

CASE STUDY

APOLLO CARE ALLIANCE

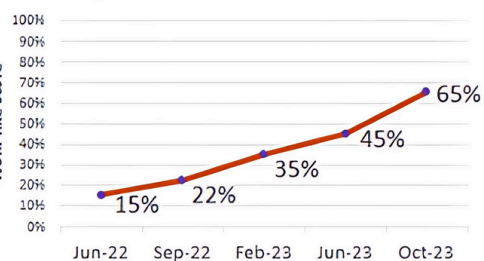
"[Appellon is] **transformative** in comparison to extracting data from engagement surveys - the level of employee consumption is **mind-blowing**."

- CEO Apollo Care

The Appellon program is a direct investment in staff wellbeing and organizational success.

We are increasing staff wellbeing

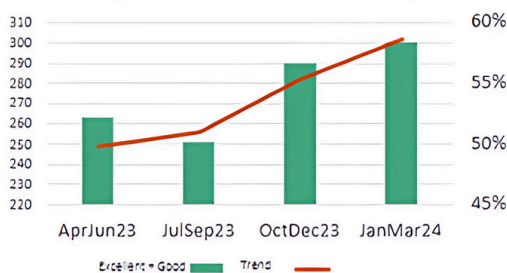
Apollo Care Work-Rite Score



Results from the Work-Rite surveys conducted across 7 sites

We are increasing resident wellbeing

Apollo Care Resident Wellbeing



Results from the National Quality Indicators Program (NQIP) surveys conducted quarterly across 7 sites

To achieve care minute targets, agency spend 23/24 FY was over \$10M.

Since using Appellon, Agency costs have reduced across the Alliance.

From April to June 24:

- 3 communities **HIT TARGETS OF 0 AGENCY USE**
- 5 communities reduce agency use
- 4 communities actively working with staff to reduce agency use

Aged Care Workforce Leaders Forum 2024

Increasing Staff Wellbeing

✓ Work-Rite Score Progress: **From 15% in June 2022 to 78% in February 2025**, a steady increase in staff wellbeing across sites.

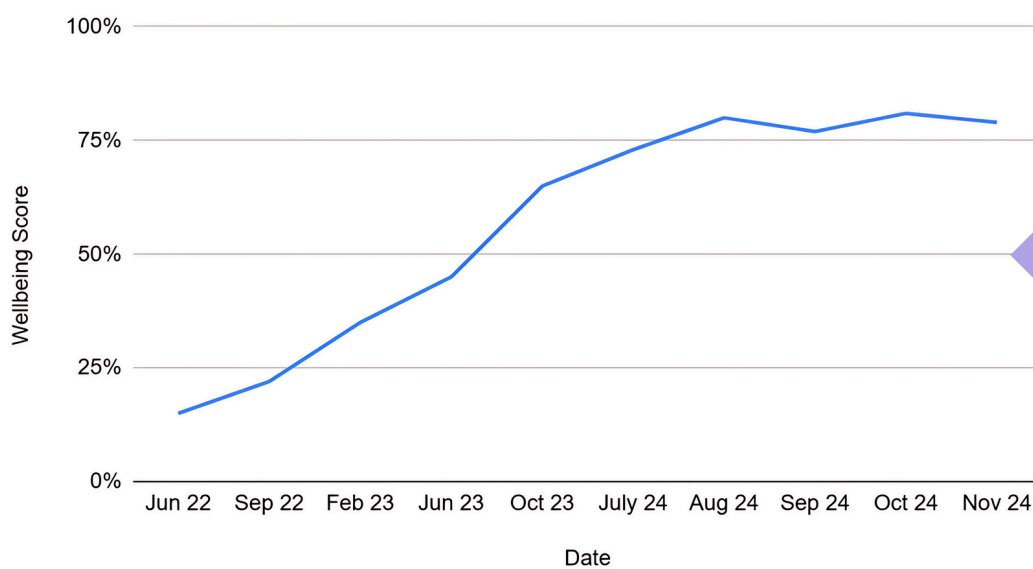
Enhancing Resident Wellbeing

✓ Care-Rite Survey measuring the psychological, emotional and spiritual wellbeing of residents continue to increase with a score of **79% aggregated across all 13 sites**.

Reducing Agency Dependence

✓ Investing in staff development builds a stable, engaged workforce. Since April 2024, 3 communities use no agency workers and 5 are very close to using no agency workers.

Wellbeing Score



Within 5 months, the wellbeing score grew to

OVER 75%!

Q1, 2025 RESULTS

100%

Full Aged Care Quality and Safety Compliance in 11 out of 12 sites

90%

Occupancy scores in 10 out of 12 sites

96%

Score reached in Lead Rite program

100%

Consumption of learning across several sites which positively correlates with improved performance

80%

Score reached in Work-Rite program

Appellon activates the link between **ongoing learning, wellbeing and performance** outcomes.