



ANNUAL REPORT 2021



IMPRESSUM

Editor

SINGA Switzerland
Lindenbachstrasse 11
8006 Zürich

Design

Pascal Muggli

Texts

Adeba Abdullah-Khel
Elody de Brito
Marylou Altounian-Didier
Pascal Muggli
Tina Erb
Young Faul-Kim

Photos

Innes Welbourne
James Geen
Madhumita Varma
Thomas Kast

Contact

Geneva
geneva@singaswitzerland.ch
+41 (0)77 526 31 78

Zurich
info@singaswitzerland.ch
+41 (0)76 571 93 09

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EVALUATION SUMMARY 2021



26

new businesses/
associations were
founded since 2017



28_k

average turnover
generated in 2021 by
the running businesses
of previous participants



3_x

the network of each SINGA
entrepreneur more than
tripled after participating in
the SINGA Incubator



80%

of participants started
generating income
during the SINGA
Incubator



4

participants found employment
during or after the SINGA
Incubator



82%

of the participants feel more part
of Swiss society after
participating; all of them feel that
SINGA contributed to this



30

events were organized,
reaching more than
1,000 people

“

The SINGA team, participants and volunteers are pursuing the vision of a diverse and entrepreneurial society. We've been happy to accompany them on this journey since 2016 because we share this vision and appreciate their dedication and professionalism.

”



PABLO VILLARS
Project Lead at Migros-Pionierfonds



MASSIMO CALAMASSI
Senior Consultant at Deloitte Switzerland

“

Inclusive Entrepreneurship ensures that all people – regardless of their personal backpack of characteristics and stories – have an opportunity to achieve their own endeavours. It values differences and enables us all to relate to each other and learn from each other's background and experiences. Join this great community to see for yourself!

”

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01 | FOREWORD

After the extreme situation with the management of a pandemic, many internal challenges came up in 2021. After more than four years, Co-Founder and Co-Director **Seraina Soldner** retired from operations and took a seat on the Board of Directors. Also **Giordano Neuenschwander** – former Head of Office in Geneva – wanted to discover another side of the working world after almost three years at SINGA and handed over the wheel in Geneva to Elody De Brito. **The positive thing about change is that it brings new wind in the sails. Consequently, these changes guided SINGA into new waters.**

The fresh breeze brought a reshaping of the cooperation within the team, allowing us to support each other even more and cross-fertilize with ongoing inputs. Everyone benefits from this, but especially the participants of the SINGA Incubator! This was shown, for example, by the fact that **almost all of the 14 participants started generating income through their projects already during the incubator.** This was a first and has never happened to such an extent before!

But also **former SINGA entrepreneurs were very successful and were able to generate an average turnover of CHF 28,000 in 2021.**

We can look back on these successes thanks to the great support of all the experts and volunteers. This constant learning from each other at eye level is what makes the SINGA community so unique and impactful!



TINA ERB
SINGA Switzerland
Director

A stylized, handwritten signature of Tina Erb in black ink.



At this point, a huge thank you to all of you who make SINGA possible and faithfully support us with your expertise. We would also like to thank all the sponsors and donors, especially the **Migros-Pionierfonds**, which has supported us so generously for the last six years.

With a good wind we will sail on and are on course to write success stories again this year!

“ This constant learning from each other at eye level is what makes the SINGA community so unique and impactful!

”

02 | SINGA

The first European network of innovation around migration

SINGA means **connect** in Lingala – a language spoken in the Democratic Republic of Congo – a word that conveys SINGA's mission explicitly.

The first SINGA was founded in Paris in 2012. Since then, SINGA has been unleashing the potential of migration **by creating opportunities for locals and newcomers to meet and create professional, social, and entrepreneurial projects together.**

Today, you can meet **SINGA chapters** in 18 cities and 7 countries including **Belgium, Canada, France, Germany, Luxembourg, Spain** as well as **Switzerland.**

Until now, the **SINGA network** has supported over 1,000 entrepreneurs and 337 startups. At the European level, **60% of supported businesses are still active after three years** and **62% of newcomers who joined SINGA found a job or training through the community.**

While each chapter operates independently and works according to their local needs and contexts, we share our general mission and exchange methods, know-how and best practices and build up the network together.

To strengthen our efforts and collaborations, a **SINGA Global association** was founded in Paris in September 2020 and is now pursuing more concrete and cooperative activities in the realm of **SINGA as an international movement.**



SINGA Switzerland

SINGA Switzerland was first founded in **Zurich** in December 2016 and then expanded to **Geneva** in 2018. Two offices are dedicated to running each annual cycle of the **SINGA Incubator** in order to be as impactful as possible across the whole of Switzerland.

singaswitzerland.ch

Vision

SINGA's vision is to shape an inclusive society and innovative economy in Switzerland, where everyone has access to the same opportunities to fulfil their potential regardless of their backgrounds.

Mission

Our mission is to provide people with refugee and migrant backgrounds with tools to obtain entrepreneurial competences and a local network in order to gain better access to the Swiss labour market.

