

Corporate Social Responsibility Policy

allswiss Group

2024

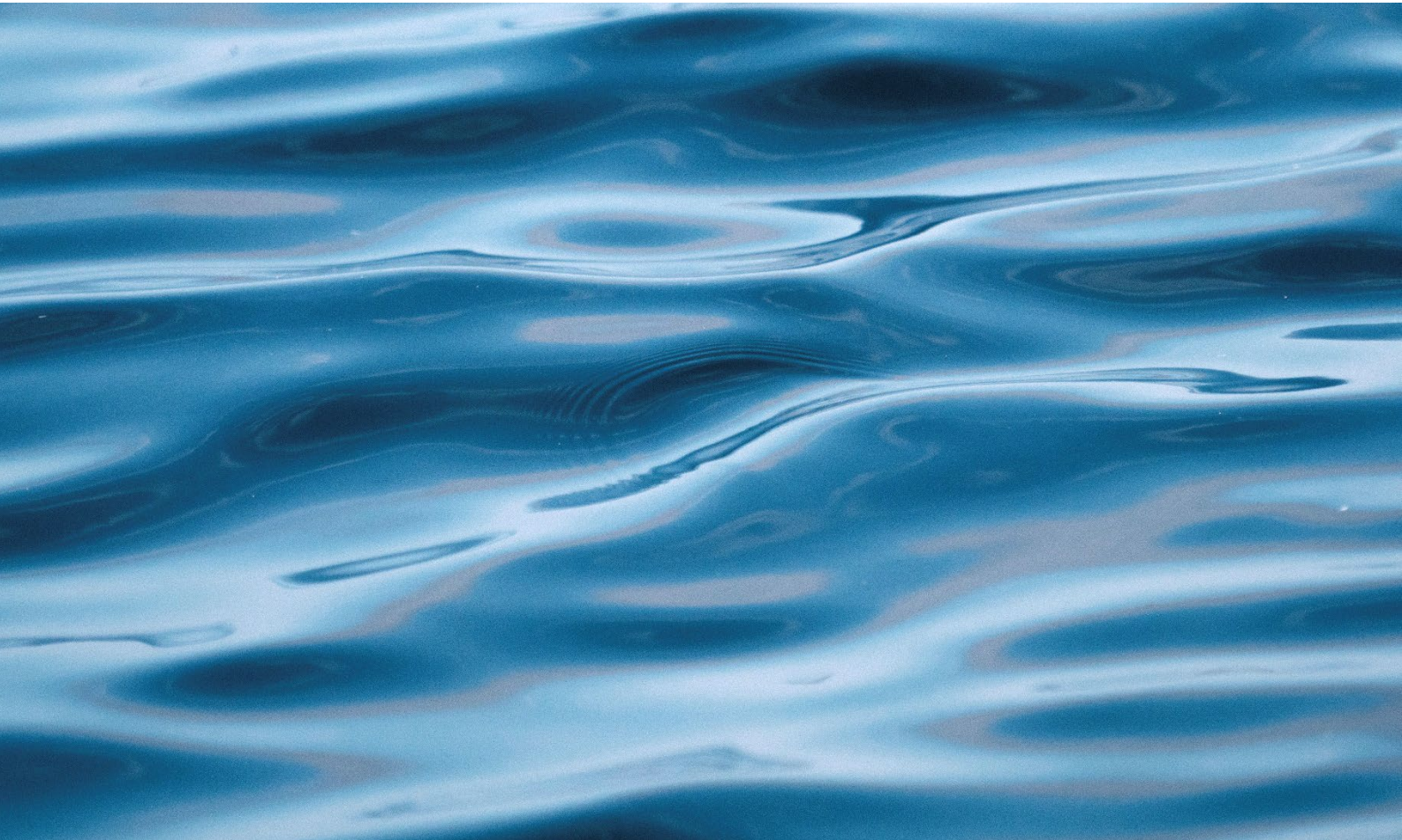
Strategy 2024-2026



Table of Contents

1. Foreword
2. Definition, objectives and scope of application
3. Principles
4. Strategic Objectives
5. UN Development Goals
6. Responsible commitments
7. Governance
8. Appendix

Contact



1. Foreword

Hereby, we present the 1st edition of the Group Corporate Social Responsibility (CSR) policy, our first step at the corporate level as a company.

