

Non-financial statements



Soiling Sampling, Poland



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1. General information

1.1. Basis for preparation of the sustainability statement

Scope and boundaries

Scope

The scope of the sustainability information presented in the non-financial statement covers all regions and business lines of the Group for the period 1 January to 31 December 2025. A list of SGS affiliates is provided on pages 155-156 of this report.

We have identified and prioritized the most material impacts across our business and value chain. This Integrated Annual Report includes performance data for our direct operations and, where relevant and available, our upstream and downstream value chain.

Consolidation approach

We apply the financial control approach, accounting for 100% of KPIs from operations under our control. KPIs from operations in which we have an ownership interest but no financial control are excluded.

Reliability of the information

We only report KPIs for which reliable data is available. Where information cannot be verified with sufficient accuracy, the metric is excluded and clearly noted. For instance, our total carbon dioxide (CO₂) emissions currently exclude district heating and refrigerants.

Omissions

If information is omitted due to confidentiality or sensitivity, this is indicated in a footnote.

Data collection process

Most sustainability data is gathered locally through centralized software, then reviewed and consolidated at Group level. Additional data is collected directly from global functions. The frequency of collection varies by indicator. Typically, three reporting periods are defined: second quarter, third quarter and full year.

Time horizons

Unless stated otherwise, the time horizons applied are the following:

- **Short-term:** current reporting year
- **Medium-term:** from the end of the short-term reporting period up to four years
- **Long-term:** more than five years

Different time horizons were applied in the climate scenario analysis described on page 171.

Estimations

Uncertainties may arise from the quality of data collected across the value chain or when projections rely on assumptions.

Further details on our reporting approach are provided in the **Basis of Reporting** available at [sgs.com](https://www.sgs.com). Where Global Reporting Initiative (GRI) standards or Sustainability Accounting Standards Board (SASB) standards do not specify a methodology for a sustainability performance indicator, or when their approach is not suitable, we apply the methodology defined in our own Basis of Reporting.

Scope 3 emissions have been estimated by applying different emission factors to each Scope 3 category:

- **Purchased goods and services and capital goods:** hybrid methodology based on spend, using supplier-specific information when available and average industry emission factors otherwise
- **Fuel- and energy-related activities:** average-data method, using average emission factors for upstream emissions per unit of consumption (kWh of electricity and kg of fuels)
- **Waste generated in operations:** waste-type-specific method, using total waste generated and emission factors for specific waste types (organic, plastics, paper, concrete and mixed electronics) and waste treatment methods (landfill, compost and recycling)
- **Business travel:** distance-based method using the number of tickets purchased and estimated average distance traveled per rail and air fare (intercontinental and domestic). Corresponding emission factors are then applied
- **Employee commuting:** distance-based method using a sample survey across all employees to determine average travel distance and means of transport, with the relevant emission factors applied

Restatements

This statement includes both historical and current performance over a three-year period. In some cases, previously published data may differ from earlier reports due to the availability of more accurate or improved data collection methods. Variations of less than 5% are generally considered immaterial.

Any significant restatements of prior-year data are clearly disclosed in this report together with an explanation of the reasons for the change.

Risk management and internal controls over sustainability reporting

Sustainability data is reported in accordance with the Group reporting deadline and follows the procedures defined in the Group Sustainability Manual.

The SGS Minimum Control Standards outlines the key risks and controls associated with sustainability reporting. Further information can be found in the Corporate Governance report on page 59.

Reporting frameworks

We have been publishing sustainability information for more than a decade, and since 2015 we have integrated sustainability content into our Integrated Annual Report.

Since 2013, our non-financial information has followed the AA1000 AccountAbility Principles Standard, GRI and SASB framework for the Professional & Commercial Services industry.

Since 2023, the Group has also reported in accordance with Article 964b of the Swiss Code of Obligations.

➤ **For more information**
Section 6 References

External assurance

Independent assurance of our sustainability and non-financial performance indicators is an integral part of our approach. Our sustainability reporting has been externally assured since 2011. Since 2021, PricewaterhouseCoopers SA (PwC) has provided limited assurance over selected sustainability metrics, as indicated in this report on pages 195-198. PwC's assurance statement outlines the work performed and their conclusion for the reporting period ending 31 December 2025. Previous assurance reports are available on our website.

1.2. Sustainability governance

The role of the Board of Directors and the Executive Committee

Details of this section are also addressed in the Corporate Governance report, page 43.

The Sustainability Committee of the Board and the Executive Committee receive regular updates on SGS sustainability programs and initiatives. New regulations or requirements are analyzed during meetings to assess their potential impact on SGS operations, supply chain and services. Specific analysis sessions are organized as needed, depending on the complexity of each topic, and additional training needs are reviewed on an ongoing basis.

In 2024, we launched dedicated sustainability training for all Board and Executive Committee members. To date, more than 200 leaders have completed the program, which covers core sustainability themes relevant to SGS, including integrity, climate change and labor practices.

During 2025, the following topics were discussed by the Board of Directors and its committees:

- Sustainability roadmap
- ESG ratings and reporting, including the impact of the Omnibus Regulation
- Risk management and double materiality integration
- Sustainable supply chain
- Sustainability training and awareness
- Sustainability services offering (IMPACT NOW for sustainability)

During 2025, the following topics were discussed within the Executive Committee:

- Implementation of Strategy 27
- Sustainability services offering (IMPACT NOW for sustainability)
- Sustainability KPIs progress
- ESG reporting

For information about integration of sustainability-related performance in incentive schemes see pages 67-74.

1.3. Strategy

Strategy, business model and value chain

Our business model and Strategy 27 are described in the 'How we create value' section of the Management report on pages 24-25. Sustainability KPIs are embedded in the pillar 'Strong financial and ESG profile' of Strategy 27 through four key targets:

- Make material progress towards our 2030 target to reduce 28% of our Scope 3 emissions
- Have at least one-third of leadership positions held by women
- Deliver 7 million hours of training per year to employees, clients and communities
- Achieve a customer satisfaction score of 93%

Our Sustainability Ambitions 2030 cover our entire value chain and set targets to 2027 and 2030 in three key areas: Environment, Society and Governance.

	2027	2030
Environment		
As part of our roadmap to achieve our SBTi targets, we commit to:	<ul style="list-style-type: none"> Maintain our decreasing trend towards 46.2% reduction in Scope 1 and 2 emissions Make material progress towards our 2030 target to reduce 28% of our Scope 3 emissions Further align with IFRS-S2 disclosure recommendations about climate-related risks and opportunities (previously, TCFD initiative) 	SGS is committed to reducing absolute Scope 1 and Scope 2 GHG emissions 46.2% by 2030 from a 2019 base year. SGS is also committed to reducing absolute Scope 3 GHG emissions 28% by 2030 from a 2019 base year.
Social		
Talent management	<ul style="list-style-type: none"> At least one-third of leadership positions held by women 	<ul style="list-style-type: none"> Strive towards an equitable representation of genders at CEO-3
Health and safety	<ul style="list-style-type: none"> Maintain our Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR) below 0.31 and 0.21 respectively Increase year-on-year the number of HSE certifications for the main operational sites (ISO 45001 and ISO 14001) Increase the number of behavioral-based safety observations every year by 5% 	<ul style="list-style-type: none"> Reduce our TRIR by 30% and LTIR by 20% and HSE certify the main operational sites (integrated ISO 45001 and ISO 14001 certification) Achieve 100 000 observations, within the behavioral-based safety observation program
Knowledge and engagement	<ul style="list-style-type: none"> 7 million hours of training per year to employees, clients and communities Improve year-on-year our employee engagement and manager support scores 	<ul style="list-style-type: none"> Continuously improve the capabilities and know-how of our employees and strive to be the employer with the highest level of employee engagement in the industry
Human rights	<ul style="list-style-type: none"> Ensure and protect human rights respect throughout our operations and supply chain 	<ul style="list-style-type: none"> Ensure and protect human rights respect throughout our operations and supply chain
Community donations	<ul style="list-style-type: none"> Increase by 50% our positive impact on our communities through employee volunteering 	<ul style="list-style-type: none"> Double our positive impact on our local communities through employee volunteering
Governance		
Brand	<ul style="list-style-type: none"> Achieve a customer satisfaction score of 93% 	<ul style="list-style-type: none"> Achieve a customer satisfaction score of 95%
Integrity	<ul style="list-style-type: none"> Ensure 100% of employees are trained on our Integrity Principles on an annual basis 	<ul style="list-style-type: none"> 100% of our employees trained on our Integrity Principles on an annual basis
Supply chain	<ul style="list-style-type: none"> 70% of our goods and services spend under procurement Scope to come from suppliers who have signed our Code of Conduct or committed to standards comparable to SGS's within their own policy 50% of SGS strategic suppliers in extra-large, large and medium affiliates, as per our procurement policy, will have completed our sustainability self-assessment questionnaire 85% of requests for proposals will be online and include the relevant SGS sustainability criteria, enabling comparison and selection of suppliers 	<ul style="list-style-type: none"> Cover at least 90% of our expenditure with suppliers that have agreed with our Code of Conduct Principles and continue developing our human rights due diligence program to avoid violations across our supply chain 100% of our Requests for Proposal (RfP) will be online and will include the relevant SGS sustainability criteria, enabling comparison and selection of suppliers Partner with relevant suppliers to transform the products and services we purchase into more sustainable ones, while elevating the sustainability agenda of our strategic suppliers' operations striving towards their carbon neutrality in 2030

Interests and views of stakeholders

Maintaining open and continuous dialogue with our stakeholders is essential to our long-term success. These exchanges provide valuable insights that help us align our initiatives with stakeholder expectations and serve as a key input for our annual materiality assessment. Stakeholder perspectives are regularly shared with the Executive Committee and the Board of Directors to inform decision making and strategic discussions.

The table below outlines why these stakeholder groups are important to us, how we engage with them, and the key topics discussed during 2025.

Stakeholder group	Why we engage	How we engage	Key topics discussed
Upstream			
Investors and shareholders	Investors are crucial to our ongoing success and growth. We constantly review market analysis and aim to be assessed as a sound investment and a sustainable business.	<ul style="list-style-type: none"> Annual General Meeting Capital Markets Event Meetings with investors and analysts Answers to analyst questions 	<ul style="list-style-type: none"> Strategy 27 Company performance Capital allocation Execution of action plans ESG credentials
Suppliers	Engaging with suppliers is key to ensuring a smooth supply chain, boosting innovation and strengthening sustainability in our business.	<ul style="list-style-type: none"> Supplier self-assessment program Sustainability criteria in sourcing events Supplier Code of Conduct commitment Supplier Sustainability Engagement Program (SEP) 	<ul style="list-style-type: none"> Sustainability requirements to our suppliers Supplier plans to reduce CO₂ emissions and their impact on our business Human rights and ethics
Operations			
Employees	Our people are essential to our business. Discussing performance and providing training and opportunities helps to develop the potential of our talent and keep employees motivated and engaged.	<ul style="list-style-type: none"> Global employee engagement program: MyVoice SGS intranet portal and internal social network Line manager direct engagement Works Councils 	<ul style="list-style-type: none"> Strategy 27 Training, development and recognition Health, safety and well-being Sustainability awareness Human rights and labor standards
Subcontractors	Our subcontractors play a key role in our day-to-day operations. They complement the skills of our employees and provide local knowledge and expertise in different regions, helping SGS meet the varied requirements of different countries and cultures.	<ul style="list-style-type: none"> Direct communication with business managers and procurement teams 	<ul style="list-style-type: none"> Health and safety – training and development Quality of service Sustainability in the supply chain
Downstream			
Customers	Customers are at the heart of everything we do. Understanding how effectively we help them operate more efficiently, profitably and sustainably is key to measuring our success.	<ul style="list-style-type: none"> One-to-one meetings SGS-hosted conferences, seminars and webinars Customer surveys Knowledge and educational resources Customer portal Online and social media engagement 	<ul style="list-style-type: none"> Quality of services SGS employees' attitude, expertise and responsiveness Quick turnaround times Sustainability services
Communities	The sustainability of our communities and the planet is critical to our success. We engage with our communities to ensure our sustainability ambitions remain relevant and deliver the positive impact they are designed to achieve.	<ul style="list-style-type: none"> Multiple community projects across the network SGS Academy for the Community 	<ul style="list-style-type: none"> Community donations and volunteering programs Human rights and ethical labor practices Sustainable business practices
Consumers	Our services ensure that consumers trust the products they buy. Understanding their expectations allows us to confirm that our work continues to strengthen SGS's reputation for delivering confidence and assurance.	<ul style="list-style-type: none"> Certification and product labeling Direct marketing and communication with certain B2C products 	<ul style="list-style-type: none"> Product safety and quality Ethical behavior

1.4. Impacts, risks and opportunities

The double materiality assessment has now been integrated into our annual risk assessment process, creating a more comprehensive and efficient framework for identifying and evaluating IROs. For details about the process and outcomes, see pages 49-58.

2. Environmental topics

2.1. Governance

An overview of our climate governance framework and the incorporation of climate-related performance in incentive schemes is provided in the Governance report on page 43 and in the Remuneration report on pages 67-74.

