



People

The material topics for Swissgrid in relation to «People» are «Occupational health and safety», «Attracting, retaining and developing skilled workers» and «Diversity and inclusion». As the operator of a critical infrastructure, Swissgrid insists on a high level of safety and reliability, and consequently on the occupational health and safety of its employees. Furthermore, the company is dependent on highly qualified, diverse and motivated employees in order to develop into an innovative, highly digitalised and sustainable company.

Employer attractiveness

Swissgrid is dependent on highly qualified and motivated employees in order to successfully implement its complex mission and corporate strategy. In view of the shortage of skilled workers, particularly in the fields of IT and technology, it is essential for the company to position itself as an attractive employer on the competitive labour market. Diversity and inclusion are also important topics for Swissgrid in order to create a diverse and inclusive corporate culture.

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 best 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 feel comfortable to work for 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

This ambition is substantiated by quantitative targets that were updated and approved by the Personnel Committee of the Board of Directors in the 2024 financial year.

Area	2025 – 2027 target figures	2024 status*
Employee development	Two thirds of vacant management positions are filled internally	●
	Employee survey: increase of +2 points in relation to «Employee development»	●
Working conditions	Employee survey: increase of +2 points in relation to «Work and leisure»	●
	Departure rate < 7.5%	●
Diversity and inclusion	Employee survey: 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)	●

* Colour code: green = target met, orange = progress made but target not yet met.

GRI 3-3

Management approach

Organisation and responsibilities

The organisation and tasks in the area of Human Resources (HR) are based on national employment law, Swissgrid's human resources policy, the company-wide Code of Conduct and various internal directives and regulations.

The Human Resources department is responsible for the operational implementation of personnel development 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 geared towards attracting qualified employees, retaining them in the long term and developing their skills sustainably in order to meet Swissgrid's dynamically changing needs. 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 expectations of employees in the areas that are important to them. Swissgrid's internal development prospects are identified by means of career planning for senior and specialist managers, and measures are implemented via succession planning.
- **Fit for Future:** Implementing the company's strategy 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 required skills and develop them where necessary. Last but not least, the digital transformation and the associated pressure to innovate are increasingly demanding and promote agile and self-organised working principles.
- **Future of Work:** The changing demands that are placed on today's working environment must be taken into account. The company aims to achieve a flat hierarchy and to streamline processes. This type of decentralised self-management and organisation is reflected in the participation of employees in the decision-making process.

Principles in favour of diversity and inclusion

Swissgrid is convinced that diversity in 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 and 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 they have set.
- Leaders 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

The biggest challenge in terms of attracting, retaining and developing employees is the growing shortage of skilled workers, particularly in the fields of technology and IT. In this context, Swissgrid has identified two material risks as part of the ERM process: the first is a lack of expertise, which could result in Swissgrid not being able 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. The second risk is insufficient innovation due to 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. As part of the ERM process, Swissgrid has also categorised the risk of employee absences due to mental stress as material and has taken appropriate health protection measures to avoid and/or reduce factors that can lead to occupational illnesses as far as possible. Health protection measures are described in the «Occupational health and safety» section.

GRI 3-3

Measures and key figures

GRI 2-7, 2-8

Swissgrid employees

As at the reporting date on 31 December 2024, 927 people were employed by Swissgrid (207 women and 720 men). Compared to the previous year, the number of internal employees has risen by 9%. The continuous 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, and the company's increasing need for digitalisation and innovation.

At the end of the year, 712 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. The number of external employees has barely changed in relation to the previous year.

Overview of Swissgrid employees (✓ PwC Assurance)	2024				2023				2022			
	Women	Men	Total	Proportion	Women	Men	Total	Proportion	Women	Men	Total	Proportion
Total internal employees ¹	207	720	927	100%	180	673	853	100%	163	573	736	100%
Full-time employees	111	577	688	74%	93	555	648	76%	83	481	564	77%
Part-time employees	96	143	239	26%	87	118	205	24%	80	92	172	23%
Permanent employees	189	652	841	91%	161	622	783	92%	144	535	679	92%
Temporary employees ²	16	59	75	8%	18	41	59	7%	19	30	49	7%
Without guaranteed working hours ³	2	9	11	1%	1	10	11	1%	0	8	8	1%
< 30 years	36	93	129	14%	34	81	115	13%	27	57	84	11%
30–50 years	142	414	556	60%	122	397	519	61%	112	344	456	62%
> 50 years	29	213	242	26%	24	195	219	26%	24	172	196	27%
Executive Board (EB)	2	3	5	1%	2	3	5	1%	1	4	5	1%

