

GROUP OVERVIEW

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FINANCIALS 2022 IN BRIEF

Entrepreneurial vision in the face of changing conditions – Investis continues to progress successfully

PROPERTIES/PORTFOLIO

- Portfolio value of CHF 1,508 million
- High profits on the sale of properties: CHF 63.4 million
- Residential share: 93%
- 149 buildings
- 2,445 residential units
- Like-for-like rental growth of +1.0%; in residential +1.8%
- Very low vacancy rate of 1.3%

REAL ESTATE SERVICES

- Revenue growth of 8.5%
- Organic revenue growth and growth by acquisitions
- Rents under management of CHF 1.58 billion
- Excellent EBIT margin of 10.6%

NET PROFIT

CHF 152 million – net profit excluding revaluation effect of CHF 93.8 million

NET ASSET VALUE

NAV per share excluding deferred taxes with regard to properties further increased to CHF 95.07

LTV

Conservative LTV of 21%

PROPOSED DIVIDEND

Unchanged dividend of CHF 2.50 per registered share to be proposed to the next Annual General Meeting consisting of an ordinary dividend of CHF 2.05 per share and CHF 0.45 in form of repayment from capital contributions.

“We are presenting a strong set of results driven by both segments. Our business model, which focuses on residential properties, particularly in Geneva and Lausanne, and our geographical presence in the real estate services business throughout Switzerland, together with our strong balance sheet, continue to provide a solid basis for future growth. The real estate market in Switzerland and the residential market in the Lake Geneva region in particular have solid fundamentals. Vacancy rates have continued to fall due to immigration levels remaining high. The housing shortage is expected to increase further due to declining construction activity and persistently high demand, bringing with it rising rents, despite economic uncertainties.

I would like to thank all our colleagues for their passion and commitment. It is what drives the success of our growth strategy every day.”

Stéphane Bonvin, CEO and Member of the Board of Directors

PROFILE

Unique residential real estate company with nationwide real estate services

Founded in 1994, Investis Group is a leading real estate company in the Lake Geneva region and a national real estate services provider active in the two segments of **Properties** and **Real Estate Services**. The Investis portfolio focuses on residential properties with apartments in the mid-price segment in the Lake Geneva region. Investis Real Estate Services is active throughout Switzerland with well-known brands. The Group has been listed on the SIX Swiss Exchange in Zurich since June 2016.



PORTFOLIO

Focused on the Lake Geneva region, the portfolio consists of 149 buildings with 2,445 residential units. As at 31.12.2022, it was valued at CHF 1,508 million.

PROPERTY MANAGEMENT

Privera AG is the real estate service provider in property management. The areas of expertise include co-ownership association, retail & site management, letting management, brokerage and construction management, and value-added tax advice.

REAL ESTATE SERVICES

Hauswartprofis AG in the German and Italian-speaking parts of Switzerland and **Conciergepro SA** for the French-speaking part of Switzerland provide caretaking, cleaning and gardening services, mainly around residential properties. This includes cleaning of office spaces, escalators and floors in shopping centers, indoor and outdoor car parks, staircases, etc.

Home Service AG was founded in 1980 and acquired by Investis in 2022. The company focuses on premium offers in the areas of home maintenance and gardening services in Eastern Switzerland. The commitment to maintaining the value of the properties has been high on the agenda for decades.

Rohr AG maintains over 2,000,000 m² of facade per year (equivalent to 280 football pitches) with own skyworkers. It has nationwide expertise in clean room maintenance. Not only does it enable the highest standards of hygiene, but it allows cleanliness to be assured, contamination risks to be eliminated and correct behaviour to be promoted. With a selection of hand-picked cleaners it is also a specialist in cleaning private homes.

Analysis^{LAB} SA is the Swiss market leader and specialist in the analysis of building pollutants in various materials and in the air. The services are offered across Switzerland, primarily to professionals in the field of construction and environmental toxicology, but also to private customers.

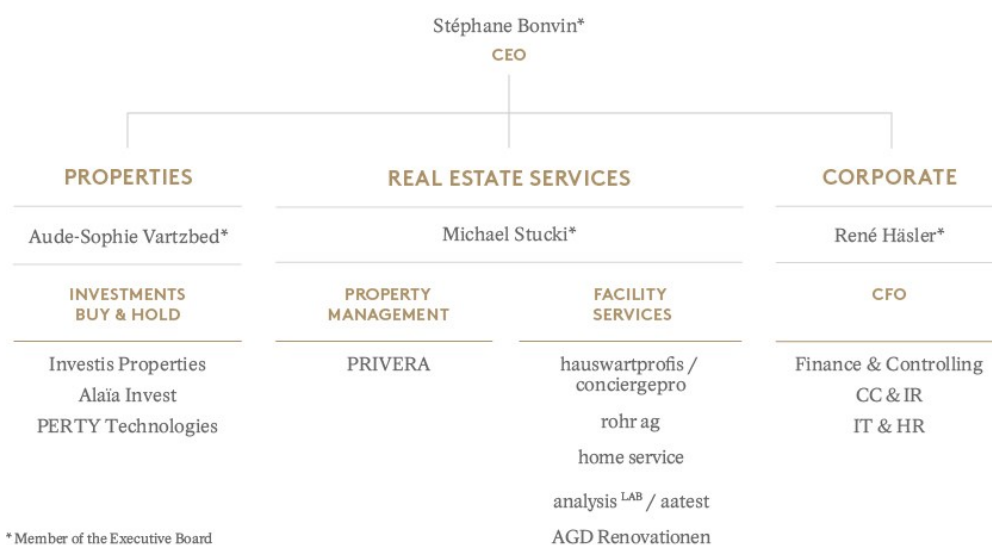
Aatest AG was acquired in 2022 and offers microscopic services for industry, professionals and private individuals to detect mainly asbestos or any other building pollutants in various materials and in the air.

