

2024 CSR Report

Going
THE EXTRA MILE



RM Group AG
April 2025

Content

1 About us

2 Climate & Environment

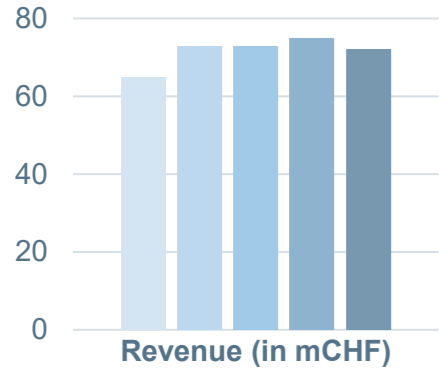
3 Equality

4 Next steps

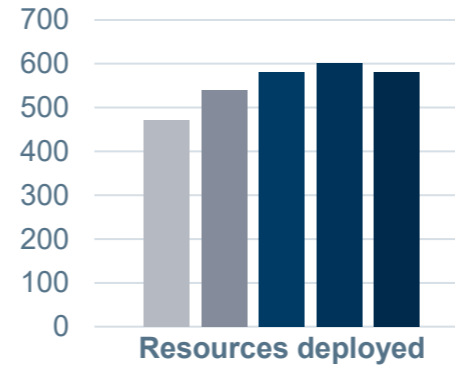
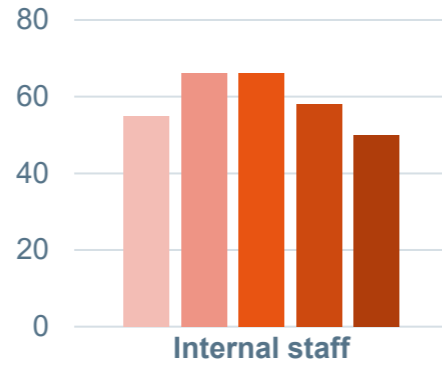


About RM

We want our customers to get ahead. This applies to candidates as well as to clients. That's why we have been working as a recruitment agency for the largest and most renowned companies in Switzerland since 1998. However, "work" is not quite the right word. We live recruitment. In all its facets.



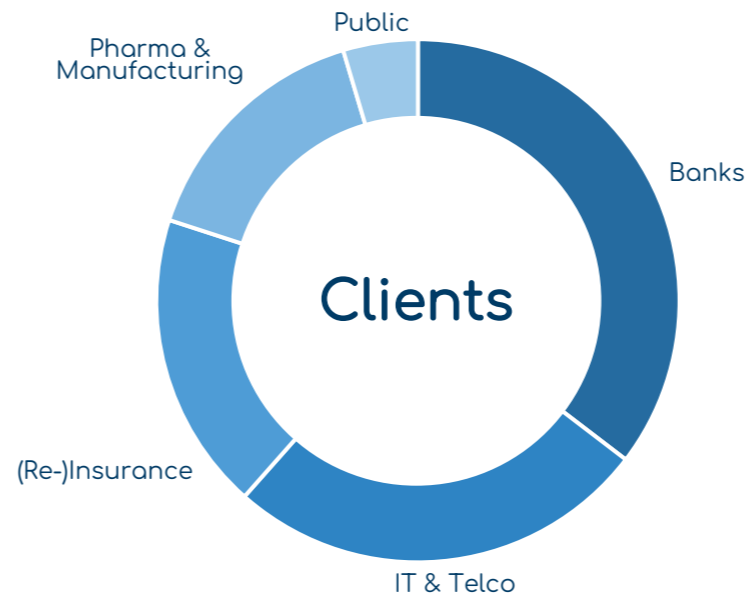
■ 2021 ■ 2022 ■ 2023 ■ 2024 ■ 2025e



Independent staffing agency with 25 years of industry experience and in-depth knowledge of the Swiss market

