Annual Report 2025

swissgrid

Swissgrid Reports 2025

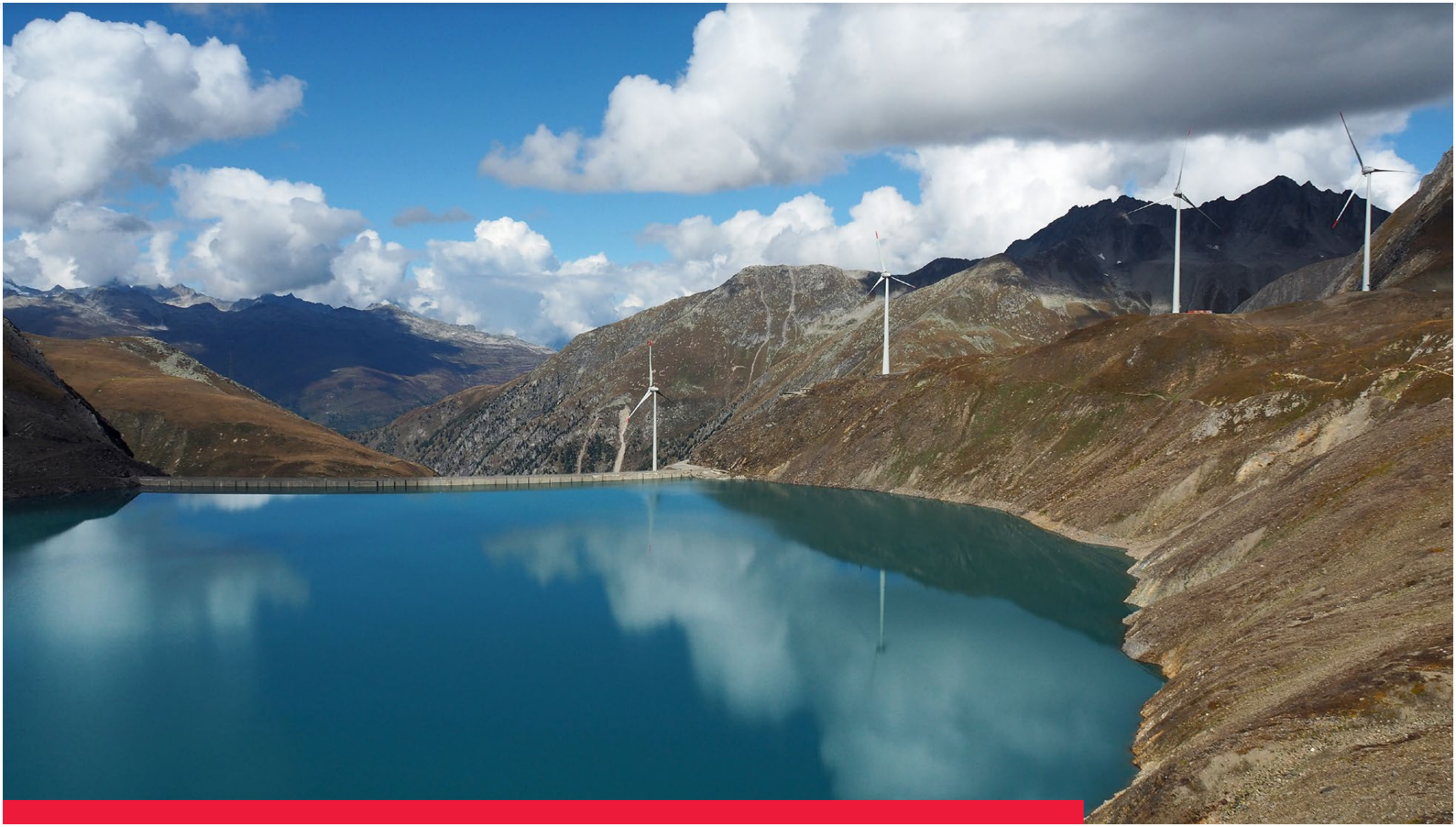
Annual Report

Financial Report

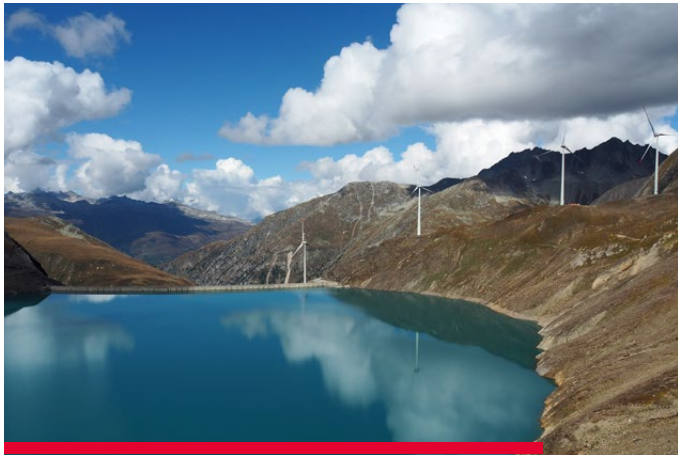
Corporate Governance

Sustainability Report

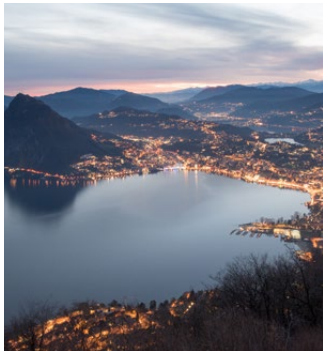
Publication details



Annual Report 2025



Financial Report



Corporate Governance

Sustainability Report

Annual Report

You can also find the annual report as an online version at:

www.report.swissgrid.ch


Adrian Bult, Chairman of the Board of Directors, and Yves Zumwald, CEO

Editorial

Swissgrid is ready for the energy future

Dear readers,

The transformation of the electricity system is progressing rapidly. Decentralisation, decarbonisation and digitalisation are not only fundamentally changing where and when electricity is generated and consumed, but are also placing increasing demands on its storage and transmission.

Ensuring secure and stable grid operation is becoming increasingly challenging. What is more, complex, lengthy approval processes are holding up urgently needed grid expansion projects – to a greater extent than the transformation of the energy system can tolerate. Within the space of a few years, photovoltaic generation has risen to a level that poses major challenges for the balance groups in forecasting energy generation. Discrepancies between their forecasts and the real-time situation make the operation of the transmission grid more difficult and more expensive.

A robust grid infrastructure is the basis for a reliable supply of electricity. The transmission grid will only remain the strong backbone of Switzerland's energy supply if it is developed with foresight and expanded in good time. Switzerland's security of supply depends to a large extent on whether grid operations, market mechanisms and national and international cooperation can keep pace with the speed of change. An electricity agreement with the European Union is a key factor in ensuring Switzerland's long-term security of supply.

Swissgrid continued to play an active role in shaping the energy future during the 2025 financial year. The transmission grid achieved 100% availability – as a result of forward-thinking planning, operational excellence and continuous innovation. We have set out how we intend to develop our grid in a targeted manner over the coming years in the Strategic Grid 2040. We once again reached significant milestones in various projects for expanding and modernising our infrastructure in 2025, and took steps to ensure that approval processes would be speeded up.

Swissgrid has made significant progress in integrating solar power generation, while close collaboration with industry partners has led to improved production forecasts for solar energy. Swissgrid has also implemented innovative solutions to reduce the amount of control energy required. The AI-assisted «Optimizer Autopilot» for control energy has already allowed tens of millions of francs to be saved. At the same time, we are continuing to develop the Swiss control energy market and opening it up to new players and technologies. This will not happen overnight, but our experts are doing their utmost to ensure that the market is ready for the energy future as rapidly as possible.

Sustainability remained an integral part of our corporate strategy in 2025. We are already well on the way to meeting our targets for direct emissions. In the 2025 financial year, we defined additional climate targets for Scope 3 and adopted a decarbonisation plan. In this way, we are taking responsibility throughout the value chain.

Progress in sustainability management is reflected in improved sustainability ratings, which in turn boost the company's appeal to investors.

The grid availability rate of 100% underscores the stability and efficiency of our infrastructure. The further development of the transmission grid and the optimisation of the control energy market will strengthen Switzerland's security of supply in the long term. By pursuing a clear strategy, developing innovative solutions and building strong partnerships, we are helping to guarantee a secure supply of electricity for Switzerland at the lowest possible cost to society and the economy – both now and in the future.

We would like to say a special thank you to Swissgrid's 980 employees. They work with great dedication, a high level of expertise and real passion day in, day out to make the operation of the transmission grid even more reliable and secure. Your dedication is the foundation for our success.

Adrian Bult
Chairman of the
Board of Directors

Yves Zumwald
CEO

Year in review

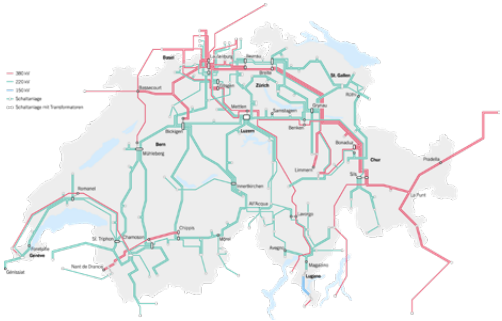
Swissgrid is actively helping to shape Switzerland's energy future. As the country's transmission system operator, it plays a key role in the transformation of the energy system. Thanks to Swissgrid, electricity flows reliably and securely around the clock. What is more, we are working with the entire industry to pave the way for a sustainable energy system: we are facilitating the integration of renewable energy sources, heat pumping technology and battery storage systems into the grid. And not only that: we are developing and testing innovative technologies for the smart grid of the future and facilitating its efficient management.

Details of Swissgrid's main grid projects, innovative solutions and milestones for 2025 are set out below. Our aim in everything we do is to ensure the secure operation of the transmission grid as efficiently as possible, 365 days a year, with a motivated and professional team.

Grid operations in the reporting year: very high availability of the transmission grid

In 2025, Swissgrid was able to guarantee 100% grid-related security of supply.

Overall, grid operations in 2025 ran more smoothly than in the previous year. Lower electricity generation from storage and run-of-river power stations resulted in fewer exports and higher imports for Switzerland. Exports from France and imports into Germany and Italy dominated the European energy supply. Swissgrid significantly reduced the amount of redispatch energy deployed thanks to dynamic methods for calculating line capacity and optimised outage planning for maintenance. At the same time, discrepancies between actual photovoltaic production and the forecasts made at the lower grid levels led to deviations in the system frequency above or below 50 hertz. Nevertheless, coordinated action by European transmission system operators to stabilise the frequency was required less frequently than in the previous year.

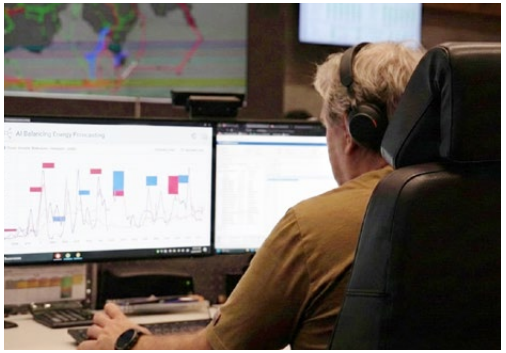


Strategic Grid 2040: grid development projects up to 2040 approved by ElCom

The transmission grid is the backbone of a secure and sustainable supply of electricity. It is essential for prosperity and quality of life in Switzerland. Swissgrid has updated its long-term plan for the Swiss transmission grid by preparing the Strategic Grid 2040. In April 2025, following a thorough review, the Swiss Federal Electricity Commission (ElCom) confirmed the need for additional grid development. Based on comprehensive grid and market simulations, Swissgrid has identified 31 key projects – comprising line reinforcements and additional controllable transformers – that will improve the grid's controllability and transmission capacity.

Investments in the transmission grid

During the reporting year, Swissgrid invested CHF 281.2 million in the renovation and expansion of the transmission grid, and spent a total of CHF 63.0 million on grid repair and maintenance. Examples of maintenance work include the replacement of conductors and insulators, the revision of circuit breakers, corrosion protection for supporting structures, forest clearing, avalanche protection and the repair of installations after a damaging event.



Better use of control energy via the «Optimizer Autopilot»

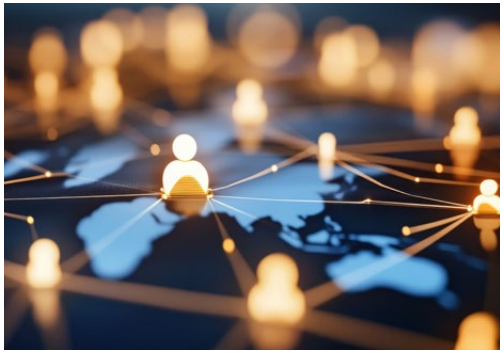
The «Optimizer Autopilot» for control energy was gradually enhanced during the reporting year. It supports system operations by identifying the expected imbalance between electricity generation and consumption in the Swiss electricity system at an early stage and making recommendations for the efficient use of control energy in the secondary and tertiary markets. The clear added value, which was already apparent during the concept phase, meant that the proof of concept was delivered earlier than planned. Furthermore, the use of the tool was expanded and stabilised thanks to the support of the shift teams. The operational roll-out of the «Optimizer Autopilot» and its subsequent ongoing development have created a solid basis for improving the quality of forecasts even further and strengthening operating efficiency in the long term.

PV4Balancing: photovoltaics as part of the system solution

PV4Balancing is a pilot project run by Swissgrid to investigate how photovoltaic plants can contribute to grid stability. The aim is to integrate the growing volume of PV generation into the control energy market via a new product. Working in collaboration with ancillary services providers (ASPs) and system operators, a product was developed within seven months and has been in operational use since June 2025. For the first time, photovoltaic plants were grouped together to form virtual power plants and used to provide negative tertiary control energy. By October, the number of participants had risen to six ASPs and six parties with 75 photovoltaic plants offering up to 26 MW, activated over 272 quarter-hours. The results show that accurate forecasts, automated processes and integration into existing operational processes are crucial. These findings will be incorporated into the further development of a PV ancillary services product with a view to its potential launch on the Swiss control energy market.

Further development of photovoltaic forecasts for secure transmission system management

In 2025, Swissgrid enhanced its own photovoltaic forecasts in order to provide a more accurate picture of Switzerland's rapidly growing decentralised solar generation of electricity. The automated hourly forecast is based on master data from around 310,000 plants, as well as detailed weather information, and allows regionally differentiated forecasts to be drawn up. The inclusion of systematic validation was vital: since December 2025, real-time data from around 100 photovoltaic plants has been available, enabling forecast discrepancies to be identified and reduced. Operational applications have also been integrated, including dashboards for system operation and functions for balance group monitoring. In addition, the groundwork has been laid for estimating the number of missing photovoltaic plants and for analysing the impact of battery storage systems. The advancements made in 2025 will form the basis for gaining a better understanding of decentralised energy sources.



TSO-DSO Coordination is moving towards roll-out

The TSO-DSO Coordination innovation project between Swissgrid, the transmission system operator (TSO), and the distribution system operators (DSOs) has made further progress. The aim is to develop a joint market mechanism to integrate decentralised energy sources into the electricity grid in a flexible and secure manner. The focus during the reporting year was on preparing for practical implementation: Phase C began in April, during which the previously developed coordination plan was assessed to determine whether it was ready for implementation. This was followed in October by a market potential study among Swiss distribution system operators and ancillary services providers. In December, the coordination mechanism was successfully simulated for the first time using a software prototype. This has established the essential conditions for making targeted use of decentralised energy sources to ensure grid stability in the future.

TSO Innovation Alliance: working together to ensure a highly resilient grid

In 2025, eight TSOs joined forces to form the TSO Innovation Alliance. The founding members are Terna, RTE, the Elia Group (comprising Elia and 50Hertz), TenneT, Red Eléctrica, Amprion and Swissgrid. Swissgrid's specialists showed great commitment to the alliance and drove the collaboration forward. The aim is to pool innovative expertise within the electricity sector in order to tackle challenges such as decarbonisation, digitalisation and grid resilience. The TSO Innovation Alliance focuses on joint research, technology scouting and open innovation competitions. In 2025, the first call for ideas on the topic of «Weather and Grid Resilience» was launched to address the growing challenges posed by weather-related factors. Numerous start-ups and technology partners took part in the European innovation competition. Knowledge sharing, proofs of concept and close collaboration with start-ups will enhance the efficiency and stability of Europe's grid infrastructure in the long term.

Digital asset management: more efficient planning, construction and maintenance

Swissgrid is pressing ahead with the digitalisation of the transmission grid in order to enhance the reliability, capacity and efficiency of its assets (lines, pylons and substations) during the most significant transformation in its history. Digital asset management is designed to improve grid availability and reduce costs. The use of a digital twin (digital grid image) is intended to optimise the entire value chain. The Asset Management 4.0 programme coordinates the associated transformation projects. Significant progress was made during the reporting year: new grid construction projects for substations will be managed using Building Information Modelling (BIM) or 3D models as standard. In addition, the enhanced asset performance model now provides the key basis for making decisions about grid construction projects and maintenance work. New processes and data quality KPIs will bring about a lasting improvement in the quality of asset data.

IoT hub for a secure grid

Sensorhub is Swissgrid's central Internet of Things hub. It consolidates sensor data from pylons, circuit breakers and gas-insulated switchgear on the Swissgrid data platform, creating a uniform basis for monitoring the condition of critical equipment and for performing data-driven analyses of operating facilities. In 2025, Swissgrid further expanded its sensor network, fitting over 300 pylon sensors and around 60 sensors for monitoring circuit breakers and disconnectors across the country. Around 500 sensors were installed at five sites to measure the SF_6 gas pressure in gas-insulated switchgear. Swissgrid also stabilised its data platform, which processes around 90,000 measured values per day. The first dashboards featuring integrated language models and chatbots make it easier to analyse large volumes of data. These advancements strengthen grid monitoring capabilities and form an important basis for predictive maintenance and high system availability.

Efficient detection of damage in the transmission grid thanks to drone technology

The Swiss transmission grid comprises 6,700 kilometres of lines and 12,000 pylons. Two-thirds of Swissgrid's grid infrastructure is between 50 and 80 years old and will need to be replaced over the coming years and decades. Inspections of this infrastructure were often time-consuming in the past, but autonomous drones and AI-powered analysis of image databases now allow efficient, safe inspections to be carried out much more rapidly. The pilot phase, which was successfully completed in June 2025, has established the necessary conditions: potential damage was specifically identified and classified using 1.5 million drone images. These results will enable predictive maintenance to be carried out and serve as a basis for the further roll-out of the technology.

Cybersecurity: further improvement of security standards

In the fourth quarter of 2025, Swissgrid successfully had its information security management system recertified in accordance with the ISO/IEC 27001:2022 standard. This recertification confirms the ongoing improvement in security standards and the proactive approach to managing increasing digital complexity. It delivers clear added value for future innovation and transformation initiatives and bolsters confidence in Swissgrid's ability to tackle new challenges successfully. In addition, the area of validity has been extended: following the initial certification in 2022, which covered information and communication technologies, as well as central operational technology systems in the data centres, the certification now also applies to substation-related processes and decentralised OT systems in selected substations. This shows that Swissgrid is taking account of the growing importance of decentralised systems and ensuring that appropriate safety standards are in place.

Physical security: planning is good, training is better

Swissgrid is responsible for operating one of Switzerland's most critical infrastructures. It carries out exercises and exchanges information with the scientific community and public authorities to ensure that it is prepared for extraordinary events. The partnership with Lucerne University of Applied Sciences and Arts continued in 2025: Swissgrid contributed its expertise to the CAS programme in crisis management, enabling students to practise incident management. Swissgrid is thereby helping to ensure resilience beyond its own organisation.

Physical security has also been strengthened. On 27 November 2025, the «Helios» emergency exercise was organised by the Aargau Cantonal Police to simulate a real-life emergency and optimise procedures between Swissgrid and the emergency services. Swissgrid also practised its business continuity management procedures in the «Notlicht 2025» exercise.

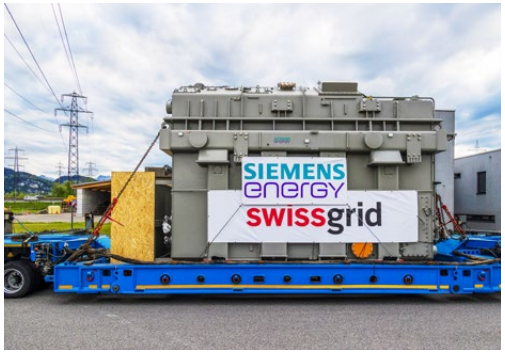
Operational security: proactive rather than reactive

The energy system is changing rapidly, challenges are becoming more complex, and interdependencies within the system are increasing. Anticipating risks at an early stage is already a major aspect of risk management, but is becoming even more important as a result of the transformation of the energy system.

To address this development, Swissgrid has laid the foundations for the new Swissgrid Situation Center (SSC). The SSC links existing functions even more closely so that it can form a joint picture of the situation and support operational units by providing recommendations for action. The aim is to further strengthen the resilience of the transmission grid and the company as a whole.

HR and digitalisation: improving efficiency through digital solutions

Improving user-friendliness and process efficiency is paramount when testing or introducing digital solutions. In addition to automating repetitive processes, digital solutions are being trialled in the field of Learning & Development in particular. An avatar that can be used to practise handling difficult conversations is just one example.



New transformer in Bonaduz and no objections to the La Punt – Sils line

Upgrading the extra-high-voltage grid in the Canton of Grisons is a crucial factor in transporting energy from the hydroelectric power stations and alpine solar parks in the Grisons to consumer centres in Central Switzerland, and is also important for electricity exchange with Austria and Italy. A powerful modern transformer with a capacity of 400 megavolt-amperes (MVA) was delivered and installed in Bonaduz during the reporting year. The 380 kV and 220 kV switchgear in Bonaduz were also upgraded.

The extra-high-voltage power line between La Punt and Sils in Domleschg (the Albula line), which is over 60 years old, will soon reach the end of its technical service life. Swissgrid is therefore replacing the entire overhead line along the existing route. Swissgrid submitted the planning application to the relevant authorities in the course of the year. No objections were lodged during the public consultation period.

Mörel – Ernen grid project: substation construction delays

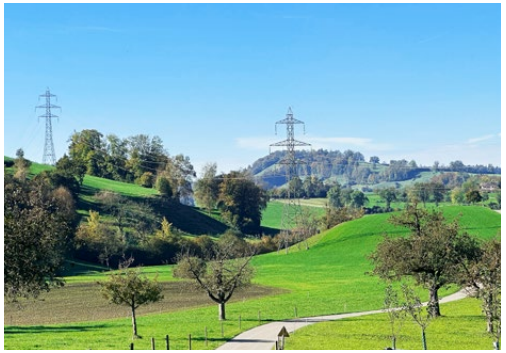
Construction work on the new extra-high-voltage line between Mörel-Filet and Ernen has been completed. The new electricity pylons have been fully erected and painted green, so the new line is now theoretically ready. However, it will not be able to transport the electricity generated by the Valais hydroelectric power stations securely and reliably until the end of 2028 at the earliest, when the new 65 kV Ernen substation becomes operational.

Obfelden – Samstagern grid project: start of construction of the Sihlhalden – Kilchberg section

Swissgrid is upgrading the 150 kV line between Samstagern, Thalwil, Waldegg (Zurich) and Obfelden to 220 kV in stages in order to increase capacity and strengthen the connection between the city of Zurich and the transmission grid in the south. Swissgrid began construction work on the second section of the overhead line between Sihlhalden and Kilchberg in 2025 and will submit further sections for approval in 2026. The new line will run as an underground cable from Kilchberg – passing through the Uetliberg Tunnel along its route – all the way to Zurich and the new Waldegg substation.

Flumenthal – Froloo grid project: the search for a corridor has started

Swissgrid is planning a new extra-high-voltage line between Flumenthal (SO) and Therwil (BL) to replace the current 145 kV line operated by Industrielle Werke Basel (iwb). Swissgrid and the other members of the support group appointed by the Swiss Federal Office of Energy (SFOE) examined various routes and technical options for the new line. In spring 2025, the support group issued a recommendation for the line corridor, and the public consultation phase took place in May 2025.



Bickigen – Mettlen grid project: the sectoral plan procedure is underway

Swissgrid is upgrading the existing 220 kV line between the Bickigen and Mettlen substations in order to ensure long-term security of supply in the Bern and Lucerne regions. The current line is over 90 years old and will initially be renovated before being replaced by a new one. Swissgrid submitted an application in spring 2025 to initiate the associated sectoral plan procedure and informed the public about the project and the proposed working corridors, which are now being reviewed by the SFOE's support group. The support group is expected to present its corridor recommendation in spring 2026, followed by a public consultation.

Innertkirchen – Mettlen grid project: renewable energy from the Alps to Central Switzerland

Swissgrid is replacing the line between Innertkirchen (BE) and Mettlen (municipality of Eschenbach, LU) to ensure that energy from the hydroelectric power stations in the Alps can continue to be reliably transported to Central Switzerland in the future. The existing 220 kV line is a point of congestion in the Swiss transmission grid and has reached the end of its technical service life. It is therefore being replaced by a more efficient line. Swissgrid and the support group appointed by the Swiss Federal Office of Energy (SFOE) examined various regional planning and technological options in 2025. The support group's corridor recommendation was presented to the public at information events in autumn 2025, and the public consultation stage began at the end of November 2025. The Federal Council is expected to finalise the route for the new line in mid-2026, after which Swissgrid will draw up the construction plans on this basis.

Further information:
www.swissgrid.ch

Company

GRI 2-6

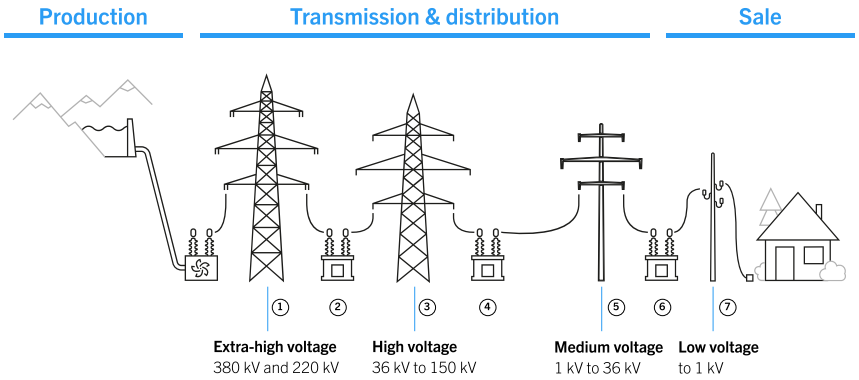
Swissgrid is the national grid company and owner of the Swiss extra-high-voltage grid. Its mandate is governed by the Electricity Supply Act (ESA, SR 734.7) and the Electricity Supply Ordinance (ESO, SR 734.71) . The Federal Electricity Commission (ElCom) monitors compliance with these regulations. Swissgrid is responsible for the operation, maintenance, renewal and expansion of the Swiss transmission grid. In doing so, the company makes an important contribution to security of supply in Switzerland.

Value chain of the Swiss electricity industry

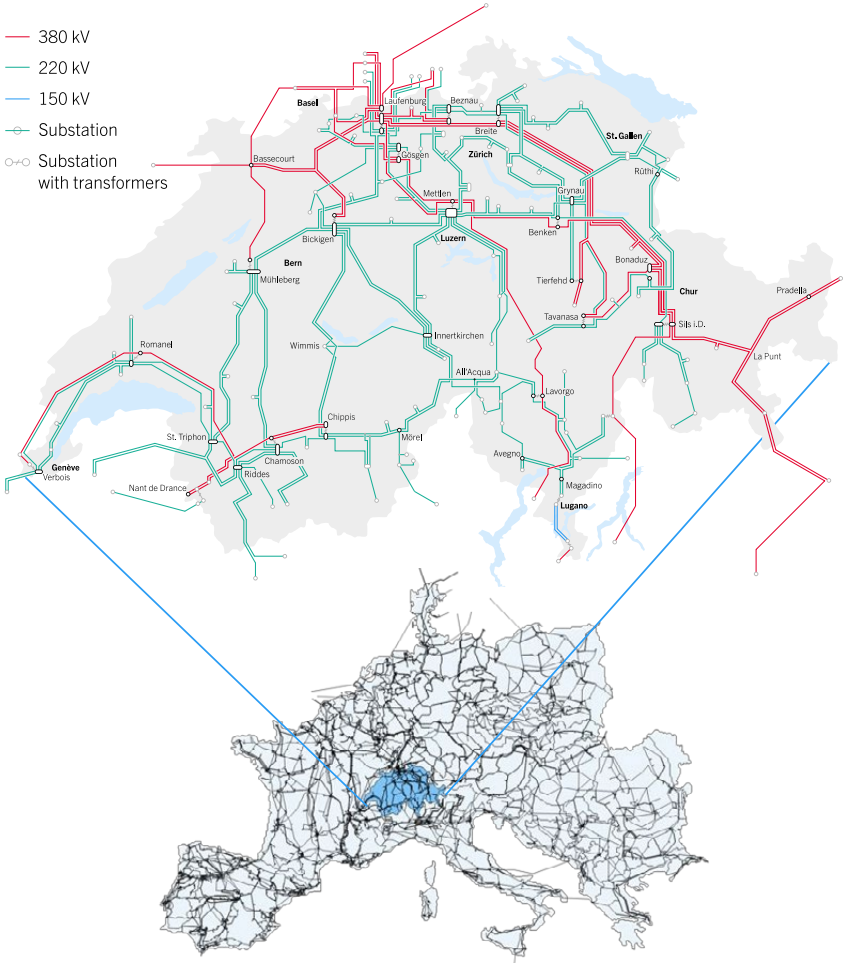
The Swiss transmission grid is a relevant part of the supply chain for the Swiss electricity system. This system comprises four areas: electricity generation, transmission, distribution and sale. Electrical energy is transmitted and distributed via a total of seven grid levels. These are the extra-high, high, medium (1, 3 and 5) and low-voltage levels (7), as well as three connecting transformer levels (2, 4 and 6). Immediately after being generated in large power plants, electrical energy is fed into grid level 1, the transmission system. The subsequent grid levels take care of the national, regional and local distribution of electricity as far as the power outlet, and transform it as required. Given the increase in decentralised energy production, the feed-in to the grid, for example of energy from photovoltaic plants, is increasingly taking place via the distribution grids.

Swissgrid is responsible for grid level 1 and therefore for the secure transmission of large volumes of electrical energy over long distances. The Swiss transmission grid consists of 380 and 220 kV lines extending over a length of 6,700 kilometres and supported by more than 12,000 electricity pylons. For the extra-high-voltage grid to function smoothly, it needs an elaborate infrastructure consisting of perfectly harmonised components. These include the two grid control rooms in Aarau and Prilly, 126 substations with a total of 148 switchgears and 32 transformers, as well as protection and substation control technology.

In addition to the domestic transmission of electricity, the Swiss transmission grid also enables the import, export and transit of energy. With 41 international interconnection lines, it is closely integrated into the European interconnected grid. The Swiss transmission grid plays an important role in the cross-border transport of electrical energy throughout Europe. Today, the European interconnected grid guarantees a secure supply of electricity for more than 530 million consumers in over 30 countries.



The transmission system in 2025



GRI 2-1

The missions of the national grid company

In accordance with the Electricity Supply Act, Swissgrid ensures the non-discriminatory, reliable and efficient operation of the transmission system at all times as an essential basis for the secure supply of electricity in Switzerland. At the grid control rooms in Aarau and Prilly, the company ensures that the system frequency of 50 hertz is constantly maintained and that electrical energy is transported safely. As part of its balancing group management activities, Swissgrid also coordinates the schedules of Swiss power plant operators and electricity traders, and uses ancillary services to eliminate and minimise congestion.

The company is responsible for the planning, replacement, expansion, maintenance and repair of the entire extra-high-voltage grid infrastructure. Swissgrid invests not only in the operation and modernisation of the grid to ensure grid-related security of supply, but also in market development. It helps to develop trading platforms for control energy and ensures cross-border capacities for energy exchange.

Due to the close integration of the Swiss transmission grid with the European interconnected grid, Swissgrid has important roles to play in Europe. Swissgrid works with European transmission system operators to ensure smooth system management. As Coordination Centre South, Swissgrid monitors the frequency of the European extra-high-voltage grid in cooperation with the German transmission system operator Amprion (Coordination Centre North). Swissgrid is involved in the coordination of operational security processes and the European exchange of electricity.

It also helps plan pan-European grid expansion. Swissgrid works with foreign transmission system operators and represents Switzerland's interests in the corresponding bodies.

Further information can be found in the «Mission» section.

Establishment as the Swiss transmission system owner

Swissgrid was founded in 2005 in view of the gradual liberalisation of the Swiss electricity market with the aim of harmonising and centrally operating Switzerland's transmission system. Prior to that, different electricity grid companies were simultaneously responsible for power transmission in Switzerland. Since 2008, the Electricity Supply Act (ESA) has stipulated that the transmission system must be owned by the national grid company. As the national grid company, Swissgrid has been in charge of the operation and safety of the extra-high-voltage grid since 2009.

Swissgrid took over ownership of the grid in 2013 and has since been responsible for its maintenance and expansion. Swissgrid's headquarters are located in Aarau, while the redundant site is in Prilly. Swissgrid also operates bases in Castione, Landquart, Laufenburg, Ostermundigen and Uznach.

Business activities in a strictly regulated environment

Swissgrid operates in a strictly regulated environment (see the «Management Report» section). Providing consumers with a secure supply of electricity is in the public interest and requires a reliable and efficient infrastructure. On account of its economic characteristics, the grid also represents a natural monopoly, which is recognised as a legal monopoly under the ESA and ESO. Consequently, there is an undisputed need for regulation to ensure that grid infrastructure and grid management are as efficient as possible. This task is performed by the Swiss Federal Office of Energy (SFOE) and – as the supervisory authority for the implementation of the ESA and ESO – the Federal Electricity Commission (ElCom).

In accordance with the law, Swissgrid is established as a public limited company under private law with its registered office in Switzerland. The grid company must also ensure that the majority of its capital and the associated voting rights belong directly or indirectly to the cantons and municipalities (see the «Corporate Governance» section).

Mission

As the national grid company, Swissgrid ensures the secure transport of electricity via both the national grid and the transmission grid connected to the European electricity system. This electricity forms the basis for the high quality of life and prosperity in Switzerland and Europe. Thanks to the central role it plays in the energy system, Swissgrid is actively shaping its sustainable transformation.

For more information on the transformation of the energy system, see the «Energy transition» section. Details of the sustainable development of the transmission grid are set out in the «Climate protection», «Environmental protection», «Biodiversity» and «Circular economy» sections.

GRI 203-1, 203-2

Grid-related security of supply – the sum of various components

As a transmission system operator, Swissgrid is responsible for a critical infrastructure. Secure and efficient grids are of vital importance guaranteeing the supply of electricity. The Federal Office for Civil Protection (FOCP) considers an electricity shortage to be among the events posing the greatest financial risk to Switzerland. A nationwide power failure also ranks in the top ten in terms of expected damage category[1].

In order to guarantee grid-related security of supply and to protect the grid from outages, Swissgrid takes action at various points.

[1] Federal Office for Civil Protection, report on the national risk analysis (KATARISK – Disasters and Emergencies in Switzerland)

Ensuring grid operations – around the clock

In Swissgrid's capacity as Coordination Centre South, its grid control rooms are responsible for maintaining the continuous balance between electricity generation and consumption in order to ensure a constant system frequency of 50 hertz – not only for Switzerland, but also for Europe. The grid control rooms also monitor the capacity utilisation of the transmission system and intervene in the event of congestion, impending line overloads or failures of grid elements. When operating its grid, Swissgrid follows the n-1 principle, which is an essential rule for ensuring secure transmission system operation. This principle states that if any one grid element fails, no other element may be overloaded.

Careful planning is necessary for secure grid operation: this takes into account aspects such as the decommissioning of lines and power plants, as well as the schedules of power station operators and electricity traders, which include all electricity trading transactions in Switzerland and abroad. Swissgrid continuously coordinates its planning and real-time operations with European transmission system operators.

Helping to shape and develop markets – in Switzerland and Europe

Another prerequisite for a high level of grid-related security of supply is the availability of control power to compensate for short-term deviations between production and consumption (balancing measures) and to manage grid congestion. That is why Swissgrid continuously optimises the Swiss market for control power and cooperates with European transmission system operators.

Transmission system operators are also tasked with providing sufficient capacity on international interconnection lines for international electricity trading. In order to

avoid grid congestion and to ensure non-discriminatory access, Swissgrid allocates capacity at the Swiss border by means of auctions. These processes are carried out in close coordination with neighbouring transmission system operators.

Cooperation with Europe – in all areas

Swissgrid and the European transmission system operators cooperate closely in areas such as grid operations, control power markets and congestion management. The EU regulatory requirements for system operation are implemented to ensure that all grid operators adhere to the same rules in the interconnected grid. Cooperation across Europe is also crucial for the successful integration of increasingly decentralised energy sources into the overall system.

Due to the lack of an electricity agreement between Switzerland and the EU, it is becoming increasingly difficult for Swissgrid to help shape these pan-European developments. This has a negative impact on grid security, and hence on Switzerland's security of supply. The exclusion of Swissgrid from European platforms and coordination processes increases the risk of unplanned load flows in the Swiss transmission grid. Swissgrid is therefore taking various measures to counteract Switzerland's growing isolation. An electricity agreement would fully integrate Switzerland into the European internal electricity market, which would significantly strengthen Switzerland's security of supply and grid operations.

Ensuring safety – at all levels

Important prerequisites for grid-related security of supply include a resilient grid infrastructure and the availability of IT and communication systems. To ensure the safe and reliable operation of the Swiss transmission grid, Swissgrid pursues an integrated safety policy. This defines the objectives and framework for action for implementing precautions in a consistent and coordinated manner in accordance with standardised rules.

The purpose of integrated safety management is, on the one hand, to protect people and the environment from negative influences arising from Swissgrid's activities and, on the other hand, to protect Swissgrid's employees, installations, systems and information from adverse effects.

Swissgrid's integrated safety policy

Swissgrid's integrated approach to safety management comprises seven security domains: operational security, physical security, information security, integrated risk management (see the «Management Report»), crisis management, business continuity management and finally, health, safety and the environment (see the «Sustainability Report»). The integrated safety policy sets out Swissgrid's safety objectives and regulates the essential aspects required for the effective implementation of company-wide integrated safety management. These include the principles, the overarching framework conditions, domain-specific requirements and the security organisation.

Operational security

The aim of operational security is to ensure that Swissgrid provides a secure service in every grid state. It is based on the processes and elements of safety risk management, such as the reporting system, event investigation, safety risk analysis, safety culture and clearly defined roles and responsibilities.

Physical security

The aim of this security domain is to ensure the physical security of employees, third parties and of the Swissgrid infrastructure.

Swissgrid has developed its own company-wide standards based on best practice in order to meet the requirements of a critical infrastructure. Among other things, they take into account the ISO/IEC 27002 standard, the industry recommendation of the Association of Swiss Electricity Companies (VSE) and the regulations of the Federal Inspectorate for Heavy Current Installations (ESTI).

Information security

The aim of the «information security» domain is to guarantee the confidentiality, availability and integrity of data and information in physical form or based on information and communication technology (ICT) systems for business and operating technology.

A risk-based information security management system, established and certified in accordance with the international standard ISO/IEC 27001, defines the applicable regulations and measures. This management system supports the entire implementation process, from implementation through to review and further development.

The basic measures to be applied, along with measures specific to the energy sector, are derived from the same family of standards and from the federal government's ICT minimum standards to improve ICT resilience.

Crisis management and business continuity management

Swissgrid's crisis management and business continuity management (BCM) have the common goal of ensuring flexible incident management that is adapted to the situation so that the continuity of critical processes required for Swissgrid's key responsibility can be guaranteed in the event of an incident. Crisis management and BCM serve to continue Swissgrid's mission, in accordance with the defined framework conditions and subject to certain restrictions, in the event of deviations from the normal situation.

The existence and proper functioning of crisis management and BCM correspond to the necessary level of basic protection. Swissgrid's business continuity management system, based on the ISO 223xx series, is being continuously developed for this purpose within the framework of a roadmap approved by the Executive Board, including annual targets. Among other things, it describes the creation of BCM specifications, the regular verification of BCM scenarios, and the development, testing and practising of risk-based business continuity plans. Business impact analysis is used to identify the critical processes required for Swissgrid's key responsibility and the requirements for restoring process performance, which are to be taken into account within the BCM framework. At the same time, this determines the corresponding level of protection. This analysis is repeated as necessary and reviewed on a regular basis. In addition, Swissgrid employees are trained to apply the correct conduct in the event of an incident as part of crisis exercises, and the functionality of existing systems and processes is checked. The implemented BCM processes are tested on an ongoing basis.

Every year, additional exercises lasting several days are conducted at the simulation centres in Prilly and Aarau. The aim of these exercises is to simulate a major disturbance or power system failure and to practise grid restoration. Swissgrid, all distribution system and power plant operators connected to the transmission system, and the operators of restoration cells participate in these exercises.

Key figures for grid-related security of supply

	2025	2024
Number of supply failures in the meshed grid	0	1
Average duration of interruption	0 minutes	94 minutes
«Energy not supplied» in the meshed grid	0 MWh	2 MWh

«Energy not supplied»: in the reporting year, Swissgrid ensured 100% grid-related security of supply; consequently, the volume of «Energy not supplied» is zero.

in GWh	2025	2024
Transported energy	70,537	69,609
Imported energy	30,150	25,262
Exported energy	29,743	39,175
Transit energy	22,210	22,155
Active power losses absolute	864	985
Positive control energy	915	963
Negative control energy	506	556

Active power losses	2025	2025
Active power losses of transported energy	1,22%	1,41%
Ratio of «energy not supplied» to transported energy	0.000000000	0.000000029

GRI 203-1, 203-2

Grid transfer capacity

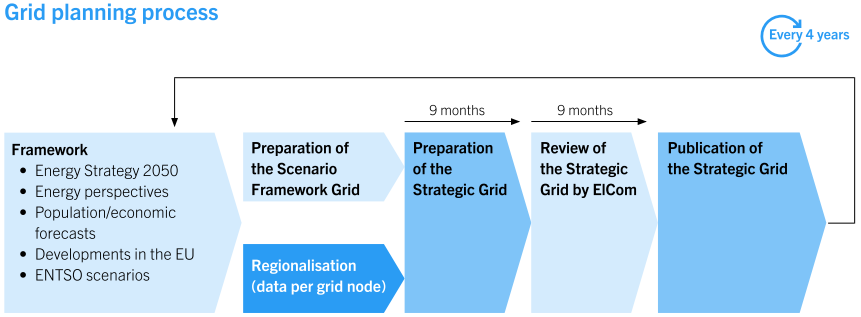
Swissgrid's aim is to provide a grid infrastructure that offers high availability and capacities, and that meets the requirements of the future energy system. This requires long-term planning, modernisation and optimisation of the grid, as well as ongoing inspection, maintenance and servicing.

Planning the grid – the Strategic Grid

The requirements placed on the grid have changed significantly in recent years. This trend will intensify in the coming decades as part of the transformation of the energy system. The Swiss Federal Office of Energy has set out these changes in the scenario framework for Switzerland, which contains national target values for each generation technology and consumer group for the years 2030 and 2040.

On the basis of this scenario framework, Swissgrid has developed the Strategic Grid 2040, which is currently being implemented. For the first time, this planning is based on the legal basis established in the «Electricity Network Strategy». It will be repeated every four years in the future.

Grid planning process



Investment in the grid infrastructure – modernisation in line with demand

Swissgrid continuously invests in its grid infrastructure to ensure a secure, efficient grid in line with demand. The current modernisation projects are set out in the Strategic Grid 2040 and represent an investment volume of around CHF 5.5 billion. The grid projects included in the Strategic Grid 2040 are designed to eliminate existing congestion, ensure the transport of energy from large power plants in the Alps to urban centres, and strengthen the connection to the European grid.

Maintenance of a grid that is permanently in use

The Swiss transmission grid is one of the most reliable power grids in the world. To ensure that the grid functions perfectly at all times, it not only needs to be converted and expanded, but must also be continuously inspected and maintained. Systems must be repaired quickly in the event of damage caused by storms or avalanches. Swissgrid also carries out scheduled maintenance work. Two-thirds of the Swiss transmission grid, which is over 6,700 kilometres long, dates from before 1980. This work is therefore of great importance.

The right grid infrastructure for the transformation of the energy system

The modernisation of the transmission system lays the foundations for a sustainable energy future. At present, however, the expansion of the grid cannot keep pace with the growth of renewable energy generation. Objections and legal proceedings lead to significant delays in the realisation of grid projects. Swissgrid is committed to ensuring that approval processes are made more efficient and that grid expansion can be driven forward (see the «Grid express» section on the Swissgrid website). In the «Grid Transfer Capacity» priority of its «Strategy 2027», Swissgrid also defines measures to increase the capacity of the grid in line with demand and to implement and operate the grid even more efficiently in the future. Digital solutions play a key role in addition to the Strategic Grid 2040.

Innovation and digitalisation

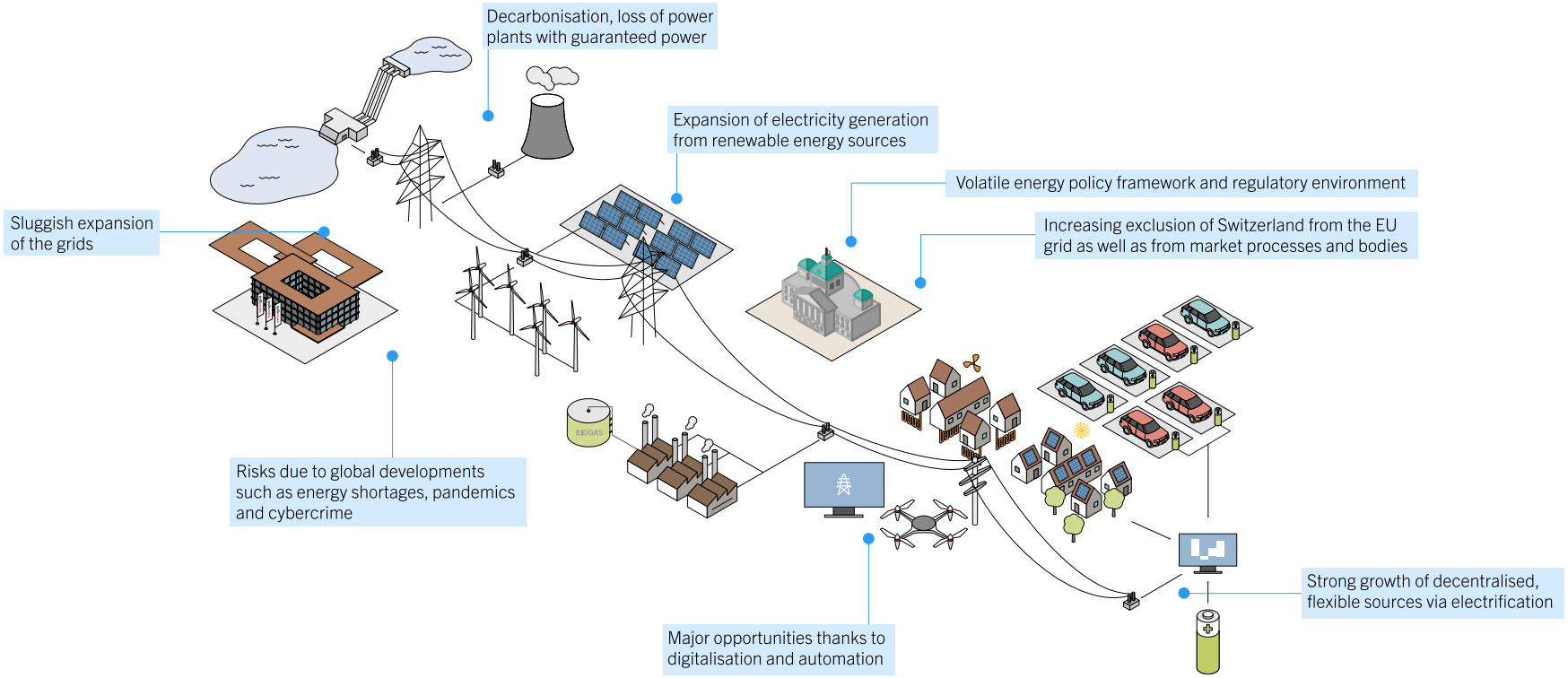
Innovation has a high priority at Swissgrid, which is reflected in its Strategy 2027. The company has set itself the goal of developing into an innovative, highly digitalised company in response to the increasing complexity and volatility of the electricity system resulting from the energy transition and the decentralisation of electricity generation.

By promoting a culture of innovation – for example by means of events such as hackathons – Swissgrid creates an environment in which employees are encouraged to develop and implement new ideas. In addition, the internal innovation initiative «Innovating Together» took place for the second time during the reporting year. Participants found solutions to help address problems in various areas of the company. Swissgrid is also harnessing potential for innovation at international level. Innovation and digitalisation make an important contribution to ensuring that Switzerland's supply of electricity remains secure and efficient in the future.

The «Year in review» section outlines the main innovation projects from the reporting year and the milestones achieved.

2027 Strategy

In 2022, Swissgrid launched its Strategy 2027 and entered a new five-year strategy period. The company defined five closely linked priorities, four of which were carried over from the previous strategy period and adapted to the current framework conditions. A new focus on «Innovation and Digitalisation» was also added.



The expansion of renewable energy production is leading to rapidly changing generation patterns and volatile electricity flows. This poses major challenges for power system control, which are further accentuated for Swissgrid by the lack of an electricity agreement between Switzerland and the EU. Switzerland is increasingly excluded from important EU market mechanisms. This results in a greater risk of unplanned electricity flows, a lack of consideration in security-relevant system processes and a reduction in import capacities.

Grid operators face challenges not only due to the transformation of the energy system, but also on account of global developments. Threats such as the consequences of climate change for the grid infrastructure and cybercrime make it clear that operators of critical infrastructures must have an exceptionally high level of protection and readiness.

Digitalisation offers a response to the increasing complexity of the grid operators' environment. For example, the desired digital transformation will make it possible to integrate many of the new, flexible sources profitably into system operation. End-to-end digital processing of the value chain will also open up opportunities for efficiency gains within the company.

Five priorities for Strategy 2027

«Security of Supply»
Strategy 2027 focuses on «Security of Supply», with measures to ensure grid-related security of supply in the long term while at the same time supporting the Confederation's energy strategy. Networking and cooperation with Europe are crucial for ensuring a high level of security of supply. As Swissgrid is increasingly marginalised in EU processes due to the lack of an electricity agreement, the company is committed to achieving the highest possible level of integration at a technical level.

To increase the controllability of the grid, Swissgrid is taking structural measures, adapting operational processes and using digital solutions for data-driven decision-making in system operation. This package of measures will also help Swissgrid to cope with rising system security risks if Switzerland were to be further excluded from European processes.

Swissgrid aims to harness the potential of all the decentralised resources in the energy system more effectively in the future: it plans to create market platforms in association with the industry, to make these platforms easier to access by means of digital solutions, to better coordinate their flexibility and to use them profitably for grid operations.

«Grid transfer capacity»
The transformation of the energy system can only succeed if the grid infrastructure is adapted to the new framework conditions. To this end, Swissgrid is planning the Strategic Grid 2040, which was approved by the Federal Electricity Commission (ElCom) during the reporting year. The aim of expanding the grid is to adjust its capacities to meet demand and to reduce congestion. Swissgrid will implement more construction projects and put them into practice more quickly by standardising and optimising processes and by using digital solutions for planning and construction.

Maintenance is being automated in many areas, for example by using drones. A completely digitalised grid image – a digital twin of the physical grid – will provide the basis for establishing data-driven asset management. This will allow the status of assets to be monitored more precisely over the entire life cycle and enable the grid to be operated in a more risk-based and efficient manner.

«Innovation and Digitalisation»
Digitalisation is the common denominator of the first two priorities. With its new «Innovation and Digitalisation» priority, Swissgrid is laying the foundations for the desired digital transformation throughout the company.

Firstly, this concerns technological and data-related conditions, such as automation tools and the systematisation of data management. And secondly, it involves increasing implementation capacity, partly through to the more widespread use of agile working methods. In addition to digitalisation, the focus is on the development and implementation of innovations. In order to open up the innovation process, an ecosystem is being built as a collaborative network in which innovations are driven, developed and shared with partners. In addition, a culture of innovation is being established to promote the skills and potential of employees, while actively and sustainably pushing ahead with digitalisation ideas and transformation projects within the company.

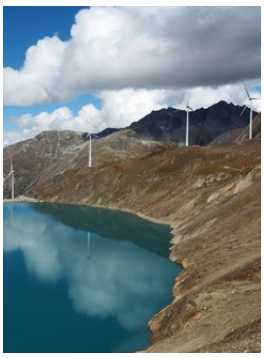
«Operational Excellence»
In order to successfully implement Strategy 2027, the culture and skills within the company must keep pace with future requirements and continue to be developed. As part of the «Operational Excellence» priority, identified skills gaps are closed by means of programmes tailored to individual needs. Thanks to these and other measures, Swissgrid is simultaneously increasing its attractiveness as an employer, attracting the talent it needs and strengthening the identification of existing and future employees with the company.

Swissgrid is also becoming even more sustainable. It now groups together all areas of sustainability management under «Corporate Social & Environmental Responsibility». Among other things, a targeted selection of UN goals – the Sustainable Development Goals – is being addressed, and comprehensive sustainability reporting is being developed in accordance with the standards of the Global Reporting Initiative. This has been in place since the 2023 reporting year. The Scope 1 and 2 targets were approved by the Board of Directors in January 2025, and Scope 3 greenhouse gas targets were developed during the current reporting year.

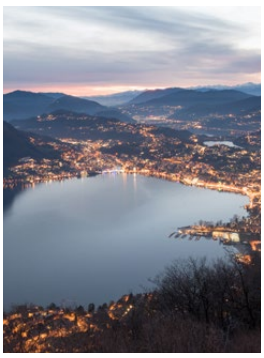
«Safety & Security»
Security is a top priority for Swissgrid, as the operator of a critical infrastructure. The company is strengthening the resilience of its core processes as part of the «Safety & Security» priority. To do so, Swissgrid is continuously adapting to meet the changing demands placed on companies' security arrangements, emergency response measures, crisis management and business continuity management.

This includes raising the level of protection in substations through structural and organisational measures and the installation of safety systems. In the area of business continuity management, Swissgrid is developing additional solutions to safeguard its key responsibility in the event of an incident. As far as cybersecurity and crisis management are concerned, the focus is on implementing further measures to achieve the desired objectives.

Financial Report 2025



Annual Report



Corporate Governance

Sustainability Report

Financial Report

You can also find the annual report as an online version at:

www.report.swissgrid.ch

Management Report

This Management Report covers both the requirements pursuant to Art. 961c CO (Swiss Code of Obligations) in connection with the statutory financial statements and the provisions on the «Annual Report» relating to the financial statements in accordance with Swiss GAAP FER (Swiss GAAP FER framework concept, paragraphs 7 and 34).

Regulatory business model

Legal and regulatory environment
The electricity industry's value chain can basically be divided into the following areas: electricity generation, electricity transmission, electricity distribution and electricity consumption. As the owner and operator of Switzerland's extra-high-voltage grid, Swissgrid is responsible for electricity transmission.

The high investments for the construction of the transmission system, rising economies of scale (in view of falling marginal costs) and high irreversible costs result in a natural monopoly in the area of electricity transmission. This has been structured as a legal monopoly by the legislator based on the Electricity Supply Act (ESA) and the Electricity Supply Ordinance (ESO). To strengthen the supply of electricity in Switzerland, the Winter Reserve Ordinance (WResO) was also enacted in 2023. The validity of this ordinance was extended until the end of 2030 by the Federal Council in October 2025.

The Federal Electricity Commission ElCom oversees compliance with the ESA, the ESO and the WResO. ElCom is the independent state regulatory authority in the electricity industry and is allowed to issue rulings where necessary, against which there is a right of appeal to the Federal Administrative Court with an ultimate possibility of appeal to the Federal Supreme Court.

Given the public interest in the secure national supply of electricity, the resulting legislation and relevant supervision by the regulator, Swissgrid's business activities are overwhelmingly subject to strict regulation.

Business activity
As the National Grid Company, Swissgrid is responsible for the non-discriminatory, reliable and efficient operation of the transmission grid, as well as its sustainable and efficient maintenance. The renovation and demand-driven expansion of Switzerland's extra-high-voltage grid are also considered amongst the company's most important tasks.

Swissgrid provides additional services, such as balance group management and ancillary services (AS), as part of European and Swiss interconnected operations. In addition to representing national interests, Swissgrid makes an important contribution to ensuring the secure supply of electricity for Switzerland.

These activities form Swissgrid's core business.

Tasks assigned to Swissgrid by the federal government
Swissgrid also carries out tasks assigned to it by the federal government. These tasks include, on the one hand, the measures defined in the WResO to increase security of supply and, on the other hand, the costs for grid enhancements governed by the revised ESA (in force since 1 January 2025) as well as temporary state aid for Swiss iron, steel and aluminium producers of strategic importance.

Cost-plus regulation
Swissgrid's legal mandate and business activities expose the company to costs that can be passed on to the lower grid levels and end consumers in the form of tariff revenues if the regulator deems the costs to be chargeable. ElCom has the right to verify ex post the chargeability of Swissgrid's costs for tariff-setting purposes.

Chargeable costs include the operating and capital costs of maintaining a secure and efficient grid. The chargeable costs according to the ESA and the ESO also include an adequate operating profit. As a result, this is referred to as «cost-plus» regulation: «cost» stands for the cost recovery principle and «plus» stands for the operating profit. The cost recovery principle applies to the chargeable costs according to the WResO.

Chargeable operating and capital costs
Chargeable operating costs include the costs for services directly related to the operation of the grid. Examples include costs for maintaining the grid, costs for providing ancillary services, personnel expenses, costs for materials and third-party supplies, and direct income taxes.

Chargeable capital costs include depreciation/amortisation and imputed interest. The amount of imputed interest for the core business (grid usage, general ancillary services/imbalance energy, active power loss and reactive energy segments) and the solidarised costs segment is directly dependent on the assets required to operate the

grid (invested operating assets (IOA)) and the applicable regulatory interest rate ($WACC_{t+0}$). $WACC_{t+0}$ means that the WACC specified for this year also applies to the current financial year. By contrast, interest on the assets required for the power reserve segment activities regulated by the WResO is calculated using the borrowing cost rate$_{t+0}$ included in $WACC_{t+0}$.

In particular, IOA consist of transmission grid assets (including construction in progress), intangible assets and net current assets determined on a monthly basis.

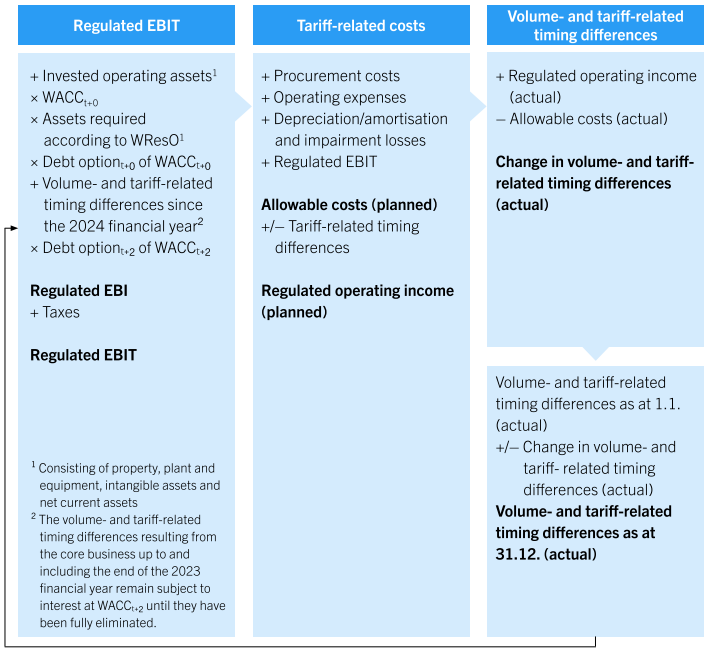
Volume- and tariff-related timing differences

Swissgrid calculates the required tariff revenues ex ante based on budgeted costs (operating and capital costs). Volume and price differences between the «actual» situation for a year and the «budgeted» situation for the same year regularly lead to differences between the actual costs and actual income for a year. These differences are referred to as volume- and tariff-related timing differences and are rectified over the coming years.

If effective costs exceed the tariff revenues for the same year, this results in a deficit. This deficit can be eliminated over subsequent years by increasing the tariff. By contrast, if tariff revenues exceed effective costs for the same year, this results in a surplus, which must be used to reduce tariffs over subsequent years.

Interest is paid on volume- and tariff-related timing differences in accordance with the regulatory requirements. Interest may be paid on deficits and must be paid on surpluses.

Overview of Swissgrid's regulatory business model



Profit regulation

EBI (earnings before interest) from Swissgrid's regulated business area is calculated by multiplying the IOA for the core business and the solidarised costs segment by the weighted average cost of capital rate $WACC_{t+0}$, multiplying the assets required for the power reserve segment activities regulated by the WResO in the power reserve segment by the borrowing cost rate$_{t+0}$ included in $WACC_{t+0}$, and multiplying the interest on all volume- and tariff-related timing differences since 2024 by the borrowing cost rate$_{t+2}$ included in the weighted average cost of capital rate $WACC_{t+2}$. The volume- and tariff-related timing differences resulting from the core business up to and including the end of the 2023 financial year remain subject to interest at $WACC_{t+2}$ until they have been fully eliminated, which also has an impact on EBI. The volume- and tariff-related timing differences resulting from the activities regulated by the WResO up to and including the end of the 2023 financial year will not bear interest until they are fully amortised. Additional profits may arise from Swissgrid's unregulated business area.

The EBI is then used to compensate Swissgrid's stakeholders via interest on liabilities and return on equity (dividends and/or profit retention). The regulatory requirements therefore lead to a return equal to the capital cost rates to be applied.

Imputed capital cost rate (WACC)

The WACC is an imputed interest rate defined annually based on the electricity supply legislation. It applies equally to all grid operators.

The WACC is defined by the Federal Department of the Environment, Transport, Energy and Communications (DETEC). At its meeting on 12 February 2025, the Federal Council approved an amendment to the ESO that modifies the calculation of the WACC. The new calculation method increases volatility depending on the general interest rate situation. With regard to the financing structure, the WACC calculation assumes an equity share of 40 percent and a borrowed capital share of 60 percent. Specific thresholds apply for the individual capital cost parameters.

As the WACC represents an imputed interest rate for the electricity industry, Swissgrid's actual capital costs are not included in the tariff calculation. On the other hand, this means that Swissgrid is responsible for determining how the imputed interest received via the tariffs is distributed to shareholders and lenders.

