Sustainability Report

Introduction

Alpiq’s Sustainability Focus

Foreword

2025 has been a transformative year for Alpiq – a year in which our long-term commitment to security of supply, resilience, and sustainability has taken tangible form across all areas of our business. Each project we completed, from hydropower modernisation to green hydrogen production, marks another step forward on our path toward the energy transition.

Our focus on flexibility is crucial for the energy transition. The completion of our first operational 30 MW battery energy storage system (BESS) in Valkeakoski, Finland, and the acquisition of a new 125 MW BESS project in Haapajärvi, Finland, are milestones that strengthen grid stability and enable the integration of renewable energy sources. Furthermore, Alpiq secured a 370 MW BESS pipeline in Germany. Alongside the P2X Solutions green hydrogen plant in Harjavalta – Finland’s first of its kind – we are expanding a portfolio that seamlessly connects power generation, energy storage, and clean hydrogen solutions.

At the core of our efforts is a clear conviction: a reliable and flexible energy system is fundamental to a sustainable society. The successful modernisation of the Mottec hydropower plant in Valais illustrates how we unite tradition with innovation. By upgrading infrastructure that has supplied communities with clean energy since 1958, we are safeguarding the long-term contribution of renewable hydropower to Switzerland’s energy supply. In parallel, we are investing in the efficiency and longevity of our conventional assets, as demonstrated by the upgrade of the San Severo gas power plant, while also enhancing the ecological performance of our hydropower facilities. Projects such as the new fish ladder at Flumenthal and the launch of the Winznau weir renovation highlight our commitment to ensuring that technological advancement and environmental responsibility go hand in hand.

Sustainability, however, extends beyond operations. In 2025, we strengthened our governance and resilience by establishing a new Chief Risk Officer position and an Integrated Assurance function to ensure a holistic approach to risk, security, and compliance. We also rolled out a comprehensive supply chain due diligence process, embedding transparency and responsibility across our entire value chain.

Our people remain at the core of this transformation. Guided by our “Care, Dare & Share” leadership principles, we continue to nurture a culture that empowers employees to innovate and grow. The recognition of our leadership approach as “best practice” by Advance and the University of St. Gallen (HSG) reinforces our conviction that sustainable success begins with empowered people. Since 2022, Alpiq has advanced a cultural transformation grounded in Secure Base Leadership. Through the work of an ever-growing internal community of coaching ambassadors and our certified internal executive coaches, these principles are becoming a core part of how we lead and operate. This commitment to building a sustainable, people-empowered culture has drawn academic interest: IMD has created a teaching case on Alpiq’s transformation, which is used in their executive programmes. Furthermore, in 2025, Alpiq was featured as a European

best-practice example for driving sustainable business transformation in a research initiative conducted by IMD and Capgemini Invent.

As we look ahead, we remain committed to balancing energy security, economic performance, and environmental protection. The progress we achieved in 2025 reflects not only technological advancement but also a deep sense of responsibility – to our stakeholders, to society, and to future generations.

Together, we are shaping a sustainable energy future.

26 February 2026

Johannes Teyssen
Chairman of the Board of Directors

Antje Kanngiesser
CEO Alpiq Group

Sustainable business statements

The following section presents some specific examples of Alpiq's actions and achievements in the area of sustainability in order to illustrate its commitment to sustainability and back up its sustainable business statements.

"Alpiq makes a significant contribution to security of supply by providing storage capacity and flexible power production."

Strategic focus on flexibility: Alpiq acquires a 125 MW BESS
Alpiq is consistently pursuing its growth strategy in flexible systems to pave the way for the energy transition and acquired its third and largest battery project to date. The 125 MW BESS in the municipality of Haapajärvi, Finland, is scheduled to be commissioned in 2027. The project was developed by the Finnish company Pohjan Voima.

Strategic focus on flexibility: Alpiq acquires a 125 MW BESS | Alpiq

Mottec hydropower plant optimised for a sustainable energy future
First commissioned in 1958, the Mottec power plant in the Val d'Anniviers valley in central Valais is at the core of the hydroelectric complex belonging to the company Forces Motrices de la Gougra. In 2025, the revamped Mottec power plant opened, marking the completion of an overhaul project launched in 2018. This upgrade is part of the company's commitment to ensuring sustainable and efficient power generation and is designed to boost the plant's generating capacity and flexibility, which are essential for meeting future energy needs effectively.

Mottec hydropower plant optimised for a sustainable energy future | Alpiq

Alpiq secures 370 MW BESS pipeline in Germany
Alpiq is expanding its position in the European flexibility market and secured its first 370 MW project pipeline for BESS in Germany in 2025. The plants are planned in the regions of Brandenburg and Saxony-Anhalt in cooperation with SPP Development GmbH & Co. KG, an experienced developer with over 15 years of market presence.

Alpiq secures 370 MW battery energy storage pipeline in Germany | Alpiq

Efficiency gain at the San Severo gas power plant after upgrade project
In 2025, the San Severo gas power plant underwent an upgrade that significantly extended its operational life and enhanced reliability, flexibility, and overall performance. The project involved replacing most of the main power train components, including the gas turbine, the high-pressure section of the steam turbine, and the generator.

Alpiq's first operational 30 MW BESS
In 2025, Alpiq successfully commissioned its first BESS in Valkeakoski, Finland, marking an important milestone in executing the company's strategy to expand the flexible asset portfolio across its core geographic markets. The facility, which began operations in Q3 2025, will enhance grid stability, increase system flexibility, and support the integration of renewable energy sources such as wind and solar.

Inauguration of Finland's first green hydrogen plant
In 2024, Alpiq emphasised its commitment to climate protection and strengthening security of supply by acquiring a majority stake in P2X Solutions, a Finnish hydrogen pioneer headquartered in Espoo. A major milestone followed in March 2025 with the official opening of the P2X Solutions' production plant in Harjavalta. Green hydrogen production had already begun successfully in mid-February, marking the first commercial operation of its kind in Finland. The 20 MW electrolysis plant is currently among the largest in Europe, representing a significant step forward in the country's clean energy transition.

P2X Solutions' plant secures Finland's first International Sustainability & Carbon Certification (ISCC) EU RFNBO certificate
P2X Solutions' Harjavalta production plant has become the first in Finland to receive an ISCC EU RFNBO certification. The certification confirms compliance with strict sustainability requirements for the production of green hydrogen and renewable fuels and enables the supply of certified RFNBO hydrogen with at least 70% lower life-cycle greenhouse gas emissions than fossil alternatives.

"The certification is an internationally recognized proof that we are also a pioneer in green hydrogen in terms of quality standards. The certificate is an important step in creating a market for green hydrogen and clean fuels. I am very proud of this achievement, which P2X's Greenteam has accomplished together," states Herkko Plit, CEO of P2X Solutions.

"Alpiq implements mitigation measures to reduce environmental impacts."

Alpiq Flumenthal hydropower plant: new fish ladder for fish pass opened
Alpiq Hydro Aare AG replaced the fish ladder of the Flumenthal power plant in the canton of Solothurn with a near-natural bypass watercourse measuring 480 metres in length. The modern facility, which has now been officially opened, enables fish in the Aare to safely bypass the power plant and creates new biotopes and spawning habitats. This construction ensures compliance with the revised Waters Protection Act of 2011.

Flumenthal: new fish ladder for fish pass opened | Alpiq

Green light for the renovation of the Wiznau weir

In 2025, the government of the canton of Solothurn granted a building permit for the renovation of the Winznau dam near Olten, enabling construction to begin in summer 2025 and conclude by 2027. The project will preserve and sustainably modernise the more than 100-year-old weir at Alpiq's Gösgen hydropower plant while delivering key ecological benefits. It includes a new power plant to improve fish migration and around 30 ecological measures across the concession area, such as increasing residual water flow into the old River Aare and enhancing habitats for reptiles and amphibians. Together, these actions will strengthen the ecological balance along the Aare near the Gösgen plant. The renovation is linked to the new concession for the Gösgen hydropower plant, which stipulates that the weir must fulfil higher requirements in terms of earthquake safety and high-water discharge. However, the restoration also entails further modernisation as the new weir power plant will lead to a significantly improved fish pass.

Responsible resource use through Alpiq's hardware refresh

Alpiq renewed laptops and screens across Switzerland, Italy, the Czech Republic, and the Nordics. As part of this initiative, 3,000 devices were collected and given a second life: 370 laptops were purchased by Alpiq employees, 500 screens were reused internally, and the remainder were sold to external parties. This initiative avoided 28 tonnes of electronic waste and generated a positive financial impact of CHF 75,000, which will be donated to non-profit organisations in all regions where the devices were replaced.

"Leadership That Drives Success."

Leading in a fragmented world

The world is changing rapidly, and traditional recipes for success no longer work. In response, Alpiq is committed to a coaching-focused management style. "Care, Dare & Share" is our way of creating an environment in which people can develop their full potential. In September 2025, our leadership development approach was recognised as a "best practice" by Advance and the University of St. Gallen (HSG).

Leading in a fragmented world | Alpiq

"Robust governance principles are fundamental to sustaining a responsible and resilient business."

Enhancing Resilience with a new Chief Risk Officer position and Integrated Assurance Function

Over the past four years, Alpiq has made remarkable progress in strengthening its resilience, risk management, and security, while fostering a culture of courageous leadership and open feedback. To further support growth across the value chain elements – encompassing Assets, Trading, and Origination – Alpiq introduced a new organisational structure in 2025 with the establishment of an Integrated Assurance function. Under this framework, key units such as Security, Legal & Compliance and Enterprise Risk Management now report to a newly appointed Chief Risk Officer (CRO), who reports directly to the CEO. This integrated assurance model represents a significant step in reinforcing the long-term resilience and sustainability of Alpiq's business model.

Successful implementation of the new supply chain due diligence process
In 2025, Alpiq rolled out its new supply chain due diligence process to all fully consolidated entities. Under this process, all suppliers exceeding a defined annual spend threshold are required to undergo a comprehensive Know Your Customer (KYC) check. In addition, suppliers must formally accept the new Code of Conduct for Suppliers. The implementation of this process strengthens Alpiq's commitment to compliance, risk management, and responsible business practices. It enhances transparency, reduces potential risks, and aligns supply chain operations with the highest standards.

General Disclosures

Basis of Preparation

General basis of preparation

ESRS 2 BP-1

CSRD journey

Alpiq's obligation to be compliant with the Corporate Sustainability Reporting Directive (CSRD) by the financial year 2025 was postponed in the context of the Omnibus proposal. The Sustainability Report 2024 was already prepared in alignment with the structure of the 2023 European Sustainability Reporting Standards (ESRS). Likewise, for the 2025 report, Alpiq is making a voluntary effort to follow the current ESRS structure but does not claim to be fully CSRD-compliant at this point in time. As part of the ongoing regulatory transition, Alpiq is closely monitoring the evolution of the reporting requirements both at Swiss and EU level and will be gradually developing towards a CSRD-compliant report, should such obligation come into effect for Alpiq in the coming years. For the time being, although a significant simplification of the ESRS was carried out by EFRAG in 2025, the final version of the revised standard has not yet been adopted, and Alpiq continues to refer to the 2023 version of the standards currently in force; the ESRS Index in the Appendix gives an overview of the CSRD requirements that are already addressed in the Sustainability Report 2025.

Operational control approach

On its journey towards a CSRD-compliant Sustainability Report, Alpiq adapted its reporting boundaries in 2024. The following section explains these reporting boundaries:

CSRD requires companies to report based on operational control; therefore, Alpiq has introduced this logic as of 2024. Following this approach, the KPIs for majority-owned assets are calculated as if Alpiq held 100% ownership of these assets (consistent with the financial consolidation process under IFRS and Alpiq's Financial Statements), rather than being based on Alpiq's proportional ownership share, as was the case in Sustainability Reports prior to 2024.

In Alpiq's case, operational control is generally applied to entities in which Alpiq holds a majority stake, with two exceptions:

- Grande Dixence hydropower plant: With an ownership share of 60%, Alpiq is the majority shareholder of the legal entity that holds the Grande Dixence hydropower plant. However, due to the governance structure of Grande Dixence SA which limits Alpiq from exercising sole control over key operational and financial decisions, Alpiq does not have operational control over the Grande Dixence hydropower plant; therefore, this asset is not fully consolidated.
- Emosson hydropower plant: With an ownership share of 50%, Alpiq is not the majority shareholder of the legal entity that holds the Emosson hydropower plant. However, Alpiq does hold 100% of the energy rights and operational control over the Emosson hydropower plant; therefore, this asset is fully consolidated.

Due to the complex partner power plant structure in Switzerland and Alpiq's many minority shareholdings in partner plants, as well as the special case of Grande Dixence, which is not fully consolidated, the strict financial consolidation approach does not fully reflect Alpiq's energy production portfolio and thus creates an incomplete picture of the company's business. Therefore, Alpiq has also voluntarily decided to provide information on environmental KPIs for assets not under its operational control (minority shareholdings and Grande Dixence), even though this is not required by CSRD. This is also in line with Alpiq's Financial Statement, which is reported in accordance with IFRS.

A list of all Group companies (fully consolidated assets) and minority shareholdings that are reported as investments in partner power plants (non-consolidated assets) can be found in the Notes to the Consolidated Financial Statements (5.4 Group companies and investments) of the Financial Report.

Country- and Asset-Specific Disclosures

The sustainability report was prepared on a consolidated basis at the Alpiq Group level, including all legal entities in Switzerland and the European countries where Alpiq is present.

Nevertheless, some requirements contain information on specific countries, due to one of the following two reasons:

- The information available at a country level cannot be summarised on a Group level without compromising its meaningfulness, given country-specific circumstances such as differences in national asset portfolios and local regulations. In this case, reporting at a country level is preferred to create an unbiased picture.

- The information is only available for certain countries but not for all countries in which Alpiq operates. In order to report as transparently as possible, the information is disclosed for the countries for which it is available.

Value Chain Coverage

The Sustainability Report considers both Alpiq's upstream (suppliers) and downstream (customers) value chains. The upstream value chain mainly entails suppliers of power (including Alpiq's minority shareholding in assets), suppliers of physical trading power, and sellers of Power Purchasing Agreements (PPAs). The downstream value chain entails the business-to-business relationships with transmission system operators (TSOs), distribution system operators (DSOs) and PPA buyers, as well as the business-to-customer relationships in France. Information is not provided on every actor in the value chain, but on the upstream and downstream actors identified as material during the Double Materiality Assessment (DMA).

Disclosures in relation to specific circumstances

ESRS 2 BP-2

Some metrics for the Sustainability Report 2025 have already been calculated in line with CSRD requirements. If a metric has been replaced by a new metric to align with CSRD requirements, this is clearly stated, and the new metric is identified as not being comparable with that used in the previous reporting period. In particular, the calculation of CO_2 emissions (see chapter Gross Scopes 1, 2, 3 emissions, total GHG emissions, and GHG intensity) has changed significantly due to the application of CSRD guidelines in 2024 (operational control methodology). CO_2 emissions and KPIs related to CO_2 emissions have therefore also been calculated according to the previous equity share methodology, and two sets of figures are disclosed to allow comparability with the previous reporting period.

In addition to the topics identified as material during the DMA, this Sustainability Report addresses other non-financial reporting requirements. Due diligence in the supply chain in relation to Conflict Minerals and Child Labour, as required by the Swiss Ordinance on Due Diligence and Transparency (DDTrO) in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour, based on Article 964j paragraphs 2-4 and Article 964k paragraph 4 of the Swiss Code of Obligations, is covered in this report. It also covers the non-financial reporting requirements of Articles 964a-c of the Swiss CO, as well as the requirements of the Swiss Climate Ordinance (SCO), which were formerly addressed under the Task Force on Climate-Related Financial Disclosures (TCFD). In line with the SCO, this report outlines a transition plan setting out key milestones for achieving Alpiq's net-zero target for Scope 1 and 2 emissions by 2040. The specific chapters related to the above-mentioned non-financial reporting requirements are listed in the respective index in the Appendix.

Governance

The role of the administrative, management and supervisory bodies

ESRS 2 GOV-1

Alpiq's highest governance body is the Board of Directors (BoD), which consists of seven non-executive members. The BoD has delegated operational management of the company to the CEO, in alignment with the respective laws, the Articles of Association, and the Organisational Regulations. The CEO chairs the Executive Board (EB), which comprises five executive members: the CEO, the CFO (Chief Financial Officer), and three Business Division Heads, to whom the CEO has delegated certain management responsibilities. The CEO and EB have issued regulations governing the assignment of authorities and responsibilities, which apply throughout the Group.

In addition to the BoD, the Audit and Risk Committee (ARC) and the Nomination, Remuneration and Strategy Committee (NRSC), each of which consists of three members of the BoD, form part of Alpiq's administrative and supervisory bodies.

In Switzerland, the PEKO/COPE represents the common interests of employees at functional levels 1 to 10 (i.e. employees who are not in top management functions) vis-à-vis the top management of Alpiq Holding AG. Members of the PEKO/COPE are freely elected by all employees at functional levels 1 to 10 in Switzerland, and all such employees are eligible to stand for election. As for employee representation in other countries, Alpiq complies with local laws and regulations.

The members of the management and supervisory bodies are fully qualified for the tasks entrusted to them. Further information on the experience of the BoD and the EB is available in the chapters "Board of Directors" and "Executive Board" in the Corporate Governance section of this Annual Report.

At the end of 2025, the female representation was 20% in the EB and 14% in the BoD. Each of the three shareholder groups of Alpiq (each representing 33.3% of the share capital) has the right to propose two board members for election by the General Assembly.

Share of female EB members

20%

The BoD nominates the members of the NRSC and the ARC, including their Chairs. Further rules are laid out in detail in the Organisational Regulations. The NRSC and the ARC prepare, oversee, and steer major decisions in terms of their strategic (including sustainability), economic, and financial impact on the company. While the NRSC is amongst other responsible for strategy and sustainability, including ESG target setting for the EB, the ARC is responsible for ESG risks. Specific extraordinary meetings are regularly convened to enable preliminary discussions with management. The BoD may request Group Internal Audit to investigate or conduct a detailed audit on any subject matter at any time.

The ARC consists exclusively of non-executive members of the BoD, most of whom have finance and accounting expertise. Its role is to support the BoD in assessing the performance of the external auditors, monitoring and assessing the internal auditors, the internal control system, financial accounting, risk management (including ESG risks), compliance, and corporate governance.

The NRSC is tasked with supporting the BoD in discharging its supervisory duty with regard to succession planning for the EB, determining and reviewing remuneration policies and guidelines as well as performance targets, and preparing proposals on the remuneration of the BoD and the EB for the Annual General Meeting (AGM). It also determines all other terms and conditions of employment for members of the BoD and approves contractual terms and conditions of employment for the CEO (as proposed by the Chairman of the BoD) and for EB members (as proposed by the CEO). In addition, the NRSC pre-discusses the Group Strategy prior to BoD approval, monitors its implementation, and determines sustainability targets, including the implementation of suitable reporting.

In summary, economic, environmental and social issues, as well as sustainability-related decisions, are taken by the committees appointed by the BoD based on proposals from the EB. In addition, these matters are further supported by the BoD committees, in particular the NRSC. While clear governance structures and procedures are in place for sustainability matters, they are not yet aligned with the identified Impacts, Risks and Opportunities (IRO).

ESG risks constitute a distinct risk category within Alpiq's risk taxonomy and are integrated into the company-wide enterprise risk management (ERM) framework. These risks are assessed using the same process and governance as other ERM risks, ensuring consistency and comparability across the Group's overall risk landscape. ESG risks are identified, assessed, and monitored in close coordination with the respective risk owners and are reviewed annually. All material ESG risks are regularly presented to the EB and the ARC. This process ensures that emerging sustainability-related risks are identified, evaluated, and managed consistently within the overall governance framework. ESG risk management follows a continuous improvement process aimed at strengthening the integration of IRO management across Alpiq, thereby supporting Alpiq's commitment to enhanced oversight and strategic responses to sustainability-related risks and opportunities.

There is no dedicated member of the EB or the BoD solely responsible for sustainability; responsibility is shared in recognition of the diverse sustainability expertise contributed by different members.

Data collection for the Sustainability Report is ensured by the Sustainability Committee, which comprises representatives from Sustainability, Legal, IT, Risk Management, and Communications and is responsible for sustainability projects across the company. The Report is edited under the leadership of the EB, in alignment with the Lead Group Sustainability and the NRSC, which may be involved during the editing phase. Once finalised, the EB submits the Sustainability Report to the BoD for approval.

Sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies

ESRS 2 GOV-2

On behalf of the EB, the Risk Management Committee (RMC) oversees the governance and control of risks across Alpiq. Group Risk Management supports the RMC in overseeing and developing the Alpiq Group's risk management framework. The EB is regularly informed of ongoing discussions through an online platform and at each EB meeting, which take place fortnightly. As part of Integrated Assurance, Enterprise Risk Management assesses risks related to going concern in a broader context, allowing the EB to identify emerging concerns and adapt its strategy accordingly. An overview of the current risk situation is provided to both the ARC and the EB whenever required, and at least twice a year.

