

INTERIM RESULTS OF AN ANONYMOUS SURVEY OF THE COMPANY'S EMPLOYEES

MONITORING OF INDUSTRIAL RELATIONS



Survey period: April 2025

Perimeter: regional and linear divisions of GP, CZHS, TSL, KDTS, KTZE, FCADR, VZHDO, TZHS, AMTP, Port-Kuryk

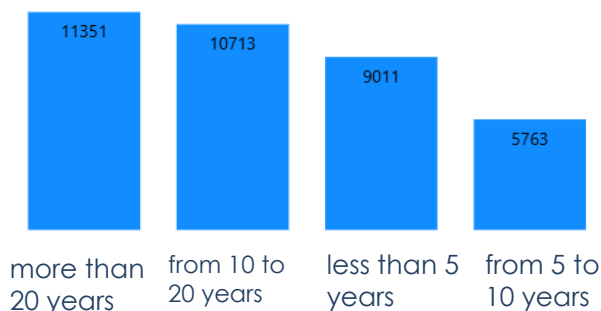
Total number of Respondents
36 836 people
or **31%**

Participants: administrative managerial and production staff

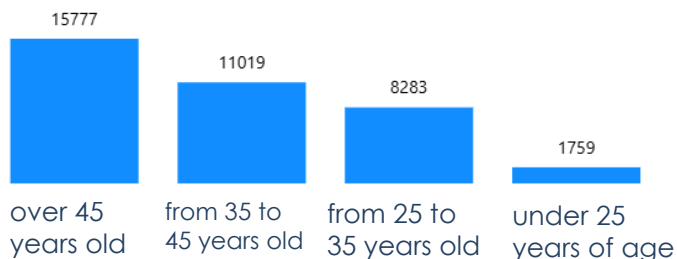
The total number of questions in the survey is **34**

Topics of questions
Occupational safety and health
Sanitary and living conditions
Quality of medical examinations
Special and uniform clothing
Internal communications
Social package
Training and corporate events.
job contentment, understanding work goals, happiness.

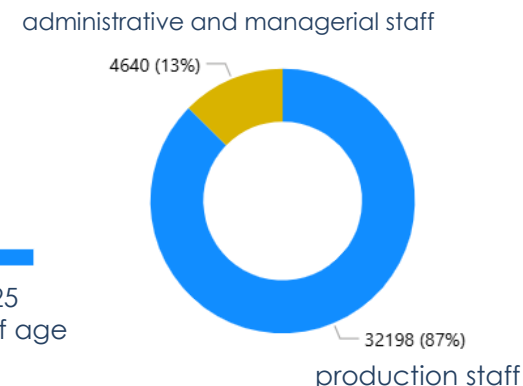
Work experience of respondents



Average age of respondents



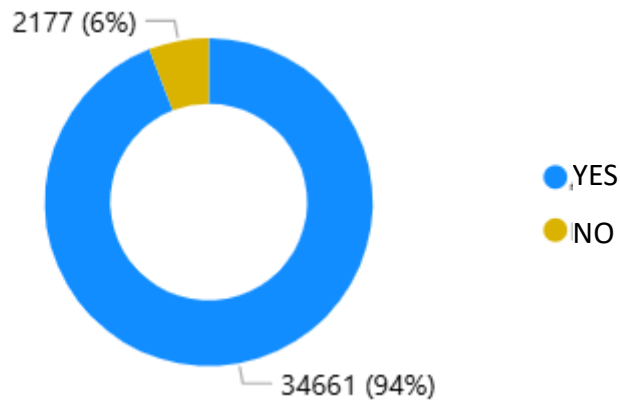
Category of respondents



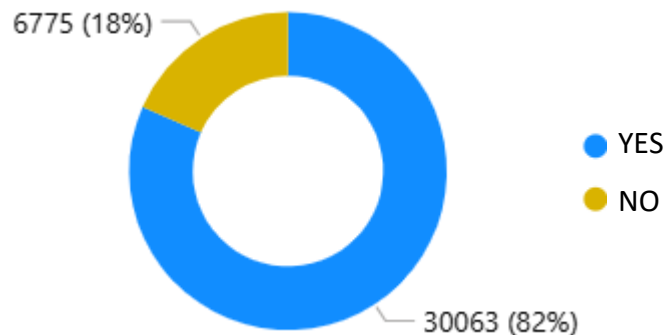
A detailed report is generated in the Dashboard, link: <https://app.powerbi.com>

