

SUSTAINABILITY REPORT 2024



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1. INTRODUCTION

“GOING THE EXTRA MILE – SUSTAINABLY”

Swisscontact’s approach to sustainability

Sustainability is at the heart of Swisscontact’s work as a development cooperation organisation. Its core business is sustainable development, and its principal contribution to sustainability lies in the results achieved through its projects: strengthening vocational skills, fostering entrepreneurship, supporting climate-smart and inclusive market systems, and ultimately contributing to job creation and improved livelihoods. To achieve these results, Swisscontact collaborates with a wide range of partners who share its commitment to inclusive economic development.

While the organisation already had a comprehensive set of environmental, social, and governance-related (ESG) policies in place, the development of its sustainability strategy provided an opportunity to systematically assess potential negative impacts (its footprint) and identify ways to further increase its positive impact (its handprint). This dual focus, grounded in the principle of double materiality, informs how Swisscontact manages its nine material topics and integrates sustainability across its operations.

Highlights in 2024

Overall, 2024 marked a strong start towards implementing the sustainability strategy and achieving its targets. Important gains were made in all areas: environmental, social and governance.

Of all the material topics, Swisscontact’s core focus is on **jobs and income**. Sustainable economic development hinges on creating conditions for productive work that provides a living income. Swisscontact strengthens the competitiveness of individuals and companies to support their growth. Through its global portfolio of projects, Swisscontact contributed to the creation or retention of 41,812 jobs and supported smallholders and SMEs to generate CHF 103 million in additional income. These numbers put the organization well on track to meet its goals of 50,000 jobs and CHF 300 million additional income for the strategy period 2024-2028.

Outstanding results were also achieved for other social indicators. For the **human rights** material topic, 100% of employees completed a new e-learning course, which introduced key human rights concepts and how they inform Swisscontact’s policies.

In the area of **corporate governance**, Swisscontact projects supported 248 public and private sector partners to strengthen their governance systems, more than doubling the target.

As regards the environment, and the **green skills and jobs** material topic in particular, Swisscontact aims to have by 2028 50% of its projects contributing to this and hit the 40% mark in 2024 already. Projects trained hundreds of thousands of farmers in greener agricultural practices, contributing towards the transition to more sustainable food systems. Training programs are tailored to meet the specific needs of local communities, focusing on practical skills and in collaboration with different research, private and public sector partners. The emphasis on green skills is not only beneficial for the climate but also provides sustainable employment opportunities for thousands of individuals.

Recognizing the urgent need to limit greenhouse gas emissions according to the 1.5°C pathway, Swisscontact has set targets accordingly. The organization measures its emissions according to the carbon protocol, using 2023 as the baseline year. There was excellent progress at the organizational level towards meeting the ambitious, science-based targets set for **greenhouse gas emissions** reduction. Swisscontact reduced its combined scope 1 and 2 emissions by 14% compared to the 2023 baseline, putting it on course to meet its

target of a 30% reduction by 2028. Additionally, Swisscontact's projects successfully avoided or captured 62,033 tons of CO₂, a significant number which puts the organization's own emissions into context.

Structure of the report

This sustainability report, Swisscontact's first, has been prepared with reference to the GRI standards (2021). GRI is the Global Reporting Initiative, an independent not-for-profit organization that enables rigorous yet practical sustainability reporting.

The report is structured as recommended by GRI. The general disclosures in chapter 2 precede a description of how material topics were defined and managed in chapter 3. Finally, each of Swisscontact's nine material topics is described in turn, and the progress made in 2024 towards the approximately 40 targets is presented.



2. GRI 2: GENERAL DISCLOSURES

As required by GRI 2 General Disclosures, in this chapter information is provided about Swisscontact's reporting practices; activities and workers; governance; strategy, policies, and practices; and stakeholder engagement. This information gives insight into the profile and scale of the organization and provides a context for understanding impacts.

2-1 Organizational details: Swisscontact is an independent non-profit development organisation established in 1959 by representatives of the Swiss private sector and civil society. It is headquartered in Zürich. In 2024, it implemented development cooperation projects in 41 countries, as shown here (<https://www.swisscontact.org/en/about-us/annual-reports/annual-report-2024>).

