

# EMPLOYEE OWNERSHIP

## WHAT IT MEANS FOR YOU

### WE ARE ALL PART OF THE SUCCESS STORY

Being employee-owned means the future of our company is shaped by the people who know it best – the people who work here.

Employee ownership is about more than shares or structures. It's about creating a business where everyone has a stake in success and a voice in helping shape the future.

## THE BENEFITS OF EMPLOYEE OWNERSHIP

### A STRONGER VOICE

Employee-owned businesses encourage people to share ideas, contribute improvements and help influence the direction of the company.

Your experience matters.



### A LONG-TERM FOCUS

Without pressure from external shareholders, employee-owned businesses can focus on sustainable growth, investment and creating lasting value.

We can make decisions that benefit both today's business and tomorrow's opportunities.

### GREATER JOB SECURITY

Research consistently shows that employee-owned businesses are often more resilient during challenging economic conditions.

A stronger business helps create greater stability for everyone.

### SHARED SUCCESS

When the company succeeds, everyone benefits.

Employee ownership creates a culture where people work together towards common goals and celebrate achievements collectively.



## A BETTER PLACE TO WORK

Employee-owned businesses often report:

- ✓ Higher engagement
- ✓ Stronger teamwork
- ✓ Greater trust
- ✓ Better communication
- ✓ Increased job satisfaction



## WHAT EMPLOYEE OWNERSHIP MEANS AT RELINEA

Employee ownership isn't just about how the business is structured. It's about how we work together.

We succeed when we:

### TAKE INITIATIVE

See it. Own it. Fix it.

### SUPPORT EACH OTHER

We win together.

### REDUCE WASTE

Protect time, materials and resources.

### SPEAK UP

Ideas improve our business.



### THINK LONG-TERM

Build for tomorrow, not just today.

## TOGETHER, WE ARE BUILDING SOMETHING SPECIAL

Every project.  
Every improvement.  
Every customer relationship.

Employee ownership gives us the opportunity to create a business that benefits everyone who contributes to its success.

**Reliable. Resourceful. Employee Owned.**

