

2025 Synesgy Global Observatory

2nd Edition – A Detailed View of Worldwide Corporate ESG Data

The definitive resource for comprehensive ESG insights,
data, and trends.



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01

Introduction

About Synesgy

Synesgy is derived from the word **synergy** (/ˈsɪnədʒi/), meaning collaboration among individuals to achieve a shared goal, combined with the term **ESG**.

About Us

Synesgy is the **Global ESG Digital Platform** developed by CRIF, designed to help companies around the world perform ESG assessments. Currently, we serve **50,000** users on the platform, of which **2,200** use Synesgy to screen their suppliers and customer base.

Our Vision

Synesgy is the global sustainability network that aims to make **ESG assessments and self-disclosure easy and available to any company worldwide**, promoting the adoption of ESG practices.



We combine Synesgy's **ESG knowledge** with **CRIF's decades of experience in data management, analytics, and technology platforms**

Our Methodology

This analysis was carried out by analyzing over **500,000 companies** tracked in Synesgy, coming from **161 countries and territories**. We combined:

- Company ESG performance data, sourced from Synesgy's database and collected via our GRI-licensed questionnaire. Performance is represented using an ESG Score from A to E (where A is the highest)
- CRIF's extensive business information database





02

Key Data from the Synesgy Global Observatory

Overview of the Synesgy Global Observatory

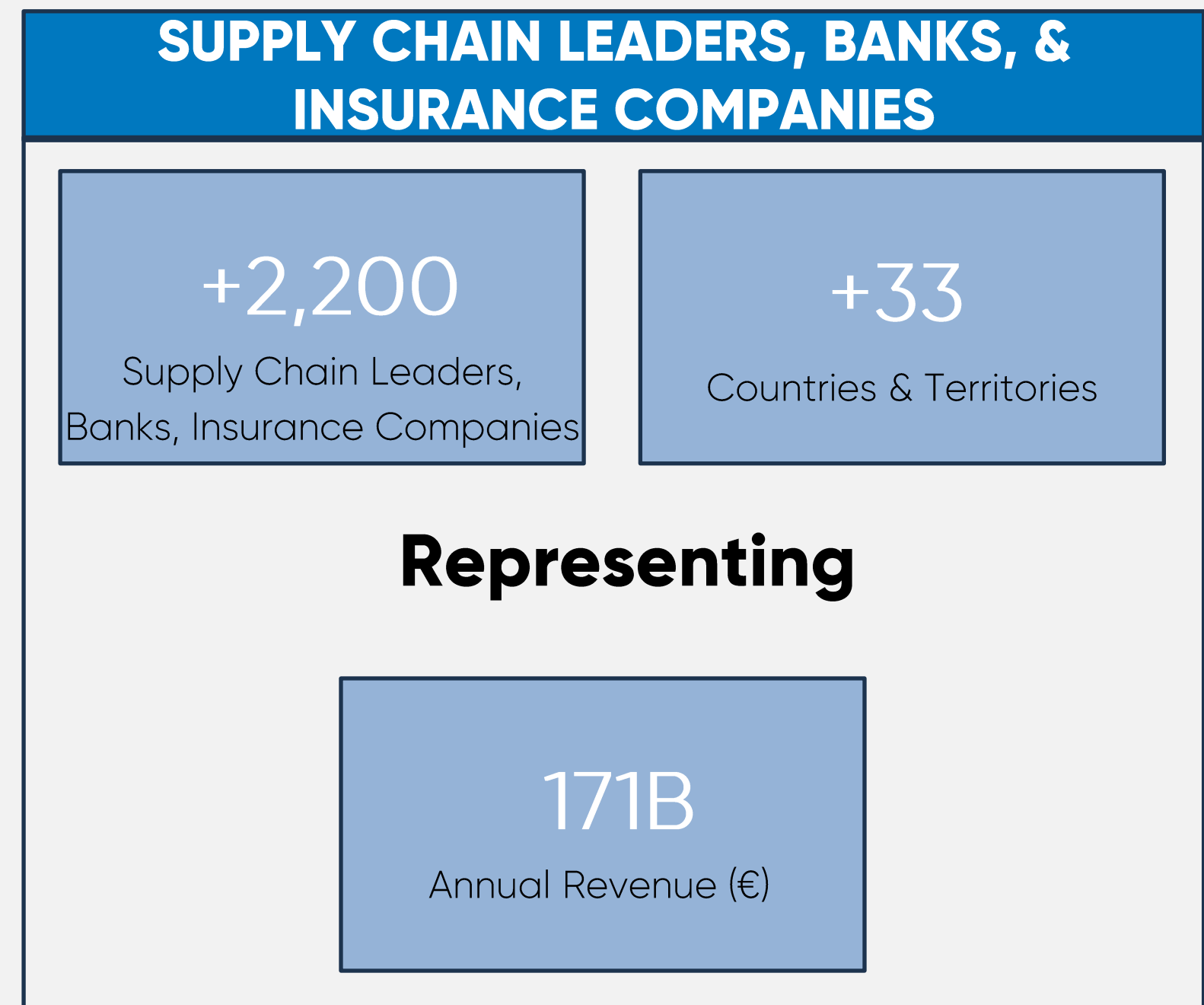
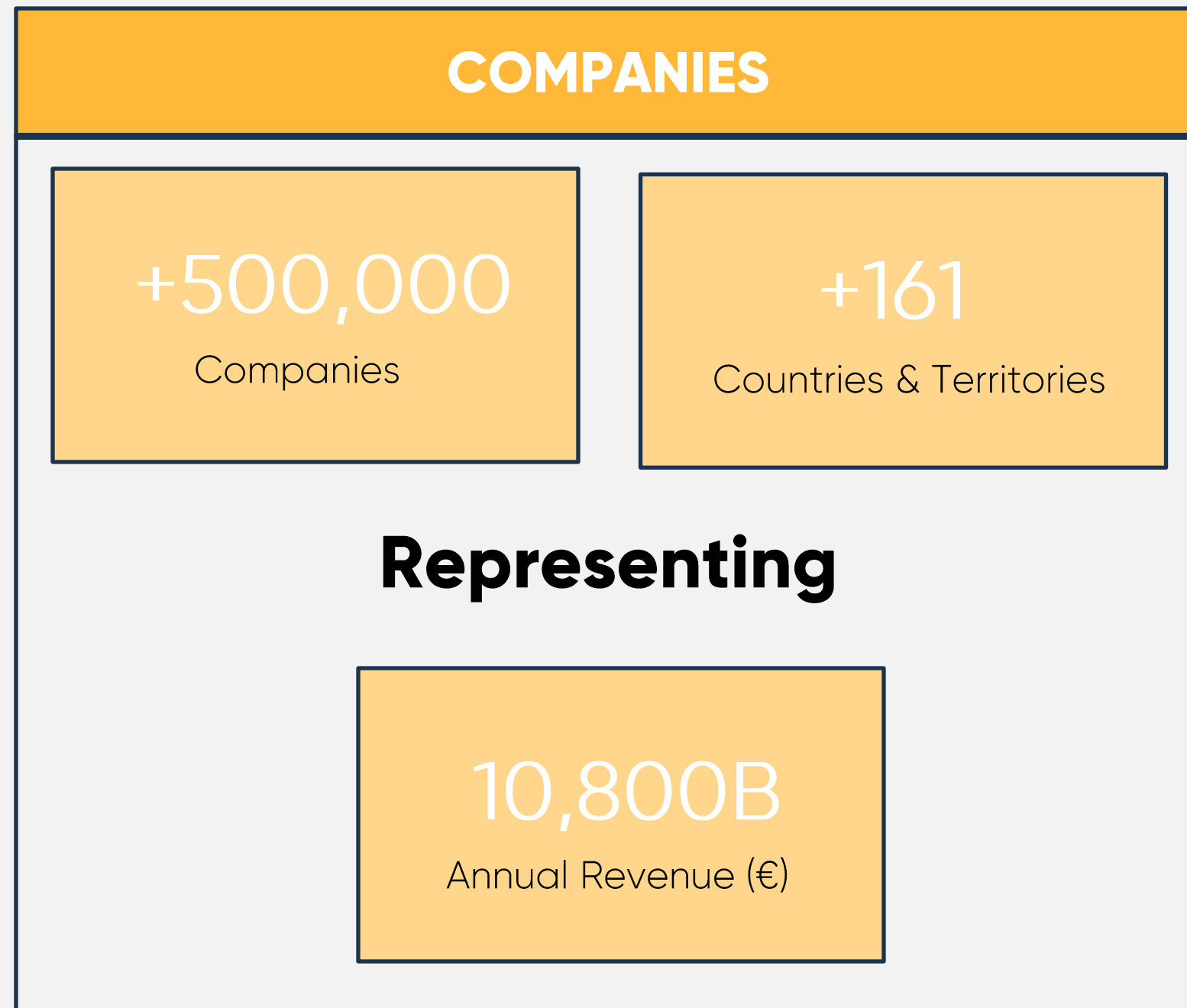
The 2nd edition of the Synesgy Global Observatory is entirely based on the data extracted from our databases in January 2025.

This 2nd edition offers readers:

- A clear picture of the companies in our database that are actively engaged in sustainability
- Insights into the rate of adoption of key ESG practices across continents
- An understanding of the commercial impact ESG can have on your business



Key Data from the Synesgy Global Observatory



Tips to better understand the above two clusters

The more than 500,000 companies are either self-registered companies or suppliers and clients of the above-mentioned 2,200 supply chain leaders, banks & insurance companies.

What is happening around the world?

The Synesgy Global Observatory – 2nd edition analyzes data as of January 2025.

The **increasing interest** in ESG data disclosure is evident from the growing number of companies using Synesgy to perform self-assessments.

At the same time, the growing interest in conducting value chain assessments is reflected in the **increasing number of supply chains** and financial institutions using Synesgy.

This trend has **no geographical limits**—the countries and territories in which Synesgy operates has increased from 144 to 161 (83% of the 193 countries and territories worldwide).

The upward trend of the average ESG Score paints a **picture of continuous improvement** since the launch of Synesgy in 2022 (also when the first data was available).



03

Worldwide Distribution of Companies in Synesgy

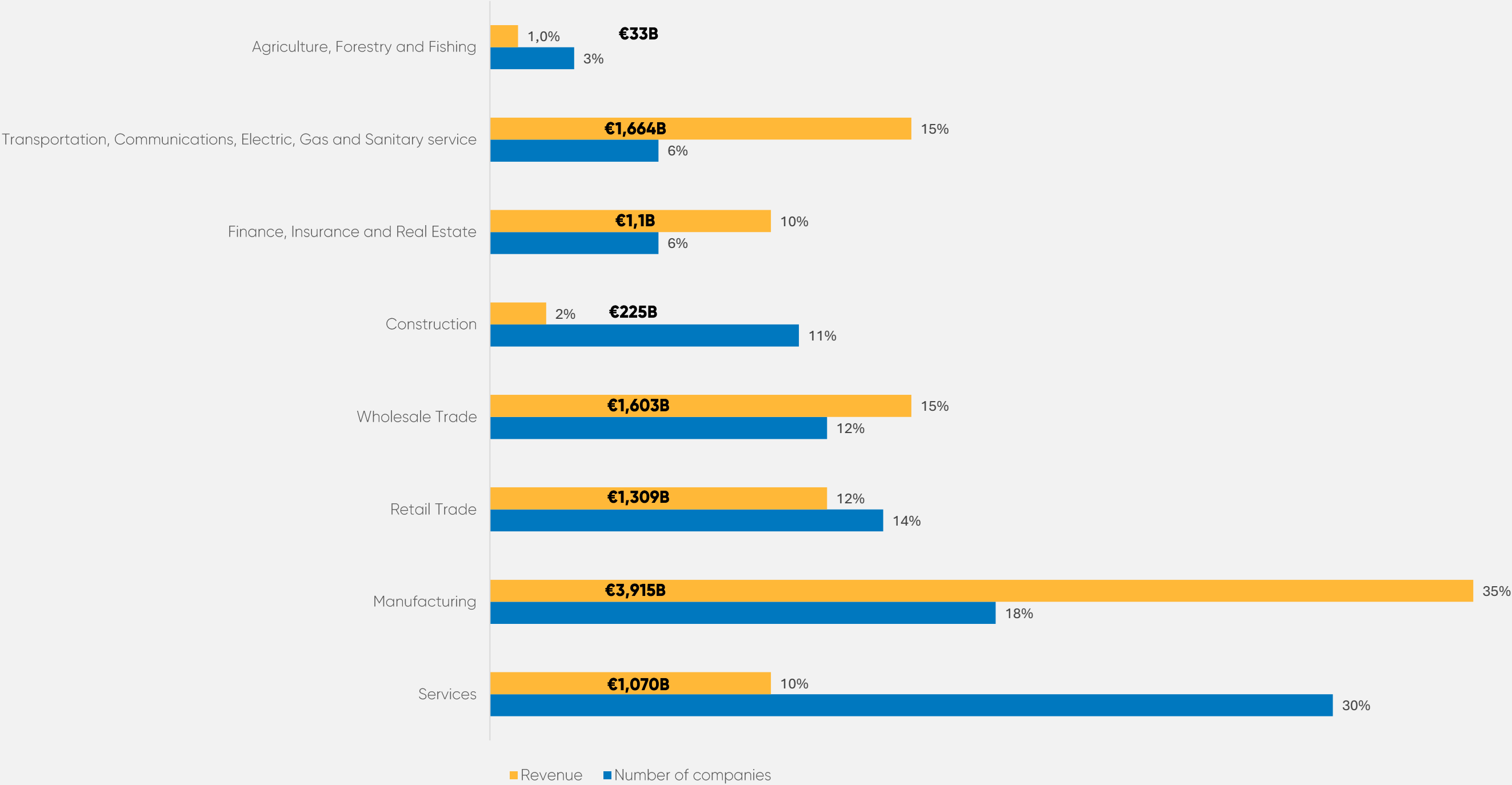
Focus on +500,000 Companies in Synesgy



This chapter provides an in-depth analysis of the distribution of the over **500,000** companies present in Synesgy.

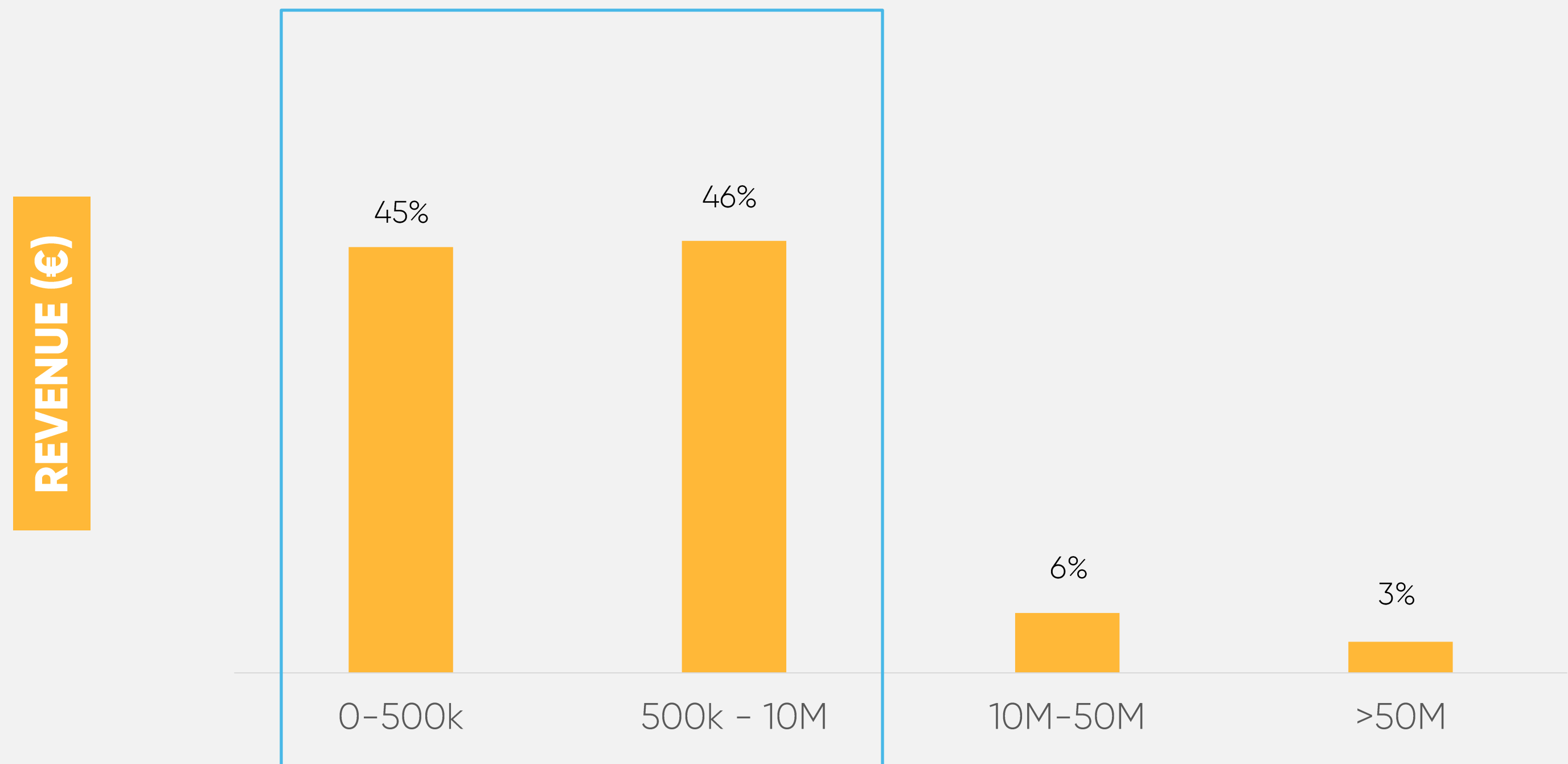
Worldwide Distribution of +500,000 Companies by industry

Key Industry Sectors



Source: Synesgy @January 2025

Worldwide Distribution of +500,000 Companies **by revenue**

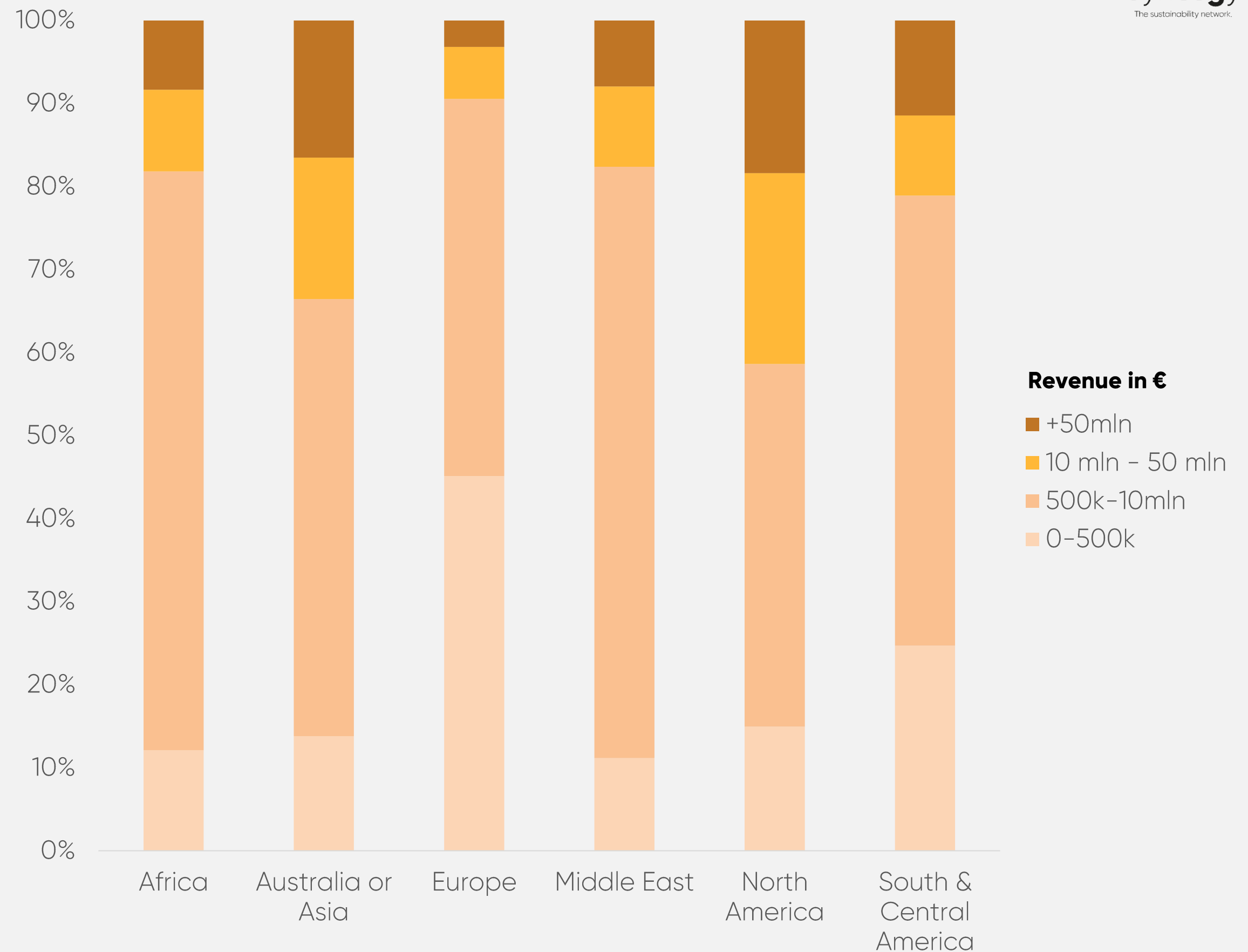


91% of companies are SMEs

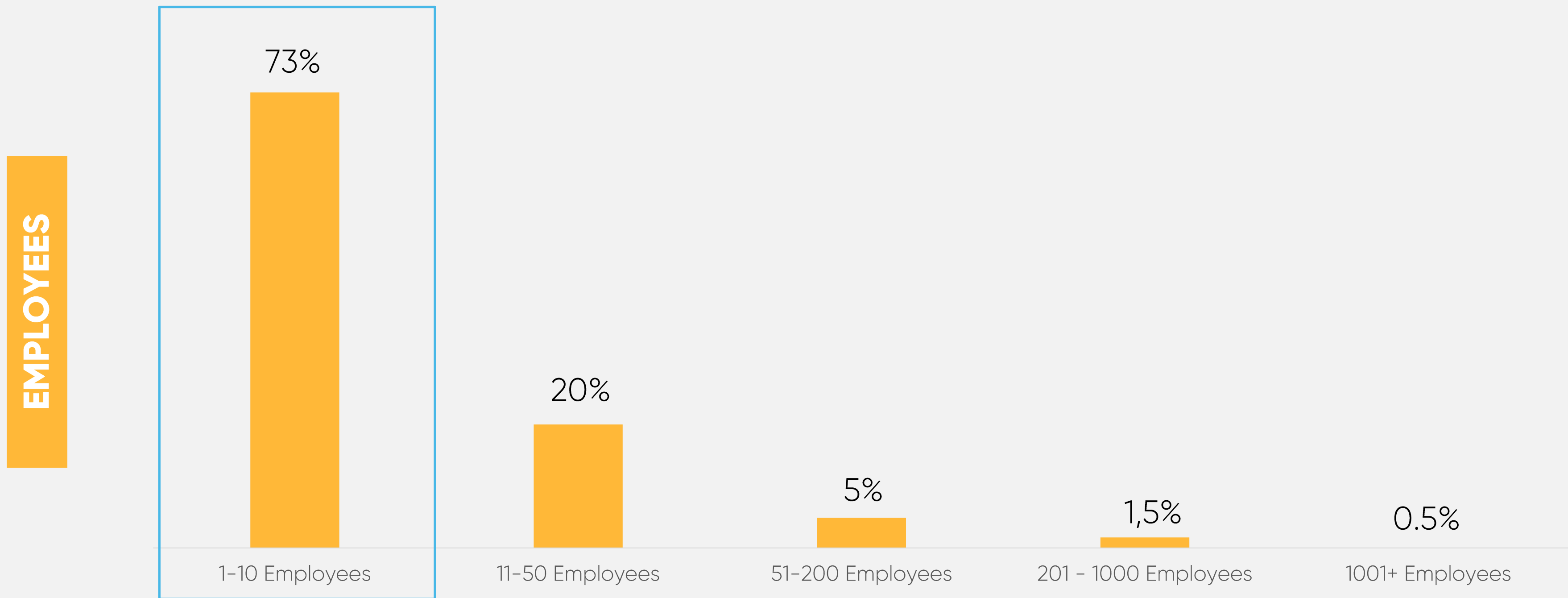
Most companies in the Synesgy Platform are small and medium enterprises, although 9% of the population has revenue greater than €10 million.

Source: Synesgy @January 2025

Distribution of +500,000 Companies by revenue & region



Worldwide Distribution of +500,000 Companies **by no. of employees**

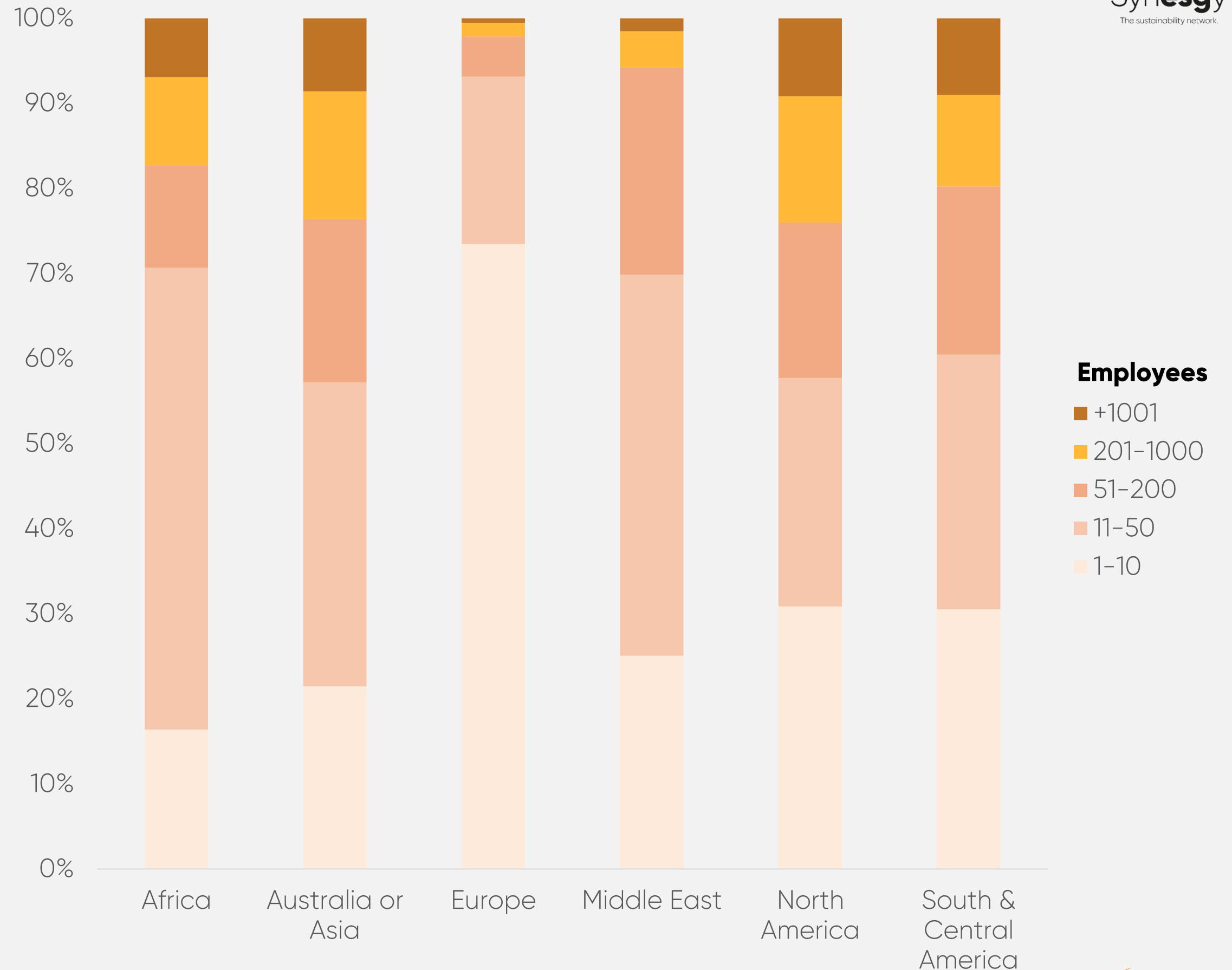


73% of companies are micro-enterprises

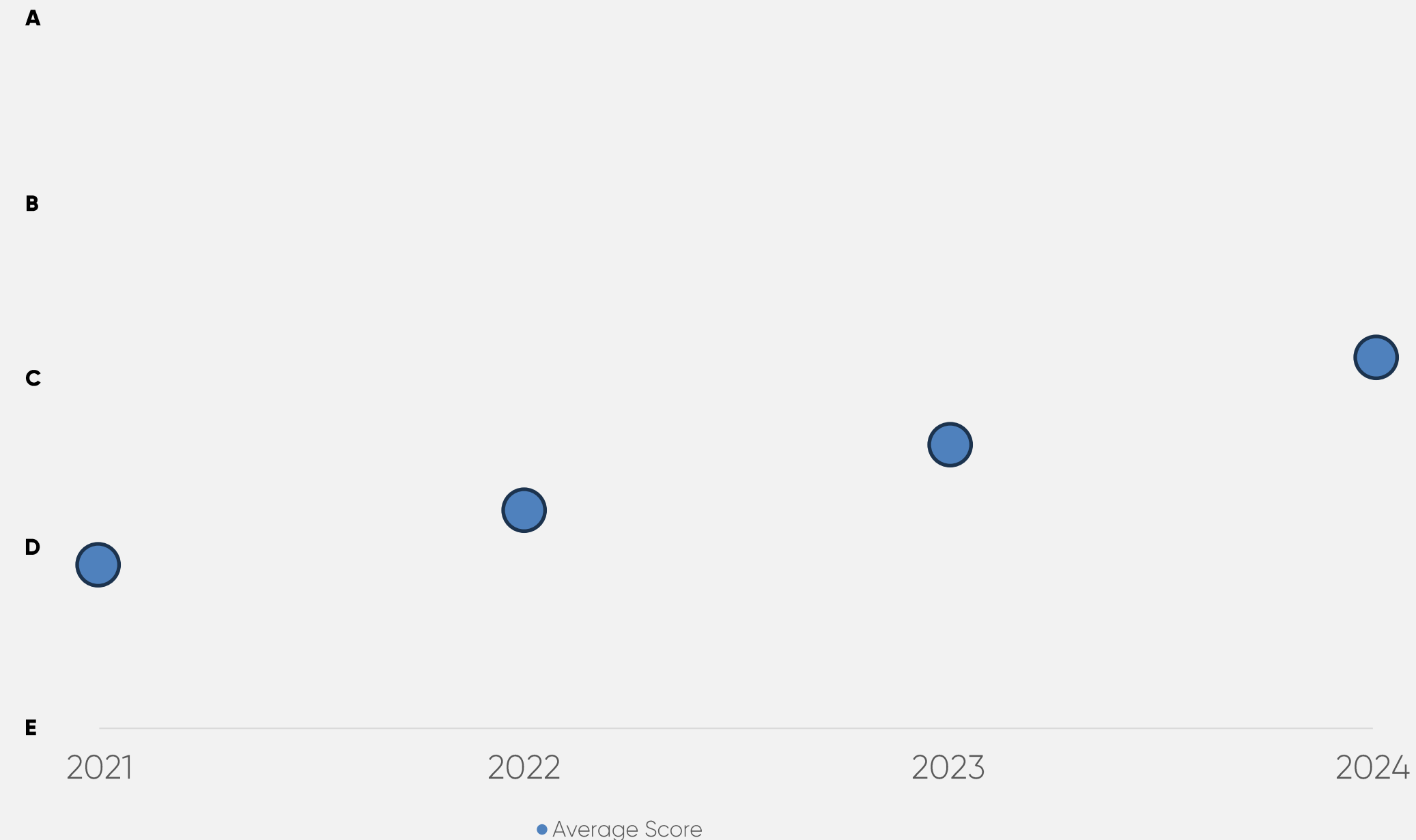
In terms of the number of employees, most companies in the Synesgy Platform are micro and small enterprises. Compared to the last edition issued in June 2024, there has been a slight decrease in the overall composition of our database, with the 1-10 employees segment dropping by -3%.

Source: Synesgy @January 2025

Distribution of +500,000 Companies by no. of employees and region



Worldwide Companies: trend of average ESG Score



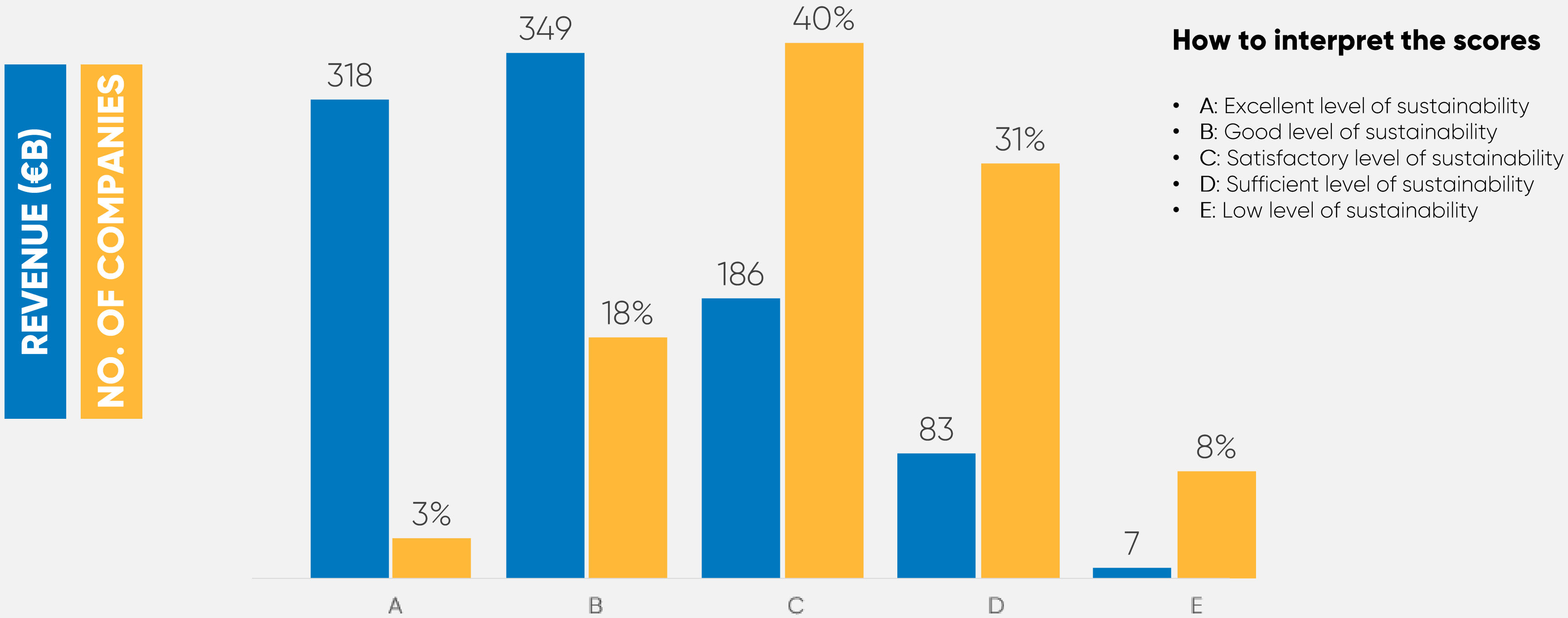
How to interpret the scores

- A: Excellent level of sustainability
- B: Good level of sustainability
- C: Satisfactory level of sustainability
- D: Sufficient level of sustainability
- E: Low level of sustainability

Average ESG Score: from lower than D to a solid C

The average ESG score for companies in the Synesgy platform in 2021 was lower than D. However, the increased adoption of ESG practices and the wider use of Synesgy is now showing a higher average score for the population.