GRI 201-1

Business performance (values pursuant to Swiss GAAP FER)

Net turnover

In the 2025 financial year, net turnover across all segments totalled CHF 1,483.5 million, down CHF 341.6 million on the previous year's figure of CHF 1,825.1 million. In addition to lower tariff income in the general ancillary services/imbalance energy (CHF –108.1 million) and active power loss (CHF –76.2 million) segments, the decrease in net turnover is attributable to lower revenue from balance group imbalance energy (CHF –76.7 million) and lower income from auctions to cover the chargeable costs of the transmission system (CHF –70.5 million). The decrease in tariff income is attributable to the lower general ancillary services tariff (from 0.75 to 0.55 cents/kWh) and the lower individual ancillary services tariff for active power losses (from 0.64 to 0.35 cents/kWh). The decrease in revenue from balance group imbalance energy is attributable to the lower costs for ancillary services energy, as these costs are passed on to the balance groups. In accordance with ElCom's instructions, the income from auctions received in the reporting year had to be used to cover the chargeable costs and to maintain or expand the transmission system (previous year: income from auctions was used exclusively to cover the chargeable costs). This resulted in lower income from auctions to cover the chargeable costs compared to the previous year.

Procurement costs

At CHF 462.6 million, procurement costs were CHF 221.9 million lower than the previous year's figure of CHF 684.5 million. This decrease was mainly attributable to lower market prices, optimised procurement processes and the use of the «Optimizer Autopilot» for control energy, which led to lower costs for ancillary services energy (CHF –88.7 million) and for active power loss procurement (CHF –71.1 million). The number of national redispatch measures declined thanks to carefully targeted measures, leading to a decrease of CHF 36.9 million in the costs for national redispatch.

Tasks assigned to Swissgrid by the federal government (intermediary transactions)

Net turnover in the power reserve segment totalled CHF 138.8 million, down CHF 506.4 million on the previous year's figure of CHF 645.2 million. The decrease is attributable to the reduction in the power reserve tariff (from 1.20 to 0.23 cents/kWh). At CHF 205.1 million, procurement costs for the power reserve were CHF 18.6 million higher than the previous year's figure of CHF 186.5 million. The increase was attributable to higher costs for the provision of reserve power plants.

Following the entry into force of the revised ESA on 1 January 2025, costs to be borne by Swissgrid for grid enhancements in the low-voltage grid and connection lines as well as temporary state aid for Swiss iron, steel and aluminium producers, were incurred under solidarised costs for the first time in the reporting year. In addition, grid enhancement costs for the medium-voltage grid and above are included in the solidarised costs segment from this financial year onwards. In the previous year, these costs were recognised in the general ancillary services/imbalance energy segment. The procurement costs for solidarised costs amounted to CHF 103.2 million. Tariff income to cover the solidarised costs will be collected for the first time in the 2026 financial year.

Operating expenses and depreciation/amortisation

At CHF 327.1 million, operating expenses were CHF 21.4 million higher than the previous year's figure of CHF 305.7 million. The cost of materials and third-party supplies increased year-on-year due to higher grid-related easement payments to landowners and expenses for maintenance work and higher licence costs for software. In addition, the systematic implementation of the measures defined in Strategy 2027 led to an increase in personnel expenses. The average number of full-time equivalents in 2025 amounted to 836.6 FTE (previous year: 784.1 FTE).

The scheduled depreciation/amortisation on property, plant and equipment and intangible assets amounted to CHF 168 million in the reporting year, up CHF 7.1 million on the previous year due to the rise in non-current assets.

Volume- and tariff-related timing differences

In the 2025 financial year, the core business reported net surpluses (cumulative surpluses less cumulative deficits) totalling CHF 466.8 million (previous year: net surplus of CHF 582.8 million). The general ancillary services/imbalance energy and active power loss segments in particular recorded surpluses of CHF 249.9 million and CHF 134.0 million respectively due to lower procurement costs. The tasks assigned to Swissgrid by the federal government resulted in deficits of CHF 171.7 million in the reporting year due to higher procurement costs (previous year: surpluses of CHF 441.2 million).

EBIT, financial income and net income

As at 31 December 2025, EBIT amounted to CHF 117.6 million (previous year: CHF 139.1 million). The lower EBIT is attributable to the regulatory requirement to reduce deficits and the resulting lower interest on volume- and tariff-related timing differences. After deducting the financial result of CHF 9.5 million and income tax expense of CHF 16.4 million, the net income as at 31 December 2025 amounted to CHF 91.7 million (previous year: CHF 103.8 million).

Balance sheet

Total assets (excluding fiduciary positions) decreased by CHF 149.2 million to CHF 3,640 million compared to the previous year due to the reduction in deficits. The absolute equity base was further strengthened by the positive net income less dividends paid. Adjusted for the balance sheet items held on a fiduciary basis and volume- and tariff-related timing differences, the equity ratio on 31 December 2025 stood at 42.5%, as compared to 37.6% as at 31 December 2024.

Cash flow statement

A positive cash flow from operating activities of CHF 818.9 million was recorded in the reporting year (previous year: positive cash flow of CHF 1,125.7 million). The change is attributable to the lower net turnover.

With a gross investment volume of CHF 356.6 million, Swissgrid again realised more investments than in the previous year (previous year: CHF 323.7 million). Short-term fixed deposits of CHF 325 million were also invested. Unlike in the previous year, income from auctions of CHF 156.8 million was used for the maintenance or expansion of the transmission grid in the reporting period, in accordance with ElCom's instructions. Cash flow from investing activities therefore totalled CHF –523 million (previous year: CHF –316.8 million).

Due to the high cash flow from operating activities, financial liabilities totalling CHF 405.2 million were repaid in the reporting year. After deduction of the dividend and interest paid, cash flow from financing activities stood at CHF –473.6 million in 2025 (previous year: CHF –565.6 million).

Risk assessment

Risk management is an integral part of effective and prudent corporate management for Swissgrid. It covers the entire organisation, not including its shareholdings, and is based on the established ISO 31000 standard. Swissgrid's risk management meets the requirements of corporate governance, as well as the requirements under Swiss law.

Objectives

The Risk Management unit assists employees in consciously dealing with risks. This includes expedient and transparent reporting, as well as managing an appropriate risk management system. Swissgrid fosters the deliberate management of risks at all levels of the company.

Organisation

The Board of Directors has defined the governance requirements for risk management and delegated its implementation to the CEO. The Risk & Resilience team manages the risk management process, provides the methods and advises the operating units on risk management.

Process

The risk assessment takes place twice a year. The key risks are identified and assessed as part of a multi-stage process that includes the evaluation of risks based on the probability of their occurrence and the extent of their impact, as well as the definition of approaches to manage said risks.

Risk monitoring, including the effectiveness and level of implementation of the measures taken, is performed as part of regular risk updates. The Executive Board and the Board of Directors receive the results of the risk assessment and the risk updates twice a year in the form of a standardised report.

Risk situation

Swissgrid's transmission grid did not experience any outages in the reporting year. Residual risks remain for the end of the winter of 2025/26 due to the outage at the Gösgen nuclear power plant, relatively low gas storage levels in Europe, the geopolitical situation and the possibility of an exceptionally cold winter. However, the effects of the tense geopolitical situation, extreme climate events (persistent dry weather and a «Dunkelflaute» in Europe, i.e. a period without any wind or photovoltaic production) or cumulative outages of large power plants can still accentuate the risk again. This is especially true in the winter months, when Switzerland is dependent on electricity imports.

The effects of the transformation of the energy system are also leading to higher risks. Exceptionally high load flows from Europe (due to increasing volatility in energy production) and inaccurate forecasts by market partners, particularly in combination with the decommissioning of infrastructure elements (maintenance or project expansion), are creating grid situations with reduced resilience. A variety of topological measures and the use of national and international redispatch measures and control energy are necessary to ensure grid operations. The use of these measures in turn leads to higher costs for Swissgrid.

Other drivers of risks for Swissgrid include natural influences, the national and international political and regulatory environment, human and technical aspects, as well as increasing complexity and dependence on third parties. Digitalisation is enabling more efficient operation of the transmission grid, but also involves risks to grid and system security and therefore to security of supply, given the growing dependence on complex and networked ICT systems and their susceptibility to cyber risks.

The key risk factors are:

European and regulatory environment

The Swiss transmission grid is part of the continental European interconnected grid and is connected to neighbouring countries via 41 international interconnection lines. The close meshing of the electricity system and cooperation with European partners make a significant contribution to Switzerland's security of supply. Swissgrid's role remains challenging at a national and international level.

Switzerland needs an electricity agreement with the EU. This would strengthen Switzerland as a business location whilst increasing security of supply and grid stability. In addition, an electricity agreement would give Swiss market players easy access to the European electricity market. Switzerland would gain legal certainty and be able to help shape the further development of the European electricity market.

Until an electricity agreement is implemented, unplanned electricity flows will continue to put a strain on the Swiss transmission grid. They place additional demands on the infrastructure and impair system stability and import capability. As an interim solution, Swissgrid concludes agreements under private law with other transmission system operators and capacity calculation regions. However, success is not guaranteed, as key questions need to be answered at a political level that fall outside the control of Swissgrid. These agreements under private law merely bridge the gap until an electricity agreement is signed.

The electricity agreement forms part of the broader Switzerland-EU package. Switzerland's negotiations with the EU on this overall

package, including the «Electricity Agreement», were successfully concluded in December 2024. The consultation on the overall package took place from 13 June to 31 October 2025. In 2025, Swissgrid began the internal concept phase of the «Implementation of the Electricity Agreement» project, analysed possible scenarios and carried out a risk assessment.

Grid-related security of supply
A large-scale power failure – similar to those that occurred on the Iberian Peninsula in April, in Macedonia in May and in the Czech Republic in July 2025 – would cause enormous economic damage in Switzerland. Consequently, Swissgrid must keep the transmission system available at all times. As well as guaranteeing sufficient human resources, it is crucial to have an intact grid infrastructure and to secure the availability of IT and communication systems. Meeting these prerequisites can be jeopardised by, for example, technical problems, natural disasters, operating errors and criminal actions. Among other measures, Swissgrid mitigates these risks by implementing redundancies and standardised processes to eliminate faults in grid systems and in system operations. Appropriate management and continuous training and development of personnel ensure that employees can respond appropriately to any situation and remain available in the long term.

Security of supply also depends on the availability of control and redispatch power to balance short-term deviations between production and consumption, and to control grid congestion. The shift from large thermal power plants, which supply constant and deterministic electrical energy, to decentralised, volatile solar and wind power plants as part of the transformation of the energy system is making it increasingly difficult to meet these conditions.

In addition, current developments indicate that voltage instability is increasing in several European countries. According to the ENTSO-E factual report (published on 3 October 2025) on the large-scale power system failure on the Iberian Peninsula on 28 April 2025, voltage problems are thought to have played a key role in causing the incident. Due to the strong interconnection of the European grid, voltage problems can have both direct and indirect effects on the security of supply in Switzerland. Swissgrid has therefore introduced various measures to better account for voltage maintenance in operational planning and to control it more actively in grid operations.

Swissgrid takes precautions to protect personnel, infrastructure and systems against physical attacks. This includes securing relevant buildings and switchgear, as well as controlling access. Swissgrid continuously updates its threat analysis. In 2025, greater emphasis was placed on the dangers posed by hybrid attacks (such as drones). Swissgrid discusses these issues with other operators of critical infrastructures in Switzerland and Europe.

The threat of cyberattacks remains high due to the speed at which technology changes (which potential attackers also exploit), the wide range of possible attack methods, and increasing system integration across companies. To mitigate this risk, Swissgrid continuously enhances its processes and systems to detect cyber threats at an early stage and to defend itself against them effectively.

Swissgrid has emergency procedures and structures in place for the highly unlikely event of infrastructure or system failures, or if the grid can no longer be controlled. Exercises with industry partners and authorities were also conducted in 2025, including regular grid restoration exercises with distribution system operators and foreign transmission system operators.

Grid capacity
There are several risks associated with the progressive ageing of existing infrastructure components and increasing load flows in the grid. Swissgrid systematically assesses and records the condition of its plants and plans modernisation measures accordingly. Planning for the further development of grid capacity is based on scenarios that consider future target values for generation technologies and consumer groups, taking into account the transformation of the energy system. Important strategic grid expansion work continues to be affected by lengthy approval procedures and large numbers of objections. This makes it more difficult to eliminate grid congestion. As far as approval processes are concerned, Swissgrid relies above all on dialogue with affected parties. However, given that the acceptance of infrastructure projects is often low, Swissgrid still has to factor in objections and delayed approval processes. Swissgrid particularly welcomes the «Grid express» proposal submitted by the Federal Council to streamline and speed up approval processes. Following the consultation on the bill, the overhead line principle was removed from the legislative package, but was subsequently reinstated by the parliamentary committees in the reporting year. This was supported in part by Swissgrid's ability to demonstrate the advantages of overhead lines for efficient and secure grid operation in the «Swiss cable study». This is an important step in ensuring that the transmission grid can keep pace with the transformation of the energy system.

Personnel safety
Swissgrid's operation and maintenance of the extra-high-voltage infrastructure involves risks to personnel safety. People can be seriously injured while performing their work. To minimise this risk, Swissgrid identifies present dangers, implements targeted protective measures, trains its own employees and instructs contractor employees so they can independently identify the dangers posed at plants and respond accordingly. Local inspections help to ensure compliance with safety precautions on building sites. «Safety first» is the guiding principle. Swissgrid is therefore investing heavily in this area. In summer 2025, Swissgrid received new confirmation of its «Safety Culture Ladder» (SCL) level 3 certification. Fourteen Swissgrid service providers have also confirmed their SCL certification, and others are in the certification phase. In addition, the fourth edition of the «Safety and Security Days» was held in 2025 to raise awareness among all Swissgrid employees. Information was provided on a variety of safety-related topics.

Financial risks
Swissgrid's activities mean that it is exposed to various financial risks. These include liquidity, foreign currency, interest rate and counterparty risks.

Depending on the financial volume and timing, the proper financial implementation of the core business and the tasks assigned to

Swissgrid by the federal government may mean that Swissgrid has to provide interim financing for these resources, which are to be funded via downstream tariff revenues. Swissgrid anticipates developments on an ongoing basis and takes measures at an early stage to ensure liquidity at all times by means of intensified continuous planning, close monitoring of the funding requirements and the provision of minimum liquidity levels and confirmed bank credit facilities.

Foreign currency risk is reduced through natural hedging and forward exchange transactions. The hedging strategy is reviewed periodically and updated as needed.

The risk of interest rate changes is reduced by staggering the maturities and establishing a balanced financing mix. Derivative financial instruments are deployed for further mitigation if necessary.

Financial counterparties and balance groups are constantly reviewed, assigned individual limits and monitored. Counterparty risks are monitored on a regular basis.

The modification to the WACC calculation methodology introduced by the Federal Council in 2025 due to an amendment to the ESO will lead to increased volatility in the imputed interest rate. Particularly in low-interest phases with a low beta parameter, this will result in a lower WACC and consequently in lower net income. Under these circumstances, investments in the grid infrastructure could also become less attractive in the future.

Future prospects

Strategic outlook

The transformation of the energy system is significantly changing the framework conditions for transmission system operators. In Switzerland and Europe, the volume of electricity being fed into the grid from new, renewable sources is rising. This production is decentralised and more difficult to plan than production from large power plants with a stable output. This is resulting in new requirements for grid operations, which are addressed in Swissgrid's Strategy 2027.

Integration of photovoltaics

Although the expansion of electricity generation from photovoltaics (PV) is progressing in Switzerland, the availability of PV data and the quality of forecasts are lagging behind. This affects grid stability and can force Swissgrid to use control energy to compensate for imbalances. Swissgrid has launched various projects in association with industry partners to improve forecasting accuracy in relation to PV energy and to use the flexibility of decentralised production technologies and consumers (e.g. photovoltaic plants, heat pumping technology and electric vehicles) for secure grid operation.

Further development of the Swiss control energy market

One of Swissgrid's responsibilities is to procure frequency control products to ensure the balance between electricity generation and consumption. Since the publication of the last Balancing Roadmap in 2018, the energy systems and balancing markets in Switzerland and Europe have undergone rapid change and development. In Switzerland, this transformation is largely shaped by strong growth in PV production. The balancing markets on which frequency control products are procured must therefore be continuously reviewed and developed. The new Balancing Roadmap, published by Swissgrid at the beginning of 2026, sets out these challenges and the corresponding solutions in detail.

Voltage maintenance

The transformation of the electricity system also requires continuous further development in the area of voltage maintenance (use of reactive energy). The increasing share of PV generation, as well as a higher proportion of underground cables and cables in tunnels, influences voltage maintenance in the transmission grid. Swissgrid is therefore building additional compensation systems, for example to absorb the increasing demand for reactive power.

Grid connections for batteries and data centres

Requests for the direct connection of large batteries and data centres to the transmission grid are expected to increase over the coming years. These grid connections are complex and take several years from planning to commissioning. The new technology must be carefully integrated into the existing transmission grid without compromising its stability. In the reporting year, Swissgrid therefore published minimum requirements for connecting large battery storage systems to the transmission grid. These systems represent a key technology for the future of the energy system because they can absorb and release energy flexibly, which helps to maintain the balance between electricity generation and consumption.

Cyber risks and protection of the transmission system

The threat environment for transmission system operators has become more critical in recent years. In addition to cyberattacks, physical attacks on grid infrastructures are an increasing security concern, as shown by examples in various EU countries.

Swissgrid takes these developments seriously and works continuously to identify such risks at an early stage. Intensive dialogue with partners at various levels is a central pillar of its security strategy. In Switzerland, Swissgrid maintains close contact with other operators of critical infrastructure and with the relevant federal authorities. At the European level, information is regularly exchanged with other transmission system operators and in the relevant specialised committees of ENTSO-E (the European Network of Transmission System Operators for Electricity).

This enables threats to be jointly analysed, best practices to be shared and protective measures to be enhanced in a coordinated manner, thereby supporting a secure and resilient transmission grid.

Research and development

Swissgrid cooperates with national and international research institutions to make sure that it can continue to fulfil its tasks safely and efficiently in the future. Its project portfolio is aligned with its strategic goals, and consists of internal activities and projects being conducted in cooperation with universities and other Swiss partners.

Financial outlook

Grid investments

Investment volumes are expected to remain high due to the need to achieve a sustainable energy future and carry out the measures defined in the «Strategic Grid 2040» report. In total, Swissgrid plans to invest around CHF 5.5 billion in the transmission system by 2040. Permits for the construction and modification of power lines continue to pose a major challenge. The budget has therefore been assigned a lower likelihood of realisation to properly reflect potential delays. Consequently, annual grid investments are expected to range between CHF 300 million and CHF 400 million over the medium term.

Operating costs

In 2023, Swissgrid launched its Strategy 2027 and entered a new five-year strategy period. Strategy 2027 will enable Swissgrid to address the challenges posed by the fundamental transformation of the energy system. In addition to an increase in investments, the implementation of these measures will also lead to an increase in operating costs.

EBIT and net income

In line with the regulatory business model, EBIT is directly dependent on the level of IOA and WACC or the borrowing cost rate of WACC. The WACC for 2026 communicated by DETEC is 3.43%, which is 0.55% below the WACC for 2025. Consequently, EBIT and net income are expected to be below the 2025 level in 2026.

In accordance with the dividend policy approved by the Board of Directors, the income generated will be retained in the long term on a pro rata basis depending on the equity ratio and the financing situation. This safeguards Swissgrid's long-term financial stability.

Financial statements Swiss GAAP FER
Income statement

In millions of CHF	Notes	2025	2024
Net turnover	4, 31	1,483.5	1,825.1
Other operating income	5, 31	27.2	18.7
Change in volume- and tariff-related timing differences	16, 31	–466.8	–582.8
Capitalised self-constructed assets		31.4	29.2
Total operating income		1,075.3	1,290.2
Procurement costs	6, 31	462.6	684.5
Gross profit		612.7	605.7
Cost of materials and third-party supplies	8	138.8	120.1
Personnel expenses	9	155.6	145.4
Other operating expenses	10	32.7	40.2
Earnings before interest, income taxes, depreciation and amortisation		285.6	300.0
Depreciation on property, plant and equipment	14	141.4	137.0
Amortisation on intangible assets	14	26.6	23.9
Earnings before interest and income taxes (EBIT)[1]	31	117.6	139.1
Financial income	11	3.3	3.6
Financial expenses	12	12.8	19.2
Earnings before income taxes		108.1	123.5
Income taxes	13	16.4	19.7
Net income		**91.7**	**103.8**

[1] Corresponds to net income before financial income, financial expenses and income taxes (EBIT).

Earnings per share

CHF	2025	2024
Net income	91,632,451	103,767,254
Weighted average number of shares outstanding	334,495,151	334,495,151
Non-diluted earnings per share	**0.27**	**0.31**
Diluted earnings per share	0.27	0.31

Financial statements Swiss GAAP FER
Balance sheet

Assets

In millions of CHF	Notes	31.12.2025	31.12.2024
Property, plant and equipment	14	2,411.6	2,397.4
Intangible assets	14	156.9	140.2
Financial assets	15	5.0	5.0
Long-term deficits arising from volume- and tariff-related timing differences	16	194.3	134.0
Non-current assets		2,767.8	2,676.6
Assets held on a fiduciary basis	17	37.2	98.1
Short-term deficits arising from volume- and tariff-related timing differences	16	42.2	209.3
Inventory		2.9	2.5
Trade accounts receivable	18	222.0	414.1
Other receivables	19	352.8	19.2
Prepaid expenses and accrued income	20	74.9	112.7
Cash and cash equivalents		177.4	354.8
Current assets		909.4	1,210.7
Assets		**3,677.2**	**3,887.3**

Equity and liabilities

In millions of CHF	Notes	31.12.2025	31.12.2024
Share capital		334.5	334.5
Capital reserves		431.2	431.2
Retained earnings		700.7	660.9
Total equity		1,466.4	1,426.6
Non-current financial liabilities	21	1,218.9	1,620.9
Non-current provisions	22	28.9	31.5
Non-current surpluses arising from volume-and tariff-related timing differences	16	188.3	–
Non-current liabilities		1,436.1	1,652.4
Liabilities held on a fiduciary basis	17	37.2	98.1
Current financial liabilities	21	402.0	405.2
Trade accounts payable		164.1	179.3
Other liabilities	23	9.6	27.3
Accrued expenses and deferred income	24	161.8	98.3
Current provisions	22	–	0.1
Current liabilities		774.7	808.3
Total liabilities		2,210.8	2,460.7
Equity and liabilities		**3,677.2**	**3,887.3**

Financial statements Swiss GAAP FER
Cash flow statement

In millions of CHF, excluding balance sheet items held on fiduciary basis	Notes	2025	2024
Net income		91.7	103.8
Financial expenses	12	12.8	19.2
Financial income	11	–3.3	–3.6
Current income taxes	13	18.7	21.7
Depreciation and amortisation	14	168.0	160.9
Change in inventories		–0.4	–1.6
Change in provisions	22	–2.7	–2.0
Change in trade accounts receivable	18	192.1	–191.8
Change in other receivables	19	–8.6	–0.2
Change in prepaid expenses and accrued income	20	37.8	–0.8
Change in volume- and tariff-related timing differences	16, 31	295.1	1,024.0
Change in trade accounts payable		–15.2	6.5
Change in other current liabilities	23	–17.7	13.8
Change in accrued expenses and deferred income	24	70.9	–3.5
Interest received		1.4	2.0
Income taxes paid		–21.7	–22.7
Cash flow from operating activities		818.9	1,125.7
Gross investments in property, plant and equipment	14	–312.5	–287.3
Congestion proceeds received for grid investments	4	156.8	–
Government grants	29	0.9	6.2
Net investments in property, plant and equipment	14	–154.8	–281.1
Investments in intangible assets	14	–44.1	–36.4
Investments in financial assets	19	–325.0	–
Dividends received		0.9	0.7
Cash flow from operating activities		–523.0	–316.8
Change in current financial liabilities		–55.2	–510.0
Repayment of bonds		–350.0	–
Interest paid		–16.5	–25.6
Dividends paid		–51.9	–30.0
Cash flow from financing activities		–473.6	–565.6
Foreign currency translation effect on cash and cash equivalents		0.3	0.4
Change in cash and cash equivalents		–177.4	243.7
Composition			
Cash and cash equivalents at beginning of period		354.8	111.1
Cash and cash equivalents at end of period		177.4	354.8
Change in cash and cash equivalents		–177.4	243.7

Financial statements Swiss GAAP FER
Statement of changes in equity

Equity

In millions of CHF	Share capital	Capital reserves	Retained earnings	Total equity
Balance at 31.12.2023	334.5	431.2	587.1	1,352.8
Dividends paid	–	–	–30.0	–30.0
Net income 2024	–	–	103.8	103.8
Balance at 31.12.2024	334.5	431.2	660.9	1,426.6
Dividends paid	–	–	–51.9	–51.9
Net income 2025	–	–	91.7	91.7
Balance at 31.12.2025	**334.5**	**431.2**	**700.7**	**1,466.4**

Capital structure

	31.12.2025	31.12.2024
Share capital in CHF	334,495,151	334,495,151
of which number of registered shares at CHF 1	334,495,151	334,495,151
Conditional share capital in CHF	112,939,487	112,939,487
of which number of registered shares at CHF 1	112,939,487	112,939,487
Non-distributable portion of retained earnings and capital reserves in CHF	167,247,575	167,247,575

Financial statements Swiss GAAP FER
Notes

1. Accounting principles

General
The 2025 financial statements of Swissgrid Ltd (hereinafter: Swissgrid) have been prepared in accordance with Swiss GAAP FER accounting recommendations. The financial statements provide a true and fair view of the company's assets, financial position and results of operations.

Conversion of foreign currency items
The accounting records are maintained in the local currency (Swiss francs, CHF). All monetary assets and liabilities recognised in foreign currencies are converted at the exchange rate as of the balance sheet date. Transactions in foreign currencies are converted at the exchange rate on the day the transaction took place. Foreign exchange gains and losses resulting from transactions in foreign currencies are recognised in the income statement and are presented in the same item as the underlying transaction.

Cash flow statement
«Cash and cash equivalents» form the basis for the presentation of the cash flow statement. The cash flow from operating activities is calculated using the indirect method.

Revenue recognition
The revenue and procurement items in the core business (grid usage, general ancillary services/imbalance energy, active power loss and reactive energy segments) result from the activities defined in the Electricity Supply Act (ESA) and include services for the non-discriminatory, reliable and efficient operation of the transmission grid, in particular ancillary services and balance group management.

Revenue is recognised in the income statement upon performance of Swissgrid's obligations. The measurement of performance is mainly based on energy volumes measured directly on the transmission grid or reported by downstream grid levels. For certain revenue and procurement items, initial billing values are available six weeks after delivery at the earliest, thereby rendering accruals based on historical and statistical data, as well as on estimates necessary for the revenue recognition of these items.

Property, plant and equipment
Property, plant and equipment are recognised at the cost of acquisition or production less accumulated amortisation and any impairment losses. Significant spare parts which are likely to be used for a longer period and whose use only takes place in connection with a non-current asset item are recognised in non-current assets and depreciated over the remaining useful life of the relevant asset.

Depreciation/amortisation is calculated using the straight-line method on the basis of the estimated useful technical and economic service life. The service life is within the following ranges:

- Lines: 15 to 60 years
- Substations: 10 to 35 years
- Buildings and expansions: 5 to 50 years
- Other property, plant and equipment: 3 to 8 years
- Construction in progress and properties: only applicable in the case of an impairment loss

Intangible assets
Intangible assets are recognised at the cost of acquisition or production less accumulated amortisation and any impairment losses. Depreciation/amortisation is calculated using the straight-line method on the basis of the estimated useful technical and economic service life.

The service life is within the following ranges:

- Rights of use: contract term
- Software: 3 to 5 years
- Intangible assets under development: only applicable in the case of an impairment loss

The rights of use include easements and rights of use to mixed-use assets that were compensated once before 1 June 2019.

Impairment losses
The value of property, plant and equipment and intangible assets is reviewed annually. If there is an indication of an impairment loss, the book value is reduced to the realisable value and an impairment loss is charged to the results of the period.

Construction in progress / intangible assets under development
Construction in progress and intangible assets under development are non-current assets that are not yet completed or not yet operational. All items of property, plant and equipment and intangible assets, including self-constructed assets, are classified as non-current assets. As of each balance sheet date, a review is performed to determine whether any construction in progress or intangible assets under development have to be impaired. These are recognised as impairment losses in the year of completion. Ordinary depreciation or amortisation of these assets begins once they are completed or are ready for operation.

Financial assets
Financial assets are measured at acquisition costs less any impairment losses. These include shareholdings with a capital share of over 20%, but which do not have a significant impact on the financial

statements, as well as shareholdings with a capital share of less than 20%. Employer contribution reserves without conditional renounced use are also recognised in financial assets.

Inventory
Inventory includes waste material for maintaining the grid systems. Inventory is measured at the lower of acquisition cost or market price.

Accounts receivable
Accounts receivable are reported at their nominal value less any impairment losses required for business reasons.

Cash and cash equivalents
Cash and cash equivalents include cash in hand, cash at banks and deposits at banks maturing in 90 days or less. They are recognised at their nominal value.

Bonds
Bonds issued on the capital market are recognised at their nominal value. Deviations from the nominal value in the case of below- or above-par issues are recognised as accruals and deferrals and are reversed on a straight-line basis over the term of the bond.

Liabilities
Liabilities are recognised at their nominal value.

Provisions
Provisions are recognised if there is a probable obligation based on an event that took place prior to the balance sheet date, the amount and/or due date of which is uncertain but capable of being estimated.

Contingent liabilities
Contingent liabilities are measured as of the balance sheet date. A provision is reported if a cash outflow without a usable countervalue is probable and assessable. Otherwise, contingent liabilities are disclosed in the notes to the financial statements.

Interest on borrowed capital
Interest on borrowed capital is recognised as an expense in the period in which it arises.

Employee pension plan
Swissgrid is affiliated to the PKE Energy Pension Fund industry-wide retirement benefit plan. This is a legally independent pension fund. All permanent employees of the company are included in this pension fund from 1 January of the year after they turn 17. Members of the Board of Directors are also to be insured in the pension fund under the conditions defined in the pension regulations of PKE Energy Pension Fund. All persons affiliated to the pension fund are insured for disability and death. From 1 January of the year after they turn 24, employees are also covered by retirement insurance.

Economic benefits arising from a pension fund surplus (e.g. in the form of a positive impact on future cash flows) are not capitalised, since the prerequisites for this are not met and the company does not intend to use such benefits to reduce employer contributions. Any benefits arising from freely available employer contribution reserves are recognised as an asset.

An economic obligation (e.g. in the form of negative effects on future cash flows due to a pension fund deficit) is recognised if the prerequisites for the creation of a provision are met. Accrued contributions for the period, the difference between the annually calculated economic benefit from pension fund surpluses and obligations, as well as the change in the employer contribution reserves are recognised in the income statement as personnel expenses.

Transactions with related parties
Related parties are organisations and persons that can have a significant influence, either directly or indirectly, on Swissgrid's financial or operational decisions. Shareholders holding at least 20% of the voting rights in Swissgrid, either alone or together with others, are considered to be related parties. As regards shareholders, other criteria in addition to the proportion of voting rights held are also taken into account (including representation in committees and the possibility of exerting influence due to the shareholder structure). Subsidiaries of related shareholders and partner plant companies whose shares are 100% owned by related shareholders or which are controlled by a related shareholder, are also considered to be related parties. Related parties also include companies over which Swissgrid exercises a significant influence. Members of the Board of Directors and of the Executive Board are also considered to be related parties. Provided they exist and are significant, relations with related parties are disclosed in the notes to the financial statements. All transactions are conducted at arm's length.

Segment information
Segment reporting is based on Swissgrid's internal reporting structure and includes core business segments, and the tasks assigned to Swissgrid by the federal government and congestion management.

Income taxes
Current income taxes are calculated based on the taxable results on an accrual basis. The annual accrual of deferred taxes is based on a balance sheet perspective (balance sheet method) and considers all future income tax effects (comprehensive method).

Derivative financial instruments
Swissgrid may use derivative financial instruments to hedge against currency and market price risks. If the conditions are met, Swissgrid will apply hedge accounting to hedge expected future cash flows. The instruments used for this purpose will be disclosed in the notes to the financial statements until the underlying transaction is realised.

Government grants
As part of the modernisation and maintenance of the grid, Swissgrid may receive government grants that are related to assets or related to income in the form of project-related cost sharing. Government grants related to assets are offset against the asset at the time of receipt. Government grants related to income are recognised in the income statement. The type and amount of government grants recognised are disclosed in the notes to the financial statements.

2. Regulatory principles

Volume- and tariff-related timing differences (surpluses and deficits)

According to Article 14 of the Electricity Supply Act (ESA) and the Winter Reserve Ordinance (WResO), grid usage costs must be allocated to users on a user-pays basis. The tariffs for a financial year are determined based on planned costs. Due to price and volume deviations, actual expenses and income vary from the tariff calculation on both the revenue and procurement side. This results in surpluses or deficits, i.e. the tariff revenues from a financial year are higher or lower than the actual expenses incurred during the same period. These volume- and tariff-related timing differences are transferred to the balance sheet and taken into account in cost and revenue calculations for future tariff periods. The expected reduction in volume- and tariff-related timing differences within twelve months of the balance sheet date is recognised as short-term surpluses or deficits in the balance sheet.

EBIT from the core business

Earnings before interest and taxes (EBIT) from the core business are defined in Article 15 of the Electricity Supply Act (ESA) for chargeable costs, and are also defined in Article 18a of the Electricity Supply Ordinance (ESO) for interest on volume- and tariff-related timing differences arising since the 2024 financial year. EBIT corresponds to the interest on invested operating assets (IOA) at the weighted average cost of capital rate for the current reporting year (= $WACC_{t+0}$), the interest on the volume- and tariff-related timing differences arising from the 2024 financial year onwards at the borrowing cost $rate_{t+2}$ included in $WACC_{t+2}$ and taxes. Invested operating assets consist of net current assets calculated on a monthly basis, as well as the property, plant and equipment and intangible assets as at the end of the financial year. In accordance with ElCom directive 03/2024, volume- and tariff-related timing differences up to and including the end of the 2023 financial year remain subject to interest at $WACC_{t+2}$ until they have been fully eliminated, which also has an impact on EBIT.

Net proceeds from congestion management

On the basis of a statutory mandate, Swissgrid coordinates the auctioning of bottleneck capacities for cross-border supplies and maintains the related accounting records and bank accounts on a fiduciary basis. The net proceeds from congestion management, referred to as income from auctions, are paid to Swissgrid in accordance with ElCom's instructions and are used to reduce the chargeable costs of the transmission system and/or to maintain or expand the transmission system, as decided by ElCom.

Tasks assigned to Swissgrid by the federal government (intermediary transactions)

Power reserve

The power reserve includes the measures defined in the WResO to increase security of supply and comprises orders for the use of hydropower reserves, reserve power plants, pooled emergency power groups and combined heat and power plants (CHP plants). In accordance with the ordinance, the costs of these measures must be billed via Swissgrid. Swissgrid has no control over the structure of the key performance parameters and acts solely as an intermediary. In accordance with the accounting regulations, these activities are treated as intermediary transactions, which is why only the value of the services provided by Swissgrid itself and the associated net turnover are reported in the income statement and in the power reserve segment reporting. Information on net turnover and procurement costs for the power reserve is given in Note 7.

Since the 2024 financial year, the chargeable costs for the power reserve have been calculated in the same way as for the core business, in accordance with Article 15 ESA. However, interest on the assets required for the power reserve is calculated according to the borrowing cost $rate_{t+0}$ included in $WACC_{t+0}$. In accordance with Article 18a ESO, interest on the volume- and tariff-related timing differences arising since 1 January 2024 is calculated at the borrowing cost $rate_{t+2}$ included in $WACC_{t+2}$. No interest is applied to the volume- and tariff-related timing differences up to and including the end of the 2023 financial year until they have been fully eliminated. EBIT in accordance with the WResO is calculated based on the interest on the assets required for the power reserve, the volume- and tariff-related timing differences arising since 1 January 2024, and taxes.

Solidarised costs

The solidarised costs include the costs for grid enhancements governed by the revised Electricity Supply Act (in force since 1 January 2025) as well as the temporary state aid for Swiss iron, steel and aluminium producers of strategic importance. The costs for these measures must be billed via Swissgrid in accordance with legal requirements. Swissgrid has no control over the structure of the key performance parameters and acts solely as an intermediary. In accordance with the accounting regulations, these activities are treated as intermediary transactions, which is why only the value of the services provided by Swissgrid itself and the associated net turnover are reported in the income statement and in the solidarised costs segment reporting. Information on net turnover and procurement costs for the solidarised costs is given in Note 7.

EBIT for the solidarised costs is calculated based on the interest on the assets required for grid enhancements, the volume- and tariff-related timing differences, and taxes. The assets required for grid enhancements and the volume- and tariff-related timing differences are calculated in the same way as for the core business, at the weighted average cost of capital rate for the current reporting year (= $WACC_{t+0}$) or the borrowing cost $rate_{t+2}$ included in $WACC_{t+2}$. In the reporting year, however, interest was recognised only for costs in accordance with Article 15b para. 3 ESA (grid enhancements connected to the medium-voltage grid and above), as only these costs were incurred in the reporting year.

Imputed capital cost rate (WACC)

The imputed capital cost rate (WACC) for the capital tied up in the grid is defined annually by the Federal Department of the Environment, Transport, Energy and Communications (DETEC). The relevant capital cost rates for the 2025 financial year ($WACC_{t+0}$ and $WACC_{t+2}$) are structured as follows:

	2025	2024
Weighted average cost of capital rate $WACC_{t+0}$	3.98%	4.13%
Borrowing cost rate $_{t+0}$	2.00%	2.25%
Weighted average cost of capital rate $WACC_{t+2}$ [1]	3.28%	3.43%
Borrowing cost rate $_{t+2}$ [1]	1.75%	2.00%

[1] Corresponds to the weighted average cost of capital rate for 2027 ($WACC_{t+2}$) applicable for the 2025 financial year and the borrowing cost rate $_{t+2}$ included in $WACC_{t+2}$ (previous year: corresponds to the weighted average cost of capital rate for 2026 ($WACC_{t+2}$) applicable for the 2024 financial year and the borrowing cost rate $_{t+2}$ included in $WACC_{t+2}$.

3. Estimation uncertainty

Financial-statement reporting requires estimates and assumptions to be made that may have a significant impact on Swissgrid's financial statements. With respect to assets and liabilities recognised in the balance sheet, accruals and deferrals (prepaid expenses and accrued income/accrued expenses and deferred income) and volume- and tariff-related timing differences in particular are based on various assumptions and estimates that may necessitate significant adjustments. This is due to specific volumes not being available for certain revenue and procurement items when the financial statements are prepared, as well as regulatory uncertainties. The volume- and tariff-related timing differences are also influenced by estimates in the allocation of operating expenses to the segments. More information is given in the sections on «Revenue recognition» in Note 1 and «Legal proceedings» in Note 30.

4. Net turnover

In millions of CHF	2025	2024
Tariff income for grid utilisation	497.2	473.0
Income from auctions for the reduction of chargeable grid costs[1]	100.1	74.7
Net income from ITC[2]	1.0	3.0
Net turnover for grid utilisation	598.3	550.7
Tariff income for general ancillary services (AS) and income from unintentional deviation	303.9	412.0
Income from auctions for the reduction of chargeable grid costs[1]	27.4	146.2
Income from balance group/balance energy	295.8	372.5
Net turnover for general ancillary services/ balance energy	627.1	930.7
Tariff income for active power losses	110.7	186.9
Income from auctions for the reduction of chargeable grid costs[1]	126.8	103.9
Net income from ITC[2]	11.9	32.7
Net turnover for active power losses	249.4	323.5
Tariff income for reactive energy	22.9	17.3
Net turnover for reactive energy	22.9	17.3
Tariff income for power reserve (excl. intermediary business)	2.2	17.5
Net turnover power reserve	2.2	17.5
Eliminations[3]	–16.4	–14.6
	1,483.5	**1,825.1**

[1] The income from auctions to cover the chargeable costs of the transmission system is allocated to the segments in accordance with the regulatory requirements.

[2] The ITC compensation for grid usage and active power losses corresponds to net income. Supervision charges paid to ElCom and to the Swiss Federal Office of Energy (SFOE) amounting to CHF 6.2 million (previous year: CHF 6.1 million) were deducted from the gross income of CHF 19.1 million (previous year: CHF 41.8 million) on a pro rata basis.

[3] Active power losses are a separate internal balance group. As a result, internal transactions occur between the general ancillary services/imbalance energy and active power loss segments.

Swissgrid was able to reduce the tariffs for general ancillary services/imbalance energy and active power losses in the reporting year and, as expected, reported lower net turnover than in the previous year. In addition to lower tariff income in the general ancillary services/imbalance energy (CHF –108.1 million) and active power loss (CHF –76.2 million) segments, the decrease in net turnover is attributable to lower revenue from balance group imbalance energy (CHF –76.7 million) and lower income from auctions to cover the chargeable costs of the transmission system (CHF –70.5 million). The decrease in tariff income is attributable to the lower general ancillary services tariff (from 0.75 to 0.55 cents/kWh) and the lower individual ancillary services tariff for active power losses (from 0.64 to 0.35 cents/kWh). The decrease in revenue from balance group imbalance energy is attributable to the lower costs for ancillary services energy, as these costs are passed on to the balance groups. In accordance with ElCom's instructions, the income from auctions received in the reporting year had to be used to cover the chargeable costs and to maintain or expand the transmission system (previous year: income from auctions was used exclusively to cover the chargeable costs). This resulted in lower income from auctions to cover the chargeable costs compared to the previous year.

Net proceeds from congestion management

The net proceeds from congestion management received by Swissgrid in the financial year, referred to as income from auctions, and their use can be broken down as follows:

In millions of CHF	2025	2024
Income from auctions received by Swissgrid	428.0	324.8
Used for reduction of the chargeable grid costs	271.2	324.8
Used for grid investments	156.8	–

The use of income from auctions is determined annually by ElCom.

5. Other operating income

In millions of CHF	2025	2024
Congestion management clearing	24.2	16.2
Other	3.0	2.5
	27.2	**18.7**

6. Procurement costs

In millions of CHF	2025	2024
Expenses for national redispatch	7.1	44.0
Procurement costs grid utilisation	7.1	44.0
Expenses for ancillary services control power provision and unintentional deviation	104.0	115.3
Expenses for automatic start-up/island operation capability	1.4	1.4
Expenses for grid enhancement[1]	–	17.3
Expenses for ancillary services energy	177.3	266.0
Expenses for reactive energy/voltage maintenance[2]	63.6	60.5
Procurement costs general ancillary services/balance energy	346.3	460.5
Expenses for compensation of active power losses	109.8	180.9
Procurement costs active power losses	109.8	180.9
Expenses for reactive energy/voltage maintenance[2]	15.8	13.7
Procurement costs reactive energy	15.8	13.7
Eliminations[3]	–16.4	–14.6
	462.6	**684.5**

[1] From the 2025 financial year onwards, the costs for grid enhancements are included in the solidarised costs in accordance with the provisions of the revised Electricity Supply Act (in force since 1 January 2025).
[2] The costs for reactive energy/voltage maintenance are allocated pro rata to general ancillary services/imbalance energy and reactive energy in accordance with the regulatory requirements.
[3] Active power losses are a separate internal balance group. As a result, internal transactions occur between the general ancillary services/imbalance energy and active power loss segments.

Lower market prices, optimised procurement processes and the use of the «Optimizer Autopilot» for control energy led to lower costs for ancillary services energy (CHF –88.7 million) and for active power loss procurement (CHF –71.1 million). The number of national redispatch measures also declined thanks to targeted measures, leading to a decrease of CHF 36.9 million in the costs for national redispatch.

7. Tasks assigned to Swissgrid by the federal government (intermediary transactions)

In accordance with the accounting regulations, the tasks assigned to Swissgrid by the federal government are treated as intermediary transactions, which is why only the value of the services provided by Swissgrid itself and the associated net turnover are reported in the income statement and in Notes 4 and 6. The following sections show the net turnover and procurement costs for these intermediary transactions.

Power reserve

Net turnover from the power reserve consists of the following items:

In millions of CHF	2025	2024
Tariff income for power reserve intermediary transactions	119.7	627.7
Income from auctions for the reduction of chargeable grid costs	16.9	–
Net turnover from power reserve intermediary transactions	136.6	627.7
Tariff income for power reserve services provided by Swissgrid itself	2.2	17.5
Net turnover from power reserve services provided by Swissgrid itself	2.2	17.5
	138.8	**645.2**

The power reserve tariff decreased from 1.20 to 0.23 cents/kWh compared to the previous year. For this reason, income from the power reserve tariff declined as expected.

Procurement costs for the power reserve consist of the following items:

In millions of CHF	2025	2024
Provision costs for the hydropower reserve	16.1	54.4
thereof intermediary business	16.1	54.4
Provision costs for reserve power plants	183.8	128.4
thereof intermediary business	183.8	128.4
Provision costs for emergency power groups	5.2	3.7
thereof intermediary business	5.2	3.7
	205.1	**186.5**

The increase in costs for the provision of reserve power plants is attributable to the decision by the Federal Department of the Environment, Transport, Energy and Communications (DETEC) to provide a test bench for gas turbines as a reserve power plant from February 2027. This test bench will form part of a transitional solution to safeguard Switzerland's security of supply in the coming winters until the future reserve power plants become operational. The contracts for the existing reserve power plants expire in spring 2026. The lower provision costs for the hydropower reserve are attributable to a reduction in procurement volumes compared to the previous year and to lower procurement prices.

Solidarised costs

Following the entry into force of the revised Electricity Supply Act on 1 January 2025, costs to be borne by Swissgrid for grid enhancements in the low-voltage grid and connection lines as well as temporary state aid for Swiss iron, steel and aluminium producers, were incurred for the first time in the reporting year. Grid enhancement costs for the medium-voltage grid and above borne by Swissgrid, which were previously allocated to the general ancillary services/imbalance energy segment, are included in the solidarised costs segment from this financial year onwards. Tariff income to cover these solidarised costs will be collected for the first time in the 2026 financial year.

Procurement costs for the solidarised costs consist of the following items:

In millions of CHF	2025	2024
Grid enhancement	93.1	n/a
of which grid enhancement costs in the medium-voltage grid and above	43.2	n/a
of which grid enhancement costs in the low-voltage grid	49.6	n/a
of which costs for the necessary reinforcements of connection lines	0.3	n/a
Temporary state aid for iron, steel and aluminium producers	10.1	n/a
	103.2	**n/a**

These procurement costs relate exclusively to intermediary transactions. The costs for grid enhancements in the medium-voltage grid and above have increased due to the greater number of grid enhancement requests approved by ElCom.

8. Materials and third-party supplies

In millions of CHF	2025	2024
Grid maintenance	31.0	23.9
Grid system control	0.4	0.5
Other services in the grid area	23.6	19.4
Expenses for projects, advisory and non-cash benefits	61.4	58.0
Hardware/software maintenance	22.4	18.3
	138.8	**120.1**

Other grid-related services consist of remuneration for easements, including easement management services performed by third parties and operating expenses for mixed-use plants.

The increase in costs for grid maintenance and other grid-related services is attributable to higher maintenance expenses and higher remuneration for easements. Higher software licence costs also led to an increase in expenses in the hardware/software support item.

9. Personnel expenses

Personnel expenses

In millions of CHF	2025	2024
Salaries, bonuses, allowances	124.9	116.9
Employee insurance	24.8	23.3
Other personnel expenses	5.9	5.2
	155.6	**145.4**

Other personnel expenses include, in particular, the costs of training and further education, recruitment, lump-sum expenses, as well as contributions to external catering for employees.

Headcount at 31.12.

Headcount at and of year	31.12.2025	31.12.2024
Permanent employment		
Number of employees	878.0[1]	842.0[1]
expressed as full-time equivalents	826.6	794.9
Fixed-term employment		
Number of employees	28.0[2]	21.0[2]
expressed as full-time equivalents	22.5	15.4

[1] Including 1 person employed on an hourly wage and excluding 7 persons employed for visitor management (previous year: Including 1 person employed on an hourly wage and excluding 7 persons employed for visitor management).
[2] Including 1 person employed on an hourly wage and excluding 67 apprentices and interns (previous year: Including 3 persons employed on an hourly wage and excluding 57 apprentices and interns).

Executive Board remuneration

In millions of CHF	2025	2024
Executive Board remuneration		
Fixed remuneration (incl. lump-sum expenses)	1.82	1.82
Variable remuneration	0.82	0.72
Pension benefits[1]	0.51	0.50
	3.15	**3.04**
Of which to the highest-earning member of the Executive Board		
Fixed remuneration (incl. lump-sum expenses)	0.52	0.52
Variable remuneration	0.29	0.23
Pension benefits[1]	0.15	0.15
	0.96	**0.90**

[1] Pension benefits include employer contributions to social security and the employee pension plan.

Further information on the members of the Executive Board can be found in the Corporate Governance Report.

10. Other operating expenses

In millions of CHF	2025	2024
Rental and occupancy costs	11.3	11.9
Ground rents	2.9	4.7
Rental costs for communication equipment/telecommunication expense	2.7	2.3
Board of Directors' fees and expenses incl. social costs	0.9	0.9
Actual expenses for travel and subsistence for employees and third parties	2.6	2.5
Fees, dues and licences	4.6	4.9
Insurance	2.4	2.5
Other administrative costs	5.3	10.5
	32.7	**40.2**

Other administrative costs include borrowing costs of CHF 0.9 million (previous year: CHF 6.2 million), which were incurred in connection with the additional tasks assigned to Swissgrid by the federal government in the power reserve segment and represent chargeable costs in accordance with Article 22 WResO.

Board of Directors' fees and expenses represent fixed gross remuneration, including the deduction of any employee contributions to the employee pension plan. The remuneration paid to the Chairman of the Board of Directors amounted to CHF 250,000, including lump-sum expenses (previous year: CHF 250,000). The remaining members of the Board of Directors received remuneration of between CHF 57,500 and CHF 77,500 pro rata temporis for 2025, including lump-sum expenses (previous year: between CHF 57,500 and CHF 77,500).

Further information on the members of the Board of Directors can be found in the Corporate Governance Report.

11. Financial income

In millions of CHF	2025	2024
Interest income on time deposits	1.4	2.0
Other financial income	1.9	1.6
	3.3	**3.6**

Other financial income includes a dividend of CHF 0.9 million (previous year: CHF 0.7 million) received from Holding des Gestionnaires de Réseau de Transport d'Électricité SAS (HGRT).

12. Financial expenses

In millions of CHF	2025	2024
Bond interest	10.5	15.9
Loans and convertible loans interest	0.9	0.6
Commitment fees	0.7	0.7
Other financial expenses	0.7	2.0
	12.8	**19.2**

A loan amounting to CHF 350 million with an interest rate of 1.625% was repaid at the beginning of the 2025 financial year. Accordingly, interest expenses on loans decreased.

13. Income taxes

In millions of CHF	2025	2024
Current income taxes	18.7	21.7
Change in deferred taxes	–2.3	–2.0
	16.4	**19.7**

An average rate of 15.7% (previous year: 15.9%) was used to calculate the current income taxes and, in 2025, deferred taxes were calculated based on an expected rate of 15.6% (previous year: 15.7%).

The effective average tax rate based on earnings before tax amounted to 15.2% (previous year: 16.0%).

14. Non-current assets

Summary of property, plant and equipment 2025

In millions of CHF	Advances and construction in progress	Substations	Lines	Properties and buildings	Other property plant and equipment	Total
Acquisition cost at 1.1.2025	405.7	2,297.4	2,993.6	269.1	89.6	6,055.4
Additions	119.0	10.7	8.9	2.3	13.9	154.8
Disposals	–1.2	–11.6	–21.7	–1.0	–	–35.5
Reclassification	–49.9	24.4	6.1	16.0	4.2	0.8
Acquisition cost at 31.12.2025	473.6	2,320.9	2,986.9	286.4	107.7	6,175.5
Accumulated depreciation and amortisation at 1.1.2025	5.2	1,634.2	1,851.9	97.1	69.6	3,658.0
Depreciation and amortisation	–	64.7	46.6	8.2	14.9	134.4
Impairment losses	1.2	–	–	–	–	1.2
Disposals	–1.2	–11.4	–16.5	–0.6	–	–29.7
Reclassification	–	–	–	–	–	–
Accumulated depreciation and amortisation at 31.12.2025	5.2	1,687.5	1,882.0	104.7	84.5	3,763.9
Net book value at 1.1.2025	400.5	663.2	1,141.7	172.0	20.0	2,397.4
Net book value at 31.12.2025	**468.4**	**633.4**	**1,104.9**	**181.7**	**23.2**	**2,411.6**

Summary of property, plant and equipment 2024

In millions of CHF	Advances and construction in progress	Substations	Lines	Properties and buildings	Other property plant and equipment	Total
Acquisition cost at 1.1.2024	281.5	2,273.8	2,929.3	255.8	58.3	5,798.7
Additions	237.4	9.5	22.4	1.9	9.9	281.1
Disposals	–	–2.7	–0.6	–	–	–3.3
Reclassification	–113.2	16.8	42.5	11.4	21.4	–21.1
Acquisition cost at 31.12.2024	405.7	2,297.4	2,993.6	269.1	89.6	6,055.4
Accumulated depreciation and amortisation at 1.1.2024	5.2	1,570.7	1,802.9	91.5	54.0	3,524.3
Depreciation and amortisation	–	65.8	49.3	5.6	15.6	136.3
Impairment losses	–	–	–	–	–	–
Disposals	–	–2.3	–0.3	–	–	–2.6
Reclassification	–	–	–	–	–	–
Accumulated depreciation and amortisation at 31.12.2024	5.2	1,634.2	1,851.9	97.1	69.6	3,658.0
Net book value at 1.1.2024	276.3	703.1	1,126.4	164.3	4.3	2,274.4
Net book value at 31.12.2024	**400.5**	**663.2**	**1,141.7**	**172.0**	**20.0**	**2,397.4**

Gross investments in property, plant and equipment amounted to CHF 312.5 million (previous year: CHF 287.3 million). In the reporting year, property, plant and equipment totalling CHF 156.8 million were financed through income from auctions (previous year: no financing from auction income). In addition, government grants related to assets amounting to CHF 0.9 million were received in 2025 (previous year: CHF 6.2 million). In the reporting year, project costs totalling CHF 0.8 million were reclassified from intangible assets under development to construction in progress (previous year: CHF 21.1 million reclassified from intangible assets to property, plant and equipment).

In addition, property, plant and equipment totalling CHF 23.0 million were purchased from related parties in 2025 (previous year: CHF 22.3 million).

Summary of intangible assets 2025

	Intangible assets under development			Usage rights			Software			Total intangible assets		
In millions of CHF	Purchased	Self-constructed	Total	Purchased	Self-constructed	Total	Purchased	Self-constructed	Total	Purchased	Self-constructed	Total
Acquisition cost at 1.1.2025	19.7	7.5	27.2	191.4	–	191.4	168.6	69.3	237.9	379.7	76.8	456.5
Additions	18.2	5.9	24.1	–	–	–	16.6	3.4	20.0	34.8	9.3	44.1
Disposals	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–5.5	–1.6	–7.1	–0.5	–	–0.5	4.6	2.2	6.8	–1.4	0.6	–0.8
Acquisition cost at 31.12.2025	32.4	11.8	44.2	190.9	–	190.9	189.8	74.9	264.7	413.1	86.7	499.8
Accumulated depreciation and amortisation at 1.1.2025	–	–	–	106.9	–	106.9	145.6	63.8	209.4	252.5	63.8	316.3
Depreciation and amortisation	–	–	–	5.5	–	5.5	17.1	4.0	21.1	22.6	4.0	26.6
Impairment losses	–	–	–	–	–	–	–	–	–	–	–	–
Disposals	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–
Accumulated depreciation and amortisation at 31.12.2025	–	–	–	112.4	–	112.4	162.7	67.8	230.5	275.1	67.8	342.9
Net book value at 1.1.2025	19.7	7.5	27.2	84.5	–	84.5	23.0	5.5	28.5	127.2	13.0	140.2
Net book value at 31.12.2025	**32.4**	**11.8**	**44.2**	**78.5**	**–**	**78.5**	**27.1**	**7.1**	**34.2**	**138.0**	**18.9**	**156.9**

Summary of intangible assets 2024

	Intangible assets under development			Usage rights			Software			Total intangible assets		
In millions of CHF	Purchased	Self-constructed	Total	Purchased	Self-constructed	Total	Purchased	Self-constructed	Total	Purchased	Self-constructed	Total
Acquisition cost at 1.1.2024	2.7	1.0	3.7	191.4	–	191.4	140.9	63.0	203.9	335.0	64.0	399.0
Additions	16.7	4.8	21.5	–	–	–	11.8	3.1	14.9	28.5	7.9	36.4
Disposals	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	0.3	1.7	2.0	–	–	–	15.9	3.2	19.1	16.2	4.9	21.1
Acquisition cost at 31.12.2024	19.7	7.5	27.2	191.4	–	191.4	168.6	69.3	237.9	379.7	76.8	456.5
Accumulated depreciation and amortisation at 1.1.2024	–	–	–	101.2	–	101.2	131.8	59.4	191.2	233.0	59.4	292.4
Depreciation and amortisation	–	–	–	5.7	–	5.7	13.8	4.4	18.2	19.5	4.4	23.9
Impairment losses	–	–	–	–	–	–	–	–	–	–	–	–
Disposals	–	–	–	–	–	–	–	–	–	–	–	–
Reclassification	–	–	–	–	–	–	–	–	–	–	–	–
Accumulated depreciation and amortisation at 31.12.2024	–	–	–	106.9	–	106.9	145.6	63.8	209.4	252.5	63.8	316.3
Net book value at 1.1.2024	2.7	1.0	3.7	90.2	–	90.2	9.1	3.6	12.7	102.0	4.6	106.6
Net book value at 31.12.2024	**19.7**	**7.5**	**27.2**	**84.5**	**–**	**84.5**	**23.0**	**5.5**	**28.5**	**127.2**	**13.0**	**140.2**

Intangible assets totalling CHF 0.3 million were purchased from related parties in the financial year (previous year: CHF 0.2 million).

15. Financial assets

In millions of CHF	31.12.2025	31.12.2024
Shareholdings	5.0	5.0
	5.0	**5.0**

Swissgrid has the following shareholdings, which are recognised in the balance sheet as financial assets:

	Domicile	Currency	Share capital in m.	Share in %
Joint Allocation Office (JAO)	Luxembourg (Lux)	EUR	0.130	3.85
TSCNET Services GmbH	Munich (D)	EUR	0.040	6.25
Holding des Gestionnaires de Réseau de Transport d'Electricité SAS (HGRT)	Paris (F)	EUR	52.119	5.0
Pronovo AG	Frick (CH)	CHF	0.100	100.0
Equigy B.V.	Arnheim (NL)	EUR	0.050	20.0

Due to changes in ownership, Swissgrid's share in the Joint Allocation Office (JAO) decreased from 4% to 3.85%. The shares in ecmt AG were sold in the 2025 financial year. All other disclosures are unchanged from the previous year.

Swissgrid is not legally obliged to prepare consolidated financial statements. Either the control principle necessary to prepare a consolidated financial statement (Article 963 of the Swiss Code of Obligations (CO)) is not met, or the subsidiaries do not have a material influence on Swissgrid's financial statements. In particular, Pronovo AG is regulated by the Swiss Federal Office of Energy (SFOE) and is explicitly excluded from any consolidation with Swissgrid based on Article 64 (5) of the Energy Act (EnA).

16. Volume- and tariff-related timing differences

In millions of CHF	Grid utilisation	General ancillary services/ balancing energy	Active power losses (individual ancillary services)	Reactive energy (individual ancillary services)	Power reserve	Solidarised costs	Total volume- and tariff-related timing differences	Thereof surpluses	Thereof deficits
Balance at 31.12.2023	118.8	539.0	227.3	15.8	466.4	–	1,367.3	–	1,367.3
Change in 2024	–2.0	–438.7	–132.0	–2.1	–8.0	–	–582.8		
Change from the intermediary business in 2024	–	–	–	–	–441.2	–	–441.2		
Balance at 31.12.2024	116.8	100.3	95.3	13.7	17.2	–	343.3	–	343.3
Change in 2025	–79.1	–249.9	–134.0	–5.9	0.9	1.2	–466.8		
Change from the intermediary business in 2025	–	–	–	–	68.5	103.2	171.7		
Balance at 31.12.2025	**37.7**	**–149.6**	**–38.7**	**7.8**	**86.6**	**104.4**	**48.2**	**–188.3**	**236.5**
Current portion	8.8	–	–	4.6	28.8	–	42.2	–	42.2

Negative figures represent surpluses, and positive figures deficits.

Volume- and tariff-related timing differences arise from the differences between the costs and income for a year and can be broken down as follows:

2025

In millions of CHF	Total	Grid utilisation	General ancillary services/ balancing energy	Active power losses (individual ancillary services)	Reactive energy (individual ancillary services)	Power reserve	Solidarised costs	Further activities[2]	Elimina-tions[3]
Net turnover	1,483.5	598.3	627.1	249.4	22.9	2.2	–	–	–16.4
Other operating income	27.2	2.4	0.3	–	–	0.1	–	24.4	–
Procurement costs	–462.6	–7.1	–346.3	–109.8	–15.8	–	–	–	16.4
Operating expenses[1]	–295.7	–236.5	–31.3	–4.1	–0.7	–2.4	–	–20.7	–
Depreciation/amortisation and impairment losses	–168.0	–158.6	–4.9	–0.7	–0.1	–0.4	–	–3.3	–
Imputed interest and income taxes (EBIT)	–117.6	–119.4	5.0	–0.8	–0.4	–0.4	–1.2	–0.4	–
Change in volume- and tariff-related timing differences (excl. intermediary business)	**466.8**	**79.1**	**249.9**	**134.0**	**5.9**	**–0.9**	**–1.2**	–	–
Net turnover from intermediary transactions	136.6					136.6	–		
Procurement costs from the intermediary business	–308.3					–205.1	–103.2		
Change in volume- and tariff-related timing differences from the intermediary business	**–171.7**					**–68.5**	**–103.2**		

[1] For segment reporting, the costs of capitalised self-constructed assets are deducted from operating expenses and are therefore not included in total operating income.
[2] Congestion management is included in the other activities.
[3] Active power losses are a separate internal balance group. As a result, internal transactions occur between the general ancillary services/imbalance energy and active power loss segments.

2024

In millions of CHF	Total	Grid utilisation	General ancillary services/ balance energy	Active power losses (individual ancillary services)	Reactive energy (individual ancillary services)	Power reserve	Further activities[2]	Elimina-tions[3]
Net turnover	1,825.1	550.7	930.7	323.5	17.3	17.5	–	–14.6
Other operating income	18.7	1.9	0.3	–	–	0.1	16.4	–
Procurement costs	–684.5	–44.0	–460.5	–180.9	–13.7	–	–	14.6
Operating expenses[1]	–276.5	–227.6	–23.7	–3.1	–0.7	–7.6	–13.8	–
Depreciation/amortisation and impairment losses	–160.9	–152.7	–4.9	–0.5	–0.2	–0.4	–2.2	–
Imputed interest and income taxes (EBIT)	–139.1	–126.3	–3.2	–7.0	–0.6	–1.6	–0.4	–
Change in volume- and tariff-related timing differences (excl. intermediary business)	**582.8**	**2.0**	**438.7**	**132.0**	**2.1**	**8.0**	–	–
Net turnover from intermediary transactions	627.7					627.7		
Procurement costs from intermediary transactions	–186.5					–186.5		
Change in volume- and tariff-related timing differences from the intermediary business	**441.2**					**441.2**		

[1] For segment reporting, the costs of capitalised self-constructed assets are deducted from operating expenses and are therefore not included in total operating income.
[2] Congestion management is included in the other activities.
[3] Active power losses are a separate internal balance group. As a result, internal transactions occur between the general ancillary services/imbalance energy and active power loss segments.

