

# SUSTAINABILITY REPORT

# 2023



# FOREWORD

Dear Reader

What you hold before you is the third sustainability report of the Repower Group, the first also published in English. The report has naturally evolved since its first publication, and further developments can be expected in the years to come – not only because we at Repower continue to embed sustainability in our business operations as a matter of course, but also because the topic is becoming increasingly relevant and visible. The regulatory requirements in Switzerland and the European Union continue to burgeon and are becoming ever more stringent. With a business rooted in two countries, Switzerland and Italy, Repower is obliged to comply with the reporting rules in both economic regions.

For Repower, sustainability is more than just a buzzword that chimes with the current zeitgeist. Since the earliest years of the business, sustainability has been firmly rooted in our DNA and has continued to evolve over more than a hundred years. Repower started in 1904, back then as Kraftwerke Brusio AG, with the construction of Campocologno hydropower plant. As early as the beginning of the 20th century, the electricity we produced in Valposchiavo was used to electrify some of the industrial companies in the Milan region.

Over our 120-year history, we at Repower have developed into a substantial energy company. Today our portfolio of generation assets in Italy comprises 21 solar power installations, ten wind farms and two hydropower plants as well as a gas-fired combined-cycle power plant used to stabilise the electricity grid. In Canton Graubünden, Repower has 16 own hydropower plants, participations and 14 solar power installations that generate electricity, among other things for supply to around 48,000 end-consumers. Repower also successfully trades in electricity and gas, helping ensure the efficient supply of energy in Switzerland and the rest of Europe.

As a business we owe it to our customers, employees, shareholders and the natural environment to continue moving forward in terms of sustainability. For this reason, 2023 marks a further milestone in the history of our company, with the board of directors condensing Repower's decades-long approach and its DNA in a sustainability strategy embedded in our overall corporate strategy. One of our core strategic themes is «continuing to use sustainability as an opportunity». Repower sees sustainability as a driving force for innovation that will secure the company's long-term success and at the same time achieve a positive impact on the environment and society.

The sustainability report describes our ongoing development, transparently and responsibly, allowing all interested stakeholders to track our endeavours and progress. Our primary aim in doing so is not to meet regulatory requirements, but to live up to Repower's DNA.

Many thanks for your interest in the third edition of Repower AG's sustainability report.



U. Krüsi

**Dr Monika Krüsi**

Chair of the board of directors



R. Leuenberger

**Roland Leuenberger**

CEO

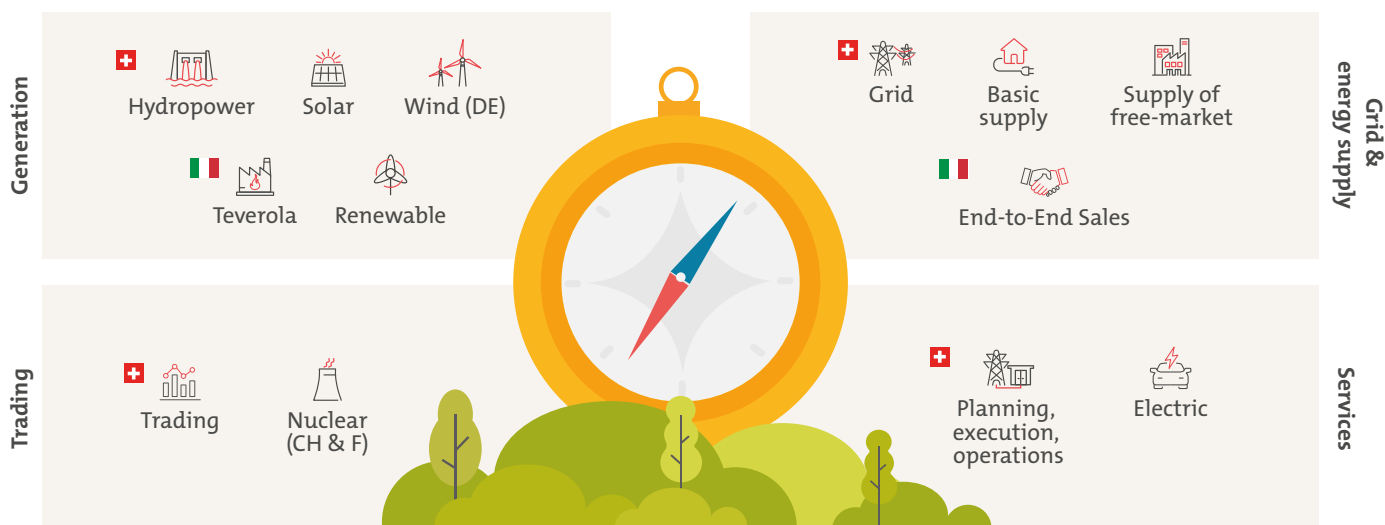
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# INTRODUCTION

Repower operates along the entire electricity value chain, from generation and trading to distribution and sales (see graphic). Repower generates electricity in Switzerland, Italy and Germany at its own power plants and through interests. A large part of the electricity it generates is from hydropower facilities in Graubünden. Repower manages an electricity grid with a total length of over 3,000 kilometres in Graubünden and is thus the largest distribution grid op-

erator in the canton. Repower also operates on the most important Central European trading centres for electricity, gas and certificates, and in the 2023 financial year generated a significant portion of its net profits through its trading activities. Repower provides customised energy solutions for free-market customers, energy utilities and infrastructure operators.



Repower is well aware of its economic, environmental and social responsibility and endeavours to act sustainably for the long term. In 2023, Repower conducted a double materiality analysis to determine the key economic, social and environmental issues for the organisation. This takes account of the company's impact on people and the environment (materiality of impact) and the risks and opportunities for the company (financial materiality). From a selection of around 200 topics, twenty potentially important topics for Repower were evaluated in two internal workshops. These topics formed the basis of two online surveys. Repower's most important external stakeholders were asked about the company's impact on people and the environment (materiality of impact). The respondents included customers, suppliers, shareholders, cantonal and municipal authorities, NGOs, the media, banks and the sales network in Italy. The second survey to identify the main risks and opportunities (financial materiality) was conducted with Repower's divisional heads. The results of the two sur-

veys were discussed in individual meetings with the members of the executive board. Eight key topics were ultimately identified and approved by the executive board.

The eight material topics for Repower were linked to the four United Nations Sustainable Development Goals (UN SDGs) to which Repower contributes. Repower has selected the following priority SDGs: «Access to affordable, reliable, sustainable and modern energy for all» (SDG 7), «Sustainable economic growth and decent work» (SDG 8), «Climate action» (SDG 13) and «Life on land» (SDG 15). An overview of all United Nations Sustainable Development Goals can be found in the annex on page 40.

The 2023 sustainability report has been prepared with reference to the GRI (Global Reporting Initiative) Standards. It revolves around the eight material topics listed below. Added to these are the topics «respect for human rights» and «ethical business conduct», which Repower is required to report on under Art. 964 of the Swiss Code of Obligations.

The material topics are presented in the order of the United Nations Sustainable Development Goals. In line with the requirements of the GRI Standards and Art. 964 of the Swiss Code of Obligations, each topic includes Repower's impact on people and the environment, the risks for Repower, the guidelines and due diligence requirements,

and the measures taken. Where appropriate, this is followed by details of the relevant stakeholders and the measurement of effectiveness.



**Our contribution:**

In generating 100 per cent renewable energy in Switzerland and expanding its renewable energy generation facilities and the Teverola combined-cycle gas turbine power plant in Italy, Repower is actively contributing to the energy transition and security of supply in both countries.

**Material topics:**

- Energy transition
- Water use



**Our contribution:**

Repower acts prudently to safeguard the existence and ongoing development of the company and create financial value.

Repower creates secure jobs and provides good working conditions, attaching great importance to occupational health and safety.

Indirectly, Repower also creates economic growth in the regions in which it operates by awarding contracts to third parties.

**Material topics:**

- Economic performance
- Safety, health and wellbeing
- Employee recruitment and development
- Engaging stakeholders and local communities



**Our contribution:**

One hundred per cent of the energy generated at Repower Switzerland comes from renewable resources. Repower Italy will continue to substantially increase the proportion of renewable energy in the future. In this way, Repower is helping to reduce greenhouse gas emissions.

Repower has various offerings designed to raise its customers' and business partners' awareness of climate and environmental protection.

**Material topics:**

- Climate change



**Our contribution:**

Repower acts prudently to minimise the negative impact of electricity production and distribution on biodiversity and, by producing renewable energy, contributes to the energy transition and thus to the protection of biodiversity in the long term.

**Material topics:**

- Changes to biodiversity and landscape



# ENERGY TRANSITION

Repower actively supports the implementation of the energy transition in Italy and Switzerland in three areas. Firstly, Repower is investing in the profitable expansion of renewable energy, particularly with hydropower, photovoltaic and wind power assets, as well as with the development of energy storage projects. Secondly, Repower is committed to the reliable provision and distribution of electricity and gas. Thirdly, Repower is increasing the efficiency of its own power plants, the transmission and distribution grid and its own energy consumption, and offers energy efficiency services for customers.

## Impacts

Through its profitable investments in renewable energy, Repower contributes to the implementation of the energy transition and thus supports the advancing electrification and resulting decarbonisation of the economy. The generation of renewable energy at hydropower, wind power and photovoltaic installations also has negative effects, including increased demand for rare metals and increased landscape consumption (see page 23, changes to biodiversity and landscape).

A reliable electricity supply helps economic and social life function. In addition to a loss of comfort, power cuts can also result in high costs and losses in manufacturing processes and even jeopardise lives (e.g. in healthcare).

The energy efficiency of power plants and the transmission grid determines the energy lost in the generation and distribution of energy and has a direct influence on the costs of energy for customers. By providing efficiently generated and distributed energy, Repower makes a further contribution to the economy.