Synesgy ESG-Certified Companies: Revenue by ESG Score

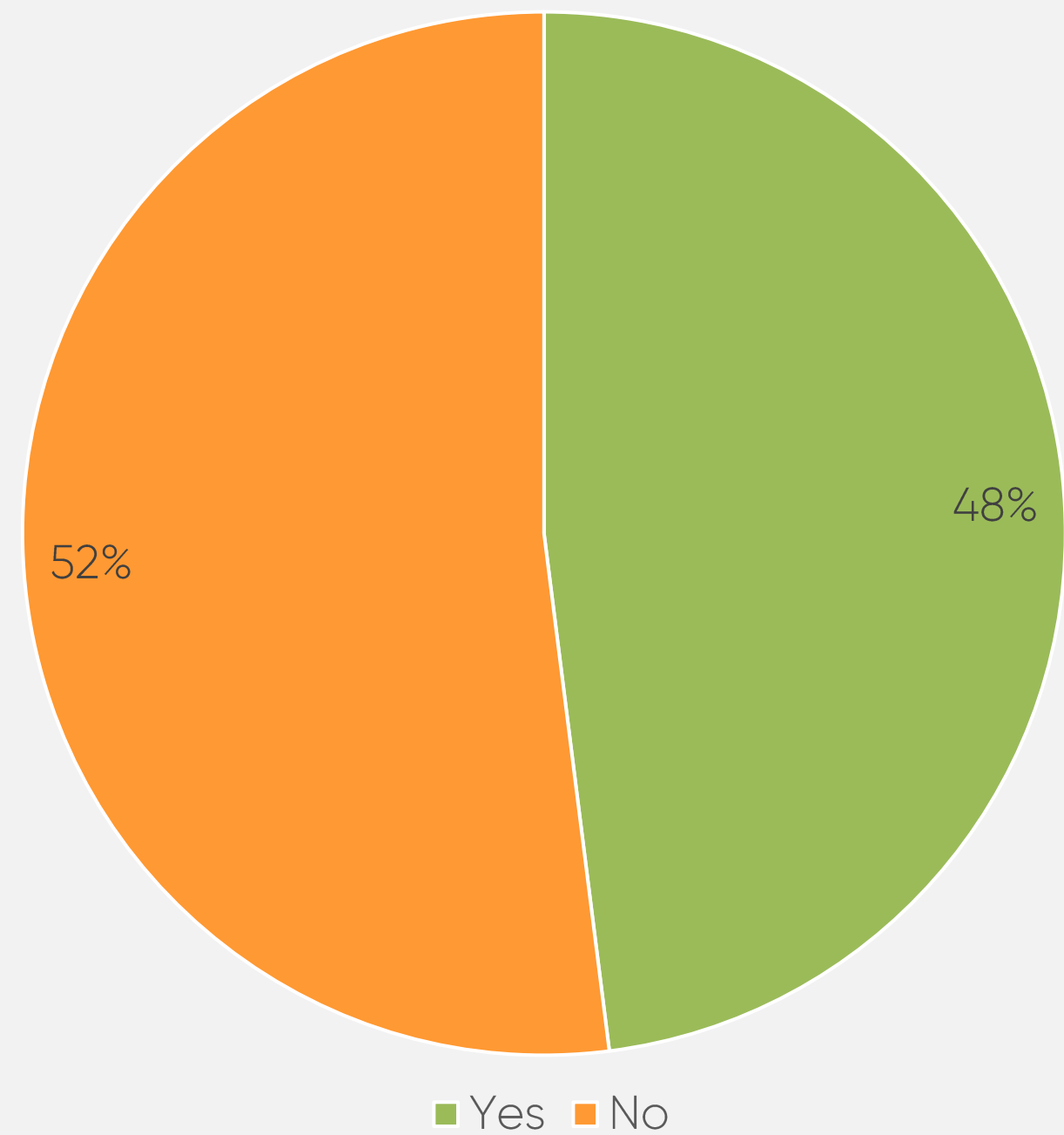


Companies with a Score of A or B represent 71% of the total revenue

Although there are fewer companies with a score of A or B, they account for 21% of the certified companies and 71% of the total revenue of all certified companies. In absolute terms, the total revenue of certified companies is €667B.

Worldwide Companies: ESG (E, Renewable Energy)

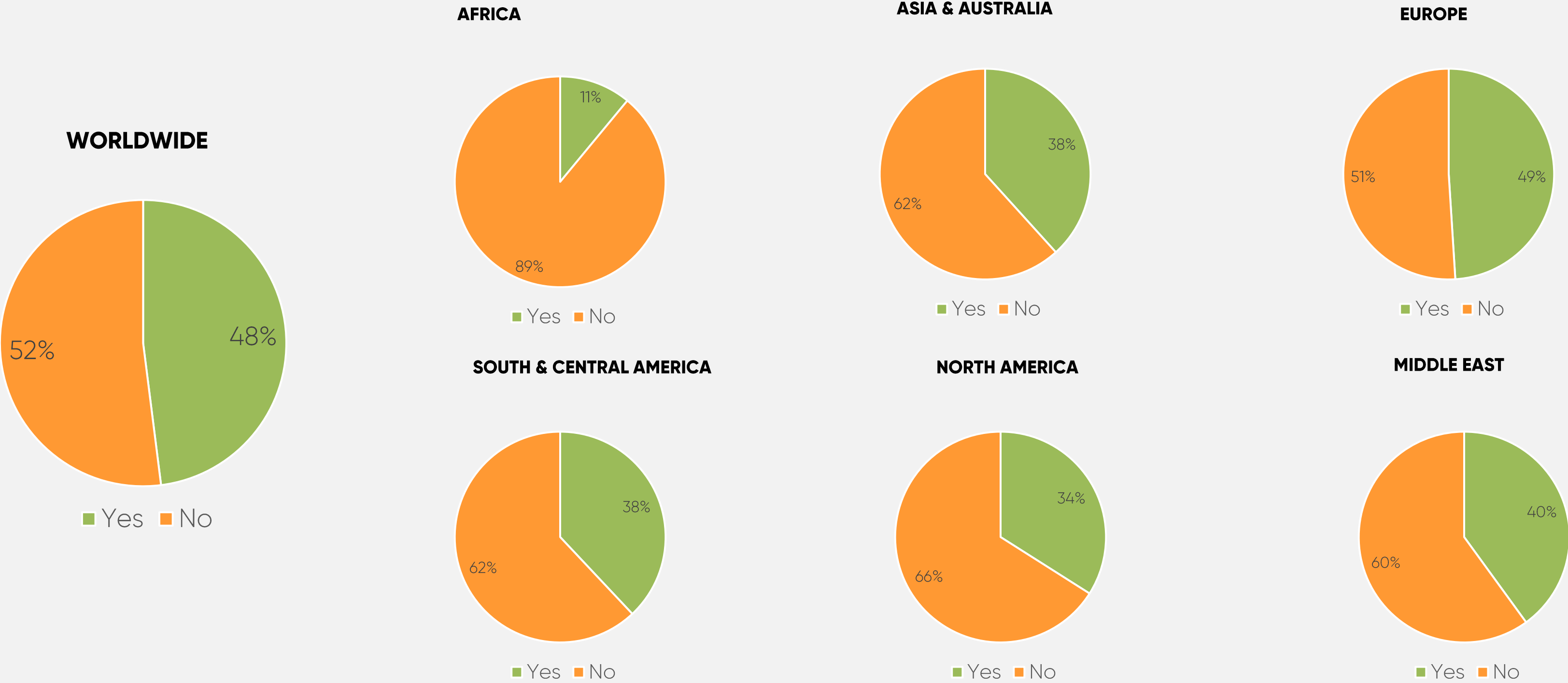
"Do you have renewable energy production facilities/plants?"



Source: Synesgy @January 2025

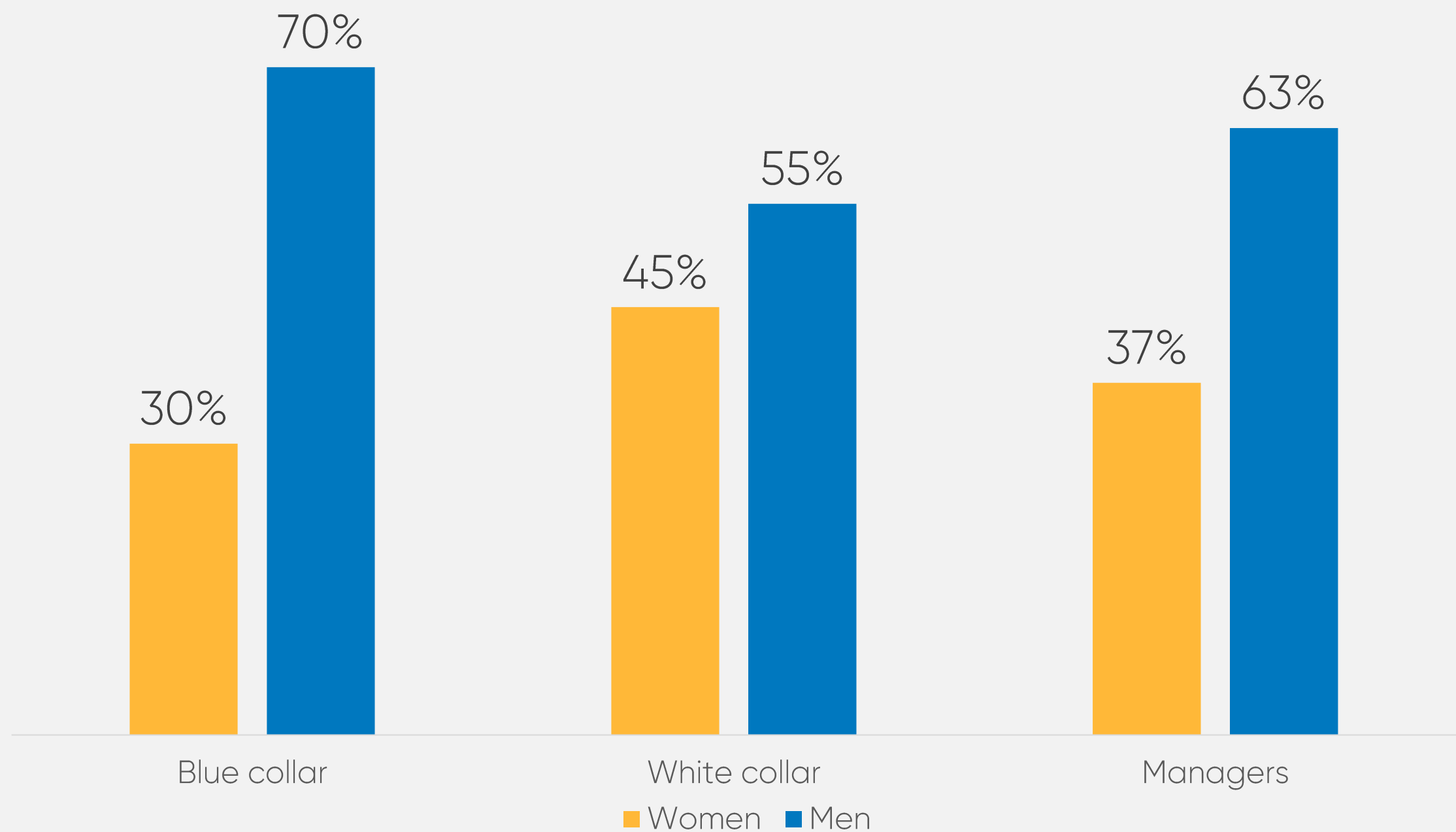
Worldwide Companies: ESG (E, Renewable Energy)

“Do you have renewable energy production facilities/plants?”



Source: Synesgy @January 2025

Worldwide Companies: ESG (S, employee gender distribution)



Gender distribution across three job categories

The above chart shows the distribution by gender across three job categories: Blue collar workers, White collar workers, and Managers.

Source: Synesgy @January 2025

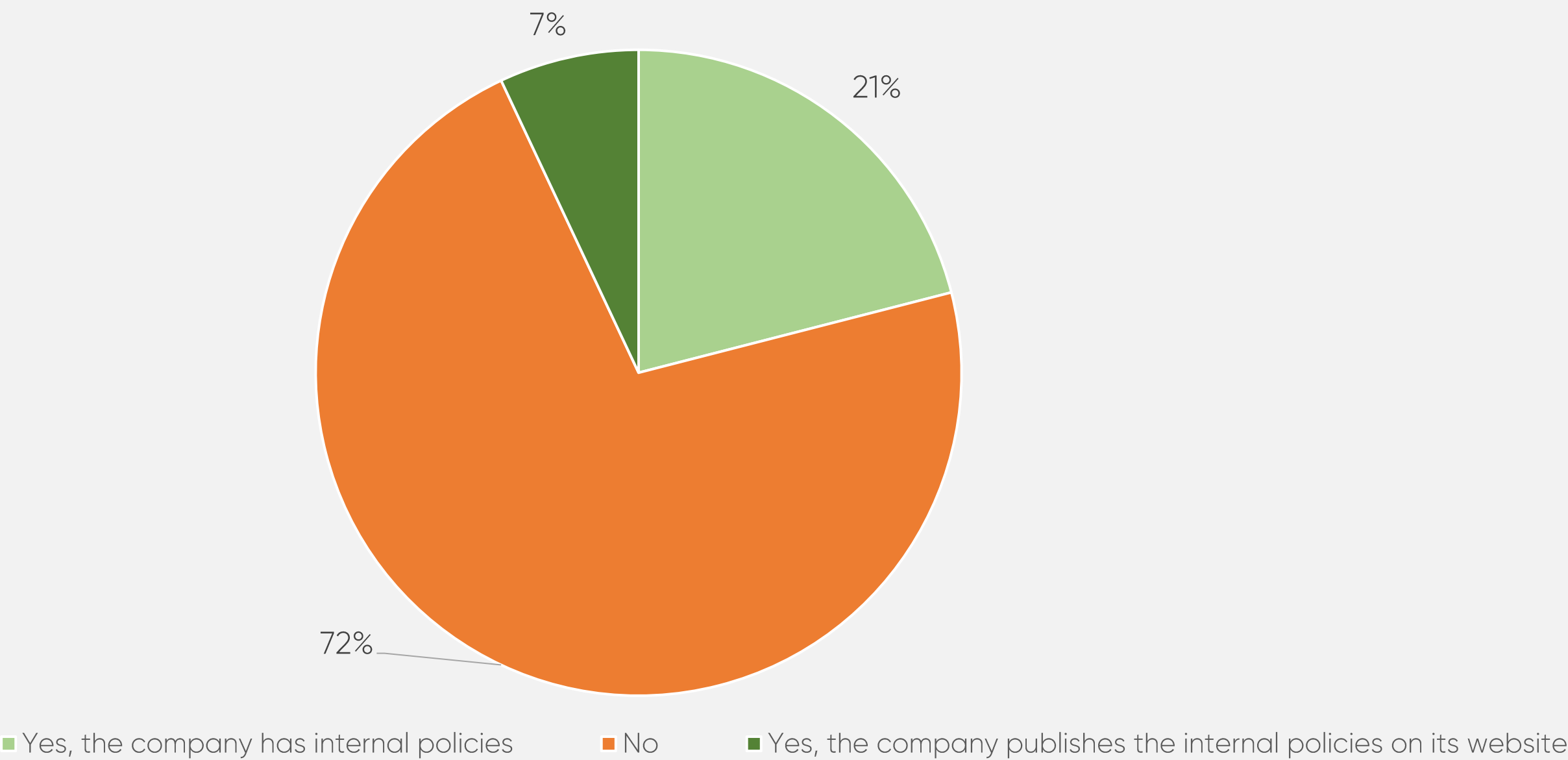
Worldwide Companies: ESG (S, employee gender distribution)



Source: Synesgy @January 2025

Worldwide Companies: ESG (S, child labor policy implementation)

“Do you have Human Rights and Child Labor (forced or compulsory) Policies? – SDG8»



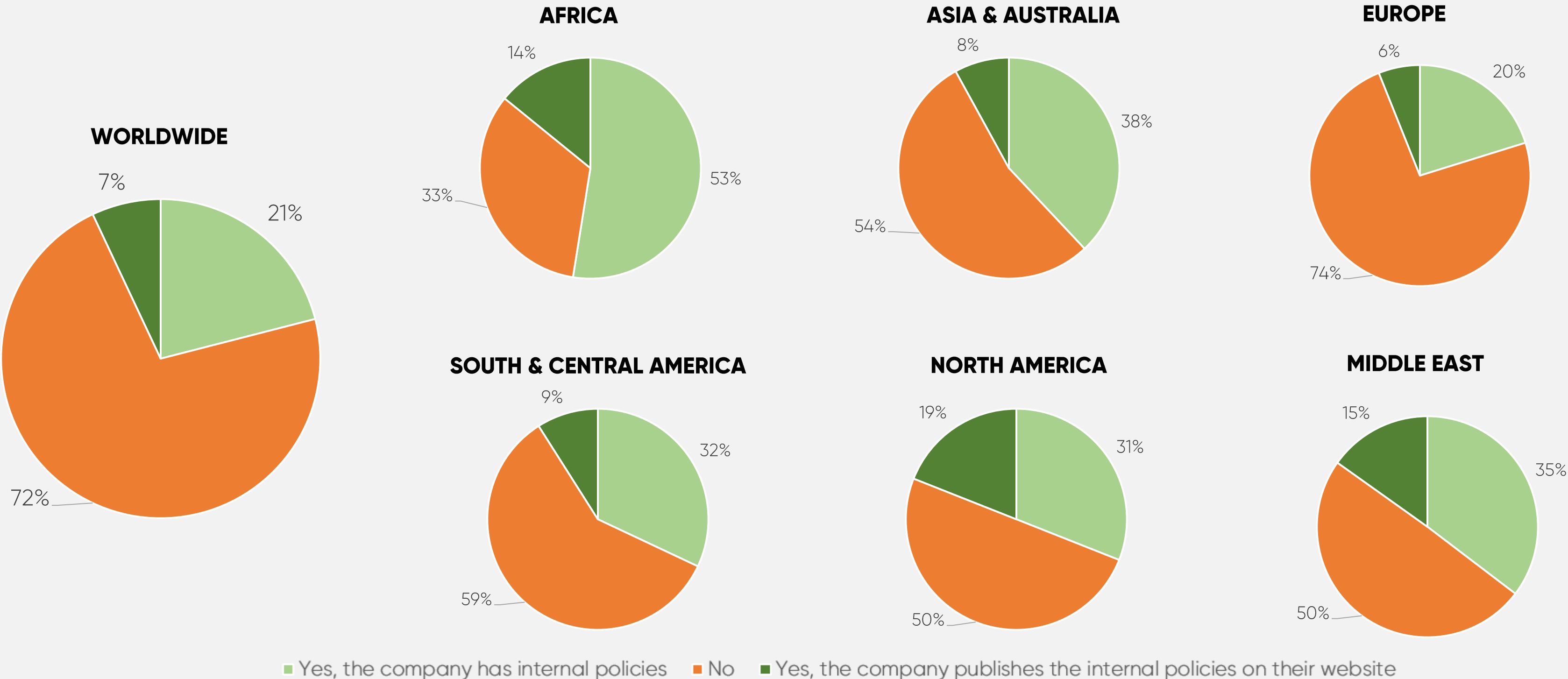
72% of companies have not implemented a formal child labor policy

Worldwide, only 28% of the companies analyzed have implemented a child labor policy and 8% publicly disclose these policies on their websites.

Source: Synesgy @January 2025

Worldwide Companies: ESG (S, child labor policy implementation)

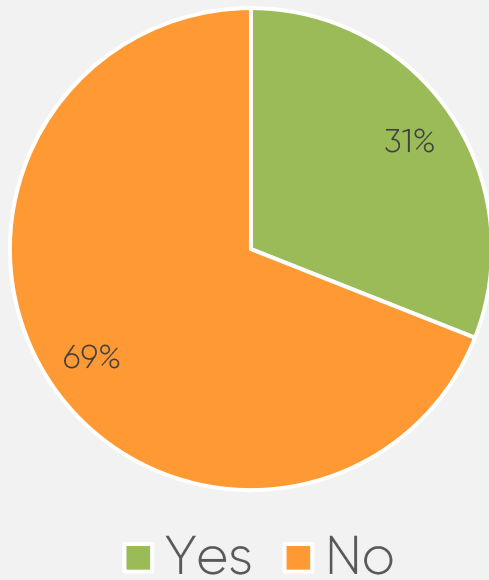
“Do you have Human Rights and Child labor (forced or compulsory) Policies? – SDG8»



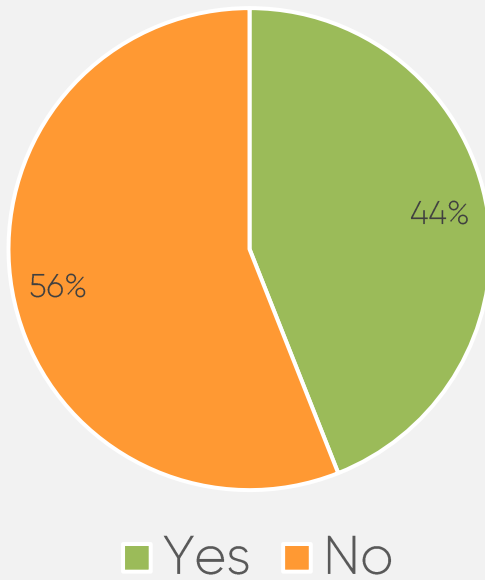
Source: Synesgy @January 2025

Worldwide Companies: ESG (G, ISO certifications)

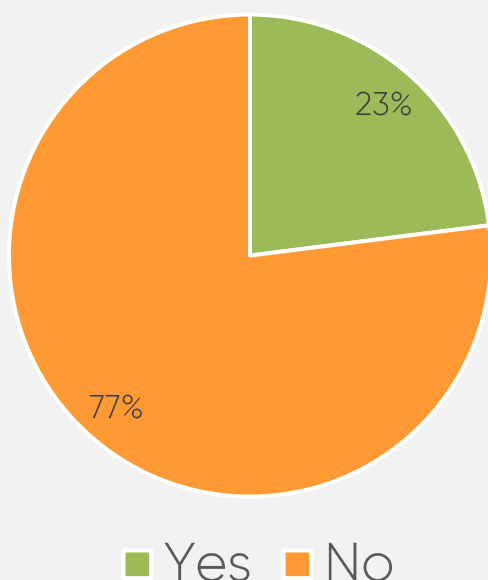
Do you comply with the ISO 14001 standards on environmental management? – GRI 307-1 / SDG 16



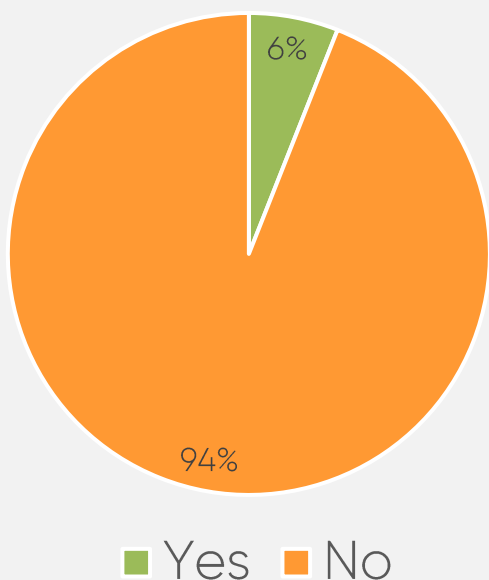
Are you compliant with ISO 9001 (Quality Management System)?



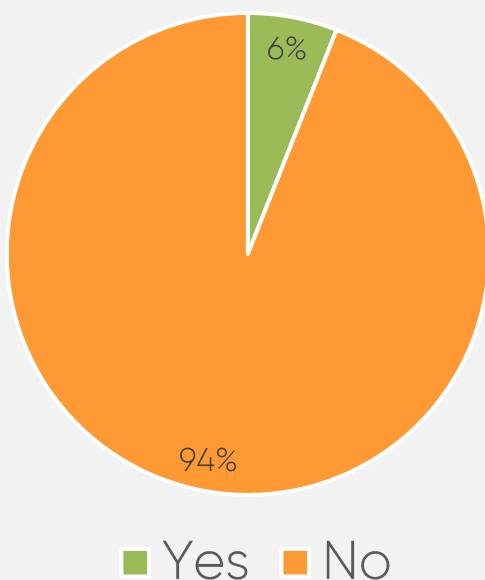
Do you comply with the UNI EN ISO 45001 standard on occupational health and safety of employees? – GRI 403-6 / SDG 3



Have you obtained the ISO 37001 certification on anti-bribery management systems? – SDG 16



Have you obtained the ISO 50001 certification on energy management systems? – GRI 302 / SDGs 7, 9, 11, 12, 13



Source: Synesgy @January 2025



04

Distribution of Companies in Synesgy by Region

African Companies

- The average ESG score grew steadily in 2024.
- Out of all the companies assessed in Africa, the share of companies that have renewable energy production plants dropped significantly to 11% (-14% vs. June 2024).
- In terms of employee gender distribution, the disparity in the blue and white collar workers segments narrowed significantly, with women now accounting for 45% of workers (+28% vs. June 2024), while in managerial roles the shift was in the opposite direction, with men accounting for 78% of positions (+12% vs. June 2024).
- In terms of governance, more measures were taken to ensure compliance with occupational health and safety standards, with 48% (+11% vs. June 2024) of companies complying with the respective ISO certification.

African Companies: trend of average ESG score



How to interpret the scores?

- A: Excellent level of sustainability
- B: Good level of sustainability
- C: Satisfactory level of sustainability
- D: Sufficient level of sustainability
- E: Low level of sustainability

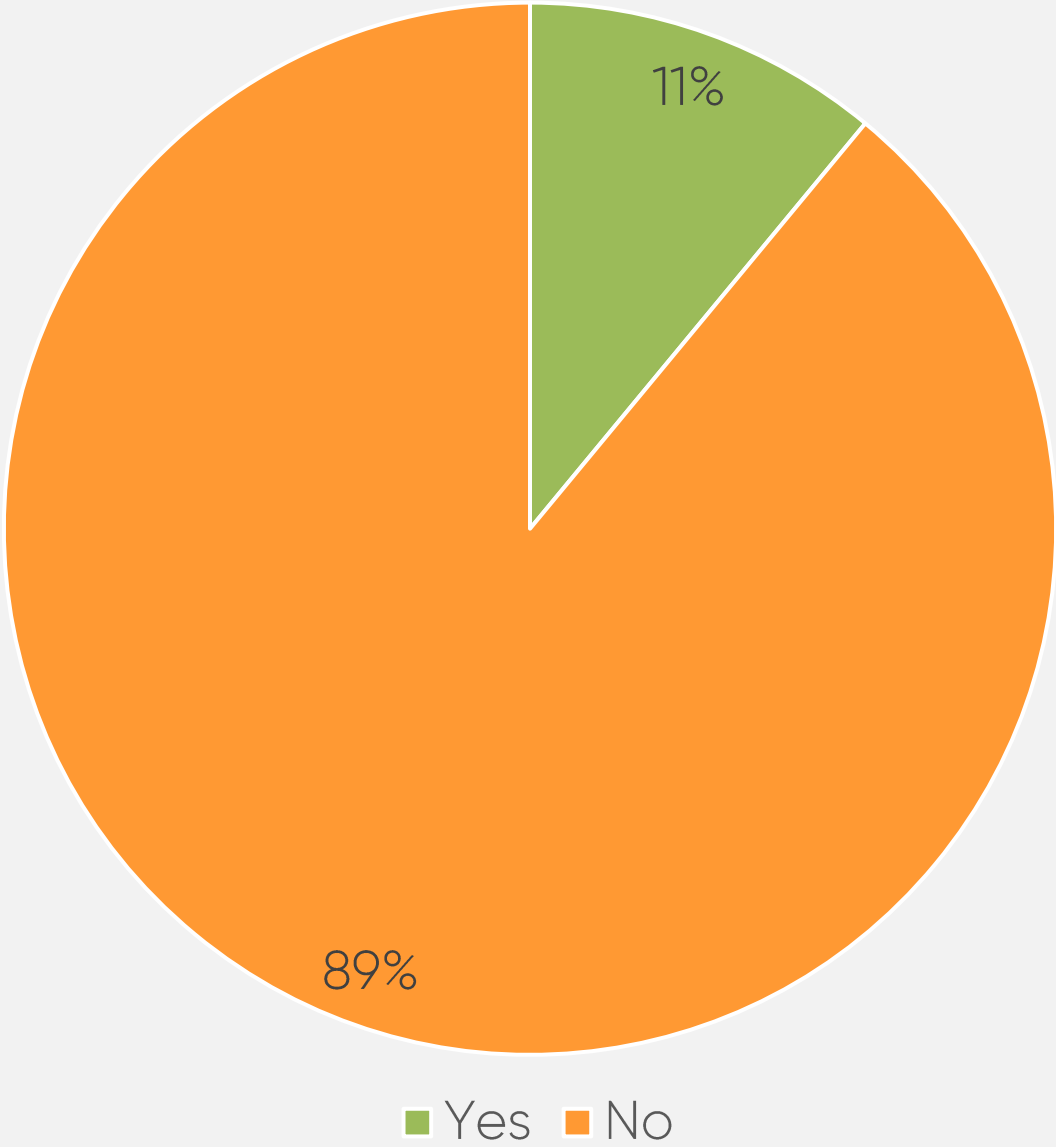
Average ESG Score improved in 2024

In Africa, the average ESG score went up in the second half of 2024, sitting just above the C score.

Source: Synesgy @January 2025

African Companies: ESG (E, Renewable Energy)

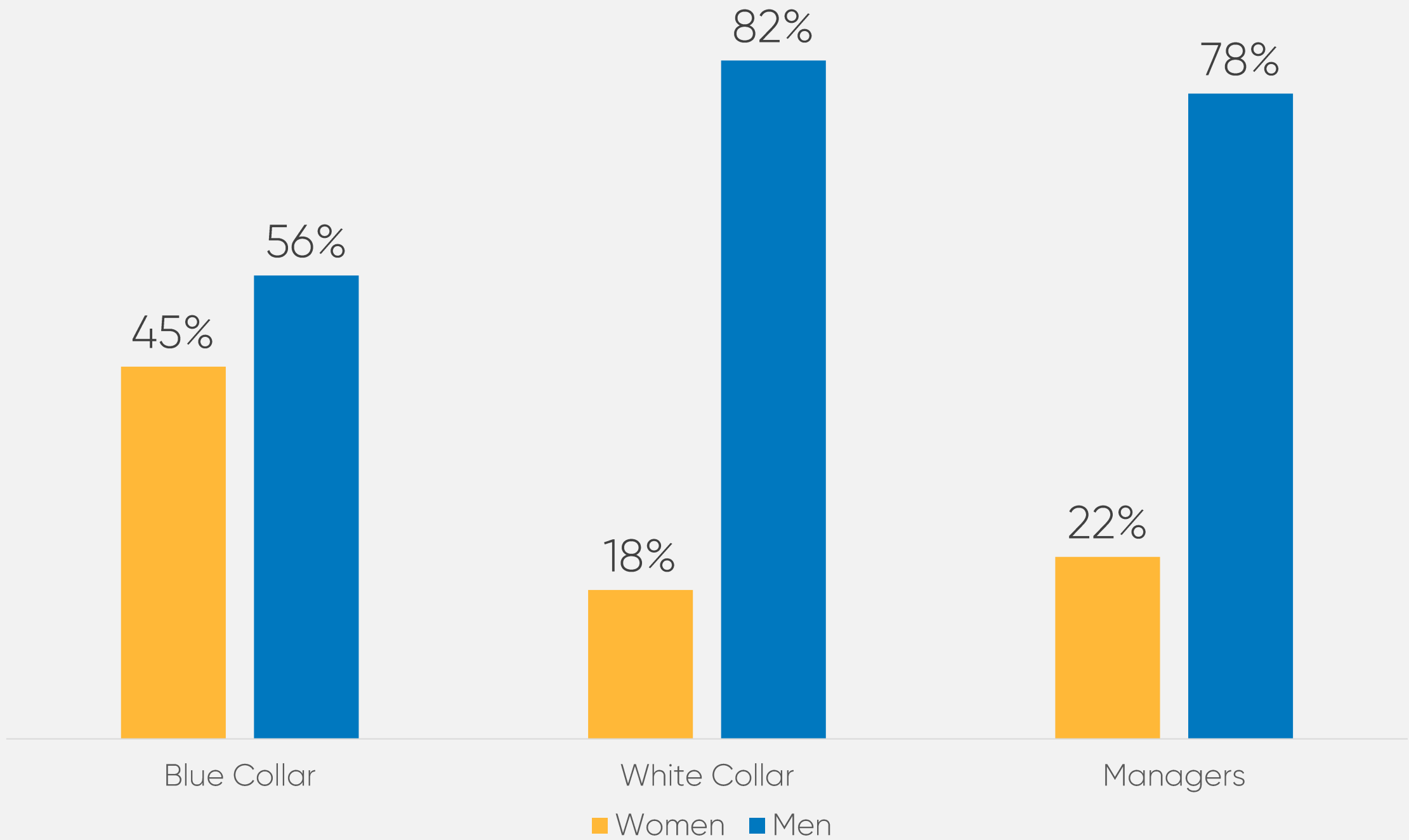
Do you have renewable energy production facilities/plants?



