

# ENVIRONMENT SOCIAL GOVERNANCE

Properties with  
community  
management

**+20%**

**2025 6 properties**  
2024 5 properties

Number of  
community  
events – property  
portfolio

**+66%**

**2025 25 events**  
2024 15 events

Proportion of  
women in the  
company

**-2.9%**

**2025 45.7 %**  
2024 48.6%

Absentee rate

**-0.1%**

**2025 1.3%**  
2024 1.4%

Participation in  
employee survey

**+2.0%**

**2025 91%**  
2023 88%

We are committed to a respectful and supportive work environment for our employees, create long-term affordable and liveable environments for our tenants, and invest in the development of resilient, interconnected communities. This is our active contribution to a socially sustainable future.

## Our material topics

- Employees
- Tenants
- Corporate engagement

# What we do in the area of social sustainability



Young Enterprise Switzerland (YES), Pitch Competition 2025 at Swiss Prime Site

## One SPS – Stronger Together



### Employee survey with «Great Place to Work»

In 2025, we conducted an employee survey with the title «Great Place to Work». Overall, 86% of employees agreed with the following statement: «All in all, I can say that this is a very good workplace.» With a response rate of 91%, the result is statistically representative and at the same time underscores the commitment of our employees. The results of the survey confirm Swiss Prime Site's good reputation as an employer and show that our ongoing efforts to create a positive corporate culture are having an impact. The next survey is scheduled for 2027.

### Promotion of young talent and social responsibility

Swiss Prime Site AG is actively committed to education and supporting young people at the start of their careers. In the reporting year, two university graduates had the opportunity to gain practical experience in the real estate industry as part of the 12-month «Real Passion 4 Real Estate» trainee programme. In addition, a graduate from the previous year accepted a permanent position with the Company.

Following the closure of Jelmoli, the traditional Zurich department store, the Swiss Prime Site Group integrated the apprentices there into its own structures. This enabled the young employees to continue and complete their education. In this way, the Swiss Prime Site Group is upholding its responsibility to foster young talent and engage with social issues during the transformation process.

### Shared experiences: part of corporate culture

We view communal activities outside the core professional business as important elements of a healthy corporate culture. These include the summer and Christmas events and monthly after-work drinks. In addition, our employees can dedicate one working day a year to volunteering for community causes. «Forest Week» is an example of this, organised in collaboration with charitable foundation Bildungswerkstatt Bergwald. Employees once again engaged in forest maintenance in this reporting year. Participation in sporting events is another communal activity that promotes physical fitness as well as team spirit and community. Swiss Prime Site is a co-partner of the Greifenseelauf, and a delegation once again took part in the run in 2025. To prepare, employees and tenants of the Prime Tower site were able to train with former Swiss long-distance runner Markus Ryffel.

### Commitment to partnerships

Every year, Swiss Prime Site organises voluntary coaching for young people as part of YES (Young Enterprise Switzerland). In the reporting year, the Company offered several YES programmes, including the «Pitch Competition» and «Coaching in trade fair stand design». Over three Saturdays, our employees offered digital sales training on the topic of «Foundations of entrepreneurship». Swiss Prime Site was represented on the main jury in the final of the YES company programme. Swiss Prime Site also awarded the «Swiss Prime Site Best Marketing & Sales Award» to a chosen start-up.

Through its partnership with the Athletes Network, Swiss Prime Site promotes the occupational integration of top athletes. After several years of part-time traineeship at Swiss Prime Site Solutions, we were able to offer a top athlete a permanent position as an Asset Manager at the end of his official career.



Turm Areal Winterthur, Community Management

## Our relationship with tenants and the community

### Rethinking customer management

In the reporting year, Swiss Prime Site Immobilien AG developed and successfully introduced a CRM system for tenant management in its own property portfolio. Recording, storing and managing all information and documents relating to tenant relationships centrally enables even better customer insights and thus greater customer proximity and high-quality tenant support.

### Community management

Swiss Prime Site Immobilien AG uses community management to foster community-building, the well-being of tenants and the long-term value of its sites. In the reporting year, events such as the Street Food Park Festival in Zurich and summer and winter pop-ups in Winterthur boosted social interaction. Regular and recurring community after-work meet-ups and coffee get-togethers with the involvement of the catering tenants encouraged social interaction and networking between tenants. Various sports facilities have also been developed on the sites to promote health and well-being in collaboration with tenants and local partners. Complementary services such as shoe and textile cleaning, sports service, flower sales and Lunch & Learn formats made an additional contribution to quality of life and knowledge transfer.

A community app piloted in Stücki-Park in Basel makes it easier for tenants to communicate digitally and participate in community activities. The app provides information on current events, services and initiatives.

### **Züriwerk foundation on the YOND Campus**

Swiss Prime Site AG and the Züriwerk foundation have worked in partnership on the YOND Campus in Zurich-Albisrieden since 2025. Züriwerk is one of the largest institutions for people with disabilities in the canton of Zurich. Among other things, the social enterprise offers high-quality products and services in various sectors and employs 700 employees with and without disabilities at its sites. The new buildings on the YOND Campus provide the foundation with sustainable, flexible spaces and accessible infrastructure that enables active participation in work and community life. The campus creates a place for the YOND community to meet and exchange ideas.

### **Focus on sustainability dialogue with tenants**

Green leases are sustainability-oriented rental contracts that promote sustainable use by tenants and sustainable management by landlords. All new leases are concluded as green leases; the aim is also to supplement existing rental contracts accordingly.

The focus in 2025 was on sustainability dialogue with tenants. The needs of tenants and our measures were compared in a comprehensive survey. The findings will be incorporated into future sustainability efforts. To improve management, all sustainability data is integrated into the specially developed ESG data platform «Polaris». The digitalisation of processes has improved user-friendliness and efficiency.