For each business opportunity, potential benefits and associated risks are assessed by the relevant functions—including Risk Management, Tax, Sustainability, and Legal & Compliance—and a KYC check is conducted as standard, ensuring informed, responsible, and compliant decision-making before any formal approval is granted. Strategic opportunities are tracked by the EB in the context of the corporate strategy, with discussions on potential opportunities and next steps taking place weekly.

For each business decision requiring approval, the Regulation of Authority determines the appropriate level of authorisation. Regardless of whether a decision is taken by a Division Head, the EB, or the BoD, a comprehensive business case must be presented, including a full assessment of relevant risks covering financial, tax, legal compliance, sustainability, and reputational risks. Prior review and endorsement by the relevant experts in Finance, Tax, Legal & Compliance, and Sustainability are mandatory before submission for approval.

Integration of sustainability-related performance in incentive schemes

ESRS GOV-3

Sustainability considerations serve as a basis for the company's strategic plan, the execution of which is a factor considered in the incentive schemes for the EB. As of 2024, part of the remuneration of the EB is linked to annual Short-Term Incentives and Long-Term Incentives (LTI), covering three-year-turns. Since 2024, a sustainability target is a constant element of the LTI.

For 2024-2026 the target entails "Successfully set up our sustainability organisation according to CSRD roadmap for 2024, incl. KPIs, targets etc.".

For 2025-2027 the target consists of two elements: 1) "Sustainability Reporting Target Operating Model (TOM) is fully implemented, covering the dimensions governance, processes, controls, technologies / systems, data management and people" and 2) "KPI Dashboard, allowing effective monitoring and steering".

As sustainability is considered in the setup of the strategic plan and the execution of this plan has an impact on the BoD's performance assessment, the

assessment of the BoD's performance is also indirectly linked to sustainability targets.

The terms of incentive schemes are approved and/or updated in the EB and NRSC, and, if required, by the BoD.

Further information on LTI and remuneration at Alpiq can be found in the chapter Remuneration in the Corporate Governance section of this Annual Report.

Risk management and internal controls over sustainability reporting

ESRS GOV-5

Oversight of the Sustainability Report involves both the ARC and the NRSC. The ARC focuses on the adequacy of risk management and controls, while the NRSC ensures compliance with ESG standards prior to approval of the report. Periodic updates are provided to management and supervisory bodies to ensure transparency and accountability.

Strategy

Strategy, business model and value chain

ESRS SBM-1

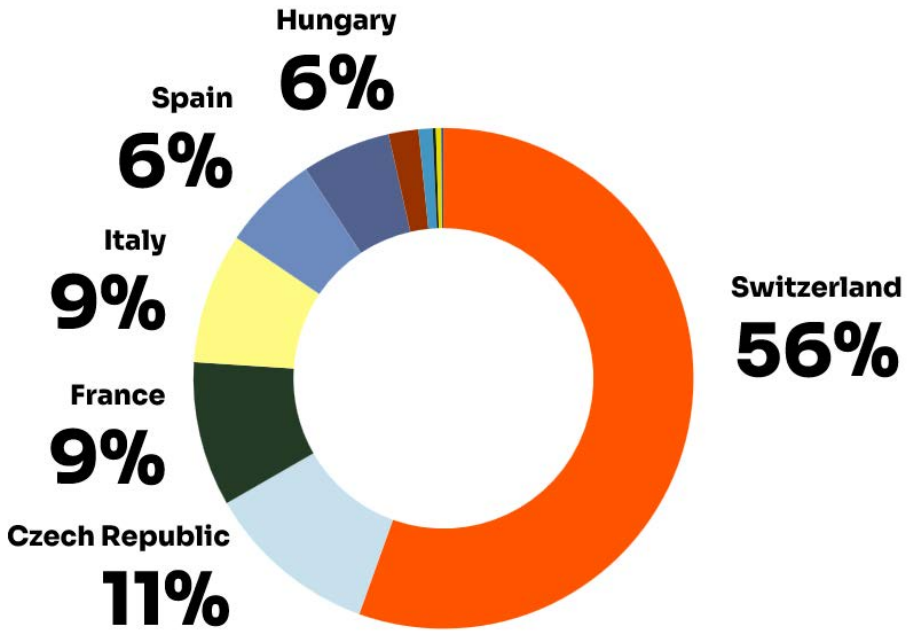
Alpiq is a generator of electricity, steam, and heat, and optimises its generation assets through asset trading. In addition, Alpiq is active in origination (providing energy-related risk and portfolio management services to other generators and energy off-takers, mainly in a business-to-business context) and sales as well as in proprietary trading supporting the other activities. It is represented by subsidiaries in various European countries.

The core of Alpiq's generation portfolio is flexible hydropower generation in Switzerland. The characteristics of these generation assets make Alpiq a natural provider of flexible generation and energy storage. Besides the production stemming from the low CO_2-technologies of hydropower (Switzerland, Italy, and France) and nuclear power (Switzerland), and the small share from wind and solar (in Switzerland, Italy, and France), Alpiq generates energy from natural gas in Italy, Spain, and Hungary. The flexible combined-cycle gas turbine (CCGT) and open-cycle gas turbine (OCGT) power plants operated in Italy, Spain, and Hungary strengthen system flexibility and security of supply.

Recognising its strength in operating and optimising flexible generation, Alpiq's strategy focuses on providing flexibility to the energy system and, by doing so, enabling the energy transition through the integration of variable renewable energy sources such as wind and solar. Alpiq is pursuing investments in flexible hydropower, BESS, hydrogen and flexible gas-fired thermal generation. This commitment is underscored by Alpiq's acquisitions in 2024 of a 30-megawatt battery project in Finland, a 100-megawatt battery project in France, and a majority stake in the Finnish hydrogen pioneer P2X Solutions. In 2025, Alpiq further strengthened its portfolio of flexible assets with the acquisition of an additional 125 MW battery project in Finland and by securing a 370 MW project pipeline for BESS in Germany.

As per 31 December 2025, Alpiq has 1432 employees, split by geographical areas as follows:

Country	Headcount of employees
Switzerland	800
Czech Republic	161
France	126
Italy	122
Spain	90
Hungary	83
Germany	27
Finland	13
Norway	3
Sweden	5
Bosnia	2
Total	**1,432**



Alpiq developed its corporate strategy in 2023, embedding sustainability as a core component. The company has set an overarching goal of achieving net-zero emissions for Scope 1 and 2 by 2040. In 2025, Alpiq advanced this commitment by preparing a transition plan that outlines the CO_2 reduction pathway towards 2040, as presented in the chapter Climate Change. Currently, more than 99% of Alpiq's Scope 1 emissions originate from its gas-fired power plants. These assets therefore offer the greatest potential for emission reductions through

Share of Scope 1 emissions from gas power plants

>99%

optimisation and efficiency improvements. These plants play a critical role in ensuring system stability and reliable power generation – essential for Alpiq's customers, including TSOs – and are expected to reach their end of life before 2040. Recognising their importance to both economic performance and energy security, Alpiq applies the "best owner principle" by continuously investing in upgrades that enhance efficiency and enable green gas blending. This approach is exemplified by optimisation and efficiency measures implemented at the Vercelli plant in 2024 and at the San Severo plant in 2025.

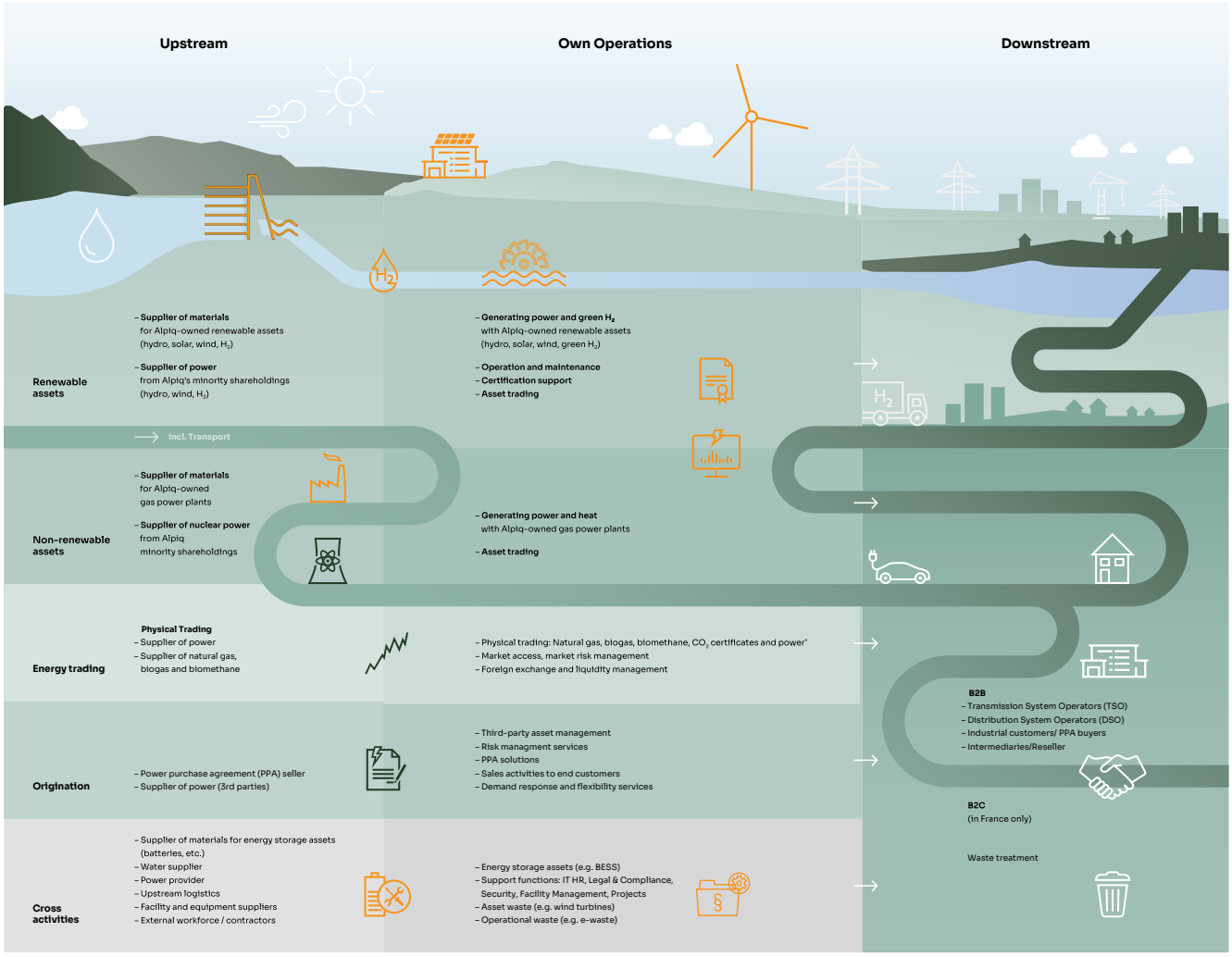
As mentioned previously, Alpiq offers its customers comprehensive and efficient services in the fields of energy generation and market access, as well as energy portfolio management and energy supply. These services are mainly offered to industrial and business customers throughout Europe. Thanks to digital tools and Alpiq's expertise in flexibility management and cross-border trading, energy generation and asset trading are optimised to support the TSOs in stabilising the electricity grids. In addition, Alpiq supports customers in selling electricity from RES assets or in their efforts to reduce the environmental footprint of their own business activities. In France, Alpiq has also been active in the business-to-customer retail business for electricity consumers since 2020.

After explaining Alpiq's strategy and business model, the following section focuses on the company's value chain. As part of the DMA, described in detail at a later stage (see chapter Material Sustainability Matters), Alpiq's value chain has been analysed in detail to identify IROs created throughout the entire value chain.

It is important to note that when referring to the value chain in the context of CSRD and the DMA, the term "value chain" is to be understood in line with the definition provided by the European Commission: "A value chain encompasses the activities, resources and relationships the undertaking uses and relies on to create its products or services from conception to delivery, consumption and end-of-life. Relevant activities, resources and relationships include: i. those in the undertaking's own operations, such as human resources; ii. those along its supply, marketing and distribution channels, such as materials and service sourcing and product and service sale and delivery; and iii. the financing, geographical, geopolitical and regulatory environments in which the undertaking operates. Value chain includes actors upstream and downstream from the undertaking. Actors upstream from the undertaking (e.g., suppliers) provide products or services that are used in the development of the undertaking's products or services. Entities downstream from the undertaking (e.g., distributors, customers) receive products or services from the undertaking." (European Commission, 2023).

This use of the term "value chain" is not to be confused with Alpiq's internal definition and use of the term, which refers to the elements that generate value for the company and includes the "value chain elements" Assets, Trading, and Origination. In order to avoid confusion with Alpiq's internal use of the term "value chain", these are referred to as "value chain elements" in the remainder of this chapter.

The complete Alpiq value chain looks as follows:



* Financial trading was assessed as not relevant for CSRD or the EU Taxonomy and therefore excluded

As shown in the above illustration, Alpiq's own-operations part of the value chain contains the company's three main elements of value creation – Assets, Trading, and Origination – as well as activities that span these three elements. The Alpiq value chain is completed by the upstream and downstream parts.

The upstream value chain consists of partner agreements with minority shareholdings for both renewable and non-renewable energies. Under the partner agreements in force, the shareholders of partner power plants are required to take on the energy and pay the annual costs allotted to their ownership interest throughout the concession period. Furthermore, nuclear power plant owners are required to pay certain additional contributions to the decommissioning and waste disposal fund, in case a primary contributor is unable to fulfil payments. The partner agreements run throughout the useful life of the power plant, or throughout the concession period, and can only be terminated under exceptional circumstances and with the unanimous decision of all parties. In some cases, the shareholding may differ from the right to energy and therefore from the obligation to pay the annual costs. In such cases, the

reported interest from an economic perspective may differ from the interest held pursuant to corporate law. In addition, Alpiq's upstream value chain entails some Trading and Origination activities. Upstream trading entails the physical trading of power, natural gas, biogas, and biomethane, while upstream origination entails mainly engagement in PPAs and the supply of power via third parties.

Similarly to Alpiq's upstream value chain, the company's own operations can be divided into activities belonging to the Asset, Trading, or Origination element, or to cross-element activities. Own-operations activities in the Asset element include power generation through renewable and non-renewable assets, as well as asset trading. The own-operations Trading element consists of the financial trading of fossil commodities, power and CO_2 certificates, and the physical trading of natural gas, biogas, biomethane, CO_2 certificates and power. Activities related to market access and market risk management, foreign exchange and liquidity management are also part of own-operations trading. Own-operations Origination activities include third-party asset management, risk management services, PPA solutions, sales activities to end customers, and ancillary services. Cross-activities include energy storage, support functions (IT, HR, Legal & Compliance, Security, Facility Management, Projects), asset waste management, and operational waste management.

Alpiq's downstream value chain entails primarily the business-to-business sale of power to TSOs, DSOs, industrial customers and PPA buyers, as well as to intermediaries or resellers. In addition, it includes Alpiq's business-to-customer retail activities in France.

Interests and views of stakeholders

ESRS SBM-2

Alpiq's most relevant internal and external stakeholders are employees, shareholders, banks, customers, suppliers, business partners, associations, politicians and government groups, as well as civil society, including NGOs.

Stakeholder engagement has a high priority at Alpiq and takes place with all stakeholder groups via different channels and at various intensities and frequencies, depending on the specific stakeholder group and the situational circumstances. Dialogue with stakeholders, including shareholders, is generally conducted via the Chairman and the Annual General Meeting. The administrative contact is the Secretary of the Board. Furthermore, public affairs, investor relations, and other specialists in different departments and business units are dedicated to stakeholder engagement.

Internal stakeholder engagement is supported through various channels and platforms for informal and formal direct dialogue with and among employees.

As for the employee stakeholder group specifically, and in accordance with the Alpiq Code of Conduct and the company's respectful and Secure Base Leadership-compliant behaviours, Alpiq adheres to the following principles:

- Provision of appropriate working conditions (compliance with applicable labour law at all times)
- No discrimination, and celebration of diversity (a dedicated Inclusion of Diversity team ensures that HR and workforce-related processes align with inclusion standards)
- No bullying and no tolerance for harassment (performance management weights and assesses performance equally according to results and expected behaviours)

The purpose of internal stakeholder engagement is to foster commitment and motivation, which are crucial for running a successful business. In order to understand employees' interests, needs, and expectations, the Great Place to Work (GPTW) employee survey was conducted during the reporting period. The results of the survey were published in January 2026, and actions based on the results are currently being developed. Further details on the GPTW survey can be found in the chapter Own Workforce.

As for external stakeholder engagement, Alpiq is actively involved in professional associations through committees, commissions, and working groups, with the aim of working towards sustainable economic framework conditions for the Swiss electricity sector at political and administrative levels. The company is also in direct and continuous dialogue with political decision-makers (members of parliament, energy and environmental commissions) and government administration, with the aim of mitigating and minimising risks and uncertainties in the political process. Alpiq continuously monitors and analyses political events and intervenes in specific legislative proposals to secure good framework conditions in the long term.

In addition, Alpiq works closely with NGOs, particularly in infrastructure projects and regarding the mitigation of environmental impacts, e.g. compensation measures related to Nant de Drance, which have been implemented in collaboration with WWF and Pro Natura.

The interests and views of internal and external stakeholders were taken into consideration in the DMA. This was accomplished by conducting surveys and interviews with representatives of the relevant stakeholder groups in 2024. Based on the surveys sent out and the interviews conducted with stakeholders as part of the DMA, the interests and views of Alpiq's stakeholders and Alpiq's engagement with them can be summarised as follows:

Stakeholder	Interests and views	Engagement
Employees	Fair compensation, career growth, job security, work-life balance	The internal contact to employees is guaranteed through various channels and platforms for informal and formal direct dialogue with and amongst employees. In Switzerland for example Alpiq has a personnel committee in place that represents the employees' interests towards the management of the Alpiq Holding AG. In addition, regular surveys (e.g. Pulse checks and Great Place to Work surveys) are conducted, providing deeper insights into Alpiq employees' interests and needs. Through various channels, e.g. through Alpiq's SpeakUp mechanism, all employees can hand in cases of misconduct to be investigated internally by Alpiq's compliance team.
Suppliers	Reliable payments, long-term relationships	Alpiq's central procurement team for Switzerland and Prague maintains regular dialogue with suppliers. The dialogues in the other Alpiq locations are maintained on a more decentralised level by our local Procurement specialists.
Customers	Increasingly request sustainable business and clear commitment to reduction of negative impact on environment and society as condition for closing a deal	Customers were consulted in the creation of Alpiq's Double Materiality Assessment and their interests are recorded and represented through Alpiq's employees in Energy Solutions (formerly Origination; name change effective January 1, 2026). Alpiq's SpeakUp tool is open to the public, allowing customers to hand in compliance concerns for internal investigation, as well.
Business partners	Long-term relationships	An important business partner for Alpiq are the co-owners of the "Partnerwerke" constructs, pertaining mainly to Alpiq's hydro power plants. A close collaboration and dialogue is maintained with said co-owners.
Shareholders	Profitability, long-term growth	Dialogue is maintained via the Secretary of the Board and Annual General Meetings as well as through contact with the Board of Directors. In addition, shareholders were consulted in the creation of Alpiq's Double Materiality Assessment.
Banks	Financial stability, low-risk investments, increasingly interested in investing in companies with clear decarbonisation targets and paths	Dialogue is maintained through regular exchanges between the Lead Group Sustainability and key banks for Alpiq. Banks were also consulted in the creation of Alpiq's Double Materiality Assessment.
Associations	Advocacy for industry issues	Alpiq is actively involved in professional associations through committees, commissions and working groups with the aim of working towards sustainable economic framework conditions for the Swiss electricity sector at the political and administrative levels.
Politicians/government groups	Regulatory compliance, environmental protection, ensuring security of supply (e.g. Federal act on a secure electricity supply in Switzerland)	Alpiq is also in direct and continuous dialogue with political decision-makers (members of parliament, energy and environmental commissions) and government administration with the aim of mitigating and minimising risks and uncertainties in the political process. Alpiq continuously monitors and analyses political events and intervenes in specific legislative proposals to secure good framework conditions in the long term.
NGOs	Minimising environmental / social impacts, ethical business practices	Alpiq works closely with NGOs, particularly in infrastructure projects and in connection with the impact on the environment (e.g. close cooperation with WWF and Pro Natura in the area of compensation measures relating to Nant de Drance). In addition, NGOs were consulted in the creation of Alpiq's Double Materiality Assessment.

