



Notes

GRI Index

Application note: Swissgrid has reported the information specified in this GRI Index for the period from 1 January to 31 December 2024 with reference to the GRI standards.

GRI standards	Disclosure	Reference	Explanations
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GRI 2: General disclosures 2021	2-1 Organizational details	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)	
	2-5 External assurance	Notes (Independent Auditor's Report)	
	2-6 Activities, value chain and other business relationships	Annual Report (Company), Sustainable supply chain (Measures and key figures)	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 (Board of Directors)	
	2-12 Role of the highest governance body in overseeing the management of impacts	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)	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability at Swissgrid (The role of the Board of Directors + The role of the Executive Board)	
	2-15 Conflicts of interest	Corporate Governance Report (Board of Directors + Conflicts of interest)	
	2-16 Communication of critical concerns	Integrity in corporate governance (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)	
	2-19 Remuneration policies	Corporate Governance Report (Remuneration), Financial Report (8. Personnel expenses + 9. Other operating expenses), Sustainability at Swissgrid (Sustainability targets for variable remuneration)	
	2-20 Process to determine remuneration	Corporate Governance Report (Board of Directors + 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 targets + The role of the Executive Board), Sustainable supply chain (Ambition and goals + Management approach)	
	2-24 Embedding policy commitments	Sustainability at Swissgrid (Sustainability targets), Sustainable supply chain (Ambition and goals), Integrity in corporate governance (Management approach)	
	2-25 Processes to remediate negative impacts	Integrity in corporate governance (Management approach), Climate change (Measures and key figures), Occupational safety, Environmental protection and biodiversity (Management approach), Stakeholder engagement and Employer attractiveness (Management approach)	
	2-26 Mechanisms for seeking advice and raising concerns	Integrity in corporate governance (Management approach), Occupational health and safety (Measures and key figures), Environmental protection (Management approach)	
	2-27 Compliance with laws and regulations	Integrity in corporate governance (Measures and key figures + Management approach)	
	2-28 Membership associations	Stakeholder engagement (Introduction)	Website: Stakeholder management
	2-29 Approach to stakeholder engagement	Stakeholder engagement (Management approach)	
	2-30 Collective bargaining agreements	Employer attractiveness (Measures and key figures in other areas)	
Material topics			
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)	
Sustainability in general	3-3 Management of material topics	Sustainability Report	The aspects in accordance with GRI 3-3 are addressed in the sections on each key topic.
Economy			
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	Financial Report	
	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)	
	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)	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not material	Swissgrid operates exclusively in Switzerland.
	202-2 Proportion of senior management hired from the local community	Not material	Swissgrid operates exclusively in Switzerland.
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	Annual Report (Mission)	
	203-2 Significant indirect economic impacts	Energy transition (Measures and key figures), Annual Report (Mission)	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable supply chain (Measures and key figures)	
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 Behaviour 2016	206-1 Legal actions for anti-competitive behavior, 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 the detailed tax figures.
Ecology			
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)	Data on the proportion of recycled products is not available. Swissgrid is working on requesting essential information from suppliers in the future.

GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate change (Key figures on energy and electricity consumption)	
	302-2 Energy consumption outside of the organization	Climate change (Key figures on energy and electricity consumption)	
	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 was reduced by 19.9 MWh in the 2024 financial year in relation to the previous year.
	302-5 Reductions in energy requirements of 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		
	303-3 Water withdrawal		
	303-4 Water discharge		
	303-5 Water consumption		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity (Management approach)	
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity (Management approach)	
	304-3 Habitats protected or restored	Biodiversity (Management approach)	Swissgrid does not restore and regenerate habitats. The company is guided by the net-zero principle and pursues the following mitigation hierarchy for its measures: avoidance, restoration or replacement. An effectiveness analysis with regard to biodiversity or other related aspects has not yet been carried out.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Information not available/incomplete	Due to a lack of data on the overlap between species on the IUCN Red List and in national protected areas, it is currently not possible to make a statement on this GRI.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate change (Measures and key figures)	Gases taken into account in the calculations: CO ₂ , CH ₄ , N ₂ O, SF ₆ , NF ₃ . Swissgrid does not cause any biogenic emissions from the incineration or biodegradation of biomass.
	305-2 Energy indirect (Scope 2) GHG emissions	Climate change (Measures and key figures)	Gases taken into account in the calculations: CO ₂ , CH ₄ , N ₂ O, FKW, PFKW, SF ₆ , NF ₃ .
	305-3 Other indirect (Scope 3) GHG emissions	Climate change (Measures and key figures)	Gases taken into account in the calculations: CO ₂ , CH ₄ , N ₂ O, FKW, PFKW, SF ₆ , NF ₃ .
	305-4 GHG emissions intensity	Climate change (Measures and key figures)	Gases taken into account in the calculations: CO ₂ , CH ₄ , N ₂ O, FKW, PFKW, SF ₆ , NF ₃ .
	305-5 Reduction of GHG emissions	Climate change (Measures and key figures)	Swissgrid's GHG emissions increased in the 2024 financial year.
	305-6 Emissions of ozone-depleting substances (ODS)	Not material	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not material	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)	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)	Data on waste includes the material flows generated by Swissgrid itself based on a three-year average. Waste generated upstream or downstream is not included.
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)	
Social issues			
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)	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)	
GRI 402: Labour/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 (HSE management system)	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety (Management approach)	
	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)	The right of employees to have a say is effected through staff representation.
	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 (Measures and key figures)	
	403-10 Work-related ill health	Occupational health and safety (Measures and key figures)	
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 + Measures and key figures on the protection of personal integrity)	
	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)	The risk analysis in relation to suppliers has shown 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 labor	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 labor	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)	

GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable supply chain (Measures and key figures)	
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable supply chain (Measures and key figures)	
GRI 415: Public Policy 2016	415-1 Political contributions	See comment	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)	Not material on the basis of Swissgrid's business model and activities
	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 Labelling 2016	417-1 Requirements for product and service information and labelling	Not material	
	417-2 Incidents of non-compliance concerning product and service information and labelling	Not material	
	417-3 Incidents of non-compliance concerning marketing communications	Not material	
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)	

Independent Auditor's Report

Swissgrid AG

Aarau

Bericht des unabhängigen Wirtschaftsprüfers
mit begrenzter Sicherheit über ausgewählte
Aspekte im Nachhaltigkeitsbericht 2024
(einschliesslich der Aussagen zu den
Treibhausgasen)

an den Verwaltungsrat

