



Stakeholder Engagement Policy

February 2024



Introduction

Our Stakeholder Engagement Policy commits us to structured and continuous engagement with our stakeholders to understand and manage our ESG impacts on them and their respective requirements.

Active exchange and optimization of the customer experience are key success factors for any business. The sustainable growth of our business is based on continuous performance improvement and the development of products and services with long-term value. This is only possible if aligned with the interests of all stakeholders including customers, investors, lenders, and suppliers.

Managing our Stakeholder Engagement is therefore a central function in order to understand the interests and expectations of our stakeholders with regard to product, financial, and ESG-relevant aspects and to provide the necessary information in a differentiated manner. We analyze annually which stakeholder groups are relevant to us and further develop our ESG strategy by involving selected stakeholders in regular dialogues.

We strive to minimize ESG risks for our investors. We therefore also report annually on our non-financial topics with the necessary transparency and clarity to meet the information needs of selected rating service providers. We also provide relevant information regarding our supply chain.

Sustainable growth of Interroll benefits from a holistic as well as detailed understanding of developments in our industry. It is therefore important for us to maintain an open dialog with market actors and to participate in industry associations.

Sant'Antonino, February 2024

A black ink signature of Ingo Steinkrüger, consisting of a large, stylized 'I' and 'S'.

Ingo Steinkrüger
Chief Executive Officer

A blue ink signature of Heinz Hössli, consisting of a stylized 'H' and 'H'.

Heinz Hössli
Chief Financial Officer

The generic masculine is used in this document. Pronouns and designations refer to all genders, unless otherwise stated.



Qualitative Objectives and Quantitative Targets

Qualitative objectives and quantitative targets are defined for the entire Interroll Group and are to be achieved by the specified time.

Specific implementation plans are developed for each Interroll entities to achieve the goals based on their individual starting situation.

Objectives	Targets	Date
We are a customer orientated business	100% of highest-ranked Customer Experience (CX) initiatives defined and implemented	Continuously
We understand our ESG impacts on stakeholders and our stakeholders' respective requirements	Structured stakeholder analysis	Annually
We develop our ESG strategy further by involving selected stakeholders in regular dialogues	All dialogues performed with the selected stakeholder groups	Continuously
We seek to reduce ESG risks for our investors	Sustainalytics Rating Risk Score below 10	2030
	MSCI AAA-Rating	2030
	Inrate zRating above 90 points	2030
We strive to fulfil our customers ESG transparency requirements	Improvement of EcoVadis assessment results	Annually
We contribute to an open exchange in the industry	Active participation in industry associations	Continuously
We support selected non-profit organizations	Sponsorships and donations to non-profit organizations	Annually



Our Stakeholder Engagement activities support the following Sustainable Development Goals (SDGs):



12. RESPONSIBLE CONSUMPTION AND PRODUCTION

Target 12.6: Encourage companies to adopt sustainable practices and sustainability reporting

16. PEACE, JUSTICE AND STRONG INSTITUTIONS

Target 16.7: Ensure needs-oriented, inclusive and representative decision-making processes

Governance

The Board of Directors and Group Management are responsible for taking into account and implementing the requirements of Stakeholder Engagement in the company's overall strategy. They ensure that the responsibilities for risk identification, setting objectives and targets, providing resources, implementation and review are clearly defined.

The Group Management must regularly inform the Board of Directors on the topic of Stakeholder Engagement and its risk assessment. This ensures that the Board of Directors possesses the requisite knowledge to evaluate these aspects.

Within Interroll's organizational structure, the Chief Executive Officer bears overall responsibility for Stakeholder Engagement.

The Chief Financial Officer is responsible for assessing and reporting on stakeholder-related risks as part of the annual ESG risk inventory. The resulting reporting in accordance with Article 964b Swiss Code of Obligations is submitted by the Board of Directors to the Annual General Meeting for approval.

Operational implementation and service provision are delegated to the Head of Communication & Investor Relations, the Director Customer Experience and Director Corporate Sustainability & Compliance.

Compliance

Compliance with this guideline and local legal obligations is annually monitored by Corporate Compliance.



Reporting

The status of and measures taken to achieve the targets and objectives for Stakeholder Engagement as well as the consolidated performance of the KPIs are published annually in Interroll's non-financial reporting.