As a company, we enjoy good social framework conditions, a robust learning system, reliable compliance processes, a liveable environment and social stability. As a responsible company, we want to play a constructive part in shaping the society of the future. Accordingly, we are mindful of the effects of our business activity on our stakeholders, customers, employees, suppliers, subcontractors, and other affected social groups, as well as on the economic, ecological, and socio-cultural environment in which we operate. To continue operating successfully in the long term, and as a real asset investor with solid exposure to real estate assets, we acknowledge our significant responsibility to contribute to investing in sustainable and socially responsible buildings. So far, we have always invested in buildings seeking to be highly energy efficient, but without developing a clear policy of criteria. By investing in suitable and sustainable real estate and real asset activities, we aim to positively impact our environment – for now, and future generations.

By publishing this Group Policy, we want to present our commitment and activities relating to various aspects of Corporate Social Responsibility with complete transparency and based on the 17 SDGs of the United Nations to enhance sustainable development at the global level. We will assess our strategy, commitment, and results yearly and report them on our website.

We are also aware that for the first year, we still have much work to do to bring ourselves up to the level of companies with years of experience. However, we believe we have learned from the mistakes of others in preparing our strategy, and we are confident that we will achieve the targets we have set for ourselves.

We are confident that this CSR Group Policy will enable us to contribute to a more sustainable and livable society actively.

Warm regards,

Signed by

Pino Sergio

Chief Executive Officer of allswiss AG

Signed by

Nicolas Cherbuin

Chief Operating Officer of allswiss AG

2. Definition, objectives and scope of application

allswiss Group (hereinafter, "ALS") understands Corporate Social Responsibility (hereinafter, "CSR") as the Company's responsibility arising from the impact of its activity on people's lives and society. To comply with this responsibility, ALS integrates social, environmental, and ethical concerns and those on human rights and stakeholders into its daily business and relations with them.

Through its CSR Policy, the allswiss Group should contribute to the following objectives:

- To carry out its activities responsibly, placing people at the core of its purpose.
- To maximise the creation of sustainable and shared value for its shareholders, other stakeholders, and the whole society in which it operates.
- To prevent and mitigate the possible negative impacts derived from its activity.
- To manage ALS's reputation.

This CSR Policy intends to create a framework that helps define and promote behaviours, allowing for value creation for all stakeholders (clients, employees, shareholders, suppliers and society) within the framework of a culture of social responsibility that turns out in the development of a "Responsible Real Asset Investor" in all allswiss Group.

3. Principles

ALS has the purpose of providing everyone with sustainable opportunities. For ALS to achieve this purpose, one of our objectives is to develop a unique way of "real asset investor" through a business model called "Responsible Investor", based on the search for profitability adjusted to ethical principles, in compliance with the laws, the best business practices and the long-term value creation for all stakeholders. This represents an overview of the Group's actions.

This CSR Policy is aligned with ALS's Code of Conduct, which establishes behavioural guidelines in accordance with ALS's values.

The principles that rule the CSR Policy are:

- Integrity as a manifestation of ethics in ALS's actions and relations with all stakeholders.
- Prudent risk management.
- Transparency to offer access to clear and true information.