2-2 Entities included in the organization's sustainability reporting: The sustainability report covers the foundation in its entirety, including all country offices and three subsidiaries: The Springfield Centre, Swisscontact Services AG, and Swisscontact North America Inc. The scope of the organization's sustainability reporting matches the scope of consolidated financial reporting.

2-3 Reporting period, frequency and contact point: The sustainability reporting period is January to December 2024 and the reporting frequency is annual. The reporting period and frequency is the same as for Swisscontact's financial reporting. Reports are published in the second quarter of each year.

For further information contact the Advisor Sustainability Strategy: sustainability (at) Swisscontact (dot) org.

2-4 Restatements of information: As this is the first year of reporting, there are no restatements.

2-5 External assurance: There is no external review of the sustainability report. Only financial reporting is audited. Please see the report of the statutory auditor at the end of the Financial Report 2024 (<https://www.swisscontact.org/financialreport2024>).

2-6 Activities, value chain and other business relationships: Swisscontact's work focuses on private sector-led, sustainable economic development, and improved quality of life for people in developing and emerging countries. It works to strengthen the skills of individuals and to foster the competitiveness of businesses. To this end, it designs, develops and implements projects and offers advisory, training and applied research services.

Swisscontact works with and for a range of donors and funding partners from both the public and private sectors. A list of those organizations with whom it worked in 2024 is in the annual report (<https://www.swisscontact.org/report2024/partners>).

With the aim of catalysing long-lasting change, Swisscontact project teams cooperate closely with a range of entities in developing and emerging economies. Among these are international NGOs, privately-owned companies, publicly-owned companies, local or national government bodies, local NGOs and community-based organizations.

2-7 Employees: At the end of the reporting period, on 31 December 2024, Swisscontact employed 1186 people (headcount), of whom 53% were male and 47% female. The proportion identifying as neither male nor female was 0.2%.

The region with the largest number of employees was South & Southeast Asia (446), followed by Latin America (180), Eastern Europe (132), Central and Southern Africa (131), West Africa (129), and Middle East and North Africa (58). The headcount at the global office was 110 people.

2-8 Workers who are not employees: Swisscontact hires consultants directly in projects. There is no centralized information held on a global level.

2-9 Governance structure and composition: Swisscontact operates from a sound legal basis. The foundation charter, statutes and management manual detail the organisation's purpose and activities. They also list its various governance bodies and define the role and responsibilities of each.

The Foundation Council is the strategic management and supervisory body that bears ultimate responsibility for Swisscontact. The Foundation Council elects a Foundation Board, which is responsible for supervising the business and activities of the Executive Board. The Finance and Audit Committee is a subsidiary of the Foundation Council. It deals in detail with financial management, control and audit issues. Another subsidiary body is the HR Committee, which, among other responsibilities, leads on succession planning for the Foundation Council, Foundation Board and Executive Board.

The Executive Board is headed by the CEO and is responsible for implementing the strategy, business operations, the organisation of the global office and the regions, the management of the accounts, and the planning, acquisition, financing, preparation and execution of development projects.

2-10 Nomination and selection of the highest governance body: Prospective members of the Foundation Council are nominated for membership. Nominations are voted on at its annual general meeting. The composition of its subsidiary bodies is also decided by vote. Information about the Foundation Council is on the website (<https://www.swisscontact.org/en/about-us/foundation/foundation-council>).

2-11 Chair of the highest governance body: Thomas D. Meyer is Chair of Swisscontact (<https://www.swisscontact.org/en/team-members/foundation-council/thomas-d-meyer>).

2-12 Role of the highest governance body in overseeing the management of impacts: The Foundation Council delegates responsibility for overseeing the management of impacts to the Foundation Board. This oversight includes aligning the organization's overall strategy with its sustainability strategy. The Foundation Board was responsible for commissioning the sustainability strategy and reviews the sustainability key performance indicators with the Executive Board.

2-13 Delegation of responsibility for managing impacts: Responsibility for managing impacts rests with the Executive Board, which delegates as necessary.