HIGHLY ENTREPRENEURIAL MANAGEMENT

Investis is characterised by a lean structure and a highly entrepreneurial and experienced management team. The Executive Board consists of the following managers:



René Häsler (CFO), Aude-Sophie Vartzbed (Head Properties), Stéphane Bonvin (CEO), Michael Stucki (Head Real Estate Services)



FUNDAMENTAL BUSINESS STRENGTHS – INVESTIS' VALUE PROPOSITION

PROPERTIES	REAL ESTATE SERVICES
Pure Swiss player	
Stable financing and financial flexibility to take advantage of market opportunities	
Established position with high barriers to entry and differentiated success factors	
Highly entrepreneurial management with a track record of value creating growth	
Attractive and stable return profile	
Largest listed residential portfolio in the Swiss market	Nationwide service with own local offices in both activities
Robust and well-maintained portfolio focused on the Lake Geneva region – first class location quality	Top-tier Property Management activity with largest diversified customer base of institutional clients
Low vacancy rates	Leading Facility Services activities
Value creation through execution on rent upside potential	Digitalisation leads to greater efficiency – enhanced quality and innovative products

MILESTONES

Since its foundation in 1994, Investis has been driven by an entrepreneurial approach and has focused on value creation with a long-term perspective.



STRATEGY

Investis aims to be the market leader in residential property investments in the Lake Geneva region and in real estate services throughout Switzerland. The Company is also targeting continued successful growth with a conservative financing profile in its **Properties** business, as well as further expansion of its **Real Estate Services** business, both organically and through acquisitions, by means of the following measures:



SUCCESSFUL BUY-AND-HOLD STRATEGY THROUGH SELECTED INVESTMENTS IN THE PROPERTIES SEGMENT

Investis is keen to continue its long-term buy-and-hold strategy and to further expand the scope of its residential property portfolio through acquisitions and selected development projects. In view of the positive demographic trend and favourable macroeconomic factors, the Group is maintaining its focus on residential property for target customers with mid-range incomes in the Lake Geneva region, particularly in the metropolitan areas of Geneva and Lausanne.

PRESERVATION AND GROWTH OF PORTFOLIO VALUE THROUGH ACTIVE PORTFOLIO MANAGEMENT

The investment focus is on properties with sustainable, attractive returns and long-term value enhancement potential. Investis seeks to preserve and increase the value of its real estate portfolio through active portfolio management. Investis creates and increases value through low vacancy rates and consistent cost optimisation. Investis is also involved in realising targeted and cost-efficient renovation projects, including optimising energy efficiency. There is a commitment to reduce the carbon footprint of the property portfolio in order to meet the objectives of the Swiss government. This is in addition to construction measures such as extending rentable floor space by adding storeys, and conversions.

INCOME GROWTH THROUGH A BROAD RANGE OF REAL ESTATE SERVICES ACROSS SWITZERLAND

The Real Estate Services segment generates added value for customers and its stakeholders. The Group also seeks national recognition by offering real estate services across Switzerland. In addition, the Group intends to add more services to its Property Management and Facility Services activities organically and with selective acquisitions.

GREATER EFFICIENCY AND ENHANCED QUALITY THROUGH DIGITALISATION

Digitalisation of internal processes enables shorter and more efficient work processes. Staff are thus free to concentrate on activities that add more value, such as advising customers. Investis also intends to push ahead with the digitalisation of customer interfaces in order to improve its service offering.

SOLID FINANCING STRATEGY WITH A SOUND CAPITAL BASE

The Group is solidly financed and is targeting a gross loan-to-value ratio (LTV) of 40%. LTV is measured as the ratio of interest-bearing financial debt to portfolio value, but it does not include the value of the Real Estate Service business. A low LTV ratio gives the company full flexibility to exploit any attractive opportunities that arise in the market. The Group continues to strive to optimise its financing structure and to use the most suitable financing sources over the long term, including opportunities presented by the capital market.

The Group has no privileged creditors. All financing arrangements are unsecured. Financing needs are covered through fixed-rate bonds, traded on the SIX Swiss Exchange in Zurich, private placements or loans from banks and institutional investors. Short-term financing needs are covered by credit lines from several Swiss banks.

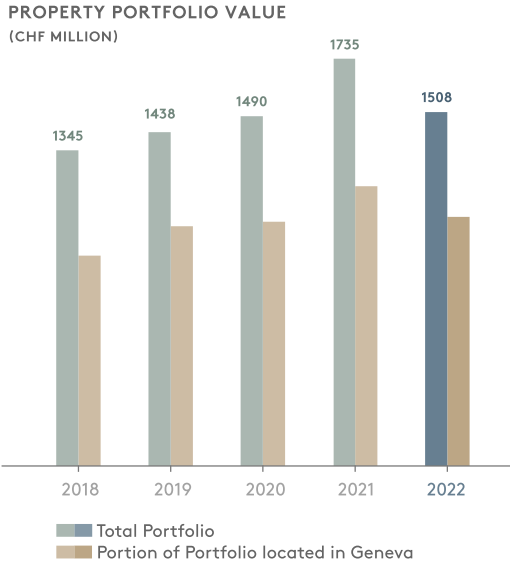
PROPERTIES

93% of the property portfolio consists of residential properties located in the Lake Geneva region

PORTFOLIO – FOCUS

The portfolio was valued at CHF 1,508 million as at 31 December 2022 and mainly consists of 2,445 middle-income residential units in 149 buildings. These residential properties are made up of apartments in the mid-price segment located in the Lake Geneva region. Its focus on this region and on that particular segment is the Group’s USP.

Detailed information on the properties is available on the [Company website](#) and in the [property list](#) in this Annual Report.