4. Strategic Objectives 2024-2026

The allswiss Group's vision of Corporate Social Responsibility (CSR) is to accommodate the interests of our investors and stakeholders in the best possible way by creating and maintaining a portfolio of investments that has long-term value from both a financial and a social perspective and to achieve this in a sound and responsible manner with engaged and aware partners and employees. To work towards these goals, each year, the Company develops a strategic Corporate Social Responsibility (CSR) policy around 8 themes aligned with the 17 UN SDGs :

- Encourage healthy work-life balance
- Ensure further education & training for the employees
- Grant all employees equal rights, responsibilities and opportunities
- Ensure integrity and fair working conditions
- Ensure transparency and accountability through effective governance
- Invest in sustainable buildings with high energy efficiency
- Supply our offices with green energy and work on a power-saving strategy
- Reduce our climate transportation impact

From 2025 onwards, the allswiss Group will start projecting one-year goals besides the usual three-year goals. It will give a better view of the achievements during the period's first year. These sharp objectives can be found at the end of each chapter.

5. United Nations Sustainable Development Goals (SDGs)

On 25 September 2015, 193 world leaders committed their nations to the 17 SDGs of the United Nations to enhance sustainable development at the global level. Between now and 2030, these goals will focus on eradicating global poverty and inequality, combating climate change and creating a prosperous and peaceful life for all. Governments and companies have a contribution to make in this context.

allswiss Group has committed to 11 SDGs of the United Nations for the first year of its CSR Strategy.



6. Responsible commitments

a. Good Health and Well-Being (SDG 3) Ethical responsibility



Long term goal

The allswiss Group staff strategy actively aims to encourage a healthy work-life balance. We have made this a cornerstone of our CSR policy. We take active measures to improve working conditions, including intercompany transparency through regular updates for all staff, ergonomic workstations, healthy food and fitness programs, and recreational areas in our offices accessible for all staff members.

Action

We have committed to implement the following actions to achieve our goal:

- 3.1 Air purifier for indoor air quality
- 3.2 Annual fitness membership for every staff member
- 3.3 Healthy food at the office, supporting local farmers
- 3.4 Holidays policy (28 days)
- 3.5 Ergonomic office furniture (desks & chairs)
- 3.6 Ergonomic chairs
- 3.7 Inner company transparency by regular updates for all staff
- 3.8 Office quiet room
- 3.9 Games area

KPI

The following KPIs will be used to measure the impact and progress of our commitments:

- Reach 100% of air purifier coverage of the office space
- Annual employee satisfaction survey
- Utilisation rate of employees using the annual fitness membership
- 100% of the staff equipped with ergonomic office furniture

b. Quality education (SDG 4) Ethical responsibility



Long term goal

Markets are changing fast, and innovation is always at the door; therefore, we aim to develop the skills and employability of our staff by allowing them to take training and certifications.

A dedicated HR team will guide all employees to develop their soft and hard skills and discover new horizons.

Action

We have committed to implement the following actions to achieve our goal:

- 4.1 Staff certification & training yearly budget CHF 3`000 per employee

KPI

The following KPIs will be used to measure the impact and progress of our commitments:

- At least 50% of our employees shall attend at least one training course annually.

c. Gender equality (SDG 6) Ethical responsibility



Long term goal

The financial and real estate industry is predominantly male. allswiss Group has committed to increasing the proportion of women in the Company and at the Executive Committee level. Many actions, such as a mentoring program, will be implemented to achieve this goal.

Furthermore, we are committed to increasing culturally diverse staff by 2028.

We are committed to avoiding any pay inequalities.

Action

We have committed to implement the following actions to achieve our goal:

- 5.1 Bi-annual meetings with direct line manager talking about personal desire for future aspirations & development
- 5.2 Avoiding pay inequalities by providing the same pay for genders regarding only the position
- 5.3 Committed to have 40% of women in the Company by 2028
- 5.4 Committed to have 20% of women on the Executive Committee by 2028
- 5.5 Committed to have 25% of our staff being culturally diverse by 2028

KPI

The following KPIs will be used to measure the impact and progress of our commitments:

- 100% of bi-annual meetings with line managers
- Maintain a payment gap under 10%
- Gap with target figures on gender and cultural diversification on the Executive Committee as well as on the overall company level

d. Decent Work and Economic Growth (SDG 8), Reduced Inequalities (SDG 10), Peace, Justice and Strong Institutions (SDG 16) Ethical Responsibility



Long term goal

A significant part of our ethical responsibility is ensuring a robust Code of Conduct and HR policy focusing on anti-bribery, no harassment and no discrimination. Yearly training and controls will be implemented to ensure the employees know and implement our responsibilities in their daily work.