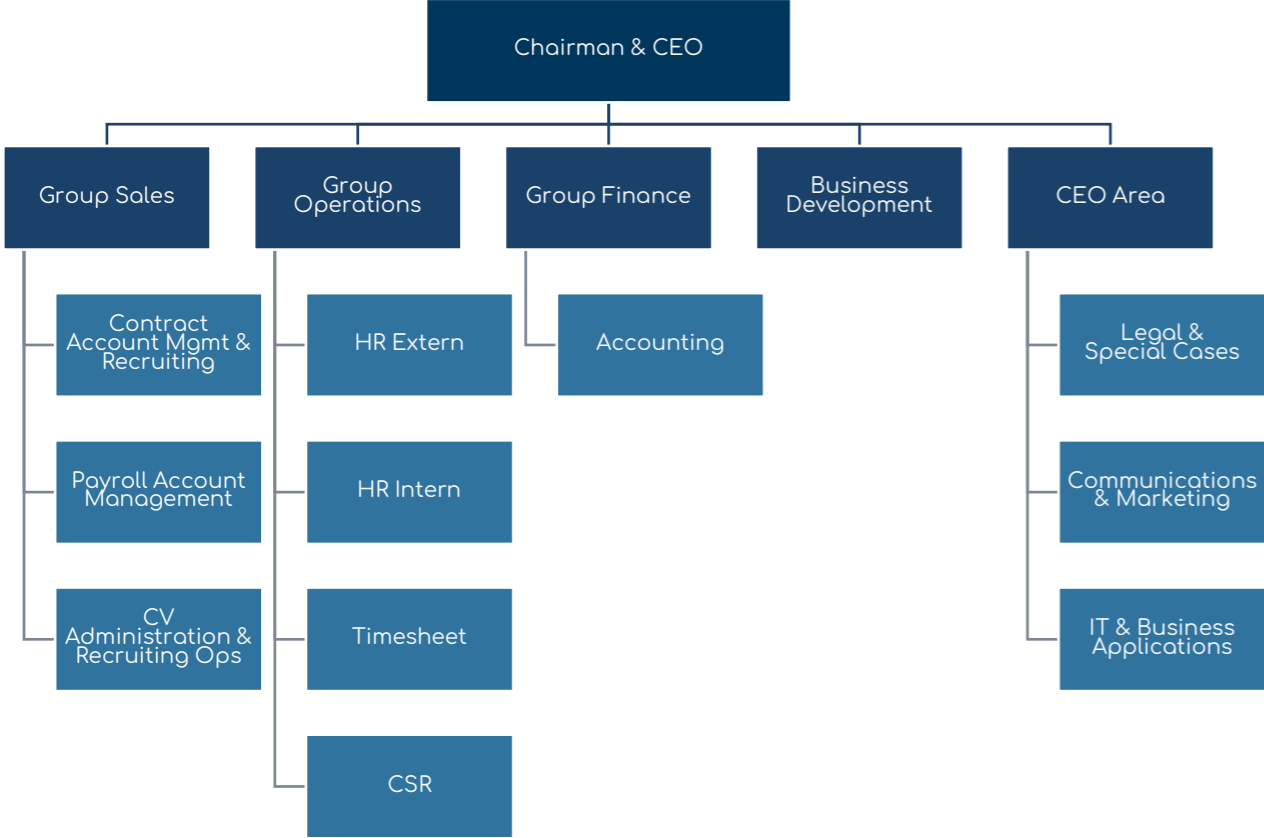
Is self-financed and a reliable constant in the market (with more than CHF 50 million sales every year since 2011)

Certified according to ISO 9001, ISO 14001, and EcoVadis (Gold since 2022), swissstaffing member since 2022 and CDP discloser since 2024