## Risks

The expansion of renewable energy entails risks for the stability of the electricity grid and supply security. It can also pose a reputational risk for Repower if it is pursued without due consideration for the landscape and biodiversity and without involving local stakeholders.

Power cuts can be costly for Repower and its customers, especially if they are prolonged. If energy that has already been sold is not available in sufficient quantities, expensive substitutes may have to be purchased.

High efficiency losses in the value chain increase Repower's

operating costs and thus reduce profitability. Repower must also compensate for losses in electricity transmission due to physical factors by purchasing additional power.

The risk of transmission system failure is a component of the Repower Group's Risk and Control Assessment (see page 12, Economic performance).

## Guidelines and due diligence

When building new power plants, the company conducts a comprehensive environmental impact assessment and submits it to the authorities responsible for granting approval. Implementation of the measures defined is con-



### High-altitude solar installations

High-altitude solar plants produce 100 per cent renewable electricity. They have numerous benefits, one of which is that they produce much more electricity than comparable plants on the Central Plateau during the winter months, when electricity is most urgently needed in Switzerland.

Repower has developed two projects. A solar power system with an installed capacity of around 8.5 MW is to be built at the Vorab mountain station in the municipality of Laax in cooperation with Arena Alva. Another solar installation is planned in cooperation with the municipality of Klosters at the Madrisa mountain station, this one designed for a peak performance of around 12 MW. The voters of both municipalities have approved the projects and Repower submitted the planning applications for the two solar installations at the end of 2023.





tinuously monitored during the construction phase and recorded in a project progress report.

To ensure a reliable supply of electricity, Repower Switzerland complies with the requirements of the law and is an active member of the Association of Swiss Electricity Companies (VSE). The quality of supply is assessed and monitored annually by the Swiss Federal Electricity Commission (ElCom) on the basis of standard international indicators.

## Measures

In Switzerland, Repower generates most of its own electricity at hydropower facilities. Its existing hydropower plants are professionally maintained and selectively modernised. The modernisation of Robbia hydropower plant also involves increasing its production capacity. Repower also intends to construct new hydropower facilities such as the Chlus plant. The company will continue to expand its own photovoltaic generation capacity in Switzerland. In 2023, Repower Switzerland commissioned a solar power installation with a capacity of around 590 kWp. A total of 579 new photovoltaic systems were installed in Repower's network area in 2023. In terms of electricity generation, Repower Italy has gradually expanded its portfolio of renewable energy plants via Repower Renewable, while at the same time improving the efficiency of existing facilities. At the end of 2023, Repower Italy had a total of ten wind farms, 21 solar installations and two small hydro plants with a combined total generation capacity of 112 MW.

Repower Switzerland has numerous functions and processes in place to ensure a secure supply of electricity. For example, the company has its own organisation of specialists on call to rectify disruptions in the power supply that can occur owing to events such as storms. Every year Repower also takes part with other distribution grid and power plant operators in swissgrid grid restoration training courses.

Repower Switzerland works with EVUolution AG on smart metering. EVUolution AG emerged from a division of Repower. Repower is in the process of rolling out its SMART-POWER smart metering product in its supply area in Switzerland. Fifteen per cent of end-consumers are connected to smart meters. Smart meters can contribute to the energy transition in various ways. For example, customers can optimise their consumption via a digital customer portal

and the grid load resulting from the new metering data can be used to plan efficient measures to expand the grid.

Repower Italy is helping actively promote electric transport by developing products such as GIOTTO and SYMBIOSIS that can be used to charge electric vehicles. Repower Italy organises events dedicated to the topic of sustainable transport, produces and regularly runs a podcast on energy issues, and publishes an annual white paper on electric mobility.

## Stakeholder engagement

When a new project is planned at Repower or changes need to be made that affect the landscape or local infrastructure, the Repower Group involves the affected stakeholders at an early stage. Stakeholder feedback is collected at information events in the regions and, where possible, actively incorporated in the development process.

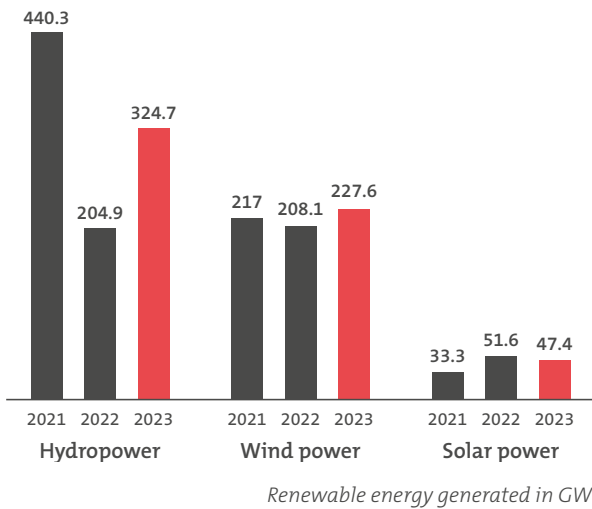
## Measuring effectiveness

Repower uses specific KPIs (key performance indicators) to measure its energy generation, the reliability of the electricity supply and the coverage of charging points for electric vehicles. The company has an integrated process management approach for monitoring and analysing the effectiveness of new plants and innovations from the inception of a project to the assessment of its impact, financial viability, the approval process and the construction of the plant.

## *Share of renewables in energy generated*

Repower Switzerland produces 100 per cent of its energy from renewable sources. In Italy the share of renewable energy is 24.2 per cent. Across the group, 48.4 per cent of the electricity generated comes from renewable sources.

Compared with the previous year, a total of 58.5 per cent more renewable electricity was produced at hydropower facilities and 9.4 per cent more electricity at wind installations, while 8 per cent less electricity was generated by photovoltaic systems. The reason for the significant increase in hydropower generated compared with 2022 was the above-average precipitation levels in 2023. By comparison with 2021 there is no energy from Robbia power plant, which is currently being completely modernised.



served) for the Repower Switzerland grid in 2023 was 32.4 min/a. This figure is significantly higher than in previous years. The reason is weather-related disruptions and operational factors.

### ***Development of charging points for electric vehicles***

In 2023, 1,385 new charging points for electric vehicles were sold in Italy. This means that Repower Italy has a network of around 5,900 charging points throughout Italy, which corresponds to an increase of 30.8 per cent versus the previous year. In Switzerland, 2023 saw the PLUG’N ROLL charging network grow by 75 per cent over the previous year.

### ***Supply security***

In 2023, the System Average Interruption Frequency Index (SAIFI: the average number of interruptions experienced by an end-consumer) for the Repower Switzerland grid was 0.95. The System Average Interruption Duration Index (SAIDI: average outage duration for each end-consumer



*Madrisa alpine solar power installation, visualisation: Fanzun AG*





# ENERGY TRANSITION

## AGRICULTURE AND ENERGY

### GENERATION GO HAND IN HAND



**Agrivoltaics is the agriculture-friendly response to the growing demand for sustainably generated energy. It matches the productivity of solar energy with the requirements of farming.**

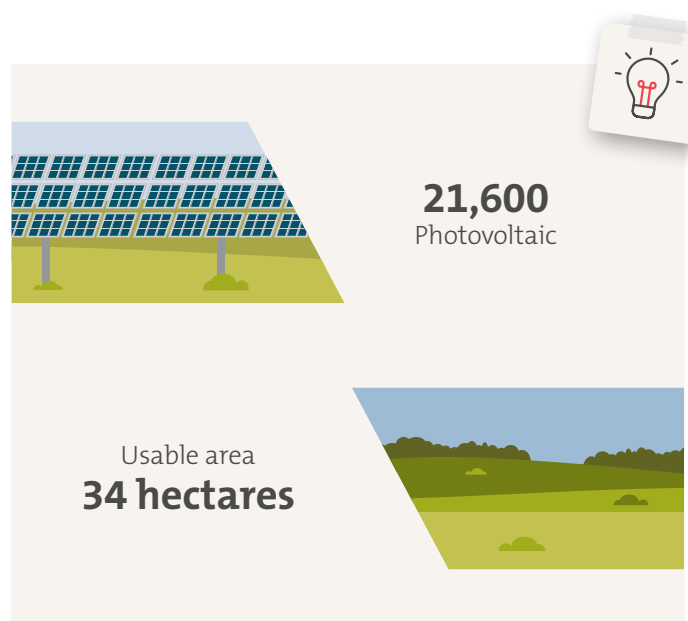
In 2013, Repower Italy took a pioneering role with the commissioning of an agrivoltaic plant near Castelguglielmo in the Veneto region of Italy. The project was the result of an encounter between a traditional farming family from Polesine and Repower. The family wanted to optimise its farm, and Repower wanted to make the generation of energy from renewable resources more efficient and sustainable. The result was one of the first agrivoltaic projects in Italy. Both the farmer and the energy producer achieved their goals.

The agrivoltaic system near Castelguglielmo covers an area of 34 hectares and utilises solar tracking technology. The installation has 600 photovoltaic sails that track the sun like a sunflower. Each sail consists of 36 modules, resulting in an impressive total of 21,600 photovoltaic modules. The installation has a capacity of 7.5 MW and generates an average of 15 GWh of energy per year.

The photovoltaic sails are arranged above the ground in a chequerboard pattern at intervals of around 21 metres. This means that most of the farmland can be cultivated. It is currently used to grow soft wheat, durum wheat, sorghum, barley and pulses such as soya, peas for protein and rapeseed.

Agrivoltaic technology promotes the continuity of agriculture and in some respects even improves it. The experience of Castelguglielmo has shown that the sails protect the crops from wind and hail and reduce water evaporation, resulting in less water consumption. The shade provided by the sails also encourages the growth of certain plants.

