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GLOBAL
ENTERPRISE**

Success factor in global business

SUSTAINABILITY REPORT 2025



OFFICIAL PROGRAM

Switzerland. 
Trade & Investment Promotion.

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About this Report

The Sustainability Report 2025 is part of the Annual Report of Switzerland Global Enterprise and continues to be guided by the GRI (Global Reporting Initiative) Standards. In its second edition, it shows the progress and maturity of our approach to sustainability and provides a transparent view of how we integrate environmental, social, and ethical aspects into export promotion, investment promotion, and our own operational activities.

The report provides insight into key developments, challenges, and measures from 2025 and serves as a basis for clearly presenting our continuous improvement process.

Preface

Sustainability is a defining issue for companies around the world. At the same time, 2025 showed that the debate has become more dynamic and complex. On the one hand, international regulations are continuing to increase, customers are expecting more transparency, and climate risks are having an increasingly significant impact on supply chains and cost structures. On the other hand, political developments in important export markets – notably the US – are also showing counter-trends. Swiss SMEs also faced other major challenges in 2025, in particular increasing global fragmentation, uncertainty, and trade tariffs. This situation calls for orientation, reliability, and pragmatic support.

Global surveys show that, despite sometimes critical public debates, the majority of companies are maintaining or even expanding their investments in sustainable business models. This is due not only to environmental considerations, but increasingly also to economic ones: Sustainability is becoming a factor for competitiveness, innovation, efficiency, and risk management. This development confirms that responsible and future-oriented business practices are not polar opposites, but mutually reinforce each other.

As the official Swiss organization for export and investment promotion, our mission is to provide Swiss companies and innovative international companies with well-founded support in this complex environment. We see ourselves as a platform that offers orientation, provides access to relevant information, advises companies, and connects them with the right players. For us: Sustainability must not become a bureaucratic exercise for SMEs – our aim is pragmatic support.

In 2025, we further developed our services and internal processes in order to consistently implement this aim. In export promotion, we concentrated specifically on assessing new international regulations such as CBAM and EUDR, providing assistance in the area of climate risks, and supporting cleantech companies in positioning themselves internationally.

In investment promotion, the focus was increasingly on companies that contribute to the sustainable development of our business and innovation hub with their technologies and business models. At the same time, we further consolidated our own structures – including by strengthening our governance, using digital tools, and providing targeted training measures for our employees.

These examples illustrate that sustainability remains both an operational area and a strategic development process for S-GE. We see it as our duty to provide Swiss companies with expert support during their international transformation, while at the same time making our own contribution to sustainable development.



SIMONE WYSS FEDELE
CEO



SIMONE LALIVE D'EPINAY
CHIEF CORPORATE SERVICES + DEVELOPMENT OFFICER

Our Approach to Sustainability

Strategic Approach

Sustainability has been anchored as one of S-GE's strategic success factors since 2022. It forms the basis for how we align our services in export promotion, investment promotion, and our own operational activities. Our aim is to achieve the greatest possible positive impact on the environment and society within our sphere of influence, while at the same time strengthening the competitiveness of Switzerland as a business location.

Building on the foundation established in the previous year, we systematically refined our approach to sustainability in 2025. This took into account experience from the implementation in 2024 as well as changing requirements in international markets. Particular emphasis was placed on systematically assessing new regulatory developments, expanding our data foundations for in-depth analysis, strengthening our governance, and further developing our role as a platform that connects companies with relevant specialist partners.

Further Development 2025

In the year under review, we focused on three key areas:

Consolidation of the regulatory and market-relevant dimension of sustainability:

Many companies need guidance when it comes to assessing requirements such as CBAM or EUDR. In 2025, we specifically addressed this need and expanded our information offerings, including through specialized webinars, updated market information, and increased monitoring of international developments. In this way, we help companies better understand regulatory requirements, identify risks at an early stage, and take advantage of opportunities in their target markets.

Expansion of data-based support and risk perspective:

In 2025, we invested more in methods and partnerships that enable sustainability aspects to be evaluated using data. These include climate risk analyses and the further development of our digital services. Our aim is to facilitate fact-based decisions in international business.

Strengthening of governance and internal anchoring:

An effective approach to sustainability is based on a clearly structured governance system and transparent responsibilities. In 2025, we honed processes, refined internal guidelines, and strengthened the skills of our employees through targeted training measures.

Our Role as a Platform

S-GE sees sustainability as an interaction between various players. One key development in 2025 was therefore the reinforcement of our role as a platform that brings companies together with relevant partners, experts, and networks. Our aim is to provide orientation, impart knowledge, and facilitate easy access to solutions and support. By working with different partners, we want to ensure that companies receive practical support in an increasingly complex environment.

Sustainability remains an ongoing process. We regularly review how we can further develop our activities, where adjustments are needed, and which international developments will be relevant to our customers. The findings from 2025 will be incorporated into developing our approach further to enable us to fulfill our mission effectively and with the future in mind.