2.2. Policies related to climate change and environmental protection

Our Climate Change Policy outlines our commitment and targets related to climate change mitigation and adaptation. It applies to SGS Group and all its affiliates.

Our other environmental policies are available at sgs.com and include:

- Green Buildings Policy
- Green Travel Policy
- Vehicle Emissions Policy

2.3. Targets

In 2022, we received approval from the Science-Based Target initiative (SBTi) for a net-zero target aligned with the 1.5°C goal from the Paris Agreement. We are committed to achieving net-zero greenhouse gas (GHG) emissions across our entire value chain by 2050. To reach this ambition, we have set near- and long-term science-based emissions reduction targets:

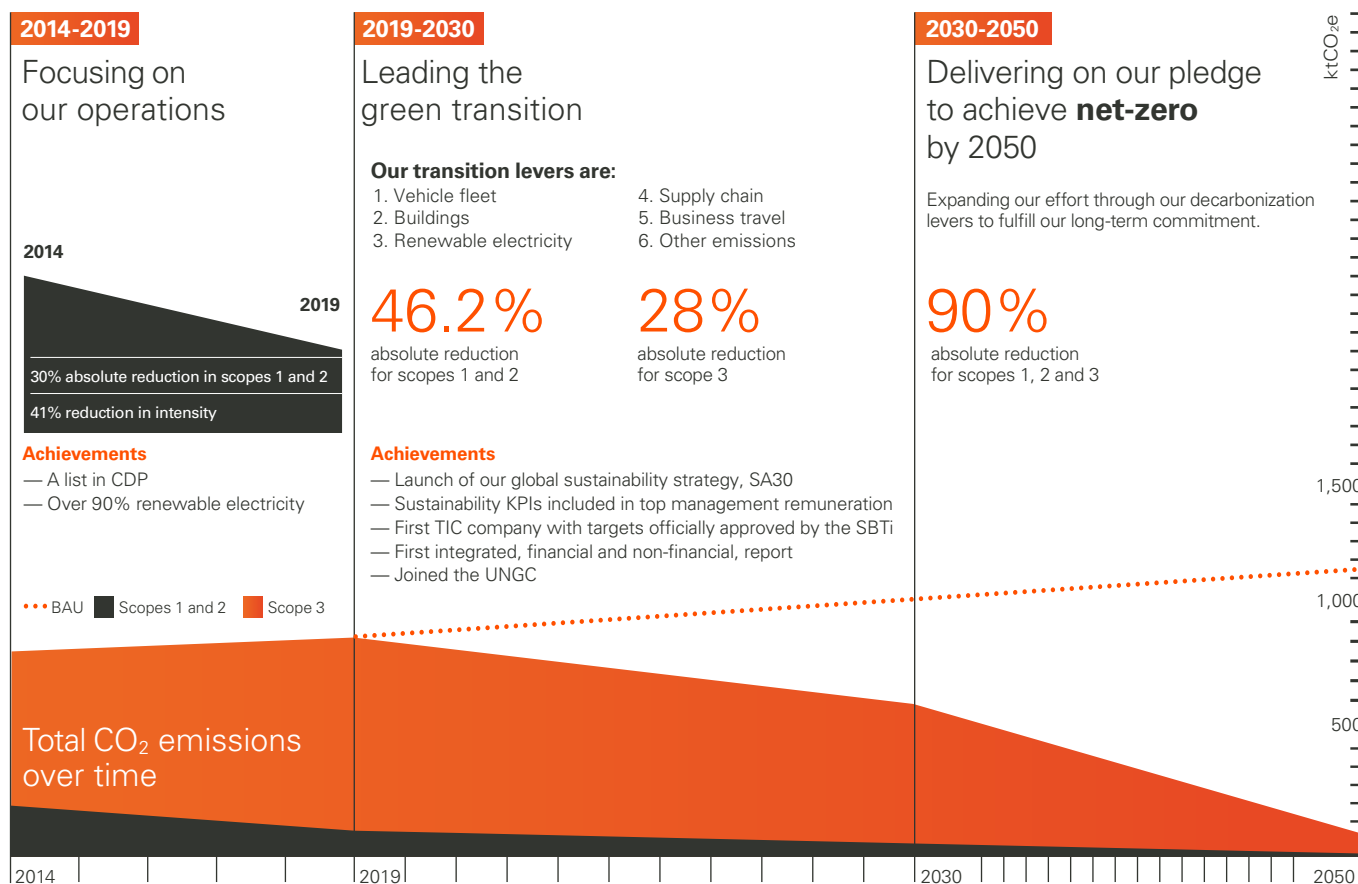
Near-term targets:

- Reduce absolute Scope 1 and Scope 2 GHG emissions by 46.2% by 2030, from a 2019 base year
- Reduce absolute Scope 3 GHG emissions by 28% by 2030, from a 2019 base year

Long-term targets:

- Reduce absolute Scope 1, 2 and 3 GHG emissions by 90% by 2050, from a 2019 base year
- We will prioritize direct emissions reductions and neutralize all residual emissions in line with SBTi criteria before reaching net-zero emissions by 2050

Overview



The BAU illustrates a "Business-As-Usual" scenario where the emissions grow with the same trajectory as 2014-2019 period, in a scenario without enough decarbonization actions to curb them.

These targets were determined following the absolute contraction approach, as no sectoral pathway applies to the TIC industry. Given the COVID pandemic, we consider 2019 to be the most representative year in terms of business activity, and this was set as the baseline for our targets.

2.4. Strategy: Net-Zero Transition Plan

Our Net-Zero Transition Plan defines the roadmap for reducing our emissions across our entire value chain through a range of decarbonization levers and initiatives.

We aim to achieve our 2030 targets by implementing these measures and will continue expanding our efforts to meet our long-term commitment to net-zero emissions by 2050. The plan has been reviewed by the Executive Committee and formally approved by our CEO.

The overview of our plan and the main decarbonization levers are outlined below:

Lever	Description	Key actions planned
Vehicle fleet	<p>Around 70% of our operational emissions are linked to our vehicle fleet. This mainly comprises passenger cars, light commercial vehicles and pick-ups used for transporting samples and personnel to inspection sites.</p> <p>This category represents our major source of locked-in emissions. However, most vehicles are leased with leasing conditions under three years. When possible, we are trying to transition to clean technologies in our contracts with leasing companies.</p>	<ul style="list-style-type: none"> • Greener fleet • Other fleet optimization actions • Sustainable employee mobility • Streamlined sample transport routes
Buildings	<p>Around 30% of our operational emissions are associated with our portfolio of buildings, which includes mainly leased offices and laboratory spaces. While managing actions in rented buildings poses challenges in terms of control and implementation, it is crucial to adopt practices that enhance the efficiency of our operations.</p> <p>This category also represents our second major source of locked-in emissions. Through our Energy Efficiency in Buildings (EEB) program we identify the most energy and GHG emissions intensive buildings and implement specific actions to reduce their impact on climate.</p>	<ul style="list-style-type: none"> • Optimized office space • Energy efficiency • Energy source diversification • Awareness
Renewable electricity	<p>We are investing in on-site electricity generation, mainly through solar photovoltaic installations, along with green tariffs offered by suppliers. However, there are limitations to the scalability of these approaches, and, consequently, we are also directing investments towards Energy Attribute Certificates (EACs).</p>	<ul style="list-style-type: none"> • On-site generation • Green tariffs • EACs
Supply chain	<p>Within Scope 3, categories 3.1 and 3.2 encompass emissions resulting from purchased goods and services, and capital goods, respectively. This source of emissions primarily originates from our supply chain, comprising the largest share of our carbon footprint, nearly 70% of the total.</p>	<ul style="list-style-type: none"> • Strengthening data foundations • Engaging suppliers for climate leadership
Business travel	<p>Within Scope 3, category 3.6 encompasses emissions resulting from long-distance business trips via flights or trains, excluding short-distance trips using taxis or short-term rentals. Business travel emissions play a crucial role in our sustainability strategy.</p>	<ul style="list-style-type: none"> • Green travel policy • Integration into mobility strategy • Technology adoption
Other emissions	<p>Within Scope 3, in addition to the emissions associated with our supply chain and business travel, it is crucial to consider other categories, such as fuel- and energy-related emissions, waste and employee commuting.</p>	<ul style="list-style-type: none"> • Green fleet and energy efficiency initiatives • Waste reduction and recuperation initiatives • Sustainable employee mobility

As part of our Strategy 27, we have set ambitious targets that reflect our ability to respond to the megatrends shaping growth in the TIC industry. One of these, the 'powerful sustainability transition,' captures the rising demand from environmental, social and governance (ESG) regulation and societal expectations. Our transition plan is fully embedded in our strategy and key climate-related indicators are included in Strategy 27.

2.5. Progress in the implementation of the transition plan in 2025

Our global commitment has been cascaded across regions and affiliates, each of which has developed its own decarbonization plan. In 2025, affiliates focused on implementing these plans, addressing their main sources of emissions – from buildings to vehicle fleets – and working toward their specific reduction targets.

By lever, our progress is summarized below:

Vehicle fleet

Affiliates continue to advance their local plans by identifying and implementing initiatives focused on vehicle electrification and other low-emission solutions. These efforts include the use of more sustainable fuels, smart fleet management practices and driver efficiency training. Our global vehicle emissions policy supports the transition from traditional combustion engines to more sustainable alternatives.

Buildings

The 1,019 buildings currently included in our EEB program account for 90% of our electricity use and 88% of our non-transport fuel consumption. Following the same approach as for our vehicle fleet, affiliates are implementing local plans to improve energy efficiency and reduce emissions. Local teams receive regular data visualization and support tools to enhance the impact of their initiatives.

Laboratories remain a key focus of our energy efficiency and awareness efforts. In 2025, we implemented several projects involving LED lighting and HVAC upgrades, including smart controls and high-efficiency equipment. We have achieved My Green Lab Platinum certification at our Ringaskiddy laboratory in Cork (Ireland), and Green level certification at our microbiology laboratory in Shanghai (China). These efforts reflect our commitment to delivering advanced services while minimizing environmental impact.

Renewable electricity

In 2025, we increased our on-site renewable electricity production by 16%, continuing the steady growth achieved since the rollout of solar PV installations across our network. This year, we produced 5 488 MWh of renewable electricity on-site, compared with 240 MWh in 2019 – a clear reflection of our ongoing commitment to clean energy and sustainable operations.

Beyond on-site generation, we now source 15% of our electricity through local green tariffs and achieve a total of 97% renewable electricity coverage globally through the purchase of Energy Attribute Certificates (EACs).

Supply chain and other emissions

In partnership with a leading climate platform, we redefined and automated our approach to measuring and analyzing emissions. This shift from a spend-based method to the use of corporate-level primary data from suppliers enables us to better target and prioritize climate action across our supply chain.

To accelerate the transition of key suppliers toward climate leadership, we launched our Sustainability Supplier Engagement Program. This strategic initiative supports suppliers in aligning with our sustainability goals through public emissions disclosure, science-based targets and transparent progress reporting. The program provides practical resources across key areas, including climate change, business ethics, environmental management, health and safety, and human rights.

In 2025, we released two cornerstone tools: the Sustainability Guidebook for Suppliers and the Climate Change Playbook, reinforcing our commitment to driving sustainability practices and climate resilience across our value chain. As the program evolves, we will increasingly encourage suppliers to progress their decarbonization journey alongside us.

We are also developing targeted action plans to address the remaining Scope 3 categories individually.

2.6. Resources in relation to the Net-Zero Transition Plan

We continue to make significant green investments in line with our mission to achieve a net-zero future. Balancing capital and operational expenditure remains central to our decarbonization approach. Across regions, affiliates are diligently executing their reduction plans, investing local resources and efforts to meet their assigned responsibilities and contribute to global targets.

At a global level, our financial commitments are driven by a focus on operational excellence and the adoption of renewable electricity. We allocate annual sums to make sure that the electricity we use comes from renewable sources – a commitment that remains firm despite the expected increase in electricity demand from vehicle and building electrification.

To decarbonize our supply chain, we invest in robust supplier data and engagement, enabling greater transparency and collaboration. Each investment is carefully aligned with our long-term net-zero ambition, ensuring that our financial decisions contribute meaningfully to climate action and our broader sustainability objectives.

2.7. Climate-related risks and opportunities

Identification and assessment

Climate-related risks and opportunities are identified through various channels:

- Climatic scenario analysis: using climatic models, market trends, regulatory developments and megatrends to anticipate potential impacts
- Our operations: monitoring market changes that may present both risks and opportunities
- Business continuity team: anticipating and preparing for potential disruptions, including extreme weather events

For more information on our risk assessment process, please refer to the Risk Management section on page 49-58.

The heads of each of our business lines evaluate climate-related risks and opportunities when defining their strategic priorities and financial plans. Where potential disruption may arise from market or regulatory changes, this may include diversifying services or geographies and investing in areas with emerging or growing demand.

These risks and opportunities are prioritized based on their assessed likelihood and potential impact.