Occupational Safety and Health Unit

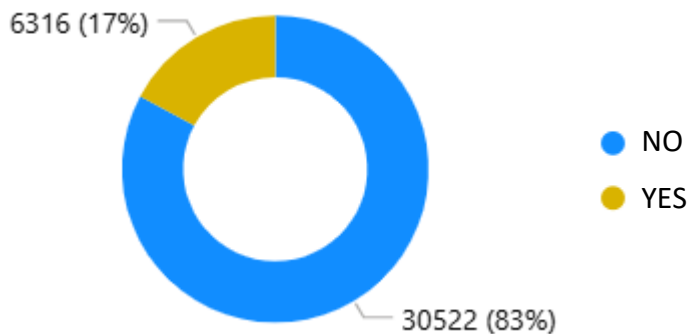
My workplace meets the requirements of occupational safety and health



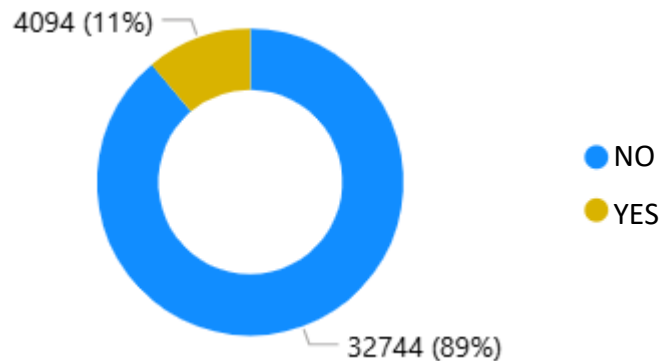
I observe that the condition of my workplace has improved this year



I sometimes have to violate the requirements of occupational safety and health in order to fulfill my work duties

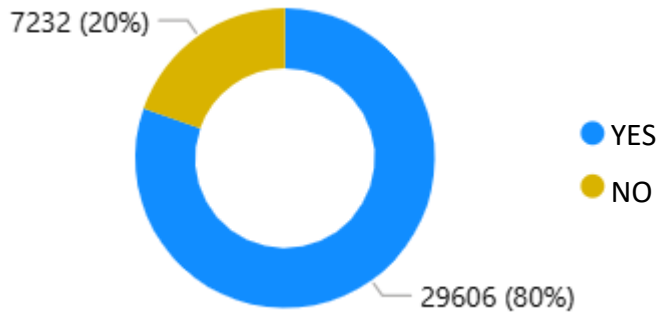


I have seen how my management itself violates the requirements of occupational safety and health

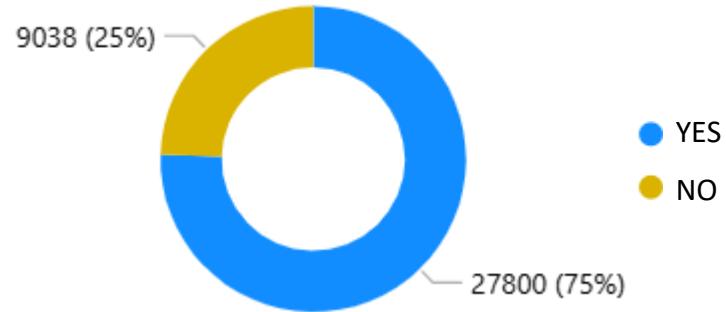


Sanitary conditions and quality of medical services Unit

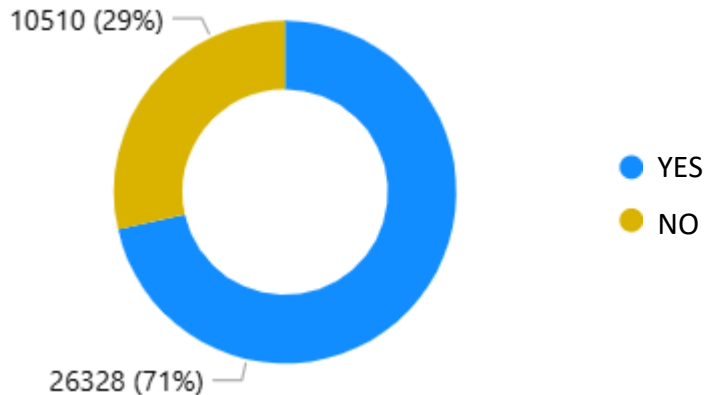
The conditions for their intended use have been created in the meal rooms



