

Health and Safety Targets for Swiss4net Holding AG and its subsidiaries

1. Purpose

The purpose of introducing Health and Safety Targets at Swiss4net is to underpin the Swiss4net Health and Safety Policy with quantifiable measures that can be monitored on an ongoing basis and compared to the actual performance.

Swiss4net has outlined Health and Safety Targets for its employees and contractors as follows below.

2. Employees and Contractors

Swiss4net is an FTTH platform that develops, builds and operates FTTH networks in Switzerland. Swiss4net outsources most of the labour works to third parties, notably the construction and roll-out of the networks, thus Swiss4net employees are less exposed to health and safety risks than third-party contractors. However, Swiss4net is responsible for monitoring and ensuring the compliance of its contractors with best practices and regulations thus it was decided to monitor H&S performance for employees and third-party contractors alike and to set the same targets for both, based on industry averages. Indeed, the underlying industry data does differentiate rates between different economic sectors, but within the sector there is no further differentiation (e.g. the telecoms sector is not split between construction / physical labour and admin / back-office activities).

In order to monitor Health and Safety performance, Swiss4net applies the following two ratios, that are both industry standards and adopted by leading benchmarks (e.g. GRESB survey):

- **Lost Time Injury Frequency Rate (LTIFR):** The number of lost time injuries occurring in a workplace per million hours worked. To calculate LTIFR the following formula is used:
((Number of lost time injuries in reporting period) / (Total hours worked in reporting period)) X 1,000,000

Lost time injury in this case is defined as an injury, arising in the course of work, that results in a fatality, permanent disability or time lost from work.

- **Total Recordable Incident Rate (TRIR):** The number of incidents per 100 full-time workers. To calculate TRIR the following formula is used:
(Recordable incidents X 200,000) / Total number of hours worked

Recordable incidents in this case is defined as an injury arising that requires medical treatment beyond first aid, as well as one that causes death, days away from work, restricted work or transfer to another job, or loss of consciousness.

For ease of use, Swiss4net assumes that lost time injuries and recordable incidents are the same as both definitions are relatively broad. According to the UK Health and Safety Executive (<http://www.hse.gov.uk/statistics/adhoc-analysis/injury-frequency-rates.pdf>) the LTIFR average across all industries is around 12. Assuming that Lost Time Injuries and Recordable Incidents are the same the TRIR would equate to c. 2.5. While the metrics are derived from UK data, Swiss4net assumes that these average figures should be comparable in other Western European countries. Workplace-related injuries and fatalities in Switzerland are tracked by the "Eidgenössische Koordinationskommission für Arbeitssicherheit EKAS" (Federal Coordination Commission for Occupational Safety FCOS: <https://www.ekas.admin.ch/index-en.php?frameset=1>). Since converting the Swiss national figures to the LTIFR and TRIR is rather complex without deeper knowledge of the underlying figures, Swiss4net will stick to the UK results for its targets. Following this logic, Swiss4net applies the following health and safety targets for both employees and contractors:

Metric	October 2021			Targets	
	Month	LTM*	YTD	2021	Long-term**
Fatalities	0.0	0.000	0.000	0.002	0.007
Reportable injuries	0.0	0.002	0.002	2.2	8.6
Lost time injury frequency rate	0.0	0.0	0.0	1.8	1.8
Total recordable incident rate	0.0	0.0	0.0	1.8	1.8

* last twelve months

** based on 200 employees incl. sub-contractors

Swiss4net assumes no injuries or fatalities for employees or contractors, but if these occur, they should not exceed their respective rates in any given year.

3. Validity and Review

The targets set in this document should remain valid if and until a new set of targets is reviewed and approved by the Board of Directors.

It is expected that the Board will review the H&S targets at least once a year to ensure Swiss4net continue to operate against relevant benchmarks.