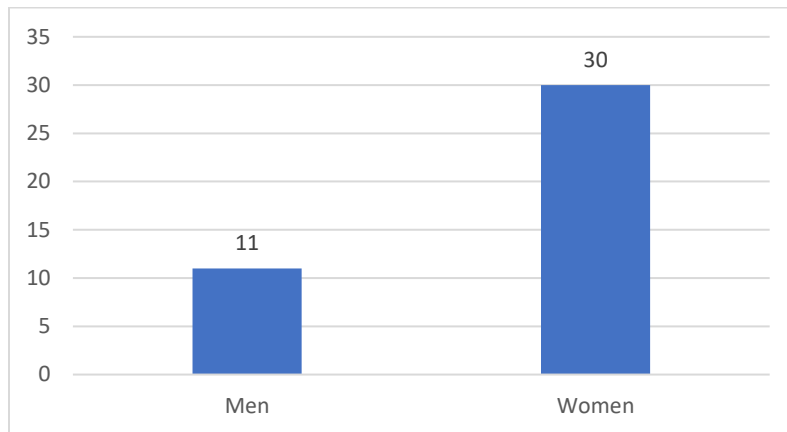
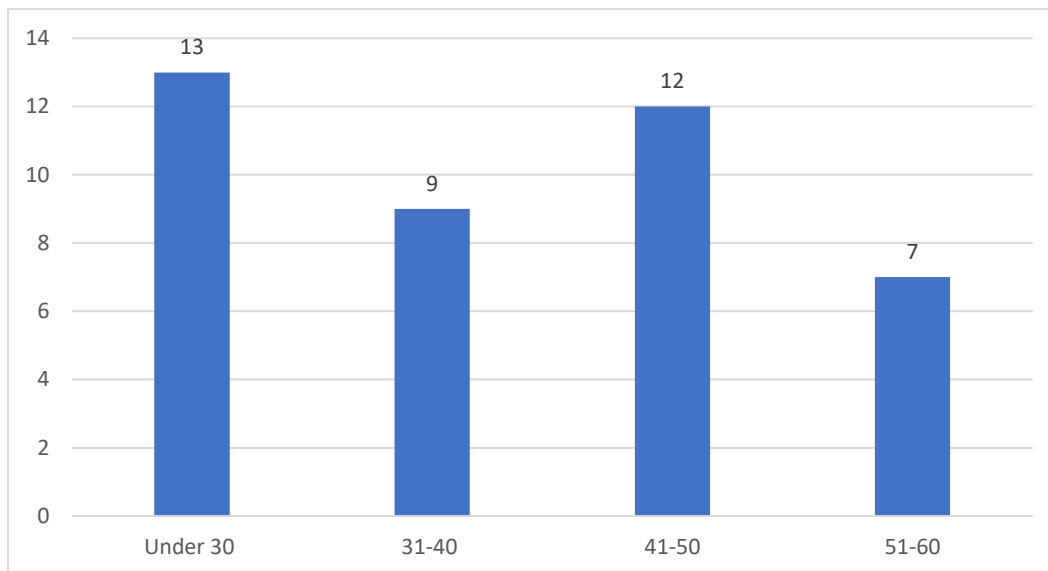


Question no. 1: You are?



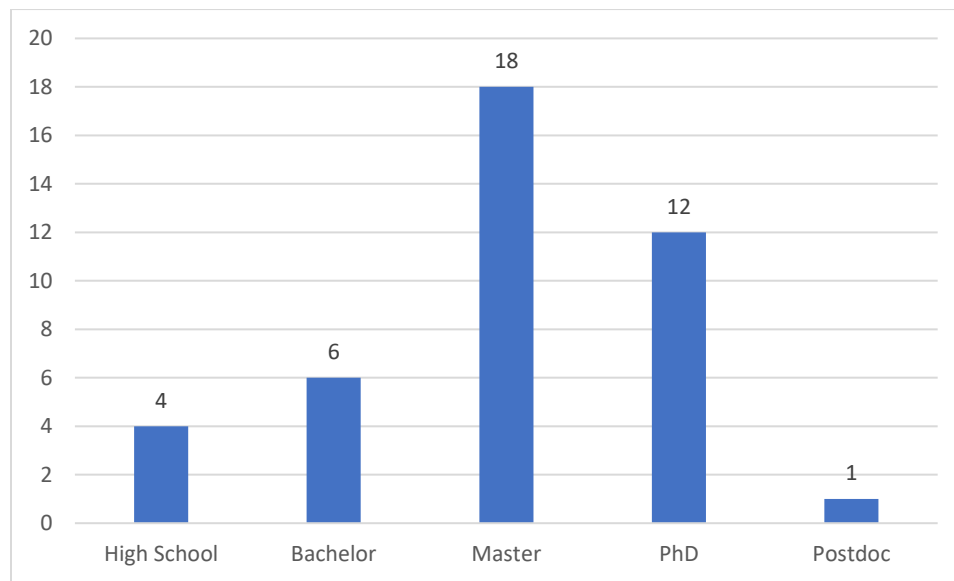
According to the chart, the largest share 73.17% consists of women, representing 30 individuals in absolute terms. The share of men is 26.83%, representing 11 individuals in absolute terms.

Question no. 2: Which of the following age groups do you fall into?