Materiality Analysis

The approach to sustainability is based on the materiality analysis carried out in 2023. This involved reviewing, grouping, and evaluating over 200 topics from the GRI Standards according to their relevance for S-GE and the most important stakeholder groups. Internal and external stakeholders contributed their perspectives, resulting in a comprehensive picture of the priority topics in sustainability. The analysis continues to serve as a guide for setting priorities and using resources in a targeted and effective manner.¹

In the materiality process, S-GE identified the following six topic areas as priorities:

Business Ethics, Compliance & Good Governance:

Complying with ethical, legal, and international governance standards and principles on topics such as corruption, human rights, and transparency. Advising and empowering customers on the same topics by involving external partners.

Promoting Sustainability Business Solutions:

Supporting Swiss companies with disruptive technologies and sustainable solutions in their internationalization efforts to contribute to the green transformation of other countries.

Sustainable Business Practices & Responsible Supply

Chain Services:

Offering services that are focused on sustainability when internationalizing companies, such as raising awareness, identifying sustainable practices, providing information on sustainability regulations, support with sustainability certifications, the circular economy, or finding sustainable business partners.

Climate Change, Emissions & Resources:

Reducing the company's own carbon footprint, as well as supporting companies in their internationalization efforts in the area of carbon emissions with suitable partners

¹ The detailed process including the results is listed in the annex

Digital Security & Data Ethics:

Ensuring digital security and ethical data handling within S-GE. Raising awareness of companies about digital security and data handling, including matching them with suitable partners.

Diversity, Equal Opportunities, Employee Health, Development & Satisfaction:

Promoting equal treatment, diversity, and equal opportunities. Ensuring flexible working models, equal pay, and healthy working conditions to strengthen employee satisfaction and development. Promoting the training of employees.

Areas of Action

The sustainability topics identified in the materiality analysis form the basis for S-GE's three key areas of action:

- Sustainability in export promotion
- Sustainability in investment promotion
- Sustainability in operational activities

Sustainability in Export Promotion

This area of action focuses on supporting export-oriented companies in dealing with sustainability-related requirements and opportunities in international business. These include ecological and social aspects, regulatory developments, and the assessment of sustainable business opportunities.

At S-GE, we separate this area of action from an operational standpoint into two complementary perspectives that pursue different objectives:

Sustainable Business encompasses the orientation towards regulations, international obligations, and risk management. Here, we help companies understand sustainability requirements, gain regulatory certainty, and minimize risks in their international business. It primarily deals with the minimum regulatory requirements that companies must meet in order to remain internationally compliant and competitive. In addition, S-GE offers further support that goes beyond mere standard fulfillment, for example in identifying sustainable partners in the supply chain. For this purpose, we are continuously expanding our network of experts.

Sustainability as a Service, by contrast, is aimed at identifying and exploiting sustainable market opportunities. As part of our cleantech mandate, we help companies to position their sustainable products, technologies, and business models internationally and differentiate themselves in growing green markets. The focus here is on how companies can use sustainability as a strategic success factor for further growth.

Combined, both perspectives provide holistic support to companies for both managing sustainability-related risks and at the same time seizing new opportunities in international business.

Sustainability in Investment Promotion

This area of action involves deliberately addressing and supporting hand-picked foreign innovation leaders within the innovation ecosystems prioritized by S-GE in Switzerland. We pay particular attention to companies that are already taking sustainability aspects into account in their business model, use of technology, or value creation, enabling them to contribute to the future-oriented development of Switzerland as a hub for business and innovation. In addition, we take sustainability factors into account as part of our clarifications and due diligence in order to identify opportunities and risks at an early stage and ensure responsible project support.

Sustainability in Operational Activities

Ecological, social, and ethical aspects are systematically taken into account in the company's own operations. The aim is to continuously develop our own activities and contribute to national and international sustainability goals.

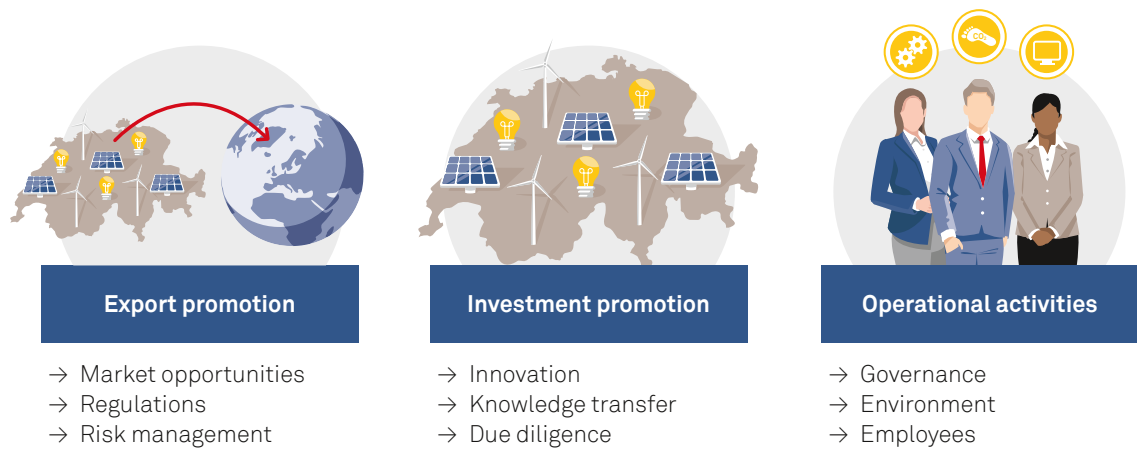


Figure 1: The three key areas of action of SGE's sustainability approach

Embedding Sustainability within S-GE

Sustainability is embedded as a cross-cutting theme throughout the organization. The strategic guidelines are defined by the Board of Directors, while the Executive Board is responsible for operational implementation. A cross-divisional Sustainability team coordinates the activities in the individual units and ensures that ecological, social, and ethical aspects are systematically taken into account.