Scenario analysis

As part of our climate-related risk and opportunity management process, we conduct scenario analyses to improve our strategic resilience and explore climate vulnerabilities that might impact our business.

In 2025, the analysis was updated applying the following scenarios:

Scenario	Temperature rise	Near term	Medium term	Long term	Rationale
		<2030 Focused on immediate regulatory, policy and market risks. Relevant for operational and compliance exposure	<2040 Captures structural shifts in energy systems, market conditions, consumer expectations and technological deployment	<2050 Encompasses full decarbonization pathways, better captures physical risks, reputational positioning, resilience strategies and adaptation needs	
NGFS ¹ Current policies IPCC RCP ² 8.5/SSP ⁴ IEA STEPS ³	>3°C	Physical risks, transition risks & opportunities	Transition risks & opportunities	Physical risks, transition risks & opportunities	Only currently implemented policies are preserved, emissions grow until 2080 leading to about 3°C of warming and severe physical risks. This includes irreversible changes like higher sea levels.
NGFS ¹ Delayed Transition IPCC RCP ² 2.6/SSP ⁴	<2°C	Physical risks, transition risks & opportunities	Transition risks & opportunities	Physical risks, transition risks & opportunities	New climate policies are not introduced until 2030 and the level of action differs across countries and regions based on currently implemented policies. As a result, emissions exceed the carbon budget temporarily and decline more rapidly after 2030 to ensure a 67% chance of limiting global warming to below 2°C. This leads to both higher physical risks and transition risks and opportunities.
NGFS ¹ Net Zero 2050 IPCC RCP ² 1.9/SSP ⁴ IEA NZE ⁵	<1.5°C	Transition risks & opportunities	Transition risks & opportunities	Transition risks & opportunities	Ambitious climate policies are introduced immediately. CDR is used to accelerate decarbonization but kept to the minimum possible and broadly in line with sustainable levels of bioenergy production. Net CO ₂ emissions reach zero around 2050, giving at least a 50% chance of limiting global warming to below 1.5°C by the end of the century. Physical risks are relatively low but transition risks are high.

1. Network for Greening the Financial System.
2. Representative Concentration Pathway.
3. International Energy Agency Stated Policies Scenario.
4. International Energy Agency Shared Socioeconomic Pathways.
5. International Energy Agency Net Zero Emissions by 2050 Scenario.

Main transition risks and opportunities

Risk	Description of the impact	Mitigation measures	Geography	Estimated financial impact
Increased partner and stakeholder concern or negative partner and stakeholder feedback	This risk involves an increase in the cost of accessing financing driven by a decline in SGS's ESG reputation among investors, NGOs, rating agencies and other stakeholders. It does not result in a direct loss of revenue but leads to higher financing expenses due to negative perceptions.	SGS mitigates this risk by improving ESG performance, enhancing transparency in reporting, and engaging with key stakeholders. We continue implementing our Net-Zero Transition Plan to progressively reduce emissions and meet our 2030 and 2050 SBTi-approved targets. This positions us as a sustainability leader across key ratings and indices. This credibility strengthens our standing with investors and financial institutions, helps protect our reputation and reduces the likelihood of increased financing costs.	Europe, Americas and APAC	ST: • MT: •• LT: •
Shifts in customer/client preferences	This risk refers to the possibility that SGS may lose business opportunities because some clients choose not to contract with the Company, perceiving that its climate positioning does not meet their expectations, even in the absence of formal requirements.	We continue implementing our Net-Zero Transition Plan to progressively reduce emissions and meet our 2030 and 2050 SBTi-approved targets, strengthening our positioning with clients. Additionally, our consolidated framework for sustainability services, IMPACT NOW, reinforces trust and credibility, enabling us to create value and secure new business through proven results and a strong climate-related business case.	Europe, Americas and APAC	ST: • MT: •• LT: ••
New stakeholder requirements	This risk refers to the possibility of non-compliance with technical and documentary climate requirements, which are increasingly included in tenders, specifications, approval processes, and ESG scoring. Unlike reputational risks, it is driven by the fulfillment of formal criteria rather than perception.	We closely monitor evolving client requirements, particularly climate-related technical and documentary criteria, to ensure full alignment. This proactive approach, combined with strong ratings performance, enables us to maintain and grow our business by reinforcing trust and credibility with current and prospective clients.	Europe, Americas and APAC	ST: • MT: •• LT: ••

Opportunity	Description of the impact	Strategy to maximize the opportunity	Geography	Estimated financial impact
Expansion into new markets	Expanding into new markets, whether geographical or sectorial, represents a significant financial upside for SGS. The global transition to low-carbon and sustainable practices is opening emerging demand in areas such as Asia, North America and Africa, as well as in newly regulated sectors. SGS can leverage its brand, expertise and infrastructure to capture early-mover advantage. This aligns directly with the Company's Strategy 27 and can generate substantial and immediate revenue.	We continue to execute our strategy to deploy our IMPACT NOW sustainability services into new markets. For more information, see page 18.	Americas, APAC, EEMEA	ST: •• MT: ••• LT: ••••
Increased sales of existing products and services	As regulatory frameworks and market expectations around decarbonization intensify, demand for low emission goods and services is accelerating. SGS, as a global provider of testing, inspection and certification, can play a pivotal enabling role. The opportunity lies in offering services that verify the climate performance of products, technologies, or operations aligned with Net Zero and circularity targets. The impact varies by business line depending on proximity to carbon-intensive sectors and innovation ecosystems.	We continue to execute our strategy to deploy our IMPACT NOW sustainability services. For more information, see page 18.	Global	ST: •• MT: ••• LT: •••
Shift in consumer preferences	Growing environmental awareness is influencing consumer expectations, shifting demand toward products and services with strong sustainability credentials. For SGS, this represents an opportunity to align services with emerging client needs and position itself as a value enabler in climate-conscious supply chains. Business lines that adapt quickly can benefit from stronger market demand and increased differentiation.	We continue implementing our Net-Zero Transition Plan to progressively reduce emissions and meet our 2030 and 2050 SBTi-approved targets, positioning us as a sustainability leader across key ratings and indices. In parallel, we closely monitor evolving client requirements, particularly climate-related technical and documentary criteria, to ensure full alignment. This proactive approach, combined with strong ratings performance, enables us to maintain and grow our business by reinforcing trust and credibility with current and prospective clients.	Global	ST: • MT: •• LT: ••

<CHF M 50 •
 CHF M 51-250 ••
 CHF M 251-500 •••
 >CHF M 500 ••••

Main physical risks

We conducted a physical risk assessment covering our 80 key owned buildings – including offices, laboratories and warehouses – across the globe. The results help identify assets that are most exposed or vulnerable to physical climate risks, as well as the specific hazards of concern for each site.

The analysis focused on property value and did not include capital equipment located within the buildings. Only direct physical risks (those causing direct damage to assets) were assessed, while indirect risks – such as reduced worker productivity due to high temperatures – were excluded.

The climate risk assessment was conducted by analyzing:

- a) Hazards: the probability of a hazardous event occurring at a given intensity
- b) Exposure: the number of assets located in areas potentially affected by the selected hazard
- c) Vulnerability: the expected loss in asset value, should an event of a specific intensity occur

Overview of the results based on the scenario with most severe physical impacts (RCP 8.5):

- **Europe** shows the highest exposure, mainly to floods (fluvial, pluvial and tidal), followed by wind and heat. Finland, Belgium and the Netherlands are expected to be most affected
- **North America** ranks second, primarily exposed to pluvial and fluvial flooding
- **Latin America** ranks third, with flood-related exposure concentrated in Brazil and Colombia
- **Asia Pacific** ranks fourth, driven by exposure to multiple flood types, wind and high temperatures
- **Africa and the Middle East** show the lowest exposure, mainly to fire and heat

Our resilience strategy for climate-related risks is fully aligned with the Group's global risk management framework.

2.8 Metrics

Energy consumption and mix

	2025	2024 ⁵	2023 ⁵
Total energy consumption (MWh)	941 200	932 085	950 066
Total energy consumption by use (MWh)			
Vehicle fuels energy	281 264	292 666	297 334
Non-transport fuels energy	152 694	142 728	155 409
Total electricity	507 242	496 691	497 323
Standard electricity ¹	13 942	11 871	12 109
Renewable electricity ²	493 300	484 820	485 214
Total fuel consumption by source (MWh)			
Coal and coal products	–	–	–
Crude oil and petroleum products	325 817	331 498	341 669
Natural gas	104 508	100 917	109 521
Others	3 634	2 979	1 553
Total energy production (MWh)			
Non-renewable energy production	–	–	–
Renewable energy production	5 488	4 732	1 948
Total renewable electricity (% of total electricity consumption)	97	98	98
Energy intensity per sales ³ (MWh/CHF million)	135.5	137.2	143.5
Energy intensity per average FTE ⁴ (MWh/FTE)	9.3	9.4	9.6
Electricity intensity per sales ³ (MWh/CHF million)	73.0	73.1	75.1
Electricity intensity per average FTE ⁴ (MWh/FTE)	5.0	5.0	5.0

1. Electricity bought from the grid.

2. Electricity bought from local green tariffs and through Energy Attribute Certificates associated to zero emissions sources of production.

3. Being the denominator the sales.

4. Being the denominator the average FTEs (see table 'Average number of Full Time Equivalent (FTEs) by geographical area' on page 107).

5. 2023 and 2024 data was updated based on improved data accuracy.

Gross Scope 1, 2, 3 and Total GHG emissions

	2025	2024 ¹	% change (2025 vs. 2024)	2019 (baseline year) ¹	% change (2025 vs. 2019)
Scope 1 GHG emissions²					
Gross Scope 1 GHG emissions (tCO ₂ eq)	99 544	103 819	-4.1	119 470	-16.7
Scope 2 GHG emissions³					
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	222 263	222 622	-0.2	229 577	-3.2
Gross market-based Scope 2 GHG emissions (tCO ₂ eq) ⁴	8 006	7 283	9.9	30 583	-73.8
Significant Scope 3 GHG emissions⁵					
Total gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	611 582	601 887	1.6	729 255	-16.1
Purchased goods and services	400 109	384 099	4.2	477 922	-16.3
Capital goods	40 436	42 391	-4.6	73 962	-45.3
Fuel and energy related activities (not included in Scope 1 and Scope 2)	67 941	66 829	1.7	69 746	-2.6
Waste generated in operations	21 945	24 391	-10.0	15 277	43.6
Business travel	21 567	25 696	-16.1	25 572	-15.7
Employee commuting	59 584	58 481	1.9	66 776	-10.8
Total GHG emissions					
Total GHG emissions (location-based) (tCO ₂ eq)	933 389	928 328	0.5	1 078 302	-13.4
Total GHG emissions (market-based) (tCO ₂ eq)	719 132	712 989	0.9	879 308	-18.2
Emissions intensity					
Scope 1+2 intensity per sales market-based ^{2,3,4,6} (tCO ₂ eq/CHF million)	15.5	16.4	-5.5	22.7	-31.7
Scope 1+2 intensity per average FTE market-based ^{2,3,4,7} (tCO ₂ eq/FTE)	1.1	1.1	0.0	1.6	-31.3
Scope 3 intensity per sales ⁸ (tCO ₂ eq/CHF million)	88.1	88.6	-0.6	110.5	-20.3

1. Reported GHG emissions for FY19 and FY24 have been recalculated to enhance accuracy in line with our reporting principles. We estimated 2019 emissions from companies acquired by SGS Group between 2019 and 2024, following the Greenhouse Gas Protocol Corporate Standard (Chapter 5). Additionally, we identified and disaggregated previously reported minor fuel consumption associated with employee-owned vehicles in certain countries.

2. Refrigerant gas emissions are not included in this figure.

3. District heating emissions are not included in this figure.

4. 97% of total electricity consumption is sourced from zero emissions energy: 70.9% I-RECs, 14.8% guarantees of origin, 12.7% RECs, 1.4% REGOs, and 0.2% other country-specific certificates.

5. We continually refine our methodology to uphold the highest accountability standards. In 2025, we redefined and automated our emissions measurement and analysis process in partnership with a leading climate platform. We enhanced Scope 3 calculations by integrating supplier-specific data for Categories 1 and 2 and updated our emissions factor database to deliver greater granularity and global coverage.

6. Being the numerator the total scope 1 + 2 market-based GHG emissions and the denominator the sales.

7. Being the numerator the total scope 1 + 2 market-based GHG emissions and the denominator the average FTEs (see table 'Average number of Full Time Equivalentents (FTEs) by geographical area' on page 107).

8. Being the numerator the total scope 3 GHG emissions and the denominator the sales.

We do not finance GHG mitigation (avoidance and removal) projects through carbon credits and we have yet not implemented carbon-pricing mechanisms.

Regarding the Scope 3 categories not reported in the table above:

- Category 4 'Upstream transportation and distribution' emissions are included in the emission factors used in Scope 3.1 and 3.2
- Categories 9 to 13 do not apply as SGS does not sell manufactured products
- Category 14 'Franchises' does not apply as SGS does not use franchises to operate
- Category 15 'Investments' does not apply as SGS does not provide financial services

Other environmental indicators

Water and waste management

While our water consumption and waste impact is relatively small compared to other industries, we monitor our impact and reduce our resources' footprint.

