

ESG KEY FIGURES OVERVIEW 2022

Key figures at a glance	Unit	Value 2022	GRI-Index
Material area: Ensuring good corporate management			
Members on Board of Directors	Number	6	GRI 2-9
Nationalities represented on Board of Directors	Number	3	GRI 2-9
Share of independent members on Board of Directors	in %	50	GRI 2-10
Share of women on Board of Directors	in %	33.3	GRI 405-1
Audit Committee meetings	Number	5	Interroll disclosure
Current term of lead auditor	Years	4	Interroll disclosure
Members in Group Management	Number	7	GRI 2-9
Nationalities represented in Group Management	Number	5	GRI 2-9
Number of women in Group Management	Number	None	GRI 2-9
Legal entities	Number	43	GRI 2-6
Operational legal entities	Number	35	GRI 2-6
Data stewards appointed	Number	21	GRI 2-23
Compliance managers/coordinators	Number	21	GRI 2-23
Staff trained in cyber security	in %	89	GRI 2-23
Implementation of Interroll Code of Conduct at locations	in %	100	GRI 2-23
Confirmed cases of bribery, corruption or fraud	Number	None	GRI 205-3
Legal actions for anti-competitive behavior	Number	None	GRI 206-1
Incidents of non-compliance concerning product and service information	Number	None	GRI 417-2
Total compensation ratio	Key indicator	18.5	GRI 2-21

Material area: Securing long-term success

Order intake	CHF million	572.6	GRI 201-1
Sales	CHF million	664.4	GRI 201-1
EBITDA	CHF million	129.0	GRI 201-1

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EBITDA	% of sales	19.5	GRI 201-1
EBIT	CHF million	105	Interroll disclosure
EBIT	% of sales	15.8	GRI 201-1
Net profit/net loss for the year	CHF million	82.8	GRI 201-1
Net profit/net loss for the year	% of sales	12.5	GRI 201-1
Cash flows from operating activities	CHF million	71.4	GRI 201-1
Cash flows from operating activities	% of sales	10.7	GRI 201-1
Free cash flow	CHF million	40.9	GRI 201-1
Free cash flow	% of sales	7.4	GRI 201-1
Equity	CHF million	394	GRI 201-1
Equity ratio	in %	72.2	GRI 201-1
Return on equity	in %	22.4	GRI 201-1
Payout ratio	in %	33.0	GRI 201-1
Product innovations (introduction less than/equal to 3 years)	Share of sales in %	2	GRI 201-1
Investments	% of EBITDA	25.1	Interroll disclosure
Interroll suppliers who have signed the Code of Conduct	in %	26	GRI 2-23
Purchasing volume	CHF million	240.3	Interroll disclosure
Spending on local suppliers	CHF million	214.0	Interroll disclosure
Proportion of spending on local suppliers	in %	89	204-1
Suppliers that were screened using environmental criteria	Number	90	308-1
Suppliers that were screened using social criteria	Number	90	414-1
ISO 14001-certified "A" suppliers	Number	134	Interroll disclosure
ISO 45001-certified "A" suppliers	Number	7	Interroll disclosure
Suppliers of production materials assessed pursuant to ESG criteria	Number	2,942	Interroll disclosure
Suppliers of production materials assessed pursuant to ESG criteria	in %	63	Interroll disclosure
Health and safety incidents caused by our products	Number	None	GRI 416-2
On-time deliveries (ODP)	in %	88.5	Interroll disclosure
Cost of poor quality (CoPQ)	% of sales	0.24	Interroll disclosure

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ISO 9001-certified locations	Number	7	Interroll disclosure
Locations which contribute to local community projects	Number	15	GRI 413-1
Donations	CHF	111,000	GRI 413-1

Material area: Protecting the climate and the environment

Total energy consumption	GWh	31.05	GRI 302-1
Consumption of renewable energy	GWh	10.39	GRI 302-1
Share of renewable energy	in %	33.5	GRI 302-2
Electricity consumption	GWh	19.4	GRI 302-1
Of which from renewable sources	GWh	10.39	GRI 302-1
Of which from renewable sources	in %	53.6	GRI 302-1
Of which renewable and self-generated	MWh	0.03	GRI 302-4
Of which renewable and self-generated	in %	0.15	GRI 302-4
Scope 1 GHG emissions	t CO ₂ e	3,072.2	GRI 305-1
Scope 2 GHG emissions, location-based	t CO ₂ e	6,459.2	GRI 305-2
Scope 2 GHG emissions, market-based	t CO ₂ e	5,284.5	GRI 305-2
Scope 1 and 2 GHG emissions, market-based	t CO ₂ e	8,356.8	GRI 305-2
Energy intensity	MWh/CHF million	46.73	GRI 302-3
Emissions intensity (Scope 1 and 2)	t CO ₂ e/CHF million	12.58	GRI 305-4
Total production materials	t	65,138	GRI 301-1
Steel	t	55,955	GRI 301-1
Other alloys	t	1,425	GRI 301-1
Plastics	t	4,279	GRI 301-1
Electrical/electronic components	t	923	GRI 301-1
Other production-related materials	t	2,458	GRI 301-1
Recycled plastics	t	98	GRI 301-2
Packaging material (plastic)	t	95	GRI 301-1
Packaging material (wood)	t	3,001	Interroll disclosure
Packaging material (cardboard packaging)	t	709	GRI 301-1

Key figures at a glance	Unit	Value 2022	GRI-Index
Production waste	t	4,286	GRI 306-3
Water consumption	m ³	43,000	GRI 303-5

Material area: Focus on our employees

Total number of employees	HC	2,433	GRI 2-7
Total number of employees	FTE	2,325.44	GRI 2-7
Under 16 years old	Number	0	GRI 2-7
16-18 years old	Number	4	GRI 2-7
19-35 years old	Number	697	GRI 2-7
36-50 years old	Number	1,122	GRI 2-7
51-65 years old	Number	597	GRI 2-7
Over 65 years old	Number	13	GRI 2-7
Temporary/agency workers	Number	211	GRI 2-8
Temporary/agency workers	%	9	GRI 2-8
Part-time	Number	81	GRI 2-7
Part-time	%	3	GRI 2-7
Trainees/interns	Number	41	GRI 2-7
Management positions held by women	%	23	GRI 405-1
Fatal occupational accidents	Number	None	GRI 403-9
Occupational accidents resulting in one or more days of lost work (LTIR)	Key indicator 200,000 h	1.46	GRI 403-9
Occupational accidents resulting in one or more days of lost work (LTIR)	Key indicator 1,000,000 h	7.3	GRI 403-9
Days lost due to occupational accidents	Number	556	GRI 403-9
Sickness rate	%	3.2	GRI 403-10
Employee turnover	%	Not tracked	GRI 401-1
Changes in Group Management	Number	None	Interroll disclosure
Recent hires for management positions were staffed internally	%	39	Interroll disclosure
Training for employees	Persons in training sessions	5,301	GRI 404-2

Key figures at a glance	Unit	Value 2022	GRI-Index
Average training session	Hours per employee	5.4	GRI 404-1
Internal training	Hours	19,820	GRI 404-2
External training	Hours	12,170	GRI 404-2
Training expenditure	CHF million	1.02	GRI 404-2
Number of reported cases of discrimination and harassment	Number	None	GRI 406-1
Employees with physical or mental disabilities	Number	35	GRI 405-1