Overview of Swissgrid employees (✓ PwC Assurance)	2024				2023				2022			
Managers excl. EB	17	97	114	12%	13	99	112	13%	12	81	93	13%
Employees without a management function	172	568	740	80%	149	532	681	80%	137	460	597	81%
Employees in training or paid by the hour	16	52	68	7%	16	39	55	6%	13	28	41	6%
Total external employees¹	127	585	712	100%	124	585	709	100%	113	530	643	100%
Contracts via staff leasing companies ⁴	23	115	138	19%	11	56	67	9%	8	34	42	7%
Contracts via service providers ⁴	104	470	574	81%	113	529	642	91%	105	496	601	93%

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 168 new employees in the 2024 financial year, while 94 employees left the company in the same period. Of the vacant management positions in the 2024 financial year, 18% were filled by external candidates and 82% by internal candidates. The corresponding target value (internal employees taking on 66% of the management positions to be filled) was therefore exceeded. In terms of fluctuation, Swissgrid also achieved the target value of <10% in the 2024 financial year with a fluctuation rate of 6.2% (employees with a fixed, long-term contract only).

New employees and employee turnover (✓ PwC Assurance)	2024							2023			2022			
New employees and employee turnover	Women		Men		Total			Women	Men	Total	Women	Men	Total	
New hires														
< 30 years	17	10%	46	27%	63	38%		13	40	53	15	32	47	
30–50 years	30	18%	58	35%	88	52%		22	69	91	17	61	78	
> 50 years	2	1%	15	9%	17	10%		0	15	15	2	7	9	
Total	49	29%	119	71%	168	100%		35	124	159	34	100	134	
Fluctuations, including retirements														
< 30 years	11	12%	27	29%	38	40%		5	18	23	14	17	31	
30–50 years	11	12%	29	31%	40	43%		9	11	20	7	18	25	
> 50 years	1	1%	15	16%	16	17%		2	13	15	3	14	17	
Total	23	24%	71	76%	94	100%		16	42	58	24	49	73	

GRI 2-9, 405-1

Overview of employee diversity

Swissgrid's employees come from 39 different nations. The majority, 67%, are from Switzerland, and 17% are from Germany.

Country of origin ¹ of employees (✓ New employees and employee turnover (✓ PwC Assurance))	Number	%
Switzerland	623	67%
Germany	161	17%
France	27	3%
Italy	18	2%
Spain	12	1%
Austria	9	1%
Various (33 countries)	77	8%

¹ Multiple citizenships are not recorded.

At the end of the 2024 financial year, Swissgrid employed a total of 207 women (22% of employees including the Executive Board), 9% of whom have management responsibility, 83% of whom are in roles without management responsibility and 8% of whom are in training or are paid by the hour. The majority of corporate functions at Swissgrid are performed by women (57% of corporate functions), while 85% of technical functions continue to be carried out by men. In the 2024 financial year, 15% of management positions at Swissgrid were held by women, which represents a slight increase compared to the previous year but remains below the target value of 20%.

As at 31 December 2024, Swissgrid's Executive Board consisted of five members from Switzerland, three of whom were men and two women from German-speaking Switzerland, French-speaking Switzerland and Romansh-speaking Switzerland. The Board of Directors is the company'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 2024 (✓ 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%	97	85%	568	77%	52	76%
Women	1	11%	2	40%	17	15%	172	23%	16	24%
< 30 years	0	0%	0	0%	1	1%	73	10%	55	81%
30–50 years	1	11%	1	20%	79	69%	471	64%	5	7%
> 50 years	8	89%	4	80%	34	30%	196	26%	8	12%
Total	9	100%	5	100%	5	100%	740	100%	68	100%

Diversity in supervisory bodies and among employees in 2024 (✓ PwC Assurance)	Board of Directors		Executive Board		Employees with a management function	Employees without a management function	In training/paid by the hour
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%			

Diversity of employees per employee category in 2024 (✓ PwC Assurance)	Technical functions ¹		Corporate functions ²		Total	
	Number	%	Number	%	Number	%
Men	650	85%	70	43%	720	78%
Women	115	15%	92	57%	207	22%
Total	765	100%	162	100%	927	100%
< 30 years	112	15%	17	10%	129	14%
30–50 years	446	58%	110	68%	556	60%
> 50 years	207	27%	35	22%	242	26%

¹ This includes activities focussing on the planning, operation, use and maintenance of buildings, facilities and equipment, ICT infrastructure and applications, as well as business assurance and operations.

² This includes activities in the areas of administration, communication, corporate and business development, finance and accounting, HR, legal services and procurement.

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, thereby seeking direct contact with students and graduates. A new channel for attracting talent was created by launching an 18-month graduate programme. Five talented young graduates took part in the programme in the 2024 financial year. There are also plans to offer participants in this programme a six-month exchange with a European transmission system operator.