Agrivoltaic technology makes a positive contribution to environmental change in two ways. Firstly, it generates renewable energy from the power of the sun, and secondly, it promotes and improves sustainable cultivation practices in local agriculture.





# WATER USE

Repower uses water primarily in the form of process water for the generation of electricity at its hydropower plants and for production at the Teverola combined-cycle gas turbine power plant. Repower endeavours to use water efficiently.

## Impacts

In hydropower plants, the water is collected in reservoirs or water catchments and channelled to the generation equipment via the penstock. After running through the turbines, the water leaves the plant via an underwater channel and runs back into the watercourse. The composition of the water is not changed in the process. The relevant effects on the watercourse of this type of electricity generation lie in the abstraction and return of water as well as the residual flow in between. Hydropower plants reduce the residual flow of water and can cause excessive fluctuations in the amount of water downstream (hydropeaking). Both these factors can have a negative impact on the living and reproductive conditions of river fauna and aquatic flora. Hydropower plants also have an impact on fish migration (see page 25, Changes to biodiversity and landscape). To reduce environmental impact, very high standards are set when concessions are granted. By implementing the very high environmental standards, Repower is continuously reducing the impact on flora and fauna and creating new habitats. The Teverola combined-cycle gas turbine plant draws the water it needs to generate electricity from a well on the site. The water used is groundwater that is already contaminated. The wastewater from the power plant is treated as required and fed on to an external sewage treatment plant. The thresholds specified in the integrated environmental licence are complied with.

## Risks

The retreat of glaciers, drought and an increase in heavy rainfall mean that water can no longer be utilised to the same extent and used to generate electricity. More stringent regulatory requirements for power plants governing, for example, residual water volumes, can also lead to a reduction in the amount of water that can be used to power turbines.

Changes to the availability of natural resources is a component of the Repower Group's Risk and Control Assessment (see page 12, Economic performance).

## Guidelines and due diligence

Repower Switzerland has an environmental management system and is certified to ISO 14001. The procedure for ensuring residual water volumes and the inspection of wastewater treatment plants is set out in the relevant operating and maintenance processes. The utilisation of water for the generation of electricity is determined by operational and trading requirements. SET S.p.A., which operates the Teverola gas-fired combined-cycle power plant, also has an environmental management system certified in accordance with ISO 14001. In addition, SET S.p.A. is registered with the European Eco-Management and Audit Scheme (EMAS). At the beginning of each three-year cycle, the management of the Teverola gas-fired combined-cycle power plant formulates the environmental programme



## Chlus project: harnessing water sustainably

As part of the Chlus project, Repower is planning a new hydropower plant in Prättigau and the Graubünden Rhine Valley. In future, the water used to drive the turbines at the existing Küblis power plant is to be channelled in a pressure tunnel from Küblis to Trimmis and reused there instead of being channelled back into the Landquart river as it was previously. This measure will improve the aquatic ecology of the Landquart between Küblis and the mouth of the Rhine, as it means the river will no longer be subject to excessive fluctuations in water level (hydropeaking). The project shows that generating renewable energy at hydropower plants and protecting or enhancing watercourses need not be a contradiction in terms.





and defines the most important measures under the environmental management system. The management updates and approves the environmental programme every year as part of the management review. Responsibility for the environmental programme at the Teverola combined-cycle gas turbine power plant lies with the plant's management. Every year the plant publishes an updated environmental statement giving details of water consumption, water quality and ongoing improvement programmes.

### Measures

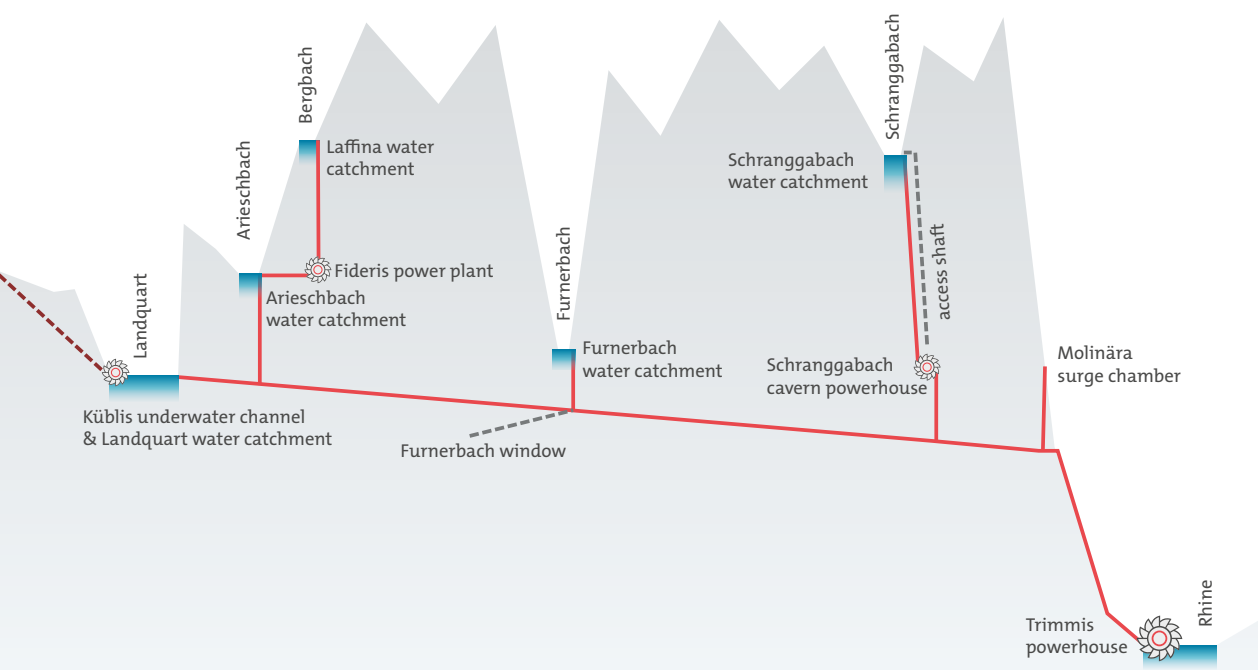
The Repower Group analyses the effects of water abstraction at hydropower plants in detail during the approval phase as part of an environmental impact assessment. Flora and fauna, as well as the hydropeaking regime and bedload management, are analysed in detail and suitable measures are defined.

The Teverola combined-cycle gas turbine power plant monitors its water consumption. Any irregularities that

could have a negative impact on water consumption are dealt with and rectified as quickly as possible.

### Stakeholder engagement

When a new project is planned at Repower or changes need to be made that affect the landscape or local infrastructure, the Repower Group involves the affected stakeholders at an early stage. In the case of new power plants and facilities, the environmental impact assessment is carried out with the involvement of various specialists. The measures are defined in consultation with the authorities and environmental organisations. The Teverola combined-cycle gas turbine power plant publishes an updated environmental statement every year. This serves to stimulate and activate relationships and information processes, particularly with the local community, authorities, suppliers, contractors and employees.



Schematic of the Chlus project



# ECONOMIC PERFORMANCE

For Repower, long-term economic success and its own profitability are of central importance. Repower recognises its responsibility to strive for economic development for itself and its stakeholders that is sustainable not only financially, but also socially and environmentally.

## Impacts

A strong economic performance enables Repower to invest in infrastructure, improve the service to its customers, drive innovation and increase shareholder value. It also enables Repower to make a financial contribution to the municipalities and canton and secure jobs in the regions. Energy generation, which contributes to Repower's economic value creation, has various effects on the environment (see page 21, Climate change and page 23, Changes to biodiversity and landscape).

## Risks

Price trends and volatility on the energy market are not only the greatest opportunities, but also a significant risk for the Repower Group.

The Repower Group has its own risk management system, the Risk and Control Assessment (RCA). Over 30 risks in the business activity/strategy, compliance, financial reporting and market/credit risk categories are monitored and assessed annually. The risk management report with the results of the RCA is approved annually by the executive board and the board of directors.

Financial risk management defines the fundamental elements of each financial risk, such as the definition of key risk indicators (KRIs) and their measurement. The Repower Group focuses on three top risks: market risk, credit risk and liquidity risk. These are monitored daily by the risk management team and the units concerned are informed accordingly about compliance with the KRIs.

## Guidelines and due diligence

The board of directors is responsible for the Repower Group's economic performance. It defines the financial targets and strategy, approves budgets and monitors financial performance in relation to the specified targets. The board of directors delegates operational responsibility to the executive board. The Repower Group complies with its own

code of conduct, which includes provisions on fair market conduct, avoidance of conflicts of interest, data protection and correct accounting. Further information on due diligence can be found in the **2023 annual report: Corporate governance**.

## Measures

Repower has a robust financial planning system and monitors both market trends and internal performance indicators to identify potential risks at an early stage and respond to them promptly.

To ensure its long-term economic success, the Repower Group makes targeted investments in existing and new renewable generation and grid assets in Switzerland and Italy.

## Measuring effectiveness

Economic performance is measured using various KPIs adapted to the respective area of activity. These are reported every month to the executive board and every quarter to the board of directors as part of the financial reporting process.

### *Direct economic value generated and distributed*

The following table provides an overview of Repower's economic value creation in 2022 and 2023:

CHF thousand	2022	2023
Total operating revenue	4,745,089	3,362,550
Group earnings	52,874	299,822
-Dividend	-34,452	-37,731
Group earnings - dividend	18,422	262,091

The most significant contribution to the overall result came from the international energy trading business. Even though electricity prices on the international markets fell sharply in the year under review, Repower was able to protect itself from the price collapse by hedging production at higher prices at an early stage. See **Annual report 2023: comments on the financial results** for more information.

# SAFETY, HEALTH AND WELLBEING



Repower is committed to the safety, health and wellbeing of its employees. Measures to prevent accidents, promote health and protect against work-related risks ensure that the negative impact of the company's activities on employees is reduced.