17. Balance sheet items held on a fiduciary basis

On the basis of a statutory mandate, Swissgrid coordinates the auctioning of bottleneck capacities for cross-border supplies and maintains the related accounting records and bank accounts on a fiduciary basis.

Assets held on a fiduciary basis

In millions of CHF	31.12.2025	31.12.2024
Trade accounts receivable	16.8	29.9
Other receivables	0.2	0.7
Prepaid expenses and accrued income	0.2	18.0
Cash and cash equivalents	20.0	49.5
	37.2	**98.1**

Liabilities held on a fiduciary basis

In millions of CHF	31.12.2025	31.12.2024
Trade accounts payable	28.9	59.1
Other liabilities	0.9	–
Accrued expenses and deferred income	7.4	39.0
	37.2	**98.1**

The net proceeds from congestion management can be broken down as follows:

Net proceeds from congestion management

In millions of CHF	2025	2024
Share of revenue Switzerland	421.2	376.7
Congestion management clearing (incl. financial result)	–24.2	–16.0
Net proceeds from congestion management	**397.0**	**360.7**
of which income from auctions recognised in the reporting year	392.1	324.8
of which income from auctions not yet recognised in the reporting year	4.9	35.9

Income from auctions transferred to Swissgrid

In millions of CHF	2025	2024
Income from auctions transferred to Swissgrid	428.0	324.8
of which income from auctions recognised in the reporting year	392.1	324.8
of which income from auctions from the previous year recognised in the reporting year	35.9	–

18. Trade receivables

In millions of CHF	31.12.2025	31.12.2024
Trade accounts receivable	222.0	414.1
Specific valuation allowances	–	–
	222.0	**414.1**

19. Other receivables

In millions of CHF	31.12.2025	31.12.2024
Security deposits on blocked bank accounts	0.5	0.5
Current financial assets	325.0	–
Enforcement costs for handling congestion management	24.2	16.2
Other	3.1	2.5
	352.8	**19.2**

20. Prepaid expenses and accrued income

In millions of CHF	31.12.2025	31.12.2024
Accrued revenue for supplies made	62.2	97.1
Other	12.7	15.6
	74.9	**112.7**

In particular, other prepaid expenses and accrued income include the discount on bond issues and financing and issue costs, which are amortised over the term of the financing instrument.

21. Financial liabilities

In millions of CHF	31.12.2025	31.12.2024
Bonds	1,565.0	1,915.0
Convertible loans	5.8	11.0
Loans	50.1	100.1
Total financial liabilities	**1,620.9**	**2,026.1**
Current portion	402.0	405.2

The interest conditions and maturities of the financial liabilities are as follows:

In millions of CHF	Interest rate (bandwidth)	Year 1	Year 2–5	More than 5 years	Total
Balance at 31.12.2025					
Bonds	0,00 – 1,90%	350.0	475.0	740.0	1,565.0
Convertible loans	3,36 – 3,41%	2.0	3.8	–	5.8
Loans	0,00 – 2,40%	50.0	–	0.1	50.1
Balance at 31.12.2024					
Bonds	0,00 – 1,90%	350.0	675.0	890.0	1,915.0
Convertible loans	3,36 – 3,41%	5.2	5.8	–	11.0
Loans	0,00 –2,40%	50.0	50.0	0.1	100.1

Convertible loans and loans

Convertible loans have a term of nine years and one-fifth of the loans become payable annually from year five. Moreover, these loans are also assigned a conversion right by Swissgrid in the event of occurrence of contractually defined events and an associated conversion obligation by the creditors. Creditors are compensated by a premium on the interest rate for the conversion right assigned to Swissgrid. Convertible loans are recognised in full in liabilities.

Convertible loans and loans are assessed at their nominal value.

Lines of credit

The committed lines of credit totalled CHF 600 million, and remained unclaimed as at 31 December 2025.

22. Provisions

In millions of CHF	Dismantling	Procedural costs	Deferred taxes	Total provisions
Balance at 31.12.2023	1.5	0.4	31.7	33.6
Provisions raised	–	–	–	–
Provisions used	–	–	–	–
Reversals	–	–	–2.0	–2.0
Balance at 31.12.2024	1.5	0.4	29.7	31.6
Provisions raised	–	–	–	–
Provisions used	–	–	–	–
Reversals	–	–0.4	–2.3	–2.7
Balance at 31.12.2025	**1.5**	**–**	**27.4**	**28.9**
Current portion	–	–	–	–

23. Other liabilities

In millions of CHF	31.12.2025	31.12.2024
Value-added tax	7.1	27.0
Security deposits on blocked bank accounts	–	0.1
Other	2.5	0.2
	9.6	**27.3**

In particular, the «Other» item contains outstanding obligations towards PKE Energy Pension Fund of CHF 2 million as at the balance sheet date (previous year: no outstanding obligations as at the balance sheet date).

24. Accrued expenses and deferred income

In millions of CHF	31.12.2025	31.12.2024
Accrued expenses for supplies made	131.2	52.1
Personnel expenses and employee insurance scheme	13.1	18.9
Accrued interest and premium from issued bonds	7.0	13.7
Taxes	10.5	13.6
	161.8	**98.3**

The increase in accrued revenue for supplies made is attributable to the costs for grid enhancements in the low-voltage grid and connection lines to be borne by Swissgrid for the first time, as well as temporary state aid for Swiss iron, steel and aluminium producers. These costs will be paid in 2026 in accordance with the legal requirements.

25. Other off-balance-sheet commitments

Long-term rental contracts

Long-term rental contracts with fixed terms exist with several parties. These result in the following obligations:

In millions of CHF	Year 1	Year 2–10	More than 10 years	Total
31.12.2025	7.1	41.3	51.7	100.1
31.12.2024	6.9	40.0	55.7	102.6

The long-term rental obligations primarily include the rental commitments for Swissgrid's head office in Aarau.

Off-balance-sheet lease commitments

Swissgrid has the following off-balance-sheet lease commitments for vehicles and office equipment:

In millions of CHF	Year 1	Year 2–5	Total
31.12.2025	1.0	1.8	2.8
31.12.2024	1.0	2.8	3.8

26. Derivative financial instruments

Swissgrid made use of derivative financial instruments to partially hedge against market price risk from future procurement costs for active power losses. The hedges were entered into in EUR:

In millions of EUR	31.12.2025	31.12.2024
Nominal amount	94.7	116.1
Positive replacement values	3.8	3.3
Negative replacement values	–0.9	–15.9
Net replacement values[1]	2.9	–12.6

[1] The net replacement value amounts to the equivalent of CHF 2.7 million (previous year: CHF –11.9 million).

27. Employee pension plan

In millions of CHF	Shortfall/surplus funding	Economic share of the organisation		Change compared with previous year/ affecting income in FY	Accrued amounts	Pension benefit expenses within personnel expenses	
	31.12.2025	31.12.2025	31.12.2024			2025	2024
Pension plans with overfunding	15.6	–	–	–	14.5	14.5	13.6

Swissgrid is affiliated to the PKE Energy Pension Fund (PKE) collective pension fund. Therefore, an economic benefit or economic obligation cannot be determined on the basis of the individual affiliation contract. The coverage ratio of the collective plan was 120.9% as at 31 December 2025 (previous year: 120.7%). The actuarial calculations are based on a technical interest rate of 2.0% (previous year: 2.0%) and on the technical basis of the Occupational Pensions Act (OPA) 2020 (previous year: OPA 2020).

28. Transactions with related parties

Income statement

Transactions with related parties in millions of CHF	2025	2024
Total operating income		
Net turnover	599.1	679.3
thereof grid utilisation	332.3	317.8
thereof general ancillary services/balance energy	172.4	219.8
thereof active power losses	73.6	125.7
thereof reactive energy	20.8	16.0
Other operating income	0.1	0.1
Procurement costs and operating expenses		
Procurement costs	256.5	383.6
thereof grid utilisation	7.3	34.6
thereof general ancillary services/balance energy	211.4	298.9
thereof active power losses	30.0	44.2
thereof reactive energy	7.8	5.9
Cost of materials and third-party supplies	15.2	13.6
Other operating expenses	4.2	5.9

Intermediary transactions

In millions of CHF	2025	2024
Net turnover	21.6	119.9
thereof power reserve	21.6	119.9
Procurement costs	41.1	25.8
thereof power reserve	4.1	25.8
thereof solidarised costs	37.0	–

Balance sheet

Unsettled balances at balance sheet date with related parties in millions of CHF	31.12.2025	31.12.2024
Assets		
Trade accounts receivable	97.7	150.5
Prepaid expenses and accrued income	15.0	25.2
Equity and liabilities		
Convertible loans and loans	0.4	0.5
Trade accounts payable	39.8	68.6
Accrued expenses and deferred income	27.5	8.3

The conditions relating to related parties are described in Note 1.

As in the previous year, there were no transactions with members of the Board of Directors or the Executive Board in the reporting year, with the exception of ordinary remuneration.

29. Government grants

In millions of CHF	2025	2024
Government grants related to assets	0.9	6.2

Swissgrid receives government grants related to assets for the modernisation and maintenance of the grid, which are offset against the asset.

30. Legal proceedings

Swissgrid's legal mandate and business activities expose the company to costs that can be passed on to lower grid levels and end consumers in the form of tariff revenues, if ElCom deems these costs to be chargeable.

At present, ElCom has not initiated any proceedings to examine Swissgrid's chargeable costs. Swissgrid's Board of Directors and Executive Board believe that all costs were incurred within the framework of the company's legal mandate and should therefore qualify as chargeable. Based on this assessment, Swissgrid has treated all operating and capital costs as chargeable and consequently recognised them in full as volume- and tariff-related timing differences.

Third-party proceedings

The financial impact of third-party proceedings in which Swissgrid is involved is included in Swissgrid's financial statements if the Swiss GAAP FER criteria for recognition are met. However, such proceedings have no direct impact on Swissgrid's results, as they are included in the volume- and tariff-related timing differences.

31. Segment reporting

Segment report 2025

In millions of CHF	Total	Grid utilisation	General ancillary services/ balancing energy	Active power losses (individual ancillary services)	Reactive energy (individual ancillary services)	Power reserve	Solidarised costs	Further activities[2]	Elimina-tions[3]
Net turnover	1,483.5	598.3	627.1	249.4	22.9	2.2	–	–	–16.4
Other operating income	27.2	2.4	0.3	–	–	0.1	–	24.4	–
Change in volume- and tariff-related timing differences	–466.8	–79.1	–249.9	–134.0	–5.9	0.9	1.2	–	–
Total operating income	1,043.9	521.6	377.5	115.4	17.0	3.2	1.2	24.4	–16.4
Procurement costs	–462.6	–7.1	–346.3	–109.8	–15.8	–	–	–	16.4
Gross profit	581.3	514.5	31.2	5.6	1.2	3.2	1.2	24.4	–
Operating expenses[1]	–295.7	–236.5	–31.3	–4.1	–0.7	–2.4	–	–20.7	–
Depreciation/amortisation and impairment losses	–168.0	–158.6	–4.9	–0.7	–0.1	–0.4	–	–3.3	–
Earnings before interest and income tax (EBIT)	**117.6**	**119.4**	**–5.0**	**0.8**	**0.4**	**0.4**	**1.2**	**0.4**	**–**

[1] For segment reporting, the costs of capitalised self-constructed assets are deducted from operating expenses and are therefore not included in total operating income.
[2] Congestion management is included in the other activities.
[3] Active power losses are a separate internal balance group. As a result, internal transactions occur between the general ancillary services/imbalance energy and active power loss segments.

Segment report 2024

In millions of CHF	Total	Grid utilisation	General ancillary services/ balance energy	Active power losses (individual ancillary services)	Reactive energy (individual ancillary services)	Power reserve	Further activities[2]	Elimina-tions[3]
Net turnover	1,825.1	550.7	930.7	323.5	17.3	17.5	–	–14.6
Other operating income	18.7	1.9	0.3	–	–	0.1	16.4	–
Change in volume- and tariff-related timing differences	–582.8	–2.0	–438.7	–132.0	–2.1	–8.0	–	–
Total operating income	1,261.0	550.6	492.3	191.5	15.2	9.6	16.4	–14.6
Procurement costs	–684.5	–44.0	–460.5	–180.9	–13.7	–	–	14.6
Gross profit	576.5	506.6	31.8	10.6	1.5	9.6	16.4	–
Operating expenses[1]	–276.5	–227.6	–23.7	–3.1	–0.7	–7.6	–13.8	–
Depreciation/amortisation and impairment losses	–160.9	–152.7	–4.9	–0.5	–0.2	–0.4	–2.2	–
Earnings before interest and income tax (EBIT)	**139.1**	**126.3**	**3.2**	**7.0**	**0.6**	**1.6**	**0.4**	**–**

[1] For segment reporting, the costs of capitalised self-constructed assets are deducted from operating expenses and are therefore not included in total operating income.
[2] Congestion management is included in the other activities.
[3] Active power losses are a separate internal balance group. As a result, internal transactions occur between the general ancillary services/imbalance energy and active power loss segments.

32. Events after the balance sheet date

There are no events after the balance sheet date that would require disclosure or recognition in the 2025 financial statements.

On 16 April 2026, the Board of Directors of Swissgrid Ltd approved the 2025 financial statements for submission to the General Assembly and for publication.

Financial statements Swiss GAAP FER
Report of the independent auditor

Report of the independent auditor to the General Meeting of Swissgrid Ltd, Aarau

Report on the audit of the financial statements Swiss GAAP FER

Opinion

We have audited the financial statements of Swissgrid Ltd (the Company), which comprise the income statement for the year ended 31 December 2025, the balance sheet as at 31 December 2025, the cash flow statement and the statement of changes in equity for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements (pages 32 to 54) give a true and fair view of the financial position of the Company as at 31 December 2025 and of its financial performance and its cash flows for the year then ended in accordance with Swiss GAAP FER.

Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the 'Independent Auditor's responsibilities for the audit of the financial statements' section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

PricewaterhouseCoopers Ltd, Birchstrasse 160, 8050 Zürich
+41 58 792 44 00

www.pwc.ch

Our audit approach

Overview

Overall materiality: CHF 36'200'000

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the financial statements as a whole, taking into account the structure of the Company, the accounting processes and controls, and the industry in which the Company operates.

As key audit matters the following areas of focus have been identified:

- Appropriateness of the calculation of the result from regulated business (EBIT and volume- and tariff-related timing differences)
- Completeness and existence of net turnover and procurement costs

Materiality

The scope of our audit was influenced by our application of materiality. Our audit opinion aims to provide reasonable assurance that the financial statements are free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Based on our professional judgement, we determined certain quantitative thresholds for materiality, including the overall materiality for the financial statements as a whole as set out in the table below. These, together with qualitative considerations, helped us to determine the scope of our audit and the nature, timing and extent of our audit procedures and to evaluate the effect of misstatements, both individually and in aggregate, on the financial statements as a whole.

Overall materiality	CHF 36'200'000
Benchmark applied	Total "assets"
Rationale for the materiality benchmark applied	We chose total “assets” as the benchmark for determining materiality, as we believe that this is the figure that best reflects the company’s purpose of ensuring the efficient operation of the transmission grid.

Audit scope

We designed our audit by determining materiality and assessing the risks of material misstatement in the financial statements. In particular, we considered where subjective judgements were made; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of management override of internal

controls, including among other matters consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Appropriateness of the calculation of the result from the regulated business (EBIT and volume- and tariff-related timing differences)

Key audit matter	How our audit addressed the key audit matter
In the 2025 financial year, Swissgrid reports earnings before interest and taxes (EBIT) of CHF 117.6 million (previous year: CHF 139.1 million), the components of which are governed in the company's regulated business area by the provisions of the Federal Electricity Supply Act (ESA) and the Ordinance on the Establishment of a Electricity Reserve for the Winter (WResO), as well as requirements of the Federal Department of the Environment, Transport, Energy and Communications (DETEC). The change in volume- and tariff-related timing differences totalled CHF -466.8 million (previous year: CHF -582.8 million). Further information on the EBIT and volume- and tariff-related timing differences can be found in the notes to the Swiss GAAP FER financial statements in "2. Regulatory principles", "3. Estimation uncertainty", "16. Volume- and tariff-related timing differences", "30. Legal proceedings" and "31. Segment reporting". The corresponding calculation is described in the regulatory principles. Volume- and tariff-related timing differences arise due to volume and price variances between actual expenses and income as well as on the tariff-based sales and procurement side. The tariffs are determined on the basis of planned costs. These volume- and tariff-related timing differences are recognised in the balance sheet as ‘surpluses or deficits’ and reversed in future tariff periods in the income statement as “changes in volume- and tariff-related timing differences”.	With regard to the calculation of EBIT and volume- and tariff-related timing differences, we obtained an in-depth understanding of the company's accounting policies, assumptions and estimates, processes and methods and, in particular, performed the following audit procedures: • Checking whether the parameters used in the calculation of the earnings from the regulated business, such as WACC, correspond to the rate specified by DETEC. • Mathematical recalculation and plausibility check of the calculation of the volume- and tariff-related timing differences. • Assessing and testing the key controls provided for the calculation. • Verifying compliance with the relevant legal, regulatory and judicial requirements.

The risk that the calculation of EBIT and the volume- and tariff-related timing differences are not determined as intended is a key audit matter, as this has a significant impact on the calculation of tariffs and the company's result.

Completeness and existence of net turnover and procurement costs

Key audit matter	How our audit addressed the key audit matter
In the 2025 financial year, Swissgrid reported net turnover of CHF 1,483.5 million (previous year: CHF 1,825.1 million) and procurement costs of CHF 462.6 million (previous year: CHF 684.5 million). Further information on net turnover and procurement costs can be found in the notes to the Swiss GAAP FER financial statements in "1. Accounting principles", "4. Net turnover", "6. Procurement costs" and "31. Segment reporting". Revenue is recognised in the income statement upon performance of Swissgrid's obligations. The measurement of performance of the core business is mainly based on energy volumes measured directly on the transmission grid or reported by downstream grid levels. For certain revenue and procurement items, initial billing values are available six weeks after delivery at the earliest, thereby rendering accruals based on historical and statistical data, as well as on estimates necessary for the revenue recognition of these items. Net turnover and procurement costs are key figures in financial reporting and are therefore the focus of internal and external stakeholders. We consider the completeness and existence of net turnover and procurement costs to be a key audit matter due to their volume and the estimates and assumptions required to determine them.	We obtained an in-depth understanding of the company's accounting policies, assumptions and estimates, processes and methods with regard to revenue recognition and the recognition of procurement costs and, in particular, performed the following audit procedures: • IT-supported verification of the data consistency of the basic data used for revenue accrual and thus verification of the completeness of the invoiced net turnover and the procurement costs. • Checking the correct transfer of data between the various systems. • Testing the effectiveness of the key controls in the process of revenue accruals and procurement costs as at the balance sheet date. • Performing random checks of the existence of the transaction. • Plausibility check of changes in procurement items.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements Swiss GAAP FER, the statutory financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the financial statements

The Board of Directors is responsible for the preparation of financial statements, that give a true and fair view in accordance with Swiss GAAP FER and the provisions of Swiss law, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Independent Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions

that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them regarding all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

PricewaterhouseCoopers Ltd

Thomas Wallmer
Licensed audit expert
Auditor in charge

Pascal Wintermantel
Licensed audit expert

Zürich, 16 April 2026

Statutory financial statements
Income statement

In millions of CHF	Notes	2025	2024
Net turnover	4	1,483.5	1,825.1
Other operating income	5	27.2	18.7
Change in volume- and tariff-related timing differences		–464.5	–580.8
Capitalised self-constructed assets		31.4	29.2
Total operating income		1,077.6	1,292.2
Procurement costs	6	462.6	684.5
Gross profit		615.0	607.7
Cost of materials and third-party supplies	8	138.8	120.1
Personnel expenses	9	155.6	145.4
Other operating expenses	10	32.7	40.2
Earnings before interest, income taxes, depreciation and amortisation		287.9	302.0
Depreciation on property, plant and equipment		131.5	127.5
Amortisation on intangible assets		43.4	40.7
Earnings before interest and income tax (EBIT)		113.0	133.8
Financial income		3.3	3.6
Financial expenses		12.8	19.2
Earnings before income taxes		103.5	118.2
Income taxes		18.7	21.7
Profit for the year		**84.8**	**96.5**

Statutory financial statements
Balance sheet

Assets

In millions of CHF	Notes	31.12.2025	31.12.2024
Cash and cash equivalents		177.4	354.8
Trade accounts receivable	11	222.0	414.1
Other receivables	12	352.8	19.2
Inventory		2.9	2.5
Prepaid expenses and accrued income	13	74.9	112.7
Short-term deficits arising from volume-and tariff-related timing differences		42.2	209.3
Assets held on a fiduciary basis	14	37.2	98.1
Current assets		909.4	1,210.7
Shareholdings	15	5.0	5.0
Property, plant and equipment	16	2,288.6	2,264.5
Intangible assets	17	256.7	256.8
Long-term deficits arising from volume- and tariff-related timing differences		166.9	104.3
Non-current assets		2,717.2	2,630.6
Assets		**3,626.6**	**3,841.3**

Equity and liabilities

In millions of CHF	Notes	31.12.2025	31.12.2024
Trade accounts payable	18	164.1	179.3
Current financial liabilities	21	402.0	405.2
Other liabilities	19	9.6	27.3
Accrued expenses and deferred income	20	161.8	98.3
Current provisions	22	–	0.1
Liabilities held on a fiduciary basis	14	37.2	98.1
Current liabilities		774.7	808.3
Non-current financial liabilities	21	1,218.9	1,620.9
Non-current provisions	22	1.5	1.8
Non-current surpluses arising from volume-and tariff-related timing differences		188.3	–
Non-current liabilities		1,408.7	1,622.7
Liabilities		2,183.4	2,431.0
Share capital	23	334.5	334.5
Reserves from capital contributions		430.1	430.1
Reserves from capital contributions		430.1	430.1
Legal retained earnings		1.6	1.6
General legal reserves		1.6	1.6
Retained earnings		677.0	644.1
Results carried forward		592.2	547.5
Profit for the year		84.8	96.5
Total equity		1,443.2	1,410.3
Equity and liabilities		**3,626.6**	**3,841.3**

Statutory financial statements
Cash flow statement

In millions of CHF, excluding balance sheet items held on fiduciary basis	2025	2024
Profit for the year	84.8	96.5
Financial expenses	12.8	19.2
Financial income	–3.3	–3.6
Income taxes	18.7	21.7
Depreciation and amortisation	174.9	168.2
Change in inventories	–0.4	–1.6
Change in provisions	–0.4	–
Change in trade accounts receivable	192.1	–191.8
Change in other receivables	–8.6	–0.2
Change in prepaid expenses and accrued income	37.8	–0.8
Change in volume- and tariff-related timing differences	292.8	1,022.0
Change in trade accounts payable	–15.2	6.5
Change in other current liabilities	–17.7	13.8
Change in accrued expenses and deferred income	70.9	–3.5
Interest received	1.4	2.0
Income taxes paid	–21.7	–22.7
Cash flow from operating activities	818.9	1,125.7
Gross investments in property, plant and equipment	–312.5	–287.3
Congestion proceeds received for grid investments	156.8	–
Government grants	0.9	6.2
Net investments in property, plant and equipment	–154.8	–281.1
Investments in intangible assets	–44.1	–36.4
Investments in financial assets	–325.0	–
Dividends received	0.9	0.7
Cash flow from operating activities	–523.0	–316.8
Change in current financial liabilities	–55.2	–510.0
Repayment of bonds	–350.0	–
Interest paid	–16.5	–25.6
Dividends paid	–51.9	–30.0
Cash flow from financing activities	–473.6	–565.6
Foreign currency translation effect on cash and cash equivalents	0.3	0.4
Change in cash and cash equivalents	–177.4	243.7
Composition		
Cash and cash equivalents at beginning of period	354.8	111.1
Cash and cash equivalents at end of period	177.4	354.8
Change in cash and cash equivalents	–177.4	243.7

Statutory financial statements
Notes

1. Accounting principles

General
The financial statements for Swissgrid Ltd, Aarau, have been prepared in accordance with the Swiss Law on Accounting and Financial Reporting (Title 32 of the Swiss Code of Obligations). The valuation principles applied are described below.

Conversion of foreign currency items
The accounting records are maintained in the local currency (Swiss francs, CHF). All monetary assets and liabilities recognised in foreign currencies are converted at the exchange rate as of the balance sheet date. Transactions in foreign currencies are converted at the exchange rate on the day the transaction took place. Foreign exchange gains and losses resulting from transactions in foreign currencies are recognised in the income statement and are presented in the same item as the underlying transaction.

Cash flow statement
«Cash and cash equivalents» form the basis for the presentation of the cash flow statement. The cash flow from operating activities is calculated using the indirect method.

Revenue recognition
The revenue and procurement items in the core business (grid usage, general ancillary services/imbalance energy, active power loss and reactive energy segments) result from the activities defined in the Electricity Supply Act (ESA) and include services for the non-discriminatory, reliable and efficient operation of the transmission grid, in particular ancillary services and balance group and congestion management.

Revenue is recognised in the income statement upon performance of Swissgrid's obligations. The measurement of performance is mainly based on energy volumes measured directly on the transmission grid or reported by downstream grid levels. For certain revenue and procurement items, initial billing values are available six weeks after delivery at the earliest, thereby rendering accruals based on historical and statistical data, as well as on estimates necessary for the revenue recognition of these items.

Property, plant and equipment
Property, plant and equipment are recognised at the cost of acquisition or production less accumulated amortisation and any impairment losses. Significant spare parts which are likely to be used for a longer period and whose use only takes place in connection with a non-current asset item are recognised in non-current assets and depreciated over the remaining useful life of the relevant asset.

Depreciation/amortisation is calculated using the straight-line method on the basis of the estimated useful technical and economic service life. The service life is within the following ranges:

- Lines: 15 to 60 years
- Substations: 10 to 35 years
- Buildings and expansions: 5 to 50 years
- Other property, plant and equipment: 3 to 8 years
- Construction in progress and properties: only applicable in the case of an impairment loss

Intangible assets
Intangible assets are recognised at the cost of acquisition or production less accumulated amortisation and any impairment losses. Depreciation/amortisation is calculated using the straight-line method on the basis of the estimated useful technical and economic service life.

The service life is within the following ranges:

- Rights of use: contract term
- Software: 3 to 5 years
- Intangible assets under development: only applicable in the case of an impairment loss

The rights of use include easements and rights of use to mixed-use assets that were compensated once before 1 June 2019.

Impairment losses
The value of property, plant and equipment and intangible assets is reviewed annually. If there is an indication of an impairment loss, the book value is reduced to the realisable value and an impairment loss is charged to the results of the period.

Construction in progress / intangible assets under development
Construction in progress and intangible assets under development are non-current assets that are not yet completed or not yet operational. All items of property, plant and equipment and intangible assets, including self-constructed assets, are classified as non-current assets. As of each balance sheet date, a review is performed to determine whether any construction in progress or intangible assets under development have to be impaired. These are recognised as impairment losses in the year of completion. Ordinary depreciation or amortisation of these assets begins once they are completed or are ready for operation.

Financial assets
Financial assets are measured at acquisition costs less any impairment losses. These include shareholdings with a capital share of over 20%, but which do not have a significant impact on the financial

statements, as well as shareholdings with a capital share of less than 20%. Employer contribution reserves without conditional renounced use are also recognised in financial assets.

Inventory
Inventory includes waste material for maintaining the grid systems. Inventory is measured at the lower of acquisition cost or market price.

Accounts receivable
Accounts receivable are reported at their nominal value less any impairment losses required for business reasons.

Cash and cash equivalents
Cash and cash equivalents include cash in hand, cash at banks and deposits at banks maturing in 90 days or less. They are recognised at their nominal value.

Bonds
Bonds issued on the capital market are recognised at their nominal value. Deviations from the nominal value in the case of below- or above-par issues are recognised as accruals and deferrals and are reversed on a straight-line basis over the term of the bond.

Liabilities
Liabilities are recognised at their nominal value.

Provisions
Provisions are recognised if there is a probable obligation based on an event that took place prior to the balance sheet date, the amount and/or due date of which is uncertain but capable of being estimated.

Contingent liabilities
Contingent liabilities are measured as of the balance sheet date. A provision is reported if a cash outflow without a usable countervalue is probable and assessable. Otherwise, contingent liabilities are disclosed in the notes to the financial statements.

Interest on borrowed capital
Interest on borrowed capital is recognised as an expense in the period in which it arises.

Income taxes
Current income taxes are calculated based on the taxable results on an accrual basis. The annual accrual of deferred taxes is based on a balance sheet perspective (balance sheet method) and considers all future income tax effects (comprehensive method).

Derivative financial instruments
Swissgrid may use derivative financial instruments to hedge against currency and market price risks. If the conditions are met, Swissgrid will apply hedge accounting to hedge expected future cash flows. The instruments used for this purpose will be disclosed in the notes to the financial statements until the underlying transaction is realised.

Government grants
As part of the modernisation and maintenance of the grid, Swissgrid may receive government grants that are related to assets or related to income in the form of project-related cost sharing. Government grants related to assets are offset against the asset at the time of receipt. Government grants related to income are recognised in the income statement. The type and amount of government grants recognised are disclosed in the notes to the financial statements.

2. Regulatory principles

Volume- and tariff-related timing differences (surpluses and deficits)
According to Article 14 of the Electricity Supply Act (ESA) and the Winter Reserve Ordinance (WResO), grid usage costs must be allocated to users on a user-pays basis. The tariffs for a financial year are determined based on planned costs. Due to price and volume deviations, actual expenses and income vary from the tariff calculation on both the revenue and procurement side. This results in surpluses or deficits, i.e. the tariff revenues from a financial year are higher or lower than the actual expenses incurred during the same period. These volume- and tariff-related timing differences are transferred to the balance sheet and taken into account in cost and revenue calculations for future tariff periods. The expected reduction in volume- and tariff-related timing differences within twelve months of the balance sheet date is recognised as short-term surpluses or deficits in the balance sheet.

EBIT from the core business
Earnings before interest and taxes (EBIT) from the core business are defined in Article 15 of the Electricity Supply Act (ESA) for chargeable costs, and are also defined in Article 18a of the Electricity Supply Ordinance (ESO) for interest on volume- and tariff-related timing differences arising since the 2024 financial year. EBIT corresponds to the interest on invested operating assets (IOA) at the weighted average cost of capital rate for the current reporting year (= $WACC_{t+0}$), the interest on the volume- and tariff-related timing differences arising from the 2024 financial year onwards at the borrowing cost $rate_{t+2}$ included in $WACC_{t+2}$ and taxes. Invested operating assets consist of net current assets calculated on a monthly basis, as well as the property, plant and equipment and intangible assets as at the end of the financial year. In accordance with ElCom directive 03/2024, volume- and tariff-related timing differences up to and including the end of the 2023 financial year remain subject to interest at $WACC_{t+2}$ until they have been fully eliminated, which also has an impact on EBIT.

Net proceeds from congestion management
On the basis of a statutory mandate, Swissgrid coordinates the auctioning of bottleneck capacities for cross-border supplies and maintains the related accounting records and bank accounts on a fiduciary basis. The net proceeds from congestion management, referred to as income from auctions, are paid to Swissgrid in accordance with ElCom's instructions and are used to reduce the chargeable costs of the transmission system and/or to maintain or expand the transmission system, as decided by ElCom.

Tasks assigned to Swissgrid by the federal government (intermediary transactions)

Power reserve

The power reserve includes the measures defined in the WResO to increase security of supply and comprises orders for the use of hydropower reserves, reserve power plants, pooled emergency power groups and combined heat and power plants (CHP plants). In accordance with the ordinance, the costs of these measures must be billed via Swissgrid. Swissgrid has no control over the structure of the key performance parameters and acts solely as an intermediary. In accordance with the accounting regulations, these activities are treated as intermediary transactions, which is why only the value of the services provided by Swissgrid itself and the associated net turnover are reported in the income statement and in the power reserve segment reporting. Information on net turnover and procurement costs for the power reserve is given in Note 7.

Since the 2024 financial year, the chargeable costs for the power reserve have been calculated in the same way as for the core business in accordance with Article 15 ESA. However, interest on the assets required for the power reserve is calculated according to the borrowing cost rate$_{t+0}$ included in WACC$_{t+0}$. In accordance with Article 18a ESO, interest on the volume- and tariff-related timing differences arising since 1 January 2024 is calculated at the borrowing cost rate$_{t+2}$ included in WACC$_{t+2}$. No interest is applied to the volume- and tariff-related timing differences up to and including the end of the 2023 financial year until they have been fully eliminated. EBIT in accordance with the WResO is calculated based on the interest on the assets required for the power reserve, the volume- and tariff-related timing differences arising since 1 January 2024, and taxes.

Solidarised costs

The solidarised costs include the costs for grid enhancements governed by the revised Electricity Supply Act (in force since 1 January 2025) as well as the temporary state aid for Swiss iron, steel and aluminium producers of strategic importance. The costs for these measures must be billed via Swissgrid in accordance with legal requirements. Swissgrid has no control over the structure of the key performance parameters and acts solely as an intermediary. In accordance with the accounting regulations, these activities are intermediary transactions, which is why only the value of the services provided by Swissgrid itself and the associated net turnover are reported in the income statement and in the solidarised costs segment reporting. Information on net turnover and procurement costs for the solidarised costs is given in Note 7.

EBIT for the solidarised costs is calculated based on the interest on the assets required for grid enhancements, the volume- and tariff-related timing differences and taxes. The assets required for grid enhancements and the volume- and tariff-related timing differences are calculated in the same way as for the core business, at the weighted average cost of capital rate for the current reporting year (= WACC$_{t+0}$) or the borrowing cost rate$_{t+2}$ included in WACC$_{t+2}$. In the reporting year, however, interest was recognised only for costs in accordance with Article 15b para. 3 ESA (grid enhancements connected to the medium-voltage grid and above), as only these costs were incurred in the reporting year.

Imputed capital cost rate (WACC)

The imputed capital cost rate (WACC) for the capital tied up in the grid is defined annually by the Federal Department of the Environment, Transport, Energy and Communications (DETEC). The relevant capital cost rates for the 2025 financial year (WACC$_{t+0}$ and WACC$_{t+2}$) are structured as follows:

	2025	2024
Weighted average cost of capital rate WACC$_{t+0}$	3.98%	4.13%
Borrowing cost rate$_{t+0}$	2.00%	2.25%
Weighted average cost of capital rate WACC$_{t+2}$ [1]	3.28%	3.43%
Borrowing cost rate$_{t+2}$ [1]	1.75%	2.00%

[1] Corresponds to the weighted average cost of capital rate for 2027 (WACC$_{t+2}$) applicable for the 2025 financial year and the borrowing cost rate$_{t+2}$ included in WACC$_{t+2}$ (previous year: corresponds to the weighted average cost of capital rate for 2026 (WACC$_{t+2}$) applicable for the 2024 financial year and the borrowing cost rate$_{t+2}$ included in WACC$_{t+2}$.

3. Estimation uncertainty

Financial-statement reporting requires estimates and assumptions to be made that may have a significant impact on Swissgrid's financial statements. With respect to assets and liabilities recognised in the balance sheet, accruals and deferrals (prepaid expenses and accrued income/accrued expenses and deferred income) and volume- and tariff-related timing differences in particular are based on various assumptions and estimates that may necessitate significant adjustments. This is due to specific volumes not being available for certain revenue and procurement items when the financial statements are prepared, as well as regulatory uncertainties. The volume- and tariff-related timing differences are also influenced by estimates in the allocation of operating expenses to the segments. More information is given in the sections on «Revenue recognition» in Note 1 and «Legal proceedings» in Note 26.

4. Net turnover

In millions of CHF	2025	2024
Tariff income for grid utilisation	497.2	473.0
Income from auctions for the reduction of chargeable grid costs[1]	100.1	74.7
Net income from ITC[2]	1.0	3.0
Net turnover for grid utilisation	598.3	550.7
Tariff income for general ancillary services (AS) and income from unintentional deviation	303.9	412.0
Income from auctions for the reduction of chargeable grid costs[1]	27.4	146.2
Income from balance group/balance energy	295.8	372.5
Net turnover for general ancillary services/ balance energy	627.1	930.7
Tariff income for active power losses	110.7	186.9
Income from auctions for the reduction of chargeable grid costs[1]	126.8	103.9
Net income from ITC[2]	11.9	32.7
Net turnover for active power losses	249.4	323.5
Tariff income for reactive energy	22.9	17.3
Net turnover for reactive energy	22.9	17.3
Tariff income for power reserve (excl. intermediary business)	2.2	17.5
Net turnover power reserve	2.2	17.5
Eliminations[3]	–16.4	–14.6
	1,483.5	**1,825.1**

[1] The income from auctions to cover the chargeable costs of the transmission system is allocated to the segments in accordance with the regulatory requirements.
[2] The ITC compensation for grid usage and active power losses corresponds to net income. Supervision charges paid to ElCom and to the Swiss Federal Office of Energy (SFOE) amounting to CHF 6.2 million (previous year: CHF 6.1 million) were deducted from the gross income of CHF 19.1 million (previous year: CHF 41.8 million) on a pro rata basis.
[3] Active power losses are a separate internal balance group. As a result, internal transactions occur between the general ancillary services/imbalance energy and active power loss segments.

Swissgrid was able to reduce the tariffs for general ancillary services/ imbalance energy and active power losses in the reporting year and, as expected, reported lower net turnover than in the previous year. In addition to lower tariff income in the general ancillary services/ imbalance energy (CHF –108.1 million) and active power loss (CHF –76.2 million) segments, the decrease in net turnover is attributable to lower revenue from balance group imbalance energy (CHF –76.7 million) and lower income from auctions to cover the chargeable costs of the transmission system (CHF –70.5 million). The decrease in tariff income is attributable to the lower general ancillary services tariff (from 0.75 to 0.55 cents/kWh) and the lower individual ancillary services tariff for active power losses (from 0.64 to 0.35 cents/ kWh). The decrease in revenue from balance group imbalance energy is attributable to the lower costs for ancillary services energy, as these costs are passed on to the balance groups. In accordance with ElCom's instructions, the income from auctions received in the reporting year had to be used to cover the chargeable costs and to maintain or expand the transmission system (previous year: income from auctions was used exclusively to cover the chargeable costs). This resulted in lower income from auctions to cover the chargeable costs compared to the previous year.

Net proceeds from congestion management

The net proceeds from congestion management received by Swissgrid in the financial year, referred to as income from auctions, and their use can be broken down as follows:

In millions of CHF	2025	2024
Income from auctions received by Swissgrid	428.0	324.8
Used for reduction of the chargeable grid costs	271.2	324.8
Used for grid investments	156.8	–

The use of income from auctions is determined annually by ElCom.

5. Other operating income

In millions of CHF	2025	2024
Congestion management clearing	24.2	16.2
Other	3.0	2.5
	27.2	**18.7**

6. Procurement costs

In millions of CHF	2025	2024
Expenses for national redispatch	7.1	44.0
Procurement costs grid utilisation	7.1	44.0
Expenses for ancillary services control power provision and unintentional deviation	104.0	115.3
Expenses for automatic start-up/island operation capability	1.4	1.4
Expenses for grid enhancement[1]	–	17.3
Expenses for ancillary services energy	177.3	266.0
Expenses for reactive energy/voltage maintenance[2]	63.6	60.5
Procurement costs general ancillary services/balance energy	346.3	460.5
Expenses for compensation of active power losses	109.8	180.9
Procurement costs active power losses	109.8	180.9
Expenses for reactive energy/voltage maintenance[2]	15.8	13.7
Procurement costs reactive energy	15.8	13.7
Eliminations[3]	–16.4	–14.6
	462.6	**684.5**

[1] From the 2025 financial year onwards, the costs for grid enhancements are included in the solidarised costs in accordance with the provisions of the revised Electricity Supply Act (in force since 1 January 2025).
[2] The costs for reactive energy/voltage maintenance are allocated pro rata to general ancillary services/imbalance energy and reactive energy in accordance with the regulatory requirements.
[3] Active power losses are a separate internal balance group. As a result, internal transactions occur between the general ancillary services/imbalance energy and active power loss segments.

Lower market prices, optimised procurement processes and the use of the «Optimizer Autopilot» for control energy led to lower costs for ancillary services energy (CHF –88.7 million) and for active power loss procurement (CHF –71.1 million). The number of national redispatch measures also declined thanks to targeted measures, leading to a decrease of CHF 36.9 million in the costs for national redispatch.

7. Tasks assigned to Swissgrid by the federal government (intermediary transactions)

In accordance with the accounting regulations, the tasks assigned to Swissgrid by the federal government are treated as intermediary transactions, which is why only the value of the services provided by Swissgrid itself and the associated net turnover are reported in the income statement and in Notes 4 and 6. The following sections show the net turnover and procurement costs for these intermediary transactions.

Power reserve

Net turnover from the power reserve consists of the following items:

In millions of CHF	2025	2024
Tariff income for power reserve intermediary transactions	119.7	627.7
Income from auctions for the reduction of chargeable grid costs	16.9	–
Net turnover from power reserve intermediary transactions	136.6	627.7
Tariff income for power reserve services provided by Swissgrid itself	2.2	17.5
Net turnover from power reserve services provided by Swissgrid itself	2.2	17.5
	138.8	**645.2**

The power reserve tariff decreased from 1.20 to 0.23 cents/kWh compared to the previous year. For this reason, income from the power reserve tariff declined as expected.

Procurement costs for the power reserve consist of the following items:

In millions of CHF	2025	2024
Provision costs for the hydropower reserve	16.1	54.4
thereof intermediary business	16.1	54.4
Provision costs for reserve power plants	183.8	128.4
thereof intermediary business	183.8	128.4
Provision costs for emergency power groups	5.2	3.7
thereof intermediary business	5.2	3.7
	205.1	**186.5**

The increase in costs for the provision of reserve power plants is attributable to the decision by the Federal Department of the Environment, Transport, Energy and Communications (DETEC) to provide a test bench for gas turbines as a reserve power plant from February 2027. This test bench will form part of a transitional solution to safeguard Switzerland's security of supply in the coming winters until the future reserve power plants become operational. The contracts for the existing reserve power plants expire in spring 2026. The lower provision costs for the hydropower reserve are attributable to a reduction in procurement volumes compared to the previous year and to lower procurement prices.

Solidarised costs

Following the entry into force of the revised Electricity Supply Act on 1 January 2025, costs to be borne by Swissgrid for grid enhancements in the low-voltage grid and connection lines as well as temporary state aid for Swiss iron, steel and aluminium producers, were incurred for the first time in the reporting year. Grid enhancement costs for the medium-voltage grid and above borne by Swissgrid, which were previously allocated to the general ancillary services/imbalance energy segment, are included in the solidarised costs segment from this financial year onwards. Tariff income to cover these solidarised costs will be collected for the first time in the 2026 financial year.

Procurement costs for the solidarised costs consist of the following items:

In millions of CHF	2025	2024
Grid enhancement	93.1	n/a
of which grid enhancement costs in the medium-voltage grid and above	43.2	n/a
of which grid enhancement costs in the low-voltage grid	49.6	n/a
of which costs for the necessary reinforcements of connection lines	0.3	n/a
Temporary state aid for iron, steel and aluminium producers	10.1	n/a
	103.2	**n/a**

These procurement costs relate exclusively to intermediary transactions. The costs for grid enhancements in the medium-voltage grid and above have increased due to the greater number of grid enhancement requests approved by ElCom.

8. Materials and third-party supplies

In millions of CHF	2025	2024
Grid maintenance	31.0	23.9
Grid system control	0.4	0.5
Other services in the grid area	23.6	19.4
Expenses for projects, advisory and non-cash benefits	61.4	58.0
Hardware/software maintenance	22.4	18.3
	138.8	**120.1**

Other grid-related services consist of remuneration for easements, including easement management services performed by third parties and operating expenses for mixed-use plants.

The increase in costs for grid maintenance and other grid-related services is attributable to higher maintenance expenses and higher remuneration for easements. Higher software licence costs also led to an increase in expenses in the hardware/software support item.

9. Personnel expenses

In millions of CHF	2025	2024
Salaries, bonuses, allowances	124.9	116.9
Employee insurance	24.8	23.3
Other personnel expenses	5.9	5.2
	155.6	**145.4**

Other personnel expenses include, in particular, the costs of training and further education, recruitment, lump-sum expenses, as well as contributions to external catering for employees.

The average number of full-time equivalents exceeded 250 in the reporting period, as was the case in the previous year.

10. Other operating expenses

In millions of CHF	2025	2024
Rental and occupancy costs	11.3	11.9
Ground rents	2.9	4.7
Rental costs for communication equipment/telecommunication expense	2.7	2.3
Board of Directors' fees and expenses incl. social costs	0.9	0.9
Actual expenses for travel and subsistence for employees and third parties	2.6	2.5
Fees, dues and licences	4.6	4.9
Insurance	2.4	2.5
Other administrative costs	5.3	10.5
	32.7	**40.2**

Other administrative costs include borrowing costs of CHF 0.9 million (previous year: CHF 6.2 million), which were incurred in connection with the additional tasks assigned to Swissgrid by the federal government in the power reserve segment and represent chargeable costs in accordance with Article 22 WResO.

Board of Directors' fees and expenses represent fixed gross remuneration, including the deduction of any employee contributions to the employee pension plan. The remuneration paid to the Chairman of the Board of Directors amounted to CHF 250,000, including lump-sum expenses (previous year: CHF 250,000). The remaining members of the Board of Directors received remuneration of between CHF 57,500 and CHF 77,500 pro rata temporis for 2025, including lump-sum expenses (previous year: between CHF 57,500 and CHF 77,500).

Further information on the members of the Board of Directors can be found in the Corporate Governance Report.

11. Trade receivables

As at 31 December 2025, trade receivables included CHF 68.6 million (previous year: CHF 107.2 million) in relation to companies with a direct or indirect shareholding in Swissgrid.

12. Other receivables

Other receivables include the receivable for the 2025 enforcement costs for handling congestion management amounting to CHF 24.2 million (previous year: CHF 16.2 million).

13. Prepaid expenses and accrued income

In millions of CHF	31.12.2025	31.12.2024
Accrued revenue for supplies made	62.2	97.1
Other	12.7	15.6
	74.9	**112.7**

In particular, other prepaid expenses and accrued income include the discount on bond issues and financing and issue costs, which are amortised over the term of the financing instrument.

14. Balance sheet items held on a fiduciary basis

On the basis of a statutory mandate, Swissgrid coordinates the auctioning of bottleneck capacities for cross-border supplies and maintains the related accounting records and bank accounts on a fiduciary basis.

Assets held on a fiduciary basis

In millions of CHF	31.12.2025	31.12.2024
Trade accounts receivable	16.8	29.9
Other receivables	0.2	0.7
Prepaid expenses and accrued income	0.2	18.0
Cash and cash equivalents	20.0	49.5
	37.2	**98.1**

Liabilities held on a fiduciary basis

In millions of CHF	31.12.2025	31.12.2024
Trade accounts payable	28.9	59.1
Other liabilities	0.9	–
Accrued expenses and deferred income	7.4	39.0
	37.2	**98.1**

The net proceeds from congestion management can be broken down as follows:

Net proceeds from congestion management

In millions of CHF	2025	2024
Share of revenue Switzerland	421.2	376.7
Congestion management clearing (incl. financial result)	–24.2	–16.0
Net proceeds from congestion management	**397.0**	**360.7**
of which income from auctions recognised in the reporting year	392.1	324.8
of which income from auctions not yet recognised in the reporting year	4.9	35.9

Income from auctions transferred to Swissgrid

In millions of CHF	2025	2024
Income from auctions transferred to Swissgrid	428.0	324.8
of which income from auctions recognised in the reporting year	392.1	324.8
of which income from auctions from the previous year recognised in the reporting year	35.9	–

15. Shareholdings

	Domicile	Currency	Share capital in m.	Share in %
Joint Allocation Office (JAO)	Luxembourg (Lux)	EUR	0.130	3.85
TSCNET Services GmbH	Munich (D)	EUR	0.040	6.25
Holding des Gestionnaires de Réseau de Transport d'Electricité SAS (HGRT)	Paris (F)	EUR	52.119	5.0
Pronovo AG	Frick (CH)	CHF	0.100	100.0
Equigy B.V.	Arnheim (NL)	EUR	0.050	20.0

Due to changes in ownership, Swissgrid's share in the Joint Allocation Office (JAO) decreased from 4% to 3.85%. The shares in ecmt AG were sold in the 2025 financial year. All other disclosures are unchanged from the previous year.

Swissgrid is not legally obliged to prepare consolidated financial statements. Either the control principle necessary to prepare a consolidated financial statement (Article 963 of the Swiss Code of Obligations (CO)) is not met, or the subsidiaries do not have a material influence on Swissgrid's financial statements. In particular, Pronovo AG is regulated by the Swiss Federal Office of Energy (SFOE) and is explicitly excluded from any consolidation with Swissgrid based on Article 64 (5) of the Energy Act (EnA).

16. Property, plant and equipment

The book values of the individual categories are as follows:

In millions of CHF	31.12.2025	31.12.2024
Construction in progress	468.4	400.5
Substations	590.8	613.4
Lines	1,033.0	1,067.3
Properties and buildings	173.2	163.3
Other property plant and equipment	23.2	20.0
	2,288.6	**2,264.5**

17. Intangible assets

The book values of the individual categories are as follows:

In millions of CHF	31.12.2025	31.12.2024
Intangible assets under development	44.2	27.2
Usage rights	53.0	57.9
Software	34.2	28.5
Merger losses (goodwill)	125.3	143.2
	256.7	**256.8**

18. Trade accounts payable

As at 31 December 2025, trade accounts payable included CHF 37.2 million (previous year: CHF 70.9 million) in relation to companies with a direct or indirect shareholding in Swissgrid. As in the previous year, no liabilities existed in relation to the external auditor as at 31 December 2025.

19. Other liabilities

In millions of CHF	31.12.2025	31.12.2024
Value-added tax	7.1	27.0
Security deposits on blocked bank accounts	–	0.1
Other	2.5	0.2
	9.6	**27.3**

20. Accrued expenses and deferred income

In millions of CHF	31.12.2025	31.12.2024
Accrued expenses for supplies made	131.2	52.1
Personnel expenses and employee insurance scheme	13.1	18.9
Accrued interest and premium from issued bonds	7.0	13.7
Taxes	10.5	13.6
	161.8	**98.3**

The increase in accrued revenue for supplies made is attributable to the costs for grid enhancements in the low-voltage grid and connection lines to be borne by Swissgrid for the first time, as well as temporary state aid for Swiss iron, steel and aluminium producers. These costs will be borne in 2026 in accordance with the legal requirements.

21. Financial liabilities

In millions of CHF	31.12.2025	31.12.2024
Bonds	1,565.0	1,915.0
Convertible loans	5.8	11.0
Loans	50.1	100.1
Total financial liabilities	**1,620.9**	**2,026.1**
Current portion	402.0	405.2

The interest conditions and maturities of the financial liabilities are as follows:

In millions of CHF	Interest rate (bandwidth)	Year 1	Year 2–5	More than 5 years	Total
Balance at 31.12.2025					
Bonds	0,00 – 1,90%	350.0	475.0	740.0	1,565.0
Convertible loans	3,36 – 3,41%	2.0	3.8	–	5.8
Loans	0,00 – 2,40%	50.0	–	0.1	50.1
Balance at 31.12.2024					
Bonds	0,00 – 1,90%	350.0	675.0	890.0	1,915.0
Convertible loans	3,36 – 3,41%	5.2	5.8	–	11.0
Loans	0,00 –2,40%	50.0	50.0	0.1	100.1

Convertible loans and loans

Convertible loans have a term of nine years and one-fifth of the loans become payable annually from year five. Moreover, these loans are also assigned a conversion right by Swissgrid in the event of occurrence of contractually defined events and an associated conversion obligation by the creditors. Creditors are compensated by a premium on the interest rate for the conversion right assigned to Swissgrid. Convertible loans are recognised in full in liabilities.

Convertible loans and loans are assessed at their nominal value.

As at 31 December 2025, convertible loans of CHF 5.8 million (previous year: CHF 10.8 million) existed towards companies with a direct or indirect shareholding in Swissgrid.

22. Provisions

In millions of CHF	31.12.2025	31.12.2024
Dismantling	1.5	1.5
Procedural costs	–	0.4
Total provisions	**1.5**	**1.9**
Current portion	–	0.1

23. Share capital and reserves from capital contributions

The share capital consists of 334,495,151 (previous year: 334,495,151) fully paid-up registered shares with a par value of CHF 1 per share.

24. Derivative financial instruments

Swissgrid made use of derivative financial instruments to partially hedge against market price risk from future procurement costs for active power losses. The hedges were entered into in EUR and can be broken down as follows:

In millions of EUR	31.12.2025	31.12.2024
Nominal amount	94.7	116.1
Positive replacement values	3.8	3.3
Negative replacement values	–0.9	–15.9
Net replacement values [1]	2.9	–12.6

[1] The net replacement value amounts to the equivalent of CHF 2.7 million (previous year: CHF –11.9 million).

25. Other off-balance-sheet commitments

Off-balance-sheet lease commitments

Swissgrid has the following off-balance-sheet lease commitments for vehicles and office equipment:

In millions of CHF	Year 1	Year 2–5	Total
31.12.2025	1.0	1.8	2.8
31.12.2024	1.0	2.8	3.8

Long-term rental contracts

Long-term rental contracts with fixed terms exist with several parties. These result in the following obligations:

In millions of CHF	Year 1	Year 2–10	More than 10 years	Total
31.12.2025	7.1	41.3	51.7	100.1
31.12.2024	6.9	40.0	55.7	102.6

The long-term rental obligations primarily include the rental commitments for Swissgrid's head office in Aarau.

26. Legal proceedings

Swissgrid's legal mandate and business activities expose the company to costs that can be passed on to lower grid levels and end consumers in the form of tariff revenues, if ElCom deems these costs to be chargeable.

At present, ElCom has not initiated any proceedings to examine Swissgrid's chargeable costs. Swissgrid's Board of Directors and Executive Board believe that all costs were incurred within the framework of the company's legal mandate and should therefore qualify as chargeable. Based on this assessment, Swissgrid has treated all operating and capital costs as chargeable and consequently recognised them in full as volume- and tariff-related timing differences.

Third-party proceedings
The financial impact of third-party proceedings in which Swissgrid is involved is included in Swissgrid's financial statements if the criteria for recognition are met. However, such proceedings have no direct impact on Swissgrid's results, as they are included in the volume- and tariff-related timing differences.

27. Audit fees

In the 2025 financial year, fees for auditing services amounted to CHF 198,900 (previous year: CHF 198,900) and CHF 39,980 (previous year: CHF 34,000) for other services.

28. Government grants

In millions of CHF	2025	2024
Government grants related to assets	0.9	6.2

Swissgrid receives government grants related to assets for the modernisation and maintenance of the grid, which are offset against the asset.

29. Events after the balance sheet date

There are no events after the balance sheet date that would require disclosure or recognition in the 2025 financial statements.

On 16 April 2026, the Board of Directors of Swissgrid Ltd approved the 2025 financial statements for submission to the General Assembly and for publication.

Statutory financial statements
Proposed appropriation of retained earnings

The Board of Directors proposes to the General Assembly that the retained earnings be appropriated as follows:

CHF	2025	2024
Balance carried forward from the previous year	592,171,363.17	547,525,118.61
Profit for the year	84,802,975.73	96,529,871.40
Retained earnings	676,974,338.90	644,054,990.01
Appropriation to the general legal reserves	–	–
Dividend payment	45,816,225.59	51,883,626.84
Balance to be carried forward	631,158,113.31	592,171,363.17
Total appropriation	**676,974,338.90**	**644,054,990.01**

Since legal capital reserves and legal retained earnings have reached 50% of the share capital, no more funds will be allocated to these accounts.

Aarau, 16 April 2026

On behalf of the Board of Directors:

Adrian Bult, Chairman

Statutory financial statements
Report of the statutory auditor

Report of the statutory auditor to the General Meeting of Swissgrid Ltd, Aarau

Report on the audit of the statutory financial statements

Opinion

We have audited the financial statements of Swissgrid Ltd (the Company), which comprise the income statement for the year ended 31 December 2025, the balance sheet as at 31 December 2025 and the cash flow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements (pages 61 to 76) comply with Swiss law and the Company's articles of incorporation.

Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the 'Auditor's responsibilities for the audit of the financial statements' section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our audit approach

Overview

Overall materiality: CHF 36'200'000

We tailored the scope of our audit in order to perform sufficient work to enable us to provide an opinion on the financial statements as a whole, taking into account the structure of the Company, the accounting processes and controls, and the industry in which the Company operates.

As key audit matters the following areas of focus have been identified:

- Appropriateness of the calculation of the result from regulated business (EBIT and volume- and tariff-related timing differences)
- Completeness and existence of net turnover and procurement costs

PricewaterhouseCoopers Ltd, Birchstrasse 160, 8050 Zürich
+41 58 792 44 00

www.pwc.ch

Materiality

The scope of our audit was influenced by our application of materiality. Our audit opinion aims to provide reasonable assurance that the financial statements are free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

Based on our professional judgement, we determined certain quantitative thresholds for materiality, including the overall materiality for the financial statements as a whole as set out in the table below. These, together with qualitative considerations, helped us to determine the scope of our audit and the nature, timing and extent of our audit procedures and to evaluate the effect of misstatements, both individually and in aggregate, on the financial statements as a whole.

Overall materiality	CHF 36'200'000
Benchmark applied	Total "assets"
Rationale for the materiality benchmark applied	We chose total «assets» as the benchmark for determining materiality, as we believe that this is the figure that best reflects the company's purpose of ensuring the efficient operation of the transmission grid.

Audit scope

We designed our audit by determining materiality and assessing the risks of material misstatement in the financial statements. In particular, we considered where subjective judgements were made; for example, in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. As in all of our audits, we also addressed the risk of management override of internal controls, including among other matters consideration of whether there was evidence of bias that represented a risk of material misstatement due to fraud.

Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Appropriateness of the calculation of the result from the regulated business (EBIT and volume- and tariff-related timing differences)

Key audit matter	How our audit addressed the key audit matter
In the 2025 financial year, Swissgrid reports earnings before interest and taxes (EBIT) of CHF 113 million (previous year: CHF 133.8 million), the components of	With regard to the calculation of EBIT and volume- and tariff-related timing differences, we obtained an in-depth understanding of the company's accounting

which are governed in the company's regulated business area by the provisions of the Federal Electricity Supply Act (ESA) and the Ordinance on the Establishment of a Electricity Reserve for the Winter (WResO), as well as the requirements of the Federal Department of the Environment, Transport, Energy and Communications (DETEC). The change in volume- and tariff-related timing differences totalled CHF -464.5 million (previous year: CHF -580.8 million). Further information on the EBIT and volume- and tariff-related timing differences can be found in the notes to the statutory financial statements in "2. Regulatory principles," "3. Estimation uncertainty," and "26. Legal proceedings."

The corresponding calculation is described in the regulatory principles.

Volume- and tariff-related timing differences arise due to volume and price variances between actual expenses and income as well as on the tariff-based sales and procurement side. The tariffs are determined on the basis of planned costs. These volume- and tariff-related timing differences are recognised in the balance sheet as 'surpluses or deficits' and reversed in future tariff periods in the income statement as "changes in volume- and tariff-related timing differences".

The risk that the calculation of EBIT and volume- and tariff-related timing differences are not determined as intended is a key audit matter, as this has a significant impact on the calculation of tariffs and the company's results.

policies, assumptions and estimates, processes and methods and, in particular, performed the following audit procedures:

- Checking whether the parameters used in the calculation of the earnings from the regulated business, such as WACC, correspond to the rate specified by DETEC.
- Mathematical recalculation and plausibility check of the calculation of the volume- and tariff-related timing differences.
- Assessing and testing the key controls provided for the calculation.
- Verifying compliance with the relevant legal, regulatory and judicial requirements.

Completeness and existence of net turnover and procurement costs

Key audit matter	How our audit addressed the key audit matter
In the 2025 financial year, Swissgrid reported net turnover of CHF 1,483.5 million (previous year: CHF 1,825.1 million) and procurement costs of CHF 462.6 million (previous year: CHF 684.5 million). Further information on net turnover and procurement costs can be found in the notes to the statutory financial statements in "1. Accounting principles" and "4. Net turnover," and "6. Procurement costs." Revenue is recognised in the income statement upon performance of Swissgrid's obligations. The	We obtained an in-depth understanding of the company's accounting policies, assumptions and estimates, processes and methods with regard to revenue recognition and the recognition of procurement costs and, in particular, performed the following audit procedures: • IT-supported verification of the data consistency of the basic data used for revenue accrual and thus verification of the completeness of the invoiced net turnover and the procurement costs.

measurement of performance of the core business is mainly based on energy volumes measured directly on the transmission grid or reported by downstream grid levels. For certain revenue and procurement items, initial billing values are available six weeks after delivery at the earliest, thereby rendering accruals based on historical and statistical data, as well as on estimates necessary for the revenue recognition of these items.

Net turnover and procurement costs are key figures in financial reporting and are therefore the focus of internal and external stakeholders.

We consider the completeness and existence of net turnover and procurement costs to be a key audit matter due to their volume and the estimates and assumptions required to determine them.

- Checking the correct transfer of data between the various systems.
- Testing the effectiveness of the key controls in the process of revenue accruals and procurement costs as at the balance sheet date.
- Performing random checks of the existence of the transaction.
- Plausibility check of changes in procurement items.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the statutory financial statements, the financial statements Swiss GAAP FER and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the financial statements

The Board of Directors is responsible for the preparation of financial statements in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them regarding all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on other legal and regulatory requirements

In accordance with article 728a para. 1 item 3 CO and PS-CH 890, we confirm the existence of an internal control system that has been designed, pursuant to the instructions of the Board of Directors, for the preparation of the financial statements.

Based on our audit according to article 728a para. 1 item 2 CO, we confirm that the Board of Directors' proposal complies with Swiss law and the Company's articles of incorporation. We recommend that the financial statements submitted to you be approved.