In addition to the stakeholder engagement activities described above, regular exchanges between the Lead Group Sustainability and various stakeholder groups (e.g. banks, investors, NGOs) take place to understand stakeholders' interests and needs. The Lead Group Sustainability represents their needs in EB and NRSC meetings and provides support by helping to ensure alignment of the strategy with those needs. Some interests that have already been taken into account from these stakeholder groups include the following:

- Investors' interest in reduced Scope 1 and 2 emissions, since these emissions appear in their Scope 3 balance.
- Banks' increasing interest in companies with low CO_2 emissions, as they have set thresholds to decarbonise their portfolios or accept gas investments only if there is a link to renewables development.
- NGOs' negative perception of companies that operate with fossil fuels. This is a critical issue for Alpiq, since NGO support for new projects is essential. Alpiq took these interests into consideration when formulating the net-zero targets for Scope 1 and 2 as part of its strategic direction until 2040.

Stakeholders' views and interests regarding the company's sustainability-related impacts are provided to the BoD, EB, and NRSC by the Lead Group Sustainability in the form of regular written or oral updates.

Material Sustainability Matters

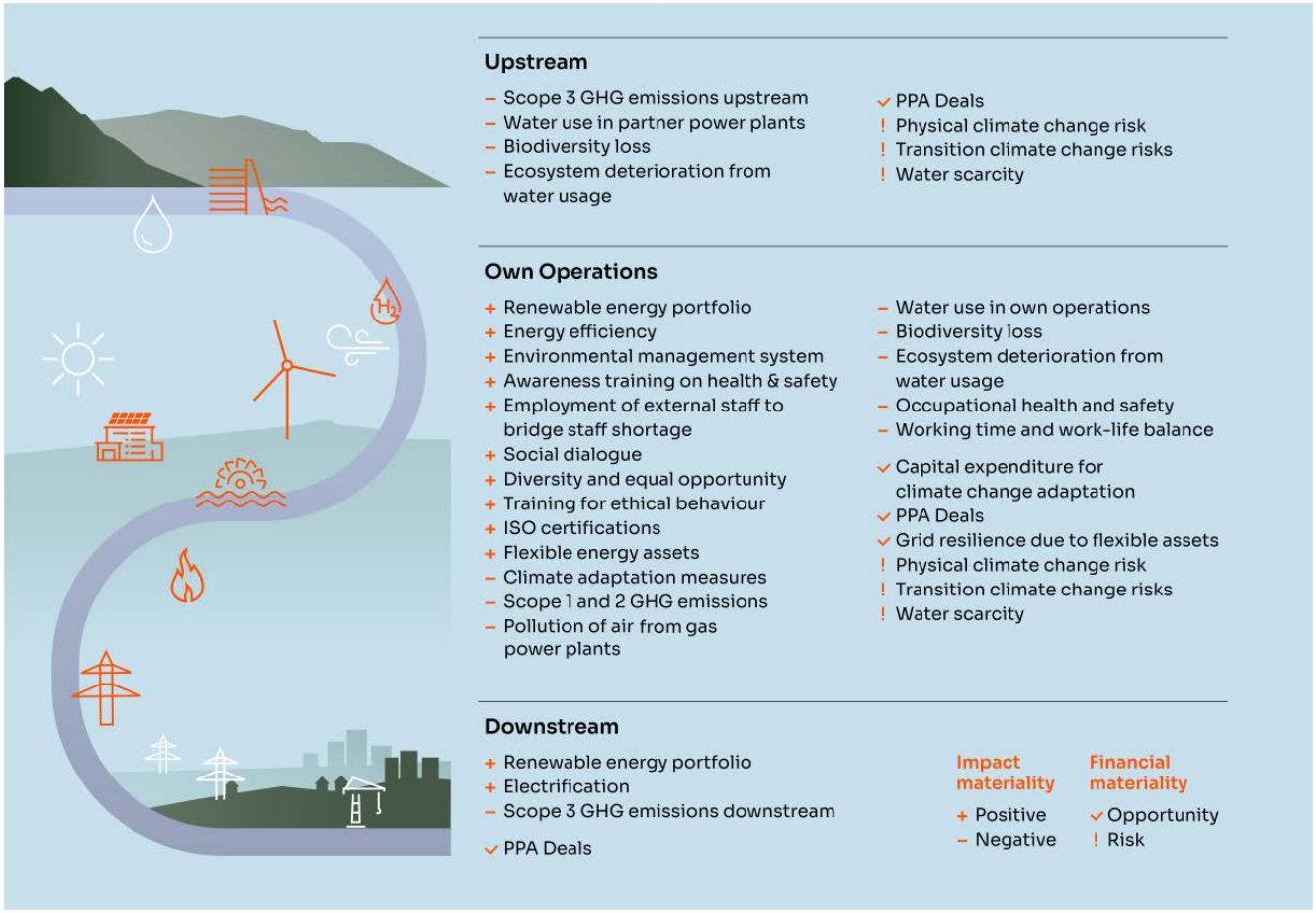
Overall material impacts, risks and opportunities

ESRS 2 SBM-3
In 2024, Alpiq conducted a CSRD-aligned DMA for the first time, resulting in four material topics. For 2025, a review of this assessment resulted in the following ten material topics:

Environment:	Social:	Governance:	Sector-specific topic:
E1 Climate change mitigation	S1 Working conditions	G1 Corporate culture	Security of Supply
E1 Climate change adaptation	S1 Equal treatment and opportunities for all		
E2 Air pollution			
E3 Water and marine resources			
E4 Biodiversity loss			
E4 Ecosystems			

In conducting the DMA, Alpiq identified sustainability topics of high relevance to the company, taking into account both the impact of Alpiq's business on the environment and people (inside-out/impact perspective), as well as the risks and opportunities (outside-in/financial perspective) facing Alpiq due to external effects such as climate change.

The following tables and graph illustrate the findings of the DMA. There are two tables describing material impacts (positive and negative), one table describing material opportunities, and one table describing material risks.



Material positive impacts

Material Impact	ESRS Topic (Level 1)	Description	Time Horizon	Value Chain Location	Stakeholder Affected (Category)
Renewable energy portfolio	E1 Climate Change	Providing renewable electricity (from hydropower, wind and photovoltaics) to customers helps reducing customers' Scope 2 emissions.	S, M, L	Downstream	Nature
Renewable energy portfolio	E1 Climate Change	Contributing to the green energy transition by supporting the development of local renewable energy and flexible power plants in line with the Confederation's 2050 and EU Energy Targets and through participation in round tables organised by the federation.	S, M, L	Own operations	Nature
Energy efficiency	E1 Climate Change	Reducing environmental impact through energy-efficiency measures and investments that reduce energy use in own buildings and assets.	S, M, L	Own operations	Nature
Environmental management system	E1 Climate Change	Systematic control and reduction of environmental impacts, e.g. through hydro sanitation, impact studies for new projects, certification by the Eco-Management and Audit Scheme (EMAS), installation of on-site electric car charging stations, or efficiency increases in assets.	S, M, L	Own operations	Nature
Electrification	E4 Biodiversity and Ecosystems	Energy use contributes to electrification and reduces the negative impact on biodiversity and nature in diverse sectors, such as the transport industry.	S, M, L	Downstream	Nature
Awareness training	S1 Own Workforce	Positive impact on employees by spreading awareness, training employees, and maintaining processes for managing near misses, unsafe conditions and unsafe behaviour.	S, M, L	Own operations	Own workforce
Employment of external temporary staff	S1 Own Workforce	Bridging short-term staff shortages with external temporary staff and employees working on consultancy mandates to ensure employee's work-life balance.	S, M	Own operations	Own workforce
Social dialogue	S1 Own Workforce	Social dialogue impacts employees' well-being, work-life balance and mental health. Impact on own workforce as well as potential spill-over effect on peers.	S, M, L	Own operations	Own workforce
Diverse perspectives by embracing diversity and equal opportunity	S1 Own Workforce	Alpiq can have a positive impact through embracing diversity and equal opportunity in its own workforce (via workplace programmes such as Kita support).	S, M, L	Own operations	Own workforce
Training for ethical behaviour	G1 Business Conduct	Training and e-learning, e.g. on Code of Conduct, GDPR, competition law, market integrity, and cybersecurity, to promote ethical practices and good governance.	S, M, L	Own operations	Own workforce
ISO certification	G1 Business Conduct	ISO certification ensures compliance with quality, environmental and health and safety standards.	M, L	Own operations	Other

Flexible energy assets	Security of Supply	Contribution to energy transition thanks to flexible thermal assets, BESS and pumped hydro power plants that guarantee stability during times of intermittent electricity generation.	S, M, L	Own operations	Nature

1 S = Short Term, M = Medium Term, L = Long Term

Material negative impacts

Material Impact	ESRS Topic (Level 1)	Description	Time Horizon	Value Chain Location	Stakeholder Affected (Category)
Climate adaptation measures	E1 Climate Change	Adaptation measures to protect assets from climate-related hazards (e.g. landslides, floodings, heat and cold stress etc.).	S, M, L	Own operations	Nature
Scope 1 and 2 GHG emissions	E1 Climate Change	Scope 1 and 2 GHG emissions (e.g. CO_2, NO_x, SF_6 etc.), mainly from the operation of own power plants, i.e. gas-fired power plants.	S, M, L	Own operations	Nature
Scope 3 GHG emissions upstream	E1 Climate Change	Scope 3 GHG emissions in the upstream supply chain mainly caused by drilling, extraction of gas and biogas, production of capital goods for renewable energies, energy production for energy trading, upstream transportation and production of energy storage (batteries).	S, M, L	Upstream	Nature
Scope 3 GHG emissions downstream	E1 Climate Change	Scope 3 GHG emissions in the downstream supply chain mainly caused by consumption of fossil fuel energy traded by Alpiq, transmission and distribution losses, and end-of-life treatment of energy storages and power plants.	S, M, L	Downstream	Nature
Pollution of air due to gas power plants	E2 Pollution	Carbon oxide (CO) and nitrogen oxide (NO_x) emissions, primarily dependent on the production of electricity and steam, which fluctuates with changing market conditions or customer requirements.	S, M, L	Own operations	Nature
Water use in partner power plants	E3 Water and Marine Ressources	Significant water withdrawal, consumption and discharge which affects water availability and state of habitats, with potential negative impact on local communities.	S, M, L	Upstream	Affected communities
Water use in own operations	E3 Water and Marine Ressources	Significant water withdrawal, consumption and discharge which affects water availability and state of habitats, with potential negative impact on local communities.	S, M, L	Own operations	Affected communities
Direct impact drivers of biodiversity loss	E4 Biodiversity and Ecosystems	Construction in proximity of areas occupied by natural environments worthy of protection.	S, M, L	Upstream, Own operations	Nature
Ecosystem deterioration due to sediment management	E4 Biodiversity and Ecosystems	Sediment management strategies such as sediment flushing or bypass can alter downstream habitats by changing the sediment composition and flow regime. This can disrupt aquatic ecosystems and negatively impact fish populations and other species dependent on stable sediment dynamics.	S, M, L	Upstream, Own operations	Nature
Ecosystem deterioration due to artificial structures and water usage	E4 Biodiversity and Ecosystems	Hydropower has a negative impact on ecosystems due to the construction and operation of artifical structures, as well as water rerouting and usage, all of which disrupts ecosystems.	S, M	Upstream, Own operations	Nature

Occupational health and safety of employees and of third-party personnel	S1 Own Workforce	Occupational safety and health incidents can negatively impact workers by creating physical harm, psychological distress and lower sense of security in the workplace.	S, M, L	Own operations	Own workforce
Working time and work-life balance	S1 Own Workforce	Workers can be negatively impacted by a lack of mechanisms supporting work-life balance (e.g. overtime in office jobs or shift work at night).	S, M, L	Own operations	Own workforce

1 S = Short Term, M = Medium Term, L = Long Term

Material opportunities

Material Opportunity	ESRS Topic (Level 1)	Description	Time Horizon	Value Chain Location
Green capital expenditure for climate change adaptation	E1 Climate Change	Opportunity to make operations more resilient through green capital expenditure made in environmentally sustainable economic activities (storage, grid resilience, diversification of energy sources, etc.)	S, M, L	Own operations
PPA Deals	E1 Climate Change	Opportunity of closing PPA deals with industrial clients to decarbonize their businesses and guarantee power supply.	S, M, L	Upstream, Own Operation, Downstream
Grid resilience due to flexible assets	Security of supply	Opportunity to strengthen operations and revenues via ability to quickly adjust generation assets' output in response to changes in grid frequency by means of flexible assets and strategies (advanced control systems, energy storage systems, demand response programmes, distributed generation and virtual power plants).	S, M, L	Own operations

1 S = Short Term, M = Medium Term, L = Long Term

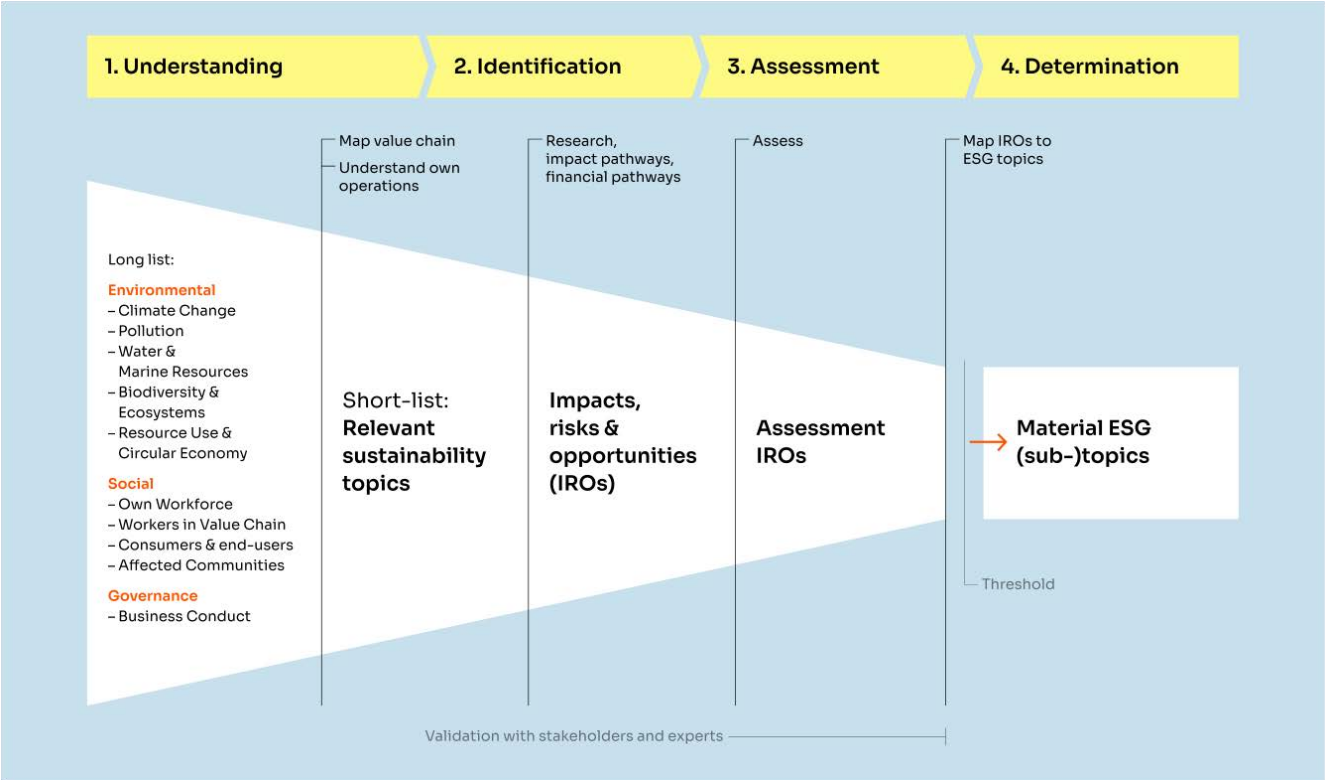
Material risks

Material Risk	ESRS Topic (Level 1)	Description	Time Horizon	Value Chain Location
Physical climate change risk	E1 Climate Change	Less efficient cooling systems for gas power plants if water temperature rises above standard and extreme hydro intakes due to variations in precipitation, lower total precipitation in the long term, glacier retreat, and more sediment. Risks of downtime, higher insurance costs, reputational damage, increased operational expenses for damage mitigation and compliance measures, e.g. due to flooding, strong winds, heavy rainfall, and high temperatures.	S, M, L	Upstream, Own operations
Transition climate change risks	E1 Climate Change	Market, policy & legal, reputation and technology risks, entailing for example decommissioning of existing fossil fuel infrastructure, increased operational expenses due to policy changes (e.g. higher CO_2 or gas prices, taxes, compliance costs), reputational damage in case of non-compliance with new regulations.	S, M, L	Upstream, Own operations
Water scarcity	E3 Water and Marine Resources	Risk of water scarcity in areas in which the company operates and failures in water supply that impair facilities, assets and/or operations.	S, M, L	Upstream, Own operations

1 S = Short Term, M = Medium Term, L = Long Term

Identification process for material impacts, risks, and opportunities

ESRS 2 IRO-1
In 2024, a comprehensive DMA process was followed:



1. Understanding phase

- Value chain mapping: Alpiq's value chain (own operations plus upstream and downstream activities) was mapped to internal value chain elements (Asset, Trading, and Origination) and business segments (Asset Renewable Energies, Asset Non-Renewable Energies, Energy Trading, Origination and Cross-Activities).
- Site and asset assessment: Identification of subsidiaries, sites, and assets relevant to specific material topics.
- Stakeholder identification: Stakeholders were identified and classified to support selection for DMA participation and ongoing engagement.
- Long list of sustainability matters: Matters were compiled based on ESRS, SASB, external sources, and peer benchmarking.
- Short-list creation: The list was narrowed to relevant topics, with a clear rationale provided for exclusions.

2. Identification phase

- IRO definition: Short-listed topics were broken down into sub-topics to define IROs. These were identified by the DMA project team using internal analyses and external research, reviewed by experts, and finalised through workshops.

3. Assessment phase

- Assessment criteria: Criteria and scoring for IROs were defined, and supported by Alpiq's ERM for the financial dimension.
- IRO assessment: Internal experts assessed each IRO; the DMA team validated the assessments and resolved any discrepancies.

4. Determination phase

- External stakeholder engagement: Surveys and interviews with key stakeholder groups (e.g. banks, customers, NGOs, and business partners) informed the assessment of selected topics.
- BoD and EB assessment: Both bodies provided financial and impact assessments to support the identification of material topics.
- Materiality threshold: A score of 4.2 (out of 5) was set to determine material sub-topics. The final materiality outcome was approved by the EB and the NRSC.
- Documentation: The full DMA process was documented.

To remain current, the Sustainability Committee reviewed the DMA, identified IROs for 2025 and collected feedback from Alpiq's country managers. Based on this review, six new sub-topics were identified and added, namely the following:

1. E1 Climate change adaptation
2. E2 Air pollution
3. E4 Ecosystems
4. S1 Equal treatment and opportunities for all
5. G1 Corporate culture
6. Security of Supply (sector-specific)

This review was documented and approved by the EB. In order to ensure that Alpiq stays up to date with regard to material IROs, the Sustainability Committee will continue to review the DMA and the resulting IROs once a year and determine whether changes are required. If material IROs change, the DMA review requires approval by the EB.

Disclosure requirements in ESRS covered by the undertaking's sustainability statement

ESRS 2 IRO-2

Material topics and sub-topics identified through the DMA were displayed in a double materiality matrix in accordance with their ratings for financial materiality and impact materiality. A materiality threshold was then defined, above which a topic or sub-topic is considered material and therefore reported on in the Alpiq Sustainability Report. In determining the appropriate threshold, benchmarking, peer practices, the company's strategic direction, and previous DMA outcomes were taken into consideration.

Following the identification of material topics and sub-topics, a scoping exercise was conducted to determine materiality at a requirements level (for material topics and sub-topics). Some requirements were deemed out of scope due to lack of materiality, even where the corresponding topic or sub-topic was considered to be in scope. The outcome of this scoping exercise served as the basis for the disclosure requirements included in this Sustainability Report. However, material requirements for which data is currently unavailable were omitted from this year's report and will be included in the Sustainability Report once CSRD-compliance becomes mandatory for Alpiq.

A list of the disclosure requirements complied with in the Sustainability Report 2025 can be found in the ESRS Index in the Appendix.

After covering the general disclosures, the Sustainability Report follows by disclosing information relating to environmental, social and governance matters, as well as sector-specific information.

