



2026 EMPLOYEE REFERRAL BONUS PROGRAM



We are pleased to introduce the new **2026 Employee Referral Bonus Program**. Our goal is to bring individuals with the right skills into our teams and reward employees who help us achieve this.

Employees who refer a candidate for an open position will be eligible for the following bonuses, defined by role:

| OPEN POSITION | BONUS (GROSS) |
|-------------------------|---------------|
| Sales Assistant | € 1.000 |
| Assistant Store Manager | € 1.500 |
| Store Manager | € 2.000 |
| Office Employee | € 1.000 |
| Head of Department | € 2.000 |

Criteria

- The candidate must not have previously participated in a selection process at our company, nor have submitted their CV independently
- The candidate must be hired following a standard company recruitment process
- Each employee can receive a maximum of three bonuses per calendar year
- The bonus will only be awarded if both the referring employee and the new hire are still employed by the company at the time of payment
- For Switzerland, the amounts are to be considered in CHF currency.

Bonus Payment Terms (via Payroll)

- **30%** of the total bonus in the payroll of the 7th month of the candidate's tenure
- **70%** of the total bonus in the payroll of the 13th month of the candidate's tenure.

Profile Referral

All job openings will be posted in a dedicated section on *Il Lanificio Academy*; we recommend checking it regularly.

If you know a profile to refer for an open position, please send an e-mail to hr@illanificio.com with the following subject line: "*SEGNALAZIONE - STORE + ROLE + Surname and Name of thereferrer*".

Example: SEGNALAZIONE - NP SA ROSSI MARIA

(!) Only profiles submitted while the position is officially open will be considered for the program.

The following functions are excluded from participating in the program:

- Management (Direzione)
- HR
- Retail (for store and retail-related positions)
- Heads of Department for positions within their own area

(!) Store Managers and Vice Store Managers may refer profiles for their own store and participate in the program, but they will be excluded from the selection process.

Program Duration

This program is valid until **December 31, 2026**; any changes may be made during the period of validity.