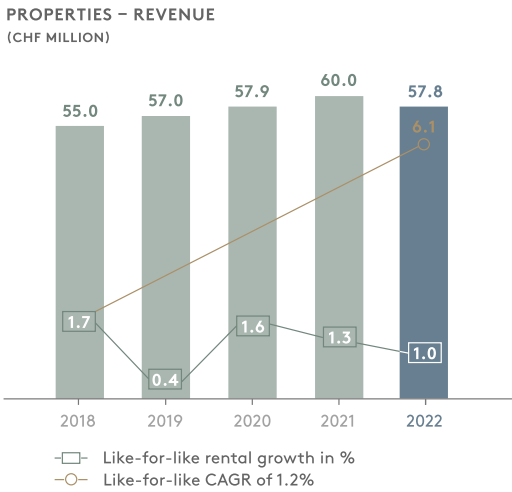


In 2022, eleven investment properties were sold very successfully at a premium of 20% over their carrying amount. This successful sale and further significant revaluation effects underline the quality of the portfolio.

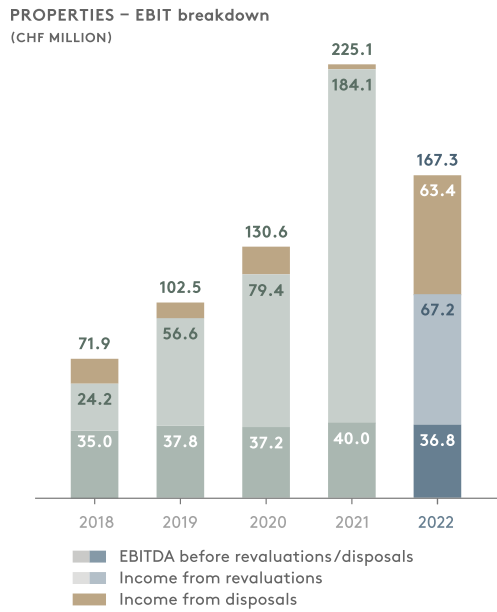


Rue Charles-Cusin 10,
Geneva

Investis has developed its Properties business line for over 25 years. It generated revenues of CHF 57.8 million and operating profit (EBIT) of CHF 167.3 million in 2022.



Rental income fell slightly by 3.7% due to the successful sale of properties in the course of the year (total sales prices CHF 376 million).

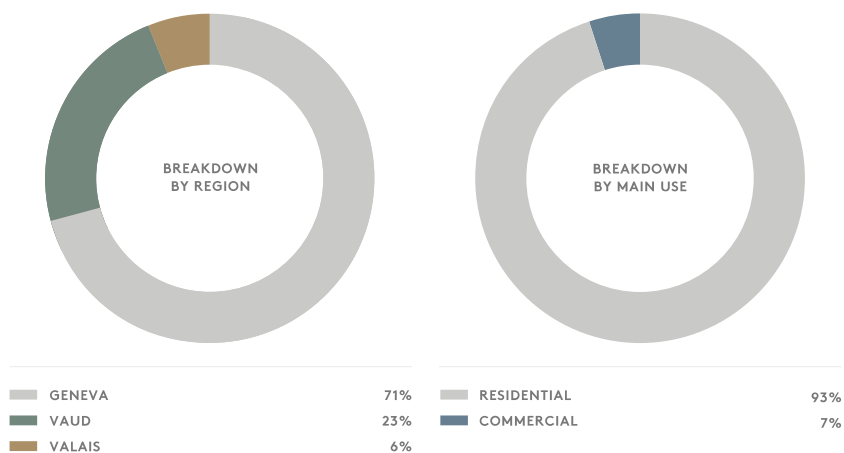


Continued higher cash flows from properties and a decrease in the average real-term discount rate to 2.74% (2.84% as of 31.12.2021) underline the quality of the portfolio and led to revaluation gains of CHF 67.2 million.

INVESTMENT PROPERTIES – MAINLY RESIDENTIAL

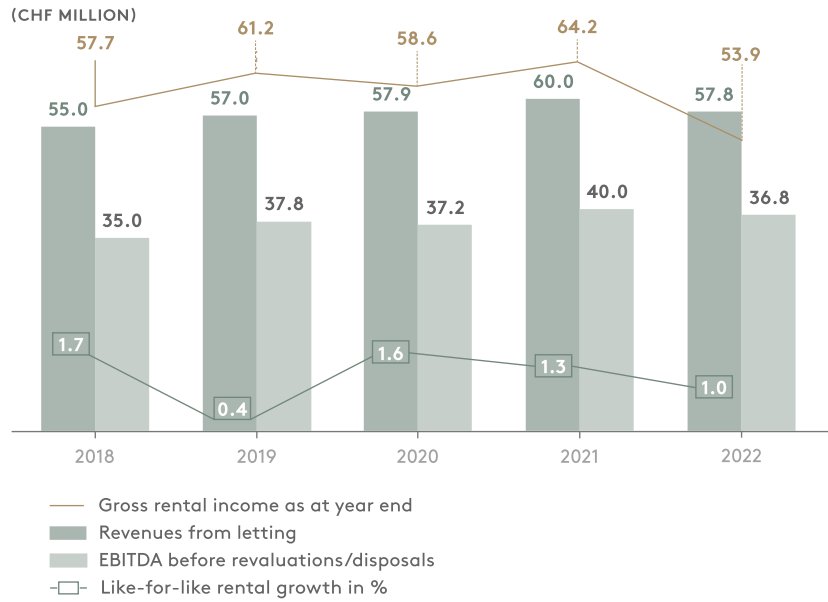
Based on market value and main use, 93% of the properties are used for residential and 7% for commercial purposes. With such a high proportion of residential properties in the portfolio, the risk of vacancies is low. The concentration on the residential market in the Lake Geneva region is the Investis Group’s USP. Lively demand is still expected thanks to the continuing strongly positive demographic trend. With population growth of over 1%, Switzerland is one of the fastest-growing developed economies, while the cantons of Geneva and Vaud are benefiting disproportionately strongly.