## Impacts

More than half of Repower Switzerland's employees and a small proportion of Repower Italy's workforce are exposed to potential health and safety risks from mechanical and electrical hazards stemming from the work involved in building, maintaining and operating plant and equipment. Accidents and work-related illnesses can lead to injuries, incapacity to work or even death among employees. Measures to improve health and safety in the workplace can minimise such negative effects. The majority of employees at Repower Italy and almost half of those at Repower Switzerland perform office work. The greatest risks are musculoskeletal complaints and stress-related illnesses.

## Risks

Maintaining high standards and implementing measures for safety and health in the workplace require investment in training, protective equipment and safety measures, which entail additional costs. In addition, accidents and work-related illnesses can lead to production losses, higher insurance costs and legal consequences, which increases the financial risks and harbours a reputational risk.

Risks related to labour law and safety are a component of the Repower Group's Risk and Control Assessment (see page 12, Economic performance). The work-related risks at Repower Switzerland are also determined in a comprehensive risk analysis process.

## Guidelines and due diligence

Repower Switzerland has a committee for matters related to its integrated management system. This committee meets monthly and evaluates the current status of occupational health and safety, environmental protection and quality. Repower Switzerland has an occupational health and safety policy in accordance with ISO 45001 and a safety policy in accordance with the Swiss Federal Coordination Commission for Occupational Safety (FCOS), which is set out in the integrated management system. At Repower Switzerland, health and safety risks are evaluated and

assessed using recognised methods. Measures to reduce risks are developed together with internal and external experts and explained to the employees concerned. Annual internal audits ensure that these measures are adhered to. The head of Environment, Safety & Certification is charged with keeping the safety policy up to date and implementing it. SET S.p.A., which operates Teverola combined-cycle gas turbine power plant, is also certified to ISO 45001. Repower Italy has guidelines for the management of health and safety issues such as emergency management. For hazard assessment, Repower Italy mainly refers to the document on hazard assessment (Documento di Valutazione dei Rischi DVR) and the document on the assessment of interference risks (Documento unico di valutazione dei Rischi interferenziali DUVRI). The supervisory authority conducts two audits a year. If discrepancies are identified, these are dealt with by the departments responsible and reported to the supervisory board at the next audit so that the effectiveness of the measures can be reviewed. At Repower Italy, the employer is supported in prevention and safety matters by the head of the compliance department. Responsibility for this at the operational facilities is delegated to the authorised representatives or plant managers. The issue of health and safety in the workplace is monitored by the supervisory board in accordance with Legislative Decree 231/2001.



## Safety Culture Ladder

Repower makes sure safety is firmly established in the awareness and behaviour of its employees. To this end, in 2023 Repower Switzerland introduced the internationally recognised Safety Culture Ladder (SCL) method. Repower does everything it can to promote a culture of safety within the organisation. The SCL certificate attests to its efforts to support employees so that they can organise their day-to-day work in a safe and health-friendly manner. At the same time, the certificate makes Repower's safety consciousness measurable.





## Measures

All Repower Group employees undergo introductory training on health and safety at work when they start employment. All employees have access to medical services and training in accordance with the terms and conditions of employment. In addition, all employees in Power Generation and Grid take part in mandatory annual safety days tailored to their work.

At Repower Switzerland the Environment, Safety & Certification department carries out general risk assessments, for example in plants. Project-specific hazard assessments are conducted by the respective project managers, with the possibility of support from the Environment, Safety & Certification department. The hazards identified are communicated to the employees affected. Employees can get involved at any time.

The Repower Group also provides support to protect and promote the health of its employees, for example by providing UV protection, hearing protection and hearing tests and laying on fresh fruit, fresh drinking water and standing desks. Repower Switzerland is also active in the Canton Graubünden workplace health committee.

Repower Italy carries out various risk assessments, for example on workplace hazards, malfunction risks, fire hazards in the workplace and work-related stress.

## Stakeholder engagement

Safety and health at work are fundamentally important for all stakeholders and the measures are therefore regularly monitored and adjusted if necessary. In addition, employees are directly involved and informed in training sessions.

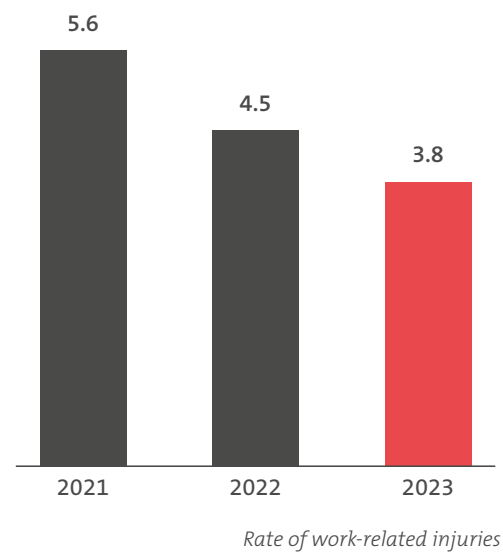
Specific risk assessments are carried out for projects in collaboration with business partners. Repower formally identifies all the relevant hazards in a general safety policy. At the start of work, all those involved receive instructions, including proof of training.

## Measuring effectiveness

The effectiveness of the measures is ensured within the Repower Group by means of regular internal checks and external audits. In Switzerland Repower compares the relevant figures with those of the previous period and measures the actual reduction in avoidable incidents. Incidents are analysed and the resulting findings and measures are implemented as quickly as possible.

### Work-related injuries

Across the group, there were no deaths as a result of work-related injuries in 2023. There were no work-related injuries with serious consequences, but there were 21 accidents. This corresponds to a rate of 3.8 compared with the number of hours worked. In the last three years, Repower has significantly reduced the rate of work-related injuries.





# EMPLOYEE RECRUITMENT AND DEVELOPMENT

Well-trained staff are essential to achieving Repower's corporate goals. Repower invests in the company and its employees by recruiting qualified staff and developing and training them on a continuous basis. This enables Repower to maintain and increase its competitiveness and innovation in the marketplace while also enabling employees to maintain or even improve their marketability.

## Impacts

Well-trained employees enable the Repower Group to fulfil its supply and service mandate. The fact that employees are developing on a continuous basis consolidates their job security and makes them attractive on the labour market. Well-trained specialists contribute to higher productivity and innovative strength. This in turn makes the Repower Group more attractive for new talent and can result in greater economic growth. It also boosts employee satisfaction and health.

## Risks

Attracting and selecting qualified specialists entails costs for recruitment, hiring and onboarding. In addition, the ongoing development of employees requires investment in continuing education and training. Inadequate planning or ineffective implementation of recruitment and development measures can impair a company's efficiency. The improved qualifications of employees make them attractive on the external market, so there is also a risk of poaching.

Risks related to a lack of human resources are a component of the Repower Group's Risk and Control Assessment (see page 12, Economic performance).

## Guidelines and due diligence

The Repower Group's aim when recruiting and developing employees is to have the right people with the right qualifications in the right position at the right time. At Repower Switzerland, responsibility for this lies with line managers, who are assisted by the HR department with policies and support functions. To monitor employee recruitment, Repower Switzerland conducts an annual performance review including an analysis of which channels receive the most applications. Repower Switzerland also carries out an annual analysis of possible develop-

ments in the internal workforce, particularly with regard to filling key positions and succession planning. Repower Switzerland also has guidelines for external training. At Repower Italy, the processes for recruiting and developing employees are executed by the HR department in close collaboration with the executive board. This combination guarantees that candidates will be identified who meet Repower Italy's needs. Repower Italy encourages staff to take part in continuing education and training courses and enables them to find offerings that provide suitable training in both technical and social skills.

## Measures

In 2023 Repower Switzerland developed a new employer branding campaign to recruit employees (see page 17).



### Social recruiting: successful pilot

In 2023 Repower Switzerland launched a pilot project to fill vacancies for grid electricians. Interested parties are contacted via social media and directed to a landing page. Prospective candidates initiate the application process by answering a few questions. They are then invited to an informal meeting over coffee outside the company premises. This enables the two sides to establish initial contact on a friendly and informal basis.

It has already been possible to hire the first employees, including lateral entrants, thanks to social recruiting. Following the successful pilot, the project will be continued.





To counteract the shortage of skilled labour and encourage young talent, Repower Switzerland trains apprentices in various professions. Repower Switzerland also offers additional apprentices and lateral entrants optimum conditions for starting a new career. Repower received the bronze certificate from BEST RECRUITER 2022/23 for its above-average recruitment performance.

The Repower Group has a number of initiatives that promote the development of employees' skills and expertise. These include training events, conferences and workshops. The company also holds open meetings with various guest speakers, webinars and information events where employees and external experts can exchange ideas on various topics. Repower Italy also offers work in cross-functional teams and job rotations.

### Stakeholder engagement

Measures related to the recruitment and development of employees are defined in dialogue with the company's own specialist employees, for example in employee appraisals.

### Measuring effectiveness

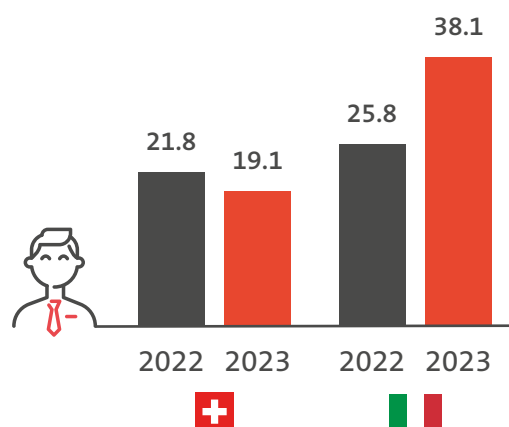
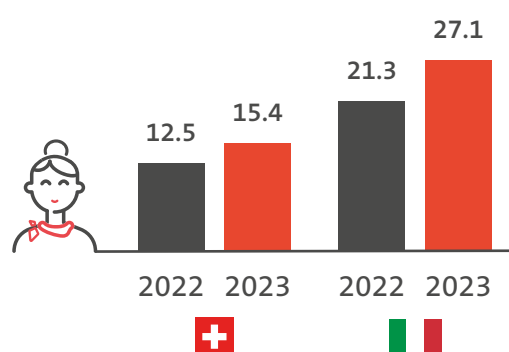
The Repower Group conducts regular employee surveys to determine satisfaction in various areas. Staff turnover is also monitored.

