

Imperia Sustainability Report

Last update: March 2021

¹ With contract workers and external temporary workers
 Evaluation

 Group

 Division

| Collective bargaining agreements in headcounts | | | | | | |
|---|--|-------|-------|--------|--------|--------|
| Level | Category | 2016 | 2017 | 2018 | 2019 | 2020 |
| Group | Employees with collective bargaining agreement ¹ | 6'605 | 7'559 | 8'539 | 8'052 | 6'855 |
| | Employees without collective bargaining agreement ¹ | 1'634 | 2'151 | 1'489 | 2'054 | 3'386 |
| | Total number of employees ¹ | 8'239 | 9'710 | 10'028 | 10'168 | 10'241 |
| | Employees with collective bargaining agreement (in percent) | 80.2% | 77.8% | 85.2% | 79.7% | 67.0% |
| Development / Real Estate | Number of employees with collective bargaining agreement | | | | 11 | 11 |
| | Total number of employees | | | | 83 | 88 |
| | Employees with collective bargaining agreement (in percent) | | | | 13% | 13% |
| Buildings | Number of employees with collective bargaining agreement | | | | 1'513 | 1'082 |
| | Total number of employees | | | | 2'186 | 1'990 |
| | Employees with collective bargaining agreement (in percent) | | | | 69% | 54% |
| Civil Engineering | Number of employees with collective bargaining agreement | | | | 4'129 | 3'175 |
| | Total number of employees | | | | 4'891 | 4'748 |
| | Employees with collective bargaining agreement (in percent) | | | | 84% | 67% |
| Specialties | Number of employees with collective bargaining agreement | | | | 406 | 411 |
| | Total number of employees | | | | 562 | 614 |
| | Employees with collective bargaining agreement (in percent) | | | | 72% | 67% |
| Functions | Number of employees with collective bargaining agreement | | | | 667 | 432 |
| | Total number of employees | | | | 1'058 | 1'057 |
| | Employees with collective bargaining agreement (in percent) | | | | 63% | 41% |