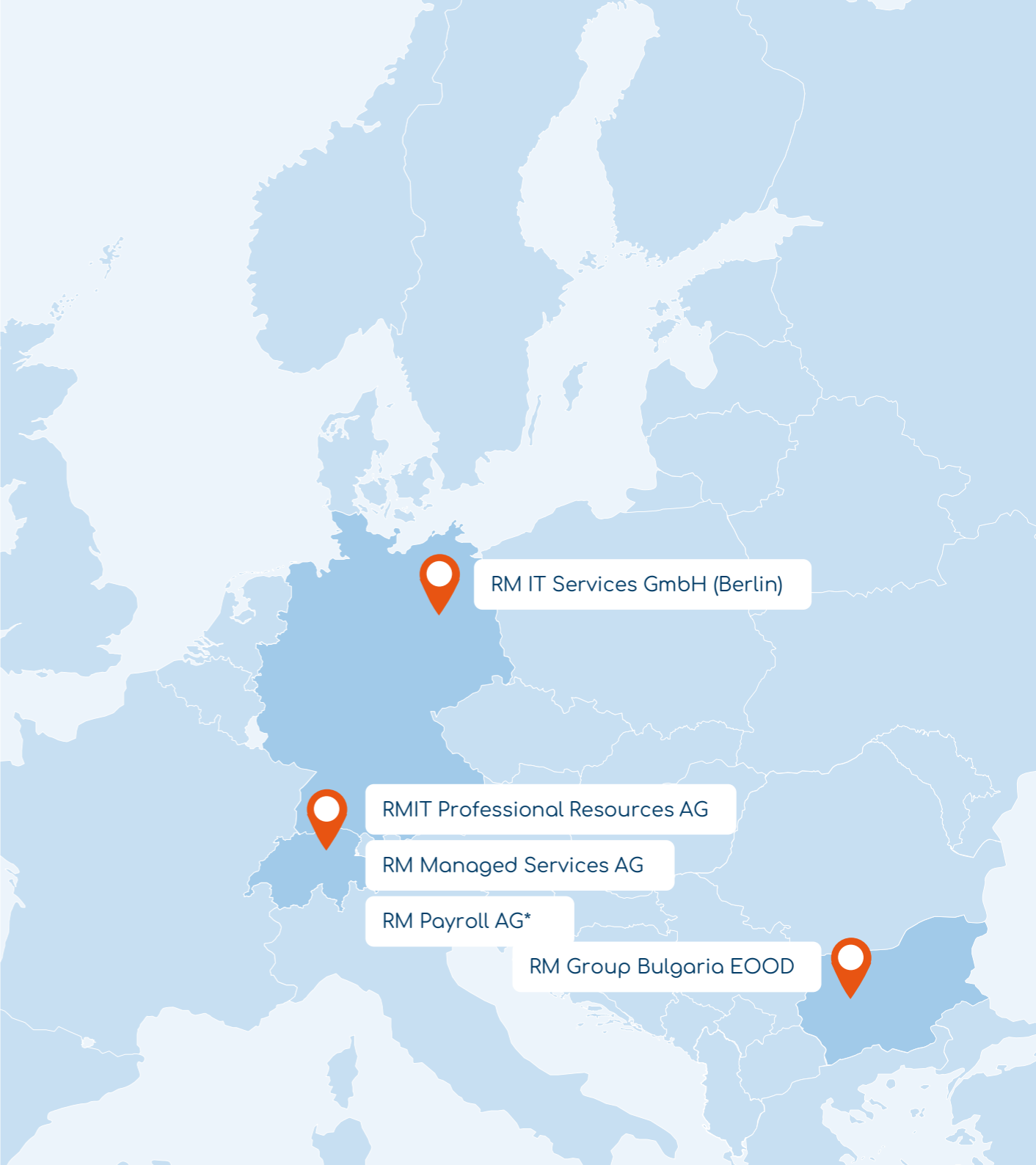


Our Organisation

Our boutique size allows us to be flexible and responsive to our clients' needs, while our knowledge of the market and longstanding relationships with clients demonstrate our stability and commitment to their success.



* Operations will be merged into RMIT in due time



Our Service Offering

We have been working as a recruitment agency for the largest and most renowned companies in Switzerland since 1998. However, the word “work” is not quite the right word. We live recruitment. In all its facets.



Contracting

Especially for IT and project mgmt, we find qualified resources for important project assignments within a few days. Our focus is on clients from banking, technology, insurance, pharma, industrial as well as the public sector.



Payroll

For our clients, we take care of the entire administration for external employees in Switzerland in a legally compliant and efficient manner. In doing so, we clarify any questions regarding social insurance, tax law, and labour law.



Managed Service

For selected clients, we coordinate 3rd parties in a legally compliant and efficient manner. RM Group has explored compliant solutions under Swiss law and secured corresponding rulings from the relevant authorities (SECO, AWA)



Our CSR commitment

“Going the Extra Mile” applies to all areas for us. So also in quality assurance, environmental protection, and data protection. We are not satisfied with lip service. And neither should you. We are audited year after year by external, independent service providers and meet all requirements in terms of compliance, environmental protection, and quality assurance again and again. This is the only reason why we are regularly certified to ISO 9001, 14001 and swissstaffing standards.