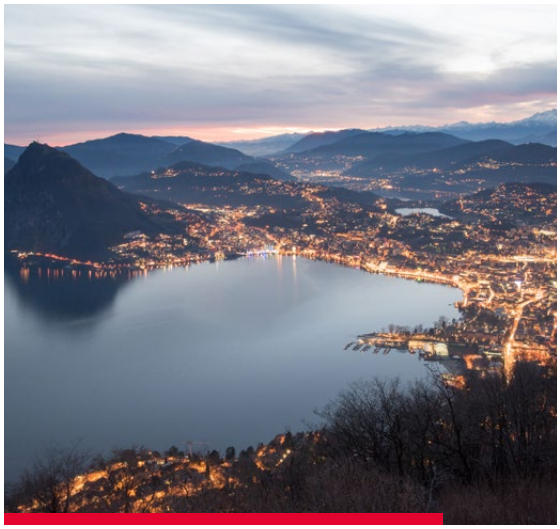
PricewaterhouseCoopers Ltd

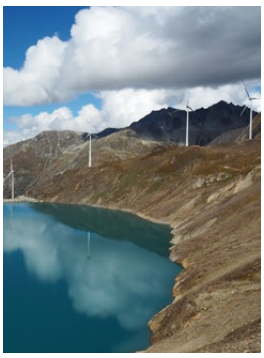
Thomas Wallmer
Licensed audit expert
Auditor in charge

Pascal Wintermantel
Licensed audit expert

Zürich, 16 April 2026

Corporate Governance





Annual Report

Financial Report

Sustainability Report

Corporate Governance

You can also find the annual report as an online version at:

www.report.swissgrid.ch

Corporate Governance

The Board of Directors and the Executive Board of Swissgrid Ltd (hereinafter: Swissgrid place great importance on good corporate governance. The following lists are based on the Swiss Code of Best Practice for Corporate Governance. All information relates to the reporting date of 31 December 2025, unless specified otherwise.

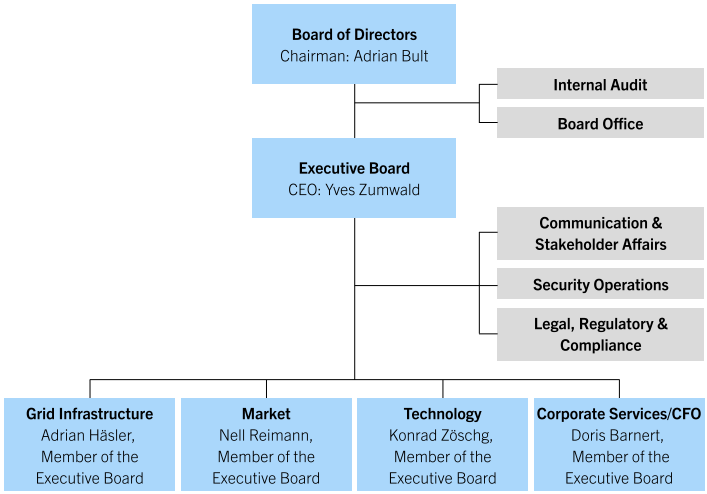
GRI 2-1

Group structure and shareholders

Corporate structure

Swissgrid's corporate structure is shown below:

Swissgrid organisational chart



The shareholdings of Swissgrid are listed in paragraph 15 of the notes to the statutory financial statements. Swissgrid holds 100% of the shares in the non-consolidated subsidiary Pronovo AG. In accordance with Art. 64 of the Energy Act, Pronovo AG is the responsible enforcement agency for guarantees of origin, the feed-in tariff system, one-off remuneration activities, additional cost financing and other tasks assigned by the Federal Council, as well as for the collection of grid premiums. Pronovo AG prepares separate annual reports, which can be accessed at www.pronovo.ch.

Swissgrid ownership structure

As at 31 December 2025 (all figures rounded). The current shareholder structure can be viewed online at www.swissgrid.ch.

Cross-shareholdings

No cross shareholdings currently exist.

Capital structure

Capital and restriction on transferability

The ordinary share capital as at 31 December 2025 consists of 334,495,151 registered shares with a nominal value of CHF 1 per share (divided into 167,247,576 A registered shares and 167,247,575 B registered shares). The conditional share capital as at 31 December 2025 consists of a maximum of 112,939,487 fully paid-up registered shares (half A registered shares and half B registered shares), each with a nominal value of CHF 1. The conditional share capital relates to received convertible bonds that Swissgrid used to finance the transfer of the transmission grid.

Creditors can exercise conversion rights over a maximum of 20 years. Shareholders have no pre-emptive rights. Shareholder advance subscription rights are also excluded, as the convertible bonds finance the takeover of grid companies transferred as contributions in kind or individual system elements, or the simple and rapid improvement of Swissgrid's capital resources.

No authorised capital exists. According to Art. 18 Para. 5 of the Electricity Supply Act, the company's shares may not be listed on a stock exchange. The Board of Directors maintains a share register listing the names and addresses of the owners and beneficiaries. Only shareholders or beneficiaries listed in the share register are recognised by the company and are authorised to exercise their shareholder rights.

The status of the entries in the share register on the 20th day prior to the General Assembly is decisive for determining entitlement to participation and representation at the General Assembly.

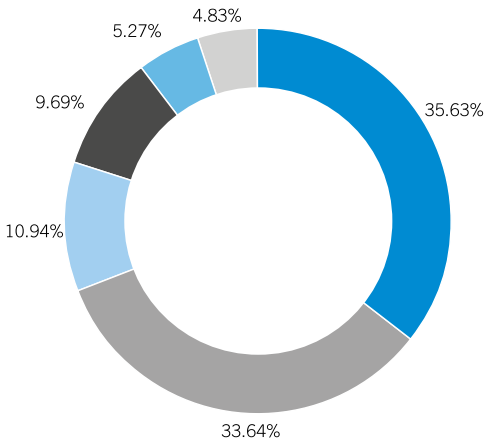
According to Art. 18 Para. 3 of the Electricity Supply Act, the majority of the share capital and the associated voting rights must be directly or indirectly held by the cantons and municipalities. In the event of share transfers (sale, gift, exercise of pre-emptive rights and purchase rights, etc.), these majorities must be retained. If an intended transaction breaches one of these majority ownership requirements, the Board of Directors must not grant its approval.

There are no participation or profit-sharing certificates and no options were issued.

Changes in capital

Further information on the share capital and capital changes in the last two years is shown in the statement of changes in equity in the Swiss GAAP FER financial statements.

Ownership of Swissgrid



- BKW Netzbeteiligung AG
- Axpo Volt Beteiligung AG
- Others*
- Elektrizitätswerk der Stadt Zürich
- SIRESO
- CKW AG

***Others**

2.59%	Azienda elettrica ticinese	< 0.01%	Aare Versorgungs AG (AVAG)
2.02%	BKW Energie AG	< 0.01%	Alpiq Suisse SA
1.73%	FMV SA	< 0.01%	Axpo Holding AG
1.22%	IWB Industrielle Werke Basel	< 0.01%	Axpo Power AG
1.20%	SN Energie AG	< 0.01%	Axpo Solutions AG
0.69%	EnAlpin AG	< 0.01%	Electra-Massa AG
0.54%	Kanton Graubünden	< 0.01%	Forces Motrices Hongrin-Léman SA (FMHL)
0.42%	Aziende Industriali di Lugano (AIL) SA		
0.32%	Repower AG	< 0.01%	Grande Dixence SA
0.14%	Elektrizitätswerk Obwalden	< 0.01%	Nant de Drance SA
0.08%	General Electric Technology GmbH		

GRI 2-9, 2-15

Board of Directors

Members of the Board of Directors, additional activities and affiliations

From top left to bottom right: Adrian Bult, Felix Graf, Mario Cavigelli, Martin Koller, Benedikt Loepfe, Claude Nicati, Roberto Pronini, Astrid Schnidrig, Stefan Witschi

Adrian Bult

Chairman, independent member, born in 1959, Swiss

Adrian Bult, lic. oec., has been a member of the Swissgrid Board of Directors since 2006 and its Chairman since 2012. Between 2007 and 2012, he was a member of the Executive Board (COO) at Avaloq Evolution AG. Until 2007, he was the Head of IT Telecom PTT and was later a member of the Group management of Swisscom, initially as CIO, then as CEO Swisscom Fixnet and finally as CEO Swisscom Mobile.

Before this, he sat on the Executive Board of IBM Switzerland.

Affiliations

President of the Bank Council at Basler Kantonalbank; Chairman of the Board of Directors at AdNovum AG, NEVIS Security AG and Amrop Executive Search AG; member of the Board of Directors at Alfred Müller AG, GARAIO REM AG, SWICA and Parsumo Capital AG.

Felix Graf
Vice-Chairman, independent member, born in 1967, Swiss

Felix Graf, Dr. sc. nat. ETH (Physics), has been a member of the Swissgrid Board of Directors since 2022. He has been CEO of the NZZ company since 2018. He was CEO of CKW AG and a member of the Group management of Axpo Holding between 2014 and 2018. He was Head of the Energy business unit and a member of the Executive Board at CKW AG between 2011 and 2014. Prior to this, he held senior positions at Teleclub, Swisscom and McKinsey.

Affiliations
Chairman of the Board of Directors of DAAily platforms AG; Vice-Chairman of the Board of Directors of APG SGA AG; member of the Board of Directors of SwissMediaForum AG and CH Media Holding AG; member of the Board of Trustees of the Christian Wenk Foundation; Board member of the Swiss Management Association.

Mario Cavigelli
Board of Directors, cantonal representative, born in 1965, Swiss

Mario Cavigelli, Dr iur., has been a member of the Swissgrid Board of Directors since 2024. He has been an independent consultant to private and public companies and institutions since 2023. Between 2011 and 2022, he was a member of the Government of the Canton of Grisons and Head of the Department of Infrastructure, Energy and Mobility. From 2012 to 2016 and 2016 to 2022, he was also President of the Conference of Cantonal Energy Directors (EnDK) and of the Government Conference of the Mountain Cantons (RKGK).

He was previously a lawyer/partner in a law firm in Chur.

Affiliations
Chairman of the Board of Directors of Rhätische Bahn AG, RhB Immobilien AG and Catram AG; Chairman of the Administrative Commission of the Samedan Regional Airport infrastructure company; member of the Board of Directors of Total Bauprodukte AG and Agon Partners Compliance AG.

Martin Koller
Board of Directors, industry representative, born in 1978, Swiss

Martin Koller, lic. oec. publ. University of Zurich, Dr. sc. ETH (economics), has been a member of the Swissgrid Board of Directors since 2022. He has held various positions within the Axpo Group since 2012, where he has been Head Group Strategy & Economics since 2022. Between 2007 and 2010/ 2012 respectively, he worked as an economist for Swiss Post and for ETH Zurich.

Affiliations Guest Lecturer at the University of Geneva.

Benedikt Loepfe
Board of Directors, industry representative, born in 1967, Swiss

Benedikt Loepfe, dipl. El.-Ing. (graduate electrical engineer) ETH, has been a member of the Swissgrid Board of Directors since 2021. Since September 2020, he has served as Director of the electricity company of the City of Zurich (ewz). Prior to this, he headed the Grids business unit (2014 – 2019) and the Energy business unit (2019 – 2020) at ewz. Between 2011 and 2015, he was Managing Director of Curtiss-Wright Antriebstechnik GmbH in Neuhausen and 3d-Radar in Oslo (Norway).

Affiliations
Member of the Board of Directors at Rico Sicherheitstechnik AG, Kraftwerke Oberhasli AG (KWO AG) and various other power plant shareholdings of ewz; Chairman of Regiogrid; member of the Board of Directors at the Association of Swiss Electricity Companies (VSE).

Claude Nicati

Board of Directors, cantonal representative, born in 1957, Swiss

Claude Nicati, lic. iur., lawyer, has been a member of the Swissgrid Board of Directors since 2014. He works as an independent lawyer at the Etude d'avocat-e-s NVLE law firm. From 2009 to 2013, he served as Councillor of the Canton of Neuchâtel and Head of the Regional Planning department. From 1997 to 2001, he was the examining magistrate for the Canton of Neuchâtel, and finally, from 2001 to 2009, Deputy Federal Public Prosecutor. Before this, he held various senior positions in municipal and cantonal police departments.

Affiliations
President of the Union Cycliste Neuchâteloise (UCN); Vice-Chairman of the Governing Board of the Swiss Alpine Club (SAC); member of the Board of Directors at the Aide aux Enfants (APE) and Planet Solar foundations; member of the Board of Directors at Solar Stratos SA; Secretary of the Criminal Commission of the International Union of Lawyers (UIA).

Roberto Pronini

Board of Directors, industry representative, born in 1968, Swiss

Roberto Pronini, Dr. Ing. (ETH), has been a member of the Swissgrid Board of Directors since 2021. He has been a Director (CEO) of Azienda Elettrica Ticinese (AET) since 2009, and was Vice-Director of AET between 2000 and 2009. Prior to this, he had held various positions at AET since 1997.

Affiliations
Chairman of the Board of Directors of Lucendro SA and Parco eolico del San Gottardo SA; Vice-Chairman of the Board of Directors of Officine Idroelettriche della Maggia SA (Ofima SA) and Ritom SA; member of the Board of Directors at various other power plant shareholdings of AET; member of the Board of Directors at Hydrosuisse; member of the National Committee CIGRE.

Astrid Schnidrig

Board of Directors, independent member, born in 1968, Swiss

Astrid Schnidrig has been a member of the Swissgrid Board of Directors since 2025. She studied business administration at AKAD Bern and went on to specialise in strategic and operational management at the Wharton School of the University of Pennsylvania (USA) and the University of St. Gallen. From 2022 to 2025, she was CFO of BLS AG, overseeing the finance and accounting departments, as well as risk and insurance management. Prior to that, she was CFO and Board Secretary at Swissfillon AG and spent 20 years at Lonza in Visp and Basel, where she held roles including CFO of the Vitamin and Chemical division and Managing Director of a global business unit.

Affiliations Member of the Board of Directors of Basler Verkehrs-Betriebe (BVB).

Stefan Witschi
Board of Directors, industry representative, born in 1970, Swiss

Stefan Witschi, dipl. El.-Ing. FH Biel, MBA in Integrated Management, has been a member of the Swissgrid Board of Directors since 2021. Since 2015, he has been Head of Strategic Partnerships Power Grid and a member of the Grids Executive Board at BKW Energie AG. Prior to this, he had held various positions at BKW Energie AG since 1996.

Affiliations
Chairman of the Board of Directors at NIS AG; Vice-Chairman of the Board of Directors at BKW Netzbeteiligung AG.

Resignations in the reporting period: Regula Wallimann
New elections in the reporting period: Astrid Schnidrig

GRI 2-9, 2-10
Election and term of office
The Board of Directors is comprised of at least three elected members. The majority of members and the Chairman must meet independence requirements in accordance with Art. 18 Para. 7 of the Electricity Supply Act. They may therefore not belong to the boards of any legal entities which are engaged in activities in the fields of electricity production or sales, or are in a service-provision relationship with any such legal entities.

All cantons together have the right to delegate and recall two members to/from the company's Board of Directors (Art. 18 Para. 8 of the Electricity Supply Act). Furthermore, the Articles of Incorporation approved by the Federal Council stipulate that the two members designated by the cantons must also fulfil the independence requirements pursuant to Art. 18 Para. 7 of the Electricity Supply Act. They represent the individual national regions and not any publicly owned power supply companies.

Astrid Schnidrig was newly elected to the Board of Directors as an independent member during the reporting year following the resignation of Regula Wallimann.

The Articles of Incorporation also state that the Board of Directors should endeavour to ensure a level of diversity of its members that is appropriate for the company. The Board of Directors bases its proposal to the General Assembly on a profile of requirements for the Board of Directors as a whole.

As a rule, the Board of Directors is elected at the Annual General Assembly for one year at a time. The term of office for the members of the Board of Directors ends on the day of the next Annual General Assembly. The members of the Board of Directors can be re-elected at any time, subject to the provisions of the law and the Articles of Incorporation. The Board of Directors is self-constituting. It nominates its Chair, Vice-Chair and Secretary, who does not have to be a member of the Board of Directors. The General Assembly grants discharge to members each year.

The current composition of the Board of Directors meets the applicable independence requirements, both for the Board as a whole and for the individual committees.

GRI 2-112-18
Internal organisation
The Board of Directors is responsible for the overall management of the company and for supervising the management of the company. It represents the company externally and takes care of all matters that are not assigned to another corporate body according to law, regulations or the Articles of Incorporation. The Board of Directors can, subject to the legal guidelines on independence (Art. 18 Para. 7 of the Electricity Supply Act), transfer the management of the company or individual parts thereof, as well as the representation of the company, to one or more persons, members of the Board of Directors or third parties, who do not have to be shareholders. It issues the organisational regulations and arranges the corresponding contractual relationships. The powers of the Board of Directors and the Executive Board are defined in the organisational regulations. The members of the Board of Directors do not exercise any executive roles within Swissgrid. The Board of Directors met nine times and held one workshop during the last financial year.

As part of their annual self-evaluation, the Board of Directors and the Executive Board review whether the composition of the individual committees, the understanding of their roles, the selection of agenda items, the conduct of meetings, the culture of discussion and cooperation with other bodies meet the expectations placed on them. The role and requirements profile is also regularly reviewed. By doing this, Swissgrid ensures that the Board of Directors has the necessary knowledge and experience.

GRI 2-15
Management of conflicts of interest
Appropriate measures are taken to ensure that potential conflicts of interest are recognised, addressed, disclosed and, if necessary, dealt with at an early stage, both in general and in individual cases, so that they cannot have a decisive influence on the passing of resolutions. These measures include active enquiries by the Chair or the Secretary of the Board of Directors, the adoption of resolutions by means of a double resolution, and other measures determined in accordance with the organisational regulations. The affiliations of the individual members of the Board of Directors and the shareholdings of the company and its shareholders are disclosed transparently in this report and on the Swissgrid website. Finally, shareholder relations (including

those with the majority shareholder) and financial counterparty risks are tracked as part of shareholder/stakeholder management and financial planning/accounting. This includes ongoing reviews of financial counterparties and the monitoring of transactions with related parties. Further information can be found in the Financial Report.

GRI 2-12, 2-20

Board committees

In order to incorporate the specialist knowledge and broad range of experience of the individual members into the decision-making process in a targeted manner, the Board of Directors has formed three committees to assist with management and control activities in close collaboration with the Executive Board: the Strategy Committee, the Finance and Audit Committee, and the Staff and Compensation Committee. The tasks and powers of the Board committees are set out in detail in the organisational regulations. The chairs of the committees report on the progress of the preliminary discussions in the committees at each meeting of the Board of Directors.

Strategy Committee

The Strategy Committee supports the Board of Directors in the strategy process. It elaborates the strategic principles on behalf of the Board of Directors and reviews the corporate strategy for the Board of Directors on a regular basis. The committee presents its view on proposals that relate to strategic issues. The Strategy Committee met twice meetings during the last financial year.

Members

- Adrian Bult (Chairman, since 2012)
- Mario Cavigelli (since 2024)
- Benedikt Loepfe (since 2024)
- Roberto Pronini (since 2021)

Changes in the reporting period

Resignations: none
New members: none

Finance and Audit Committee

The Finance and Audit Committee supports the Board of Directors in its supervisory role, i.e. with regard to the integrity of the accounts, the fulfilment of legal provisions, and the competence and services of the external auditors. The Finance and Audit Committee assesses the suitability of financial reporting, the internal control system and the general monitoring of business risks. It ensures that there is ongoing communication with the external auditors concerning the financial position and the course of business, and supervises the work of the Internal Audit division. It makes the necessary preparations relating to the appointment or discharge of external auditors and the organisation and management of the Internal Audit division. The Finance and Audit Committee met five times during the last financial year.

Members

- Astrid Schnidrig (Chairwoman, since 2025)
- Adrian Bult (since 2021)
- Claude Nicati (since 2024)
- Stefan Witschi (since 2021)

Changes in the reporting period

Resignation: Regula Wallimann
New member: Astrid Schnidrig

Staff and Compensation Committee

The Staff and Compensation Committee draws up principles for all compensation components of the members of the Board of Directors, the CEO and the members of the Executive Board, and submits a proposal to the Board of Directors accordingly. The committee defines the compensation of the CEO and the members of the Executive Board. The basis for this decision is the compensation concept approved by the Board of Directors. The committee presents its view on the changes to the Executive Board that are proposed by the CEO. It also ensures that succession planning is in place for the Board of Directors and the Executive Board. The Staff and Compensation Committee met three times during the last financial year, in particular to select the new member of the Executive Board.

Members

- Felix Graf (Chairman since 2024, member since 2022)
- Martin Koller (since 2024)
- Astrid Schnidrig (since 2025)

Changes in the reporting period

Resignation: Regula Wallimann
New member: Astrid Schnidrig

Ad hoc committees

The Board of Directors may appoint ad hoc committees for specific tasks. It did not set up any such committee in the last financial year.

GRI 2-12, 2-13

Information and control instruments with regard to the Executive Board

Information and control instruments

The Board of Directors has the following instruments for monitoring and supervising the Executive Board:

- At Board meetings, the Executive Board submits all important issues for information or resolution.
- A financial report to the Board of Directors is compiled quarterly, and contains key figures on business performance together with comments from the Executive Board.
- At every ordinary Board meeting, the CEO submits a written report on business operations that addresses subjects such as grid operations, ancillary services, grid construction projects, relevant developments in Switzerland and Europe, and key performance indicators (KPIs).
- Regular reporting also takes place on recurring issues. This applies in particular to the implementation of the corporate strategy.
- The risk report is discussed with and approved by the Board of Directors every six months.
- Internal Audit issues an annual written report for the Board of Directors containing the conclusions of the main audits and audit results from the reporting year, as well as information on key activities and the utilisation of resources.
- The auditor issues an annual written report for the Board of Directors.

Internal control system
The internal control system has an important role as part of corporate management and monitoring, and covers all procedures, methods and measures mandated by the Board of Directors and the Executive Board that serve to ensure the correct execution of the business processes with regard to financial management and accounting at Swissgrid. The internal operational controls are integrated into the operating procedures. They are implemented while work is being carried out or take place immediately before or after a procedure. Internal checks do not come under a separate function, but are integrated into the processes. The internal control system at Swissgrid is implemented at all levels of the organisation and demands a high level of personal responsibility from employees.

Internal Audit
The Internal Audit division is responsible for planning, conducting and reporting on audits throughout the company in accordance with the standards of the profession. It acts with the highest degree of independence. Internal Audit reports to the Board of Directors, while the Finance and Audit Committee takes on operational management tasks. Internal Audit assists the Board of Directors and the Finance and Audit Committee with the fulfilment of statutory and regulatory supervisory and control duties. It also supports the management by pointing out opportunities to improve business processes and internal controls. It systematically documents audit findings and continuously monitors the implementation of measures. The duties, powers and responsibilities of the Internal Audit division are laid down in the organisational regulations.

The Board of Directors approves the Internal Audit division's annual risk-based audit planning on the recommendation of the Finance and Audit Committee. The audit results are discussed on a regular basis at the meetings of the Finance and Audit Committee. Internal Audit maintains a structured follow-up process to ensure that the agreed actions are implemented in a timely and effective manner.

Risk management
Risk management is an integral part of effective and prudent corporate management for Swissgrid. Swissgrid's risk management covers the entire organisation, not including its subsidiaries and shareholdings, takes account of established standards (ISO 31000, COSO Enterprise Risk Management Framework) and satisfies the internal requirements of corporate governance, as well as the requirements under Swiss law. Additional information on the implementation of the risk assessment can be found in the Management Report.

Executive Board

Members of the Executive Board, additional activities and affiliations

From top left to bottom right: Yves Zumwald, Adrian Häsler, Doris Barnert, Nell Reimann, Konrad Zöschg

Yves Zumwald

CEO, born in 1967, Swiss

Yves Zumwald, dipl. Ing., dipl. NDS EPFL in energy, has been CEO of Swissgrid since March 2016. Between 2014 and March 2016, he was a member of the Executive Board and Head of Grid Operations. From 2009 to 2014, he was a Board member and Director of the Sales division at the Romande Energie Group. Before this, he worked at EOS Holding (Energie Ouest Suisse), where he was responsible for grid usage and grid access, before serving as a member of the Executive Board with responsibility for the Infrastructure department at EOS Réseau. Early on in his professional career, he worked at EOS and Orange Communications.

Affiliations Member of the Assembly of the European Network of Transmission System Operators (ENTSO-E), member of the Supervisory Board and Compensation Committee of EPEX SPOT SE.

Adrian Häsler

Head of Grid Infrastructure, born in 1966, Swiss

Adrian Häsler, dipl. Elektroingenieur (graduate electrical engineer) HTL, Executive MBA HSG, has been a member of the Executive Board since April 2019. Prior to this, he was the Head of the Grid Delivery department at Swissgrid. Between 2007 and 2017, he was a member of the Hydropower Division management at Axpo Power AG and Head of the Technical Support business unit, which was responsible for planning, building and servicing hydropower plants. Previously, he headed the Secondary Systems department at Nordostschweizerische Kraftwerke AG for seven years. He started his career at Kraftwerke Oberhasli AG as the Head of Operational Management.

Affiliations Deputy Chairman of the Specialist Commission for High Voltage Issues.

Doris Barnert
CFO, Head of Corporate Services, born in 1969, Swiss

Doris Barnert, dipl. architect (ETH Zurich), holds a master's degree in Corporate Finance from the Institute of Financial Services Zug (IFZ), an Executive MBA from the University of St. Gallen (HSG), and graduated from the INSEAD International Directors Programme (Certificate in Corporate Governance). She has been a member of the Executive Board since April 2017. Between 2008 and 2017, she was the CFO and member of the Executive Board of Solothurner Spitäler AG. From 2006 to 2008, she was the Head of Finances for the Western Switzerland route in the SBB's Infrastructure division. Prior to this, she managed various projects in the Infrastructure division. She began her professional career in architecture.

Affiliations Member of the Board of Directors at Skyguide; member of the Supervisory Board at Equigy.

Nell Reimann
Head of Market, born in 1966, Swiss and British

Nell Reimann, dipl. Ing. EPFL, PhD EPFL (Doctorat ès sciences techniques), Executive MBA University of Lausanne, has been a member of the Executive Board since July 2023. From 2019 to 2023, she was Head of System Operations for the control centres in Aarau and Prilly and Deputy Head of Business Unit Market. Nell Reimann joined Swissgrid in 2016 as Head of the System Development department. Prior to that, she took over the engineering department and the operation and management of the high-voltage grid at Romande Energie in 2013. From 2009 to 2013, she was in charge of the Grids department at Alpiq. She started her professional career at EOS, where she was responsible for grid calculations and operational planning.

Affiliations Board member of the European Network of Transmission System Operators (ENTSO-E).

Konrad Zöschg
Head of Technology, born in 1976, Swiss

Konrad Zöschg, Telecom Engineer HTL and Industrial Engineer FH, has been a member of the Executive Board since 2021. Before joining Swissgrid, he worked as Head ICT/CIO at Flughafen Zürich AG for seven years. Between 2005 and 2014, he held various management positions within IT there in the area of aviation, building and security systems. Earlier in his career, he gained international experience at Acterna and its successor company Nexus Telecom AG. In 2020, he was awarded the Swiss CIO Award as best CIO of the year.

Affiliations
Chairman of the Board of Directors of Pronovo AG, member of the ICT Committee of ENTSO-E.

Changes in the reporting period: none
Appointments in the reporting period: none

GRI 2-19, 2-20

Remuneration

The members of the Board of Directors receive a fixed remuneration (fees and expenses) based on a sliding scale for the Chair, the Vice-Chair, the Chairs of the committees and the other Board members. Remuneration for the members of the Executive Board consists of a basic salary (including lump-sum expenses) and a variable salary component that is dependent on achieving company and personal targets. The amount of remuneration for members of the Executive Board is determined by the Staff and Compensation Committee within the framework defined by the Board of Directors. The remuneration paid to the Executive Board and Board of Directors is disclosed in paragraphs 9 and 10 of the notes to the Swiss GAAP FER financial statements and is approved in this form by the General Assembly, as it was in the previous reporting year, without any objections from shareholders.

Rights of participation

Shareholders' rights to assets and rights of participation are governed by law and the Articles of Incorporation. The Articles of Incorporation can be viewed online at www.swissgrid.ch. There are no statutory regulations that differ from the legal provisions.

GRI 2-5

External audit

Mandate and fees

PricewaterhouseCoopers AG, Zurich (PwC), was re-elected as Swissgrid Ltd's statutory auditor by the General Assembly held on 20 May 2025. Thomas Wallmer took on the role of auditor in charge. The auditor is appointed at the General Assembly for a one-year term. For its function as auditor, PwC received remuneration of CHF 203,900 for the last financial year.

The non-financial reporting for the 2025 financial year was audited by PwC (limited assurance audit), with Thomas Wallmer acting as lead auditor. PwC performed a business audit on selected environmental and social aspects of the Sustainability Report. The detailed description of the subject matter and scope of the audit performed, including the audit specifications, can be found in the notes on «Limited Assurance». PwC received remuneration of CHF 39,980 for its activities in the past financial year.

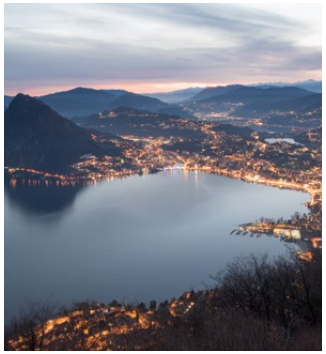
Information instruments

Every year, the Finance and Audit Committee evaluates the effectiveness of the auditor. The members of the committee use their knowledge and experience garnered from holding similar positions in other companies to evaluate the audit. They also base their evaluation on the documents provided by the auditor, such as the comprehensive report and the verbal and written statements on individual aspects in connection with accounting, the internal control system and the audit.

Sustainability Report 2025

Annual Report

Financial Report



Corporate Governance

Sustainability Report

You can also find the annual report as an online version at:

www.report.swissgrid.ch

Sustainability at Swissgrid

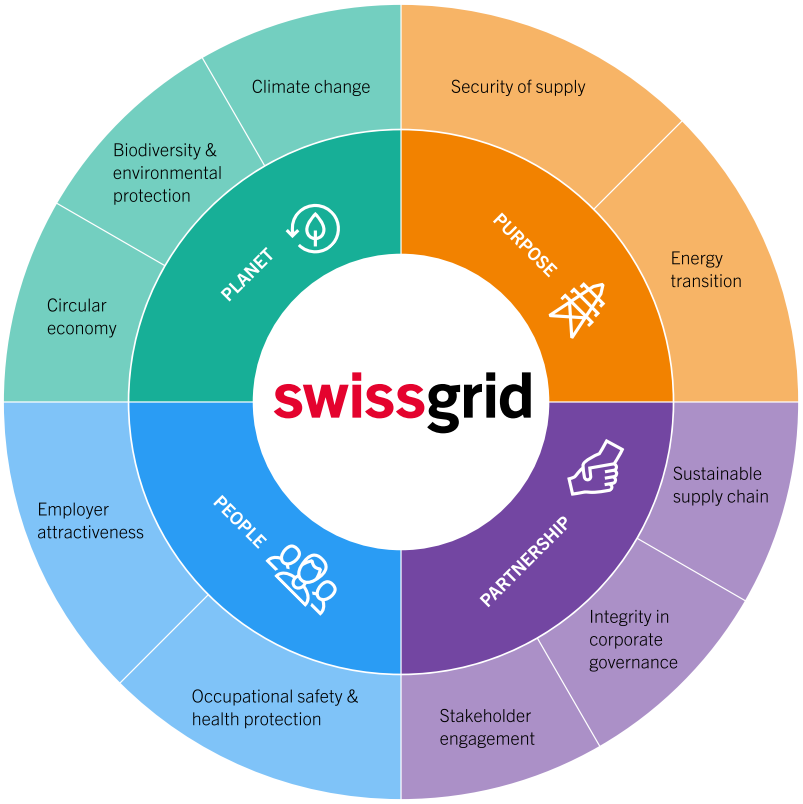
Swissgrid is helping to shape the future of energy in Switzerland – safely, innovatively and sustainably. As the operator of the Swiss extra-high-voltage grid, Swissgrid is the backbone of a reliable supply of electricity and is on duty around the clock to ensure stable and secure grid operation at all times. Swissgrid is already planning and building the grid of the future and making an important contribution to the successful transformation of the energy system. The expansion of renewable energies, the increasing decentralisation of electricity generation, rising demand for electricity and new requirements in relation to flexibility and digitalisation are placing high demands on grid operations and infrastructure.

Sustainability is not just an afterthought for Swissgrid, but represents an integral part of its activities and its corporate strategy. The company is investing in a secure and future-proof extra-high-voltage grid that will facilitate the decarbonisation of the economy and society. Swissgrid systematically takes environmental, social and economic aspects into account when planning, building and operating the grid. Swissgrid is thereby strengthening the sustainability, resilience and acceptance of Switzerland's supply of electricity on the grid side.

Priorities of Swissgrid's commitment to sustainability

Swissgrid has firmly established the company's commitment to sustainability in its Strategy 2027 as the «Corporate Social & Environmental Responsibility» (CSER) strategic focus area. Swissgrid divides its commitment to sustainability into four strategic areas of action: Purpose, Planet, People and Partnership. In January 2025, the Board of Directors defined ten priorities in these four strategic areas of action on the basis of a double materiality analysis. These priorities form the basis for the sustainability strategy and for non-financial reporting at Swissgrid.

Swissgrid's areas of action and priorities related to sustainability



GRI 2-23, 3-3

Sustainability targets and highlights in the 2025 financial year

Swissgrid has defined its ambition for each priority in its guiding principles for sustainability. In the 2025 financial year, Swissgrid made measurable progress on all its priorities:

	Priority	Ambition	2025 highlights
Purpose	Security of supply	Swissgrid guarantees grid-related security of supply.	• **100% availability** of the extra-high-voltage grid guaranteed (excl. regular disconnections) • «Energy not supplied» of **0 GWh**
	Energy transition	Swissgrid is supporting the transformation of the energy system on the grid side.	• **Investments of CHF 5.5 billion** planned by 2040 for the grid of the future • **PV4Balancing pilot project** launched
Planet	Climate change	Swissgrid will reduce its Scope 1 and Scope 2 greenhouse gas emissions by 50% by 2030 and by 90% by 2040.	• **65%** of the Swissgrid vehicle fleet runs on electricity • **Scope 3 net-zero climate target** by 2050 and transition plan defined
	Environmental protection and biodiversity	Swissgrid is committed to preserving biodiversity and minimising harmful effects on land, air and water.	• **228 small structures** installed along Swissgrid infrastructure • **100% of grid construction projects:** environmental impact analysed and measures defined
	Circular economy	Swissgrid integrates the principles of the circular economy along its value chain.	• Pilot project launched for **35 km** of carbon core conductors • **135 grid projects:** raw material consumption recorded
People	Occupational health and safety	Swissgrid has set itself the goal of protecting the health and safety of employees, service providers and neighbours.	• **0** occupational accidents involving employees and service providers with serious consequences • **461** inspections carried out in the area of occupational safety and environmental protection
	Employer attractiveness	Swissgrid is striving to establish its position as one of the best employers in Switzerland in order to successfully attract and retain new talent.	• Fluctuation rate of **6%** with 980 employees from 40 countries • **76%** of vacant management positions were filled internally
Partnership	Sustainable supply chain	Swissgrid fulfils its environmental, social and economic responsibility along the value chain.	• **100%** of product groups assessed according to social and environmental risks along the value chain • **83%** of public tenders for emission-intensive grid components take carbon footprint into account
	Integrity in corporate governance	Swissgrid and its employees always act responsibly, professionally and credibly.	• **97%** of employees received training on the prevention of corruption
	Stakeholder engagement	Swissgrid creates a common basis for finding sustainable solutions by engaging in transparent dialogue and constructive cooperation with stakeholders.	• **2 project** advisory council meetings held with the participation of affected municipalities and interest groups

GRI 203-2

Contribution to the Sustainable Development Goals (SDGs)

Swissgrid is a member of the UN Global Compact (UNGC) and supports its ten principles of sustainability in the areas of human rights, labour standards, the environment, the climate and anti-corruption. As the link between electricity generation and consumption, Swissgrid is helping Switzerland to achieve the following SDGs:

SDG	Swissgrid's contribution
7 AFFORDABLE AND CLEAN ENERGY	●●●● **Secure and efficient grid operations:** Swissgrid operates the Swiss extra-high-voltage grid efficiently and on a non-discriminatory basis, thereby creating the basis on the grid side for a secure supply of electricity for the economy and society. **Integration of renewable energies:** Swissgrid supports the integration of electricity from renewable energy sources by using innovative, digital solutions. Improved photovoltaic production forecasts and the further development of the Swiss control energy market are also helping to reduce costs for the Swiss population. **Grid of the future:** Swissgrid is investing in the grid of the future so that it can meet the new requirements of a decarbonised economy and society.
8 DECENT WORK AND ECONOMIC GROWTH	●●●● **Sustainable economic growth:** by providing an efficient transmission grid, Swissgrid is meeting one of the basic conditions for making Switzerland a competitive business location and supporting sustainable economic growth. **Attractive, secure jobs:** Swissgrid offers 877 permanent jobs and meets the highest standards in terms of occupational health and safety and working conditions. **Supply chain sustainability:** as a contract issuer, Swissgrid requires its suppliers to respect human rights and to comply with labour and environmental standards.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	●●●● **Critical infrastructure:** in the 2025 financial year, Swissgrid invested around CHF 296 million in maintaining, modernising and expanding a secure and resilient grid infrastructure in line with demand. **Link between production and consumption:** Swissgrid connects electricity production sites and consumer centres throughout Switzerland on a non-discriminatory basis with an extra-high-voltage grid comprising 6,700 km of lines and 147 switchgear. **Innovation and digitalisation in grid operations:** Swissgrid develops and utilises innovative technologies for digital and data-based system operation and efficient asset management. **International connections:** Swissgrid strengthens grid integration and system security via 41 cross-border power lines with neighbouring countries.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	●●●● **Sustainable procurement:** Swissgrid systematically takes environmental and social criteria into account along its value chain in procurement. **Resource efficiency:** Swissgrid reduces the consumption of resources and optimises the life cycles of systems thanks to resource-efficient planning principles and predictive maintenance.
13 CLIMATE ACTION	●●●● **Transformation of the energy system:** as the backbone of Switzerland's supply of electricity, Swissgrid is playing a key role in the climate-friendly transformation of the energy system and hence the decarbonisation of the economy and society. **Reduction of greenhouse gas emissions:** Swissgrid pursues science-based net-zero climate targets and implements specific emission reduction measures along its value chain. **Climate-resilient infrastructure:** Swissgrid is making its grid infrastructure more resilient to climate-related hazards and natural disasters and implementing risk-based adaptation measures.
15 LIFE ON LAND	●●●● **Nature and landscape protection:** when planning and implementing grid projects, Swissgrid systematically takes into account regional planning aspects and the ecological impact of its infrastructure on the landscape and the environment. **Protection of biodiversity:** Swissgrid minimises interferences in ecosystems and implements targeted measures to protect, restore and promote flora and fauna habitats.

●●●● Low ●●●● Medium ●●●● High ●●●● Very high

GRI 2-23

Principles and guidelines

Swissgrid has introduced binding regulations to supplement the ambitions of its guiding principles for sustainability and the principles of the UNGC:

- Swissgrid's Code of Conduct and Whistleblowing Policy approved by the Board of Directors (see the «Integrity in corporate governance» section)
- Sustainability Charter for suppliers approved by the Executive Board (see the «Sustainable supply chain» section)
- Supply chain policy for exercising due diligence approved by the Board of Directors (see the «Sustainable supply chain» section)
- Occupational health and safety policy approved by the Executive Board (see the «Occupational health and safety» section)
- Organisational Regulations (approved by the Board of Directors) and internal directives and regulations (approved by the Executive Board) in areas including HR policy, anti-corruption, human rights, data protection, information security and cybersecurity, compliance, infrastructure security, risk management, occupational safety, health protection and the environment
- Guidelines and factsheets on behaviour near lines for the public, suppliers and partner organisations

GRI 2-19

Sustainability targets and variable remuneration

Sustainability is an integral part of Swissgrid's annual corporate objectives and therefore influences the variable remuneration of the Executive Board and Swissgrid's specialist and management staff. Variable remuneration at Swissgrid is measured according to an individual performance assessment and the achievement of the strategic corporate objectives defined for the financial year. The Executive Board reviews target achievement on a quarterly basis and initiates measures if targets are not met. In the 2025 financial year, Swissgrid set itself specific annual targets in the following areas relevant to sustainability: reduction of Scope 1 and Scope 2 greenhouse gas emissions, prevention of occupational accidents involving employees, integration of CO_2 criteria in the procurement of emission-intensive grid components, implementation of measures for photovoltaic (PV) optimisation, better monitoring of sulphur hexafluoride (SF_6) in switchgear and development of a Scope 3 climate strategy. Progress in these six areas in the reporting year accounted for a total of 26% of the variable remuneration component of Swissgrid's Executive Board and management staff that is linked to the corporate objectives. The Board of Directors' fees are fixed and are not linked to the achievement of corporate objectives.

GRI 2-14, 3-1, 3-2, ESRS 1

Double materiality analysis

Swissgrid's ten priorities were identified using the double materiality analysis. The cross-divisional analysis was approved by the Board of Directors in January 2025 and reviewed in January 2026 to ensure that it was still up to date. When performing its materiality analysis, Swissgrid refers to the guidelines of the Global Reporting Initiative (GRI) and the general requirements of the European Sustainability Reporting Standards (ESRS 1). Swissgrid follows a structured, multi-stage process to identify and evaluate its priorities in relation to sustainability.

Identification and validation of sustainability topics: Swissgrid applies the following procedure to validate the list of relevant sustainability topics to be evaluated:

- Collection of possible sustainability topics: Swissgrid first compiles a comprehensive list of potential subject areas. This is based on the corporate strategy, the current materiality matrix, a benchmarking comparison with European and Swiss companies, relevant international and national standards (including GRI and ESRS) and the risk categories from Swissgrid's Enterprise Risk Management (ERM). National and international trends and developments in the electricity and sustainability sector are also taken into account.
- Analysis of the corporate context: Swissgrid analyses its own value chain and corporate context in order to validate the collection of topics. It takes into account the company's activities, business relationships and impact chains, as well as the concerns of relevant stakeholders.
- Internal and external consultations: Swissgrid holds regular consultations with internal and external stakeholders (industry, investors, NGOs, science and service providers) in order to identify and discuss relevant sustainability issues.

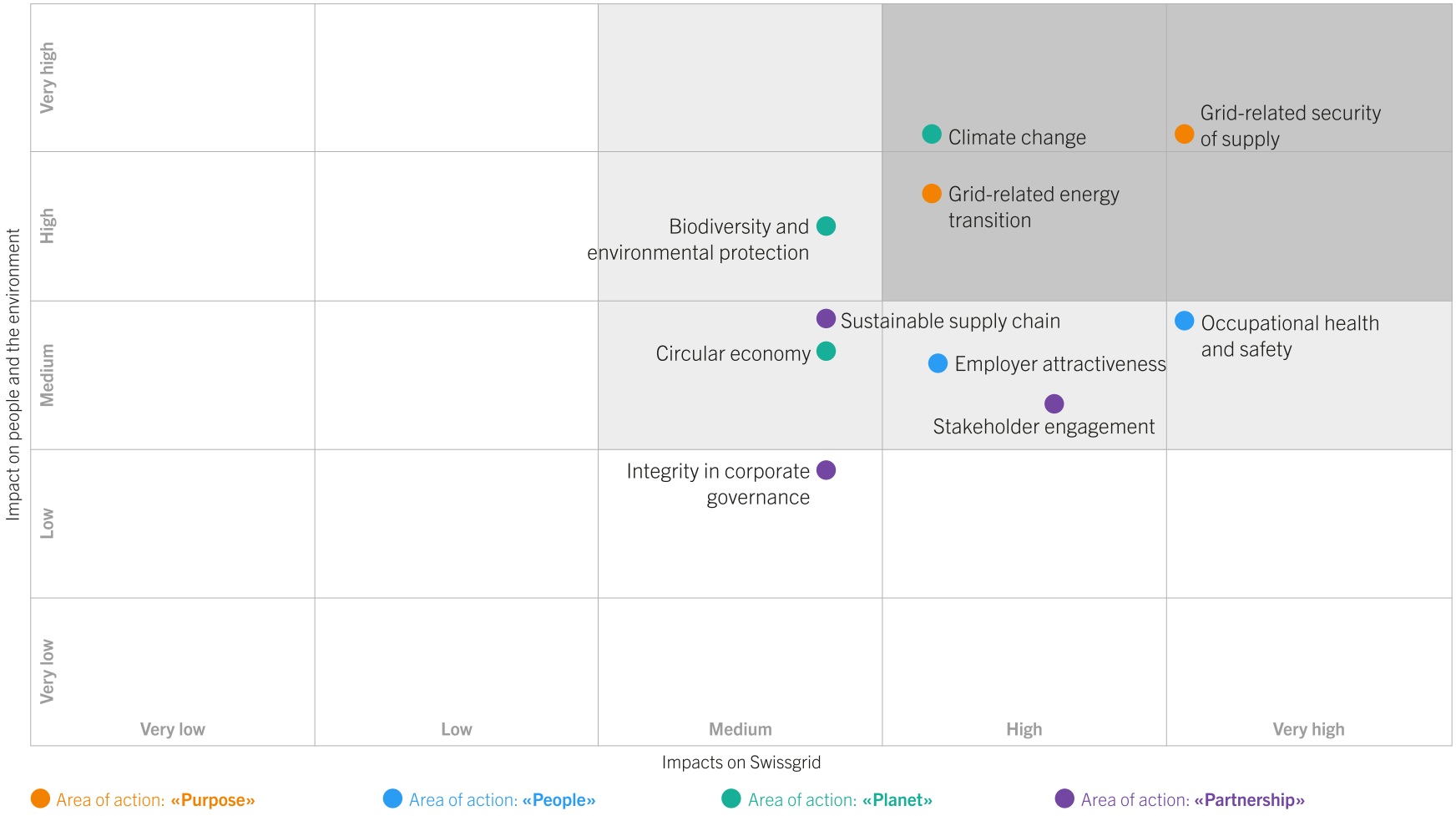
Evaluation of the identified sustainability topics according to the double materiality principle: Swissgrid assesses the impacts, risks and opportunities (IROs) of the identified sustainability topics according to the double materiality principle:

- **External impacts («inside-out» perspective):** Swissgrid evaluates the external negative and positive impacts of its activities on people and the environment along the value chain. Using topic-specific assessment scenarios, the potential and actual external impacts are assessed according to their extent, scope, irreversibility and probability of occurrence, taking into account a short, medium and long-term time horizon.
- **Internal impacts («outside-in» perspective):** at the same time, Swissgrid evaluates the actual and potential sustainability-related risks and opportunities for the company. This process is based on Swissgrid's ERM and the methodology established in it in order to ensure a consistent risk assessment. Risks are assessed on the basis of the probability of occurrence and the potential extent of damage. The extent of damage is determined in relation to nine risk categories using quantitative and qualitative attributes: personal safety, security of supply, efficiency of the transmission system, financial situation, compliance, reputation, environmental and landscape protection, innovation and digitalisation and/or information security. Swissgrid adopts the highest-rated ERM risk or the highest-rated opportunity as a benchmark to evaluate the financial materiality of a topic.

Limit and classification of the main priorities: Swissgrid considers an issue to be material if either the impact on people and the environment or the opportunities and risks for Swissgrid are assessed as «medium» (on a five-point scale, this corresponds to a limit of 2.6 points). The resulting materiality matrix shows Swissgrid's ten priorities and material topics. Sustainability topics that were not considered material (e.g. water, marine resources) are not listed in the materiality matrix.

The verification of the material topics at the end of the 2025 financial year did not result in any changes to the priorities compared to the previous year's Sustainability Report. Minor adjustments were made on the basis of the updated ERM assessment, i.e. in relation to the risks for Swissgrid. These changes were approved by the Board of Directors as part of the annual risk report, but have no influence on the materiality assessment of the sustainability topics.

2025 materiality matrix



Sustainability governance and organisation

The responsibilities and organisation in relation to sustainability are part of Swissgrid's corporate governance structure. The responsibilities of the Board of Directors, the Executive Board and the operational business areas are defined in the legal requirements, the Articles of Incorporation and the Organisational Regulations approved by the Board of Directors. The 2025 Corporate Governance Report gives details of the composition of the Board of Directors and the Executive Board, of provisions and processes relevant to corporate governance and of the corresponding areas of responsibility.

GRI 2-5, 2-9, 2-12, 2-13, 2-14, 2-17

The role of the Board of Directors with regard to sustainability

As Swissgrid's highest supervisory body, the Board of Directors is responsible for the sustainability strategy, including setting the related objectives, for annual non-financial reporting and for the due diligence and management processes for identifying and managing positive and negative impacts, risks and opportunities in relation to sustainability (sustainability issues).

The Board of Directors has various committees that assist it with its sustainability tasks. The Finance and Audit Committee (FPA) helps to monitor and manage the business risks, including environmental and social risks, that may arise from Swissgrid's activities. In addition, the FPA reviews and approves the sustainability strategy, the double materiality analysis and the non-financial reporting for the attention of the Board of Directors. The Staff and Compensation Committee assists the Board of Directors with employee-related matters. This includes carrying out strategic tasks to ensure diversity and inclusion and implementing the remuneration policy throughout the company. The Strategy Committee helps the Board of Directors to draw up strategic principles for sustainability priorities (e.g. security of supply, the energy transition, occupational safety etc.).

Various tools and established monitoring, control and audit functions are in place to help the Board of Directors to fulfil its responsibilities in relation to sustainability:

- Internal Audit reports directly to the Board of Directors and carries out risk-oriented, independent audits and provides advisory services on its behalf. In the 2025 financial year, Internal Audit audited Swissgrid's governance, risk management and control processes for environmental management (with a focus on hazardous substances and SF_6) and judged them «appropriate».
- The monitoring and management of sustainability-related risks form an integral part of the ERM system. In the course of semi-annual risk assessments and regular risk updates, the FPA and the Board of Directors are informed about material risks and their management.
- Whenever it has to evaluate a proposal (for investments, projects or strategic decisions), the Board of Directors and its committees consider the associated positive and negative impacts on the four areas of action Purpose, Planet, People and Partnership. This last area of action includes taking into account the concerns and interests of external stakeholders.
- In order to ensure the integrity and credibility of sustainability reporting, the Board of Directors has instructed Swissgrid's Executive Board to implement an appropriate internal control system for non-financial reporting and to have an annual audit of the key figures carried out by an external auditor. The external auditors present the results of the audit to the FPA.
- In addition, the Board of Directors discusses current topics of relevance to the company in greater depth at ordinary meetings or at extraordinary events such as workshops and tours. It regularly consults with both internal and external experts for this purpose. New members of the Board of Directors are familiarised with company-specific topics, including Swissgrid's sustainability strategy, during onboarding.

GRI 2-12, 2-13, 3-3

The role of the Executive Board with regard to sustainability

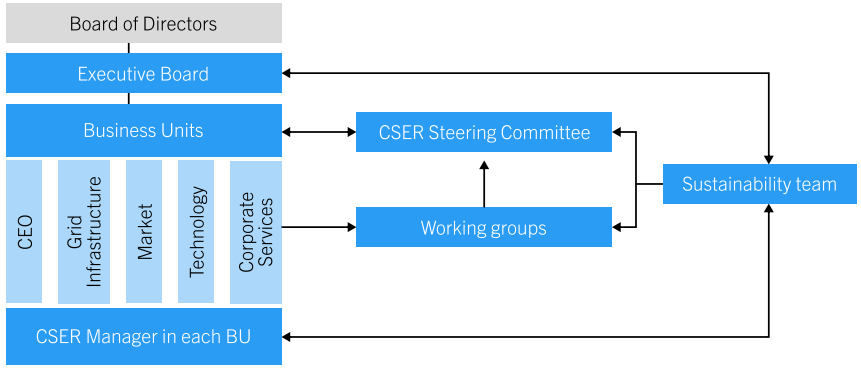
The Executive Board is responsible for the operational development and implementation of Swissgrid's sustainability strategy. This includes the preparation and implementation of action plans and the effective management of key sustainability issues along the value chain. The Executive Board also ensures that sustainability is systematically integrated into business and decision-making processes and promotes a sustainable corporate culture. The Executive Board conducts regular reviews of effectiveness and progress in the priority areas and defines clear responsibilities and cross-divisional structures with regard to sustainability. As part of established reporting processes, the Executive Board informs the Board of Directors at least once a year about sustainability-related risks, opportunities and implementation progress.

GRI 2-13, 3-3

Operational CSER organisation

The sustainability strategy is implemented in Swissgrid's five business areas and is coordinated by the «Sustainability» team. This team reports to the Head of Corporate Services & CFO and is responsible for the cross-divisional CSER management system. It assists the business areas with the further development and implementation of sustainability measures and prepares the non-financial reporting for the attention of the Executive Board and the Board of Directors. A cross-divisional network consisting of the CSER Steering Committee, CSER managers and topic-specific working groups ensures that sustainability is promoted, coordinated and firmly established in all operational areas of the company.

Integration of the CSER organisation into the operational corporate structure

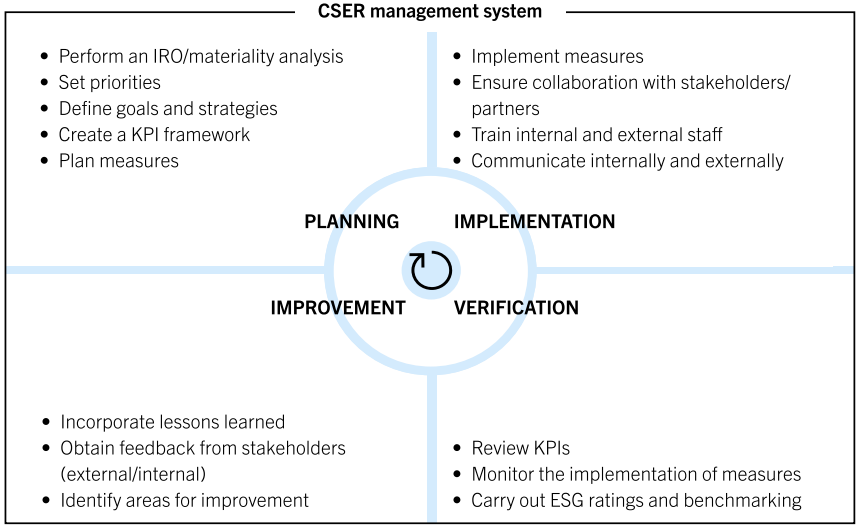


GRI 3-3

Sustainability management system

Swissgrid's cross-divisional CSER management system is based on the guidelines of ISO standard 26000 and follows the PDCA («Plan-Do-Check-Adjust») model to ensure continuous improvement. The guiding principles for sustainability define the central principles of the management model: firmly establishing sustainability in relevant corporate processes, exercising due diligence along the value chain, actively involving employees and stakeholders through communication, training and dialogue, and ensuring transparent and comprehensive reporting.

Sustainability management model



GRI 2-2, 2-3, 2-4, 2-5, 2-14

Context of non-financial reporting

The Board of Directors of Swissgrid Ltd approved the integrated Annual and Sustainability Report on 16 April 2026 for publication on 20 April 2026 and approved it for submission to the General Assembly on 20 May 2026. The integrated Annual Report is published electronically on the Swissgrid website (https://www.swissgrid.ch/en/home/newsroom/publications.html).

Integrated non-financial reporting takes place once a year. This report refers to the situation as at 31 December 2025 and covers the business activities of Swissgrid Ltd. The activities of Pronovo AG were excluded from the financial and non-financial consolidation in accordance with Art. 64 Para. 5 of the Energy Act.

Swissgrid's non-financial reporting was prepared in accordance with the obligations set out in Article 964 of the Swiss Code of Obligations (CO). Consequently, this report provides an account of the sustainability issues in accordance with Article 964b of the Swiss Code of Obligations (environmental matters, including climate issues, social issues, employee-related issues, respect for human rights and combating corruption).

The Sustainability Report is structured according to the material topics identified in Swissgrid's double materiality analysis. This is based on the general requirements of the European Sustainability Reporting Standard (ESRS 1) and takes into account the impact-related, financial and operational materiality of relevant sustainability topics. To ensure transparent reporting, Swissgrid reports in accordance with the standards of the Global Reporting Initiative (GRI), the Ordinance on Climate Disclosures and the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO). Swissgrid does not import or process any conflict minerals or metals as defined in the law and the ordinance and is therefore exempt from the reporting obligations regarding minerals and metals. Reporting on the exercise of due diligence with regard to child labour is integrated into the «Sustainable supply chain» section.

To improve data quality, Swissgrid enhanced its data collection methods for selected key figures in the 2025 financial year. To ensure comparability, the prior-year figures presented in the report have been retrospectively adjusted where material.

The material changes (i.e. with an impact of +/– 5%) are explained in the relevant sections of the Sustainability Report. The most important retrospective adjustments are due to new emission factors published by the Federal Office for the Environment (FOEN) and the Association of Swiss Electricity Companies (VSE), which have a significant impact on the extent of the greenhouse gas emissions reported across all three scopes. In addition, Swissgrid has selectively adapted the methodology for measuring Scope 3 greenhouse gas emissions in order to improve the accuracy and comparability of the reported data.

Swissgrid tasked PricewaterhouseCoopers with conducting a limited assurance audit of selected key figures in accordance with the «Independent Auditor's Report» in the Notes to ensure the reliability of the material key figures on greenhouse gas emissions, consumption of electricity, occupational safety, employees and diversity. The externally audited key figures are labelled accordingly in the report (✓) and relate to the 2025 financial year.

Contact

Swissgrid Ltd
Bleichemattstrasse 31
P.O. Box
5001 Aarau
Switzerland
Telephone: +41 58 580 21 11
E-mail: info@swissgrid.ch

Planet

Climate change

Climate change is one of the most pressing challenges of our time. It not only has an impact on the environment and society, but also poses new challenges for the supply of energy in terms of decarbonisation, stability and resilience. As the operator of the Swiss extra-high-voltage grid, Swissgrid plays a vital role: it combines electricity generation and consumption and thereby forms the backbone of a reliable and sustainable supply of electricity.

Swissgrid is both affected by the consequences of climate change and part of the solution. By ensuring stable, efficient and resilient grid operations, it creates the conditions for securely integrating more and more renewable energies into the system. To achieve this, Swissgrid is driving forward the needs-based expansion of the extra-high-voltage grid, strengthening flexible grid operations and investing in its grid infrastructure to make it more resilient to climate-related risks.

In doing so, Swissgrid is making a key contribution to Switzerland's climate-friendly energy transformation. This commitment to climate protection is one of the main priorities of Swissgrid's sustainability strategy and a reflection of its social, legal and business responsibility.

GRI 3-3

Ambition and goals

Science-based net-zero climate targets

As a transmission system operator, Swissgrid has set itself the goal of supporting the grid-related transformation of the energy system in Switzerland, thereby actively helping to shape the path to a net-zero future for the economy and society. The company underpins this ambition with its own science-based climate targets, which aim to reduce greenhouse gas (GHG) emissions along the entire value chain. Swissgrid is guided by the targets of the Science Based Targets initiative (SBTi) to limit global warming to 1.5°C (for Scope 1 and 2 emissions) or to «well below» 2°C (for Scope 3 emissions).

- **For Scope 1 and Scope 2:** reduction of GHG emissions by 50% by 2030 and by 90% by 2040 compared to the base year 2023.
- **For Scope 3:** reduction of GHG emissions by 37.5% by 2035 (compared to the base year 2024) and achievement of the net-zero target by 2050.

Reduction pathway for GHG emissions

For Scope 1 and Scope 2 emissions, Swissgrid is pursuing a linear reduction pathway towards net zero with annual interim targets that are firmly established in its corporate objectives. For the 2025 financial year, Swissgrid set itself the goal of reducing its Scope 1 and Scope 2 emissions by at least 6% compared to the previous year. This GHG reduction target was not achieved in the 2025 reporting year (see «Swissgrid's greenhouse gas emissions» in this section).

Swissgrid is not pursuing a linear reduction pathway for Scope 3 emissions, but is instead setting medium and long-term directional targets. This is due to the high volatility of upstream emissions connected with the expansion and replacement of grid infrastructure, as well as dependence on technological innovations and on the decarbonisation of the upstream supply chain. Progress is measured using action-based targets: for the 2025 financial year, Swissgrid set itself the goal of taking into account the carbon footprint of the products offered by bidders in more than 75% of public tenders for emission-intensive product groups and of developing new methodology for evaluating the climate impact of emission-intensive grid components. These Scope 3 implementation targets were successfully met in the reporting year (see the «Sustainable supply chain» section).

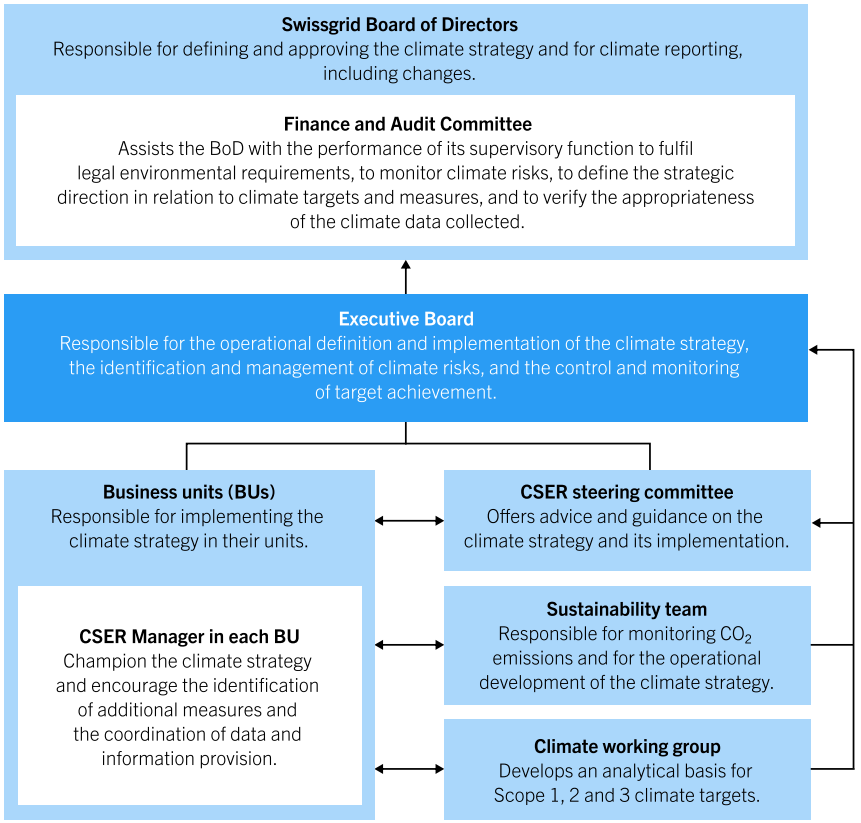
GRI 3-3

Management approach

Governance for climate issues

The responsibilities and supervisory functions with regard to climate issues are integrated into Swissgrid's corporate governance structure and are shown in the following diagram.

Governance structure in the climate sector



The responsibilities of the Board of Directors and Executive Board in relation to strategic, operational and financial planning and the handling of climate-related risks and opportunities are defined as follows:

- **Climate strategy:** the Board of Directors defines the long-term climate strategy and the overarching goals, while the Executive Board is responsible for the operational design and implementation of the strategy and for monitoring target achievement on a regular basis. Any necessary adjustments and control measures are developed by the cross-divisional CSER Committee and are approved by the Executive Board and the Board of Directors as required.