We will uphold human rights and fair labour conditions through our internal guidelines.

Actions

We have committed to implement the following actions to achieve our goal:

- 8.1 HR Policy includes no harassment or discrimination.
- 8.2 Code of Conduct including anti-bribery, no harassment and no discrimination
- 10.1 Code of Conduct & HR Policy to comply with labour rights best practices
- 16.1 Employee & Onboarding Handbook

KPI

The following KPIs will be used to measure the impact and progress of our commitments:

- Positive reach of policy implementation
- Annual communication and training on anti-bribery, no harassment and no discrimination
- Annual employee satisfaction survey
- Annual Review on Code of Conduct and HR Policy

e. Peace, Justice and Strong Institutions (SDG 16) Ethical Responsibility (external)



Long Term Goal

At allswiss Group, we want to ensure complete transparency and accountability through effective governance.

We aim to inform and train our employees on anti-bribery and anti-corruption policy yearly. We will implement transparent governance between our executive bodies and assess and report our progress on our CSR strategy every year.

Actions

We have committed to implement the following actions to achieve our goal:

- 16.2 Anti-bribery and anti-corruption Policy in the Code of Conduct

- 16.3 Transparent governance: Split between the Board of Directors and the Executive Committee (BoD and ExCoPolicy)
- 16.4 Assessments and Reporting

KPI

The following KPIs will be used to measure the impact and progress of our commitments:

- Positive reach of policy implementation
- Annual communication and training on topics

f. Affordable and Clean Energy (SDG 7) Environmental Responsibility



Long term goal

We take action to reduce our environmental footprint through the way we operate. Our approach seeks to keep our direct environmental impact under control by having our offices supplied with green energy and by implementing power-saving strategies in our offices. On the investment side, we aim to invest in buildings and assets with high energy efficiency.

Actions

We have committed to implement the following actions to achieve our goal:

- 7.1 Ensure 100% green electricity provider for our offices
- 7.2 Use energy-efficient lighting – swap traditional bulbs for LEDs, which use less energy and last longer
- 7.3 Installation of motion sensor lights

KPI

The following KPIs will be used to measure the impact and progress of our commitments:

- Reach 99% of green electricity in offices
- 90% of the offices to be equipped with LED bulbs
- 90% of the rooms to be equipped with sensor-motion lights

g. Industry, Innovation and Infrastructure (SDG 9) Environmental Responsibility



Long term goal

The allswiss Group aims to invest in buildings that have received or are expected to receive at least one of the following green building certifications:

- LEED (Gold or above)
- BREEAM (Very good or above)
- DGNB (Silver or above)

Actions

We have committed to implement the following actions to achieve our goal:

- 9.1 Obtain LEED Gold or Platinum Certification

KPI

The following KPIs will be used to measure the impact and progress of our commitments:

- % of Gold or Platinum Certification

h. Responsible Consumption and Production (SDG 12) Environmental Responsibility



Long term goal

We want to impact our ecosystem by managing resources and recycling waste positively. We want to set up various initiatives to encourage employees to use resources responsibly daily. That means eliminating single-use items and avoiding plastic containers. Another of our priorities is to reduce, sort and recycle our waste.