250+

people supported by the
SINGA Incubator

101

innovative business ideas
supported since 2017

500+

professionals in the SINGA
supporters network

88

events were organized

03 | THE SINGA INCUBATOR

Inclusive Entrepreneurship

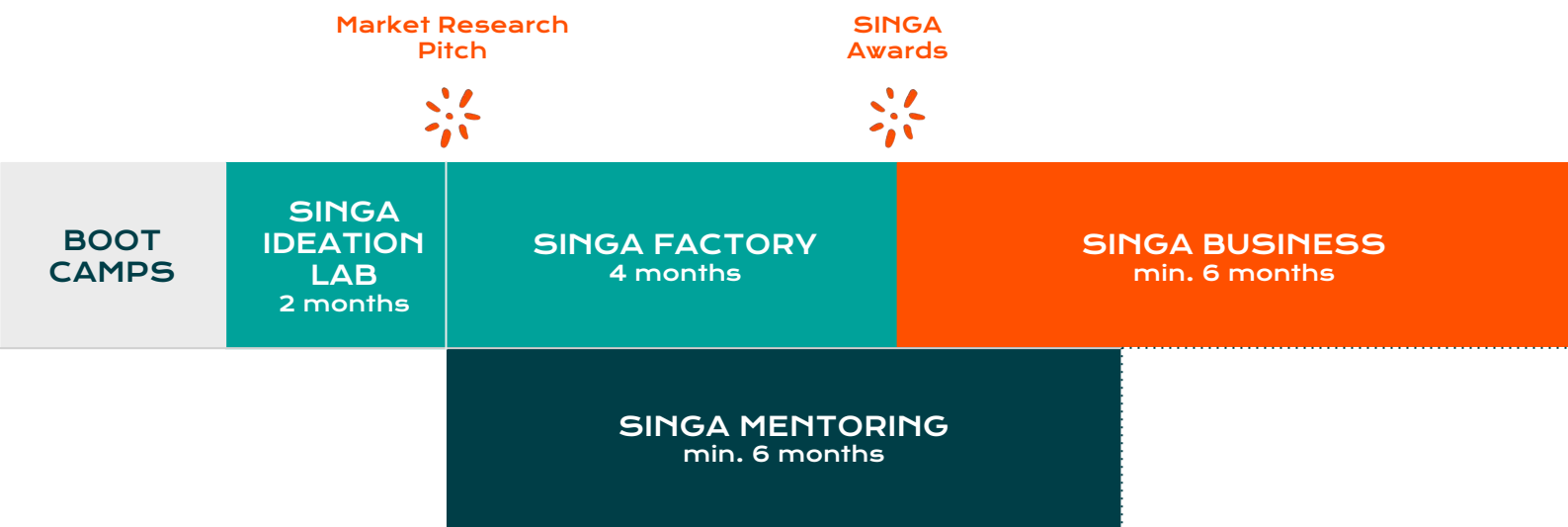
The SINGA Incubator supports people from refugee and migrant backgrounds who want to launch a business or become self-employed in Switzerland.

Our aim is to support the entrepreneurs, experts and volunteers involved in the SINGA Incubator to connect as a community, so that they can contribute their individual skills and learn from each other on an eye to eye level. By promoting the entrepreneurial potential of people from refugee and migrant backgrounds in Switzerland, we hope to contribute to the creation of a truly **more inclusive society and innovative economy that benefits all**.

Over a six month period, the **SINGA Ideation Lab** and the **SINGA Factory** impart practical knowledge about founding a company and connect participants with experts, advisors, potential customers, partners and investors. Participants can test and validate the feasibility of their business ideas before jumping into the development of their projects and preparing the launch of their services or products.

In the **SINGA Mentoring** each entrepreneur is accompanied by an individual mentor who provides advice and access to their professional network over a period of at least six months with optional extension.

In parallel, there is the possibility of optional **1:1 support** from experts from the private sector on any topic during the SINGA Incubator, so that needs can be met immediately and the entrepreneurial journey can continue as smoothly as possible.



Upcoming!

The current version of the **SINGA Business** provides additional hands-on individual support to the entrepreneurs after the SINGA Incubator who are close to or in the process of founding their business. But this offer is currently being improved and expanded so that **SINGA Business will become a proper accelerator**. This will provide entrepreneurs with support tailored to individual needs on the one hand, and access to funding opportunities on the other hand, so that they can take their projects to the next level.

**EMILIE SARE****Fondetec**

Jury member SINGA Geneva

**PERRINE BAH YABI****La Maison WUA**

Jury member SINGA Geneva

**MATTHIEU SALVY****Founder of Tremplin**

Jury member SINGA Geneva

**ALIZÉ AVERSANO****wemakeit**

Jury member SINGA Geneva

**JANA NEVRLKA****Founder of Cofounding**

Jury member SINGA Zurich

**THOMAS ADANK****Consultant Impact Investing**

Jury member SINGA Zurich

“

In 2021, we developed the SINGA Jury to not only support entrepreneurs but also give them precious feedback at each step of the SINGA journey. We also collaborated extensively with the community in order to develop a complete Bootcamp program for our selection process, where participants work on their ideas, and share their projects usually for the first time with like-minded entrepreneurs and professionals.

”