Our CSR engagement is confirmed as signatory of UN global compact and rated “Gold” by EcoVadis since 2021.



Within the UN global compact framework, we focus on the following three areas where we feel we can make the most relevant impact



Content

1 About us

2 Climate & Environment

3 Equality

4 Next steps



Climate & Environment

- Overall environment strategy documented since 2012 and certified by ISO 14001 standard
- CO2 Emission from electricity (only Scope 1 & 2 emissions) and air travel (major scope 3 influenceable area) are actively being reduced. In 2024, we participated in CDP and publicly published our submission, being rated **"B"** for climate
- We began offsetting the CO2 emissions of our business flights in 2022 and expanded this commitment to all travel-related emissions in 2024.
- EcoVadis participant since 2016, gold rated since 2022, most recently in November 2024. The overall score was 77/100, with a score of 90 for the environmental aspects.
- Responsible consumption has been practiced at RM since its creation. We do what is possible at our own locations (ca. 50 staff at 3 locations) with waste separation, avoidance of paper usage (less than 300 pages per internal staff) and environmentally compatible cleaning products etc. From the very beginning, we have embraced a car-free approach, demonstrating our commitment to sustainable mobility by fully supporting and subsidizing public transport for our staff.
- Since 2023, RM is also participating in CEO4Climate and swisscleantech, advocating measurable action in Switzerland and beyond. RM furthermore publishes regular climate-related posts in social media to enhance overall awareness and urgency of need to act on climate change.

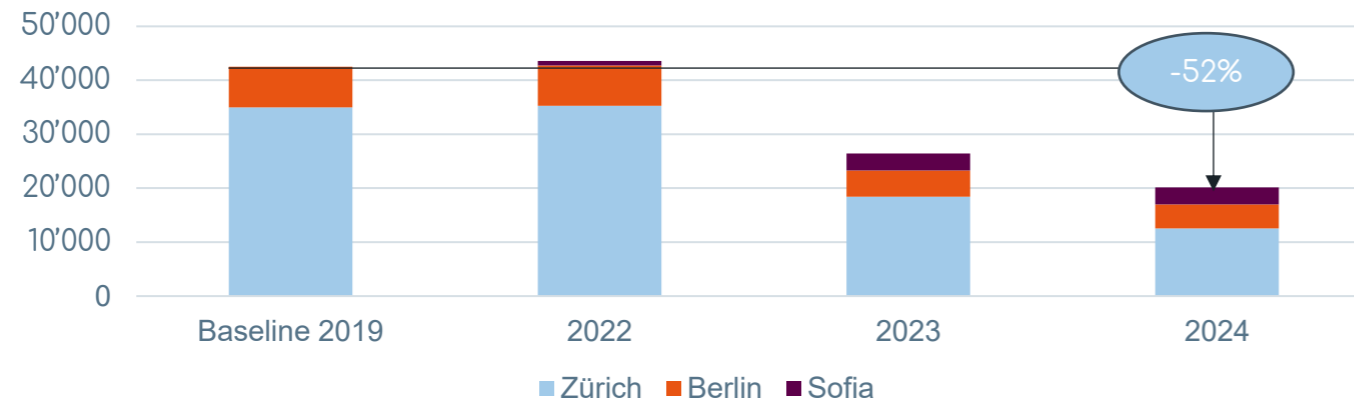


Scope 1 & 2 Emissions - Electricity

RM Group does not own any buildings nor any vehicles. Therefore, we don't have any Scope 1 emissions – and that since before 2018.

Electricity use has been reduced over time through reduction in office space and installing more efficient equipment (including replacing any legacy lights with LEDs by end of Q1 2023). In the last 5 years, we halved our electricity usage, of the remaining usage, half is now “self-produced” with 126m2 solar panels from EWZ for the next 20 years

Electricity Usage in kwh



2024 Highlight

- “Purchased” 100m2 solar panel through ewz.solarzüri mid 2024 (pus 26m2 in Q1 25), so that most of our electricity usage is now locally “self-produced”
- CDP awarded “Score B for Climate” based on our first submission under the SME criteria

Targets

- By 2025 – 50% reduction in use vs baseline (achieved)
- By end of 2025 – securing renewable energy for our Bulgarian office
- By 2030 – net zero under STPI criteria