Environment

Climate Change

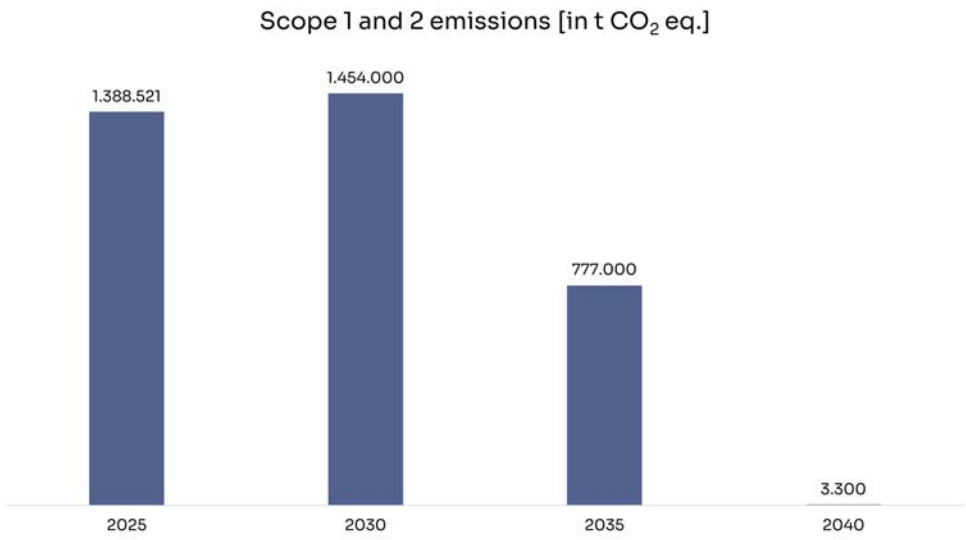
Transition plan for climate change mitigation

ESRS E1-1

Alpiq has set itself the target of reaching net zero Scope 1 and 2 emissions by 2040. In accordance with the Swiss Climate Ordinance (see SCO index in the Appendix), Alpiq's CO_2 descent path for the existing electricity generation portfolio is visible below:

Scope 1 and 2 emissions net zero goal by year

2040



Potential future investments in flexible assets (pumped hydropower, BESS and gas power plants) are not reflected in the CO_2 descent path. Alpiq will rebalance the transition plan when future investments in these technologies actualize. At present Alpiq continuously analyses new solutions and technologies that could contribute to the goal of fossil-free power production. Additionally, Alpiq deploys certified management systems in accordance with each specific production technology and country regulatory frameworks to track the effectiveness of its progress in limiting emissions. This is achieved by monitoring production activities and performance to limit GHG and air pollutant emissions.

The primary lever of Alpiq's decarbonisation efforts lies in the management of its gas power plants, which currently represent the largest share of the company's direct emissions. Some emissions reductions are expected between 2030 and 2035 as gas power plants gradually shift their operation patterns towards peaking or high-capacity, shorter-duration operation, rather than mid-merit generation.

The operating licences for all existing gas power plants are scheduled to expire before 2040, marking a key milestone in reducing Alpiq's carbon footprint. In specific cases, these facilities play an essential role in ensuring security of supply,

and their decommissioning requires formal authorization from the transmission system operator. In such situations, the timing of plant closure is determined by system-level reliability needs.

Furthermore, Alpiq continuously strives to optimise the efficiency of its gas power fleet by adopting the latest available technologies, such as turbine upgrades, to maximise performance. While this leaves limited scope for further efficiency gains, Alpiq remains committed to exploring innovative pathways, including hydrogen (H_2) blending and biogas sourcing, thereby reaffirming its commitment to achieving future greenhouse gas reduction targets.

Although gas power plants account for more than 99% of Group Scope 1 and 2 emissions, Alpiq also assumes responsibility for reducing GHG emissions from other sources. This is achieved through the continuous optimisation of asset performance and the upgrading of equipment, such as pumps and turbines in hydropower assets, as well as the implementation of energy efficiency measures to reduce consumption.

Ultimately, the marginal emissions projected for 2040 will mainly result from cycle losses in Alpiq's pumped-hydropower plants and efficiency losses from battery charging cycles as well as from direct emissions relative to dam lakes. In particular, Alpiq's share of electricity used for pumping in hydro, charging in BESS and internal services consumption, affects Scope 2 emissions through the respective country's GHG grid emission factor. For the time being, Alpiq envisages addressing the compensation of residual emissions through guarantees of origin.

Material impacts, risks and opportunities

ESRS 2 SBM-3

The following section outlines how Alpiq assessed physical and transition risks related to climate change. According to the TCFD framework, physical risks stem from the direct impact of climate change – either acute (event-driven) or chronic (long-term shifts in climate patterns) – and may lead to financial consequences such as asset damage, supply chain disruptions, or operational interruptions. Transition risks arise from the shift to a low-carbon economy through policy, legal, technological, or market changes, and can create both financial and reputational impacts. Gross risks refer to risks identified before mitigation measures, while net risks represent residual risks after mitigation.

To strengthen climate resilience, Alpiq continuously reviews and adapts its strategy, focusing on:

- Flexibility: investing in flexible generation and storage capacity to manage variability and extreme weather.
- Hydropower: expanding capacity to leverage changing water inflows and ensure winter supply security.
- Low-impact technologies: investing in solutions such as BESS.
- Trading: enhancing capabilities to respond quickly to market changes.
- PPAs: partnering with industrial clients to decarbonise operations and secure energy supply.

Recent natural disasters near Alpiq's Swiss assets, such as the 2024 flooding in Valais and the 2025 Blatten landslide, underscore the ongoing relevance of climate-related risks. Alpiq and its partner entities conduct annual risk assessments that integrate climate change impacts. These consider, for example, risks to water intakes, increased sedimentation, plant flooding and blockage of access routes. To ensure continued compliance with the Swiss Federal Office of Energy's C2 directive on dam flood safety, Alpiq will closely review the revised version expected to enter into force in 2027.

New projects, such as the Gornerli dam, incorporate resilience measures from the outset. Designed as a multifunctional asset, the dam will, in addition to providing approximately 650 GWh of winter electricity, manage meltwater from the retreating glacier, mitigate hydrological risks, enhance flood protection, and support drinking water and irrigation reserves.

In contrast, transition risks are expected to have a greater impact on Alpiq, as transition-related events may influence energy and CO_2 prices, which in turn have a direct impact on the company's cash flow.

Identification process for impacts, risks, and opportunities

ESRS 2 IRO-1
In 2024, Alpiq conducted a climate scenario analysis to assess physical and transition risks. Physical risks were analysed for Alpiq's own operations and selected upstream assets, while transition risks covered the entire value chain. The analysis represents an initial step towards a full climate resilience assessment.

Physical risks

The scenario analysis indicates that Alpiq is well protected against physical risks, as its plants meet exceptionally high safety standards, maintained through continuous investment and adaptation to the latest model calculations and regulations. For instance, Alpiq's hydropower plants are designed to withstand 1,000-year flood events (0.1% annual probability). Nevertheless, lower intensity floods do result in short to medium term outages linked to sediment loads, blocked water intakes or downstream flood impacts, for example to transmission lines. Associated production losses are mitigated across the Alpiq hydropower asset portfolio and offset through Trading division operations.

For the analysis, Alpiq used the Munich Re Location Risk Intelligence Tool to identify climate-related physical hazards across its own operations and selected upstream assets (minority shareholdings). The tool assesses hazard probability across four time horizons (current, 2030, 2050, and 2100) and three climate scenarios (Intergovernmental Panel on Climate Change (IPCC) SSP1, SSP2, and SSP5) based on each asset's type and location.

Out of 126 assessed locations, 31 high-risk sites were analysed in greater detail. The main current and potential hazards identified include cold and drought stress, extreme storms, fire, flash floods, hail, landslides, river floods, precipitation stress, and water stress, with flooding and landslides deemed the most relevant.

Number of Alpiq locations assessed regarding climate-related material hazards

126

Each asset's exposure and physical risk were evaluated under the three IPCC scenarios:

- SSP1: low emissions, < 2 °C warming
- SSP2: medium emissions, 2 – 3 °C warming
- SSP5: high emissions, 3.3 – 5.7 °C warming

These scenarios, used in the IPCC Sixth Assessment Report, provide a robust basis for assessing risk probabilities and severities. As mentioned above, many mitigation measures are already integrated into Alpiq's asset design; therefore, the calculated risks represent residual physical risk. The probability of occurrence of different climate events and the estimated number of shutdowns for each asset served as inputs for estimating the financial impact of physical risks.

The following physical risks were identified as material:

Physical risk	Description	Time horizon [1]	Impact	Sensitivity (expert opinion) [2]
Flooding (acute)	Potential intensification of flood events due to climate change	M, L	Potential damage to Alpiq's operations, including potential infrastructure damage, and business interruption in affected regions. Recovery costs, operational shutdowns, and difficulty in meeting customer demands for electricity and services.	Very low
Landslide (acute)	Extreme weather events such as excessive rainfall and increasing temperature can trigger landslides	M, L	Potentially strong impact on Alpiq's operational portfolio, particularly in areas where the company has critical infrastructure, facilities, or employees. Infrastructure damage and potential extended business interruption periods could result. Loss of revenues, increased maintenance costs, and lower production capacity and services in affected areas.	Medium
Precipitation stress (chronic)	High precipitation volumes due to climate change	L	Adverse effects on Alpiq's regional operations. Excessive rainfall may induce floods and landslides or hail events that may cause damage to equipment and power transmission lines.	Very low

1 S = Short Term, M = Medium Term, L = Long Term

2 The expert opinion regarding sensitivity is based on inputs from Alpiq internal experts as well as from an independent external advisor.

The impacts described in the table could lead to reduced production capacity and production rates, increased overhead costs, and a deterioration of market position, all of which could adversely affect the company's profitability. However, as mentioned previously, many adaptation measures are already inherent to Alpiq's assets.

In 2025, Alpiq complemented the physical risk assessment with a focused study on water and biodiversity risks, using the WWF Risk Filter Suite in addition to the Munich Re tool, for the same assets. Further details on these assessments can be found in the chapters Water and Marine Resources and Biodiversity.

Transition risks

Climate-related transition risks and opportunities across Alpiq's operations and value chain were assessed in 2024 under a 1.5 °C scenario (IEA Net Zero 2050), representing the most stringent and regulator-relevant case.

Gross transition risks and opportunities were identified through a qualitative assessment of potential events in the following clusters:

- Risks: Political & Legal, Technology, Market, Reputation
- Opportunities: Resource Efficiency, Energy Source, Products & Services, Markets, Resilience

Internal experts evaluated the impact and likelihood of each event across short-term (1 year), medium-term (2–5 years), and long-term (> 5 years) time horizons.

The following material transition events and related gross risks were identified:

Transition risk cluster	Description	Time horizon [1]	Impact	Sensitivity (expert opinion[2])
Market	The market risk in the energy sector is influenced by a shift towards cleaner energy sources, a decrease in fossil fuel energy demand, and the establishment of new energy companies solely focused on clean energies.	L	The transition affects the return on investment (ROI) and compliance costs, as companies may need to decommission existing fossil fuel infrastructure and adhere to strict environmental standards. It may also impact market share, potentially leading to a reduction in the market share of existing companies. Shifting investment patterns may occur as investors prioritise companies with strong sustainability credentials.	High
Policy & Legal	The policy and legal risks are associated with evolving regulatory frameworks targeting GHG emissions. These include stricter emissions regulations, reduced government support for fossil fuels, and mandates for transitioning to low-carbon energy systems.	L	Changed regulation may impact operational compliance requirements and compliance costs, influence energy market dynamics, shift customer and stakeholder expectations toward more sustainable practices, and lead to subsidy reductions and regulatory penalties.	Medium to high
Reputation	Reputation risks stem from the public perception of fossil fuel reliance, lagging sustainability efforts and slow adaptation to new technologies.	L	Negative public sentiment can lead to the erosion of trust, a diminished brand value, difficulties attracting customers and investors, and a failure to attract talent, which in turn negatively impacts the market position.	Medium to high
Technology	Technological challenges may arise due to (and not limited to) implementation of new technologies, uncertainty in renewables technology, energy storage technology limitations and interoperability and compatibility issues of assets.	L	Technological challenges may lead to increased costs and lower cost effectiveness, as well as a competitive disadvantage.	Medium to high

1 S = Short Term, M = Medium Term, L = Long Term

2 The expert opinion regarding sensitivity is based on inputs from Alpiq internal experts as well as from an independent external advisor.

The potential impacts described in the table above could lead to a decrease in revenues and profitability.

The following transition events and related opportunities were identified as material (by cluster):

Transition opportunity cluster	Description	Example	Time horizon [1]	Impact
Products & Services	Leverage innovation in energy storage, renewable energy trading, and AI-driven solutions to lead the sustainable energy market and drive revenue growth.	Deploy advanced storage solutions, expand renewable trading platforms, and integrate AI to enhance trading efficiency and drive revenue growth.	M to L	Very high
Markets	Expand capacity to meet growing demand for renewable and green energy while capitalising on the market shift toward low-carbon solutions and green investments.	Expand hydropower, wind and photovoltaic capacities and other green energy sources, issue green bonds to attract sustainable investment and drive project growth.	L	Very high
Resilience	Position climate resilience as one of the most important aspects in business strategy to adapt proactively, build trust and align with emerging sustainability trends for long-term growth.	Embed climate risk assessment into planning processes, align capital expenditure with sustainability goals, and partner with governments and organisations to drive regional adaptation initiatives and strengthen market positioning.	L	High
Ressource Efficiency	Further invest in leading sustainable resource management practices and continuously enhance operational efficiency by implementing advanced technologies and optimising processes.	Adapt advanced technologies such as smart grids, optimise water usage, reduce waste, collaborate with stakeholders in the value chain, and educate staff on best practices in resource management.	L	High
Energy Source	By expanding the renewable energy portfolio, including making further investments in hydropower, wind, solar and flexibility projects, Alpiq can align more closely with global decarbonisation goals and sustainability targets, save costs and grow revenue from energy sources.	Ongoing investment in the latest technologies and processes to continuously improve the efficiency of all renewable energy operations.	L	High

1 S = Short Term, M = Medium Term, L = Long Term

The table above illustrates that transition events not only present risks but can also create significant opportunities for Alpiq, which may positively impact market valuation, financing conditions, costs, and revenues.

A qualitative assessment of transition risks provides a solid baseline for better understanding the potential impacts of the transition to net zero and for exploring the potential associated opportunities. However, due to the complexity of transition risks and in order to gain a more comprehensive understanding of the financial implications they might entail, Alpiq quantified both the risks and opportunities associated with a transition to net zero. The impact on the company's financials was modelled using an in-house financial model across three climate scenarios (base case, RCP 2.6, and RCP 8.5). The model results indicate that climate change has an impact on financial performance; however, the magnitude and direction of this impact are largely dependent on market price trends.

Policies related to climate change mitigation and adaptation

ESRS E1-2

Alpiq currently does not have a Group-level environmental policy to harmonise its environmental principles and objectives across locations and activities. Nevertheless, Alpiq's energy production assets in Hungary, Italy, and Spain, as well as the hydropower business unit in Switzerland, are certified under the International Organization for Standardization (ISO) 14001 Environmental Management System. Across all gas power plants in Italy and Spain, the Eco-Management and Audit Scheme (EMAS) is also implemented. These systems address long-term environmental management practices in the context of climate change mitigation, with a strong focus on continuous improvement.

Gross Scopes 1, 2, 3 emissions, total GHG emissions, and GHG intensity

ESRS E1-6

Consolidation method

Alpiq has reported its Scope 1, 2, and 3 GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, since 2020. Until 2023, the methodology was solely based on Alpiq's equity share of its assets, following these principles:

- All direct emissions reported as Scope 1.
- For all majority assets (> 50% share), indirect emissions reported as Scope 2.
- For all minority assets (< 50% share), indirect emissions reported as Scope 3.

In all cases, values were reported in proportion to the respective ownership shares of the asset.

The 50% shareholding criterion was originally intended to reflect Alpiq's degree of influence on the assets, considered as "fixed asset investments" in the GHG Protocol nomenclature. This is a simplified view assuming the parent company has no influence on the assets and that only dividends are received. In practice, Alpiq has energy procurement rights and reports electricity production corresponding to shares in assets, regardless of the percentage owned. This is better aligned with the "associated/affiliated companies" category in the GHG Protocol. Hence, from 2025, this 50% share distinction was removed and equity share emissions applied to Scope 1, 2 and 3 emissions. Values for 2024 presented in this report also reflect this change.

The ESRS guidelines define an alternative consolidation principle based on operational control. Assets under operational control are defined as fully consolidated entities for which Alpiq has the authority to introduce and implement operating policies. This consolidation method requires:

- All fully consolidated assets to be reported under Scopes 1 and 2 (100% of emissions).

– All non-fully consolidated assets to be reported under Scope 3 (values proportional to ownership shares).

The ESRS consolidation method was first reported in 2024 to align with CSRD requirements and significantly affects the reported GHG balance of Alpiq's activities. Most of Alpiq's assets in Switzerland are partner plants (so-called "Partnerwerke" in German) held as minority shareholdings, in some cases governed by specific contractual arrangements. Under the operational control approach, these assets are not fully consolidated, even where Alpiq holds a management mandate. This results in a notable reporting gap, as some major energy production assets fall outside any shareholder's direct scope.

Alpiq considers that all assets under its management are core parts of its activities and that the equity share consolidation method therefore provides a more representative view of its overall business. Consequently, Alpiq continues to report GHG emissions using the equity share approach in parallel with the strict ESRS operational control method. Both methodologies are presented in the following sections.

Standards, methodologies, assumptions and calculation tools used

The 2025 calculation process and GHG declaration were conducted according to the GHG Protocol and the 2023 ESRS E1 requirements. Furthermore, they were checked externally by a third-party expert.

GHG emissions of gas power plants are based on indirect site measurements and are reported in the relevant national registries. The other principal sources of GHG emissions include energy consumption at power plants and owned office buildings. Vehicle emissions are calculated based on reported kilometers travelled by Alpiq employees. Upstream and downstream emissions related to trading activities (physical deliveries of power and gas) are calculated based on reported sales volumes.

Emissions coefficients are updated annually, based on the most recent and approved references in consultation with the external expert, as follows:

1. Emissions factor, fuel consumption: BAFU, Faktenblatt CO_2-Emissionsfaktoren des Treibhausgasinventars der Schweiz, April 2025 – Switzerland's greenhouse gas inventory (admin.ch)
2. National average emissions factors, European Residual Mixes 2024 Association of Issuing Bodies: Table 4: Total Supplier Mix 2024 – 2024 | AIB
3. Emissions factor by technology, power generation: Treibhausgas-Emissionsfaktoren für den Gebäudesektor, intep, 26.02.2024, V2.0 – Emissionsfaktoren für den Gebäudesektor (intep.com)
4. Conversion factor for mobility, km to energy: Mobitool 3.1 – Weitere Informationen über den Umweltrechner Verkehr
5. Scope 3 emission factor, nuclear – EDF lifecycle analysis of EDF's nuclear kWh
6. Location-based emission factor for Swiss electricity mix 2023 – REIDA Treibhausgasemissionsfaktoren
7. Electricity generation mix for certain European countries – Our world in data – Electricity Mix

For internal purposes, to guarantee consistency from year to year, energy consumption and the respective GHG emissions are evaluated for each production site, office building and business unit.

Base data is collected from various internal data owners using specific checklists. Calculations are performed using an Excel-based tool originally developed by an external consultant and updated internally each year to include newly identified emission sources.

The declaration is provided in CO_2 equivalents, including all applicable greenhouse gases. The emissions are based on the most recent and approved reference coefficient factors, which include all main gases with known GHG effects, according to the requirements of the UNFCCC/Kyoto Protocol: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).

Notably, several methodology updates were implemented in 2025.

Firstly, direct emissions related to hydropower production, both storage and run of river, were considered according to recent studies, based on technology-specific Scope 1 emission factors. The calculation was updated to reflect Alpiq's effective electricity production, and the methodology was retroactively applied to 2024 to ensure comparability across reporting periods.

Secondly, Scope 2 and 3 calculations related to pumped-hydro storage were amended. Previously, emissions associated with all the electricity purchased from the grid and used for pumping were allocated to Alpiq's Scope 2. However, the GHG Protocol specifies that electricity purchased for resale to end users should not be included in Scope 2 emissions but are reported in Scope 3 instead. Accordingly, Alpiq's Scope 2 emissions associated with pumping and turbining now include only internal services consumption and cycle losses, in alignment with national declarations of origin.

Similar considerations apply to BESS, of which Alpiq commissioned its first unit in 2025 (Finland). For BESS, the Scope 2 calculation considers the effective cycle losses of system: the difference between the effective grid charging and discharging amounts. The electricity re-injected to the grid is included in Scope 3.