	2025	2024 ¹	2023 ¹
Water purchased (m ³)	2 080 048	2 066 704	2 051 434
Weight of waste generated (metric tons)	79 073	87 944	70 347
Weight of hazardous waste generated (metric tons)	18 060	24 294	15 020
Weight of non-hazardous waste generated (metric tons)	61 013	63 650	55 327
Weight of waste recovered (metric tons)	28 715	25 038	22 616
Weight of hazardous waste recovered (metric tons)	6 149	5 152	5 639
Weight of non-hazardous waste recovered (metric tons)	22 566	19 886	16 977
Environmental incidents (# of environmental incidents including significant spills)	35	35	29

1. 2024 data was updated due to improved data accuracy.

3. Social topics

3.1. Policies

Our Group policies apply to all SGS affiliates and define our commitments and minimum requirements worldwide. Affiliates also develop local policies based on regional regulations and business needs. Where local or regional SGS policies impose stricter requirements, these take precedence over Group provisions.

One of our most significant Group policies is the Human Rights Policy. Our commitment to respecting human rights is embedded in the SGS Code of Integrity and our Business Principles, and reflected in our Human Rights Policy, Supplier Code of Conduct and other related policies. To uphold these commitments, we follow the ten principles of the United Nations Global Compact (UNGC) and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

We recognize that certain groups or individuals – including children, women, local communities and migrant workers – may be particularly vulnerable to human rights impacts. SGS takes responsibility for ensuring fair and respectful treatment of all, addressing the specific challenges faced by these groups.

Our due diligence process includes comprehensive controls to identify, prevent and mitigate the risk of human rights violations and broader labor rights issues across our operations. Our enterprise risk management framework integrates these human rights considerations, assigning clear accountability and responsibility for risk management throughout our organization.

Specific controls address compliance with minimum wage requirements, overtime rules, changes to pay, anti-discrimination, equal treatment and collective agreements. SGS also applies a rigorous ‘four-eyes principle’ to all employment-related decisions, ensuring multiple levels of validation and oversight for fairness and transparency.

In addition, SGS maintains targeted policies, programs and action plans to prevent and minimize potential human rights impacts. These measures apply to all employees, offices and laboratories globally and form part of our broader commitment to protecting human rights in every aspect of our operations.

Fair and competitive remuneration

We are committed to providing fair and competitive remuneration packages across all markets in which we operate. Our approach applies a globally recognized job architecture methodology, ensuring fairness and consistency throughout the SGS Group. Each role is evaluated according to its contribution to business success, as well as the knowledge, qualifications, skills and experience required to perform it.

This methodology enables us to benchmark remuneration against local market practices using data from salary surveys conducted by reputable professional service providers. Salary adjustments reflect both an employee’s contribution to our success and external factors such as local legislation and collective bargaining agreements, where applicable.

Our data-driven approach ensures that remuneration packages remain fair, competitive and aligned with our principles of equal pay for work of equal value.

In line with our anti-discrimination and dignity-at-work policies, all employment decisions – including compensation, benefits, recognition and promotion – are based solely on merit, qualifications, performance and behavior. We fully comply with all applicable minimum wage requirements and collective bargaining agreements defined by local legislation, ensuring fairness and respect in every employment relationship.

Anti-discrimination and dignity at work

As stated in our Anti-Discrimination and Dignity at Work Policy, and embedded in our Diversity, Equity and Inclusion (DE&I) Policy, SGS does not tolerate discrimination, harassment or bullying in any form.

We prohibit unfair treatment based on age, civil partnership, disability, ethnicity, family status, gender, gender identity, ideological views, marital status, nationality, political affiliation, pregnancy, religion, sexual orientation, social origin or any other protected status under applicable law.

We encourage employees to speak up and act immediately if they encounter discrimination. At SGS, there is zero tolerance for any form of discriminatory behavior.

Bonded labor, child labor and forced labor

SGS does not engage in any form of bonded labor, child labor or forced labor. As a TIC company, the nature of our work requires employees with specific professional qualifications – such as inspectors, auditors, office personnel and laboratory staff. Given this context, our operations are inherently considered low to medium risk for bonded, child or forced labor.

3.2. Processes for engaging with our employees and employees’ representatives

Works councils

Engaging with our employees and employee representatives is a regular part of our activity through “myVoice” program (see section 3.3). Our affiliates in various countries follow the processes relevant to their local practices and regulations, and processes are set for engaging with work councils as needed. One of our main communication channels with employee representatives is the European Works Council (EWC). The EWC serves as a formal platform where management consults and informs employees on significant business developments and decisions at the European level that may affect their employment or working conditions.

EWC representatives are selected according to the rules of each of European member country, with every country represented by at least one delegate. Depending on the size of the workforce in each country, representation may include two or three members.

To support ongoing dialogue, the EWC elects five representatives to form a select committee, which serves as the main point of contact for management throughout the year. This committee addresses shared initiatives and issues requiring discussion. The select committee and management typically meet in person once or twice annually, with additional communication maintained through email or virtual meetings.

An annual in-person meeting is also held over three to four days, bringing together all 30 EWC representatives. The agenda includes specialized training from external experts to strengthen understanding of European legislation and EWC rights. Half of the meeting is dedicated to discussions with SGS management, providing a forum to align on strategic direction and performance at the European level.

This engagement is overseen by the Head of Europe, supported by the Head of HR Europe. Their leadership ensures that EWC representatives' feedback and insights are actively considered in management decisions. These discussions often inform strategic areas such as acquisitions, divestments, reorganizations and structural changes.

To assess the effectiveness of this engagement, SGS conducts an annual evaluation following the EWC meeting week. Feedback from representatives is used to identify opportunities for improvement and strengthen collaboration. Alongside formal meetings, informal sessions help foster open dialogue and mutual understanding between management and EWC representatives.

The EWC plays a crucial role in shaping our workforce strategy, providing perspectives that help us manage both current and potential impacts on employees.

Other channels and processes to raise concerns

Employees can raise concerns through multiple channels, including directly with their manager or team leader, by contacting Human Resources, or by using established reporting tools such as the SGS Integrity Helpline. All reports are handled confidentially and sensitively, in full compliance with applicable laws and internal policies.

3.3. Progress in 2025

myVoice – Our People Survey

We are a people business by nature. Our commitment is to work tirelessly to ensure our people are engaged and proud to work at SGS.

This year we rebranded our engagement survey to demonstrate the ownership of our people and the commitment of the leadership to continue to listen. myVoice was born and reached for the first time the full scope of our organization. Nearly 90 000 people were invited to participate with a great 87% response rate. Our overall engagement score was 7.5 (an increase of 0.2 compared to 2024). A number of activities in our affiliates continue to take place to ensure we are listening and having dialogue all year round and not just once a year.

	2025	2024	2023
Employees invited to participate in the employee engagement survey (# of employees)	89 590	62 052	25 412
Response rate (%)	87	77	81
Engagement Index (average score out of 100)	7.5	7.3	7.6

Talent attraction and retention

Our Employee Value proposition continues to attract new colleagues through our purpose, and our values in Trust, Team and Performance.

During 2025, we further enhanced our Talent Acquisition function, operating centrally and across all regions. Supported by market-leading technology and AI-embedded tools, the team combines scale with direct headhunting capability to secure top talent and specialized expertise. The integration of talent acquisition with workforce planning enables us to anticipate skill gaps, accelerate recruitment and build the capabilities required to deliver Strategy 27.

To further support engagement and retention, we developed the Stay Conversation and Career Conversation frameworks, which provide managers with structured tools to discuss career aspirations, challenges and development goals. These conversations ensure early focus on retention topics and translate into actionable, personalized development plans with systematic follow-up.

Finally, we established a dedicated talent pool for critical P&L positions to secure a strong leadership pipeline in alignment with Strategy 27. Specific development plans are followed closely both at local and global level to ensure retention.

	2025	2024	2023
Number of FTEs at year end (# FTEs)	102 804	99 483	99 589
Female employees (% of total employees)	38	38	37
Male employees (% of total employees)	62	62	63
Permanent ¹ employees (% of total employees)	83	93	92
Casual ² employees (% of total employees)	17	7	8
New hires (# of permanent employees) ³	22 139	28 337	27 288
Internal new hires (% of total new hires)	35.4	20.9	16.3
External new hires (% of total new hires)	64.6	79.1	83.7
Voluntary turnover (% of permanent employees)	11.5	13.7	12.8

1. In 2023 and 2024, 'Permanent' included permanent and fixed-term employees. In 2025, fixed-term employees are included in 'Casuals'.

2. In 2023 and 2024, 'Casuals' included short-term and casuals employees and paid apprentices, trainees and interns. In 2025, this category also includes fixed-term employees.

3. In 2025, new hires do not include fixed-term employees.

Training and skills development

We integrated SGS Campus, our dedicated online learning portal, with mySGS to create a unified digital environment that enhances our talent development capabilities across the organization. Development is significantly valued at SGS. Our investment in training hours continue to increase (an additional 8% over 2024 investment) both in technical and non technical training.

Leadership development programs

We launched a new online platform for leadership development, offering access to a wide range of courses from leading business schools. This empowers employees to drive their own learning at their own pace.

In line with Strategy 27, new sales development programs were rolled out across key markets for both customer-facing teams and sales managers. These programs enhance sales competencies, strengthen customer focus and are available to both full-time and contract employees.

We also introduced the SGS Business School, a global program designed for senior leaders to support the implementation of Strategy 27. The program equips leaders with the skills and insights needed to achieve our strategic goals, with participation from over 150 senior leaders worldwide.

Further leadership development initiatives were launched globally, reaching nearly 9 000 supervisors and managers. These programs focus on building leadership competencies critical to delivering Strategy 27.

Collectively, these initiatives have had a measurable positive impact on employee engagement scores (+0.2 increase), reflecting stronger connection, capability and alignment across our teams – directly contributing to our business performance.

Digital transition programs

We are helping employees integrate digital tools into their daily work. In 2025, we organized training sessions on a variety of topics, with particular focus on productivity applications and AI platforms. These have been made available to all employees including contractors who are using the SGS email network.

Digital transition is a key pillar of our development strategy ensuring our people are prepared and active towards a more productive, efficient and innovative environment.

Sustainability programs

We have developed a comprehensive sustainability training framework designed to build awareness and strengthen competencies across all levels of the organization.

The framework includes:

- A foundation course for all employees
- An intermediate course for those seeking further specialization
- A course for top management focused on strategic integration
- Continued human rights training, already established within our core curriculum

The courses cover a wide range of topics, including climate change, integrity, diversity and human rights, with a particular focus on SGS's strategic priorities.

Transition programs

Outplacement and transition programs are offered across our affiliates to support colleagues leaving the Company due to retirement or restructuring. These initiatives aim to provide guidance and assistance during career transitions, ensuring fair treatment and continued professional support.

Internal mobility and progression

Our development programs continue to deliver impact measured by employee engagement scores as well as our internal promotions. In 2025, 48% of new appointments in leadership roles were internal promotions. This represents an increase of 15% over last year.

	2025	2024	2023
Training hours per FTE (# of hours per average FTE)	64.4	61.4	61.1
Training hours delivered to employees (# of hours)	6 513 781	6 092 636	6 016 569
Management and leadership development training	102 191	81 122	110 575
Apprentice and trainee training programs	287 311	270 059	205 020
Technical training	1 090 280	970 146	832 438
Non-technical training	161 334	123 684	157 183
Health and safety training	3 556 475	3 432 614	3 423 056
Compliance training	1 054 861	911 257	1 071 096
Other training	261 329	303 754	217 201
Training hours delivered to clients and communities (million hours)	1.2	1.3	1.3

Performance reviews

Our Company's performance and development is powered by our people's performance and development. This requires agile, personal and specific attention to our employees in different locations.

In 2025, 90% of employees received performance reviews.

We believe in continuous feedback and dialogue with our employees to improve performance and to reduce the bureaucracy surrounding this process in an organization of our size. Our managers are continuously trained to do this and encouraged to make it a priority.

This continuous feedback is measured by the engagement scores for each of the managers with particular questions in our survey about performance. At a Group level the score in 2025 was 7.7 out of 10.

Clarity of goals and expectations is a key factor in improving performance and this is also measured in our engagement survey. At a Group level the score in 2025 was 8.6 out of 10, which further underscores the collective accountability and focus of all employees in achieving Strategy 27.

Category	Question	2025 score
Feedback	I get enough feedback to understand if I am doing my job well	7.7
Goal setting	At work I know what I am expected to deliver	8.6

Talent management

We introduced our first equity and inclusion policy outlining principles of employee equity across all levels of the organization. Together with our updated sustainability business principle, this policy reinforces our commitment to fostering a workplace that promotes equity and empowers every employee.

Our group-wide commitment is reflected locally through practical actions and recognition. For example, SGS Colombia was recognized by the Companies that Build initiative, awarded by the Employment Management and Placement Agency of Barrancabermeja (CAFAB), for its leadership in inclusive hiring and efforts to expand access to decent work opportunities in the region.