Actions

We have committed to implement the following actions to achieve our goal:

- 12.1 Avoid single-use items such as coffee capsules, paper cups, plastic bottles and provide alternatives (espresso machine, porcelain, refillable stainless steel water bottles)
- 12.2 Sort all office waste and recycle
- 12.3 Install automatic water-saving tabs
- 12.4 Aim for paperless office

KPI

The following KPIs will be used to measure the impact and progress of our commitments:

- % of coffee capsules (target 0%)
- % of dining material in papers/plastic (target 0%)
- Amount of paper reams used per year

i. Sustainable Cities and Communities (SDG 11) Environmental Responsibility



Long term goal

allswiss Group is taking measures to reduce climate-related risks by focusing on clean transportation. We favour low-carbon methods of transportation for home-work commuting. We encourage our staff to use such methods by granting local public transportation tickets and promoting electric vehicles in our fleet. With a 2-days-of-work-from-home (HR) policy, we also want to contribute to reducing our carbon footprint.

Actions

We have committed to implement the following actions to achieve our goal:

- 11.1 Granting local public transportation tickets to all staff (ZVV Netzpass)
- 11.2 2 days of work from home policy (HR Policy)
- 11.3 No Inner Country Flights
- 11.4 Promoting electric vehicles in the fleet – aim for 50% of electric vehicles in the fleet

KPI

The following KPIs will be used to measure the impact and progress of our commitments:

- % of employees using public transportation vs. Own car
- % of day working at home per year
- Number of inner country flights per year
- % of electric cars in the fleet

7. Governance

The approval of the Corporate Social Responsibility Policy of allswiss Group corresponds to the Group Board of Directors per its Regulations.

The specific actions and initiatives for developing and implementing the Corporate Social Responsibility Policy will be established at the executive level. The Corporate Social Responsibility Head will report to the Board of Directors and the Executive Committee.

Once the responsible business plans to be undertaken are validated by the Board of Directors, the Corporate Social Responsibility Head will be responsible for coordinating the execution of said plans with the areas involved, both at the global level and in the different geographies in which the allswiss Group operates, in a consistent manner with the established guidelines.

The Corporate Social Responsibility Head will also collaborate within the scope of its competencies with the business line heads. The actions developed within the framework of the Corporate Social Responsibility Policy are considered voluntary for allswiss Group and do not arise from any regulatory obligation or normative duty.

Each year, the Corporate Social Responsibility Head will carry out a materiality assessment of ALS's commitment and report it to the Board of Directors. This report will review the ALS strategy, goals, and achievements to set new goals and adjust the company approach. The conclusion of this report will be then published on the website yearly.

8. Appendix

Pillar of Responsibility and UN Goal SDG	Long-term goal	Commitment	KPI
Ethical Responsibility 3. Good Health and Well-Being	Allswiss staff strategy aimed at actively encouraging healthy work life balance.	3.1 Air purifier for indoor air quality	Reach 100% coverage of the office space.
		3.2 Annual fitness membership for every staff member	Utilization Rate Annual satisfaction survey
		3.3 Healthy food at the office (fruit/juice bar) - supporting local farmers – twice a week	Annual satisfaction survey
		3.4 Holidays policy - 28 days policy	Annual satisfaction survey
		3.5 Ergonomic furniture (desks & chairs) in offices	Annual satisfaction survey 100% of the staff equipped
		3.6 Ergonomic chairs	Annual satisfaction survey 100% of the staff equipped
		3.7 Inner company transparency by regular updates for all staff	Annual satisfaction survey
		3.8 Office quiet room	Annual satisfaction survey
		3.9 Game area – tennis table, babyfoot, etc.	Annual satisfaction survey

