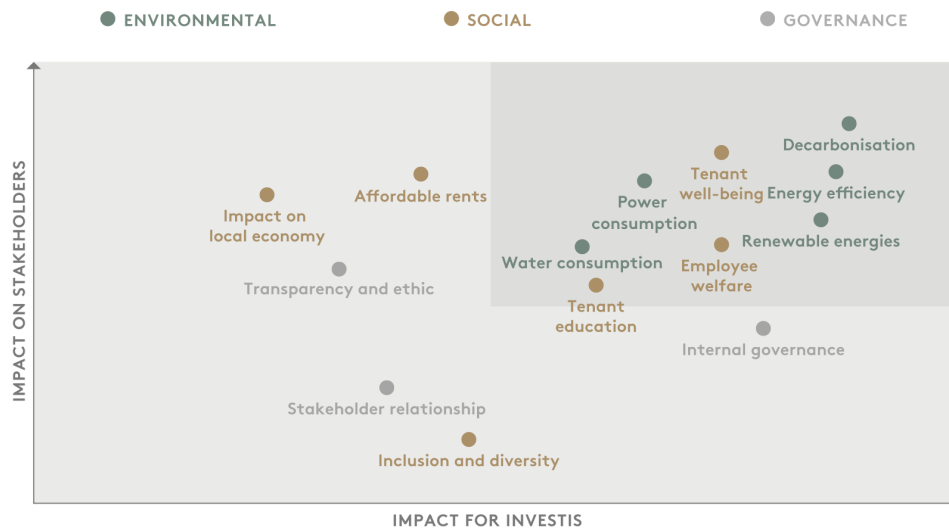


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INTRODUCTION

Investis is convinced that sustained value creation hinges on the effective integration of Economic, Social, and Environmental (ESG) factors into its operations, constituting an integral aspect of the Group’s identity across all levels and business domains. By embedding these principles into the core of its identity, Investis aims to drive not only financial success but also positive impacts on society and the environment. This commitment to sustainability influences every facet of the company, shaping strategies across property life cycles and within the Group’s services segment. The Group thrives on aligning these sustainability goals with operational strategies, ensuring that each decision considers the broader impact on the community, environment and stakeholders. The addition of a new member to the sustainability team, and the resources dedicated to it, underlines Investis' commitment to expanding its efforts in these areas, strengthening its ability to innovate and implement strategies that balance profitability with responsibility.



Investis considers all these topics, focusing primarily on elements with high impact for both stakeholders and the Group (highlighted in dark colour on the graph).

Investis’ materiality assessment is a collaborative process involving the Board of Directors, senior management, operational teams and external experts. This comprehensive analysis, conducted annually, assesses financial materiality, focusing on creating value for the Group, and impact materiality, focusing on reducing emissions and negative environmental impacts. The assessment ensures adaptability to evolving trends and stakeholder expectations.

In line with ethical business practices and a wider commitment to human rights, Investis states that it does not support child labour or corruption and emphasises that these issues are not relevant to its operations. This statement underlines the organisation’s commitment to maintaining a business environment free from such concerns and emphasises transparency, integrity and responsible conduct. Furthermore, it is important to note that Investis does not partake in the trading of rare earth minerals, aligning its business practices with ethical

business conduct. By addressing these dimensions within the materiality assessment, Investis communicates not only its commitment to financial success and environmental responsibility but also its stance on upholding ethical standards and human rights in its operations.

Material topics	Risk	Horizon of action	Measure	KPIs
Decarbonisation & Renewable energies	Temperature rise due to greenhouse gas	Short term	Change of heating systems	Use of renewable energy CO ₂ consumption
Power Consumption & Water Consumption	Restricted availability of energy	Short term	Efficient household appliances	Electricity consumption
	Waste of water/energy	Long term	Water flow reducers in bathroom	Water consumption
Energy Efficiency	Reduced attractiveness/ rentability of unrenovated stock	Medium term (ongoing)	Measuring building efficiency	Average CECB grade
			Feasibility study of renovation using CECB+	Number of CECB+ ordered in relation to the number of buildings
Tenant's Education	Over-consumption	Short term	Eco-housing action plan Ecological action guide	
Tenant's Well-Being	Climate change and overheating in homes	Medium term	Monitoring of the indoor temperature	Tenant's satisfaction, measured by surveys
	Restrictions on usability, rentability, higher vacancy rate, increased building quality requirements		Housing renovation	
Employee Welfare	Limited progression and deteriorating working conditions	Medium term	Employee's training and flexible working hours	Turnover
	Changing employee's expectations		Safety improvements	Annual illness and accident rates

