

FOR INTERNAL USE

# 2025 Employee Opinion Survey (EOS)

EOS SPOTLIGHT

Matrix Calgary

#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



## #MyVoiceMatters

- Our People - you - are our greatest competitive advantage.
- The EOS Survey is done each year to get your opinion.
- This year the survey will take place **August 27<sup>th</sup> – September 18<sup>th</sup>**
- Your feedback is invaluable. This yearly survey is your opportunity to share your thoughts, helping us grow together and strengthen our commitment to being an Employer of Choice.
- The survey is comprised of 37 statements that link to 11 different KPIs
- Over the next 8 weeks, we will take the opportunity to review each of these KPIs and more specifically the 37 statements to make sure you are well informed as you head into the survey.
- Everyone who was hired prior to June 30<sup>th</sup> will be eligible to participate in the survey.
- The more colleagues we have participating, the more meaningful the results!

FOR INTERNAL USE

# OUR EOS SPOTLIGHT

## Matrix Calgary 2024 EOS Results – 89% Favorable

### KPI Overview



1) % Favorable = "agree + strongly agree" responses  
2) Differences of more than 5 %p are marked in red (-5 %p decreases) and green (+5 %p increases)



### New KPI's:

Growth

Green Logistics of Choice

### New Statements:

- Where I work I am provided with adequate equipment to do my work.
- My direct supervisor shows a strong will to win.
- My direct supervisor actively seeks growth opportunities in a collaborative, respectful, and compliant way.
- Where I work we constantly look for new business opportunities.



# 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"!**



**#MyVoiceMatters**