



## Western Switzerland

### Your life sciences hub



#### Switzerland – Your company has found its new home

- **Overall stability**  
Political, social, legal, fiscal, currency
- **Excellent work ethics**  
Virtually no strike or absenteeism, good employer-employee relations
- **Liberal labor laws**  
No national minimum wage, easy termination of employment contracts without severance payment
- **Outstanding in innovation**  
Public support to R&D, proactive academia-industry technology transfer
- **Competitive taxation**  
Strong pro-business policies
- **Reasonable cost of employment**  
Very low social costs to be paid by employers, and very high employee productivity

Switzerland is one of the most successful economies worldwide. It sits atop most international rankings in terms of productivity, innovation capacity, life satisfaction and competitiveness. Many of its companies are industry leaders and the country's major value-enhancing innovations have ranged from the World Wide Web to the Red Cross. Switzerland also enjoys one of the most efficient financial systems in the world, a solid political system, a reliable administration, a sound legal system and a stable social climate. There is a social consensus which guarantees that future regulatory decisions will satisfy certain basic principles, such as free enterprise, profit maximization, and corporate friendliness. This is why in recent years multinationals have been numerous in choosing this small country in the heart of Europe as a center for manufacturing, marketing and sales, and supply chain operations.

#### Connected to the world

Strategically located at the heart of Europe, Switzerland provides privileged access to the European market and its 500 million consumers. All the European capitals can be reached within a short travel time from the international airports of Geneva, Bern, Zurich and Basel, which simplifies business travel for international managers. The motorways and railroad networks are among the most well-developed and maintained in Europe.

#### Swiss Made: a competitive advantage

Switzerland is one of the world's leading locations for high-value-added manufacturing: Swiss products and services are universally associated with quality, precision, safety and reliability. The excellent reputation they enjoy is a clear competitive advantage for manufacturers and service providers, who can position their Swiss made products and services in a higher price segment.

#### Protecting your intellectual property

Switzerland is the ideal place to own and manage intellectual property. It boasts an extensive IP treaty network, an attractive IP-related taxation and one of the world's highest levels of legal protection. In 2020 Switzerland was once again the country with the most patent applications per million inhabitants (965).

#### Attractive tax regime

Switzerland has a modern system of taxation designed to respond to the needs of the economy. Consistent with the country's federal structure, taxes are imposed at the federal, cantonal, and municipal levels. The combined tax rate is much lower compared with other industrialized countries. Companies which establish operations in Western Switzerland and create jobs can take advantage of complete or partial tax relief under certain conditions.

### Highly skilled employees

Switzerland's well-developed higher education institutions, working at the cutting edge of fundamental and applied research, provide both small companies and large multinationals alike with a highly qualified and skilled workforce.

### Skills of current workforce

Country	Rank
<b>Switzerland</b>	<b>1</b>
Finland	2
Singapore	3
Netherlands	4
United States	5

WEF, The Global Competitiveness Report 2019

### Solid international experience

Swiss employees are qualified, motivated, and multilingual. Swiss German is the most widely used language in the workplace, followed by standard German, French, English, and Italian. Swiss managers have above average international experience.

### International experience by managers

Country	Rank
<b>Switzerland</b>	<b>1</b>
United Arab Emirates	2
Netherlands	3
Qatar	4
Sweden	5

IMD World Competitiveness Yearbook 2020

### A magnet for talent

The excellent living and working conditions that Switzerland offers explains why talent from all over the world are drawn here. Finding qualified employees is easy also thanks to the bilateral agreements with the EU covering the free movement of persons.

### Ability to develop, attract and retain talent

Country	Rank
<b>Switzerland</b>	<b>1</b>
Denmark	2
Luxembourg	3
Iceland	4
Sweden	5

IMD World Talent Ranking 2020



Professor George Coukos

“Thanks to the high density of life sciences companies, research labs and clinical centers, Western Switzerland benefits from an outstanding pool of highly qualified and international life sciences talent. This is what brought me here”.

A worldwide renowned expert in oncology, Professor George Coukos is head of the UNIL-CHUV Oncology Department, Director of the Ludwig Lausanne Branch and of the Swiss Cancer Center Lausanne (SCCL).

## Welcome to the Health Valley

Western Switzerland boasts prestigious life sciences companies where many world firsts have been developed. It has, over the years, nurtured many Nobel Prize winners, and is the region of Switzerland which earns 25% of all export income from pharma, biotech and medtech products. This dynamic region comprises the so-called Health Valley, a dense network of around 1,000 companies, 27,000 professionals, 5,000 researchers and scientists, 39 universities and research institutions, 500 high-tech labs, and 50 innovation support bodies, all collaborating to further the life sciences.

[www.republic-of-innovation.org/HealthValley](http://www.republic-of-innovation.org/HealthValley)

## Recent investments

New companies move to and invest in Switzerland every year, becoming part of its extraordinarily diverse business community or strengthening their presence in the country. Among them is a steady flow of life sciences companies.