Properties

Sustainable development is a constant concern in the management of Investis' property portfolio. While for many years the focus has been on the comfort of tenants during interior renovations, Investis is more and more committed to reducing the carbon footprint of its property portfolio with a view to achieving the objectives of the Swiss government's 2050 Energy Strategy, which is to reduce greenhouse gas emissions to zero (Net Zero Strategy). As an intermediate step, the Climate 2030 plan in the Canton of Geneva aims to reduce greenhouse gas emissions by 60% until 2030 (Plan climate cantonal 2030 – baseline of 1990). In Switzerland, buildings account for approximately 30% of the total CO₂ emissions, making them one of the most energy-intensive sectors.

STRATEGY

Investis takes its environmental responsibility seriously and has been monitoring the energy consumption of its buildings since 2020. Its strategic planning is firmly focused on sustainable development criteria, reflecting its unwavering commitment to enhancing the real estate portfolio in a sustainable manner. This strategy is based on the following pillars:

- **Energy Efficiency:** Investis invests in energy efficiency improvements, such as renovate properties (envelope renovations, window replacements, ...) and energy optimisation measures, such as optimising heating systems and installing LED lightings, which also reduce operation costs.
- **Decarbonisation:** Investis aims to replace existing fossil fuel heating systems with non-fossil heating systems or to connect to urban heating systems wherever possible.
- **Water Consumption:** Investis integrates water flow reducers in sanitary appliances to reduce water consumption.
- **Tenant's Education:** Investis provides guidance and training to tenants on eco-friendly practices.
- **Tenant's Well-Being:** Investis renovates flat interiors, creating a pleasant environment.
- **Optimising Building Space:** Investis explores opportunities to optimise unused areas such as attics or to add additional floors to existing buildings whenever possible and economically viable.

CONSTRAINTS

Investis has adopted a forward-thinking approach, planning renovations over the long term to group interventions and to maximise cost-effectiveness and efficiency, much like its approach to apartments' renovations. Since the portfolio consists mainly of properties in inner-city areas, the path to sustainability is not always a straightforward one. The Group has to deal with several constraints:

- **Stringent Regulatory Framework:** Particularly in Geneva, Investis faces heavy procedures and permit authorisations that often result in delays in renovation projects.
- **Resource Availability:** Ensuring the availability of materials and a skilled workforce can sometimes be a constraint.
- **Historical Preservation:** Some of the buildings are subject to historical preservation regulations, making facade renovations very difficult and sometimes impossible.
- **Urban Heating Deployment:** The delayed or unplanned deployment of urban heating systems by the cities complicates Investis efforts to transition to alternative, more sustainable heating sources.
- **LTDR:** Specific regulations in Geneva add administrative constraints to the sustainable renovation of buildings (Law on Demolitions, Transformations and Renovations – LDTR).

Real Estate Services

In this segment, all companies are conscious of their responsibility in reducing their environmental footprint. The business operations are aligned with this commitment through:

- **Process Improvement:** Investis continuously enhances its operational processes to reduce CO₂ consumption. This includes digitising paper-based procedures and minimising on-site visits by employees. Its transition to electric vehicles for operations is well underway.
- **Eco-Friendly Products:** Investis emphasises the use of eco-friendly products and prefers local providers to minimise its environmental footprint.
- **Innovative Solutions:** Investis focuses on innovative solutions that promote the efficient use of resources, such as water, energy and raw materials, to reduce its environmental footprint.
- **Education:** Investis strives to educate customers and employees on eco-friendly solutions and measures.
- **ISO 14001:** Hauswartprofis and Rohr are both certified and in compliance with the ISO 14001 environmental management system standard.

The journey towards sustainability is a long-term effort, involving shifts in both individual habits and work processes. Investis is committed to accelerating this transition and actively encourages eco-friendly initiatives. Together, the company and its employees can make a meaningful contribution to a more sustainable future.