<p>Ethical Responsibility 4. Quality Education</p>	<p>Ensure further education & trainings for staff to keep up excellence.</p>	<p>4.1 Staff Certification & training Yearly Budget of CHF 3'000.- per employees (part HR Policy)</p>	<p>+50% of staff follow one training per year</p>
<p>Ethical Responsibility 5. Gender Equality</p>	<p>Granting all employees equal rights, responsibilities and opportunities.</p>	<p>5.1 Bi-annual meetings with direct line manager talking about personal desire for future aspirations & development</p>	<p>100% of bi-annual meeting achieved</p>
		<p>5.2 Reducing pay inequalities by providing the same pay for genders regarding only the position</p>	<p>Less than 10% average gap</p>
		<p>5.3 Committed to have 40% of women in the company by 2028</p>	<p>Gap with target figure</p>
		<p>5.4 Committed to have 20 % of women on the executive committee by 2028</p>	<p>Gap with target figure</p>
		<p>5.4 committed to 25% of its staff being culturally diverse by 2028</p>	<p>Gap with target figure</p>
<p>Ethical Responsibility 8. Decent Work and Economic Growth</p>	<p>Labour right ensured through HR policy (no bribery, no harassment, no discrimination).</p>	<p>8.1 HR Policy including no harassment, no discrimination. Code Of Conduct including no bribery, no harassment and no discrimination.</p>	<p>Policy implementation (Yes/No) Annual communication on 3 topics Annual satisfaction survey</p>

<p>Ethical Responsibility 10. Reduced Inequalities</p>	<p>Upholding human rights and fair labor conditions.</p>	<p>10.1 Code of Conduct & HR Policy</p>	<p>Policy implementation Annual review of Code of Conduct and HR Policy Annual satisfaction survey</p>
<p>Ethical Responsibility 16. Peace, Justice and Strong Institutions</p>	<p>Improve onboarding of new employees (including employer handbook).</p>	<p>16.1 Employee & Onboarding Handbook</p>	<p>Policy implementation Annual review of Code of Conduct and HR Policy Annual satisfaction survey</p>
<p>Ethical Responsibility (external) 16. Peace, Justice and Strong Institutions</p>	<p>Finances & Transparency. Ensure transparency and accountability through effective governance.</p>	<p>16.2 Anti-Bribery and Corruption Policy</p>	<p>Policy implementation (Yes/No) Annual communication and training on topics</p>
		<p>16.3 Transparent governance: Split between the Board of Director and Executive Committee ExCo and BoD Policy</p>	<p>Policy implementation (Yes/No)</p>
		<p>16.4 Assessments and Reporting</p>	
<p>Ethical Responsibility 7. Affordable and Clean Energy</p>	<p>allswiss Group offices will be supplied with green energy.</p>	<p>7.1 Ensure 100% green electricity provider for offices.</p>	<p>99% of green electricity reported</p>
	<p>allswiss aims to invest in buildings with high energy efficiency.</p>	<p>7.2 Use Energy-Efficient Lighting - Swap traditional bulbs for LEDs which use less</p>	<p>90% of the office equipped with LED bulbs</p>

		energy and last longer.	
	Power saving strategy in own offices	7.3 Install Motion Sensor Lights.	90% of the roomes equipped with lights sensor equipped
Ethical Responsibility (external) 9. Industry, Innovation and Infrastructure	Allswiss aims to invest in buildings that have received or are expected to receive at least one of the following green building certifications: - LEED (Gold or above), - BREEAM (Very good or above) - DGNB (Silver or above)	9.1 Obtain LEED Gold or Platinum Certification	% of Gold and Platinum Certification
Ethical Responsibility 12. Responsible Consumption and Production	Water & Waste Management.	12.1 Avoid coffee capsules, Paper cups etc and provide alternatives (espresso machine, porcelain, refillable stainless stell water bottles etc).	% of coffee capsules (target 0%)
	Reduce water usage.	12.2 Sort all office waste.	
	Reduce waste and optimise waste	12.3 Install automatic water saving tabs.	
		12.4 Aim for paperless office.	% of dining matetrial in papers (target 0%)

Ethical Responsibility 11. Sustainable Cities and Communities	allswiss is taking measures to reduce climate-related risks focusing on clean transportation.	11.1 Granting local public transportation tickets to all staff (ZVV Netzpass)	% of employees using public transportation vs. own car
		11.2 2 days of work from home policy (HR Policy)	% of day working at home per year
		11.3 No inner country flights	Number of inner country flights per year
		11.4 Promoting electric vehicles in fleet – aim for 50% of electric vehicles in fleet	% of electric car

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