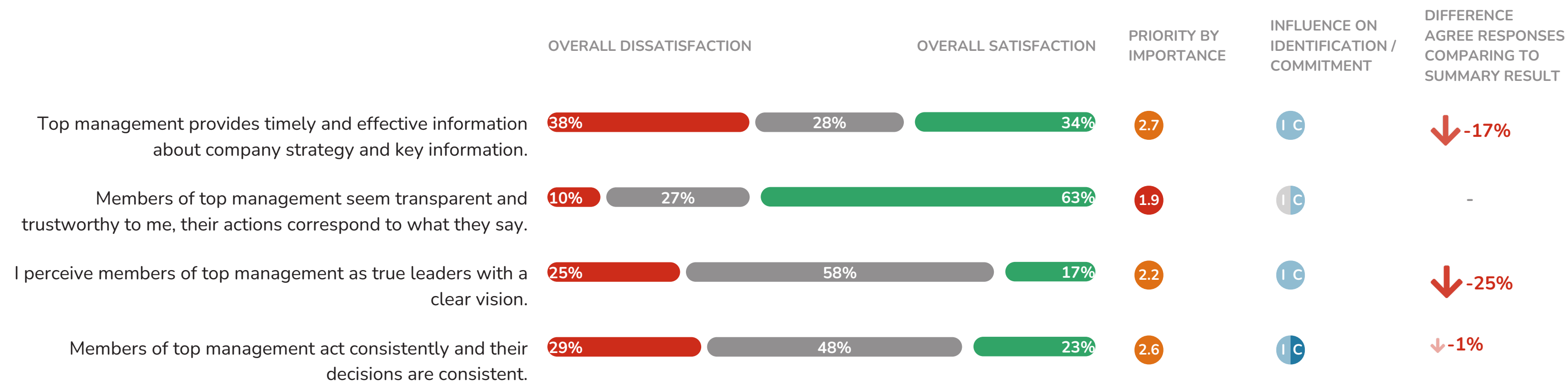
OVERALL



BY CATEGORY



SATISFACTION SATISFACTION WITH TOP MANAGEMENT

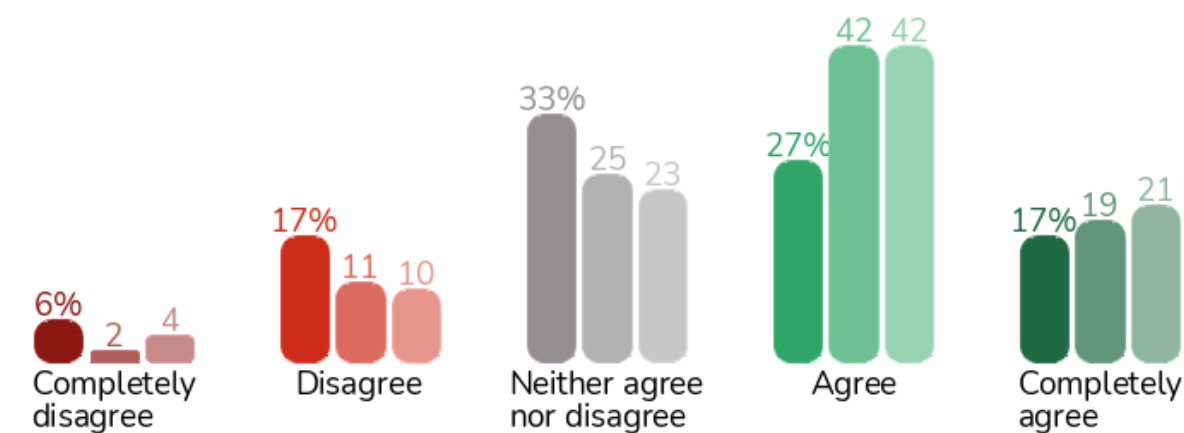
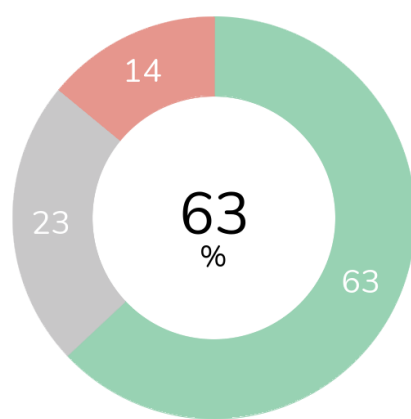
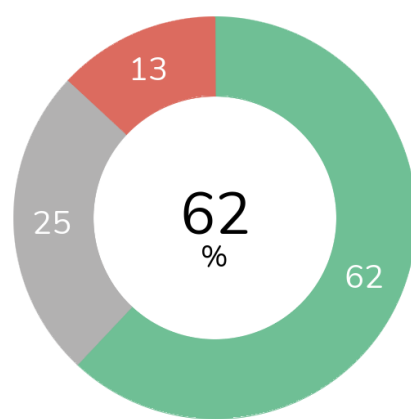
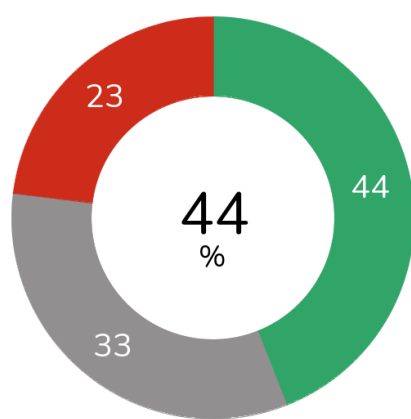


SATISFACTION SATISFACTION WITH YOUR SUPERIOR

SELECTION

BUSINESS

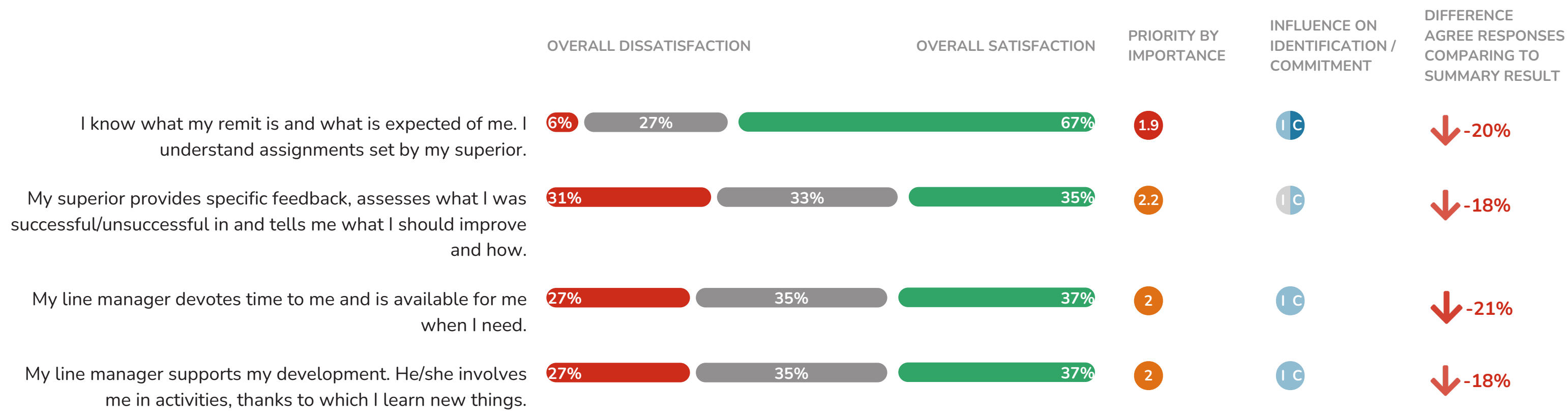
OVERALL



BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	44%	48%	20%	47%
Overall	64%	64%	56%	64%
	Top management	Management	Executive position	
Level of organization	<5	48%	40%	
Overall	61%	61%	64%	

SATISFACTION SATISFACTION WITH YOUR SUPERIOR

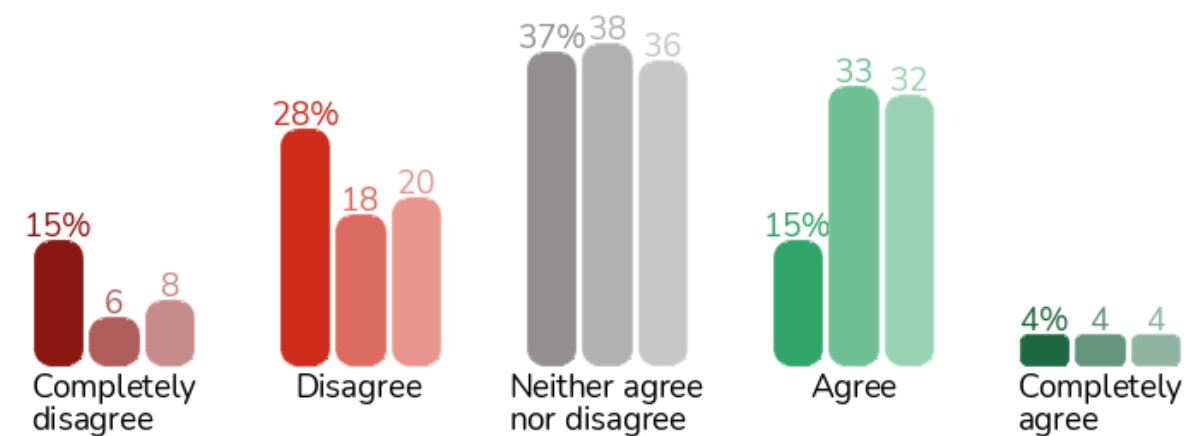
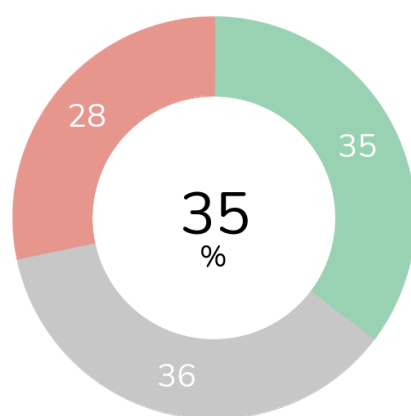
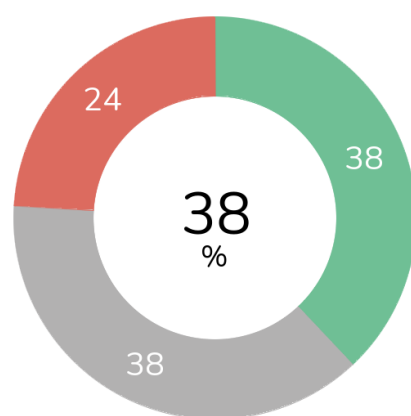
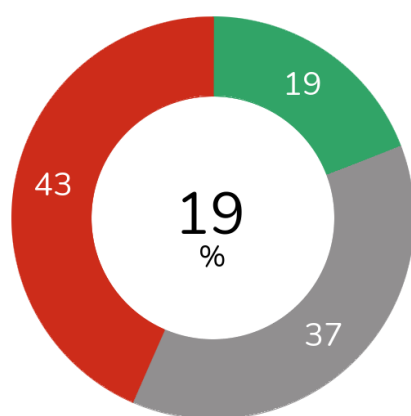