ENVIRONMENT

Investis is committed to a dynamic multi-year renovation journey, aimed at enhancing sustainability, reducing energy consumption, and eliminating the CO₂ emissions across the property portfolio. This includes overhauling of facades, roofs, windows and heating systems, as well as interior renovations. In some cases, complete renovations of existing buildings are included as part of the ecological renovation strategy and the possibility of installing solar panels on the roofs is being closely examined. The planning of these environmental refurbishments aims to ensure maximum economic efficiency while minimising the environmental footprint.

At the heart of this initiative is a comprehensive audit of all buildings. The aim is to identify potential energy-saving opportunities through meticulous data collection, control and recalculations. Investis calculates, monitors, and manages reduction strategies by incorporating energy data, building conditions for sustainable planning of future measures and investments, at both property and portfolio levels. Beyond energy metrics, understanding a property's condition and management is indispensable. With a robust data infrastructure, Investis paves the way for sustainable rolling planning and investments.

This thorough analysis not only enables Investis to identify opportunities for improving energy efficiency (reduction of carbon footprint and operating costs) during building renovations but also provides a framework to evaluate possibilities for urban densification, including strategies like increasing building height. By assessing sustainability at a granular level, property owners and investors gain valuable insights, enabling them to formulate well-structured renovation strategies and investment aimed at achieving higher sustainability standards. An integral part of this strategy includes the calculation of the Geneva heating expenditure index (IDC), which serves as a benchmark for sustainability.

To develop its strategy, Investis is working in collaboration with Signa-Terre (data monitoring and analysis), the Services Industriels de Genève and SSREI (Swiss Sustainable Real Estate Index). To assess the sustainability and the environmental impact of its property portfolio, Investis commissioned Signa-Terre to carry out a comprehensive assessment and monitoring of its buildings. The assessment covers not only energy consumption but also greenhouse gas emissions of the portfolio. For buildings located in the canton of Geneva, Investis works with the Services Industriels de Genève, which has, in collaboration with the canton, set up the SIG-éco21 program, which covers a range of energy optimisation measures. For buildings in the canton of Vaud, Investis is already implementing similar measures while monitoring publications on new regulations.

ANNUAL ENERGY MONITORING RESULTS

Investis annual energy monitoring results are based on the Rapport de Surveillance Énergétique 2023 from Signa-Terre. The indicators presented below are based on the conversion factors given by the KBOB 2024 standards (Coordination Conference for Public Sector Construction and Property Services).

The coverage rate for the 2023 period for all fluids considered is 84%, representing an Energy Reference Surface of 181,467 m² – excluded are buildings with hospitality, leisure and seasonal activities. For guidance, the yearly period indicated corresponds to the heating period, meaning from July to June of the following year.



The above results represent the Scope 1 and 2 consumption of the Investis portfolio. The notion of scope is used in most standards and benchmarks relating to CO₂ emissions. The definitions based on ISO 14064 and practical experience are the following:

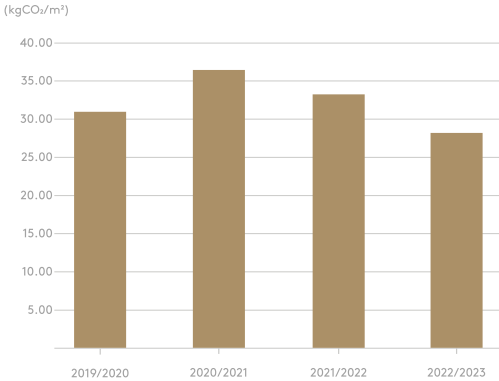
- **Scope 1:** Direct emissions generated at building level (e.g., emissions linked to on-site combustion of gas or fuel for building heating)
- **Scope 2:** Upstream emissions resulting from the energy supplied to the building (e.g., production of district heating, electricity for common areas or heat pumps)
- **Scope 3:** May include various emissions upstream and downstream of the building (e.g., electricity consumption by users, building construction and renovation, etc.).

All the figures and graphs presented in this report take Scope 1 and 2 into account.