- **Risk and opportunity management:** the Board of Directors defines Swissgrid's risk strategy and bears overall responsibility for risk management. The CEO is responsible for implementing risk management, supported by the Head of ERM. All relevant risks – including climate-related impacts – are assessed every six months as part of the ERM process and submitted to the Board of Directors for approval. Climate-specific risks and opportunities are also assessed annually as part of the dual materiality analysis and approved by the Executive Board or the Board of Directors.
- **Operational and financial planning:** all proposals to the Board of Directors and the Executive Board must include a qualitative assessment of the positive and/or negative impacts on the environment and the climate. This applies to investments, projects and operational implementation measures. The costs of mitigation and adaptation measures are integrated into the regular budget process and approved via project requests.
- **Variable remuneration:** the achievement of the climate targets along the net-zero target pathway is taken into account in the variable remuneration of the Executive Board and management staff (with team lead or topic lead responsibilities). Five climate-related milestones with an effect on the amount of the variable salary component were defined for the 2025 financial year: reduction of Scope 1 and Scope 2 GHG emissions, integration of CO_2 criteria into the procurement of emission-intensive products, implementation of measures for PV optimisation, strengthening the monitoring of SF_6 gas rooms and development of a Scope 3 climate strategy. These key performance indicators accounted for 14% of the variable remuneration of the Executive Board and management staff linked to the corporate objectives.

GRI 201-2

Procedure for identifying climate-related risks and opportunities

Swissgrid systematically identifies and assesses climate-related impacts, risks and opportunities as part of its ERM system, the dual materiality analysis and asset-specific risk assessments.

Assessment of climate-related risks in the ERM process

Climate-related risks are identified and assessed as part of the company-wide ERM process in terms of probability of occurrence and potential extent of damage in line with operational, financial and/or strategic risk dimensions using standardised seven-point assessment scales (see the «Sustainability at Swissgrid» section). As far as the impact of climate-related risks is concerned, the main focus is on security of supply, grid transfer capacity and environmental and landscape protection.

Each risk is assigned to a specific «risk owner», who is responsible for assessing and managing the risk by means of a risk strategy and for implementing suitable measures. The risk strategy for climate-related risks may include the following options, taking into account Swissgrid's risk tolerance ranges, as defined by the Board of Directors, and the specific risk assessment: accept, mitigate, pass on or avoid. The implementation of the measures identified to manage climate-specific risks is regularly reviewed and managed across all divisions as part of the ERM process.

Assessment of climate-related impacts as part of the materiality analysis

As well as adopting a corporate perspective, Swissgrid also assesses the external impact of climate issues on people and the environment. The socio-economic impacts of climate change on security of supply and Swissgrid's direct and indirect GHG emissions (Scope 1 to 3) are taken into account in the dual materiality analysis. The impacts and risks are assessed according to their extent, scope, irreversibility and probability of occurrence on the basis of a standardised five-point assessment scale. Swissgrid relies on the climate scenarios of the Intergovernmental Panel on Climate Change (IPCC) to determine impacts and risks, considering scenarios with global warming of below and above 2°C, i.e. RCP 2.6, 4.5, 6.0 and 8.5.

Asset-specific risk assessment

Risk Criticality Index: Swissgrid regularly carries out asset-specific risk assessments for all its routes. To do so, it has developed a Risk Criticality Index (RCI) for its 12,000 electricity pylons, and calculates asset-specific risks taking three aspects into account:

- Criticality of the route, which is influenced by the relevance of the lines running along the route.
- Potential hazards created by the pylons for people, infrastructure, transport routes and the location.
- Potential hazards for the pylons due to climate and weather-related risks.

The risk assessment of climate and weather-related risks takes into account ice load, avalanches, thawing permafrost, rockfalls, landslides, flooding and wind exposure. The calculation of climate-related risks is based on national and cantonal hazard maps and/or models by federal research institutions that include a risk-specific haz-

ard assessment (e.g. frequency, hazard levels, loads, exposure, etc.) and is carried out for each individual pylon.

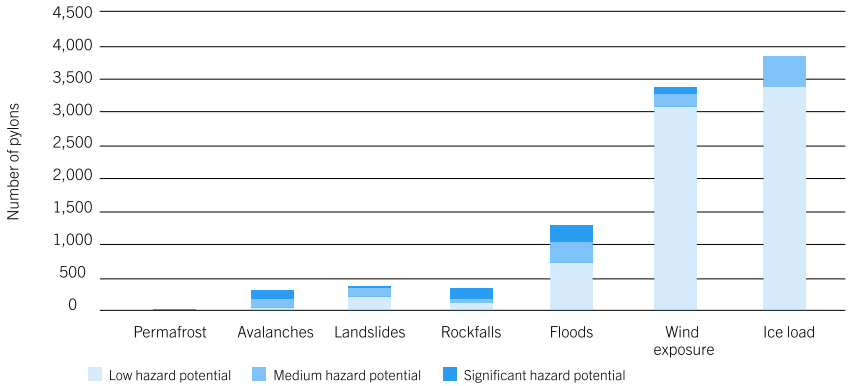
Climate-risk scenario analysis: in the 2025 financial year, Swissgrid also commissioned a climate-risk scenario analysis for 120 systems throughout Switzerland in order to identify the most relevant physical climate risks for the grid infrastructure. The following aspects were analysed:

- Analysed «Shared Socioeconomic Pathways» (SSP) scenarios according to IPCC: a medium scenario according to SSP 2 – RCP 4.5 and a pessimistic scenario according to SSP5 – RCP 8.5.
- Time horizon considered: today, 2030 and 2050.
- Hazards taken into account: heat and cold stresses/waves, temperature variability, air temperature, drought, precipitation levels and changes, landslides, hydrological variability, storms, floods and forest fires.
- Risks were assessed on a five-point scale.

Identified climate-related risks/opportunities and measures implemented
On the basis of the company-wide and asset-specific risk management system described above, Swissgrid has identified and evaluated various physical climate risks and transition risks, and defined corresponding measures. The time horizon of the risks considered includes short-term risks and opportunities with an impact that materialises within one year, medium-term risks with a time horizon of 2027 to 2030, and long-term risks until 2050.

Evaluation of physical climate risks
The transmission grid is already affected by a large number of acute and chronic physical climate risks. The associated aggregated risk of damage to the grid infrastructure due to climate-related events caused by natural hazards is managed by Swissgrid as a «high» corporate risk, driven by the potential impact on security of supply. The probability of occurrence of the risk depends partly on the RCP scenario used, particularly for global warming above 2°C (e.g. RCP scenario 4.5). The extent of the hazard potential was determined partly using the RCI. The RCI shows that a medium to high hazard potential is posed in particular by flooding (around 5% of pylons), ice load (4% of pylons), wind exposure (2.5% of pylons) and avalanches and rockfalls (around 2% of pylons).

Overview of the number of pylons at risk from climate-related natural hazards



Physical climate risks can influence factors such as the structural requirements and protection measures for ensuring the resilience of Swissgrid's infrastructure. The following table gives an overview of the physical climate risks and categorises their potential operational and financial impact on Swissgrid for the various scenarios considered.

Overview of physical climate risks and their impact on Swissgrid

Risk	Potential operational impact	Potential financial impact	Scenario	Classification and trend	Timeframe
Increase in extreme weather events (e.g. high winds and floods)	Damage to infrastructure with a potential impact on security of supply	CAPEX and OPEX (e.g. repairs, maintenance work, enhancements or relocations)	RCI RCP 4.5 RCP 8.5	↗ ●	Short to long term
Thawing of the permafrost	Influence on the stability of the twelve pylons located in permafrost areas	CAPEX and OPEX (e.g. enhancements or relocations)	RCI	↗ ●	Medium to long term
Increase in forest fires due to periods of dry weather	Threat to infrastructure from forest fires	CAPEX and OPEX (e.g. vegetation management and investments in fire resistance)	RCP 4.5 RCP 8.5	→ ●	Medium to long term
More rockfalls, landslides or avalanches	Damage to infrastructure with a potential impact on security of supply	CAPEX and OPEX (e.g. repairs, maintenance work, enhancements or relocations)	RCI RCP 4.5 RCP 8.5	↗ ●	Short to long term
Change in snow and ice loads and shift in snow limits	Change in the static engineering requirements for overhead lines and structures in alpine areas; impact on the accessibility of installations in winter	OPEX (e.g. adjustments during the planning stage)	RCI	↗ ●	Medium to long term
Significant and sustained increase in temperature	Increase in active power losses and greater sagging of conductors due to high temperatures	OPEX (e.g. higher costs for compensation of active power losses, operational changes)	RCP 4.5 RCP 8.5	↗ ●	Medium to long term
Change in precipitation and hydrological variability	Reduction in the availability of hydropower and pumped storage with an impact on operating grid operation	OPEX (e.g. operational changes and additional flexibility products)	RCP 4.5 RCP 8.5	→ ●	Medium to long term

● High ● Medium ● Low ↗ Rising → Steady ↘ Falling

«Adaptation plan» for physical climate risks

The analysis of current risks (basis: RCI) and future climate scenarios (basis: RCP 4.5 and RCP 8.5) by 2030 and 2050 clearly shows that the grid infrastructure must be adapted so that it will continue to function reliably in the future. Climate-related natural events are on the rise and leading to an increase in the risk of serious damage to the grid infrastructure. In order to ensure the long-term resilience of the grid, Swissgrid is focusing on targeted adaptation measures – ranging from optimised planning and the use of modern technologies to structural protection solutions.

- **Planning:** Swissgrid already plans, builds and operates its grid infrastructure in a risk-based manner on the basis of asset performance data. The risk factors taken into account include weather and climate-related natural hazards. Regular hazard assessments are carried out using updated hazard maps during grid planning and operations. If necessary, Swissgrid adapts the structural requirements, the technology used or the resistance requirements (e.g. resistance to fire or frost) of the planned operating equipment.
- **Monitoring:** Swissgrid uses selective and risk-based real-time monitoring tools to detect risks at an early stage and take appropriate measures. As well as taking into account geological measurement data (e.g. landslide areas and permafrost), Swissgrid attaches innovative IoT sensors to electricity pylons. These sensors constantly measure changes in potentially hazardous environmental influences over the entire life cycle of the electricity pylons (see Pylonian: monitoring electricity pylons using IoT sensors).
- **Stabilisation measures in grid operations:** to protect against damage caused by rockfalls, landslides or extreme weather events, Swissgrid builds targeted, risk-based protective structures or participates in stabilisation measures with cantons and municipalities, e.g. the Brienz landslide slope relief tunnel (Canton of Graubünden).
- **Additional measures:** Swissgrid implements other measures that also directly or indirectly strengthen the resilience of the infrastructure to climate and weather-related natural hazards. They include but are not limited to:

- Targeted vegetation management along lines (see the «Biodiversity» section).
- Application of a company-wide business continuity management (BCM) system (see the «Annual Report»).
- Pilot projects with BVLOS (Beyond Visual Line of Sight) drones and LiDAR (Light Detection and Ranging) sensors to detect damage to extra-high-voltage lines early, efficiently and in a targeted manner using intelligent image analysis.
- Use of Dynamic Line Rating to improve the modelling of dependency between weather conditions, conductor temperature and current using real-time measurement data and microclimatic weather forecasts. Thanks to this real-time data, the capacity utilisation of grid infrastructure can be optimised more flexibly in line with local weather conditions and forecasts.

Funding for the measures is integrated into the regular budget process, but is not quantified separately from other operating and capital costs in monetary terms. The regulated business model defines Swissgrid's operating framework in such a way that the financial impact of climate change, including the costs of any necessary climate-related adaptation measures, does not have a material impact on operating profit.

Assessment of transition risks

The transformation of the energy system poses considerable challenges for Swissgrid. Much greater flexibility is needed in grid operations due to increasing volatility and the decentralisation of electricity generation. To support the energy transition on the grid side, Swissgrid must not only expand and modernise its grid infrastructure in line with demand, but also adapt its grid operations. These investments and adaptations are not only technically demanding, but sometimes also contradict the company's own climate targets, as they can cause additional emissions along the value chain. The most important climate-related transition risks and their operational and financial impact on Swissgrid are summarised in the following table.

Overview of transition risks and their impact on Swissgrid

Risk	Potential operational impact	Potential financial impact	Scenario	Classification and trend	Timeframe
Market and technology: volatile, decentralised utility power generation due to the growing proportion of renewable energies	More complicated planning, higher risks for grid stability and greater demand for control energy (but lower control reserves at the same time)	CAPEX and OPEX (e.g. digitalisation, adaptation of voltage maintenance and control energy products, operational planning costs)	Net-zero energy scenario from the federal government's Energy Perspectives	↗ ●	Short to long term
Market and technology: inadequate PV production data and controllability	Impact on system operation due to the growing proportion of uncontrollable production and limited availability of production data	OPEX (e.g. use of additional control energy, improvement of controllability and integration into the control energy market)	Net-zero energy scenario from the federal government's Energy Perspectives	↗ ●	Short to long term
Law and politics: lengthy procedures for the approval of grid projects	Delay in needs-based grid expansion (i.e. grid infrastructure unable to keep pace with the ambition of the energy transition) but increasing grid congestion, more difficult operational management and inadequate transport of the energy generated	OPEX (e.g. additional operational and legal expenses)	n/a	→ ●	Short to long term
Law: ban on SF_6	Impact on the planning and maintenance of operating facilities with SF6, including risks in terms of the availability of alternatives, cost increases and time horizons	CAPEX and OPEX (e.g. higher procurement and maintenance costs)	«Nationally determined contribution» (NDC) for Switzerland	↗ ●	Medium term
Strategy: needs-based grid expansion for the energy transition	Higher material consumption prevents or hinders the reduction of GHG emissions and the achievement of the net-zero target.	CAPEX and OPEX (e.g. use of low-emission alternatives)	Net-zero energy scenario from the federal government's Energy Perspectives Strategic Grid 2040	↗ ● ●	Medium to long term

● High ● Medium ● Low ↗ Rising → Steady ↘ Falling

Adaptation plan for transition risks

Proactively addressing the challenges, risks and opportunities of the energy transition is part of Swissgrid's core business. Transition risks are therefore systematically taken into account in the company's strategic, operational and financial planning. Selected adaptation measures include:

- **Strategic Grid 2040:** Swissgrid's long-term grid development plan is based on the net-zero scenario of the federal government's Energy Perspectives. It represents a strategic basis for forward-looking and needs-based grid planning. Swissgrid takes into account not only the increasing electricity demand, but also the opportunities and challenges arising from the energy transition in Switzerland and Europe. Swissgrid intends to invest around CHF 5.5 billion in the grid of the future by 2040 to ensure that the transmission system meets future requirements.
- **Inclusion of transition risks in operational planning:** supporting the federal government's Energy Strategy 2050 on the grid side and efficiently managing the effects of the energy transition on grid stability are core elements of Swissgrid's strategy. Swissgrid is investing in greater system controllability and resilience in the long term in order to meet the challenges posed by the increasing volatility and decentralisation of electricity generation. Examples of measures taken include the digitalisation of system operation, the development and integration of new platforms for the use of decentralised flexibility, and the implementation of a comprehensive voltage maintenance concept. Further measures are described in the «Energy transition» section.
- **Close cooperation with partners in Switzerland and Europe:** cooperation with partners in Switzerland and abroad is not only an important part of Swissgrid's corporate strategy, but also a core element of the efficient management of transition risks.
    - With the grid of the future, Swissgrid is laying the foundations for connecting Switzerland even more effectively to the surrounding electricity system by 2040. Interconnection with the European grid is what makes the Swiss energy system so robust and efficient – even in the face of transition risks. Access to the European control energy markets is part of this interconnection, and an electricity agreement with the EU is an important condition for making this access possible.
    - In order to implement grid expansion in a timely manner, Swissgrid coordinates its projects in each region with infrastructure operators (distribution system operators, SBB, etc.) and the cantons in order to bundle infrastructure, seek environmentally friendly solutions and increase the acceptance of grid projects.
- **Innovation and digitalisation:** Swissgrid is investing in digitalisation and innovation in order to cope with the increasing complexity of the energy system. Approaches such as the Equigy crowd balancing platform offer the possibility to integrate decentralised flexibility resources such as storage systems, electric cars, battery storage systems or heat pumping technology into the electricity system in a simplified and scalable manner. Further details can be found in the «Energy transition» section.
- **Iterative decarbonisation plan:** Swissgrid has developed specific measures to achieve its net-zero target, including a roadmap for the use of SF_6-free insulating gases. The action plan is regularly reviewed and adapted, taking into account aspects such as the regulatory and technological framework conditions. The pathway to net zero can only be achieved by means of innovation, decarbonisation of the supply chain and close cooperation with partners along the entire value chain. This makes cooperation with suppliers and industry partners a central part of Swissgrid's transition and climate strategy.

Climate-related risks along the supply chain

In the 2025 financial year, Swissgrid carried out a comprehensive analysis of the social and environmental risks along the supply chain, including climate risks. The analysis shows that the greatest climate impact along the upstream value chain is caused by the mining and extraction of materials for the grid infrastructure. The main emissions include upstream emissions in relation to the aluminium, copper, steel and concrete used. In order to address the climate impact of the upstream value chain, Swissgrid has prepared a detailed action plan for reducing its Scope 3 emissions, which addresses the most important emission drivers in the upstream value chain (see the «Emission reduction measures» section).

The supply chain is also indirectly and directly affected by climate-related risks. Swissgrid incorporates risk-based measures into its sustainable procurement strategy in order to mitigate material risks along its value chain. Examples of climate-related risks along the supply chain include:

- Interruptions, delays or price fluctuations affecting the delivery of critical grid components due to extreme natural events and/or transition risks.

- Influence of climate-related hazards on the safety of service providers carrying out construction and repair work.
- Availability of climate-friendly alternatives.
- Reputational risks due to insufficient ambition or compliance of direct suppliers with climate-related regulations and expectations.

Climate-related opportunities

The climate-related transition to a decarbonised supply of electricity is opening up new fields of action for Swissgrid. These include grid-related innovations and digitalisation, the increasing availability and use of new and sustainable technologies for grid stability (see the «Energy transition» section) and the decarbonisation of electricity generation in Switzerland and Europe.

Overview of climate-related opportunities

Opportunity	Potential operational impact	Potential financial impact	Scenario	Classification and trend	Timeframe
Efficiency: availability of products and buildings with higher energy efficiency	Lower active power losses and energy requirements at plants and bases	OPEX (e.g. lower energy costs, incl. compensation of active power losses)	Net-zero energy scenario from the federal government's Energy Perspectives	↗ ●	Short to medium term
Efficiency: availability of innovative products and decentralised flexible solutions for grid stability	Higher proportion of recycling in procured products and disposal	CAPEX and OPEX (e.g. lower procurement and disposal costs)	n/a	↗ ●	Short to long term
Innovation: availability of innovative products and decentralised flexible solutions for grid stability	Additional tools for ensuring grid stability in the future	CAPEX and OPEX (e.g. positive impact on control energy costs)	n/a	↗ ●	Medium to long term
Climate impact: availability of products with a lower carbon footprint	Positive impact on Swissgrid's GHG emissions (all scopes)	n/a	Sector-specific analyses by the Transition Pathway Initiative including the «National Pledges Scenario» and the «1.5°C Scenario»	↗ ●	Medium to long term
Market: decarbonisation of electricity generation	Positive impact on Swissgrid's Scope 2 GHG emissions, incl. active power losses	CAPEX and OPEX (e.g. lower costs for endogenous reduction measures)	Net-zero energy scenario from the federal government's Energy Perspectives	↗ ●	Medium to long term

● High ● Medium ● Low ↗ Rising → Steady ↘ Falling

Measures to take advantage of opportunities

Swissgrid views the energy transition and the decarbonisation of the electricity system not only as a challenge, but also as an opportunity to innovate and increase efficiency. The measures implemented by Swissgrid to take advantage of these opportunities include:

- **Promotion of energy efficiency:** strict energy efficiency criteria are applied when procuring products and systems. This limits active power losses and lowers the energy requirements in substations and operating buildings, which can reduce operating costs in the long term.
- **Integration of recycling and the circular economy:** Swissgrid takes circular criteria and requirements into account in the planning, procurement and dismantling of systems (see the «Circular economy» section). This conserves resources and reduces the environmental impact over the life cycle of the infrastructure.
- **Innovation and digitalisation:** Swissgrid is investing in grid-related innovations and digitalisation to ensure that the transmission grid can meet the requirements of the future. Swissgrid is working with universities and other partners to develop new technologies and methods for the sustainable, efficient and secure transmission of energy. In the 2025 financial year, Swissgrid founded the Innovation Alliance with seven European transmission system operators in order to strengthen the resilience and efficiency of the grids thanks to cross-border innovation. The first priority of the Innovation Alliance is to address the effects of weather events

and climate change on the grid infrastructure. Further examples are summarised in the «Energy transition» section.

- **Decarbonisation of the supply chain:** Swissgrid promotes the development of climate-friendly products and technologies by considering CO_2 criteria in planning, procurement and cooperation with European grid operators. This contributes to the reduction of Scope 3 emissions and strengthens the resilience of the supply chain to climate-related risks.
- **Use of the decarbonised electricity mix:** the ongoing decarbonisation of electricity generation in Switzerland and Europe can have a positive impact on Swissgrid's emissions inventory in the long term. Modelling by the Association of Swiss Electricity Companies (VSE) shows that emissions caused by active power losses could be significantly reduced by 2040. Swissgrid's climate strategy and action plan harness and build on synergies with exogenously driven decarbonisation in Switzerland and abroad.

GRI 2-4, 305-1, 305-2, 305-3, 305-4, 305-5

Swissgrid's greenhouse gas emissions

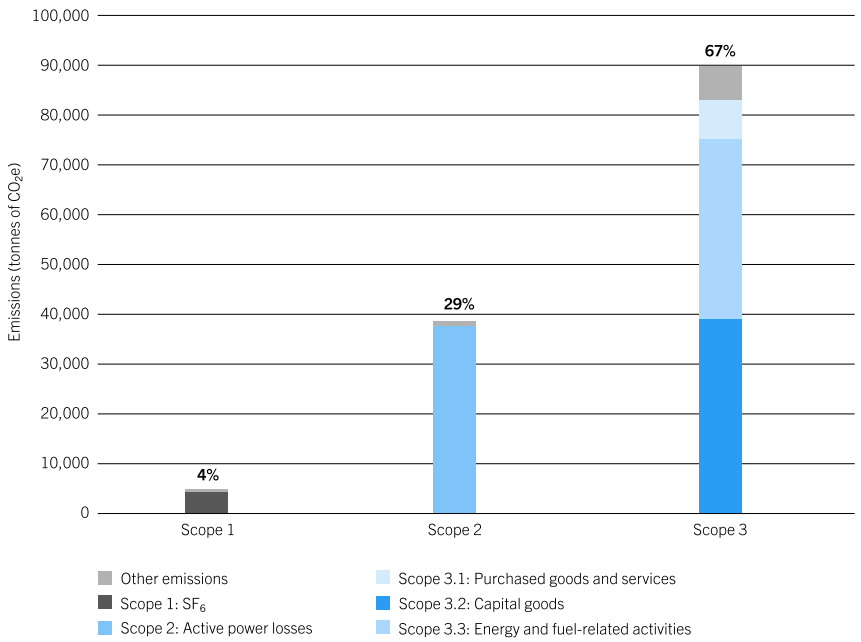
Comprehensive, regular measurement of GHG emissions across all three scopes forms the basis for defining and managing Swissgrid's climate targets and emission reduction measures. Data is collected in accordance with the accounting principles and requirements of the Greenhouse Gas Protocol (GHG Protocol). To regularly review the progress and effectiveness of the measures implemented, Swissgrid supplements GHG emission data with specific key figures for the most important emission sources. Since the 2023 reporting year, Swissgrid has had the relevant key figures reported in this section audited by an external auditor (see the «Independent Auditor's Report» in the Notes).

The explanations and key figures on Swissgrid's GHG emissions are based on the market-based approach, unless they are explicitly labelled as location-based.

Swissgrid's most important emission drivers

A total of 133,723 tonnes of CO_2 equivalents (CO_2e) were generated across all three scopes in the reporting year. Of these, Swissgrid's direct and indirect Scope 1 and Scope 2 emissions accounted for 43,652 tonnes of CO_2e (33% of total GHG emissions), and indirect Scope 3 emissions accounted for 90,071 tonnes of CO_2e (67% of total GHG emissions). The main drivers of Swissgrid's GHG emissions are SF_6 emissions in Scope 1, active power losses in Scope 2 and upstream emissions from replaced/newly built grid infrastructure (capital goods) in Scope 3. Together, they are responsible for 61% of total GHG emissions across all three scopes.

Overview: GHG emissions across all three scopes in 2025



SF_6 emissions in switchgear (Scope 1)

SF_6 is a highly insulating gas that is used by Swissgrid in switchgear in the extra-high-voltage range. The advantage is that this results in significantly smaller insulation distances, allowing switchgear to be built more compactly. The disadvantage of this gas is that it has a high greenhouse gas potential: according to the IPCC, SF_6 is approx. 24,300 times more harmful than the greenhouse gas CO_2. Despite preventive measures, the risk of SF_6 escaping cannot be completely ruled out. Leaks in small quantities can occur due to sealing technology and gas handling. For applications above 220 kV, the availability of tested and marketable alternatives with SF_6-free insulating gas is currently very limited.

SF_6 losses are the largest source of Swissgrid's direct GHG emissions, responsible for 96% of Scope 1 emissions. In the 2025 financial year, GHG emissions from SF_6 losses increased by 15% compared to the previous year. This was mainly due to obsolete operating equipments that could not be replaced straight away due to long delivery times.

SF_6 key figures (✓ PwC Assurance for 2025)	2025	2024	2023
Total amount of SF_6 (kg)	236,741	230,952	232,420
SF_6 losses (kg)	189	164	112
SF_6 loss rate (%)	0.08	0.07	0.05
GHG emissions due to SF_6 losses (tCO_2e)	4,604	3,997[1]	2,733[1]

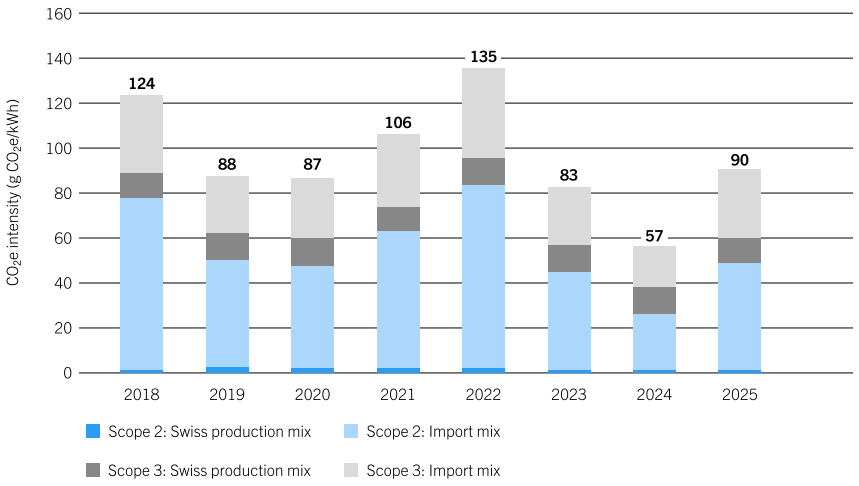
[1] Restatement based on an update of the Global Warming Potential (GWP) used for SF_6 from 23,500 to 24,300 according to the IPCC.

Active power losses in power transmission (Scope 2 and Scope 3)

Active power losses in the high-voltage grid occur during power transmission due to the electrical resistance of the lines and losses in grid components. The level of active power losses is dependent on the volume of energy transported, including transits through Switzerland. Other factors also play a role, such as the voltage and intensity of current, the design of the electrical conductor, the distance covered by the energy transported, the grid topology and climatic conditions. Swissgrid must compensate for these active power losses in the Swiss extra-high-voltage grid via ancillary services, and procures the corresponding electricity on the energy market. According to the legal requirements, procurement must take place in a market-oriented and non-discriminatory manner. In the 2025 financial year, active power losses totalled 865 GWh, which corresponds to 1.2% of the electricity transported and is around 12% less than in the previous year.

In accordance with the requirements of the GHG Protocol, Swissgrid calculates the location-based and market-based GHG emissions of active power losses in Scope 2. The calculations are based on the average emission factor of the Swiss consumer electricity mix. For location-besed GHG emissions, the total active power losses are multiplied by this emission factor; for market-based GHG emissions, active power losses without a guarantee of origin are calculated using this factor. The emission factor of the consumer electricity mix influences both Swissgrid's Scope 2 emissions (indirect emissions from electricity generation) and Scope 3 emissions (upstream emissions for the provision of energy lost during power transmission). One of the main challenges for Swissgrid is that the emission factor of the Swiss consumer electricity mix has a significant influence on the company's GHG inventory, but Swissgrid has no direct influence over the Swiss consumer electricity mix. In addition, the emission factor is subject to annual fluctuations, which are greatly influenced by the quantity and origin of the electricity imported. According to the Association of Swiss Electricity Companies (VSE), the emission factor (Scope 2 and Scope 3) of the consumer electricity mix in Switzerland rose to 90 tCO_2e/GWh in the 2025 financial year, which corresponds to an increase of 58% compared to the previous year.

GHG emission factor – Swiss consumer electricity mix



Source: Association of Swiss Electricity Companies (VSE), GHG emission factor (consumer electricity mix for Switzerland, including power distribution)

GHG emissions from active power losses rose to 37,952 tCO_2e in the 2025 financial year and accounted for 98% of Scope 2 emissions and around 87% of combined Scope 1 and Scope 2 emissions. Compared to the previous year, Scope 2 GHG emissions from active power losses increased by 48% and upstream Scope 3 emissions from active power losses rose by 20% – despite the fact that Swissgrid was able to reduce active power losses by 12% and purchased certified low-CO_2 electricity for 10% of the balancing energy. The increase in GHG emissions from active power losses is driven by the increase in the emission factor for electricity transported/consumed in Switzerland. If the emission factor had remained constant, Scope 2 GHG emissions from active power losses would theoretically have been reduced by 21% compared to the previous year.

Key figures on active power losses (✓ PwC Assurance for 2025)	2025	2024	2023
Active power losses (GWh)	865	985	919
Active power loss rate (%)	1.23	1.41	1.24
Imbalance energy for active power losses with guarantees of origin (%)	10%	0	0
GHG emissions from active power losses (tCO_2e, marked-based Scope 2)	37,952	25,606[1]	41,372[1]

[1] Restatement due to the update of the emission factor used for the Swiss consumer electricity mix according to VSE.

Upstream emissions from replaced/newly built grid infrastructure (Scope 3)

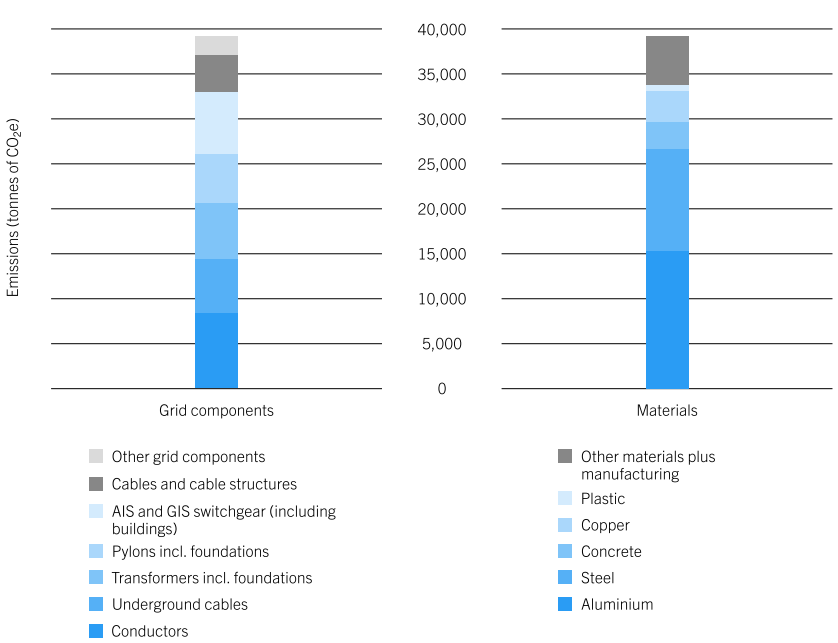
The needs-based development of the transmission grid makes an important contribution to achieving Switzerland's net-zero climate target. At the same time, the necessary expansion and modernisation of the grid infrastructure will lead to a significant increase in Scope 3 emissions, driven by the material need for new capital goods. «Capital goods» already represent around 44% of total Scope 3 emissions, making them one of the biggest drivers of Swissgrid's GHG emissions.

Key figures on capital goods (✓ PwC Assurance for 2025)	2025	2024
Scope 3 emissions for capital goods (tCO_2e)	39,250	39,645[1]
Scope 3 emissions for capital goods per km of extended/replaced conductors/cables (tCO_2e/km)	186	189[1]

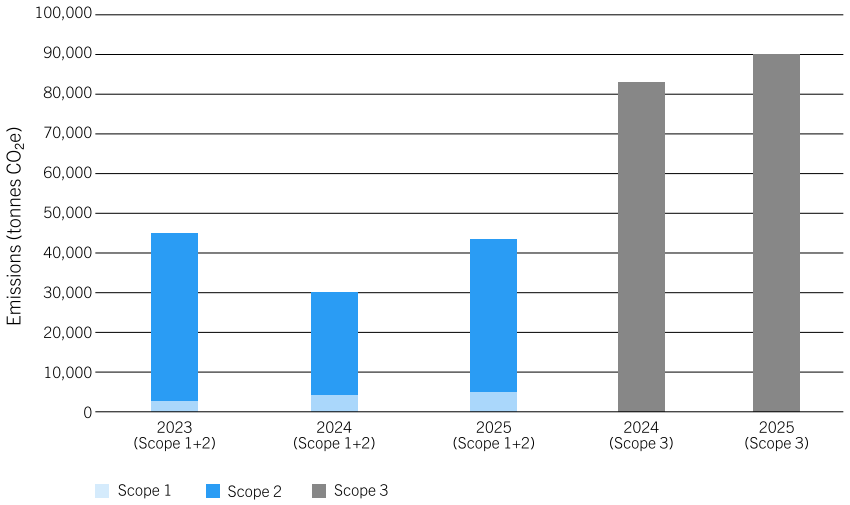
[1] Restatement due to a change in methodology: use of life cycle assessment data for all grid components that were purchased and/or commissioned as part of grid projects in the reporting year. See more detailed explanations in the «GHG inventory» section.

In the 2025 financial year, the following grid components accounted for the largest share of upstream emissions in the capital goods category: conductors (22%), transformers (16%), underground cables (15%), pylons and foundations (14%), cables and cable structures (11%), switchgear (10%) and substation buildings (8%). The emissions of individual components are essentially determined by the CO_2 intensity of the raw materials used. Aluminium, steel, concrete and copper had the greatest impact on the carbon footprint of the capital goods used in the 2025 financial year.

GHG emissions from assets by grid components and materials 2025



Development of GHG emissions 2023–2025 (Scope 1 and 2 and Scope 3)



Development of GHG emissions 2023 – 2025

In the 2025 financial year, Swissgrid's combined Scope 1 and Scope 2 emissions increased by 43% compared to the previous year, driven by the significant increase in the exogenous emission factor of the consumer electricity mix in Switzerland. This meant that the 6% reduction target set for 2025 could not be achieved. Scope 3 emissions rose by 8% compared to the previous year, also largely due to the exogenous increase in electricity-related Scope 3 emissions. Overall, these changes led to a 17% increase in GHG emissions across all three scopes compared to the previous year.

The increase in GHG emissions is also reflected in the key figures on Swissgrid's emission intensity: in the 2025 financial year, GHG emissions rose to 1.9 kg CO_2e/MWh in relation to the volume of electricity transported. This corresponds to an increase of 16% (higher GHG emissions for a stable volume of electricity transported). Emission intensity increased by 45% in relation to Swissgrid's net turnover due to higher emissions and lower net turnover (see the «Financial Report»).

Emission intensity (✓ PwC Assurance for 2025)	2025	2024	2023
Scope 1 and Scope 2 emissions in relation to the volume of electricity transported (kg CO_2e/MWh)	0.6	0.4[1]	0.6[1]
Scope 3 emissions in relation to the volume of electricity transported (kg CO_2e/MWh)	1.3	1.2[1]	–
Scope 1+2+3 emissions in relation to the volume of electricity transported (kg CO_2e/MWh)	1.9	1.6[1]	–
Scope 1+2 emissions in relation to revenue (tCO_2e/CHF million)	29.5	16.7[1]	37.0[1]
Scope 3 emissions in relation to revenue (tCO_2e/CHF million)	60.8	45.8[1]	–
Scope 1+2+3 emissions in relation to revenue (tCO_2e/CHF million)	90.3	62.4[1]	–

[1] Restatements due to a retrospective adjustment of GHG emissions, which are described in more detail in the «GHG inventory» section below.

GHG inventory

Swissgrid calculates its GHG emissions every six months on the basis of the GHG Protocol. These calculations include all relevant greenhouse gases, i.e. carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF_6). The GHG inventory is prepared under the operational control approach and is aligned with financial reporting.

Where measurement data was missing or incomplete, extrapolations, averages derived from the available measurement data, life cycle assessment data, data bases (e.g. FOEN, Ecoinvent, CEDA) and/or approximations were used. These figures are explained in more detail in the Appendix to this report (GRI 305) and were audited externally as part of the limited assurance audit.

Greenhouse gas inventory (2023 to 2025) in tonnes of CO_2e (✓ PwC Assurance for 2025)	2025	2024	2023	Change (2025 vs. 2024)
Total Scope 1 and 2 (market-based)	**43,652**	**30,451[1]**	**45,104[1]**	↗
Scope 1 (direct emissions)	**4,806**	**4,395[1]**	**3,089[1]**	↗
SF_6 losses	4,604	3,997[1]	2,733[1]	↗
Fuel consumption of the Swissgrid vehicle fleet (diesel/petrol)	158	352	319	↘
Fuel consumption of emergency power systems (diesel)	45	47	37	↘
Scope 2 «location-based» (indirect emissions)	**43,607**	**26,225[1]**	**42,297[1]**	↗
Active power losses from energy transmission	42,362	25,606[1]	41,372[1]	↗
Electricity consumption of substations	930	448[1]	682[1]	↗
Electricity consumption of locations, bases and data centres	232	112[1]	177[1]	↗
Electricity consumption of the Swissgrid communication network	9	5[1]	9[1]	↗
Electricity consumption of the Swissgrid vehicle fleet	15	0[1]	1[1]	↗
Heating	56	52[1]	55[1]	↗
Cooling	2	1[1]	2[1]	↗
Scope 2 «market-based» (indirect emissions)	**38,846**	**26,056[1]**	**42,015[1]**	↗
Active power losses from energy transmission	37,952	25,606[1]	41,372[1]	↗
Electricity consumption of substations	710	349[1]	501[1]	↗
Electricity consumption of locations, bases and data centres	112	51[1]	75[1]	↗
Electricity consumption of the Swissgrid communication network	9	5[1]	9[1]	↗
Electricity consumption of the Swissgrid vehicle fleet	15	0[1]	1[1]	↗
Heating	47	44[1]	55[1]	↗
Cooling	0	0[1]	2[1]	→
Total Scope 3 (indirect emissions from the supply chain)[1]	**90,071**	**83,512[1]**	–	↗

Greenhouse gas inventory (2023 to 2025) in tonnes of CO_2e (✓ PwC Assurance for 2025)	2025	2024	2023	Change (2025 vs. 2024)
Category 1: Goods and services[3]	7,696	6,805[1]	–	↗
Category 2: Capital goods[3]	39,250	39,645[1]	–	↘
Category 3: Activities for the provision of fuels, combustibles and energy	36,526	30,351[1]	35,801[1]	↗
Category 5: Processing of waste and recyclable materials	1,329	1,461[1]	–	↘
Category 6: Business travel	292	258	257	↗
Category 7: Employee commuting	760	722[1]	661[1]	↗
Category 15: Investments	4,216	4,270[1]	–	↘
Total Scope 1, 2 and 3 (Scope 2 location-based)	**138,484**	**114,133[1]**	–	↗
Total Scope 1, 2 and 3 (Scope 2 market-based)	**133,723**	**113,963[1]**	–	↗

[1] The previous year's figures were recalculated retrospectively due to a change in methodology and/or newly available and more accurate data/emission factors. The most significant retrospective adjustments are explained in the «Changes in methodology and retrospective adjustments» section.
[2] Due to Swissgrid's responsibilities and activities, Scope 3 Categories 8 to 14 are not applicable to the company.
[3] Including upstream GHG emissions arising from the transportation and distribution of purchased products, services and capital goods, i.e. Scope 3 Category 4.

Changes in methodology and retrospective adjustments

When preparing the GHG inventory in the 2025 financial year, Swissgrid made selected methodological and retrospective adjustments («restatements») in order to improve data quality and comparability with previous years.

- **GHG emission factor for active power losses and electricity consumption:** the VSE has calculated and published the CO_2 content of the Swiss consumer electricity mix annually since the 2025 financial year, thereby providing an up-to-date and reliable data basis for the GHG inventory of the electricity consumption of Swiss companies. The calculations include both historical values and a breakdown of Scope 2 and Scope 3 emissions. Swissgrid has retroactively adjusted all relevant key figures on this basis (electricity consumption and active power losses) in order to ensure the comparability of GHG emissions. This led to a significant reduction in Scope 2 emissions for the 2023 and 2024 financial years compared to the previously published figures.
- **GHG emissions from capital goods (Scope 3, Category 2):** in the 2025 financial year, Swissgrid continued to improve the completeness, accuracy and comparability of its Scope 3 data, particularly with regard to the upstream emissions of capital goods. To do so, it improved and supplemented the life cycle assessments for all key grid elements (using the «Average Product Method») in order to ensure that upstream emissions are recorded as completely as possible and to facilitate the transition to supplier-specific data in the future. The total upstream GHG emissions were recorded for all grid projects that were in the procurement and/or implementation phase in the reporting year in proportion to the implementation period. In order to increase transparency and traceability, the GHG emissions of capital goods are now reported separately from the other goods and services purchased.
- **GHG emissions from purchased goods and services (Scope 3, Category 1):** Swissgrid continues to record all its product groups (excluding capital goods for the grid) on the basis of expenditure-based emission factors. The emission factors for purchased services were refined on the basis of a more detailed analysis of the product groups. In combination with the methodological changes for recording the GHG emissions of capital goods, this led to a reduction in the GHG emissions reported for the two Scope 3 categories (categories 1 and 2) compared to the published values from the previous year (2024).

GRI 2-25, 3-3, 305-4, 305-5

Emission reduction measures

Swissgrid is making its most important contribution to a net-zero future by taking planned and implemented measures to support the energy transition on the grid side. To do so, it is investing in strategic grid expansion, grid-related innovations and digital system solutions (see the «Energy transition» section). This will allow Swissgrid to create the basis for integrating renewable energies into the grid in a reliable manner and for supporting the decarbonisation of the economy and society. In addition to its commitment to the energy transition, Swissgrid is implementing targeted measures to reduce its own GHG emissions across all three scopes.

Measures to reduce Scope 1 GHG emissions

In the 2025 financial year, Swissgrid continued to implement measures to reduce its Scope 1 emissions, with a focus on the long-term reduction of SF_6 losses and the decarbonisation of the business vehicle fleet.

Measures to reduce SF_6 emissions

- **Preventive measures:** as part of its certified environmental management system, Swissgrid has defined internal guidelines for dealing with SF_6 and organises regular training for the relevant employees. Five internal training sessions were held in the 2025 financial year. In addition, Swissgrid defines maximum permissible SF_6 loss requirements for the procurement of relevant operating equipment, evaluates the amount of SF_6 used as an award criterion and ensures the proper refilling, recycling and disposal of the gas.
- **Monitoring:** in order to be able to react promptly if necessary, Swissgrid monitors all gas rooms using leakage sensors. In addition, the company equipped selected gas-insulated switchgear (GIS) with around 500 sensors in the 2025 financial year in order to improve the real-time monitoring of gas rooms.
- **Pilot projects with alternative insulating gases:** in cooperation with other European grid operators, Swissgrid is involved in implementing pilot projects with alternative insulating gases that will make it possible to discontinue the installation of operating equipment with SF_6 as soon as possible.
- **Long-term reduction in the total amount of SF_6:** as part of its grid and climate strategy, Swissgrid gives priority to air-insulated switchgear (AIS) over GIS switchgear in grid construction projects wherever this is operationally possible. Swissgrid has also prepared a roadmap for the introduction of operating equipment with alternative insulating gases in order to ensure their efficient utilisation and availability. In line with the legislation, the roadmap specifies that no further switchgear with SF_6 gas will be installed from 2032 at the latest.

Measures to reduce the fuel consumption of the vehicle fleet

- **Electrification of the company vehicle fleet:** Swissgrid replaced around 65% of its vehicle fleet with electric cars in the 2025 financial year. The aim is to electrify 98% of all the cars in the fleet by the end of 2026. To promote the use of electric vehicles, the installation of 92 electric charging stations at Swissgrid's locations, bases and substations was completed in the 2025 financial year.

Measures to reduce Scope 2 GHG emissions

Swissgrid continued to drive forward the implementation of its Scope 2 reduction measures in the 2025 financial year. It focused on the decarbonisation of active power losses and the reduction of energy consumption.

Measures to reduce emissions caused by active power losses

- **Reduction of active power losses:** as part of the Strategic Grid, Swissgrid has planned a series of measures which should have a positive impact on the level of active power losses. Some of these measures have already been implemented or initiated. One of the main measures is to increase the voltage of lines from 220 to 380 kV. As the active power losses of overhead lines are generally lower at higher voltage levels, there is an important synergy between climate measures and the planning of the Strategic Grid.
- **Efficiency criteria for the procurement of key grid components:** applying energy efficiency criteria in the procurement of critical grid components is another important measure which can have a significant influence on the level of electric system losses. For this reason, Swissgrid assesses the loss rate of the components offered when procuring new transformers and overhead lines and defines maximum consumption values for devices for monitoring and controlling grid systems (Substation Automation System, SAS).
- **Decarbonisation of compensation of active power losses with guarantees of origin:** in order to proactively decarbonise the compensation of active power losses fed into the grid, Swissgrid covered 10% of the balancing energy for active power losses with certified low-CO_2 electricity instead of grey electricity in the 2025 financial year. In line with the criterion of non-discrimination for ancillary services, Swissgrid was guided by the Swiss production mix, i.e. renewable energies, hydropower and nuclear power.

Measures to reduce energy consumption

- **Energy management system:** Swissgrid operates and controls its energy management to reduce energy consumption as part of its certified environmental management system in accordance with ISO 14001 and its climate strategy. This involves recording and analysing energy-related consumption data for all locations and processes (see «Key figures on energy and electricity consumption»). This makes it possible to identify key consumption drivers and set priorities for efficiency potential. The targets relating to energy consumption harness synergies with Swissgrid's climate strategy and address by far the largest driver of energy consumption and emissions: by 2030, Swissgrid aims to source 50% of the electricity procured to compensate for active power losses from certified low carbon electricity.
- **Energy-efficient building and heat supply for Swissgrid headquarters:** the main building rented by Swissgrid in Aarau is certified Minergie-P, which is one of the strictest efficiency standards for buildings in Switzerland. It obtains all of its elec-

tricity from 100% certified hydropower and utilises the waste heat from the waste incineration plant via a district heating system. Waste heat from cooling machines is used to heat the interior of the building, and waste heat from commercial refrigeration is used for the production of hot water.

- **Renewable supply of electricity at substations and locations:** 100% of the electricity consumption in 15 substations and locations with high consumption levels was covered by certified hydropower in the 2025 financial year.
- **Reduction in energy consumption:** LED lighting and energy-efficient IT products are used to reduce electricity consumption in Swissgrid buildings even further. Swissgrid integrates energy efficiency criteria into the procurement of relevant products.

Measures to reduce Scope 3 GHG emissions

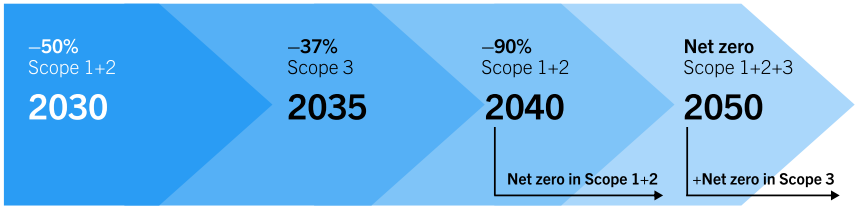
In the 2025 financial year, the Executive Board approved an action plan for reducing Scope 3 emissions covering 21 areas of action that will be implemented and expanded one step at a time. In addition, Swissgrid pressed ahead with the implementation of existing and new measures with an impact on emissions in the upstream value chain.

- **Development and testing of CO_2 calculation tools:** in the 2025 financial year, Swissgrid developed CO_2 calculation tools for its most emission-intensive grid components (steel pylons, conductors, cables, concrete elements, switchgear and transformers) and tested them in 15 procurement procedures. The aim is to be able to compare and assess the carbon footprint of products offered by bidders to promote climate-friendly alternatives and gradually reduce Scope 3 emissions. The further development and application of CO_2 calculation tools – in close cooperation with other transmission system operators in Europe – are a central component of Swissgrid's Scope 3 action plan.
- **Application of GHG criteria in the procurement of products:** in the 2025 financial year, Swissgrid strengthened the application of further CO_2-relevant criteria in procurement. Examples include the inclusion of environmental product declarations for grid components offered by bidders, the proportion of renewable energies used in the manufacture of products and/or the consideration of suppliers' validated SBTi climate targets.
- **Cooperation with European transmission system operators:** Swissgrid is working closely with other transmission system operators in Europe to further develop the requirements for suppliers in order to strengthen joint effectiveness. In the 2025 financial year, Swissgrid was involved in a European working group specialising in the design and implementation of sustainable procurement criteria in connection with the climate impact of emission-intensive grid components.
- **CO_2 offsetting of flight emissions:** Swissgrid offset 100% of CO_2 emissions caused by business flights for the first time in the 2025 financial year by means of targeted and certified CO_2 emission reduction projects for the restoration of moorland in Switzerland.

Swissgrid's transition plan

Swissgrid has set itself scientific GHG reduction targets along the entire value chain to highlight its commitment to a common net-zero future. The targets form the framework for the company-wide transition plan and are substantiated by annual sub-targets (see the «Ambition and goals» section). This enables Swissgrid to ensure that progress towards net zero remains measurable and is incorporated into corporate management.

Swissgrid's transition plan



Development and prioritisation of measures: Swissgrid's net-zero pathway is based on specific action plans that target all material emission drivers across the three scopes. These action plans are based on the forecast emission trends up to 2050 and take into account scenario and sensitivity analyses on effectiveness, costs and exogenous influence factors such as the decarbonisation of the electricity mix in Switzerland and abroad. Measures are prioritised according to the expected reduction potential, their effectiveness and economic efficiency, Swissgrid's ability to exert influence, regulatory, technical and market risks and framework conditions. The action plans were approved by the Board of Directors (Scope 1 and Scope 2) and the Executive Board (Scope 3) in 2025.

Implementation and monitoring of measures: the action plans are designed as dynamic control instruments with an iterative implementation and further development process. This includes annual progress monitoring and regular reviews of the

target pathway and measures. The results of these reviews, including any necessary adaptations, are presented to the Executive Board and, where required, to the Board of Directors to ensure that the implementation of the net-zero pathway can be managed transparently and strategically readjusted if necessary.

Overview of the most important planned measures

- **Scope 1 emissions:** the action plan for reducing Scope 1 emissions includes specific targets and a roadmap for the reduction of SF_6 losses and the gradual replacement of components containing SF_6 with alternative insulating materials. Due to the long service life of switchgear and the limited availability of alternative insulating gases at the highest voltage level, the planned measures will only be fully effective in the medium to long term.
- **Scope 2 emissions:** the action plan to reduce Scope 2 emissions includes targets and measures to reduce and decarbonise Swissgrid's energy consumption, with a focus on active power losses. As well as taking technical measures to reduce active power losses as part of strategic grid planning and the procurement of relevant operating equipment, the plan is to linearly increase the proportion of certified low CO2 energy for active balancing.
- **Scope 3 emissions:** the iterative action plan for reducing Scope 3 emissions includes measures in 21 areas of action. Measures range from the introduction of an internal CO_2 price and pilot projects for carbon core conductors to an increase in the secondary share of emission-intensive raw materials. Due to needs-based grid expansion and the associated predicted increase in Scope 3 emissions, the targets are defined as guideline values and are set out in an iterative action plan, which is regularly reviewed and adapted. It will only be possible to meet the net-zero target by 2050 by means of technological innovation, decarbonisation of the supply chain and close cooperation with partners along the entire value chain.
- **Use of negative emission technologies:** residual GHG emissions that are difficult to reduce will be offset in Scope 1 and Scope 2 from 2040, and in Scope 3 from 2050, by investing in certified negative emission technologies in order to achieve the net-zero target.

GRI 302-1, 302-2, 302-3, 302-4

Key figures on energy and electricity consumption

As part of its energy and climate strategy, Swissgrid regularly collects figures on energy and electricity consumption in order to obtain a comprehensive picture of the most important sources of consumption and to identify potential savings. This allows Swissgrid to implement targeted measures to reduce energy and electricity consumption. They are described in detail in the «Measures to reduce Scope 2 GHG emissions» section.

In the 2025 financial year, Swissgrid covered more than 99% of its energy requirements with electricity. Swissgrid's electricity consumption is dominated by active power losses (> 97%), followed by electricity consumption in substations, at sites and bases and in data centres (> 2%). Swissgrid's energy consumption fell by 12% compared to the previous year. This was due to lower active power losses (–12%) and a reduction in energy consumption thanks to the electrification of the vehicle fleet.

Overview of consumption of electricity in MWh (✓ PwC Assurance for 2025)	2025	2024	2023	Change (2024 vs. 2025)
Total consumption of electricity within the organisation	**890,501**	**1,009,107**[1]	**941,022**[1]	↘
Total fuel consumption within the organisation from non-renewable resources	**766**	**1,563**	**1,399**	↘
Fuel consumption of the Swissgrid vehicle fleet, diesel	576	1,357	1,223	↘
Fuel consumption of the Swissgrid vehicle fleet, petrol	21	36	40	↘
Fuel consumption of emergency power systems (diesel)	169	171	136	↘
Total fuel consumption within the organisation from renewable resources	**0**	**0**	**0**	→
Electricity consumption within the organisation	**888,731**	**1,006,610**[1]	**938,663**[1]	↘
Active power losses from energy transmission	864,535	984,859[1]	919,385[1]	↘
Electricity consumption of substations	18,970	17,225[1]	15,148[1]	↗
Electricity consumption of locations, bases and data centres	4,729	4,318[1]	3,924[1]	↗
Electricity consumption of the Swissgrid communication network	193	193[1]	193[1]	→
Electricity consumption of the Swissgrid vehicle fleet	304	15[1]	13[1]	↗
Thermal energy consumption within the organisation	**597**	**549**[1]	**564**[1]	↗
Gas heating	212	198[1]	214[1]	↗
District heating	385	351[1]	349[1]	↗
Cooling energy consumption within the organisation	**407**	**385**[1]	**396**[1]	↗
Cooling	407	385[1]	396[1]	↗
Total consumption of electricity outside the organisation	**8,653**	**9,031**[2]	**4,665**[2]	↘
Preparation of fuels and combustibles	231	472[2]	423[2]	↘
Waste	3,689	4,151[2]	n/a	↘
Business travel	1,141	1,026	1,030	↗
Employee commuting	3,592	3,383[2]	3,212[2]	↗

[1] The key figures for electricity, heating and cooling energy consumption are shown as final energy. For this reason, the figures for 2024 and 2023 have been adjusted, as they were previously published on the basis of primary energy. Additional information on the methodology can be found in the GRI Index (GRI 302).
[2] The previous year's figures were recalculated due to changes in methodology and updated conversion factors.

The energy intensity per MWh of electricity transported fell by 13% due to the lower energy consumption and simultaneous slight increase in the volume of electricity transported in the 2025 financial year. Compared to the previous reporting year, energy intensity fell by 17% in relation to the number of employees.

Key figures on energy intensity and renewable energies (✓ PwC Assurance for 2025)	2025	2024[1]	2023[1]
Consumption of electricity[2] within the organisation per volume of electricity transported [MWh consumed / MWh transported]	0.013	0.014	0.013
Consumption of electricity[2] within the organisation per employee (MWh consumed / employee)	909	1,089	1,115
Proportion of electricity consumption from certified renewable energies	8%	1%	1%

[1] Due to the restatement of energy consumption data, the energy intensity figures for 2023 and 2024 were also recalculated and restated.
[2] Includes fuel, electricity, heating and cooling.

Environmental protection

As the operator of the Swiss extra-high-voltage grid, Swissgrid combines security of supply with environmental awareness and assumes responsibility for protecting the landscapes and environment in which its grid infrastructure is embedded. Swissgrid is committed to finding sustainable solutions that align environmental considerations with grid development and create the basis for a secure and sustainable energy future.

GRI 3-3

Ambition and goals

Swissgrid has set itself the goal of systematically taking environmental interests into account in its activities and minimising potentially harmful effects on land, air and water. To achieve this, Swissgrid applies a comprehensive environmental management system and endeavours to continuously reduce wastewater, noise and other emissions.

GRI 2-25, 3-3

Management approach

Swissgrid's certified environmental management system

Swissgrid operates an integrated Health, Safety and Environment management system (HSE for short), which is audited and certified in accordance with ISO standards 14001:2015 and 45001:2018. The HSE management system is based on the «plan-do-check-act» (PDCA) management model and forms the basis for the targeted implementation and continuous improvement of environmental protection at Swissgrid, for compliance with legal requirements and for the integration of environmental protection into the corporate culture. In the 2025 financial year, an ISO recertification audit carried out by an accredited external testing authority in accordance with ISO standards 14001:2015 and 45001:2018 confirmed the HSE management system to be suitable, appropriate and effective.

As part of its HSE management system, Swissgrid identifies and assesses the environmental impacts and risks of its activities throughout the company on the basis of the environmental relevance analysis and the materiality analysis, which are updated on a regular basis. These analyses determine the impact of operational activities and processes on materials/raw materials, water, energy consumption, emissions, soil, non-ionising radiation, waste, noise, nature conservation and the landscape, as well as other ecological dimensions. The results are incorporated into the company-wide ERM system and form the basis for preparing targeted measures to avoid and reduce environmental impacts. Improvements to the environmental management system are also approved and managed by the Executive Board as part of the annual HSE management review. In addition, Swissgrid conducts regular stakeholder analyses to determine and take into account the expectations and demands of stakeholder groups.

GRI 2-26, 413-1, 413-2

Identification and management of environmental risks in grid construction projects

The potential and actual impacts on the environment can be considerable, especially in grid construction projects. They include the disturbance and damage of protected habitats, negative impacts on fauna and flora due to the construction and operation of installations, the release of environmentally hazardous substances, and environmental damage due to the incorrect handling of contaminated material. Furthermore, the visual impact on the landscape, electromagnetic fields and noise are among the most frequent concerns of the population with regard to extra-high-voltage lines.

Swissgrid proactively addresses environmental risks and concerns with the aim of identifying them at an early stage and either eliminating them by taking adequate measures or minimising them to an acceptable residual risk. A detailed analysis of the foreseeable effects of a planned system on the environment is carried out for each grid project – depending on the scope of the project, the impacts are presented as part of an environmental conflict analysis, an environmental impact statement and/or an environmental impact assessment (EIA). An EIA analyses the impacts on the following environmental aspects: air, noise and vibrations, non-ionising radiation, groundwater and springs, surface water and aquatic systems, drainage, soil, contaminated sites and polluted areas, waste, environmentally hazardous substances, environmentally hazardous organisms (neophytes), disturbances, forests, flora, fauna and habitats, landscape and townscape (incl. light emissions), cultural assets and archaeology.

The identified impacts on the environment form the basis for determining and applying suitable measures to avoid and minimise environmental impacts during the

planning and implementation of grid projects. Compliance with environmental regulations is verified by the Federal Office for the Environment (FOEN) when approving grid construction projects. The planning approval procedure for electrical systems consists of several phases in which the concerns of various interest groups are taken into account (see also the «Stakeholder engagement» section). When carrying out major projects such as the construction of a new extra-high-voltage line, all the phases of the procedure are compulsory, whereas for smaller projects, the relevant environmental protection measures are implemented in accordance with the legal requirements.

Overview of the inclusion of environmental aspects in the approval of grid construction projects

	Activities	Inclusion of environmental aspects
Needs analysis	• Future grid development requirements are analysed as part of Strategic Grid planning, among other things. The planning of the Strategic Grid is based on the scenario framework for Switzerland drawn up by the Swiss Federal Office of Energy (SFOE).	• The future grid is planned according to the NOVA principle (grid optimisation before grid enhancement before grid expansion). This means that the impact of grid expansion on the environment and the landscape can be kept to a minimum. • The environmental and landscape impact is optimised by bundling infrastructure such as transmission lines with national roads and railway lines. One example of this is the second tube of the Gotthard Road Tunnel, where the line between Göschenen and Airolo, which is approximately 18 km long, is combined with a national road.
Preparation	• In this phase of each relevant grid construction project, Swissgrid prepares various underground cable and overhead line corridors for the areas in which lines are planned.	• Swissgrid prepares a preliminary study for the environmental impact report. The focus is on describing the project and providing information on the most important environmental aspects with regard to the initial state, planned protective measures and the expected residual impact on the environment.
Inclusion in the federal government's Transmission Lines sectoral plan (SÜL)	• Swissgrid submits the application for the SÜL procedure. This is the federal government's overarching planning and coordination tool for the expansion and new construction of transmission lines. At the end of this phase, the Federal Council determines the corridor for the line and the technology (overhead line, underground cable or a combination of the two).	• A support group appointed by the SFOE with representatives of the Swiss government, cantons, environmental protection organisations and Swissgrid discusses the proposed options and submits a recommendation. • The Swiss government's evaluation scheme for the transmission lines plays a key role in this respect. Regional development, the environment and economic viability are factors which are taken into consideration in addition to technical aspects. • A public consultation and participation procedure allows affected parties to make their views known (consultation and participation procedure in accordance with Art. 15 et seq. of the Electricity Act).
Construction project	• Swissgrid prepares the specific construction project within the planning corridor defined by the Federal Council.	• In this phase, Swissgrid appoints a project advisory council for selected projects in order to integrate the concerns of the population and other stakeholder groups into project planning. • Swissgrid also carries out a detailed environmental impact assessment, taking into account the above-mentioned aspects. The environmental impact assessment is part of the planning application that Swissgrid submits for the planning approval procedure.
Planning approval procedure	• Swissgrid submits an application for planning approval to the relevant authorities. At the end of this phase, the authorities – either the Federal Inspectorate for Heavy Current Installations (ESTI) or the SFOE – issue Swissgrid with the planning approval decision, including the construction permit, and may impose additional conditions that must be included in the project planning.	• In this phase, the public presentation of the project takes place, if required by the procedural regulations, including the environmental impact assessment. • Directly affected parties, environmental organisations, cantons and municipalities have the opportunity to lodge objections and to appeal before the courts. • Approval is granted by the federal authorities and usually includes additional environmental requirements for the construction of the line.
Construction	• Once legally binding approval has been given, the construction work can begin. Swissgrid procures the necessary supplies and services in accordance with the provisions of public procurement law.	• Swissgrid procures materials and services taking environmental aspects into account (see the «Sustainable supply chain» section). • Swissgrid implements ecological protection, restoration and/or alternative measures in accordance with the environmental impact report and the official requirements. • Construction projects are subject to environmental construction/ecological supervision and/or soil science construction supervision – on behalf of Swissgrid – in order to ensure the implementation of protective measures and environmental compliance.