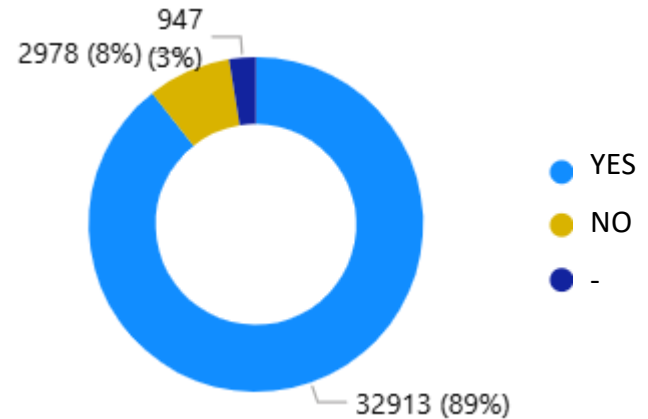
Bathrooms, showers and dressing rooms meet sanitary standards



I observe that this year the Company has improved the condition of household premises (meal rooms, showers, bathrooms, dressing rooms, rooms for drying clothes) in comparison with previous years

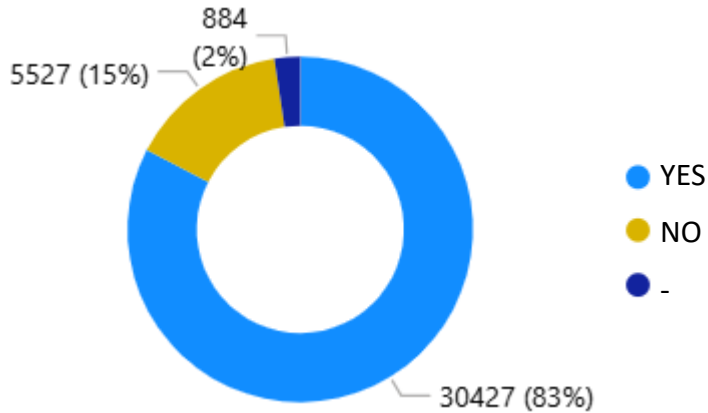


I am satisfied with the current procedure and the quality of medical examinations

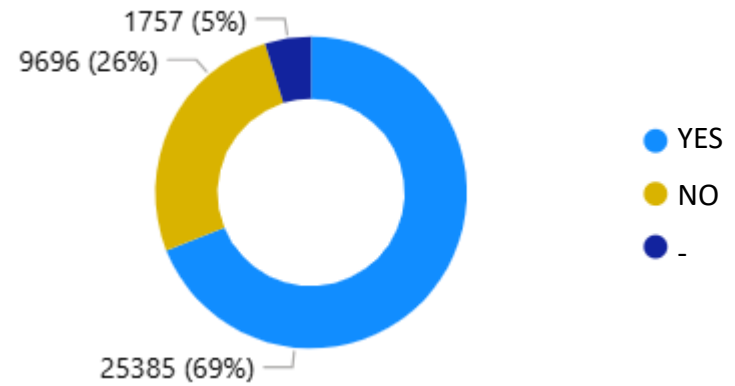


Special Clothing and PPE Unit

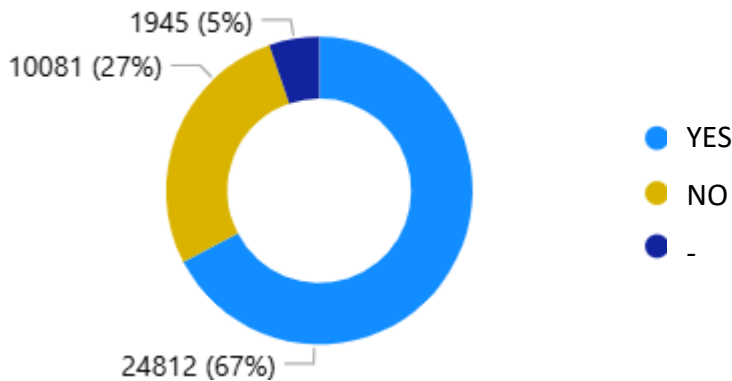
I receive work clothes and personal protective equipment in a timely manner