SATISFACTION SATISFACTION WITH THE APPROACH TO EMPLOYEES

SELECTION

BUSINESS

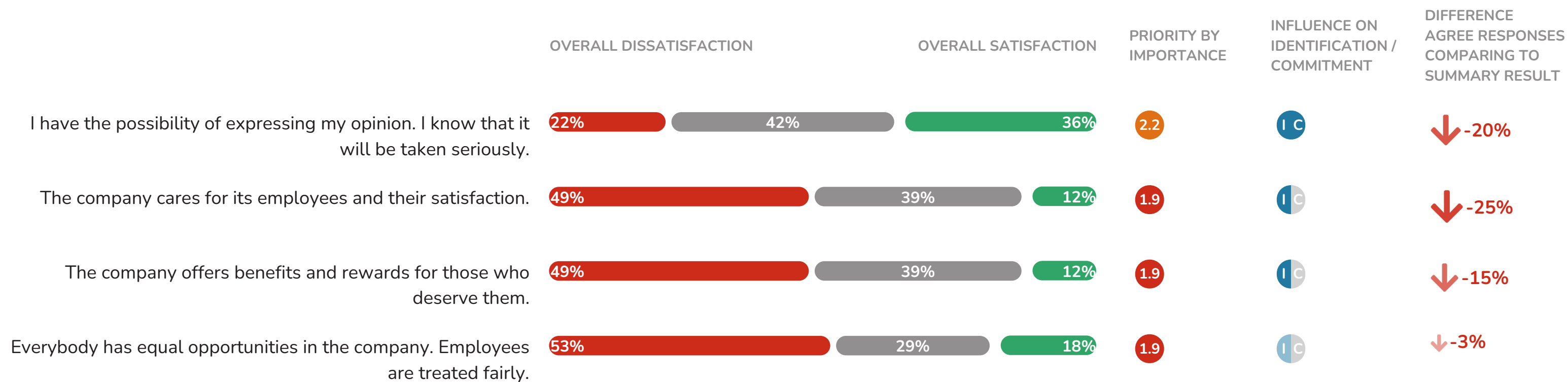
OVERALL



BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	32%	18%	10%	13%
Overall	35%	33%	38%	38%
	Top management	Management	Executive position	
Level of organization	<5	15%	21%	
Overall	39%	33%	36%	

SATISFACTION SATISFACTION WITH THE APPROACH TO EMPLOYEES

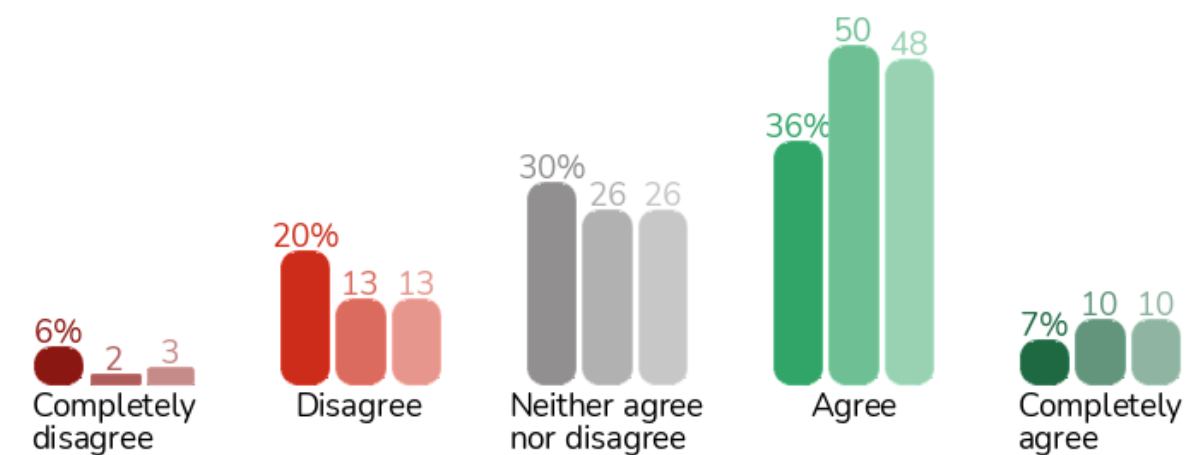
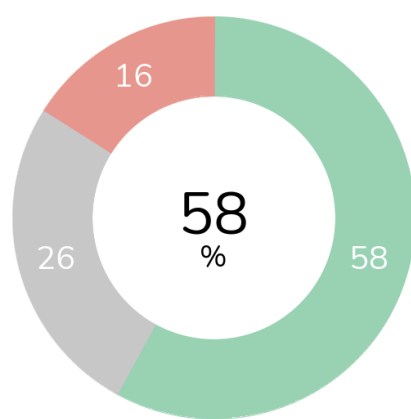
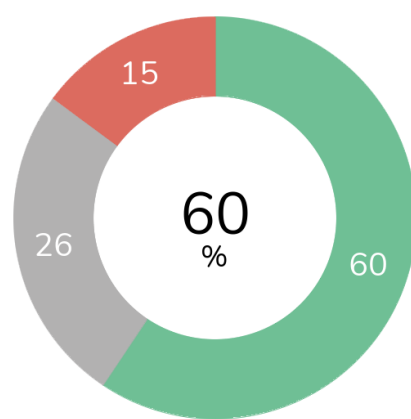
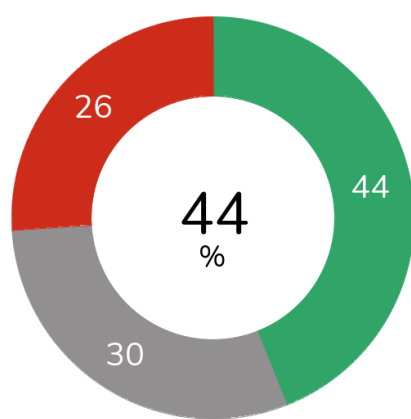


SATISFACTION SATISFACTION WITH COMMUNICATION

SELECTION

BUSINESS

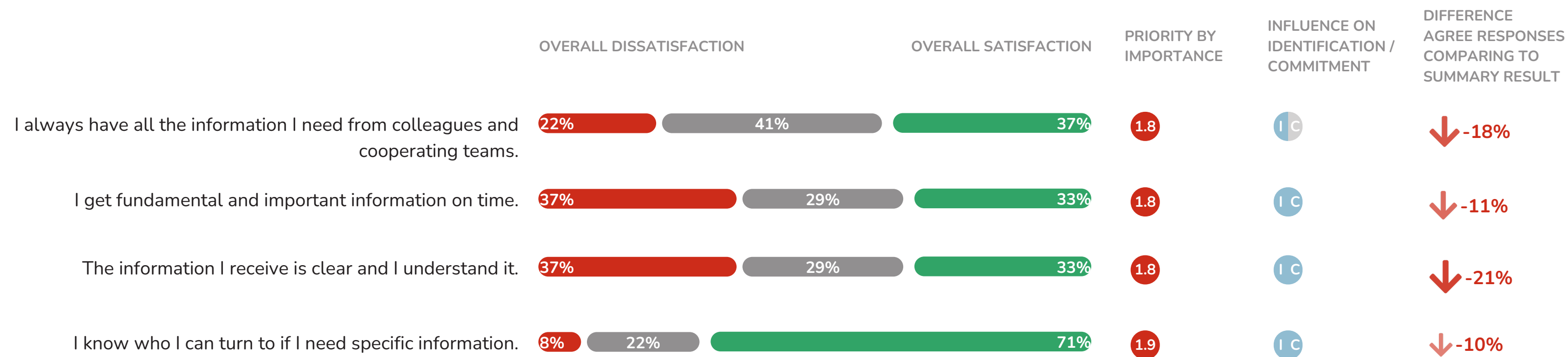
OVERALL



BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	43%	38%	30%	72%
Overall	58%	58%	53%	61%
	Top management	Management	Executive position	
Level of organization	<5	43%	42%	
Overall	60%	58%	58%	

SATISFACTION SATISFACTION WITH COMMUNICATION

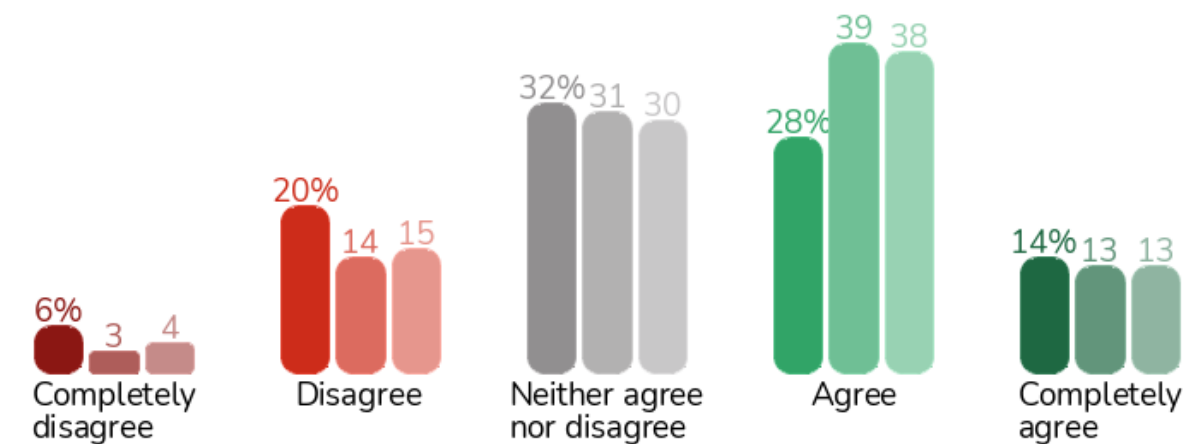
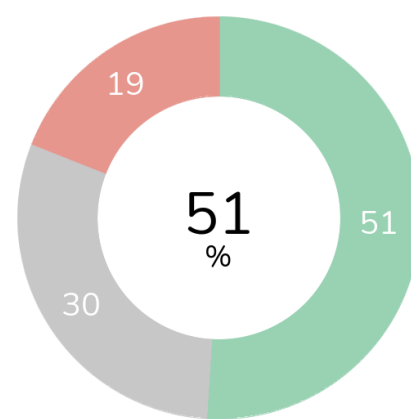
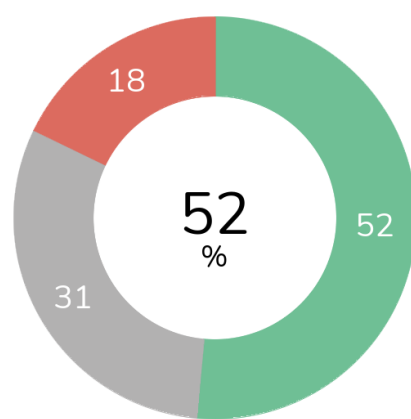
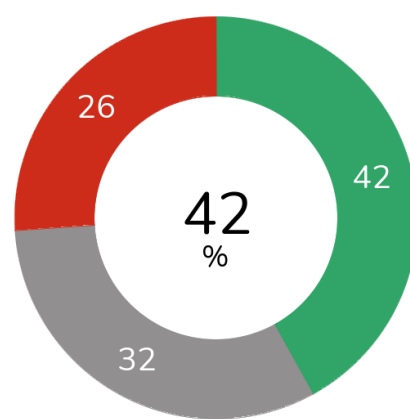


