

DECLARATION OF THE BOARD OF DIRECTORS OF INTERROLL HOLDING AG REGARDING THE NON-FINANCIAL REPORT PURSUANT TO ARTICLE 964a OF THE SWISS CODE OF OBLIGATIONS

At its meeting on 14 March 2024, the Board of Directors of Interroll Holding AG unanimously adopted this Sustainability Report by the Group Management for fiscal year 2023 and confirms this with the signature of each member. The Board of Directors requests that the Annual General Meeting on 3 May 2024 adopt this report in order to fulfill the annual reporting obligation of Interroll Holding AG on non-financial matters in accordance with Article 964a CO. This non-financial report pursuant to Article 964b CO covers all content specified in paragraph 1:

- Environmental matters, in particular climate aspects and carbon emissions targets;
- Social matters;
- Employee matters;
- Respect for human rights; and
- Anti-corruption measures.

Based on the materiality analysis performed in 2022 and its review in 2023, the material topics identified at Interroll Holding AG were allocated as follows to the non-financial matters from Article 964b CO. We determine that this fully covers the non-financial matters prescribed by law:

964 CO	Material topics	Non-financial matters under Article 964 CO
	Environmental Protection Climate Protection Corporate Governance ESG Risk Management Corporate Compliance	Environmental matters, in particular climate protection
	Stakeholder Engagement Sustainable Procurement Product and Service Responsibility Corporate Governance ESG Risk Management Corporate Compliance	Social matters; protection of stakeholder interests
	Attractive Employer People Development Occupational Health and Safety Corporate Governance ESG Risk Management Corporate Compliance	Employee matters
	Sustainable Procurement Corporate Governance ESG Risk Management Corporate Compliance	Respect for human rights
	Corporate Governance ESG Risk Management Corporate Compliance	Anti-corruption measures

The report contains the information required to obtain an understanding of the Group's development, performance and position, and the impact of its activity on these matters.

The report includes in particular:

1. a description of the business model;
2. a description of the concepts pursued in relation to the matters set out in paragraph 1, including the due diligence applied;
3. a presentation of the measures taken to implement these concepts as well as an assessment of their effectiveness;
4. a description of the material risks in connection with the matters specified in paragraph 1 as well as the management of these risks by the company; the relevant risks are:
 - a. those which arise in connection with the company's own business; and
 - b. if relevant and reasonable, those which arise in connection with the company's business relationships, products or services;
5. the key performance indicators for the business in relation to the matters pursuant to Article 964j-1 (1) CO

With respect to Article 964j-1 CO, relating to conflict materials and metals as well as child labor, we note that we have no reporting obligation:

- a) Conflict minerals and metals
Interroll Holding AG does not achieve the import quantities of tin, tantalum, tungsten and gold into Switzerland specified in the Ordinance on Due Diligence and Transparency with regard to Minerals and Metals from Conflict-Affected Areas and Child Labor, which would trigger the special due diligence, management and reporting obligations under Article 964j-1 CO.
- b) Child labor
Our structured risk screening and whistleblower system, which also covers aspects of child labor, enables us to perform the required due diligence with regard to suppliers. No indication of the use of child labor has been identified in our supply chain. This means that the reporting obligation in accordance with Article 964j-1 CO regarding child labor does not apply.

As previously, Interroll Holding AG reports in accordance with the 2021 GRI Standards for the period from 1 January 2023 to 31 December 2023. In addition, our seventh UNGC Communication on Progress for the 2023 fiscal year is fully integrated into this Sustainability Report.

The report is available in German and English and is available at www.interroll.com. The information in the German version is authoritative; the English version is a translation. The appendix on page 145 contains an index of specific information in accordance with Article 964b CO for ease of reference.

Sant'Antonino, March 15, 2024



Paul Zumbühl
Chairman



Markus Asch
Vice-Chairman



Susanne Schreiber



Stefano Mercorio



Dr. Elena Cortona



Ingo Specht