To strengthen diversity and inclusion in recruitment, we provide training for hiring managers and recruiters covering interview techniques, evaluation criteria and diversity best practices. We also monitor gender diversity within our applicant pool to support ongoing improvement.

We continue to monitor our succession pipeline to ensure business continuity as well as provide appropriate development opportunities and career progression to our employees.

	2025	2024	2023
Women in leadership (% of CEO-3 female employees)	32.5	31.7	31.9
Women in STEM-related positions (% of women over the total STEM-related positions)	42.0	38.5	34.3
Employees with disabilities (% of total employees)	0.9	1.0	0.9
CEO and mean employee compensation ratio ¹	58.5	56.4	31.9

1. To make the ratio comparable, we have implemented cost of living adjustments using the Purchasing Power Parity conversion rates and it is calculated based only on base salary and bonuses (excluding pension funds and extra hours).

Health and safety

Our Health, Safety & Environment policy statement, together with the SGS Rules for Life, provides the foundation of our H&S management system. It applies to all personnel, including employees, contractors and visitors, at our sites and at sites we operate. The system sets out minimum compliance requirements in line with local laws and regulations. In 2025, we strengthened its technical focus on areas such as short- and long-term employee and contractor management, mergers and acquisitions and wind farm safety.

To ensure compliance and drive continuous improvement, we conduct audits at both central and local levels. Regions and countries are reviewed centrally, while local H&S managers audit laboratories, offices and facilities. The results form a key part of the leading indicators we track to anticipate risks and improve performance.

Our annual Rules for Life e-learning is a key initiative to reinforce accountability and life-saving behaviors across all operations.

Delivered globally, the training ensures consistent awareness of critical behaviors across all operations. In 2025, participation reached 93%, underlining strong engagement and our collective commitment to a safer workplace.

In 2025, we marked Safety Month under the theme ERGO-SAFE, a global campaign that highlighted ergonomics, well-being and safe habits both at work and at home. Employees across our global network took part in workshops, training and leadership activities that raised awareness of healthy practices, injury prevention and overall well-being.

This year, we are also proud to announce that our H&S teams have been celebrated both internally within SGS and externally by respected organizations worldwide. Internally, our annual Health & Safety Awards recognized outstanding contributions across regions, showcasing innovative initiatives and strong employee engagement. Externally, SGS was honored by leading authorities, reinforcing our role as a benchmark for workplace health and safety excellence in China, Thailand, Kenya and Singapore, among others.

As an example, for the third consecutive year, SGS Testing & Control Services Singapore has won the Workplace Safety and Health (WSH) Performance (Silver) Award, presented by the Workplace Safety and Health Council and supported by Singapore's Ministry of Manpower.

With over 300 workshops in 53 countries, the Safety LeaderSHIFT program has trained over 4 000 managers and supervisors and developed 110 champions. With outstanding feedback (4.8/5), this global initiative equips leaders to embed safety in daily operations, strengthening a culture of prevention and accountability across SGS worldwide.

The Life-First program reinforces our commitment to preventing serious injuries and fatalities. Targeting high-risk areas such as labs, ports and transport, it strengthens critical controls, builds local capability and drives proactive risk management. Through training, coaching and knowledge-sharing, Life-First is embedding awareness, accountability and safer operations worldwide.

Our industrial hygiene program is central to safeguarding employee health. In 2025, we conducted targeted exposure assessments, introduced controls for silica and lead, and advanced local exhaust ventilation systems investments. Through training, surveillance and continuous improvement, we reduce risk of exposures to chemical, physical and biological agents, supporting safer workplaces, resilience and long-term sustainability.

	2025	2024 ⁵	2023
Total Recordable Incident Rate (TRIR) ¹ (occurrences per 200 000)	0.33	0.34	0.32
Number of recordable incidents ² (# of incidents)	347	357	326
Lost Time Incident Rate (LTIR) ³ (occurrences per 200 000)	0.16	0.17	0.17
Fatalities (# of cases)	1	2	2
Sites certified to ISO 45001 and/or ISO 14001 standards (number of sites)	786	719	644
Sites dual certified to ISO 45001 and ISO 14001 standards (number of sites)	357	291	278
FTE covered by ISO45001 standard (number of FTE)	34 597	32 348	28 222
FTE covered by ISO14001 standard (number of FTE)	32 078	31 574	26 204
Total absence rate ⁴ (% of days of sickness absence plus days lost per incidents with lost time per total days worked)	1.94	2.07	1.92
Sickness absence rate (% days of sickness absence per total days worked)	1.92	2.05	1.90
Work-related absence rate (% days of lost time and restricted duty due to recordable incidents per total days worked)	0.02	0.02	0.02

1. Number of lost time, restricted duty, medical treatment incidents and fatalities per 200 000 hours worked.
2. Number of lost time, restricted duty, medical treatment incidents and fatalities.
3. Number of lost time incidents per 200 000 hours worked.
4. Days of sickness absence and restricted duty per total days worked.
5. 2024 data was updated due to improved data accuracy.

Well-being and employee support programs

We provide well-being initiatives that are globally aligned yet adapted to the specific needs and resources of our local affiliates. Each affiliate leads its own initiatives within a decentralized framework designed to fit local customs, available resources and facilities, and applicable regulations. As a result, programs naturally vary across locations but share a common focus on promoting health, safety and overall well-being. In North America, for example, employees have access to a broad range of health and wellness resources, including fitness and well-being challenges, mental health programs, counseling services (covering family, financial, legal and career topics), and virtual or self-guided therapy tools such as internet-based cognitive behavioral therapy. The Dialogue platform also provides in-person and virtual support for critical illnesses, along with free financial planning tools and access to financial counselors.

SGS is committed to supporting our employees and their families. We ensure that our practices on parental leave are aligned with the local regulations and practices and supportive of our employees needs. For example, in New Zealand, SGS offers 26 weeks of paid parental leave for primary caregivers. In Australia, employees receive 10 days of paid care leave per year, in addition to parental leave, and 10 days of paid domestic violence leave. In South Korea, both parents regardless of caregiver status are eligible for up to 12 months of paid parental leave per child, which can be extended up to 18 months.

	2025	2024	2023
Percentage of employees covered by collective bargaining agreements ¹	46	47	46

1. Employees covered by collective consultation/representation processes. The scope is limited to those affiliates where collective bargaining exists according to the International Labour Organization database for coverage rate.

Our communities

We are committed to supporting the communities where we operate, and do so across three pillars: empowerment, education and environment. Through our community strategy, we help to tackle global challenges such as poverty, equal opportunities, health, education, climate change and environmental degradation.

	2025	2024	2023
Community donations ¹ (CHF thousands on constant currency basis)	1 309	1 529	1 722
Total community projects (# of projects)	439	529	595
Community hours (# of hours dedicated to community)	26 692	35 455	32 590

1. Community donations include: cash, donations in kind and volunteering hours. 2024 data was updated due to improved data accuracy.

4. Governance topics

4.1. Ethics and Compliance governance

The role of the Board and the Executive Committee with regards to Ethics and Compliance is explained in the Corporate governance report page 45.

4.2. Business conduct policies and corporate culture

Trust is at the heart of our corporate culture and underpins our brand promise: When you need to be sure.

Our Compliance and Business Ethics function operates under the principle “Think integrity, build trust,” ensuring integrity is embedded in all business practices and reflected in every decision we make.

Our Corporate Compliance Management System defines how we promote ethical conduct, manage risks and respond to compliance matters. It is based on the SGS Code of Integrity and built on three core pillars.

The SGS Code of Integrity serves as a blueprint for all employees, affiliated companies, contractors, subcontractors, joint venture partners and agents. Available in 39 languages, it addresses key topics such as conflicts of interest, sponsorships and donations, bribery and corruption, and fair competition.

The Compliance and Business Ethics function maintains direct communication with the Compliance Committee and provides quarterly reports to the Audit Committee. The General Counsel & Chief Compliance Officer, who is also a member of the Executive Committee, oversees this process.

This structure ensures independence, reinforces transparency and strengthens leadership’s commitment to integrity across all business operations.

Compliance management system

Our Compliance Management System is built on global compliance standards and structured around three interconnected pillars:

- **Prevention:** we promote proactive and compliant behavior through training, clear communication and targeted awareness campaigns that empower employees to act with integrity
- **Detection:** we identify, assess, and evaluate compliance risks through a strong framework of policies, processes, and support services designed to reduce potential risks to an acceptable level
- **Response:** we address cases promptly and transparently with the SGS Integrity Helpline, structured case management, investigations and corrective actions that strengthen accountability

Together, these pillars ensure that trust and integrity remain central to how we conduct our business. They reinforce our corporate culture through awareness, strengthen our reputation with applicable processes and uphold our commitment to responsible business practices by ensuring a ‘speak-up’ culture.

Prevention: training and awareness

Our learning and engagement initiatives equip employees with the mindset, knowledge and skills needed to make principled decisions in a complex business environment. These initiatives empower employees to apply the SGS Code of Integrity in their daily work and align their actions with our integrity culture.

Our annual mandatory training, Think Integrity, ensures that all employees understand the rules of the SGS Code of Integrity and the principles, values and standards that guide our operations. The program uses real-world scenarios to help employees navigate complex situations and make integrity-based decisions.

Regional live webinars provide targeted insights into the Code and address specific integrity challenges relevant to each region. They also offer an open forum for employees to ask questions, share experiences and strengthen integrity-based decision making.

Global learning initiatives and communication campaigns reinforce key compliance topics, expected behaviors and best practices. Together, these activities foster transparency, raise integrity awareness and reduce risk – helping maintain the trust of all stakeholders.

Prevention: policies

The SGS Compliance Management System includes policies and processes that safeguard our integrity, ensuring it remains central to every decision and action we take.

Our policies define the rules and expectations for ethical conduct and responsible business operations. Our processes provide structure, oversight and continuous improvement to ensure these standards are applied consistently across the Group.

In 2025, we introduced several key policies to further strengthen our compliance framework:

- **Anti-Corruption and Conflicts of Interest Policy:** ensures that business decisions are guided by fairness, transparency and ethical judgment
- **SGS Sanctions Policy:** ensures full compliance with international laws and global trade restrictions, updated in line with the latest developments in international sanctions
- **SGS High-Risk Context Policy:** establishes rigorous requirements for the selection, approval, contracting and monitoring of third parties operating in high-risk environments, helping prevent corruption and misconduct
- **SGS Investigation Policy:** defines clear procedures and responsibilities for conducting fair, thorough and timely investigations into potential violations of the Code of Integrity

Detection: processes

In 2025, we introduced several key processes to strengthen our compliance framework:

- SGS Integrity Disclosure Platform: enables the disclosure of potential conflicts of interest, helping prevent corruption and reinforce transparency
- SGS Sanctions Advisory Desk: allows the business to proactively assess sanction risks in target territories, ensuring compliance with international trade laws and regulations through dedicated review and approval processes
- SGS Compliance Due Diligence Questionnaire (CDDQ): ensures that critical business partners are evaluated within a third-party risk management (TPRM) process

Response: reporting and guidance

Escalation and support channels are essential to maintaining a strong speak-up culture. We prioritize creating an environment where employees feel safe to raise concerns, seek guidance and report potential misconduct. Both SGS employees and external parties can use the SGS Integrity Helpline to ask questions, seek advice or report violations of the SGS Code of Integrity confidentially, anonymously and without fear of retaliation.

Retaliation against anyone who reports a concern in good faith is strictly prohibited and will result in disciplinary action.

The Compliance and Business Ethics function conducts all investigations with the highest level of confidentiality and sensitivity, ensuring the protection of those who come forward. Information is handled carefully, and appropriate corrective actions are taken to address and prevent further breaches of the Code of Integrity.

In 2025, the SGS Integrity Helpline transitioned to a new reporting platform, offering a more modern and user-friendly experience while maintaining robust data protection and confidentiality standards. Its core purpose remains the same – to provide a safe and secure channel to seek advice, raise concerns and report potential violations.

The Helpline operates 24/7 in multiple languages, online and by phone, enabling confidential and anonymous reporting. It is managed by an independent third-party provider specializing in compliance and ethics reporting.

	2025	2024	2023
Number of issues reported through integrity helpline ¹	634	512	450
Number of substantiated breaches of the Code of Integrity identified through integrity helpline ^{1,2,3}	117	111	89

1. 'Helplines' means channels used by employees and external parties to report suspected violations of the Code of integrity and submitted online, by phone call, sent via fax, email or post.
2. This includes, among others, 11 cases of conflict of interest, 29 cases of discrimination, bullying and harassment, 2 cases of data privacy and 12 cases of corruption and bribery (measures taken for these cases were terminations of employees and disciplinary actions). In 2025, there were no cases of money laundering and insider trading.
3. Breakdown by type of consequence: strict disciplinary action 97; medium disciplinary actions: 53; cases requiring corrective actions 56.

