

ANNUAL REPORT

2025



Global Compact
Network
Switzerland & Liechtenstein

Letter from our President and Executive Director

2025 marked the 25th anniversary of the United Nations Global Compact, a milestone that invites us to reflect on how a bold vision has grown into the world's largest corporate sustainability initiative, encompassing over 25'000 participants across more than 160 countries. Over two and a half decades, the UN Global Compact has proven itself a trusted and enduring partner for business, anchored in the Ten Principles covering human rights, labour, environment, and anti-corruption. That foundation has not wavered, and in today's uncertain environment, it matters more than ever.

We are living through a period of profound disruption. Geopolitical tensions, regulatory uncertainty, and growing economic pressures are reshaping the business landscape. In this context, we have seen a few companies scaling back their sustainability commitments. And yet, across our programming, in workshops, Accelerator and exchange groups, we saw strong and sustained engagement from our participants. Companies continued to show up, invest their time, and do the substantive work. That is not incidental. It reflects a deeper recognition that in times of uncertainty, the principles of responsible business do not become less relevant — they become even more crucial.

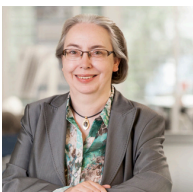
The organizations that will emerge strongest from this period are those that treat sustainability as a strategic foundation rather than a peripheral obligation. Managing risk, building resilience, attracting talent, and identifying new opportunities do not diminish in challenging times, they intensify.

Our role at the UN Global Compact Network Switzerland & Liechtenstein is to provide support, tools, and a community of mutual collaboration that make this work possible. In 2025, we expanded our offerings, launched new digital tools, and strengthened our programming with particular attention to smaller businesses navigating growing complexity with limited resources. This commitment will only deepen in the years ahead.

Looking forward, our purpose remains clear: to equip Swiss and Liechtenstein businesses with the knowledge, connections, and confidence to lead responsibly in a rapidly shifting world. Together with business, governments, academia, and civil society, we are working toward a future that is more resilient, inclusive, and sustainable.

The work is demanding, but the opportunity is significant, and we face it together. Thank you for your continued support, participation and commitment to sustainability and the Agenda 2030 with the 17 Sustainable Development Goals. We look forward to building an even more impactful future together.

Yours sincerely,



Dr. Ruth E. Blumer Lahner
President



Antonio Hautle
Executive Director

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HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION

Executive Summary

Reflecting on 2025, the UN Global Compact Network Switzerland & Liechtenstein (GCNSL) looks back on another active year. We organized and facilitated more than 110 activities — spanning events, trainings, workshops, and peer learning groups — with a total participation of over 3'500 people. While a more challenging global environment meant that participant growth was slower than in previous years, we welcomed 49 new participants to our network.

Our programmes addressed the full range of sustainability topics, aligned with the Ten Principles: from Climate Management, Biodiversity, Circular Economy, and Water Stewardship, to Human Rights, Labour Standards, Living Wages, and Diversity & Inclusion - providing meaningful support at every stage of the sustainability journey. Regulatory complexity remained a defining theme in 2025. With the sudden Omnibus package and EU sustainability framework both developing at pace, demand for guidance surged. We responded by expanding our offerings and launching the ESG Regulations Navigator — a new digital tool to help participants navigate an increasingly demanding landscape.

A strategic focus was expanding offerings for small and medium-sized enterprises (SME). With a new dedicated SME Programme Lead & Advisor, we developed tailored webinars, in-person workshops, a step-by-step SME Sustainability Guidebook, a new SME Exchange Group and an AI-powered Materiality Tool, ensuring that businesses of all sizes, resources, and experience levels can turn sustainability ambition into real impact.

Last but not least, in an increasingly complex geopolitical and regulatory environment, the value of collaboration has never been clearer. In 2025, we invested in exchange and peer learning offerings and strengthened existing partnerships. Three additional exchange groups were launched, covering Climate, ESG Regulations, and a dedicated space for SMEs, bringing together businesses to share experiences, tackle common challenges, and drive progress collectively.

2025 in review



110+ activities

Events, trainings,
meetings & programmes



3'500+ attendees

engaged in our
activities



385+ participants

in Switzerland & Liechtenstein



35+ industries

are represented in our
member base



Strong partnerships

Swiss Government,
Country Networks,
Academia and NGOs

About Us

United Nations Global Compact

As a special initiative of the UN Secretary-General, the United Nations Global Compact (UNGC) is a call to companies to align their operations and strategies with Ten Principles in the areas of human rights, labour, environment, and anti-corruption. The UNGC provides a principle-based framework and supports companies to operate responsibly and sustainably to create long-term value for their stakeholders and the wider society. By providing practical knowledge, tools, resources, events and training programmes, our ambition is to accelerate and scale the global collective impact of business by upholding the Ten Principles and delivering the Sustainable Development Goals (SDGs) through accountable companies and ecosystems that enable change.

25'890+
participants worldwide*

178
countries with
UNGC participants*

73
country networks*

When joining the UNGC, companies commit to upholding the Ten Principles and to contribute to the SDGs. They are required to annually report on their improvements through a [Communication of Progress \(CoP\)](#). To further advance the Agenda 2030, in 2025 the UNGC continued to motivate the private sector to set more ambitious goals by offering multiple engagement opportunities in different formats. The [Forward Faster](#) initiative continues to be central, focusing on five key action areas – gender equality, climate action, living wage, water resilience, and finance & investment – which represent critical multipliers to accelerate progress through private sector actions across all 17 SDGs. Currently 61 Swiss companies are taking credible action in at least one of the five Forward Faster areas.

UN Global Compact Network Switzerland & Liechtenstein

The UN Global Compact Network Switzerland & Liechtenstein (GCNSL) is the local chapter of the UNGC. By offering various capacity-building, exchange activities, and tools, we support local companies to integrate sustainability into their core business.