The effectiveness of the measures to position Swissgrid as an attractive employer for graduates is reflected in the results of the 2024 Universum survey. In a survey of 8,745 students, Swissgrid was ranked 16th (+12 places compared to 2023) in the «Engineering» category and 40th (+33 places) in the «Natural Sciences» category. 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 EFZ, digital business developer EFZ or commercial clerk EFZ. Swissgrid has joined forces with the training partner libs (Industrielle Berufslehren Schweiz) in this area. Eight apprentices undertook training in 2024 and two graduated during the reporting year. Swissgrid took on both apprentices as employees after they graduated.

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 and 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 2024, the total annual remuneration, including performance-related remuneration, of the highest-earning person at Swissgrid was 5.76 times higher than the average total annual remuneration of all employees excluding the highest-paid person. In 2024, the average salary increase rate for all employees excluding the Executive Board was 1.6%. Due to the targeted and selective application of salary increases, the median annual remuneration of all employees (excluding the highest-paid person) has not changed in relation to the previous year.

Overview of key figures on remuneration (PwC Assurance)	2024	2023	2022
Ratio between the total annual remuneration ¹ of the highest-paid person and the median of all employees	5.76	5.89	5.55
Increase in total annual remuneration of the highest-paid person (%)	–2%	0%	6.38%
Average increase in total annual remuneration of all employees ² (%)	1.6%	0.8%	0.8%
Median increase in total annual remuneration of all employees ² (%)	0%	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	0	7.98

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

Equal pay for work of equal value is a matter of course for Swissgrid. Swissgrid ensures transparency on equal pay by means of role-based salary bands. In the 2024 financial year, the Swiss Association for Quality and Management Systems (SQS) once again audited wages at Swissgrid. SQS confirmed in this maintenance audit that Swissgrid continues to provide pay equity between women and men. With a deviation rate of 0.5%, the result of the audit remains well below the threshold of 5%. The remuneration of all employees was audited, with the exception of interns and employees paid by the hour. Swissgrid can therefore continue to use the SQS «Fair Compensation» certificate in accordance with the criteria of the Association of Compensation & Benefits Experts without any restrictions.

Deviation rate for equal pay based on gender according to Logip (PwC Assurance)

	2024	2023	2022
Deviation rate (%)	0.5	3.5	3.8

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%. 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 2024 financial year, around 26% of Swissgrid employees worked part-time (see the «[Overview of Swissgrid employees](#)» table). The company also gives its employees the option of working for 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 is implemented in accordance with the legal framework and internal HR regulations. 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 with external partners such as Profawo. Swissgrid employees also have the opportunity to take sabbaticals.

The effectiveness of the various measures to enable employees to reconcile work with other aspects of their lives is reflected in the results of the 2024 employee survey: the average figure for «Work and leisure» increased by 8 points compared to the score obtained in the previous survey in 2022. The result is therefore above the target figure (+2 points).

Parental leave

Parental leave is granted in accordance with the statutory provisions (14 weeks) and, in the case of paternity leave, an extra week is granted 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 2024 financial year, 8 female employees and 24 male employees became parents at Swissgrid. With one exception, all employees resumed their roles at the end of their parental leave. The retention rate of employees 12 months after resuming work was 88% during the 2024 reporting year. This corresponds to a reduction in the retention rate in relation to the two previous financial years.

Key figures on parental leave (PwC Assurance)

	2024			2023			2022		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Employees entitled to parental leave	8	24	32	4	20	24	5	19	24
Employees who have taken parental leave	8	23	31	4	20	24	5	19	24
Employees who are still on parental leave ¹	4	0	4	0	0	0	0	2	2
Employees resuming their function after agreed parental leave	4	23	27	4	20	24	4	17	21
Return rate	100%	100%	100%	100%	100%	100%	80%	100%	95%
Employees who were still employed twelve months after their return to work	2	19	21	4	17	21	6	16	22
Retention rate	50%	95%	88%	100%	100%	100%	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 organises annual lectures and workshops on topics such as «unconscious bias». Swissgrid's membership of «Women in Power» and «Women in Tech» has expanded the opportunity 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 opportunities for improvement. The results of the 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 targets for «Employee development» and «Diversity & inclusion» were met in the 2024 financial year with an improvement of 3 points in each area.

Overview of satisfaction according to a representative employee survey (📊✅ PwC Assurance)

Employee satisfaction ¹	2024	2023 ²	2022
Women	78	80	80
Men	79	78	78
Various	87	n/a	n/a
Total	78	78	78

¹ Employee satisfaction is assessed on a scale of 0 to 100 in comparison with the «Swiss Employer Award» benchmark using a questionnaire.

² As the employee survey is conducted every two years, the results are carried over from the previous year.

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.