2-14 Role of the highest governance body in sustainability reporting: The Foundation Council's subsidiary body, the Foundation Board, delegates responsibility for sustainability reporting to the Executive Board, which is assisted in this task by the Advisor Sustainability Strategy. The sustainability report is approved by the Foundation Council at its Annual General Meeting.

2-19 Remuneration policies: All positions on the Foundation Council, Foundation Board and its subsidiary bodies are unsalaried.

2-22 Statement on sustainable development strategy: A long-standing commitment to inclusive economic development guides Swisscontact's work. The focus is on strengthening vocational skills, fostering entrepreneurship, and supporting climate-smart and inclusive market systems. The strategy remains grounded in maximising opportunities for people, protecting the environment, and strengthening local economies.

The 2030 agenda provides the target framework for Swisscontact's activities. The organization is open to aligning its engagement with all partners who work towards the achievement of these goals. Swisscontact's work contributes directly to the following goals: No poverty (1), zero hunger (2), quality education (4), decent work and economic growth (8), reduced inequality (10), sustainable cities and communities (11), responsible consumption and production (12), combatting climate change (13), life on land (15), peace, justice, and strong institutions (16) and partnerships to achieve the sustainable development goals (17).

Details of Swisscontact's mission and guiding principles can be found on the website (<https://www.swisscontact.org/en/about-us/mission-and-guiding-principles>).

2-23 Policy commitments: Swisscontact has a comprehensive set of policies to guide its operations. Its policies cover a wide variety of topics, including, but not limited to, human resources, security, whistleblowing, gender and social inclusion, environmental responsibility, and protection from sexual exploitation, abuse and harassment. Of particular relevance is the code of conduct, which describes a set of shared values. The code of conduct applies to all employees and other individuals working under the Swisscontact name and forms part of its contracts with them. Further information is available on the website (<https://www.swisscontact.org/en/about-us/code-of-conduct>).

2-24 Embedding policy commitments: Swisscontact's policies are translated into clearly documented, strict rules and guidelines covering all aspects of operations. These include robust internal controls, monitoring systems, and reporting lines. Emphasis is placed on separation of roles, accurate recording of information, and sound financial management. These rules help to define accountability, ensure the highest standard of compliance with relevant laws, regulations and standards, and to prevent fraud, corruption and misuse of funds. Training and guidance are provided to ensure that policies are well understood.

2-25 Processes to remediate negative impacts: Even with strong systems in place, sometimes suspected or actual breaches of Swisscontact's procedures or of the code of conduct occur. The organization takes such instances very seriously. Once a suspected or actual breach is reported, it is handled in accordance with the case management process. This details the steps to be taken, and the responsibilities of the parties involved. It also outlines what information is to be shared with whom and at which stage, for example, when an external expert investigator should be used and at what point the Finance and Audit Committee or donor needs to be informed about an investigation or its outcome.

The consequences of substantiated cases can, in serious cases, include terminations of employments or implementation agreements or reimbursement of funds to donors.

2-26 Mechanisms for seeking advice and raising concerns: Colleagues, consultants, partners, and beneficiaries are encouraged to speak up without fear of reprisals. Line managers are available for consultation. Several distinct reporting channels at country, regional and global level are also operated. Confidential and anonymous channels are available. One internal channel is the network of elected and trained Compliance Officers in every country. An important external channel is the international freephone number and reporting platform operated by a professional provider (International freephone number: +800 7233 2255 or +44 191 516 7749 or online <https://www.safecall.co.uk/file-a-report/>).

2-27 Compliance with laws and regulations: Swisscontact is committed to full compliance with all applicable laws and regulations in the countries in which it operates. It maintains the necessary registrations and permits to conduct its activities and has an established internal control system to ensure ongoing adherence to legal requirements. Its compliance framework includes monitoring and reporting mechanisms to detect and address any issues promptly. Internal and external audits are regularly carried out.

2-28 Membership associations: In 2009, Swisscontact signed the UN Global Compact, an initiative that promotes corporate responsibility with regard to human rights, labour practices, environment, and anti-corruption. Swisscontact has a strong anti-corruption stance. It communicates this publicly through its membership of Transparency International (TI).