Over the past years, the team has grown from two people to a nine-person team with established processes, regular capacity-building activities, and well-attended events that have led to increasing participant numbers.

Our ambitious [2023-2026 strategy](#) is aligned with the UNGC strategy and aims to build on this foundation by accelerating and scaling the local and global collective impact of participants, while upholding the Ten Principles and achieving the SDGs. In collaboration with relevant stakeholders, we contribute to the development of an ecosystem that enables a sustainable and responsible economy in Switzerland, Liechtenstein and selected regional contexts.



GCNSL board & team members

385+
participants in CH & FL*

49
new participants*

31
non-business
participants*

*end of 2025

Team

The Board & Programme Committee

The GCNSL is governed by the Board which oversees the operational organization and is elected by the network's participants. A full list of the board members can be found on the right. Together with the Programme Committee, the board members contributed in many ways to the success of our work:

- Regular meetings with the Secretariat
- Promotion of responsible business and attracting potential new participants within their network
- Support in financial and legal matters
- Active participation and contributions at events
- Support in strategic questions and planning
- Tri-weekly 1-2h working session between the President and the Executive Director
- Regular contact and interaction with the Vice-President and Programme Committee President
- Contributions in different working groups
- U. Finsterwald hosted the board retreat for 2025

The Secretariat

The GCNSL Secretariat handles the full scope of operations and all activities. The team is managed by Executive Director, Antonio Hautle.

By the end of 2025, the Secretariat had a total of 7.5 full-time employees (FTEs).



2025 / 2026 Board

Dr. Ruth E. Blumer Lahner | President

Chief Regulatory Officer KLK OLEO Europe
Kolb Distribution Ltd.

appointed 2015

Dr. Jérôme Barra | Vice-President

VP Taste Global Marketing
and Business Development
Firmenich SA

appointed 2021

Nick Bell

Global Head of
Marketing
Communications
Trafigura

appointed 2019

Aurelia Figueora

Chief Sustainability
Officer
Breitling

appointed 2024

Ursula Finsterwald

Head Group Sustainability
Management
LGT Group

appointed 2018

Vanessa Hans

Head of Private Sector
Basel Institute
on Governance

appointed 2024

Stefania Lallai

VP Sustainability
Cargo Division, MSC
Mediterranean
Shipping Company SA

appointed 2023

Stephanie Ossenbach

Group Sustainability
Officer
dormakaba International

appointed 2024

Nicolas Schornoz

Chief Financial &
Operating Officer
Vestergaard Sàrl

appointed 2018

Carrie Scott

Head, Sustainability and
ESG Office
Novartis

appointed 2023

Florian Strasser

Group CEO &
Chairman
GWF Messsysteme AG

appointed 2023

Find more details on our website

Programme Highlights 2025

Topics and Formats

We have defined the six Focus Areas listed below, aligned with the [Ten Principles](#) and the Sustainable Development Goals. In each Focus Area, we offer a variety of capacity building formats, exchange opportunities and tools — both for beginners and more advanced companies.

Regardless of their size, resources, and previous knowledge, it is our aim to support all of our participants in their ambition to improve their sustainability performance. Since 2025, the newly established SME Programme Lead & Advisor position has enabled us to provide more tailored support to small and medium-sized enterprises (SMEs).



Our Offerings in 2025

In 2025, we organized and facilitated over 110 activities, including various events, accelerator training programmes, peer learning groups and other events with a total participation of more than 3'500 people.

A detailed breakdown of the offerings can be found on the following pages.

25+

**In-Person
Events**

6

**Exchange
Groups**

85+

Webinars

2

**Accelerator
Programmes**

2

New Tools
ESG Regulations Navigator
& AI Materiality Tool

Environment

Through a wide range of learning and exchange activities, we support our participants in advancing their ecological sustainability. Our offerings address key issues such as Climate Management, Biodiversity, Circular Economy, Water Stewardship, as well as Supply Chain Management (linked to both our Social and Environment areas).

In 2025, we hosted various webinars and workshops as part of our Environment programme as well as the Climate Ambition Accelerator and various peer learning opportunities. Find a few highlights below.

Climate Ambition Accelerator

13 companies completed the 2025 round of the Climate Ambition Accelerator. This six-month programme supports companies from different sectors in setting science-based emissions targets in line with the Paris Agreement's 1.5°C target. Focus areas are GHG accounting, setting science-based climate targets and managing GHG emissions. It is a mix of online training, peer-to-peer exchange and joint learning.



Climate Exchange Group

In 2025, we launched our new Climate Exchange Group for companies to exchange on current topics, roadblocks, good practices on climate topics. The group includes 46 participants and convenes online two to three times per year.

[Learn more](#)



EU Peer Learning Meeting on Climate

Participants had the chance to meet in person in Vienna and connect with companies from other European UNGC networks to discuss key learnings and good practices on climate reporting.

Nature Exchange Group

Our Nature Exchange Group, hosted together with Swiss Sustainable Finance has over 80 individuals and met four times in 2025 to discuss various topics on the TNFD Framework and other nature standards.

[Learn more](#)



Social

We support our participants in their Social sustainability efforts through different offerings on the topics of human rights, labour & decent work, living wages, child labour, diversity & inclusion, as well as supply chains (linked to both our Social and Environment areas).

In 2025, we hosted various webinars and well-attended in-person procurement workshops. Furthermore, we also ran the Business & Human Rights Accelerator and hosted peer learning opportunities. Find a few highlights below.

Business & Human Rights Accelerator

13 companies completed the 2025 round of this Accelerator. The six-month programme equips companies from a wide range of sectors with the know-how to implement human rights due diligence in line with the UN Guiding Principles of Business and Human Rights (UNGPs). In addition to online training, peer-to-peer exchange and joint learning were emphasized.



