

FOR INTERNAL USE

# 2025 Employee Opinion Survey (EOS)

## EOS SPOTLIGHT

Matrix Calgary

Growth & Green Logistics of Choice  
August 17 – August 23, 2025

#MyVoiceMatters





2025 SURVEY PERIOD  
**AUG 27 - SEPT 18**

RESULTS AVAILABLE OCT ONWARDS

SURVEY IS  
AVAILABLE  
ONLINE IN

**55** LANGUAGES



THE EOS HELPS MEASURE  
WHERE WE'RE AT WITH  
OUR ASPIRATION TO BE

**EMPLOYER  
OF CHOICE**

A KEY ENABLER OF

**STRATEGY  
2030**



RUNNING  
SINCE

**2008**

**#MYVOICEMATTERS  
PERSONALIZED SURVEY**  
DIGITAL ACCESS FOR ALL



**Overall**

**11**

KPIs

**Overall**

**37**

STATEMENTS

## **Our employees are our greatest asset**

Our people are our greatest competitive advantage – when we are engaged, we are passionate about what we do and bring our best to work every single day to delight our customers and achieve great results together.

# OUR EOS SPOTLIGHT



## GROWTH

Where I work, we constantly look for new business opportunities

## GREEN LOGISTICS OF CHOICE

My company acts in an environmentally responsible way ( e.g. Go Green, Mission 2050)

## WHAT WE'VE DONE

- Share inventory data to move short-dated or slow-moving products to LCL sites with different code-date mandates
- Seek SDM approval to donate products with no quality issues. Request SDM approval to extend code dates on short-dated products to ship instead of destroy. Approximately \$3 million dollar worth of inventory which is either short dated or not moving is transferred to other LCL sites so far during this year.
- Salvage and ship partially damaged products, providing unit credit for partial units.
- As per our inventory sharing program, 80 different articles were shipped out to LCL, and freed up about 300 reserves locations
- Go Green Committee on site that regularly reviews waste diversion, all recycling efforts on site and looks for ways to improve
- We have an electronic recycling program that runs every year

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# OUR EOS SPOTLIGHT

2025



**Strategy 2030**  
Fully aligned with new Strategy 2030

**August 27<sup>th</sup> - September 18<sup>th</sup>**  
EOS starts – Participate!

**Provide your open and honest feedback!**



We want, and strive to earn, your **"Strongly Agree"!**



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