### October 2021 – Thermo Fisher Scientific opens biologics manufacturing site in Lengnau

The site has up to 12,500 liters of bioreactor capacity and will initially manufacture CSL's next-generation product for hemophilia patients.

### September 2021 – Incyte inaugurates its new production plant in Yverdon

The company also established its European HQ in Morges in 2020, where 150 people are in charge of clinical development as well as technical and commercial operations.

### July 2021 – Merck reaches key milestone in the construction of its Biotech Development Center in Corsier-sur-Vevay

Located near Merck's current biotech commercial manufacturing site, the new facility will bridge together research and manufacturing. It is expected to be fully operational by 2023.

### May 2021 – Lonza invests CHF 650 million in a new large-scale production facility in Visp

This new expansion will add six 20,000-liter bioreactors to meet the increasing market demand for biologics.

### April 2021 – Ferring Biologics Innovation Center opens in Lausanne

Based at Biopôle, it targets unmet medical needs in the company's specialist areas of reproductive medicine and maternal health, gastroenterology and uro-oncology.



### January 2021 – Pharma and biotech expert ZETA opens new subsidiary in Visp

With the new subsidiary, ZETA intends to work even more closely with the global players and medium-sized companies active in the pharmaceutical industry in Western Switzerland.

### November 2020 – CSL Behring opens new manufacturing facility in Bern

The two additional production lines will allow the company to expand its manufacturing capacities in order to meet the high demand for its immunoglobulin products. CSL Behring invested CHF 300 million in this extension, which will create approximately 50 new jobs.

### October 2020 – JSR Life Sciences expands KBI Biopharma and Selexis' biologics manufacturing capabilities in Geneva

A newly expanded, state-of-the-art facility will house both biologics manufacturer KBI Biopharma and cell line developer Selexis. Together, the two companies will create more than 250 new technical jobs in Geneva.

### January 2020 – GE Healthcare (now Cytiva) to build new manufacturing facility in Grens

In addition to its manufacturing capabilities, the new site will house a Center of Excellence that will feature advanced cell and gene therapy manufacturing facilities and will serve as a base for European customer trainings and educational initiatives.

### Labor market

Salaries in Switzerland reflect the high level of prosperity and output and make the country attractive to qualified workers. Due to the lower deductions (taxes, social insurance) compared to other countries, Switzerland also holds first place when it comes to net income.

The Swiss labor market is considered one of the world's most liberal. Companies can employ and dismiss staff at short notice and with no difficulty.

The country is very competitive in terms of workforce productivity as a result of the high employment rate, longer working hours (40-44 hours per week), and less vacation (4-5 weeks per year) compared to neighboring countries. The rate of employee absenteeism is very low, and labor strikes are extremely rare. In 2012, the Swiss voted against increasing statutory holiday entitlement from four to six weeks.

### Real estate market

The Swiss commercial real estate market is rapidly evolving, with new flexible models such as coworking and shared bench space emerging across the country. Dedicated life sciences incubators and technology parks also offer new companies space to operate at reasonable costs. The Lake Geneva region has a relatively high commercial space capacity.

### Cost of real estate

Type of property	Price in CHF	Metropolitan location, prime site	Urban location	Suburban location
Office space	Net annual rent per m <sup>2</sup>	280 to 320+	200 to 280	Up to 200
Residential (rental)	Net annual rent per m <sup>2</sup>	200 to 220+	160 to 200	Up to 160
Residential (buying)	Purchase price per m <sup>2</sup>	7,000 to 8,000+	5,000 to 7,000	Up to 5,000

Wüest Partner

### Flexibility of companies in hiring and firing

Country	Rank
Hong Kong	1
<b>Switzerland</b>	<b>2</b>
Singapore	3
Azerbaijan	4
United States	5

WEF, The Global Competitiveness Report 2019

### Workforce productivity

Country	Rank
Austria	1
Denmark	2
<b>Switzerland</b>	<b>3</b>
Hong Kong	4
Germany	5

IMD World Competitiveness Yearbook 2020

### Cost of labor

Role	Annual salary in kCHF
Multinational Regional Finance Director	200 to 250
Multinational Financial Controller	110 to 150
SME Finance & Administration Director	140 to 200
Multinational Human Resources Director	180 to 280
SME Human Resources Director	140 to 230
Head of R&D/Chief Scientific Officer	150 to 210
Head of Quality & Regulatory Affairs	180 to 240
Healthcare Marketing Director	160 to 220

www.michaelpage.ch

### Our support

The Greater Geneva Bern area (GGBa) is the investment promotion agency for Western

Switzerland, bringing together the cantons of Bern, Fribourg, Vaud, Neuchatel, Geneva and Valais. We advise and assist foreign companies in setting up business operations in the region.

We offer tailor-made, confidential and free of charge support to each investor throughout the process, from the evaluation of potential sites to the incorporation of the new company.