In 2025, the focus was on the further development of these structures. This included updating internal guidelines, strengthening governance, and building targeted knowledge within the organization. The Sustainability team was also expanded to include a dedicated specialist function to further support the coordination and further development of content in this area. Competencies were expanded through internal training courses and the use of digital tools, and implementation of the approach to sustainability in day-to-day business consolidated.

As a sign of its commitment, S-GE has been a member of the UN Global Compact Network since 2024 and has pledged to uphold the ten principles in the areas of human rights, labor standards, the environment, and anti-corruption. The membership underscores the company's aim to transparently and comprehensively integrate sustainability into its own activities.

Contribution to the Sustainable Development Goals

With its activities in export promotion, investment promotion, and its own operational activities, S-GE contributes to the Swiss Confederation’s Sustainable Development Strategy 2030 and to selected Sustainable Development Goals of the United Nations. The following topical clusters show where the strongest connections are and which areas of impact were discernible in 2025.



Economic Resilience and Competitiveness (SDGs 8, 9, 12)

- Supporting exporting companies with current sustainability regulations (e.g. CBAM, EUDR)
- Orientation toward global supply chain requirements and assistance with implementing due diligence obligations
- Supporting companies in the cleantech sector with positioning their solutions internationally
- Access to market information on sustainable business opportunities in target markets
- Placing sustainable business partners via international networks



Sustainable Value Creation and Location Development (SDGs 3, 6, 9, 17)

- Addressing companies with sustainable business models as part of quality-focused investment promotion
- Supporting projects that promote solutions for water management, health, infrastructure, or urban systems
- Promoting international cooperation, including through infrastructure initiatives with international financial institutes
- Contributing to strengthening sustainable value chains through selective due diligence assessments
- Increasing visibility of technology companies whose products have an ecological or social impact



Climate and Environment (SDGs 7, 12, 13)

- Providing information on climate-relevant regulations for exporting companies
- Conducting climate-related market analyses, including climate risk analyses for specific regions
- Supporting companies in evaluating emissions-related requirements in target markets
- Further developing internal environmental measures, including improved data quality
- Promoting sustainable business models in the energy and cleantech environment



Good Corporate Governance and Social Responsibility (SDGs 5, 8, 10, 16)

- Strengthening governance structures and updating key guidelines
- Adding a dedicated specialist function to the Sustainability team
- Promoting equality and equal opportunities, as well as fair working conditions (e.g. SQS Fair Compensation)
- Conducting internal training to raise awareness of sustainability and compliance
- Implementing the principles of the UN Global Compact in the areas of human rights, labor standards, the environment, and anti-corruption

Sustainability in the Core Business

For S-GE, the greatest leverage for sustainability lies in supporting its customers. As a platform that connects companies with relevant information, market analyses, and specialist partners, sustainable practices and solutions can be multiplied along international value chains. Supporting export-oriented companies helps to spread sustainable technologies and responsible business models globally. This has an impact that goes far beyond S-GE’s own activities and makes the core business the key starting point for sustainable development.

Export Promotion

Sustainability requirements are a growing part of the international business environment for exporting companies. Regulatory developments such as CBAM and EUDR, rising expectations regarding transparency in value chains, and climate-related risks are shaping the framework conditions for many small and medium-sized enterprises. 2025 demonstrated that this dynamic was continuing unchanged, despite global uncertainties influencing the priorities of many companies.

1'105



1'105 companies supported with sustainability issues

In the year under review, a total of **1'105 companies** received support on sustainability-related issues (previous year: 1'444). Despite the slight decline, the demand for information remained high. Around **15%** of the companies supported by S-GE used services with a direct link to sustainability. Particular demand was seen for perspectives on regulatory developments, supply chain requirements, and the assessment of sustainable market opportunities. These developments underline the fact that sustainability is increasingly being seen as a factor for competitiveness, risk management, and market positioning.

One focus in 2025 was on communicating regulatory updates. CBAM formats offered companies a structured update on the impact of the EU Commission’s Omnibus Package. In addition, an information service was provided on the EU Regulation on Deforestation-Free Supply Chains (EUDR), highlighting the scope of application, the due diligence obligations to be complied with, and the potential impact on Swiss supply chains. The high demand for these services shows that companies want to actively address the increasing regulatory complexity.

Another focus was on climate-related market risks. **Climate risk analyses**, including the CLIMADA modeling tool, were used in selected mandates to better understand potential impacts on business models in specific markets. These analyses help companies to identify long-term risks at an early stage and to make more targeted decisions on market strategies.

