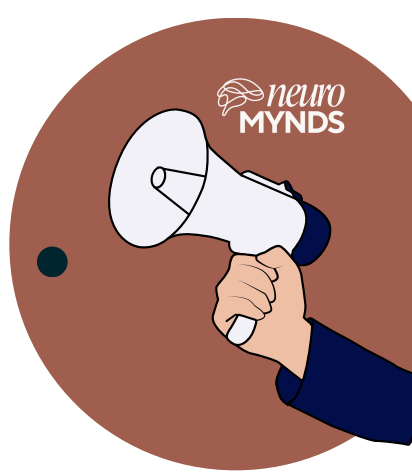


FACT SHEET



Mentorship Program Distribution & Confidentiality

Prepared for: HR, People & Culture, and ESG Compliance Teams
Program Basis: Corporate Packages (Calculated at an average of 100 CHF / session)

Allocation & Distribution Framework

To ensure maximum ROI and fair distribution of the purchased mentorship hours, HR can utilize one of three distribution frameworks:

- The Allowance Model (Recommended): Each eligible employee or department is allocated a specific budget or number of sessions per quarter (e.g., 3 sessions per employee).
- The Open Pool Model: Hours are placed into a company-wide pool. Employees request or book sessions on a first-come, first-served basis until the financial cap is reached.
- The Target Group Model: Hours are dedicated to specific ESG milestones (e.g., leadership training for underrepresented groups, onboarding support, or burnout prevention for high-stress teams).

Absolute Confidentiality Protocol (Data Privacy & GDPR)

To ensure psychological safety and full compliance with corporate social responsibility (CSR) standards, employee engagement with mentors is strictly protected under a triple-blind privacy framework.

What HR / Management Sees	What Remains Strictly Confidential
<ul style="list-style-type: none">• Total budget spent vs. remaining balance.• Aggregated, anonymized usage data (e.g., "15 sessions used in Q2").	<ul style="list-style-type: none">• Which specific employees booked a mentor.• The exact calendar dates/times of individual sessions.