It is expected that regional and country offices as well as individual projects are members of other associations, but there is currently no systematic reporting on global level available.

2-29 Approach to stakeholder engagement: Swisscontact adopts a participatory approach to stakeholder engagement, ensuring that stakeholders are integral to the design, implementation, and evaluation of programmes. Locally led development is a key guiding principle of Swisscontact's engagement, aimed at empowering local actors to lead strategic decisions and implementation, enhancing ownership and sustainability.

2-30 Collective bargaining agreements: No employees are currently covered by a collective bargaining agreement.

3. GRI 3: MATERIAL TOPICS

Material topics are topics that represent an organization's most significant impacts on the economy, environment, and people, including impacts on their human rights. As required by GRI 3: Material Topics, this chapter contains information on how Swisscontact conducted the process of determining material topics, the resulting list of material topics, and how the organization manages each of its material topics.

3-1 Process to determine material topics

In 2023, Swisscontact completed a materiality analysis, which was based on the method described in GRI 3. Material topics were determined in a multistep process. This is documented in the sustainability strategy, available on the website (<https://www.swisscontact.org/en/our-work/how-we-work/sustainability-strategy>).

A longlist of fifty environmental, social and governance issues was compiled from a range of sources: common sustainability standards, the sustainable development goals, Swisscontact's own strategy and existing sustainability criteria, informal discussion with other NGOs.

These were grouped into twenty-three topics that were evaluated in an internal process according to both Swisscontact's impact on the topic and the topic's impact on Swisscontact. The twelve highest scoring topics were assessed and prioritized after interviews with external stakeholders, who included institutional donors, private foundations, corporate partners and academic partners.

The result was a list of nine material topics that was reviewed and approved by the Executive Board and the Foundation Board.

3-2 List of material topics

In accordance with the principle of double materiality, Swisscontact classifies topics as material if they significantly affect the ability of Swisscontact to operate or if its activities have significant environmental, social or governance effects.

The nine material topics are:



Social

Jobs and income
Decent work
Human rights
Gender, equality, and social inclusion



Governance

Compliance and anti-corruption
Corporate governance

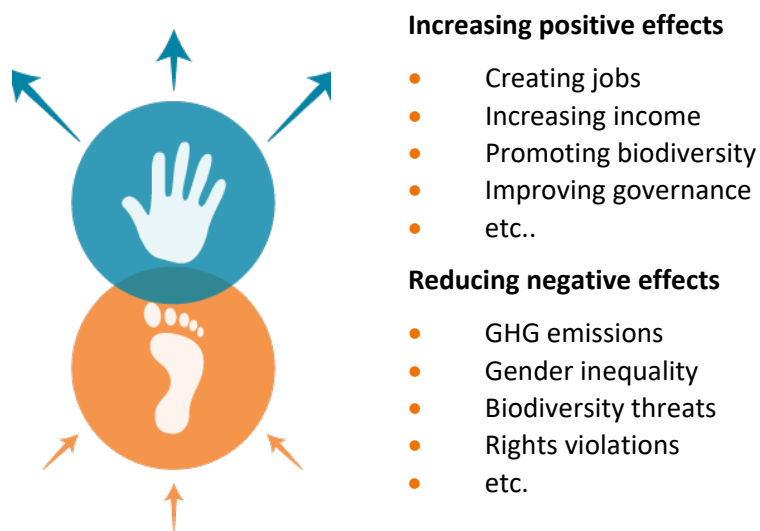


Environmental

Green skills and green jobs
Biodiversity
Greenhouse gas emissions

3-3 Management of material topics

Swisscontact approaches the management of its material topics through a handprint-footprint lens. For some material topics, the focus is on minimizing negative impact, i.e. footprint. For others, the emphasis is on maximizing the positive impact, i.e. handprint. For some topics there is a balance of effort between the two. This concept of handprint and footprint was useful in deciding how to manage the topics: to minimize risks or to maximize opportunities.