The report focuses on four main performance indicators: the quantity of CO₂ emitted, electricity and water consumption as well as heating systems used. These metrics offer a transparent and quantifiable view of an organisation’s sustainability efforts.

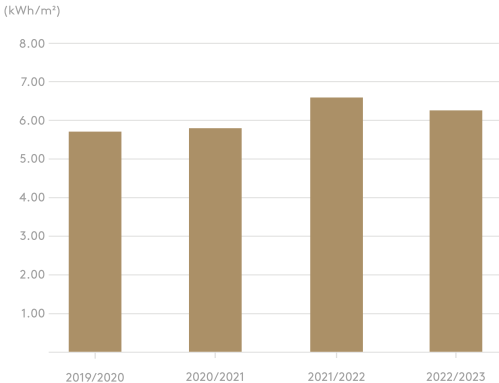
CO₂ AND ENERGY CONSUMPTION

Total CO₂ emissions for the portfolio amount to 5,014 tons for the 2022/2023 analysis period corresponding to a total energy consumption of 23,051,410kWh. On a per m² Energy Reference Surface (ERS) basis, emissions amount to 27.63kgCO₂/m², a reduction of 17.32% compared to the 2021/2022 period. It is essential to recall that in 2021 and 2022, amidst the ongoing COVID-19 situation, partial lockdowns and the widespread adoption of remote work contributed to a general increase in energy consumption as the majority of the portfolio is made up of residential buildings.



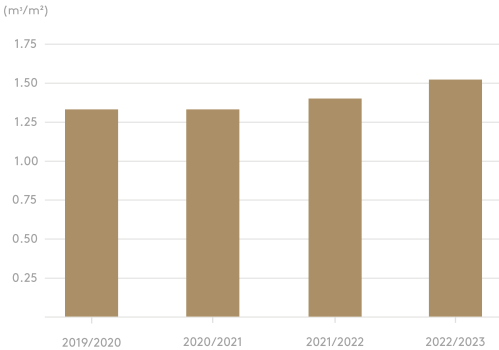
POWER CONSUMPTION

Electricity consumption for the portfolio’s common areas amounts to 1,283,294kWh for the 2022/2023 period. On a per m² Energy Reference Surface (ERS) basis, consumption amounts to 6.23kWh/m², which represents a 3.29% reduction compared to the previous period.



WATER CONSUMPTION

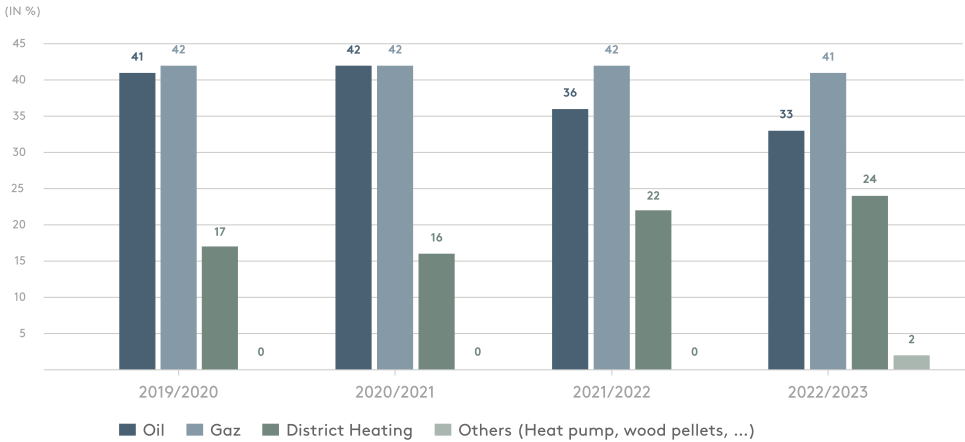
Total net water consumption for the portfolio amounts to 303,260 m³ for the 2022/2023 period. On a per m² Energy Reference Surface (ERS) basis, consumption is 1.51 m³/m², up 3.82% on the 2021/2022 period.



Approximately one third of the energy consumed in residential buildings is used to heat water. When renovating homes, Investis installs water flow reducers on bathtubs and sinks to limit the amount of water used and therefore heated.

HEATING ENERGY MIX

The below table presents the energy mix for the entire portfolio. It demonstrates that most of the heating energy is sourced from fossil energy.