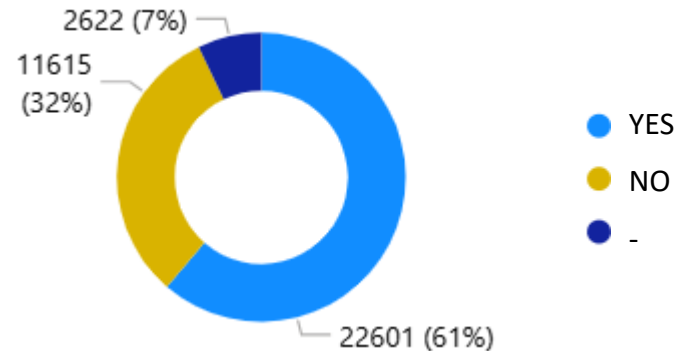
The workwear and PPE issued to me are of good quality



I am provided with PPE to perform work related to increased risk and preservation of health



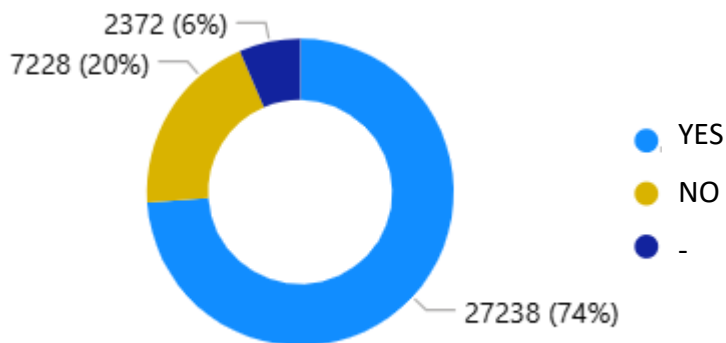
I observe that this year the quality of issued workwear and personal protective equipment has improved compared to previous years



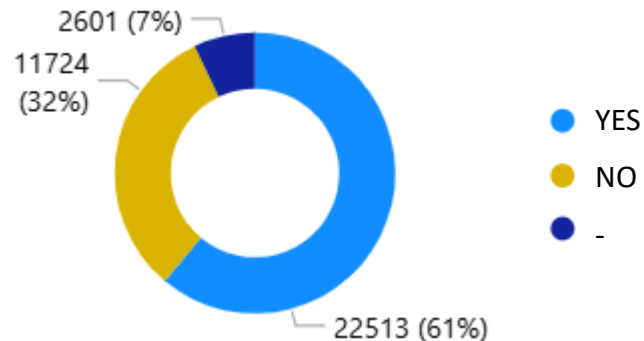
Note: the difference in the answers "yes" and "no" is due to the fact that workers who do not receive workwear and PPE did not answer this set of questions