**ELODY DE BRITO****SINGA Switzerland**

Head of Office Geneva & Program Manager

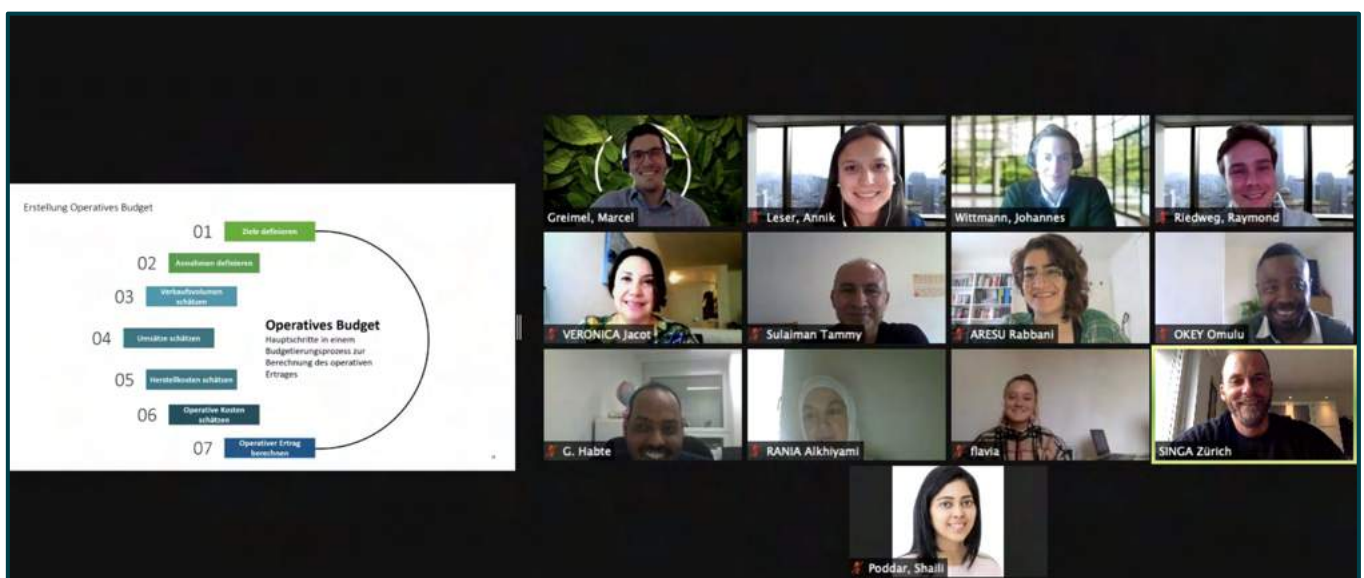
04 | OUR ACTIVITIES IN 2021

Looking back on 2021, SINGA Switzerland can say it was another successful year despite the continuing COVID-19 pandemic. There were some challenges to managing the SINGA Incubator as everything took place online in the first quarter of the year. Everyone still needed to get used to this situation, yet all the SINGA Incubator participants, supporters, workshop leaders, mentors and partners showed a considerable effort to make everything successful with their positive energy and great motivation. Before we go into the details of SINGA Switzerland's journey in 2021, we would like to say thank you to all of you who made it possible.

SINGA Incubator

This year proved again how strong the SINGA community is! A great number of new participants bringing their fresh and innovative business ideas joined the SINGA Incubator 2021 both in Zurich and Geneva. From the Bootcamp sessions to assessing their ideas to the SINGA Awards, these participants were enthusiastically engaged in the whole process.

In addition, SINGA supporters, workshop leaders, mentors and juries happily shared their professional skills and experiences to encourage future entrepreneurs. Thanks to all your support and engagement, **SINGA Switzerland was able to raise levels of inclusive entrepreneurship and advance one step further towards our mission.**



A screenshot of a SINGA Incubator workshop in Zurich. Online sessions work just fine!

SINGA Awards 2021



As always, the SINGA Awards were like a festival!



Building solid partnerships

Another remarkable milestone of SINGA Switzerland's 2021 is that we could build strong partnerships with diverse actors.

In 2021, SINGA had the opportunity to collaborate with **Simon-Kucher & Partners**, including a six-month mentoring support for three entrepreneurs as part of the SINGA Business program.

This collaboration has allowed participants based in Zurich as well as two past participants from the SINGA Incubator to benefit from the expertise of Simon-Kucher & Partners' collaborators.

One of the requirements of our mentoring program is to secure balance in the mentoring relationship. We were delighted to see that the collaboration between mentors and mentees developed on an equal level!

SIMON ♦ KUCHER & PARTNERS

Strategy & Marketing Consultants



*Karim Zeid, Simon-Kucher & Partners and
Sadettin Karatas, founder of Bizimkiler*

“

Through the partnership with SINGA, we have met great entrepreneurs, which is an enrichment for our employees and thus a real win-win situation. We are happy to be able to pass on some of our know-how to entrepreneurs and in this way support initiative, inventiveness and risk-taking. Furthermore, we very much appreciate the uncomplicated but always professional interaction with the SINGA team.

”



FLORIAN FLEISCHER

Simon-Kucher & Partners

Director



Big Bloom Hackathon

In October 2021, SINGA partnered with **Big Bloom – Hackathon for Good** to solve a challenge within the SINGA Community: **How to enhance the value of the SINGA mentoring program for both mentees and mentors?**

For three days, we had the chance to collaborate with professionals from different backgrounds and companies all working together for a more inclusive and diverse future!



ANNA F. BECHER

BNP Paribas

Head of Company Engagement

FLORIAN FLEISCHER

Simon-Kucher & Partner

Director



BÉRÉNICE GORADESKY

Chanel

Human Resources Director

QUENTIN LE GUENNEC

Deloitte Switzerland

Manager in Human Capital



ADELINE MICHAUX

Big Bloom

Lead Bruxelles

VISHAL MORIANI

PwC Switzerland

Senior Digital Marketing Consultant



SHEILA SOBRAL

BNP Paribas

Training & Talent Manager

“

Our collaboration with the Big Bloom Hackathon has been a tremendous experience. Nearly 40 people were mobilized to participate in a collective intelligence exercise. Innovative solutions and new opportunities were presented. We benefited from great outputs for the SINGA Mentoring Program!

”



ADEBA ABDULLAH-KHEL

SINGA Switzerland

Mentoring & Event Manager

05 | BUSINESS PROJECTS IN 2021

Despite the continuing pandemic, 14 new entrepreneurs from the SINGA Incubator had great business projects in 2021. The SINGA Switzerland team is very proud of all these entrepreneurs!