However, there has been a significant reduction in oil-fired heating systems, which now account for 33%. Meanwhile, the number of gas heating systems has remained constant at 41%. Urban heating systems account for a smaller but growing share of 24%. Other sources, such as wood pellets heating systems, account for the remaining 2%.

Investis' objective of decarbonising its property portfolio also involves replacing heating systems that use fossil fuels with more environmentally friendly systems, such as urban heating systems or installing thermal or photovoltaic solar panels. Both solutions depend on technical feasibility, which is assessed when planning the renovation of buildings.

SIG-ECO21 PROGRAM IN GENEVA

Investis has supported this initiative from the beginning and implemented a number of measures. The first concrete and immediate action taken to decarbonise the properties was to implement the measures of the SIG-éco21 programme, a series of technical solutions to reduce energy consumption. These measures can relate to the replacement of fossil fuel heating systems, technical systems, renewable energy production and aspects related to the building's occupants.

Boiler

Energy consumption can be reduced by 10% and up to 30% through technical optimisation and adjustment of boiler settings and regular monitoring of indoor temperatures. According to the recommendations of the Federal Office of Public Health, the ideal indoor temperature during the heating season should be between 18° and 21°, depending on the type of room.

In the Canton of Geneva, when considering all property owners collectively, energy consumption has fallen by an average of 16%, with savings of 75 GWh for the 2022/2023 period. Indeed, according to the application guide of the energy regulations of the canton of Geneva, a reduction of just 1° in the average heating temperature reduces the energy consumption of the building stock by around 7%.

Lighting for common areas

Lighting in common areas is often the most expensive item of electricity consumption in a building. Significant savings can easily be achieved by installing efficient lights equipped with presence detectors. The lighting solution offered by SIG-éco21 enables reducing the electricity consumption by up to 80% in the long term. Based on the data provided by the SIG-éco21 programme, this measure has been applied to most of the buildings, representing a substantial saving, corresponding to the yearly consumption of 35 households (based on an average annual consumption of a Swiss household of 5,000kWh).

Ventilation

Humidity-controlled ventilation systems allow air flows to be adapted to the needs of the occupants at any time. Conventional ventilation systems (single flow) are often oversized and controlled according to predefined schedules, which are not optimal from an energy and comfort point of view. Furthermore, ventilation systems in Geneva are often switched off at night. A properly sized humidity-sensitive ventilation system provides optimal airflow, prevents mould growth, ensures occupants comfort, and reduces energy consumption.

Heating circulators

Circulators are often oversized and do not consider the actual heating and hot water requirements of the building. As a result, the associated electricity consumption is too high. Old circulators operate at a fixed speed rather than according to the heating building's needs, which vary according to the season and weather conditions. Preventive replacement of circulators also helps to avoid breakdowns and the resulting lack of heating and hot water. According to the SIG-éco21 programme, the circulators solution allows the equipment to be optimised and electricity consumption to be reduced by 60 to 90%.

Tenant's education

The Eco-Housing Action Plan helps tenants to reduce electricity and water consumption by installing efficient appliances (light bulbs, flow reducers, etc.) and raising awareness of energy saving through eco-ambassadors' visits. Tenant's water consumption can be reduced by up to 20% and electricity consumption by up to 7%. Another benefit is lower costs for hot water and heating. For the building owner, a 15–20% reduction in CO₂ emissions is possible. These reductions are based on statistical data of the SIG-éco21 programme.

Investis is currently actively engaged in the process of implementing this solution, with an ambitious plan for a full-scale rollout scheduled for the year 2024. However, the company's commitment to sustainability extends beyond the mere implementation of this solution. To truly amplify their environmental impact and underscore their dedication to eco-conscious practices, Investis is set to take their initiatives one step further. In a bid to educate and empower their tenants, Investis is developing an ecological action guide that will be thoughtfully distributed to all residents of its properties. The primary objective of this guide is not only to inform but also to inspire, serving as a valuable educational resource for residents. Through this carefully crafted guide, Investis aims to raise awareness and foster a deeper understanding of eco-friendly practices and sustainable living principles.