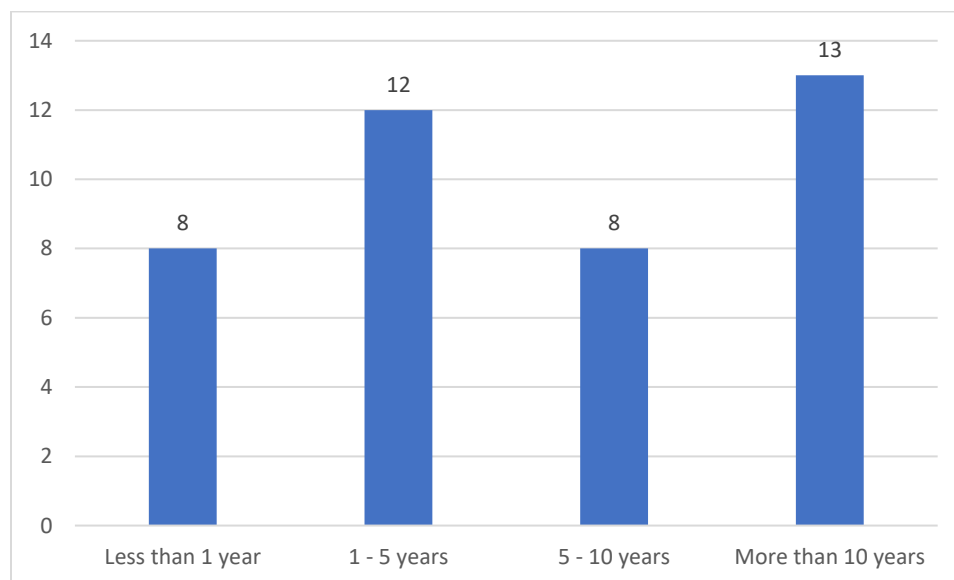
The largest group of respondents falls into the age category of 30 years and under, comprising 13 individuals (31.70% of the total). Those aged 31–40 account for 21.95% of the total, the 41–50 age group includes 12 individuals, and 7 respondents fall into the category of 51 years and older.

Question no. 3: Highest level of education completed?



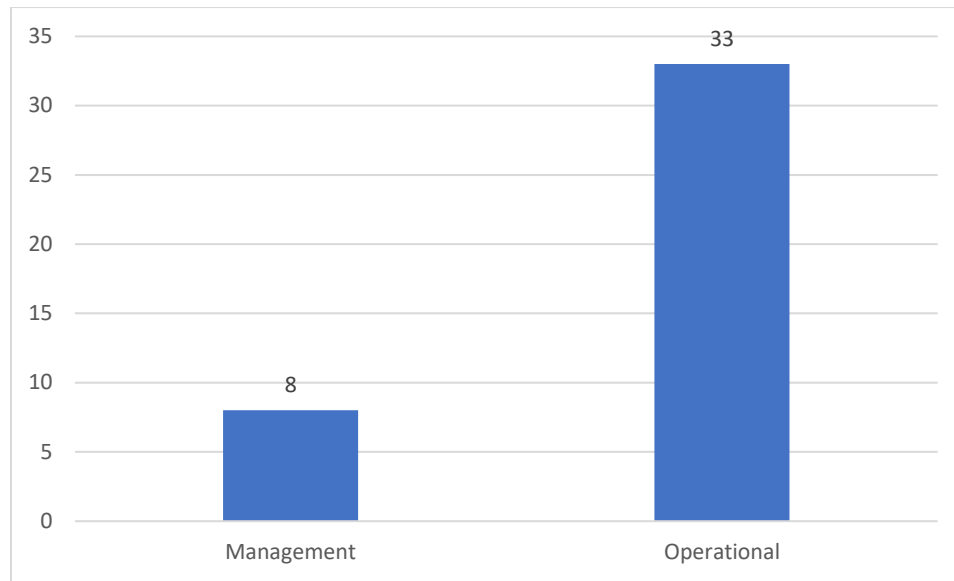
Regarding education, we note that 43.90% of those who completed the questionnaire hold a master's degree—specifically, 18 individuals in absolute numbers. Additionally, 12 individuals hold a doctorate, and 6 hold a bachelor's degree. Only 9.76% of the total respondents (4 individuals) are high school graduates.

Question no. 4: How long have you been working at the institute?



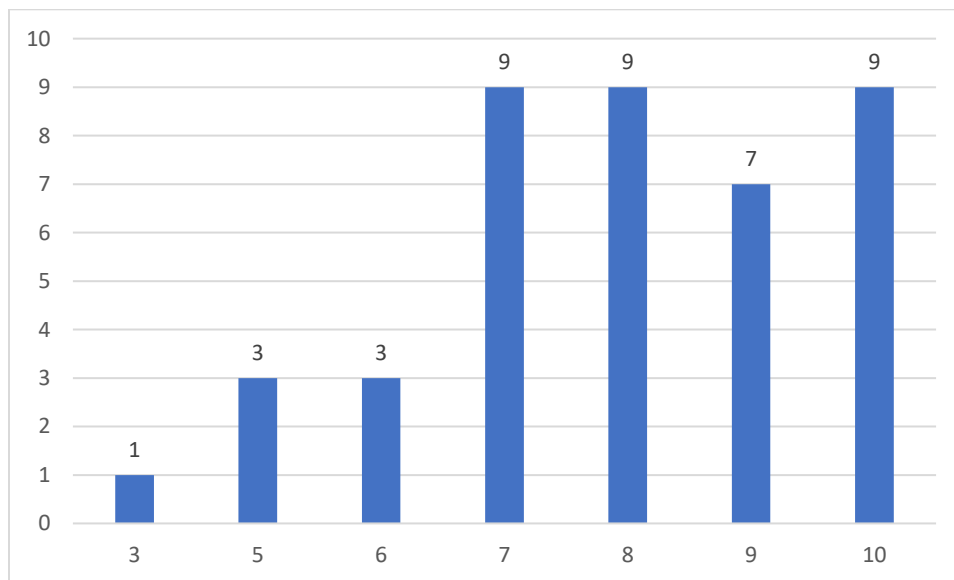
It is worth noting that individuals with over 10 years of employment and those with between 1 and 5 years of employment account for the largest share of the analysed sample—60.97% (25 individuals)—followed by 16 respondents who have been employed for less than one year or have between 5 and 10 years of employment.

Question no. 5. Are you in a management or operational position?