ADEM ATA & EMIN KARA

Goozy – easy and cosy
SINGA Zurich



ARESU RABBANI

Bibi Safran
SINGA Zurich



GHEBRE HABTE

G. Habte Financial Services
SINGA Zurich



GRAZIA DE MARTINO

Il Pane
SINGA Zurich



OKEY OMULU

bbb - Bamboo Bikes Berne
SINGA Zurich



RANIA ALKHIYAMI

Alkhiyami Translate AT
SINGA Zurich



SULAIMAN TAMMY

Wunschsteine Magus
SINGA Zurich



VERONICA JACOT-GUILLARMOD

Villa Fleur
SINGA Zurich



**ALISON WAEYTENS****Komiki**

SINGA Geneva

**ANDREA VELANDIA****Safe Space**

SINGA Geneva

**HASSAN ALZAHrani****La Maison du Saba**

SINGA Geneva

**MARLENE MORENO PEREZ****Le Café aux P'tits Anges**

SINGA Geneva

**IVAN RASHO****Les Délices de Suriya**

SINGA Geneva

**SAUL FIGUEROA****Symbiosis**

SINGA Geneva

“

I am very proud of all these interesting and innovative business projects from the SINGA Incubator 2021. It is so inspiring how the participants develop their initial business ideas. I wish them all the best for their further journey!

”

**YOUNG FAUL-KIM****SINGA Switzerland**

National Communications Manager



Evaluation overview of the SINGA Incubator in 2021

5 new businesses founded

of participants
successfully completed
the SINGA Incubator in
2021



of SINGA entrepreneurs
felt that their
knowledge improved a
lot or significantly on
(1) market research and
(2) pitching



of SINGA entrepreneurs
felt that the SINGA
Ideation Lab helped
them significantly or a
lot to test and validate
their business idea



of participants plan to
continue working on
their business idea
after the end of the
SINGA Incubator



All numbers are considered until 31 December 2021, from completed surveys amongst participants

“

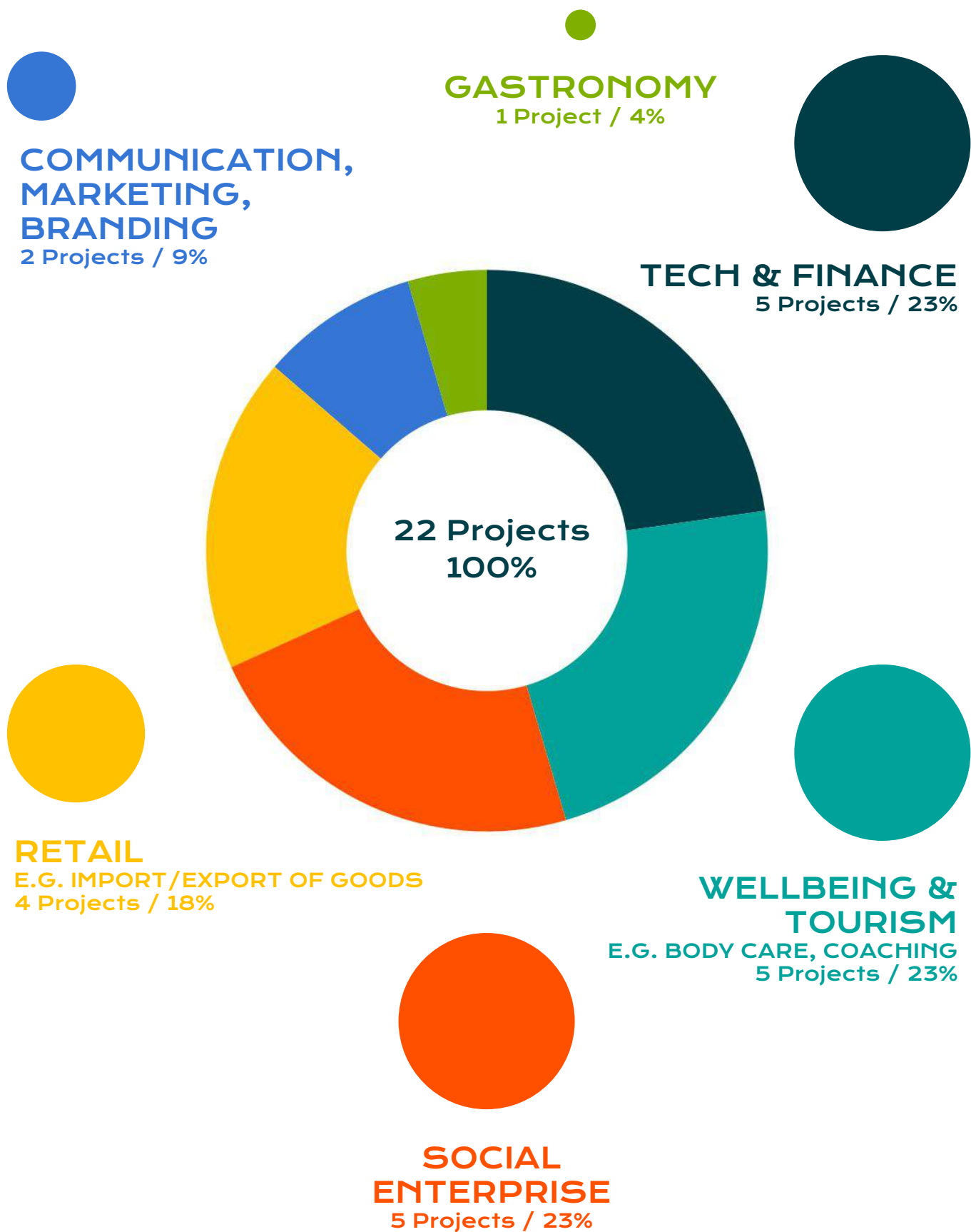
There is no limit for our impact
except the one of our imagination
and commitment.

”



MARYLOU ALTOUNIAN-DIDIER
SINGA Switzerland
Administration & Evaluation Manager

BUSINESS FIELDS OF PROJECTS SUPPORTED IN 2021



All numbers are considered until 31 December 2021.

