

Annex

Greenhouse gas emissions inventory Category	GHG emissions in t CO ₂ e		
	2025 (primary EFs)	2025 (based on 2024 methodology)	2024
Scope 1	0.0	0.0	0.0
Scope 2 (location-based)	0.8	0.5	0.6
Purchased electricity (location-based)	0.4	0.4	0.5
Purchased heat (district heating, location-based)	0.3	0.1	0.1
Scope 2 (market-based)	0.3	0.1	0.1
Purchased electricity (market-based)	0.0	0.0	0.0
Purchased heat (district heating)	0.3	0.1	0.1
Scope 3	1044.0	956.5	846.0
Cat. 1 Purchased goods and services	966.0	878.5	776.9
Cat. 6 Business travel	75.0	75.0	66.4
Cat. 7 Employee commutes	3.0	3.0	2.7
Total Scope 1–3 (location-based)	1044.8	957.0	846.6
Total Scope 1–3 (market-based)	1044.4	956.6	846.1
Greenhouse gas emissions in t CO ₂ e per FTE (market-based)	17.71	16.22	14.94

UNICEF Switzerland prepared its second greenhouse gas inventory for the 2025 financial year. The calculation was carried out in two stages. First, an inventory was prepared in line with the approach used in 2024, but using updated emission factors (EFs) (middle column).

When the inventory was first compiled in 2024, the calculation of Scope 2 emissions was still based on less precise emission factors. In addition, Scope 3 emissions were largely calculated on the basis of spend-based data (with the exception of Scope 3 Category 7 “Employee commuting,” for which an employee survey was conducted). Compared to the 2024 financial year, an overall increase in Scope 3 emissions is observed for 2025. This is primarily attributable to higher business expenditures in Categories 1 and 6.

In a second step, selected emission values were replaced by incorporating primary emission data from suppliers. This allows purchased heat energy in Scope 2 to be calculated more accurately using both the market-based and location-based methods, which results in higher emission values compared to the calculation approach used in 2024. Data quality in Scope 3 was also improved: in Category 1 “Purchased goods and services,” supplier-specific emission data was able to be integrated for the first time for the procurement categories “Printing, design and typesetting.” The use of this primary data also leads to higher calculated emission values.

Overall, as already shown in the 2024 analysis, UNICEF Switzerland does not generate any Scope 1 emissions. Scope 2 emissions remain low due to the use of renewable electricity and district heating. As in the previous year, more than 99% of total emissions are attributable to Scope 3, with Category 1 remaining the dominant source of emissions.

Workforce

The figures relate to the headcount as per December 31 of the relevant year.

Gender

	2025	2024
Women	58	55
Men	19	21
Other	0	0
Total	77	76

Employment type by gender

	2025	2024
Full-time	30	30
Women	14	15
Men	16	15
Part-time	47	46
Women	44	40
Men	3	6
Permanent	70	70
Women	52	50
Men	18	20
Temporary	7	6
Women	6	5
Men	1	1

Age distribution

	2025	2024
< 30 years	10	26
30–50 years	47	29
> 50 years	20	21
Total	77	76

Function level by gender

	2025	2024
Management	25	25
Women	15	15
Men	10	10
Non-management	52	51
Women	43	40
Men	9	11
Total	77	76

Age distribution by function level

	2025	2024
Management	25 (6)	25 (7)
< 30 years	0	0
30–50 years	14 (3)	14 (4)
> 50 years	11 (3)	11 (3)
Non-management	52	51
< 30 years	10	26
30–50 years	33	15
> 50 years	9	10
Total	77	76

Note: Figures in brackets indicate members of executive management.

Gender representation on Executive Board and Managing Board

	2025	2024
Executive Board	6	7
Women	2	3
Men	4	4
Managing Board	7	7
Women	3	3
Men	4	4
Total	14	13

Pay ratio

Ratio of base salary and remuneration of women to men

	2025	2024
Management	1:1.02	1:1.02
Non-management	1:1.05	1:1.05

Absence days

	2025	2024
Average days absent	8.22	10.59
Due to illness	5.70	7.75
Due to workplace injury	0.15	0.12
Due to non-workplace injury	2.37	2.72