Human Rights Due Diligence Group

Our Human Rights Due Diligence Exchange Group, co-hosted with focusright, offers companies regular exchange with peers and human rights experts. 98 company representatives meet three to four times per year.

[Learn more](#)



EU Peer Learning Meeting on Social

Participants had the chance to meet in person in London and connect with companies from other European UNGC networks to discuss key learning and good practices on due diligence regulations.

Sustainable Supply Chain Group

Together with öbu, we host our Sustainable Supply Chain Management Exchange Group. Over 70 individuals meet three times yearly to exchange on relevant topics concerning sustainable supply chains.

[Learn more](#)



Regulations & Reporting



Like in the previous year, 2025 saw a growing demand from participants for information and support related to regulatory developments amid a rapidly evolving regulatory landscape. In response, we expanded our offerings to include particular webinar deep dives and tailored support, particularly to help participants navigate the fast-changing EU sustainability framework and the sudden Omnibus developments. In addition, we developed a new digital tool to support participants: the ESG Regulations Navigator.

Quarterly ESG Regulatory Briefings

In 2025, we continued our popular quarterly ESG Regulatory Briefings, which attract over 200 attendees. These webinars provide regular information related to actions that need to be taken today and in the near future to remain compliant and competitive.

[Register for upcoming briefings](#)

ESG Regulations Exchange Group

In 2025, we launched the ESG Regulations Exchange Group for companies to discuss challenges with peers on ESG regulation topics and any deriving reporting frameworks. Over 50 company representatives meet two to three times yearly either online or in person.

[Learn more](#)



ESG Regulations Exchange Group Meeting

ESG Regulations Navigator Launch

We were very excited to launch a new tool for participants in 2025. The ESG Regulations Navigator is a digital platform designed to help companies quickly understand the key requirements, applicability and deadlines of current ESG regulations that may affect their business. By 31 December 2025, over 300 people had already used the tool.

Access the tool to identify gaps in your current implementation approach and to recognise common actions across several regulations.

ESG REGULATIONS NAVIGATOR



Understand key requirements, applicability, and deadlines of current ESG regulations

[Test it here](#)

For participants only

SME Tailored Offerings

In 2025, we expanded our activities to include more tailored offerings for small and medium-sized enterprises (SMEs), helping them navigate complexity and identify the social and environmental impacts most relevant to their businesses. Our support included a practice-oriented webinar series, in-person workshops, the launch of an AI Materiality Tool, and a step-by-step guidebook designed to support SMEs on their sustainability journey.

Please find below a few highlights. All upcoming SME offerings can be found on our [SME Sustainability Hub](#).

SME Webinar Series & Workshops

We hosted a four-part webinar series, providing SMEs with practical frameworks and tools to embed sustainability into their operations in short 30-minute sessions. The series is available [on-demand on the Academy](#) and follows the SME Sustainability Guidebook. Participants learned how to map priorities, define a strategy, integrate it, and report on their progress. In addition, we also organized practical in-person workshops in Lucerne and Zurich, and participated in the KMU Praxisforum - a workshop series in Liechtenstein supporting local SMEs in advancing their sustainability efforts.



SME Workshop in Lucerne

New AI Materiality Tool

Our AI Materiality Tool helps SMEs and beginners fast-track their sustainability efforts by focusing on areas where they can make the most significant impact. Start by answering 17 questions.

[Learn more](#)

For participants only

SME Sustainability Guidebook

This free guidebook illustrates four practical steps to embed sustainability into core business in strategically and financially smart ways and includes real business cases from Swiss SMEs.

[Download here](#)

Available in English, German & French



SME Exchange Group

In 2025, we launched our SME Exchange Group for SMEs to exchange, learn and collaborate with peers in the field of the rapidly evolving sustainability and ESG landscape. 20 SMEs meet three times per year online.

[Learn more](#)



SME Workshop in Zurich



SME Workshop in Lucerne

Other Activities

In addition to our thematic programming, we offered a range of in-person networking and engagement opportunities, enabling participants to connect, exchange knowledge, and learn from one another.

2025 General Assembly & Global Compact Dialogue

We welcomed over 100 business, government, and civil society leaders to our General Assembly and Global Compact Dialogue in Lausanne, generously hosted by our participant SICPA. Marking the UN Global Compact's 25th anniversary, the event focused on collaboration, sustainability, and practical strategies for companies to remain compliant and competitive. Highlights included a high-level panel on strengthening collaboration for a sustainable future and three interactive workshops, where we launched exchange groups on the topics of ESG Regulation, Climate, and SMEs.



Pizza Networking Events

By popular demand, we continued our pizza networking events and met in Zurich and Bern in 2025. GCNSL participants had the opportunity to meet, network, and discuss sustainability issues with peers in a casual setting.



SDG Flag Day 2025

Every year at the end of September, SDG flags are raised across Switzerland and Liechtenstein by companies, municipalities, and universities to show their support for sustainable development. Since 2023, over 300 organizations have participated, and we were delighted to see the engagement again in 2025. All impressions from last year's SDG Flag Day can be found on our blog.

See how organizations celebrated the SDG Flag Day on our [website](#).





Strategic Cooperations

Swiss Federal Administration

The Swiss Federal Administration (SFA) is an important partner of the GCNSL. We maintain regular contact with various SFA representatives through bilateral exchanges, meetings, and events. The Swiss Development Cooperation (SDC), the State Secretariat for Economic Affairs (SECO), and the Federal Department of Foreign Affairs (FDFA) are especially close partners, as they played a key role in developing the professional structure of the UN Global Compact Network Switzerland (since 2018, Liechtenstein as well).