06 | THE SINGA AWARDS 2021

The SINGA Awards Celebration Event is always the climax of the year! It is the biggest annual event of SINGA Switzerland both in Geneva and Zurich and a joyful opportunity for all our SINGA network members to gather together and celebrate the achievements of that year. This event is also meaningful because we get to hear the pitches of the participants who joined the SINGA Incubator. After their pitches, in which they showcase their entrepreneurial projects, the SINGA Switzerland team carefully selects the winners of the SINGA Awards with a jury of partners, supporters and SINGA Incubator workshop leaders. Apart from the SINGA Award for each city (Zurich and Geneva), there are other types of awards that are also presented on this day.

In 2021, the SINGA Awards in Geneva was held on 20 October at Impact Hub Geneva. In Zurich, it took place on 9 November at Limmathall. Happily, 143 people in Geneva and 138 people in Zurich were able to join us to celebrate inclusive entrepreneurship and SINGA could wrap up the year of 2021 with our whole community.



“

The SINGA Awards are pure emotion! It was a real pleasure to see the participants develop during the SINGA Incubator and present their projects on a stage in front of a large live audience. I was amazed by their professionalism, commitment and joy! The event gives the participants that extra kick, so that they can draw from their full potential.



PASCAL MUGGLI

SINGA Switzerland

Program & Branding Manager

”

And the awards 2021 go to...

SINGA AWARD

To be shortlisted for the SINGA Award, it is important that the entrepreneurs can confidently display their business projects with **clear value propositions** based on **solid market research**, the **feasibility** of their business and the **financial viability** of the projects. Also important are **high motivation levels** and the **actual capability** of the entrepreneurs from the SINGA Incubator to start their own business.

Two winners of the SINGA Award – one entrepreneur from SINGA Zurich, one from SINGA Geneva – were granted CHF 5,000 in 2021. This grant will be used for boosting the development of the winners' businesses.



AXA

sponsor of the
SINGA Award 2021 in Zurich



ADEM ATA

Founder of **Goozy – easy and cosy**
Winner SINGA Award 2021
Zurich



ALISON WAEYTENS

Founder of **Komiki**
Winner SINGA Award 2021
Geneva

“

My SINGA journey was very entertaining and adventurous and taught me a lot about business life in Switzerland! On the one hand I am sad that this adventure is over, but on the other hand I am looking forward to being successful in business with what I have learned.

”

“

The SINGA team is a great asset of support! With Komiki I would like to connect families through art. Because every child is an artist and each child deserves to be showcased to the world instead of letting art be forgotten in a box. Let's get the art out of the box!

”

IMPACT AWARD

This is a national award which was delivered to the project with the **strongest positive social and environmental impact** (contribution to the UN's Sustainable Development Goals) among all participants in Geneva and Zurich following the incubator in 2021. The participants have pitched their business projects to the SINGA Impact Jury as well as the **TSADIK Foundation** who nominated the CHF 5,000 prize winner.



FRANCOIS PERIER
Representative of **TSADIK Foundation**
Impact Award Jury Member



RUTH KNIPPING
Social Fabric Association
Impact Award Jury Member



JASMINE CAYE
Human Rights Lawyer
Impact Award Jury Member

CROWDFUNDING AWARD

The prize is awarded by **wemakeit** and includes a "medium" support package worth CHF 750 made possible thanks to the support of Alizé Aversano (Head of wemakeit Romandie). The winning participant identified a clear crowdfunding strategy in their financing plan.



“

After six months of intensive work, I was able to develop my inclusion project for people with disabilities and convince the jury and the audience that it is an idea that is viable and makes sense. Thanks to the SINGA Impact Award and the SINGA Crowdfunding Award, we are taking the next step and will start our pilot project.

”



MARLEN MORENO PEREZ
Founder of **Le Café aux P'tits Anges**
Winner Impact & Crowdfunding Award 2021
Geneva



SINGA COMMUNITY AWARD

This prize of CHF 300 was awarded to the participant that delivered the most convincing oral presentation. Every year, the winner is selected live by the audience through an online vote.



SAUL FIGUEROA

Founder of Symbiosis

Winner SINGA Community Award 2021
Geneva

“

It means a lot to me because it validates that the problem I want to solve is real and interesting for the people. It's inspiring that I can contribute in some way to this beautiful country.

”



SURPRISE AWARD

This prize existed only for 2021 as there were so many talented new entrepreneurs. Thanks to the SINGA community, CHF 2,000 was granted to the winner.



GRAZIA DE MARTINO

Founder of Il Pane

Winner Surprise Award 2021
Zurich

“

I was extremely honored to receive the award! I am grateful for the recognition of my work and effort – all this would not have been possible without the greatest support of the SINGA team!

”



BOOSTER AWARD

This special Award of CHF 500 was exceptionally created in Geneva in 2021 by the jury to support and motivate entrepreneur Ivan Rasho to continue his project.



IVAN RASHO

Founder of Les Délices de Suriya

Winner Booster Award 2021
Geneva

07 | EXCITING NEWS ...

... from the entrepreneurs of the SINGA network

Ali joined the SINGA Incubator in Geneva in 2019 and successfully founded his own IT company providing 3D visualizations in 2020. He was the winner of the SINGA Awards in Geneva that year.

He shared his current updated business with the SINGA Switzerland team. Now his company is called **3Digital**, which **delivers an innovative e-commerce marketing strategy with 3D visualizations of customers' products**. Ali said customers can improve their online channel with 3Digital's high 3D visualization skills and augmented reality technology.