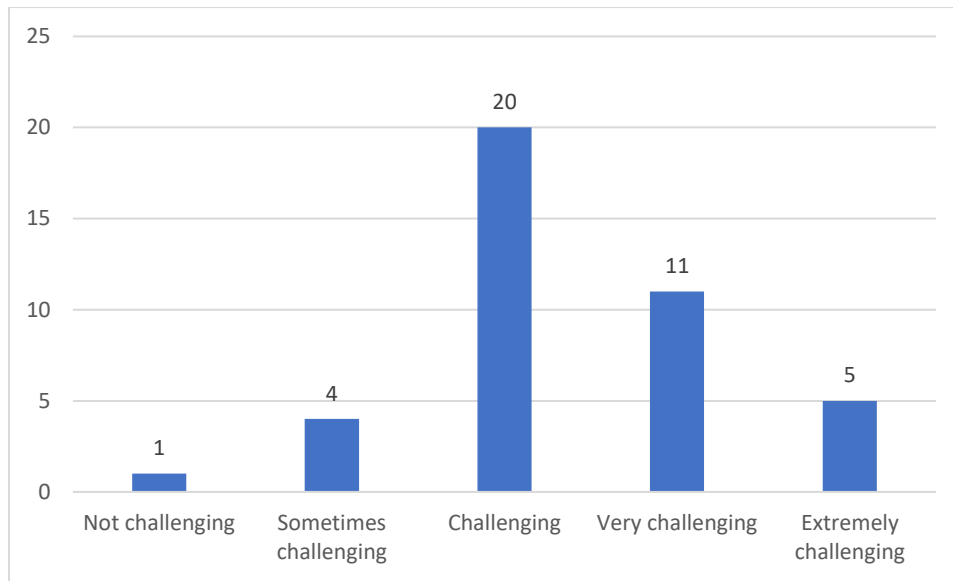
The majority of the respondents—specifically 33 individuals—hold operational roles. Only 8 of the respondents hold a management position.

Question no. 6: On a scale of 1 to 10, how satisfied are you with your work experience?



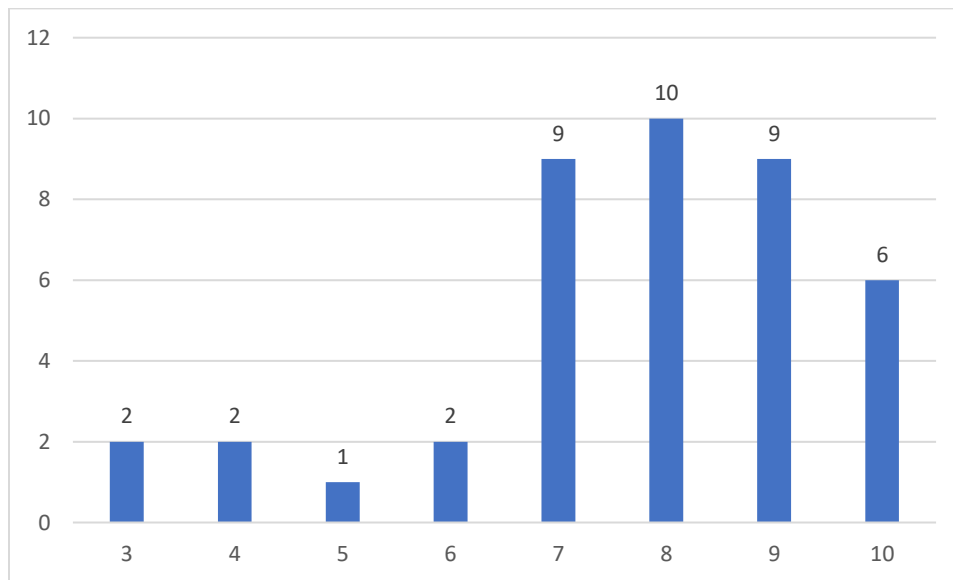
The vast majority of responses indicate that INCD ECOIND provides a positive workplace experience for its employees, with 34 out of 41 respondents assigning scores in the 7–10 range. It is also worth noting that 21.95% of respondents gave the maximum score.

Question no. 7: How challenging is your current job?



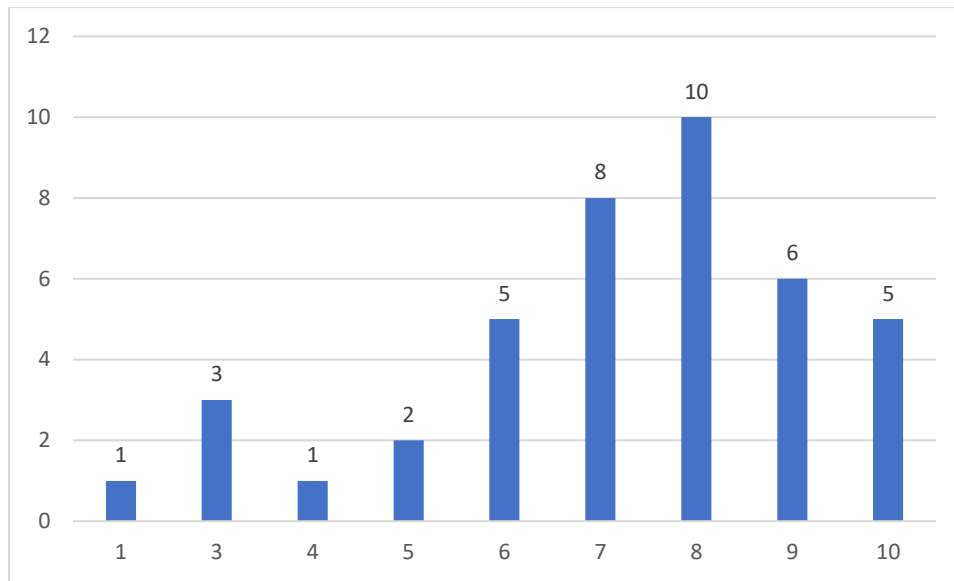
The vast majority (87.80%) of the responses received fall within the challenging to extremely challenging range—something that was, in a way, to be expected given the institute's field of activity.