Definition of indicators and targets: For each material topic, one or more indicators was chosen. The choices were informed by the GRI standards and by data availability, among other factors. Targets for each indicator were set. In some cases, targets are to be reached immediately. This is the case for those monitoring compliance with established organizational policies, for example. In other cases, targets are intended to be reached by the end of the current sustainability strategy period, which is in 2028. The Executive Board and the Foundation Board approved all indicators and targets.

Data sources: To monitor progress towards the targets data is collected from the following sources:

- **Annual results aggregation.** This digital reporting tool is a strength of Swisscontact's monitoring and results measurement capability. Around 100 projects report each year on standardized information. The focus is on measuring the numerical impact of the project work e.g., increase in business turnover, numbers of people graduating from skills courses.
- **Carbon reporting exercise.** This is an annual exercise, requiring input from carbon champions in over 40 countries, where Swisscontact often has multiple office and project sites. It focuses on emissions related to flights, office energy consumption and fuel burned in company vehicles and generators.
- **Staff statistics.** Once a year, staff statistics are published, giving information about location, management level, gender and nationality.
- **Audit report.** The statutory auditor issues a report each year.
- **Zewo foundation.** The Zewo certification is awarded to not-for-profit organizations that adhere to good practices in the handling and deployment of donations.
- **E-learning statistics.** Completion and pass rate data is collected from the course statistics. Numbers shown are for those employees automatically enrolled in the annual training. They had from May until December 2024 to complete it. Excluded from the statistics are employees joining after May 2024 and those who received a face-to-face training.
- **Project quality and risk assessment (PQRA).** Approximately 100 project managers are mandated to complete the internal PQRA questionnaire each year. They lead projects with a minimum duration of one year or more, and a minimum volume larger than CHF 250k, and an operational close date after

April. These criteria are designed to exclude low risk projects, such as advisory assignments, where direct impact on material topics is limited.

- **LOGIB.** This is a tool for calculating the gender pay gap, used for Swiss-based employees.
- **Code of conduct case log.** This is a list of suspected and confirmed breaches.
- External consultant or company. To calculate the gender pay gap at the global level, specialist support is required.
- **Assurances.** Where no hard data is available, relevant managers are required to give assurances that internal policies and procedures have been followed in full.

Jobs and income

Inclusive and sustainable economic development implies creating the conditions for people to engage in productive work that provides at least a living income. Work to create jobs and boost income is front and centre of Swisscontact's sustainability strategy. Swisscontact strengthens the competitiveness of individuals so they can improve their opportunities for employment. Its projects enhance the competitiveness of companies to support their growth. Swisscontact promotes socio-economic systems that favour inclusive economic development in the countries it works in.

| Indicator | Data source | Target | Result 2024 | Comment |
|--|----------------------------|--|--|-----------|
| Number of jobs created or retained | Annual results aggregation | 50,000 in total for the period 2024-2028 | 41,812 so far, of which 41,812 in 2024 | GRI 203-2 |
| Additional net income generated in CHF | Annual results aggregation | 300M in total for the period 2024-2028 | 103M so far, of which 103M in 2024 | GRI 203-2 |

Decent work

It is not only the quantity of jobs that is important, the quality of those occupations is also very relevant. Decent work in the context of Swisscontact projects means: adequate earnings and productive work, safe work environment, equal opportunity and equal treatment in employment (e.g. workplaces free of discrimination, harassment, and abuse).

| Indicator | Data source | Target | Result 2024 | Comment |
|---|------------------|---------------|-------------|---|
| % of projects having an employment objective and private sector partners, that encourage those private sector partners to promote decent working conditions | PQRA (from 2025) | 100% annually | No result | No data available for 2024. First results expected in 2025. |

Human rights

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination. The upholding and promotion of human rights can act as a catalyst for social and economic development.