SATISFACTION SATISFACTION WITH THE ATMOSPHERE

SELECTION

BUSINESS

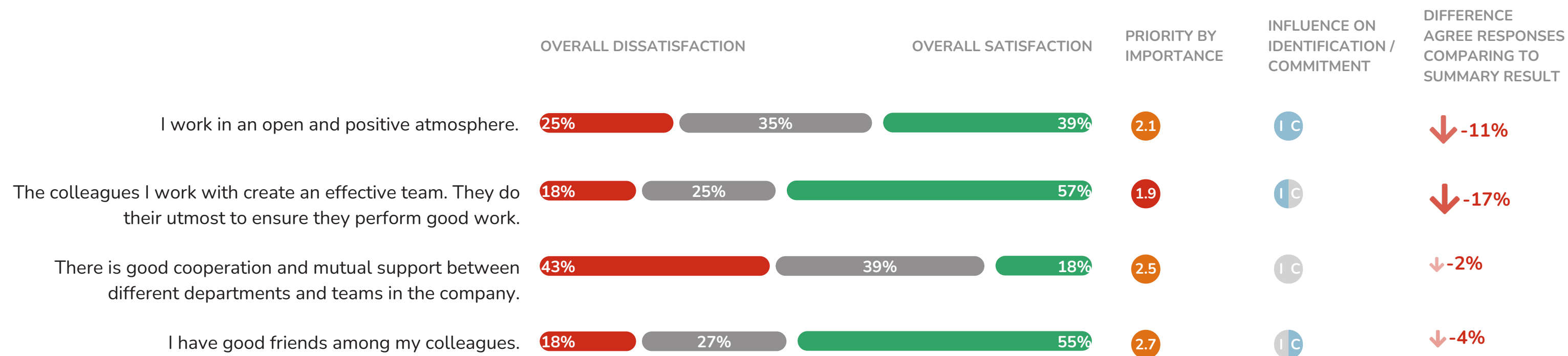
OVERALL



BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	45%	37%	30%	63%
Overall	51%	51%	50%	50%
	Top management	Management	Executive position	
Level of organization	<5	38%	42%	
Overall	52%	50%	50%	

SATISFACTION SATISFACTION WITH THE ATMOSPHERE

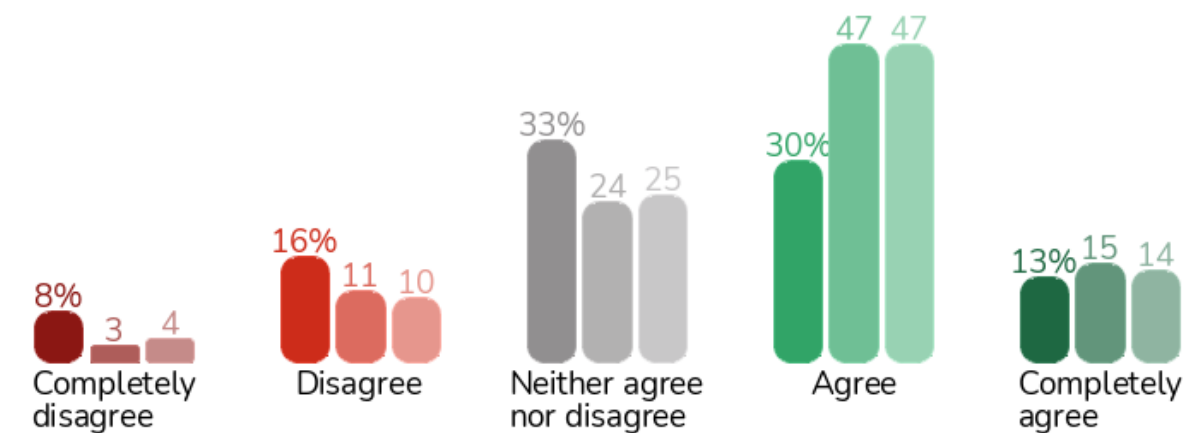
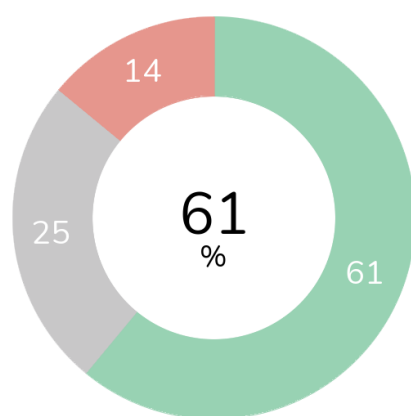
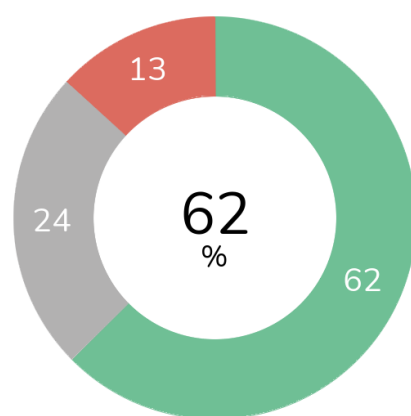
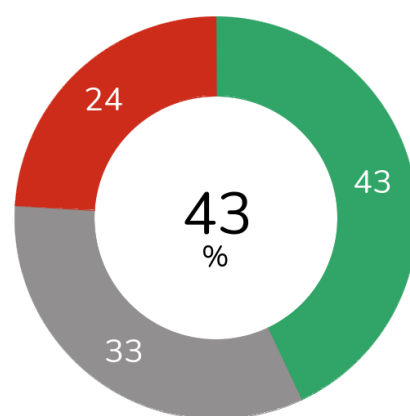


SATISFACTION SATISFACTION WITH WORKING CONDITIONS

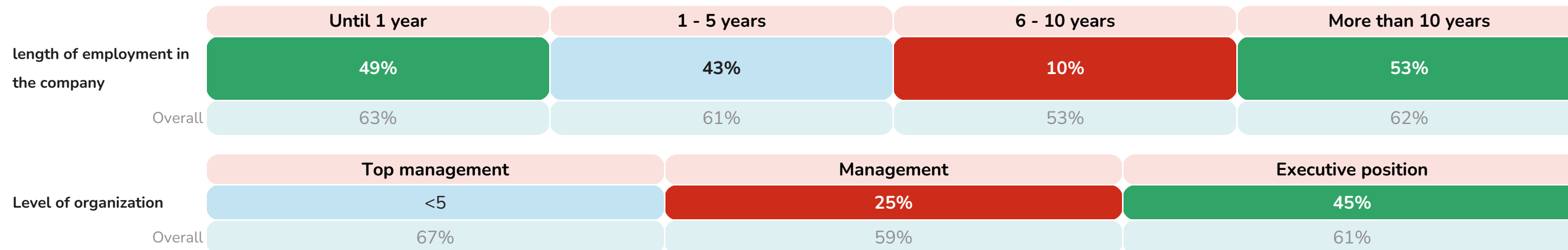
SELECTION

BUSINESS

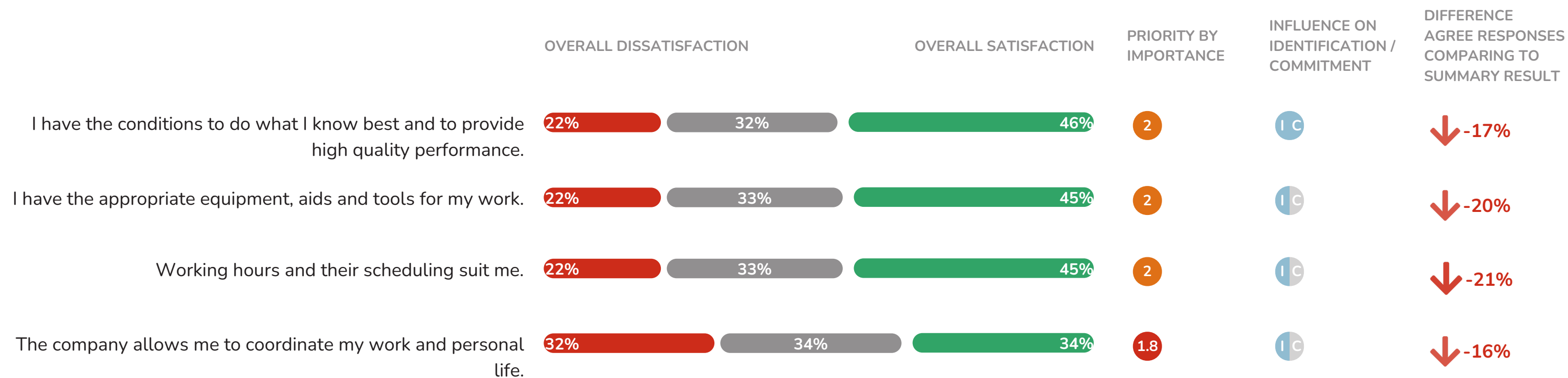
OVERALL



BY CATEGORY

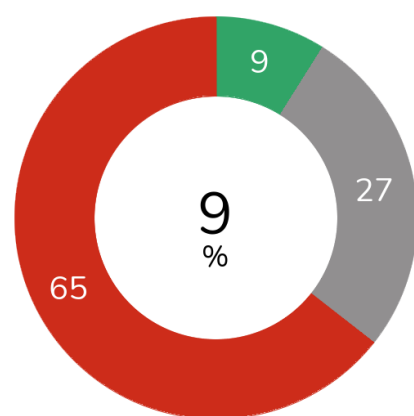


SATISFACTION SATISFACTION WITH WORKING CONDITIONS

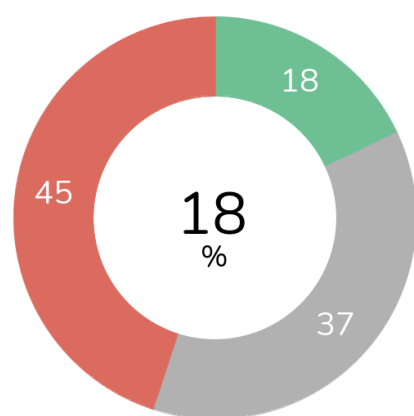


SATISFACTION SATISFACTION WITH YOUR REMUNERATION

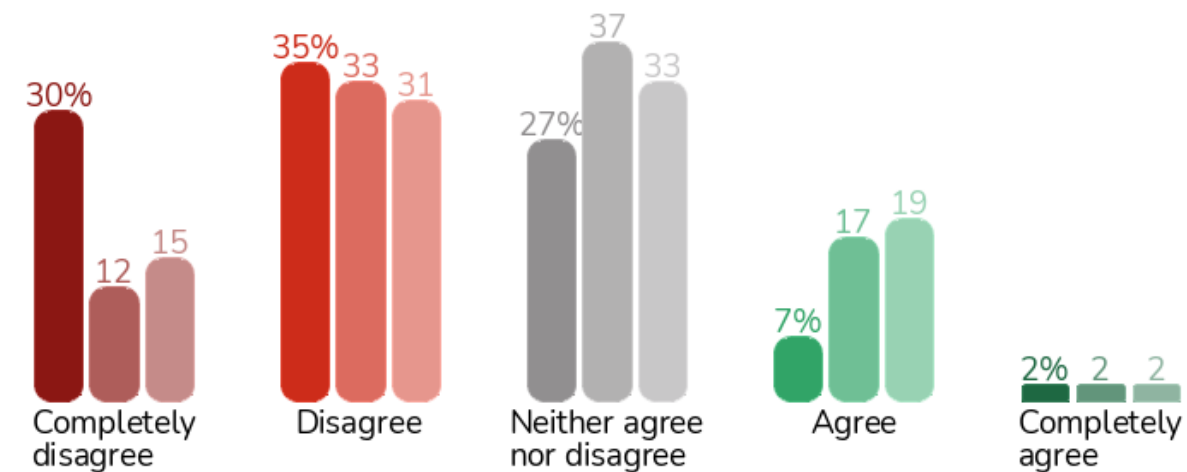
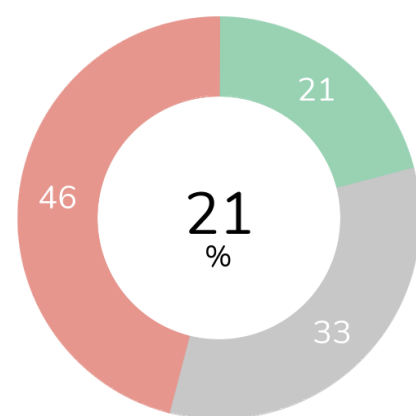
SELECTION