GRI 2-25, 2-26, 2-27, 3-3, 416-1

Measures and key figures

Environmental protection measures

In accordance with the national and cantonal legal requirements, Swissgrid consistently and systematically implements measures to avoid, minimise and compensate for the environmental impact of the planning, construction, maintenance and servicing of grid projects. Specific examples of environmental protection measures for ongoing grid projects are described on the Swissgrid website (Project overview).

Preventive measures: Swissgrid attaches great importance to taking preventive protective measures in an effort to avoid negative effects on the environment. These include:

- The systematic inclusion of environmental impacts in the preliminary project phase in order to compare the ecological impacts of different planning variants and to consider this aspect as part of the decision-making process. This is done by conducting an environmental conflict analysis, the results of which are incorporated into the subsequent project phases. Furthermore, since the beginning of 2024, Swissgrid has been using a data-based tool called Pathfinder, which takes ecological and regional planning aspects into account in addition to technical criteria to help select the best possible line routes.
- The implementation of measures to prevent the release of environmentally hazardous pollutants (e.g. insulating oils). This includes safety precautions and monitoring systems to detect and prevent potential leaks or accidents at an early stage, as well as special storage and disposal areas for contaminated materials to prevent improper handling.
- Building up capacity and expanding the expertise of local site managers to ensure full implementation of the laws, requirements and specific measures, including those relevant to the environment, in all implementation projects.
- Regular training of the relevant employees on the safe handling of hazardous materials and work equipment. In addition, employees and external parties have the possibility to submit reports, remarks and/or suggestions for improvement regarding environmental risks via the RiskTalk app.
- Preventive measures during the implementation of approved grid projects and work. Examples include prior surveys of vegetation, the creation of material storage areas or construction access roads, the installation of covering over green areas during corrosion protection work and/or compliance with regulations for the storage and use of hazardous substances and machinery.

Measures concerning noise emissions: due to corona discharge, power lines can generate localised noise emissions in the form of crackling or humming, especially in damp weather conditions. Temporary noise pollution may also occur during the construction or maintenance of installations. Swissgrid is implementing the following measures to reduce noise emissions while complying with the statutory immission limit in residential zones:

- Reduction of the strength of the electric field on the surface of the conductor by optimising the conductor arrangement.
- Inclusion of technical criteria for noise emissions in the procurement of conductors and transformers.
- Structural and operational measures to limit noise emissions (e.g. use of noise-reducing technologies and processes during the operation and maintenance of installations).

Measures concerning electromagnetic fields: electric and magnetic fields are generated wherever electricity is produced, transported and used. Swissgrid adheres to the strict Swiss limits in this respect. Additional information is available on the Swissgrid website under Emissions. Swissgrid implements technical measures to ensure that electromagnetic fields are kept as low as possible:

- Optimisation of the phase position in the grids in order to minimise electromagnetic fields.
- Implementation of protective measures (e.g. choice of route and pylon locations, height of lines) to minimise the exposure of people and the environment to electromagnetic fields.

Protective measures during project implementation: Swissgrid applies various environmental protection measures in its projects, some of which go beyond the legal requirements and make a sustainable contribution to the protection of nature and resources. Examples of protective measures:

- In the 2025 financial year, extensive green roofing was installed at the Lachmatt and Lindenholz substations. This measure promotes biodiversity, improves the microclimate, reduces the surface temperature and helps retain rainwater.
- Invasive neophyte species are systematically removed in and around the entire project perimeter. Measures to control invasive plant species are carried out not

only during the construction phase, but also after the project has been completed in order to prevent their spread in the long term and to protect the native flora.
- All major construction projects are subject to soil science construction supervision during the excavation stage. The aim is to control soil removal, interim storage and backfilling in a professional manner to avoid soil compaction and to maintain soil fertility in the long term.
- Where possible, construction machinery with alternative drives or state-of-the-art exhaust technology is used to minimise air pollution during the construction phase.

Implementation of restoration and alternative measures: if protective measures to avoid negative environmental impacts are not possible, restoration measures are taken. These measures are designed to repair temporary interferences in nature. For example, a meadow that was used for an access track during the construction phase must be restored once the work has been completed. If this is not sufficient, Swissgrid implements ecological alternative measures as a last resort. These measures ensure that the overall ecological balance of the region is preserved. One example is the reforestation of a comparable forest if permanent clearing is required under a new line.

Environmental supervision: environmental supervision ensures that environmental issues are managed and monitored during construction projects and helps Swissgrid to guarantee the legally compliant and environmentally compatible implementation of projects. It ensures compliance with environmental laws, regulations, guidelines, instructions and requirements of the planning approval decision. It advises and supports the parties involved, observes and evaluates environmental problems at the construction site and ensures that projects are implemented in a legally compliant manner.

Key figures on environmental protection

Swissgrid analyses the environmental impact of 100% of its grid construction projects and uses this as the basis for defining targeted measures to avoid, reduce and compensate for environmental impacts. The effectiveness of protection, restoration and alternative measures is assessed in detail during the approval process. The implementation of measures is also monitored by regular HSE inspections and external environmental construction supervision. Random checks can be carried out by the cantonal authorities once grid projects have been completed. In addition, specific control measurements are carried out, e.g. to ensure compliance with the system limits for electromagnetic fields and noise, as well as ground measurements to determine pollution levels.

In the 2025 reporting year, there were no significant judgements or monetary fines against Swissgrid for compliance violations in relation to environmental protection. Swissgrid carried out a total of 461 HSE inspections, in the course of which one deviation was identified with a high risk in relation to the environment due to ground work outside the working perimeter.

Despite the preventive measures taken, one incident with a potentially negative impact on the environment occurred in grid operations during the 2025 financial year due to the leakage of insulating oil (< 1 litre) during switch emptying work. Appropriate measures (e.g. the use of oil binder) were decided on and implemented immediately.

Key figures on environmental protection	2025	2024	2023
Significant1 violations of environmental protection laws and ordinances (including monetary and non-monetary sanctions)	0	0	0
Fines paid or deferred for significant[1] environmental violations committed in previous years	0	0	0
Number of HSE inspections carried out	461	396	357
Number of HSE inspections with potential deviations in relation to environmental protection with medium risk	5	2	0
Number of HSE inspections with potential deviations in relation to environmental protection with high risk	1	0	1
Number of events with a potentially negative impact on the environment	1	3	n/a

[1] A penalty of CHF 10,000 was defined as the materiality threshold for reporting.

Biodiversity

The health and resilience of nature and its biodiversity are important basic conditions for the well-being and resilience of society, the economy and infrastructure.

This also applies to Swissgrid's extra-high-voltage grid: its resilience is protected more effectively against flooding and other extreme weather-related events by an intact ecosystem. As the operator of a national infrastructure, Swissgrid takes its duty to preserve biodiversity seriously as part of its legal and social responsibility.

GRI 101-1

Ambition and goals

Swissgrid is committed to the preservation of biodiversity. As required by law, Swissgrid applies the mitigation hierarchy according to the «no net loss» principle: avoid, minimise, restore and – where unavoidable – compensate.

GRI 2-25, 3-3, 101-1

Management approach

Swissgrid's biodiversity strategy is based on compliance with the legal requirements for the protection of biodiversity, the systematic inclusion of impacts and risks in the planning and approval of grid projects and the implementation of suitable measures for the preservation and protection of biodiversity. As part of its Sustainability Charter, Swissgrid also explicitly requires its suppliers to comply with the applicable legal regulations and to treat biodiversity with respect (see the Sustainability Charter for suppliers). Swissgrid also supports the objectives of the Kunming-Montreal Global Biodiversity Framework with the following management elements:

- **Use of the Pathfinder for route planning** (Kunming-Montreal Protocol targets 1, 3, 14): Swissgrid has used the Pathfinder to develop, analyse and evaluate route options for new extra-high-voltage lines since 2024. The best route variants are calculated using geodata, a multi-criteria resistance analysis, life cycle assessment data and algorithms. The Pathfinder compares and optimises the different options taking into account factors including nature and biodiversity conservation areas.
- **Systematic inclusion of impacts on biodiversity in the approval of grid projects** (Kunming-Montreal Protocol targets 1, 6, 14, 15): Swissgrid determines the impacts and risks for all its grid projects as part of the environmental conflict analysis or, for larger projects, as part of a comprehensive EIA (see the «Environmental protection» section). As far as biodiversity is concerned, the effects on surface waters and aquatic systems, soil, environmentally harmful organisms (neophytes), forests, flora, fauna and habitats are analysed.
- **Identification and implementation of suitable measures to protect biodiversity** (Kunming-Montreal Protocol targets 2, 6, 7): suitable measures for the protection of biodiversity are defined and implemented by Swissgrid in accordance with the legal requirements and the mitigation hierarchy (avoidance, minimisation, restoration and compensation of unavoidable impacts) as part of the EIA, environmental impact statement and environmental conflict analysis, as well as in approval and authorisation processes.

GRI 101-4

Identified impacts on biodiversity

The impacts and risks of Swissgrid's business activities on biodiversity are analysed both for the company as a whole and for specific projects as part of the HSE management system and during the approval of grid projects (see more detailed explanations in the «Environmental protection» section).

Identified impacts and risks of Swissgrid's activities: the specific impacts on biodiversity are highly dependent on the location and the type of grid project or maintenance work, and can affect forests, flora and/or fauna. Keeping vegetation levels down can disturb the habitat of plants and animals, for example. The same applies to clearing woodland near lines, which is necessary for safe line operation, or keeping the ground free of tall or deep-rooted trees above conduit blocks for underground cables. In addition, aisles cleared through forests for underground cables or overhead lines can favour the establishment of invasive neophytes, and there is a risk of birds colliding with overhead lines. When laying underground cables, the aisles in forests required for safe operation, access roads and any compensation systems and transition structures leave a mark on the landscape (see «Technologies in the extra-high-voltage grid»).

Identified impacts and risks along the supply chain: in the 2025 financial year, Swissgrid conducted an analysis of the social and environmental risks along its upstream supply chain, including potential impacts on biodiversity in the extraction of raw materials, production and transport of materials and capital goods for the grid infrastructure. The potential impacts were assessed according to the extent, scope, irreversibility and probability of occurrence on the basis of secondary literature (e.g. FOEN Environmental Atlas, SECO CSR Risk Check, WWF Biodiversity Risk Filter and ENCORE tool). The greatest potential risks along the supply chain are associated with the extraction of natural raw materials and resources from the earth (mineral,

fossil and/or biological materials). Potential negative impacts can arise in particular from the pollution, conversion and degradation of land and forest areas, natural environments or ecosystems caused by mining.

GRI 101-5, 101-6

Inventory of grid infrastructure in protected areas

One of the main potential drivers of biodiversity loss is the change in land use when infrastructure is built or expanded, especially in protected areas. In order to avoid any change in land use and the associated impact on nature and the environment as far as possible, Swissgrid consistently applies the principle of grid optimisation before grid enhancement before grid expansion. According to the Transmission Lines sectoral plan, protected areas of national or cantonal importance are taken into account when considering planning areas and analysing corridor variants. It is not always possible to completely avoid a protected area when planning and installing a line. As part of the sectoral plan procedure, a support group under the authority of the SFOE weighs up the interests of all the parties involved.

National protected areas cover around 6.2% of Switzerland's total surface area. A total of 2,808 pylons (24%) and 19 substations (15%) that make up the extra-high-voltage infrastructure throughout Switzerland are located in one or more protected areas (without counting any elements twice). In many cases, this is for historical reasons, i.e. because the grid infrastructure was built before the site was designated as a protected area. The surface area in natural ecosystems containing Swissgrid infrastructure remained stable in the 2025 reporting year.

Overview of protected areas and grid infrastructure[1]

Protected areas	Protection status	Significance of the protected area	Pylons (number)	Substations (number)	Surface area (ha)
Federal Inventory of Landscapes and Natural Monuments[2]	• National legislation	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem	1,214	7	745
Moorlands	• National legislation	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem • Area with a high physical water hazard	186	1	93
Floodplains	• National legislation	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem • Area with a high physical water hazard	114	0	75
Raised and transitional bogs	• National legislation	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem • Area with a high physical water hazard	5	0	5
Low-moor bogs	• National legislation	• Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem • Area with a high physical water hazard	53	0	33
Amphibian spawning areas	• National legislation	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem • Area with a high physical water hazard	108	0	60
Dry meadows and pastures	• National legislation	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem	136	0	73
Emeralds	• Berne Convention	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem	206	3	115
Hunting ban areas	• National legislation	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem	346	2	223
Swiss parks	• National legislation	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem	1,210	10	719

Protected areas	Protection status	Significance of the protected area	Pylons (number)	Substations (number)	Surface area (ha)
Water and migratory bird reserves	• National legislation	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem • Area with a high physical water hazard	41	1	28
Biosphere reserves	• UNESCO	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem	78	0	34
Ramsar	• Ramsar Convention	• Areas of importance for biodiversity • Areas with high ecosystem integrity • Areas with a rapid decline in the integrity of the ecosystem • Area with a high physical water hazard	52	1	28
Infrastructure in protected areas of national importance (number)[3]			2,808	19	2,827
Infrastructure in protected areas of national importance (%)[3]			24%	15%	n/a
Surface area of railway lines[4] and substations[5] in protected areas of national importance (ha)			2,203	27	2,231

[1] To determine the locations of pylons and substations in protected areas, the 11,816 pylon locations and 126 substations were cross-referenced with the GIS data of the protected areas. The data shown includes pylons and substations within landscapes and biotopes of national importance and within national protected areas.
[2] According to the Federal Inventory of Landscapes and Natural Monuments (admin.ch).
[3] Pylons and substations in protected areas are recorded (not those in the vicinity of such areas). Each pylon and each substation is only counted once.
[4] The surface area of routes and pylons was calculated based on average values. Elements may be counted twice in the total if there are overlaps between different protected areas.
[5] The surface area of substations was estimated based on GIS data.

GRI 2-25, 101-2, 101-6, 101-8

Measures and key figures

The Federal Act on the Protection of Nature and Cultural Heritage follows the zero-balance approach. This means that the ecological value after any interference in nature should be the same as before. Swissgrid consistently complies with the legal requirements for the conservation of biodiversity and implements measures in accordance with the principle of «Avoid – Protect – Restore – Compensate».

Measures taken during construction projects

Swissgrid consistently implements the measures for the protection and preservation of biodiversity defined in the approval process for each grid project. Compliance with the applicable legal and regulatory requirements is ensured by regulatory requirements, monitoring and reporting obligations. The competent authorities verify compliance, including the implementation of ecological compensation and alternative measures. Examples of measures implemented in line with the protection objective hierarchy are summarised in the table below. The main aim of the measures is to protect and preserve protected areas, livelihoods, forests, flora and fauna.

Biodiversity conservation goals and measures implemented in various projects

Protection objective	Measures

Avoidance	• Application of the NOVA principle and choice of line corridors taking into account the consequences for biodiversity using «Pathfinder».
	• Placement of installation areas outside special protection zones, such as biotopes of national importance.
	• Protection of rare and protected plants around pylons via targeted development and construction site planning (including information for all the parties involved).
	• Bird protection measures, including avoidance of collisions: https://www.swissgrid.ch/en/home/newsroom/blog/2023/whats-all-that-chirping.html:
	  • Routing to bypass highly sensitive areas (e.g. water and migratory bird reserves).
	  • Line markings to reduce the risk of collision.
	  • Avoidance of disturbance by carrying out work outside breeding and setting phases.
	  • Consultation of external specialists to obtain recommendations on specific bird protection measures.
	  • Partnership initiated by external parties to build nesting boxes for particularly endangered bird species (e.g. jackdaws or kestrels).

Minimisation	• Use of helicopters for pylon assembly to reduce ground interventions. • Minimisation of impacted areas. • Geological surveys and cabling through tunnels instead of overhead lines or cabling in open trenches in protected landscapes (e.g. Glaubenberg). • Protection of existing earthworks, (small) bodies of water (amphibian habitats), hedges, trees and other habitat structures (e.g. dry stone walls and cairns) by marking, blocking them off or covering them during construction. • Determination of construction times with consideration for hoofed game. • Use of excavator mats to protect vegetation. • Professional control of invasive neophytes at pylon sites and substations (see: Control of invasive neophytes), including cleaning construction machinery to remove invasive plant species, professional disposal and implementation of preventive measures against the spread of invasive neophytes.
Restoration	• Removal of temporary access roads, reseeding with regional seeds. • Restoration of temporarily required forest areas in cooperation with cantonal and local forestry services. • Real replacement or equivalent measures in favour of nature and landscape conservation, partly in cooperation with partner organisations.
Compensation	• Creation of new wetlands and extensive meadows in cooperation with local municipalities. • Alternative measures in the event of definitive clearing in or adjacent to habitats in need of special protection. • Creation of new homes for cavity-nesting birds in suitable locations. • Creation of small structures in substations (piles of stones, deadwood, etc.).

Measures in connection with ecosystem services

Intact ecosystems are of central importance for society, the economy and also for Swissgrid. They help ensure the stability and resilience of the grid by providing important ecosystem services such as climate regulation, water protection, soil conservation and biodiversity. Healthy forests and soil reduce the risk of natural hazards such as flooding, landslides or forest fires, which can damage the grid infrastructure and hence jeopardise security of supply. At the same time, they protect habitats for flora and fauna and facilitate the social acceptance of infrastructure projects. In order to maintain these benefits and avoid negative impacts, Swissgrid consistently integrates the protection of ecosystems into its planning and the implementation of grid projects. The following measures supplement the «Measures taken during construction projects» described above and aim to preserve and strengthen the ecological functions of the affected areas.

- **Climate regulation and carbon reservoirs:** deforestation and forest clearing are kept to a strict minimum and – where possible – only carried out temporarily in order to avoid the loss of local carbon reservoirs.
- **Soil protection:** preventive protective measures and restoration programmes prevent soil compaction and erosion caused by construction machinery and temporary storage areas.
- **Water protection:** interference in groundwater zones and sensitive areas is strictly regulated. Measures are planned and implemented in accordance with the law and, if necessary, in line with hydrological reports in order to minimise their impact. In this way, Swissgrid ensures that interference in ecosystem services is minimised and offset by appropriate measures.
- **Promoting biodiversity:** structures such as rock piles, deadwood areas and small bodies of water are created underneath electricity pylons and on operating areas to provide new habitats for amphibians, reptiles and insects. Piles of sand and

stones are specifically created in substations to provide new habitats for wild bees and other pollinating insects.
- **Species protection:** nesting boxes for endangered bird species are installed in suitable locations in cooperation with nature conservation organisations. Swissgrid also works with partners to set up nesting boxes for endangered bird species and maintain replacement areas for flora and fauna over several years.

Vegetation management plan for Swissgrid routes
Much of Swissgrid's infrastructure runs through areas with forests, hedgerows and individual trees. Trees and bushes that grow close to extra-high-voltage lines can represent a danger: falling trees can damage lines, while branches and treetops can grow into conductors and cause earth faults, which in turn increase the risk of forest fires in dry areas. Consequently, Swissgrid is legally obliged to carefully and proactively manage vegetation along its lines to make sure that the legally prescribed minimum distances between vegetation and conductors are maintained at all times. To do so, Swissgrid uses laser scanning data to calculate and prioritise the distance between lines and vegetation using 3D models for different scenarios (e.g. with a full load on the line in the summer, wind deflection, etc.). The trees that need to be pruned first are identified digitally and automatically as part of Swissgrid's vegetation management plan. The results are entered into a geographical information system along with other attributes (e.g. affected plots of land). The system is then made available to Swissgrid's internal foresters for planning and performing the necessary clearing work along the lines.

The vegetation management carried out by foresters is not only important for security of supply, but can also create ecological added value by promoting greater biodiversity. One example of this is the management concept in Bad Ragaz, where Swissgrid has implemented targeted measures to promote biodiversity. Short-stemmed deciduous and shrub species appropriate to the location have been planted, habitats for amphibians and birds created, and deadwood and piles of branches provided as shelter. The maintenance and development of the edges of forests, the control of invasive neophytes and the regular monitoring of affected areas promote biodiversity and improve their ecological functionality.

Green space management plan in substations
When constructing or expanding substations, Swissgrid is also legally obliged to avoid and reduce interference in sensitive habitats as much as possible. Where interference is unavoidable, alternative measures are implemented to at least restore and maintain or even improve ecological value. In practice, this means that green space management must meet project-related requirements and include ecological alternative measures and the control of invasive neophytes.

Maintenance of green areas at substations is currently carried out under service contracts that cover basic tasks such as mowing, wood maintenance, weed control and litter removal. Swissgrid is striving to make maintenance more systematic and transparent in order to fulfil the legal and ecological requirements even more closely. All areas are currently being digitally mapped, and specific maintenance tables are being created for each area to document the maintenance requirements, the ecological objectives and the necessary measures to be taken. Swissgrid plans to develop and implement its green space management accordingly over the next two years.

Measures concerning the supply chain
In addition, by systematically incorporating environmental and social criteria into procurement, Swissgrid is prioritising an upstream supply chain that uses more environmentally friendly and sustainable extraction methods and/or production processes. For example, increasing the proportion of secondary materials used by suppliers not only reduces the carbon footprint of the products purchased, but also promotes the conservation of resources and the proportion of primary raw materials used. Further information is available in the «Sustainable supply chain» and «Circular economy» sections.

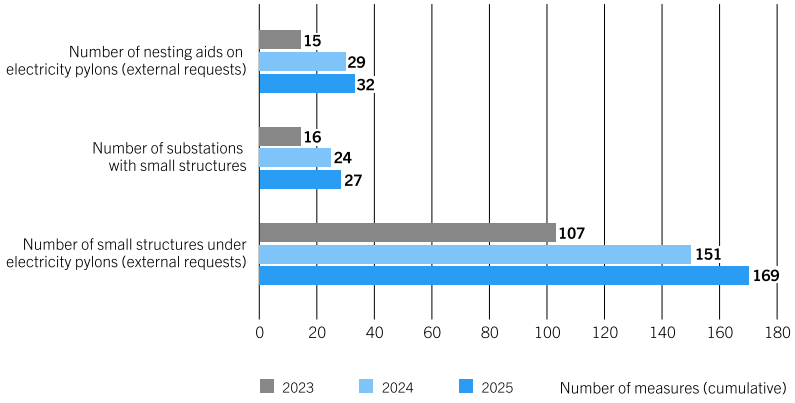
Cooperation with external partners
Small structures such as piles of branches, stones or nesting boxes along power lines are usually now installed by Swissgrid under or on overhead line pylons for specific projects. These initiatives are usually prompted by external partners such as environmental organisations, cantons or farmers. To define the relevant framework conditions, responsibilities and maintenance instructions, Swissgrid updated and published corresponding instructions in the 2025 financial year, which now form the basis for agreements with the external partners. The implementation and maintenance of small structures under and on overhead line pylons is the responsibility of the external partners or a manager appointed by them, often the landowner. Swissgrid itself does not perform any maintenance work, but checks whether the agreements are being complied with in the course of its annual inspections.

To date, a total of 169 small structures have been built under electricity pylons thanks to partnerships of this kind, and nesting aids have been installed on 32 pylons. The number of enquiries from nature conservation organisations has increased steadily in recent years. The number of small structures installed under electricity pylons rose by 12% in relation to the previous year (+58% compared to 2023).

Key figures on biodiversity

Environmental protection measures that also focus on the preservation of biodiversity are defined in the approval process. Swissgrid strictly complies with the legal requirements to maintain the natural value of biodiversity in accordance with the overarching net-zero target. The implementation of measures is continuously monitored, as set out in the «Environmental protection» section. However, the effectiveness of measures is not analysed in detail by measuring species diversity or other biodiversity aspects. The following diagram and key figures provide an overview of selected biodiversity measures that have been implemented along Swissgrid's grid infrastructure.

Overview of selected biodiversity measures along the grid infrastructure



Circular economy

Circular economy is becoming increasingly important as a key concept for a resource-conserving and sustainable economy. This concept plays a major role for Swissgrid, as the construction, operation and maintenance of its infrastructure is associated with a high material input. The application of the circular economy approach along the value chain of its systems enables Swissgrid to utilise valuable resources efficiently and to reduce the environmental footprint over the life cycle of its infrastructure.

GRI 3-3

Ambition and goals

Swissgrid is committed to making responsible use of natural resources. To this end, it integrates the principles of the circular economy along the value chain in order to optimise resource efficiency, promote the reuse and recycling of materials, and reduce waste.

GRI 3-3, 306-2

Management approach

Identified impacts and risks

Swissgrid determines and assesses the impact of its business activities in relation to the circular economy as part of the dual materiality analysis and the environmental impact analysis (see the «Environmental protection» section). The main effects occur along the value chain of grid projects. The planning and design phase in particular has a major influence on the type and quantity of materials, raw materials and auxiliary materials used. This affects both the environmental footprint of the grid components procured by Swissgrid and the extent of the potential environmental and social risks in the upstream value chain, particularly with regard to primary raw materials (see the «Sustainable supply chain» section). The waste-related impacts caused by dismantling systems dominate the end of the life cycle of Swissgrid's systems. In this respect, the proper handling and disposal of hazardous waste is a key concern for Swissgrid, for instance to avoid potential contamination of soil and water.

Resource-saving planning

Swissgrid uses various tools and planning principles to promote and optimise the sustainable use of resources in favour of the circular economy:

- **NOVA principle:** Swissgrid pays attention to resource conservation and minimal environmental impact during grid planning. Swissgrid always applies the NOVA principle for this purpose. The NOVA principle stands for grid optimisation before grid enhancement before grid expansion. It aims to minimise the impacts of grid expansion on the environment and the landscape. If more efficient grid operations (e.g. topological measures, redispatch or use of flexibilities) are not sufficient to control the congestion identified, grid optimisation is carried out first and, if this is not effective, grid enhancement is used (e.g. more powerful conductors, higher voltage). The last option envisaged is material-intensive grid expansion (a new route). Permanently unnecessary lines are dismantled wherever possible.
- **Modular, resource-saving and digital planning:** in recent years, Swissgrid has standardised, optimised and modularised the technical specifications for its grid components in order to facilitate resource-conserving construction, optimised service life, high reusability and unmixed dismantling when infrastructure is disassembled or replaced. Swissgrid is also investing in three-dimensional project planning and construction with Building Information Modelling (BIM) so that the planning, construction and operation of the grid infrastructure can be carried out digitally and more efficiently. Since the 2025 financial year, new substation grid projects have been planned using the BIM methodology as standard. In the medium term, digitalisation offers an important basis for identifying additional potential for resource-efficient construction.
- **Service life of systems:** optimisations in system planning, operation and maintenance enable Swissgrid to extend the service life of its infrastructure. Around two-thirds of the Swiss transmission grid is now between 50 and 80 years old.
- **Life cycle assessments:** if grid expansion or renovation of old grid infrastructure is necessary, Swissgrid examines various options, taking ecological, technical and economic aspects into account. To analyse the environmental impact, Swissgrid carries out life cycle assessments over the entire life cycle of key systems or individual components. These life cycle assessments are then incorporated into the decision-making process. The results of the life cycle assessments clearly show that the quantity and production of raw materials and the service life of systems have a significant influence on the environmental and climate impact. For example, underground cables are up to three times less environmentally friendly than overhead lines. This is due partly to the resource-intensive use and production of materials, but also to high transmission and compensation losses, as well as the costly replacement of underground cables after around 40 years (see «Overhead lines – an underestimated contribution to sustainability»).

Procedure for handling hazardous substances, contaminated sites and waste
Swissgrid consistently implements legal requirements relating to contaminated sites, waste and hazardous substances and puts them into practice by means of internal directives, manuals and operating procedures. Swissgrid maintains a register of contaminated sites and pollutants to ensure the professional handling of hazardous substances and contaminated sites. Excavated materials from contaminated sites and transformer oil represent significant volumes. Around 90% of transformer oil is recycled by external service providers.

Construction waste from grid projects such as excavated material, road rubble and demolished concrete is already factored into the environmental impact assessment and measures are defined for processing or disposal. Metals and materials such as ceramics are appropriately treated and remain in circulation. Around two-thirds of demolished concrete is recycled in Switzerland; the rest is sent to landfill. Excavated material is reused on site or stored temporarily and utilised in other regional, mostly external projects.

Before every new construction, conversion or renovation project, Swissgrid carries out pollutant analyses to ensure the safe and professional handling of hazardous substances. Pylon coatings or capacitors containing polychlorinated biphenyls (PCBs) are just one example. Although they have long been discontinued, they can still be found in older equipment in exceptional cases. In suspected cases of prior leaks of insulating oil containing PCBs, Swissgrid carries out soil investigations to detect possible contamination. Contaminated materials are either entrusted to the contracted service provider and passed on to authorised disposal companies or disposed of directly by these companies. In both cases, proper disposal is ensured in accordance with the applicable legal regulations, and complete and traceable documentation is provided for the disposal process.

If it becomes apparent that a site is in need of decontamination, the planned new building or renovation project can only go ahead if decontamination can be carried out in parallel or if the task is not made more complicated as a result of the project. Problematic contaminated sites are cleaned up on an ongoing basis, at the latest when renovation work is carried out. In principle, the approach to decontaminating problematic contaminated sites varies depending on the level of contamination. If the site is only slightly contaminated, the excavated material can often be returned to the same location during remediation work, provided that no harmful effects on the environment are likely. Only residual or more heavily contaminated excavated

material is professionally disposed of or sent to landfill by a certified service provider and replaced if necessary.

Waste from sites and bases, mainly from office operations, is disposed of separately. An external facility management company takes care of professional disposal, which involves disposing of non-recyclable municipal waste in waste incineration plants with energy recovery.

GRI 301-1, 301-2, 301-3, 306-2, 306-3, 306-4, 306-5

Measures and key figures

Measures implemented in the 2025 financial year

Circular economy is a crucial part of sustainable management for Swissgrid. The construction and operation of the transmission grid requires large quantities of materials such as steel, aluminium, concrete and copper – resources whose extraction and processing can have a significant environmental impact. In order to reduce this impact, Swissgrid integrates the principles of the circular economy into the planning, procurement and dismantling of its systems. The aim is to optimise the use of materials, promote reuse and recycling and ensure that waste is treated properly. As well as adopting a resource-efficient approach to planning, operation and waste management, Swissgrid implemented the following measures in the 2025 financial year:

- **Recording the raw materials used during procurement:** in the reporting year, Swissgrid developed life cycle assessment (LCA) tools for its emission-intensive grid components which enable life cycle assessments (cradle-to-gate) to be carried out of upstream CO_2 emissions during procurement. Aspects including the weight and origin of the most important materials, including the proportion of recycled material, are recorded by suppliers. In the 2025 financial year, LCA tools were developed and tested for conductors, pylons, civil engineering and building construction elements, cables and AIS/GIS switchgear.
- **Cooperation with other transmission system operators:** Swissgrid participates in various working groups with other transmission system operators to harmonise the content and form of LCA tools. This harmonised approach aims to increase effectiveness and efficiency to ensure transparent, comparable and traceable recording of the raw materials and manufacturing processes used. In addition, Swissgrid organised a workshop on the circular economy in the 2025 financial year. Ten European grid operators participated in the workshop and exchanged their experience of closed-loop models and the use of recycled materials.
- **Criteria for the procurement of material-intensive grid components:** in addition to the LCA tools introduced for the first time in 2025, Swissgrid uses other procurement criteria to promote the circular economy, resource optimisation and/or sustainable waste management. Examples of these criteria include: proof of sustainable disposal and/or reuse and recycling of components, recyclable materials and/or construction waste during planning and dismantling work; (capitalised) transport optimisation for the delivery and/or acceptance of selected grid components; the availability of an LCA in accordance with ISO 14044:2006 or ISO 14040:2006 for the components offered (e.g. circuit breakers, transformers, disconnectors/earth electrodes, SAS); and requirements for the service life of components.
- **Optimisation of components:** in the 2025 financial year, Swissgrid reviewed and optimised the dimensioning of foundations for new safety fences and foundations in switchgear. These measures will allow significant material savings to be made. This will not only reduce upstream CO_2 emissions, but also save costs.
- **Pilot project for the use of carbon core conductors:** Swissgrid pressed ahead with the planning of a pilot project for the use of carbon core conductors in the form of High Temperature Low Sag (HTLS) conductors. The plan is to equip 35 kilometres of the 220 kV Mühleberg – St. Triphon line with multi-core carbon core cables. Conductors with a carbon core have a high current-carrying capacity and are lighter than conventional conductors. Thanks to HTLS technology, the pylons are subject to lower structural loads and therefore require less material in their design. In renovation projects, HTLS cables can also help to eliminate the need to replace pylons, as ground clearance discrepancies can be eliminated by replacing the conductors. As a result, HTLS technology allows the current-carrying capability to be increased in relation to conventional conductors and at the same time reduces the use of materials, transport costs and probably the carbon footprint per kilometre of line, including pylons.
- **Waste management:** Swissgrid and the contractors involved in construction and modernisation projects use digital exchange platforms for procuring and reusing clean earth, rubble and recycled materials. This avoids waste and relieves the burden on landfill sites. This approach was used in the project to modernise the Lachmatt substation, among others.

Materials used in the 2025 financial year

In the 2025 financial year, Swissgrid prepared a comprehensive material flow analysis to record the material turnover along its value chain. The material inputs and outputs of 135 ongoing grid projects, including dismantling, were taken into account.

Material flows for Swissgrid grid projects typically span several years. Consequently, the project-related material flows are recognised and reported over several reporting years in proportion to the implementation period of the grid projects. This methodology is consistent with the recording of Scope 3 emissions from grid projects (capital goods and waste) and reduces the volatility of material flows in line with the reality of multi-year grid projects. For this reason, the figures from the 2025 financial year are relatively stable compared to the previous year. The material flows in other areas such as buildings, administration and mobility are of minor importance and were therefore not taken into account.

In total, Swissgrid used around 43,000 tonnes of material in the 2025 financial year (input materials). The main materials in terms of weight were concrete (71%), gravel (15%) and steel (10%).

Materials used in 2025 (in tonnes)	2025	2024[1]
Non-renewable materials	**42,632**	**42,205**
Aluminium	702	798
Copper	320	239
Other non-ferrous metals	65	65
Steel	4,249	4,054
Concrete	30,493	30,471
Porcelain, glass	41	34
Thermoplastics, polymers, thermosets, elastomers	255	178
Gravel	6,359	6,222
Transformer oil/insulating oil	132	126
SF_6 gas	3	4
Other materials	12	13
Renewable materials	**31**	**30**
Wood, paper, cardboard	31	30
Total weight of renewable and non-renewable materials	**42,663**	**42,234**

[1] The figures for 2024 were recalculated retrospectively due to a change in methodology (proportional recording of material flows in line with the project implementation period) and updated material information.

Based on the material flow analysis and average values for the market-compliant proportion of recycling of the materials used, the percentage of recycled raw materials, recyclable materials or metals used to manufacture Swissgrid's most important products and services represents around 14%.

Composition of waste in the 2025 financial year

Based on the material flow analysis, Swissgrid compiled key figures on the waste generated (output materials) from grid projects. In total, Swissgrid produced around 62,000 tonnes of waste from grid projects in the 2025 financial year, 39% of which was disposed of and 61% of which was reused or recycled. The most important waste categories in terms of weight are excavated material (68%), concrete (22%) and metals (5%).

	2025			2024[1]		
Composition of waste (in tonnes)	Total waste	Reuse/ recycling	Disposal	Total waste	Reuse/ recycling	Disposal
Excavated material	42,162	23,759	18,403	51,221	28,289	22,932
Concrete	13,627	9,157	4,470	13,141	8,831	4,310
Metals	3,344	3,053	291	3,357	3,068	289
Gravel	2,687	1,806	881	2,335	1,569	766
Plastics	129	0	129	127	0	127
Wood, cardboard and paper	6	0	6	9	0	9
Solids containing toxic substances and water-polluting liquids	69	47	22	67	49	18
Gases (SF6 etc.)	1.7	1.7	0.0	2.5	2.5	0
Porcelain, glass	61	52	9	56	48	8
Total	**62,086**	**37,875**	**24,211**	**70,315**	**41,856**	**28,459**

[1] The figures for 2024 were recalculated retrospectively due to a change in methodology (proportional recording of material flows in line with the project implementation period) and updated material information.

Of approximately 38,000 tonnes of waste diverted from disposal, around 19% is processed for reuse and around 81% is recycled.

Total weight (tonnes) and category of reprocessed or recycled waste

	2025		2024[1]	
Category	Hazardous waste	Non-hazardous waste	Hazardous waste	Non-hazardous waste
Processing for reuse[1]	0	7,198	0	6,944
Recycling[2]	18	30,659	29	34,833
Total	**18**	**37,857**	**29**	**41,827**

[1] The figures for 2024 were recalculated retrospectively due to a change in methodology (proportional recording of material flows in line with the project implementation period) and updated material information.
[2] Reuse and recycling of all waste take place outside Swissgrid's sites and plants.

Of approximately 24,000 tonnes of waste sent for disposal, around 99.4% was sent to landfill, 0.6% was incinerated with energy recovery and 0.1% was disposed of using other processes.

Total weight (tonnes) and category of waste disposed of

	2025		2024[1]	
Category	Hazardous waste	Non-hazardous waste	Hazardous waste	Non-hazardous waste
Incineration (with energy recovery)[2]	0	135	0	136
Landfill[2]	0	24,057	0	28,308
Other disposal methods[2]	19	0	16	0
Total	**19**	**24,192**	**16**	**28,443**

[1] The figures for 2024 were recalculated retrospectively due to a change in methodology (proportional recording of material flows in line with the project implementation period) and updated material information.
[2] All waste is disposed of outside Swissgrid's sites and plants.

Purpose

Source: Romand Energie. Floating solar farm on Lac des Toules, in the Valais municipality of Bourg-Saint-Pierre.

Energy transition

The energy system in Switzerland and Europe is undergoing radical change and is fundamentally altering the framework conditions for ensuring a reliable supply of electricity in Switzerland. The transition from large centralised power plants to decentralised, renewable energy sources marks a structural change in the production landscape. Due to the growing proportion of solar and wind energy, electricity generation is becoming increasingly volatile and complex to predict. At the same time, electricity demandcontrol are increasing significantly, driven by decarbonisation, digitalisation and the growth of the economy and society. Storage solutions – ranging from large pumped storage power plants and batteries to decentralised energy storage in buildings and electric vehicles – will play a more and more important role in the energy system of the future.

The grid connects these changing elements of the energy system and forms the backbone of a secure supply of electricity in Switzerland. As the operator of the extra-high-voltage grid in the heart of Europe, Swissgrid is also an important hub in the continental interconnected grid. While the integrated electricity system is vital for efficient, long-term security of supply, the increase in large-scale, volatile international electricity flows is also associated with new challenges for secure grid operation.

The transformation of the energy system across Europe is leading to a rise in complexity and placing greater demands on grid operators for ensuring secure and efficient grid operations. For Swissgrid, this means that the transmission grid, grid operations and the market for grid and ancillary services must be enhanced in order to meet future requirements. The only way to integrate renewable energy sources and storage solutions into the electricity system efficiently and safely is by providing a modern and reliable grid and adopting innovative, flexible and market-based solutions. In addition, close cooperation between all players – grid operators, producers and consumers – both nationally and internationally is crucial for the success of the energy transition.

Ambition and goals

Swissgrid's aim is to facilitate the transformation of the energy system in accordance with the federal government's energy strategy at several levels by:

- Expanding and modernising the transmission grid in order to meet the requirements of increasingly decentralised energy production.
- Using innovative solutions and approaches to efficiently and effectively meet the growing challenges in daily grid operations.
- Continuing to develop the market for ancillary services (especially balancing energy), taking into account the requirements of an increasingly decentralised production mix.
- Closely integrating the Swiss extra-high-voltage grid into the European interconnected grid in order to continue to ensure economically and operationally efficient grid operations. To achieve this, Swissgrid believes that an electricity agreement with the EU is essential.

GRI 203-3

Management approach

The energy system in Switzerland and Europe is undergoing radical change. To ensure that the grid can meet future requirements, Swissgrid takes a long-term view and ensures data-based, flexible planning and operation of the transmission grid. Swissgrid intends to invest around CHF 5.5 billion in the grid of the future by 2040 and is focusing on four key areas of action to support the grid-related energy transition:

- **Flexibility:** Swissgrid is committed to the development of products that provide incentives for making sufficient flexibility available for secure grid operation at all times. This flexibility can also increasingly be provided by small, decentralised producers and consumers.
- **Forecasting capability:** energy from wind and photovoltaic production is subject to continuous fluctuations. Swissgrid is working with various partners to develop reliable forecasting tools based on the exchange of relevant measurement data so that the transmission grid can be controlled efficiently at all times.
- **Power system control:** the requirements for grid operations are increasing as a result of the transformation of the energy system. Swissgrid therefore uses various decision support tools to assist the specialists in the grid control room with grid management. In addition, advanced data analyses and machine learning algorithms are used to develop in-house applications for grid operations.
- **Infrastructure:** to ensure that the transmission grid meets future requirements, Swissgrid has identified a total of 31 key grid projects that must be implemented over the next 15 years as part of the Strategic Grid 2040. The objectives include connecting large generators, storage systems and consumers to the grid; improving the controllability of electricity flows thanks to additional controllable transformers; reducing grid congestion by increasing transfer capacity; improving security of supply thanks to redundancy of operating facilities; and bundling grid infrastructure to relieve pressure on scarce space, the landscape and people.

Grid-related energy transition measures

In the 2025 financial year, Swissgrid initiated and continued to drive forward the following measures to support the grid-related energy transition in Switzerland:

- **PV forecasting:** while the expansion of electricity generation from photovoltaics in Switzerland is progressing, the availability of data on electricity production from photovoltaic plants and forecasts is still lagging behind. This has an impact on the stability of grid operations and may oblige Swissgrid to use more balancing energy in order to compensate for the imbalance between production and consumption. Thanks to better data quality on PV production, the specialists in the Swissgrid grid control room can forecast load flows more precisely, detect imbalances in grid operations at an early stage and optimise the use of balancing energy. Automated, hourly PV forecasts are carried out based on the aggregation and updating of PV master data for more than 310,000 systems. The focus is currently on validation with measurement data and integration into operational applications.
- **PV4Balancing:** the aim of the PV4Balancing project is to harness the flexibility potential of photovoltaic plants in Switzerland to stabilise the grid in the future. In the 2025 financial year, Swissgrid launched a pilot project with initial applications in grid operations. The findings from the pilot project should enable photovoltaic plants to help stabilise the grid by providing balancing energy.
- **«Optimizer Autopilot» for balancing energy:** rapid activation of the appropriate amount of balancing energy is another important element in daily grid operations alongside optimising forecast quality and using renewable energies to ensure grid stability. Since the 2025 financial year, Swissgrid has been using a specially developed in-house tool, the «Optimizer Autopilot» for balancing energy. It uses machine learning models to forecast balancing energy deployment and automatically activates the best balancing energy product up to a certain threshold. Data-

based applications of this kind are an essential component of a modern, flexible energy system.

- **Coordinated use of decentralised energy resources:** cooperation within the electricity sector is a fundamental basis for ensuring the efficient and successful implementation of the Energy Strategy 2050. In the 2025 financial year, Swissgrid examined the concept for a joint market for grid and ancillary services in association with industry partners to determine its readiness for implementation. Swissgrid is also introducing a new pricing mechanism for imbalance energy in 2026 in coordination with industry partners. The aim is to reduce the need for balancing energy and strengthen grid stability.

Key figures on the grid-related energy transition

Electricity generation and consumption must be permanently balanced in the grid so that the frequency remains stable at 50 Hertz. In the event of unforeseen oscillations, Swissgrid has to use balancing energy, which it procures on the Swiss balancing energy market. The costs for balancing energy are borne by all electricity consumers. The change in the energy mix, mainly driven by the increase in photovoltaic plants, has a direct impact on the balancing energy market. The volatility of solar power production in particular can increase the need for balancing energy. In the 2025 financial year, the deployment of positive balancing energy (requests for production capacity) and negative balancing energy (reduction of production capacity) fell despite an increase in electricity generation from photovoltaics in Switzerland.

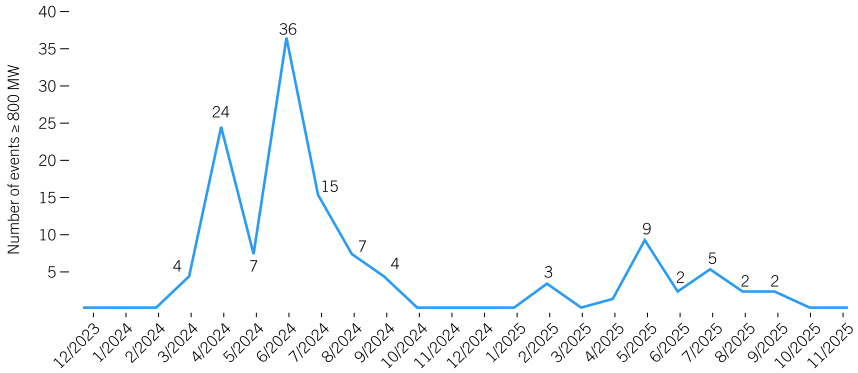
Overview of the electricity generation mix in Switzerland and control energy (in GWh)	2025	2024	2023
Positive control energy	913	944	1,033
Negative control energy	506	550	694
Swiss solar power generation[1]	7,967	5,961	4,914
Swiss wind power generation[1]	161	171	169
Total Swiss electricity generation[1]	69,876	81,054	72,744
Proportion of Swiss electricity generation from solar and wind power[1]	12%	8%	7%

[1] Source: SFOE Electricity statistics, Total electricity production and consumption in Switzerland. The figures from November 2024 to October 2025 were used to calculate the 2025 production volume, as the data for Q4 2025 was not yet available.

One of the key measures for reducing the deployment of balancing energy was the progress made by Swissgrid in association with the industry to improve the production forecasts for solar power – the more accurate these forecasts by market players (balance groups), the lower the use of balancing energy. The following diagram shows the number of events in which more than 800 megawatts of balancing power had to be requested.

Swissgrid has also observed a decline in the total volume of secondary balancing energy activated. A comparison of the first ten months of 2024 with the same period in 2025 shows a 22% decrease in secondary balancing energy activations. This was achieved thanks to measures such as the improvement of forecasts of the expected photovoltaic capacity in the transmission grid and the launch of the «Optimizer Autopilot» for balancing energy by Swissgrid in 2025.

Secondary control energy



People

Employer attractiveness

Swissgrid is responsible for the secure, sustainable and efficient operation of the Swiss transmission grid – a task that requires the highest levels of technical competence, safety awareness, commitment and innovation from its employees. In a rapidly changing industry, it is essential for Swissgrid to position itself as an attractive employer. This is the only way the company can attract the necessary talent and retain employees in the long term to successfully shape the future of energy together.

A modern working environment that embraces diversity and inclusion is a key success factor. This is because having a range of perspectives within the company fuels creative solutions and cultivates a resilient, innovative corporate culture. By offering employees a meaningful role, flexible working models, fair conditions and specific opportunities for advancement, Swissgrid creates an environment in which they can develop and grow. Employer attractiveness not only gives Swissgrid a distinct advantage in a competitive labour market – it also forms the basis for a positive workplace and sustainable corporate success.

GRI 3-3

Ambition and goals

Attracting, retaining and developing employees

As part of its Strategy 2027, Swissgrid is aiming to establish itself as one of the most attractive employers in Switzerland in order to ensure that the company has the necessary skills to meet future challenges. To do so, Swissgrid creates a modern corporate culture, guarantees attractive working conditions and helps employees to develop their skills.

Diversity and inclusion

Swissgrid strives to be an innovative, diverse and inclusive company that all employees can identify with and that allows them to develop their full potential regardless of their ethnic origin, sexual orientation, religion, age, gender, disability or other aspects of diversity.

Goals for the 2027 strategy period

These ambitions are expressed in the form of quantitative targets that are approved and regularly reviewed by the Board of Directors' Staff and Compensation Committee.

Area	2025 – 2027 target figures	2025 status
Employee development	• Two thirds of vacant management positions are filled internally	●
	• Employee survey[1]: increase of +2 points in relation to «Employee development»	●
Working conditions	• Employee survey[1]: increase of +2 points in relation to «Work and leisure»	●
	• Departure rate < 7.5%	●
Diversity and inclusion	• Employee survey[1]: increase of at least +2 points in the approval rate with regard to «Diversity & inclusion»	●
	• Increase in the proportion of women to 25% of the total number of employees	●
	• Increase in the proportion of women in management positions to 20%	●
	• Certified equal pay	●
	• No confirmed cases of violation of personal integrity (bullying, discrimination or sexual harassment)	●

[1] The employee survey is conducted every two years. The last survey took place in the 2024 financial year; the next one will be carried out in 2026.

● Target achieved ● Progress made but target not yet achieved.

GRI 3-3

Management approach

Organisation and responsibilities

The Human Resources (HR) organisation and tasks are based on national employment law, Swissgrid's human resources policy, the company-wide Code of Conduct and various internal directives and regulations.

The Board of Directors' Staff and Compensation Committee is responsible for strategic tasks in relation to Swissgrid's corporate remuneration policy, strategic succession planning, nomination and employment conditions for members of the Board of Directors and Executive Board, the remuneration and performance assessment of the CEO and Executive Board, and diversity & inclusion. In the 2025 financial year, the Staff and Compensation Committee consisted of three members of the Board of Directors, two of whom were independent members. The CEO and the Head of HR also attend the meetings of the Staff and Compensation Committee.

The HR department is responsible for the operational implementation of the HR strategy at Swissgrid. The Head of HR is a member of the extended Executive Board. The interests of employees in decision-making processes related to participation and personnel within Swissgrid and with regard to the Executive Board are safeguarded by seven staff representatives, who are elected by the employees. They must represent the German, French and Italian-speaking regions of Switzerland and both genders. Two of the seven representatives also represent the employees on the pension committee.

Management approach to attracting, retaining and developing employees

Swissgrid's human resources policy is designed to attract qualified employees, retain them in the company in the long term and develop their skills on a sustainable basis in order to successfully tackle the dynamically changing demands placed on Swissgrid together. Swissgrid is implementing three comprehensive packages of measures to achieve the goals defined in Strategy 2027:

- **Employer of Choice:** in order to retain employees and attract new recruits, Swissgrid wants to continue to establish itself as an attractive employer on the labour market and meet the needs of employees in the areas that are important to them. Internal development prospects at Swissgrid are identified by career planning measures for senior and specialist managers, and roles are filled as part of the succession planning process.
- **Fit for Future:** successfully overcoming the growing challenges for ensuring secure and efficient grid operations will require new skills, some of which are not yet available in the organisation to the extent required. Competency management is used to define the necessary skills and develop them where necessary. Last but not least, the digital transformation and the associated spirit of innovation are increasingly demanding and promoting agile and self-organised working principles.
- **Future of Work:** the demands placed on the working environment are changing – Swissgrid is helping to shape this change in a proactive manner. In order to shorten decision-making processes and make the company more agile, Swissgrid is continuously improving the efficiency of its processes and optimising its organisational structures. This shift towards a more decentralised form of self-management and organisation is reflected in a culture that involves employees more closely in decision-making processes, creates space for creativity and encourages them to take personal responsibility.

Principles in favour of diversity and inclusion

Swissgrid is convinced that a diversity of perspectives, backgrounds, experiences and skills enriches the company, promotes innovation and strengthens social cohesion. In order to maximise the opportunities offered by diversity, Swissgrid has adopted the following principles as part of the Code of Conduct approved by the Board of Directors, the company-wide guiding and management principles, the diversity & inclusion strategy and the internal directive on the protection of personal integrity:

- Swissgrid recognises its responsibility to protect the personal integrity of all employees. It does not tolerate any endangerment, impairment or violation of personal integrity of any kind, such as discrimination, bullying or sexual and non-sexual harassment. The Executive Board has enshrined these principles in the Code of Conduct in a directive on the protection of personal integrity.
- Swissgrid guarantees non-discriminatory access to all roles and draws on a diverse talent pool when filling vacant positions. The development of all employees at Swissgrid is based on transparent and comprehensible criteria and is planned and implemented jointly by management and employees.
- By providing the best possible working conditions, Swissgrid employees develop their full potential and can carry out their work to the best of their ability and achieve the goals that have been set.
- Managers ensure an inclusive leadership culture in all areas and teams. The aim is to guarantee equal opportunities and the associated framework conditions and to create an atmosphere in which employees feel comfortable, contribute ideas, take responsibility and openly address challenges or conflicts. Inclusive management at Swissgrid is based on the guiding and management principles, which define aspects such as communication, a sense of responsibility and the actions of managers.

Identified risks and opportunities

As part of its company-wide ERM process, Swissgrid has identified the following risks in relation to attracting, retaining and developing talent:

- A lack of specialist expertise could mean that Swissgrid is unable to meet future challenges or perform key tasks to the appropriate quality standard. If this lack of expertise has to be bridged by external resources, it could lead to additional costs.
- One of the identified causes of a lack of innovative strength is unsuitable framework conditions, and in particular a lack of expertise, motivation or talent pooling among employees and an unsuitable working environment. This can also have a potential impact on the secure and stable operation of the grid and lower competitiveness on the labour market.
- Mental stress can result in increased employee absences with an impact on operational processes and activities. Health protection measures are described in more detail in the «Occupational health and safety» section.

GRI 3-3

Measures and key figures

GRI 2-7, 2-8

Swissgrid employees

As at 31 December 2025, 980 people were employed by Swissgrid (219 women and 761 men). Compared to the previous year, the number of internal employees has risen by 6%. The growth in the number of employees is driven by Swissgrid's increasing areas of responsibility, the internalisation of tasks previously performed by external service providers, the strengthening of critical functions to reduce the

risk of failure, the company's growing need for digitalisation and innovation, and a higher number of employees undertaking training.

At the end of the year, 795 external employees were registered with Swissgrid. External employees with a contract via a staff leasing company or a service provider are usually employed for temporary projects that require technical competences that are only available to a limited extent within Swissgrid, and to cover peaks in demand. Compared to the previous year, the number of external employees rose by 12%. This was due to the fact that more employees of external service providers were brought in, partly to assist with specific projects.

	2025				2024				2023			
Overview of Swissgrid employees (✓ PwC Assurance for 2025)	Women	Men	Total	Proportion	Women	Men	Total	Proportion	Women	Men	Total	Proportion
Total internal employees[1]	**219**	**761**	**980**	**100%**	**207**	**720**	**927**	**100%**	**180**	**673**	**853**	**100%**
Full-time employees (100%)	117	590	707	72%	111	577	688	74%	93	555	648	76%
Part-time employees (<100%)	102	171	273	28%	96	143	239	26%	87	118	205	24%
Permanent employees	192	685	877	89%	189	652	841	91%	161	622	783	92%
Temporary employees[2]	26	68	94	10%	16	59	75	8%	18	41	59	7%
Without guaranteed working hours[3]	1	8	9	1%	2	9	11	1%	1	10	11	1%
< 30 years	41	111	152	16%	36	93	129	14%	34	81	115	13%
30–50 years	144	424	568	58%	142	414	556	60%	122	397	519	61%
> 50 years	34	226	260	27%	29	213	242	26%	24	195	219	26%
Executive Board (EB)	2	3	5	1%	2	3	5	1%	2	3	5	1%
Managers excl. EB	17	104	121	12%	17	97	114	12%	13	99	112	13%
Employees without a management function	176	602	778	79%	172	568	740	80%	149	532	681	80%
Employees in training or paid by the hour	24	52	76	8%	16	52	68	7%	16	39	55	6%
Total external employees[1]	**136**	**659**	**795**	**100%**	**127**	**585**	**712**	**100%**	**124**	**585**	**709**	**100%**
Contracts via staff leasing companies[4]	19	87	106	13%	23	115	138	19%	11	56	67	9%
Contracts via service providers[4]	117	572	689	87%	104	470	574	81%	113	529	642	91%

[1] Data is given as numbers of employees (headcount) and not as full-time equivalents. All employees work in Switzerland.
[2] The temporary positions are mainly internships, which form part of Swissgrid's recruitment efforts.
[3] Employees without guaranteed working hours are employees who are on call for visitor tours or for specific temporary and support work.
[4] External employees with a contract via a staff leasing company or service provider. One example is external employees who are not employed directly by Swissgrid, but who carry out specialised digitalisation and automation activities under contract via a service company.

GRI 401-1

Overview of new employees and employee turnover

In total, Swissgrid was able to recruit 148 new employees in the 2025 financial year, while 102 employees left the company in the same period. Of the vacant management positions in the 2025 financial year, 24% were filled by external candidates and 76% by internal candidates. The corresponding target (for internal employees to take on 66% of the management positions to be filled) was therefore exceeded. In terms

of fluctuation, Swissgrid met the target of <7.5% in the 2025 financial year, with a fluctuation rate of 6% (employees with a fixed, long-term contract only).

	2025						2024			2023		
New employees and employee turnover (✓ PwC Assurance for 2025)	Women		Men		Total		Women	Men	Total	Women	Men	Total
New hires												
< 30 years	22	15%	62	42%	84	57%	17	46	63	13	40	53
30–50 years	14	9%	36	24%	50	34%	30	58	88	22	69	91
> 50 years	1	1%	13	9%	14	9%	2	15	17	0	15	15
Total	**37**	**25%**	**111**	**75%**	**148**	**100%**	**49**	**119**	**168**	**35**	**124**	**159**
Fluctuations, including retirements												
< 30 years	12	12%	31	30%	43	42%	11	27	38	5	18	23
30–50 years	14	14%	21	21%	35	34%	11	29	40	9	11	20
> 50 years	1	1%	23	23%	24	24%	1	15	16	2	13	15
Total	**27**	**26%**	**75**	**74%**	**102**	**100%**	**23**	**71**	**94**	**16**	**42**	**58**

GRI 2-9, 405-1

Overview of employee diversity

Swissgrid's employees come from 40 different nations. The majority, 67%, are employees from Switzerland, and 16% are from Germany.

Country of origin[1] of employees in 2025 (✓ PwC Assurance)	Number	%
Switzerland	655	67%
Germany	161	16%
France	38	4%
Italy	25	3%
Spain	14	1%
Austria	10	1%
Various (34 countries)	77	8%

[1] Multiple citizenships are not recorded.

At the end of the 2025 financial year, Swissgrid employed a total of 219 women (22% of employees including the Executive Board), 9% of whom have management responsibility, 80% of whom are in roles without management responsibility and 11% of whom are in training or are paid by the hour. Around 58% of the women at Swissgrid work in technical functions (the equivalent of 16% of all technical employees) and 42% in corporate functions (the equivalent of 55% of all corporate employees). In the 2025 financial year, 15% of all management positions at Swissgrid were held by women. Swissgrid therefore remained below the target of 20%.

As at 31 December 2025, Swissgrid's Executive Board consisted of five members from German-speaking, French-speaking and Romansh-speaking Switzerland, three of whom were men and two were women. The Board of Directors is Swissgrid's supreme supervisory body and has nine members, one of whom is a woman. Further information on the composition of the Board of Directors can be found in the Corporate Governance Report.

Diversity in supervisory bodies and among employees in 20251 (✓ PwC Assurance)	Board of Directors		Executive Board		Employees with a management function		Employees without a management function		In training/paid by the hour	
	Number	%	Number	%	Number	%	Number	%	Number	%
Men	8	89%	3	60%	104	86%	602	77%	52	68%
Women	1	11%	2	40%	17	14%	176	23%	24	32%
< 30 years	0	0%	0	0%	0	0%	89	11%	63	83%
30–50 years	1	11%	1	20%	81	67%	481	62%	5	7%
> 50 years	8	89%	4	80%	40	33%	208	27%	8	11%
Total		**100%**		**100%**		**100%**		**100%**		**100%**
German-speaking Switzerland	6	67%	2	40%						
French-speaking Switzerland	1	11%	2	40%						
Italian-speaking Switzerland	1	11%	0	0%						
Romansh-speaking Switzerland	1	11%	1	20%						

[1] Key figures for the years 2022 – 2024 can be found in the Sustainability Reports from previous years.

Overview of diversity of employees per employee category in 2025[1] (✓ PwC Assurance)	Technical functions[2]		Corporate functions[3]		Total	
	Number	%	Number	%	Number	%
Men	686	84%	75	45%	761	78%
Women	126	16%	93	55%	219	22%
Total	**812**	**100%**	**168**	**100%**	**980**	**100%**
< 30 years	138	17%	14	8%	152	16%
30–50 years	453	56%	115	68%	574	59%
> 50 years	221	27%	39	23%	262	27%

[1] Key figures for the years 2022 – 2024 can be found in the Sustainability Reports from previous years.
[2] This includes activities focusing on the planning, operation, use and maintenance of buildings, facilities and equipment, ICT infrastructure and applications, as well as business assurance and operations.
[3] This includes activities in the areas of administration, communication, corporate and business development, finance and accounting, HR, legal services and procurement.

GRI 2-20, 2-21, 3-3, 401-2, 401-3, 405-2

Measures and key figures on attracting and retaining employees and diversity

Graduate programme: as well as continuing its employer branding measures, Swissgrid has expanded its presence at Swiss universities of applied sciences and universities in particular, thereby seeking direct contact with students and graduates. A new channel for attracting and training talented employees was created by launching an 18-month graduate programme. In the 2025 financial year, the first two «Young Talents» were hired internally after completing the 18-month programme, and a further five «Young Talents» are currently taking part. Swissgrid was able to employ two graduates from the British TSO NESO as part of a six-month exchange programme.

The effectiveness of the measures to position the company as an attractive employer for graduates is reflected in the results of the 2025 Universum survey. Swissgrid was ranked 23rd (16th in the previous year) in the «Engineering» category and 33rd (40th in the previous year) in the «Natural Sciences» category by the 8,874 students surveyed. According to the survey, Swissgrid remains the best rated company in the energy sector.

Training of apprentices: Swissgrid offers various apprenticeships, such as computer scientist with a federal certificate of proficiency (EFZ) specialising in platform development, digital business developer EFZ or commercial clerk EFZ. Swissgrid has joined forces with a Swiss training partner for industrial apprentices in this area. Thirteen apprentices undertook training in 2025 and two graduated during the reporting year. Swissgrid took on one apprentice as an employee after graduation.

Fair remuneration: Swissgrid offers employees market-based, fair and industry-standard remuneration. A salary band system, which is regularly reviewed and adjusted, serves as the basis for remuneration. Swissgrid's remuneration model sets out conditions for individual performance-related remuneration for the Executive Board and management staff (senior and specialist managers), which is based on the achievement of personal and corporate objectives (including sustainability targets). Employees without a management function may be awarded special remuneration, which is dependent on their personal target achievement. In addition, Swissgrid's remuneration policy provides for individual, performance-related salary increases as part of employees' annual salary reviews.

In 2025, the total annual remuneration, including performance-related remuneration, of the highest-earning person at Swissgrid was 5.69 times higher than the average total annual remuneration of all employees excluding the highest-paid person. In 2025, the average salary increase rate for all employees excluding the Executive Board was 1.6%. The median annual remuneration of all employees (excluding the highest-paid person) increased by just under 1.4% in relation to the previous year.