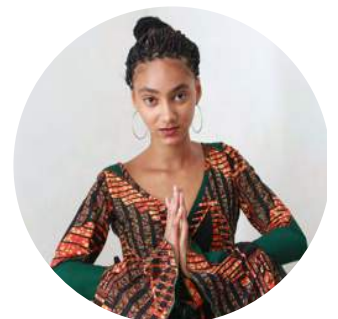
ALI ALSHWEIKI

Founder of 3Digital

www.3dch.ch

Joyce is a participant of the SINGA Incubator in Zurich in 2020, who founded an **affirmative slow fashion brand inspired by Ghana, her origin**. Since launching her brand, **FRISKYNESS** has shown its collection in many pop-up stores in Zurich. Sometimes Joyce visits Ghana to get fresh ideas for upcoming new collections.

In 2021, Joyce added a **jewellery collection**, the Adinkra rings line. Adinkra are a series of cultural symbols representing the history, philosophy, attitudes, life forms and behaviors of Ghana.



JOYCE DWORAK

Founder of FRISKYNESS

www.friskyness.com

Pranita is also one of the proud SINGA Incubator participants. SINGA Zurich met Pranita in 2020 and are still in frequent contact. Her non-profit organization **Books for Change** **supports the development of child-friendly libraries in government primary schools located in rural regions in Nepal and India**.

Pranita shared the **impact numbers of Books for Change of 2021**: 6 more libraries were founded in Nepal with 3,100 books in total. Also, 22 computers and 14 solar panels for infrastructure were distributed to schools in 2021. As a result of this great effort and work of Books for Change, 1,403 children gained access to the libraries, 294 children were reached with computer programs and 670 children could benefit from the solar panels.



PRANITA CHETTRI

Co-founder of Books for Chang

www.booksforchange.org

08 | PEOPLE SUPPORTED BY THE SINGA INCUBATOR IN 2021

37

people supported by
SINGA Switzerland

18

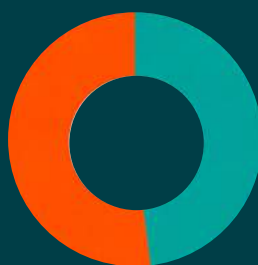
countries of origin of
SINGA participants

13

participants get
supported after the
incubator in the
Accelerator Pilot SINGA
Business

52%

of participants had a **refugee**
background and/or a project
supporting refugees



48%

of participants were either
migrants from outside the EU
(without a refugee status) or were
in a team with someone from
outside the EU

52%

female participants



48%

male participants

OVERVIEW OF CYCLES CONDUCTED IN SWITZERLAND IN 2021

GENEVA

3rd incubator cycle

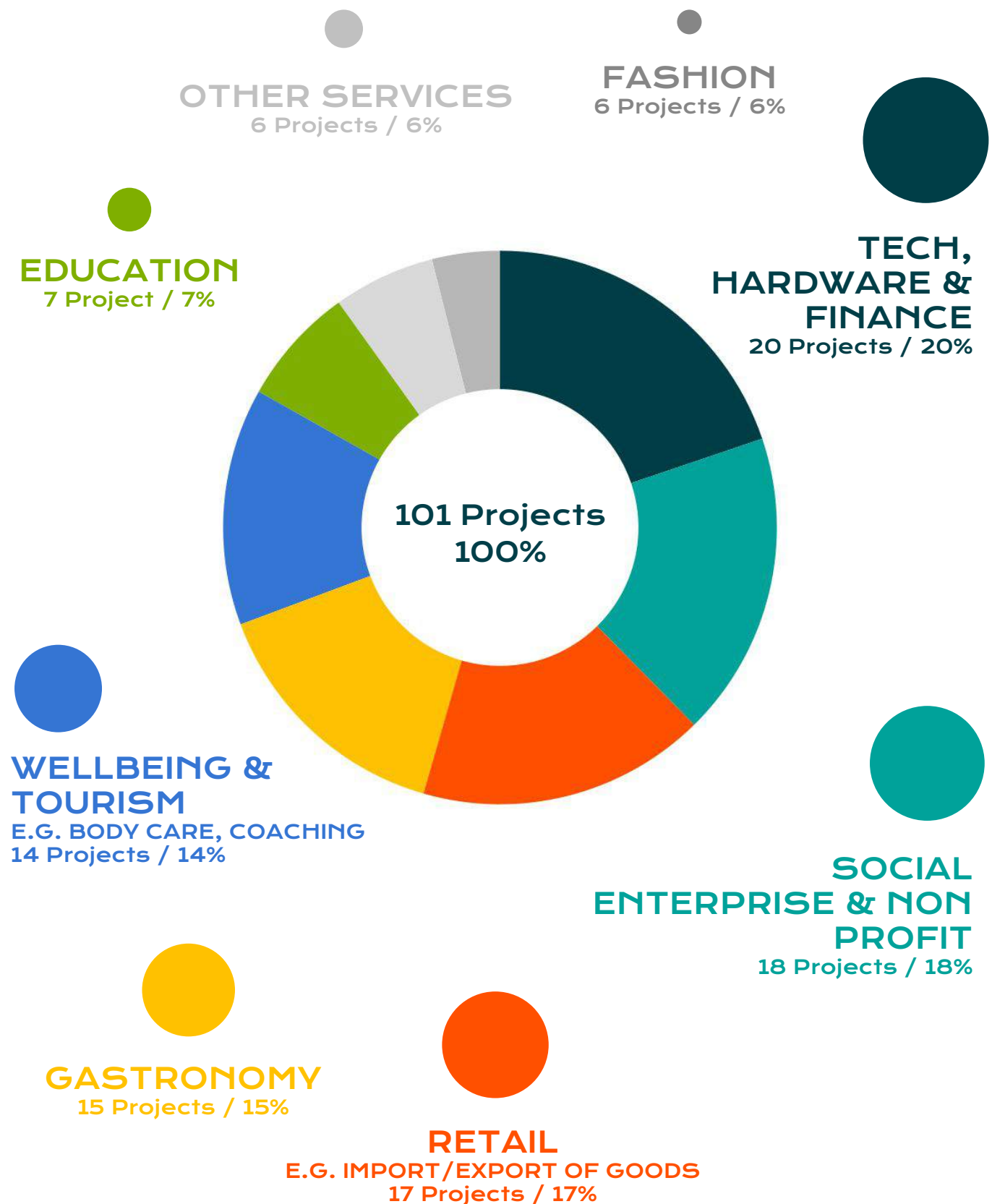


ZURICH

5th incubator cycle



Business fields of projects supported in the SINGA Incubator 2017-2021



09 | SUPPORTERS OF THE SINGA INCUBATOR

Giving back to the community is often the driving force that leads supporters of the SINGA Incubator to offer their time, knowledge and network. **Creating connections among community members** is a responsibility that SINGA Switzerland is committed to in order to create value and make positive contributions.