By providing their tenants with this educational resource, the company hopes to foster a sense of environmental responsibility, ultimately contributing to a more ecologically conscious and sustainable future for all parties involved. In doing so, Investis demonstrates not only a dedication to implementing innovative solutions but also a commitment to cultivating a community that actively participates in the global effort to protect the environment.

SSREI INDEX PARTICIPATION

Investis has been part of the SSREI index since 2022, with an aim to promote comparability in the Swiss real estate market. The SSREI, Swiss Sustainable Real Estate Index, serves as a reference point for assessing the sustainability profile of existing Swiss real estate properties.

The Swiss Sustainable Building Standard, a tool developed as part of the 2050 energy strategy, forms the basis of the index structure. Tailored for existing properties, this standard introduces a comprehensive auto-evaluation framework that covers three critical pillars: society, economy, and environment.

- In assessing a building's **environmental impact**, the SSREI index uses various criteria including heat emission, structural material quality, waste management practices, and available vehicle and bicycle parking spaces.
- **Economic sustainability** is another essential facet considered by the SSREI index. It assesses factors such as operating and repair costs, value retention and maintenance, ownership and rights, natural hazards, renewable energy potential, and more.
- **The societal impact** of a building and its contribution to the local community are meticulously examined through criteria encompassing town planning, architectural design, density of use, access to public spaces, safety, flexibility of use, or protection against noise.

To ensure the integrity of the data, the SSREI index undergoes annual verification by the SSREI control body, followed by certification from the Swiss Association for Quality and Management Systems (SQS).

SOCIAL

TENANT'S WELL-BEING

Investis has long been committed to the systematic renovation of buildings with the unique focus on preserving the well-being and social structure of its tenants. Investis' expertise in renovating apartments interior while tenants continue to occupy their spaces brings numerous benefits, including:

- **Lease continuity:** Tenants do not face the stress and insecurity of lease cancellations, especially in a low-vacancy market.
- **No relocation hassles:** Investis' approach eliminates the need for tenants to move during the renovation, ensuring that their social routines and habits remain uninterrupted.
- **Improved living spaces:** Tenants enjoy the satisfaction of upgraded kitchens and bathrooms, enhancing their overall living experience.

This tenant-focused approach not only ensures that rents remain affordable and the property habitable, but also fosters a strong sense of community and satisfaction during refurbishment periods, as Investis always refurbishes all apartments in a building at once.

Renovations often include improvements to ventilation systems, contributing to better health and overall quality of life. In addition, Investis provides tenants with education in eco-friendly practices, helping them save electricity and water through simple yet highly effective measures.

TENANT'S SATISFACTION

Investis prioritises tenant satisfaction as a cornerstone of its property management approach. It actively engages with its tenants, inviting them to participate in a survey designed to assess their expectations and overall satisfaction with their property and their interaction with the property managers. This survey plays a vital role in identifying areas for improvement and anticipating evolving needs. Their valuable feedback contributes to the ongoing development and enhancement of the property offering. By maintaining a strong and open line of communication with its tenants, Investis also enhances their experience. The Group firmly believes that its tenants are an integral part of its continued success.