Question no. 8: On a scale of 1 to 10, to what extent does the job meet your expectations?



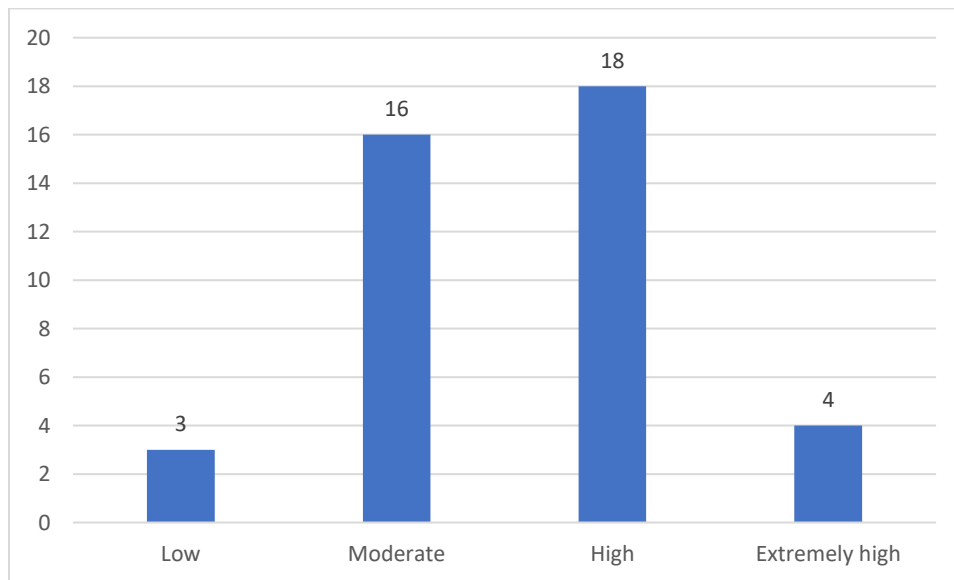
The vast majority of responses indicate that INCD ECOIND provides jobs that meet employees' expectations, with 35 out of 41 respondents assigning scores in the 7–10 range. It should also be noted that 14.63% of respondents gave the maximum score.

Question no. 9: On a scale of 1 to 10, how close is your current job to your ideal one?



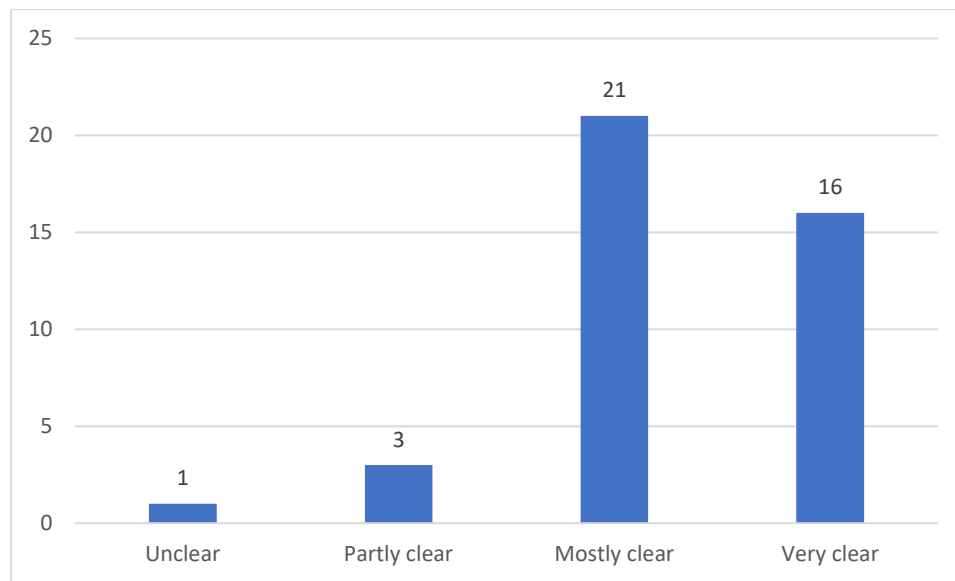
The vast majority of responses indicate that, for most employees, their workplace approaches the ideal, with 29 out of 41 respondents assigning scores in the 7–10 range. It is also worth noting that 12.20% of respondents gave the maximum score.

Question no. 10: How would you rate the stress level on a typical workday?



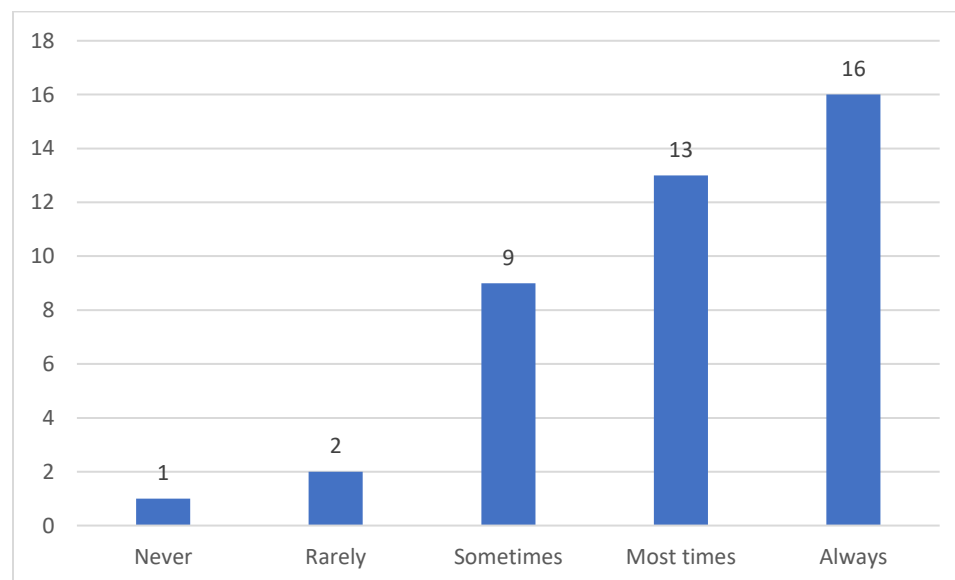
The vast majority of responses fall within the medium range (moderate to high), with 34 out of 41 respondents assigning scores in this domain.

