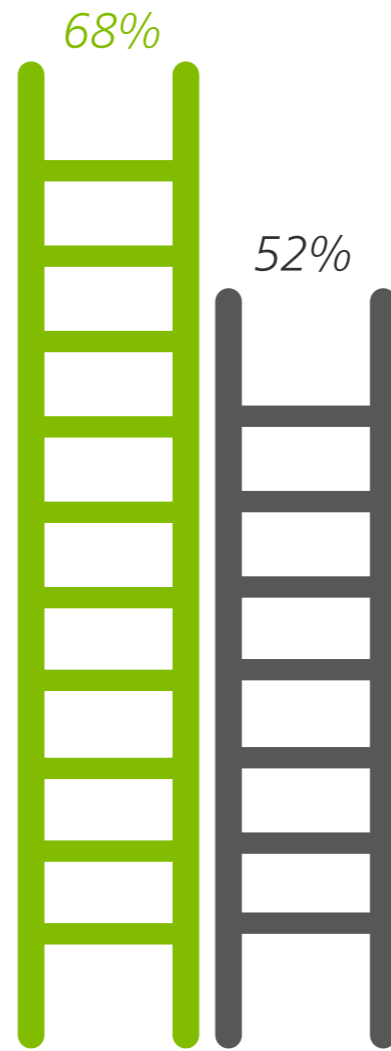


“There is a lot of support for those wishing to take on leadership roles”
(Average = 59%)



“My leadership skills are not being fully developed”
(Average = 63%)



“Younger employees are actively encouraged to aim for leadership roles”
(Average = 58%)



“I feel that I'm being overlooked for potential leadership positions”
(Average = 49%)

— Stay over 5 years
— Leave within 2 years