The following graphs depict the geographical distribution and main use of the investment properties:



RENT DEVELOPMENT

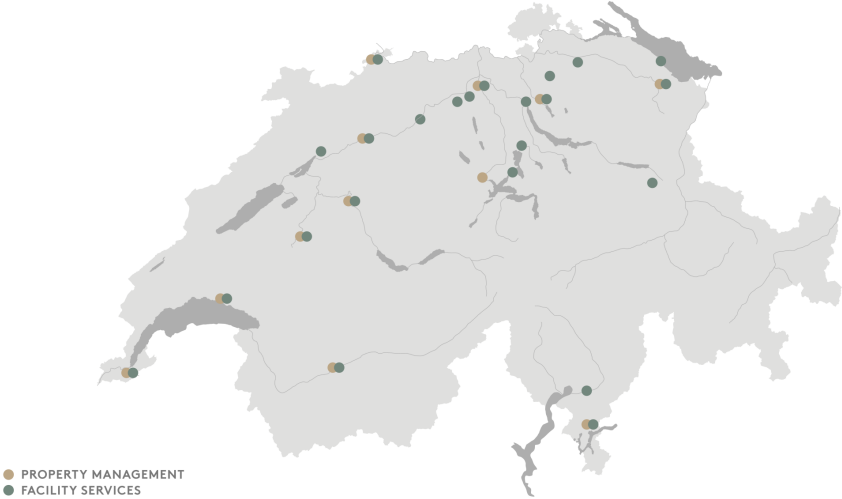
Over the years, Investis aims to achieve 1–2% annual like-for-like rental growth. Based on CBRE’s valuation report as at the end of 2022, the rent potential was estimated at +10%.



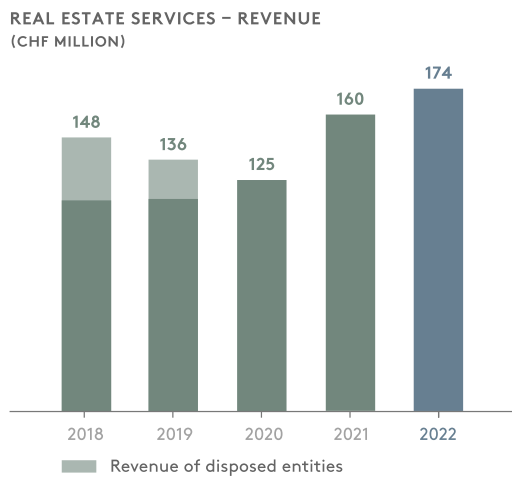
Gross rental income as of 31.12.2022 stood at CHF 53.9 million.

REAL ESTATE SERVICES

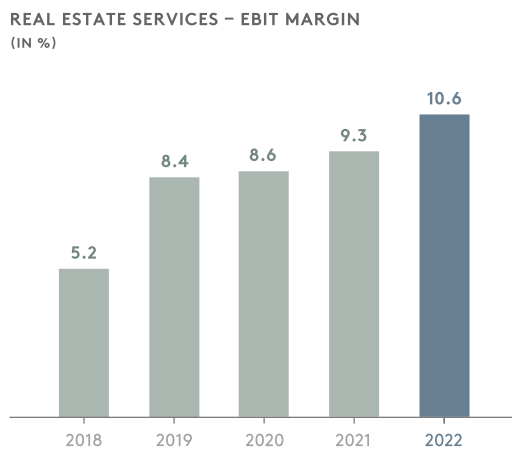
Regionally anchored preferred partner in Property Management and Facility Services



In the Real Estate Services business segment, Investis pursues two activities throughout Switzerland: Property Management and Facility Services. Being among the leaders in the sector, the Group companies seek to develop forward-looking services that focus on maintaining the value of the properties and customers' quality of life. This business segment generated revenues of CHF 174 million in 2022, with an EBIT margin of 10.6%. The companies Privera AG, Hauswartprofis AG/Conciergepro SA, Rohr AG and Analysis^{LAB} AG were given a new umbrella structure, Valores in 2022, under which the companies retain their operative independence and act sovereignly in their respective markets.



There was a slight 0.4% rise in revenue at Property Management to CHF 60.7 million. Rents under management came to CHF 1.58 billion (vs. CHF 1.51 billion at the end of 2021). Facility Services achieved revenue of CHF 112.9 million (CHF 99.5 million), a rise of 13.5%.



The segment thus contributes around 40% of the Group's EBITDA before revaluation/disposals. The segment focuses on high-quality services and growth with margin consolidation as well as a further push on digitalisation.

PROPERTY MANAGEMENT



WHO WE ARE



Independent real estate services provider



Everything from one source



Active across Switzerland



Covering the life cycle of a property

FACTS AND FIGURES



12 sites



400 FTE



30 years of experience



5 business lines

Privera is a leading independent real estate service provider. It generates its revenue primarily through property management (from tenant selection to administration to on-site technical services), the management of complex co-ownership associations, the operation of around 25 retail locations, property trading and construction management (analysis, construction planning and implementation). Overall, Privera takes care of 118,000 rental units that belong to 450 different owners. It differs from its competitors through its nationwide presence and comprehensive portfolio.

FACILITY SERVICES

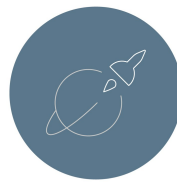
The main brands active in Facility Services are **Hauswartprofis/Conciergepro**, **Home Service**, **Rohr AG**, **Analysis^{LAB}**, and **Aatest**.



WHO WE ARE



Independent facility services provider



Future-oriented systems



Active across Switzerland



Competent staff

FACTS AND FIGURES



13 sites



550 FTE



32 years of experience



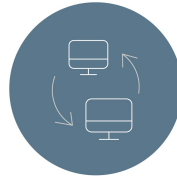
Over 2,000 properties

Hauswartprofis/Conciergepro offers all services related to house and garden maintenance/design throughout Switzerland especially, but not exclusively for large facility management companies. The use of digital tools to increase efficiency and quality is becoming more and more standard.

