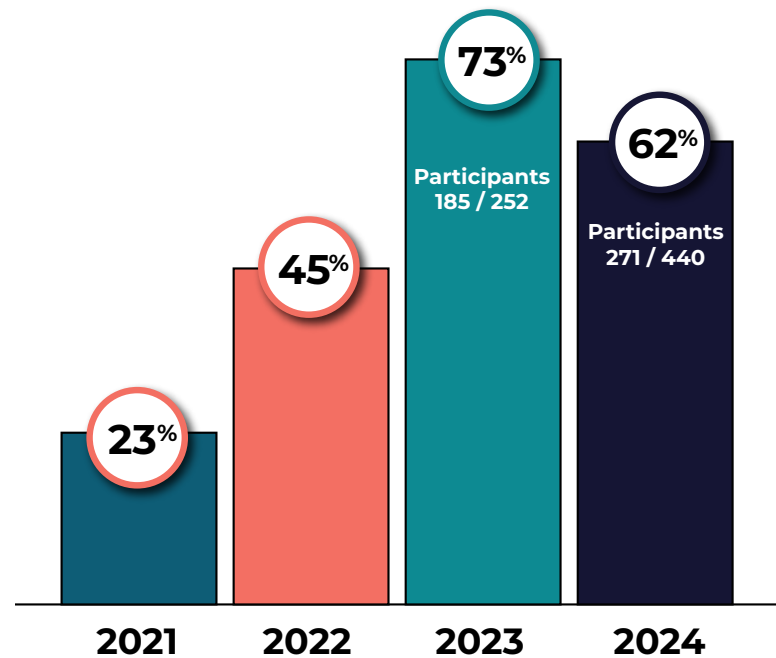
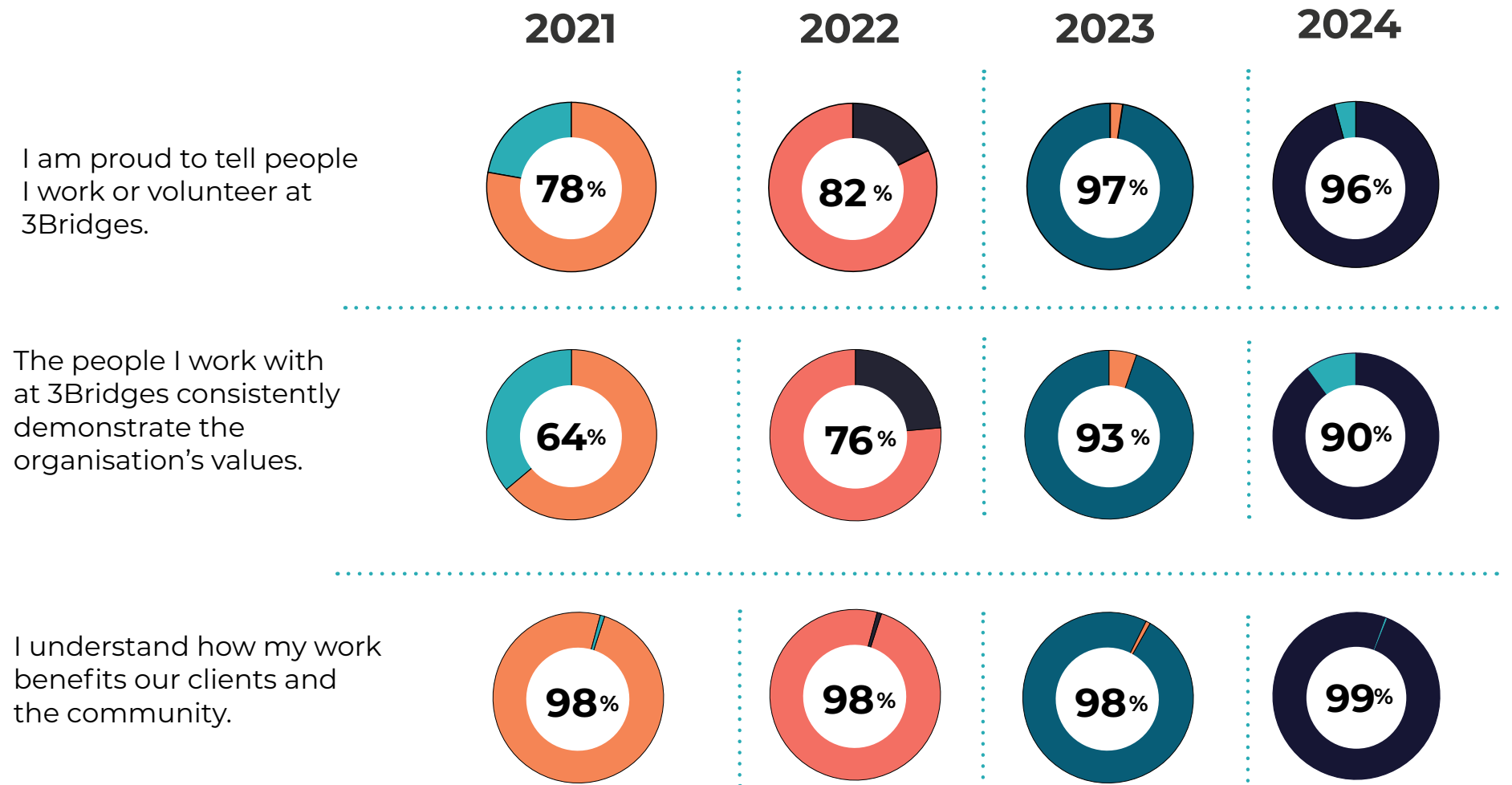


EMPLOYEE RESPONSE RATE

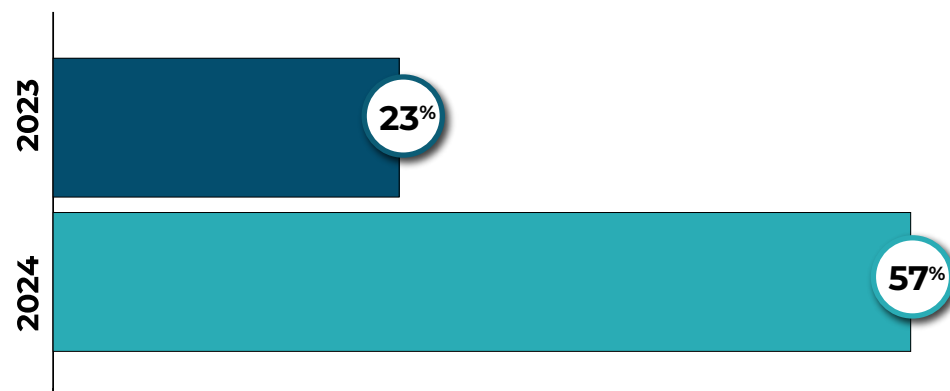
2024 saw 45% employee growth, which increased the overall number of participants from previous years and although a lower response rate, this is a positive indicator of healthy growth and sustained employee engagement.



EMPLOYEE INDIVIDUAL QUESTION RESULTS



VOLUNTEER RESPONSE RATE



VOLUNTEER INDIVIDUAL QUESTION RESULTS