Question no. 11: Are you clear about the priorities and objectives you fulfil in your daily work?



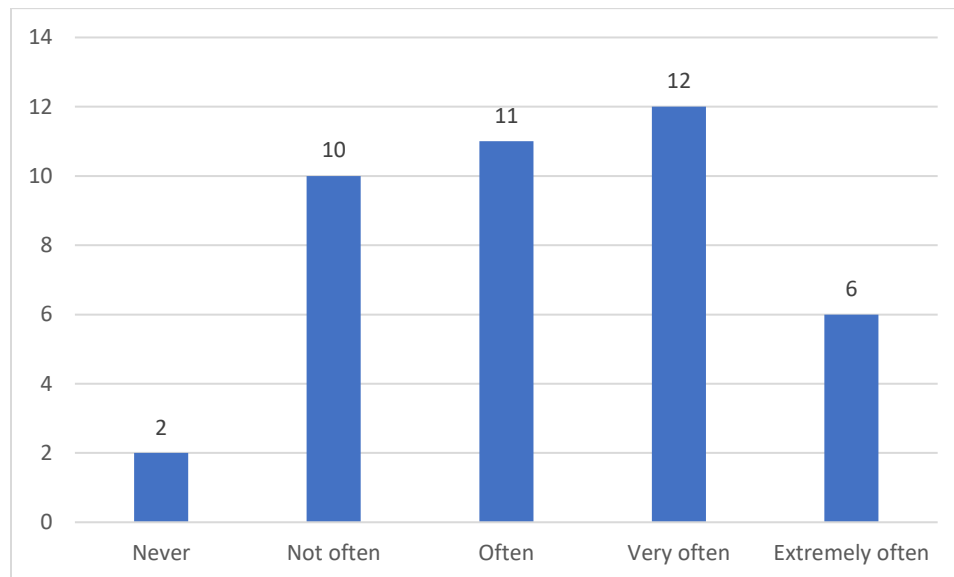
The majority of respondents state that they are well-informed regarding the priorities and objectives they fulfil in their daily work; 21 individuals (51.22%) describe them as mostly clear, while 16 (39.02%) consider them very clear. A segment of 9.76%—representing exactly four individuals—expresses partial or total disagreement on this matter.

Question no. 12: Do you feel you are given the support and flexibility needed to thrive at work?



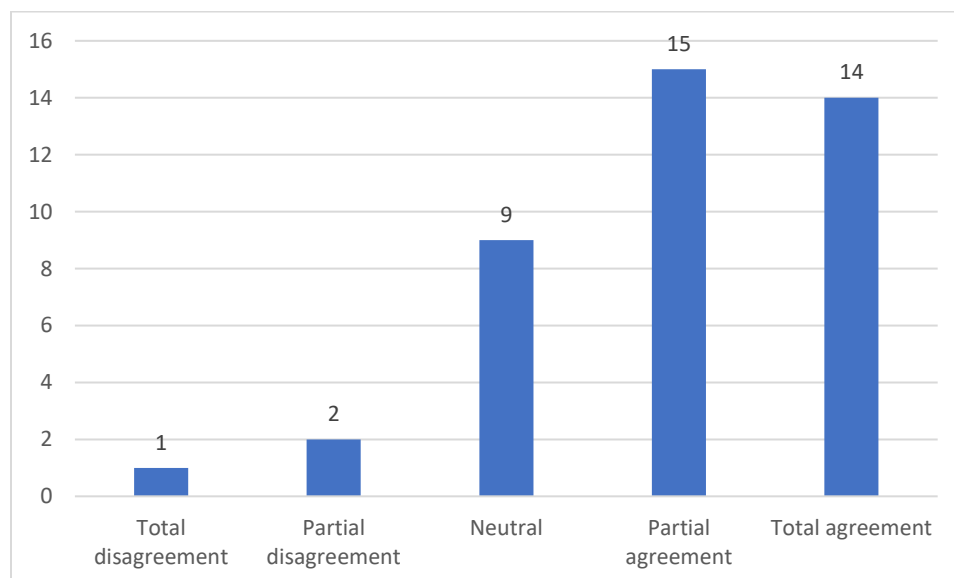
The responses are generally positive, with 29 individuals stating that this occurs most of the time or always. However, there are 9 neutral responses, as well as 3 respondents who state that they rarely or never receive support and flexibility at work.

Question no. 13: How often do the tasks assigned by your superiors' help you grow professionally?



