

SIEGFRIED PULSE

Enhancing Employee Engagement

Purpose of the Survey

- Continuously assess and improve employee engagement and satisfaction
- Identify and address engagement gaps promptly
- Foster a culture of continuous improvement through regular feedback and action
- Support the “Great Workplace to Grow” initiative by ensuring employees are heard and valued.

Survey Methodology

The survey, supported by GLINT™ (LinkedIn), is conducted three times a year. It features 24 questions—23 closed and 1 open-ended—designed to provide a comprehensive analysis of various dimensions:



Survey Results & Actions

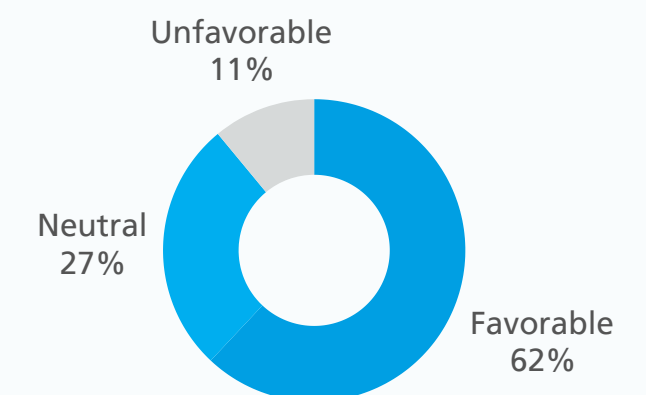
The survey is conducted in January, May, and September, with a participation rate of 70% of the total workforce in September 2023.

The engagement score increased by 2 points, from 66 to 68, compared to September 2022.

A key finding identified for 2024 is the need to improve internal communication.

Actions Taken

In response, managers and teams have identified specific, easy-to-implement actions based on survey results, including the launch of a new global intranet and additional initiatives to enhance internal communications.



*The Engagement score is an average of our employees' responses to the following questions: 1) How happy are you working at Siegfried? and 2) I would recommend Siegfried as a great place to work. Note that score is converted to a scale of 1-100 for easier comparison.