Scope 1 GHG emissions including share in emissions trading schemes (ETS)

Scope 1 emissions cover direct emissions from stationary and mobile combustion as well as fugitive or process emissions. Regarding Alpiq's activities, electricity production from gas-fired power plants is the main source of direct emissions. Scope 1 emissions of Alpiq's gas-fired power plants are aligned with their respective national registry declarations. Emissions resulting from the fuel consumption of buildings and vehicles owned by the company and direct emissions from dam lakes and rivers are also included.

Change in Scope 1 emissions (vs. 2024 - ESRS value)

–12%

	ESRS consolidation		Equity share		
Scope 1: direct GHG emissions [T CO_2 eq]	2025	2024	2025	2024	2023
Gas-fired power plants	1,377,551	1,558,126	1,231,915	1,415,481	1,313,498
Other power plants[1]	2,256	3,206[2]	8,036	8,812[2]	470
Mobility in Europe (vehicle fleet owned or leased by Alpiq, fossil fuelled)	227	229	227	229	294
Administrative buildings in Europe owned by Alpiq	485	431	485	431	417
Direct (Scope 1) GHG emissions gross	**1,380,519**	**1,561,992**	**1,240,663**	**1,424,953**	**1,314,679**
Share included in regulated Emission Trading Schemes [%]	100%	100%	100%	100%	100%

1 Fuel consumption (diesel generators, heating) reported for nuclear and hydropower assets since 2023, for RES assets since 2024

2 2024 and 2025 data include an updated methodology: application of technology-specific emission factors for hydropower production

The reduction in gas power plant emissions between 2024 and 2025 reached 11.6%, resulting in a comparable reduction in total Scope 1 GHG emissions

This was largely driven by the fact that gas power plant running hours depend on local market conditions, which differ each year. In 2025, Italian plants produced similarly to 2024, while the Hungarian plant saw reduced demand resulting in lower running hours. Finally, the Plana del Vent power plant in Spain underwent major maintenance operations, including a complete rewinding of the generator stator, resulting in a four-month plant outage. In terms of GHG intensity, gas power-related emissions are lower by approximately 2% compared to 2024.

Scope 1 emissions for other power plants decreased notably by close to 30% from 2024 to 2025, largely in alignment with reduced precipitations and inflows resulting in lower hydro production overall.

Scope 1 emissions of owned administrative buildings show a slight increase compared to the previous two years. Conversely, mobility-linked emissions are stable, maintaining the benefits of hybrid or full-electric vehicles instead of petrol or diesel.

Direct biogenic CO_2 emissions

Alpiq activities include no significant combustion or biodegradation of biomass. Nevertheless, a few hydropower production sites use wood pellets for heating, which falls within the scope of biogenic emissions (out of scope from other GHG inventories, as produced from biologically-based materials). These sites are not within Alpiq's operational control and are thus not included in the ESRS consolidation. Furthermore, a related emission factor was applied to run-of-river generation for data from 2024 onwards.

	ESRS consolidation		Equity share		
Scope 1: direct biogenic CO2 emissions [T CO_2 eq]	2025	2024	2025	2024	2023
Pellets heating	0	0	212	149	194
Run-of-river	22	28	30	37	-
Direct (Scope 1) biogenic emissions gross	**22**	**28**	**242**	**186**	**194**

Under the equity share approach, biogenic emissions from pellets heating increased in 2025 due to increased heating demand. Fluctuations are expected with varying building occupancy, weather conditions as well as the monitoring approach, which is based on yearly fuel deliveries, not directly on the amounts consumed. For run-of-river production emissions, the year-on-year reduction is directly linked to smaller production in a drier year.

Scope 2 GHG emissions

Scope 2 covers indirect emissions from electricity consumption and district heating of power plants, leased buildings and all-electric vehicles. The declaration of Scope 2 emissions generally considers the location-based approach, which reflects the average emissions intensity of grids in which energy consumption occurs (using country or grid-average residual emissions factor data).

An effective market-based approach derives emissions factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy mix (through certificates or delivery contracts).

Alpiq's electricity procurement, especially for its production assets, involves various and complex contracts, the majority of which do not specify a guarantee of origin. Consequently, only a marginal part of the electricity used to run Alpiq's assets can be linked to a specific market-based energy mix and corresponding emissions factors. For this reason, only location-based data is reported below, with total market-based reductions according to documented guarantees of origin.

The gross energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalents can be found below:

Change in Scope 2 emissions (vs. 2024 - ESRS value)

−32%

Scope 2: indirect GHG emissions - location-based [1] [T CO_2 eq]	ESRS consolidation 2025	ESRS consolidation 2024	Equity share 2025	Equity share 2024[2]	Equity share 2023
Energy procurement for standby operation of gas-fired power plants	6,673	9,939	6,112	9,275	8,172
Energy procurement for run-of-river, photovoltaic and wind power plants	764	1,140[3]	771	1,140[3]	1,447
Energy for storage power plants (partner power plants)	402	514[4]	2,334	3,732[4]	6,108
Energy for nuclear power plants and hydrogen generation	0	0	1,726	168	-
Mobility in Europe (vehicle fleet owned or leased by Alpiq, electrically driven)	7	5	7	5	3
Electricity consumption of administrative buildings in Europe owned or rented by Alpiq	157	168	157	168	131
Indirect (Scope 2) GHG emissions gross	**8,002**	**11,766**	**11,107**	**14,488**	**15,861**
Market-based reductions [5]	–285	–32	–1,800	–115	–45

1 Location-based: the calculations are based on reference country supplier mixes

2 All values represent Alpiq's equity share, 50% distinction for majority and minority ownerships removed

3 Previously reported data for 2024 considered run-of-river power generation contributions, which have been adjusted to Scope 1

4 2024 data include an updated methodology for pumping-turbining: only internal services consumption and cycle losses are considered.

5 Market-based: the market-based reductions are based on the effective energy mix when origination guarantee is available (certifications or chosen specific energy mix)

Global Scope 2 emissions show a 32% decrease compared to 2024. The main drivers of Scope 2 emissions reductions are:

- Reduced stand-by electricity consumption by gas-fired power plants, which depends on total running hours.
- Hydropower pumping consumption, which depends on the yearly natural intakes and production planning. 2024 and 2025 values are lower than 2023 values due to the change in methodology described above: only internal services and cycle losses are considered and 2025 production is lower overall.
- Variations of the average electricity consumption mix in countries with significant consumption, and related emissions factors
- The most significant contribution to market-based reductions is associated with the electricity used for hydrogen generation in Finland linked to a hydropower PPA with 0 operating emissions

Scope 3 emissions per category

Scope 3 covers all other indirect emissions that occur in Alpiq's value chain, according to the GHG Protocol framework. A full assessment of Alpiq Scope 3 GHG emissions was conducted with the support of an external consultant in 2023. Based on this comprehensive assessment, this report addresses the most relevant emitting categories, which encompass over 98% of Group Scope 3 emissions. This includes the following categories:

- Indirect emissions from assets beyond operational control and electricity resold to end users (pumped-storage hydro and BESS)
- Category 3.3 – Upstream emissions relative to Alpiq's own energy consumption as well as energy sold to end users
- Category 3.6 – Business travel emissions (flights, trains, rented and personal vehicles for business activities, train journeys for business unit Switzerland)
- Category 3.11 – Emissions originating from the end use of goods and services sold by Alpiq (gas sold to end users).

Notably, business travel Category 3.6 is included for internal environmental awareness even though it is not significant in terms of relative magnitude.

The gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalents can be found below:

	ESRS consolidation		Equity share		
Scope 3: indirect GHG emissions [T CO_2 eq]	2025	2024	2025	2024	2023
Energy procurement for nuclear power, hydropower plants and hydrogen facilities	12,473	18,098[1]	7,797	13,896[1]	11,844
Pump energy for pumped storage power plants (partner power plants)	2,400	2,899[2]	5,872	6,926[2]	12,392
Cat 3.3 [3] Other fuel and energy-related activities					
Upstream emissions - own energy consumption (fuel and electricity)	326,295	365,902	326,295	365,902	344,998
Upstream emissions - energy sale to end users (electricity)	2,030,087	2,174,959	2,030,087	2,174,959	2,421,297
Cat 3.6 [3] Business mobility					
Flights - Switzerland and Europe	879	911	879	911	624
Use of rented (CH & Europe) and personal cars (CH) for business activities	91	58	91	58	93
Train journeys (Switzerland)	15	25	15	25	22
Cat 3.11 [3] Use of sold products					
Sale of purchased gas to end users	2,551,541	2,592,833	2,551,541	2,592,833	2,872,999
Indirect (Scope 3) GHG emissions gross	**4,923,781**	**5,152,186**	**4,922,577**	**5,155,509**	**5,664,269**
Market-based reductions [4]	–1,565	–83	0	0	

1 2024 data reflect updated methodology: application of hydro-production emission factor

2 2024 data include updated pumping-turbining cycle losses methodology

3 Cat 3.3, 3.6, 3.11 are linked to Alpiq's corporate business activities, and are therefore not influenced by the production asset consolidation method.

4 Market-based: the market-based reductions are based on the effective energy mix when origination guarantee is available (certifications or chosen specific energy mix)

Overall, Scope 3 emissions show a reduction of 4.5% compared to 2024, with more important variations in certain categories. The main drivers of the variations are the following:

- A significant drop in emissions is due to the update in emission factor used for nuclear electricity generated in a portfolio of French power plants, for which Alpiq has long term contract to purchase and resell energy. An IPCC world-average value of 12 g/kWh was previously used, replaced for 2025 by the life cycle assessment value directly from EDF of 4 g/kWh.
- Pump energy for pumped storage power plants (partner power plants): –17% associated with an overall decrease in hydropower production in 2025.

Cat 3.3: Upstream emissions of energy-related activities: –7%

- Reduced gas consumption at our gas power plants and associated upstream emissions, in line with the reduced production compared to 2024.
- Decrease in the total amount of electricity sold to end users and associated upstream emissions.

Cat 3.6: Business mobility was largely stable at –1% year-on-year

- Slight decrease in the number of business flights and associated emissions in 2025 compared to 2024 (–3.5%)
- Increase in emissions linked to rented and personal car use (+56%) purely due to the inclusion of certain European business units for the first time. Numbers for Switzerland are stable between 2025 and 2024.
- Reduction in Swiss rail emissions by 42% linked to the Swiss Federal rail operator updating their emissions accounting methodology to better match actual itineraries instead of estimations used in the past

Cat 3.11: Downstream emissions of energy-related activities: –1.6%

- Slight decrease in the total amount of gas sold to end users.

Change in Scope 3 emissions (vs. 2024 – ESRS value)

−4.5%

Per country GHG emissions

Alpiq reports emissions specific to the activities of each country in which it operates, in accordance with ESRS E6-41, for the first time. Scope 1, Scope 2 and Scope 3 – Cat. 3.3, 3.6 and 3.11 can all be consolidated at individual country levels, as related activities (power production, office and mobility activities, energy sales and business mobility) data are reported per country. Alpiq activities in the Nordics countries (Sweden, Norway, Finland) are reported as a group, as it currently reflects Alpiq's branch unit structure.

			ESRS approach
Country	Scope 1	Scope 2	Scope 3
Czech Republic	0.4	41	94
France	74	4	2,559,628
Germany	11	1	146
Hungary	165,215	2,329	201,908
Italy	1,064,355	2,992	1,724,809
Nordics	0	93	102,271
Spain	148,124	2,195	265,810
Switzerland	2,740	348	69,114
Total Alpiq Holding [T CO_2 eq]	**1,380,519**	**8,002**	**4,923,781**

Scope 1 values are dominated by emissions of our owned gas power assets in Hungary, Italy and Spain. Scope 2 values are driven by the power consumption of our assets and emission factors of each electricity country mix. Scope 3 values are mainly driven by sales activities (gas and electricity) as well as the upstream emissions of our own energy consumption, as presented in the previous chapters.

Total GHG emissions and intensity

Consolidating Alpiq's total Scope 1, 2 and 3 GHG emission values, as well as overall net revenue, a global GHG intensity per net revenue can be calculated according to ESRS requirements, as follows:

	ESRS consolidation	
Alpiq total GHG emissions and intensity per net revenue	2025	2024
Scope 1 - direct GHG emissions gross	1,380,519	1,561,992
Scope 2 - indirect GHG emissions gross	8,002	11,766
Scope 3 - indirect GHG emissions gross	4,923,781	5,155,685
Total GHG emissions gross [T CO_2 eq]	**6,312,302**	**6,729,443**
Global net revenue [CHF million]	5,749	6,643
GHG intensity per net revenue [T CO_2 eq/CHF million]	**1,098**	**1,013**

Notably Alpiq's gross emission profile breaks down as: ~22% Scope 1, < 1% Scope 2 and 78% Scope 3 emissions. Although total gross GHG emissions reduced by 6% between 2025 and 2024, Alpiq's global net revenue also dropped by 13.5%. Consequently, the GHG intensity per net revenue increased by 8.4% year-on-year.

The net revenue used to calculate GHG emission intensity per net revenue is the net revenue as presented in the chapter Consolidated Income Statement of the Financial Report.

Complementary GHG emissions intensity ratios

In addition to the ESRS-aligned total emissions per net revenue presented above, two complementary GHG intensity ratios are reported here. These values provide interesting insights into the emissions intensity of gas power plant production as well as Alpiq's overall electricity production.

The GHG intensity of gas power plants for Scope 1 and 2 emissions can be found below:

	ESRS consolidation		Equity share		
GHG intensity - gas-fired power plants [1]	2025	2024	2025	2024	2023
Gas power plant emissions [T CO2 eq]	1,384,223	1,568,065	1,238,026	1,424,756	1,321,669
Overall gas power plant electric production [GWh]	3,301	3,679	2,990	3,375	3,121
GHG emission intensity [g CO2 eq/kWh]	**419.3**	**426.2**	**414.0**	**422.2**	**423.5**

1 Calculation includes gas power plants' Scope 1 and 2 emissions (direct and indirect energy procurement of asset production) and net electricity production as reported in the chapter "About us" in the Annual Review

Gas power plant production in 2025 was approximately 10% lower than in 2024, resulting in an almost 12% decrease in total direct emissions. In terms of intensity

however, this only translates into a marginal reduction compared to the previous year (–6.9 g CO_2 eq/kWh or –1.6% – ESRS Value).

The GHG intensity of electricity production at the Alpiq Group level, including all power plants, can be found below:

	ESRS consolidation [1]		Equity share [2]		
GHG intensity - Alpiq Group	2025	2024	2025	2024	2023
Total emissions [T CO_2 eq]	1,388,521	1,573,759	1,251,771	1,439,441	1,354,775
Overall electric production [GWh] [3]	5,922	7,198	14,918	18,950	14,921
GHG emission intensity [g CO_2 eq / kWh]	**234.5**	**218.6**	**83.9**	**76.0**	**90.8**

1 Calculation according to ESRS includes full Scope 1 and 2 emissions (direct and indirect energy procurement, production assets, offices and mobility), and net electricity production of fully consolidated assets

2 Calculation according to equity share includes Scope 1 and 2 emissions (direct and indirect energy procurement, production assets, offices and mobility), according to Alpiq ownership shares, aligned with Alpiq's production values as presented in the chapter "About us" in the Annual Review

3 The GHG reporting scope for equity share figures includes the minority shares from Tormoseröd wind farm and Spain PV assets (from 2025) as well as the BESS in Finland (from 2025, also included in the ESRS operational control consolidation). From 2024 values reflect Gross productions instead of net from storage assets. The Hydro France exchange contract is included in alignment with Financial reporting.

Increase in emission intensity [g CO_2 eq/kWh] - ESRS value

8.8%

At the Alpiq Group level, our renewable and nuclear assets contribute to significantly lower greenhouse gas intensity than electricity produced from natural gas. The ESRS consolidation approach considers only the production and emissions of assets under operational control (Scope 1 and 2) and shows significant differences with the equity share consolidation approach, which considers both production and emissions values based on Alpiq's shares, including minority assets. Other Scope 3 emissions in Alpiq's value chain not directly related to power production are not included in the production intensity.

2025 shows a decrease in hydropower, nuclear and gas power productions compared to previous years, due to multiple factors (low hydrological year, extended Goesgen powerplant outage and lower demand in gas-produced electricity as well as plant outages). For Alpiq this results in a total electricity production 19% lower than in 2024. The overall intensity value is mainly driven by the annual fossil / non-fossil production ratio. Based on the equity share method, the production intensity shows a 13% raise (+11.6 g CO_2 eq/kWh), with a 2025 value reaching 99.4 g CO_2 eq/kWh. Conversely, the ESRS consolidation method results in a very different picture, with all Alpiq nuclear and a significant part of hydropower production falling out of scope. This results in higher total emissions and significantly lower total production (244.7 g CO_2 eq/kWh, +19.8g CO_2 eq/kWh equivalent to an 8.8% increase).

Pollution

Identification process for impacts, risks, and opportunities

In order to identify material IROs, Alpiq conducted a DMA as described in the chapter Material Sustainability Matters.

The DMA identified two material negative impacts due to pollution. The first one relates to the CO and NO_x emissions stemming from Alpiq's gas power plants, which are primarily dependent on the fluctuating production of electricity and steam. The second negative impact relates to Alpiq's upstream value chain and the risk of groundwater contamination by chemicals and heavy metals resulting from mining and fracking activities, for example through hydraulic fracturing for natural gas extraction or lithium mining.

Targets related to pollution

ESRS E2-3
Limiting air pollutant emissions is an important goal that Alpiq pursues and is taken into account when making strategic decisions. Alpiq deploys certified management systems in accordance with each specific production technology and national regulatory framework to track the effectiveness of its progress in limiting pollutants.

For the CCGT and OCGT power plants, the following emissions limits are in place and adhered to:

	Gas turbine emission limits [mg/NM_3]	
	NO_x	CO
Plana del Vent	50	100
San Severo	22.5	31
Novara	30	50
Vercelli	30	30
Csepel	90	50

	Auxiliary boiler emission limits [mg/NM_3]	
	NO_x	CO
Plana del Vent	450	100
San Severo	200	n/a
Novara	200	250
Vercelli	n/a	n/a
Csepel	200	100

The above emissions limits can vary within the same country because they depend on plant technology, age, and regional authority intentions. Some authorities intend to reduce these thresholds to contribute to national emission reduction goals.

In addition, the Group companies are legally required to conduct environmental impact assessments (EIAs) for assets that are newly constructed, upgraded, or modified, in order to ensure that potential pollution impacts are avoided, mitigated, and addressed appropriately. Those pollution-related requirements are integrated into the respective licence conditions.

For Alpiq's power plants, spill and leakage prevention and mitigation/response measures are in place. Spill and leakage prevention includes the proper storage of hazardous materials and waste, regular inspections, training and awareness raising, and containment measures. These measures help prevent potential negative impacts caused by the discharge of water that is too warm or that differs from the pH limit mandated by authorities. Mitigation is ensured among other things through the use of spill response kits.

In the business unit Hydro Generation Switzerland, environmental incidents (without impacts on the environment) and accidents (with impacts on the environment) are continuously monitored, allowing Alpiq to identify, consolidate, and analyse such events. This ensures that appropriate measures can be taken and that lessons learned can be used to improve practices if necessary.

Pollution of air

ESRS E2-4

In 2025, Alpiq's CCGT and OCGT power plants emitted the following amounts of air pollutants under the operational consolidation approach. Under this approach, Alpiq's majority shareholding in Novara is consolidated at 100%, despite an actual ownership stake of 51%.

	CO [kg/year]	NO_x [kg/year]
Italy		
San Severo	38,244	133,000
Novara	10,439	91,961
Vercelli	1,684	3,000
Spain		
Plana del Vent	16,430	39,680
Hungary		
Csepel	16,382	169,000
Total	**83,179**	**436,641**

To track pollution, Alpiq applies different measurement methodologies depending on the plant and the type of pollution to be measured.

For air pollution measurement at gas-fired power plants, Spain uses an air vector measurement methodology, whereby the meters used are subject to legally mandated meteorological controls. In Italy and Hungary, all gas-turbine plants are equipped with Continuous Emission Monitoring Systems (CEMS) that measure pollutant levels and flow rates. An alarm is triggered if emission limits are exceeded. In these situations, the plant's operating parameters are assessed and, based on the severity and duration of the exceedance, restoration actions are defined. These may include adjustment of the electrical load, verification of the proper functioning of measuring instruments, intervention on combustion parameters and inspection of equipment, extraordinary maintenance activities, and/or contacting external contractors. Once normal operating conditions have been restored, a notification is sent to the relevant authority detailing the emission parameters and the time at which compliance was re-established (on average within the first hour).

Furthermore, annual analyses are performed by an externally certified laboratory, and methane (CH_4) sensors and leakage detection systems are used to prevent air pollution in Italy.

In Spain, carbon monoxide (CO) and nitrogen oxides (NO_x) are measured in real time using the company's own stack-mounted sensors. A third party checks for particulates and sulphur oxides (SO_x) every six months. Sulphur hexafluoride (SF_6) and fluorinated gases are checked whenever refilling is required.