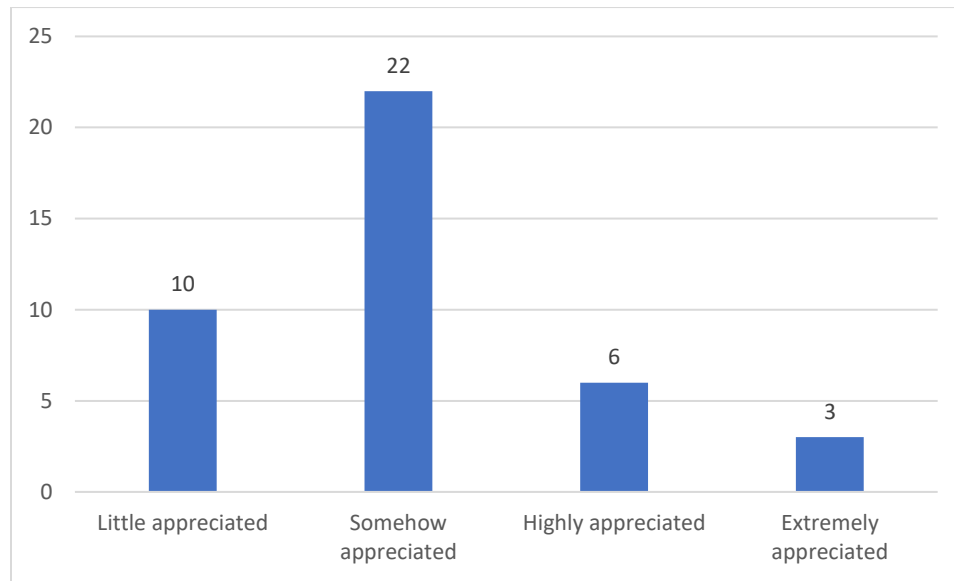
The responses received fall predominantly within the neutral range, indicating room for improvement regarding the guidance and mentoring provided by superiors for the professional career development of employees.

Question no. 14: Regarding workplace independence, do you consider your work at INCD ECOIND to be sufficiently free, and is autonomy in professional activities encouraged and supported at all career levels?



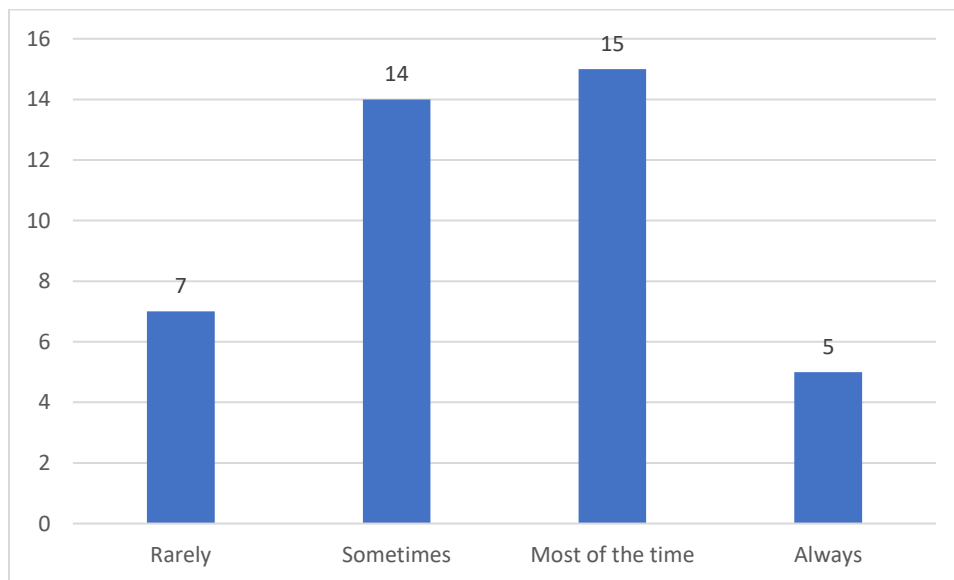
The responses indicate that the majority of employees enjoy freedom and autonomy in the workplace, with 29 out of 41 respondents expressing partial or total agreement. Additionally, 9 responses fell into the neutral category, while 3 respondents expressed partial or total disagreement regarding this aspect.

Question no. 15: Do you feel appreciated by your superiors or colleagues?



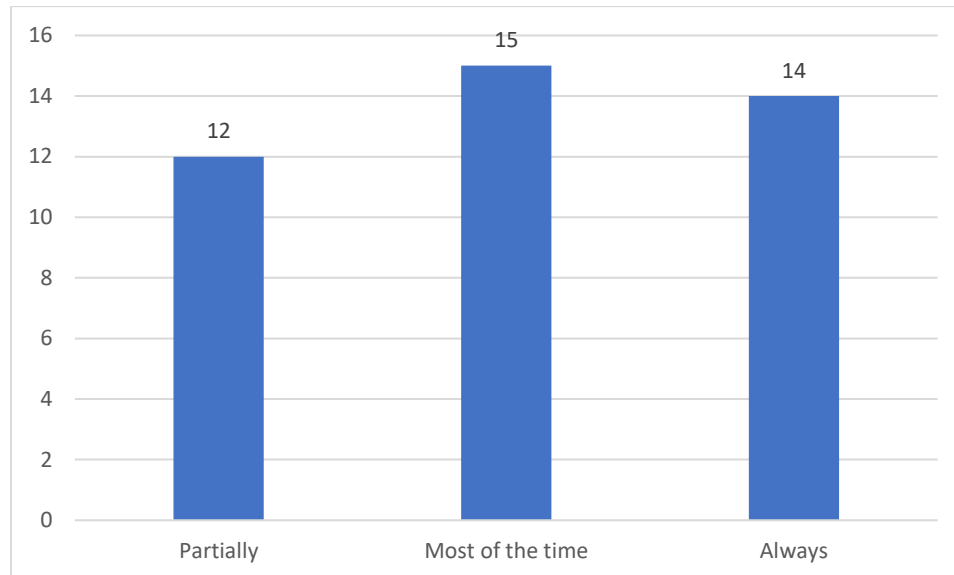
Although employees state that they have autonomy and freedom, the majority feel little to some appreciation from their superiors and colleagues (78.05%). Only 6 respondents (14.63%) feel highly appreciated, and just 3 (7.32%) feel extremely appreciated.

Question no. 16: Do you feel that your opinions are taken into account when decisions are made?