The Uniform Section

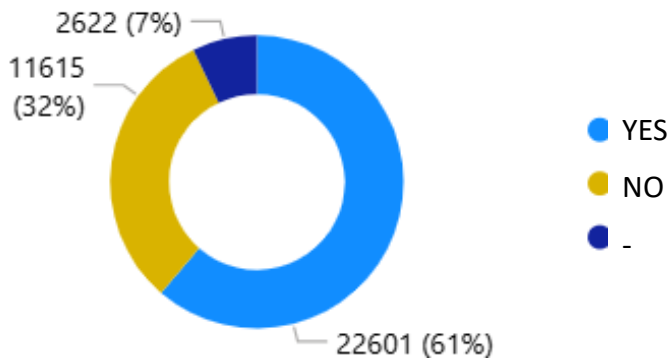
I get my uniforms on time



The uniforms given to me are of good quality



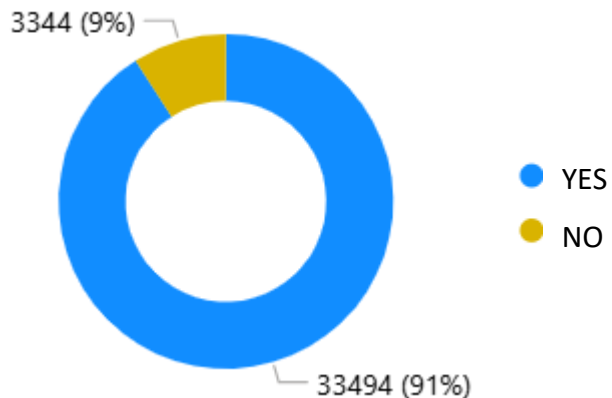
I observe that this year the quality of issued uniforms has improved compared to previous years



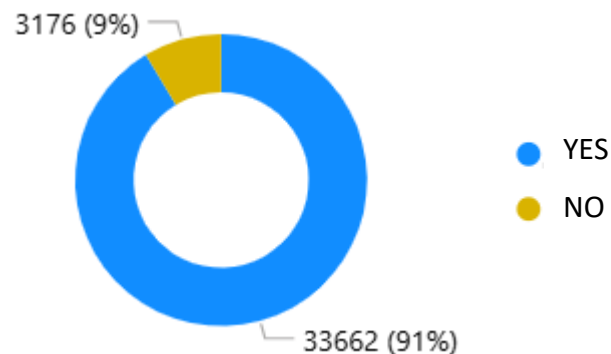
Note: the difference in the answers "yes" and "no" is due to the fact that employees who do not receive uniforms did not answer this set of questions

Internal Communications Unit

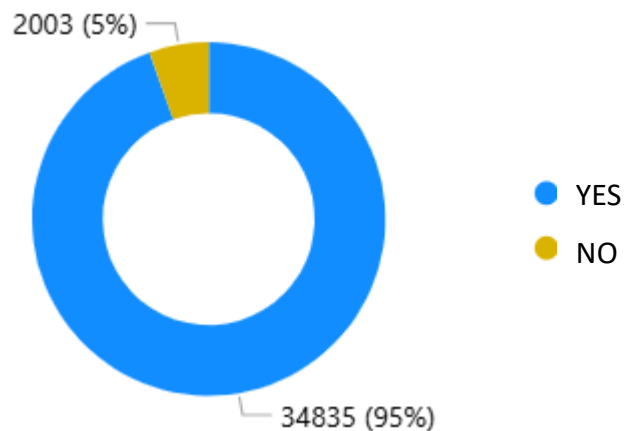
I receive answers and clarifications from the management to my requests



I regularly receive information about changes and reforms in the Company and understand how they will affect my work

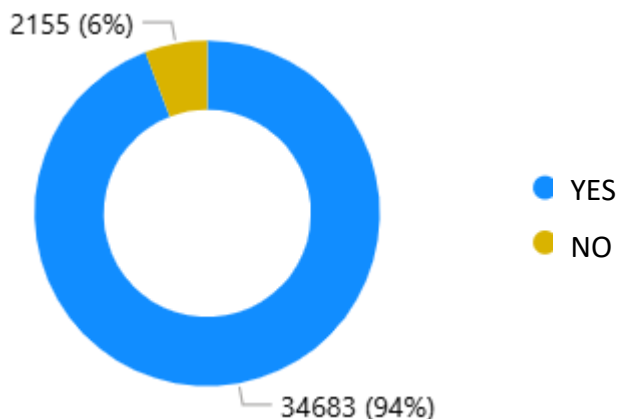


My management regularly informs the team about important events taking place in the Company