In 2025, the GCNSL organized and supported various SFA activities related to responsible business conduct and the 2030 Agenda, including diverse events on Human Rights Due Diligence as part of the continued collaboration to promote Measure 3 of the Swiss National Action Plan (NAP) for Business and Human Rights 2020-2023. This included, for example, the continuation of the “Deep Dive Webinar Series on Child Labour” and a workshop on “Preventing labour exploitation in Switzerland” hosted together with SECO and the International Organization for Migration (IOM).

The GCNSL maintains regular contact with the Swiss Agency for Development and Cooperation (SDC). As in previous years, we had regular exchanges with the SDC, which provided us with knowledge and experience, as well as annual financial support. We developed the 2023-2026 strategy together with the SDC.

FDFA, SECO and SDC are all represented in the GCNSL’s Programme Committee.

UN Global Compact Headquarters and Other Country Networks

A core strategic pillar of our work is the close collaboration between the UNGC headquarters in New York and the Country Networks. This collaboration enables us to deliver valuable content, training, and practical guidance to our participants.

Through continuous exchange across the global network, we both contribute our own expertise and benefit from the knowledge, tools, and resources developed by other Country Networks. This allows us to provide our participants with access to a wide range of high-quality webinars, learning materials, and good practices from around the world. In particular, internationally active companies benefit from insights and experiences from multiple markets, making the UNGC network a valuable platform for shared learning and collective progress.

Academia, Civil Society and Non-Governmental Organization

We engage constructively with academia, civil society, non-governmental organizations (NGOs), and the public sector to strengthen the sustainability ecosystem. We foster dialogue and share knowledge through engagements such as the Executive Director’s participation in the Swiss federal government’s Agenda 2030 Advisory Group and the non-executive committee on the OECD Kampala Principles, as well as trainings and lectures with PRME members (Principles for responsible management education), business schools and universities including the University of St. Gallen, University of Applied Science of the Grisons (FHGR), Zurich University of Applied Sciences (ZHAW), University of Zurich and the University of Geneva.

Partnerships for workshops, webinars, and other exchanges with NGOs and other actors, such as öbu, GreenBuzz, and Swiss Sustainable Finance, further enrich these interactions, providing additional insights and opportunities that support the companies participating in our network.

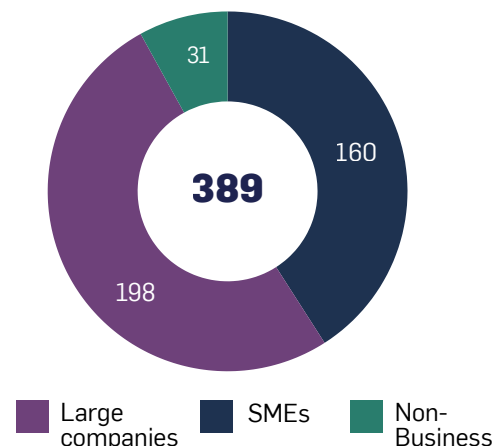
Participant Engagement

Participant Base

Following several years of strong growth, our network experienced a period of slower expansion in 2025. While we still welcomed 49 new participants, overall growth temporarily stagnated. At the same time, social and environmental challenges remain pressing, and ongoing global disruptions continue to pose risks to value chains and the broader economy, potentially affecting responsible business conduct and sustainability engagement in the private sector.

Despite this context, we remain optimistic that this slowdown will be temporary and that companies will continue to strengthen their commitment to sustainability and responsible business practices.

A list of all our participants can be found [here](#).



Communication on Progress

The Communication on Progress (CoP) is the accountability mechanism of the UNGC. It is an annual and mandatory requirement for all business participants. More than a formal requirement, the CoP is a valuable opportunity for businesses to reflect on their impact, demonstrate accountability, and share their progress in aligning with the Ten Principles of the UN Global Compact. It also serves as a strategic tool, helping companies strengthen their reputation, gain insights from peers, and benchmark their own progress in a global context. [Read in our blog more](#) about the 2025 CoP submissions of our participants.

CoP Data Visualization Tool

Get insights into the progress of UNGC business participants in advancing the Ten Principles and SDGs. These publicly available dashboards aggregate CoP Questionnaire data from 2023 onward, with benchmarking available through participants' Global Compact accounts.

[Explore data](#)

CoP Mapping

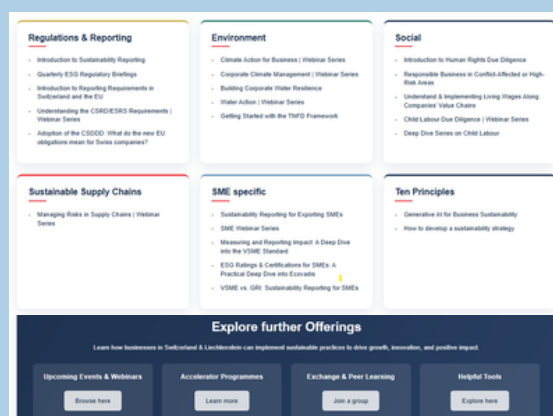
The CoP mapping enables a comparison between the European Sustainability Reporting Standards (ESRS) and the CoP as well as other reporting frameworks and regulatory requirements. It shows overlaps and synergies and contains an overview of definitions.

[Access here](#)

Recordings now available on the Academy

In 2025, we launched our own Academy page within the [UNGC Academy](#) platform. Participants now have a dedicated and centralized space to access webinar recordings from the UN Global Compact Network Switzerland and Liechtenstein.