	2025	2024	2023
Percentage of employees signing the Code of Integrity	100	100	100
Percentage of employees trained on the Code of Integrity	99.3	99.5	99.9
Percentage of operations analyzed for risks related to corruption	100	100	100
Public legal cases regarding corruption brought against the organization/employees	–	–	–

4.3. Political influence and lobbying activities

We do not provide any financial or in-kind support, given directly or indirectly, to political parties, their elected representatives or persons seeking political office. We support some industry associations, but the sum is not material, representing approximately 0.01% of our sales.

	2025	2024	2023
Trade associations or tax-exempt groups (e.g. think tanks) ¹ (CHF)	1 407 468	1 294 767	909 129
Total contributions and other spending (CHF)	1 407 468	1 294 767	909 129

1. The main associations we contributed to in 2025 were: Association of Professional Social Compliance Auditors: CHF 391 674; Six Swiss Exchange: CHF 120 000; TIC Council: CHF 72 629; Energy Institute: CHF 68 398; Swissholdings: CHF 50 000.

4.4. Animal welfare

At SGS, we are committed to minimizing the use of animal testing by developing and adopting alternative methods that ensure product safety and efficacy. In very limited cases, animal testing remains legally required where no alternative methods exist to assess specific risks.

When regulations mandate animal testing – such as for environmental ecotoxicology assessments – we comply fully with all legal requirements while prioritizing the use of viable non-animal alternatives. We also collaborate with industry partners to advance alternative testing approaches and continually reduce reliance on animal testing wherever possible.

4.5. Management of our supply chain

In procurement and real estate, sustainability is not just a priority, it is a responsibility that shapes our daily decisions, partnerships and projects.

Aligned with our risk management process, we assess the potential impacts and risks associated with our suppliers. In 2025, our focus remained on controlling cost pressures from inflation and volatile energy markets, while safeguarding continuity against supply chain disruptions.

A central part of this work is embedding sustainability in our procurement approach. Around 90% of procurement initiatives now include sustainability criteria, reinforced through the SGS Supplier Code of Conduct, which ensures partners understand and follow our standards. We relaunched our Supplier Self-Assessment Questionnaire (SAQ), prioritizing high-risk suppliers identified through our risk management process. After completing the SAQ, suppliers receive our new SGS Sustainability Guidebook, helping them identify key areas for improvement and reduce the risk of negatively impacting our sustainability objectives.

This SAQ program is mandatory for all high risk suppliers, ensuring compliance with our standards and strengthening the foundation of our sustainable supply chain. It also supports the creation of a sustainability risk map and demonstrates our commitment to fostering responsible partnerships.

In 2025, we also launched a tool to enhance the accuracy of Scope 3 emissions measurement, providing greater visibility of the emissions linked to our suppliers and helping to identify areas for action.

Looking ahead to 2026, we will continue to strengthen our sustainable supply chain practices by integrating mandatory sustainability fields into supplier criteria, expanding the Supplier Engagement Program, and publishing additional tools and resources on sgs.com to support supplier sustainability performance.

Sustainable procurement and supply chain

	2025	2024	2023
Number of local suppliers (% of total suppliers)	99.5	98.9	99.0
Number of global suppliers (% of total suppliers)	0.5	1.1	1.0
Spend of local suppliers (% of total spend)	88.4	90.2	89.0
Spend of global suppliers (% of total spend)	11.6	9.8	11.0
Spend by supra-region – Europe, Africa and Middle East (% of total spend)	45.6	44.0	43.0
Spend by supra-region – Asia Pacific (% of total spend)	29.7	32.0	35.0
Spend by supra-region – Americas (% of total spend)	24.7	24.0	22.0

The Group total spend on goods and services was CHF 2.3bn (2024: 2.3bn), out of which 25% on equipment, building and vehicles (2024: 25%), 24% on consumables, repairs, and maintenance (2024: 24%), 18% on subcontractors (2024: 18%) and 33% on other services (2024: 33%).

5. Company-specific topics

5.1. Customer relationship and satisfaction

Customer satisfaction remains a cornerstone of our long-term strategy. The Customer Satisfaction (CSAT) Score is a key non-financial KPI embedded in Strategy 27, underscoring its vital role in driving sustainable value across SGS. We continuously monitor this KPI to ensure improvement and alignment with our global objectives.

As in previous years, we continue to expand our Voice of the Customer program to capture a broader and more representative view of the customer experience across our global operations.

We are also integrating customer-related systems – including the Voice of the Customer program, CRM and mailing platforms – to ensure consistent, accessible and accurate data management. This consolidated framework enhances responsiveness and supports faster, data-driven decision making.

In parallel, as part of our efforts to improve the information we obtain throughout the survey process, we are incorporating artificial intelligence into the analysis of Voice of the Customer data. These initial applications help us identify patterns and extract deeper insights from survey results, laying the foundation for broader use in the future.

To strengthen customer satisfaction, we are implementing several targeted actions focused on:

- Training: affiliates are investing in training programs to strengthen skills across diverse teams – from core operational staff to laboratory managers
- Process optimization: affiliates are streamlining workflows and systems to simplify the customer journey and improve efficiency, with additional focus on people development to enhance service quality
- Technology adoption: we are expanding technology integration for history tracking and lead management, supporting a more sophisticated, data-driven approach to customer management
- Incentives program: certain affiliates have organized award programs to recognize employees achieving an excellent customer satisfaction score

	2025	2024	2023
Customer satisfaction score (% score)	92	91	91
Group sales covered by Voice of the Customer surveys (% of total sales)	85	78	78

5.2. Cybersecurity and data privacy

Information security and cybersecurity

IT security/cybersecurity governance

The Audit Committee supports the Board of Directors in its oversight of financial reporting and internal controls, including IT security and cybersecurity risks. It receives regular updates on incidents and the measures taken to address them.

Since 2023, we have operated an ISO/IEC 27001-certified Information Security Management System (ISMS), providing a structured approach to managing security risks in line with international best practice. Governance is reinforced through a dedicated Information Security Committee, which reviews risks, controls and progress annually, ensuring alignment with business objectives.

Information security is also prioritized by the Board's Risk Committee and embedded in our enterprise risk management framework. Oversight is further strengthened through the appointment of a Global Chief Information Security Officer (CISO), who leads our security program, reports directly to the Board, and is supported by six regional information security officers and the Global Information Security (GIS) team. Together they deliver core services including SecOps, IAM, vulnerability management and GRC.

Our Chief Information Officer (CIO) works in close partnership with the CISO to integrate security into our broader IT and digital strategy. In 2025, SGS CIO David Plaza joined the Executive Committee, advancing a robust IT roadmap in support of Strategy 27.

Through this structure, we ensure that our security processes comply with ISO/IEC 27001, are regularly audited, and remain embedded in strong governance and risk management practices.

IT security/cybersecurity policies

In 2025, we successfully migrated our ISMS to the ISO/IEC 27001:2022 framework. This transition updated all corporate policies to the latest international standards and introduced new measures addressing emerging threats, regulatory changes and technological trends. Our updated Security White Paper reinforces this commitment to protecting information assets and stakeholder data.

We also enhanced detection and response through next-generation Security Information and Event Management (SIEM) with advanced event correlation. Integrated with continuous monitoring of the surface, deep and dark web, this framework enables early detection of threats and rapid mitigation. Supported by automation, machine learning and global intelligence, it strengthens resilience and safeguards critical client data.

Our information security policy framework includes:

- **Continuous investment in advanced security technologies:** including identity threat detection, next-generation SIEM and cloud protection platforms
- **Data integrity and confidentiality:** strict controls to prevent unauthorized access, breaches and data loss, ensuring trust and compliance across all jurisdictions
- **Real-time monitoring and incident response:** our 24/7 Security Operations Center (SecOps) provides proactive incident management
- **Employee accountability:** defined information security responsibilities supported by training, awareness and phishing simulations
- **Third-party governance:** rigorous supplier requirements aligned with ISO/IEC 27001:2022 and continuous compliance monitoring

Information security management program

In 2025, we strengthened our Information Security Management Program (ISMP) through adoption of ISO/IEC 27001:2022, introducing updated controls and a more risk-based, forward-looking approach. The program is also aligned with the European NIS2 Directive and evolving global regulations on artificial intelligence and data protection, ensuring both compliance today and readiness for tomorrow.

Key elements of the program include:

- **Incident escalation and response:** clear reporting channels and dedicated tools for rapid action
- **Vulnerability management:** proactive testing and penetration exercises to identify and resolve weaknesses and improve defenses
- **Audits and certification:** annual internal and external reviews validating ISMS efficiency and compliance with ISO/IEC 27001:2022
- **Regulatory readiness:** dedicated initiatives to integrate NIS2, the EU AI Act and emerging global AI regulations into governance and operations
- **Identity and access management:** passwordless authentication, advanced identity governance and Zero Trust-aligned detection tools
- **Recognition and performance:** consistently maintaining BitSight security ratings above 730 across all regions, benchmarking the excellence of our cybersecurity maturity

Data privacy

We are committed to supporting every individual's right to control their personal information. Privacy is a fundamental human right and a key principle of our Code of Integrity. Our approach protects the personal data of customers, employees and third parties from the moment it is collected to its secure deletion.

Our Data Privacy Policy, upgraded in 2024, governs how we collect, use and manage personal data across all affiliates. In 2025, we further strengthened our global privacy framework to ensure continued compliance with evolving global and regional regulations, and to enhance operational efficiency. This included a comprehensive review of existing privacy processes to identify simplification opportunities, particularly in relation to Records of Processing Activities (RoPAs), and targeted training programs to address local data protection needs. We also explored AI-driven tools to support data mapping and assist data protection officers (DPOs) in their daily activities.

To respond to emerging technologies, we developed a dedicated privacy diligence framework for AI-related vendor engagements, helping mitigate potential risks where personal data is involved. Our ongoing monitoring of privacy regulations ensures alignment with new and upcoming laws across all jurisdictions where we operate.

The Group is dedicated to upholding high standards of internal control and regularly tests its compliance with Minimum Control Standards (see page 59). The adoption of the MCS requires an internal audit to be performed. In 2025, local audits were conducted across 25 affiliates to assess compliance with the privacy policy and identify areas for improvement. The audit included the verification of the following controls:

- E-learning training for all employees is conducted
- Privacy-related documentation is made available, if required by local data protection laws
- Any security breaches involving personal data is reported, responded to, and remediated
- Data processing agreements are signed with vendors who process personal data on behalf of SGS
- All personal data processing activities is documented and maintained, if required by local laws

Any individual can exercise their privacy rights by visiting our online privacy request form. Our updated policy, published in January 2024, explicitly covers the use of personal data for secondary purposes. We will not discriminate against individuals who choose to exercise their rights, nor alter the quality or price of services as a result.

In 2025, we did not receive any complaints from outside parties nor from regulatory bodies concerning data privacy breaches.

6. References

6.1. Glossary

The definitions and calculation methods for the indicators disclosed in the Non-Financial Statements are primarily based on the Global Reporting Initiative (GRI) Standards and are detailed in the SGS Basis of Reporting available at sgs.com. Definitions for selected key indicators are summarized below.

Customer satisfaction

Measurement of customer satisfaction with SGS services, collected through the global Voice of the Customer program. The score is calculated as the number of satisfied customers (ratings of 4 or 5 out of 5) divided by the total number of survey responses, multiplied by 100.

Training hours

Covers all training provided to employees, both internally and externally, delivered in person or virtually. It also includes client training delivered through the SGS Academy and community-focused training provided via the SGS Academy for the Community.

Women in leadership

Percentage of women managers down to level CEO-3. A manager is defined as an employee with people-management and/or Profit & Loss responsibility and/or a direct report to an ExCo member, Managing Director or Business Manager (excluding clerical roles).

GHG emissions

Emissions of carbon dioxide equivalent (CO₂eq) resulting from the Company's operations and value chain. CO₂eq emissions are calculated in accordance with the GHG Protocol guidelines.

Engagement index

A measure of how committed and enthusiastic employees are toward their work and the organization. The index represents the average engagement score across responses to three questions:

- How likely are you to recommend SGS as a place to work?
- How likely are you to stay with SGS if offered the same job elsewhere?
- Overall, how satisfied are you working at SGS?

The engagement index is the average of these responses on a scale of 0 to 10.

Number of experts

Based on SGS's job architecture, this includes roles requiring technical expertise. It excludes roles in general management, administration, support functions or positions that do not require technical qualifications.

Employees trained to the Code of Integrity

Number or percentage of permanent employees who have completed the annual mandatory integrity training.

