



When you need to be sure

Geneva, the 17th March 2025

Dear shareholders,

The first SGS Annual General Meeting since the launch of our transformative 'Strategy 27' is approaching and we are looking forward to engaging with many of you in Geneva on 26th March 2025.

As you are aware, you will be voting on the proposed relocation of our registered office, amongst other resolutions. This proposal has attracted some scrutiny, which we want to address.

Let's be crystal clear: SGS is and will always be a Swiss company, based in Switzerland, and we are incredibly proud of our heritage. Our Board of Directors never considered moving anywhere else.

However, the world is evolving, and our competitors are not standing still. To continue delivering exceptional value for our clients, for society, and for our shareholders, we must adapt.

Strategy 27 – "Accelerating growth, building trust" is the beacon of this adaptation. It focuses on profitable growth, operational efficiency, improved agility and strengthening our financial profile through cost savings. In this context, it has become clear that our Geneva headquarters are no longer fit for purpose.

Facing this reality, our Board of Directors carried out its fiduciary duties with utmost diligence and integrity, in the interest of all stakeholders. The Management of the Company conducted a rigorous review process and, after considering a range of factors, reached the conclusion that moving to Zug is the best option for SGS, its shareholders, its employees, and its clients. This conclusion was unanimously shared by the Board of Directors.

The economics are clear: we are targeting around 75% in the annual reduction of our costs compared to those of our current headquarters. Overall, considering all incentives associated to the relocation project, the value creation of moving to Zug is twice as high as moving to another office in Geneva. Zug provides a business-friendly environment, and the canton's representatives have been clearly the most supportive for the execution of our relocation plan.

This relocation project will also allow most of our Swiss workforce of about 350 people to come together in one central location, enabling unprecedented collaboration, reinforcing our culture of accountability, and streamlining our structures. It will also bring us closer to the 99,000 colleagues who work for SGS outside of Switzerland, as we will be close to one of Europe's biggest airports. Additionally, the area around Zug and Zurich is more attractive for internationally mobile corporate professionals, making it easier for us to attract talented employees.



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Despite our global presence and workforce, we are not turning our back on Geneva - one in five of our employees in Switzerland will remain based here, serving longstanding customers and continuing to collaborate closely with local partners.

As you know, our people are the engine of our success. Their relentless drive and dedication are at the heart of achieving Strategy 27 at record pace. This will be evident to anyone who interacts with the colleagues from 26 nationalities currently working at our head office. We care for them, and we hope that all of them will continue working for SGS. We have been engaging extensively with them to address any concern and create the most suitable relocation packages. Considering the feedback we have received so far, we are confident that there will be no disruption to our organisation.

This proposal is about value creation. By supporting the resolution, you are supporting 'Strategy 27', the success of which is reflected in our recent results. All members of the SGS family are dedicated to the ongoing implementation of this strategy and the future success of our company, for many decades to come.

Again, we look forward to engaging with you at the AGM. We deeply value your trust and remain fully committed to driving long-term success together.

Best regards,

A handwritten signature in blue ink, appearing to read 'Calvin Grieder'.

Calvin Grieder

Chair of the Board

A handwritten signature in blue ink, appearing to read 'Geraldine Picaud'.

Geraldine Picaud

CEO