A key lever for the implementation of sustainability goals remained the specific promotion of sustainable technologies in international business for S-GE. **529 cleantech companies** were supported with their internationalization efforts in 2025 (previous year: 573). This support included identifying business opportunities, matching companies with potential partners, and providing information on market developments in the context of sustainability. The satisfaction rate for these companies was **90%** and confirms the relevance of the services provided.

90%

90% satisfaction among the 529 companies in the cleantech sector that S-GE supported in 2025

Access to sustainable infrastructure markets was also strengthened. Emerging economies continue to invest heavily in energy, transport, water, and urban development, often in collaboration with international financial institutes. By coordinating with partners, relevant tenders were identified, matchmaking services carried out, and companies prepared for the requirements of international standards.

Overall, the year 2025 makes it clear that sustainability remains both a challenge and a strategic tool for exporting companies to strengthen their position in international markets. Export promotion supports this process by offering guidance, providing relevant information, and facilitating access to sustainable business opportunities.

SkyCell – Sustainable Swiss Precision Across Asia

SkyCell, a Swiss provider of temperature-stable container technologies for the pharmaceutical industry, reinforced its presence in the Asia-Pacific region in 2025. The company's solutions help to ensure the integrity of temperature-sensitive drugs over long distances, enabling reliable and resource-saving logistics in the healthcare sector.

In order to tap into the Japanese, Korean and Chinese markets, the company's international positioning was supported by accompanying measures from the Swiss Business Hubs. These included organizing specialist events at Swiss embassies and arranging contacts with relevant industry players. These activities facilitated access to decision makers and increased the technology's visibility in a challenging market environment.

Through these targeted measures, SkyCell was able to establish relevant contacts, consolidate its own market presence, and take further steps to expand sustainable logistics solutions in the region. This example shows how companies can scale sustainable technologies internationally and boost their competitiveness in dynamic markets through selective support in export promotion.

Access to Sustainable Infrastructure Projects Through International Financial Institutes

International financial institutes such as the World Bank and regional development banks finance numerous projects each year in areas such as energy, water, transport, and urban development. This provides Swiss and Liechtenstein companies with structured access to public tenders in emerging markets.

In 2025, companies were assisted with targeted support services from Switzerland Global Enterprise and strategic partners. This included the identification of relevant tenders, matchmaking with local and international stakeholders, business delegations, and training on IFI standards and procurement guidelines. These services facilitated access to complex procedures and increased visibility among key decision makers.

The support helped companies to position themselves in projects at an early stage and to contribute their expertise in the field of sustainable infrastructure internationally. This example shows how coordinated support improves access to global development projects and strengthens sustainable technologies in international markets.

Investment Promotion

Sustainability is becoming increasingly important for international companies, especially when deciding on location, research, investment, and strategic expansion. Against this backdrop, S-GE’s investment promotion relies on a quality-oriented approach that combines the strengthening of Switzerland as a location for business and innovation with the promotion of sustainable technologies and responsible business models.

100%

100% of target companies assessed on sustainability criteria

Qualitative Focus and Systematic Evaluation

In 2025, the focus remained on deliberately addressing hand-picked innovation leaders with high added value, technological relevance, and a clear contribution to sustainable innovation ecosystems in which Switzerland is a leader or has the potential to become a leader. More specifically, the focus lies on the five defined innovation ecosystems Future of Health, Future of Digital Worlds, Future of Automation, Future of Food, and Future of Finance. Around 81% of the projects submitted in the year under review related to these ecosystems. Sustainability aspects are an integral part of the project and company valuation. All projects are systematically subjected to an ESG screening and, depending on the risk profile and project character, are followed by an in-depth assessment as part of due diligence. This graduated approach ensures that S-GE can consistently assess projects and prioritize them according to their potential contribution to innovation, sustainability, and long-term location development.

50%

50% of relocation projects also assessed in greater depth

Collaboration with Strategic Partners

In 2025, the collaboration with SECO, SERV, and cantonal and regional business development agencies played an important role in ensuring the quality-focused and sustainability-relevant development of locations. This coordinated exchange enabled companies with technologies or business models that help to ensure a resilient and sustainable business and innovation location to receive targeted support. Joint activities – including as part of the WEF and the International Business Day – assisted with positioning Switzerland internationally as a reliable location with a high level of innovation and clear sustainability standards.

Examples of Settlements

The following examples illustrate how different settlements create added value and support sustainable development in key areas of the future.

– **BYD: Contribution to Sustainable Mobility**

By opening a location in Zurich in 2025, BYD established a central hub for emission-free mobility. The company's presence strengthens the development of sustainable transport solutions in Switzerland and promotes cooperation between international and local players in the field of e-mobility.

– **WeRide: Innovation Driver for Autonomous Mobility**

WeRide, an internationally active company in the field of autonomous driving, made the decision to establish a presence in Switzerland in order to participate in a large-scale test project. Supported by stakeholders such as SBB, FEDRO, and regional partners, the project underscores Switzerland's openness to innovative transport solutions and new forms of mobility.