In Italy, air pollution is measured through stacks downstream of the gas turbines, and the auxiliary boilers of the power plants are equipped with sensors for continuous measurement of air pollutants. Sensor data is processed by CEMS and recorded by distributed control systems (DCS). Data can be accessed continuously by connecting to the system or can be extracted and compiled into daily, monthly, and annual reports.

In Hungary, air quality is measured through stacks downstream of the gas turbines, which are equipped with sensors for continuous measurement of air pollutants. Sensor data is processed by CEMS and recorded by DCS. Data can be accessed continuously by connecting to the system or can be extracted and compiled into daily, monthly, and annual reports.

Water and Marine Resources

Identification process for impacts, risks, and opportunities

ESRS 2 IRO-1
To identify material IROs related to water and marine resources, Alpiq conducted a DMA as described in the chapter Material Sustainability Matters.

For the assessment of water and marine resources-related IROs, internal experts reviewed business activities in Alpiq's own operations, as well as in the upstream and downstream value chain, and developed a qualitative assessment of the (potential) impacts on the environment.

The DMA identified two material negative impacts related to water use affecting water availability and the condition of habitats in Alpiq's upstream partner hydropower plants as well as in its own operations.

In line with the TNFD LEAP (Locate, Evaluate, Analyse and Prepare) approach and to further extend on the qualitative assessment done through the DMA, Alpiq used the WWF Water Risk Filter to map its sites and assets with respect to water resources. The tool categorises risks across 26 industry classifications. Alpiq's assets fall into one of three electric energy production categories: (i) hydropower, (ii) geothermal or combustion (for gas-fired & nuclear power plants), or (iii) solar and wind.

The WWF Water Risk Filter integrates physical risks associated with potential deterioration of ecosystem services across terrestrial, freshwater, and marine environments, as well as reputational and regulatory risks. The assessment focused on water availability risks. Water is an essential resource for most of Alpiq's electricity and energy generation activities, whether for direct electricity generation via hydropower plants, cooling of power plants, or hydrogen production through water splitting. It is therefore critical to map and monitor whether assets are located in water-stressed areas, in order to reduce the risk of water-use conflicts or shortages.

Specifically, the Baseline Water Stress indicator, which measures the ratio of total surface and groundwater withdrawals to available renewable water, indicates a high level of risk. This risk has already materialised in southern Italy, where prolonged above-average temperatures, repeated warm spells, and low precipitation led to severe drought conditions in 2024. The San Severo power plant in Puglia uses air-based cooling, with auxiliary systems operating in a closed-loop circuit. Most of its water consumption is linked to the Heat Recovery Steam Generator (HRSG) supply and the fogging system, which cools the air entering the gas turbine when outside temperatures exceed 15 °C. In September 2024, the plant's water supplier warned that, due to critically low reservoir levels, water deliveries would be suspended once minimum thresholds were reached. Although no interruption has occurred to date, the risk remains significant for future operations. Alpiq is mitigating this risk by applying for authorisation to construct a well for industrial, irrigation, and fire-fighting purposes.

In addition, the gas power plant in Spain shows a high risk of blue water scarcity, which compares surface and groundwater consumption with total blue water availability. This risk is directly mitigated by the fact that the plant's cooling water is sourced from the ocean.

More broadly, the plants in southern Italy (e.g. San Severo gas power plant, as well as solar and wind power plants in Sicily) and the gas power plant in Spain are at high risk of water scarcity under both current conditions and 2030 scenarios. For 2050 scenarios, the outlook worsens to very high risk for the assets in Italy.

For Switzerland, although the risk filter tool evaluates water scarcity as low risk, the country is expected to be more strongly affected than many other regions by climate change-related impacts on water availability: rising temperatures, shifting precipitation patterns and, critically, the rapid retreat of Alpine glaciers affect the timing and volume of water inflows, sediment transport, and ultimately the reliability of hydropower production. Alpiq has been working on these topics since 2010 in collaboration with ETH Zurich to model and predict future developments, guiding operational strategies and investments (e.g. the proposed Gornerli dam and dam heightening projects), as well as implementing AI and advanced machine-learning-based forecasting tools.

Policies related to water and marine resources

ESRS E3-1
Specific Group-wide policies on water and marine resources are not yet in place for all locations and assets. However, Italy has an integrated health, safety, and environmental policy in place. Spain and Hungary also have health and safety policies as well as separate environmental policies in place and the hydropower business unit integrates an ISO 14001 environmental management system. These environmental policies provide high-level guidance on the management of water and marine resources.

Actions, resources and targets related to water and marine resources

ESRS E3-2
Several actions related to water and marine resources have already been implemented at Alpiq's plants.

Hydropower plants capture water from glaciers, snow melt, rain and rivers to convert into energy. The water is extracted upstream of the facility, turbined and then returned downstream. In this process, the water is returned entirely to nature, without effects on water quality. Water used for hydroelectric generation is therefore not considered to be consumed.

Water management plays a critical role in the environmental performance of gas-fired power plants. As high-efficiency thermal facilities, CCGTs interact intensively with natural water bodies for cooling, steam generation, and auxiliary processes. Because of this, they operate under strict environmental regulations at both the European and national levels, ensuring that water withdrawals, thermal

discharges, and effluent quality remain within carefully defined limits. Compliance with these regulations requires continuous monitoring, transparent reporting, and close cooperation with authorities to implement site-specific measures that safeguard aquatic ecosystems. Our water-management strategy reflects our dedication to minimizing impacts while enhancing efficiency, resilience, and long-term sustainability. Cooling water discharges from all Alpiq gas power plants are monitored by measuring temperature, salinity, turbidity, dissolved oxygen, and density to assess potential impacts. Analysis results indicate that no disturbances to water or marine environments attributable to gas power plant operations have been detected.

At Csepel 2 on the Danube, river water is used for cooling and industrial purposes, treated through multi-stage systems, and returned after heat exchange. Effluent temperature and pH are continuously monitored, supported by monthly laboratory analyses and quarterly summary tests. Every three years, detailed biological studies upstream and downstream confirm that operations do not affect the Danube's water quality or biodiversity. In addition, in Csepel, groundwater is monitored by an accredited external company, and the results are transmitted to Alpiq for storage and review.

At the Plana del Vent gas power plant, which is located close to a highly sensitive marine environment, an extensive environmental monitoring and exploitation control programme is in place. The cooling water discharge area of the plant is regularly monitored for temperature, salinity, turbidity, dissolved oxygen, density, inorganic nutrients, suspended matter, chlorophyll a, and microbiological indicators. According to the latest results, no material deviations attributable to plant operations were detected in the previous monitored period.

Across the fleet, we reduce water use through advanced technologies. At San Severo, an air-cooled condenser and Zero Liquid Discharge (ZLD) system allow full reuse of process effluents, eliminating liquid discharges and significantly reducing freshwater withdrawals.

In Novara, our power plant supports industrial symbiosis by supplying steam to a neighboring chemical facility. This efficient integration reduces the need for separate steam production, lowering primary energy consumption and associated CO_2 emissions while maximizing the use of thermal energy that would otherwise be lost.

Water withdrawal, discharge and consumption

ESRS E3-4
As of 2025, Alpiq publishes data on water consumption for the assets and offices where data is available. For now, the data on gas power plants, selected renewable assets and offices is published below. In the coming years, Alpiq will work to improve data availability for the remainder of its assets and offices.

Water consumption is calculated as the difference between withdrawals and discharge. It includes water that has evaporated or is incorporated in products or used in industrial processes (e.g. water splitting for hydrogen generation) and not released back to surface water, groundwater, seawater or a third party such as municipal wastewater treatment plants.

The gas-fired power plants listed below exhibit the highest levels of water withdrawal, discharge, and consumption. The CCGT at Csepel has particularly high water withdrawals because it uses a direct (once-through) cooling system. This means the plant continuously withdraws cooling water from a natural source —the Danube River—rather than recirculating water in a closed loop.

	Water withdrawal, discharge and consumption in gas power plants in m^3		
	Water withdrawal [1]	Water discharge [2]	Water consumption
Csepel	26,325,527	24,479,466	1,846,061
Novara	610,983	225,426	385,557
Plana del Vent	268,006	212,988	55,018
San Severo	65,516	0	65,516
Vercelli	798	397	401
Total	**27,270,830**	**24,918,277**	**2,352,553**

1 Water withdrawal: The sum of all water drawn into the boundaries of the undertaking from all sources for any use over the course of the reporting period

2 Water discharge: The sum of effluents and other water leaving the boundaries of the organisation and released to surface water, groundwater, or third parties over the course of the reporting period

	Water withdrawal, discharge and consumption in other assets in m^3		
	Water withdrawal[1]	Water discharge[2]	Water consumption
Wind power plants			
Italy	25	25	0
Photovoltaics			
Italy	2,000	2,000	0
Hydrogen			
Finland	14,830	4,673	10,157
Switzerland	4,398	0	4,398
Total	**16,855**	**6,698**	**10,157**

1 Water withdrawal: The sum of all water drawn into the boundaries of the undertaking from all sources for any use over the course of the reporting period

2 Water discharge: The sum of effluents and other water leaving the boundaries of the organisation and released to surface water, groundwater, or third parties over the course of the reporting period

	Water withdrawal, discharge and consumption in offices in m^3		
	Water withdrawal [1]	Water discharge [2]	Water consumption
Milan	1,457	1,457	0
Lausanne	1,273	1,273	0
Olten	5,730	5,730	0
Paris	443	443	0
Prague	572	572	0
Total	**9,475**	**9,475**	**0**

1 Water withdrawal: The sum of all water drawn into the boundaries of the undertaking from all sources for any use over the course of the reporting period

2 Water discharge: The sum of effluents and other water leaving the boundaries of the organisation and released to surface water, groundwater, or third parties over the course of the reporting period

Biodiversity and Ecosystems

Material impacts, risks, and opportunities

ESRS 2 SBM-3
The global decline in biodiversity and degradation of ecosystems constitute a major environmental challenge as evidenced by the crossing of related planetary boundaries. As a builder, owner and operator of power plants, Alpiq understands that electricity generation depends on nature as a resource and that its activities have a significant footprint on ecosystems. To minimize its footprint, mitigate impacts and offset them where necessary, Alpiq has put measures in place to create, preserve or revitalise essential habitats for animals and plants, including financial support for many environmental revitalisation and improvement programs. The company ensures the quality, reproducibility and sustainability of its processes in this regard by implementing environmental management systems such as ISO 14001 and EMAS.

Furthermore, in 2023 Alpiq conducted a materiality assessment of potential impacts using the ENCORE (Exploring Natural Capital Opportunities, Risk and Exposure) framework to identify the company's dependencies and pressures on nature. The assessment confirms that the generation of electricity via Alpiq's production portfolio notably has very strong interdependencies with climate regulation, water resources and use, terrestrial / freshwater ecosystems and biodiversity as well as having the potential to provide flood and storm protection.

As mentioned in the Climate Change Chapter, to elaborate on the ENCORE study, Alpiq conducted a risk assessment on biodiversity with the WWF Biodiversity Risk Filter in 2025.

Ultimately, EIAs, including impacts on biodiversity, are a key part of all Alpiq projects and play an important role in driving strategic choices.

Identification process for impacts, risks, and opportunities

ESRS 2 IRO-1
In order to identify material IROs, Alpiq conducted a DMA as described under the chapter Material Sustainability Matters.

For the assessment of biodiversity and ecosystems-related IROs, internal experts reviewed business activities in Alpiq's own operations as well as in the upstream and downstream value chain and came up with a qualitative assessment of the (potential) impacts on biodiversity and ecosystems.

The DMA identified a positive material impact on biodiversity: by contributing to electrification, negative impacts on biodiversity and nature can be reduced in different sectors.

Furthermore, the DMA identified several negative material impacts on biodiversity. Alpiq builds, owns and operates production facilities whose

locations are strongly influenced by the natural resources used. The location of these facilities, particularly those using renewable energy, leads to construction in areas occupied by natural ecosystems of significant biodiversity value. Also, building new power plants or production facilities has a negative impact on the environment, e.g. the territorial footprint of construction, resulting in soil change or loss, impacting habitats for flora and fauna. In addition, energy production and transportation facilities, as well as construction work, generate emissions, including air pollutants, noise, light and electromagnetic fields, which have various effects on fauna.

Within the WWF Biodiversity Risk Filter Tools Alpiq's assets fall under either of the three Electric Energy Production categories: (i) Hydropower, (ii) Geothermal or Combustion (for gas-fired & nuclear power plants), or (iii) Solar, Wind.

The WWF Biodiversity Risk Filter identifies the following "Very High Risk" (Scores = 4.2–5.0) physical risk factors for Alpiq's assets:

- Landslides
- Land, freshwater, and sea use change
- Proximity to protected or conserved areas
- Impacts on local communities

The high risk related to land and freshwater use as well as protected and conserved areas again reflects the sensitive locations where Alpiq's power plants are typically situated. The landslide risk aligns with the findings from the Munich Re tool, confirming the expectation that Alpiq's infrastructure may face increasing impacts from landslides driven by heavier rainfall and rising temperatures.

Finally, local communities represent a critical stakeholder group for Alpiq, as their acceptance is essential for the timely development and construction of infrastructure projects. To mitigate this risk, Alpiq actively involves local communities in project developments, as shown by the Gondosolar project, where the municipality participates with a 35 per cent capital stake in the project sponsorship. Similarly, the development of large scale projects like the Gornerli multi-purpose dam can only be accomplished by involving the various stakeholder groups. Alpiq Project and Environmental Managers maintain a close dialogue with environmental, landscape protection and tourism organisations (Environmental Support Group) as well as with representatives of the concession communes, the canton and the Swiss Federal Government (Authorities Support Group). It is crucial for all bodies, committees and authorities involved in the process to work together closely and efficiently and to exchange information on a regular basis.

In order to further evaluate Alpiq's territorial impact, a specific biodiversity footprint indicator was developed and tested on the hydropower asset portfolio. The in-house analysis, carried out in 2025 via a Geographic Information System, establishes the direct interaction or proximity between the assets and the main biodiversity zones listed in cantonal and Federal registers. Considering the complexity of hydropower assets (water intakes, dam & reservoirs, penstock, powerhouse, etc.) this constitutes a test case enabling further analysis and possible extension to other asset types and locations.

Actions and resources related to biodiversity and ecosystems

ESRS E4-3

Alpiq manages the construction and operation of production sites proactively in order to minimise their impact and promote the existing biodiversity. This includes the collaboration with different interest groups and the implementation of remediation, renaturation and compensation measures for Alpiq's development projects and for the watercourses on which the company operates.

Environmental expertise is also developed internally to improve the overall environmental quality of projects. An environmental assessment, including nature and biodiversity, is a key part of all Alpiq projects and plays an important role in driving the company's strategic choices, even at an early stage.

For hydropower plants, the impacts of water withdrawals vary from case to case. In the case of Switzerland, the impact on watercourses has been assessed in accordance with the Federal Water Protection Act. For all the facilities managed by Alpiq, remediation measures are identified and implemented. The remediation measures include the construction of specific measures to allow fish migration (fish ladder, bypass channel), sediment evacuation and management, residual flow management and re-naturalisation. Finding a good balance between energy production and nature protection is a complex process, managed in close collaboration with all stakeholders.

In addition, Alpiq has been involved in the following initiatives to promote biodiversity:

- The Ruppoldingen hydropower plant has produced environmentally beneficial renewable energy on the Aare since 2000 and has held the naturemade star quality seal since 2010, the highest certification for particularly eco-friendly electricity from 100% renewable sources. As part of this certification, 0.7 centimes per kilowatt-hour sold are allocated to the Alpiq Green Fund, which has financed environmental enhancement measures totaling CHF 7.8 million to date.
- The implementation of various projects to develop sustainable tourism in the region of the "Vallée du Trient" nature park, where Alpiq operates various hydropower plants.
- Cooperation with Swiss universities and universities of applied sciences to ensure a science-based approach that takes political and social aspects into account and supports effective measures over the long term.
- Engagement with the public to promote the preservation of delicate ecosystems. The aim is to foster a harmonious interplay between human activities and ecosystems and ensure the sustainability of environmental compensation measures.

Funding of environmental enhancement measures with proceeds from naturemade star electricity
in Mio. CHF

7.8

To give some concrete examples, in April 2025 Alpiq Hydro Aare created a new fish ladder at its run-of-river power plant in Flumenthal at the River Aare in the canton of Solothurn. The near-natural facility complies with state-of-the-art environmental standards as it enables fish to swim safely around the power plant and creates new biotopes. At peak times, around 20,000 fish per day are likely to use the fish pass.

Another initiative involved Alpiq's Donation Ambassador Committee (DAC) in the Czech Republic, which supports projects in the areas of education, nature, and social responsibility. One of its recurring activities is the maintenance and restoration of a valuable wetland ecosystem near Onomyšl. Alpiq employees contribute to various efforts, such as recreating small ponds to improve water retention. These measures are showing positive effects, with previously disappeared amphibian and insect species returning to the habitat.

Finally, Nant de Drance SA is implementing 14 environmental compensation measures in connection with the construction of its pumped storage power plant. These include ecological restoration and flood protection on part of the Trient watercourse at Vernayaz. The first phase of the work – enlarging the Trient – is a key step in the flood control program. Following the flooding in the canton of Valais in November 2023, which was caused by a rise in the levels of several watercourses including the Trient, the municipalities of Vernayaz and Martigny are welcoming this project. It aligns with their commitment to address flood protection for the local population as an urgent priority.

Number of compensation measures implemented for the construction of Nant de Drance

14

Social

Own Workforce

Material impacts, risks, and opportunities

ESRS 2 SBM-3
Based on the DMA described in the chapter Material Sustainability Matters, it was found that people in Alpiq's workforce could be negatively affected by certain impacts and risks. Specific risks associated with job requirements (e.g. working environment and shift work) are properly observed and remunerated in workers' contracts.

Moreover, Alpiq continuously monitors health and safety outcomes, with particular attention to technical workforce, and implements measures to improve both the physical and mental health of its workforce.

Policies related to own workforce

ESRS S1-1
With respect to human rights policy commitments, Alpiq respects and upholds human rights in all aspects of its operations and always complies with the applicable labour laws where people are employed. In general, Alpiq applies international standards such as the conventions of the International Labour Organization.

In order to monitor compliance with human rights commitments, Alpiq operates the "Speak up!" line in compliance with EU DIRECTIVE (EU) 2019/1937 on the protection of persons who report breaches of European Union law. Alpiq wants all employees to feel able to report issues openly and ensures that employees who raise a concern in good faith, and those who cooperate in internal investigations, do not suffer any disadvantage as a result. All Alpiq employees, as well as external stakeholders, have access to the "Speak up!" line and can report identified company-related irregularities and/or misconduct.

Alpiq has a zero-tolerance approach to the violation of human rights. In case of human rights impacts due to misconduct by an employee or manager, Alpiq conducts a thorough, impartial investigation (led by Compliance) to determine the most appropriate consequence, depending on the results of the investigation.

The consequences can range from measures to mitigate and eradicate misconduct to the termination of the contractual relationship with the perpetrator.

In alignment with internationally recognised standards, Alpiq also adheres to the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, as well as to the International Labour Organization Fundamental Principles and Rights at Work, which include the prohibition of forced and child labour, the prohibition of discrimination in employment and occupation, and the right to freedom of association and collective bargaining.

To foster the prevention of workplace accidents, Alpiq has had a Group Health & Safety Policy in place since January 2021. Outside Switzerland, all employees working in power plants, as well as office-based workers in Italy, Spain, and Hungary, are covered by occupational health and safety (OHS) management systems, certifying the local Alpiq subsidiaries according to ISO 45001.

Alpiq's Code of Conduct aims to eliminate harassment and discrimination, while promoting equal opportunities as well as inclusion and diversity. The Alpiq Code of Conduct states that employment-related decisions must be based on merit, without regard to a (potential) employee's race, nationality, ethnic origin, colour, religion, age, gender, gender identity, sexual orientation, marital or family status, disability or other characteristics protected by law.

To advance inclusion and diversity, Alpiq is committed to increasing the female presence in leadership positions, with an ambition of reaching 35% of women in top management by 2030.

The company's people success (talent review) process aims to increase the visibility of female talent inside the company and focuses on creating development plans for them, in order to support the internal succession pipeline for key roles. Furthermore, Alpiq is a member of Advance and collaborates with other institutions focused on female professional development (e.g. Girls Getting Started in Switzerland, Women In Power, and SVIN: Swiss Association of Female Engineers).

Processes for engaging with own workforce

ESRS S1-2

To enable active engagement with the workforce, Alpiq has a body of workers' representatives with whom the company conducts continuous dialogue and feedback exchange on its strategy and workforce needs in all applicable countries.