### Employee appraisals

All Repower Switzerland employees receive at least one annual assessment of their performance and professional development in their annual appraisal. At Repower Italy, in 2023 54 per cent of men and 57 per cent of women receive an appraisal of their performance and professional development.

### Average number of hours for training and education

In 2023, male employees at Repower Switzerland attended an average of 19.1 hours of training and education and female employees an average of 15.4 hours. At Repower Italy, male employees attended an average of 38.1 hours of training and education in 2023 and female employees an average of 27.1 hours.



Average hours of training and education





# EMPLOYEE RECRUITMENT AND DEVELOPMENT

## RING ANY BELLS? NEW EMPLOYER BRANDING CAMPAIGN

Repower is breaking new ground in the recruitment of skilled labour. It has come up with an original campaign and has picked up potential candidates where nobody expected. The most important piece of equipment: a classic telephone.

An employer branding campaign that attracts employees and at the same time boosts the image of a Graubünden-based energy utility? In 2023, Repower designed and produced a campaign with precisely these goals.

From 2024, Repower will be looking for new specialist employees with the help of Hubi. Hubi's not a celebrity. He's a native of Graubünden known for his down-to-earth attitude who enjoys almost cult status within his network in the canton.

From his control room, Hubi searches feverishly and with passion for skilled labour. He rings a red telephone installed amid forest trails in Siat (GR). It attracts the attention of bikers, mushroom gatherers and hikers. On the other end of the line, Hubi tells them first-hand what the phone is all about. He's looking for their help to find professionals to work with Repower on the energy of the future.

It's a digital campaign comprising several levels. In addition to the video, which is intended to attract widespread attention, further productions will follow emphasising the advantages of Repower as an employer in a way appropriate to the relevant target group. The videos will be played out on a target-specific basis on digital channels such as social media, both within and outside the canton of Graubünden. The focal points include the network electrician trade, IT and lateral entrants.

The campaign was conceived and executed with the agency RobNicolas. It's a Graubünden collaboration with no-nonsense communications and value added in the canton. The campaign emphasises Repower's roots in Graubünden. It presents Repower as an innovative employer offering contemporary conditions. The working atmosphere? A la Repower: alpine values, culturally diverse, traditional, approachable, with space for innovation, progress and the occasional surprise. A company for a secure future.

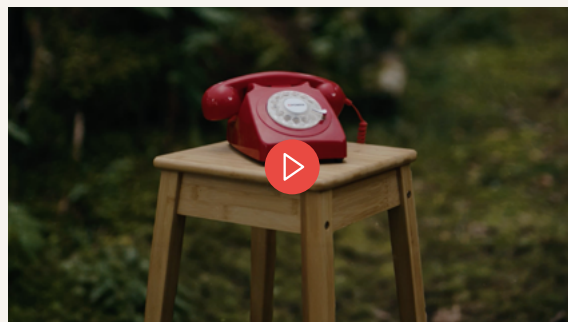
The employer branding campaign is geared to the long term. It is designed in such a way that it can be developed further with new content, ideas and campaigns and become a calling card.



### Take one!

Hubi sets all wheels in motion to recruit skilled workers.

Go to the commercials here!





# ENGAGING STAKEHOLDERS AND LOCAL COMMUNITIES

Repower has a special social responsibility as an energy company. That's why it involves stakeholders in its activities. In addition to supporting local communities in its capacity as an employer, Repower also contributes by sponsoring local events and associations, particularly in sport, culture and social affairs.

## Impacts

Energy generation and distribution facilities often leave their mark on a region for generations. This makes a good and cooperative relationship with the population of the various regions essential. Transparent and comprehensive communication and active stakeholder engagement can lead to better cooperation, acceptance and support, contributing to the success and stability of the company and ultimately helping ensure a stable energy supply. Repower also contributes to economic development in the regions and creates jobs and local infrastructure. Social projects and sponsorships help foster the well-being and quality of life of local communities.

## Risks

Inadequate communication and a lack of stakeholder involvement can lead to a loss of trust, image problems and a decline in the customer base. In addition, conflicts with stakeholders can lead to legal disputes, project delays and increased costs.

Any possible deterioration in the relationship with the public is a component of the Repower Group's risk and control assessment (see page 12, Economic performance). The Repower Group also does regular media monitoring focusing on perceptions of Repower in the media and among the general public. Repower is also in constant personal dialogue with the local population, organisations and local companies to jointly avoid or prevent activities that could damage or jeopardise its reputation.

## Guidelines and due diligence

By involving interest groups and local communities, the Repower Group aims to achieve coexistence and cooperation between Repower and the local population that is as balanced as possible in the long term. The Repower Group has made an internal commitment to support regional and local companies, among other things by implementing its sponsorship strategy.

## Measures

In Switzerland Repower, as a Graubünden-based company, is committed to the local community, both as an employer in the region and as a sponsor of local organisations and events. In 2023, Repower Switzerland donated around CHF 390,000 in sponsorship money in the four regions of Valposchiavo, Engadine, Surselva and Prättigau/Rhine Valley, as well as for Graubünden in general. Most of this money goes to clubs and organisations that nurture young talent. Repower Switzerland also supports various thematic areas, organisations and associations with one-off contributions.

Since 2022, Repower Switzerland has been working with Patrick Fischer, coach of the Swiss national ice hockey team, to actively promote young talent in the regions. In December 2023, for example, training sessions were held for young ice hockey players and other young sports enthusiasts in Samedan and Trun.



## LAMBRO in the service of good

LAMBROgio and LAMBROgino cargo bikes available to five associations operating in the Milan area. One of them is Recup. Recup is dedicated to combating food waste and social exclusion. It distributes surplus fruit and vegetables from Milan's wholesale market to people in difficult circumstances. Thanks to the LAMBROgino, the association can expand its activities and reach more people.





Repower Italy supports both scientific and social projects. In 2023, the contributions totalled around EUR 200,000. The social projects that Repower Italy supported in 2023 include Centro Aiuto Minori e Famiglie, an association supporting minors who are victims of abuse and helping their families in emergency situations, and the NAGA medical clinic, which provides direct medical assistance to people in need and without papers. In Milan, Repower Italy promotes the arts by supporting Teatro Repower and Teatro Menotti.

### Stakeholder engagement

The Repower Group endeavours to maintain constant contact with the local population. This enables it to get direct feedback and adapt its initiatives where necessary. Employees in the regions also pass on information and questions to Repower.

### Measuring effectiveness

Repower Switzerland records the investments and progress made in the sponsorship projects. The success of Repower Switzerland's engagement is assessed in regular dialogue with the organisations supported by the company. Repower Italy regularly analyses the reactions of stakeholders to the projects sponsored by the company. The events and online initiatives are monitored, with the number of events organised and press reactions tracked. The response to these initiatives is constantly growing.



Repower Switzerland is the main sponsor of HCD Ladies



# ENGAGING STAKEHOLDERS AND LOCAL COMMUNITIES SUPPORT IN THE EMILIA ROMAGNA REGION

Bad weather caused severe damage in the Emilia Romagna region in spring 2023. To help local people, Repower donated to the Italian charity Opera San Francesco per i Poveri.

In just a few days, the Emilia Romagna region received as much rain as it normally does in half a year. Numerous rivers burst their banks and there were countless landslides. Entire villages and urban neighbourhoods were flooded. Several thousand people had to leave their homes. There was also considerable damage to the transport infrastructure. The floods also hit agriculture hard. Entire plantations had to be planted out and then replanted.

Opera San Francesco per i Poveri is an institution with over 60 years of history that puts the principles of Franciscan charity into practice every day. It offers a hot meal, medical care and accommodation with showers and clean clothes to anyone in need. Opera San Francesco per i Poveri was founded in Milan on the initiative of Friar Cecilio Cortinovis, who for years distributed food to poor people who knocked on the monastery's door. It was thanks to him and the generosity of entrepreneur Emilio Grignani that the first canteen was opened in 1959, a sheltered place where people in need could be welcomed with dignity. Over the years, other services were added, such as a clinic, a shower and clothing store, psychological and psychiatric care and support on the path to independence.

In early 2023, the organisation's support also extended to Emilia Romagna, which had been hit by severe flooding. Opera San Francesco per i Poveri responded to the appeal from the Capuchin monastery in Cesena and provided the resources needed to help the families who had become homeless.

Through the Opera San Francesco, Repower was also able to make a contribution to supporting the communities affected by the storms. In addition to hospitality, relief supplies and transport were made available locally to deal with the damage.





# CLIMATE CHANGE

Climate change is a key issue for Repower from both an environmental and reputational perspective. It's not just customers, but also employees and shareholders, investors and business partners who are interested in the impact of the company's activities on the climate. The main cause of climate change is greenhouse gas emissions. At Repower, these stem from energy generation and the upstream and downstream supply chain.

## Impacts

Thanks to its close focus on the generation of renewable energy in Switzerland and Italy, Repower can make a contribution to mitigating climate change. The increased use of electrical energy on the consumer side can lead to imbalances between electricity generation and consumption in the energy grid. One of the most important functions of the Teverola combined-cycle gas turbine power plant in Italy is therefore to ensure grid stability. However, the gas-fired plant releases greenhouse gas emissions during operation. Greenhouse gas emissions are also generated in Repower's upstream and downstream supply chain, for example in the production of building materials, waste disposal and employees' commuting between home and work. Thanks to conscious purchasing and contract award management, as well as smart metering and electromobility solutions that drive electrification and energy efficiency, Repower can contribute to mitigating climate change in the upstream and downstream value chain.