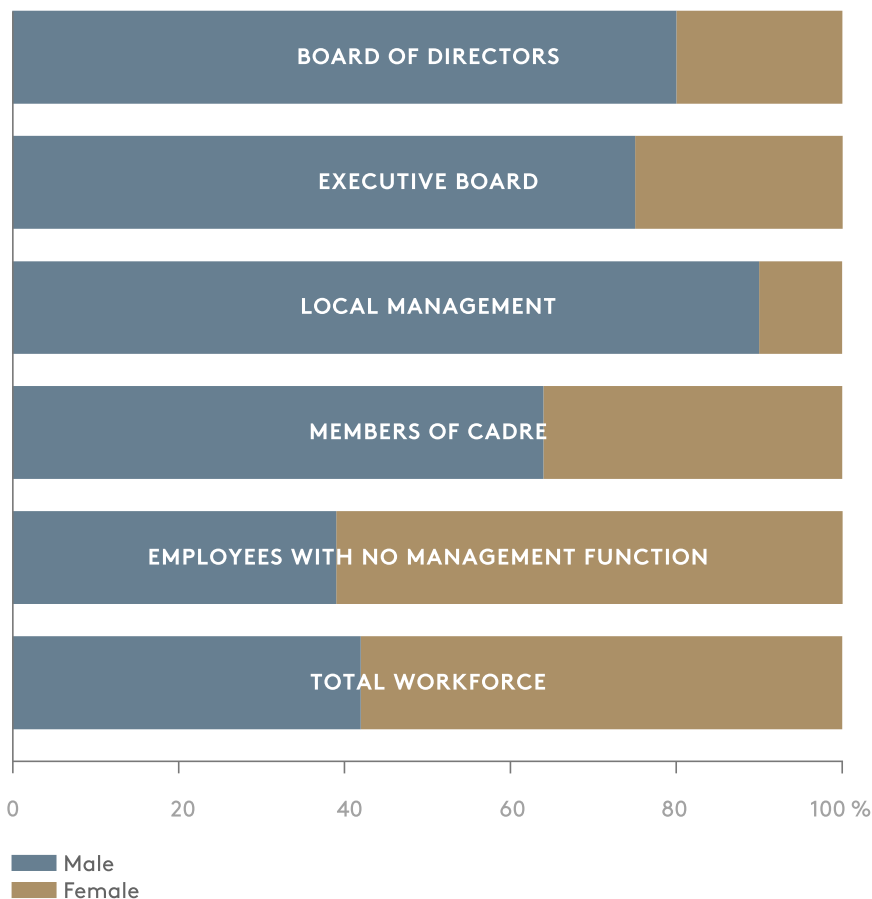
MAINTAINING AFFORDABLE HOUSING SOLUTIONS

Not only is Investis committed to maintaining high quality flats, but also to offering housing solutions that cater to a diverse range of income levels, ensuring accessibility and inclusivity in its residential portfolio. This is particularly true in large cities, where most of its buildings are located. Therefore, its property portfolio falls within the affordable, lower-middle price range, with 1.8% of apartments currently serving individuals who rely on social services. Investis has an unwavering commitment to providing long-term, affordable rental options.

EMPLOYEE WELFARE

At Investis, guaranteeing employee satisfaction remains a top priority, and the Group implements diverse strategies to accomplish this. One crucial aspect is the dedication to maintaining a low turnover rate, which is presently aligned with industry benchmarks. Additionally, Investis emphasises nurturing a favourable and conducive working atmosphere, as demonstrated by its pledge to gender equality and its zero tolerance towards discrimination on grounds of their sex, race, religion, age, national origin, sexual orientation, disabilities, or political activities.

Investis views its diverse workforce as a key competitive advantage, emphasising an inclusive culture that empowers teams and enhances creativity and productivity. The company is committed to equal rights and opportunities for all gender identities, recognising that equality is crucial for individuals to contribute their unique abilities to drive innovation and long-term business success.



Investis places a strong emphasis on monitoring its employees’ well-being through various measures including satisfaction surveys and tracking factors like absenteeism.

In addition, Investis closely monitors annual illness and accident rates as part of its commitment to prioritising health and safety. Occupational health and safety are integral to the management system, particularly within the Real Estate Service segment, where personal

safety, environmental care and sustainable practices are paramount. Investis provides protective work clothing, regularly update equipment, and prioritise environmental criteria in selecting new company vehicles.

Investis prioritises an appealing and secure work environment, emphasising work-life balance. As an employer, it fosters an open entrepreneurial culture, providing development opportunities and aiming to implement reasonable work requirements, fair wages, comprehensive social security benefits, and attractive overall working conditions, with a particular focus on accommodating part-time employment. As at 31 December 2023, the headcount stood at 2,305 employees corresponding to 1,582 full-time equivalents. A total of 30 apprentices are completing their training in various professions at Investis.

Employee indicators	2023	2022	changes in %
Full-time	1,170	1,118	5%
Part-time	1,105	1,180	-6%
Apprentices	30	36	-17%
Total Headcount	2,305	2,334	-1%
Permanent contracts	2,222	2,234	-1%
Fixed-term contracts	53	64	-17%
Apprentices	30	36	-17%
Total Headcount	2,305	2,334	-1%

Investis recognises that committed, well-trained employees are essential for future success, emphasising sustainable growth through talent attraction and retention. The company fosters an open culture, flat hierarchies, and collaborative management, promoting mutual appreciation, respect and responsibility as core values that contribute to the overall success of the organisation.