Regular performance appraisals (PwC Assurance)	2024	2023	2022
Employees with regular performance appraisals	93%	94%	94%
Women	92%	91%	92%
Men	93%	94%	95%
Permanent employees	100%	100%	100%
Temporary employees	24%	25%	33%

Skills management

The further development of employees is a key concern for Swissgrid and is included in its Strategy 2027. The desired digital transformation of the company requires corresponding skills. For this reason, Swissgrid launched a skills management programme in 2023 with the aim of defining the skills that will be required in the company in the future and identifying gaps. In the 2024 financial year, 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 required in the future. 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.

Specialist and management training

In the 2024 reporting year, specialist training hours (external and internal) were recorded primarily in the categories «Operator training» (32%), «Safety & security» (25%) and «IT and tool training» (14%). Other important topics include compliance, project management, processes and principles. Since the 2024 financial year, newly appointed managers have been prepared for their role as managers thanks to a special management development programme tailored to their needs. Peer coaching sessions are used to encourage the mutual exchange of ideas on management issues.

External training and further education opportunities

Whenever training needs cannot be covered internally, Swissgrid facilitates attendance of external training courses. In 2024, 41 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 2024, 82 people attended a language course in German, 94 in French, 28 in English and 18 in Italian.

Individual development

Since June 2023, Swissgrid has offered a comprehensive range of online training courses focusing on soft skills, health, digital skills and communication. All employees are given the opportunity to undertake a total of 12 hours of individual training per year, without there having to be any operational or functional necessity.

Average hours of training and further education

In the 2024 financial year, Swissgrid employees invested an average of 53 hours or around 1.5 weeks in their training and further education. Approximately 77% of training and development was carried out as part of internal programmes, while almost a quarter 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 84% of those who provided feedback.

Overview of average hours invested in training and development in 2024 PwC Assurance)

	Executive Board	Managers ¹	Employees without a management function	Employees in training/paid by the hour ²	Technical functions	Corporate functions	Total
Men	20	42	61	21	58	25	55
Women	15	49	47	20	55	29	44
Total	18	43	58	21	58	27	53

¹ Excluding the Executive Board

² 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 through a targeted 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 303, 405-1

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 (see [swissgrid.integrityline.app/](https://www.swissgrid.ch/integrityline)) who report serious compliance violations are protected by Swissgrid’s Code of Conduct and Whistleblowing Policy. This aims to encourage the reporting of misconduct and defines the confidentiality of reports and the protection of whistleblowers.

Swissgrid conducted an anonymous survey at the beginning of 2024 to determine the status of the protection of the personal integrity of its employees. This survey showed that no breaches had been officially reported and investigated in the last two years. At the same time, however, there have also been isolated cases in which employees have felt that their personal integrity has been breached. As a result, employees and managers were given special training on prevention, behaviour and procedures in relation to breaches of personal integrity in the reporting year. Special attention was paid to the personal responsibility of each individual.

Discrimination reports

In the 2024 financial year, no (potential) cases of discrimination were reported via the official internal and external reporting channels, including the «RiskTalk» app, the Compliance function or the whistleblower system.

Overview of official reports of cases of discrimination (PwC Assurance)

	2024	2023	2022
Reported cases of discrimination	0	0	0

Measures and key figures in other areas

Insurance benefits

The benefits Swissgrid provides to its 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 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 wages 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 wages for a maximum of 180 days. In the event of inability to work from the 181th day to the 720th day, Swissgrid has taken out a 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 the AHV, which is also state-funded, as well as the pension fund, which is mandatory for all employees.

Pension plans

Swissgrid is affiliated with 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 (BVG). The premiums consist of contributions by the employer and the employees.

Overview of key figures on pension provision at Swissgrid (PwC Assurance)

	2024	2023	2022
Cover ratio of PKE Vorsorgestiftung Energie as at 31.12.2023	120.7% ¹	113.9%	107.7%
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 29 September 2024.

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. The interests of employees, including in terms of remuneration policy, are safeguarded by the staff representatives. Swissgrid is not subject to a collective labour agreement. In the event of reports or concerns regarding a potential violation of the right to collective bargaining or freedom of association, employees have access to various confidential and partially anonymised channels, including the Compliance function, the consultancy firm MOVIS, the staff representatives, the «RiskTalk» app or Swissgrid's whistleblower system. The relevant contact details and processes are made available to all employees as part of Swissgrid's Whistleblowing Policy and can be found on the dedicated internal HR and Compliance page.

Protection against mass redundancies

Swissgrid is a stable 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 Information and Consultation of Workers in 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 security. Safety & Security is therefore a focus of Strategy 2027, has top priority in all activities at Swissgrid and is managed via an integral safety policy. Swissgrid's safety policy defines the framework for consistent and coordinated implementation in accordance with standardised rules. This integral approach comprises seven security domains: operational security, physical security, information security, integral risk management, crisis management/business continuity management, environmental protection, and health and safety. The subject of health and safety is examined in this section.

GRI 3-3, 403-1

Ambition and goals

Swissgrid has set itself the goal of protecting 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. This target was achieved in 2024, as in 2023 and 2022.