WHO WE ARE



Experienced facility services provider



Digitalised processes



Active in the canton of Zurich and North East Switzerland

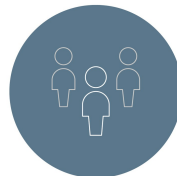


Committed employees

FACTS AND FIGURES



3 sites



130 FTE



> 35 years of experience

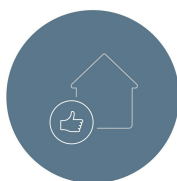


> 2,400 properties

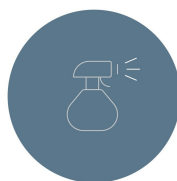
Home Service became part of the Investis Group in June 2022. Its name stands for a premium offering in the field of home maintenance and garden services. Solutions at Home Service are never standard, but always tailor-made for the properties and customers. Its customers include more than 1,500 buildings and 990 gardens in four cantons.



WHO WE ARE



Brand promise
"guaranteed clean"



Maintenance cleaning and
cleaning of windows, facades
and cleanrooms



Active throughout
Switzerland

FACTS AND FIGURES



8 sites



420 FTE



92 years of experience

Rohr AG, headquartered in Hausen, Canton of Aargau, has been on a geographic expansion course since its acquisition by the Investis Group in March 2021. After years of concentrating on the Canton of Aargau and the surrounding districts, it is now active throughout Switzerland from 8 branches. With around 8,000 orders annually, Rohr AG is Switzerland's largest centrally controlled special cleaning company. The two main revenue pillars are maintenance and special cleaning. It has 11 lifting platforms up to a height of 52 metres, especially for facade cleaning. In maintenance cleaning, more and more digital tools are being used in the more than 1,000 properties it manages. Rohr's other revenue stream, clean room expertise, is based on practical experience in the areas of microelectronics, micromechanics, pharmaceuticals, medical technology, optics, biotechnology and the food industry.

WHO WE ARE



Specialist for the analysis of building pollutants in all sorts of matrices and in the air



Swiss leader



Active across Switzerland



Swiss accreditation

FACTS AND FIGURES



3 main laboratories
8 further locations
3 partner laboratories



22 FTE



6 business lines

Analysis^{LAB}, headquartered in Bienne/Biel, is a specialist for the analysis of building pollutants in various materials and in the air. Customers include professionals in the field of building and environmental toxicology as well as private customers.

aatest

Asbest Analysen

WHO WE ARE



Specialist with > 30 years of experience with asbestos



Diagnostic technician for building pollutants



Experts in microscopy and building materials



Swiss accreditation

FACTS AND FIGURES



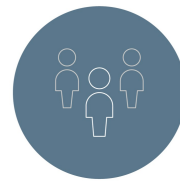
One site



4 special workstations



3 light microscopes and 1 electron microscope



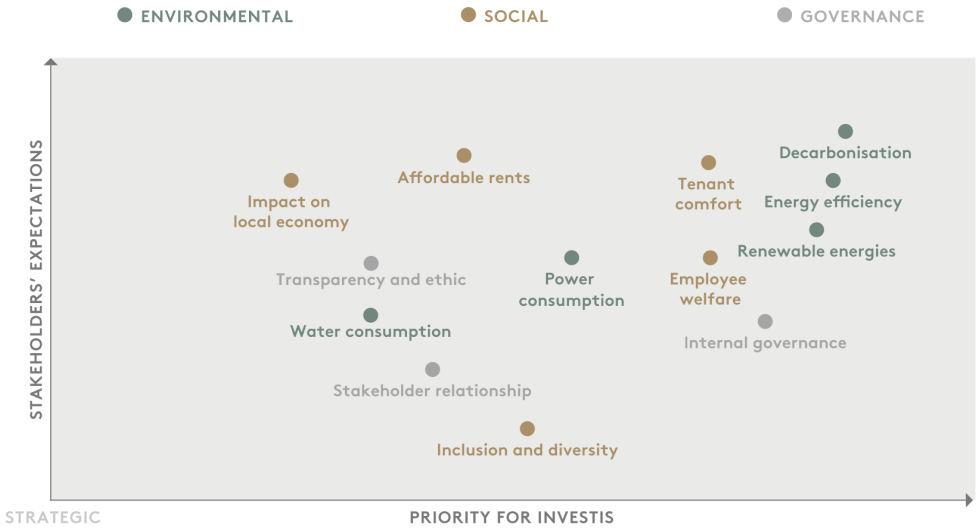
5 FTE

Aatest became part of the Investis Group in spring 2022. It brings many years of experience in the field of building pollutants to the Group and complements Analysis^{LAB} SA with microscopic services.

SUSTAINABILITY & PEOPLE

IN GENERAL

Investis firmly believes that long-term value creation depends on the successful integration of economic, social and environmental performance and that this must be part of the Group’s DNA at all levels and in all business areas. In order to achieve our ambitious sustainability goals in our portfolio, a sustainability manager was hired from mid-2022 reporting directly to the CFO, and addressing all ESG issues within the Group. The aim is to formulate strategies and integrate them sustainably into property life cycles and into the Group’s Services segment.