According to human rights experts, organizations may cause, contribute to or be linked to abuses. In development cooperation, they may cause human rights abuses if employees are in positions of influence within local communities. There is a risk that this dynamic could set up the potential for abuses of power (e.g. sexual exploitation). They may contribute to human rights infringements due to the actions of partner organizations or partner employees. They risk being linked to human rights abuses if a private sector donor commits infringements (e.g. by recruiting migrant labourers through agencies where there is a risk of bonded labour).

| Indicator | Data source | Target | Result 2024 | Comment |
|---|----------------------------|---------------|---|---|
| % of implementation agreements or contracts signed this year that included a human rights clause | Annual results aggregation | 100% annually | 100% (of Global Office negotiated partnerships) | A way of collecting data for locally negotiated partnerships is being investigated for 2025. |
| % of private sector donor relationships established this year where donors have been screened for their human rights track record | Assurances | 100% annually | 100% (of Global Office negotiated partnerships) | A way of collecting data for locally negotiated donor relationships is being investigated for 2025. |
| % of employees trained on human rights policies or procedures | E-learning statistics | 100% annually | 100% | 1104 of 1105 employees completed the training |

Gender and social inclusion

Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Work to promote equality in general is not limited to gender but covers race, ethnicity, age, sexual orientation, socio-economic status and religion. Social inclusion is defined as a process which leads individuals and groups to taking part in society by benefiting from its opportunities and developing their abilities. The promotion of diversity within Swisscontact and its projects is part of social inclusion.

| Indicator | Data source | Target | Result 2024 | Comment |
|---|----------------------------|--------------|-------------|---|
| % of project beneficiaries who are women | Annual results aggregation | 50% annually | 35% | The majority of beneficiaries were in agriculture projects. More men than women were recorded as head of the farming household. The income benefits to female household members were not fully captured by the data. More inclusive data recording is being tested. |
| % of project beneficiaries who are women belonging to particularly marginalized groups (LNOB) | Annual results aggregation | 20% annually | 11% | For women belonging to particularly marginalized groups, the issue is similar. The majority of LNOB beneficiaries were in agriculture projects. More men than women were recorded as head of the farming household. More inclusive data recording is being tested. |

| Indicator | Data source | Target | Result 2024 | Comment |
|---|------------------|-----------------------|--|---|
| % of projects which target particularly marginalized groups (LNOB) | PQRA | 60% annually | 59% | |
| % of projects which are gender-sensitive | PQRA | 100% annually | 97% | |
| % of projects with gender-positive or transformative interventions | PQRA | 75% annually | 60% | Gender-positive or transformative interventions aim to address the root causes of gender inequality by challenging and transforming harmful gender norms, roles, and power dynamics. Additional support to projects will be provided in 2025. |
| Gender diversity of all employees | Staff statistics | 40% W/M annually | 47% W | GRI 405-1 |
| Gender diversity of the Foundation Board | Staff statistics | 40% W/M annually | 50% W | GRI 405-1 |
| Gender diversity of the Executive Board (incl. CEO) | Staff statistics | 40% W/M annually | 50% W | GRI 405-1 |
| Gender diversity two levels below CEO | Staff statistics | 40% W/M annually | 47% W | GRI 405-1 |
| Gender diversity country directors | Staff statistics | 40% W/M annually | 43% W | GRI 405-1 |
| Age diversity of the management team (CEO and the three levels below) | Staff statistics | 40% o./u. 50 annually | 47% u.50 | GRI 405-1 |
| Diversity of nationality of the Executive Board (incl. CEO) | Staff statistics | 15% DEE annually | 17% from developing and emerging economies | GRI 405-1 |
| Diversity of nationality two levels below CEO | Staff statistics | 50% DEE annually | 60% from developing and emerging economies | GRI 405-1 |
| Diversity of nationality country directors | Staff statistics | 50% DEE annually | 58% from developing and emerging economies | GRI 405-1 |

| Indicator | Data source | Target | Result 2024 | Comment |
|---|---------------------|---------------|-----------------------|--|
| Unadjusted gender pay gap globally | External consultant | No target set | 4.1% in favour of men | GRI 405-2. Gender in management targets were set instead (see above) |
| Adjusted gender pay gap for Switzerland | LOGIB | <4% annually | 3.4% in favour of men | GRI 405-2 |

Compliance and anti-corruption

Recognising that work in fragile contexts comes with increased risks of abuse of power or corruption, Swisscontact dedicates extra attention to tackling this issue. Procurement decisions need to be free from corruption. Swisscontact has a duty to donors and communities to ensure that project spend is allocated appropriately. Swisscontact has a duty of care of employees, partners and beneficiaries. Where there is an actual or perceived imbalance of power, the risk of sexual abuse and harassment (SEAH) is elevated.