– **NEC Corporation: Strengthening the Future of Digital Worlds and Future of Finance Innovation Ecosystems**

Japan's NEC Corporation announced that it would be relocating the headquarters of its Digital Government and Digital Finance divisions to Zurich. The settlement will strengthen Switzerland's digital ecosystem and capacity for innovation, and create opportunities for collaboration with Swiss research institutes and local companies. It also underlines the importance of coordinated investment promotion and the targeted use of synergies between export promotion and investment promotion, as these played a significant role in the successful settlement.

Positioning Switzerland as a Sustainable Innovation Location

Switzerland's international positioning in the area of sustainability was supported by targeted communication measures, including digital campaigns, topic-specific webinars, and updated content in the Invest Handbook and on the S-GE website. These activities helped to increase the visibility of the location among international target groups and to strengthen Switzerland's role as a reliable, innovation-oriented, and sustainable environment.

Sustainability in Operational Activities

Sustainability is embedded as a cross-cutting issue in S-GE’s operational activities. Implementation is carried out with the aim of systematically taking ecological, social, and ethical aspects into account in internal processes and in so doing, making a demonstrable contribution to the Swiss Confederation’s Sustainable Development Strategy 2030. In 2025, the focus was on further developing governance, strengthening internal skills, and improving data and processes.

Governance and Responsibilities

The governance structures were further consolidated in 2025. This included updating central guidelines, defining internal responsibilities more precisely, and adding a dedicated specialist function to the Sustainability team. The Board of Directors retains strategic oversight, while operational management is handled by the Executive Board and the cross-divisional Sustainability team. Membership of the UN Global Compact since 2024 supports alignment with recognized international principles in the areas of human rights, labor standards, the environment, and anti-corruption.

Data, Standards, and Digital Tools

One focus in 2025 was on improving the data foundation required for the evaluation and further development of sustainability measures. The quality of emissions data was further improved, digital tools for procurement and internal policy processes were updated, and the use of existing standards was expanded. The digital Sustainability Toolbox, which was launched in 2024, was further developed and more broadly embedded in internal processes in order to make access to relevant information more efficient.

Training and Sensitization

A key element in 2025 was developing the skills of employees. Several mandatory training formats were held in the reporting year, including modules on sustainability, compliance, data protection, and responsible international business activities. They were joined by internal workshops and information services, which were provided to raise awareness of ecological, social, and governance issues in everyday working life.

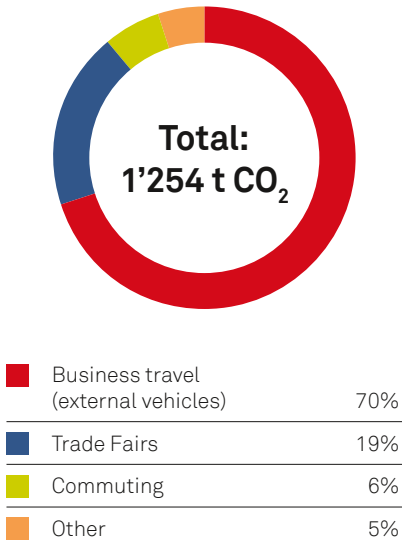
53%

53% was the proportion of employees who took part in training in 2025

6.4

6.4 tons of carbon footprint per full-time equivalent of S-GE in 2025

Figure 2: Composition of the 2025 carbon footprint



The pilot phase of a new learning management system was also launched. The aim is to group further training programs more systematically, visibly document skills, and share knowledge more efficiently within the organization. The system promotes the continuous development of employees and supports a learning culture that strengthens skills and role profiles over the long term.

Environment and Emissions

In the area of the environment, the focus was on reducing the carbon footprint and improving the data foundation for internal environmental indicators. Building on its findings from 2024, S-GE implemented and further developed measures aimed at reducing emissions in the key driver areas, in particular through guidelines for a responsible business travel culture, by promoting the reuse of materials at events and trade fairs, and by further developing the procurement guidelines, which systematically embed ecological and social criteria and are being implemented gradually from 2025 onwards.

For the 2025 reporting year, S-GE reported carbon emissions of **6.4 tons per FTE** – a significant decline compared to the previous year (11 tons). This decline is primarily attributable to a substantial improvement in the underlying data. Emissions in the area of trade fairs (Swiss Pavilions) in particular were recorded with far greater precision. Our Trade Fair team made intense efforts to further develop data collection, which significantly reduced the need for estimates and made a more realistic calculation possible.

Above all, this progress illustrates the improvement in the quality of data collection and our efforts to continuously improve transparency and accuracy. At the same time, reducing emissions remains a strategic objective. S-GE is ambitious about continuing to invest in robust data foundations, improved processes, and effective reduction measures, and systematically examining additional potential for reducing emissions. Our commitment to sustainable development remains high.