GRI 2-25, 3-3

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 with 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. The high standard is maintained and continually improved by means of ongoing training.
- Occupational health and safety in the workplace is an important management task. By promoting the health, quality and safety awareness of employees, the line managers fulfil an important role model function and line responsibility.
- Swissgrid lays down occupational health and safety objectives in writing. Occupational safety 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.

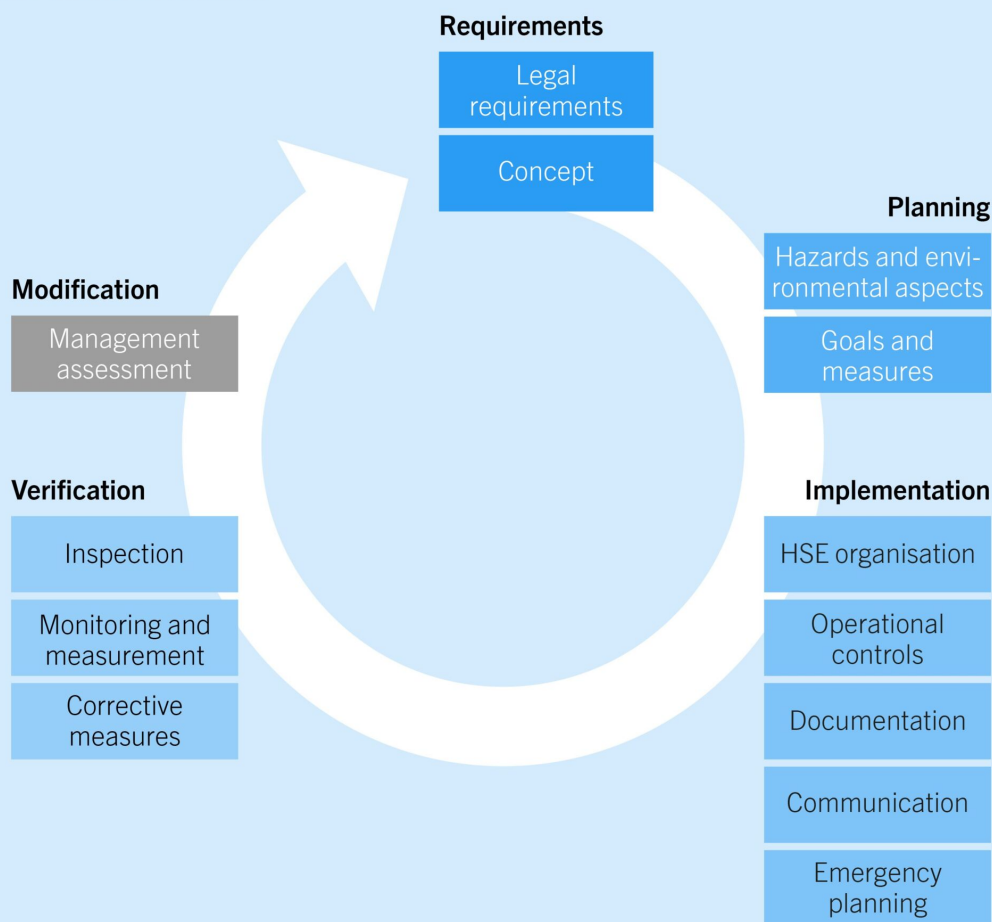
¹ Federal Act on Work in Industry, Trade and Commerce (ArG), Ordinances 1 – 5 to the Labour Act (ArGV 1 – 5), Federal Act on Accident Insurance (AIA), Ordinance on the Prevention of Accidents and Occupational Diseases (OPA), Electricity Act (EleG), Ordinance on High Voltage Systems (StV), Ordinance on the Safety and Health Protection of Workers during Construction Work (BauAV), ESTI Directive 245: Safe working on high-voltage power lines, ESTI Directive 407: Working on or in the vicinity of electrical systems.

GRI 403-1, 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»). This management model is based on continuous improvement in HSE performance.

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 the HSE security domain and, in particular, in the Safety Road Map, which is updated annually. Target achievement is continuously evaluated and reported via a key figure cockpit. The implementation of the HSE programme is monitored by the Head of Health & Safety or the Safety and Environmental Protection Officers.

Safety and environmentally relevant key figures for monitoring are defined in a corresponding directive. The accident statistics are integrated into the key figure cockpit and are presented once a year to employees 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. See also the explanations in the [«Sustainable supply chain»](#) section.

