

ESG KEY FIGURES OVERVIEW 2023

Key figures at a glance	Unit	2023	2022	GRI index
Economic KPIs				
Order intake	CHF million	519.7	572.6	GRI 201-1
Sales	CHF million	556.3	664.4	GRI 201-1
EBITDA	CHF million	106.3	129.3	GRI 201-1
EBITDA	% of sales	19.1	19.5	GRI 201-1
EBIT	CHF million	83.9	105.2	GRI 201-1
EBIT	% of sales	15.1	15.8	GRI 201-1
Net profit/net loss for the year	CHF million	66.3	82.8	GRI 201-1
Net profit/net loss for the year	% of sales	11.9	12.5	GRI 201-1
Operating cash flow	CHF million	113.2	71.4	GRI 201-1
Operating cash flow	% of sales	20.4	10.7	GRI 201-1
Free cash flow	CHF million	91.1	49.2	GRI 201-1
Free cash flow	% of sales	16.4	7.4	GRI 201-1
Equity	CHF million	410.8	394.2	GRI 201-1
Equity ratio	in %	75.5	72.2	GRI 201-1
Return on equity	in %	16.5	22.4	GRI 201-1

Governance

Corporate governance

Members on Board of Directors	Number	6	6	GRI 2-9
Nationalities represented on Board of Directors	Number	3	3	GRI 2-9
Share of independent members on Board of Directors	in %	50	50	GRI 2-10
Share of women on Board of Directors	in %	33.3	33.3	GRI 405-1
Audit Committee meetings	Number	5	7	Interroll disclosure
Current term of lead auditor	years	5	4	Interroll disclosure
Members in Group Management	Number	7	7	GRI 2-9

Key figures at a glance	Unit	2023	2022	GRI index
Nationalities represented in Group Management	Number	5	5	GRI 2-9
Number of women in Group Management	Number	0	0	GRI 2-9
Legal entities	Number	42	43	GRI 2-6
Operational legal entities	Number	35	35	GRI 2-6
Total compensation ratio	Key indicator	15.2	15.3	GRI 2-21
Rating agencies that rate Interroll's business ethics as above average	Number	5	2	Interroll disclosure
ESG Risk Management				
ESG risk inventory at Group level in place	in %	100	n/a	GRI 2-25
ESG risk inventory at local level in place	in %	2	n/a	GRI 2-25
ESG risks with high risk potential at Group level	Number	12	n/a	GRI 2-25
ESG risks with high risk potential and defined measures	in %	100	n/a	GRI 2-25
Human rights abuses	Number	0	0	GRI 408/409
Corporate Compliance				
Employees who have signed the code of conduct	in %	87.6	80.6	GRI 2-23
Breaches of laws and regulations, internal rules and regulations and Group and local company policies	Number	2	0	GRI 205-3
Integrity Line cases reported and investigated	Number	10	6	GRI 2-26
Incidents of bribery, corruption, fraud, discrimination and harassment	Number	18	21	GRI 205-3
Legal actions for anti-competitive behavior	Number	0	0	GRI 206-1
Incidents of non-compliance concerning product and service information	Number	0	0	GRI 417-2
Employees trained in information and cyber security	Number	1,494	1,079	GRI 2-23
Employees trained in information and cyber security	in %	62.3	44.3	GRI 2-23
Breach of customer privacy or loss of customer data	Number	0	0	GRI 418-1

Environment

Climate Protection

Total energy consumption	GWh	31.19	33.36	GRI 302-1
Consumption of renewable energy	GWh	7.66	2.79	GRI 302-1
Percentage of renewable energy in total energy consumption	in %	24.55	8.37	GRI 302-2

Key figures at a glance	Unit	2023	2022	GRI index
Percentage of self-generated energy in total energy consumption	in %	2.62	0.99	GRI 302-2
Electricity consumption	GWh	15.17	16.71	GRI 302-1
Percentage of renewable energy in electricity consumption	in %	50.5	16.7	GRI 302-1
Consumption of self-generated energy	GWh	0.82	0.33	GRI 302-4
Percentage of self-generated energy in electricity consumption	in %	5.38	1.97	GRI 302-4
Energy intensity	MWh/CHF million	56.07	50.21	GRI 302-3
Scope 1 GHG emissions	tCO ₂ e	3,527.5	3,049.3	GRI 305-1
Scope 2 GHG emissions, location-based	tCO ₂ e	4,467.4	4,992.9	GRI 305-2
Scope 2 GHG emissions, market-based	tCO ₂ e	3,549.3	7,125.2	GRI 305-2
Scope 1 and 2 GHG emissions, market-based	tCO ₂ e	7,076.8	10,174.5	GRI 305-2
Scope 3 GHG emissions	tCO ₂ e	319,832	392,529	GRI 305-3
Total Scope 1, 2 and 3 GHG emissions, market-based	tCO ₂ e	326,909	402,704	GRI 305-3
Emissions intensity (Scope 1, 2 and 3), market-based	tCO ₂ e/CHF million	587.6	606.1	GRI 305-4
CO ₂ emissions of Interroll's fleet	tCO ₂ e	827.2	867.6	Interroll disclosure
Environmental Protection				
Total production materials	t	47,451	63,125	GRI 301-1
Steel	t	40,371	53,589	GRI 301-1
Other alloys	t	1,323	1,752	GRI 301-1
Plastics	t	3,304	4,294	GRI 301-1
Electrical/electronic components	t	603	928	GRI 301-1
Other production-related materials	t	1,834	2,539	GRI 301-1
Recycled plastics	t	17	22	GRI 301-2
Percentage of recycled materials (currently measurable: plastics)	in %	0.5	0.5	GRI 301-2
Packaging material (plastic)	t	86	96	GRI 301-1
Packaging material (wood)	t	7,005	8,935	GRI 301-1
Packaging material (cardboard packaging)	t	624	796	GRI 301-1
Production waste	t	3,820	4,337	GRI 306-3
Water consumption	m ³	34,594	34,751	GRI 303-5
Water intensity	m ³ per CHF million sales	62.2	52.3	GRI 303-5