51%

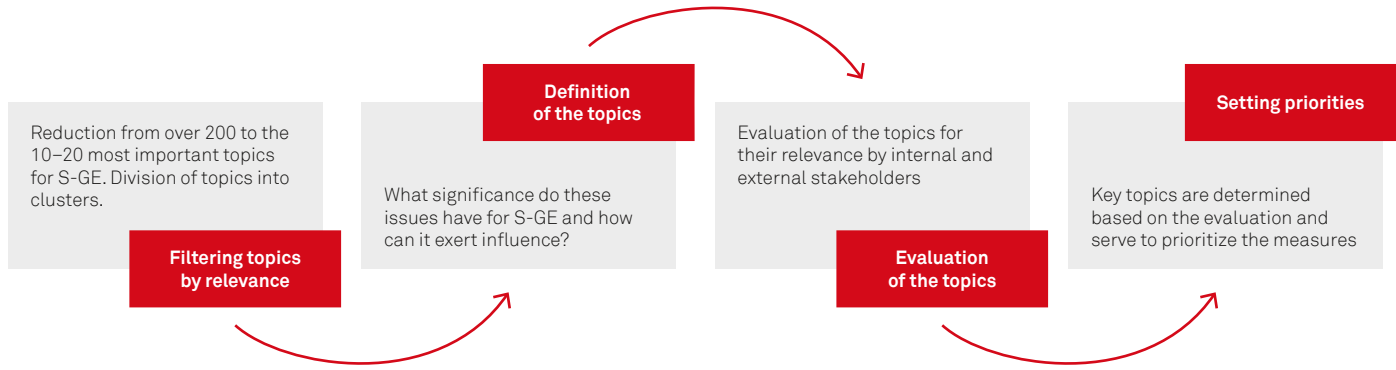
Strong equal opportunities (51% of management positions are occupied by women and 49% by men)

Social Responsibility and Working Conditions

S-GE remains committed to fair and transparent working conditions. The organization fosters an inclusive working environment, promotes flexible working models, and has equal pay reviewed annually through the SQS Fair Compensation certification. The development of services in the areas of health, safety, and support in crisis situations has continued, and additional resources were added in 2025.

Annex: Materiality Analysis

Annex 1: S-GE Materiality Analysis Process



Annex 2: Materiality Cluster at S-GE

ENVIRONMENTAL	SOCIAL	GOVERNANCE & ECONOMIC
<p>Sustainable Business Services</p> <ul style="list-style-type: none"> - encouraging sustainable business practices (e.g., Circular Economy) - supporting and promoting sustainability certifications - Information and consultancy on sustainability issues <p>Promote Sustainable Business Solutions</p> <ul style="list-style-type: none"> - help Swiss companies with sustainability solutions in internationalization - identifying and promoting sustainable investment opportunities (IP & Grossinfra) - Enable sustainable ecosystem experts to accelerate knowledge and skills <p>Climate Change, Emissions And Energy Consumption</p> <ul style="list-style-type: none"> - reduction of energy consumption - compensating travel emissions - CO₂-neutrality - resource efficiency, land usage & waste management 	<p>Gender Equality And Diversity</p> <ul style="list-style-type: none"> - fair and inclusive environment for everybody independent of race, religion, sex or sexual orientation - recognizing differences, ensuring gender balance and diversity in leadership positions - equal opportunities for all <p>Sustainable Workforce Development</p> <ul style="list-style-type: none"> - skills development programs for its employees - safe and healthy work environment - offering flexible working arrangements - supporting employee health and wellness initiatives - Work conditions of remote workers (due diligence, social insurance...) 	<p>Good Governance</p> <ul style="list-style-type: none"> - promote transparency in all activities - ensure integrity and ensure accountability - responsible leadership <p>Business Ethics And Compliance</p> <ul style="list-style-type: none"> - ensures ethical behavior, compliance with legal and regulatory requirements - adherence to international standards such as the prevention of corruption or child labor in all its activities <p>Digital Security & Data Ethics</p> <ul style="list-style-type: none"> - promote digital security by protecting cyber threats - promote digital security & data ethics by ensuring the privacy of sensitive data - providing training and education to employees on digital security best practices, promoting awareness of digital security risks <p>Financial Sustainability</p> <ul style="list-style-type: none"> - manage finances efficiently and ensure that its operations are financially stable - sustainable sound financial practices - Cost efficient services
<p>Responsible Supply Chain</p> <ul style="list-style-type: none"> - sustainability assessments of suppliers, customers & partners - use of sustainable materials - Traceability, transparency - providing guidance on sustainable procurement policies and practices - offering training on sustainable supply chain management 		