BUSINESS



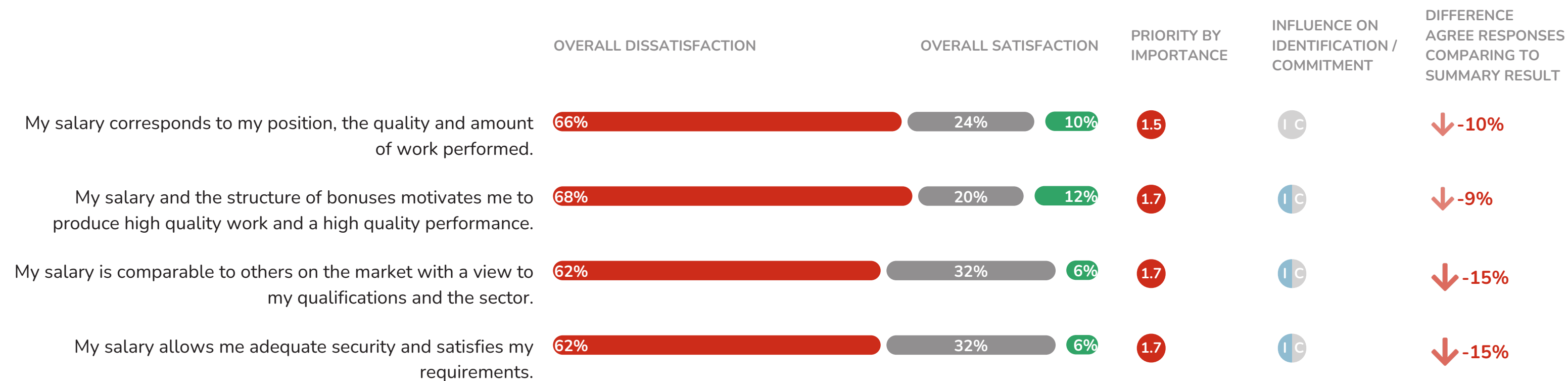
OVERALL



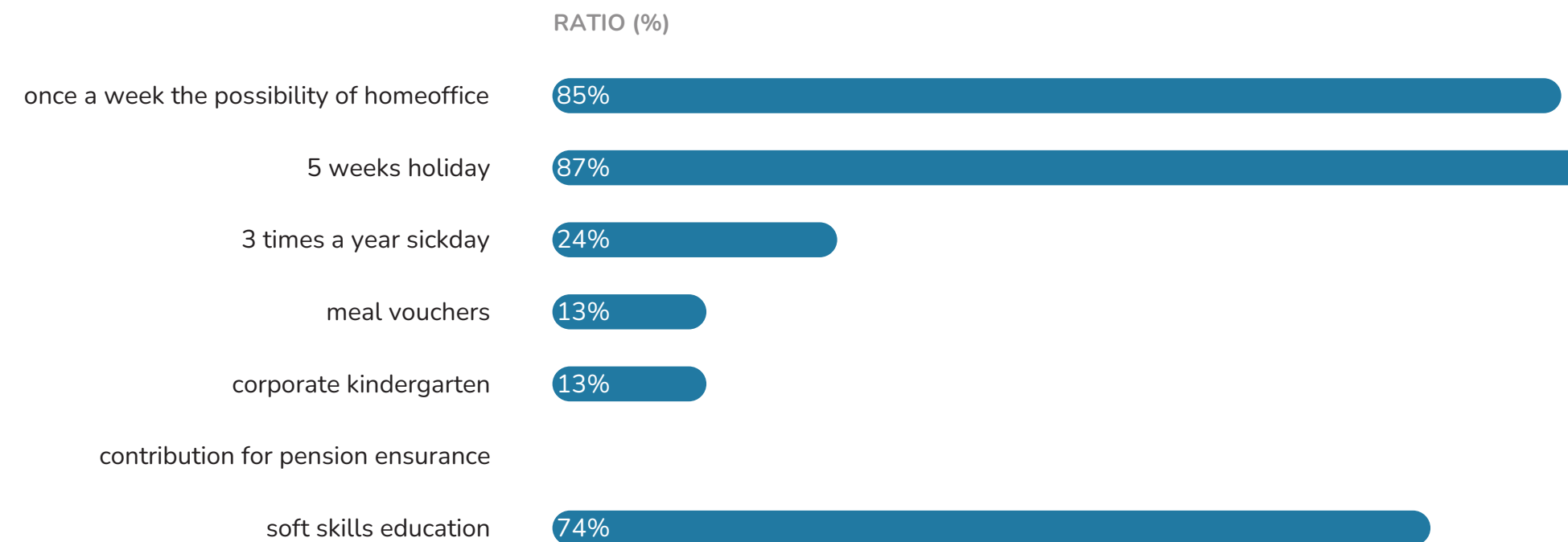
BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	5%	13%	0%	3%
Overall	19%	22%	19%	21%
	Top management	Management	Executive position	
Level of organization	<5	2%	8%	
Overall	25%	20%	20%	

SATISFACTION SATISFACTION WITH YOUR REMUNERATION



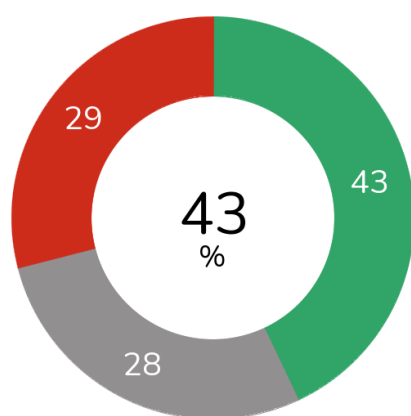
Choose the 3 benefits you would most appreciate.



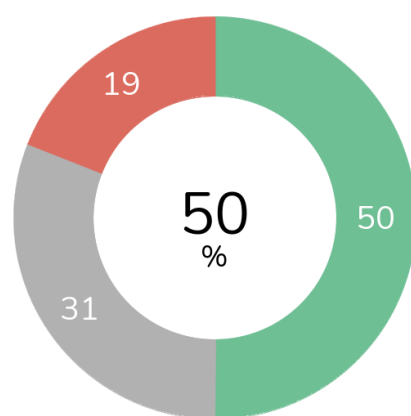
You can see for each item in the graph: the proportion of respondents who selected this answer

SATISFACTION SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT

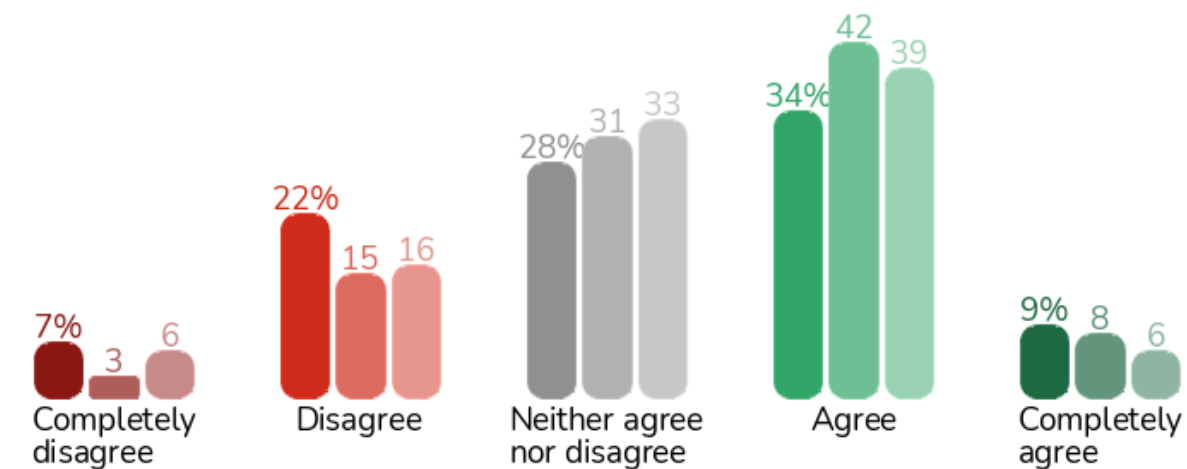
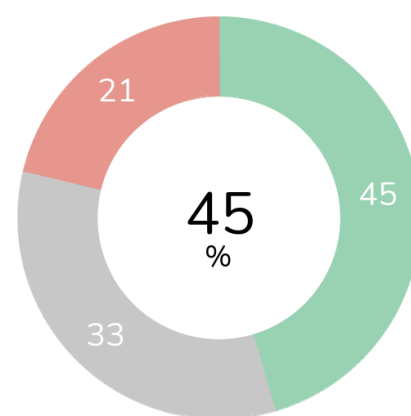
SELECTION



BUSINESS



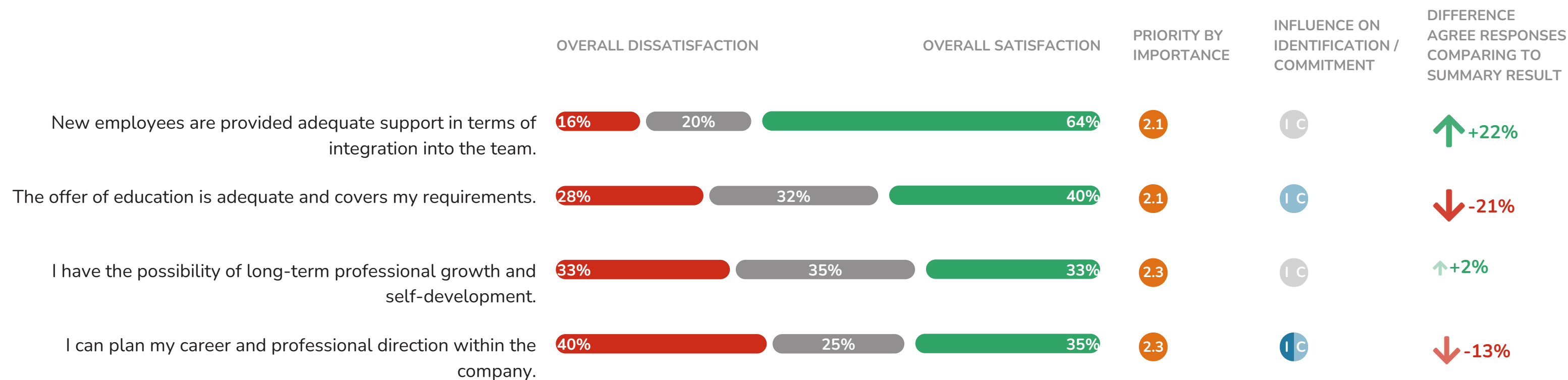
OVERALL



BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	53%	39%	35%	47%
Overall	46%	44%	47%	46%
	Top management	Management	Executive position	
Level of organization	<5	33%	42%	
Overall	47%	45%	46%	

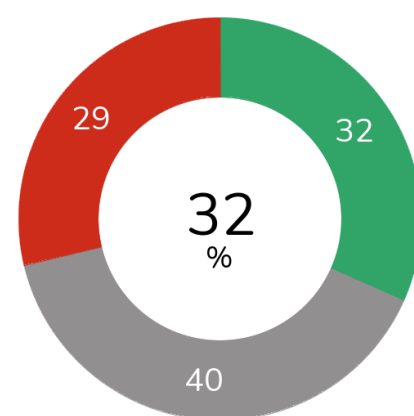
SATISFACTION SATISFACTION WITH YOUR PERSONAL AND PROFESSIONAL DEVELOPMENT



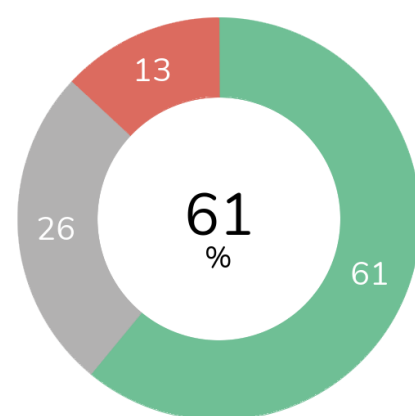
IDENTIFICATION

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.