Swisscontact staff are required to complete a code of conduct (CoC) e-learning course each year. A small number of people receive training face to face instead, where this more appropriate for their roles or level of computer literacy. However, the vast majority of employees are enrolled each year in an e-learning course and have a limited number of months to complete the modular course and pass the comprehension tests.

| Indicator | Data source | Target | Result 2024 | Comment |
|---|-----------------------|---------------|---|---|
| % of employees trained on the CoC each year (including anti-corruption) | E-learning statistics | 100% annually | 100% | GRI 205-2e. 1104 of 1105 employees completed the training. |
| % of partnerships established this year, in which partners signed to say that they will comply with the CoC | Assurances | 100% annually | 100% (of Global Office negotiated partnerships) | A way of collecting data for locally negotiated partnerships is being investigated for 2025. |
| Number of breaches of the CoC reported (thereof corruption, thereof SEAH) | CoC case log | No target set | 15 (8,7) | GRI 205-3. No target was set as aiming for a reduction in reports may discourage people from speaking up. |
| Number of breaches of the CoC substantiated (thereof corruption, thereof SEAH) | CoC case log | No target set | 10 (3,4) | GRI 205-3. No target was set as targets risk undermining the impartiality of the investigation process. |

Corporate governance

Corporate governance is the combination of rules, processes and laws by which an organization is operated, regulated and controlled. Good corporate governance is a collection of practices which seek to ensure that the organization achieves its purpose. It is described by eight major characteristics: it is participatory, consensus oriented, accountable, transparent, responsive, effective and efficient, equitable and inclusive, and follows the rule of law (including regulations). Swisscontact works in fragile contexts. Sometimes it

works with partners who have weak governance structures. According to the partnership management policy, they are offered support.

| Indicator | Data source | Target | Result 2024 | Comment |
|--|----------------------------|------------------------|---|---|
| % of project partnerships signed this year, for which the partnership management policy was complied with | Assurances | 100% annually | 100% (of Global Office negotiated partnerships) | A way of collecting data for locally negotiated partnerships is being investigated for 2025. |
| % of private sector donor relationships established this year, for which the policy on cooperation with donors from the private sector was complied with | Assurances | 100% annually | 100% (of Global Office negotiated partnerships) | A way of collecting data for locally negotiated donor relationships is being investigated for 2025. |
| Number of partners supported to strengthen their corporate or organizational governance | Annual results aggregation | 100 partners annually | 248 partners | |
| Retention of Zewo certification | Zewo foundation | Certification retained | Certification retained | |
| The statutory auditor expresses an unqualified opinion on the consolidated financial statements | Audit report | Unqualified opinion | Unqualified opinion | |
| The statutory auditor expresses a positive opinion on the internal control system | Audit report | Positive opinion | Positive opinion | |

Green skills and jobs

Green skills and green jobs are a prerequisite to make the transition to a greener economy happen. Today, skills gaps are already recognized as a major bottleneck in several fields, such as renewable energy, energy and resource management, renovation of buildings, climate sensitive construction, environmental services, and manufacturing. Swisscontact helps to fill such skills gaps.

Green jobs are jobs that contribute to preserve or restore the environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency (adapted from ILO 2011).

| Indicator | Data source | Target | Result 2024 | Comment |
|---|----------------------------|-------------------------------------|-------------|--|
| % of jobs created or retained that are green or greener | Annual results aggregation | 30% annually, to be reached by 2028 | 4% | |
| % of people trained in green skills | Annual results aggregation | 50% annually, to be reached by 2028 | 98% | This positive result is attributable to our projects in sustainable agriculture. |

| Indicator | Data source | Target | Result 2024 | Comment |
|--|----------------------------|-------------------------------------|-------------|---------|
| % of projects promoting green skills or green and greener jobs | Annual results aggregation | 50% annually, to be reached by 2028 | 40% | |

