



Occupational Health & Safety Policy

February 2024



Introduction

This policy commits us to creating and maintaining the highest occupational health and safety standards at all our locations. This is of benefit for all internal and external employees in all functions. The introduction of a certified management system for Occupational Health and Safety is planned for all entities and will further strengthen our efforts.

Creating suitable and safe working conditions is a central component of our corporate culture and a key management objective. It is the prerequisite for our operational efficiency, the maintenance of complex production processes and for high-quality customer solutions.

Safe and health protecting workplaces that respect our employees' well-being are one of Interroll's main responsibilities as an employer. Concern for the health of employees stems from our ethical principles as a company as well as our economic interests and the need to maintain a vital and committed workforce. We therefore ensure that all workplaces are checked for health and safety risks.

Excellent occupational health and safety management strengthens and protects our reputation as an employer in today's highly competitive labour market for skilled workers and junior managers.

We proactively manage health and safety risks for all employees and in all functions. We are introducing group-wide a certified management system for Occupational Health and Safety in accordance with ISO 45001.

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.



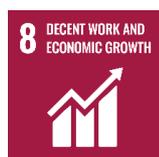
Qualitative Objectives and Quantitative Targets

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 consider occupational safety as a top priority | No severe accidents | Annually |
| | LTI rate zero | Annually |
| We promote the health and well-being of all employees | Sickness rate below 4% | Annually |
| | All workplaces assessed for occupational health and safety risks | 2025 |
| We implement an externally certified health and safety management system in all entities. | All entities ISO 45001 certified | 2030 |

Our Occupational Health and Safety activities support the following Sustainable Development Goals (SDGs):



3. GOOD HEALTH AND WELL-BEING

Target 3.8: Achieve universal health coverage

8. DECENT WORK AND ECONOMIC GROWTH

Target 8.8: Protect labour rights and promote safe working environments



Governance

The Board of Directors and Group Management are responsible for ensuring that the aspects of Occupational Health and Safety are taken into account and implemented in the company's overall strategy. They ensure that the responsibilities for risk identification, 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 Occupational Health and Safety 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 Operations Officer has overall responsibility for Occupational Health and Safety.

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

Operational implementation and service provision are delegated to the local management of the legal entities.

Compliance

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

Reporting

The status and measures taken to achieve the targets and objectives in the area of Occupational Health and Safety as well as the consolidated performance of the KPIs are published annually in Interroll's non-financial reporting.