Annex 3: Description of Materiality Clusters for Relevant Sustainability Topics

1. Climate Change, emissions and resource efficiency	
Topic Description	The topic focuses on all direct and indirect greenhouse gas (GHG) emissions caused by operations as well as use of fossil and non-fossil resources. Main factors contributing to GHG emissions are electricity and heating consumption, IT-Infrastructure, travel and commuting and other purchased goods, waste, commuter traffic and business travel. The topic also includes efficiency in the consumption of resources and responsible waste management.
S-GE Influence	Energy and resource efficiency are the main levers to influence GHG emissions and other impacts on the natural environment. S-GE can potentially advise customers on such aspects during the internationalization process, connect customers with the right partners, or select investors based on such criteria. Furthermore, S-GE could influence this aspect with the nature (renewable vs fossil) of energy and products it consumes and by including lifecycle considerations in purchase decisions and setting incentives for environmentally friendly behaviour (e.g., business travel).
Impact	Climate change; resource consumption; change in ecosystems; waste management; human health; ambient air, soil and water pollution; demand on power markets
Type	Ecological
2. Promoting sustainable business solutions	
Topic Description	This topic refers to the assistance for companies with disruptive technologies and sustainability related solutions to go international and contribute to other countries' green transition.
S-GE Influence	Measures to influence this topic may include identifying and promoting sustainable investments (Investment promotion), or in consulting and support the internationalization of Swiss sustainable solutions (Large infrastructure and Cleantech mandate)
Impact	Innovation; resource consumption; climate change; ecosystems; compliance; waste management; working conditions; Human rights; reputation of the industry etc.
Type	Ecological
3. Diversity and equal opportunities	
Topic Description	This topic describes a corporate culture that treats employees equally and establishes structures that respect individual life circumstances and thus creates equal opportunities. Equity and inclusion are prerequisites for diversity. Diversity not only refers to gender/LGBTQIA+ equality but also to mixed age structure, diverse educational and cultural backgrounds and employees with disabilities.
S-GE Influence	S-GE can potentially advise customers on such aspects during the internationalization process, connect customers with the right partners, or select investors based on such criteria. Furthermore, S-GE has an influence on this aspect in its own operations by offering flexible working models, assuring parity of pay, transparent communication with and promoting involvement of employees, providing fringe benefits and introducing quotas. It also comprises measures such as the provision of healthy, accessible and inspiring workspaces or mentoring programs.
Impact	Human health; employability; well-being; work-life balance; secure livelihood; viability of health care system; operational and economic stability; value creation, labor market resilience
Type	Social

4. Employee development, health and satisfaction

Topic Description	This topic involves the development of skills and a safe and healthy work environment for employees.
S-GE Influence	<p>S-GE can potentially advise customers on such aspects during the internationalization or settlement process, connect customers with the right partners, or select investors based on such criteria.</p> <p>Furthermore, S-GE has an influence on employee development in its own operations by defining clear guidelines and objectives for HR processes and offering opportunities and providing resources for continuing internal and external education. Individualized support also contributes to equal opportunities. A healthy work environment is offering flexible working models and a safe working environment. It can also be supported by supporting employee health and wellness initiatives. A healthy and appreciative corporate and attractive employment conditions are the prerequisites for employee satisfaction.</p>
Impact	Employability; well-being; productivity; innovation; work-life balance; labour market performance
Type	Social

5. Good Governance

Topic Description	Corporate governance is the system of rules, practices and processes by which an entity is directed and controlled. It involves balancing the interests of a company’s many stakeholders such as shareholders, senior management executives, customers, suppliers, financiers, civil society organisation, the government, and society. Main pillars of good corporate governance are fairness, transparency, risk management, responsibility and accountability.
S-GE Influence	<p>S-GE can potentially advise customers on such aspects during the internationalization process, connect customers with the right partners, or select investors based on such criteria.</p> <p>S-GE has an influence on this aspect by following established standards in their disclosure practices, in designing its executive compensation structure, implementing robust risk management, implementing policies to avoid conflicts of interests, corruption or unfair practices and by adhering to renowned certification standards that ensure regular external audits.</p>
Impact	Trustworthiness; cost of capital / creditworthiness; employee retention; long-term economic success; productivity across the value chain and national economy
Type	Governance & Economic

6. Business Ethics & Compliance

Topic Description	This topic covers the compliance with environmental and socio-economic laws and regulations. This includes compliance with international declarations, conventions and treaties, as well as national, sub-national, regional, industry standards and voluntary self-regulations. It encompasses topics such as accounting and tax fraud, corruption, bribery, competition, the provision and procurement of products and services, labor issues for human rights due diligence. Ethical behavior goes beyond compliance and reflects the values in the way business is conducted. Whilst compliance refers to hard law, ethics are oriented towards soft law and societal expectations.
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S-GE Influence	<p>S-GE can potentially advise customers on such aspects during the internationalization process, connect customers with the right partners, or select investors based on such criteria.</p> <p>Furthermore, S-GE has an influence on this aspect in its own operations by establishing guidelines such as Code of Conducts and implementing an effective compliance framework and organization. It could train employees on these topics, include ethic related aspects in remuneration and implement measures such as grievance mechanisms. Due diligence needs to be assured.</p>
Impact	Stakeholder behaviour (employees, suppliers, clients); trust; reputation; societal stability/ cohesion; preservation of livelihood and equal opportunities; protection of fundamental and human rights
Type	Governance & Economic

7. Digital Security and Data Ethics

Topic Description	This topic involves ensuring digital security and the protection and ethical handling of data.
S-GE Influence	<p>S-GE can potentially advise customers on such aspects during the internationalization process, connect customers with the right partners, or select investors based on such criteria.</p> <p>Furthermore, S-GE has an influence on digital security by by protecting against cyber threats and data misuse through implementation of policies and measures such as encryption, network security, activity monitoring, access control, redundant systems, employee education etc.</p>
Impact	business continuity; infrastructure integrity; safety; disaster prevention; personal and national security; reputation; & data privacy
Type	Governance & Economic