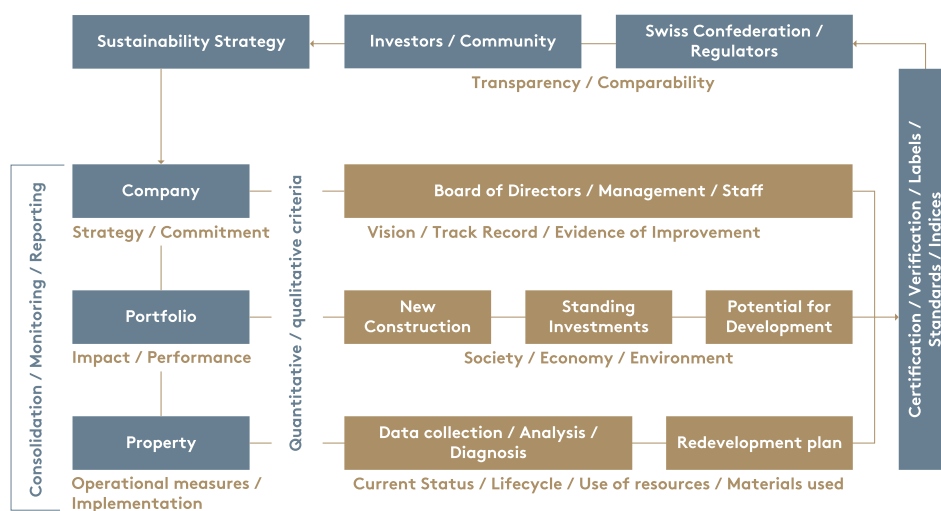
Investis’ materiality assessment is based on two key factors. Financial materiality reflects how value is created for the Group, while environment materiality focuses on reducing the Group’s emissions and other negative impacts on the environment.

REAL ESTATE PORTFOLIO

Sustainable development is a constant concern in the management of Investis’ property portfolio management. While for many years the focus has been on the comfort of tenants during interior renovations, Investis is now also 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% by 2030 (Plan climat cantonal 2030 – baseline of 1990).

Numerous measures have already been undertaken over recent years, such as replacing/upgrading windows, installing adjustable hydro ventilations and new heating systems as well as replacing elevators with more energy-efficient models. During flat renovations, for example, jet regulators have been systematically fitted on taps. Investis also follows cantonal programs to reduce electricity consumption, such as ECO21 in Geneva. The products used for the maintenance of the building’s common areas are also eco-labelled. Overall, Investis has taken into account all specific cantonal regulations in Geneva (such as SABRA, LDTR or LCI) and Vaud (LPPL, LATC) as well as local initiatives like ECO21 as mentioned, in its annual renovation programs.

Joining the SSREI index in 2022 formalised an approach that had already been well-established in the portfolio management principles for many years.



The structure of the index is based on the Swiss Sustainable Building Standard (SNBS) which allows a comprehensive assessment of the state of a building in the areas of environment (e.g. primary energy source, resource management, energy consumption measurement), economy (e.g. life cycle costs, operating concept) and society (e.g. in terms of density of use, quality of use, service provision in the area). The verification of the data is carried out by SGS (Société Générale de Surveillance) on an annual basis.

The tool provides indications of the energy improvement potential of a building as part of a renovation strategy as well as opportunities for densification, for example by raising the height of the building. Several measures along these lines are currently being studied and will be implemented in the coming years.

Maintaining the value of the buildings in the long term requires targeted investments in energy renovations. This expenditure will be valued when the portfolio is revalued. These measures will result in lower heating/hot water costs for tenants and will ensure that the flats remain attractive as constructions with higher energy standards. Indeed, most of Investis' buildings are very well-located in the city centre, which is generally not the case for new constructions, often located in suburban areas. This makes energy renovation more challenging.

Target achievement in sustainability can only be ensured on the basis of reliable data. High data quality and availability must therefore be given top priority. Reduction paths are calculated, controlled and tracked per property and at the portfolio level. In addition to the energy data of a property, data on the condition of the building and its management is also indispensable. Only with a good data basis can future measures and investments be planned sustainably.

All our tenants were made aware by the property manager of the savings measures to be taken in order to use energy and water rationally in their homes. They have also been informed of the possibility of voluntarily adjusting their monthly service charge instalments.

Investis has always carried out systematic building renovations while keeping the tenants in place, thus responding to the need to maintain the social ties of the inhabitants during the renovation period. Tenants' wellbeing is at the center of the work teams' concerns during renovations.

The average rent segment of the portfolio is in the lower-middle price bracket, and 1.8% of the apartments are occupied by people dependent on social services. Investis intends to maintain this affordable rent policy in the long term.

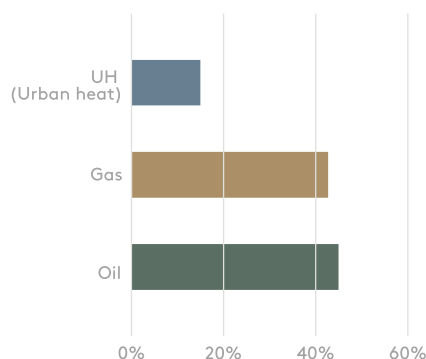
IMPACT OF COVID-19

As the majority of our portfolio is made up of rental buildings, the change in tenant habits has had an impact on the energy consumption of the buildings. Like the vast majority of rental property owners, we have noticed a general increase in energy consumption due to partial lockdowns and working from home. A gradual return to the pre-COVID norm should occur, public health conditions permitting.

Investis combines the strengths of a privately owned company with the financial clout of a listed group. Its organisation is characterised by lean structures with short decision-making paths, trust, transparency, and dialogue. This allows Investis to react swiftly to changing market conditions and seize opportunities as they arise. During the pandemic, this setup has proven to be very efficient.

ENERGY SOURCES ALLOCATION

Fossil energy is used in most of Investis' buildings. Oil heating systems have been replaced by gas or urban heating where available/possible. 30% of the buildings with oil heating systems have had their systems replaced since 2015.