Workshop leaders

The SINGA Incubator relies heavily on the **generosity and professionalism of its supporters**, without which it would be impossible to offer a **high quality knowledge transfer**. Beyond the technical aspect and the key steps of the company creation, the workshop leaders offer their time and their humanity in this project. Each speaker shares a bit of herself/himself with entrepreneurs committed to their project, which proves to be of great value.

“

Starting your own business is not easy. Integrating in Switzerland is not easy. Especially if you are an immigrant. SINGA does a remarkable job supporting these entrepreneurs to boost their chances of success, with method and humanity. I have been teaching and mentoring with SINGA since they started in Geneva. I feel I receive as much from them as they learn from me. Each one comes with a different background, different skills, a different vision, but the same grit. I look forward to each session with them.

”



JOHN ELBING

Business Therapist and Life Consultant Founder at **Standpoint**
Mentor and Workshop Leader in Geneva

Mentors

The mentoring program is a collaboration in which mentors from the professional and entrepreneurial world and mentees who are participants in the SINGA incubation program are paired up to collaborate for a minimum of 6 months. During this period mentors share their ideas, highlight challenges and look for solutions in order to help the mentees develop their entrepreneurial project, providing emotional support at the same time.

Indeed, **the entrepreneurial adventure is a very intense and enriching experience during which mentors are encouraged to offer feedback, exchange ideas, and share networks** while remaining aware that the main actor and expert of the project is the entrepreneur herself/himself.

“

I really enjoyed my experience as a mentor as it taught me how to support and advice whilst always respecting the vision of the entrepreneur even though I would have done otherwise. Thanks to Ivan, I also discovered a new food culture and travelled all the way to Syria every time we met. Thank you SINGA for the opportunity – I would do it again anytime.

”



EUGÉNIE FONTUGNE

Confectionery business development and marketing manager Europe at **Firmenich**

Mentor in Geneva

“

The mentoring relationship with Veronica was a very enriching personal experience because it allowed me to support a very meaningful project as well as learn a lot in every exchange about the journey as an entrepreneur in an intercultural setting myself.

”



FLORIAN WIESER

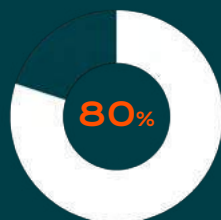
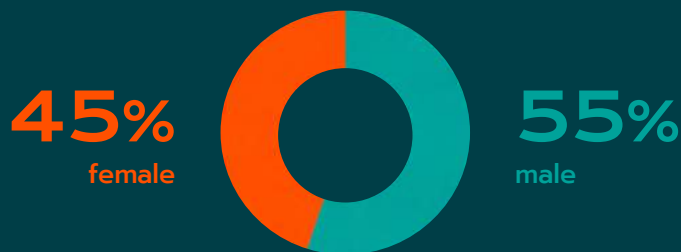
CEO **Bluetools Solutions**, Co-lead Startup & Innovation **SENS**

Mentor in Zurich

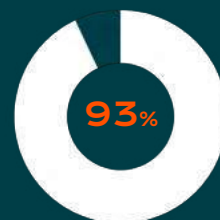
Analysis of supporters

MENTORS

20 mentors



believed they achieved
the objectives set with
the mentee



would consider mentoring
for SINGA again

2
meetings

per month on average

5
hours

spent per month with their mentee(s)
on average

Professional backgrounds include:
HR/Change Management, Digital, Management,
Marketing, Food Industry, Innovation,
Entrepreneurship, Consulting, Strategy,
Engineering, Pharmaceutical

10 | SINGA & DELOITTE

A long-lasting collaboration

1. What does Inclusive Entrepreneurship mean to Deloitte?

Inclusive Entrepreneurship ensures that all people – regardless of their personal backpack of characteristics and stories – have an **opportunity to achieve their own endeavours**. It values differences and enables us all to relate to each other and learn from each other's background and experiences.

Deloitte lives a **culture of diversity, equity and inclusion** – supported by its **ALL IN initiative** focused on providing a respectful and inclusive culture alongside targeted interventions designed to enable diversity in all its forms. The concepts are, however, carried beyond the walls of its own offices, into client projects and conversations, as well as by investing in **programs such as the 'WorldClass'** aiming to develop job skills, improve educational outcomes, and expand opportunities, or **'Impact Every Day'** which encourages its people to make an impact in their communities year-round, addressing the issues that are most important locally.

2. What do you think is the most added value gained by collaborating with initiatives such as SINGA in the framework of Deloitte Care?

Collaboration with initiatives such as SINGA gives us the opportunity to **get in touch with other people, other mindsets and a different environment** to what can be considered as our standard working procedures and social interactions. It requires us to apply and develop skillsets that can be different from daily business. It gives us access to new interesting personalities and stories, and the opportunity to share some of our knowledge and capabilities with them. In that sense, it is a very valuable personal development opportunity.