Key figures at a glance	Unit	2023	2022	GRI index
Percentage of scrap in steel processing	in %	6.8	5.9	GRI 306-3
Percentage of scrap in plastic processing	in %	2.5	2.3	GRI 306-3
Packaging intensity (plastics)	t per CHF million sales	0.2	0.1	Interroll disclosure
Packaging intensity (wood, paper, cardboard)	t per CHF million sales	13.7	14.6	Interroll disclosure
Waste intensity from production-related waste	t per CHF million sales	6.9	6.5	Interroll disclosure
Amount of hazardous waste	t	59	70	GRI 306-3
Number of ISO 14001-certified production units	Number	1	0	Interroll disclosure

Social – Society

Stakeholder Engagement

Structured stakeholder analysis conducted	Yes/No	Yes	Yes	GRI 2-29
Percentage of selected stakeholder groups with whom dialog was conducted	in %	100	100	GRI 2-29
Sustainalytics Rating Risk Score below 10 points	Rating	21.5	32.6	GRI 2-29
MSCI AAA rating	Rating	A	A	GRI 2-29
Inrate zRating above 90 points	Rating	69	62	GRI 2-29
EcoVadis score – Group	Rating	65	29	Interroll disclosure
Organizational units with EcoVadis Platinum score	Number	3	0	Interroll disclosure
Organizational units with EcoVadis Gold score	Number	10	0	Interroll disclosure
Organizational units with EcoVadis Silver score	Number	4	4	Interroll disclosure
Organizational units with EcoVadis Bronze score	Number	1	6	Interroll disclosure
Active participation in industry associations and initiatives	Number	74	45	GRI 2-28
Donations to sponsorships and non-profit organizations	CHF	120,856	104,246	GRI 413-1
Locations which contribute to local community projects	Number	17	16	GRI 413-1

Sustainable Procurement

Number of Interroll suppliers	Number	4,726	4,929	GRI 2-6
Percentage of suppliers assessed for environmental and social risks	in %	62.1	59.7	GRI 2-25
New Interroll suppliers who have signed the code of conduct	in %	20.4	n/a	GRI 2-23
Purchasing volume	CHF million	217.3	245.7	Interroll disclosure

Key figures at a glance	Unit	2023	2022	GRI index
Spending on local suppliers	CHF million	179.1	230.2	Interroll disclosure
Proportion of spending on local suppliers	in %	82.4	93.7	GRI 204-1
Percentage of new suppliers assessed pursuant to environmental criteria	in %	14.0	n/a	GRI 308-1
Percentage of new suppliers assessed pursuant to social criteria	in %	14.3	n/a	GRI 414-1
Suppliers of production materials assessed pursuant to ESG criteria	Number	2,934	2,942	Interroll disclosure
Number of confirmed incidents of forced labor	Number	0	0	GRI 409-1
Number of confirmed incidents of child labor	Number	0	0	GRI 408-1
Number of confirmed cases of human trafficking	Number	0	0	GRI 414-2
Product and Service Responsibility				
Health and safety incidents caused by our products	Number	0	0	GRI 416-2
On-time deliveries (ODP)	in %	93.04	88.50	Interroll disclosure
Cost of poor quality (CoPQ)	% of sales	0.26	0.21	Interroll disclosure
ISO 9001-certified locations	Number	9	9	Interroll disclosure

Social – Employees

Attractive Employer

Total number of employees	HC	2,398	2,437	GRI 2-7
Total number of employees	FTE	2,294	2,325.4	GRI 2-7
Number of employees aged 30 and under	Number	412	501	GRI 2-7
Number of employees aged 30–50	Number	1,354	1,299	GRI 2-7
Number of employees aged 50 and over	Number	632	637	GRI 2-7
Permanent employees	Number	2,234	2,202	GRI 2-7
Permanent employees	in %	93.2	90.4	GRI 2-7
Temporary employees	Number	125	202	GRI 2-8
Temporary employees	in %	5.1	8.3	GRI 2-8
Apprentices/trainees	Number	39	33	GRI 2-7
Apprentices/trainees	in %	1.6	1.4	GRI 2-7
Employee turnover	in %	17.5	22.4	GRI 401-1

Key figures at a glance	Unit	2023	2022	GRI index
Management positions held by women	in %	26.9	23.2	GRI 405-1
Employees with physical or mental disabilities	Number	36	35	GRI 405-1
People Development				
Changes in Group Management	Number	1	0	Interroll disclosure
Recent hires for management positions were staffed internally	Number	22	11	Interroll disclosure
Percentage of management positions filled from within	in %	44.9	45.8	Interroll disclosure
Training for employees	Persons in training sessions	1,537	1,327	GRI 404-1
Average number of hours for training sessions	Number	24	24	GRI 404-2
Internal training	Hours	22,957	20,072	GRI 404-2
External training	Hours	14,499	11,152	GRI 404-2
Training expenditure	CHF	933,488	844,989	GRI 404-2
Occupational Health and Safety				
Severe occupational accidents	Number	1	0	GRI 403-9
Occupational accidents resulting in one or more days of lost work (LTIR)	Figure based on 1,000,000 hours worked	9.0	7.9	GRI 403-9
Days lost due to occupational accidents	Number	436	556	GRI 403-9
Sickness absence rate	in %	3.4	3.5	GRI 403-10
ISO 45001-certified locations	Number	2	1	Interroll disclosure