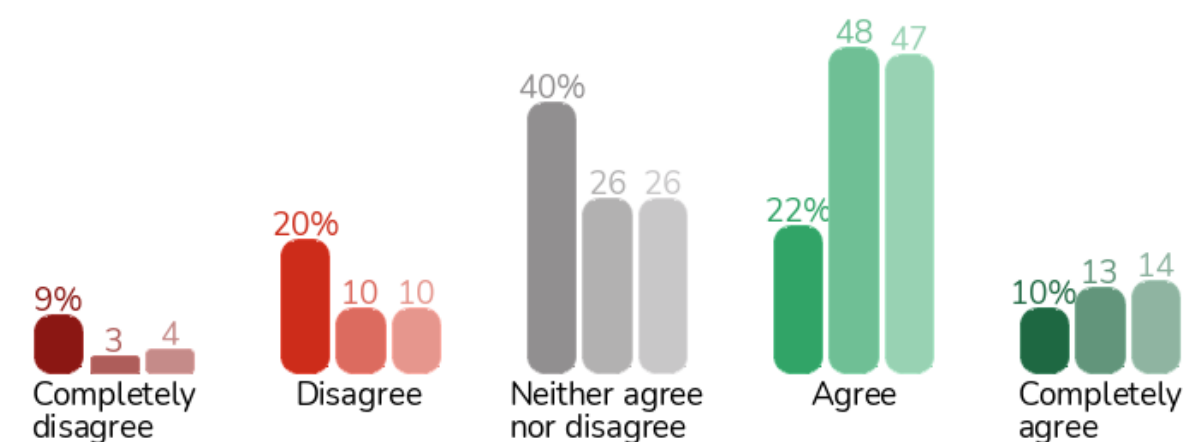
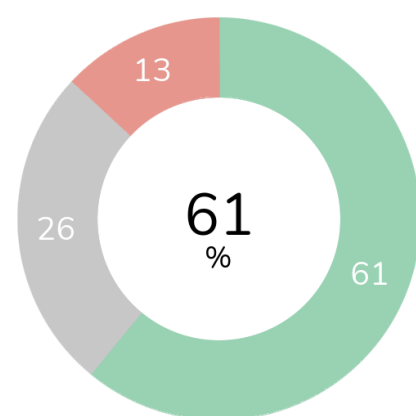
SELECTION



BUSINESS

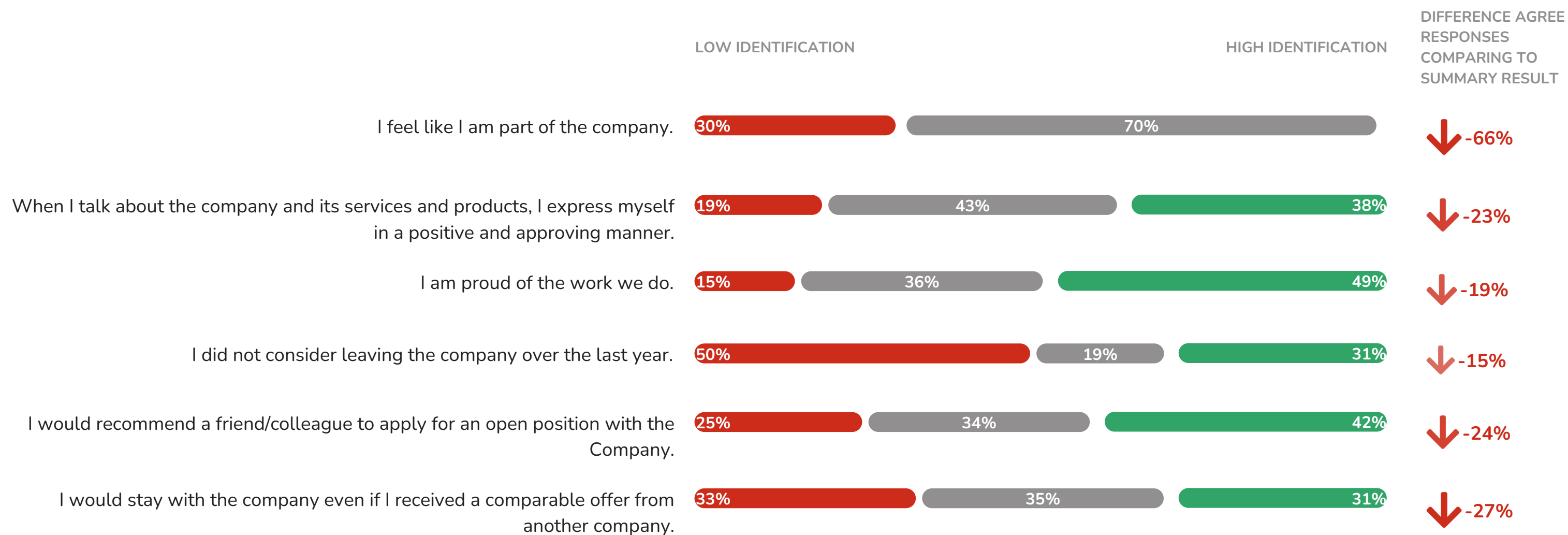


OVERALL



BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	37%	31%	17%	34%
Overall	60%	60%	58%	64%
	Top management	Management	Executive position	
Level of organization	<5	28%	30%	
Overall	63%	61%	61%	



IDENTIFICATION **vs** OTHER OBSERVED AREAS

STRONGEST IMPACT ON IDENTIFICATION

I have the possibility of expressing my opinion. I know that it will be taken seriously.

The company cares for its employees and their satisfaction.

The company offers benefits and rewards for those who deserve them.

I can plan my career and professional direction within the company.

I get fundamental and important information on time.

The information I receive is clear and I understand it.

I perceive members of top management as true leaders with a clear vision.

Working hours and their scheduling suit me.

I have the appropriate equipment, aids and tools for my work.

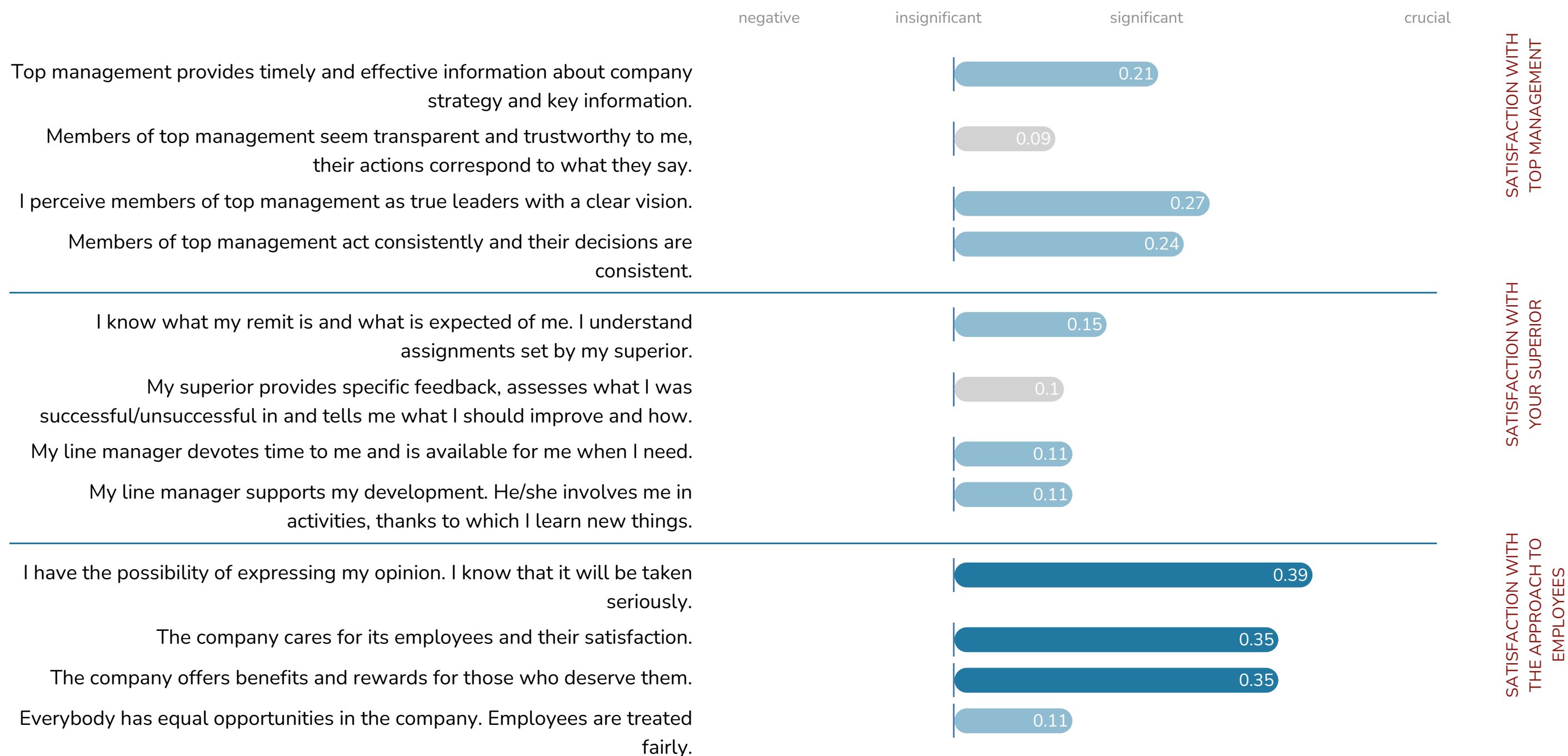
The colleagues I work with create an effective team. They do their utmost to ensure they perform good work.

IDENTIFICATION VS OTHER OBSERVED AREAS

The graph shows the correlation of statements with identification.

The influence is divided into the following levels for clarity: negative insignificant significant crucial

THE POWER OF INFLUENCE ON IDENTIFICATION





New employees are provided adequate support in terms of integration into the team.

The offer of education is adequate and covers my requirements.

I have the possibility of long-term professional growth and self-development.

I can plan my career and professional direction within the company.

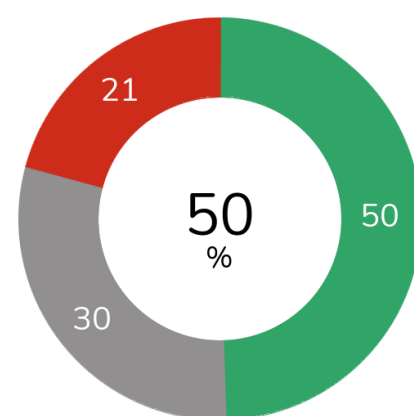


SATISFACTION WITH
YOUR PERSONAL
AND PROFESSIONAL
DEVELOPMENT

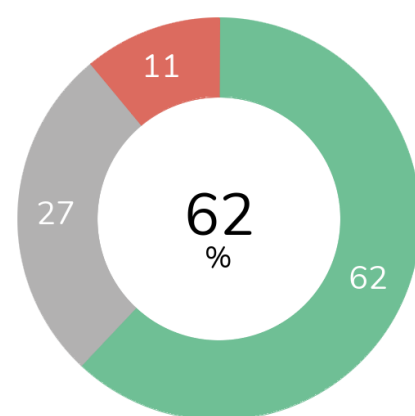
COMMITMENT

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.