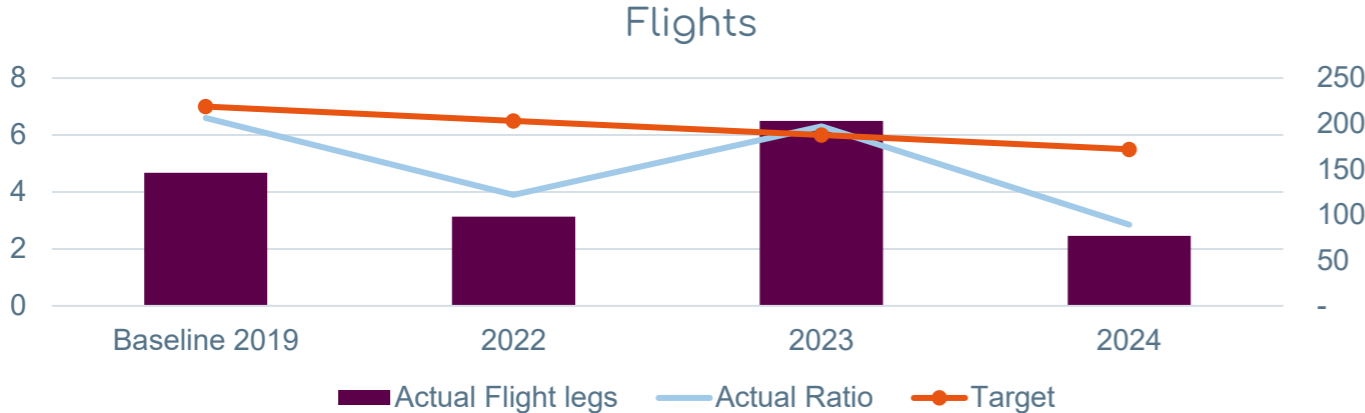
- Zürich: contracted directly from EWZ. 100% renewable since before 2018. Current product ewz.solarzüri (since Mid 2024) and ewz.natur. Indirect electricity and heating (Fernwärme) through landlord
- Berlin: contracted from Vattenfall. 100% renewable since before 2018. Current Product “Profi Natur 12”. Indirect electricity and heating through landlord
- Sofia: direct electricity use still contracted through landlord. Currently evaluation options to ensure 100% renewables



Scope 3 Emissions – Air travel

Currently RM Group only measures its air travel CO2 emissions which have been reported and “compensated” since 2022.

In 2025, RM Group will prepare an encompassing emissions review and a STPI compliant net zero transition plan for 2035.



2024 Highlight

- In 2024, significantly more travel between Zürich and Berlin by train than by air (30+ train legs vs 6 flights)
- 2023 was exception with international offsite to celebrate 25-year anniversary

Targets

- By 2035 – reduction of Scope 3 emission by 50% vs estimated pre-corona baseline
- By 2035 – net zero under STPI criteria

- Target is defined as flight legs per year and per internal staff working outside of Switzerland (connecting flights count double- but on Sofia-ZRH sometime unavoidable)
- 2024 as per year end, we had 14 employees in Berlin, 11 in Sofia and 2 remote resources
- Travel in 2024, with only 77 flight legs, was reduced due economic uncertainty, a somewhat return to normal (at most of 5 flight legs per international resource) is expected in 2025