Source: Synesgy @January 2025

*Africa represents less than 1% of the total Synesgy population

African Companies: ESG (S, employee gender distribution)



African companies show a high disparity

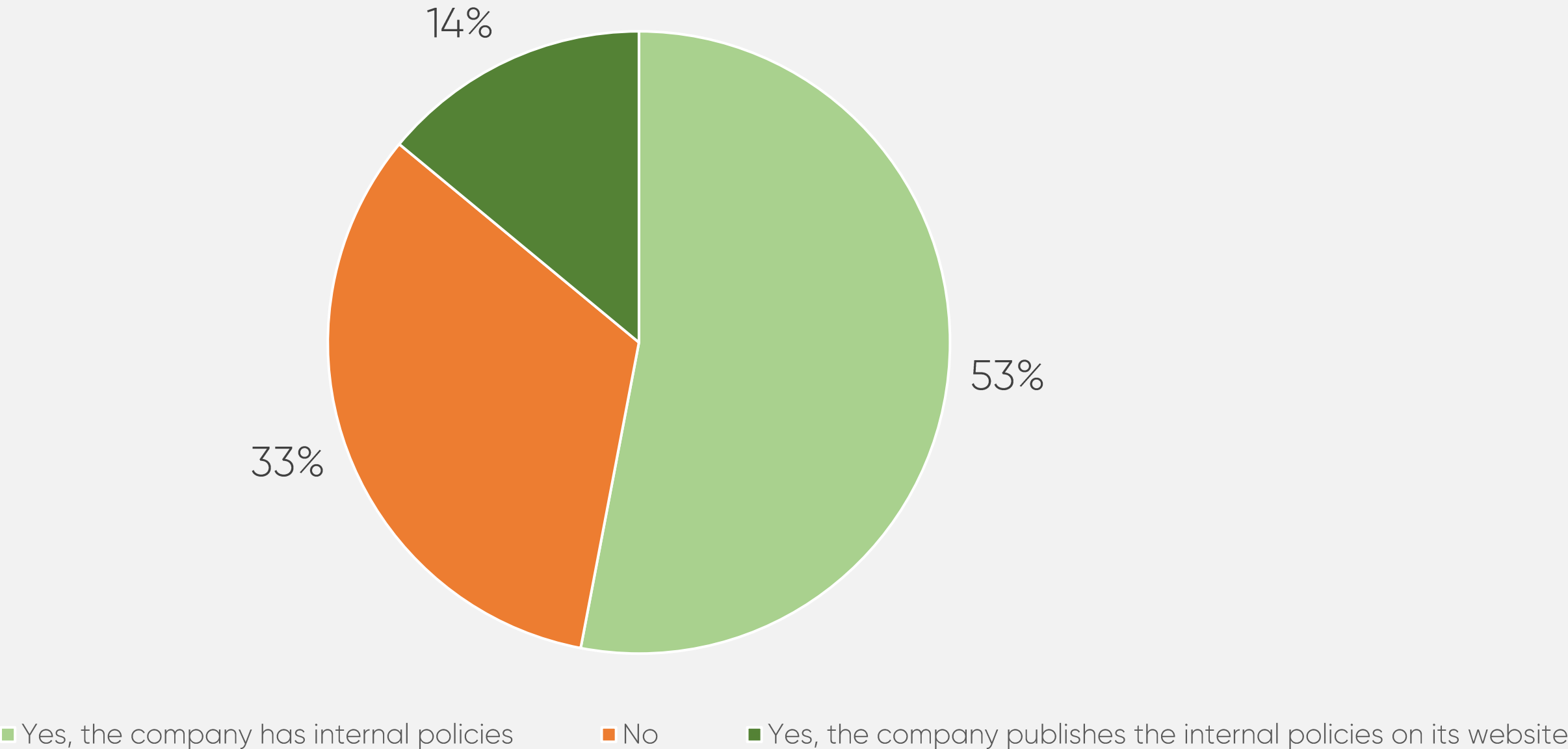
In Africa, women hold a significantly smaller share of job positions across the board, especially in the white collar segment, where 82% of positions are held by men.

Source: Synesgy @January 2025

*Africa represents less than 1% of the total Synesgy population

African Companies: ESG (S, child labor policy implementation)

Do you have Human Rights and Child Labor (forced or compulsory) Policies? – SDG 8



67% of African companies have a child labor policy

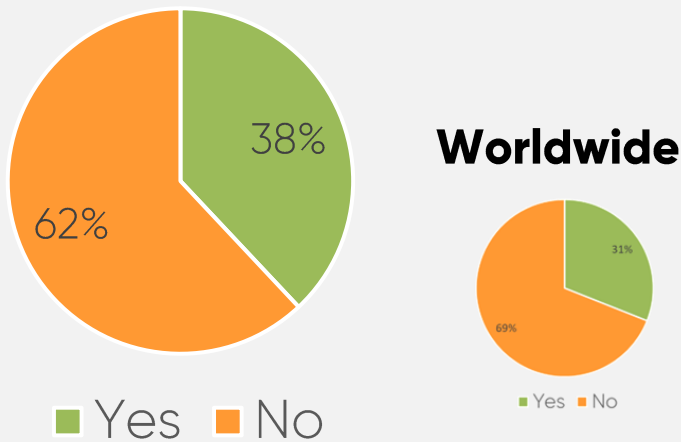
Only 33% of the companies analyzed in Africa have not implemented a child labor policy.

*Africa represents less than 1% of the total Synesgy population

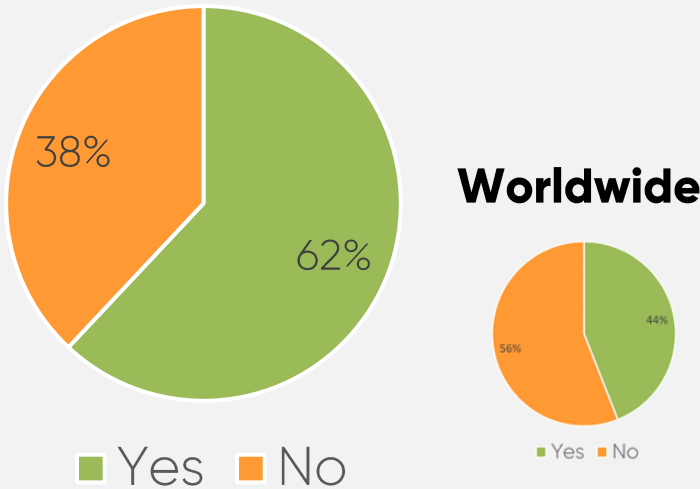
Source: Synesgy @January 2025

African Companies: ESG (G, ISO certifications)

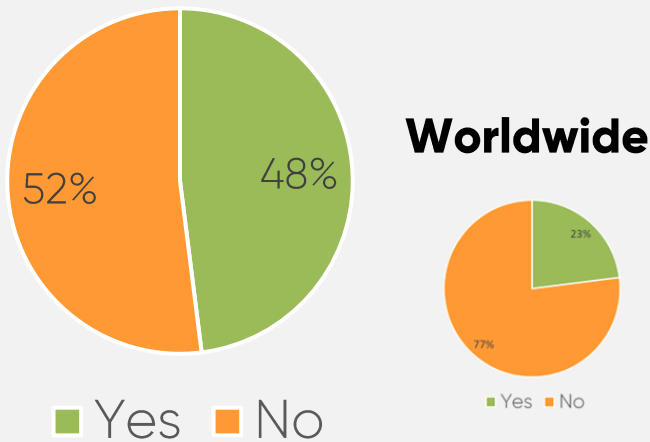
Do you comply with the ISO 14001 standards on environmental management? – GRI 307-1 / SDG 16



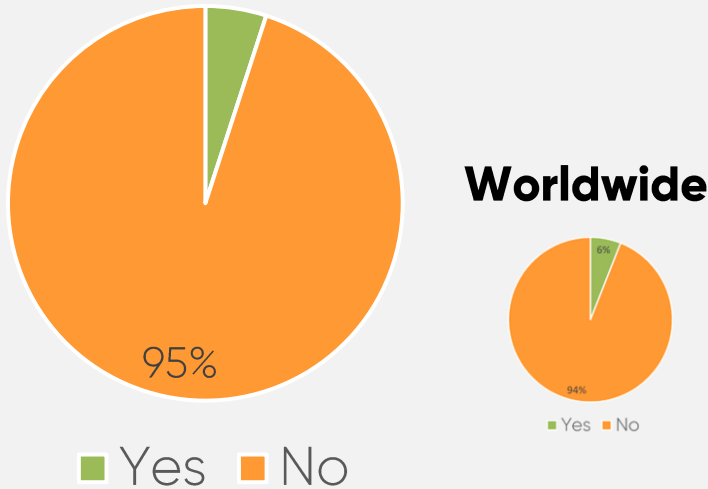
Are you compliant with ISO 9001 (Quality Management System)?



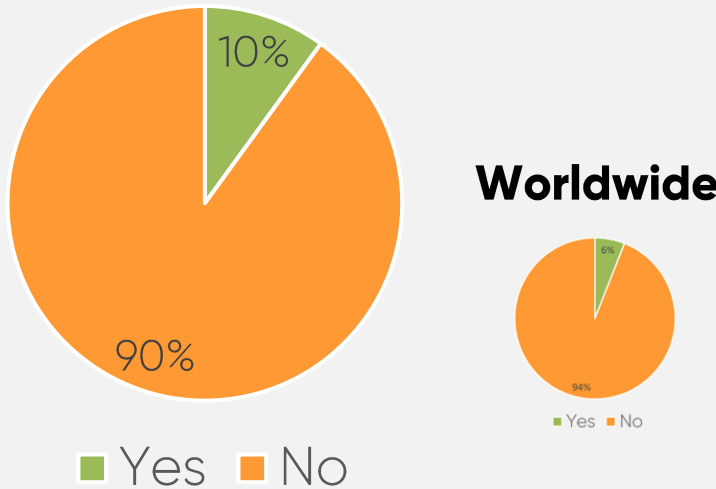
Do you comply with the UNI EN ISO 45001 standard on occupational health and safety of employees? – GRI 403-6 / SDG 3



Have you obtained the ISO 37001 certification on anti-bribery management systems? – SDG 16



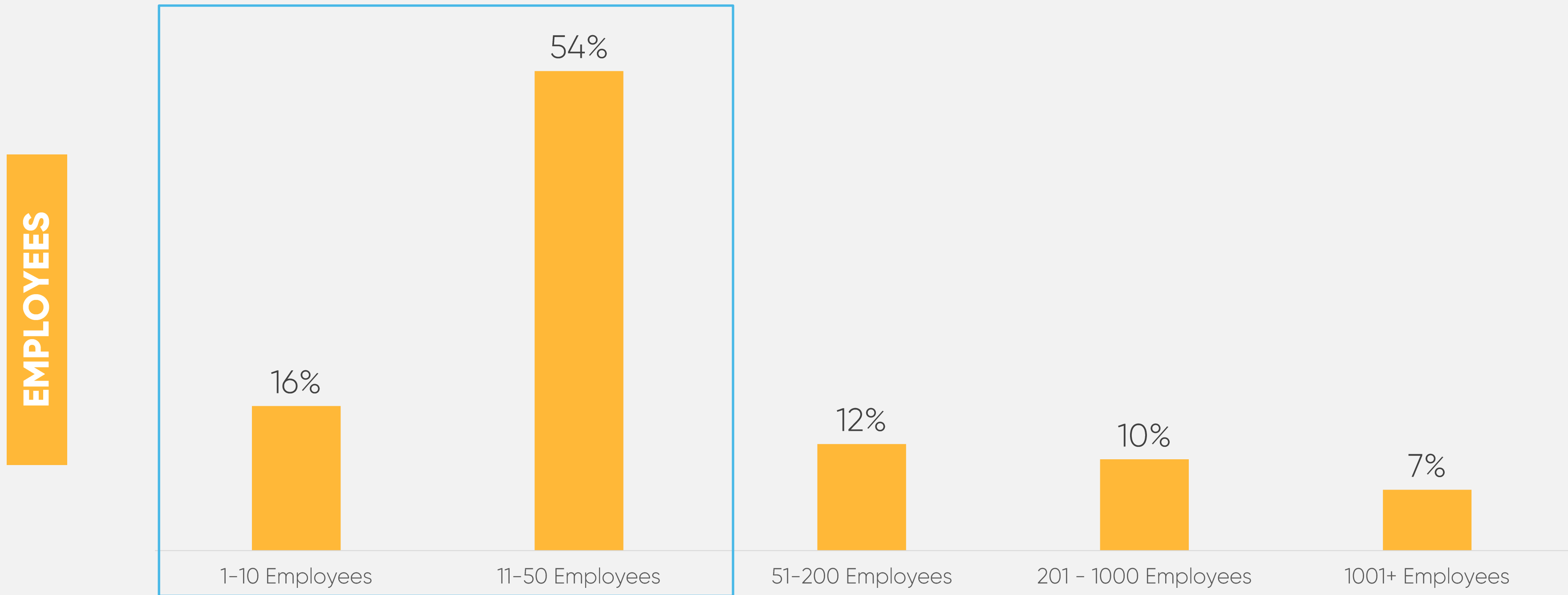
Have you obtained the ISO 50001 certification on energy management systems? – GRI 302 / SDGs 7, 9, 11, 12, 13



*Africa represents less than 1% of the total Synesgy population

Source: Synesgy @January 2025

African Companies: distribution by no. of employees



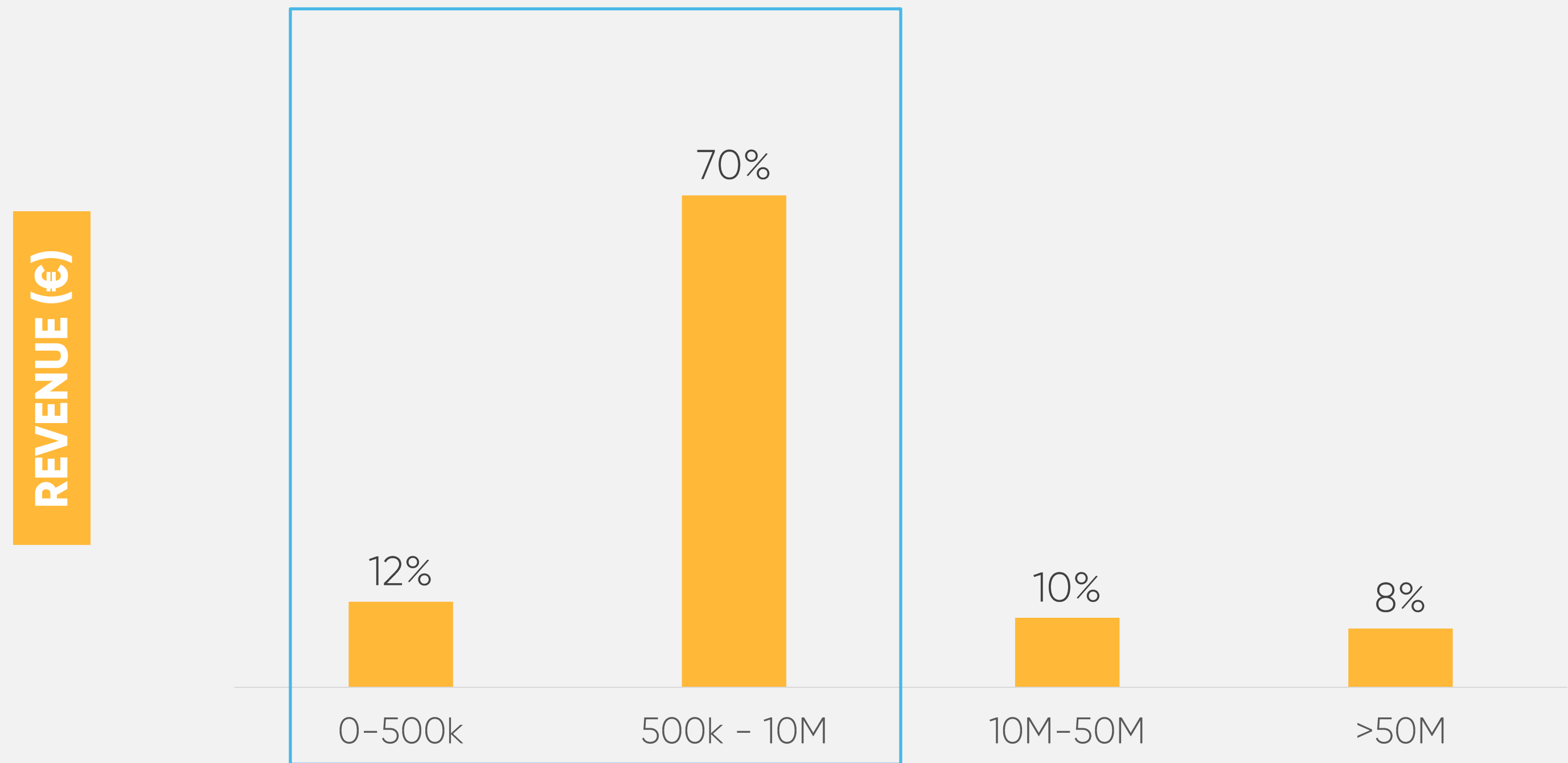
70% have less than 50 employees

In Africa, there is a high concentration of businesses that have 50 or fewer employees, while 17% are large corporates (200+ employees).

*Africa represents less than 1% of the total Synesgy population

Source: Synesgy @January 2025

African Companies: distribution by revenue



82% have less than 10M in annual revenue

In terms of revenue, 82% of the total companies analyzed in Africa reported an annual revenue of €10 million or less.

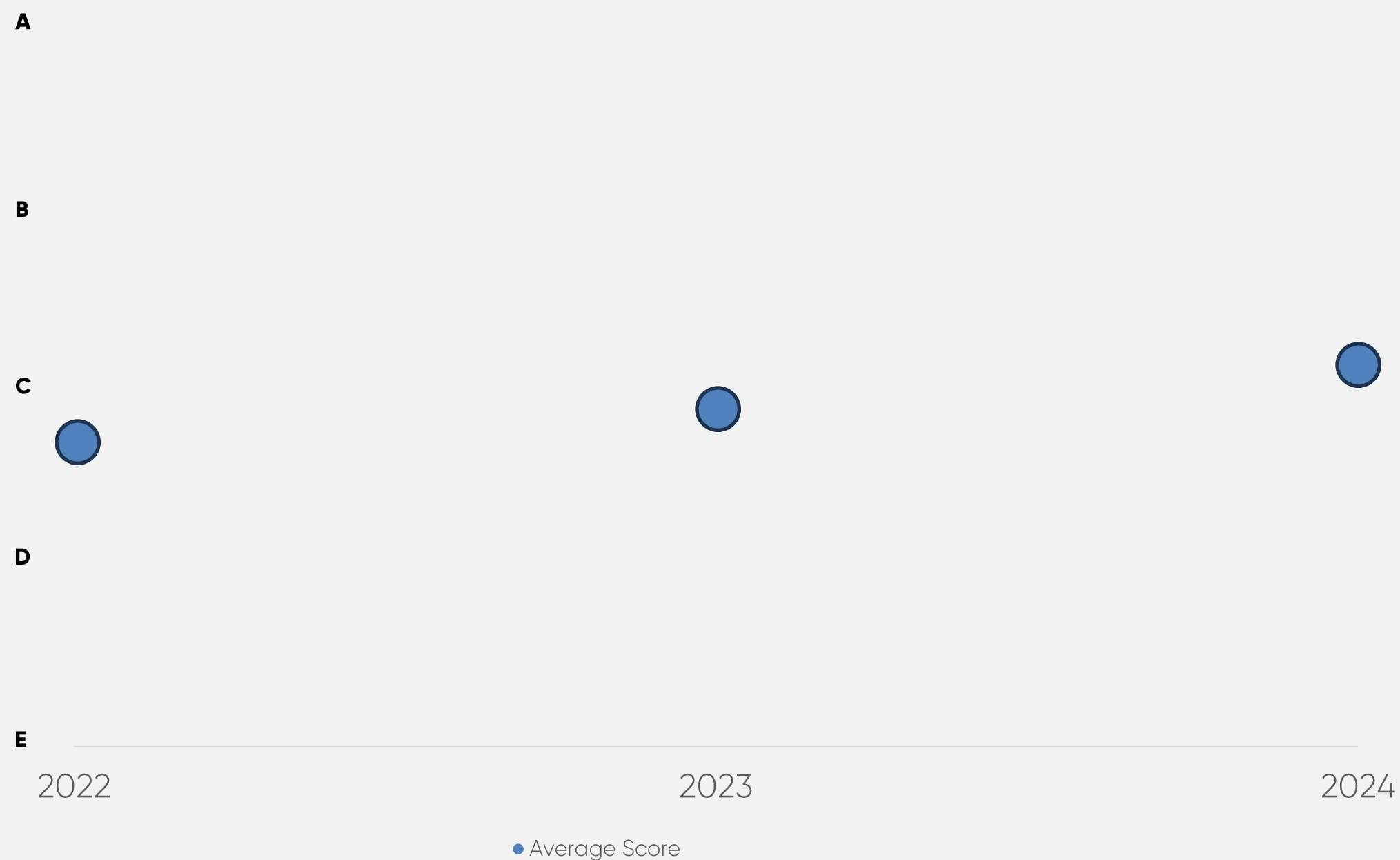
*Africa represents less than 1% of the total Synesgy population

Source: Synesgy @January 2025

Asian & Australian Companies

- The average ESG score grew steadily in 2024.
- Out of all the companies assessed in Asia & Australia, the share of companies that have renewable energy production plants remained stable at 38% (+1% vs. June 2024).
- In terms of employee gender distribution, the share of positions held by men was 76% for the blue and white collar workers segments (+17% vs. June 2024) and 87% for managers (+11% vs. June 2024), an increase in both cases.
- For the Social part of ESG, out of all the companies analyzed in Asia and Australia, 54% reported that they have not implemented a child labor policy (+20% vs. June 2024).

Asian & Australian Companies: trend of average ESG score



How to interpret the scores?

- A: Excellent level of sustainability
- B: Good level of sustainability
- C: Satisfactory level of sustainability
- D: Sufficient level of sustainability
- E: Low level of sustainability

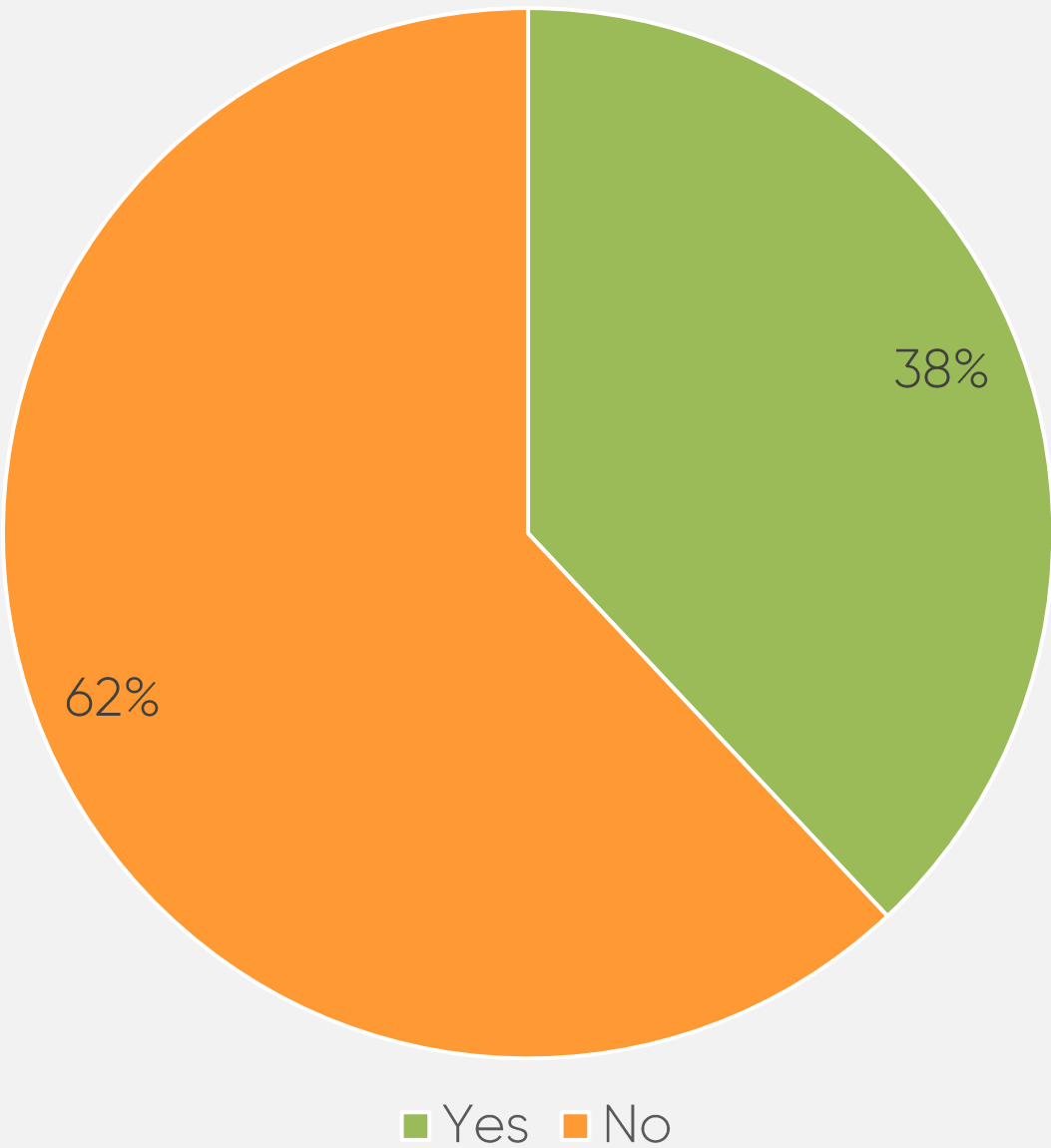
The average ESG score is increasing YoY

Asian and Australian companies are continuously improving their ESG scores, with the regional average sitting just above C.

Source: Synesgy @January 2025

Asian & Australian Companies: ESG (E, Renewable Energy)

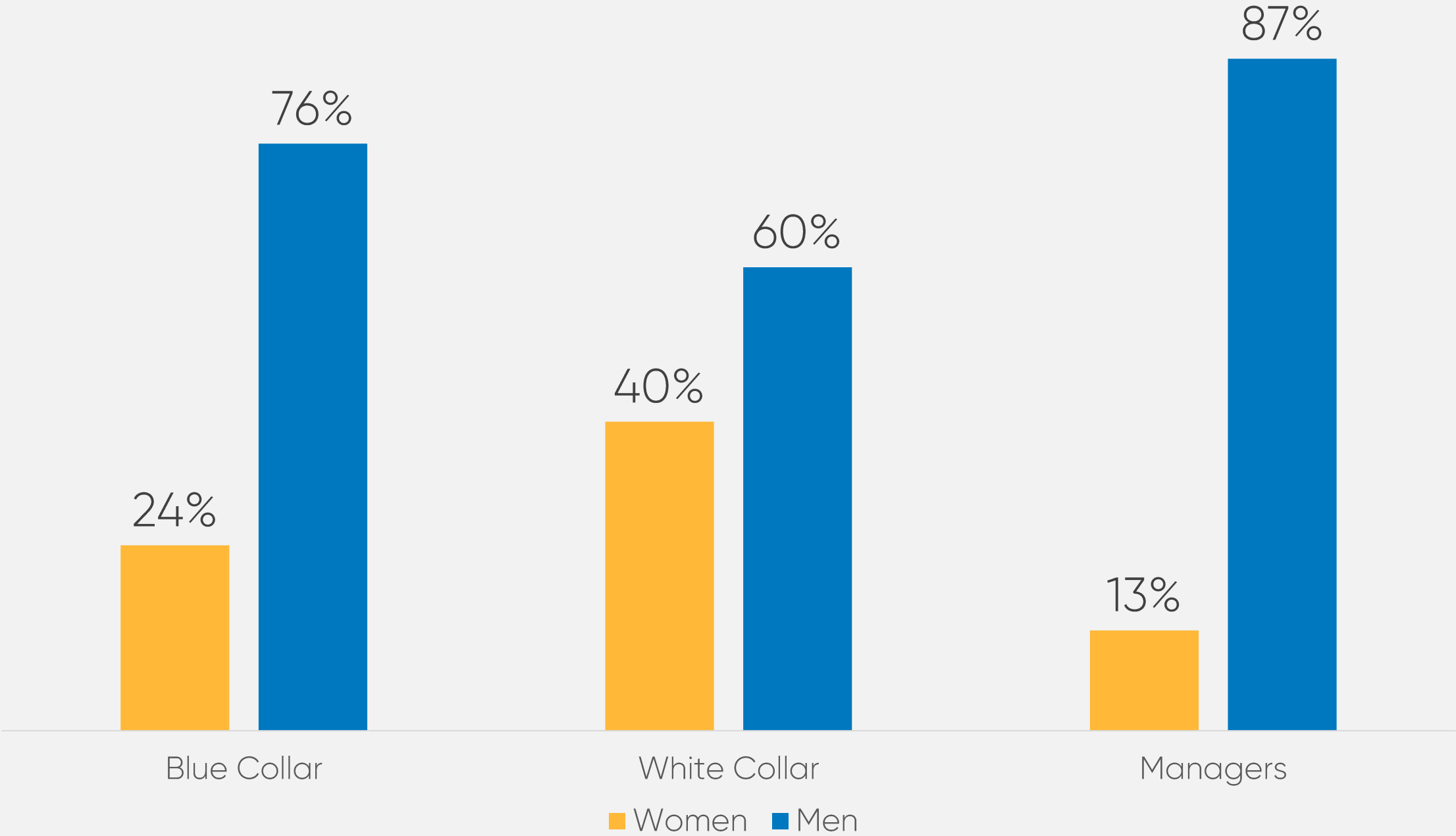
Do you have renewable energy production facilities/plants?



*Asia & Australia represent less than 5% of the total Synesgy population

Source: Synesgy @January 2025

Asian & Australian Companies: ESG (S, employee gender distribution)



Higher disparity in managerial roles

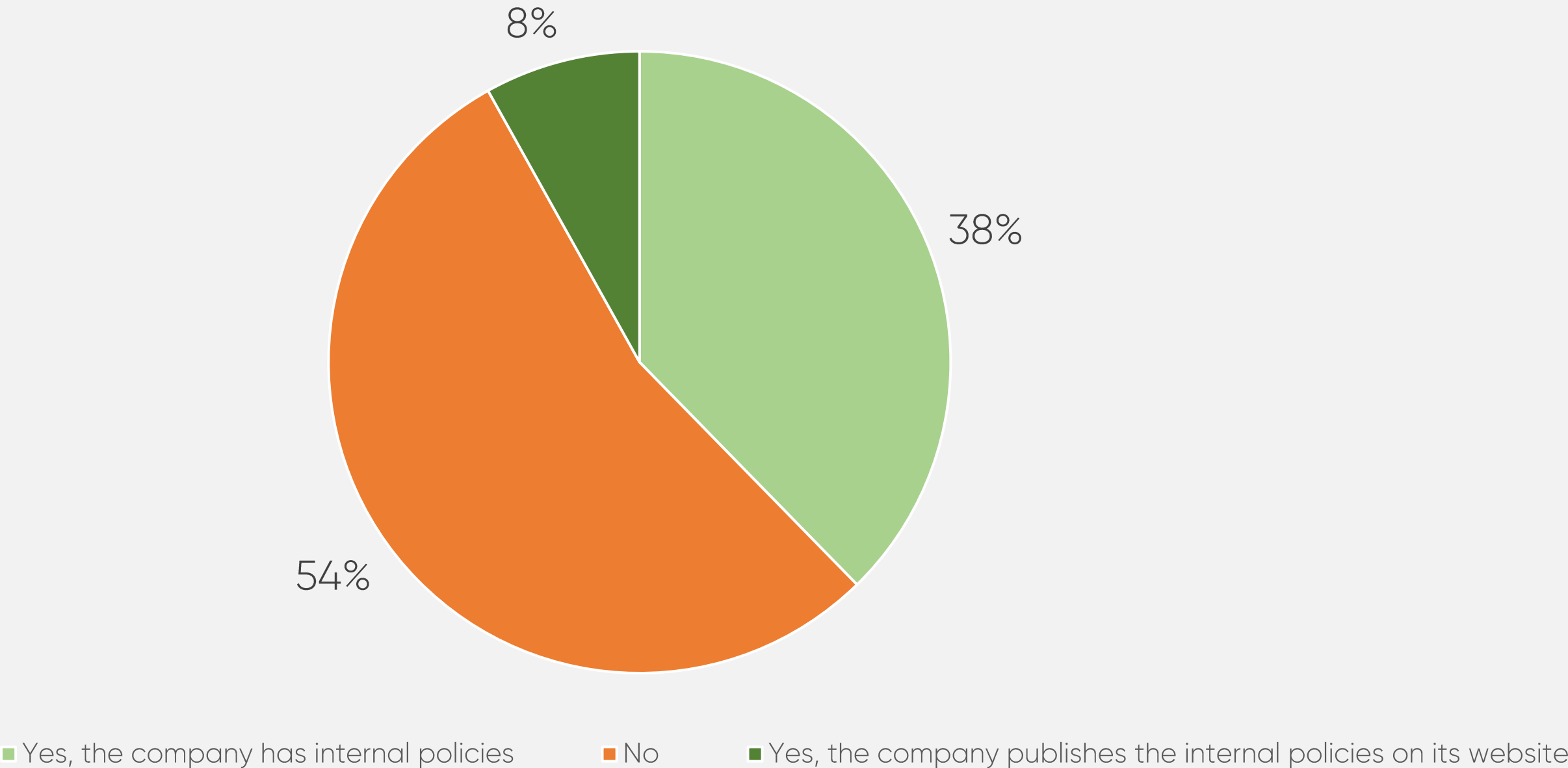
While the split for white collar workers is 60% men to 40% women, in managerial positions, the gap widens, with men holding 87% of the positions.