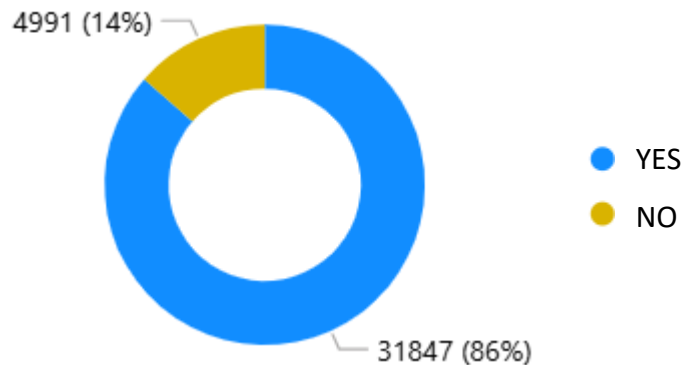


Social Package Awareness Unit

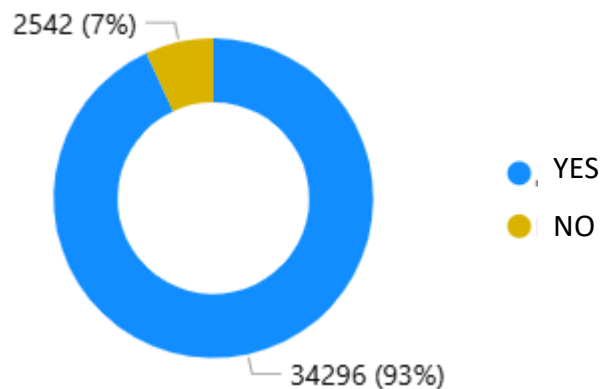
I am aware of the possibilities of receiving financial assistance (birth, burial, etc.)



I can easily get information about the employees who, according to the conclusion of the med. organizations provide free preventive sanatorium-resort rehabilitation or financial assistance for self-purchase of vouchers

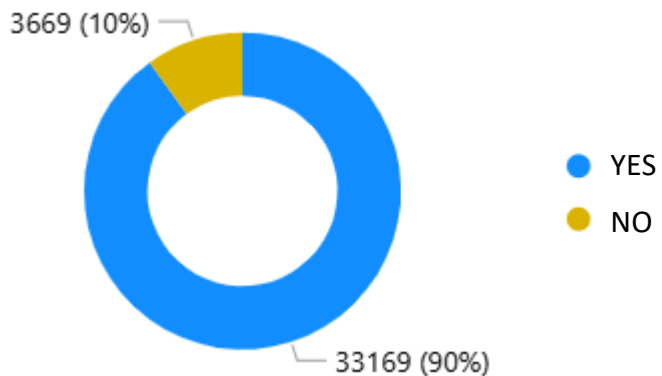


I know that the Company provides vouchers to children's camps for the children of employees

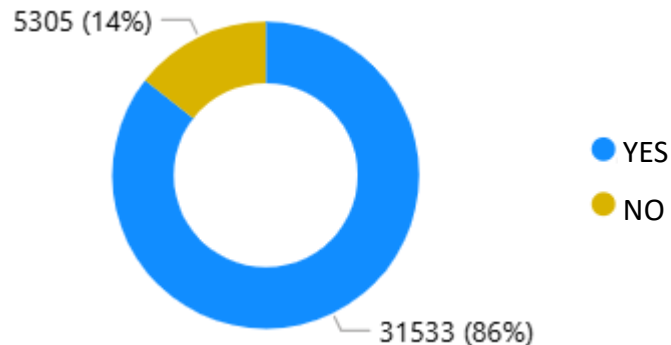


Training Unit

The company regularly trains me to improve my knowledge and skills

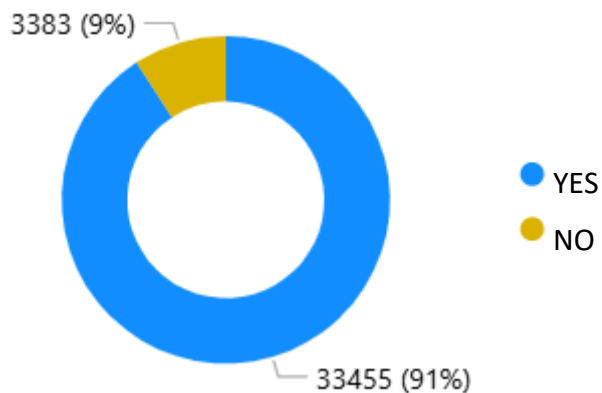


This year, I had to do a job that I was not trained to do, on the instructions of the head