GOVERNANCE

Investis has implemented robust policies and procedures to ensure transparency, integrity, and accountability in its operations. These measures include the adoption of international best practices, compliance with relevant laws and regulations and regular internal audits.

COMPLIANCE

Investis is committed to environmental responsibility, incorporating an environmental assessment process for every new building acquisition. This diligence involves an examination of the sustainability aspects of the potential properties to ensure they align with its standards. By conducting these environmental checks, Investis not only ensures compliance with sustainability goals but also contributes to a more ecological portfolio. This commitment reflects its dedication to minimising the environmental impact of its operations and fostering sustainable practices within the real estate industry.

In order to protect the integrity of the companies and their social and environmental environment, Privera and the facility management companies have established a code of conduct called the “Policy for the Protection of Personal Integrity at Work”, which outlines the rules to be followed by both employees and business partners. In line with its commitment to diversity and equal opportunity, Investis promotes an inclusive environment while emphasising the importance of reporting misconduct to maintain the trust of clients, business partners and employees. Investis fosters a conducive environment for skilled employees through openness, safety and health initiatives, as the company’s success and reputation are rooted in the integrity of the group.

ETHICS

Integrity

The principle of non-discrimination means providing all employees with equal opportunities and the same working conditions regardless of their age, gender, age, skin colour, religion, political views, nationality, or social background. Investis does not tolerate prejudice or humiliation in any form.

Antibribery

Regular unannounced checks are made to ensure that all employees act according to the Code of Conduct.

Whistleblowing

At Investis, all employees and governing bodies are required to report any violations of the Code of Conduct through the external whistleblower system or the internal channels detailed on the company’s intranet, fostering a culture that encourages the reporting of concerns or problematic incidents. The Group ensures confidentiality, a fair process, and thorough investigations for all notifications and reports received. Retaliation against employees reporting in good faith is strictly prohibited.

During the reporting period, eight inquiries, notifications and reports were received. All reports were primarily of a civil nature and related to regular business activities. Investis did not encounter any cases of human rights violations, bribery, discrimination or other violations of personal rights. There have been no legal actions or fines taken against the company for anti-competitive practices or for non-compliance with environmental laws and regulations.

EXECUTIVE COMPENSATION

Investis recognises the value of diverse perspectives in decision-making processes. The company promotes diversity and inclusivity within its board of directors and senior management, fostering an environment that embraces a variety of backgrounds, experiences, and skills. The remuneration system of the senior management includes achieving specific ESG targets (see the compensation report 2023 for more details).

RISK MANAGEMENT

Regular reporting of Environmental, Social, and Governance (ESG) topics to both the Executive Board and the Board of Directors underscores the commitment to transparency and accountability in these crucial areas.

Moreover, recognising the growing significance of cybersecurity, all employees undergo training in IT issues, specifically focusing on cyber-attacks. This proactive approach not only fortifies organisational resilience against potential threats but also emphasises dedication to maintaining a secure and informed workforce.

The dual certification of Group companies Hauswartprofis and Rohr AG to ISO 45001 for health and safety management and ISO 14001 for environmental management underlines the Group's unwavering commitment to managing and safeguarding these critical aspects. The Group's focus on digitalisation, particularly in work processes, coupled with a strategic emphasis on minimising on-site travel, further aligns with its commitment to operational efficiency and environmental responsibility. In addition to employee awareness, this standard also addresses external requirements and, to a lesser extent, voluntary external communication, demonstrating the Group's holistic commitment to sustainable practices throughout its operations.

STATEMENT BY THE BOARD OF DIRECTORS

The Board of Directors of Investis Group is responsible for the preparation and presentation of the Non-Financial Report 2023 in accordance with applicable regulations (article 964A ff of the Swiss Code of Obligations).

This Non-Financial Report 2023 has been approved by the Board of Directors of Investis Group. The Board of Directors ensures that this Non-Financial Report 2023 will remain publicly available on the corporate website for at least ten years.

Zurich, 25 March 2024



Dr. Thomas Vettiger
Chairman of the Board of Directors



Stéphane Bonvin
CEO