Content

- 1 About us
- 2 Climate & Environment
- 3 Equality
- 4 Next steps



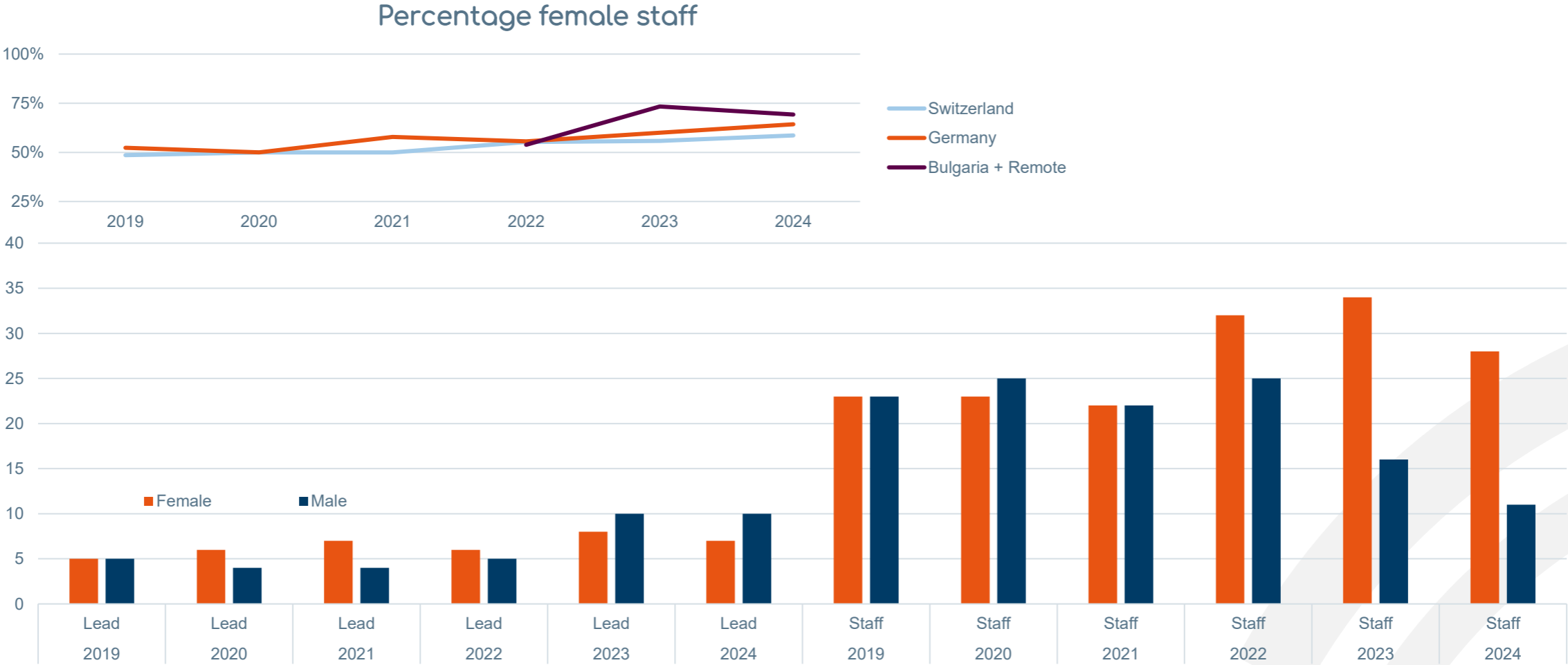
Equality

- RM Group is fully committed to providing a safe and equal opportunity to all staff.
- As per end of 2024, 60% of all employees and 40% of our leadership is female.
- Salary equality is verified annually by Logib analysis tool for internal staff and was formally audited for all (internal and external) staff of the main operating company “RMIT Professional Resources AG” by Treureva (now rebranded Avanta), our corporate auditor.
- In 2021, we joined the Partnership for Global LGBTI Equality, which supports the UN Standards of Conduct for Businesses Opposing Discrimination. We also proudly endorse the Diversity Charta & Charta der Vielfalt
- RM Group has been providing apprentice schemes in Switzerland since 2017 and currently has 2 apprentices each in Switzerland & Germany, providing learning opportunities to career starters.
- As member of swissstaffing, we are committed to providing equal opportunities to all external staff



Gender Diversity

Overall, more than 60% of our staff are female, as are 40% of our leadership (team leads and members of management). Overall, we strive for a balanced representation at all levels and take each recruiting and promotion decision on merit of the candidate. Pyramid inequality is partially due to all four apprentices being female and our new Bulgarian staff being predominately female staff.



Content

- 1 About us
- 2 Climate & Environment
- 3 Equality & Education
- 4 Next steps



Next steps

- RM Group strives to continuously improve its contribution to society at large
- In 2025, we plan to formalize a net zero commitment by 2035 according to SBTi principles, strengthening our commitment against climate change.
- Furthermore, we will develop more encompassing rules for our suppliers to ensure compliance along the value chain.
- Furthermore, we will broaden our CSR footprint to focus on Education for internal staff, external staff / resources deployed to clients and society in general.





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