Scope of Swissgrid's HSE management system (✓ PwC Assurance)	2024	2023	2022
Total Swissgrid employees	927	853	736
Proportion of internal employees covered by the ISO-certified/audited HSE management system	100%	100%	100%
Total external employees ¹	712	709	643
Proportion of external employees covered by the ISO-certified/audited HSE management system	100%	100%	100%
Total internal and external employees	1,639	1,562	1,379
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 a service provider. The external employees listed in this table usually carry out work at Swissgrid's office locations 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 auditor 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. In 2024, the Swiss Safety Center confirmed Swissgrid's integrated HSE management system as suitable, appropriate and effective. The result shows further progress compared to the previous year. Particular emphasis was placed on the establishment of regular «Safety & Security Days» within the company, the publication of a detailed and publicly accessible Sustainability Report, the commitment to improving industry-wide security measures for working at height, and the extensive expertise of the employees on construction sites, some of whom have been with the company for many years.

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 categorised the risks relating to personal safety as «high» to «very high» as part of its company-wide risk management. 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.

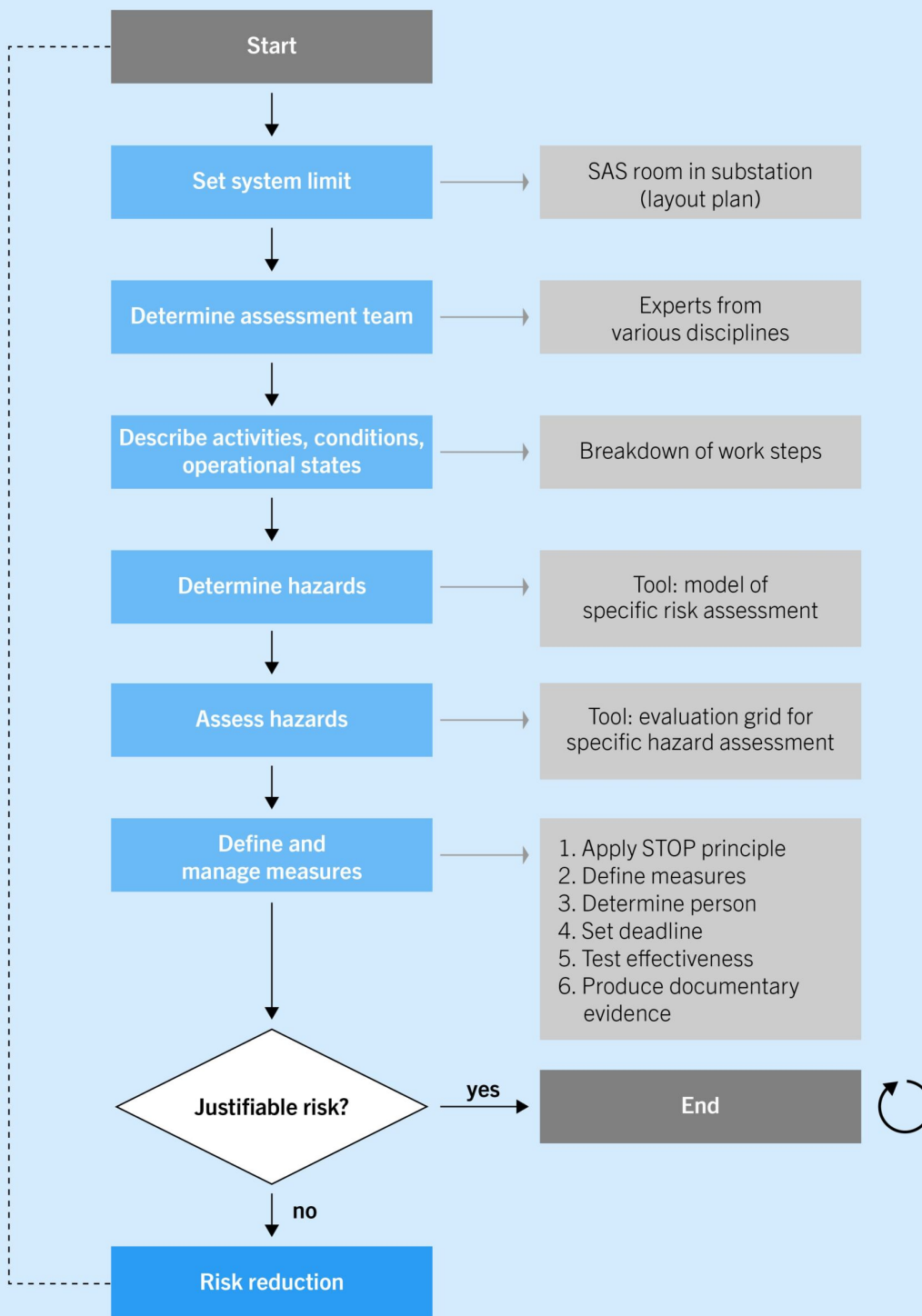
Swissgrid is aware of its responsibility as an employer and ensures the occupational safety and health protection of its employees in accordance with the Accident Insurance Act (AIA) and the Labour Act (ArG). In order to ensure that measures for the protection of its employees are as effective as possible, 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 are available for the hazards. If this is not the case, the 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 due to identified deviations, after an accident or near-miss event, or after a change in the law.