*Asia & Australia represent less than 5% of the total Synesgy population

Source: Synesgy @January 2025

Asian & Australian Companies: ESG (S, child labor policy implementation)

Do you have Human Rights and Child Labor (forced or compulsory) Policies? – SDG 8



46% of Asian & Australian companies have a child labor policy

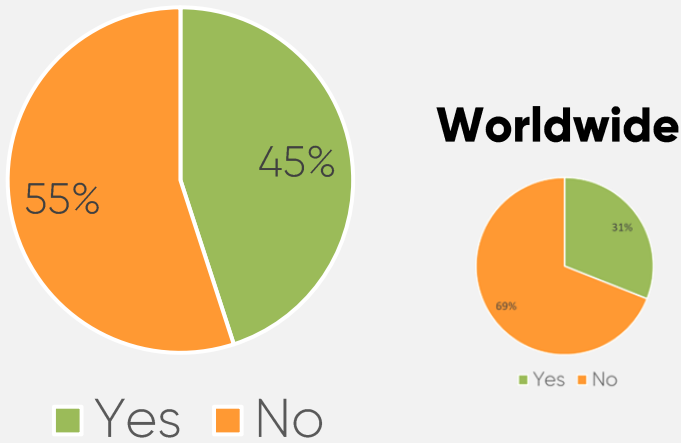
54% of the companies analyzed in Asia and Australia have not implemented a child labor policy.

*Asia & Australia represent less than 5% of the total Synesgy population

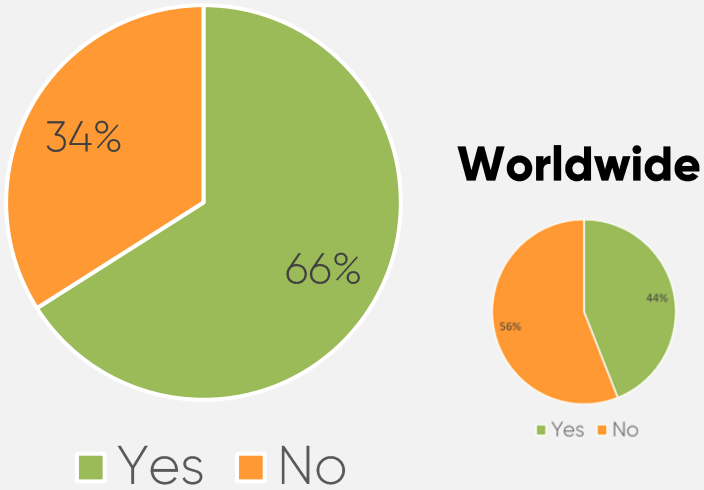
Source: Synesgy @January 2025

Asian & Australian Companies: ESG (G, ISO certifications)

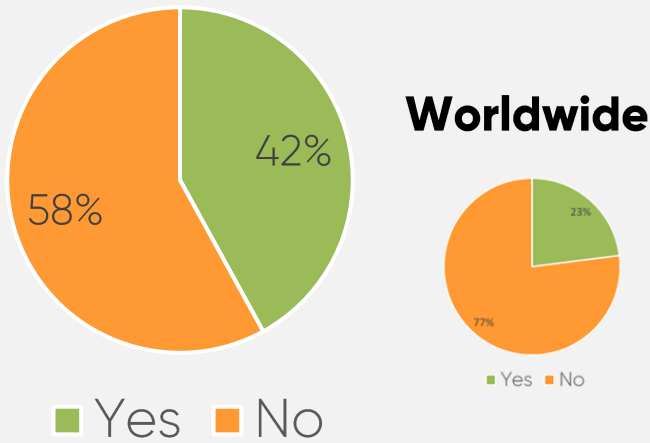
Do you comply with the ISO 14001 standards on environmental management? – GRI 307-1 / SDG 16



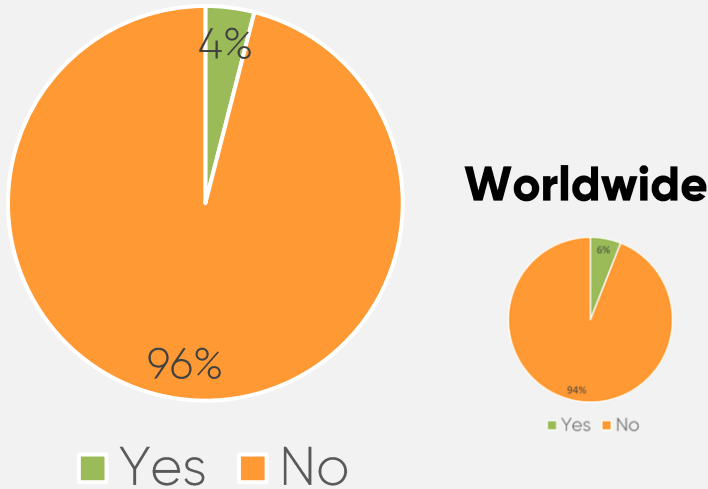
Are you compliant with ISO 9001 (Quality Management System)?



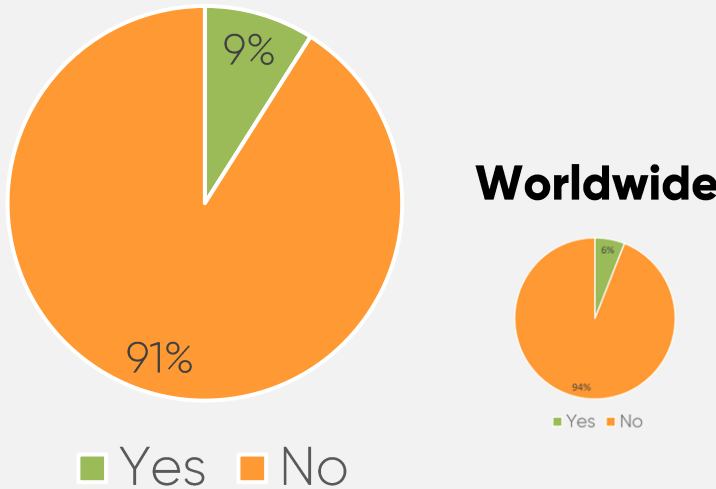
Do you comply with the UNI EN ISO 45001 standard on occupational health and safety of employees? – GRI 403-6 / SDG 3



Have you obtained the ISO 37001 certification on anti-bribery management systems? – SDG 16



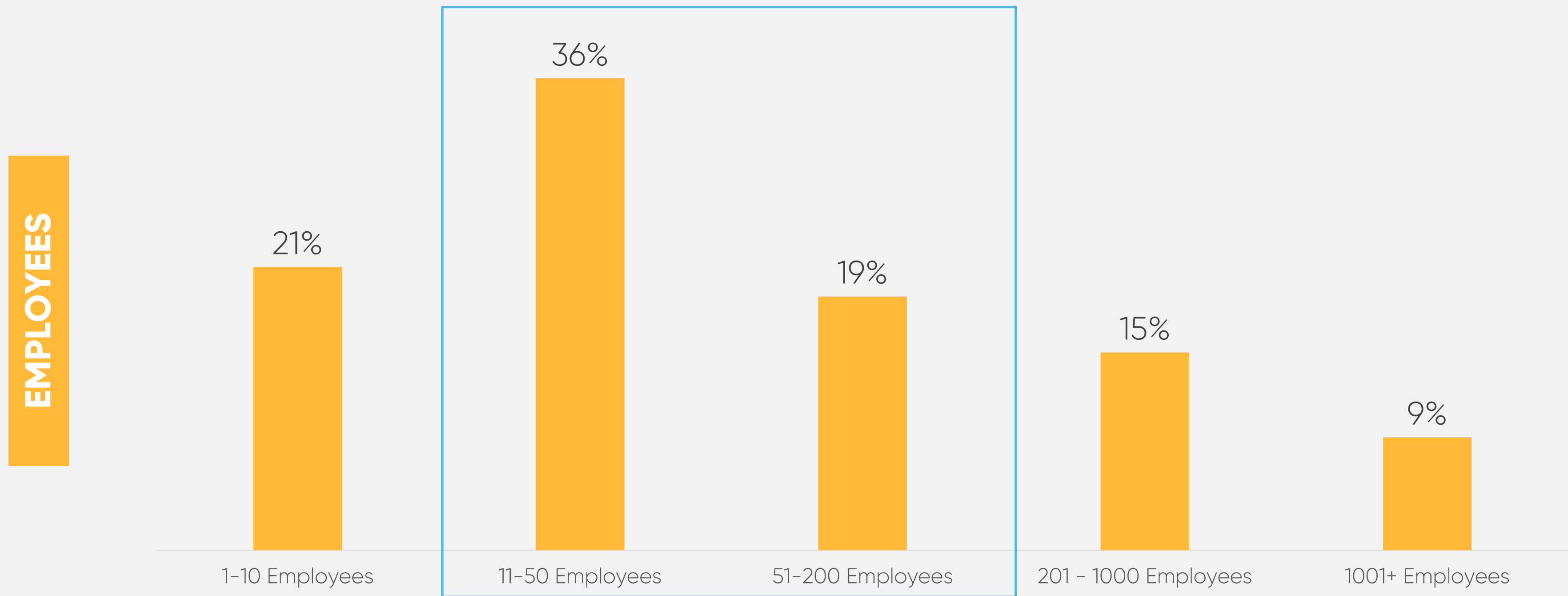
Have you obtained the ISO 50001 certification on energy management systems? – GRI 302 / SDGs 7, 9, 11, 12, 13



*Asia & Australia represent less than 5% of the total Synesgy population

Source: Synesgy @January 2025

Asian & Australian Companies: distribution by no. of employees



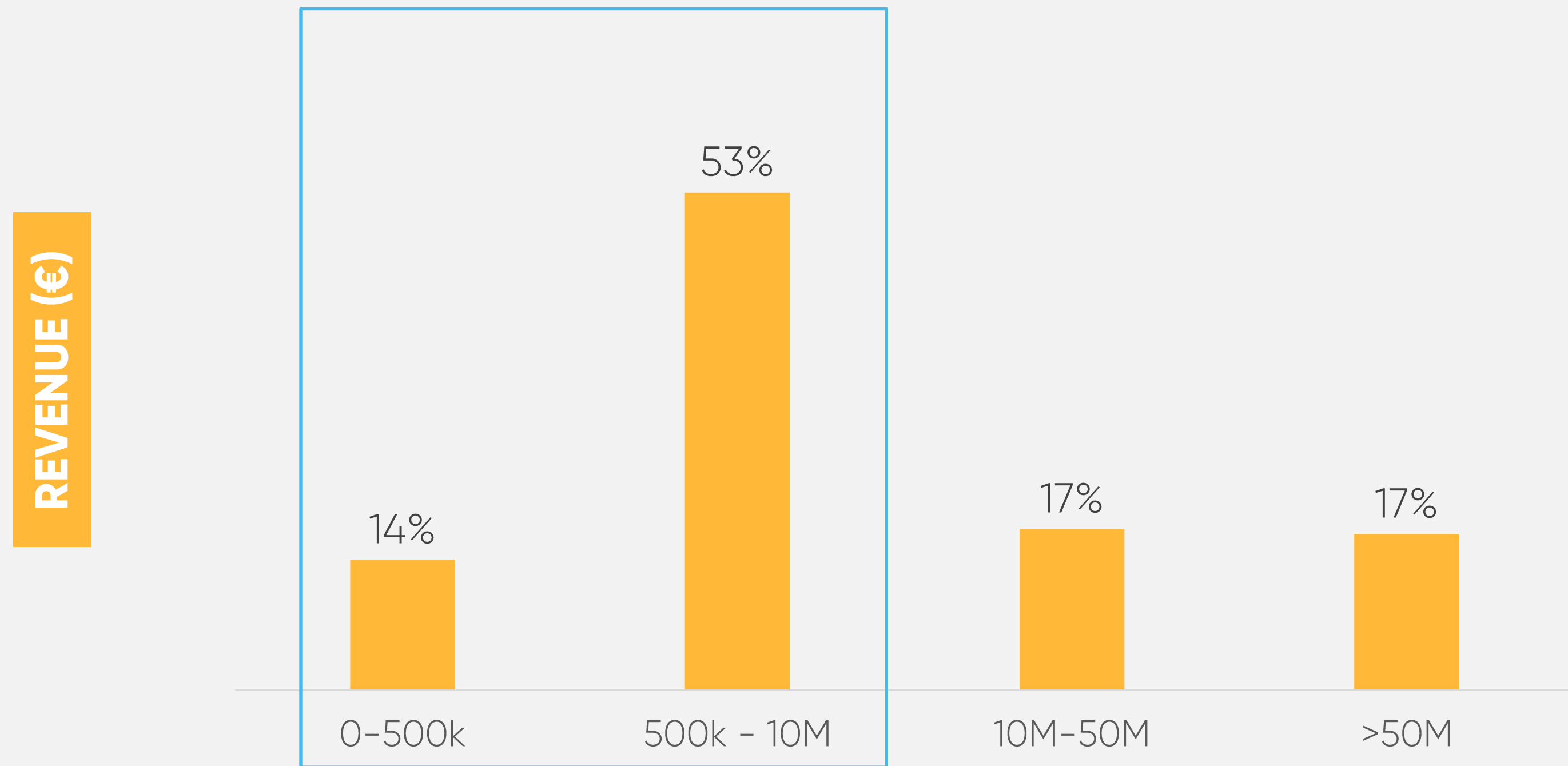
54% of companies have between 11-200 employees

*Asia & Australia represent less than 5% of the total Synesgy population

The companies analyzed in Australia and Asia are predominantly small to medium enterprises. However, they have a relatively more balanced distribution compared to other regions.

Source: Synesgy @January 2025

Asian & Australian Companies: distribution by revenue



67% have 10 million or less in annual revenue

In terms of revenue, 67% of the companies analyzed in Australia and Asia reported an annual revenue of €10 million or less.

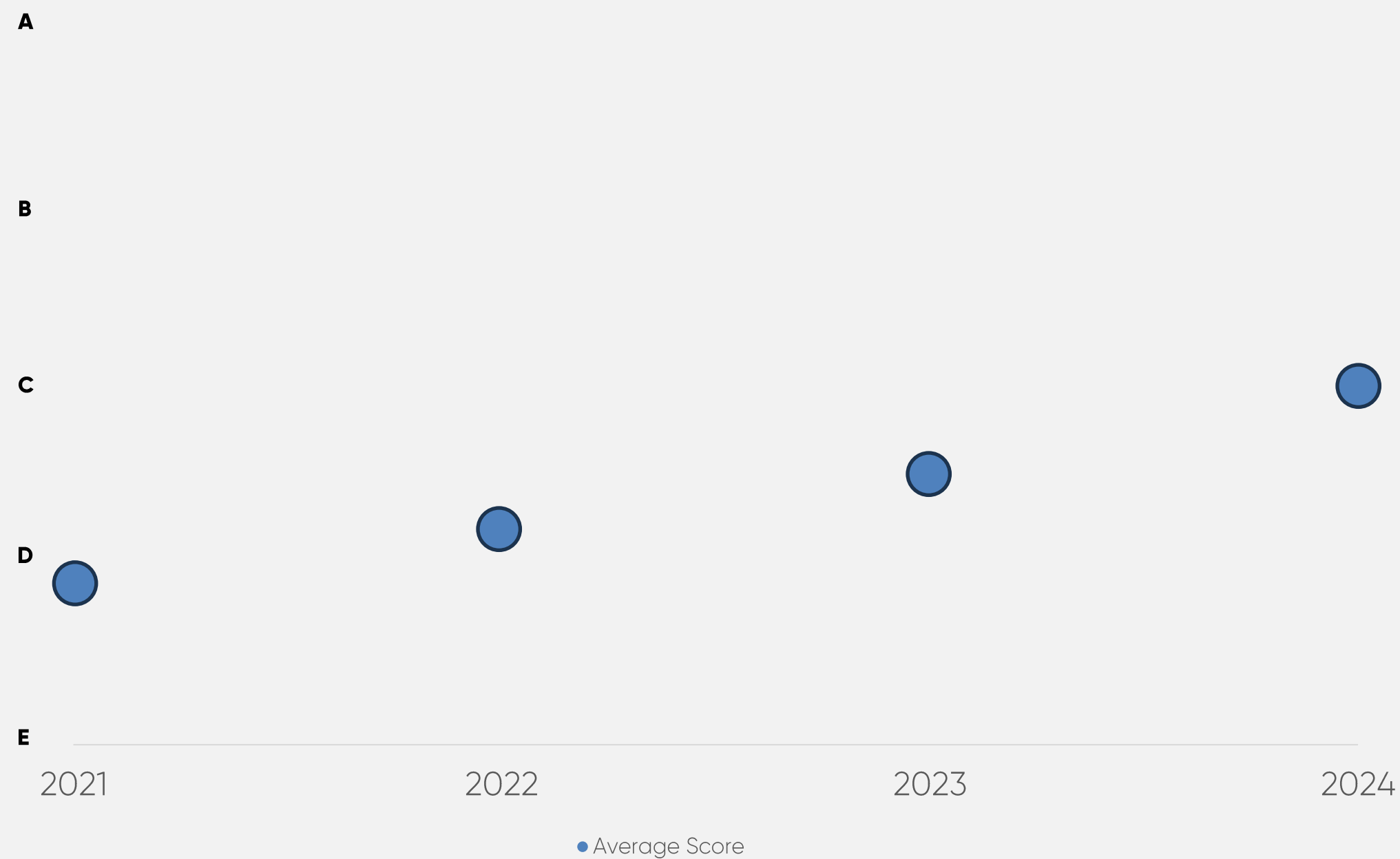
*Asia & Australia represent less than 5% of the total Synesgy population

Source: Synesgy @January 2025

European Companies

- The average ESG score grew steadily in 2024.
- Out of all the companies assessed in Europe, the share of companies that have renewable energy production plants remained stable at 49% (+1% vs. June 2024).
- In terms of employee gender distribution, in the managers segment, women now account for 44% of positions held (+10% vs. June 2024).
- The EU companies analyzed mainly fall into the SME category (90% in terms of revenue and 93% in terms of number of employees)

European Companies: trend of average ESG score



How to interpret the scores?

- A: Excellent level of sustainability
- B: Good level of sustainability
- C: Satisfactory level of sustainability
- D: Sufficient level of sustainability
- E: Low level of sustainability

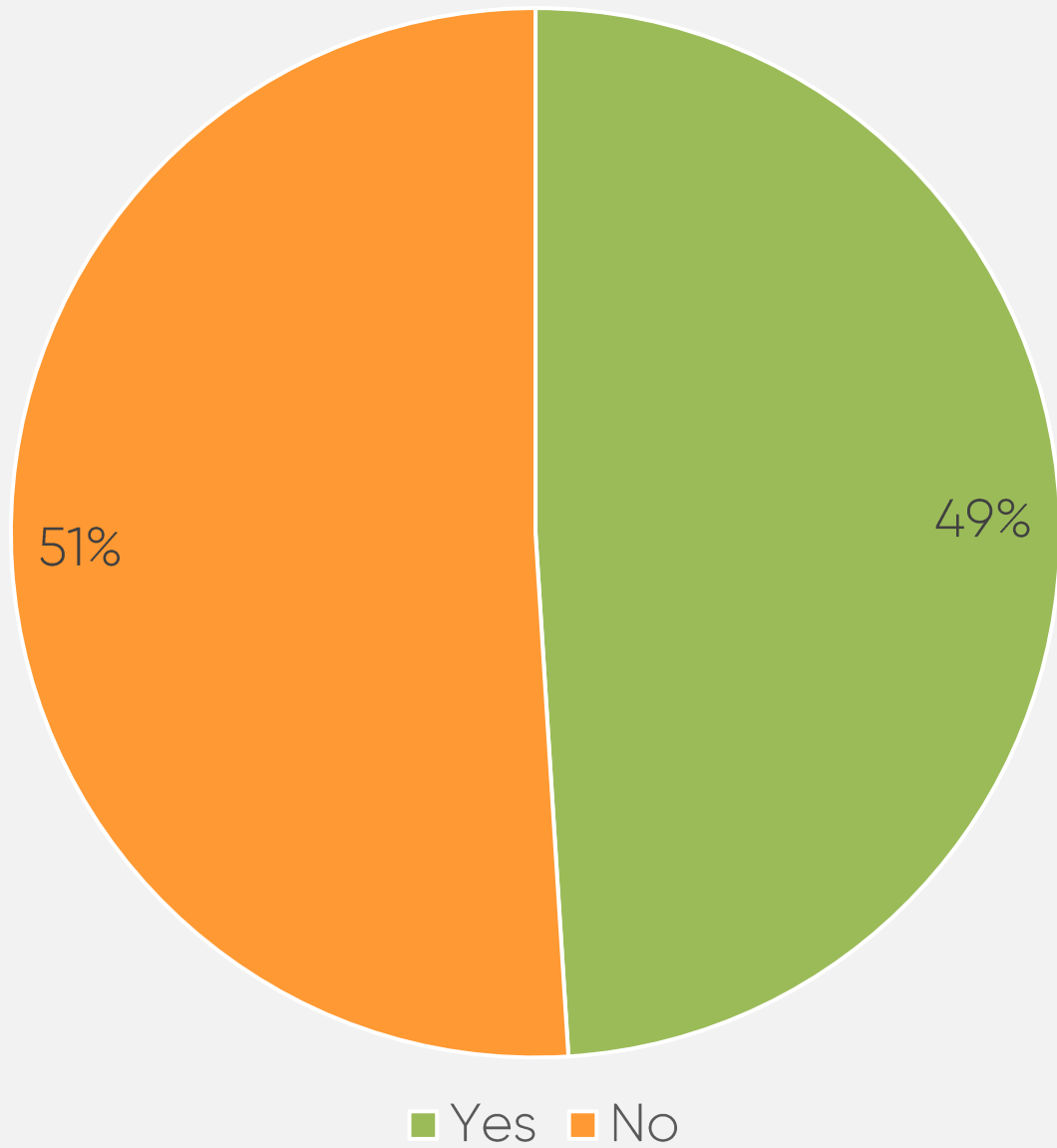
Average ESG Score: stable growth in the EU

The European region has seen constant growth in terms of average ESG score.

Source: Synesgy @January 2025

European Companies: ESG (E, Renewable Energy)

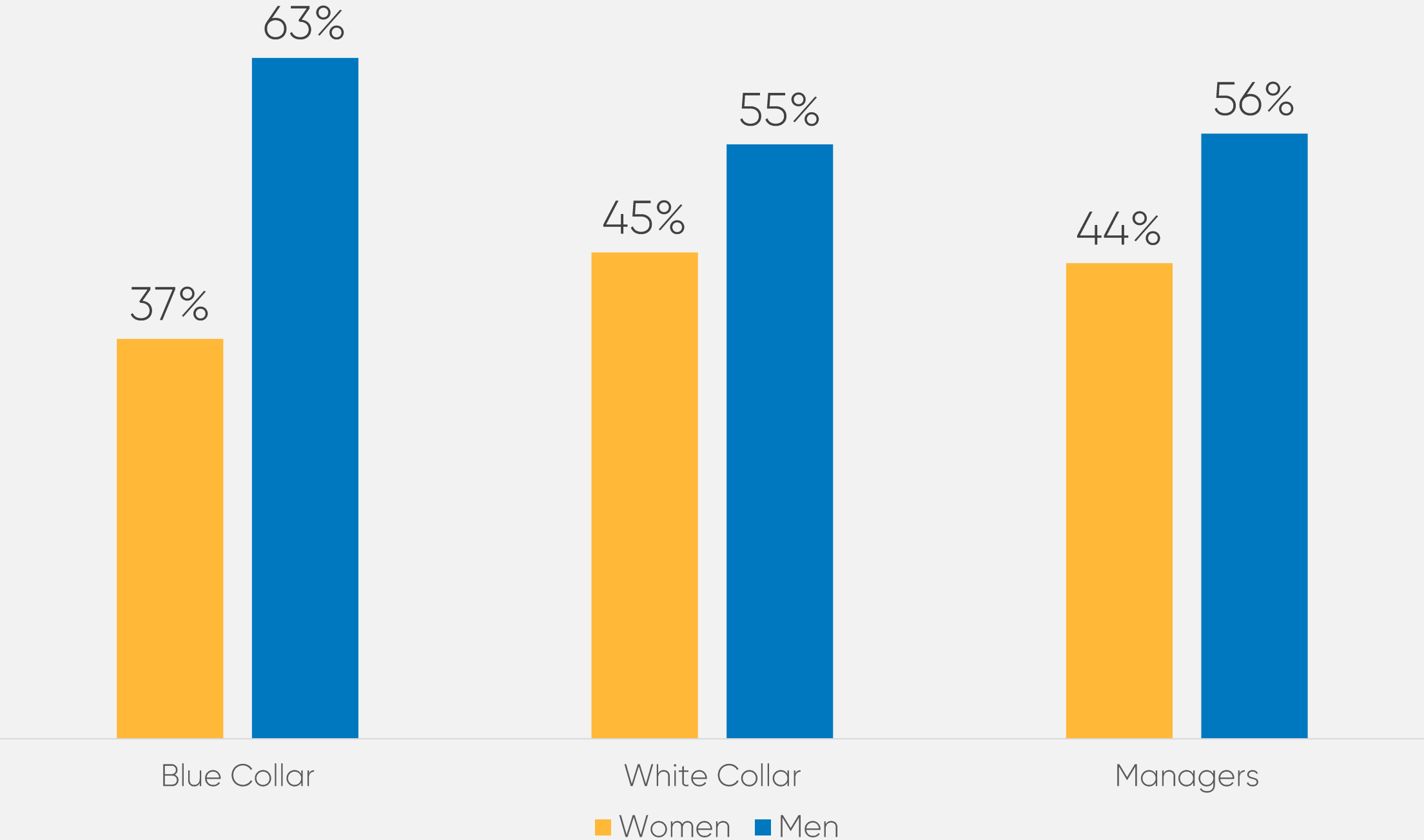
Do you have renewable energy production facilities/plants?



*Europe represents more than 80% of the total Synesgy population

Source: Synesgy @January 2025

European Companies: ESG (S, employee gender distribution)



*Europe represents more than 80% of the total Synesgy population

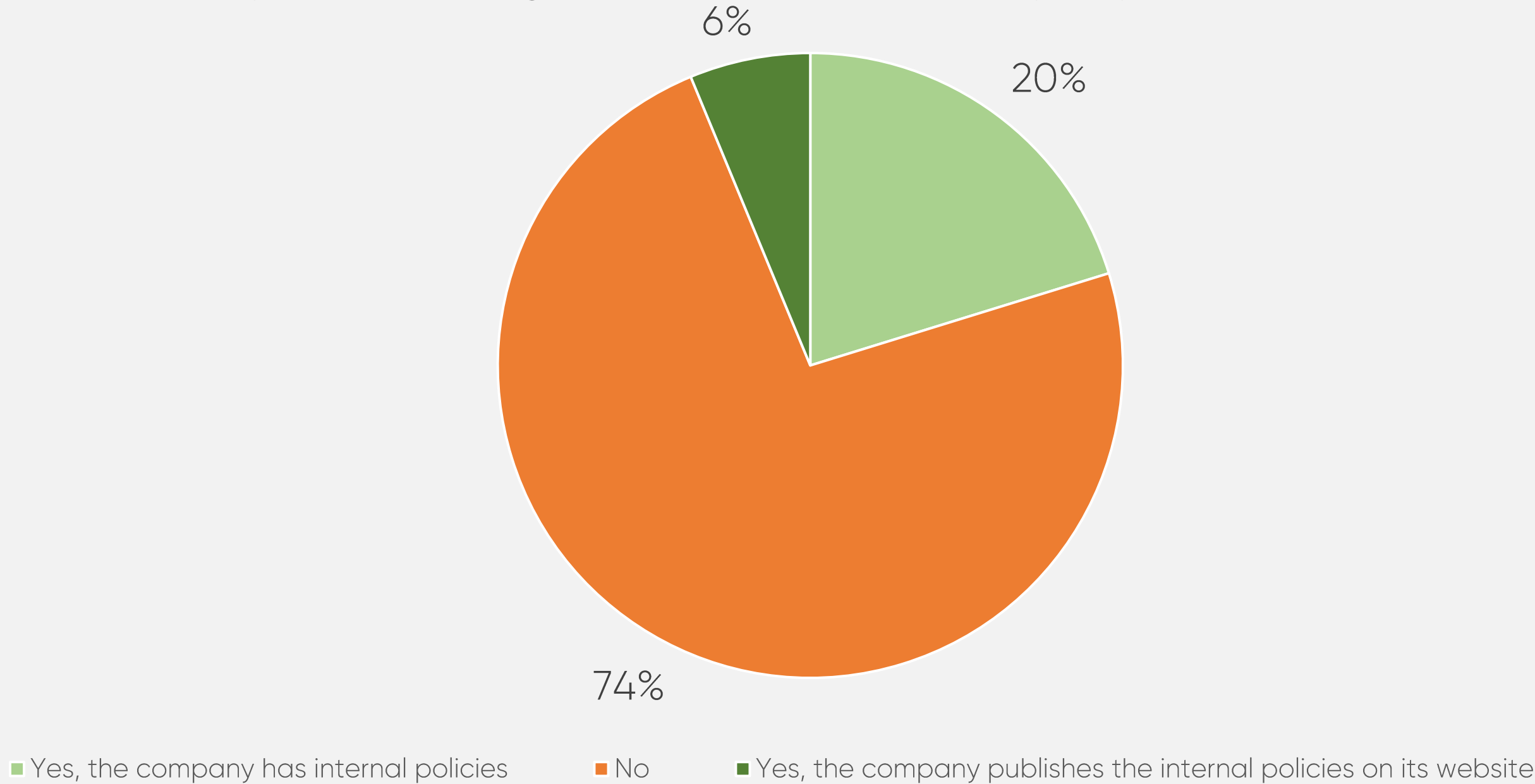
Almost equal split in white collar workers category

While the gender split for white collar workers and managers is close to parity (55:45 and 56:44), in the blue collar category the gap widens, with men accounting for 63% of the total.