[Access webinar recordings](#)



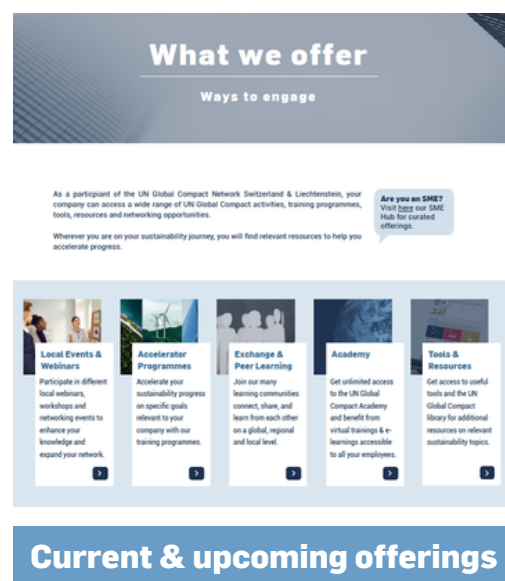
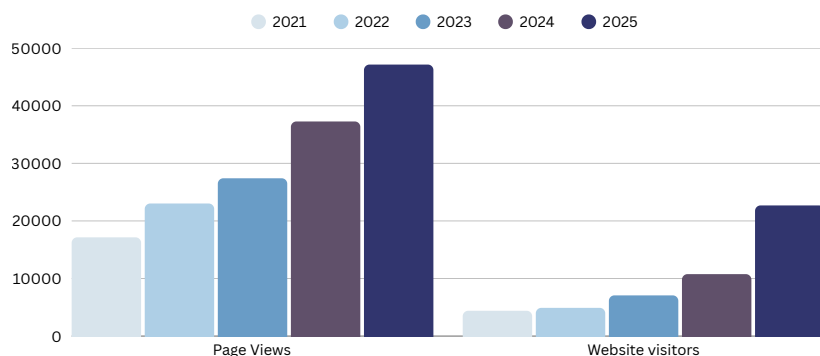
Marketing & Communications

We aim to deliver our communication clearly and understandably, highlighting useful tools and activities to encourage organizations to take tangible actions toward the Ten Principles. For that reason, we are constantly improving and further developing our marketing and communication efforts. This year's highlights included:

- Website improvements for better user experience
- Launch of the GCNSL Academy
- Increased growth & engagement on our communication channels

Website

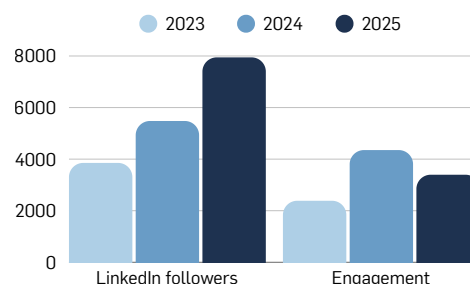
Our website is the gateway to our work, showcasing offerings, events, and sustainability resources. In 2025, improvements to design and user experience paid off as visitor numbers doubled, expanding our reach and visibility.



Social Media

LinkedIn remained a strategic priority and our most impactful social media channel in 2025. Our presence continued to strengthen with a 26% increase in followers. While engagement saw a slight dip, our growing community reflects strong and sustained interest in the sustainability conversations we drive.

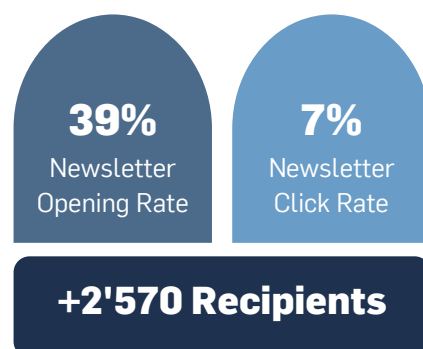
 **Follow us to stay informed**



Newsletter

Our newsletter reached over 2'500 recipients in 2025, a 14% increase from 2024, while open and click-through rates remained steady. Both slightly exceed the averages reported by peer country networks and are within industry benchmarks¹. Each month, subscribers get curated updates, news, upcoming events, and new resources delivered straight to their inbox. Not yet subscribed?

Sign up to our newsletter



¹Hubspot. (2025). Email marketing benchmarks by industry ([Link](#))

Our Double Materiality Assessment

1. Identifying what matters most: Our Double Materiality Assessment

We hold ourselves to the same standards of transparency and accountability we promote among our participants. Conducting a Double Materiality Assessment (DMA) reflects our commitment to leading by example and embedding sustainability and the Ten Principles at the heart of everything we do. By strategically measuring our own ESG risks, impacts and opportunities, we demonstrate that rigorous sustainability governance is achievable regardless of organizational size.

With our new Strategy 2027-2030 on the horizon, we wanted to ensure our strategic priorities are grounded in evidence - identifying our most important areas of influence before setting direction, rather than after. As a small and agile team, we recognize the importance of focus. A clear set of material topics allows us to set SMART targets and meaningful Key Performance Indicators (KPIs), concentrating our efforts where they matter most rather than spreading them too thinly across a broad agenda.

2. Methodology & Process

Our DMA followed a structured five-step process, designed to ensure both internal support and external credibility.

Starting with [Expectations \(01\)](#), we identified our own internal expectations around both financial and impact materiality utilizing the European Sustainability Reporting Standards topics, setting the baseline for what we considered relevant. This fed into our [AI Materiality Tool \(02\)](#), through which we identified our most material impacts using a newly developed AI-powered tool — bringing analytical rigor to what can otherwise be a subjective process.

The results were then tested through [Internal Validation \(03\)](#), where findings were reviewed, challenged, and adapted by our team. Following this, we moved on with [External Validation \(04\)](#), engaging key external stakeholders (including board members & participants), to stress-test the results and ensure they reflected perspectives beyond our own organization.

Finally, in step [Strategy \(05\)](#), the validated material topics form the foundation of our focus areas, reporting and strategic direction — ensuring our new Strategy 2027-2030 is directly informed by what matters most to our stakeholders and to the world.