Risk assessment process flow



As well as conducting activity-related risk assessments, Swissgrid also performs project-specific, utilisation-related, order-related and system-specific risk assessments.

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.

Incident analyses

In addition to hazard analyses, 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 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 can contribute to the safe operation of the transmission system and help to avoid future incidents outside Swissgrid's risk tolerance levels. They also make it possible to continuously improve grid, system and market operations with regard to the objectives set for operational safety and health and safety.

Occupational accidents involving Swissgrid's own employees whose work has no influence on grid operations are 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 investigated by their employers or by Swissgrid's Health & Safety team, depending on their severity. At least one analysis is required for each accident in order to examine the causes and the measures defined.

Potential hazards

Swissgrid has identified five potential hazards with a risk of serious injury (cf. table). In 2024, three occupational accidents were caused in one of the identified hazard areas. All accidents involved employees of service providers. One of the accidents occurred while working at height, the second while working near live high-voltage systems, and the third while working with helicopters. An overview of the type and consequences of occupational accidents in 2024 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
Work 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 the specifications of the Federal Inspectorate for Heavy Current Installations (ESTI). • 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	1	• Promotion of training for authorised trainers in accordance with Directive No. 245 of the 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	None	• Use of specialised and experienced contractors.
		• In-house forestry specialists outsource work to specialised forestry companies and regularly instruct and monitor the forestry work carried out. • Regular announced and unannounced inspections at the construction and work sites.
Work with helicopters	1	• 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)	None	• 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, serve to mitigate risks, and are an important tool for fulfilling duty of care and compliance. In 2024, a total of 396 HSE inspections were carried out by project employees and the Health & Safety team. The inspections found 27 situations that were categorised as a medium safety risk, and 9 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 potential hazards, accidents and measures (✓ PwC Assurance)	2024	2023	2022
Number of HSE inspections carried out	396	357	368
Number of HSE inspections with medium risk	27	22	36
Percentage of HSE inspections with medium risk	6.8%	6.2%	9.8%
Number of HSE inspections with high risk	9	8	1
Percentage of HSE inspections with high risk	2.3%	2.2%	0.3%

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 certified at level 3 in 2022. Annual recertification audits were carried out in 2023 and 2024, during which Swissgrid was shown to have developed its safety culture by implementing various measures. The introduction of the mandatory «Safety & Security Days» series of events for employees was again seen as particularly positive in the 2024 audit report. The focus of these events in the reporting year was on mental health. In addition, the development of guidelines to promote the safety culture and the organisation of management workshops were perceived as positive.

The team of auditors sees particular potential for improvement in strengthening the feedback culture. Progress needs to be made on promoting the safety culture among service providers. Since the beginning of 2022, Swissgrid has required service providers who carry out activities where occupational safety plays a central role to introduce the Safety Culture Ladder. This requirement is laid down in the relevant contracts. Swissgrid has therefore produced a «[Safety Culture Ladder](#)» guide for service providers. At the end of the 2024 financial year, 14 service providers with an active contract with Swissgrid (initial value of CHF 150,000) were certified in accordance with the Safety Culture Ladder.

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 third time in 2024. The aim of the 2024 event was to raise awareness of safety among all employees in the areas of safety culture, cybersecurity, road safety and stress management. Employees learnt about these topics and deepened their knowledge through theoretical lessons and practical exercises. In the area of targeted cultural development, a simulation in a medical context («Room of Horrors») was used to encourage employees to address mistakes and risks, give each other feedback and reflect on human behaviour.
- **Specific training courses:** Employees of the Grid Infrastructure business area who intend to become electrical experts complete a comprehensive training programme with 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 safety inspections. This training course explains the aim of internal inspections, the duties and powers of inspectors, personal conduct during inspections and the key rules of the Swiss National Accident Insurance Fund (SUVA). A new «Safety on high-voltage pylons» course was launched in the 2024 financial year to strengthen employees' skills associated with working safely on pylons. Swissgrid employees do not usually climb pylons themselves, but must be able to assess the security measures and act appropriately.

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 effected through staff representation. When it comes to their health and safety, Swissgrid employees are allowed to say «STOP». 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. The aim is to recognise potential hazards at an early stage and to prevent accidents. Every message is processed and answered. Those responsible for the «RiskTalk» app ensure that ideas are scrutinised and implemented if they are found to be suitable. A «RiskTalk» report can be made either by employees or by service providers. In 2024, 37 reports were submitted via the «RiskTalk» app, 24 of which related to safety and security. An investigation was launched for all 24 reports concerning safety and security, 19 of which had been completed by the end of the financial year.

