



TEAM MEMBER HAPPINESS

We're committed to creating, maintaining, and supporting a positive work environment that is conducive to and fosters each team member's happiness and wellbeing. We want to make sure you know how valuable you are to the stok family. To that end, we celebrate each and every team members' birthdays and acknowledge employee achievements. It's an important part of our culture. We also go out of our way to inspire and strengthen the stok family bond with frequent events and retreats.

In order to make sure that everyone is engaged, healthy and happy at work, the Culture Committee conducts an annual Engagement & Wellbeing Survey. The survey is distributed to all team members that have been with stok for at least six months and responses are entirely anonymous. The Culture Committee reviews and analyzes the results of the happiness survey, and shares the aggregated results with the rest of the company. The Committee also addresses any category that scores lower than 80% and creates a plan to address the issue.

In order to make sure we're continually improving, the Culture Committee will also collect feedback on the relevance and effectiveness of the survey questions and update them on an annual basis.