The type and frequency of Alpiq's engagement with its workforce depends on the country. For instance, in Switzerland the PEKO/COPE attends EB meetings twice a year, while there is a continuous exchange with the Head of Group HR. In other countries, such as Spain, Germany, or France, the Works Council is involved in any important decision affecting the workforce and in the subsequent negotiations with company representatives, led by HR.

Moreover, the company organises several Alpiq Insight sessions per year to inform the workforce about the progress on the company strategy and related measures affecting both the business and its people.

Communication between the workforce and the company takes place mainly through the workforce's representative bodies. All country-related matters are discussed between the local Works Council and local HR. In Switzerland, where Alpiq's headquarters is located, the Head of Group HR has operational responsibility for engaging with the PEKO/COPE. Any country-related matter that cannot be clarified between the local Works Council and local HR is escalated to the Head of Group HR.

Alpiq assesses the effectiveness of its engagement with its own workforce through a survey conducted twice a year, which includes questions regarding the communication flow between the company and its employees.

To gain further insights into the perspectives of people in its own workforce, Alpiq established a special task force in 2025. This taskforce is based on a grassroots movement led by employees (both women and their allies) and addresses problems and issues that women face in their professional lives that hinder their development and professional growth. Following an initial analysis phase to identify, propose, and implement necessary measures, the goal for this taskforce is to become an employee resource group (ERG). While the focus in 2025 was on women and cultural diversity, further topics are planned from 2026. In particular, a key focus will be to strengthen the sense of community and encourage knowledge exchange among Alpiq's younger generation. Alpiq Young, an initiative led by younger employees in Switzerland, serves as a platform for regular meetings where they can share departmental activities, showcase their achievements, and explore the diverse career paths available within Alpiq.

Processes to remediate negative impacts

ESRS S1-3

To provide or contribute to remedy in the case of material negative impacts on people in its workforce, Alpiq operates the "Speak up!" line, in compliance with EU DIRECTIVE (EU) 2019/1937 on the protection of persons who report breaches of European Union law, as previously mentioned. It is Alpiq's aim that all employees feel able to report issues openly and that employees who raise a concern in good faith, and those who cooperate in internal investigations, do not suffer any disadvantage as a result. The "Speak up!" line enables Alpiq employees, as well as external stakeholders, to report issues such as harassment and discrimination, as well as other potential violations of the Code of Conduct.

In cases of alleged breaches of the Code of Conduct, Compliance will investigate the case. If HR receives a complaint from an employee or detects potential misbehaviour that would not constitute a breach of the Code of Conduct, a process is initiated to clarify the situation with the line manager of the employee who may have misbehaved. If this clarification is not satisfactory, Alpiq's internal network of coaches will act as mediators. If misbehaviour is confirmed, the employee concerned will be placed on a performance improvement plan or, depending on the severity of the case, dismissed.

Actions related to own workforce

ESRS S1-4

In 2025, Alpiq took significant steps towards managing material risks and opportunities related to its own workforce, namely by conducting employee surveys, leadership training, promoting fair recruitment practices, and expanding flexible working models.

Alpiq provides trainings on workplace conduct, diversity, inclusion, and bystander intervention, while also equipping managers to handle complaints effectively. In addition, fair hiring, promotion, and compensation practices are supported through regular auditing of these processes. Alpiq has clearly defined Talent Acquisition Standards to guide every step of the recruitment process, ensuring transparency and consistency across all business areas. In 2025, training on fair recruiting practices for hiring managers across the Group was developed and was completed by 126 out of 240 members of the leadership team. Additionally, Alpiq advanced its commitment to fair and inclusive recruitment by systematically reducing bias in the hiring process. To support this, Dilemma Cases were introduced in interviews, providing candidates with challenging scenarios to assess critical thinking, ethical reasoning, and value-based decision-making. Finally, Alpiq's Division Switzerland launched a pilot initiative to explore ways to further embed inclusion in leadership in 2025. The effort included a workshop on inclusion held in September 2025, the expansion of recruitment channels to attract a broader range of profiles, and the development of a new graduate programme within the division. In 2025, seven graduates joined the existing graduate programme in Trading, IT, and Finance. The majority of previous graduates transitioned into permanent roles, reinforcing the programme's value as a strong talent pipeline for future workforce planning.

In order to mitigate material risks arising from workforce impacts, Alpiq is collaborating with Great Place to Work to evaluate its situation not only from an internal perspective, but also against an external benchmark. In the 2024 survey, enhancing Alpiq's meeting culture was identified as a priority. In response, new meeting guidelines and meeting facilitation training were introduced in 2025. Furthermore, an internal hackathon was launched to develop additional solutions to improve meeting culture, with the winning idea put into practice. Following a 75% participation rate in the survey conducted in November 2025, Alpiq achieved Great Place To Work certification for 2025 in all its countries, except Spain. The company recorded a decrease in the Net Promoter Score (NPS) from 42 to 30. The survey results highlight strengths in fair treatment regardless of gender, race or sexual orientation, health and safety, and a zero-tolerance policy towards bullying, harassment, and discrimination, while areas for improvement include fair profit-sharing, transparent promotion processes, and meeting culture.

Participation rate Great Place to Work survey

75%

The implementation of Secure Base Leadership (SBL) marks an ongoing cultural transformation journey for Alpiq that began in 2021. The in-house leadership programme is designed to train around 100 members of management each year. By 2025, all employees in management positions at Alpiq have successfully completed the SBL training. In 2023, SBL was recognised by Advance, Switzerland's leading business network for gender equality, as demonstrating best practice in inclusive leadership development. Beyond the SBL programme, eight members of the leadership team completed the Executive Leadership Coach certification in collaboration with IMD in 2025.

In 2025, Alpiq further expanded modern and flexible working models. Employees can now request an additional week of vacation at any time during the year. Alpiq also extended other-parent leave to six weeks – triple the Swiss legal requirement – supporting a more equal sharing of care responsibilities. Furthermore, Alpiq now grants employees up to 10 days per year to care for dependents with non-severe illnesses.

Alpiq also initiated a comprehensive review in 2025 to assess the requirements and implications of the EU Pay Transparency Directive across its European entities. The objective is to define a consistent framework that ensures compliance with the Directive once it becomes applicable in mid-2026. Based on the outcome of this review, Alpiq will implement the necessary measures in 2026. This will include establishing the processes, data structures, systems, and reporting standards required to meet the Directive's transparency and disclosure obligations. In addition, the necessary training for HR and management will be provided to support the change.

In addition, Alpiq introduced a comprehensive Global Mobility Framework in 2025 to harmonise the management of extended business trips, international short- and long-term-assignments, and relocations across all countries. The framework sets clear principles and standards, ensuring transparency, fairness, and compliance with applicable legal and tax requirements. Its implementation provides a structured basis for consistent decision-making and strengthens Alpiq's ability to attract and engage international talent.

Responsibilities for managing material IROs are distributed across HR. In particular, the Centres of Excellence "Talent Experience and Development" and "Organisational Development" allocate resources to the management of Alpiq's material impacts.

Planned actions to manage material IROs related to Alpiq's own workforce in 2026 include the following:

- Implementation of a Global HR Information System
- Implementation of measures relating to consequence management and employee mental health
- Development of learning or progression pathways for experts and female talents
- Review of the goal-setting and performance management process

Targets related to own workforce

ESRS S1-5

Alpiq's organisational targets are set between the end of the third quarter and the beginning of the fourth quarter, in alignment with the budget and the medium-term strategic direction. These targets are presented to and approved by the EB and serve as a basis for creating the Alpiq value chain targets, as well as the individual goals of EB members. Once this process is concluded, the organisational and value chain targets are communicated across the organisation to ensure alignment at division and team levels, by establishing goals that support the overall targets.

The organisational, value chain, and EB targets are continuously monitored, and the NRSC is informed of the progress. As part of this monitoring, potential

shortfalls or needs for improvement are identified and addressed in a timely manner, either by adjusting the strategy to environmental circumstances or by implementing the necessary actions.

Characteristics of the undertaking's employees

ESRS S1-6

The following chapter discloses figures that provide some insights into the characteristics of Alpiq employees. These figures do not include employees of P2X Solutions, Entegra Wasserkraft AG and Isento Wasserkraft AG, which are fully-consolidated entities, but whose employees do not have an Alpiq contract and are therefore not counted as own employees. The total headcount of 1432 employees corresponds to 1374.8 Full-Time Equivalents (FTEs). The FTE figure reported in the Financial Statement differs because it includes employees that do not have an Alpiq contract but work in the fully consolidated entities mentioned above. The following table and chart show Alpiq's employee headcount by gender and year:

Number of employees (headcount)

Gender	2025	2024	2023
Male	995	959	910
Female	437	426	372
Total employees	**1,432**	**1,385**	**1,282**

The following table shows the employee headcount in countries where the undertaking has at least 10% of its total number of employees in 2025:

Country	Number of employees (headcount)
Switzerland	800
Czech Republic	161

The following table shows information on employees by contract type, broken down by gender for the year 2025:

Contract Type	Female	Male	Total
Permanent employees	417	977	1,394
Temporary employees	16	16	32
Non-guaranteed hours employees	4	2	6
Total	**437**	**995**	**1,432**

Finally, the last table in this chapter shows the total number of employees who left the company during the reporting period and the rate of employee turnover (= employees who left divided by the total number of employees at 31 December 2025):

Country	Number of employees who left	Turnover rate
Switzerland	91	11%
Spain	16	18%
France	15	12%
Czech Republic	26	16%
Italy	8	7%
Hungary	5	6%
Germany	6	22%
Norway	1	33%
Finland	3	23%
Sweden	0	0%
Bosnia	0	0%
Total	**171**	**12%**

Collective bargaining coverage and social dialogue

ESRS S1-8

The global share of Alpiq employees covered by workers' representatives is 51%. This share includes countries that have at least 50 employees and represent at least 10% of the company's total employees. Alpiq has local Work Councils but no European Work Councils (EWCs) or European Company Work Councils (SE-WCs) as the overall number of employees based in EU countries is less than 1,000.

Share of Alpiq employees covered by workers' representatives

51%

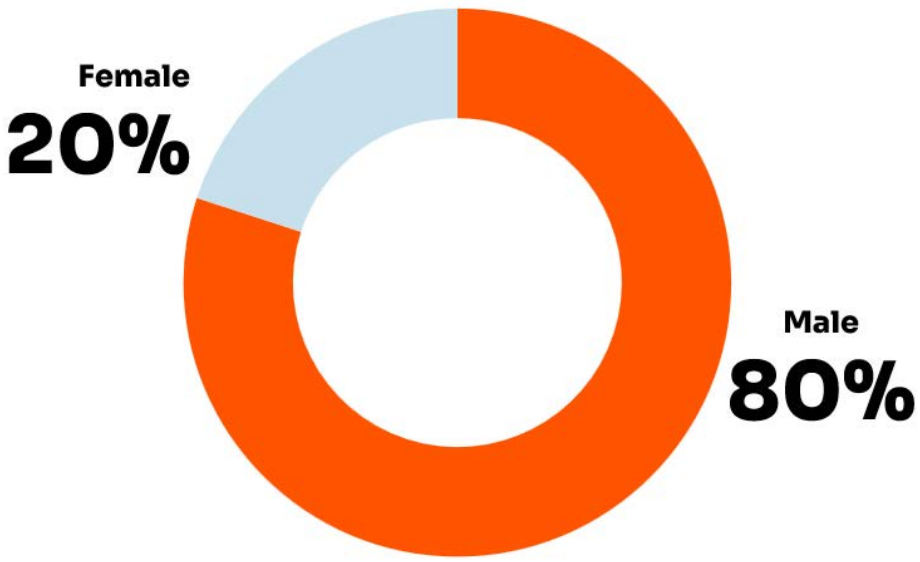
Diversity metrics

ESRS S1-9

Alpiq has set the ambition to reach a share of 35% women in top management by 2030. In 2025, Alpiq had 20% women in top management, compared to 25% in 2023 and 21% in 2024. The reason for the decline of this share in 2024 is that Alpiq changed the base population used to calculate the female representation in top management:

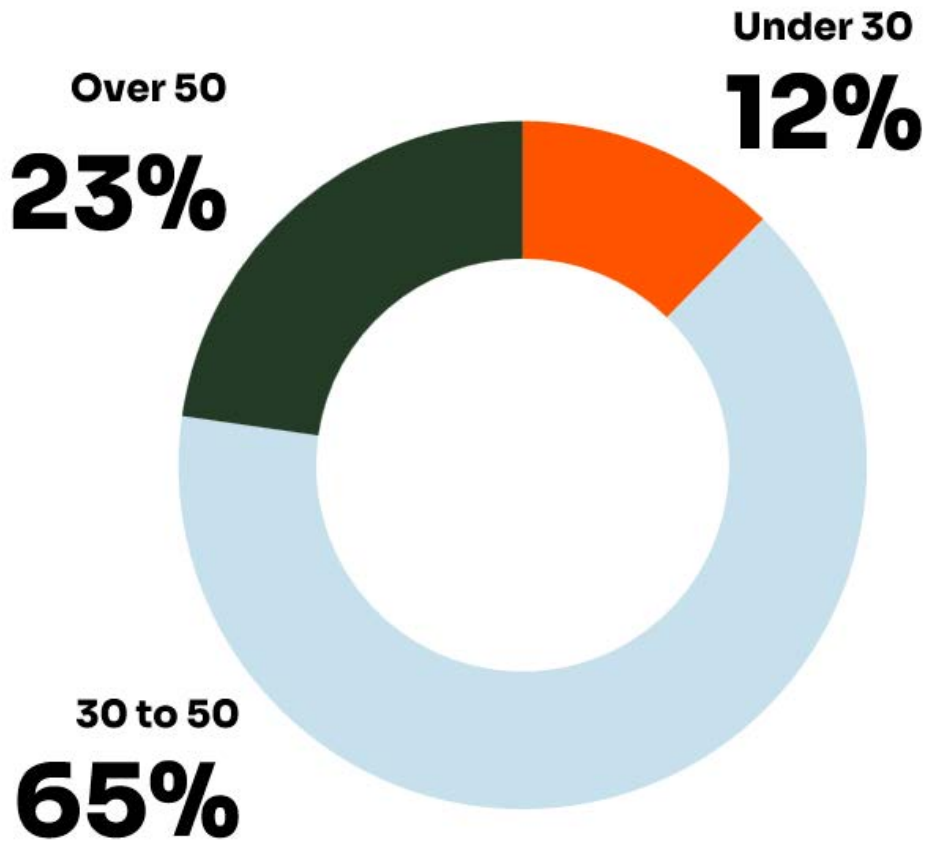
- 2023 report: EB and EB-1 (32 employees)
- 2024 report: EB and Job Grade 10 (75 employees)
- 2025 report: EB and Job Grade 10 (84 employees)

The new and larger pool of employees used as the base for the calculation reflects those employees holding strategic positions and decision-making roles that influence the direction of Alpiq much better. Alpiq thereby takes a full commitment to enable the development of female leaders from an early stage. Whilst the current percentage of 20% women in top management is not yet at the level Alpiq aims for, measures and strategies are being developed internally to increase this share.



The following table shows the distribution of Alpiq employees by age group:

Age group	Number of employees (headcount)	Share (%)
Under 30 years	170	11.9%
30 to 50 years	935	65.3%
Over 50 years	327	22.8%
Total	**1,432**	**100%**



Social protection

ESRS S1-11

As part of its social protection measures, Alpiq protects its employees in case of injury. In Switzerland, accident insurance is compulsory and regulated by the Federal Law on Accident Insurance (UVG). Accident insurance protects Swiss employees from the financial consequences of occupational accidents, non-occupational accidents, and occupational diseases. Article 66 of the UVC states that for certain companies, especially those with higher risk potential (including industrial companies), employees must be insured with SUVA. Alpiq provides SUVA accident insurance for all Swiss employees, as well as an additional accident insurance with AXA that gives employees access to private insurance benefits in case of hospitalisation due to an accident.

In other countries, employees are covered by social protection against loss of income due to injury and acquired disability according to local regulations.

Another important aspect of social security is the protection against loss of income due to parental leave. Alpiq aims to meet or exceed, when possible, local norms for maternity leave and parental leave for the other parent. Across Alpiq's European operations, practice varies in line with local requirements and norms.

In Switzerland, after the birth of a child, the mother is entitled to paid maternity leave of 14 weeks and the other parent is entitled to two weeks (14 days) by law. At Alpiq, the paid parental leave for the other parent has been increased to six weeks (30 days) in Switzerland. Mothers on maternity leave are not allowed to work unless they voluntarily decide to return to work after the first eight weeks. Parental leave for the other parent can be taken within six months of the birth of the child.

Paid other parent leave in Switzerland
in days

30

- Alpiq pays 100% of the maternity allowance, while 80% of the allowance is reimbursed to Alpiq by "Ausgleichskasse Schweizerischer Elektrizitätswerke" (AKEW). The additional 20% is covered by Alpiq itself.
- Alpiq pays 100% of the allowance for the parental leave of the other parent, while 27% of the allowance is reimbursed to Alpiq by "Ausgleichskasse Schweizerischer Elektrizitätswerke" (AKEW). The additional 73% is covered by Alpiq itself.

In Spain, mothers and fathers are both protected for 16 weeks after the birth of a child. During these 16 weeks, the government covers 100% of the social security contribution base. If the salary of the employee is higher than this base, Alpiq Spain covers the rest in order to ensure a combined salary coverage of 100%. Mothers and fathers can request additional unpaid leave until the child reaches the age of one year, with a guarantee that their positions in the company are retained. An extension beyond the child's first birthday is also possible, but in this case Alpiq does not guarantee that the employee's position will be retained.

In France, the standard maternity leave is 16 weeks and is paid. The social security system covers the mother's salary during maternity leave up to a certain limit, and Alpiq France covers the difference between this limit and the mother's actual salary. Standard paternity leave in France is 25 days. This is also covered by social security up to a defined limit, while Alpiq France covers the difference between this limit and the employee's salary. If the mother gives birth to more than one child, maternity and paternity leave are extended.

Training and skills development metrics

ESRS S1-13
In 2025, the career development reviews focused on the development plans for Alpiq's talents. The percentage of Alpiq employees who participated in career development reviews in 2025 is 8.6%, with 75% of participants being male and 25% being female employees. The total average number of recorded training hours per employee was 20.92 hours, with a gender split of 69.2% male and 30.8% female recorded training participants.

Health and safety metrics

ESRS S1-14
Twenty-four percent of Alpiq employees are covered by a health and safety management system (either ISO 45001 or EKAS). As for Alpiq employees with an asset risk profile, i.e. employees who work in power plants and therefore have a higher risk exposure than office-based staff, 97% are covered by a health and safety management system (ISO 45001 or EKAS in Switzerland). There have been zero fatalities, and zero work-related ill-health recorded for Alpiq employees in 2025. However, there has been one reported work-related accident among Alpiq employees in 2025, namely one office staircase fall. The Total Recordable Injury Frequency Rate (TRIFR) of Alpiq employees is 0.4 based on 1,000,000 hours worked. The number of recordable work-related injuries of workers who are not employees but whose work and/or workplace is controlled by Alpiq amounts in 2025 to one - a contractor sprained an ankle while descending a wind-turbine ladder.

Governance

Business Conduct

Identification process for impacts, risks, and opportunities

ESRS 2 IRO-1
In order to identify material IROs, Alpiq conducted a DMA as described in the chapter Material Sustainability Matters.

For the assessment of business conduct-related IROs, internal experts reviewed business activities in Alpiq's own operations, as well as in the upstream and downstream value chain, and developed a qualitative assessment of the (potential) impacts.

The DMA identified two positive impacts related to business conduct. The first concerns the promotion of ethical behavior and sound governance through training and e-learning programs on topics such as the Code of Conduct, GDPR, competition law, market integrity, and cybersecurity. The second relates to ISO certifications, which help ensure compliance with quality, environmental, and occupational health and safety standards.

Business conduct steering

ESRS 2 GOV-1
The BoD, the ARC, and the NRSC hold regular meetings to discuss any concerns relating to business conduct. In each of these meetings, the BoD provides information about ongoing business challenges and related opportunities and risks. Additional ad-hoc meetings, in person or via video conference, are held in case of urgent discussion points.

For oversight and monitoring, the BoD ensures that key governance functions, such as compliance and risk management, are implemented effectively and reviewed regularly. The ARC and the NRSC focus on specific subject matters and may request information related to business activities or mandate an internal audit to investigate specific matters. Internal Audit helps the organisation to achieve its objectives by providing a consistent, acknowledged procedure for measuring and enhancing the effectiveness of risk management, administration and governance. It serves as an important instrument for business conduct steering.

This structured approach ensures robust oversight mechanisms that contribute to business integrity and timely responses to critical matters.

