

## Social Performance

### Employee Satisfaction Survey

Percent (%)

Detail	2020	2021	2022	2023	2024
Employee Satisfaction Survey Results	78	72	77	72	77.25
Data coverage (% of employees who responded to the survey)	76	85	92	94	75

### Employee Satisfaction Survey Results in Each Aspect

Average Score (out of 10)

Satisfaction survey issues	2023	2024
1. Duties and Accountability	8.20	8.25
2. Performance Evaluation and Job Execution	7.40	7.19
3. Collaboration and Relationship with Colleagues	8.60	8.29
4. Leadership and Authority	7.90	7.68
5. Compensation and Benefits	7.60	7.53
6. Working Environment	7.90	8.00
7. Employee Development/Progression	7.30	7.40
8. Employee Happiness	6.50	8.00
9. Employee Stress Level	8.20	6.81
10. Overall Job Satisfaction	8.20	8.10