Source: Synesgy @January 2025

European Companies: ESG (S, child labor policy implementation)

Do you have Human Rights and Child Labor (forced or compulsory) Policies? – SDG 8



*Europe represents more than 80% of the total Synesgy population

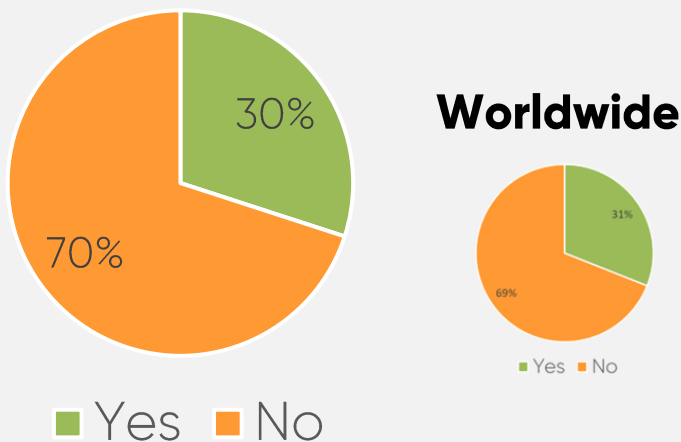
The EU is lagging behind: 74% of companies do not have a child labor policy

The vast majority of EU companies analyzed stated that they have not yet implemented a child labor policy

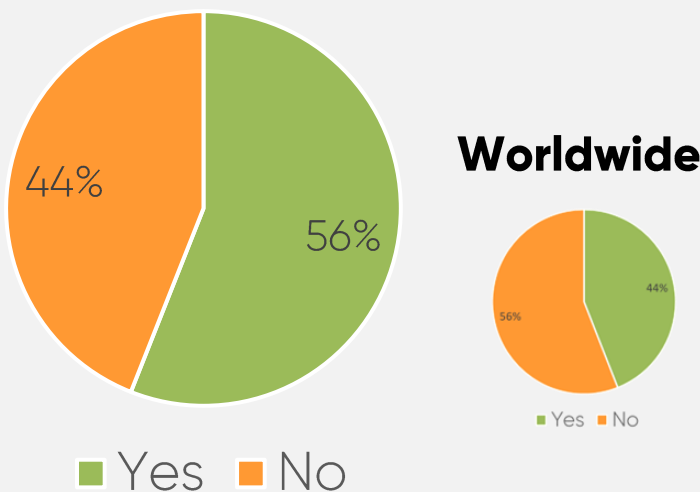
Source: Synesgy @January 2025

European Companies: ESG (G, ISO certifications)

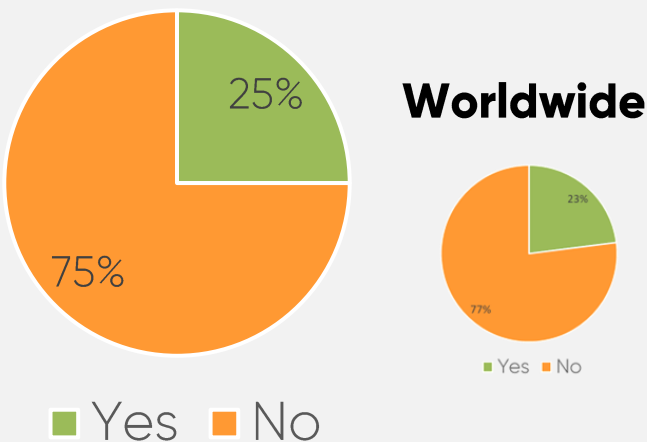
Do you comply with the ISO 14001 standards on environmental management? – GRI 307-1 / SDG 16



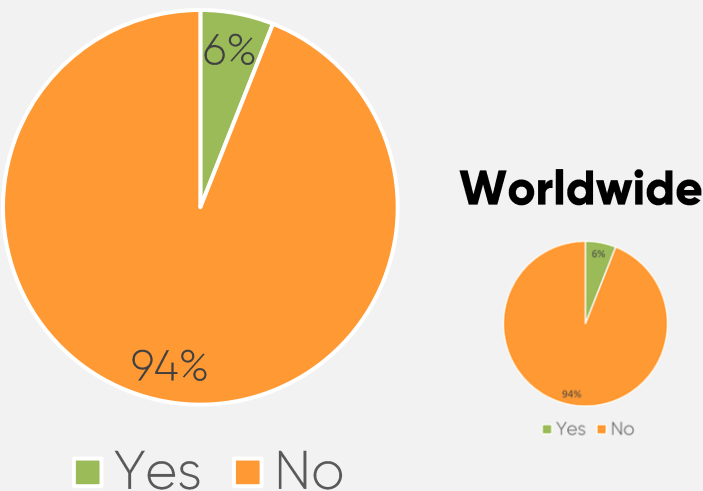
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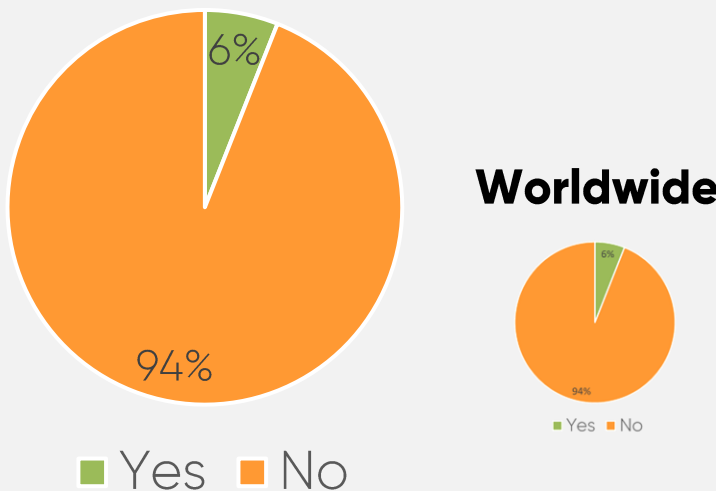
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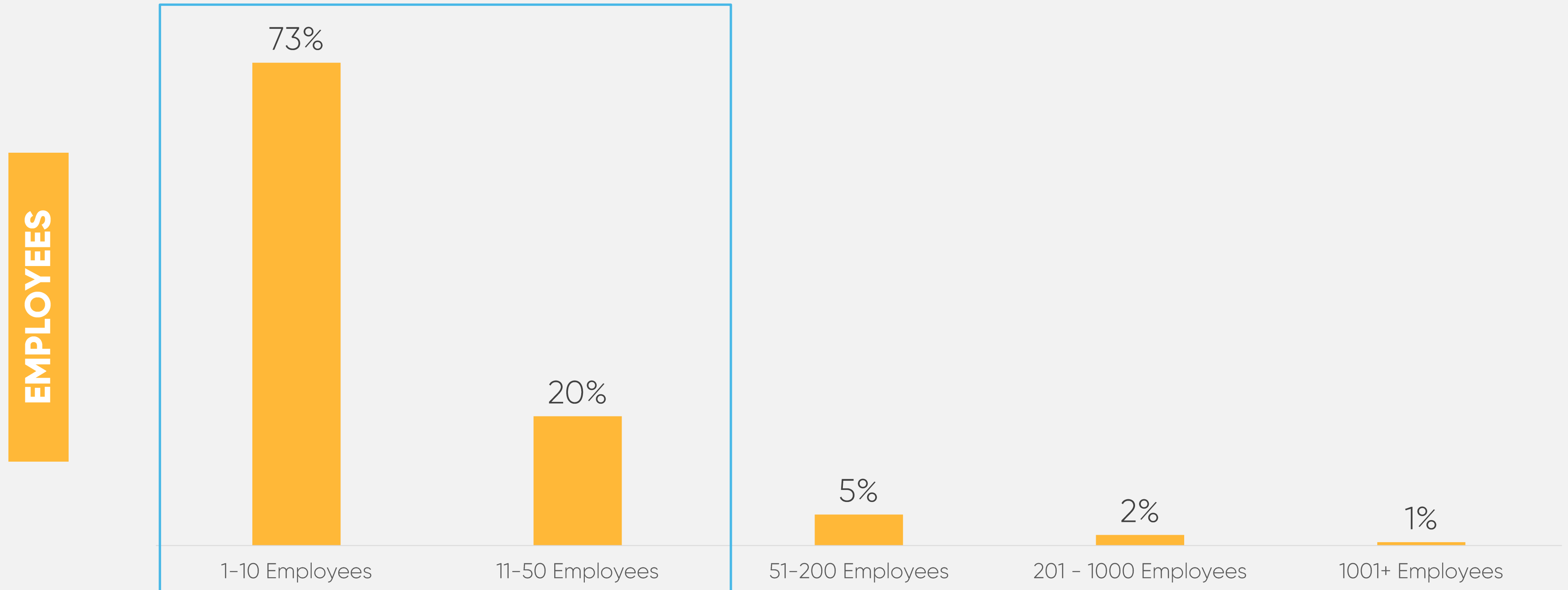
Have you obtained the ISO 50001 certification on energy management systems? – GRI 302 / SDGs 7, 9, 11, 12, 13



*Europe represents more than 80% of the total Synesgy population

Source: Synesgy @January 2025

European Companies: distribution by no. of employees



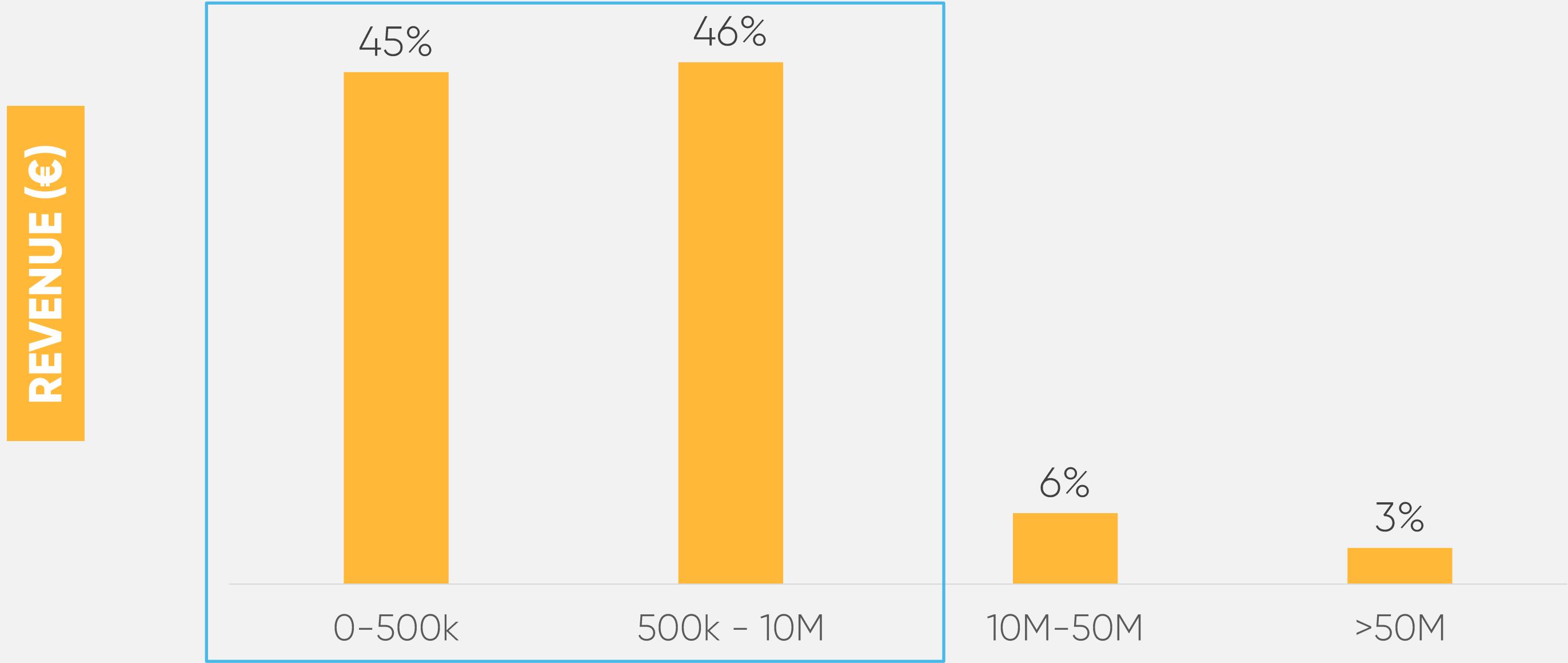
93% of companies have 50 or fewer employees

In terms of the number of employees, 93% of the companies analyzed in Europe have between 1 and 50 employees.

*Europe represents more than 80% of the total Synesgy population

Source: Synesgy @January 2025

European Companies: distribution by revenue



91% are small & medium companies

A staggering 91% of the European companies analyzed fall into the small and medium enterprise category.

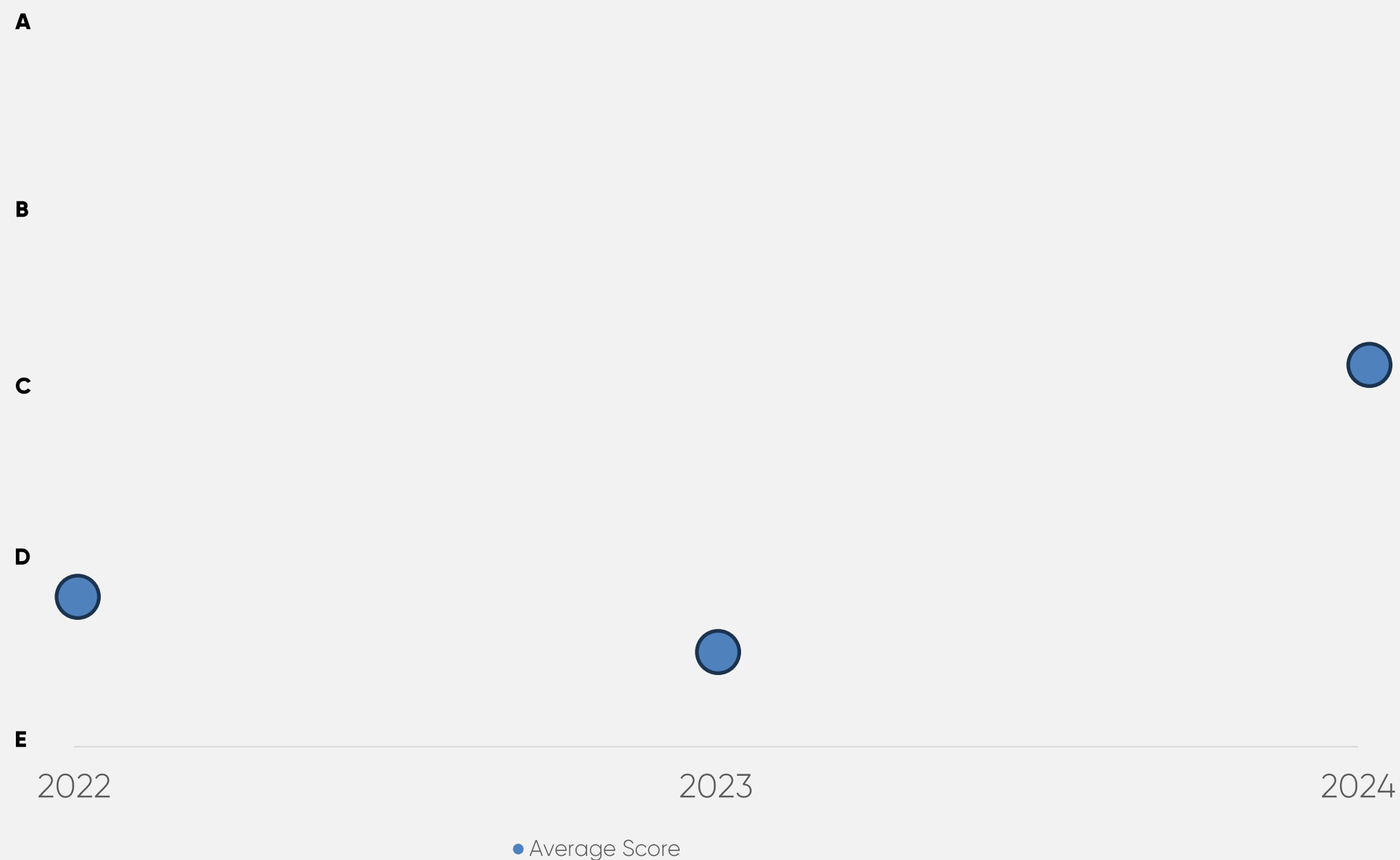
Source: Synesgy @January 2025

*Europe represents more than 80% of the total Synesgy population

North American Companies

- The average ESG score grew steadily in 2024.
- For the Social part of ESG, out of all the companies analyzed in North America, those reporting that they have not implemented a child labor policy increased to 50% (+7% vs. June 2024).
- Ups and downs are also seen in the Governance area, where there was an 8% increase in compliance with ISO Quality Management Systems, a 7% decrease in compliance with ISO standards on Environmental Management, and an 11% decrease in relation to the ISO 45001 standard on Occupational Health and Safety (vs. June 2024).
- The share of small companies increased at the expense of larger ones. The distribution shows that the 500k-10M annual revenue segment now accounts for 44% of the total (+14% vs. June 2024), while the >50M segment decreased to 18% (-12% vs. June 2024).

North American Companies: trend of average ESG score



How to interpret the scores?

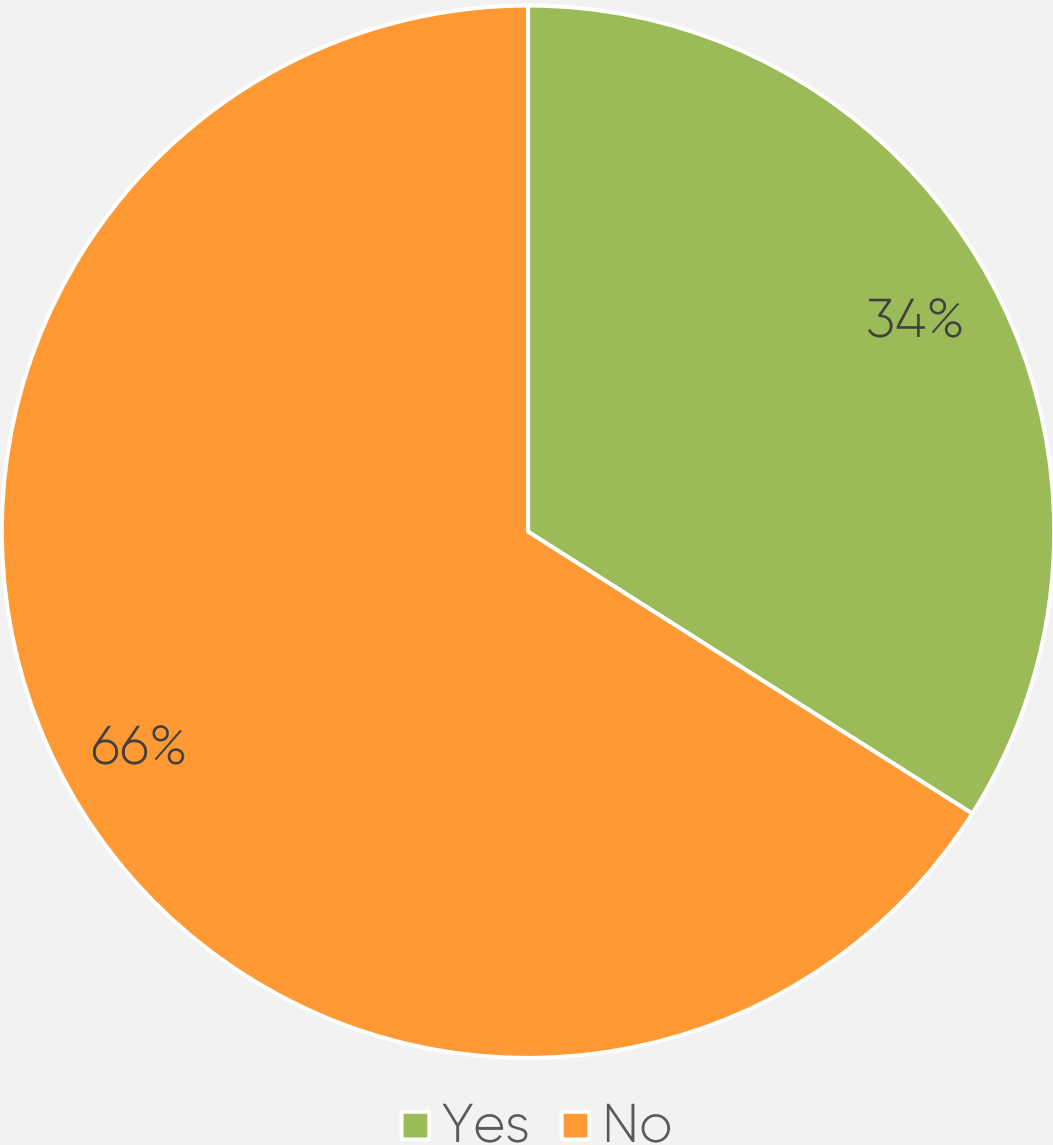
- A: Excellent level of sustainability
- B: Good level of sustainability
- C: Satisfactory level of sustainability
- D: Sufficient level of sustainability
- E: Low level of sustainability

Average ESG Score is increasing YoY

North American companies showed strong growth between 2023 and 2024, driven by the size of the companies analyzed and the expansion of our database over the past year.

North American Companies ESG (E, Renewable Energy)

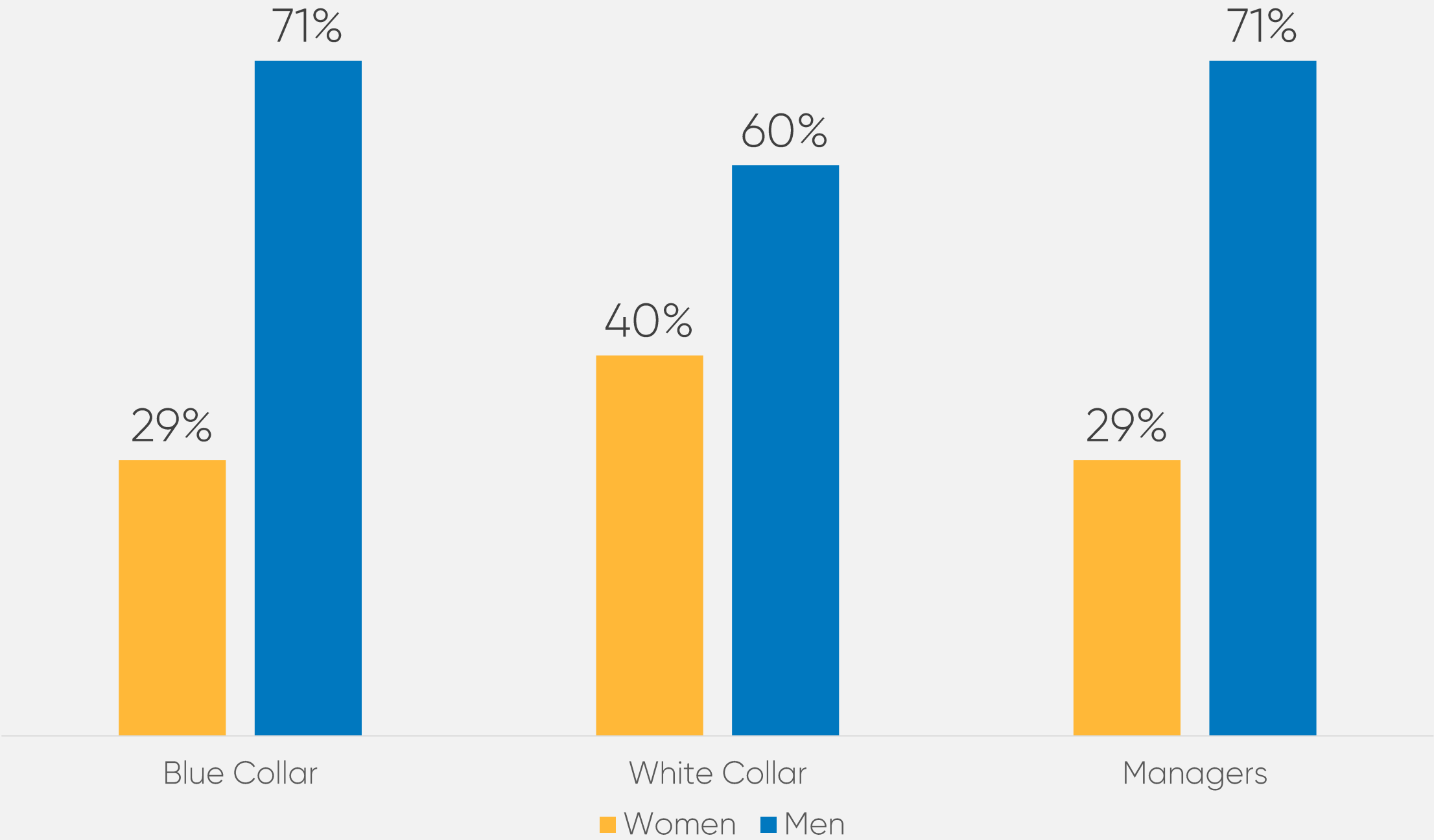
Do you have renewable energy production facilities/plants?



*North America represents less than 5% of the total Synesgy population

Source: Synesgy @January 2025

North American Companies: ESG (S, employee gender distribution)



Men hold a significantly larger share of positions

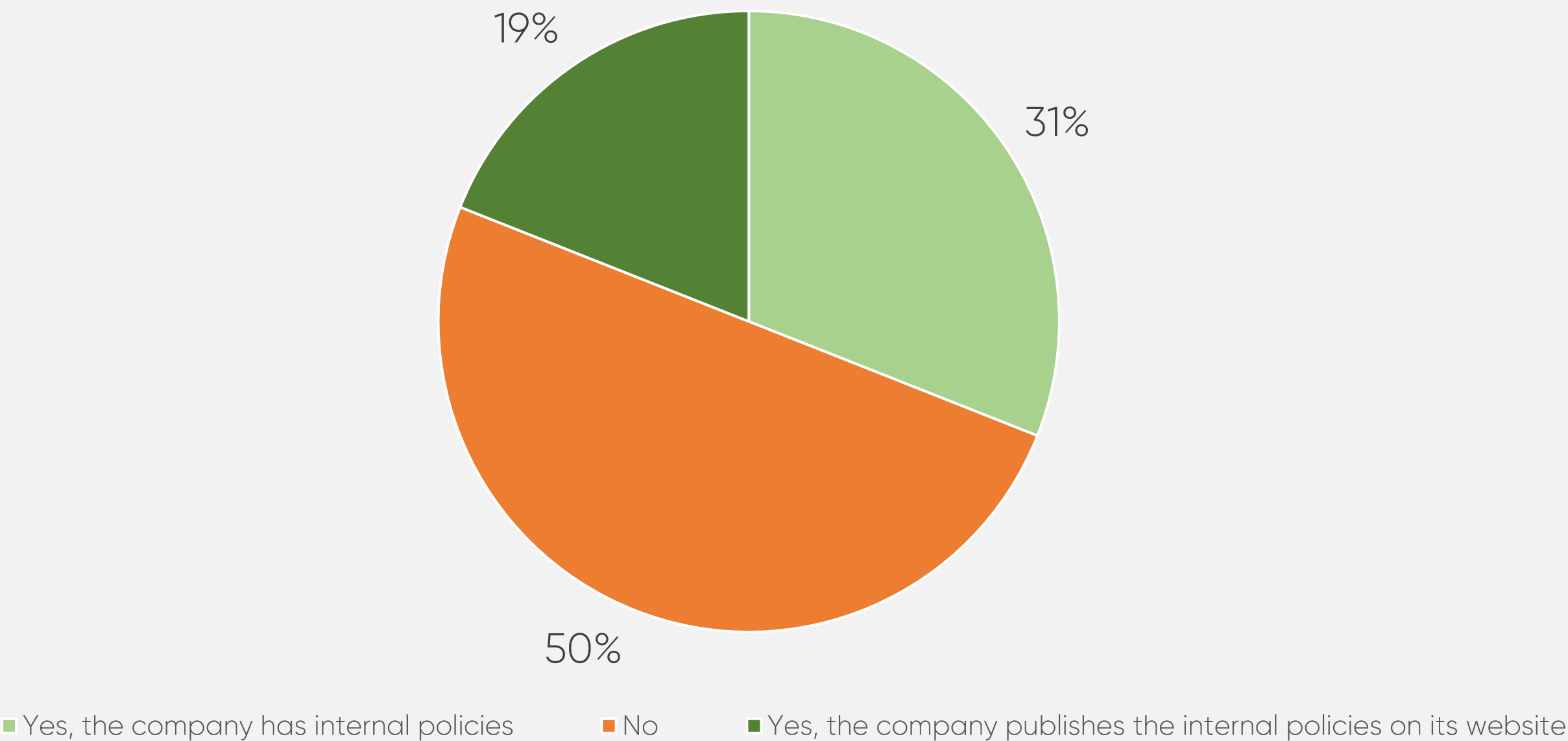
Across all the three categories, men hold a significantly higher share of positions, especially in the Managers and Blue Collar segments.

*North America represents less than 5% of the total Synesgy population

Source: Synesgy @January 2025

North American Companies: ESG (S, child labor policy implementation)

Do you have Human Rights and Child Labor (forced or compulsory) Policies? – SDG 8



50% of North American companies have a child labor policy

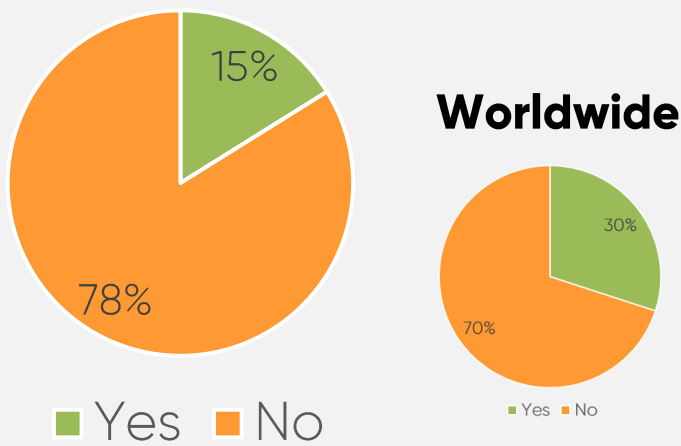
Only 50% of the companies analyzed in North America reported that they have not implemented a child labor policy.

*North America represents less than 5% of the total Synesgy population

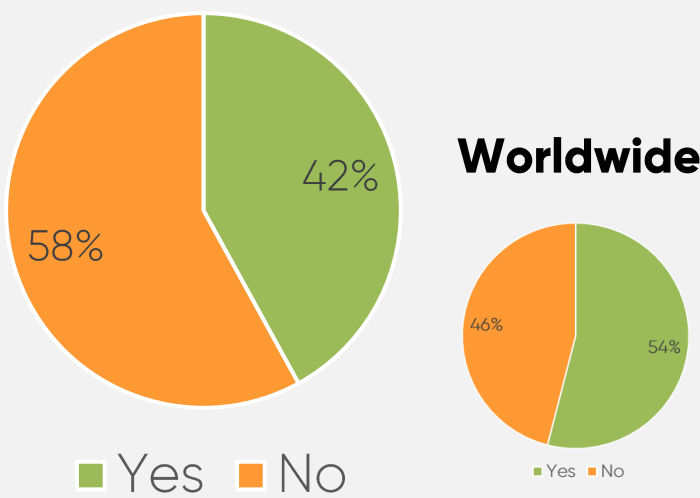
Source: Synesgy @January 2025

North American Companies: ESG (G, ISO certifications)

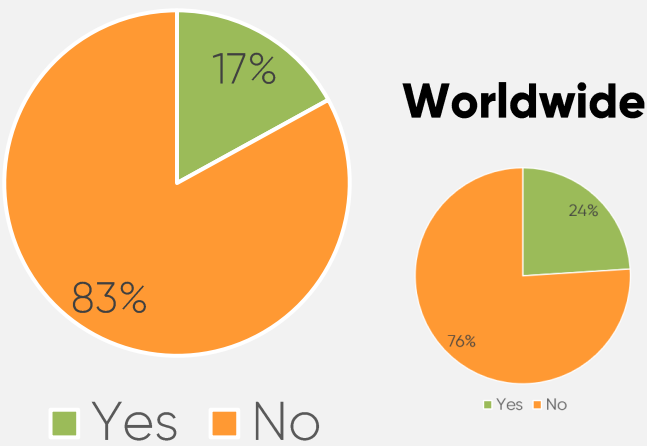
Do you comply with the ISO 14001 standards on environmental management? – GRI 307-1 / SDG 16



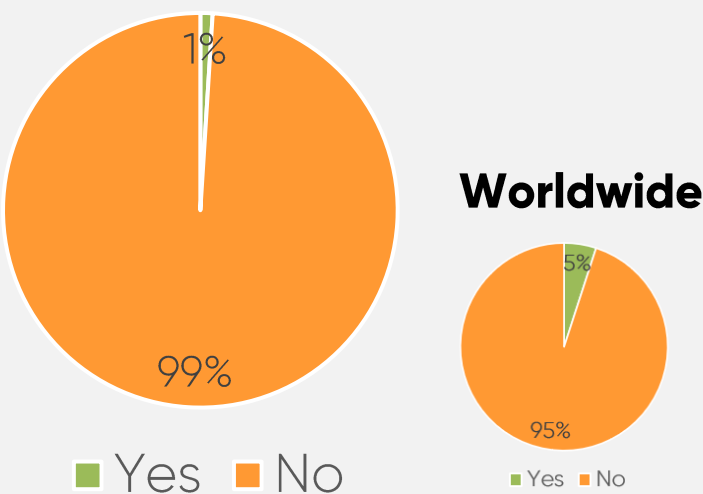
Are you compliant with ISO 9001 (Quality Management System)?



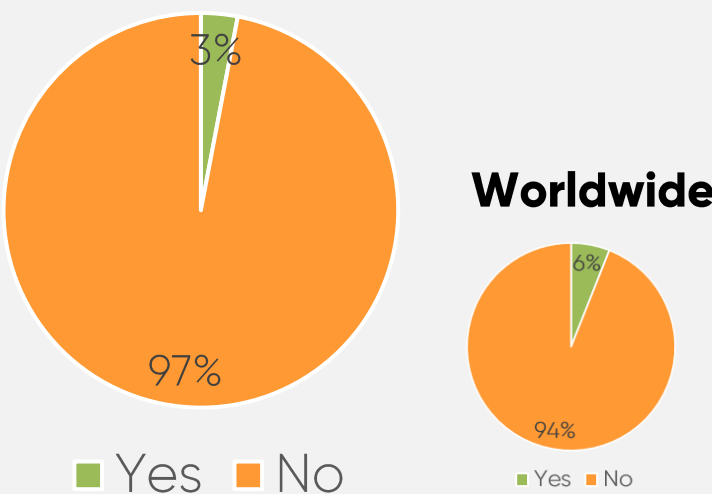
Do you comply with the UNI EN ISO 45001 standard on occupational health and safety of employees? – GRI 403-6 / SDG 3



Have you obtained the ISO 37001 certification on anti-bribery management systems? – SDG 16



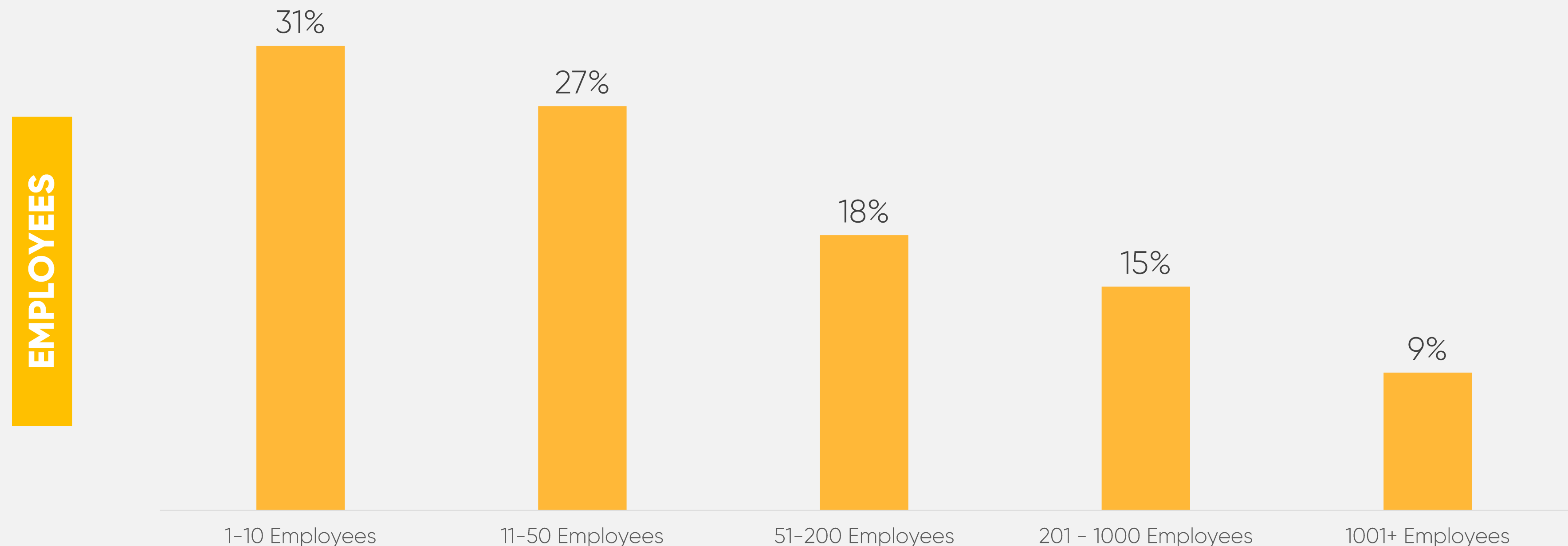
Have you obtained the ISO 50001 certification on energy management systems? – GRI 302 / SDGs 7, 9, 11, 12, 13



*North America represents less than 5% of the total Synesgy population

Source: Synesgy @January 2025

North American Companies: distribution by no. of employees



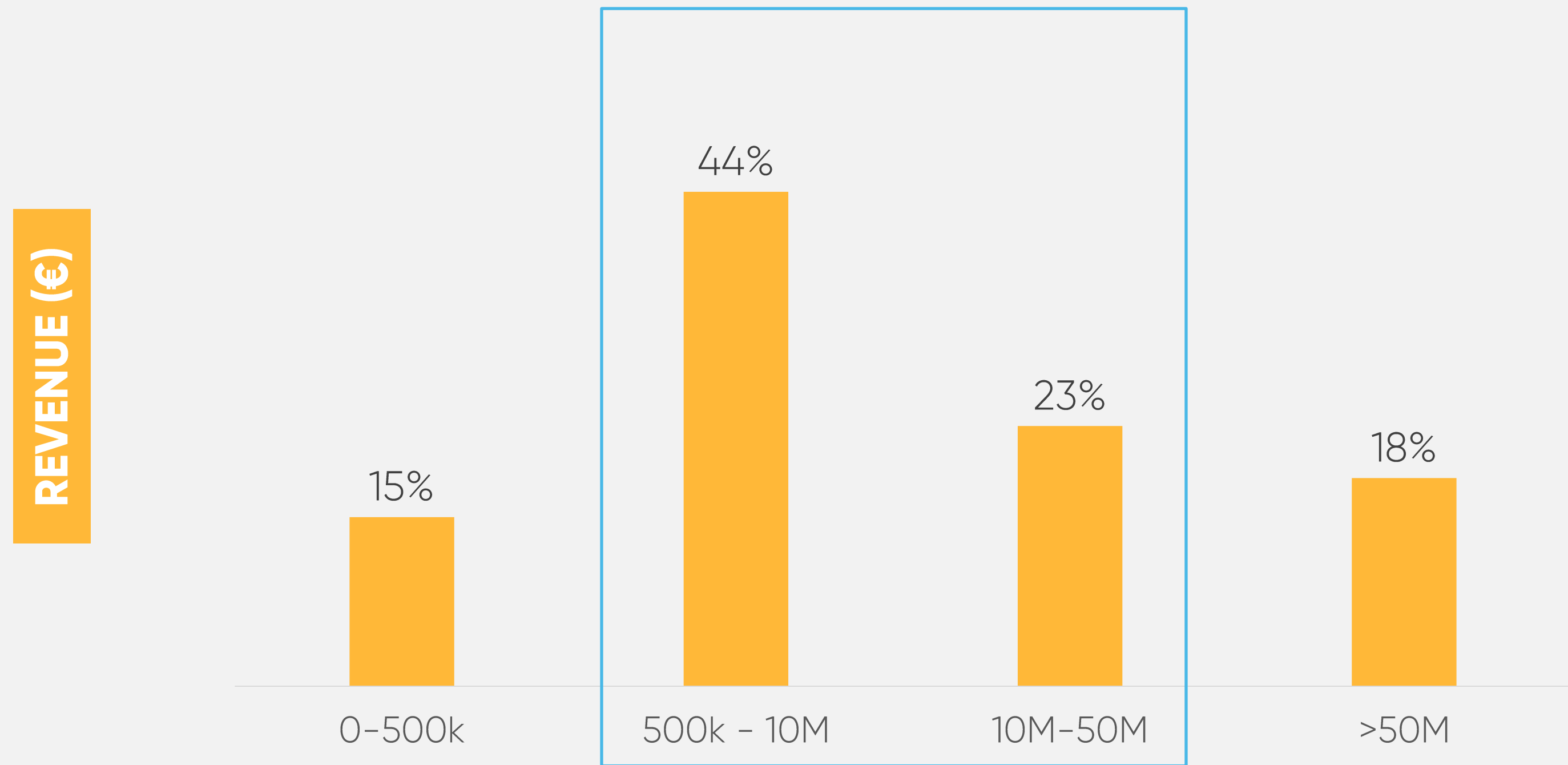
North American companies are evenly distributed in terms of size

*North America represents less than 5% of the total Synesgy population

North American companies exhibit the most balanced distribution of companies by number of employees compared to all other regions.