Overview of key figures on remuneration (✓ PwC Assurance for 2025)	2025	2024	2023
Ratio between the total annual remuneration[1] of the highest-paid person and the median of all employees	5.69	5.76	5.89
Increase in total annual remuneration of the highest-paid person (%)	1%	–2%	0%
Average increase in total annual remuneration of all employees[2] (%)	1.6%	1.6%	0.8%
Median increase in total annual remuneration of all employees[2] (%)	1%	0%	0%
Ratio of the percentage increase in total annual remuneration of the highest-paid person in relation to the median increase of all employees[2]	0.8	0	0

[1] The total annual remuneration comprises salaries, bonuses, share bonuses, option bonuses, remuneration under a non-share-based bonus plan, changes in pension value and non-qualified retrospective remuneration, as well as all other remuneration.
[2] All employees excluding the highest-paid person.

Equal pay («gender pay gap»): Swissgrid is committed to equal pay for work of equal value. Swissgrid ensures transparency on equal pay by means of role-based salary bands. The Swiss Association for Quality and Management Systems (SQS) audited wages at Swissgrid once again in the 2025 financial year and confirmed that Swissgrid continues to provide pay equity between women and men. The audit of equal pay is carried out in accordance with Logip, the federal government's standard analysis model. Taking into account qualifications and job-related characteristics, women earned around 3.5% less at Swissgrid in 2025. The margin of tolerance set by the Federal Office for Gender Equality for the adjusted gender pay gap between women and men is 5%. Swissgrid's result is therefore within the accepted range. The remuneration of all employees was audited, with the exception of interns and employees paid by the hour. Swissgrid can therefore use the SQS «Fair Compensa-

tion» certificate in accordance with the criteria of the Association of Compensation & Benefits Experts without any restrictions.

Deviation rate for equal pay based on gender (gender pay gap) (✓ PwC Assurance for 2025)	2025	2024[1]	2023
Deviation rate (%)	3.5	0.5	3.5

[1] Employees paid by the hour were also included in the 2024 evaluation. Consequently, the results for 2025 and 2024 are not directly comparable.

Flexible working models: Swissgrid provides working conditions that take account of the changing needs of employees. Ensuring employees' work-life balance (especially with regard to their families) is a cornerstone of Swissgrid's HR strategy. The company therefore offers various options for flexible and hybrid working, which are generally open to all employees. Swissgrid advertises all full-time positions as 80 to 100%. Subject to operational requirements, new and current employees can adjust and choose the percentage of working time that suits their needs. Alternative working models, such as job sharing, are also available. In the 2025 financial year, around 28% of Swissgrid employees worked part-time (see the «Overview of Swissgrid employees» table). The company also gives its employees the option of completing up to 50% of their working hours from home, at their second place of residence, abroad, in co-working spaces or other suitable «remote» locations, provided that this allows them to fulfil their function and takes place in accordance with the legal framework and internal HR regulations. In the 2025 financial year, Swissgrid introduced additional, flexible workplace options for its employees, who now have access to over 150 co-working locations throughout Switzerland via a booking platform.

Support and care services: Swissgrid allows its employees to care for their children, spouses or life partners and relatives (e.g. parents or parents-in-law) in the event of illness according to conditions for care leave, workload adjustments and/or voluntary benefits set out in the employment regulations that go beyond the statutory framework. Swissgrid offers support and care services for children and family members in association with external partners. Management staff also have the opportunity to take sabbaticals.

Parental leave: parental leave is granted in accordance with the statutory provisions (14 weeks). Fathers who choose to take paternity leave benefit from an extra week on top of the statutory two weeks. The adoption of a child under the age of five is treated in the same way as a birth in terms of parental leave. These provisions apply irrespective of the employment relationship (i.e. full-time or part-time work, temporary or permanent contract). In the 2025 financial year, 8 female employees and 16 male employees became parents at Swissgrid. All employees whose agreed parental leave ended in the reporting year have resumed their roles. The retention rate of employees 12 months after resuming work was 93% during the 2025 reporting year.

	2025			2024			2023		
Key figures on parental leave (✓ PwC Assurance for 2025)	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employees entitled to parental leave	8	16	24	8	29	37	4	20	24
Employees who have taken parental leave	8	16	24	8	27	35	4	20	24
Employees who are still on parental leave[1]	5	1	6	4	5	9	0	0	0
Employees resuming their function after agreed parental leave	3	15	18	4	22	26	4	20	24
Return rate	100%	100%	100%	100%	92%	93%	100%	100%	100%
Employees who were still employed twelve months after their return to work	3	23	26	2	19	21	4	17	21
Retention rate	75%	96%	93%	50%	95%	88%	100%	100%	100%

[1] As at the end of the relevant reporting year.

Women at Swissgrid: Women@swissgrid is an initiative by female employees for networking, inspiring each other and learning from each other. The committee regularly organises lectures and workshops that are open to all Swissgrid employees. In the 2025 financial year, the resource group organised events on the topics of self-confidence, values and past experience. Swissgrid's membership of «Women in Power» and «Women in Tech» has expanded the opportunities for female employees to connect with each other and exchange ideas in industry networks.

Employee satisfaction: every two years, Swissgrid conducts a comprehensive employee survey to review the effectiveness and perception of strategic measures and to identify possibilities for improvement. The results of the last survey conducted in the 2024 financial year show that employee satisfaction remains high, with an average score of 78 (see table). In addition, 85% of employees perceive Swissgrid as an attractive employer, and 89% would recommend the company as an employer. The defined targets (+2 points in each area) were met for «Employee development» (+3 points), «Work and leisure» (+8 points) and «Diversity & inclusion» (+3 points).

Overview of satisfaction according to a representative employee survey (✓ PwC Assurance for 2025)[1]	2025[2]	2024	2023[2]
Women	78	78	80
Men	79	79	78
Various	87	87	n/a
Total	**78**	**78**	**78**

[1] Employee satisfaction is assessed on a scale of 0 to 100 in comparison to the «Swiss Employer Award» benchmark using a questionnaire.
[2] As the employee survey is conducted every two years, the results have been carried over from the previous year.

GRI 404-1, 404-2, 404-3

Measures and key figures on employee development

Regular performance appraisals: all employees with a permanent employment contract with Swissgrid receive regular performance appraisals. These meetings are mandatory and take place at least once a year. A performance management system is in place so that employee performance can be assessed in a consistent manner, and employees and line managers are given regular training. Performance appraisals are checked for consistency via a bottom-up calibration process (from department to company level). The aim is to ensure that individual performance and target achievement are assessed as objectively as possible.

Overview of key figures on regular performance appraisals at Swissgrid (✓ PwC Assurance for 2025)	2025	2024	2023
Employees who receive regular performance appraisals	92%	93%	94%
Women	89%	92%	91%
Men	93%	93%	94%
Permanent employees	100%	100%	100%
Temporary employees	29%	24%	25%

Skills management: the further development of employees is a key concern for Swissgrid and is included in its Strategy 2027, as the desired digital transformation of the company requires appropriate skills. The aim of skills management at Swissgrid is to define the skills that will be necessary in the company in the future and to identify gaps. In the previous year (2024), 100% of employees (who had held a permanent position for at least six months before the start of the skills management cycle) were assessed to determine whether their current skills match the target skills that will be needed in the future. All new entrants from 2024 were evaluated in the 2025 financial year, and the review process was automated so that all future new entrants can be evaluated within six months of joining the company. Swissgrid has thereby created the basis for the systematic personal development of employees, tailored to their individual needs. Recognised development potential is addressed as part of individual development plans.

Innovation campaign: in the 2025 financial year, Swissgrid implemented the «Innovating together» initiative with the participation of 19 employees. The aim was to strengthen innovation and intrapreneurship within the company and to integrate an innovative mindset into Swissgrid's operational business areas. Four interdisciplinary teams were formed for six months, and each team member was able to dedicate the equivalent of a 20% workload to innovative solutions for the following topics that are of strategic relevance to Swissgrid: digitised sustainability reporting; PV and grid stability; inspection of Swissgrid systems with robotics; and remote securing of operating facilities against against re-energisation (GWS). Innovative ideas emerged from the initiative, such as the digital recording of complex GHG emissions on an integrated data platform, the initialisation of pilot projects for the use of robots in substations, and an engineering concept for the creation of remote GWS for power lines.

Specialist and management training: in the 2025 reporting year, specialist training hours (external and internal) were recorded primarily in the categories of «Operator training» (25%), «Safety & security» (23%) and «IT and tool training» (12%). Other important topics include project management, grid-related training and compliance. Since the 2024 financial year, newly appointed managers have been prepared for their role as managers by a special management development programme tailored to their needs. The programme includes peer coaching sessions to encourage the mutual exchange of ideas on management issues. Two multi-day courses were held for new managers and high-potential employees in the 2025 financial year, and open-space events were organised to give employees the opportunity to find creative ways of solving team challenges and organisational problems together. Employees and managers learned how to give constructive and specific feedback in new feedback workshops introduced in 2025. In 2025, Swissgrid also launched an interactive day to teach participants about grid operations in a fun way as part of a Swissgrid game. In the area of stress management and healthy leadership, the company now offers workshops to strengthen resilience and a healthy approach to stress. A pilot training programme on mental health for first-aiders was carried out for the first time in the 2025 financial year. The aim is to enable first-aiders to take preventive measures and provide immediate assistance in mental health emergencies. Finally, a digital learning module on the protection of personal integrity was created in 2025 to follow on from the face-to-face training courses held in 2024.

External training and further education opportunities: whenever training needs cannot be covered internally, Swissgrid facilitates attendance of external training courses. In 2025, 44 employees completed further training at universities of applied sciences or universities. The majority obtained Certificates of Advanced Studies or Masters of Advanced Studies.

Promotion of language skills: Swissgrid's corporate languages are defined as German and French. Knowledge of several languages is required due to employees' activities throughout Switzerland and the country's multilingualism. In 2025, 96 people attended a language course in German, 130 in French, 26 in English and 27 in Italian.

Individual development: Swissgrid offers a comprehensive range of online training courses focussing on soft skills, health, digital skills and communication. Swissgrid also encourages and supports further training for the individual development of its employees' professional, social and leadership skills without there having to be any operational or functional necessity. The scale of this support depends on the benefits for Swissgrid and for employees with functional responsibilities within the company.

Average hours of training and further education: in the 2025 financial year, Swissgrid employees invested an average of 43 hours or around one week in their training and further education. Approximately 71% of training and development was carried out as part of internal programmes, while 29% was completed externally. The quality of internal training and development is ensured through systematic feedback management and reviews, among other things. The internal training courses were rated as good or very good by 86% of those who provided feedback.

Overview of average hours invested in training and development in 20251 (✓ PwC Assurance)	Executive Board	Managers[2]	Employees without a management function	Employees in training/paid by the hour[3]	Technical functions	Corporate functions	Total
Men	8	32	51	21	49	25	46
Women	11	31	33	20	37	23	31
Total	**9**	**32**	**47**	**21**	**47**	**24**	**43**

[1] Key figures for the years 2022 – 2024 can be found in the Sustainability Reports from previous years.
[2] Excluding the Executive Board.
[3] This includes interns, doctoral students, apprentices and employees paid by the hour.

Transition arrangements: Swissgrid offers its employees early preparation for retirement via external courses and events. They also have the possibility to change career direction. This prepares employees for retirement by allowing a gradual reduction in workload and responsibility, and can ease the transition. If Swissgrid is forced to part ways with employees, and believes that these individuals require assistance with their search for new employment, it offers outplacement counselling, an extension of the notice period or bridging benefits.

GRI 406-1
Measures and key figures on the protection of personal integrity and inclusion

Protection of personal integrity: Swissgrid protects the personal integrity of its employees via suitable internal and external points of contact. In the event of breaches of personal integrity, employees can contact an external reporting centre, their line manager, an internal contact person from the HR department, a staff representative or the investigative body, the Compliance function. Swissgrid employees can obtain free expert assistance with personal and business difficulties from the consultancy firm Movis. Counselling is available to employees seven days a week, 24 hours a day in all parts of the country, and is treated confidentially. Whistleblowers who report serious compliance violations are protected by Swissgrid's Code of Conduct and Whistleblowing Policy, which encourage the reporting of misconduct and define the conditions for the confidentiality of reports and the protection of whistleblowers.

Reports relating to personal integrity: an anonymous survey was conducted in February 2024 to determine the status of the protection of the personal integrity of its employees. Based on the results, employees and managers were given special training in 2024 on prevention, behaviour and procedures in relation to breaches of personal integrity. This training was also integrated into the mandatory onboarding programme for all new employees and managers. Particular emphasis was placed on the personal responsibility of each individual. A follow-up survey was conducted at the beginning of 2025. The results of the survey showed that the measures taken in 2024 have already had an initial impact. Employees and managers know who they can turn to if they believe that personal integrity has been breached. The internal contact persons (line managers, HR employees and staff representatives) provide advice and support and arrange mediation sessions to help resolve issues. In two cases, the reprimanded behaviour was dealt with by internal contact persons, and a joint solution was found as a result of mediation. The investigating body did not conduct any investigations into potential breaches of personal integrity in 2025.

Discrimination reports: in the 2025 financial year, no (potential) cases of discrimination were reported via the official reporting channels.

Overview of official reports of cases of discrimination (✓ PwC Assurance for 2025)	2025	2024	2023
Reported cases of discrimination	0	0	0

GRI 2-30, 201-3, 401-2, 402-1, 407-1
Measures and key figures in other areas

Non-regular employment: Swissgrid pursues a responsible human resources policy that is geared towards stability and sustainability. Temporary employment is principally used for training purposes to provide interns and apprentices with qualified employment. Of a total of 94 temporary employment contracts, 67 fall into this category. In addition, Swissgrid uses fixed-term contracts so that it can continue to employ experienced specialist personnel after they reach the statutory retirement age. This ensures the transfer of valuable expertise. Temporary contracts via staff leasing companies are only used in exceptional cases to cushion short-term peaks in workload. Due to the high level of complexity and the considerable training required for Swissgrid's specialised activities, the number of atypical positions is deliberately kept to a minimum. This underlines Swissgrid's commitment to sustainable forms of employment and long-term skills development.

Insurance benefits: the benefits Swissgrid provides for employees as stipulated in the employment regulations are the same for all levels of employment. Life insurance and health insurance are privately organised in Switzerland. Unemployment insurance and disability insurance are covered by the state social insurance, income compensation and disability insurance schemes. In the event of inability to work during the probation period as a result of illness or accident and through no fault of the employee, Swissgrid pays the employee 100% of the annual basic wage for a maximum of 30 days. In the event of inability to work as a result of illness or accident occasioned after the probation period and through no fault of the employee, Swissgrid pays the employee 100% of the annual basic wage for a maximum of 180 days. In the event of inability to work from the 181st day to the 720th day, Swissgrid has taken out daily sickness benefits insurance which pays out 80% of the insured salary for a maximum of 550 days. In addition, all employees worldwide are privately insured for occupational and non-occupational accidents. The old-age pension scheme includes old-age and survivor's insurance (OASI), which is also state-funded, and the pension fund, which is mandatory for all employees.

Pension plans: Swissgrid is affiliated to the PKE Vorsorgestiftung Energie pension fund. With assets of approximately CHF 12 billion and around 26,000 insured persons, PKE is one of the largest pension funds in Switzerland. Swissgrid's employees are insured according to the statutory provisions and the effective pension regulations. Entry into the pension fund is mandatory for all employees subject to the Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans (OPA). The premiums consist of contributions by the employer and the employees.

Overview of key figures on pension provision at Swissgrid (✓ PwC Assurance for 2025)	2025	2024	2023
Cover ratio of PKE Vorsorgestiftung Energie[1]	122.1%	120.7%	113.9%
Swissgrid risk contributions	0.24%	0.24%	0.24%
Employee risk contributions	0.16%	0.16%	0.16%
Swissgrid savings contributions (% of the insured salary)	7,2–22,7%	7,2–22,7%	7,2–22,7%
Employee savings contributions (% of the insured salary)	4.8–10,3%	4,8–10,3%	4,8–10,3%
Additional voluntary savings contributions by employees (% of the insured salary)	2–4%	2–4%	2–4%

[1] As at the end of September of the reporting year.

Collective agreements and freedom of association: in Switzerland, the right to collective bargaining and freedom of association is enshrined in the constitution and in employment practice. Swissgrid recognises and respects these two fundamental rights of its employees. Swissgrid is not subject to a collective labour agreement. In its capacity as the national grid operator with activities in Switzerland and on the basis of its risk management process, Swissgrid does not consider the right to freedom of association and collective bargaining at its sites and operating locations to be at risk. Swissgrid implements the following measures to guarantee its employees' right to freedom of association and collective bargaining:

- The interests of Swissgrid's employees, including the right to freedom of association and the remuneration policy, are defended by the staff representatives. The staff representatives offer all employees the opportunity to submit suggestions, reports or concerns. This can be done by requesting an individual appointment or during specific monthly consultation hours. The staff representative body is a member of vpe (the association of staff committees of the Swiss electricity industry).
- Swissgrid has set up resource groups to make sure that employees can exercise their right to self-organised, self-determined representation of interests and freedom of association. In the 2025 financial year, these groups included the Women@

Swissgrid group, the CSER Community and the Swissgrid cultural group. All these resource groups organised various activities and events for Swissgrid employees, ranging from clean-up days and panel discussions to cultural events.

- In the event of reports or concerns regarding a potential violation of the right to collective bargaining or freedom of association, various confidential and partially anonymised channels are available to all employees in the form of advisory services and grievance mechanisms. Possibilities for reporting complaints and concerns regarding a violation of the right to freedom of association and collective bargaining include the Compliance function, the staff representatives, the RiskTalk app or Swissgrid's external whistleblower system. All employees can contact the external MOVIS advice centre or the staff representatives for assistance. In addition, employees can raise complaints, concerns or suggestions regarding freedom of association and collective bargaining with managers and HR employees. Employees can find contact details and information about the relevant processes on the dedicated internal HR, staff representation and compliance pages. In the event of serious violations, whistleblowers are protected by Swissgrid's Whistleblowing Policy (see the «Corporate governance with integrity» section).
- Risks along the upstream value chain are identified and addressed as part of the principles for ensuring a sustainable supply chain.

Protection against mass redundancies: Swissgrid is a responsible employer: since its foundation, there have been no mass redundancies in the company. In the event of a mass dismissal of 30 or more employees within 30 days and for reasons not related to their individual performance appraisal, Swissgrid would comply with the statutory provisions applicable in Switzerland. According to the Federal Act on the Provision of Information to and the Consultation of Employees of Businesses (Participation Act), staff representatives have the right to information and special participation. This includes participation rights relating to occupational safety and employee protection, the transfer of companies in accordance with Articles 333 and 333a of the Swiss Code of Obligations, collective redundancies and affiliation to an occupational pension scheme. The staff representatives are therefore given a period of 14 days to be heard and have the opportunity to submit suggestions on how redundancies can be avoided.

Occupational health and safety

As the national grid company, Swissgrid is one of Switzerland's critical infrastructure operators according to the Federal Office for Civil Protection and strives to implement a correspondingly high level of safety. Swissgrid's safety policy defines the framework for consistent and coordinated implementation in accordance with standardised rules. The company's integral approach comprises seven security domains: operational security, physical security, information security, risk management, crisis management, business continuity management and finally, health, safety and the environment. The subject of health and safety is examined in this section.

GRI 3-3

Ambition and goals

Swissgrid strives to protect the health and safety of employees, contractors, visitors and neighbours to its infrastructure. In specific terms, Swissgrid has set itself the objective of reducing the number of occupational accidents involving absences of more than five days to zero.

GRI 2-25, 3-3, 403-1

Management approach

The Executive Board has delegated the management and development of integral safety management to the Chief Safety & Security Officer (CSO) and the line-independent Integral Safety Committee (ISG), which comprises representatives of the seven security domains. The CSO heads the Integral Safety Committee and reports to the Executive Board on a regular basis. The Executive Board determines the framework for occupational health and safety at Swissgrid and is responsible for making sure that all employees implement and apply safety standards and the relevant laws and ordinances.

- Swissgrid is obliged to comply with statutory and industry-standard provisions. In specific areas, these provisions are supplemented by additional corporate standards. The following principles apply at Swissgrid when it comes to occupational health and safety:

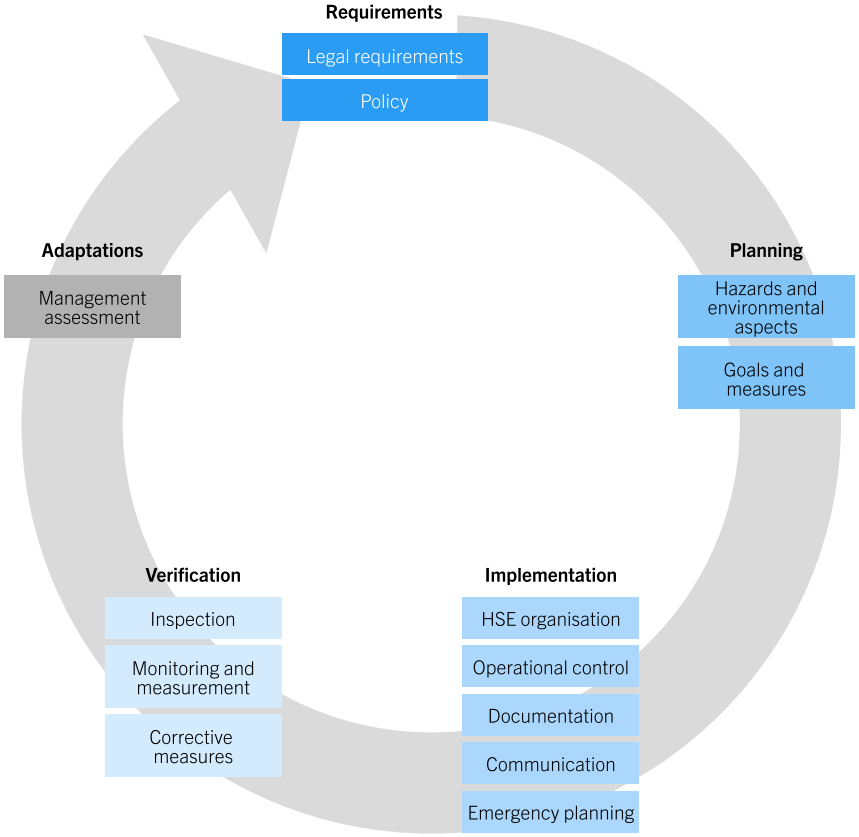
- Regardless of the activity, the risk must be minimised as effectively as possible. Safety-conscious behaviour is a basic requirement for employees. High standards are maintained and continually improved by means of ongoing training.
- Occupational health and safety in the workplace is an important management task. By promoting employees' awareness of health, quality and safety, the line managers fulfil an important role model function and line responsibility.
- Swissgrid lays down occupational health and safety objectives in writing. Inspections are carried out regularly to ensure the success of occupational health and safety measures and the fulfilment of legal requirements.
- When planning and introducing new procedures, Swissgrid is guided by the latest state of the art.
- Swissgrid structures workplace conditions in accordance with recognised health and safety principles. Special attention is paid to prevention and precaution.

GRI 403-8

The HSE management system

Swissgrid operates an integrated HSE management system that is certified in accordance with ISO 45001:2018 and ISO 14001:2015. The aim of the HSE management system is to ensure continuous improvement and to promote the organisation's understanding of activities relevant to safety and the environment using a systematic approach, as well as complying with the legal requirements for occupational safety, health and environmental protection. The HSE management system follows the PDCA management model («plan-do-check-act»), which represents the basis for continuous improvement in HSE performance.

Overview of Swissgrid's HSE management model



Proposals for possible improvement measures are derived from hazard assessments, recorded accidents and near misses, as well as the defined HSE targets. These measures are planned and implemented by Swissgrid's Safety and Environmental Protection Officers in collaboration with the managers and employees concerned. Swissgrid's operational business areas are responsible for implementing the measures.

The measures for achieving the HSE targets are set out in the operational development of Health & Safety and in the annually updated Safety Roadmap, the roadmap for occupational health protection and the CSER Roadmap. Target achievement is continuously evaluated and reported on. The implementation of the HSE programme

is monitored by the Head of Health & Safety and the Head of Sustainability, with the operational assistance of the Safety and Environmental Protection Officers.

The accident statistics are presented to employees once a year and to the Executive Board in the annual HSE management review. Relevant key figures are summarised in the «Overview of key figures in the area of occupational health and safety».

The HSE management system applies to the entire company. Service providers are obliged by the Code of Conduct for Suppliers and by contractual provisions to ensure the occupational health and safety of their employees and of persons working on their behalf. Compliance is verified by Swissgrid in the course of inspections. Further explanations are given in the «Sustainable supply chain» section.

Scope of Swissgrid's HSE management system (✓ PwC Assurance for 2025)	2025	2024	2023
Total Swissgrid employees	**980**	**927**	**853**
Proportion of internal employees covered by the ISO-certified/audited HSE management system	100%	100%	100%
Total external employees[1]	**795**	**712**	**709**
Proportion of external employees covered by the ISO-certified/audited HSE management system	100%	100%	100%
Total internal and external employees	**1,775**	**1,639**	**1,562**
Proportion of external and internal employees covered by the ISO-certified/audited HSE management system	100%	100%	100%

[1] External employees are not directly employed by Swissgrid, but have an employment relationship with a staff leasing company or service provider. The external employees listed in this table usually carry out work at Swissgrid's office locations, have access to Swissgrid systems and are therefore recorded individually. External employees of suppliers who work on building construction or civil engineering projects for Swissgrid are not included, for example.

Recurring certification: Swissgrid's HSE management system is audited and certified by an accredited external testing authority on the basis of ISO standards 14001:2015 and 45001:2018. An audit for recertification of the HSE management system takes place every three years. In the two years in between, a surveillance audit is carried out by the external auditor. A recertification audit took place in the 2025 financial year, which confirmed the HSE management system as suitable, appropriate and effective.

GRI 403-2, 403-3, 403-9, 403-10, 416-1

Risks and hazards

There is considerable potential for serious personal injury, environmental damage and damage to property in Swissgrid's area of activity. Swissgrid has therefore classed the risks relating to personal safety as «medium» to «very high» as part of its company-wide risk management process. Swissgrid proactively identifies the relevant risks and hazards, assesses them and eliminates them by introducing adequate measures or at least minimises them to an acceptable residual risk.

Swissgrid is aware of its responsibility as an employer and ensures the occupational safety and health protection of its employees in accordance with the Accident Insurance Act (AIA) and the Employment Act (EmpA). In order to ensure that measures for the protection of its employees are as effective as possible, Swissgrid defines such measures according to the hierarchy of their effectiveness. They range from substitution/replacement measures, technical measures and organisational measures to person-related measures. Swissgrid also raises awareness among its employees and service providers about the application of the STOP principle: stop, think and assess the situation before you act. In this way, Swissgrid wants to ensure that all employees and service providers stop work if they have any safety concerns.

Risk assessment

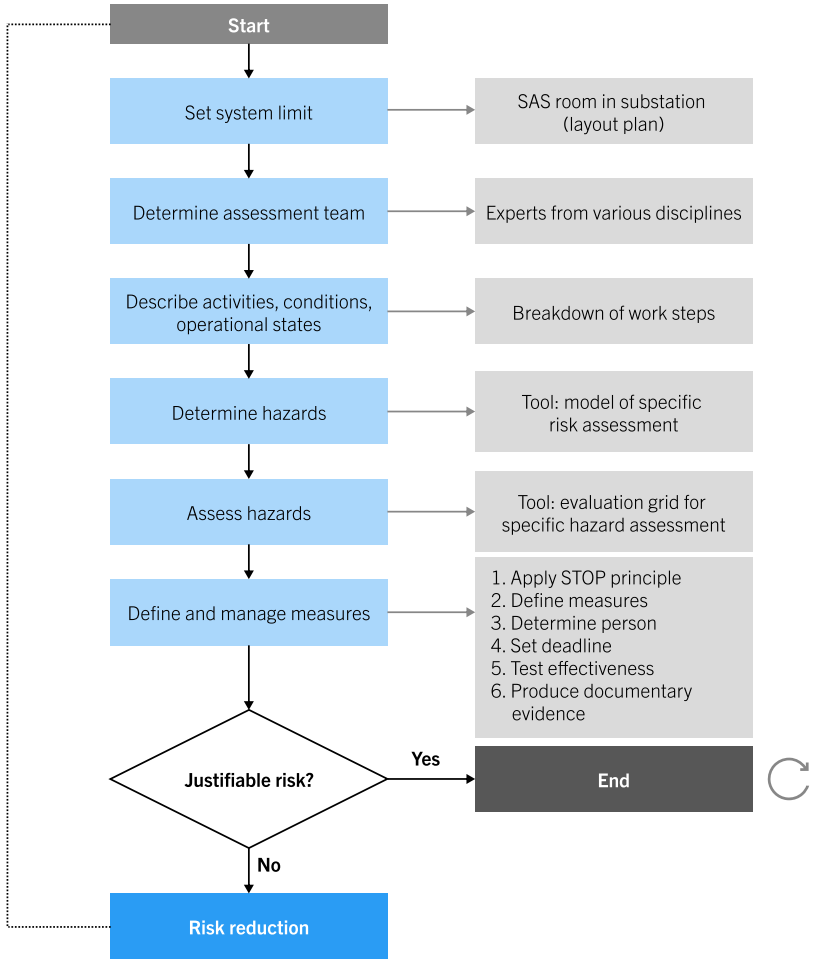
Various risk assessments are carried out at Swissgrid. Firstly, the basic hazards and general activities at Swissgrid are systematically analysed, assessed and documented in the activity-related risk assessment based on the SUVA hazard portfolio (SUVA 66105). Furthermore, the company checks whether recognised rules apply to these hazards. If this is not the case, rules must be formulated or, where the hazard potential is high, a risk assessment (SUVA 66099) must be carried out. Standardised measures are derived from the activity-related risk assessment and are valid throughout Swissgrid.

The activity-related risk assessment is regularly reviewed and updated if necessary. However, a review and update may also be necessary if deviations are identified, after an accident or near-miss event, or following a change in the law. As well as

conducting activity-related risk assessments, Swissgrid also evaluates the risks associated with specific projects, uses, orders and assets.

The safety specialists from the Health & Safety team are responsible for drawing up templates for risk assessments and for training employees. As coaches, they ensure that methodological expertise is available in the relevant line and provide technical support. If necessary, specialised external experts in the fields of occupational medicine, occupational hygiene and safety engineering are called in.

Risk assessment process flow



Incident analyses

In addition to hazard assessments, Swissgrid carries out incident analyses to examine events that had or could have had a significant negative impact on the safety of people and/or grid operations. The aim of these analyses is to identify the main factors that led to the event. They take into account technical, organisational and human aspects, as well as the environmental conditions at the time of the event.

The findings form the basis for identifying risks that could increase the likelihood of new incidents or jeopardise Swissgrid's objectives. The way these risks are handled («risk strategy») is determined by the relevant specialist departments. The resulting measures help ensure the secure operation of the transmission grid so that future incidents outside Swissgrid's risk tolerance levels can be avoided. They also make it possible to continuously improve grid and system operations with regard to occupational health and safety and the objectives set for operational safety.

Occupational accidents involving Swissgrid's own employees whose work has no influence on grid operations are also investigated by the Health & Safety team, which works with the operational business areas to define measures to prevent the same or similar cases from happening again and to put in place suitable communication measures. Occupational accidents involving service providers are generally investigated by their employers. At least one analysis is required for each accident in order to examine the causes and verify the measures defined as a result.

Potential hazards

Swissgrid has identified five potential hazards with a risk of serious injury (cf. table). In the 2025 financial year, one occupational accident was caused in one of the identified hazard areas. The accident was caused by faulty electrical earthing and involved the employee of a service provider. An overview of the type and consequences of all occupational accidents in 2025 can be found in the «Overview of key figures in the area of occupational health and safety».

Overview of potential hazards, accidents and measures (✓ PwC Assurance)

Hazard potential	Accidents in the reporting period[1]	Measures
Working near live high-voltage systems	1	• Implementation of the legal requirements relating to plant equipment and employee training. • Use and application of equipment by service providers in accordance with ESTI specifications. • All work is planned and instructed by means of a written work order. • Restrictive access. • Regular announced and unannounced inspections at the construction and work sites.
Working at height	0	• Promotion of training for authorised trainers in accordance with Directive No. 245 of the Federal Inspectorate for Heavy Current Installations (ESTI). • All work is planned and instructed by means of a written work order. • Regular announced and unannounced inspections at the construction and work sites.
Forestry work	0	• Use of specialised and experienced contractors. • In-house forestry specialists outsource work to specialised forestry companies and regularly issue instructions and monitor the forestry work carried out. • Regular announced and unannounced inspections at the construction and work sites.
Work with helicopters	0	• All work is planned and instructed by means of a written work order. • Restrictive use of helicopters, testing of alternative, lower-risk options. • Regular announced and unannounced inspections at the construction and work sites.
Handling hazardous substances (insulating oils, gases, cleaning agents and coolants)	0	• Implementation of the legal requirements relating to plant equipment and employee training. • Regular announced and unannounced inspections at the construction and work sites.

[1] The data includes employees of Swissgrid and of all service providers, including those who carry out work for Swissgrid on construction sites and outside office locations.

HSE inspections

The HSE inspections carried out regularly by Swissgrid are a key part of hazard and incident assessment, are designed to mitigate risks, and represent an important tool for fulfilling duty of care and compliance. In 2025, a total of 461 HSE inspections were carried out by project employees and the Health & Safety team. The inspections found 25 situations that were categorised as a medium safety risk, and eight as a high safety risk. In all these cases, measures were agreed upon, documented and implemented to reduce the safety risk to an acceptable level.

Overview of HSE inspections (✓ PwC Assurance for 2025)	2025	2024	2023
Number of HSE inspections carried out	**461**	**396**	**357**
Number of HSE inspections with medium risk	25	27	22
Percentage of HSE inspections with medium risk	5.4%	6.8%	6.2%
Number of HSE inspections with high risk	8	9	8
Percentage of HSE inspections with high risk	1.7%	2.3%	2.2%

Safety of service providers

Swissgrid pays particular importance to the occupational safety of service providers and works continuously to ensure the long-term safety of all those involved. The health and safety processes and requirements for the planning, tendering, implementation and operation of electrical systems form an important basis for ensuring the safety of service providers. This involves preparing project-specific risk assessments and compulsory safety concepts with risk mitigation measures, as well as specifications for contracted service providers. Swissgrid also sets requirements for the training and specialist licensing of external employees. Service providers must undertake to operate and apply a certified management system for occupational health and safety. Swissgrid has summarised the specific safety requirements and measures for the protection of third parties (including service providers) and employees in a brochure (in German) on working safely in Swissgrid's electrical installations and in its HSE manual, which was revised and republished in the 2025 financial year. Structured discussions take place with service providers regarding safety requirements before any work can begin, and regular HSE inspections are carried out during work. Swissgrid endeavours to actively involve service providers in the analysis of incidents in order to jointly identify causes and define effective measures. This approach is being implemented gradually so that service providers can also be taken into account when making improvements. This will enable Swissgrid to promote a safety culture based on partnership along the entire value chain.

GRI 2-26, 3-3, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, 403-10

Measures and key figures

Measures to strengthen the safety culture

Safety Culture Ladder: Swissgrid attaches great importance to continuously strengthening its safety culture. That is why the company introduced the Safety Culture Ladder method in 2020. Swissgrid was successfully recertified at level 3 in the 2025 financial year. Swissgrid also requires service providers to implement the Safety Culture Ladder if they carry out activities where occupational safety is of particular importance. Swissgrid has produced a «Safety Culture Ladder» guide for service providers. In the 2025 financial year, 92 contracts were concluded that require 44 service providers to be certified in accordance with the Safety Culture Ladder method.

Safety training

- **Onboarding of new employees:** all employees receive introductory training on health and safety when they join the company. This provides information on roles and responsibilities in the area of occupational safety, ergonomics in the workplace, Swissgrid's emergency organisation, important environmental protection requirements and insurance basics.
- **Safety & Security Days:** the mandatory Safety & Security Days introduced in 2022 were held for the fourth time in 2025. The aim of the all-day event was to increase awareness of safety among all employees in the areas of cybersecurity, physical security, risk and resilience, and health and safety. The participants deepened their knowledge during theoretical lessons and practical exercises. The topics covered included management of challenging communication situations and safe and healthy use of digital media.
- **Specific training courses:** employees of the Grid Infrastructure business area who intend to become electrical experts complete a comprehensive training programme consisting of nine training modules. In addition to basic knowledge about health and safety, the programme mainly focuses on electrical safety. The aim is for these experts to be able to manage risks in extra-high-voltage installations. In addition, selected employees also receive one-day training on HSE inspections. This training course explains the aim of internal inspections, the duties and powers

of inspectors, personal conduct during inspections, and the vital rules of the Swiss National Accident Insurance Fund (SUVA). Training is also provided on the use of the digital tool eInspect.

Employee participation: occupational safety and health protection affect the most fundamental interests of employees: their health and physical integrity. Swissgrid employees are therefore entitled by law to receive information and to have a say in all matters relating to health and safety (Art. 6 of the Labour Act and Art. 6a of the Ordinance on the Prevention of Accidents and Occupational Diseases). At Swissgrid, the right to have a say is ensured through staff representation. When it comes to their health and safety, all Swissgrid employees have the right to say «STOP» at any time. Employees and line managers are made aware of this right at various briefing events. Swissgrid also grants this right to all service providers working on behalf of the company.

RiskTalk app: the RiskTalk app is a tool for reporting incidents, observations and ideas of any kind in connection with risks and hazards, either anonymously or by name. The aim is to recognise potential hazards at an early stage and to prevent accidents. Every message is processed, and signed messages receive a direct response. Those responsible for the RiskTalk app ensure that ideas are examined and implemented if they are found to be suitable. A RiskTalk report can be made by any employee. In the 2025 financial year, 27 reports were submitted via the RiskTalk app, 16 of which concerned safety and security. An investigation was initiated for all 16 reports concerning safety and security, 15 of which had been completed by the end of the financial year.

Further safety measures

- **Behaviour near lines:** the transmission system partly crosses cultivated land or passes close to populated areas. Swissgrid is therefore very keen to protect not only its own employees and the employees of its service providers, but also the general public. For example, Swissgrid provides comprehensive information on its website about the safety regulations that need to be observed when planning activities and work near lines, as well as during any sports and leisure activities that are undertaken in these areas.
- **Actions in the event of an emergency:** Swissgrid has compiled a list of regulations and standards for the protection of people and the environment when working on and in the vicinity of its installations. This list is published in a manual available to the public. It includes a description of responsibilities and correct behaviour in the event of an emergency. Visitors are provided with an information sheet, while employees can access information on the intranet and are given annual training on the correct way to behave in the event of an evacuation. If a hazardous situation arises, all employees of Swissgrid and of service providers are obliged to interrupt their work, to remedy the dangerous situation or, if they are unable to do so, to immediately inform their superiors.
- **First aid at Swissgrid:** trained first responders and evacuation assistants work at all Swissgrid sites. 74 Swissgrid employees are currently trained as first-aiders. This corresponds to 8% of all employees. Repeat courses are organised every two years. In addition, Swissgrid periodically teaches all employees basic first aid and minimum fire-fighting skills.

Measures for health protection

Cross-divisional Health Committee: in the 2025 financial year, the Health Committee was further integrated into operations with the aim of continuously developing and operating occupational health management according to recognised criteria (Friendly Workspace). Members of all business areas are represented on the Health Committee. It is chaired by Health & Safety, with a deputy from HR.

Completion of health checks: Swissgrid's night and shift workers undergo a compulsory annual health check by an independent, specialised and qualified body. To ensure data confidentiality, Swissgrid does not receive detailed results, but is simply given confirmation of whether the employee is fit to work night shifts. Employees who have to climb pylons as part of their role also receive a health check. An annual stress test is conducted for employees in the roles mentioned, as well as for other employees if required. Swissgrid's hazard portfolio includes the assessment of psychosocial risks, and appropriate measures are defined to protect or improve the health of employees.

Measures for health protection: Swissgrid implemented additional measures in 2025 to complement the mandatory health checks for night and shift workers. Examples include prevention campaigns against tick bites and initiatives as part of World Mental Health Day, such as information campaigns and an optional visit to the «Health First» exhibition near Swissgrid's headquarters. In the area of stress management and healthy leadership, the company now offers workshops to strengthen resilience and a healthy approach to stress. A pilot training programme on mental health for first-aiders was carried out for the first time in the 2025 financial year.

The aim is to enable first-aiders to take preventive measures and provide immediate assistance in mental health emergencies.

Insurance for occupational and non-occupational accidents: all permanent Swissgrid employees are covered by accident insurance in accordance with the Accident Insurance Act (AIA) and Swissgrid's supplementary accident insurance. These insurance policies include the following benefits to cover the risks of occupational accident and occupational illness: medical costs in a private ward during hospitalisation, daily allowance, disability benefits and costs for services such as rescue, transport and recovery. If they work at Swissgrid for at least eight hours per week, employees also have mandatory insurance for leisure-time accidents (non-occupational accidents), including accidents during the commute to and from work. Accidents during leisure time are excluded for employees who work fewer than eight hours per week. Accidents suffered by these employees on the way to and from work are covered by occupational accident insurance.

Further measures for health protection: Swissgrid covers the costs of the tick vaccination and the annual flu vaccination for its employees if these vaccinations are carried out by recognised health authorities. In addition, Swissgrid ensures that employees are provided with an ergonomic workplace. Various SUVA information sheets and an explanatory video on this subject are available to employees on the i-net. Swissgrid also has internal ergonomics instructors who can help employees to set up an ergonomic workplace on request. In addition, Swissgrid employees benefit from various services to promote their health, including fresh seasonal fruit provided free of charge every day, discounted fitness offers and free online training courses (e.g. on burnout, time management, vitality and resilience). All offers can be consulted via the internal web portal for employees, which includes a dedicated page on health and safety.

Key figures in the area of occupational health and safety

Occupational accidents

A total of 11 occupational accidents involving Swissgrid employees occurred in the 2025 financial year, nine of which did not result in absence from work and two of which resulted in less than 17 days of absence from work. As a result, Swissgrid failed to meet the annual corporate objective of keeping the number of occupational accidents among internal employees involving absences of more than five days to zero.

In the reporting year, nine occupational accidents were registered among employees who were working at Swissgrid construction sites and workplaces on behalf of a service provider. None of the occupational accidents had fatal consequences or led to serious health impairments. Swissgrid will continue to make every effort to prevent occupational accidents in the future, insofar as they are within its sphere of influence.

In total, 20 occupational accidents involving employees and external service providers occurred at Swissgrid installations and sites. On average, there was one occupational accident involving an external or internal employee for every 200,000 hours worked.

Key figures on occupational accidents involving Swissgrid employees[1] (✓ PwC Assurance for 2025)	2025	2024	2023
Number of hours worked[1]	1,919,956	1,801,199	1,512,785
Number of occupational accidents	**11**	**8**	**4**
Deaths due to occupational accidents	0	0	0
Number of occupational accidents resulting in absence from work and serious health impairments[2]	0	0	0
Number of occupational accidents resulting in absence from work and minor health impairments[3]	2	1	0
Number of occupational accidents without absence from work > 5 days	9	7	4
Occupational accidents per 200,000 hours worked (TRIF)	**1.15**	**0.89**	**0.53**
Occupational accident fatality rate	0	0	0
Rate of occupational accidents resulting in absence from work and serious health impairments	0	0	0
Rate of occupational accidents resulting in absence from work and minor health impairments	0.21	0.11	0.00
Rate of occupational accidents without absence from work > 5 days	0.94	0.78	0.53

[1] Data shown for 980 Swissgrid employees, i.e. 100%.
[2] No recovery within six months or permanent impairment.
[3] Recovery within six months.

Key figures on occupational accidents involving external service providers[1] (✓ PwC Assurance for 2025)	2025	2024	2023
Number of hours worked[1]	2,065,507	2,333,930	n/a
Number of occupational accidents	**9**	**6**	**5**
Deaths due to occupational accidents	0	1	0
Number of occupational accidents resulting in absence from work and serious health impairments[2]	0	1	0
Number of occupational accidents resulting in absence from work and minor health impairments[3]	7	4	5
Number of occupational accidents without absence from work > 5 days	2	0	0
Occupational accidents per 200,000 hours worked (TRIF)	**0.87**	**0.51**	**n/a**
Occupational accident fatality rate	0.00	0.09	n/a
Rate of occupational accidents resulting in absence from work and serious health impairments	0.00	0.09	n/a
Rate of occupational accidents resulting in absence from work and minor health impairments	0.68	0.34	n/a
Rate of occupational accidents without absence from work > 5 days	0.19	0	n/a

[1] Data includes all companies contracted by Swissgrid, as well as accidents that occurred during work at Swissgrid construction sites and workplaces. The number of hours worked is based on extrapolations taking into account the contract volume for relevant service categories and the average hourly wage for service activities on behalf of Swissgrid.
[2] No recovery within six months or permanent impairment.
[3] Recovery within six months.

Causes of occupational accidents: the most common cause of the 20 occupational accidents was «falling objects» (25%), followed by «falls», «tripping», «injuries caused by animals» and «car accidents/being hit by a car» (15% each).

Key figures on the cause of accidents involving employees and external service providers (✓ PwC Assurance for 2025)	2025		2024		2023	
	Number	%	Number	%	Number	%
Falls	0	0%	3	21%	1	11%
Overexertion	0	0%	2	14%	0	0%
Tripping	3	15%	1	7%	0	0%
Colliding with objects	2	10%	2	14%	2	22%
Falling objects	5	25%	0	0%	1	11%
Becoming trapped	1	5%	0	0%	0	0%
Flying parts	1	5%	2	14%	0	0%
Stepping on or into something	0	0%	2	14%	1	11%
Car accidents/being hit by a car	3	15%	0	0%	0	0%
Hot parts and fabrics	0	0%	0	0%	0	0%
Injuries caused by animals	3	15%	0	0%	0	0%
Cuts or pricks	1	5%	0	0%	4	44%
Others	1	5%	2	14%	0	0%
Total	**20**		**14**		**9**	

Work-related illnesses: in the last five years (2021 – 2025), there have been no known work-related illnesses among the employees of Swissgrid or of service providers due to the performance of work for Swissgrid.

Key figures on work-related illnesses (✓ PwC Assurance for 2025)	2025	2024	2023
Number of deaths due to work-related illnesses of employees	0	0	0
Number of documentable work-related illnesses of employees	0	0	0
Number of deaths due to work-related illnesses of service providers	0	0	0
Number of documentable work-related illnesses of service providers	0	0	0

Partnership

Integrity in corporate governance

The operation of the extra-high-voltage grid is of great social and economic importance. Consequently, ensuring responsible corporate governance, acting in accordance with ethical business practices and complying with legal obligations and internal standards are key concerns for Swissgrid. Behaving with integrity and fairness is the basis for dialogue between Swissgrid and its employees, business partners and the public.

GRI 3-3

Ambition and goals

The Code of Conduct sets out Swissgrid's ambition and principles of integrity in corporate governance. The aim is to ensure that Swissgrid and its employees always act responsibly, professionally and credibly to guarantee a secure and sustainable supply of electricity both now and in the future. To put this ambition into practice in operations, compliance with the Code of Conduct, the statutory provisions and the Articles of Incorporation, internal regulations and directives is crucial. Swissgrid has therefore set itself the goal of ensuring that all employees are familiar with and act according to the relevant principles, and that no significant compliance violations occur.

GRI 2-16, 2-23, 2-24, 2-25, 2-26, 2-27, 3-3, 205-1

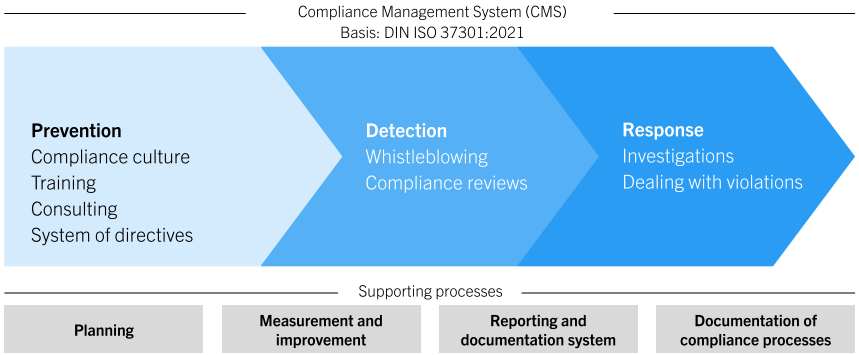
Management approach

Governance and responsibilities

Swissgrid's Board of Directors is responsible for overseeing integrity in corporate governance as part of its overall responsibility. As part of the corporate governance structure, the Board of Directors has various monitoring, control and audit functions to ensure compliance with regulatory and internal provisions (see the «Sustainability at Swissgrid» section).

An effective compliance system is essential for integrity in corporate governance: it ensures adherence to legal requirements, internal guidelines and ethical standards, reduces risks such as legal or financial consequences and protects the company's reputation. The CEO of Swissgrid appoints the Compliance function for this purpose. By setting up and operating a compliance management system, the Compliance function helps the Board of Directors and the Executive Board to ensure that the applicable legal framework is observed and that ethical principles are followed. Swissgrid's compliance management system is based on ISO 37301:2021. It comprises activities and measures in the three main areas of prevention, detection and response. Based on a regular compliance risk assessment, the compliance concept defines the responsibilities and focal points (legal areas). The Compliance function also reports regularly to the Executive Board and the Board of Directors' Finance and Audit Committee (FPA) on the activities undertaken and measures implemented.

Scope of application of the Compliance Management System



Swissgrid Code of Conduct

The Code of Conduct approved by the Board of Directors forms the basis for ethical corporate governance with integrity. It describes the key principles and values that guide the actions of Swissgrid and its employees in relation to the law. It also applies to the members of the Board of Directors and the Executive Board, as well as to external employees of staff leasing companies.

The following ten principles and values set out in the Code of Conduct (current version dated 1 July 2023) form an integral part of Swissgrid's business culture:

- Ethical principles: protecting personal integrity, non-discrimination, fairness, professionalism and transparency to promote responsible and fair behaviour.
- Compliance with requirements: ensuring compliance with legal and internal regulations.
- Conflicts of interest: avoiding and dealing with conflicts between personal and business interests.
- Confidentiality of company information: protecting confidentiality and ensuring the responsible handling of sensitive and confidential data.
- Internal and external information: ensuring timely, transparent and responsible communication within the company and with external stakeholders.
- Professional and financial integrity: protecting and ensuring appropriate, professional use of company assets by employees.
- Bribery and corruption: adopting a clear position against any form of bribery, corrupt behaviour or incorrect handling of gifts and invitations, and an obligation to report breaches.
- Occupational health and safety: promoting a safe and healthy working environment, in particular by means of prevention, training and information.
- Sustainability and social responsibility: committing to energy efficiency and environmental protection, as well as social responsibility and dialogue with interest groups.
- Reporting and dealing with misconduct: applying processes for recognising, reporting and handling violations of rules and protecting whistleblowers.

The Code of Conduct can be consulted by employees on a comprehensive information page that explains the importance of compliance and how it is organised at Swissgrid. All Swissgrid employees undergo training on the Code of Conduct and must confirm their acknowledgement of its contents. Violations of the principles of the Code of Conduct and of requirements are not tolerated, are viewed as misconduct and are penalised by Swissgrid.

The Code of Conduct is supplemented by internal directives on specific topics, which are approved by the Swissgrid Executive Board. Directives relevant to integrity in corporate governance include the directive on gifts and invitations (see below), data protection (see below), procurement (see below and the «Sustainable supply chain» section), fair behaviour and transparency on the wholesale energy and financial markets (see below), protection of personal integrity in the workplace (see the «Employer attractiveness» section) and the internal control system for financial accounting (see the «Corporate Governance Report»).

Risks and opportunities
As part of Swissgrid's dual materiality analysis, the following subtopics were considered and analysed within integrity in corporate governance: corporate governance, corruption and conflicts of interest, compliance, and political commitment and lobbying. The effects and risks associated with non-compliance with laws and corruption risks in the context of procurement were classified as material. This is due to the potential effects on the quality and costs of the grid infrastructure and ancillary services provided by Swissgrid, as well as to the legal, financial and/or reputational risks for the company.

Anti-corruption
As the owner of the Swiss transmission grid, Swissgrid awards considerable volumes of contracts and attaches great importance to combating corruption. When assessing the risk of corruption, Swissgrid is guided by ISO 37001:2016 and takes into account the risks identified as part of the ERM process and during risk-based reviews. The Executive Board has issued directives to all employees on «Gifts and invitations» and «Procurement of supplies, services and construction work» in order to reduce the risk of corruption. Compliance with anti-corruption requirements is reviewed annually by means of a compliance review. This was also the case in the 2025 financial year.

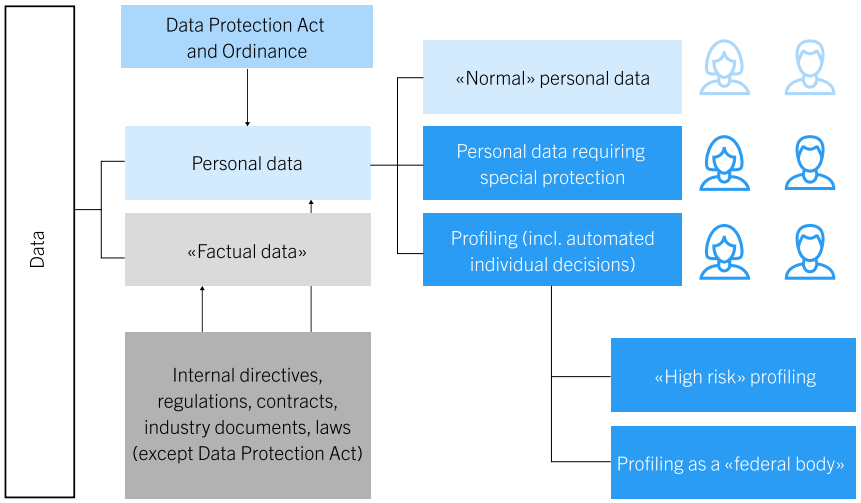
For the purposes of procurement, the awarding of high-value contracts (CHF 50,000 or more) is reviewed jointly by evaluation teams, and the parties involved must declare their impartiality. The members of the evaluation team must confirm their impartiality, disclose any conflicts of interest and recuse themselves if necessary. The awarding of high-value contracts is monitored by specially trained procurement managers, and support is provided by the internal legal service if required. In addition to price criteria, Swissgrid's tenders always include quality criteria. Price negotiations (bidding rounds) are not permitted under public procurement law. The signature regulations provide for the collective signature of the employees and also link the authority to sign to the order value. A dual control principle, at a minimum, applies to the placing of orders and the initiation of payments.

Insider trading and market manipulation
Swissgrid has access to sensitive business and market data from its own operations and from contractual partners. To prevent insider trading and market manipulation in the financial and electricity markets, Swissgrid has taken measures and regulated the handling of information and insider information in its Code of Conduct and in specific directives on the classification of information and on fair behaviour and transparency in the wholesale energy and financial markets. The employees concerned are given training on these requirements, and compliance controls are implemented. There are authorisation concepts, roles and information barriers in place. Swissgrid also reduces the amount of potential insider information by means of rapid publication and transparency.

Swissgrid is a member of the FX Global Code, which is an international code of conduct that sets principles for fairness, transparency and integrity in foreign exchange trading. By joining, Swissgrid is committing itself to these standards and strengthening confidence in its trading practices. This will allow the company to contribute to a responsible and stable financial market.

Data protection policy
Swissgrid has various internal specifications on how to handle data (material and personal data), particularly the company directives on data governance, information security and cybersecurity, information classification and data protection. The directive on data protection forms the basis for the implementation of the new Federal Act on Data Protection (nFADP). The purpose of the nFADP is to protect the privacy and fundamental rights of natural persons whose personal data is processed. The following diagram gives an overview of the types of data and the applicable protection rules at Swissgrid.

Data protection policy



Swissgrid has a dedicated data protection advisor who acts as a contact person for data protection issues and queries, and serves as a point of contact for data subjects (e.g. for requests for information, changes and deletion).

Whistleblowing Policy

The Board of Directors of Swissgrid has issued a Whistleblowing Policy to enable reports of serious violations of external and internal regulations to be submitted. The Whistleblowing Policy is based on ISO 37002:2021 in particular. The Whistleblowing Policy ensures that employees can report any serious offences to a confidential reporting office without fear of any negative consequences. It also stipulates that the investigative body that forms part of the Compliance department must follow up and investigate these leads in a structured and confidential manner. There is an external reporting channel that gives employees the opportunity to report violations anonymously. Third parties or external persons are also able to report misconduct via this channel, which is available to the public.

Following up on reports or indications of breaches

The Compliance function is obliged to investigate all reports of serious breaches of internal or external regulations, including whistleblowing reports. It also examines indications of breaches obtained in the course of compliance reviews, which are conducted on an ongoing basis. Together with the Head of Legal, Regulatory & Compliance, it conducts a preliminary investigation to assess whether there is sufficient initial suspicion and whether a mandate for an investigation should be requested from the CEO or the Chairman of the Board of Directors. All information in connection with investigations must be treated confidentially, and the work carried out and the results of the investigation must be documented.

Processing of violations

Violations must be dealt with after an investigation. This encompasses two aspects:

- Violations have consequences that depend in particular on the seriousness of the offences and the degree of fault of the offender or the employee. The extent of the consequences is determined by the HR department in consultation with the supervisor on a case-by-case basis.
- In order to prevent identical or similar violations, directives must be adapted, additional control measures introduced, processes revised and/or additional training carried out, depending on the case. In this way, compliance management is continuously developed and adapted to the latest needs and risks.

Reporting to the Board of Directors

Each year, the Compliance function prepares a comprehensive report for the CEO on its activities, significant observations and the resulting recommendations. The report also covers potentially critical matters that are brought to the attention of the Board of Directors' FPA in the annual compliance report.

The Head of Compliance is obliged to inform the CEO immediately if facts or circumstances are discovered that significantly jeopardise Swissgrid and/or the achievement of its objectives. The Head of Compliance reports to the CEO and the FPA on material misappropriations or cases of fraud. The Head of Compliance is also obliged to inform the Chairman of the Board of Directors immediately of any whistleblowing reports concerning the behaviour of the CEO and/or members of the Executive Board.

GRI 2-16, 2-27, 3-3, 205-1, 205-2, 205-3, 206-1, 406-1, 416-2

Measures and key figures

Compliance review on corruption: a compliance review on corruption was carried out at Swissgrid's operating site (100%) again in the 2025 reporting year. There were

no specific findings – i.e. no potential or confirmed incidents of corruption – and no follow-up measures, for example in the form of warnings or dismissals of employees or cancellations of contracts with business partners.

Compliance training on corruption: the revised directive on gifts and invitations, which has been adapted to current standards, came into force on 1 February 2024. A number of principles, such as the value, timing and frequency of gifts, must be taken into account. This directive represents a key measure for combating corruption. In the 2025 financial year, all employees were given training on corruption prevention and the directive on gifts and invitations by means of a comprehensive e-learning programme. In addition, Swissgrid organised personal compliance training sessions for individual teams in which forms of corruption were discussed and the limits for gifts and invitations were explained using examples.

	2025		2024		2023	
Key figures on awareness and training in relation to corruption	**Number**	**%**	**Number**	**%**	**Number**	**%**
Members of the Board of Directors and employees who have been informed of anti-corruption policies and procedures[1]	989	100%	936	100%	862	100%
Board of Directors	9	100%	9	100%	9	100%
Executive Board (EB)	5	100%	5	100%	5	100%
Managers excl. EB	121	100%	114	100%	112	100%
Employees without a management function	778	100%	740	100%	681	100%
Employees in training or paid by the hour	76	100%	68	100%	55	100%
Members of the Board of Directors and employees who have received anti-corruption training[2]	960	97%[3]	925	99%	727	84%
Board of Directors	9	100%	9	100%	0	0%
Executive Board	5	100%	5	100%	0	0%
Managers excl. EB	118	98%	114	100%	97	87%
Employees without a management function	762	98%	740	100%	592	87%
Employees in training or paid by the hour	66	87%	57	84%	38	69%

[1] This includes the total number of employees and members of the Board of Directors who were appointed in the course of the financial year and who received information before or during the reporting year. This means that the time of acknowledgement is not limited to the reporting year.
[2] The date of training relates to the reporting year; this is in contrast to the acknowledgement (see footnote [1]).
[3] This proportion would be > 99% if the following cases were excluded: visitor guides not required to undergo training, employees who have recently joined the company or have been absent for a long time and internal transfers (from internships to permanent positions) with acknowledgement of prior anti-corruption training.

No reports or violations of corruption and data protection: in the 2025 financial year, there were no reports or judgements on cases of corruption at Swissgrid. Furthermore, no complaints about breaches of data protection or cases of data theft and loss in connection with customer data were reported to or identified by the data protection advisor.

No significant compliance violations: no significant judgements were brought against Swissgrid in the 2025 financial year for compliance violations. Nor were there any judgements in connection with violations due to negative environmental or social impacts or unfair business activities, including corruption. No significant monetary fines were paid out during this period. An amount of CHF 10,000 was defined as the materiality threshold for reporting. No critical matters due to legal judgements were identified in 2025 and therefore none were brought to the attention of the Board of Directors.

Overview of compliance key figures	2025	2024	2023
Significant[1] violations of laws and ordinances (including monetary and non-monetary sanctions)	0	0	0
Fines paid or deferred for significant[1] violations committed in previous years	0	0	0
Whistleblowing reports	0	1	2
Reports concerning discrimination	0	0	0
Reports concerning harassment	0	0	0
Reports concerning conflicts of interest	0	0	1
Reports concerning confidentiality of information	0	0	1
Reports concerning financial integrity	0	1	0
Reports concerning corruption	0	0	0
Reports concerning other issues	0	0	0
Number of cases in which an investigation was initiated	0	0[2]	0
Number of cases confirmed	0	0	0
Number of whistleblowing cases in which disciplinary measures were taken	0	0	0

[1] An amount of CHF 10,000 was defined as the materiality threshold for reporting. This includes significant violations in connection with environmental and social issues.
[2] Investigations were not initiated because it was a minor case without sufficient initial suspicion of a breach of the law by employees.

Sustainable supply chain

In today's globally networked economy, companies are increasingly obliged to ensure responsible treatment of people and the environment not only in their own operations, but along the entire value chain. The inclusion of social and environmental aspects in the procurement of goods and services is an important lever for fulfilling this responsibility. As a major issuer of contracts in Switzerland with a public mandate, Swissgrid is aware of its special economic and social responsibility and attaches great importance to a sustainable supply chain. As well as evaluating economic use of resources and quality, Swissgrid therefore systematically takes environmental and social criteria into account in its procurement processes.

GRI 2-23, 2-24

Ambition and goals

Establishment of sustainability in procurement

Swissgrid fulfils its environmental, social and economic responsibility along the value chain. To this end, Swissgrid integrates sustainability into its procurement processes and fulfils its duty of care to respect human rights and protect the environment along the supply chain.