Further measures for health protection

- **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 also provided with an information sheet, while employees can access information on the intranet. They also receive 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. 78 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 has taught all employees basic first aid and minimum firefighting skills at the «Safety & Security Days».

Measures for health protection

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 only confirmation of whether the employee is fit to work night shifts. In addition, those 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.

Health Committee

A new Health Committee was formed in the 2024 financial year. The Health Committee establishes, operates and continuously develops the company's health management system according to recognised criteria (Friendly Workspace). It plans the annual programmes in consultation with the Integral Safety Committee. Members of all business areas are represented on the Health Committee. It is chaired by Health & Safety, with a deputy from HR. The members of the Health Committee are obliged to maintain confidentiality towards all persons in matters deemed to be confidential and with regard to the personal affairs of employees.

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 HSE page.

Key figures in the area of occupational health and safety

Occupational accidents: In the 2024 reporting year, there were no occupational accidents involving Swissgrid employees resulting in death or health impairments. One occupational accident resulted in four days of absence, and seven other occupational accidents occurred with no loss of working hours. Consequently, the objective of reducing the number of occupational accidents involving employee absences of more than five days during an operating year to zero was achieved in 2024 (as in the two previous years).

In the same period, six occupational accidents were registered among employees who were working at Swissgrid construction sites and workplaces on behalf of a service provider. One of the accidents had fatal consequences and another accident led to serious health impairments. Swissgrid regrets these accidents and will continue to make every effort to prevent such incidents in the future, insofar as they are within its sphere of influence.

A total of 14 occupational accidents involving employees and external service providers therefore occurred at Swissgrid installations and sites. Extrapolated to 200,000 hours worked, this corresponds to an aggregated occupational accident rate of 0.68.

Occupational accidents involving Swissgrid employees ¹ (✓ PwC Assurance)	2024	2023	2022
Number of hours worked ¹	1,801,199	1,512,785	1,231,256
Number of occupational accidents	8	4	2
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	1	0	0
Number of occupational accidents without absence from work	7	4	2
Occupational accidents per 200,000 hours worked (TRIF)	0.89	0.53	0.32
Occupational accident fatality rate ⁴	0	0	0
Rate of occupational accidents resulting in absence from work and serious health impairments ⁴	0	0	0
Rate of occupational accidents resulting in absence from work and minor health impairments ⁴	0.11	0	0
Rate of occupational accidents without absence from work ⁴	0.78	0.53	0.32

¹ Data shown for 927 Swissgrid employees, i.e. 100%.

² No recovery within six months or permanent impairment.

³ Recovery within six months.

⁴ The rate is calculated per 200,000 working hours.

Occupational accidents involving external service providers ¹ (✓ PwC Assurance)	2024	2023	2022
Number of hours worked ¹	2,333,930	n/a	n/a
Number of occupational accidents	6	5	17
Deaths due to occupational accidents	1	0	0
Number of occupational accidents resulting in absence from work and serious health impairments ²	1	0	2
Number of occupational accidents resulting in absence from work and minor health impairments ³	4	5	15
Number of occupational accidents without absence from work	0	0	0
Occupational accidents per 200,000 hours worked (TRIF)	0.51	n/a	n/a
Occupational accident fatality rate	0.09	n/a	n/a
Rate of occupational accidents resulting in absence from work and serious health impairments	0.09	n/a	n/a
Rate of occupational accidents resulting in absence from work and minor health impairments	0.34	n/a	n/a
Rate of occupational accidents without absence from work ⁴	0	n/a	n/a

¹ Data includes all companies contacted 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.

⁴ The rate is calculated per 200,000 working hours.

Causes of occupational accidents: The most common cause of the 14 occupational accidents is «falls» (21%), followed by «overexertion», «colliding with objects», «flying parts/foreign objects» and «stepping on or into something» (14% each).

Cause of accidents (employees and service providers) (✓ PwC Assurance)	2024		2023		2022	
	Number	%	Number	%	Number	%
Falls	3	21%	1	11%	1	5%
Overexertion	2	14%	0	0%	1	5%
Tripping	1	7%	0	0%	2	11%
Colliding with objects	2	14%	2	22%	4	21%
Falling objects	0	0%	1	11%	2	11%

Cause of accidents (employees and service providers) (✓ PwC Assurance)	2024		2023		2022	
Becoming trapped	0	0%	0	0%	3	16%
Flying parts	2	14%	0	0%	2	11%
Stepping on or into something	2	14%	1	11%	3	16%
Being bumped into	0	0%	0	0%	1	5%
Hot parts and fabrics	0	0%	0	0%	0	0%
Injuries caused by animals	0	0%	0	0%	0	0%
Cuts or pricks	0	0%	4	44%	0	0%
Others	2	14%	0	0%	0	0%
Total	14		9		19	

Work-related illnesses: In the last four years (2021 – 2024), 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)	2024	2023	2022
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