Source: Synesgy @January 2025

North American Companies: distribution by revenue



67% of North American companies are medium-sized enterprises

*North America represents less than 5% of the total Synesgy population

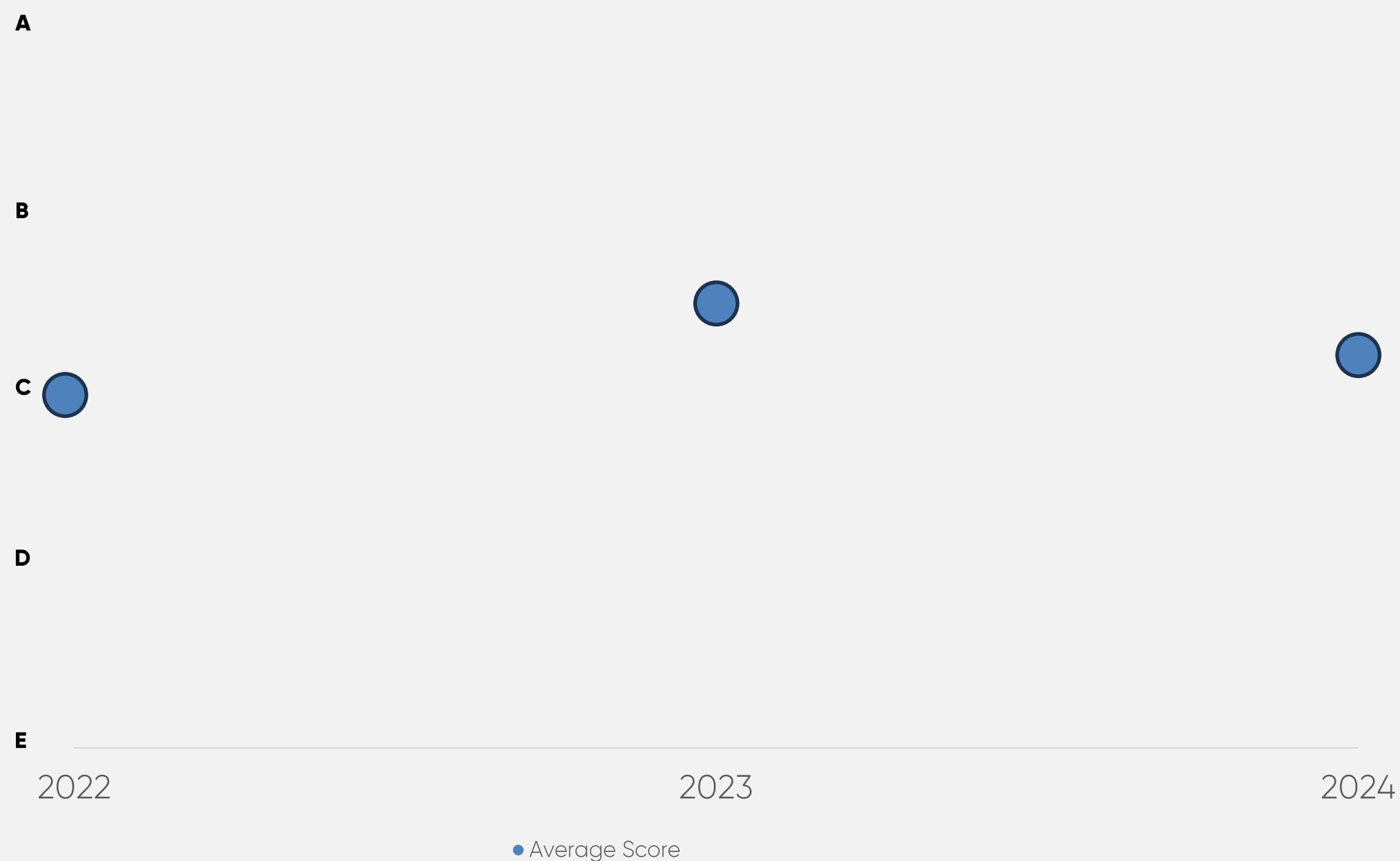
The distribution of North American companies shifted toward medium-sized enterprises (67%). It is important to highlight that 18% of the companies fall into the large corporate category, a relatively high percentage.

Source: Synesgy @January 2025

South & Central American Companies

- The average ESG score stabilized just above C in 2024 after seeing outstanding results in 2023.
- Out of all the companies assessed in South & Central America, the share of companies that have renewable energy production plants decreased significantly, accounting for 38% (-19% vs. June 2024).
- In terms of employee gender distribution, in the Managers segment, men now account for 57% (+8% vs. June 2024), while for the blue collar and white collar workers segments, women hold a larger share of positions.
- The distribution of companies is slowly shifting toward SMEs, which now represent 81% (+5% vs. June 2024) in terms of numbers of employees and 79% (+5% vs. June 2024) in terms of revenue.

South & Central American Companies: trend of average ESG score



How to interpret the scores?

- A: Excellent level of sustainability
- B: Good level of sustainability
- C: Satisfactory level of sustainability
- D: Sufficient level of sustainability
- E: Low level of sustainability

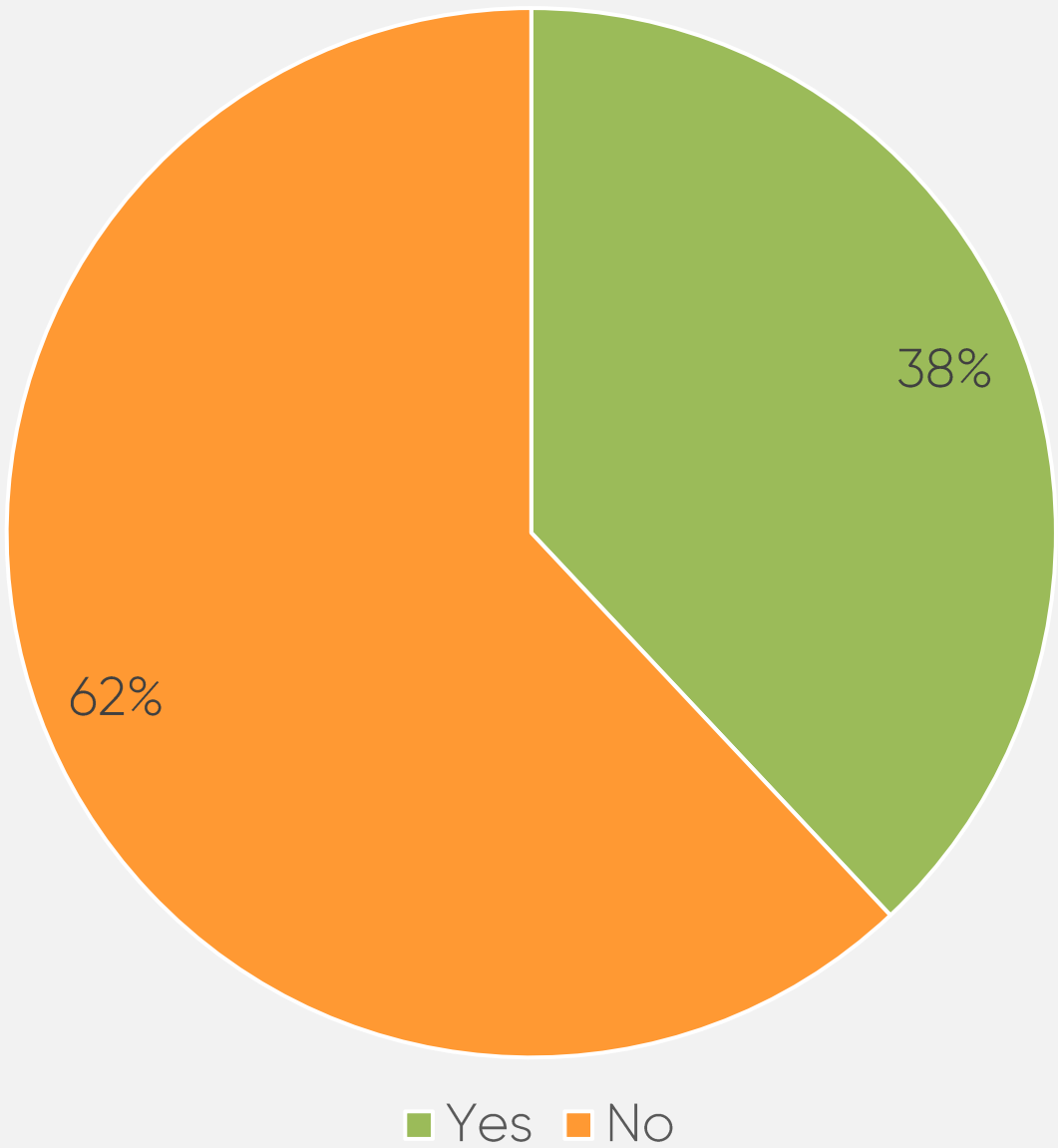
Average ESG Score slightly down compared to 2023

South & Central American companies saw a steep rise between 2022 and 2023. In 2024, the growth slowed down slightly, with the average ESG score sitting just above C.

Source: Synesgy @January 2025

South & Central American Companies: ESG (E, Renewable Energy)

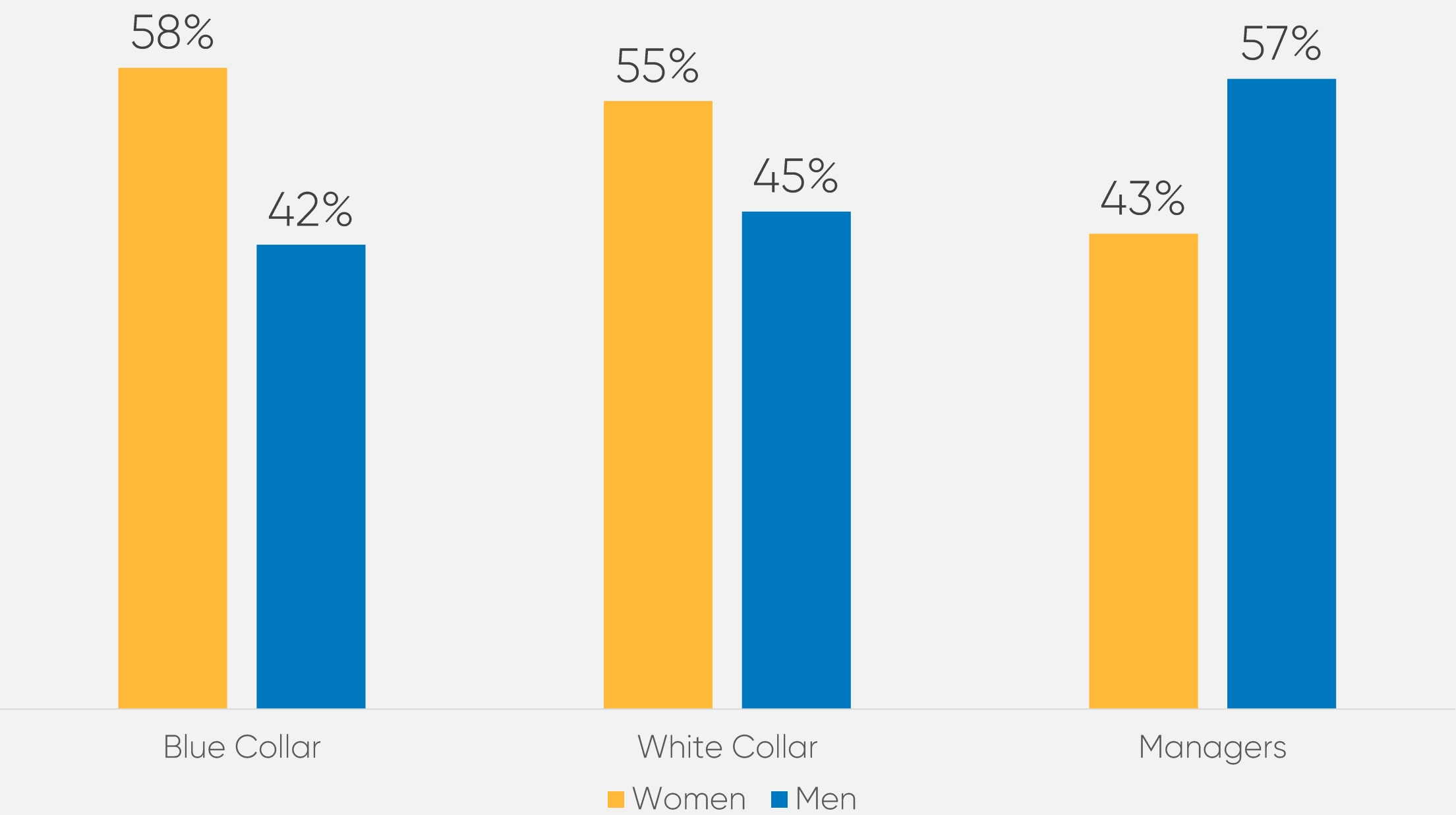
Do you have renewable energy production facilities/plants?



*South & Central America represent less than 3% of the total Synesgy population

Source: Synesgy @January 2025

South & Central American Companies: ESG (S, employee gender distribution)



Women hold a larger share of job positions

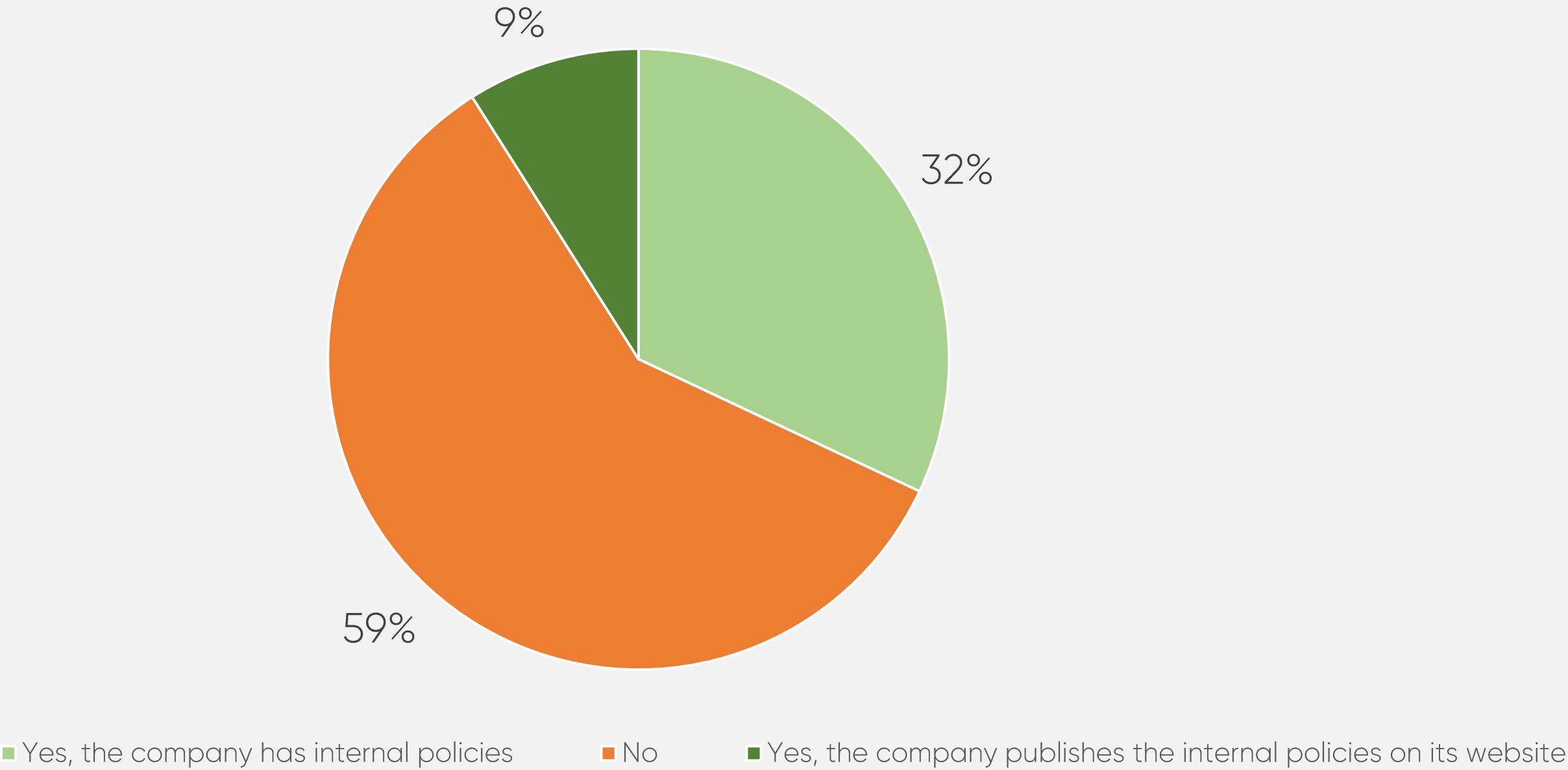
Among the companies analyzed in South and Central America, women represent 55% and 58% respectively of white and blue collar workers, while only 43% hold managerial roles.

Source: Synesgy @January 2025

*South & Central America represent less than 3% of the total Synesgy population

South & Central American Companies: ESG (S, child labor policy implementation)

Do you have Human Rights and Child Labor (forced or compulsory) Policies? – SDG 8



59% of companies do not have a child labor policy

Only 41% of the companies analyzed in South & Central America have implemented a child labor policy.

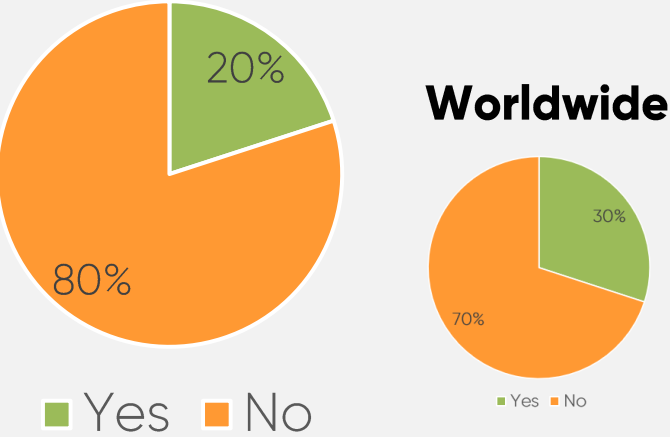
*South & Central America represent less than 3% of the total Synesgy population

Source: Synesgy @January 2025

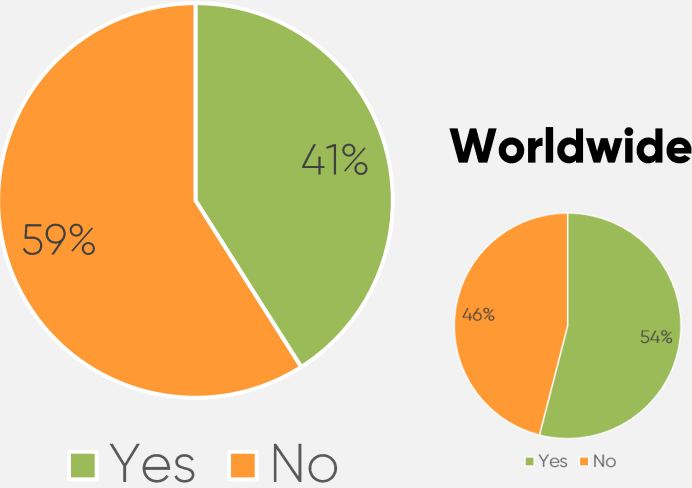
South & Central American Companies:

ESG (G, ISO certifications)

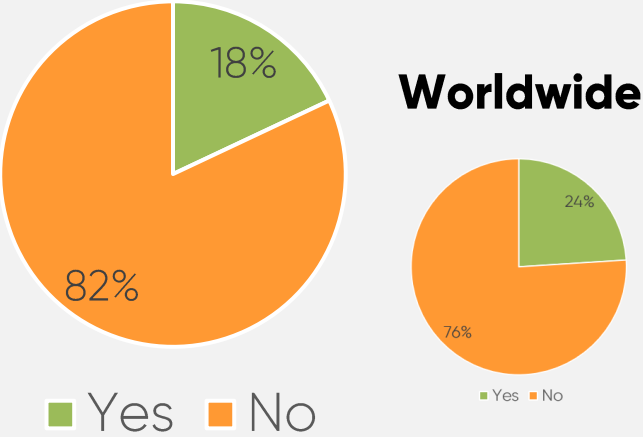
Do you comply with the ISO 14001 standards on environmental management? – GRI 307-1 / SDG 16



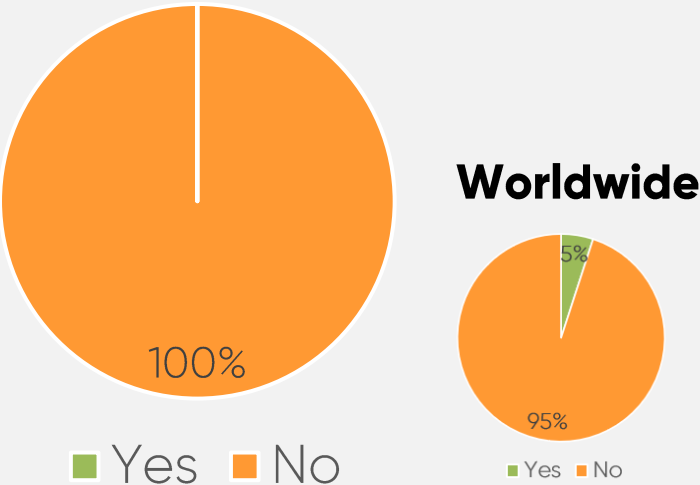
Are you compliant with ISO 9001 (Quality Management System)?



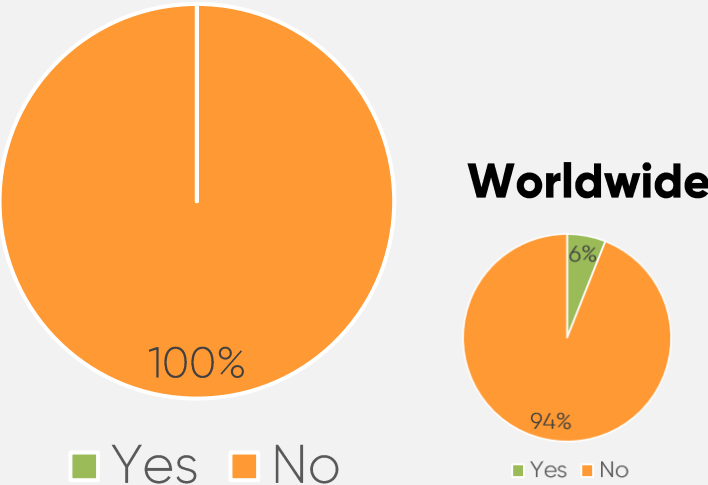
Do you comply with the UNI EN ISO 45001 standard on occupational health and safety of employees? – GRI 403-6 / SDG 3



Have you obtained the ISO 37001 certification on anti-bribery management systems? – SDG 16



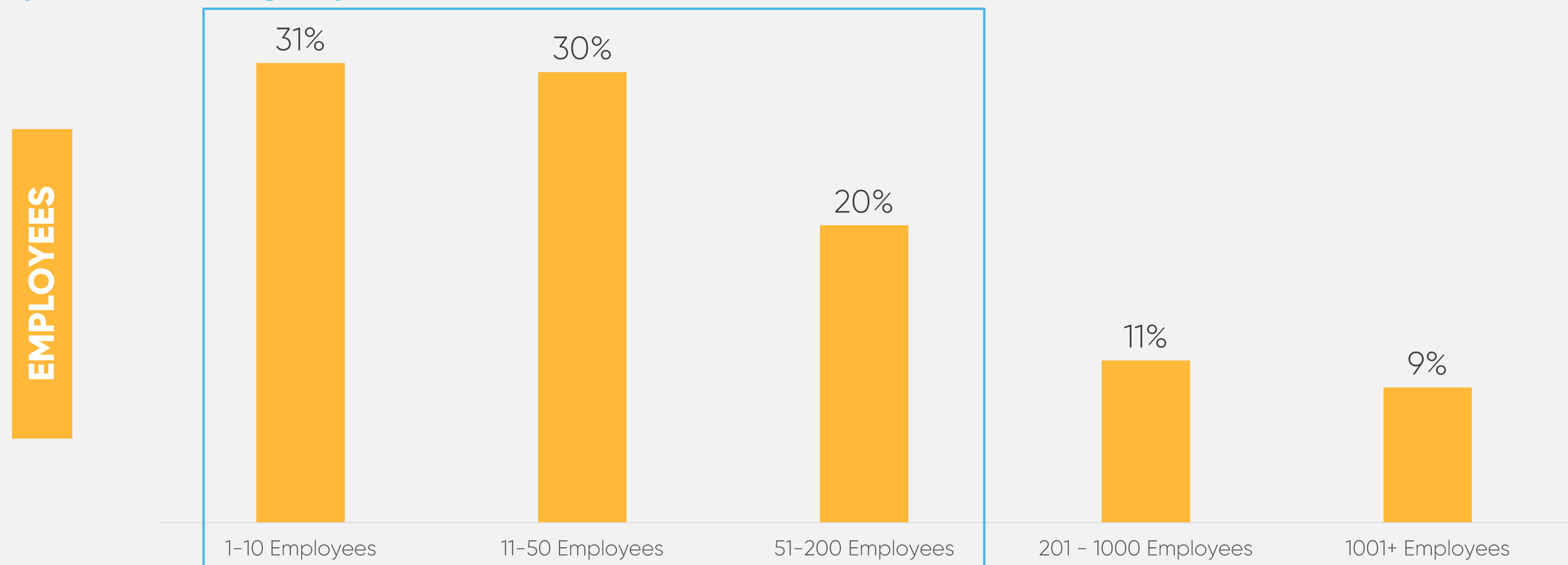
Have you obtained the ISO 50001 certification on energy management systems? – GRI 302 / SDGs 7, 9, 11, 12, 13



*South & Central America represent less than 3% of the total Synesgy population

Source: Synesgy @January 2025

South & Central American Companies: distribution by no. of employees



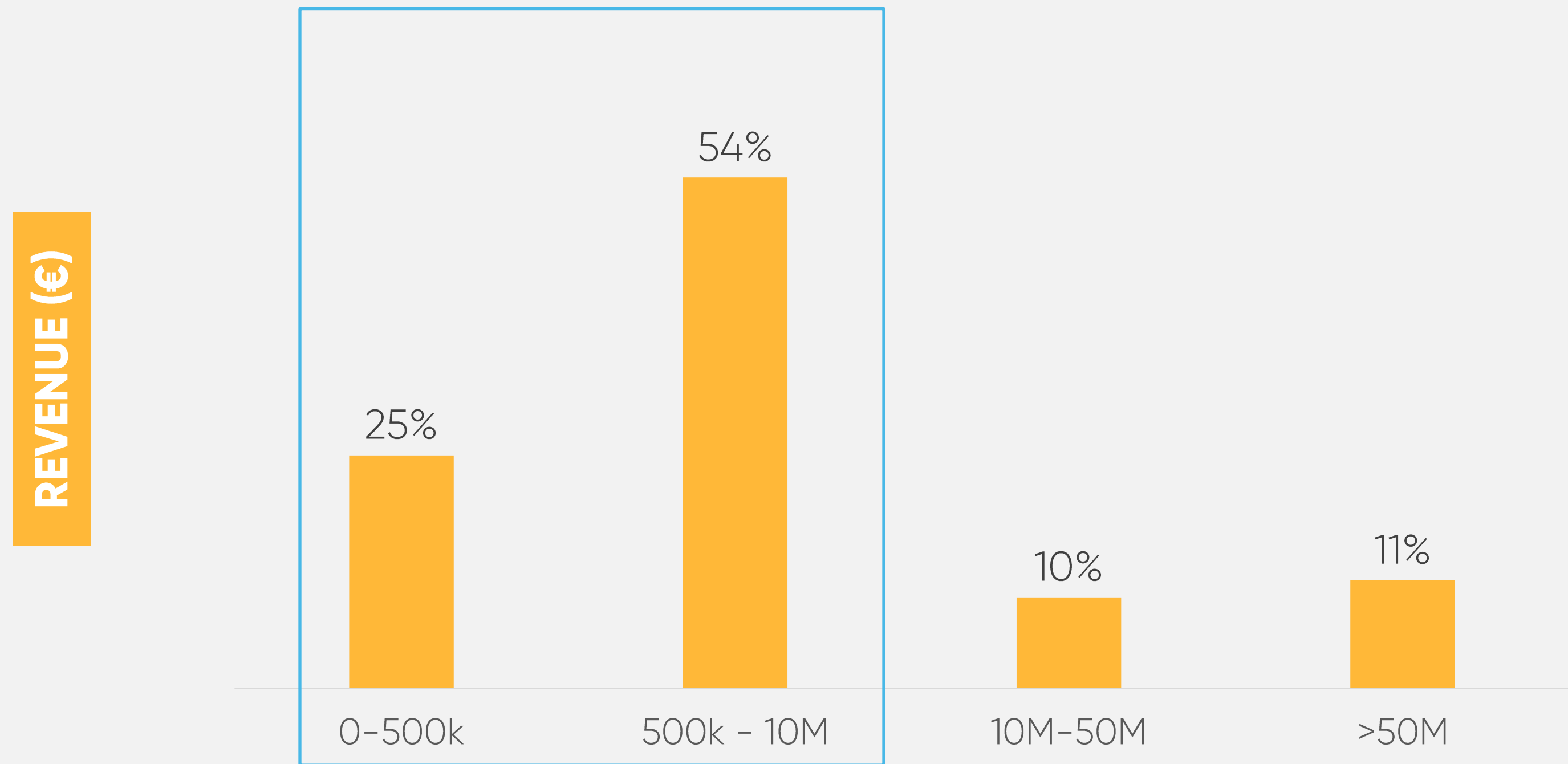
81% are small & medium enterprises

In terms of the number of employees, 81% of the companies analyzed in South & Central America have between 1 and 200 employees.

*South & Central America represent less than 3% of the total Synesgy population

Source: Synesgy @January 2025

South & Central American Companies: distribution by revenue



79% are small & medium enterprises

In terms of revenue, 79% of the companies analyzed in South & Central America have an annual revenue of €10 million or less.

