

ENVIRONMENT SOCIAL GOVERNANCE

Proportion of women in the workforce

+1.7%

2024 48.4%
2023 46.7%

Turnover rate

-10.8%

2024 11.8%
2023 22.6%

Management posts held by women

+0.0%

2024 42.9%
2023 42.9%

Total absentee rate

-0.4%

2024 1.4 %
2023 1.8 %

Employees in the core business

+4

2024 177 employees
2023 173 employees

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
- Community engagement

What we do in the area of social sustainability



Employee survey confirms high degree of satisfaction

Employees completed the «Great Place to Work» survey in 2023. Overall, 87 % 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 88%, we take this statement as representative and as confirmation of the high quality of working environment at Swiss Prime Site. The next survey is scheduled for 2025.

Higher investments in training and development

Swiss Prime site encourages individual training and development to support professional development. The average number of hours for training and development per employee was three hours in 2024. The Company also holds regular «Lunch & Learn» events. In the reporting year, there were dedicated seminars on the topics of communication, negotiation skills and mental strength.

Supporting mobility demand sustainably

Mobility affects everyone. In the reporting year, we removed the entitlement to an SBB Travelcard from employment contracts and replaced it with the Urban Connect offering. This platform accommodates the mobility requirements of all employees, including e-bikes, e-cars and public transport tickets. This standardises promotion of mobility for all employees. With this, we are not just contributing to decarbonisation, but also to the equal treatment of our employees.

Shared experiences: part of corporate culture

We view communal activities outside the core professional business as important elements of a sound corporate culture.

In the reporting year, Swiss Prime Site lived up to its social commitment with a «Forest Week» in collaboration with «Bildungswerkstatt Bergwald», a foundation dedicated to education about the environment and sustainable development. This «Forest Week» celebrates not just the «E» but the «S» as well, as we work together for a week to help



Assignment during Forest Week with Bildungswerkstatt Bergwald

get a forest area into top shape. The event was extremely popular – more than 60 employees worked hard to nurture the young growth and prepare the future forest for climate change.

As a co-partner of the Greifenseelauf, Swiss Prime Site got the team up and running once again this year. We were able to call on Markus Ryffel, former Swiss long-distance runner, for group training sessions – the perfect run-up. These training sessions not only promote physical fitness, but also team spirit and community. A delegation of Swiss Prime Site employees and tenants also took part in the Greifenseelauf, further underlining our solidarity and active involvement in sporting activities.

For us, it's all about real estate. But our work in this area generally takes place in the office workspace. This is why we regularly organise tours of building sites for our employees to give them a first-hand impression of the projects we are implementing. And the project managers who supervise construction work for us appreciate the opportunity to make their projects accessible to a broader public.

The employee event and the traditional Christmas party are permanent fixtures in our calendar, as well as monthly after-work drinks for all employees.

Swiss Prime Site's 25th anniversary celebrations with their theme of «Celebrating solid grounds» were another real highlight of the reporting year.

→ [READ MORE: REVIEW](#)



Prime Tower site, Street Food
Park Festival

Stronger relationships with tenants

To fulfill the needs and preferences of tenants, a survey is conducted by an independent organisation at least every three years to determine their satisfaction with the rental property and the property management. Specific measures to increase satisfaction are derived from the feedback. These measures are compiled in a catalogue in close coordination between asset management and property management and are then continuously implemented.

In the reporting year, Swiss Prime Site Immobilien conducted an online survey of its commercial tenants. The results show that tenant satisfaction remains high, and over three-quarters said they would extend their rental agreements. We are a frontrunner here, outperforming the benchmark. Satisfaction with property management is increasing, while there is room for improvement in the area of availability and reaction time in particular. The topic of sustainability in the rental property is becoming increasingly important, with particular focus on the topics of energy efficiency, electric charging stations and green areas. The next survey is scheduled for 2025.

Swiss Prime Site Solutions also conducts tenant surveys on behalf of its customers. You can find further information in the annual reports for the funds.

Proportion of green leases increased

Green leases are rental contracts that are geared to sustainability. These contracts are designed to achieve sustainable use by tenants and sustainable management by the landlord. We have made it our goal to configure all our rental contracts as green leases. In the reporting year, the proportion increased to 76% (previous year: 55%). To promote the dissemination of green leases, we offered training on the topic to our employees and managers. We also interacted with all tenants during the reporting year, liaising closely whenever they had queries, in relation to preparations for the Polaris integration, for example. This gave us a better understanding of tenants' needs. Digitalisation of processes improved user-friendliness and efficiency.

→ [READ MORE: SUSTAINABILITY IN USE AND OPERATIONS](#)

Corporate engagement

With its business activities, Swiss Prime Site contributes to economic and social development in many different ways. Through our range of sponsorships, we support social and cultural organisations and projects, and invest around CHF 1 million annually in our social commitment.

One of the highlights of the year is the coaching that our employees provide for young people through YES (Young Enterprise Switzerland) volunteering. Several training events were held on Swiss Prime Site premises, including the «Pitch Competition» and coaching on trade fair stand design. Swiss Prime Site employees also provided digital sales training on three Saturdays. These coaching events provide young people with valuable insights and support. In the finale of the YES company programme, a business is presented with the «Swiss Prime Site Best Marketing & Sales Award».

The partnership with SOS Kinderdorf focuses on young people who need educational support. A report by the organisation about Swiss Prime Site's fields of activity is an impressive testament to the improvement in these young people's lives throughout 2024. There has been considerable progress over the last three years in the areas of «child protection and support», «education» and «income generation», thanks to the support of Swiss Prime Site. Other commitments in the philanthropic area include: OrphanHealthcare – Foundation for Rare Diseases, Swiss Cancer Foundation, WeCare, Swiss Sports Aid Foundation, Young Enterprise Switzerland.

Through the initiative «We care because you care», Swiss Prime Site employees can donate to a social organisation certified by the ZEWO Foundation (<https://zewo.ch/en/>). Swiss Prime Site then matches the donated amount. The programme started in 2024 and is intended to recognise the positive contribution of employees to society, and to significantly boost their impact. We also help our own employees and the general public promote health and wellbeing. Our employees can join the Athletes Network or take part in the Greifenseelauf together. We also make space in buildings available to young enterprises. Additionally, our employees have the opportunity to dedicate themselves to a social commitment for two days each year. And finally, we also support the real estate sector in the areas of innovation and sustainability and take part in such initiatives as NZZ Real Estate Days, Baloise Session, Sustainable Switzerland, EPRA, Urban Land Institute, Avenir Suisse, and SwissPropTech.