In order to strive to meet the Swiss federal government's 2050 objectives with regard to CO₂ emissions, Investis is implementing a program to renovate heating systems using non-renewable energy sources by means of more sustainable solutions, such as connection to urban heating for example. It should be noted that this solution depends on the municipal infrastructure that is or will be available in the coming years in the vicinity of the buildings. Similarly, for some buildings with protected facades that make external insulation impossible, alternative solutions will have to be found. Each building requires a precise analysis of the potential for energy efficiency improvements. The necessary adjustments are part of our renovation strategy.

REAL ESTATE SERVICES

Our service companies strive to optimise their working methods and their consumption of energy, water and other resources, and to reduce and separate waste in their business processes and premises. Therefore we continuously reduce the environmental impact of our activities. There is also a strong focus on digitalisation, especially but not only of work processes, and on the reduction or optimisation of on-site travel.



The group companies Hauswartprofis and Rohr AG are ISO 14001 certified. This standard provides a framework for controlling the environmental impacts generated and aims to bring about continuous improvement in environmental performance. It is a standard that includes staff awareness, but also the handling of external requests and, to a lesser extent, voluntary external communication.

PEOPLE

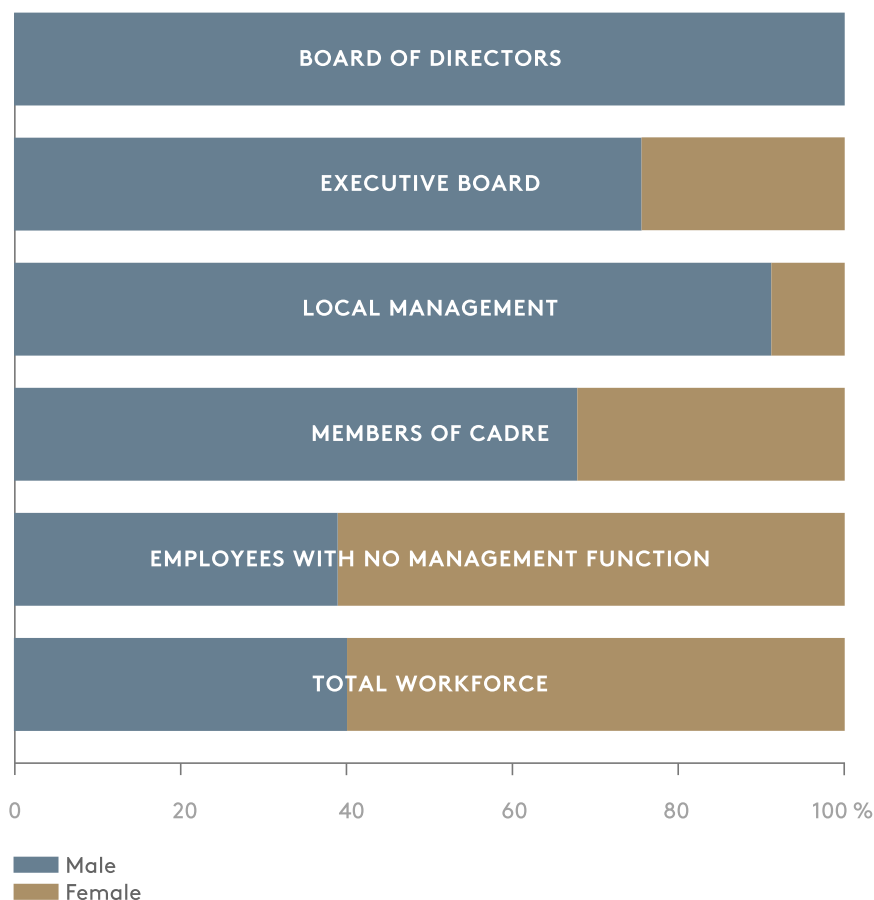
Committed, well-trained employees are a key prerequisite for Investis' future success. Investis believes that sustainable growth can only be achieved if talents can be attracted and retained. Investis' employees contribute to the overall success of the Group with their high degree of specialisation. An open culture of discussion, flat hierarchies and our manageable size allow us to efficiently exchange and discuss ideas, information and concerns. Within the framework of collaborative management, as much responsibility and competence as possible should be transferred to employees. Our managers are uncomplicated in their dealings and open to dialogue. Our interaction is based on mutual appreciation, respect, loyalty and responsibility – values that we live by and that are central to us. The Group's strength stems from the combined efforts of every single person in the organisation, through their commitment to the core values: entrepreneurship, team spirit and integrity.

As we gradually moved out of the pandemic, our employees continued to demonstrate agility in creating new business opportunities, creativity in developing innovative solutions for our tenants and customers, and resilience in dealing with uncertainty.

As at 31 December 2022, the headcount stood at 2,334 employees corresponding to 1,557 full-time equivalents. 36 apprentices are completing their training in various professions at Investis.

INDICATORS

Employee indicators	2022	2021	changes in %
Full-time	1,118	967	16%
Part-time	1,180	1,295	-9%
Apprentices	36	37	-3%
Total Headcount	2,334	2,299	2%
Permanent contracts	2,234	2,178	3%
Fixed-term contracts	64	84	-24%
Apprentices	36	37	-3%
Total Headcount	2,334	2,299	2%



DIVERSITY

Investis supports and encourages diversity and inclusion in the broadest sense of the word, such as ethnicity, age, gender identity, disability, religious beliefs, cultural and educational background. Our diverse workforce is recognised as a key competitive advantage and a major asset in our long-term sustainable business success. Our inclusive culture empowers our teams and makes us more creative and productive.

The goal is to promote equal rights and opportunities for all gender identities across all levels and career paths. The equal treatment of all people in an organisation and in society is a crucial prerequisite for all individuals to be able to put their personality, strengths and unique abilities into helping our Group’s business and into driving innovation. Equality between all gender identities is just one important example of the considerations we make, which encompass many other aspects of diversity too.

Investis is committed to building a great, inclusive work environment and diverse teams that represent the tenants and customers we serve.