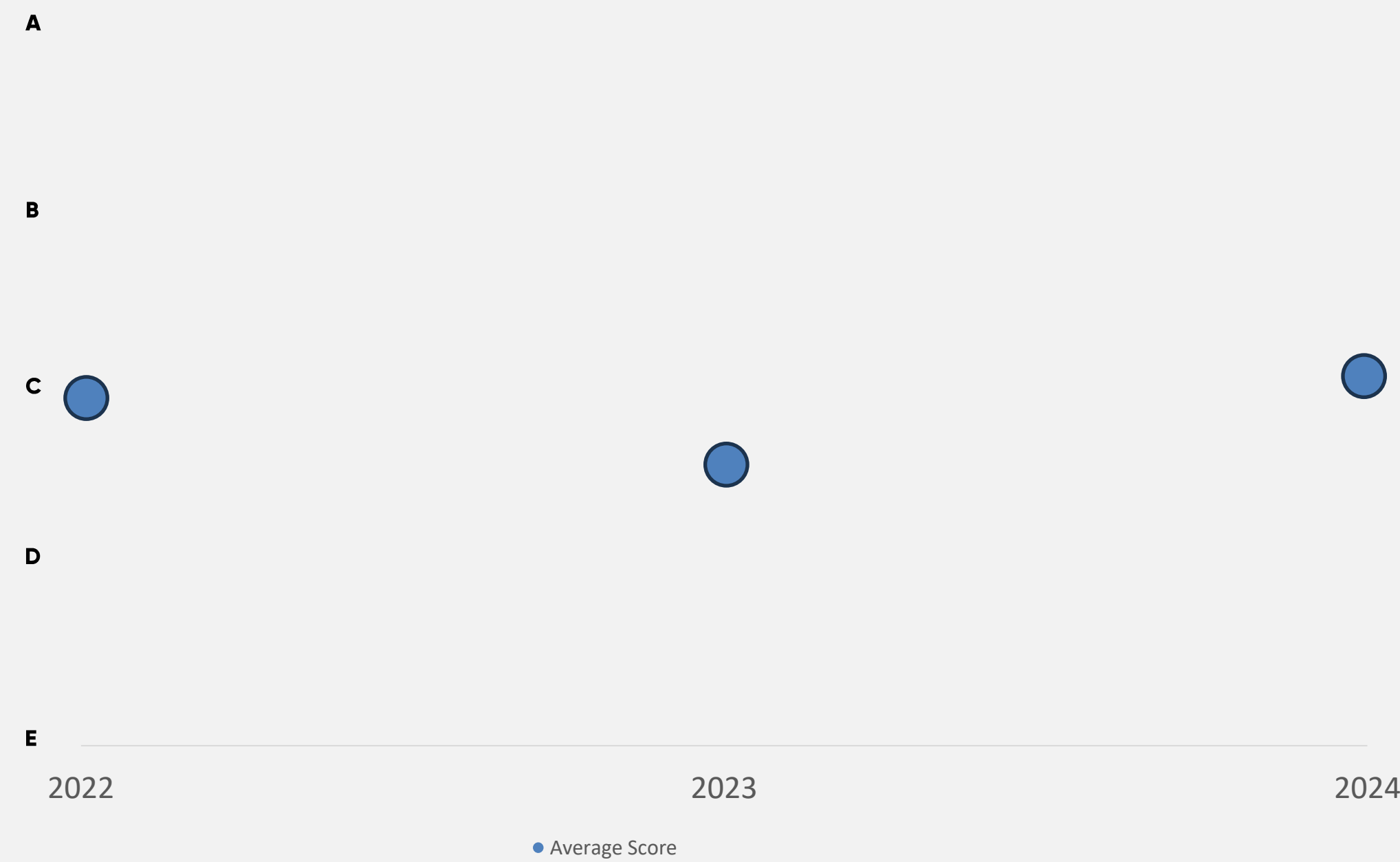
*South & Central America represent less than 3% of the total Synesgy population

Source: Synesgy @January 2025

Middle Eastern Companies

- The average ESG score grew steadily in 2024.
- Out of all the companies assessed in South & Central America, the share of companies that have renewable energy production plants increased, accounting for 40% (+5% vs. June 2024).
- In terms of employee gender distribution, in the managers and white collar workers segments, men respectively account for 78% (+11% vs. June 2024) and 80% (+14% vs. June 2024) of positions, while for the blue collar workers segment, women increased to 41% of the positions held (+10% vs. June 2024).
- The distribution of companies shows that 71% of the companies analyzed in the Middle East fall into the 500k-10M annual revenue category.

Middle Eastern Companies: trend of average ESG score



How to interpret the scores?

- A: Excellent level of sustainability
- B: Good level of sustainability
- C: Satisfactory level of sustainability
- D: Sufficient level of sustainability
- E: Low level of sustainability

Average ESG Score bounced back in 2024

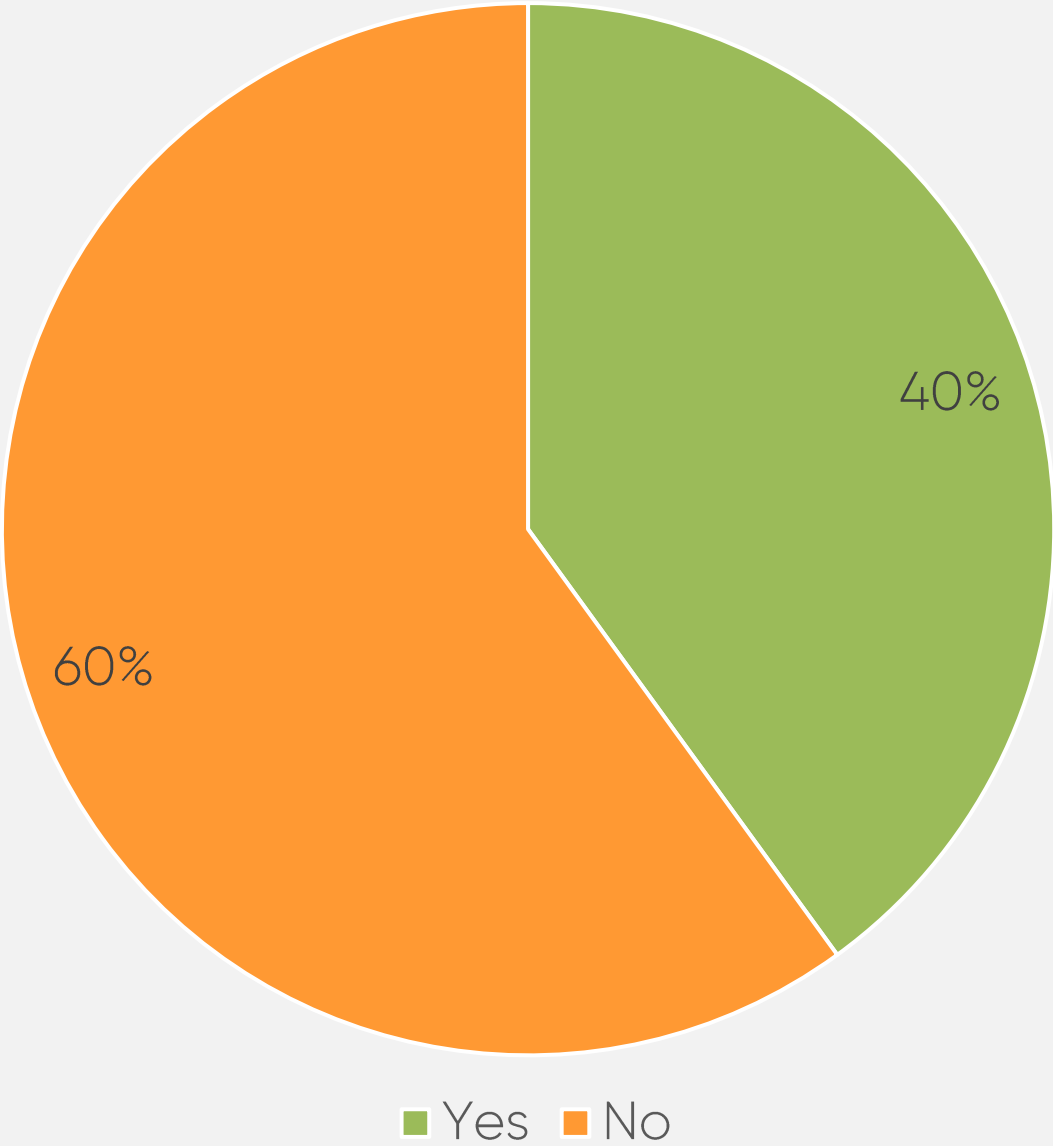
The average ESG score in the Middle East bounced back in 2024, reaching an average score of C.

Source: Synesgy @January 2025

Middle Eastern Companies:

ESG (E, Renewable Energy)

Do you have renewable energy production facilities/plants?

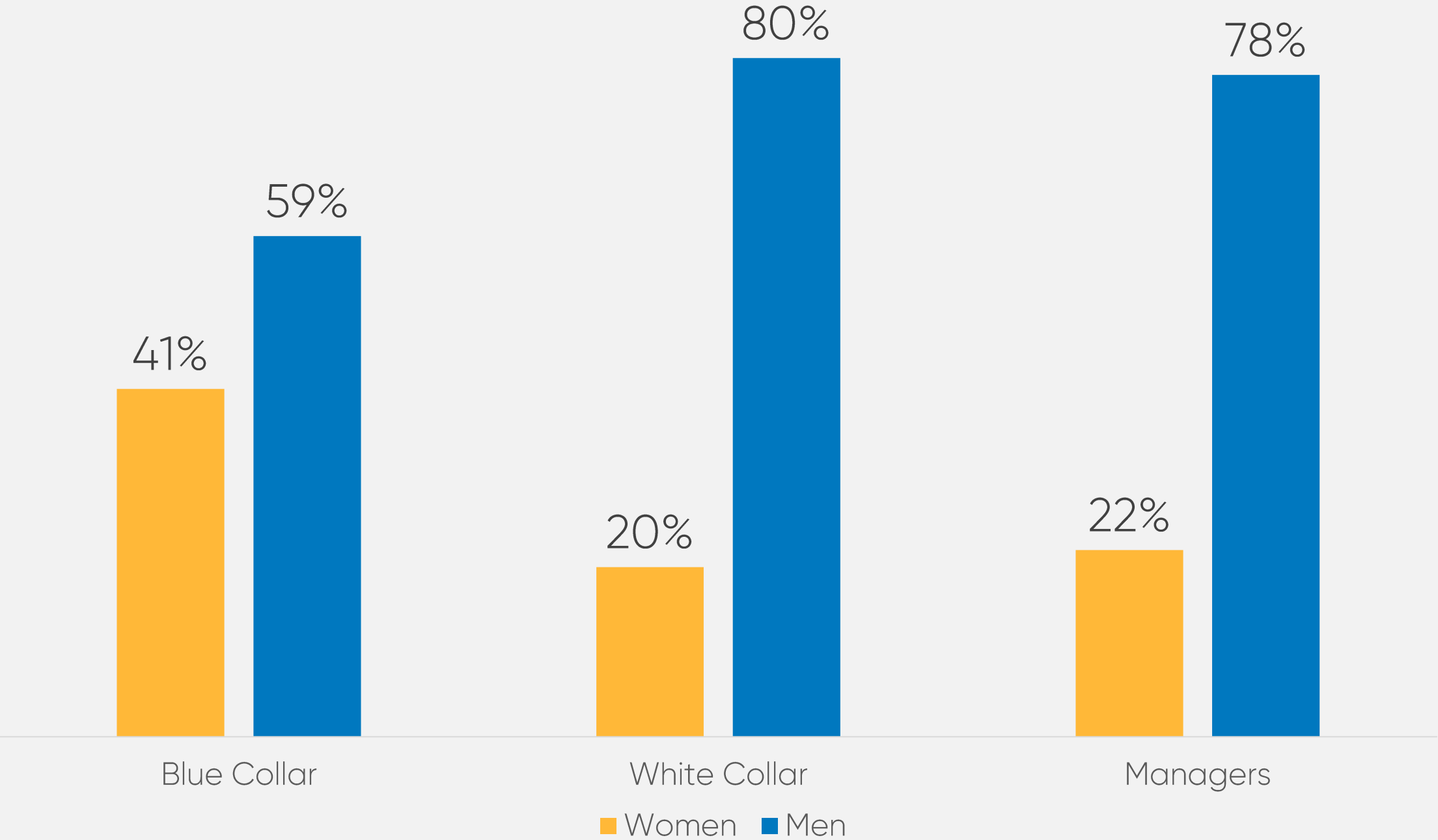


*Middle East represents less than 3% of the total Synesgy population

Source: Synesgy @January 2025

Middle Eastern Companies:

ESG (S, employee gender distribution)



Increasingly higher disparity among the three segments

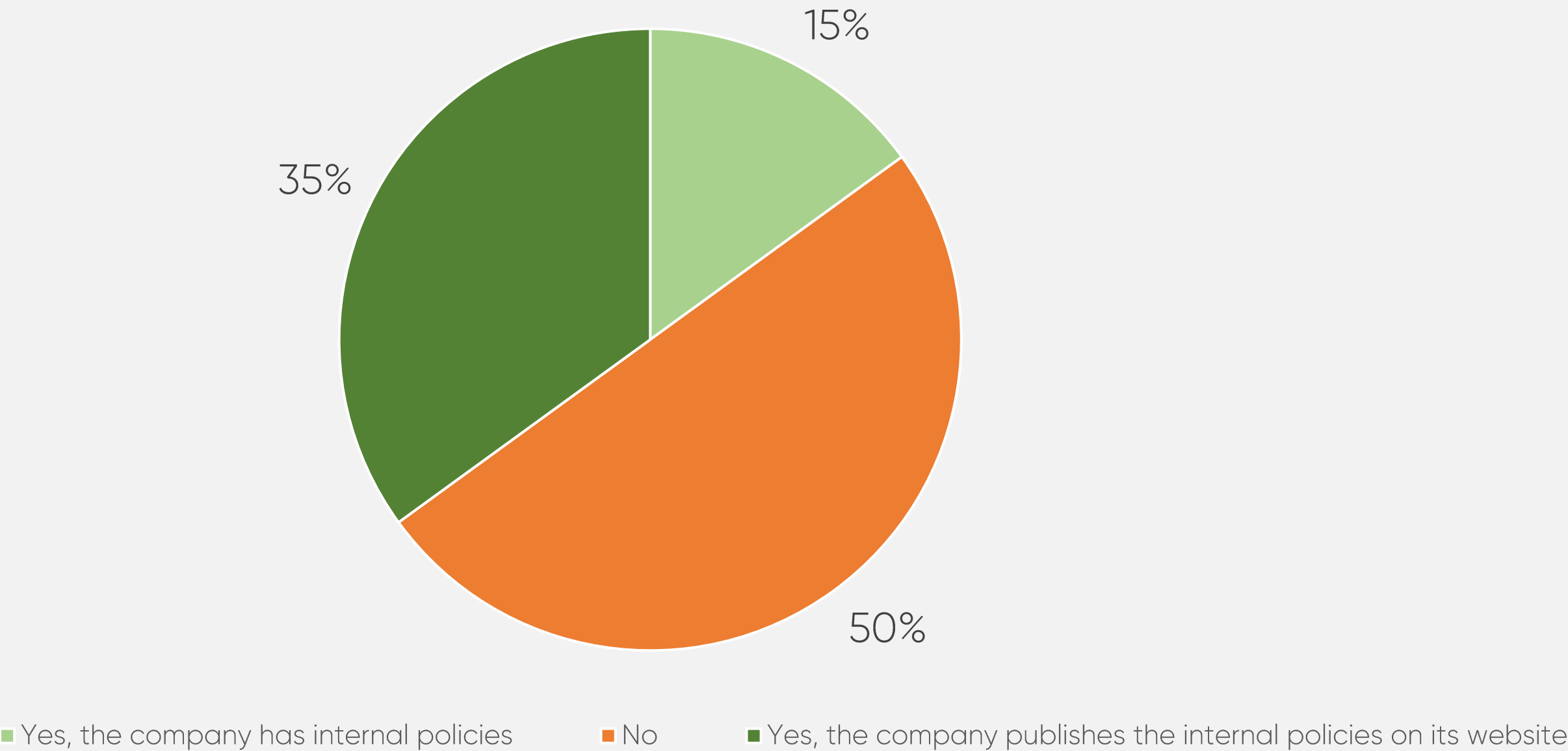
Across all three categories, men hold a significantly higher share of positions.

Source: Synesgy @January 2025

*Middle East represents less than 3% of the total Synesgy population

Middle Eastern Companies: ESG (S, child labor policy implementation)

Do you have Human Rights and Child Labor (forced or compulsory) Policies? – SDG 8



50% of companies have a child labor policy

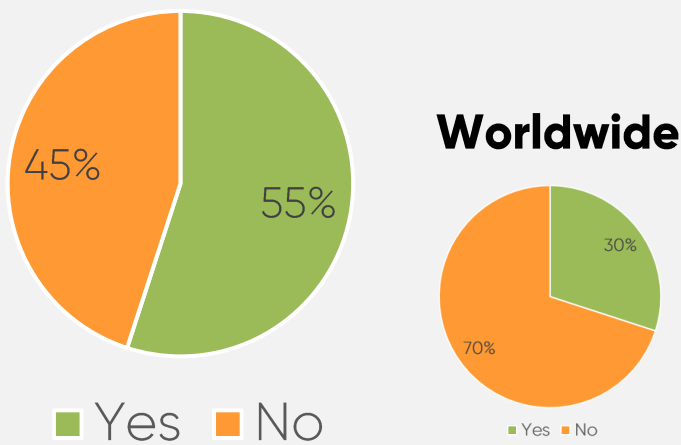
50% of the companies analyzed in the Middle East reported that they have implemented a child labor policy.

*Middle East represents less than 3% of the total Synesgy population

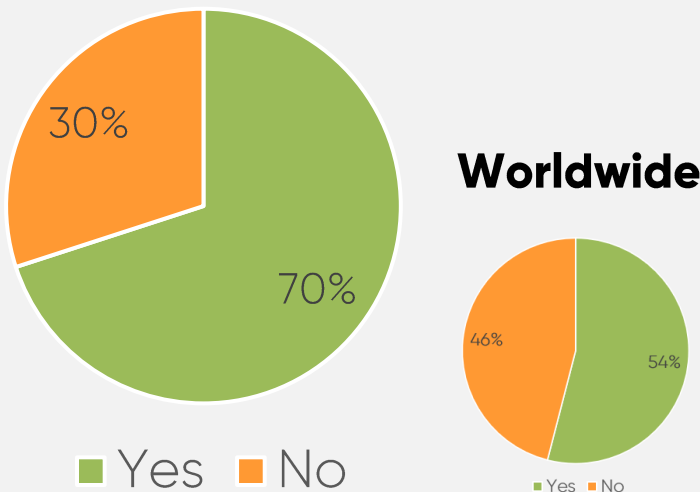
Source: Synesgy @January 2025

Middle Eastern Companies: ESG (G, ISO certifications)

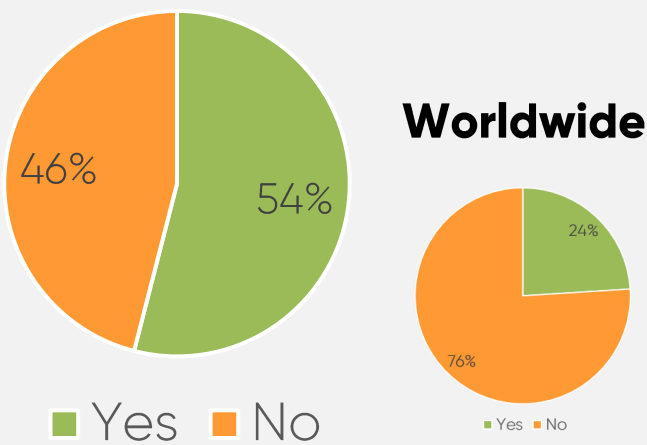
Do you comply with the ISO 14001 standards on environmental management? – GRI 307-1 / SDG 16



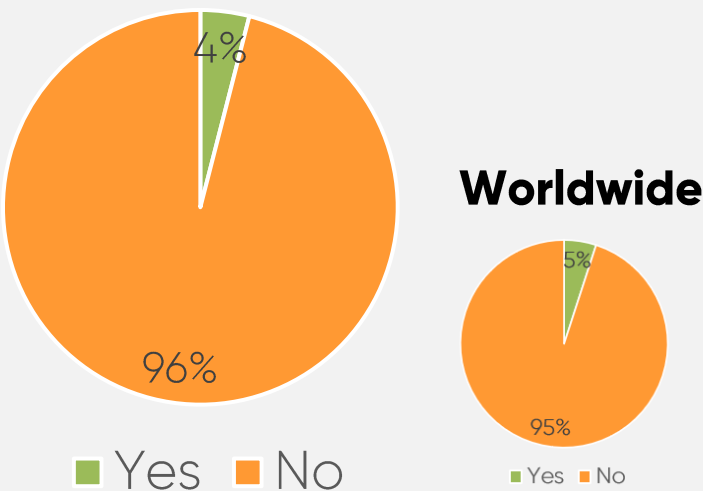
Are you compliant with ISO 9001 (Quality Management System)?



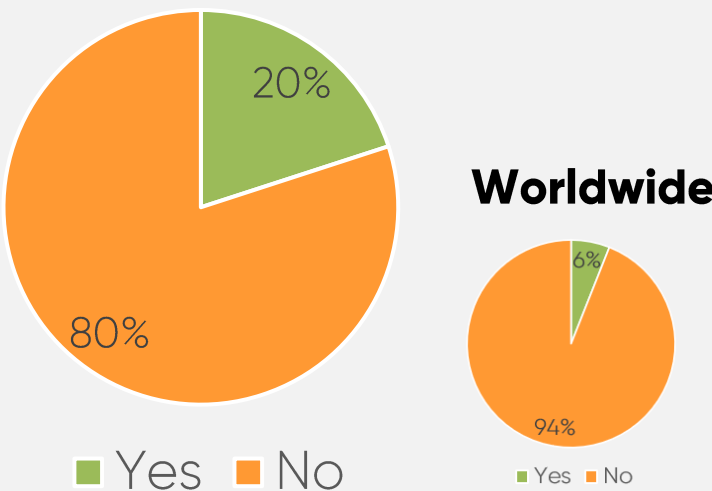
Do you comply with the UNI EN ISO 45001 standard on occupational health and safety of employees? – GRI 403-6 / SDG 3



Have you obtained the ISO 37001 certification on anti-bribery management systems? – SDG 16



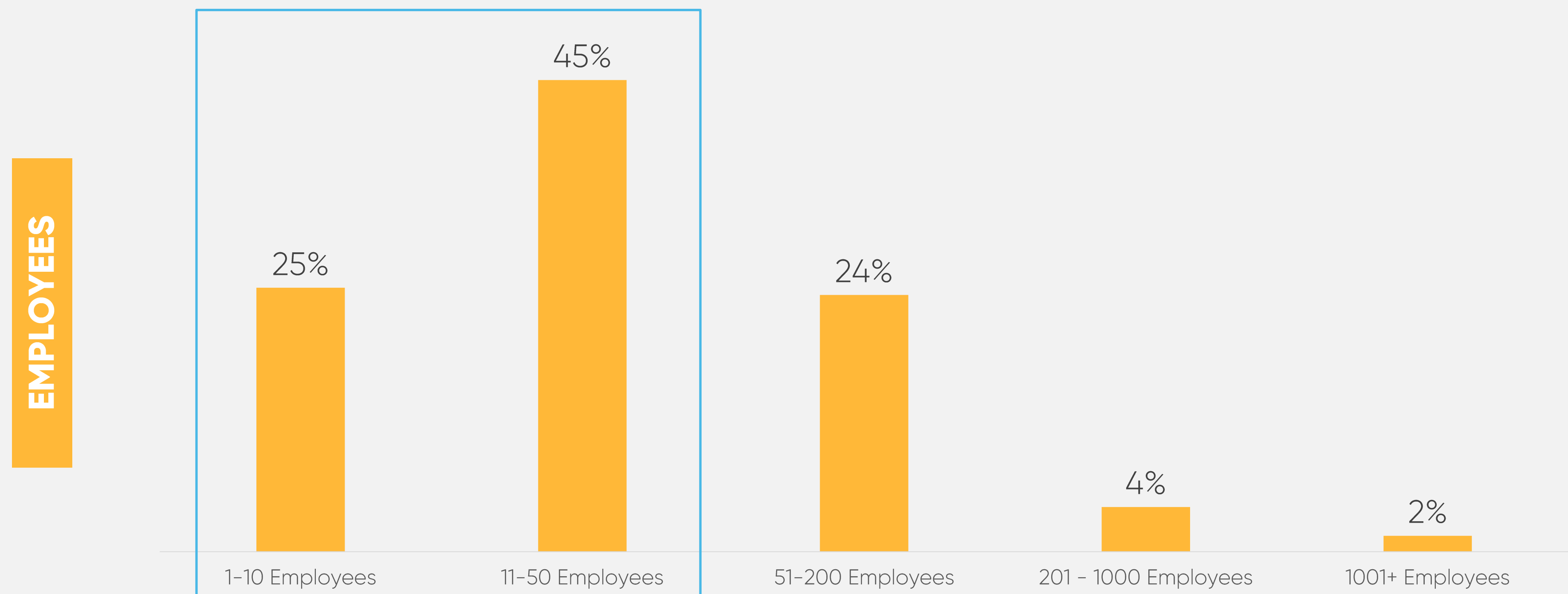
Have you obtained the ISO 50001 certification on energy management systems? – GRI 302 / SDGs 7, 9, 11, 12, 13



*Middle East represents less than 3% of the total Synesgy population

Source: Synesgy @January 2025

Middle Eastern Companies: distribution by no. of employees



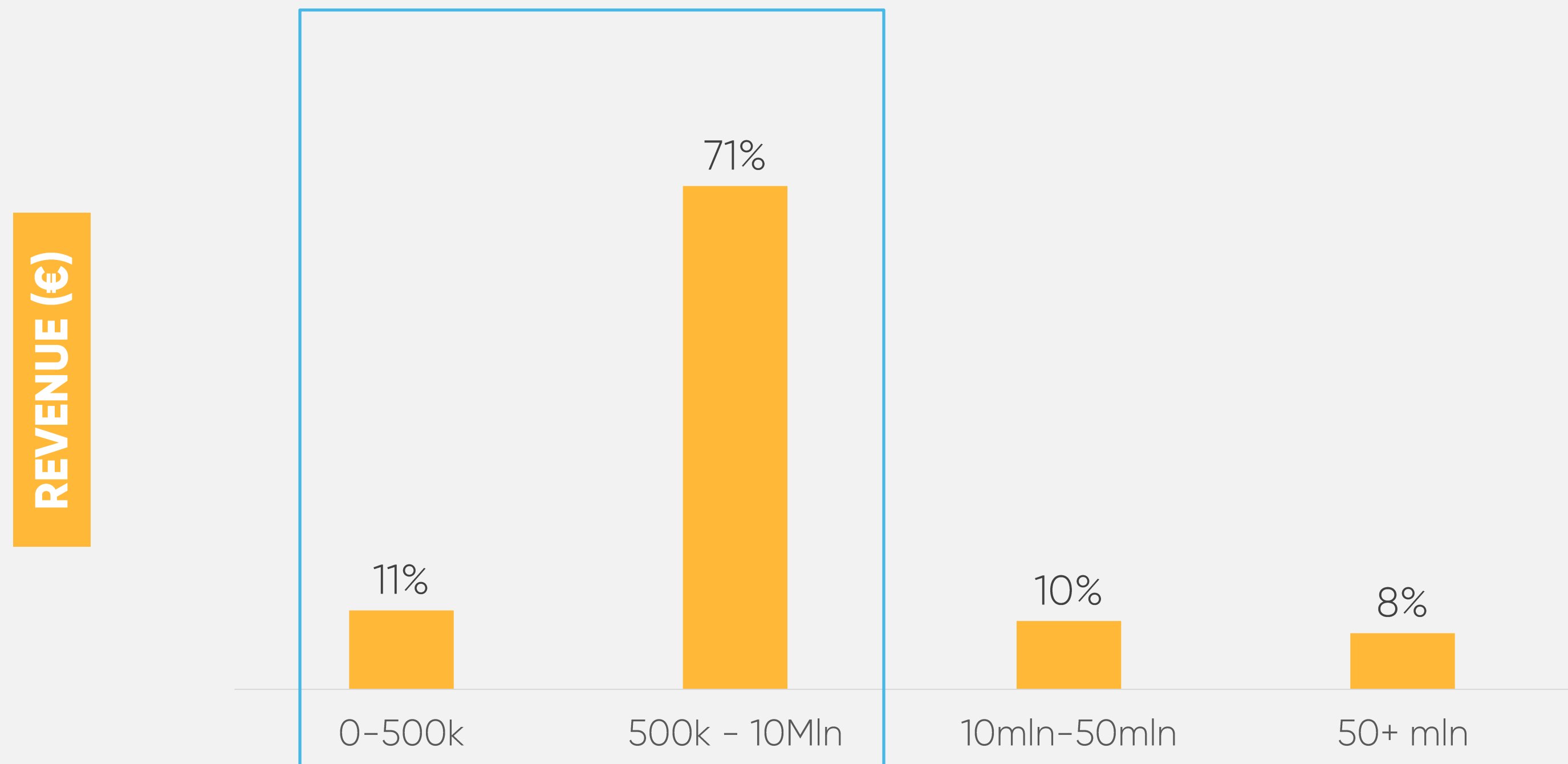
70% are micro & small enterprises

The Middle Eastern companies analyzed showed a shift in distribution toward micro and small enterprises.

*Middle East represents less than 3% of the total Synesgy population

Source: Synesgy @January 2025

Middle Eastern Companies: distribution by revenue



82% have 10M or less in annual revenue

82% of the companies analyzed in the Middle East have an annual revenue of less than €10 million.

*Middle East represents less than 3% of the total Synesgy population

Source: Synesgy @January 2025



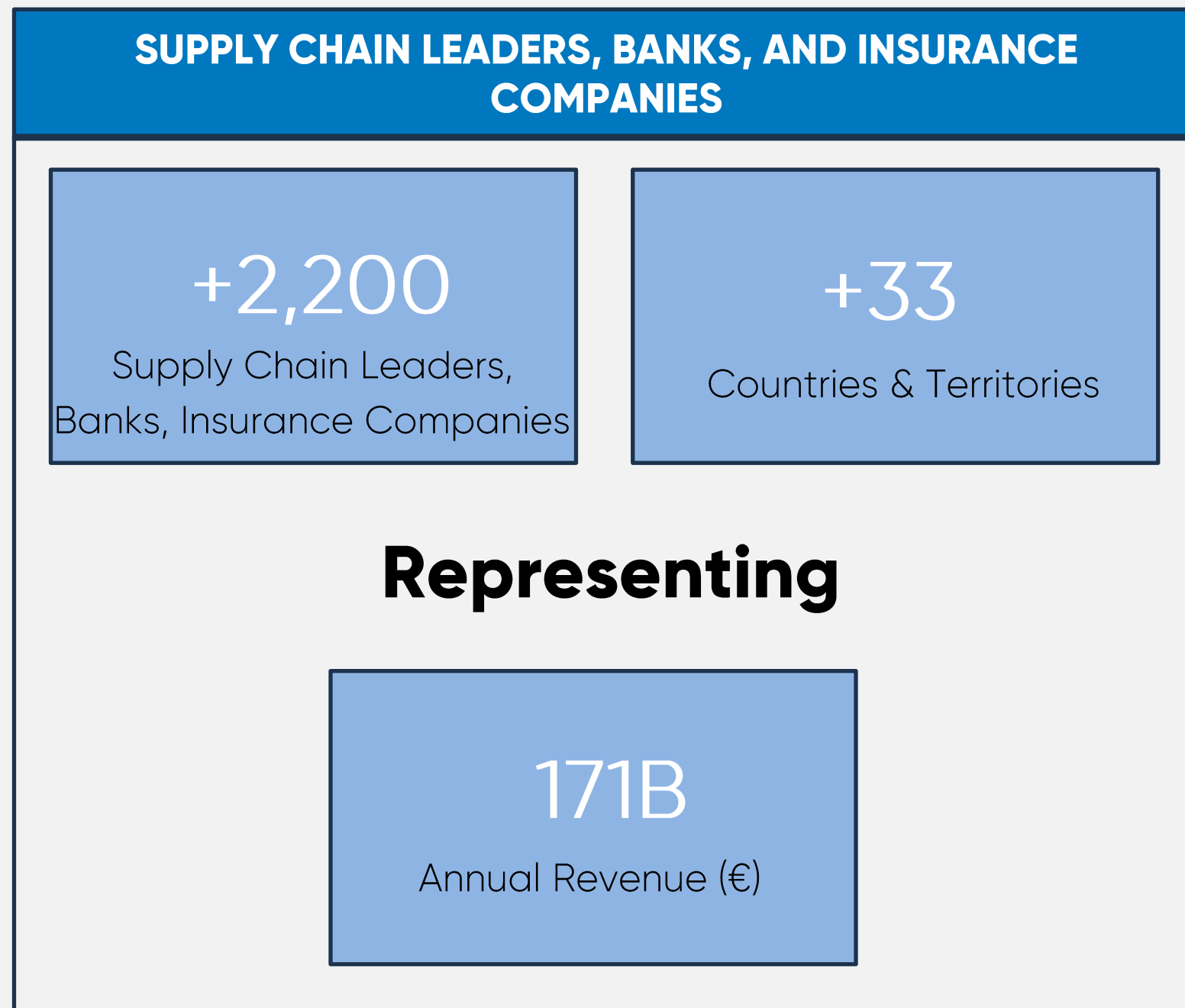
05

Distribution of Supply Chain Leaders, Banks, and Insurance Companies

Key Trends

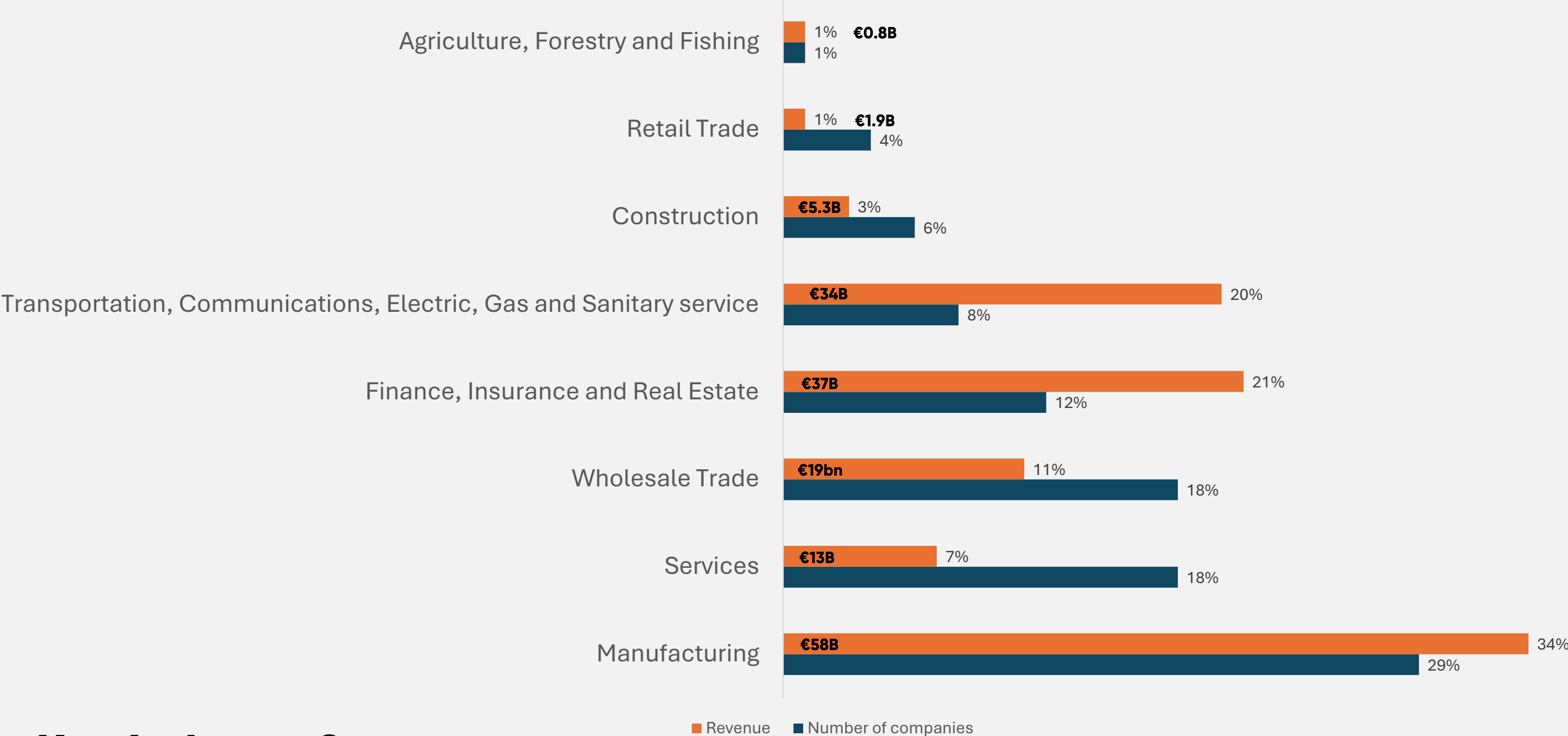
- The supply chain leaders, banks, and insurance companies segment is shifting increasingly toward the large company profile in terms of revenue and number of employees. This is in line with expectations, as these are the companies that require their own supply chains to go through an ESG assessment.
- The +10m revenues segment has increased quickly, now accounting for 52% of the total (+7% vs. June 2024).
- In terms of industries, the manufacturing sector lost some prominence, accounting for 34% of the total revenue of the supply chain leaders, banks, and insurance companies segment (-8% vs. June 2024). The biggest increase in terms of revenue related to the finance industry, now accounting for 21% (+11% vs. June 2024).
- In terms of portfolio size distribution, the composition remains very similar, with 81% (+2% vs. June 2024) of the portfolios with 500 or fewer companies.