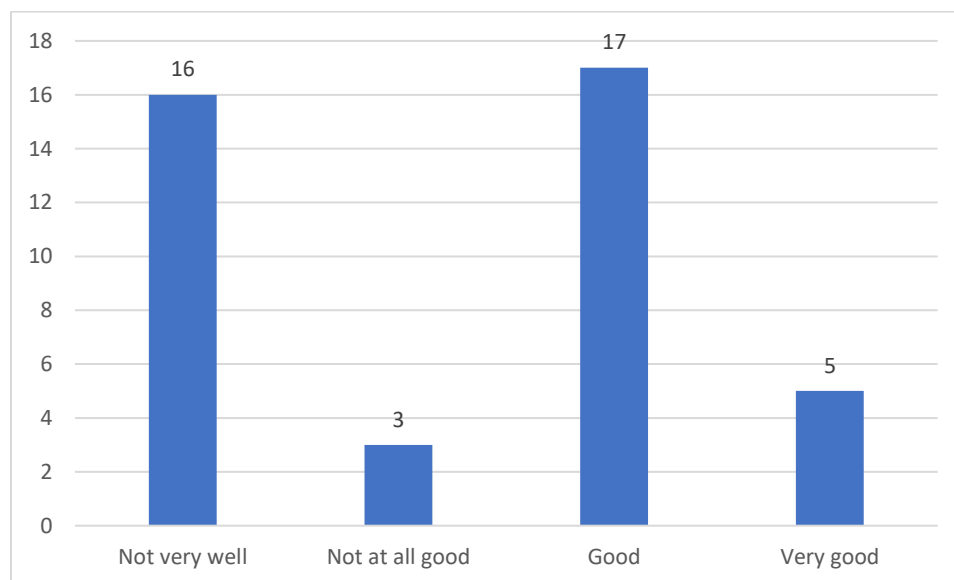
The majority of responses fall within the neutral range, with only 5 respondents (12.20%) stating that their opinions are always taken into account when decisions are made. Seven respondents (17.07%) state that their views are rarely considered in the decision-making process.

Question no. 17: Do you consider that you have a good working relationship with your colleagues?



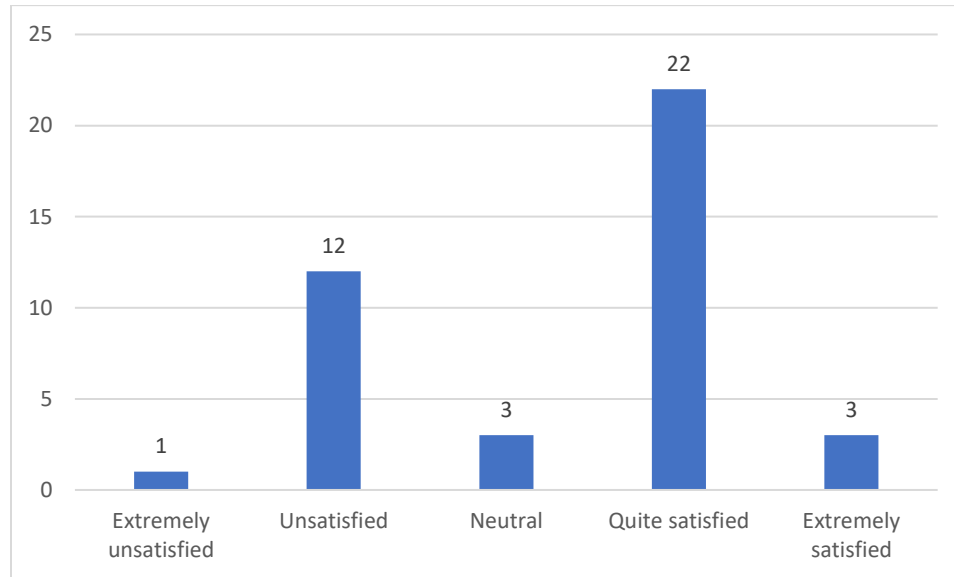
The responses cover the entire spectrum relatively evenly: 12 respondents (29.27%) stated they have a good collaboration with colleagues "partially," 15 (36.58%) stated "most of the time," and 14 (34.15%) stated "always." It should be noted that the responses to this question do not correlate with those for Question 15, where 78.05% of respondents stated that they do not feel—or feel only slightly—appreciated by their superiors and colleagues.

Question no. 18: How do you feel about the pay you receive for the work you do?



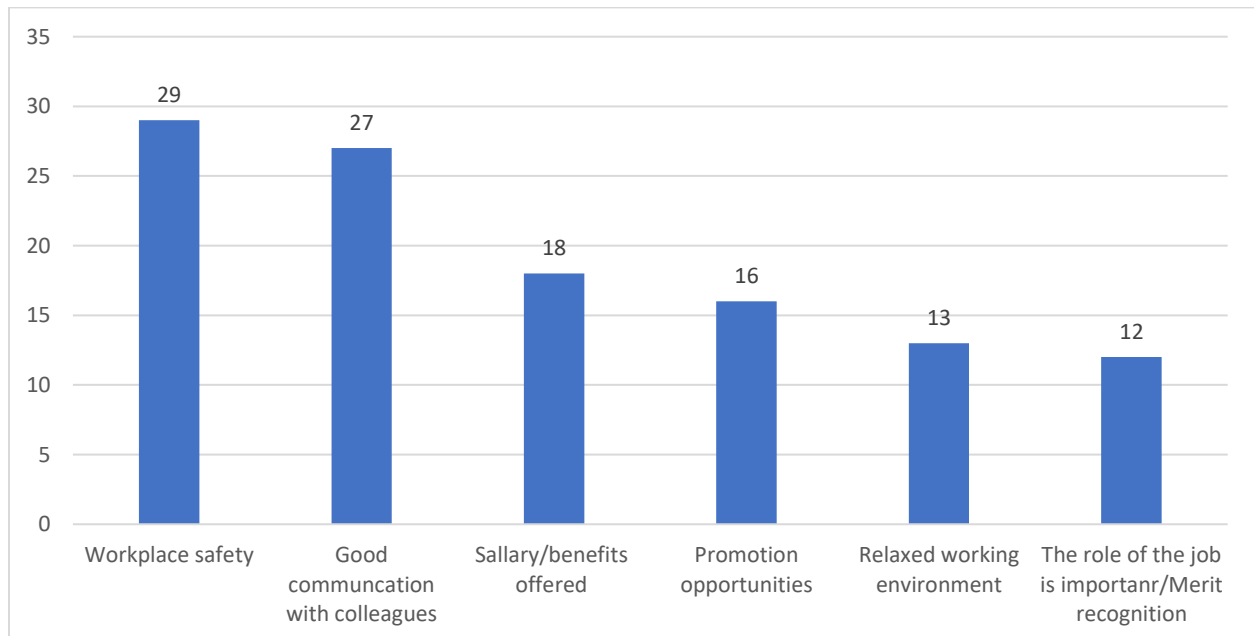
The responses are divided, which may suggest differences in employee perceptions regarding financial rewards.