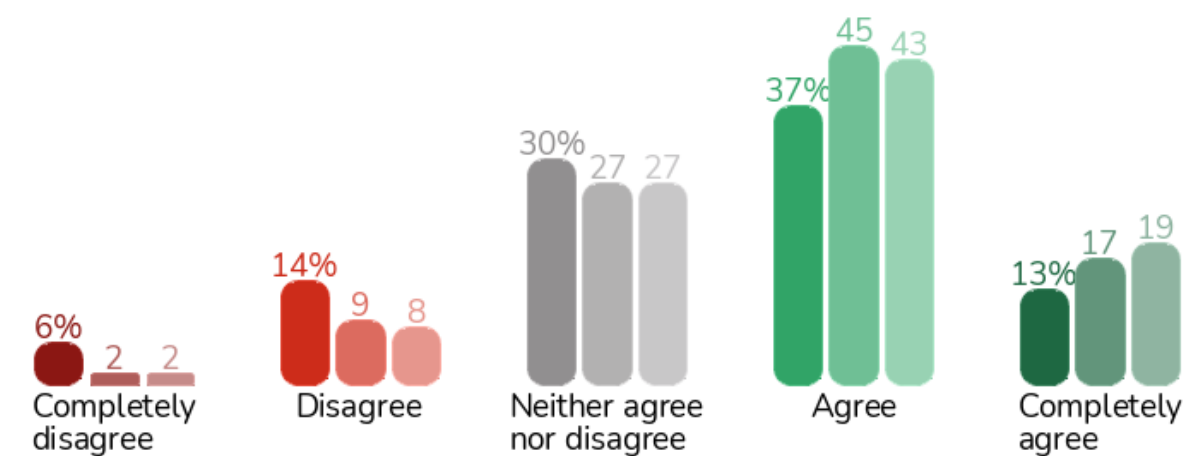
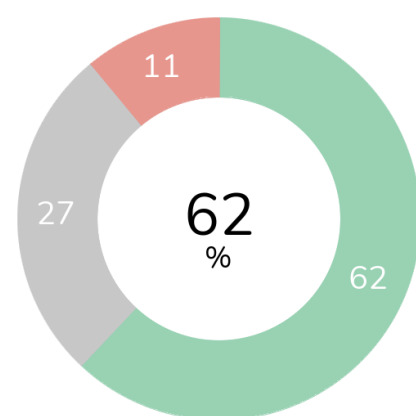
SELECTION



BUSINESS

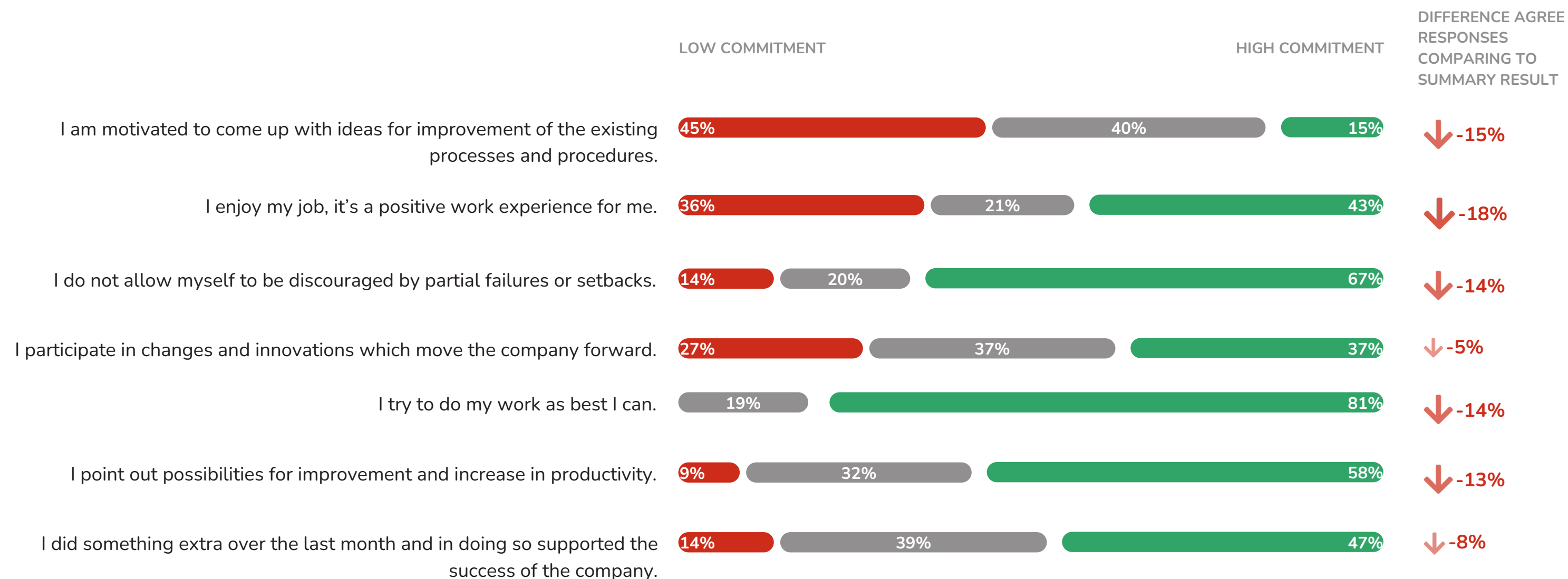


OVERALL



BY CATEGORY

	Until 1 year	1 - 5 years	6 - 10 years	More than 10 years
length of employment in the company	44%	48%	36%	71%
Overall	63%	60%	60%	65%
	Top management	Management	Executive position	
Level of organization	<5	49%	47%	
Overall	64%	60%	63%	



COMMITMENT **vs** OTHER OBSERVED AREAS

STRONGEST IMPACT ON COMMITMENT

Members of top management act consistently and their decisions are consistent.

I have the possibility of expressing my opinion. I know that it will be taken seriously.

I know what my remit is and what is expected of me. I understand assignments set by my superior.

I know who I can turn to if I need specific information.

My line manager devotes time to me and is available for me when I need.

My line manager supports my development. He/she involves me in activities, thanks to which I learn new things.

Top management provides timely and effective information about company strategy and key information.

I have good friends among my colleagues.

I work in an open and positive atmosphere.

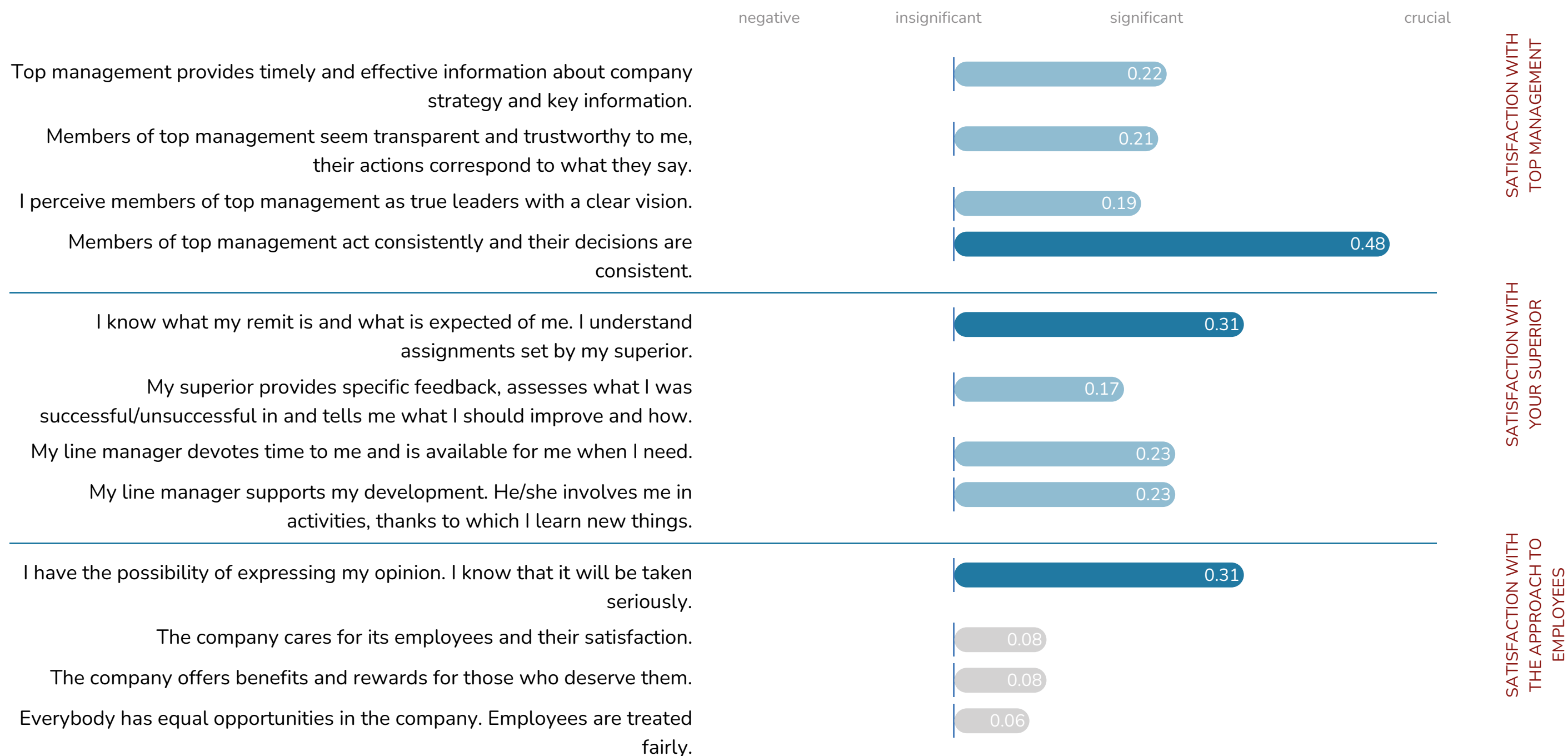
Members of top management seem transparent and trustworthy to me, their actions correspond to what they say.

COMMITMENT VS OTHER OBSERVED AREAS

The graph shows the correlation of statements with commitment.

The influence is divided into the following levels for clarity: negative insignificant significant crucial

THE POWER OF INFLUENCE ON COMMITMENT



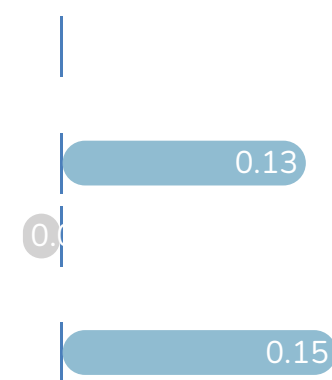


New employees are provided adequate support in terms of integration into the team.

The offer of education is adequate and covers my requirements.