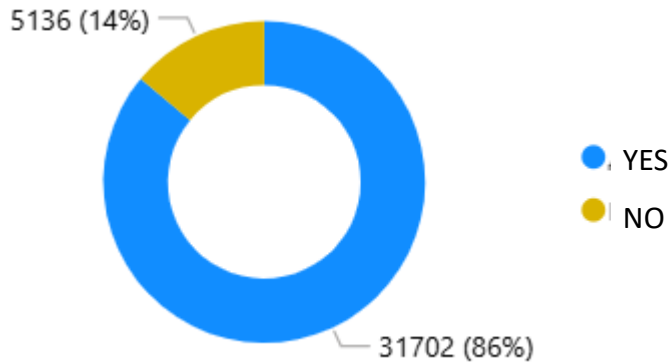
Corporate culture Unit

I have the opportunity to participate in events (sports, intellectual, entertainment) and contests held by the Company

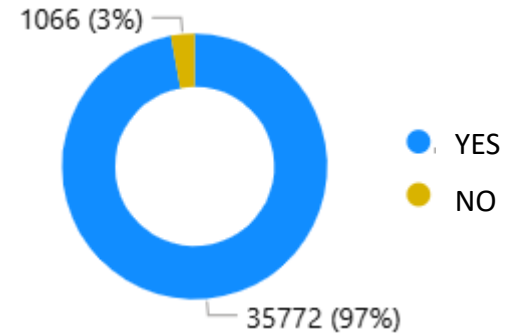


Job contentment Unit

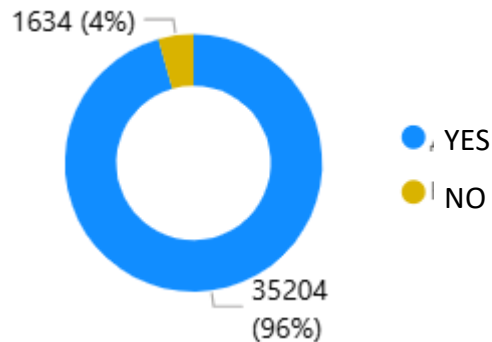
The workspace and interior are conducive to productive work



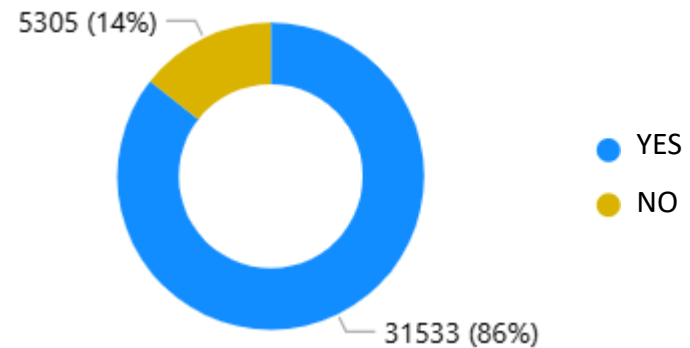
I like working in my team



I am satisfied my work



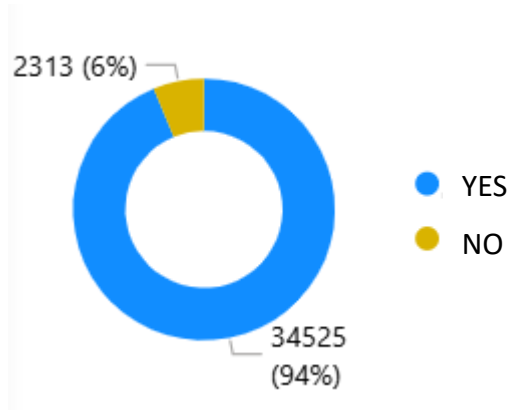
Do you have the necessary tools and resources to do your job effectively?