Alpiq's BoD consists of seven highly experienced senior non-executives, jointly covering all areas of expertise required for the administration and supervision of the company. These areas include executive experience in the management of large international energy companies, trading, finance, sustainability and climate aspects, technology, as well as deep knowledge of the Swiss energy market and the political and regulatory environment.

Business conduct policies and corporate culture

ESRS G1-1

Alpiq actively fosters a corporate culture rooted in integrity, accountability, and compliance. These values are embedded throughout the organisation through the implementation of the Compliance Programme, which integrates mechanisms to identify, report, and mitigate concerns about business conduct.

Key actions within the Compliance Programme include:

- Risk assessment: regular assessment of processes to identify the probability and impact of risks related to corruption, antitrust violations, data privacy, embargoes, sanctions, market integrity, money laundering, and conflicts of interest.
- Policy adaptation: incorporating the outcomes of compliance risk assessments into Alpiq's Code of Conduct and directives, to tailor them to Alpiq's activity and risk profile.
- Control implementation: establishing and documenting controls to mitigate identified risks, including business partner due diligence, high-risk contract reviews, anti-bribery and corruption measures, and conflict-of-interest management.
- Training and communication: providing all employees with training on Alpiq's values, Code of Conduct, and role-specific compliance requirements.
- Reporting mechanisms: operating the "Speak Up!" line, a confidential reporting channel for employees and external stakeholders to raise concerns.
- Continuous monitoring: conducting regular reviews and reporting biannually to the ARC and EB on the effectiveness of the Compliance Programme.

By embedding these steps into the company culture, Alpiq ensures a consistent and transparent approach to business conduct matters.

The company policies adhere to the principles of the United Nations Convention against Corruption, focusing on preventing bribery and corruption by conducting due diligence on business partners, reviewing high-risk contracts, and implementing robust internal controls.

Alpiq maintains a mechanism for identifying, reporting, and investigating concerns related to business integrity. The "Speak Up!" line provides a confidential platform for employees and external stakeholders to report unlawful behaviour or violations of the Code of Conduct. Reports are investigated under an internal investigation procedure, ensuring prompt, independent, and objective handling.

All individuals carrying out investigations are informed of the applicable internal procedure before the commencement of their first investigation, and the Head Compliance oversees the investigation process for each report.

Alpiq is committed to protecting reporters and fostering a culture of openness. The "Speak Up!" line ensures confidentiality, with access to reports limited to a minimum number of trained personnel. Employees who report concerns in good faith are protected from retaliation, as per Directive (EU) 2019/1937.

Training is provided to all employees. Attendance of all training assigned by Compliance is mandatory. Contingent workers who, at least partially, operate in Alpiq's work environment in a similar way as Alpiq employees must also receive the mandatory training designed for their target group.

Compliance makes use of e-learning and classroom courses to ensure variety and efficiency in compliance training.

Topics on which Compliance provides training are Alpiq's Code of Conduct, anti-bribery and corruption, fair competition, due diligence, data privacy, gifts and invitations, conflicts of interest, the speak-up culture, and trade compliance.

Prevention and detection of corruption and bribery

ESRS G1-3

Alpiq's compliance programme consists of the actions and steps described above. In case of a concern about business integrity, only trained members of the Compliance team may conduct investigations. The Compliance team is part of the Legal & Compliance unit and has a direct reporting line to the Chairman of the BoD. The Head of Compliance reports on compliance activities, including the outcomes of investigations, to the ARC of the BoD.

To further support growth across the value chain elements – encompassing Assets, Trading, and Origination – Alpiq introduced a new organisational structure in 2025, establishing an Integrated Assurance function. Under this framework, key units such as Security, Legal & Compliance, Enterprise Risk Management, and Insurance now report to the newly appointed Chief Risk Officer (CRO), who reports directly to the CEO. This integrated assurance model represents a significant step towards ensuring the long-term resilience and sustainability of Alpiq's business model.

All employees have access to Alpiq's intranet, where the Code of Conduct and subsequent directives are communicated. When a compliance-related document is revised or adopted, the Compliance function ensures that the employees to whom it applies are informed and trained.

Anti-bribery and corruption training is delivered through e-learning for all employees at risk of corruption. Classroom sessions, delivered by function, include the relevant corruption risks faced by the function being trained.

All employees, as well as external collaborators, are covered in Alpiq's Compliance Training programme. In 2025, in-person training sessions and e-learning sessions were held on the Code of Conduct, tailored to managers and HR professionals, and on topics of anti-bribery and corruption, fair competition, market integrity, conflicts of interest, gifts and invitations, and the speak-up mechanism. Overall, 96% of employees assigned to these training sessions have successfully completed them. Members of the EB and the BoD are trained face-to-face by Compliance according to their need. In addition, members of the EB are enrolled in the same e-learning as the rest of the organisation's employees. The number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws for the year 2025 are both zero. They are also zero for P2X.

Share of successfully completed Compliance trainings

96%

Supply Chain Due Diligence

In addition to the identified material topics, Alpiq recognises the importance of responsible supply chain management and adheres to the DDTrO in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour.

To ensure compliance with these Swiss requirements and the European directive, as well as to foster transparency, accountability, and adherence to ethical standards, Alpiq executed a project in 2024 to develop a new supply chain due diligence process for fully consolidated Alpiq entities, including a new Code of Conduct for Suppliers. The newly implemented supply chain due diligence process encompasses compliance assessments of both new and existing suppliers. Where indications of irregular or non-compliant conduct are identified, further investigative measures are initiated. Such conduct includes, but is not limited to, involvement in child labour or the use of conflict materials.

The supply chain due diligence process involves assessments from two key perspectives: business partner risk and country/geographical risk. These include the following:

- Business Partner Risk Assessment: This assessment evaluates factors such as the nature of the partner's business activities and any potential links to sectors associated with higher risks of corruption, money laundering, terrorist financing, or sanctions. It also considers exposure to politically exposed persons (PEPs) and reputational risks identified through adverse media screening. Business partners appearing on sanctions lists are fully excluded from any engagement with Alpiq.
- Country and Geographical Risk Assessment: This assessment relies on publicly available indices, including sanctions lists, the FATF list of High-Risk and Non-Cooperative Jurisdictions, and the Transparency International Corruption Perceptions Index. Countries lacking effective systems to combat money laundering or terrorist financing, exhibiting significant levels of corruption or criminal activity, or subject to sanctions, embargoes, or identified as supporting terrorism are classified as high-risk jurisdictions. All transactions – including imports, exports, and financial operations – with sanctioned or embargoed countries are strictly prohibited at Alpiq.

Alpiq's due diligence solution enables the collection and analysis of comprehensive global data sources on business partners to create a risk profile. This solution is tailored to Alpiq's needs and risk tolerance, and detects potential alerts or issues related to the risk factors mentioned above. All the business partners in the portfolio are automatically screened on an ongoing basis for any changes in their risk profile.

Child labour

DDTrO (CO Art. 964j et seq.)
Alpiq recognises that child labour poses a significant ethical and human rights concern in global supply chains. While there is no direct risk of child labour in Alpiq's operations, which primarily entail the production of electricity at geographically specific power plants, residual risks may arise in its supply chain where goods or services originate from regions identified as higher risk under the Children's Rights in the Workplace Index.

To mitigate such risks, Alpiq adheres to the principles of the International Labour Organization (ILO) and has implemented a Code of Conduct for Suppliers, which establishes binding standards for suppliers and, among other requirements, expressly prohibits the use of child labour. Alpiq endeavours to enforce the principles stipulated in the Code of Conduct for Suppliers in its supply chain and reviewed its Code of Conduct for Suppliers and the associated risk assessment process throughout 2024. The Code of Conduct for Suppliers is incorporated into supplier contracts and communicated to suppliers as part of the supply chain due diligence process, requiring their formal acknowledgment and acceptance. Alpiq also regularly reviews its supply chain processes to improve traceability and risk management.

Alpiq intends to further strengthen its supply chain risk management. It reviewed its process (including traceability) during 2024 and will continue to adjust its approach in line with market practice. The company also continues to strengthen and develop its ESG framework, including its approach to child labour regulation.

In addition, Alpiq operates a whistle-blowing tool, accessible via the company website, which allows concerns to be raised with the Compliance function, including any perceived and actual shortcomings pertaining to child labour. In line with its procedures, any perceived shortcoming can be raised by employees and/or any member of the public and will be investigated independently.

Conflict minerals

DDTrO (CO Art. 964)
Alpiq complies with DDTrO regulations concerning conflict minerals. As Alpiq does not import or refine minerals or metals that fall within the scope of these regulations, it is exempt from related disclosure requirements. Nonetheless, Alpiq maintains responsible sourcing practices in line with the new supply chain due diligence process and the new Code of Conduct for suppliers, and monitors its supply chain to align with applicable standards.

Sector-Specific Disclosures

Security of Supply

Security of supply is an entity-specific topic that is not covered by ESRS but is material to Alpiq and is therefore included in this Sustainability Report.

Alpiq uses the definition of security of supply as provided by the European Environment Agency (EEA). The EEA defines security of supply as “the availability of energy at all times in various forms, in sufficient quantities, and at reasonable and/or affordable prices” (EEA, 2024).

Alpiq’s contribution to ensuring security of supply is stated in its company purpose. Providing reliable power or heat generation when needed by customers, including TSOs, has a direct impact on the company’s economic results. It is therefore of the utmost importance that Alpiq continuously maintains reliability and upgrades the technical capabilities of its assets, not only to comply with the latest environmental regulations, but also to use the best available technology to increase fuel efficiency and flexibility, and to prevent operational failures that could negatively impact security of supply and significantly affect its economic position.

Alpiq recognises that, in certain situations, the objectives of contributing to a better climate and ensuring security of supply – particularly regarding electricity generation from fossil fuels – may need to be carefully balanced. Without an increase in flexibility, the integration of additional intermittent renewable energy is restricted, and the energy transition is delayed. Alpiq is fully committed to supporting the energy transition. Through investments in BESS, flexible hydropower, and highly flexible gas-fired thermal assets, the company enhances the flexibility of the energy system and actively contributes to the energy transition. Alpiq therefore deliberately focuses on providing flexibility to the energy system and assesses its activities and investments not only based on their direct climate impact, but on their overall impact on the energy system.

Gas-fired generation is expected to remain a key source of flexibility for at least the next 10 to 15 years. Alpiq is dedicated to operating its gas-fired assets throughout their technical lifetime, with a strong focus on continuous upgrades, ongoing maintenance, and the integration of the best available technologies. By doing so, the company ensures high availability and delivers reliable flexibility services to the energy system.

In 2025, Alpiq introduced the Sustainable Flexibility KPI to tackle a key energy-transition challenge: balancing carbon efficiency with system flexibility. Built on a transparent and data-driven methodology, the KPI offers a technology-neutral, country-specific framework that supports both retrospective analysis and scenario planning. The KPI rests on two equally weighted pillars: flexibility – how well the energy portfolio adapts to changing system needs – and carbon efficiency – the carbon intensity of operations. Giving both dimensions equal importance helps ensure that climate impact and energy security progress together. This KPI is currently being used internally for assessments of Alpiq’s current asset portfolio, as well as for new investments.

In addition, Alpiq continuously works on maintaining high-standard crisis management and business continuity plans. In 2025, 191 employees were trained on business continuity plans and 36 continuity plans were drawn up. In addition,

12 crisis management exercises were conducted and 129 people were trained in this area.

In-market availability, the KPI measuring the percentage of time that an asset is available when needed, is reported to all internal stakeholders and is closely monitored and assessed. Maintenance periods for all assets, regardless of generation technology, are carefully planned to ensure optimal timing and minimal duration. In case of outages, internal processes and competent technical staff are in place to remedy the situation. To achieve the highest availability values, Alpiq not only focuses on technical and economic indicators but also applies high health and safety standards to ensure a secure environment on its premises.

All outage events are reported to both internal and external stakeholders to ensure complete transparency. One such event is the prolonged production outage of the Gösgen nuclear power plant (KKG) from the end of June 2025 to February 2026. Although this results in a shortfall in electrical production, Alpiq shared updates in August 2025. In terms of security of supply, plant shareholders, including Alpiq, must procure electricity on the market under the prevailing conditions, thereby compensating for the “missing” electricity. Nevertheless, the condition of the plant remains very good and KKG AG is ensuring scientific and technical compliance with the latest standards, in alignment with the supervisory authority’s adjusted requirements.

The levels of security of supply and grid safety are typically set by the TSOs and/or local regulations for grid support services (CSS). Where technically possible, Alpiq provides certified products for CSS at each flexible asset. To be allowed to participate in the CSS market, the technical capability of each individual asset is accredited and regularly tested by TSOs in accordance with local requirements for each CSS product.

To contribute additionally to security of supply in times of high electricity demand, Alpiq participated in the Swiss Federal Council’s tender for the winter 2024/2025 hydropower reserve for the third consecutive year. Alpiq bid successfully and contributed 103 GWh to that year’s winter reserve, out of the total Swiss reserve of 250 GWh, which had to be made available from early February to mid-May 2025. This was the last winter for which the reserve was put out to tender. From 1 January 2026 (winter 2025/2026), it is a legal requirement for Swiss electricity providers with a hydro storage capacity greater than 10 GWh to contribute to winter reserves. The Electricity Commission publishes reserve quantities and remuneration on a yearly basis, for 2025/2026, this amounted to EUR 16.11 million for 250 GWh, or EUR 64.44/MWh.

Appendix

List of disclosure requirements by reporting standard

European regulations (CSRD)

ESRS Index

The tables below shows the ESRS requirements Alpiq is already disclosing on a voluntary basis in the Sustainability Report 2025.

General disclosures

ESRS topic	Standard	Disclosure requirement (DR)	DR designation	Chapter
General disclosures	ESRS 2	BP-1	General basis of preparation	Basis of Preparation
		BP-2	Disclosures in relation to specific circumstances	Basis of Preparation
		GOV-1	The role of the administrative, management and supervisory bodies	Governance
		GOV-2	Sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Governance
		GOV-3	Integration of sustainability-related performance in incentive schemes	Governance
		GOV-5	Risk management and internal controls over sustainability reporting	Governance
		SBM-1	Strategy, business model and value chain	Strategy
		SBM-2	Interests and views of stakeholders	Strategy
		SBM-3	Overall material impacts, risks and opportunities	Material Sustainability Matters, Climate Change, Biodiversity and Ecosystems, Own Workforce
		IRO-1	Identification process for material impacts, risks and opportunities	Material Sustainability Matters, Climate Change, Water and Marine Resources, Biodiversity and Ecosystems, Business Conduct
		IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	Material Sustainability Matters

Disclosures according to material topics

ESRS topic	Standard	Disclosure requirement (DR)	DR designation	Chapter
Environment	ESRS E1 - Climate Change	E1-1	Transition plan for climate change mitigation	Climate Change
		E1-2	Policies related to climate change mitigation and adaptation	Climate Change
		E1-6	Gross Scopes 1, 2, 3, total GHG emissions and GHG intensity	Climate Change
	ESRS E2 - Pollution	E2-3	Targets related to pollution	Pollution
		E2-4	Pollution of air	Pollution
	ESRS E3 - Water & Marine Resources	E3-1	Policies related to water and marine resources	Water and Marine Resources
		E3-2	Actions, resources and targets related to water and marine resources	Water and Marine Resources
		E3-4	Water withdrawal, discharge and consumption	Water and Marine Resources
	ESRS E4 - Biodiversity & Ecosystems	E4-3	Actions and resources related to biodiversity and ecosystems	Biodiversity and Ecosystems
Social	ESRS S1 - Own Workforce	S1-1	Policies related to own workforce	Own Workforce
		S1-2	Processes for engaging with own workers	Own Workforce
		S1-3	Processes to remediate negative impacts	Own Workforce
		S1-4	Actions related to own workforce	Own Workforce
		S1-5	Targets related to own workforce	Own Workforce
		S1-6	Characteristics of the undertaking's employees	Own Workforce
		S1-8	Collective bargaining coverage and social dialogue	Own Workforce
		S1-9	Diversity metrics	Own Workforce
		S1-11	Social protection	Own Workforce
		S1-13	Training and skills development metrics	Own Workforce
		S1-14	Health & Safety metrics	Own Workforce
Governance	ESRS G1 - Business Conduct	G1-1	Business conduct policies and corporate culture	Business Conduct
		G1-3	Prevention and detection of corruption and bribery	Business Conduct

Swiss regulations

Swiss Code of Obligations Index

Alpiq adheres to the requirements of Art. 964a ff. and Art. 964l of the Swiss Code of Obligations and the respective Ordinances DDTrO and SCO. The company's disclosures relating to these requirements are mapped in the table below.

Non-financial reporting requirements under the Swiss Code of Obligations	Chapter	ESRS Disclosure requirement
Consolidated reporting (Art. 964b / SCO)	Basis of preparation	BP-1
		BP-2
Approval (Art. 964c / SCO)	Governance	GOV-1
		GOV-2
Business model (Art. 964b / SCO)	Strategy	SBM-1
		SBM-2
Materiality Assessment (SCO)	Strategy	SBM-3
Environmental matters, incl. CO_2 goals (Art. 964b / SCO)	Climate Change	E1-1
		E1-2
		E1-6
	Pollution	E2-3
		E2-4
	Water & Marine Resources	E3-1
		E3-2
		E3-4
	Biodiversity & Ecosystems	E4-3
Employee-related matters (Art. 964b)	Own Workforce	S1-1
		S1-2
		S1-3
		S1-4
		S1-5
		S1-6
		S1-8
		S1-9
		S1-11
		S1-13
		S1-14
Social matters and community impact (Art. 964b)	Biodiversity & Ecosystems	IRO-1
	Security of Supply	-
Respect for human rights (Art. 964b)	Own Workforce	S1-1
Combating corruption (Art. 964b)	Business Conduct	G1-3
Policies (Art. 964b)	Climate Change	E1-2

	Water & Marine Resources	E3-1
	Own Workforce	S1-1
	Business Conduct	G1-1
Measures taken to implement policies (Art. 964b)	Water & Marine Resources	E3-2
	Biodiversity & Ecosystems	E4-3
	Own Workforce	S1-4
Risks related to non-financial matters (Art. 964b)	Governance	GOV-5
	Climate Change	IRO-1
	Water & Marine Resources	IRO-1
	Biodiversity & Ecosystems	IRO-1
Child Labour: Risk Management Instruments and Traceability System (DDTrO)	Supply Chain Due Diligence	-
Minerals and Metals: Exemption (DDTrO)	Supply Chain Due Diligence	-
Risks in the Supply Chain (DDTrO)	Supply Chain Due Diligence	-
Supply Chain Policy (DDTrO)	Supply Chain Due Diligence	-

Glossary

AGM	Annual General Meeting
ARC	Audit and Risk Committee
BESS	Battery energy storage system
BoD	Board of Directors
CCGT	Combined-cycle gas turbine
CEO	Chief Executive Officer
CEMS	Continuous emission monitoring system
CFO	Chief Financial Officer
CHO_4	Methane
CO	Carbon Oxide
CSRD	Corporate Sustainability Reporting Directive
DCS	Distributed control system
DDTrO	Due Diligence and Transparency Ordinance
DMA	Double Materiality Assessment
DSO	Distribution system operator
E	Environment
EB	Executive Board
EEA	European Environment Agency
EIA	Environmental impact assessment
EIP	Energy Infrastructure Partners
ERG	Employee resource group
ERM	Enterprise risk management
ESG	Environment, Social, Governance
ESRS	European Sustainability Reporting Standards
ETS	Emissions Trading Scheme
EWC	European Work Council
FMHL	Forces Motrices Hongrin-Léman
FTE	Full-Time Equivalent
G	Governance
GHG	Greenhouse gas
GRI	Global Reporting Initiative
HRSG	Heat recovery steam generator
ILO	International Labour Organization
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organization for Standardization
IRO	Impact, Risk, Opportunity
KKG	Kernkraftwerk Gösgen-Däniken AG
KKL	Kernkraftwerk Leibstadt
KPI	Key performance indicator
n/a	Not applicable

NGO	Non-governmental organisation
NO_x	Nitrogen Oxide
NRSC	Nomination, Remuneration and Strategy Committee
OCGT	Open-cycle gas turbine
OECD	Organisation for Economic Co-operation and Development
OHS	Occupational health and safety
PEKO/COPE	Personalkommission/Commission du Personnel
PPA	Power purchase agreement
RBI	Responsible Business Initiative
RES	Renewable energy sources
S	Social
SASB	Sustainability Accounting Standards Board
SCO	Swiss Climate Ordinance
SE-WC	Societas Europea Work Council (European Company Work Council)
SF_6	Sulphur hexafluoride
SO_x	Sulphur oxide
TRIFR	Total Recordable Injury Frequency Rate
TSO	Transmission system operator
UVG	Unfallversicherungsgesetzt (Federal Law on Accident Insurance)
WWF	World Wide Fund for Nature
ZLD	Zero liquid discharge