NON-DISCRIMINATION

No discrimination or harassment of employees, customers or business partners on grounds of their sex, race, religion, age, national origin, sexual orientation, disabilities or political or trade union activities are tolerated.

ATTRACTIVE WORKING ENVIRONMENT

An attractive and safe working environment and high-quality infrastructure are a matter of course for Investis. Balancing work, family, leisure and other responsibilities is also important to us. Investis' prime objective is to acquire and retain the best employees for the Group. It sees itself as an attractive employer with an open entrepreneurial culture that offers development opportunities. Investis strives to implement reasonable work requirements, fair wages, above-average social security benefits and attractive overall working conditions.

HEALTH & SAFETY

As a responsible employer, it is our duty to protect our employees' health, safety and wellbeing. Occupational health and safety is an integral part of the Group's general management system.

For the Group companies in the Real Estate Service segment in particular, the health and safety of all employees is a top priority. Ensuring personal safety at all times in the properties they operate in and caring for the environment are equally important. They provide appropriate and protective work clothing and keep vehicles, machines and equipment up to date. With thorough instructions and regular training, the Group companies create the basis for a safe and sustainable work environment.

The Facility Services Group companies use chemicals with environmentally friendly surfactants and save water wherever and whenever possible. They select new company vehicles according to current environmental criteria.

As mentioned above, the Real Estate Services Group companies follow an environmental management system according to ISO 14001 and the Nature & Economy Foundation certificate. The environment and economy are thus brought into harmony. These companies promote environmental awareness among all employees and strengthen their environmental behaviour through regular training. A cross-divisional environmental team regularly exchanges experience and know-how on environmental issues so that we can continuously improve.



The Group companies Hauswartprofis and Rohr AG are ISO 45001-certified. This standard helps to improve safety culture and reduce employee stress by providing a framework to improve occupational safety, reduce workplace risks and create better and safer working conditions. This increases productivity (fewer days lost) and enhances the attractiveness of the employer.

CODE OF CONDUCT

Privera and Hauswartprofis have each implemented a Code of Conduct. These set out the rules of conduct to be observed by each internal and external employee at all times, thereby contributing to the protection of the integrity of the Company and its social and environmental context. Investis strives for diversity and promotes equal opportunities irrespective of gender, ethnic origin, skin colour, age, religion or nationality.

GUIDELINE ON THE REPORTING OF MISCONDUCT EVIDENCE

Our success and solid reputation are based on the trust of our customers, business partners and employees in the integrity of the Group. The purpose of these guidelines is to ensure that unlawful actions, violations of the Code of Conduct or other misconduct can be reported accordingly. Investis manages to attract and retain qualified employees for the medium and long term by providing an open-minded, safe and healthy environment.

PARENTAL LEAVE

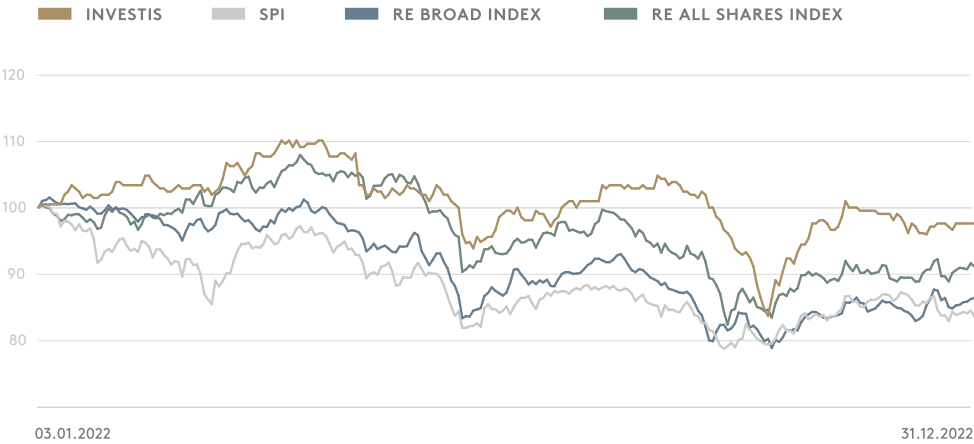
Investis applies the currently applicable legal framework conditions. It attempts to find solutions that are as suitable as possible for the affected person and their team.

SHARE INFORMATION, BOND INFORMATION

The registered shares of Investis Holding SA have been listed on the SIX Swiss Exchange in Zurich since 30 June 2016 in accordance with the Standard for Real Estate Companies.

SHARE PRICE PERFORMANCE IN THE REPORTING YEAR

The Investis share price started the year at CHF 104.00 and reached its high of the year of CHF 115.00 on 4 April. The share price closed 2022 at CHF 101.50 , significantly outperforming the SPI and the real estate market as a whole.



Source: SIX Exchange

SHARE PRICE PERFORMANCE OVER THE LAST FIVE YEARS

The chart below illustrates the excellent long-term performance of the share price over the last five years compared with the relevant indices (2018–2022: +59%).



Source: SIX Exchange

FIXED-RATE BONDS

All fixed-rate bonds are traded on the SIX Swiss Exchange in Zurich.

ISIN	CH 0419041519	CH 0589030979
Trading currency	CHF	CHF
Issuing volume	140 million	115 million
Listing	SIX Swiss Exchange	SIX Swiss Exchange
Coupon	0.05%	0.25%
Tenor	4 years	4 years
Payment date	9 Oct 2019	15 Feb 2021
Redemption date	9 Oct 2023	14 Feb 2025

PROFIT DISTRIBUTION

As in the past, Investis wants its shareholders to participate in the strong performance of the business and intends to maintain the attractive distribution policy of previous years. The Board of Directors will propose an unchanged dividend of CHF 2.50 per share at its next ordinary General Meeting, to be held on 3 May 2023; CHF 2.05 per registered share as an ordinary dividend and CHF 0.45 per registered share in form of repayment from capital contributions.