Biodiversity

There is increasing international focus on biodiversity. This is a relevant topic for Swisscontact because projects have the potential either to boost biodiversity or to harm it. Some projects can promote agroecological practices, sustainable natural resource management, environmental education activities or can reduce pollution. Other projects need to be designed carefully to avoid detrimental land or sea use changes or increasing the quantity of natural resources that are exploited.

| Indicator | Data source | Target | Result 2024 | Comment |
|---|-------------|---------------|-------------|---------|
| % of projects having scope to make a positive impact on biodiversity that do so | PQRA | 100% annually | 98% | |
| % of projects that put biodiversity significantly at risk | PQRA | 0% annually | 0% | |

Greenhouse gas emissions

If more and very rapid action to curb greenhouse gas emissions is not taken, catastrophic climate breakdown is predicted to lead to severe human costs, including the loss of many lives and conflict over natural resources. Environmental degradation would be inevitable.

Swisscontact emits greenhouse gases. It has company vehicles, it purchases heating and electricity, and its staff, consultants, and partners travel by air, in response to project requirements. The organization recognizes the need to limit emissions according to the 1.5°C pathway.

Through project work, Swisscontact is supporting its partners to reduce greenhouse gas emissions by improving agricultural practices or waste management. It also works with smallholders and businesses to help them adapt to the changing climate.

Swisscontact measures its emissions according to the carbon protocol. The baseline year is 2023 and emissions are calculated every year. In December 2024, the decision was taken to set two robust targets, both science-based and aligned with the 1.5°C pathway. These cover the period to end 2028.

| Indicator | Data source | Target | Result 2024 | Comment |
|--|------------------|----------------------|-------------|--|
| Direct (Scope 1) GHG emissions in t CO ₂ e | Carbon reporting | See three rows below | 687 t | GRI 305-1. See the combined scope 1 and 2 reduction target below |
| Energy indirect (Scope 2) GHG emissions in t CO ₂ e | Carbon reporting | See two rows below | 307 t | GRI 305-2. See the combined scope 1 and 2 reduction target below |

| Indicator | Data source | Target | Result 2024 | Comment |
|--|----------------------------|---|--|--|
| Other indirect (Scope 3) GHG emissions in t CO2e | Carbon reporting | See two rows below | 2539 t | GRI 305-3. See the scope 3 reduction target below |
| Reduction of scope 1 and 2 GHG emissions in t CO2e | Carbon reporting | -30% by 2028 vs baseline (2023) | -14% vs baseline | GRI 305-5. Emissions in 2024 were 14% lower than in 2023 |
| Reduction of scope 3 GHG emissions in t CO2e | Carbon reporting | -18% by 2028 vs baseline (2023) | 0% reduction vs baseline | GRI 305-5. Emissions in 2024 were stable compared to those in 2023. Additional measures to decrease flight emissions are being introduced in 2025. |
| Avoided GHG emissions or captured GHG emissions (project impact) in t CO2e | Annual results aggregation | 150,000 t in total for the period 2024-2028 | 62,033 t so far, of which 62,033 t in 2024 | |
| Negative GHG emissions (carbon sequestration) in t CO2e | External company - TREEO | 2,000 t in total for the period 2024-2028 | 0 t so far, of which 0 t in 2024 | As expected, 16,000 trees planted for Swisscontact are still too young to be measured |



4. CLOSING REMARKS

Swisscontact's sustainability strategy is a welcome complement to both the organization's mission and its strategy. All three focus efforts on inclusive economic development in line with the 2030 Agenda. In this first year of implementation, Swisscontact has made a strong start towards achieving the sustainability strategy's targets. Significant gains have been made; most importantly in the creation of jobs and increase in incomes. This is supported by important results on other material topics, particularly greenhouse gas emissions, green skills and jobs, and corporate governance.

While these results mark meaningful progress, Swisscontact recognises that achieving its full ambition will require sustained commitment. The year 2024 has laid a strong foundation and the organization looks to build on this in 2025 and beyond.

SWISSCONTACT'S MISSION

We unleash the potential of private initiative to foster sustainable development and shared prosperity in developing and emerging economies.

This enables us to create opportunities for economically and socially disadvantaged people to improve their living conditions through their own efforts.

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