Scope & Boundaries

Defining clear boundaries was essential to producing meaningful, actionable results. Our participants' impacts on society and the planet are undeniably significant, yet attempting to capture the impacts of 380+ organizations within our own DMA would distort our perspective as a network organization. Participant impact is therefore scoped to a single, dedicated topic labeled as 'Behavioral change of participants' and excluded from all other material topics. This preserves the integrity of the assessment while acknowledging the central importance of participant action.

1 Expectations

We identify our own expectations on financial and impact materiality.

2 AI Materiality Tool

We identify our most material impacts with our newly developed AI tool.

3 Internal validation

We validate and adapt the results internally.

4 External Validation

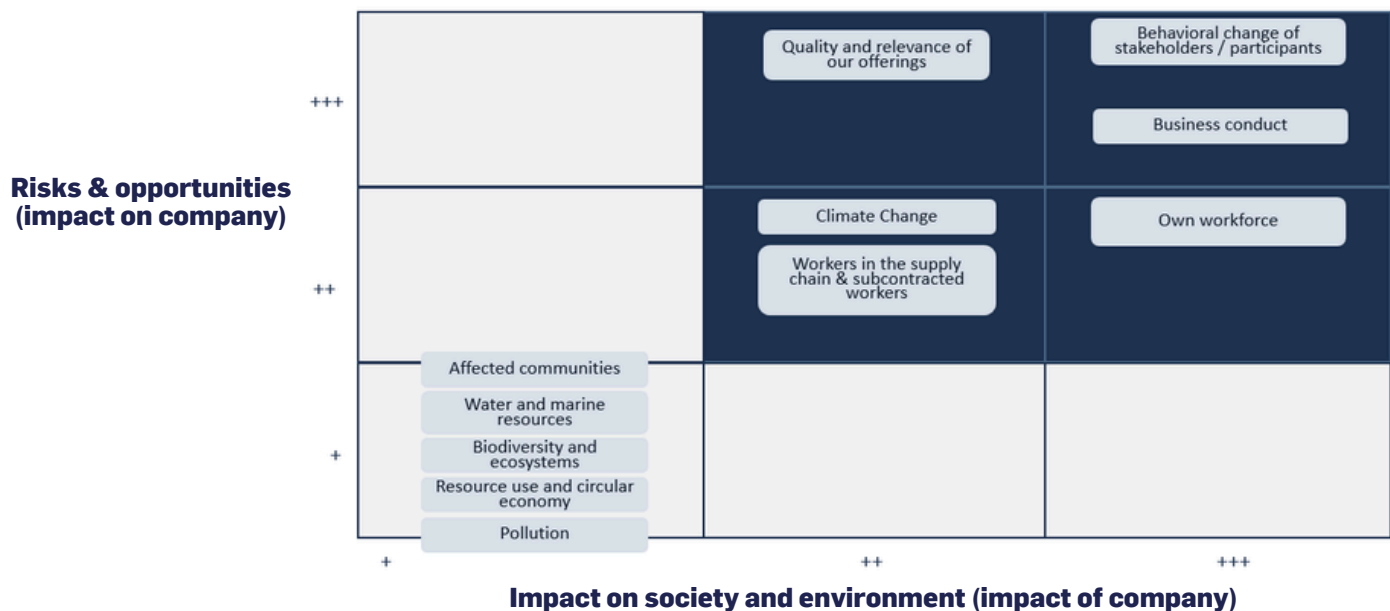
We validate and adapt the results with key external stakeholders.

5 Strategy

Based on the results, we focus our strategy & reporting on our material impacts.

3. Results: Our Most Material Topics

The following material topics emerged from our assessment, plotted across two dimensions: impact on society and environment (impact of company) and financial relevance considering risks and opportunities for our organization (impact on company).



Material Topic	Priority Level & Key Note
High priority	
Behavioral change of participants	Highly relevant and covers both positive progress on sustainability/Ten Principles and risks of green/blue washing or inaction by participants. Also carries reputational risk.
Business conduct	Core governance and ethical standards underpinning our credibility as a UN Global Compact Country Network. Also carries reputational risk.
Medium / high priority	
Quality and relevance of offerings	Reflects the direct value we create for participants with our offerings and directly affects our financial materiality.
Climate change	Limited external impact but essential given regular global travel, events, office and facility use. Also carries reputational risk.
Workers in the supply chain & subcontracted workers	Short value chain as a network and service provider but relevant to our use of consultants and subcontractors. Quality and reputational risk.
Own workforce	As our employees represent our key asset promoting our values and content, it is key but as a small team we are having a limited direct societal footprint.

Next Steps

The results of this Double Materiality Assessment will flow directly into our new Strategy 2027-2030, which is currently in development. As we build this strategy, the material topics identified here will shape:

- Our long-term SMART targets and measurable KPIs aligned to our highest-priority topics
- Clear roadmaps and ownership for each material area
- Enhanced transparency through annual progress reporting

More details, including targets and KPIs, will be published in our Annual Report 2027. We look forward to sharing this journey with our participants, partners and stakeholders.

Financial Report

Introduction

2025 was a year of investment. We strengthened the team—growing to 7.5 full-time employees—expanded our offerings for small and medium-sized enterprises, launched two digital tools, and built capacity for the years ahead. These deliberate investments resulted in a planned operating loss of CHF 41'000.

At the same time, lower seminar costs demonstrate improved delivery efficiency without compromising quality, while higher personnel expenses reflect a conscious investment in capabilities. Our equity base remains healthy at CHF 626'000, with cash reserves sufficient to cover several months of operations, ensuring that the Global Compact Network Switzerland & Liechtenstein remains on a solid financial footing.