Swissgrid sets out this ambition in its annual corporate objectives: for the 2025 financial year, Swissgrid set itself the goal of taking into account the carbon footprint of the products offered in more than 75% of public procurement tenders for emission-intensive product groups and of developing and testing a new methodology to ensure comparable assessment. This goal was achieved in the course of the financial year.

Swissgrid also has its performance in terms of sustainable procurement assessed externally as part of an ESG rating process. In the 2025 financial year, Swissgrid was able to improve its sustainable procurement practice from 50 points in the previous year to 75 points (out of 100).

Respect for human rights at Swissgrid and along the supply chain

Swissgrid is committed to respecting human rights in all its business activities in accordance with Article 35 of the Swiss Federal Constitution and internationally recognised regulations. These include, in particular, the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the associated ILO core labour standards, as well as the ten principles of the UN Global Compact.

For Swissgrid, the obligation to respect human rights includes the following fundamental principles:

- Swissgrid rejects all forms of child labour, forced labour, human trafficking and illegal employment.
- Swissgrid recognises the right to freedom of assembly, collective bargaining and freedom of expression.
- Swissgrid is committed to fair and non-discriminatory remuneration.
- Swissgrid recognises the right to fair, healthy and safe working conditions.
- Swissgrid protects the personal integrity of its employees.
- Swissgrid rejects all forms of discrimination, bullying, sexual and non-sexual harassment.

Swissgrid expects this commitment to respect human rights to be upheld throughout the company and along the upstream value chain. It applies to all Swissgrid employees, members of the Executive Board and Board of Directors, external employees and business partners. This means that Swissgrid also expects its suppliers to undertake to respect human rights and to fulfil their due diligence obligations along the upstream supply chain (see the Swissgrid Sustainability Charter).

Based on the reports received by Swissgrid's whistleblower system, there was no reasonable suspicion of a violation of human rights (including child labour) in the 2025 financial year in connection with products or services procured by Swissgrid.

GRI 3-3

Management approach

As the national grid company, Swissgrid is subject to the Federal Act and the Ordinance on Public Procurement Law (PPA/PPO). The company therefore takes into account the objectives of public procurement in its tenders, and in particular the economically, environmentally and socially sustainable use of public funds. The legal provisions are put into practice in operations by means of internal directives and regulations on the implementation of procurement procedures, including specifications on avoiding conflicts of interest, unauthorised competition agreements and corruption (see the «Integrity in corporate governance» section).

Swissgrid has set out its sustainability expectations for suppliers and the management principles for the fulfilment of due diligence in the Sustainability Charter, the supply chain policy for exercising due diligence in the area of human rights and in the guiding principles for sustainability.

GRI 2-23, 2-24, 205-2

Code of Conduct for Suppliers

Swissgrid requires providers in the qualification phase to commit to the principles set out in the Swissgrid Sustainability Charter. This is a prerequisite for being allowed to take part in a tender for contracts worth over CHF 150,000. This means that Swissgrid's suppliers undertake to respect human rights, protect health and safety, grant their employees fair remuneration, combat corruption and protect the environment. Suppliers also agree to reduce their GHG emissions and waste, and to strive to preserve biodiversity and natural resources. In addition, Swissgrid requires its suppliers to oblige their subcontractors to comply with the 13 sustainability principles set out in the charter. In the 2025 financial year, 100% of the 106 suppliers who were awarded a contract during the reporting period accepted the Sustainability Charter.

The Sustainability Charter also stipulates that suppliers must report any incidents, behaviour or other circumstances that constitute, could be regarded as or could lead to a breach of the sustainability principles. Accidents, near-accidents and environmental incidents in connection with service fulfilment etc. must be reported to Swissgrid. Compliance with the Sustainability Charter can be verified by Swissgrid or by third parties commissioned by Swissgrid by various means, including on-site inspections. In the event of a breach of the principles of the Sustainability Charter, Swissgrid may also take steps as outlined in the contractual provisions.

GRI 2-23, 2-24, 406-1, 407-1, 408-1, 409-1

Due diligence in the area of human rights

To supplement the Sustainability Charter, the Board of Directors approved the supply chain policy for exercising due diligence in the area of human rights in April 2025. The aim of the supply chain policy is to identify, assess, avoid and minimise potential and actual risks in relation to human rights along Swissgrid's value chain. The supply chain policy applies to Swissgrid and its main suppliers and was introduced and made binding during the 2025 financial year. To date, 87% of the 106 suppliers who have been awarded a contract since the beginning of the reporting period have accepted the supply chain policy.

The supply chain policy meets the requirements of the Swiss «Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO)». In accordance with Art. 11 para. 3 DDTrO, the supply chain policy is based on ILO Conventions 138 and 182, the ILO-IOE Child Labour Guidance Tool for Business of 15 December 2015, the OECD Due Diligence Guidance for Responsible Business Conduct of 30 May 2018 and the UN Guiding Principles on Business and Human Rights.

Swissgrid exercises due diligence by following a risk-based management system consisting of the following core elements:

- **Risk analysis:** in accordance with the supply chain policy, Swissgrid conducts regular and ad hoc risk analyses to identify, assess, prioritise and review potential and actual human rights risks along its supply chain. Swissgrid assesses potential risks based on the severity of the potential extent of damage and the probability of occurrence. Risks are analysed and monitored taking into account several sources of information, including data bases with relevant indicators, such as the UNICEF Children's Rights in the Workplace Index, information from suppliers, independent assessments by experts, internal or external indications or reports on potential breaches of human rights, specialist literature and information from the authorities, international organisations and civil society.
- **Risk-based measures for prevention and mitigation:** Swissgrid implements risk-based measures to prevent, avoid or minimise negative impacts on human rights along its supply chain. These measures are designed based on the risk analysis, taking into account the effectiveness, efficiency, potential influence and level of involvement. Swissgrid focuses on both preventive and remedial measures. The tools that Swissgrid can use for eliminating or minimising potential risks include certifications, training, active supplier management, collaboration with suppliers, and partnerships with relevant stakeholders and technical experts. If human rights violations are identified along the supply chain, the business relationship in question may be suspended or terminated prematurely.
- **Reporting procedure:** suppliers, business partners, employees and other external persons have the opportunity to report concerns or suspicions relating to human rights, including child labour, within the supply chain via the publicly accessible

«Swissgrid whistleblower system». Further information on the reporting procedure can be found in the «Integrity in corporate governance» section.

- **Regular review:** the effectiveness of the management system is regularly reviewed and adapted if necessary. This includes documenting and checking the effectiveness of the measures implemented and incorporating empirical values into the regular risk analyses.

GRI 3-3, 308-2, 407-1, 408-1, 409-1

Potential impacts and risks identified along the supply chain

In the 2025 financial year, Swissgrid commissioned a specialised external partner to carry out a comprehensive analysis of the social and environmental risks along its supply chain. The aim of the analysis was to identify potential risk areas, set priorities and define suitable measures for effective risk management. The analysis followed a structured, multi-stage approach:

- **Categorisation and relevance rating:** all of Swissgrid's product groups (products and services) were assessed in relation to their procurement volume, relevance to the core business and potential influence on the market.
- **Value chain analysis:** the upstream supply chain was divided into three central areas of activity – raw material extraction, production and transport.
- **Assessment of social and environmental impacts:** the potential negative impacts on the climate, soil, biodiversity and water, as well as labour rights, working conditions and occupational safety, were identified for all upstream areas of activity and product groups. In addition, an in-depth assessment of the risks with regard to human rights and child labour was carried out in accordance with Swiss legislation. The risk assessment took into account the potential extent of damage, the scope, the irreversibility and the probability of occurrence of the impacts. It was based on secondary literature and international data bases (e.g. UNICEF Children's Rights Index, FOEN relevance matrix, CSR Risk Check, World Bank, ILO data bases).
- **Prioritisation of risks:** the risks were classified from «low» to «very high» and prioritised in terms of their relevance for Swissgrid and the potential social or environmental impacts before being recorded in a risk matrix.
- The results of the risk analysis show that overall, the social and environmental risks of all product groups analysed are low to medium. As far as Swissgrid's direct suppliers are concerned, the risk assessment is mostly low. This is partly due to the prevalence of suppliers from Switzerland and neighbouring EU countries with a high level of protection, strict regulations and correspondingly low country risks with regard to the environment and human rights. However, the social and environmental risks increase along the upstream, indirect supply chain and are highest in the extraction of raw materials and metals (e.g. copper ores). Based on the risk analysis, the following specific risks were identified along Swissgrid's value chain:
- **Potential negative impacts on the environment:** GHG emissions from the extraction and production of upstream raw materials and materials for material-intensive grid components are particularly relevant. The most important materials used include aluminium, copper, steel and concrete. The highest risks in relation to other environmental criteria (water, soil and biodiversity) are also associated with upstream raw material extraction, for example due to high water consumption during mining or potential pollution from the release of environmentally hazardous substances into the air, water or soil.
- **Potential negative social impacts:** the social risk given the highest rating among direct suppliers is the occupational safety of persons working on Swissgrid systems on behalf of service providers (see the «Occupational health and safety» section). The main risks classified as significant along the upstream value chain include occupational safety and working conditions in the extraction of raw materials.
- **Potential risks in relation to respect for human rights, including child labour:** the country- and supplier-based risk analysis shows that the potential human rights risks for Swissgrid's direct suppliers are predominantly low – as a result of the high level of protection in the production countries of the direct suppliers. The risks increase significantly along the upstream value chain and are highest in raw material extraction, with a simultaneous decrease in Swissgrid's level of involvement.

Based on these findings, 28 possible areas of action for managing and mitigating risks were identified as part of the analysis. On this analytical basis, Swissgrid plans to enhance and supplement its existing instruments in a targeted manner with risk-based measures.

Measures and key figures

Swissgrid implements risk-based measures to prevent, avoid or minimise social and environmental impacts along its supply chain, with a focus on procurements with a contract value of at least CHF 150,000. These measures are designed according to the results of the risk analyses, taking into account the effectiveness, efficiency, potential influence and level of involvement of Swissgrid. Swissgrid implements

risk-based preventive and remedial measures as well as measures to reduce the environmental footprint of the products purchased.

GRI 2-6, 203-1, 204-1, 308-1, 414-1

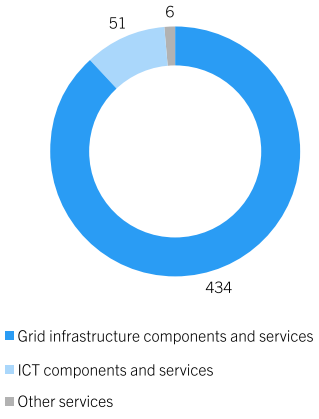
Swissgrid's supplier portfolio

To fulfil its statutory mandate, Swissgrid procured goods and services representing a contract volume of CHF 491 million in the 2025 financial year. Contracts were awarded to 106 suppliers, 4 of whom are working with Swissgrid for the first time. Services and components for the grid infrastructure accounted for around 88% of the volume of contracts awarded in 2025. Innovations in connection with the digitalisation and automation of processes and data are essential in order to meet the growing demands in relation to secure grid operation in an increasingly complex and volatile environment. Contracts for services and components in the ICT sector accounted for around 10% of the procurement volume awarded in 2025. The remaining contracts concerned the various services necessary for the fulfilment of Swissgrid's legal mandate.

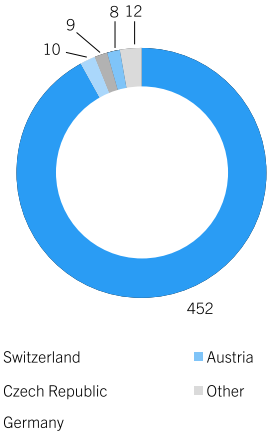
Around 92% of the volume of contracts awarded, i.e. CHF 452 million, was accounted for by 93 local suppliers based in Switzerland, followed by suppliers from the Czech Republic, Germany and Austria (5% of the volume of contracts awarded).

Contract value in 2025

by category (in CHF million)



by supplier's country of origin (in CHF million)



Swissgrid has a qualification process in place to assess potential new suppliers. Swissgrid also carries out risk-based checks to ensure the availability of relevant certifications in the areas of quality management, environmental management, occupational health and safety and/or energy management (ISO 9001, ISO 14001, ISO 45001, ISO 50001, Safety Culture Ladder). The necessary certification depends on the product group and may be a prerequisite for participation in Swissgrid's open and invitation tender procedures.

	2025		2024	
Qualification process to assess new suppliers according to environmental and/or social criteria	**Number**	**Proportion**	**Proportion**	**Proportion**
Total new suppliers[1]	106	100%	119	100%
of which were audited according to environmental criteria	32	30%	65	55%
of which were audited according to social criteria	31	29%	46	39%

[1] New suppliers are suppliers who have concluded a contract with Swissgrid during the 2025 financial year.

GRI 308-2, 414-2

Screening of suppliers for potential negative environmental and social impacts

As part of its risk analysis, Swissgrid has had the sustainability performance of its suppliers and providers assessed by an independent, specialised agency since the beginning of 2023. Four areas are assessed: the environment, labour and human rights, ethics, and sustainable procurement. Participation in this evaluation process is voluntary, but is partly taken into account in the open selection procedure for suppliers. As of December 2025, a total of 102 suppliers have been subjected to a current sustainability assessment by Swissgrid. In the 2025 financial year, orders totalling CHF 192 million were placed with these suppliers with a sustainability rating. This corresponds to around 38% of the total order value from the 2025 financial year.

Of the 102 evaluated suppliers with whom orders were placed in the 2025 financial year, 60% have a good, advanced or above-average sustainability rating, while 34% have a partially satisfactory and 6% an unsatisfactory rating. The number and proportion of suppliers with an unsatisfactory environmental rating are higher than

in relation to labour and human rights. An unsatisfactory rating does not mean that significant negative impacts will materialise. However, the risk of potential negative impacts is significantly higher for these companies. Swissgrid plans to expand the sustainability assessments of its suppliers in the 2026 financial year. Suppliers who receive unsatisfactory assessments will be given encouragement and support to make improvements. This will enable Swissgrid to help reduce potential negative impacts even further.

Examples of the environmental aspects that need to be addressed include the availability of environmental policies and comprehensive reporting on key environmental issues. Issues that need to be improved on in relation to labour and human rights include transparent reporting on labour and human rights, the documented implementation of measures and the availability of labour and human rights policies.

Key figures on environmental assessments carried out in the 2025 financial year

Assessment of potential environmental impacts	Number of suppliers[1]	Proportion of suppliers evaluated
Suppliers assessed for environmental impacts	102	100%
of which obtained a good, progressive or above-average environmental rating	72	71%
of which obtained a partially satisfactory environmental rating	21	21%
of which obtained an unsatisfactory environmental rating	9	9%
Suppliers identified as having significant actual negative environmental impacts	0	0%
Suppliers identified as having significant potential negative environmental impacts	9	9%
Suppliers asked to make improvements as a result of the evaluations	0	0%
Suppliers whose business relationship was terminated due to negative evaluations	0	0%

[1] Suppliers who received an order from Swissgrid in the 2025 financial year and have a current sustainability assessment.

Key figures on assessments carried out in the area of labour and human rights in the 2025 financial year

Assessment of potential social impacts	Number of suppliers[1]	Proportion of suppliers evaluated
Suppliers assessed for impacts with regard to labour and human rights	102	100%
of which obtained a good, progressive or above-average labour and human rights rating	79	77%
of which obtained a partially satisfactory assessment labour and human rights rating	20	20%
of which obtained an unsatisfactory labour and human rights rating	3	3%
Suppliers identified as having significant actual negative impacts with regard to labour and human rights	0	0%
Suppliers identified as having significant potential negative impacts with regard to labour and human rights	3	3%
Suppliers asked to make improvements as a result of the evaluations	0	0%
Suppliers whose business relationship was terminated due to negative evaluations	0	0%

[1] Suppliers who received an order from Swissgrid in the 2025 financial year and have a current sustainability assessment.

GRI 308-2, 414-2

Risk-based inspections of supplier activities in the area of occupational safety and environmental protection

For contract management purposes, Swissgrid also carries out risk-based inspections of service providers who carry out work on Swissgrid systems. These inspections focus on compliance with occupational safety and environmental protection requirements in order to identify and eliminate the relevant risks. In addition, the Health & Safety team organises annual training courses on occupational safety for external service providers.

Number of HSE inspections and training courses for service providers on Swissgrid systems	2025	2024
HSE inspections of work carried out by suppliers/ service providers	427	370
Number of service providers whose work was audited	112	103
Number of service providers with identified HSE violations	37	32
Number of service providers with whom corrective measures were agreed upon	37	32
Number of service providers whose contracts were cancelled due to violations	0	0
Number of centrally organised training courses on occupational safety with external service providers of Swissgrid	4	3

Inclusion of sustainability criteria to improve the environmental and social footprint

Swissgrid systematically integrates environmental and social aspects into the procurement process as suitability and/or award criteria. The specific criteria and their weighting are defined depending on the product group and taking into account the market situation, volume and potential risks. Examples of the criteria applied include:

- **Energy efficiency criteria:** Swissgrid applies energy efficiency criteria in the procurement of selected components and operating facilities. These criteria include the capitalisation of active power losses in the selection of transformers, including the application of a bonus/malus incentive system, the assessment of losses in the procurement of overhead lines, the establishment of maximum loss rates for operating facilities that use SF_6 and of maximum permissible energy consumption values for SAS devices, as well as the availability of energy efficiency certificates when procuring IT products (e.g. Energy Star or Blue Angel). Wherever possible, compliance with the calculated energy efficiency specifications for grid components is checked on site by Swissgrid as part of its factory acceptance test.
- **Criteria with reference to GHG emissions:** Swissgrid takes into account the availability of life cycle assessments (LCAs) in accordance with recognised international standards when evaluating emission-intensive grid components. In the 2025 financial year, Swissgrid also developed LCA tools for the comparable calculation of the upstream carbon footprint of emission-intensive products (pylons, conductors, cables, concrete/steel in construction, switchgear and transformers) and tested them in 15 open tenders. Other award criteria applied by Swissgrid that are relevant to GHG emissions in the supply chain include: the share of renewable energy in the manufacture of the product to be procured (conductors, underground cables, high-voltage cables); transport distances and decarbonisation of the vehicle fleet; existence of measures to reduce emissions; existence of calculations of GHG emissions and/or science-based climate targets in accordance with the Science-Based Targets Initiative; or implementation of sustainable disposal of construction waste.
- **Social criteria:** the social award criteria taken into account by Swissgrid for procurements concluded in the 2025 financial year include: the number and severity of occupational accidents resulting in days of absence; the existence of guiding principles, risk assessments and measures on occupational safety; a guarantee of fair and flexible working conditions; and the implementation of measures to fulfil social responsibility and support employees. The implementation of due diligence obligations along the upstream supply chain and/or Copper Mark certification were also assessed as an additional criterion for the procurement of selected conductors in the 2025 financial year. The aim of the certification is to ensure that suppliers of end products containing copper encourage and demand responsible social and environmental operating practices along their value chain.
- Swissgrid has exceeded its corporate objective for sustainable procurement: in the 2025 financial year, Swissgrid took the carbon footprint into account in more than 83% of tenders for emission-intensive product groups in open procedures in accordance with public procurement law. Taking into account all 134 tenders carried out in the 2025 financial year, providers were assessed according to environmental sustainability criteria in 119 tenders, while social sustainability criteria were applied in 102 tenders. In several tenders, both environmental and social requirements were demanded as suitability and/or award criteria.

Use of sustainability criteria in tenders	2025	2024
Total tenders carried out[1] (contract value > CHF 150,000)	134	153
of which tenders[1] with environmental sustainability criteria	119	150
of which tenders[1] with social sustainability criteria	102	144
Proportion of tenders carried out with environmental or social criteria	100%	>98%

[1] Open and invitation tender procedures.

Partnership with other transmission system operators

Swissgrid is a member of an initiative for a green and digital Europe alongside nine European transmission system operators. The aim of this partnership is to jointly strengthen the impact and efficiency of sustainable procurement practices – both for grid operators and for suppliers, who will benefit from more standardised requirements in the future.

In the 2025 financial year, the initiative focussed on the topics of climate impact and the circular economy, with a focus on material- and emission-intensive grid components. Experiences («lessons learned») were shared in regular workshops, a joint roadmap for cooperation was developed, and working groups made progress on establishing the foundations for a harmonised approach.

Stakeholder engagement

As the operator of the Swiss transmission system, Swissgrid has a special responsibility towards society and, in particular, towards the local communities in whose immediate vicinity grid infrastructure facilities are located. Grid construction, replacements and line routes affect landscapes, habitats, residential areas and municipalities. Swissgrid therefore sees the systematic involvement of local communities as a core component of responsible and sustainable grid modernisation in order to fulfil its obligations towards society.

Ambition and goals

The aim of Swissgrid's stakeholder engagement is to create a common basis for finding sustainable solutions by means of transparent dialogue and constructive cooperation with stakeholders.

The early involvement of local communities is particularly important for Swissgrid. The aim is to strengthen social acceptance for the further development of the grid infrastructure by planning grid projects in such a way that the impact on affected communities is minimised and their concerns are taken into account at an early stage. The emphasis is on transparent communication and the active involvement of local communities in grid projects.

GRI 2-12, 2-25, 2-26, 2-28, 2-29, 3-3, 413-1, 413-2

Management approach

The operational development and implementation of stakeholder engagement and management are the responsibility of the Executive Board. The relevant framework is provided by Swissgrid's Strategy 2027, which was approved by the Board of Directors.

Swissgrid's stakeholder engagement includes active relationship management and transparent dialogue with a wide range of stakeholders – ranging from the public, media, politicians, authorities, associations and other industry representatives to neighbouring transmission system operators. The relevant stakeholder groups, focus topics, channels used and memberships are indicated on the Swissgrid website. The focus of stakeholder engagement in the context of sustainability reporting is on including the local population in grid projects, i.e. community involvement.

Identified impacts and risks

Key concerns and potential impacts of grid projects on the local population are identified on the basis of the materiality analysis and regular stakeholder surveys and analyses. Possible impacts include changes to the landscape, temporary disturbances caused by construction sites (e.g. noise and diversions), perceived risks in connection with non-ionising radiation (NIR) and noise pollution due to corona discharge, safety and accessibility in the vicinity of lines, as well as interference in natural and recreational areas. Swissgrid strives to recognise these impacts and concerns at an early stage, to provide transparent information and to mitigate them in the planning process wherever possible.

From Swissgrid's perspective, the acceptance of planned grid projects by the local population has a significant influence on approval procedures: objections and opposition can slow down processes, cause additional costs and lead to planning uncertainties. Failing to implement the necessary grid enhancements early enough can also affect grid stability in the long term.

Systematic inclusion of local communities: Community involvement
Swissgrid involves the local population in a structured manner as an integral part of grid planning. It applies specific guidelines for involving local communities in grid projects and for communicating with the population. Its approach is based on credible, active fostering of relationships with local communities. This requires continuous, proactive communication to inform the public and other relevant stakeholders about upcoming grid projects as early as possible. This enables concerns and worries to be incorporated into the planning process at an early stage.

The legally prescribed approval process, which is made up of several phases, forms an important basis for the systematic involvement of the public and transparent exchange of information. Grid project communication and the involvement of local communities are essential parts of the process whenever an extra-high-voltage line needs to be built or replaced. The authorities, the local population and the public are informed and involved in every stage of the process. This ensures that objections and suggestions can be taken into account as rapidly as possible. Examples of the possible measures that can be taken in different project phases depend on the categorisation of the projects and include:

- Pre-project: prior notification of affected municipalities, stakeholder discussions, media releases, information brochures distributed to all households in the municipality and information events.
- Construction project and approval process: project website, Infopoint, social media activities, media releases, flyers distributed to households, project advisory council and trade fairs.
- Implementation: ground-breaking ceremony, inaugurations, pictures/videos, information boards and events. Accompaniment in every phase: stakeholder discussions and media work to ensure transparent communication.

For certain projects, Swissgrid voluntarily appoints a project advisory council during the construction project phase. The aim is to engage in dialogue between the public, the authorities and Swissgrid by directly involving all stakeholders. For example, Swissgrid may invite representatives of municipalities, environmental organisations and interest groups to participate in project advisory councils. Two project advisory council meetings were held in the reporting year (for the Bickigen – Mettlen and Maggia Valley grid projects).

Feedback from external stakeholders is an important basis for making continuous improvements at Swissgrid – be it in grid planning, the implementation of measures or the strategic further development of Swissgrid's communication concept. As well as engaging in direct dialogue with Swissgrid, the public and affected population groups can access various communication channels which are proactively monitored and analysed. Examples include stakeholder surveys (every two years), an e-mail address (info@swissgrid.ch) and social media channels, as well as a publicly accessible whistleblower system.

Proactive handling of impacts and concerns of the local population
As well as communicating with the local population, Swissgrid also takes planning measures to minimise the impact on the landscape and the population. This includes the systematic consideration of regional planning and environmental aspects in grid planning, measures to reduce noise emissions due to corona discharge and measures and information in relation to electromagnetic fields. More details are given in the «Environmental protection» section and on the Swissgrid website (e.g. under «Emissions»). As part of its grid projects, Swissgrid also implements project-related compensation measures such as restoration or reforestation, which contribute to the environmental development of the affected areas. Due to the regulated business model Swissgrid operates in, no non-project-related investments are made in the form of community projects or sponsorship of local events.

Independently of individual projects, Swissgrid provides comprehensive information material on safety aspects, in particular on safe behaviour in the vicinity of lines. This material is intended in particular for farmers, forestry companies and people who carry out activities near lines. Further information is available at https://www.swissgrid.ch/en/home/operation/power-grid/behaviour-near-lines.html.

GRI 415-1
Political commitment and lobbying
Swissgrid gets involved in political bills that directly affect the company by means of information, dialogue and communication. This currently concerns the following:

- Swissgrid supports the Federal Council's proposed amendment to the Energy Act to speed up the expansion and modernisation of the grids (referred to as the «Grid express» bill), which aims to accelerate the planning procedures for grid projects to facilitate rapid and efficient grid expansion.
- Swissgrid is in favour of the electricity agreement with the EU, which is due to enter the parliamentary process in spring 2026. Swissgrid is also committed to the harmonisation of technical and regulatory standards in order to facilitate efficient and sustainable grid expansion in the European context.

Lobbying takes place primarily through memberships of industry associations and specialist committees. A list of current memberships can be found on the Swissgrid website. Dialogue with political decision-makers is based on the principles of transparency and factual information. Expenditure on political activities is limited to membership fees in relevant associations and committees. Membership fees totalled CHF 1.4 million in the 2025 financial year. Swissgrid does not make any direct or indirect political contributions or donations to parties or candidates.

GRI 201-1

Measures and key figures

Measures in ongoing grid projects: In the 2025 financial year, Swissgrid continued to proactively inform the public and interested stakeholders on its website (under «Project overview») about ongoing projects for the modernisation or expansion of lines. In order to address the concerns of the population, planned and implemented measures to reduce the impact on the landscape, electromagnetic fields and noise pollution are specifically identified for relevant projects. Examples of ongoing grid projects in the 2025 financial year include: dismantling or relocation of existing lines in the vicinity of residential areas or nature conservation areas, partial laying of underground cables instead of overhead lines, bundling of lines with partners, optimised phasing to reduce magnetic fields and other measures relating to «People and the environment».

Communication initiatives: Swissgrid also implemented the following communication initiatives for ongoing grid projects in the 2025 financial year:

- Media information for the following grid projects: Flumenthal – Froloo, Bickigen – Mettlen, Mörel – Ernen, Airolo – Mettlen, Innertkirchen – Mettlen, Mörel – Ernen / Bickigen – Chippis, the Airolo – Göschenen cable and the Ticino underwater cable (Mendrisio – Pian Scairolo)
- Media information for projects in substations: Bonaduz substation (May and December)
- Informing the local population by means of flyers and events for the Nant – Nant de Drance connection and the Flumenthal – Froloo, Bickigen – Mettlen, La Bâtiaz, Innertkirchen – Mettlen and Ernen – Mörel grid projects

Overview of key figures on stakeholder engagement	2025 in CHF million
Political contributions (parties, candidates, etc.)	0
Contributions for lobbying via memberships in organisations[1]	1.4
Direct contributions for joint projects (separate from grid projects)	0
Contributions via volunteer work by Swissgrid employees	0
Donations and sponsorship contributions	0

[1] Includes all Swissgrid's membership fees for national and international bodies. Many of these bodies are mainly interested in technical cooperation and the exchange of knowledge and experience rather than lobbying activities.

Appendix

GRI index

Swissgrid has reported on the information indicated in this GRI index based on the status as of 31 December 2025, in accordance with the GRI Standards.

#	Disclosure	Reference	Explanations
GRI 2: General Disclosures 2021			
2-1	Organisational profile	• Annual Report (Company) • Corporate Governance Report (Corporate structure and shareholders)	
2-2	Entities included in the organization's sustainability reporting	• Sustainability at Swissgrid (Context of non-financial reporting)	
2-3	Reporting period, frequency and contact point	• Sustainability at Swissgrid (Context of non-financial reporting)	
2-4	Restatements of information	• Sustainability at Swissgrid (Context of non-financial reporting), Climate change (Swissgrid's greenhouse gas emissions)	
2-5	External audit	• Notes (Independent Auditor's Report)	
2-6	Activities, value chain and other business relationships	• Annual Report (Company) • Sustainable supply chain (Swissgrid's supplier portfolio)	The description of the company in the Annual Report also fulfils the requirements of Art. 964b para. 2 (1) of the Swiss Code of Obligations (description of the business model).
2-7	Employees	• Employer attractiveness (Swissgrid employees)	As the national grid company, Swissgrid only employs staff in Switzerland. This eliminates the need for a regional breakdown.
2-8	Workers who are not employees	• Employer attractiveness (Swissgrid employees)	
2-9	Governance structure and composition	• Corporate Governance Report (Board of Directors) • Sustainability at Swissgrid (The role of the Board of Directors) • Employer attractiveness (Overview of employee diversity)	
2-10	Nomination and selection of the highest governance body	• Corporate Governance Report (Election and term of office)	
2-11	Chair of the highest governance body	• Corporate Governance Report (Internal organisation)	
2-12	Role of the highest governance body in overseeing the management of impacts	• Corporate Governance Report (Information and control instruments with regard to the Executive Board) • Sustainability at Swissgrid (The role of the Board of Directors) • Stakeholder engagement (Management approach)	
2-13	Delegation of responsibility for managing impacts	• Sustainability at Swissgrid (The role of the Board of Directors + The role of the Executive Board + Operational CSER organisation)	
2-14	Role of the highest governance body in sustainability reporting	• Sustainability at Swissgrid (The role of the Board of Directors + Dual materiality)	
2-15	Conflicts of interest	• Corporate Governance Report (Board of Directors + Conflicts of interest)	
2-16	Communication of critical concerns	• Integrity in corporate governance (Management approach, Measures and key figures)	
2-17	Collective knowledge of the highest governance body	• Sustainability at Swissgrid (The role of the Board of Directors)	
2-18	Evaluation of the performance of the highest governance body	• Corporate Governance Report (Internal organisation)	The performance of the Board of Directors in relation to sustainability is not assessed.
2-19	Remuneration policies	• Corporate Governance Report (Remuneration) • Financial Report (9. Personnel expenses + 10. Other operating expenses) • Sustainability at Swissgrid (Sustainability targets for variable remuneration)	

2-20	Process to determine remuneration	• Corporate Governance Report (Board of Directors' Committees + Remuneration), • Employer attractiveness (Measures and key figures on attracting and retaining employees and diversity)	Swissgrid does not consult any remuneration consultants.
2-21	Annual total compensation ratio	• Employer attractiveness (Measures and key figures on attracting and retaining employees and diversity)	
2-22	Statement on sustainable development strategy	• Annual Report (Editorial)	
2-23	Policy commitments	• Sustainability at Swissgrid (Sustainability goals, principles and guidelines), • Sustainable supply chain (ambition and goals), integrity in corporate governance (Swissgrid Code of Conduct)	
2-24	Embedding policy commitments	• Integrity in corporate governance (Management approach) • Sustainable supply chain (Management approach)	
2-25	Processes to remediate negative impacts	• See the management approach and measures for priorities in the «Planet», «People» and «Partnership» areas of action.	
2-26	Mechanisms for seeking advice and raising concerns	• Integrity in corporate governance (Management approach) • Stakeholder engagement (Management approach)	
2-27	Compliance with laws and regulations	• Integrity in corporate governance (Management approach, Measures and key figures)	
2-28	Membership of associations and interest groups	• Stakeholder engagement (Management approach)	Website: Stakeholder Management
2-29	Approach to stakeholder engagement	• Stakeholder engagement (Management approach)	
2-30	Collective labour agreements	• Employer attractiveness (Measures and key figures in other areas)	

GRI 3: Material Topics 2021

3-1	Process to determine material topics	• Sustainability at Swissgrid (Dual materiality analysis)	
3-2	List of material topics	• Sustainability at Swissgrid (Dual materiality analysis)	
3-3	Management of material topics	• «Management» section for each priority	The aspects in accordance with GRI 3-3 are addressed in the sections on each priority.

GRI 101: Biodiversity 2024

101-1	Policies to halt and reverse biodiversity loss	• Biodiversity (Ambition and goals, Management approach)	Swissgrid is committed to preserving biodiversity in accordance with the «no net loss» principle and complies with the legal requirements. The company has not yet set itself any quantitative biodiversity targets.
101-2	Management of biodiversity impacts	• Biodiversity (Measures and key figures)	Biodiversity measures are defined, implemented and monitored for each project in accordance with regulatory requirements and with the support of specialised firms. Swissgrid does not have any aggregated data on the total surface area in which biodiversity measures have been implemented.
101-3	Access and benefit-sharing	• Not applicable	As Swissgrid does not utilise genetic resources to conduct research and development on the genetic or biochemical composition of resources, no measures are implemented regarding access to genetic resources and associated traditional knowledge held by indigenous peoples and local communities.
101-4	Identification of biodiversity impacts	• Biodiversity (Identified impacts on biodiversity)	

101-5	Locations with biodiversity impacts	• Biodiversity (Inventory of grid infrastructure in protected areas)	Swissgrid has carried out a risk analysis along its value chain which includes biodiversity. The greatest impacts are caused by obtaining the natural resources that are necessary for the grid infrastructure. The origin of the raw materials varies from supplier to supplier and is often unknown.
101-6	Direct drivers of biodiversity loss	• Biodiversity (Measures and key figures)	Swissgrid's use of ecosystems is not expected to involve any activities that could lead to the exploitation of natural resources or a fundamental change in land use in the surrounding areas. Systematic recording and evaluation of quantitative data in accordance with GRI 101-6, including from suppliers, is currently not possible due to a lack of data.
101-7	Changes to the state of biodiversity		Swissgrid does not have sufficient data to establish or demonstrate the connection between its activities and any changes to biodiversity in protected areas. Swissgrid strives to continuously improve its data basis, prioritising information according to the legal requirements and its materiality.
101-8	Ecosystem services	• Biodiversity (Measures and key figures)	Studies and measures relating to biodiversity are developed and implemented on a project-by-project basis, i.e. they are not recorded centrally and systematically with reference to ecosystem services. Swissgrid strives to continuously improve its data basis, prioritising information according to the legal requirements and its materiality.

GRI 201: Economic Performance 2016

201-1	Direct economic value generated and distributed	• Financial Report (Business performance) Stakeholder engagement (Measures and key figures)	
201-2	Financial implications and other risks and opportunities due to climate change	• Climate change (Procedure for identifying the impacts, risks and opportunities of climate change)	The financing of adaptation measures is integrated into the regular budget process, but cannot currently be reported in monetary terms separately from other operating and capital costs. Measures to improve the data situation have been initiated.
201-3	Defined benefit plan obligations and other retirement plans	• Financial Report, Employer attractiveness (Measures and key figures in other areas)	The defined benefit plan obligations and other retirement plans are not covered by Swissgrid's general funds.
201-4	Financial assistance received from government	• Annual Report (Business activities in a strictly regulated environment)	Swissgrid does not receive any financial support from the government in the form of subsidies, investment grants or other benefits in accordance with GRI 201-4. On the basis of the regulatory business model, Swissgrid can pass on the costs arising from its legal mandate and its business activities to the lower grid levels and end consumers in the form of tariff revenues if the regulator deems the costs to be chargeable.

GRI 202: Market Presence 2016

202-1	Ratios of standard entry level wage by gender compared to local minimum wage	• Not applicable	Swissgrid operates exclusively in Switzerland.
202-2	Proportion of senior management hired from the local community	• Not applicable	Swissgrid operates exclusively in Switzerland.

GRI 203: Indirect Economic Impacts 2016

203-1	Infrastructure investments and services supported	• Sustainable supply chain (Swissgrid's supplier portfolio), Sustainability at Swissgrid (Contribution to the Sustainable Development Goals)	
203-2	Significant indirect economic impacts	• Annual Report (Mission), Energy transition (Management approach)	

GRI 204: Procurement Practices 2016

204-1	Proportion of spending on local suppliers	• Sustainable supply chain (Swissgrid's supplier portfolio)	

GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	• Integrity in corporate governance (Management approach, Measures and key figures)	100% as part of the compliance review on corruption. The Swissgrid headquarters are located at an operating site in Aarau.
205-2	Communication and training about anti-corruption policies and procedures	• Integrity in corporate governance (Measures and key figures) • Sustainable supply chain (Code of Conduct for Suppliers)	
205-3	Confirmed incidents of corruption and actions taken	• Integrity in corporate governance (Measures and key figures)	

GRI 206: Anti-competitive Behavior 2016

206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	• Integrity in corporate governance (Measures and key figures)	

GRI 207: Tax 2019

207-1	Approach to tax	• Not material	Swissgrid operates exclusively in Switzerland. Due to its regulated business model, a tax strategy is not material.
207-2	Tax governance, control, and risk management	• Not material	Due to Swissgrid's regulated business model and localised, long-term investments, its tax expenses can be calculated accurately and at an early stage. The tax risks are therefore minimal and Swissgrid does not carry out a detailed risk assessment.
207-3	Stakeholder engagement and management of concerns related to tax	• Not material	Swissgrid remains constantly in contact with national, cantonal and municipal tax authorities. Swissgrid is currently liable for tax in 22 cantons and around 850 municipalities.
207-4	Country-by-country reporting	• Not material	Swissgrid Ltd is only liable for tax in Switzerland. Please refer to the Financial Report for detailed tax figures.

GRI 301: Materials 2016

301-1	Materials used by weight or volume	• Circular economy (Measures and key figures)	
301-2	Recycled input materials used	• Circular economy (Measures and key figures)	
301-3	Reclaimed products and their packaging materials	• Circular economy (Measures and key figures)	The data on the proportion of recycled products in grid dismantling is collected and reported on the basis of average values in Switzerland and/or Europe, as well as according to figures that are specific to Swissgrid.

GRI 302: Energy 2016

302-1	Energy consumption within the organisation	• Climate change (Key figures on energy and electricity consumption)	Data is collected based on measurement data, where available. If consumer data is missing or incomplete, the calculations are based on technical device data, average data (for Switzerland or specifically for Swissgrid) and/or the previous year's figures. The conversion factors used are specific to Switzerland, e.g. SFOE, FOEN and other recognised sources.
302-2	Energy consumption outside of the organisation	• Climate change (Key figures on energy and electricity consumption)	Data is collected based on measurement data, where available, and supplemented by extrapolations based on average values. The conversion factors used include data from the SFOE, FOEN and Ecoinvent 3.10.

302-3	Energy intensity	• Climate change (Key figures on energy and electricity consumption)	
302-4	Reduction of energy consumption	• Climate change (Emission reduction measures and key figures – Reduction in electricity and energy consumption)	As a result of the LED initiative, Swissgrid's energy consumption (or electricity consumption) was reduced by 39 MWh in the 2025 financial year compared to the previous year. The savings were calculated on the basis of newly installed LED lamps in the workplace, taking their usage into account.
302-5	Reduction in energy requirements for products and services	• Not material	Swissgrid does not produce or market any products or services directly to end consumers.

GRI 303: Water and Effluents 2018

303-1	Interactions with water as a shared resource	• Not material	According to the Swissgrid materiality analysis, water consumption is assessed as not material. Swissgrid is responsible for transporting electricity in the extra-high-voltage grid and not for electricity generation. Water is mainly used at Swissgrid locations, bases and substations for cleaning, or in the company restaurants. It comes from the normal drinking water supply.
303-2	Management of water discharge-related impacts	• Not material	
303-3	Water withdrawal	• Not material	
303-4	Water discharge	• Not material	
303-5	Water consumption	• Not material	

GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	• Climate change (Swissgrid's greenhouse gas emissions)	Swissgrid does not cause any biogenic emissions from the incineration or biodegradation of biomass. The data for calculating direct GHG emissions is based on measurement data for consumption or losses, where available, multiplied by the relevant emission factors. If measurement data is missing or incomplete, the calculations are based on technical device data and/or the previous year's figures. The emission factors used include the FOEN Scope Emissions Tool, CO2 emission factors from the FOEN's greenhouse gas inventory of Switzerland and the Global Warming Potential for SF6 published by the IPCC (300 CO2e).
305-2	Indirect GHG emissions related to energy (Scope 2)	• Climate change (Swissgrid's greenhouse gas emissions)	The data for calculating direct GHG emissions is based on measurement data for consumption or losses, where available, multiplied by the relevant emission factors. If measurement data is missing or incomplete, the calculations are based on technical device data, average data (for Switzerland or specifically for Swissgrid) and/or the previous year's figures. The emission factors used include: the SFOE's environmental calculator tool for transport, FOEN's Scope Emissions Tool, VSE consumer electricity mix for Switzerland and supplier data.
305-3	Other indirect GHG emissions (Scope 3)	• Climate change (Swissgrid's greenhouse gas emissions)	The GHG emissions for the most significant Scope 3 categories were calculated as follows: expenditure-based for Category 1 (CEDA data base and FOEN Scope Emissions Tool for emission factors), on the basis of Swissgrid-specific life cycle assessment data for Categories 2 and 5 (Ecoinvent 3.10 and FOEN Scope Emissions Tool for emission factors) and for Category 3 in accordance with the methodology for Scope 2 and specific Scope 3 emission factors (VSE consumer electricity mix for Switzerland, FOEN Scope Emissions Tool, etc.).
305-4	GHG emissions intensity	• Climate change (Swissgrid's greenhouse gas emissions)	Gases taken into account in the calculations: CO_2, CH4, N2O, FKW, PFKW, SF6, NF3.
305-5	Reduction of GHG emissions	• Climate change (Swissgrid's greenhouse gas emissions)	Swissgrid's GHG emissions increased in the 2025 financial year.
305-6	Emissions of ozone-depleting substances	• Not applicable	Swissgrid does not emit any ozone-depleting substances.

305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	• Not applicable	Swissgrid does not produce electricity.

GRI 306: Waste 2020

306-1	Waste generation and significant waste-related impacts	• Circular economy (Measures and key figures)	Data on waste includes the material flows generated by Swissgrid itself. Waste generated upstream or downstream is not included.
306-2	Management of significant waste-related impacts	• Circular economy (Management approach, Measures and key figures)	Environmental construction supervision helps Swissgrid to ensure that waste is handled in accordance with the legal obligations.
306-3	Waste generated	• Circular economy (Measures and key figures)	
306-4	Waste diverted from disposal	• Circular economy (Measures and key figures)	
306-5	Waste directed to disposal	• Circular economy (Measures and key figures)	

GRI 308: Supplier Environmental Assessment 2016

308-1	New suppliers that were screened using environmental criteria	• Sustainable supply chain (Measures and key figures)	
308-2	Negative environmental impacts in the supply chain and actions taken	• Sustainable supply chain (Measures and key figures)	

GRI 401: Employment 2016

401-1	New employee hires and employee turnover	• Employer attractiveness (Swissgrid employees)	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	• Employer attractiveness (Measures and key figures on attracting and retaining employees and diversity + Measures and key figures in other areas)	Swissgrid's basic benefits are generally available to all employees, regardless of their level of employment (e.g. full-time and part-time). Life insurance is not part of these basic benefits. Shareholdings for private individuals are prohibited by law.
401-3	Parental leave	• Employer attractiveness (Measures and key figures on attracting and retaining employees and diversity)	

GRI 402: Labor/Management Relations

402-1	Minimum notice periods regarding operational changes	• Employer attractiveness (Measures and key figures in other areas)	

GRI 403: Occupational Health and Safety 2018

403-1	Occupational health and safety management system	• Occupational health and safety (Management approach)	Relevant statutory and industry-standard regulations include: Federal Act on Employment in Business, Trade and Industry (EmpA), Ordinances 1 – 5 to the Employment Act (EmpO 1 – 5), Federal Act on Accident Insurance (AIA), Ordinance on the Prevention of Accidents and Occupational Illnesses (VUV), Electricity Act (ElecA), Ordinance on Heavy Current Installations (HCIO), Ordinance on Safety and Health Protection of Employees in the Construction Industry (CIHSO), ESTI Directive 245: Safe work on high-voltage long-distance lines, ESTI Directive 407: Work on or near electrical installations.
403-2	Hazard identification, risk assessment, and incident investigation	• Occupational health and safety (Management approach + Measures to strengthen the safety culture)	

403-3	Occupational health services	• Occupational health and safety (Measures for health protection)	Personal health data is classified as confidential at Swissgrid in accordance with internal directives and the Code of Conduct. The confidentiality of personal data is guaranteed by a restrictive data management system, provisions in internal directives and appropriate employee training, among other things.
403-4	Worker participation, consultation, and communication on occupational health and safety	• Occupational health and safety (Management approach + Measures for health protection)	
403-5	Worker training on occupational health and safety	• Occupational health and safety (Measures to strengthen the safety culture)	
403-6	Promotion of worker health	• Occupational health and safety (Measures for health protection)	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• Occupational health and safety (Measures to strengthen the safety culture) • Sustainable supply chain (Management approach + Measures and key figures)	
403-8	Workers covered by an occupational health and safety management system	• Occupational health and safety (Management approach)	
403-9	Work-related injuries	• Occupational health and safety (Key figures in the area of occupational health and safety)	
403-10	Work-related illnesses	• Occupational health and safety (Key figures in the area of occupational health and safety)	

GRI 404: Training and Education

404-1	Average hours of training per year per employee	• Employer attractiveness (Measures and key figures on employee development)	
404-2	Programs for upgrading employee skills and transition assistance programs	• Employer attractiveness (Measures and key figures on employee development)	
404-3	Percentage of employees receiving regular performance and career development reviews	• Employer attractiveness (Measures and key figures on employee development)	

GRI 405: Diversity and Equal Opportunity 2016

405-1	Diversity of governance bodies and employees	• Employer attractiveness (Overview of employee diversity)	
405-2	Ratio of basic salary and remuneration of women to men	• Employer attractiveness (Measures and key figures on attracting and retaining employees and diversity)	Swissgrid operates exclusively in Switzerland. Data showing the breakdown per employee category is not available.

GRI 406: Non-discrimination 2015

406-1	Incidents of discrimination and corrective actions taken	• Employer attractiveness (Measures and key figures on the protection of personal integrity)	

GRI 407: Freedom of Association and Collective Bargaining 2016

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	• Sustainable supply chain (Potential impacts and risks identified along the supply chain) • Employer attractiveness (Measures and key figures in other areas)	The results of the risk analysis in relation to suppliers showed that the right to freedom of association and collective bargaining is restricted, particularly at production sites outside Europe. Measures include the sustainability assessment of suppliers and inclusion of social criteria when selecting suppliers.

GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labour	• Sustainable supply chain (Potential impacts and risks identified along the supply chain)	
GRI 409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	• Sustainable supply chain (Potential impacts and risks identified along the supply chain)	
GRI 410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	• See comment	100% of the security personnel employed by Swissgrid are trained in ethical principles and human rights. The training of additional security personnel deployed for selected events and provided by a third-party company on demand is the responsibility of the service provider and is not carried out by Swissgrid.
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	• Not material	Swissgrid does not pursue any activities in areas with recognised indigenous populations whose rights may be violated.
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	• Environmental protection (Management approach) • Stakeholder engagement (Management approach)	Impacts on the population are analysed as part of the preparatory phases of grid projects (100%), but with no distinctions by gender, as this is not considered material for grid projects in Switzerland. Swissgrid does not implement any programmes to promote the community.
413-2	Operations with significant actual and potential negative impacts on local communities	• Environmental protection (Management approach) • Stakeholder engagement (Management approach)	
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	• Sustainable supply chain (Swissgrid's supplier portfolio)	
414-2	Negative social impacts in the supply chain and actions taken	• Sustainable supply chain (Screening of suppliers for potential negative environmental and social impacts + Risk-based inspections of supplier activities in the area of occupational safety and environmental protection)	
GRI 415: Public Policy 2016			
415-1	Political contributions	• Stakeholder engagement (political engagement and lobbying)	Swissgrid does not make party donations.
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	• Environmental protection (Measures and key figures) • Occupational safety (Risks and hazards)	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	• Integrity in corporate governance (Measures and key figures)	

GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	• Not material	Not material on the basis of Swissgrid's business model and activities
417-2	Incidents of non-compliance concerning product and service information and labeling	• Not material	Not material on the basis of Swissgrid's business model and activities
417-3	Incidents of non-compliance concerning marketing communications	• Not material	Not material on the basis of Swissgrid's business model and activities
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	• Integrity in corporate governance (Measures and key figures)	

Limited Assurance

Bericht des unabhängigen Wirtschaftsprüfers mit begrenzter Sicherheit über ausgewählte Aspekte im Nachhaltigkeitsbericht 2025 an den Verwaltungsrat der Swissgrid AG, Aarau

Wir wurden vom Verwaltungsrat beauftragt, eine betriebswirtschaftliche Prüfung mit einer begrenzten Sicherheit über ausgewählte Aspekte im Nachhaltigkeitsbericht 2025 (einschliesslich der Aussagen zu den Treibhausgasen) der Swissgrid AG für den Zeitraum vom 1. Januar 2025 bis 31. Dezember 2025 durchzuführen.

Die nachfolgenden, ausgewählten Aspekte (einschliesslich der Angaben zu den Treibhausgas-Emissionen), welche mit dem Symbol ✓ im Nachhaltigkeitsbericht 2025 der Swissgrid AG (die «Gesellschaft») markiert sind, (im Folgenden «ausgewählte Aspekte» genannt) waren Gegenstand unseres Prüfungsauftrags:

Umwelt:

* Energieverbrauch gemäss GRI 302 - Nachfolgende Tabellen:
  - Übersicht Energieverbrauch in MWh
  - Kennzahlen Energieintensität und Erneuerbare Energien
* CO2 Emissionen für Scope 1, 2 und 3 gemäss GRI 305-1 – 305-4 - Nachfolgende Tabellen:
  - SF6 Kennzahlen
  - Kennzahlen Wirkverluste
  - Kennzahlen Anlagegüter
  - Emissionsintensität
  - Treibhausgasbilanz (2023-2025) in Tonnen CO2e

Soziales:

* Beschäftigung gemäss GRI 401- Nachfolgende Tabellen:
  - Übersicht Mitarbeitende von Swissgrid
  - Neue Anstellungen und Fluktuationen
  - Übersicht Kennzahlen zur Vorsorge bei Swissgrid
  - Kennzahlen Elternzeit
* Arbeitssicherheit gemäss GRI 403 - Nachfolgende Tabellen:
  - Umfang des HSE-Managementsystems von Swissgrid
  - Übersicht Gefährdungspotenziale, Unfälle und Massnahmen

PricewaterhouseCoopers AG, Birchstrasse 160, 8050 Zürich
+41 58 792 44 00

www.pwc.ch

- Übersicht HSE-Inspektionen
- Kennzahlen Berufsunfälle von Swissgrid Mitarbeitende
- Kennzahlen Berufsunfälle von externen Dienstleistern
- Kennzahlen zur Ursache der Unfälle von Mitarbeitenden und externen Dienstleistern
- Kennzahlen zu arbeitsbedingten Erkrankungen

* Aus- und Weiterbildungen gemäss GRI 404 - Nachfolgende Tabellen:
  - Übersicht Kennzahlen zur regelmässigen Leistungsbeurteilung bei Swissgrid
  - Übersicht durchschnittlich investierte Stunden in Aus- und Weiterbildung 2025

* Vielfalt und Chancengleichheit gemäss GRI 405 - Nachfolgende Tabellen:
  - Herkunftsland Mitarbeitende 2025
  - Diversität in Kontrollorganen und unter Mitarbeitenden 2025
  - Übersicht Diversität Mitarbeitende pro Angestelltenkategorie 2025
  - Übersicht Kennzahlen zur Vergütung
  - Abweichungsquote Lohngleichheit basierend auf Geschlecht («gender pay gap»)
  - Übersicht Zufriedenheit gemäss repräsentativer Mitarbeitenden Umfrage
  - Übersicht offizielle Meldungen von Diskriminierungsfällen

Die ausgewählten Aspekte 2025 basieren auf den GRI-Standards (neueste Version), publiziert von der Global Reporting Initiative und dem Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (überarbeitete Ausgabe) (im Folgenden gemeinsam als «geeignete Kriterien» bezeichnet), wie von der Gesellschaft im Abschnitt „Kontext der nicht-finanziellen Berichterstattung“ im Nachhaltigkeitsbericht 2025 erläutert.

Inhärente Grenzen

Die Genauigkeit und Vollständigkeit der Daten im Nachhaltigkeitsbericht 2025 (einschliesslich der Aussagen zu den Treibhausgasen) unterliegen inhärent vorhandenen Grenzen, welche aus der Art und Weise der Datenerhebung, -berechnung und -schätzung resultieren. Darüber hinaus unterliegt die Quantifizierung der umweltrelevanten Kennzahlen einer inhärenten Unsicherheit aufgrund unvollständiger wissenschaftlicher Erkenntnisse, die zur Bestimmung von Faktoren und den für die Kombination erforderlichen Werten verwendet werden z.B. Emissionen verschiedener Gase. Unser Prüfbericht sollte deshalb im Zusammenhang mit den geeigneten Kriterien und dem Abschnitt “Kontext der nicht-finanziellen Berichterstattung“ im Nachhaltigkeitsbericht 2025 der Swissgrid AG gelesen werden.

Verantwortung des Verwaltungsrates

Die Geschäftsführung ist für die Erstellung und Darstellung des Nachhaltigkeitsberichtes 2025 in Übereinstimmung mit den geeigneten Kriterien verantwortlich. Diese Verantwortung beinhaltet die Ausgestaltung, Implementierung und Aufrechterhaltung angemessener interner Kontrollen mit Bezug auf die Erstellung und Präsentation des Nachhaltigkeitsberichtes 2025, die frei von wesentlichen falschen Darstellungen als Folge von Verstössen oder Irrtümern ist. Darüber hinaus ist der Verwaltungsrat für die Auswahl und die Anwendung der geeigneten Kriterien und das Führen angemessener Aufzeichnungen verantwortlich.

Unabhängigkeit und Qualitätsmanagement

Wir haben die Unabhängigkeits- und sonstigen ethischen Anforderungen des International Code of Ethics for Professional Accountants (einschliesslich den International Independence Standards), herausgegeben vom International Ethics Standards Board for Accountants (IESBA-Kodex), der auf den Grundprinzipien Integrität, Objektivität, fachliche Eignung und gebotene Sorgfalt, Vertraulichkeit und professionelles Verhalten basiert, eingehalten, der in der Schweiz durch die EXPERTsuisse umgesetzt ist.

PricewaterhouseCoopers AG wendet den Internationalen Standard für Qualitätsmanagement 1 an, der von ihr verlangt, ein Qualitätsmanagementsystem zu entwerfen, zu implementieren und zu betreiben, einschliesslich Richtlinien oder Verfahren zur Einhaltung ethischer Ansprüche, beruflicher Standards und geltender gesetzlicher und behördlicher Anforderungen.

Verantwortung des unabhängigen Wirtschaftsprüfers

Unsere Verantwortung ist es, eine betriebswirtschaftliche Prüfung mit begrenzter Sicherheit durchzuführen und auf der Grundlage unserer Prüfung eine Schlussfolgerung über die ausgewählten Aspekte im Nachhaltigkeitsbericht 2025 (einschliesslich der Aussagen zu den Treibhausgasen) abzugeben. Wir haben unsere Prüfung in Übereinstimmung mit dem International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance engagements other than audits or reviews of historical financial information’ und dem International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements ('ISAE 3410'), wie vom International Auditing and Assurance Standards Board publiziert, vorgenommen. Nach diesen Standards haben wir unsere Prüfungshandlungen so zu planen und durchzuführen, dass begrenzte Sicherheit darüber erlangt wird, ob die ausgewählten Aspekte im Nachhaltigkeitsbericht 2025 (einschliesslich der Aussagen zu den Treibhausgasen), in allen wesentlichen Belangen, in Übereinstimmung mit den geeigneten Kriterien erstellt worden sind.

Unter Berücksichtigung von Risiko- und Wesentlichkeitsüberlegungen haben wir Prüfungshandlungen durchgeführt, um ausreichende geeignete Prüfungsnachweise zu erlangen. Die Auswahl der Prüfungshandlungen liegt im pflichtgemässen Ermessen des unabhängigen Prüfers. Bei einer betriebswirtschaftlichen Prüfung zur Erlangung einer begrenzten Sicherheit nach ISAE 3000 (Revised) und ISAE 3410 sind die durchgeführten Prüfungshandlungen im Vergleich zu einer betriebswirtschaftlichen Prüfung zur Erlangung einer hinreichenden Sicherheit weniger umfangreich, so dass dementsprechend eine geringere Sicherheit gewonnen wird.

Im Wesentlichen haben wir folgende Arbeiten durchgeführt:

- Beurteilung der Eignung und Anwendung des erweiterten Abschnitts «Kontext der nicht-finanziellen Berichterstattung» oder eines besonderen Abschnitts, wie beispielsweise Grundlage für die Erstellung des Nachhaltigkeitsberichtes;
- Überprüfung der Anwendung des erweiterten Abschnitts «Kontext der nicht-finanziellen Berichterstattung» etc. für die Berichterstattung als geeignetes Kriterium;
- Beurteilung der ausgewählten Aspekte (einschliesslich der Aussagen zu den Treibhausgasen) auf der Grundlage des erweiterten Abschnitts «Kontext der nicht-finanziellen Berichterstattung» im Nachhaltigkeitsbericht 2025;
- Befragungen und detaillierte Walkthroughs mit relevanten Stakeholdern für die ausgewählten Aspekte (einschliesslich der Aussagen zu den Treibhausgasen);
- Einsichtnahme in Prozess- und Kontrollbeschreibungen sowie andere interne Richtlinien und relevante Dokumente;
- Analytische Verfahren;
- Wiederholung ausgewählter Berechnungen (einschliesslich der Aussagen zu den Treibhausgasen);
- Zusätzliche Verfahren zur Erlangung von Prüfnachweisen, die wir als notwendig erachten (beispielsweise stichprobenartige Rückverfolgung der Nachweise mittels Belegeinsicht).

Wir sind der Auffassung, dass die von uns erlangten Prüfungsnachweise ausreichend und geeignet sind, um als Grundlage für unsere Schlussfolgerung zu dienen.

Schlussfolgerung

Bei unserer Prüfung sind wir nicht auf Sachverhalte gestossen, aus denen wir schliessen müssten, dass die ausgewählten Aspekte im Nachhaltigkeitsbericht 2025 (einschliesslich der Aussagen zu den Treibhausgasen) der Swissgrid AG für den Zeitraum vom 1. Januar 2025 für 31. Dezember 2025 nicht, in allen wesentlichen Belangen, in Übereinstimmung mit den geeigneten Kriterien erstellt worden sind.

Sonstiger Sachverhalt – vergleichende, rückblickende und zukunftsorientierte Informationen

Weder die vergleichenden noch die rückwirkenden Informationen zu den Vorjahresdaten (d. h. 2024 und früher) zum Stichtag 31. Dezember 2025 und für den Zeitraum vor dem 1. Januar bis zum 31. Dezember 2025 sowie die zukunftsbezogenen Informationen, die im Nachhaltigkeitsbericht 2025 der Swissgrid AG enthalten sind, waren Gegenstand dieser Prüfung. Unser Prüfungsurteil wird in dieser Hinsicht nicht modifiziert.

Vorgesehene Nutzer und Verwendungszweck des Berichts

Dieser Bericht ist nur für den Verwaltungsrat der Swissgrid AG, bestimmt und wurde ausschliesslich erstellt, um ihm über die ausgewählten Aspekte des Nachhaltigkeitsberichts 2025 (einschliesslich der Aussagen zu den Treibhausgasen) Bericht zu erstatten, und für keinen anderen Zweck. Mit der Abgabe unserer Schlussfolgerung akzeptieren und übernehmen wir keine Verantwortung (rechtlich oder in anderer Weise) oder Haftung für die Verwendung unseres Berichts einschliesslich der Schlussfolgerung für andere Zwecke oder gegenüber anderen Personen, welchen unser Bericht vorgelegt wird oder in dessen Händen er gelangen mag, und andere Personen können sich auf unsere Schlussfolgerung nicht berufen.

Wir erlauben die Weitergabe unseres Berichts nur als Ganzes und zusammen mit den angemessenen Kriterien, damit der Verwaltungsrat darlegen kann, dass er seiner Governance Verantwortung mit der Beauftragung eines unabhängigen Berichts über die ausgewählte Aspekte des Nachhaltigkeitsberichts 2025 nachgekommen ist, ohne dass wir damit eine Verantwortung oder Haftung gegenüber irgendeiner anderen Partei übernehmen. Soweit gesetzlich zulässig, übernehmen oder akzeptieren wir keine Verantwortung gegenüber irgendjemand anderes als dem Verwaltungsrat der Swissgrid AG für unsere Arbeiten oder diesen Bericht.

PricewaterhouseCoopers AG

Thomas Wallmer Petar Lesic

Zürich, 16. April 2026

Die Pflege und Integrität der Internetseite der Swissgrid AG liegt in der Verantwortung des Verwaltungsrates. Die von uns als unabhängiger Wirtschaftsprüfer durchgeführten Arbeiten beinhalten keine Berücksichtigung der Pflege und Integrität der Internetseite der Swissgrid AG, und dementsprechend übernehmen wir keine Verantwortung für Änderungen, die möglicherweise an den ausgewählten Aspekten im Nachhaltigkeitsbericht 2025 oder den geeigneten Kriterien aufgetreten sind, seit sie auf der Internetseite präsentiert wurden.

Publication details

The annual report is published in German, French and English and covers the annual report, financial report, corporate governance and sustainability report. The legally binding version is in German.

Swissgrid Ltd
Bleichemattstrasse 31
P.O. Box
5001 Aarau
Switzerland

Phone +41 58 580 21 11
E-mail info@swissgrid.ch

Media
Phone +41 58 580 31 00
E-mail media@swissgrid.ch

Concept & Design: SOURCE Associates AG
Technical implementation and production: Management Digital Data AG

You can also find the annual report online at:

www.report.swissgrid.ch

Contact

Investor Relations and Sustainability are available to analysts and investors for any enquiries regarding Swissgrid.

Hans Bucher
Corporate Finance & Investor Relations
Phone +41 58 580 27 71
media@swissgrid.ch

Kathrin Hofer
Head of Sustainability
Phone +41 58 580 36 50
media@swissgrid.ch