## Risks

Climate change has various physical effects and leads, among other things, to glacier retreat and changes in the precipitation regime. This has a direct impact on hydropower production and can pose a risk to the functioning and profitability of hydropower plants. A failure to decarbonise power generation quickly enough could entail regulatory risks and trigger very high costs for CO<sub>2</sub> certificates, for example. This could result in the operation of the Teverola combined-cycle gas turbine plant no longer being economically viable.

Climate-related risks are a component of the Repower Group's Risk and Control Assessment (see page 12, Economic performance).

## Guidelines and due diligence

Repower Switzerland has an environmental management system and is certified to ISO 14001. The process defining the annual measurement of greenhouse gas emissions is set out in the integrated management system. SET S.p.A., which operates the Teverola combined-cycle gas turbine power plant, also has an environmental management system certified in accordance with ISO 14001. In addition, SET S.p.A. is registered with the European Eco-Management and Audit Scheme (EMAS). The Teverola power plant is subject to the provisions of the European Greenhouse Gas Emission Trading System (ETS) and is legally obliged to offset its CO<sub>2</sub> emissions. At the beginning of each three-year cycle, the management of the Teverola plant formulates an environmental programme and defines the most important measures under the environmental management system (see page 11, Water use).



### Car sharing in Valposchiavo – all thanks to Repower

Repower has integrated the Mobility car sharing service into its own fleet of vehicles. The shared vehicles used are all-electric cars located in Poschiavo which can be driven all year round by all residents and guests with a Mobility membership. After a successful pilot phase, in March 2023 Repower decided to continue the project. Thanks to the integration of these two shared cars, Repower has been able to reduce its conventional company fleet by three vehicles.





## Measures

The measures Repower has taken to reduce transport-related CO<sub>2</sub> emissions include the following: The company's own fleet is being converted to electric vehicles wherever possible. Employees receive contributions towards public transport passes. All Repower sites have their own charging infrastructure for electric vehicles. Electric bicycles are also available for employees at all Repower Switzerland sites. The Repower Group helps reduce commuter traffic by enabling its employees to work from home within the prescribed framework.

## Stakeholder engagement

The electrification process involves the interplay of various stakeholders: Repower's own e-mobility brand PLUG'N ROLL, Repower's internal vehicle management department, the Mobility car sharing organisation and local business partners. Teverola combined-cycle gas turbine power plant publishes an updated environmental statement every year (see page 11, Water use).

## Measuring effectiveness

The Repower Group measures its direct (Scope 1) and indirect (Scope 2 and 3) CO<sub>2</sub> emissions annually (see page 37). In 2024 the Repower Group intends to define CO<sub>2</sub> targets for the first time.

### Direct greenhouse gas emissions (Scope 1)

Groupwide Scope 1 greenhouse gas emissions amounted to 258,640 tCO<sub>2</sub>eq in 2023, 99.5 per cent of this came from the Teverola combined-cycle gas turbine power plant. This represents a reduction of 24.1 per cent versus the prior year, mainly due to the lower volumes of electricity generated at Teverola in 2023.

Direct greenhouse gas emissions include the fuel consumed by vehicles. Repower Switzerland has increased the share of electric and hybrid vehicles in its car fleet from 23.4 per cent to 78 per cent within a year. Taking the entire fleet, including special vehicles such as off-road and transport vehicles, the figure is 50.3 per cent. At Repower Italy, electric or hybrid vehicles account for 42 per cent of the fleet. The greenhouse gas emissions in connection with the vehicles could be reduced from 479 tCO<sub>2</sub>eq in 2022 to 430 tCO<sub>2</sub>eq in 2023 by increasing the proportion of electric vehicles.

Direct greenhouse gas emissions also include SF<sub>6</sub>, an insulating gas used in high-voltage electrical systems. It is a highly potent greenhouse gas: one kilogramme of SF<sub>6</sub> corresponds to 23.5 tonnes of CO<sub>2</sub>. In 2023, a total of 14.7 kilograms of SF<sub>6</sub> gas were lost in high-voltage systems. This is an increase of 442 per cent versus 2022. The reason for this sharp increase is a sizeable SF<sub>6</sub> loss at Albanatscha substation.

### Indirect energy-related greenhouse gas emissions (Scope 2)

The Repower Group's Scope 2 greenhouse gas emissions amounted to 3,029 tCO<sub>2</sub>eq in 2023. This represents an increase of 1.3 per cent compared to the previous year.

### Other indirect greenhouse gas emissions (Scope 3)

The Repower Group's indirect emissions for 2023 amounted to 3,037,789 tCO<sub>2</sub>eq. The increase of 6.6 per cent is due in particular to electricity purchased for end-consumers. In 2022 Repower Switzerland was unable to source all the electricity for basic supply customers from Graubünden. The reason for this was that electricity production in the canton of Graubünden declined because snowmelt and precipitation were lower than expected. As Repower always uses the prior year's electricity labelling figures for the greenhouse gas inventory, this has a direct impact on the indirect emissions (Scope 3) for 2023.

Greenhouse gas emissions in tonnes CO <sub>2</sub> eq	2022	2023
Direct emissions (Scope 1)	340,807	258,640
Indirect energy-related emissions (Scope 2)	2,991	3,029
Other indirect emissions (Scope 3)	2,850,605	3,037,789
<b>Total</b>	<b>3,194,403</b>	<b>3,299,458</b>



# CHANGES TO BIODIVERSITY AND LANDSCAPE

By generating renewable energy, Repower makes a relevant long-term contribution to protecting biodiversity and the landscape. However, hydropower plants, wind power, solar power installations and energy distribution infrastructure also affect animal and plant habitats and the landscape. Repower believes it has a responsibility to guarantee its customers an uninterrupted energy supply as far as possible while minimising the negative impact on biodiversity and the landscape.

## Impacts

In principle, any form of energy generation and distribution has an impact on biodiversity and the landscape. Energy generation and distribution equipment can be perceived as foreign bodies in the landscape and impair the sense of wellbeing and being in nature. These infrastructures also have an impact on the habitats of animals. For example, wind farms can endanger birds and bats, hydropower plants can hinder fish migration and power lines can pose a danger to birds with a large wingspan. Repower Switzerland owns and operates several hydropower plants in protected areas (see page 38) which are among those where special attention must be paid.

## Risks

Changes to the landscape and habitats caused by the expansion of renewable energy can be perceived negatively by local residents and lead to reputational risks for Repower. As a rule, environmental impact assessments must be carried out to obtain approval for new energy generation and distribution facilities. In the event of potentially detrimental effects on habitats, approvals can be delayed or applications rejected altogether.

Risks relating to biodiversity and landscape are regularly addressed by the committee responsible for the integrated management system.

## Guidelines and due diligence

Repower Switzerland has an environmental management system and is certified to ISO 14001. The integrated management system committee is responsible for defining and achieving the relevant targets. SET S.p.A., which operates Teverola combined-cycle gas turbine power plant, also has an environmental management system certified in accordance with ISO 14001. In addition, SET S.p.A. is registered with the European Eco-Management and Audit Scheme (EMAS). At the beginning of each three-year cycle,

the management of the Teverola plant formulates an environmental programme and defines the most important measures under the environmental management system (see page 11, Water use).

## Measures

The biodiversity and landscape aspects of new power plants and energy distribution infrastructure, as well as the renovation of these assets, are analysed in an environmental impact assessment. In addition, target states are defined and corresponding measures are determined.

The continuous renewal of the installations means that the impact can be continuously reduced.



### Bird monitoring in S. Giusto - Lucera

Since the wind farm in S. Giusto - Lucera was commissioned in 2012, the interaction between the bird population and the operation of the turbine has been monitored. The monitoring focuses in particular on large swifts and birds of prey. After eleven years of monitoring, the Lucera laboratory for ecology and applied ecology concluded in its report that the installation has no significant impact on the fauna in the surrounding area.





The power grid is professionally maintained and, where possible and required, made more robust and less susceptible to environmental influences by running cables underground. In 2023, the landscape in the canton of Graubünden was enhanced with the removal of 46 wooden poles and 66 concrete, lattice and steel pylons.

### Stakeholder engagement

When a new project is planned at Repower or changes need to be made that affect the landscape or local infrastructure, the Repower Group involves the affected stakeholders at an early stage. In the case of new power plants and facilities, the environmental impact assessment is carried out with the involvement of various specialists.

The measures are defined in consultation with the authorities and environmental organisations. Teverola combined-cycle gas turbine power plant publishes an updated environmental statement every year (see page 11, Water use).



*Before and after: dismantling an overhead line in the Schlappintal valley near Klosters*





# CHANGES TO BIODIVERSITY AND LANDSCAPE FISH MIGRATION IS POSSIBLE AGAIN IN THE VAL DA CAMP VALLEY

As part of the total modernisation of Robbia hydropower plant, Salva water intake in the Val da Camp was also completely renovated. Thanks to the newly created bypass channel, habitats for fish and microorganisms below and above the intake have been connected.

Before Salva water intake was renovated, a weir around two metres high prevented the free migration of fish in the Val da Camp. The opportunity to renovate it arose as part of the total modernisation of Robbia power plant carried out by Repower between 2020 and 2024. The main objectives of the renovation of the intake were to restore fish passability in both directions and to provide sufficient protection for fish from drifting into the headrace system.