At the same time, 2025 highlighted the need to adjust our approach. Declining revenue alongside flat participant numbers, combined with softening membership income and public funding cycles approaching their end, mark an inflection point in our funding model. In response, 2026 will be a year of transition, with a shift from a primary focus on acquisition to stronger retention, participant engagement, and improved invoicing and collection discipline, including a move to invoicing in Swiss francs (CHF) to reduce exchange rate exposure. We are addressing these developments proactively to ensure a more resilient and sustainable model going forward.





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Report of the auditors
On the limited statutory examination
To the general meeting of
Global Compact Network Switzerland & Liechtenstein (GCNSL), Zürich

Geneva, May 21, 2026

As statutory auditors, we have examined the financial statements (balance sheet, income statement and notes) of Global Compact Network Switzerland & Liechtenstein (GCNSL), Zürich for the financial year ended December 31, 2025. The financial statements for the year ended December 31, 2024, were examined by another statutory auditor who expressed an unmodified examination conclusion on those financial statements on May 5, 2025.

These financial statements are the responsibility of the Association Board. Our responsibility is to perform a limited statutory examination on these financial statements. We confirm that we meet the licensing and independence requirements as stipulated by Swiss law.

We conducted our examination in accordance with the Swiss Standard on the Limited Statutory Examination. This standard requires that we plan and perform a limited statutory examination to identify material misstatements in the financial statements. A limited statutory examination consists primarily of inquiries of association personnel and analytical procedures as well as detailed tests of association documents as considered necessary in the circumstances. However, the testing of operational processes and the internal control system, as well as inquiries and further testing procedures to detect fraud or other legal violations, are not within the scope of this examination.

Based on our limited statutory examination, nothing has come to our attention that causes us to believe that the financial statements do not comply with Swiss law and the association's articles of incorporation.

RSM Audit Switzerland SA

21 mai 2026

Qualified Electronic Signature by > SwissSign

Daniel Rochat

Licensed audit expert

Auditor in charge

May 21, 2026

Qualified Electronic Signature by > SwissSign

Meltem Kulak

Encl.:

- Financial statements (balance sheet, income statement and notes)

THE POWER OF BEING UNDERSTOOD
ASSURANCE | TAX | CONSULTING



RSM Audit Switzerland SA is related to RSM Switzerland AG which is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm, which practices in its own right. The RSM network is not itself a separate legal entity in any jurisdiction.



Balance Sheet 2025

Global Compact Network Switzerland & Liechtenstein, Zürich

Balance Sheet as at December 31, 2025

(in CHF)

	Notes	2025	2024
Assets			
Cash and cash equivalents	2.3	417'020	445'834
Accounts receivables	2.4	216'195	273'698
<i>Accounts receivables</i>		259'660	304'025
<i>Provision on overdue receivables</i>		(43'465)	(30'327)
Other current receivables		21'425	-
Total current assets		654'640	719'532
Tangible fixed assets	2.5	13'354	16'525
Total non-current assets		13'354	16'525
Total assets		667'994	736'057
Liabilities			
Account payables		5'878	10'937
Accrued expenses	2.6	36'315	58'022
Total current liabilities		42'193	68'959
Association capital		667'098	653'191
Result for the current period		(41'297)	13'906
Total equity		625'801	667'098
Total equity and liabilities		667'994	736'057

The accompanying notes are an integral part of these financial statements

Income Statement 2025

Global Compact Network Switzerland Liechtenstein, Zürich

Income statement for the year ended December 31, 2025

(in CHF)

	2025	2024
Membership contributions	955'867	989'500
Swiss Confederation contribution	200'000	200'000
Seminars and project revenue	9'494	11'178
In-kind contributions	7'027	8'924
(Creation) / dissolution of doubtful provision	(13'138)	(9'574)
Total revenues	1'159'250	1'200'027
Personnel expenses	(978'839)	(880'437)
Rent charges	(21'336)	(21'336)
Administration and IT expenses	(35'046)	(24'339)
Advertising costs	(15'592)	(12'180)
Entertainment and travel expenses	(22'347)	(20'851)
Events, project, seminar costs	(75'665)	(184'958)
SDC earmarked project costs	(16'075)	(23'021)
Professional services	(12'874)	(14'727)
Depreciation and value adjustments on fixed assets	(6'031)	(5'077)
Total operating expenses	(1'183'807)	(1'186'925)
Operating result	(24'556)	13'102
Financial income / (expenses)	(15'645)	(655)
<i>Foreign exchange gain / loss - net</i>	(15'185)	(9)
<i>Bank interest and fees</i>	(460)	(646)
Exceptional items - unique or off period	29	6'095
Result before taxes	(40'173)	18'542
Tax expenses	(1'124)	(4'636)
Result for the year	(41'297)	13'906

The accompanying notes are an integral part of these financial statements

Notes to the Financial Statements

Global Compact Network Switzerland & Liechtenstein, Zürich

Notes to the financial statement for the year ended December 31, 2025

(in CHF)

1. Information, structure and status of Global Compact Network Switzerland & Liechtenstein

Global Compact Network Switzerland & Liechtenstein ("the Association") is an association organised under Article 60 et seq. of the Swiss Civil Code ("Schweizerisches Zivilgesetzbuch").

The Association is dedicated to supporting the mission and objectives of the United Nations Global Compact initiative, supporting companies to align their corporate strategies and operations with the Ten Principles of the UN Global Compact in the areas of human rights, labour, environment, and anti-corruption and to take actions to support the Sustainable Development Goals (SDGs). The Association carries out its activities within Switzerland and Liechtenstein and collaborates with global and regional UN Global Compact structures to advance responsible business conduct.

The Association provides companies and other organisations with guidance, training, dialogue platforms and peer-learning opportunities to strengthen their corporate responsibility, sustainability management and corporate citizenship practices. It also represents the local Swiss and Liechtenstein Global Compact community and contributes to the international UN Global Compact network.

The Association's registered office is located at Hegibachstrasse 47, 8032 Zürich.