8. Financial Sustainability

Topic Description	This topic pertains to managing finances efficiently and ensuring that operations are financially stable.
S-GE Influence	<p>S-GE can potentially advise customers on such aspects during the internationalization process, connect customers with the right partners, or select investors based on such criteria.</p> <p>Furthermore, S-GE can ensure financial sustainability by managing its finances efficiently and providing cost-efficient services to its stakeholders.</p>
Impact	Business continuity; Employment; Trust and Reputation
Type	Governance & Economic

9. Sustainable business services

Topic Description	Sustainable business services refer to the products and services that are designed and delivered by S-GE with a focus on sustainability, when firms go international.
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S-GE Influence	Encouraging sustainable business practices (e.g., Circular Economy), supporting and promoting sustainability certifications and information and consultancy on sustainability issues (e.g. local environmental and labor legislation) supply chain legislation). For S-GE, this means promoting and supporting sustainable business practices that reduce energy consumption and greenhouse gas emissions, efficient resource management but also fostering good working conditions and engaging in human rights due diligence.
Impact	Resource consumption; climate change; ecosystems; compliance; waste management; working conditions; Human rights; reputation of the industry; innovation in sustainability etc.
Type	Cross-sectional

10. Responsible Supply Chain services

Topic Description	This topic refers to the sustainability of an organization's supply chain, which involves assessing the environmental, social, and economic impacts of its suppliers, customers, and partners.
S-GE Influence	S-GE can influence this topic by providing guidance and training to Swiss companies on sustainable procurement policies and practices, including the use of sustainable materials and sustainable supply chain management, sustainability assessments of suppliers, customers & partners as well as providing guidance on sustainable procurement policies and practices.
Impact	Ecosystems; Climate Change; Working conditions; Human rights; human health etc.
Type	Cross-sectional

Annex 4: Results of Internal Materiality Assessments

Export Promotion

Business Ethics & Compliance		4.59
Promoting sustainable business solutions		4.40
Responsible Supply Chain services		4.32
Sustainable business services		4.21
Digital Security and Data Ethics		4.00
Good Governance		3.93
Climate Change, emissions and resource efficiency		3.84
Diversity and equal opportunities		3.64
Financial Sustainability		3.51
Employee development, health and satisfaction		3.42

Investment Promotion

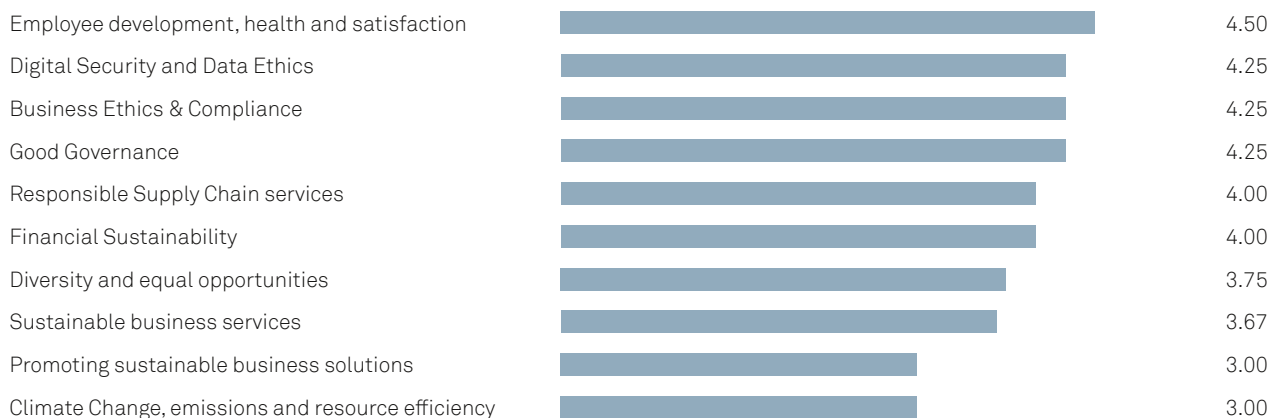
Business Ethics & Compliance		4.52
Digital Security and Data Ethics		4.08
Promoting sustainable business solutions		4.02
Responsible Supply Chain services		3.95
Sustainable business services		3.90
Good Governance		3.85
Climate Change, emissions and resource efficiency		3.76
Financial Sustainability		3.69
Diversity and equal opportunities		3.57
Employee development, health and satisfaction		3.53

S-GE's own operations

Business Ethics & Compliance		4.58
Digital Security and Data Ethics		4.51
Employee development, health and satisfaction		4.51
Good Governance		4.49
Diversity and equal opportunities		4.36
Financial Sustainability		4.33
Responsible Supply Chain services		3.98
Sustainable business services		3.95
Climate Change, emissions and resource efficiency		3.75
Promoting sustainable business solutions		3.44

Annex 5: Results of the Materiality Assessment with External Stakeholders

How important ist the topic for your business?



How important is it for you that S-GE expands its customer offering?



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