To achieve these goals, a bypass channel was created on the left-hand side of the stream. This extends for around 50 metres and consists of crossbars, boulders and a low water channel that alternates between the left and right halves of the stream. The various measures guarantee a near-natural design that enable navigation by fish at different discharge levels. The longitudinal gradient of 5 per cent enables a varied structure of steps and pools. To increase fish protection, the bar spacing of the strainer screen was reduced from 22 mm to 15 mm.

Above the weir of Salva water intake there is a geometric division of the stream splitting the inflowing water from the Campobach stream into process water (74 per cent) and compensation water (26 per cent) in the summer months. In the winter months, the compensation water is released through a fixed, calibrated opening.

The new Salva water intake blends discreetly into the landscape. This was done using natural stone cladding and the pietra rasa technique, which made it possible to achieve a jointed pattern very similar to that of the surrounding buildings.

The preparatory work for the new Salva water intake started in 2020. The main work was carried out in 2021 and 2022 to allow free fish migration again from 2023 onwards.

## Salva water intake



Before



After





# RESPECT FOR HUMAN RIGHTS

Repower is aware of the importance of respecting human rights along the entire value chain. In 2023 the company paid particular attention to the issue of child labour in the supply chain.

## Impacts

Given the diversity and complexity of Repower's supply chains, there is a risk of human rights violations.

## Risks

The issue of human rights and their violation harbours financial risks for Repower. Violations of human rights in the immediate value chain can have legal consequences. In addition, reputational damage and the loss of customer trust can lead to financial losses.

Potential shortcomings in corporate social responsibility, including human rights violations in the supply chain, are a component of the Repower Group's risk and control assessment process (see page 12, Economic performance).

## Guidelines and due diligence

The Repower Group adheres to the core conventions of the International Labour Organisation (ILO). Human rights play an important role in Repower's corporate culture. The Repower Group's code of conduct states: «We take care of our fellow human beings [...] In doing so, we respect the personal dignity, privacy, opinion and rights of each and every individual.» All employees are obliged to comply with the code of conduct and thus respect human rights.

Based on the due diligence and transparency obligations regarding child labour (Art. 964j-964l CO), in 2023 the Repower Group established a process to check for possible child labour. This process is used to check whether there is a reasonable suspicion of child labour in the supply chain of products and services purchased by Repower. This process is carried out annually.

## Measures

The Repower Group ensures that human rights are respected right from the contract award stage. To this end, Repower Switzerland's standard terms and conditions of services and standard terms of delivery contain statements on labour protection regulations and working con-

ditions that require equal treatment and compliance with child protection regulations. For services to be provided abroad, the requirements of the core conventions of the International Labour Organisation (ILO) must be complied with. The contractor must also contractually oblige any third parties engaged to comply with these principles. Repower Italy selects suppliers who apply an organisational model in accordance with Legislative Decree 231/2001, provided the conditions are the same. Employees are obliged to select suppliers on the basis of the principles laid down in Repower Italy's code of ethics.

## Measuring effectiveness

With regard to child labour, the supply chain related to potentially vulnerable areas such as renewable energy, IT, logistics, the Teverola combined-cycle gas turbine power plant and e-mobility was audited in 2023. The audit revealed no well-founded suspicion of child labour in the Repower Group's supply chain. The audit is documented internally.



# ETHICAL BUSINESS CONDUCT

For Repower, ethical business conduct means adhering to high moral and ethical standards in all business dealings. Repower acts in accordance with applicable law and the company's code of conduct.

## Impacts

Ethical business conduct promotes trust-based cooperation with customers and suppliers, strengthens employee motivation, minimises the risk of corruption and bribery, ensures fair competition and overall makes a positive contribution to economic development. It also promotes transparency, integrity and responsibility within the company.

## Risks

Unethical business conduct can lead to reputational damage, which in turn can affect stakeholder trust and result in a loss of sales. In addition, legal consequences may arise that could have a financial impact on Repower.

The issue of corruption is a component of the Repower Group's Risk and Control Assessment (see page 12, Economic performance).

## Guidelines and due diligence

The Repower Group has a code of conduct governing ethically correct behaviour in business operations and with business partners. The code of conduct has been adopted by the executive board and the board of directors. Violations or suspected violations can be reported internally. Reports are dealt with in accordance with a clearly defined process. The compliance page of the intranet includes a description of the complaints process for employees. They have the option of contacting their line manager, HR or the compliance functions at Repower Switzerland or Repower Italy directly. All reports are treated in strict confidence. If necessary, an external body is called in to investigate. The complaints process is regularly reviewed and adapted if necessary. The Italian companies in the Repower Group have introduced an organisational, management and control model in accordance with Legislative Decree 231/2001. This governs the conduct to be adopted. The individual companies have each appointed a supervisory board that monitors the application of the model and conducts two audits per year.

## Measures

Within the organisation, employees are informed about ethical business conduct by means of internal communications and training. Business partners and external employees are informed about Repower's ethical principles by Legal & Compliance, HR or line management as required.

Various documents for preparing public tenders, standardised contracts and checklists exist for business relationships with suppliers. Repower Italy obliges its suppliers to comply with the Repower Italy code of ethics. Since 2010, Repower Italy has had a contractual clause in which the counterparties undertake to comply with the basic principles of the organisational models as per Legislative Decree 231/2001.

## Measuring effectiveness

The Repower Group has a whistleblowing system that sets out a clear process for internal investigations and provides for preventive measures or process changes to prevent misconduct. The effectiveness of the complaints mechanisms is also ensured by means of regular compliance reporting to the executive board and the board of directors. There were no incidents of corruption at the Repower Group in 2023.

# GRI CONTENT INDEX

GRI	Page	Further information and omissions
<b>GRI 1: Principles</b>		
<b>Statement of use</b>		The Repower Group has prepared this report with reference to the GRI Standards for the reporting period from 1 January 2023 to 31 December 2023.
<b>GRI used</b>		GRI 1: Foundation 2021
<b>Sector standards used</b>		None
<b>GRI 2: General disclosures</b>		
<i>The organisation and its reporting practices</i>		
<b>2-1 Organisational details</b>		
a	Name of organisation	Repower AG
b	Nature of ownership and legal form	<b>Annual report 2023: Group structure and shareholders</b>
c	Headquarters	Poschiavo
d	Operations	<b>Annual report 2023: Group structure and shareholders</b>
<b>2-2 Entities included in the organisation's sustainability reportings</b>		
a	List of entities	The Repower Group comprises Repower Switzerland and Repower Italy. <b>Annual report 2023: Consolidation</b>
b	Differences to financial reporting	<b>No differences</b>
c	Minority interests, takeovers, mergers, disposals	There were no adjustments with regard to minority interests. Any acquisitions, mergers and disposals are allocated to the divisions in accordance with the method defined in the <b>Annual report 2023: Basic principles</b> . The divisions are the same for the general disclosures and for all material topics in this report; only for the topic of climate change is the operational control approach used.
<b>2-3 Reporting period, frequency and contact point</b>		
a	Reporting period and frequency	The reporting period is from 1 January 2023 to 31 December 2023. The sustainability report appears annually.
b	Financial reporting period	The reporting period for the annual report is the same as for the sustainability report. Semiannual reports on the financials are also published.
c	Publication date	The 2023 sustainability report is published on 9 April 2024.
d	Contact	sustainability@repower.com

GRI	Page	Further information and omissions
<b>2-4</b>	<b>Restatements of information</b>	
a	Restatements	<p>The Repower Group's greenhouse gas inventory was standardised in 2023. Repower now calculates its greenhouse gas emissions according to the operational control approach. The greenhouse gas emissions for the 2022 financial year were recalculated and are reported in the 2023 sustainability report. The restatement relates to GRI 305-1, GRI 305-2 and GRI 305-3.</p> <p>Owing to a revision of the accounting principles at Repower, the figures for disclosure 201-1, direct economic value generated and distributed, were restated. See <b>Annual report 2023: Accounting and valuation principles</b> for further information.</p> <p>The figures for disclosure 301-1, energy consumption within the organisation, were recalculated and restated in the present sustainability report.</p>
<b>2-5</b>	<b>External assurance</b>	
a	Guidelines and practices	The board of directors and the executive board are informed about the status of the sustainability report and play an active role in shaping it. The report is approved by the board of directors.
b	External assurance	The report is not subjected to external assurance. For the 2024 sustainability report, Repower intends to have an external audit performed with limited assurance for selected key figures.
<b>Activities and workers</b>		
<b>2-6</b>	<b>Activities, value chain and other business relationships</b>	
a	Sectors in which active	<b>Annual report 2023: Group structure and shareholders</b>
b	Value chain	4
c	Other relevant business relationships	<b>Annual report 2023: Group structure and shareholders</b>
d	Changes	No changes
<b>2-7</b>	<b>Employees</b>	
a	Number of employees	39
b	Breakdown by type of employment contract	39
c	Methodologies and assumptions	The cut-off date for the data is 31 December 2023. The numbers were recorded as full-time equivalents.
d	Contextual information	The large majority of employees are permanent. Male employees predominantly work full-time. The majority of female employees in Switzerland work part-time, while the majority of female employees in Italy work full-time.
e	Fluctuations	There were no significant fluctuations in the number of employees during the reporting period. Repower describes fluctuations of more than twelve per cent as significant. Fluctuation (staff turnover) is calculated using the BDA (Confederation of German Employers' Associations) formula.

