



## INFORMATION SECURITY

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**Digitalization is being driven above all by constantly improving software, intranet and internet solutions. Our aim is to protect relevant business data and the respective infrastructure. The added value for Interroll and our business partners results from the linking, analysis and provision of large amounts of data to optimize business processes. With the exchange and processing of business-relevant data, the importance of information security and the demand for it grows at the same time.**

This Information Security Policy is an important document to manage the principles and our necessary level of information security in our operations. To achieve this, all employees must support the protection of information and related technology.

Managing information security and protecting our information infrastructure, one of the biggest challenges for Interroll is to permanently identify the critical security requirements at a strategic level. These have to be formulated to support the requirements of the business processes of Interroll group, its local entities and business partners. The management provides sufficient resources that the security aspects can also be technically implemented and maintained accordingly.

Sant'Antonino, March 16, 2023

A handwritten signature in black ink, appearing to read 'P. Zumbühl'.

**Paul Zumbühl**  
Chairman of the Board of Directors

A handwritten signature in black ink, appearing to read 'Ingo Steinkrüger'.

**Ingo Steinkrüger**  
Chief Executive Officer



**Scope**

With this policy we establish our commitment to Information Security to consistently manage our security framework at all entities and by all employees.

**Objectives,  
Targets,  
KPIs**

Our Objectives and Targets are defined on a global level for the Interroll Group from the baseline 2022 and have to be accomplished, if legal or contractual obligations do not oblige to another date and unless not stated otherwise, by 2030.

For each Interroll entity, specific and more precise strategy plans will be developed to accomplish the objectives based on their individual baseline.

Objectives	Targets	KPIs
We manage our information security in a consistent way.	All entities with information security directives implemented	% Share of entities with information security directives implemented
We protect our IT infrastructure.	All employees trained in Information Security.	% Share of employees trained according to Information Security directive



**Our activities for Information Security support the SDGs:**



**As signatory of the UN Global Compact with this policy we respect following principles:**

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.



**Governance**

Within the organizational structure of Interroll the Information Security is assigned to the Chief Financial Officer who has the overall responsibility for its strategic implementation and performance.

The operational implementation is delegated to the Interroll “Information Security Board (ISB)” and the local Managing Director of the legal entity.

The local Managing Director is required to nominate a local Information Technology (IT), local Operational Technology (OT) and local Data Steward, with approval of the ISB. As matter of principal and if not otherwise stipulated the Head of Finance/Controlling of the legal entity acts as local IT & Data Steward, and the Interroll Production System coordinator as local OT.

**Compliance**

Compliance to this policy and local legal obligations regarding Information Security are regularly monitored by the Group Management, the Interroll Corporate Sustainability & Compliance Organization and randomly checked during Compliance Audits.

**Reporting**

The status and measures taken to accomplish the Objectives and Targets for Information Security as well as the consolidated performance of the KPIs is annually reported and published in the Interroll Sustainability Report and Corporate Governance Report.