6.2. GRI

SGS has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI standard and disclosure		Reference	Reported performance	Assurance
GRI 2: General Disclosures 2021				
2-1	Organizational details	Page 100		AL
2-2	Entities included in the organization's sustainability reporting	Pages 155-156		AL
2-3	Reporting period, frequency and contact point	Pages 100, 164 and 199		AL
2-4	Restatements of information	Page 164		AL
2-5	External assurance	Pages 165 and 195-198		AL
2-6	Activities, value chain and other business relationships	Pages 12-13, 24-31 and 183	<ul style="list-style-type: none"> - Spend by SGS category - Spend by SGS supra-region 	AL
2-7	Employees	Pages 107 and 177 The breakdown of full-time employees and part-time employees is not disclosed.	<ul style="list-style-type: none"> - Number of employees at year end (# of employees) - Permanent workers (as a % of total employees) - Casual workers (as a % of total employees) 	AL
2-9	Governance structure and composition	Pages 36-49		AL
2-10	Nomination and selection of the highest governance body	Page 38		AL
2-11	Chair of the highest governance body	Page 39		AL
2-12	Role of the highest governance body in overseeing the management of impacts	Pages 43 and 51		AL
2-13	Delegation of responsibility for managing impacts	Pages 43 and 51		AL
2-14	Role of the highest governance body in sustainability reporting	Page 43		AL
2-15	Conflicts of interest	Page 181		AL
2-16	Communication of critical concerns	Pages 177 and 181-182	<ul style="list-style-type: none"> - Total number of substantiated breaches of the Code of Integrity received through integrity helplines and broken down by type of breach - Total number of integrity issues reported through integrity helplines 	AL
2-17	Collective knowledge of the highest governance body	Page 165		AL
2-18	Evaluation of the performance of the highest governance body	Page 42		AL
2-19	Remuneration policies	Pages 62-89		AL
2-20	Process to determine remuneration	Pages 62-89		AL
2-21	Annual total compensation ratio	Pages 62-89 and 179	<ul style="list-style-type: none"> - CEO and mean employee compensation ratio 	AL
2-22	Statement on sustainable development strategy	Pages 6-8		AL
2-23	Policy commitments	Pages 24-25, 32, 168, 176 and 181		AL
2-24	Embedding policy commitments	Pages 168, 176 and 181		AL
2-25	Processes to remediate negative impacts	Pages 54-57, 170-172, 176-177 and 182		AL
2-26	Mechanisms for seeking advice and raising concerns	Pages 176-177 and 181-182		AL
2-27	Compliance with laws and regulations	As indicated in our Code of Integrity, SGS complies with applicable laws in the countries where it does business. During 2025 the SGS Group was not condemned to any significant fines or penalties for non-compliance with any kind of laws and regulations.		AL
2-28	Membership associations	Page 182	<ul style="list-style-type: none"> - Payments to trade associations or tax-exempt groups 	AL

GRI standard and disclosure		Reference	Reported performance	Assurance
2-29	Approach to stakeholder engagement	Pages 167, 177 and 186	<ul style="list-style-type: none"> Customer satisfaction score (as a % score) Engagement index 	AL
2-30	Collective bargaining agreements	Page 180	<ul style="list-style-type: none"> Percentage of employees covered by collective bargaining 	AL
GRI 3: Material Topics 2021				
3-1	Process to determine material topics	Pages 49-58		AL
3-2	List of material topics	Pages 49-58		AL
3-3	Management of material topics	Pages 49-58		AL
GRI 201: Economic Performance 2016				
3-3	Management of material topics	Pages 49-58		
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> Total economic value generated: CHF 6 982 M (Revenue: CHF 6 945 M; Financial and other income: CHF 37 M) Total economic value distributed: CHF 6 907 M (Salaries and wages: CHF 3 443 M; Subcontractors' expenses: CHF 424 M; Depreciation, amortization and impairment: CHF 485 M; Other operating expenses: CHF 1 546 M; Financial expenses: CHF 91 M; Dividends paid (expected): CHF 640 M; Income taxes CHF 245 Mio; Other taxes: CHF 32 M; Community contributions and charitable donations: CHF 1 M) Total economic value retained: CHF 75 M 	<ul style="list-style-type: none"> Total economic value generated Total economic value distributed Total economic value retained 	AL
201-2	Financial implications and other risks and opportunities due to climate change	Pages 170-173		
201-3	Defined benefit plan obligations and other retirement plans	Page 103 Only qualitative information is disclosed.		
201-4	Financial assistance received from government	SGS does not receive any significant financial assistance from governments, but we benefit from incentives in the form of grants from certain government schemes, such as energy-saving incentives. However, these benefits are of low value. This information is based on our global information gathering system. We are not aware of any significant incentives granted by governments or any financial aid granted to political parties at local level during 2025.		
GRI 202: Market Presence 2016				
3-3	Management of material topics	Page 175		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Quantitative information breakdown is unavailable. We are currently evaluating alternative reporting options and expect to report in coming years.		
GRI 204: Procurement Practices 2016				
3-3	Management of material topics	Page 183		
204-1	Proportion of spending on local suppliers	Page 183	<ul style="list-style-type: none"> Number of local suppliers (as a % of total suppliers) Number of global suppliers (as a % of total suppliers) Spend of local suppliers (as a % of total spend) Spend of global suppliers (as a % of total spend) 	AL
GRI 205: Anti-corruption 2016				
3-3	Management of material topics	Pages 181-183		
205-1	Operations assessed for risks related to corruption	Page 54		
205-2	Communication and training about anti-corruption policies and procedures	Pages 181-183 Breakdown by gender and employee category is not reported.	<ul style="list-style-type: none"> Percentage of employees trained to the Code of Integrity 	AL
205-3	Confirmed incidents of corruption and actions taken	Page 182 In 2025, there were no public legal cases regarding corruption brought against the organization or its employees.	<ul style="list-style-type: none"> Number and nature of confirmed incidents of corruption identified through corporate helplines 	AL

GRI standard and disclosure	Reference	Reported performance	Assurance
GRI 206: Anti-competitive Behavior 2016			
3-3 Management of material topics	We are committed to using competitive and fair practices. As such, we do not engage in any understandings or agreements that may improperly influence markets, or discuss pricing, competitive bid processes, contractual terms, division of territories or customer and market allocations with competitors. We do not make disparaging or untruthful allegations regarding competitors, or endeavor to obtain confidential information about them using illegal or unethical means. Finally, our services and capabilities are never advertised in any way that could appear to be deceptive or misleading. We provide customers with detailed quotes and invoices so that they are informed about every aspect of our service, including pricing. Our Global Pricing Initiative, developed through expert review of pricing practices across the Group, ensures robust pricing processes and governance.		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2025, we did not identify any legal actions related to anticompetitive behavior, antitrust and monopoly practices. This information is based on our global information gathering system based on incidents reported via the SGS integrity helplines. We are not aware of any significant incidents of this type at a local level during 2025.	– Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	AL
GRI 207: Tax 2019			
3-3 Management of material topics	Pages 109-110		
GRI 302: Energy 2016			
3-3 Management of material topics	Pages 168-170		
302-1 Energy consumption within the organization	Page 173 The information reported is limited to the total fuel and the total electricity consumption broken down by renewable and non-renewable electricity.	– Total energy consumption (MWh) – Total energy consumption by use (MWh) – Vehicle fuels energy (MWh) – Non-transport fuels energy (MWh) – Total electricity (MWh) – Standard electricity (MWh) – Renewable electricity (MWh) – Total energy production (MWh) – Non-renewable energy production (MWh) – Renewable energy production (MWh) – Total renewable electricity (As % of total electricity consumption)	AL
302-3 Energy intensity	Page 173	– Energy intensity per revenue (MWh/CHF million) – Energy intensity per FTE (MWh/FTE)	AL
302-4 Reduction of energy consumption	Page 173 Compared to 2024, our energy consumption has remained stable in 2025 (+0.98%).		AL
GRI 303: Water and Effluents 2018			
3-3 Management of material topics	Page 175		
303-5 Water consumption	Page 175		
GRI 304: Biodiversity 2016			
3-3 Management of material topics	Not applicable. Being a service-based company, SGS does not have a significant impact on biodiversity.		
GRI 305: Emissions 2016			
3-3 Management of material topics	Pages 168-170		
305-1 Direct (Scope 1) GHG emissions	Page 174	– Gross Scope 1 GHG emissions (tCO ₂ e)	AL
305-2 Energy indirect (Scope 2) GHG emissions	Page 174	– Gross location-based Scope 2 GHG emissions (tCO ₂ e) – Gross market-based Scope 2 GHG emissions ³ (tCO ₂ e)	AL
305-3 Other indirect (Scope 3) GHG emissions	Page 174	– Total Gross indirect (Scope 3) GHG emissions (tCO ₂ e) – Purchased goods and services – Capital goods – Fuel and energy related activities (not included in Scope 1 and Scope 2) – Waste generated in operations – Business travel – Employee commuting	AL

GRI standard and disclosure	Reference	Reported performance	Assurance
305-4 GHG emissions intensity	Page 174	<ul style="list-style-type: none"> – Scope 1+2 intensity per sales market based (CO₂e tons/CHF million) – Scope 1+2 intensity per FTE market based (CO₂e tons/FTE) – Scope 3 intensity per sales (CO₂e tons/CHF million) 	AL
305-5 Reduction of GHG emissions	Page 174	<ul style="list-style-type: none"> – Scope 1+2 emissions variation – Scope 3 emissions variation 	AL
GRI 306: Waste 2020			
3-3 Management of material topics	Page 175		
306-3 (2020) Water generated	Page 175		
306-3 (2016) Significant spills	Page 175	<ul style="list-style-type: none"> – Environmental incidents (as # of environmental incidents including significant spills) 	AL
306-4 Waste diverted from disposal	Page 175		
GRI 308: Supplier Environmental Assessment 2016			
3-3 Management of material topics	Page 183		
308-2 Negative environmental impacts in the supply chain and actions taken	Page 183 Only qualitative information is reported.		
GRI 401: Employment 2016			
3-3 Management of material topics	Pages 176-180		
401-1 New employee hires and employee turnover	Page 177 Information not broken down by region.	<ul style="list-style-type: none"> – New hires (# of employees) – Voluntary turnover (as a % of permanent employees) 	AL
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	We offer benefits such as healthcare plans and occupational pension plans to our employees considering their type of contract, in accordance with local market practices.		
401-3 Parental leave	Page 180		
GRI 402: Labor/Management Relations 2016			
3-3 Management of material topics	We strictly adhere to tariff structures and arrangements negotiated with trade unions, while we also inform and consult employees on relevant business activities. We respect statutory minimum notice periods and give reasonable notice of any significant operational changes in line with local practices and labor markets. Our affiliates' communication and consultation processes are tailored to local needs. Organizational changes and relevant events that occur are formally communicated in compliance with the different regulations that apply both globally and locally as well as, when applicable, in accordance with what is established in the collective bargaining agreements of the Group's companies.		AL
402-1 Minimum notice periods regarding operational changes			
GRI 403: Occupational Health and Safety 2018			
3-3 Management of material topics	Pages 179-180		
403-1 Occupational health and safety management system	Pages 179-180		AL
403-2 Hazard identification, risk assessment, and incident investigation	Pages 179-180		AL
403-3 Occupational health services	Pages 179-180		AL
403-4 Worker participation, consultation, and communication on occupational health and safety	Pages 179-180		AL
403-5 Worker training on occupational health and safety	Pages 178-180		AL
403-6 Promotion of worker health	Pages 178-180		AL
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 179-180		AL
403-8 Workers covered by an occupational health and safety management system	Page 180	<ul style="list-style-type: none"> – FTE covered by ISO 45001 standard (number of FTE) 	AL

GRI standard and disclosure	Reference	Reported performance	Assurance
403-9 Work-related injuries	Page 180	<ul style="list-style-type: none"> – Total Recordable Incident Rate (TRIR) (occurrences per 200 000) – Lost Time Incident Rate (LTIR) (occurrences per 200 000) – Sickness absence rate (as a % of days of sickness absence per total days worked) – Total absence rate (as a % of days of sickness absence plus days lost per incidents with lost time per total days worked) 	AL
403-10 Work-related ill health	Page 180 Information not broken down by gender and employee category.	<ul style="list-style-type: none"> – The number of fatalities as a result of work-related ill health 	AL
GRI 404: Training and Education 2016			
3-3 Management of material topics	Page 178		
404-1 Average hours of training per year per employee	Pages 178 and 182 Information not broken down by gender and employee category.	<ul style="list-style-type: none"> – Training hours delivered to employees – Percentage of employees trained to the Code of Integrity – H&S training hours 	AL
404-2 Programs for upgrading employee skills and transition assistance programs	Page 178		AL
404-3 Percentage of employees receiving regular performance and career development reviews	Pages 178 and 179	<ul style="list-style-type: none"> – Performance reviews (as a % of employees eligible to performance review) 	
GRI 405: Diversity and Equal Opportunity 2016			
3-3 Management of material topics	Page 179		
405-1 Diversity of governance bodies and employees	Pages 39-41, 46-47, 179 The Board of Directors is composed of 9 members (5 men and 4 women) The Executive Committee is composed of 13 members (11 men and 2 women)	<ul style="list-style-type: none"> – Percentage of employees by gender – Percentage of women in leadership positions (CEO-3) – Diversity on the Board and Executive Committee by gender, nationality and age 	AL
GRI 406: Non-discrimination 2016			
3-3 Management of material topics	Pages 57 and 176		
406-1 Incidents of discrimination and corrective actions taken	Page 182	<ul style="list-style-type: none"> – Total number of proven incidents of discrimination 	AL
GRI 407: Freedom of Association and Collective Bargaining 2016			
3-3 Management of material topics	Page 57		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 57		
GRI 408: Child Labor 2016			
3-3 Management of material topics	Pages 57 and 176		
408-1 Operations and suppliers at significant risk for incidents of child labor	Page 57		
GRI 409: Forced or Compulsory Labor 2016			
3-3 Management of material topics	Pages 57 and 176		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 57		
GRI 413: Local Communities 2016			
3-3 Management of material topics	Page 180		
413-1 Operations with local community engagement, impact assessments, and development programs	Page 180 We have implemented such programs in 50% of our affiliates.	<ul style="list-style-type: none"> – Investment in community (CHF thousands) – Total community projects (# of projects) – Community hours (# of hours dedicated to community) 	AL