2. Key accounting and valuation principles

2.1 Principles of financial reporting

These financial statements have been prepared in accordance with the provisions of commercial accounting as set out in the Swiss Code of Obligations (Art. 957 to 963b CO, effective since 1 January 2013).

2.2 Foreign currency translation

Assets and liabilities recorded in foreign currencies are converted into Swiss francs at the exchange rate prevailing at the date of the financial statements. Revenue and expenses recorded in foreign currencies are converted into Swiss francs at the exchange rate prevailing on the date of the transaction.

Any unrealised and realised foreign exchange ("FX") gains and losses are included in the income statement.

2.3 Cash and cash equivalents

Cash and cash equivalents include bank account balances and short-term deposits with original maturities of 90 days or less.

2.4 Accounts receivables

Receivables and other short-term receivables are carried at their nominal value. Impairment charges are calculated for these assets on an individual basis; for the remainder, a general allowance of 10% has been made.

2.5 Tangible fixed assets

Tangible assets are carried at acquisition cost less accumulated depreciation.

The capitalisation threshold amounts to CHF 500.00. Assets acquired for specific projects are expenses unless they meet capitalisation criteria.

Depreciation is calculated using the linear method based on the following useful lives:

Asset Class	Useful life	Method
Hardware and software	3 years	33% linear

Gains or losses from disposals are recorded in the income statement.

Notes to the Financial Statements

Global Compact Network Switzerland & Liechtenstein, Zürich

Notes to the financial statement for the year ended December 31, 2025

(in CHF)

2. Key accounting and valuation principles (cont'd)

2.6 Liabilities and accrued expenses

Liabilities are recognised at their nominal value or, where applicable, at market rate published by the Swiss Federal Tax Administration.

Accrued expenses comprise obligations for goods and services received during the reporting period for which invoices have not yet been received.

All liabilities presented in the balance sheet are due within 12 months from the balance sheet date.

2.7 Revenue recognition

Membership fees are recognised on an accrual basis over the period to which they relate.

Donations, contributions and grants are recognised when received. Where such funding is designated for specific future activities, it is recorded as restricted funds and recognised in income as the related expenditures are incurred.

Revenue from seminars and events is recognised at the time the event takes place.

Other income is recognised when earned.

3. Full-time equivalents

The number of full-time equivalent positions did not exceed 10 employees on average over the year.

4. Pension liabilities

Global Compact Network Switzerland & Liechtenstein had no pension liabilities as at 31 December 2025. (2024: no pension liabilities)

5. Contingent liabilities

Global Compact Network Switzerland & Liechtenstein is not involved in any legal disputes and no contingent liabilities requiring disclosure.

6. Hidden reserves

No hidden reserves were released in the reporting year (2024: No hidden reserves were released).

7. Significant events occurring after the balance sheet date

No significant events occurred between the balance sheet date and the approval of these financial statements that would require disclosure or adjustment.

Budget 2026

	Actual 2025 (CHF)	Budget 2025 (CHF)	Rolling 2026 Budget (CHF)	Δ vs 2025 Actual (CHF)	% of Total Income/Expenses
INCOME					
Membership	942,729	1,050,000	1,030,000	87,271	86%
Swiss Confederation Contribution*	200,000	200,000	150,000	-50,000	13%
Seminars and Project Revenue	9,523	16,000	10,000	477	1%
In-Kind Contributions	7,027	-	10,000	2,973	1%
					0%
TOTAL INCOME	1,159,279	1,266,000	1,200,000	40,721	100%
EXPENSES					
Personnel Expenses	978,839	976,000	991,000	12,161	80%
Rent Charges	21,336	22,000	22,000	664	2%
Administration and IT Expenses	41,077	39,000	42,000	923	3%
Advertising Costs	15,592	25,000	20,000	4,408	2%
Entertainment and Travel Expenses	22,347	38,000	25,000	2,653	2%
Events, Project, Seminars Costs	91,740	140,000	100,000	8,260	8%
Professional services	12,874	20,000	13,000	126	1%
Financial Costs	15,645	6,000	16,000	355	1%
Taxes	1,124	21,425	3,000	1,876	0%
TOTAL EXPENSES	1,200,576	1,287,425	1,232,000	31,424	100%
Profit/Loss	-41,297	-21,425	-32,000		
CASH POSITION as at 30 April 2026			981,023.99		

* The Swiss Confederation contribution reflects the final year under the current contract (2023–2026). The contribution for 2026 amounts to CHF 150,000 and covers the period April–December 2026, comprising a core contribution of CHF 100,000 and an earmarked contribution of CHF 50,000. Final payment is expected in 2026 subject to fulfilment of contractual conditions.

THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT



HUMAN RIGHTS

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 make sure that they are not complicit in human rights abuses.



LABOUR

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 the elimination of all forms of forced and compulsory labour;
- 5 the effective abolition of child labour; and
- 6 the elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

- 7 Businesses should support a precautionary approach to environmental challenges;
- 8 undertake initiatives to promote greater environmental responsibility; and
- 9 encourage the development and diffusion of environmentally friendly technologies.



ANTI-CORRUPTION

- 10 Businesses should work against corruption in all its forms, including extortion and bribery

ABOUT THE UNITED NATIONS GLOBAL COMPACT

As a special initiative of the UN Secretary-General, the vision of the UN Global Compact is clear: to mobilize business to transform sustainability ambition into action at the scale the world demands. With more than 25'000 participants and a presence in over 100 countries through 5 Regional Hubs and more than 70 Country Networks and expansion territories, the UN Global Compact is the world's largest corporate sustainability initiative.

In 2015, the Country Network Switzerland & Liechtenstein was founded to support Swiss and Liechtenstein participants on a local level.

For more information, visit our website:
www.globalcompact.ch



Global Compact
Network
Switzerland & Liechtenstein

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