



Attractive Employer Policy

February 2024



Introduction

With this policy, we are setting the course to be an attractive employer for skilled workers. Our aim is to attract and retain motivated employees. To this end, we want to maintain and expand the framework conditions for an attractive working environment to increase employee satisfaction. As a result, we achieve low employee turnover and increase our human resources productivity.

Our employees are crucial to our success. Motivated, satisfied, qualified and high-performing employees are the key to this. Only as a dynamic team pursuing the same mission can we achieve our goals and realize our ambitions. That is why it is important to us to have an open, appreciative approach based on active exchange. We pursue an open-door policy.

It is also part of our values to promote diversity, equal opportunities, and inclusion and to respect human rights. We promote an increasing proportion of women in management teams. We offer our employees fair wages and individual and/or collective agreements on their working conditions and working hours. With a balanced age structure of young, medium and senior age employees we ensure a better team performance.

We are continuously working on the Interroll employer brand to find suitable specialists. This enables us to actively position ourselves in local labour markets and ensure both appropriate attention and positive ratings in applicant portals.

Sant'Antonino, February 2024

A black ink signature of Ingo Steinkrüger, consisting of a large, stylized 'I' and 'S' followed by a smaller signature.

Ingo Steinkrüger
Chief Executive Officer

A blue ink signature of Heinz Hössli, consisting of a stylized 'H' and 'H' followed by a smaller signature.

Heinz Hössli
Chief Financial Officer

The generic masculine is used in this document. Pronouns and designations refer to all genders, unless otherwise stated.



Qualitative Objectives and Quantitative Targets

Qualitative objectives and quantitative targets are defined for the entire Interroll Group and are to be achieved by the specified time.

Specific implementation plans are developed for each Interroll entity to achieve the goals based on their individual starting situation.

Objectives	Targets	Date
We retain the best employees	Fluctuation below 8%	Continuously
We aim to have highly motivated and satisfied employees	Employee satisfaction surveys with improving results	Continuously
	Increasing share of women in management teams	Continuously
We promote diversity, equal opportunity, and inclusion	Increasing the balance of young, medium and senior age employees	Continuously
	Creating employment opportunities for employees with disabilities or health restrictions	Continuously
We have an open-door policy between supervisor and subordinate and a focus on effective communication	100% of employees receive an annual employee dialogue with their supervisors	Annually

Our Attractive Employer activities support the following Sustainable Development Goals (SDGs):



1. NO POVERTY

Target 1.A: Mobilize resources to implement programs to end poverty

3. GOOD HEALTH AND WELL-BEING

Target 3.8: Achieve universal health coverage

5. GENDER EQUALITY

Target 5.1: End discrimination against women and girls

Target 5.5: Ensure full participation in leadership positions and decision-making

8. DECENT WORK AND ECONOMIC GROWTH

Target 8.5: Full employment and decent work with equal pay

10. REDUCED INEQUALITY

Target 10.1: Reduction of income inequalities

Target 10.2: Promote general social and economic integration

Target 10.3: Ensure equal opportunities and end discrimination

Governance

The Board of Directors and Group Management are responsible for taking into account and implementing the requirements for Attractive Employer in the company's overall strategy. They ensure that the responsibilities for risk assessment, setting objectives and targets, providing resources, implementation and review are clearly defined.

The Group Management must regularly inform the Board of Directors on the topic of Attractive Employer and its risk assessment. This ensures that the Board of Directors possesses the requisite knowledge to evaluate these aspects.

Within Interroll's organizational structure, the Chief Financial Officer has overall responsibility for the Attractive Employer aspects.

The Chief Financial Officer is also responsible for assessing and reporting on related risks as part of the annual ESG risk inventory. The reporting in accordance Article 964b of the Swiss Code of Obligations for employee matters is submitted by the Board of Directors to the Annual General Meeting for approval.

Operational implementation and service provision are delegated to the Director Global HR, Regional HR and the local management of the legal entities.



Compliance

Compliance with this policy and local legal obligations is annually monitored by Corporate Compliance.

Reporting

The status and measures taken to achieve the objectives and targets relating to Attractive Employer and the consolidated performance of the KPIs are published annually in Interroll's non-financial reporting.