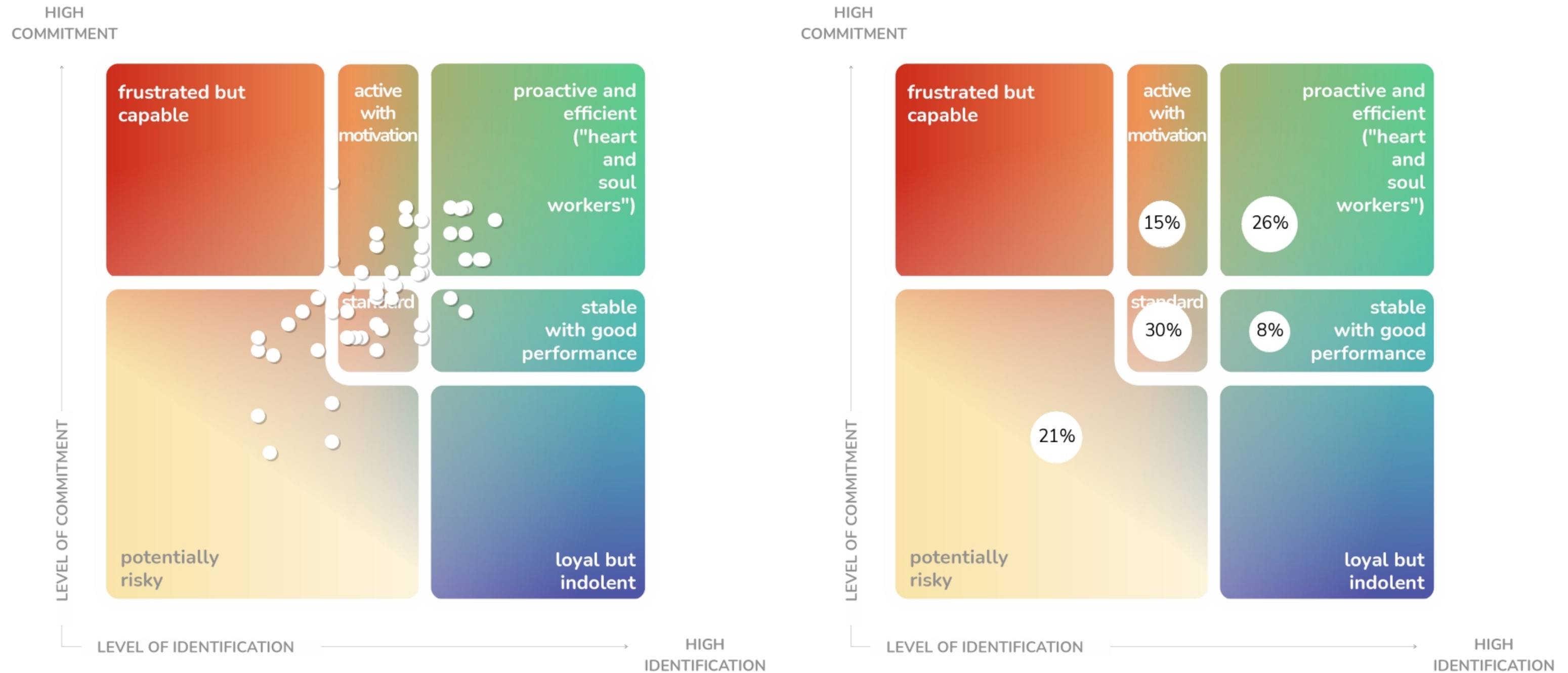
I have the possibility of long-term professional growth and self-development.

I can plan my career and professional direction within the company.



SATISFACTION WITH
YOUR PERSONAL
AND PROFESSIONAL
DEVELOPMENT

COMMITMENT vs IDENTIFICATION

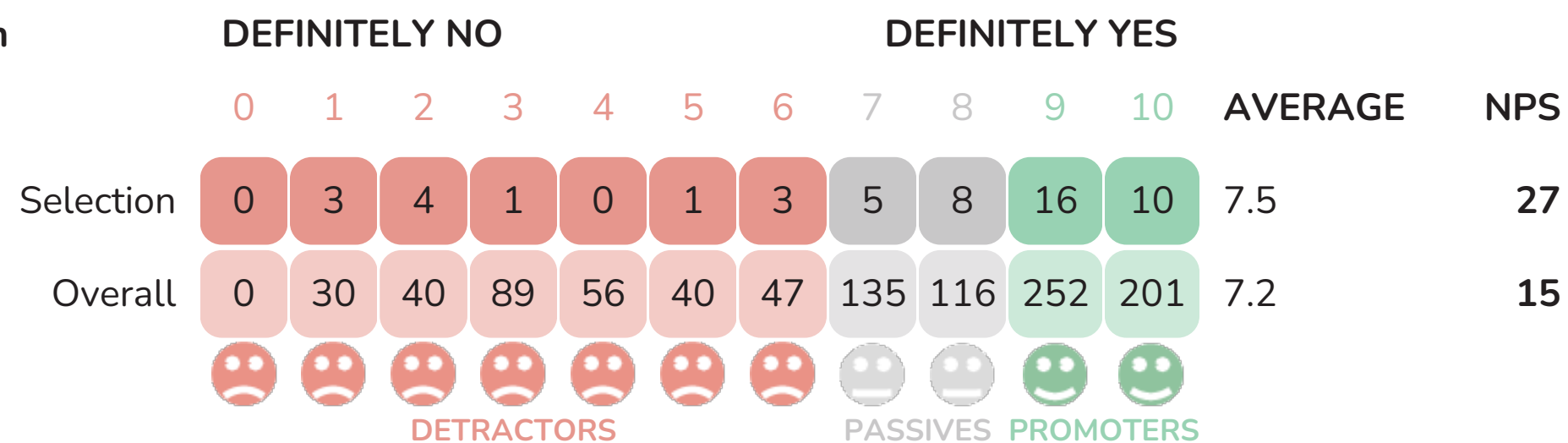


Note. Charts show distribution of employees by overall degree of commitment and identification. The level of commitment and identification then defines individual categories, which are named after the prevalent attitude in given group. The manner of depiction bases on the presumption that high degree 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.

EMPLOYEE NET PROMOTER SCORE

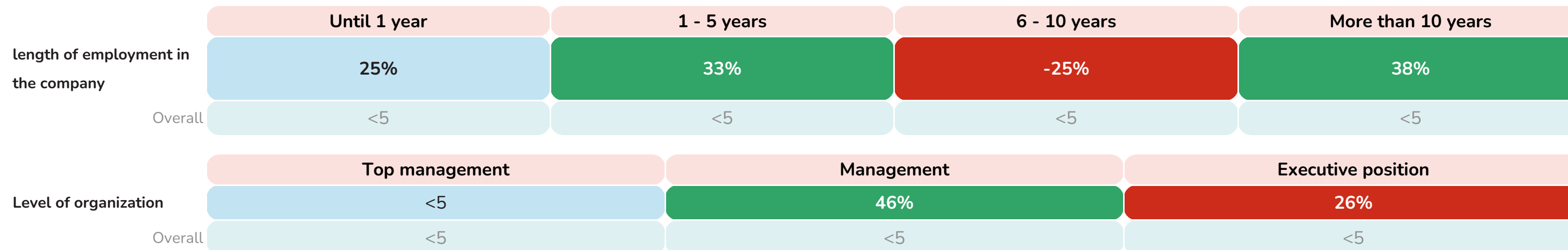
eNPS (Employee Net Promoter Score) measures how employees perceive their company as an employer. It is calculated as the difference between the percentage of so-called "Promoters" (those who selected 9 or 10), i.e., ambassadors of the brand, product, and company as an employer, and the so-called "Detractors" (those who selected 0 to 6). eNPS values can therefore range from -100 to +100. A score above 0 is generally considered acceptable. A score between 10 and 30 is considered good. Anything above 50 is considered excellent, and above 70 truly exceptional.

I would recommend a friend/colleague to apply for an open position with the Company.



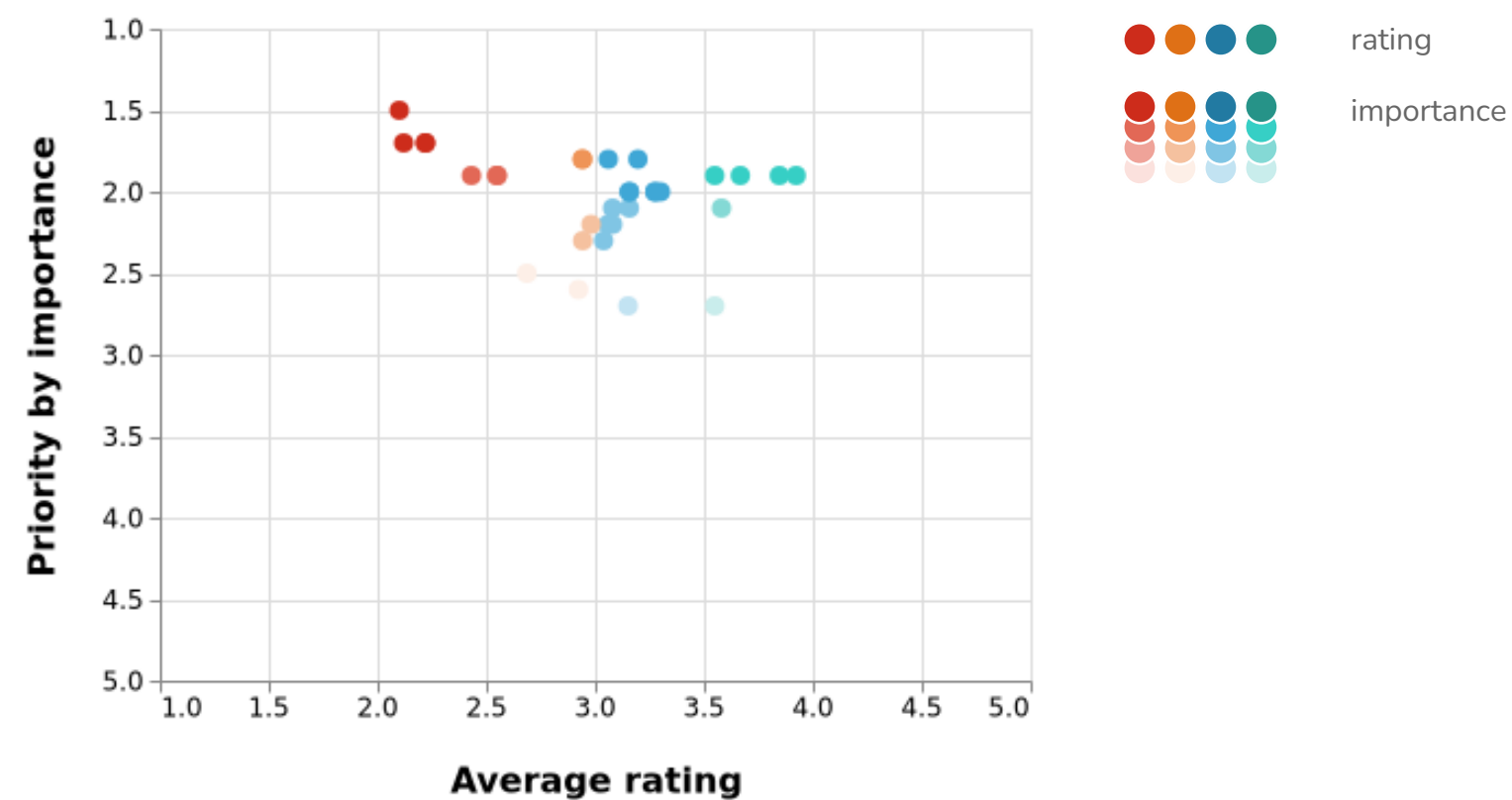
$NPS = \% \text{ PROMOTERS} - \% \text{ DETRACTORS}$