Focus on +2,200 Supply Chain Leaders, Banks, and Insurance Companies



This chapter provides an in-depth analysis of the distribution of the more than **2,200** Supply Chain Leaders, Banks, & Insurance Companies in Synesgy.

Distribution of +2,200 Supply Chain Leaders, Banks, and Insurance Companies **by industry**

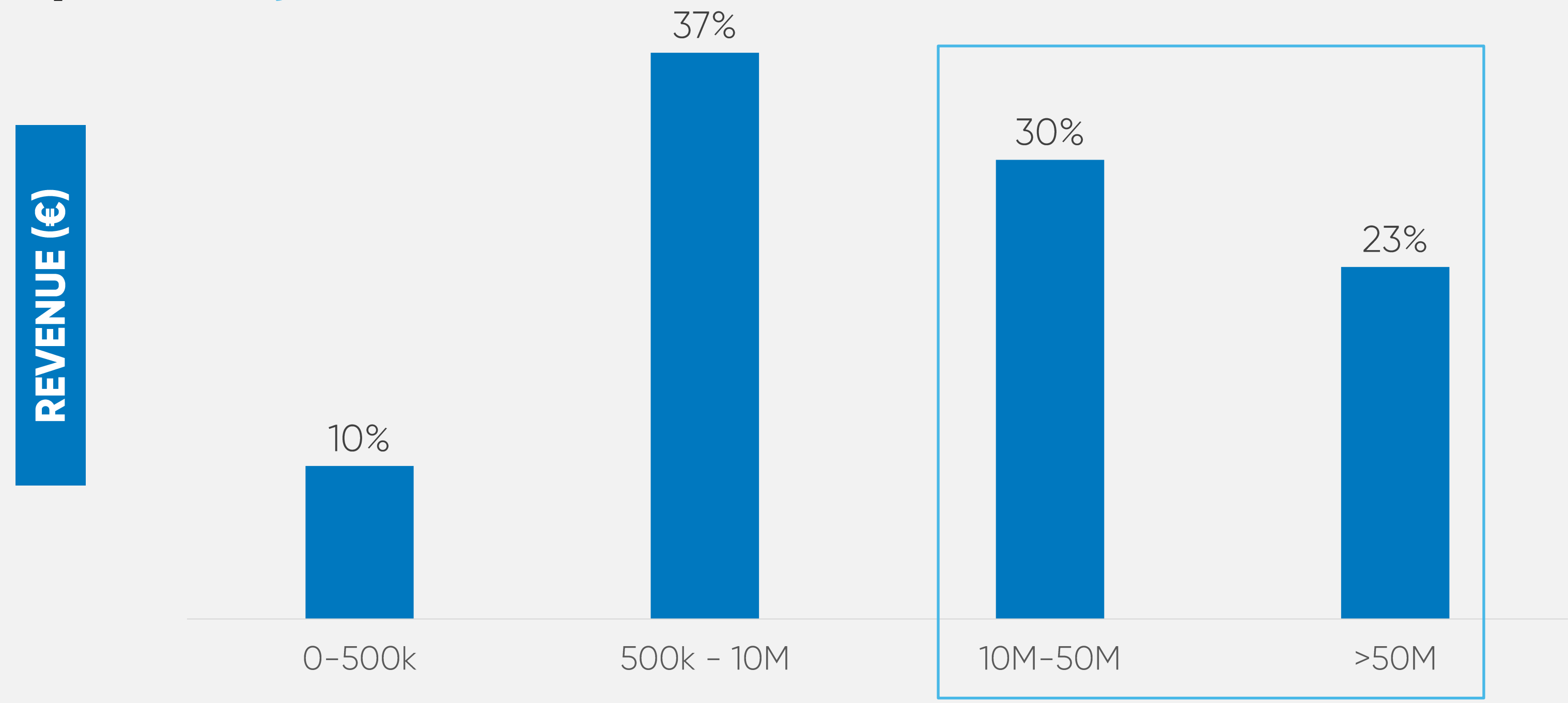


Key Industry Sectors

Most of the portfolios registered in Synesgy belong to 3 industry sectors: Manufacturing, (34%), Finance (21%), and Transportation (20%)

Source: Synesgy @January 2025

Distribution of +2,200 Supply Chain Leaders, Banks, and Insurance Companies by revenue

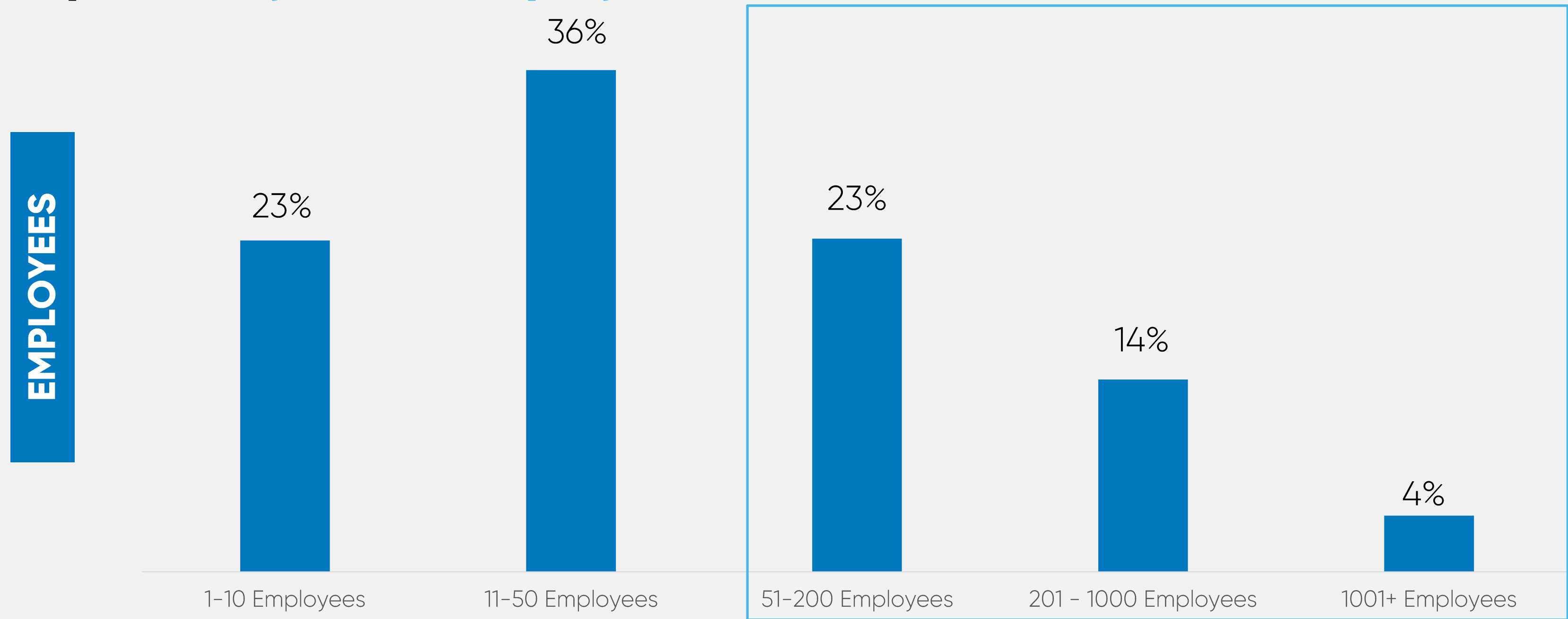


52% are Medium & Large Companies

In contrast to suppliers, the distribution of supply chain leaders, banks, and insurance companies is more even; in particular, 52% of the total companies have an annual revenue of more than €10 million.

Source: Synesgy @January 2025

Distribution of +2,200 Supply Chain Leaders, Banks, and Insurance Companies by no. of employees

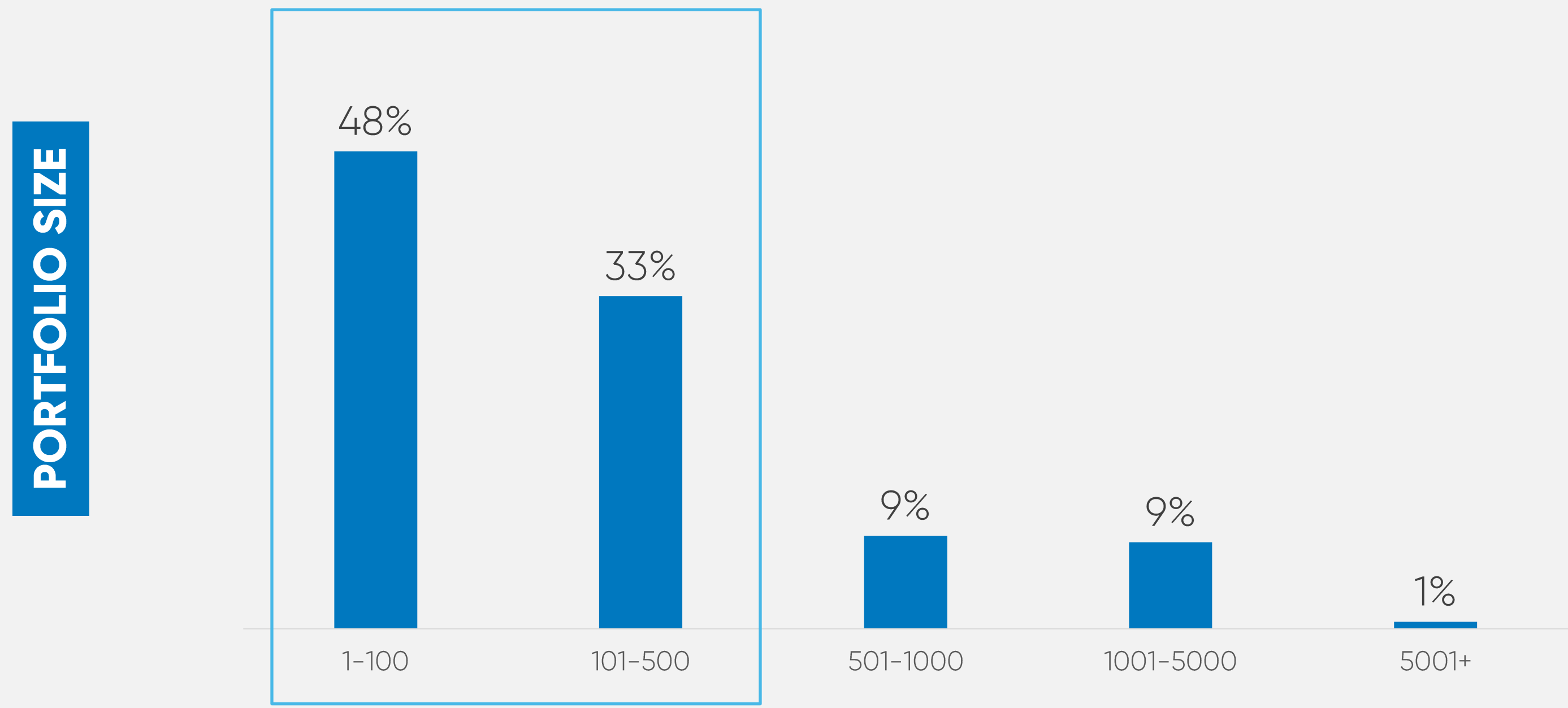


41% are Medium & Large Companies

In terms of the number of employees, the portfolio distribution shows that a larger percentage of companies fall into the Medium & Large segment.

Source: Synesgy @January 2025

Distribution of +2,200 Supply Chain Leaders, Banks, and Insurance Companies **by portfolio size (no. of companies)**



81% have 500 or fewer companies in their portfolio

The analysis of 2,200 supply chain leaders, banks, and insurance companies, along with their portfolios, reveals that 81% manage portfolios with 500 or fewer companies.

Source: Synesgy @January 2025



06

ESG Data and its Commercial Impact

Simplifying Sustainability for Large Companies and SMEs: New Regulations to Boost Competitiveness

Europe

The latest regulations—both within the EU and in other jurisdictions—aim to reduce the regulatory and reporting burden on businesses by limiting the amount of information required and narrowing the scope of companies affected.

This presents a significant opportunity for SMEs, as these simplifications make voluntary sustainability reporting more accessible than ever.

The smartest businesses are already seizing this opportunity and turning it into a competitive advantage.

Accurate ESG reporting is becoming increasingly valuable to sustainability-minded investors and business partners, leading to a “greenium”—a sustainability premium—for companies that demonstrate strong ESG performance.

These companies are more attractive to potential partners due to their lower commercial risk and may also be able to command premium prices for their products or services.

Simplifying Sustainability for Large Companies and SMEs: New Regulations to Boost Competitiveness

USA

The US Securities and Exchange Commission (SEC) has taken steps to roll back its climate disclosure rule which would require publicly traded companies to disclose climate-related risks. While the ruling has effectively been overturned, large US companies may still need to report their emissions. A state law in California requires all large companies in the state to disclose their emissions.

East Asia

A significant trend is the adoption or alignment with the International Sustainability Standards Board (ISSB) standards. This indicates a move toward greater harmonization of sustainability reporting. Countries like Japan, Singapore, Hong Kong SAR, and others are actively incorporating ISSB standards into their national frameworks.

Canada

Canada is working on simplifying ESG reporting by integrating climate-related disclosures into existing financial reporting frameworks. This approach aims to reduce redundancy and make compliance easier for companies.

India

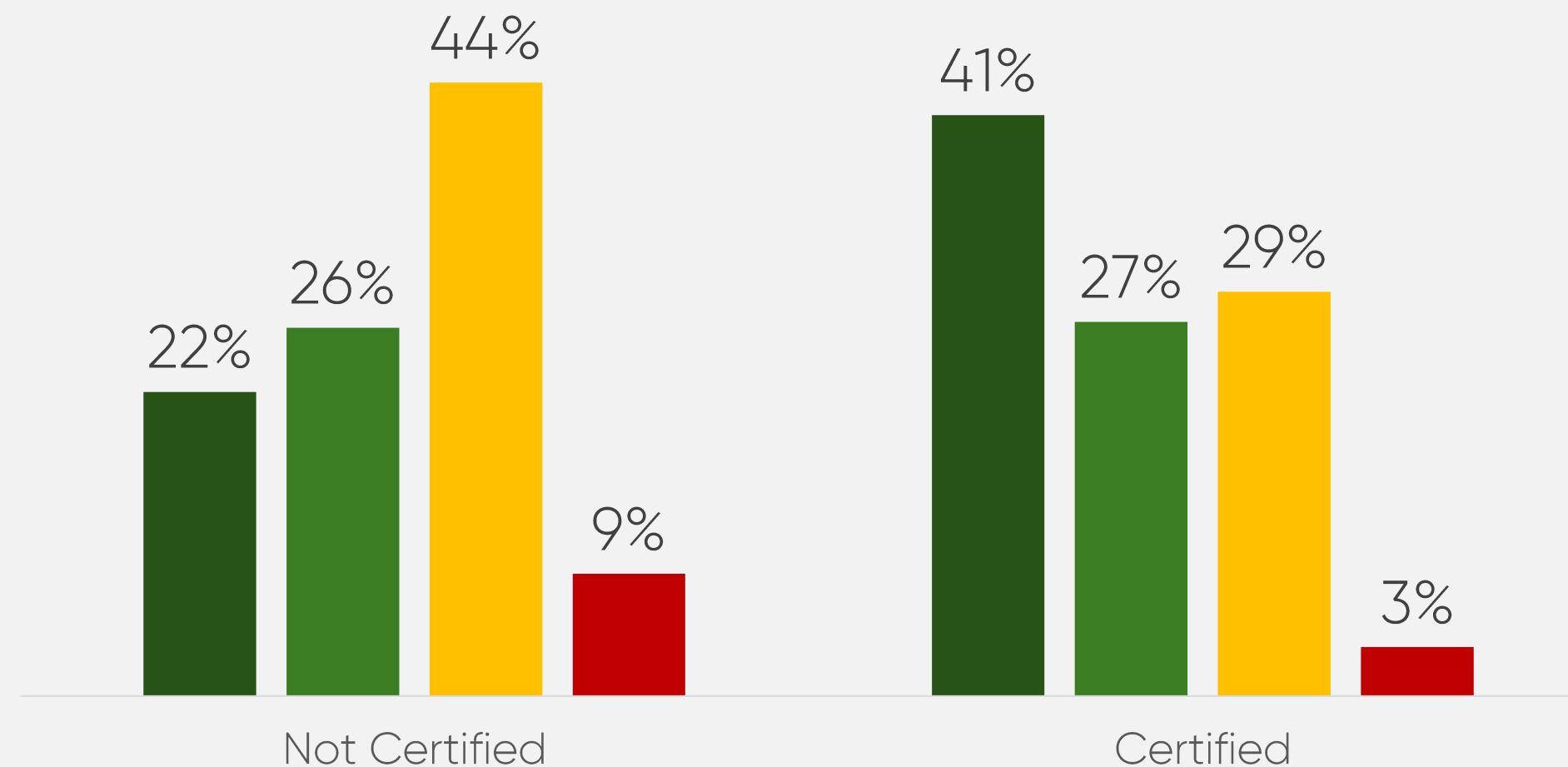
Recent updates by the Securities and Exchange Board of India (SEBI) to the Business Responsibility and Sustainability Reporting (BRSR) framework aim to simplify ESG reporting for Indian companies by introducing industry standards for consistency, deferring value chain disclosures, and offering flexible assurance requirements. These changes enhance transparency while making the reporting process more practical and manageable.

Global

In November 2024, the European Financial Reporting Advisory Group (EFRAG) and Carbon Disclosure Project (CDP) announced strong alignment and interoperability between their frameworks, supporting the global adoption of European sustainability standards. This marks a significant step toward their shared goal of improving efficiency in the environmental data ecosystem and simplifying reporting processes for companies worldwide.

Commercial Risk: Certified vs. Uncertified Companies

Commercial Risk: ■ Low ■ Medium to Low ■ Medium to High ■ High



Key Takeaways

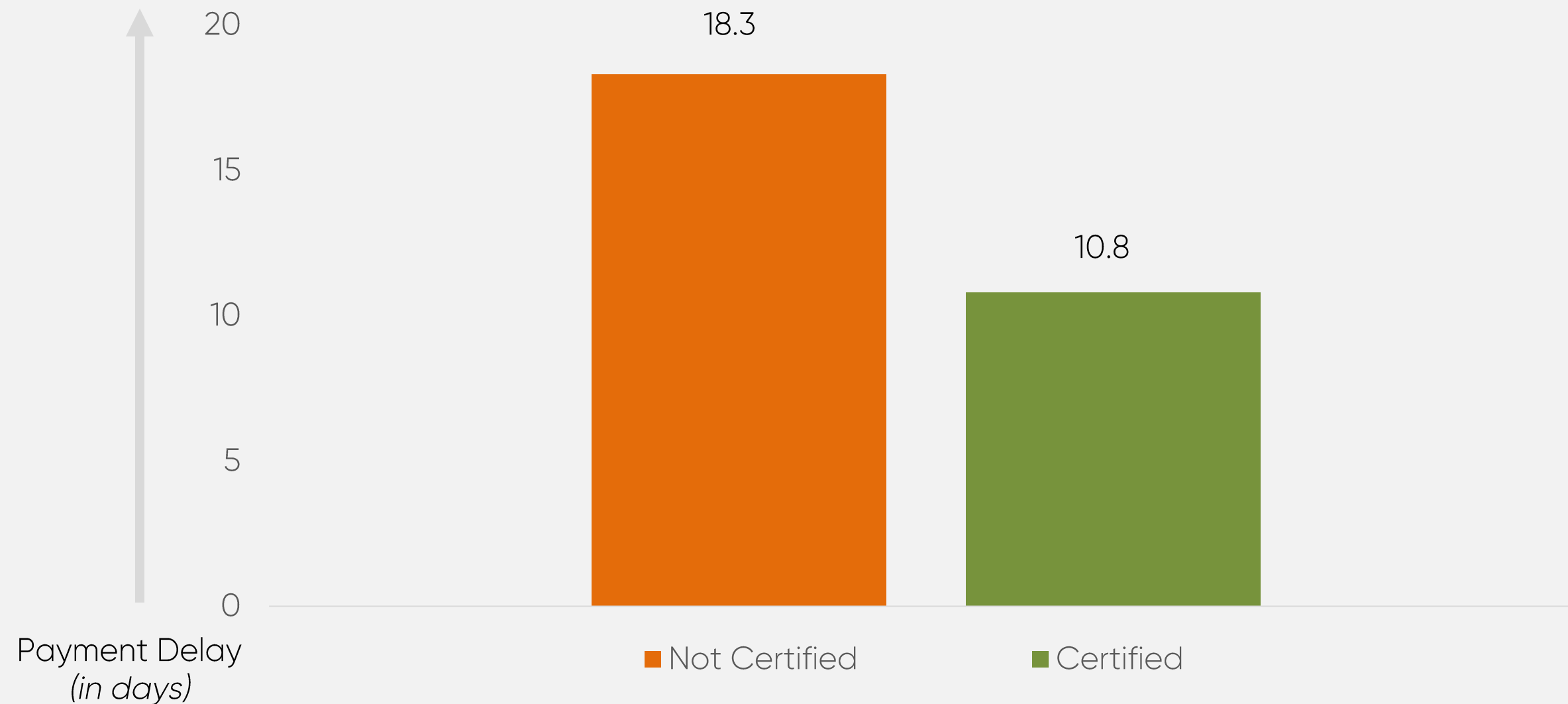
ESG-certified companies have -50% commercial risk compared to companies without a certificate

ESG-certified companies have -50% commercial risk

Companies that have obtained a **Synesgy Certificate** have 50% lower commercial risk level compared to uncertified companies. Commercial risk is measured using CRIF's proprietary analytics for commercial businesses using the average risk value for the four risk bands.

Source: Synesgy @January 2025

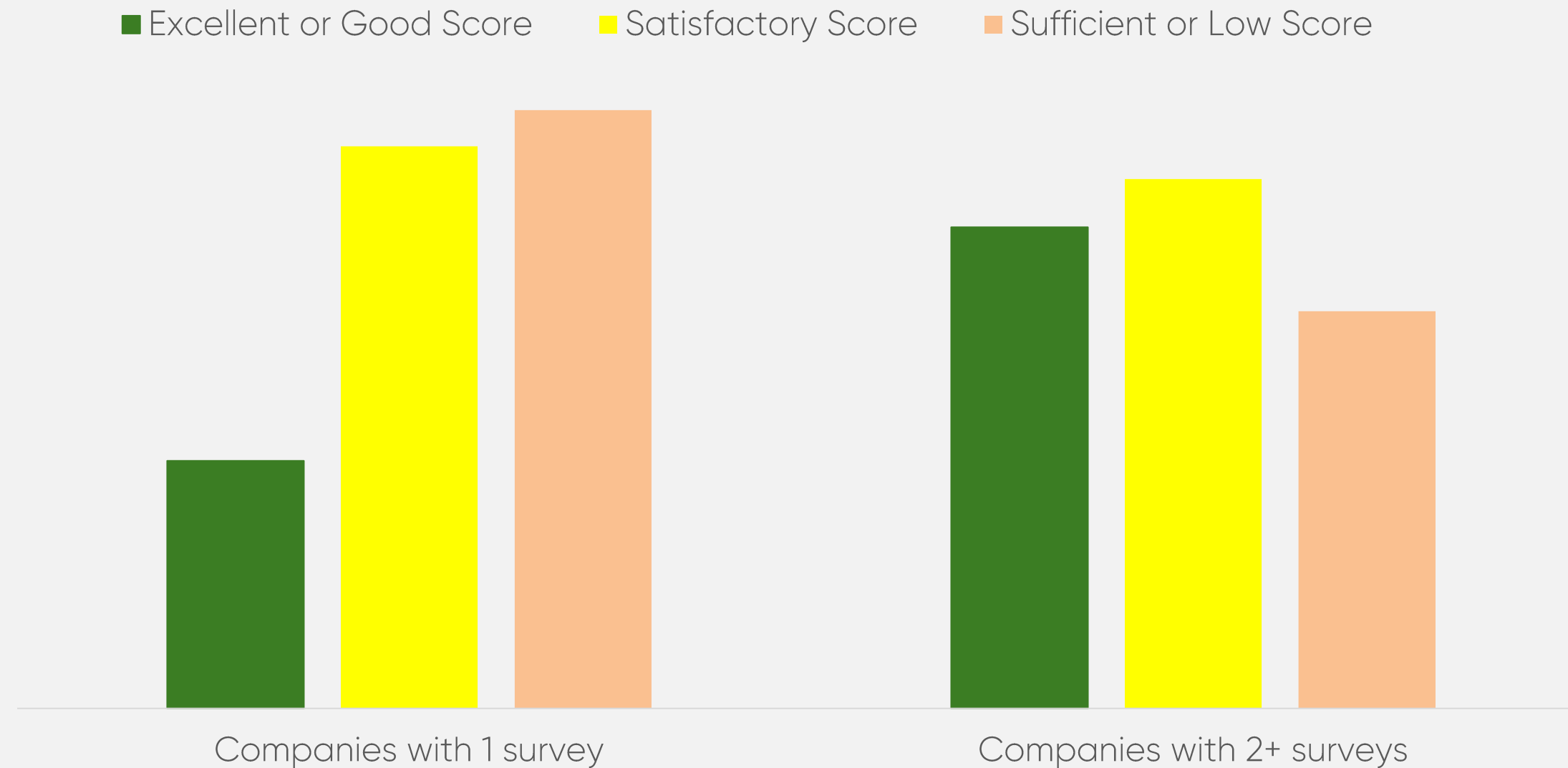
Payment Behavior



ESG-certified companies have 41% fewer days of average payment delay

The payment behavior of ESG certified and uncertified companies was measured through the average days of payment delay. Companies without an ESG certificate had 18.3 days of delay on average, while companies with an ESG certificate had 10.8, 41% fewer, on average. This shows how an ESG certificate can be a reliable predictor of a company's payment behavior and a great tool for identifying the most virtuous business partners in terms of payment behavior. This analysis has been carried using **CRIF's iTrade Program**.

ESG Score Distribution



Key Takeaways

- Companies with 2+ surveys have a 14% higher average score
- From 2023 to 2024, 52% of companies improved their ESG Score
- Sustainability pays off in the long run

Companies using ESG tools improve their ESG performances over time

Sustainability cannot be considered a one-off initiative but rather a long-term commitment. We noted that the companies that have completed 2 or more surveys in **Synesgy** have a better score compared to those that did the assessment only once. Sustainability efforts are paying off: in 2024, 52% of companies improved their scores compared to 2023.

Source: Synesgy @January 2025



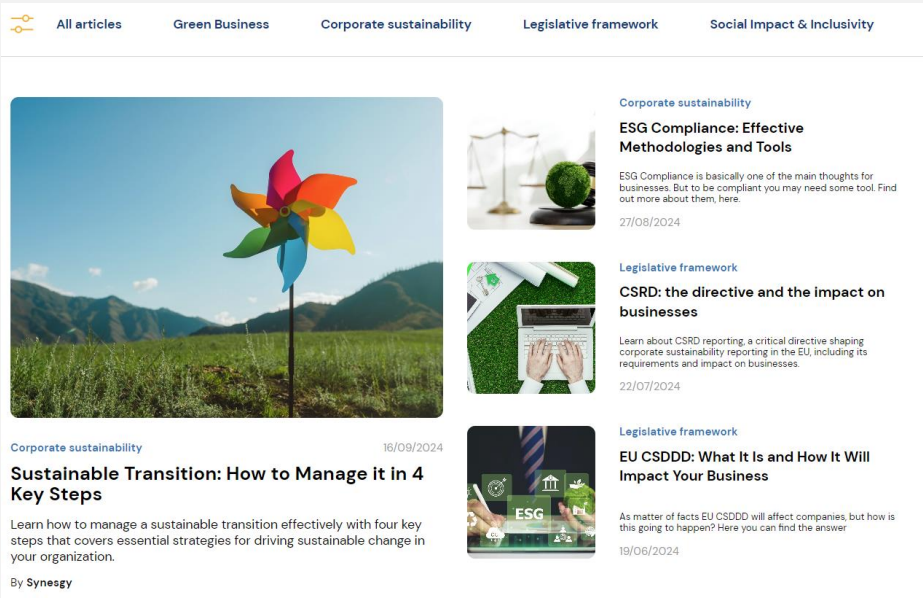
07

Additional resources

ESG is constantly evolving. Stay up to date!

ESG Guide

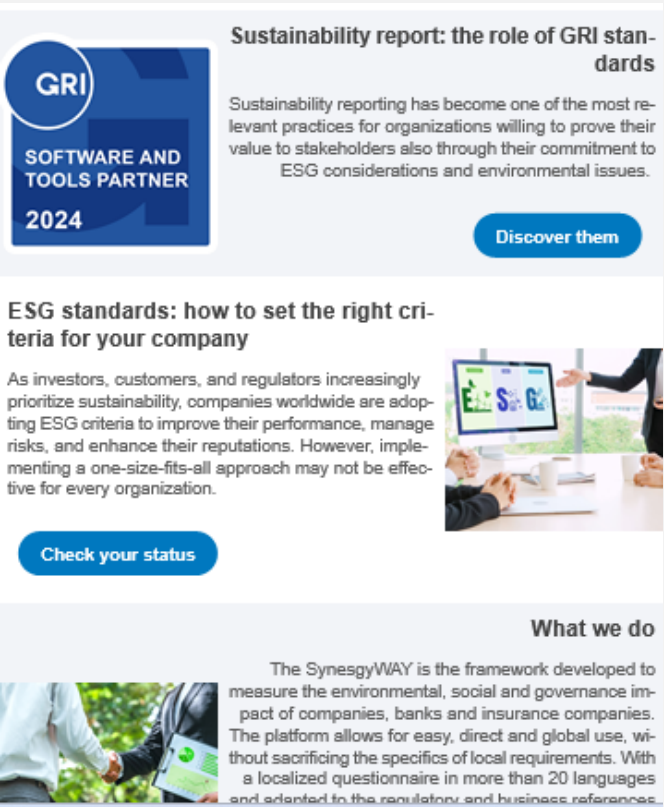
Synesgy's ESG experts and journalists work together to provide you with the very latest news on the ESG landscape. From regulations to trends and relevant information for your business – all in one place.



Read More

Newsletter

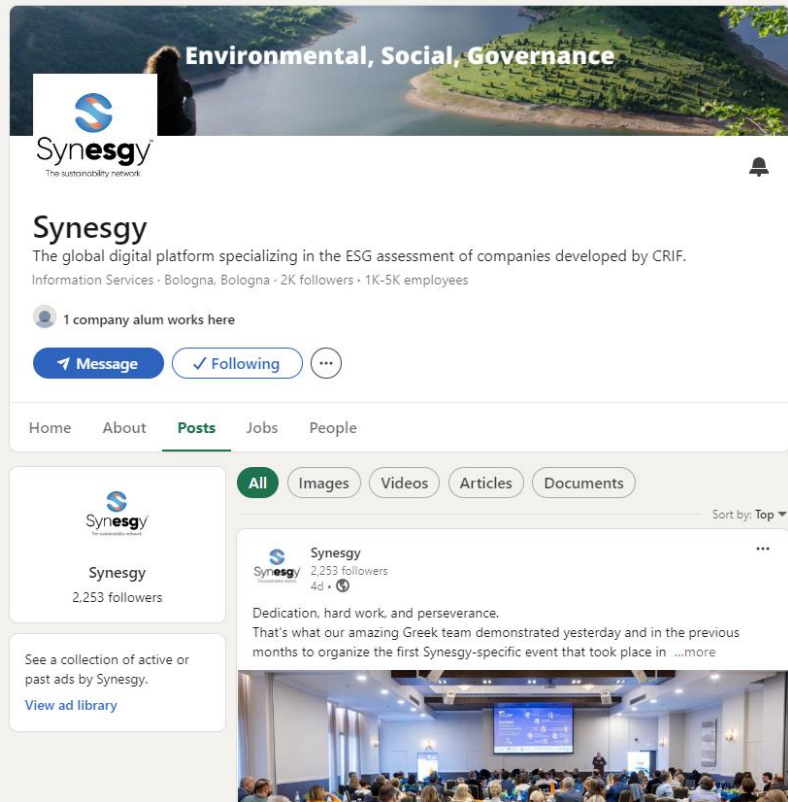
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