Furthermore, we are hopefully also able to touch our counterparts with our own stories and **provide them with knowledge, tools, experience sharing, support and networks that will be helpful for their personal journey as entrepreneurs** by enabling them to tear down some of the barriers they might encounter.



MASSIMO CALAMASSI

Senior Consultant at **Deloitte Switzerland**

3. What are your main takeaways from collaborating with the entrepreneurs at SINGA?

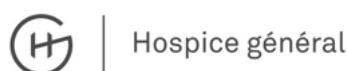
It is difficult to generalise given that we have encountered very different personalities. **What unites them is their passion for their individual business or initiative**. It is very enriching to witness how they all come in with an own and very personal individual story. Often you can recognise how their entrepreneurial endeavour is linked to a particular part of their personal background. Consequently, they enrich our society with priceless diversity and fill blindspots, which would remain hidden or at least difficult to identify. The exchange with the entrepreneurs at SINGA bring to light **how assumed small things can quickly develop into development-impeding factors**, and why initiatives such as SINGA are so important.

4. What motivates you in supporting SINGA and its entrepreneurs? What would you say to anyone who would like to support SINGA as a professional?

On the one hand, it enriches you personally and as an organisation. On the other hand, it is a very practical and direct way of **contributing to the development of interesting personalities** by facilitating their inclusion into Swiss culture (which can be beautiful, but admittedly might not appear to be the easiest to access sometimes), as well as to the **enrichment of our local community**. Consequently, I can only say that it is time well invested. The SINGA team itself is composed of great people! **Join this great community to see for yourself!**

11 | THANK YOU TO OUR PARTNERS

The SINGA Incubator is made possible by



WE WOULD LIKE TO THANK ALL OTHER PARTNERS FOR THEIR SUPPORT

SINGA Incubator partners

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On va parler ensemble
Open Geneva
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Refugee Voices
Textimum
UNHRC for Switzerland

IT partners

Mohammad Tahan
Open Factory
Right Here Right Now Productions

Thank you · Danke · Merci · Grazie · شکرا · Дякую · Jërëjëf

12 | ORGANIGRAM

Board



AMANDINE RODRIGUES

Brand Strategy Director at
[Buzz Brothers](#)



ELVITA ALVAREZ

Delegate in charge of the
economy at Ville de Genève



TAFSIR BA

Co-Founder of [Evahomes.ch](#)

Advisory board



BABAK FARGAHI

Lawyer at [RISE – Attorneys
at Law](#)



DOMINIK SCHERRER

Founder of [ecloo](#)



LAETITIA TERRIER

Founder & Director at Rayonner et Relier
Durablement | Manager at Enmouvement



MICHAEL BIMMLER

Lawyer / Barrister
in London



RAYAN AEBI

Senior Venture Architect at
[Stryber](#)



SERAINA SOLDNER

Co-Founder SINGA Switzerland &
Project Scout at [Migros-Pionierfonds](#)

Team

ZURICH OFFICE



TINA ERB
Director SINGA Switzerland



PASCAL MUGGLI
Program & Branding Manager



YOUNG FAUL-KIM
National Communications Manager

GENEVA OFFICE



ELODY DE BRITO
Head of Office Geneva &
Program Manager



ADEBA ABDULLAH-KHEL
Mentoring & Events Manager



MARYLOU ALTOUNIAN-DIDIER
Administration & Evaluation Manager



13 | AUDIT REPORT



STT Schoch Treuhand Team AG
Das Trendsetter-Treuhandbüro im Herzen von Zürich

Mitglied TREUHAND | SUISSE

Kontaktperson
Tarek Daaboul
Leitender Revisor

An die ordentliche
Mitgliederversammlung
Verein SINGA Schweiz
Lindenbachstrasse 11
8006 Zürich

Zürich, 31. März 2022

Bericht der Revisionsstelle zur Eingeschränkten Revision

Als Revisionsstelle haben wir die Jahresrechnung (Bilanz, Erfolgsrechnung und Anhang) von Verein SINGA Schweiz für das am 31. Dezember 2021 abgeschlossene Geschäftsjahr geprüft.

Für die Jahresrechnung ist der Vorstand verantwortlich, während unsere Aufgabe darin besteht, die Jahresrechnung zu prüfen. Wir bestätigen, dass wir die gesetzlichen Anforderungen hinsichtlich Zulassung und Unabhängigkeit erfüllen.

Unsere Revision erfolgte nach dem Schweizer Standard zur Eingeschränkten Revision. Danach ist diese Revision so zu planen und durchzuführen, dass wesentliche Fehlaussagen in der Jahresrechnung erkannt werden. Eine Eingeschränkte Revision umfasst hauptsächlich Befragungen und analytische Prüfungshandlungen sowie den Umständen angemessene Detailprüfungen der beim geprüften Unternehmen vorhandenen Unterlagen. Dagegen sind Prüfungen der betrieblichen Abläufe und des internen Kontrollsystems sowie Befragungen und weitere Prüfungshandlungen zur Aufdeckung deliktischer Handlungen oder anderer Gesetzesverstösse nicht Bestandteil dieser Revision.

Bei unserer Revision sind wir nicht auf Sachverhalte gestossen, aus denen wir schliessen müssten, dass die Jahresrechnung nicht Gesetz und Statuten entspricht.

STT Schoch Treuhand Team AG

Tarek Daaboul
zugelassener Revisor RAB
Leitender Revisor

Thomas Mazumdar
zugelassener Revisor RAB

- Jahresrechnung (inkl. Anhang)

STT Schoch Treuhand Team AG
Sihlstrasse 95, 8001 Zürich

Spezialisten in Sachen Rechnungswesen,
Steuern, Lohnwesen, Revision, Beratung

Tel 044 298 82 82
Fax 044 298 82 80

info@stt.ch
www.stt.ch