Question no. 19: Are you satisfied with the benefits offered by the employer, in general?



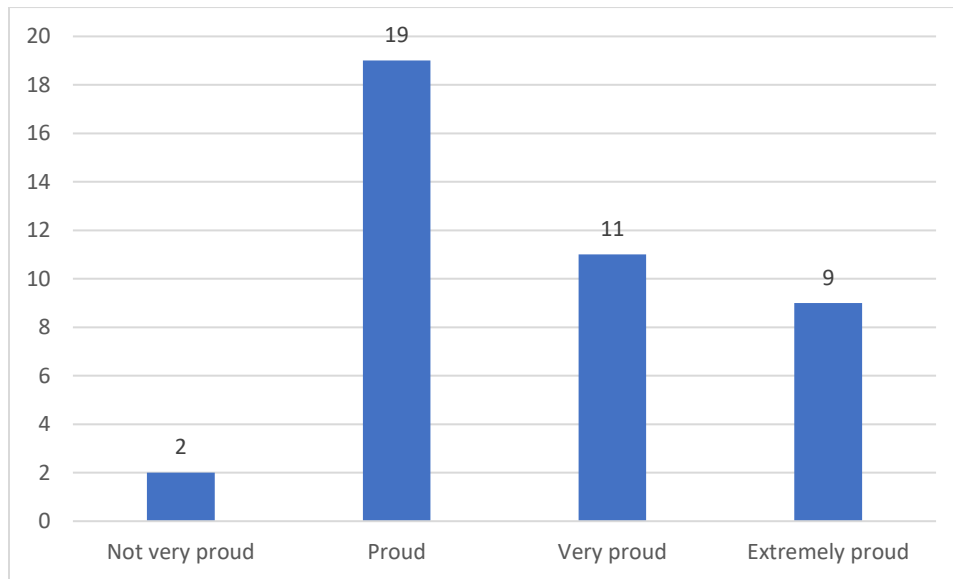
A distribution of responses similar to that of the previous question is observed regarding other benefits provided by the employer.

Question no. 20: Please select the three factors that contribute most to your job satisfaction:



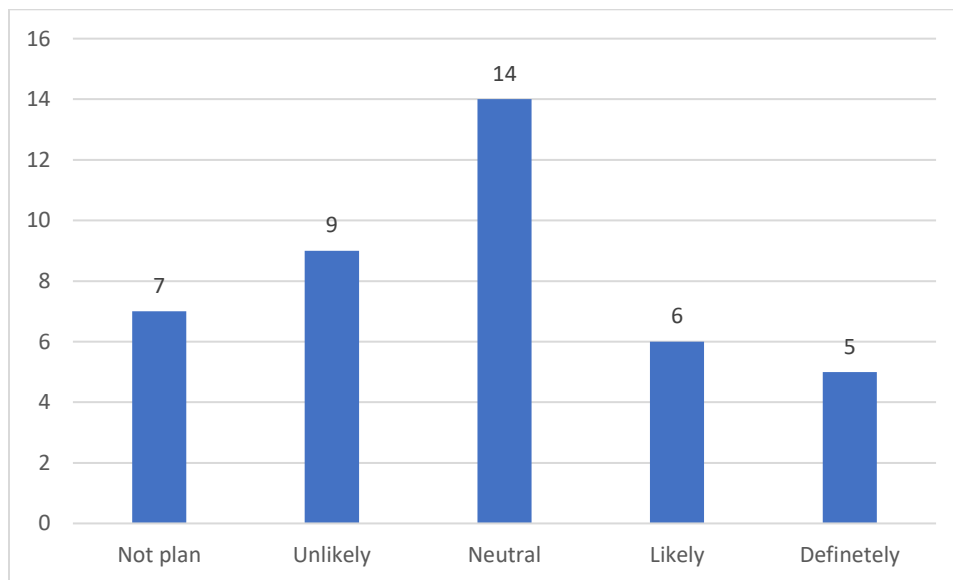
Workplace safety/stability and good communication with colleagues are the primary factors contributing most to job satisfaction.

Question no. 21: How proud are you of the institute's image?



The vast majority of responses to this question are positive, with only two respondents stating that they are not very proud of the institute's image.

Question no. 22: Do you plan to look for other job opportunities outside the institute as well?



The highest number of responses was recorded in the neutral range. There are 11 respondents (26.83%) who state that they likely or definitely plan to seek job opportunities outside the institute. 16 respondents (39.02%) state that this is unlikely or that they do not plan to seek other employment opportunities.

Question no. 23: What improvements do you think could be made within the institute to increase employee satisfaction?

The vast majority of suggestions (16 out of 26) concern salary increases and the provision of other employee bonuses. There are also suggestions regarding improved collaboration, hiring staff, staff appreciation, and changes to the employee performance evaluation system.