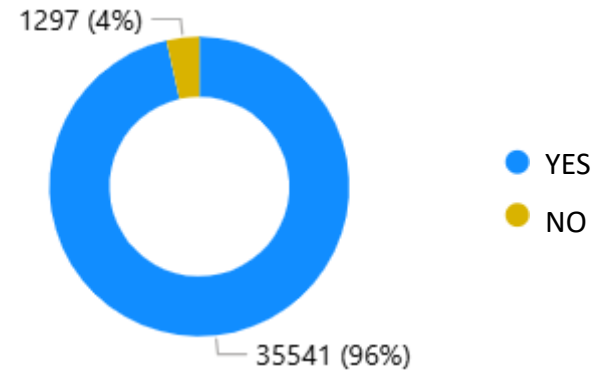
Note: This Unit measures estimated well-being and job contentment

The Goal Unit

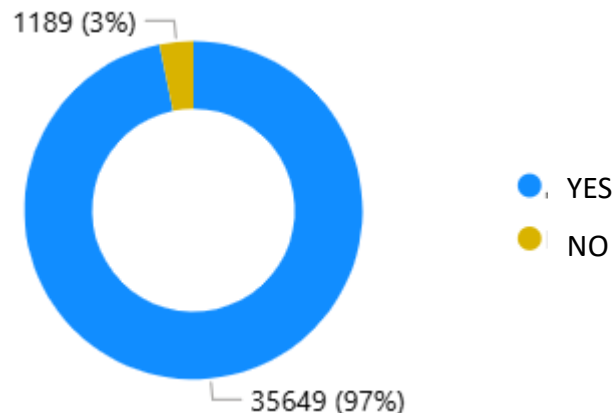
I understand the Company's mission



The tasks assigned to me correspond to my level of professionalism



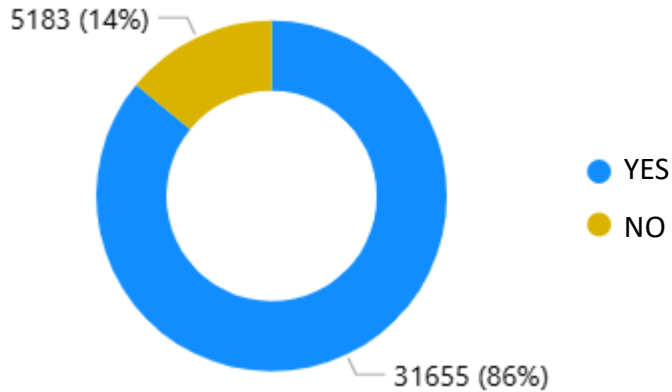
I have a clear understanding of the goals and objectives set for me by my immediate supervisor



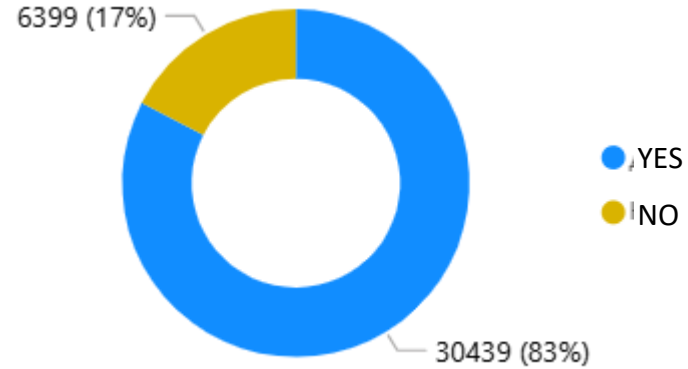
Note: In this Unit, the eudemonic well-being of employees is measured

The Happiness Unit

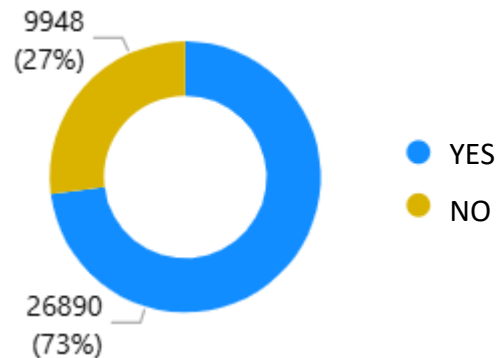
The tasks assigned to me correspond to my level of professionalism



Do you think that the Company values and prioritizes the well-being of its employees?



I manage to do more than just routine processes at work



Note: This Unit measures the positive effect and happiness of the employee