GRI standard and disclosure		Reference	Reported performance	Assurance
GRI 414: Supplier Social Assessment 2016				
3-3	Management of material topics	Page 183		
414-2	Negative social impacts in the supply chain and actions taken	Page 183		
GRI 415: Public Policy 2016				
3-3	Management of material topics	Page 182		
415-1	Political contributions	Page 182	– Contributions to local, regional or national political campaigns, organizations or candidates (CHF)	AL
GRI 417: Marketing and Labeling 2016				
3-3	Management of material topics	We provide customers with detailed quotes and invoices so that they are informed about every aspect of our service, including pricing. Our Global Pricing Initiative, developed through expert review of pricing practices across the Group, ensures robust pricing processes and governance.		
417-2	Incidents of non-compliance concerning product and service information and labeling	In 2025, we were not issued with any significant fines or penalties for non-compliance with regulations concerning product and service information and labeling.	– Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling.	AL
417-3	Incidents of non-compliance concerning marketing communications	In 2025, we were not issued with any significant fines or penalties for non-compliance with regulations concerning marketing communications.	– Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship.	AL
GRI 418: Customer Privacy 2016				
3-3	Management of material topics	Page 185		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 185 The total number of identified leaks, thefts, or losses of customer data is not reported.	– Number of complaints received from outside parties and substantiated by the organization (# of complaints) – Substantiated complaints concerning breaches of data customer policy (# of complaints) – Number of complaints from regulatory bodies (# of complaints)	AL

6.3. Sustainable Accounting Standards Board (SASB) framework alignment

The following tables illustrate how the Company's sustainability disclosures align with the SASB Disclosure Topics for the Professional & Commercial Services industry, and where specific information may be found.

Topic	Code	Accounting metric	Level of disclosure	Page number(s) and/or URL(s)
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Disclosed	Pages 185
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Disclosed	Pages 185 See Privacy Policy at sgs.com
	SV-PS-230a.3	(1) Number of data breaches (2) Percentage involving customers' confidential business information (CBI) or personally identifiable information (PII) (3) Number of customers affected	Disclosed	Page 185
Workforce Diversity & Engagement	SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) Executive management, and (2) All other employees	Disclosed	Pages 39-41, 46-47, 179
	SV-PS-330a.2	(1) Voluntary, and (2) Involuntary turnover rate for employees	Disclosed	Page 177 Only voluntary turnover is disclosed.
	SV-PS-330a.3	Employee engagement as a percentage	Disclosed	Page 177
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	Disclosed	Pages 181-182 See Code of Integrity at sgs.com
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Disclosed	In 2025, we were not issued with any significant fines or penalties for noncompliance with regulations associated with professional integrity

Activity metrics

Activity metric	Code	Level of disclosure	Page number(s) and/or URL(s)
Number of employees by: (1) Full-time and part-time (2) Temporary, and (3) Contract	SV-PS-000.A	Partial ¹	Page 177
Employee hours worked; percentage billable	SV-PS-000.B	Not available ²	–

1. FTEs, number of employees and percentage of casual and permanent workers are disclosed. We are working on reporting the requested breakdown in future reports.
2. We are working on reporting these figures in future reports.

6.4 Non-financial matters required by article 964b of the Swiss Code of Obligations


In compliance with the new Swiss rules on non-financial reporting (article 964b of the Swiss Code of Obligations), the Shareholders are invited to approve a report on non-financial matters. The Company publishes an integrated report, which covers a larger scope than what is strictly required by legislation. The vote of the shareholders is limited to the contents included in the following table.

Requirement	Sections in the report	Page number(s)	GRI Indicators
Description of the business model	Management report: – How we create value	Pages 24 to 25	➔ GRI 2-6
Description of the policies adopted in relation to the relevant matters and measures taken to implement these policies			
Environmental matters	Non-Financial Statements: – 2. Environmental topics	Pages 168-175	➔ GRI 3-3 (Energy and Emissions) GRI 302-1, 303-3, 303-4, 305-1, 305-2, 305-3, 305-4, 305-5
Social and employee-related issues	Non-Financial Statements: – 3. Social topics – 4.4. Management of our supply chain	Pages 176-180	➔ GRI 3-3 (Procurement practices and Local communities) GRI 204-1, 413-1
Respect for human rights	Non-Financial Statements: – 3.1. Policies – 3.2. Processes for engaging with our employees and employees' representatives – 3.3. Progress in 2025	Pages 176-180	➔ GRI 3-3 (Employment, Occupational Health and Safety, Training and Education) GRI 401-1, 403-1, 403-2, 403-3, 403-4, 403-6, 403-7, 404-1, 404-3
Combating corruption	Non-Financial Statements: – 4.2. Business conduct policies and corporate culture	Pages 181-182	➔ GRI 3-3 (Anti-corruption) GRI 205-2, 205-3
Description of the main risks related to the relevant matters and how the undertaking is dealing with these risks	Corporate Governance Report: – 11. Integrated framework for managing risks, opportunities and impacts	Pages 49-58	➔ GRI 3-1, 3-2, 3-3
Main performance indicators	Non-Financial Statements: – 2.8 Metrics – 3.3. Progress in 2025 – 4.2. Business conduct policies and corporate culture – 5.1. Customer relationship and satisfaction	Pages 173-175, 177-180, 182-183, 184	➔ GRI 302-1, 303-3, 303-4, 305-1, 305-2, 305-3, 305-4, 305-5, 403-8, 403-9, 403-10, 404-1, 404-3, 405-1, 406-1
References to national, European or international regulations	Non-Financial Statements: – 6.2. GRI – 6.3. Sustainable Accounting Standards Board (SASB) framework alignment	Page 165	➔ N/A
Coverage of subsidiaries	Non-Financial Statements: – 1.1. Basis for preparation of the sustainability statement	Page 164	➔ GRI 2-2



Independent practitioner's limited assurance report on 2025 selected sustainability indicators contained within SGS's Integrated Report to the Board of Directors of SGS SA

We have been engaged by the Board of Directors to perform assurance procedures to provide limited assurance on the selected 2025 sustainability indicators (including the GHG emissions) as well as on the selected Non-Financial matters 2025 required by article 964b of Swiss Code of Obligations applying article 964b paragraph 3 CO (referred to hereafter as "Non-financial matters 2025") contained within SGS's Integrated Report (hereafter the "Report") of SGS SA for the period ended 31 December 2025.

Our limited assurance engagement focuses on 2025 selected sustainability indicators presented in the 2025 GRI Content Index of the Report on pages 187 to 192 as well as the in the selected Non-Financial matters table in the Report on page 194 as marked with the symbol  (hereafter the "Subject Matters").

The selected 2025 sustainability indicators contained within SGS's Integrated Report (including the GHG emissions) was prepared by the Board of Directors of SGS SA (the 'Company') based on the following criteria (the "suitable Criteria"):

- 2021 GRI Sustainability Reporting Standards (GRI Standards) published by the Global Reporting Initiative (GRI); and
- The Greenhouse Gas Protocol Initiative Corporate Standards (Revised Edition).

Inherent limitations

The accuracy and completeness of the indicators contained within SGS's Integrated Report are subject to inherent limitations given their nature and methods for determining, calculating and estimating such data. In addition, the quantification of the sustainability indicators contained within SGS's Integrated Report is subject to inherent uncertainty because of incomplete scientific knowledge used to determine factors and the values needed to combine e.g. emissions of different gases. Our assurance report will therefore have to be read in connection with the criteria disclosed on page 164 to 165 used by SGS SA in the Report, its definitions and procedures made available in the document "Basis for Reporting" presented on SGS SA's website.

Board of Directors' responsibility

The Board of Directors is responsible for preparing and presenting the 2025 non-financial and sustainability indicators (including the GHG emissions) contained within SGS's Integrated Report in accordance with criteria disclosed on page 164 to 165 and made available in the document "Basis for Reporting" on SGS SA's website. This responsibility includes the design, implementation and maintenance of the internal control system related to the preparation and presentation of the 2025 non-financial and sustainability indicators (including the GHG emissions) contained within SGS's Integrated Report that are free from material misstatement, whether due to fraud or error. Furthermore, the Board of Directors is responsible for the selection and application of the criteria disclosed on page 164 to 165 and made available in the document "Basis for Reporting" on SGS SA's website as well as for adequate record keeping.

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Independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour and relevant independence and ethical requirements as transposed in Switzerland by EXPERTsuisse.

PricewaterhouseCoopers SA applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Practitioner's responsibility

Our responsibility is to perform a limited assurance engagement and to express a conclusion on the Subject Matters as marked with the symbol **At**. We conducted our engagement in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance engagements other than audits or reviews of historical financial information' and the International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements ('ISAE 3410'), issued by the International Auditing and Assurance Standards Board. Those standards require that we plan and perform our procedures to obtain limited assurance whether anything has come to our attention that causes us to believe that the Subject Matters in the Report were not prepared, in all material aspects, in accordance with the suitable Criteria.

Based on risk and materiality considerations, we performed our procedures to obtain sufficient and appropriate assurance evidence. The procedures selected depend on the assurance practitioner's judgement. A limited assurance engagement under ISAE 3000 (Revised) and ISAE 3410 is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement and therefore less assurance is obtained with a limited assurance engagement than for a reasonable assurance engagement.

We performed the following:

- Assessment of the subsection '1. General Information–1.1. Basis for preparation of the sustainability statement' in the Report and the 'Basis of Reporting' document presented on the SGS SA's website and observing the application, including the suitable Criteria to determine whether they are appropriate when applied in relation to the disclosures and indicators;
- Interviewing SGS representatives at Group and country level in Netherlands, United States of America, United Kingdom, China, Korea, Thailand, India, France, Brazil, Hong Kong, Spain, Germany, Singapore responsible for the data collection and reporting;
- Inquiries of personnel involved in the preparation of the Report regarding the preparation process, the internal control system relating to this process and Subject Matters in the Report;

2 Independent practitioner's limited assurance report on selected 2025 non-financial and sustainability indicators (including the GHG emissions) contained within SGS's Integrated Report to the Board of Directors of SGS SA



- Inspecting the relevant documentation on a sample basis;
- Performing tests of details on a sample basis as evidence supporting the Subject Matters concerning completeness, accuracy, adequacy and consistency.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on the work we performed, nothing has come to our attention that causes us to believe that the selected 2025 non-financial and sustainability indicators (including the GHG emissions) presented in the 2025 GRI Content Index on page 187 to 192 as well as in the selected Non-financial matters 2025 on page 194 in the non-financial statements section in the 2025 Integrated Annual Report of SGS SA for the period ended 31 December 2025, as marked with the symbol **AL**, are not prepared, in all material respects, in accordance with the suitable Criteria.

Other matter – comparative, retrospective and forward-looking information

Neither the comparative nor the retrospective information on prior year data (i.e. 2024 and earlier) as at 31 December 2025 and for the period prior to 1 January to 31 December 2025 as well as forward-looking information included in the non-financial statements section in the 2025 Integrated Annual Report of SGS SA were subject to an assurance engagement. Our conclusion is not modified in respect of this matter.

Restriction of use and purpose of the report

This report is prepared for, and only for, the Board of Directors of SGS SA, and solely for the purpose of reporting to them on Selected 2025 non-financial and sustainability indicators (including the GHG emissions) contained within SGS's Integrated Report (including the GHG emissions) and no other purpose. We do not, in giving our conclusion, accept or assume responsibility (legal or otherwise) or accept liability for, or in connection with, any other purpose for which our report including the conclusion may be used, or to any other person to whom our report is shown or into whose hands it may come, and no other persons shall be entitled to rely on our conclusion.



We permit the disclosure of our report, in full only and in combination with the suitable Criteria, to enable the Board of Directors to demonstrate that they have discharged their governance responsibilities by commissioning an independent assurance report over the Subject Matters, without assuming or accepting any responsibility or liability to any third parties on our part. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of SGS SA for our work or this report.

PricewaterhouseCoopers SA

Guillaume Nayet

Andriamiseza Adimby Rakotoarijaona

Geneva, 10 February 2026

The maintenance and integrity of SGS SA's website and its content are the responsibility of the Board of Directors. The work we have performed as the independent assurance practitioner does not involve consideration of the maintenance and integrity of the SGS SA's website. Accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected 2025 non-financial/sustainability indicators (including the GHG emissions) contained within SGS's Integrated Report (including the GHG emissions) or criteria disclosed in the Basis of Reporting since they were initially presented on the website.