BY CATEGORY - NPS

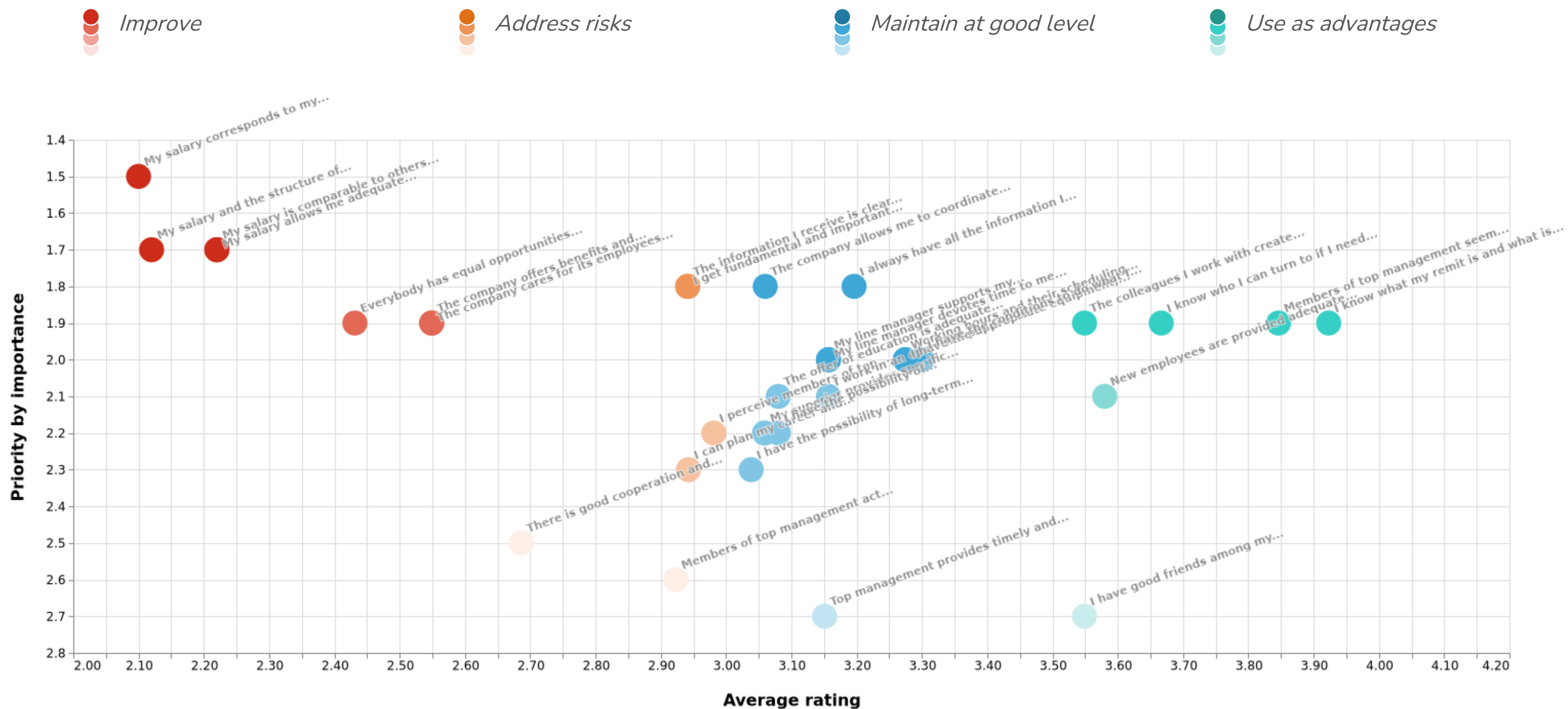


COMPARISON OF QUESTIONS BY RATING AND IMPORTANCE

The graphs display individual questions by rating and importance. For easier orientation, they are divided into groups, with color indicating their rating and color intensity indicating importance.



Overall distribution of questions on the rating and importance scale



Distribution of questions on the rating and importance scale - detail.

SATISFACTION BY OVERALL SATISFACTION RATE



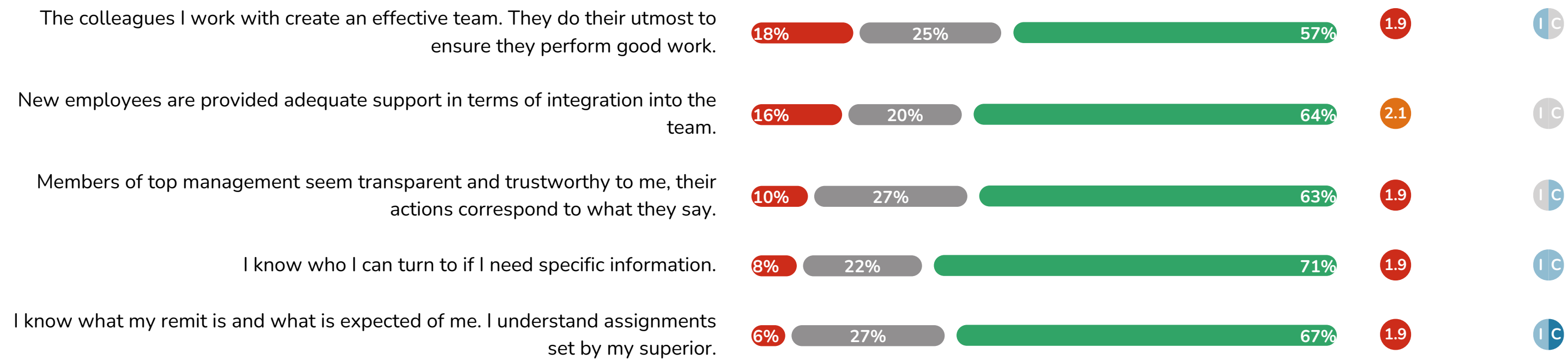




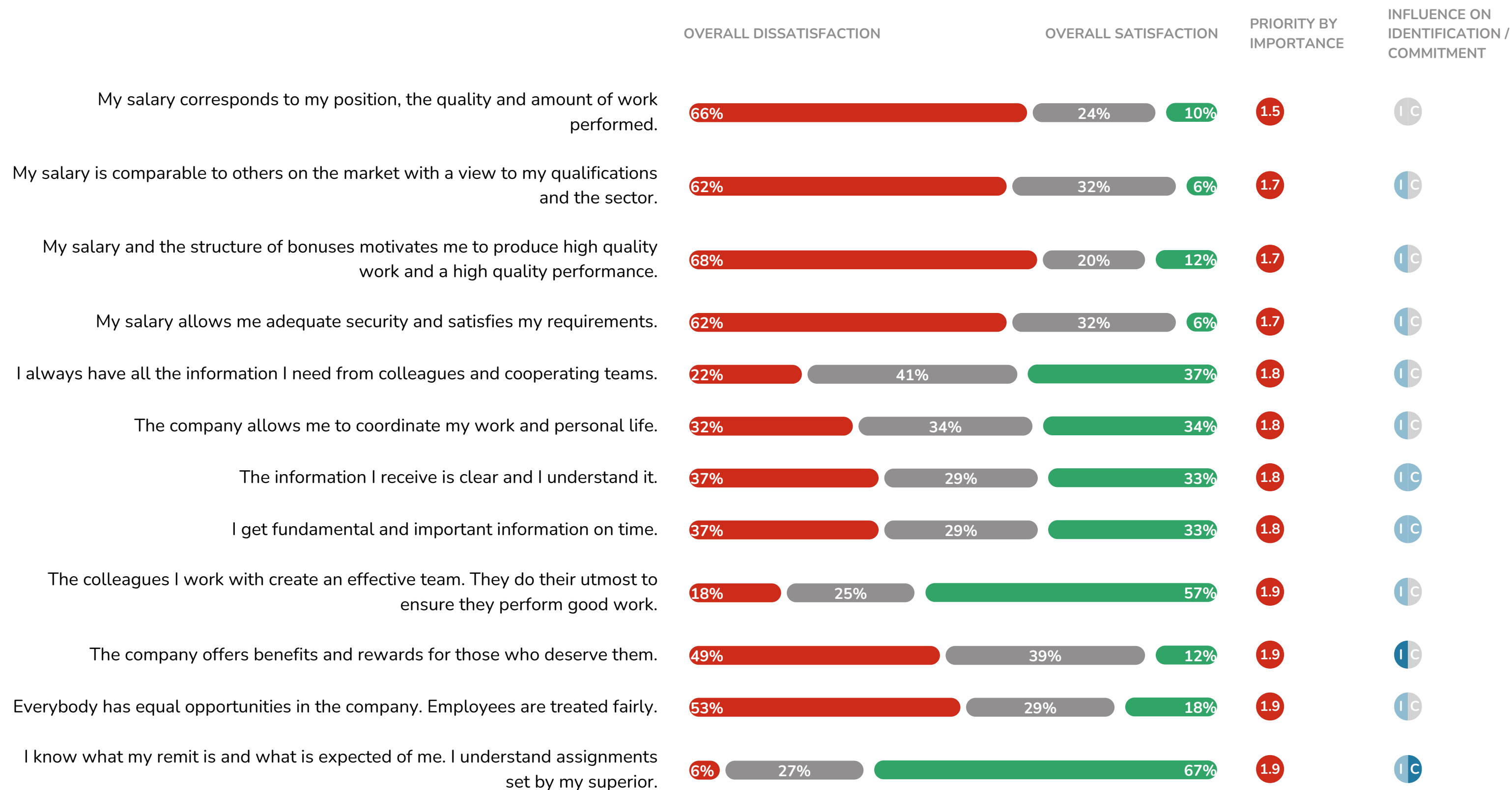
SATISFACTION BY OVERALL DISSATISFACTION RATE



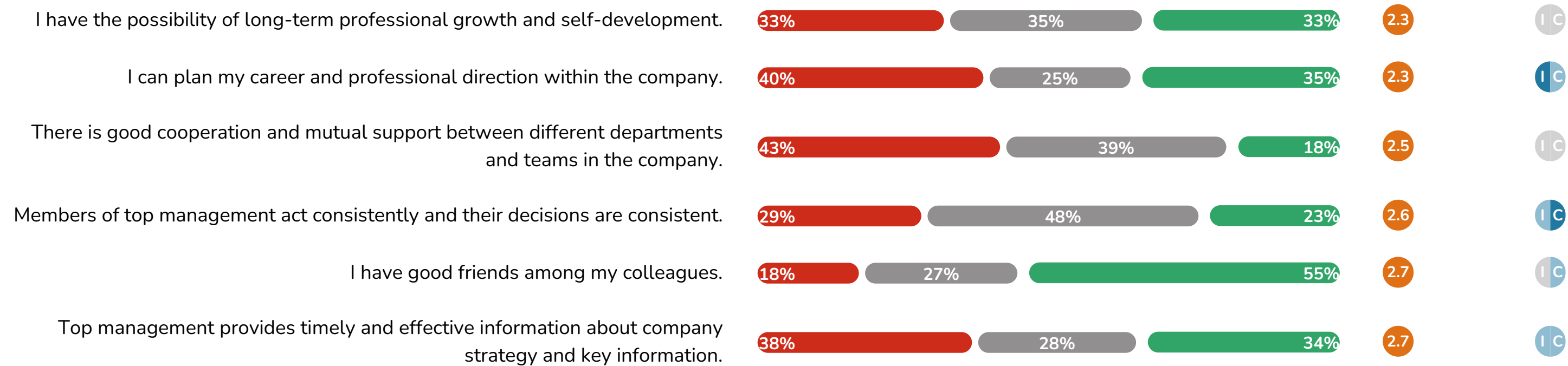




SATISFACTION BY IMPORTANCE







COMMITMENT, IDENTIFICATION BY OVERALL SATISFACTION RATE



COMMITMENT, IDENTIFICATION BY OVERALL DISSATISFACTION RATE