GRI	Page	Further information and omissions
<b>2-8</b>	<b>Workers who are not employees</b>	
a	Number	27 people who are not employees work for the Repower Group, primarily in IT and execution.
b	Methodologies and assumptions	The cut-off date for the data is 31 December 2023. The numbers were recorded in headcount terms.
c	Fluctuations	Fluctuations in the number of workers who are not employees are not analysed.
<b>Governance</b>		
<b>2-9</b>	<b>Governance structure and composition</b>	
a	Governance structure	<b>Annual report 2023: Corporate governance</b>
b	Committees	The executive board and the board of directors develop and approve the corporate strategy, which has an impact on the economy, the environment and society. The principles of the Swiss Code of Best Practice of Corporate Governance are also taken into account.  The implementation of the strategy is the responsibility of the executive board and line management. The fulfilment of the strategic objectives is in turn assessed by the board of directors in collaboration with the executive board. The audit and personnel committees of the board of directors are involved in these processes. <b>Annual report 2023: Corporate governance</b>
c	Compositions	<b>Annual report 2023: Corporate governance</b>
<b>2-10</b>	<b>Nomination and selection of the highest governance body</b>	
a	Nomination and selection	The members of the board of directors are elected by the annual general meeting. The board of directors currently consists of two representatives of the Canton of Graubünden, two representatives of Elektrizitätswerke des Kantons Zürich (EKZ) and one representative of UBS CEIS (UBS Clean Energy Infrastructure Switzerland) as well as the independent chairwoman of the board of directors.
b	Criteria	See point a
<b>2-11</b>	<b>Chair of the highest governance body</b>	
a	Operational management duties of the board of directors	The members of the board of directors do not perform any operational management duties for the company. There are therefore no conflicts of interest in this regard.
b	Conflicts of interest	See point a
<b>2-12</b>	<b>Role of the highest governance body in overseeing the management of impacts</b>	
a	Role in strategy and setting	Repower's Board of Directors has delegated operational management to the CEO and instructed him, together with the executive board, to implement the strategic areas of focus, medium-term plan and goals of the company with regard to sustainability that have been approved by the board of directors.

GRI	Page	Further information and omissions
b	Due diligence	Due diligence also covers sustainability topics and potential impacts on the economy, environment and society. Both the executive board and the members of the board of directors are in contact and dialogue with relevant stakeholders.
c	Reviewing effectiveness	The CEO and the members of the executive board regularly inform the board of directors about the current course of business, important business transactions and the status of important projects. Aside from these meetings, any member of the board of directors may ask the CEO to provide information about the course of business and also, if the chair agrees, about individual transactions. Supervision and control of the executive board is handled among other things by approving the annual planning and on the basis of detailed reporting comparing actual and target figures.
<b>2-13</b>	<b>Delegation of responsibility for managing impacts</b>	
a	Delegation of responsibility for managing impacts	The board of directors has delegated responsibility for managing the organisation's impact on the economy, the environment and people to the CEO. In addition, one of the tasks of line management is to identify and manage potential impacts.
b	Process and frequency	The board of directors meets 6 to 8 times a year (or as often as business requires) and is informed in accordance with the agenda.
<b>2-14</b>	<b>Role of the highest governance body in sustainability reporting</b>	
a	Responsibility of highest governance body	The board of directors is informed about the development of the sustainability report, including the material topics, and plays an active role in shaping it. Two members of the board of directors are directly involved in the preparation of the sustainability report. The report is approved by the board of directors.
b	Reason if not responsible	See point a
<b>2-15</b>	<b>Conflicts of interest</b>	
a	Processes for the highest governance	The members of the board of directors are obliged to withdraw from the meeting if business is being dealt with that conflicts with their own interests or with the interests of individuals or legal entities related to them. The form of withdrawal is decided by the chair. The procedure is set down in the organisational regulations.
b	Disclosure to stakeholders	Conflicts of interest are disclosed in the annual report. <b>Annual report 2023: Board of directors</b>
<b>2-16</b>	<b>Communication of critical concerns</b>	
a	Communication to the highest governance body	Critical concerns are brought immediately to the attention of the board of directors or, in urgent cases, brought directly to the attention of the relevant persons or committees. If necessary, the board of directors and the committees also meet outside of ordinary meetings.
b	Number of critical concerns	There were no critical concerns in the 2023 reporting period.

GRI		Page	Further information and omissions
<b>2-17</b>	<b>Collective knowledge of the highest governance body</b>		
a	Information to the board of directors on sustainable development		The sustainability report and the information on progress in the area of sustainability which is reported on at the meetings of the board of directors serve as a basis of the information provided to the board of directors.
<b>2-18</b>	<b>Evaluation of the performance of the highest governance body</b>		
a	Process		There is no process for evaluating the performance of the highest governance body as defined by the GRI.
b	Independent evaluations		See point a
c	Actions		See point a
<b>2-19</b>	<b>Remuneration policies</b>		
a	Remuneration policies for members of the highest governance body and senior executives		<b>Annual report 2023: Compensation paid to members of the board of directors/executive board</b>
b	Link to objectives related to impacts		Although remuneration is primarily linked to economic targets, these are often dependent on compliance with environmental and social regulations and standards.
<b>2-20</b>	<b>Process to determine remuneration</b>		
a	Process		Repower works with a defined salary system that is reviewed and approved by the company's highest governance bodies. This salary system also includes benchmark figures on salary bands collected by independent, specialised companies.
b	Results of stakeholder votes		The board of directors, which is elected by the shareholders, decides on the company's remuneration policy, receives information on its implementation and reviews the remuneration of the members of the executive board on an annual basis. Shareholders have the option of rejecting the annual financial statements.
<b>2-21</b>	<b>Annual total compensation ratio</b>		
a	Ratio of annual total compensation		For Repower Switzerland the ratio of the highest remuneration to the median of all employees (excluding the highest remuneration) is 6.6:1, for Repower Italy 9.5:1.
b	Ratio of the percentage increase		The ratio of the percentage increase in the highest annual remuneration compared to the percentage increase in the median was 0:1 for Repower Switzerland and 0:1 for Repower Italy in 2023. The highest annual remuneration remained unchanged in 2023, while the annual remuneration of the median increased.
c	Contextual information		As the level of pay in Switzerland is higher than in Italy, the ratios are shown separately.



GRI		Page	Further information and omissions
<i>Strategy, policies and practices</i>			
<b>2-22</b>	<b>Statement on sustainable development strategy</b>		
a	Statement	2	
<b>2-23</b>	<b>Policy commitments</b>		
a	Commitment	26	
b	Human rights	26	
c	Links		The code of conduct is not publicly available.
d	Level of approval	27	
e	Business relationships	27	
f	Communication	27	
<b>2-24</b>	<b>Embedding policy commitments</b>		
a	Embedding		The guidelines on policy commitments to responsible business conduct are embedded through publication on the intranet, internal compliance training and the definition of tasks, competences and responsibilities.
<b>2-25</b>	<b>Processes to remediate negative impacts</b>		
a	Commitments to remediation		Repower endeavours to avoid negative impacts by acting prudently and in compliance with the law. In the event of negative impacts, Repower complies with the relevant legal requirements and ensures clear and honest communication. When it comes to important information, the principles of ad hoc publicity apply.
b	Grievance mechanisms	27	
c	Other processes		Improvement and corrective measures are recorded, planned, implemented and monitored.
d	Stakeholders		The grievance mechanisms are adapted to the needs of stakeholders. Repower strives to avoid negative impacts through regular and open dialogue.
e	Effectiveness of grievance mechanisms	27	
<b>2-26</b>	<b>Mechanisms for seeking advice and raising concerns</b>		
a	Mechanisms		Repower fosters a culture of open communication and encourages employees to report irregularities. Concerns can be raised with line managers, HR or directly with the compliance function. The relevant information can be found on the intranet and in the code of conduct.

GRI		Page	Further information and omissions
<b>2-27</b>	<b>Compliance with laws and regulations</b>		
a	Number of significant instances of non-compliance		There were no significant instances of non-compliance at Repower in 2023.
b	Fines		Repower had no significant fines in 2023.
c	Significant instances of non-compliance		See point a
d	Determination of significance		Significant instances of non-compliance are defined as instances where the monetary amount exceeds EUR 5,000.
<b>2-28</b>	<b>Membership associations</b>		
a	Memberships		Repower keeps a list of memberships. This list is not publicly available.
<i>Stakeholder engagement</i>			
<b>2-29</b>	<b>Approach to stakeholder engagement</b>		
a	Approach		<p>The most important stakeholders for the Repower Group are customers, shareholders, business partners, employees, banks, investors, authorities, environmental organisations and citizens. For Repower Italy they also include sales agents.</p> <p>A process for targeted stakeholder engagement has been defined in the integrated management system (IMS). The focus is on a culture of open communication and regular dialogue to enable fair and responsible collaboration. Repower engages stakeholders through such things as the annual general meeting, information to the media and open days. This interaction is geared to long-term business success and open and constructive cooperation.</p>
<b>2-30</b>	<b>Collective bargaining agreements</b>		
a	Percentage covered by agreements		In Switzerland Repower does not have any employees who are covered by collective bargaining agreements. At Repower Italy 100 per cent of employees are covered by collective bargaining agreements.
b	Employees not covered by collective bargaining agreements		Repower Switzerland is not subject to any collective or standard labour agreements.
<b>GRI 3: Material topics</b>			
<b>3-1</b>	<b>Process to determine material topics</b>		
a	Description of process	4	
b	Stakeholders and experts	4	
<b>3-2</b>	<b>List of material topics</b>		
a	Material topics	4-5	

GRI	Page	Further information and omissions
b Changes		On the basis of the double materiality analysis carried out in 2023, the material topics for Repower were redefined. The following topics included in the 2022 sustainability report have been omitted in the 2023 report: governance and society, innovation and digital transformation, product design and life cycle management, advice to customers on sustainability. The other topics were adopted in the 2023 report or integrated into the eight new material topics. The following topics were added in 2023: water use, changes to biodiversity and landscape, employee recruitment and development.
<b>Energy transition</b>	<b>6-9</b>	
<b>302 Energy</b>		
<b>302-1 Energy consumption within the organisation</b>	<b>39</b>	Source of the conversion factors used: Swiss Federal Office of Energy (2022): Energy label for cars: 2022 environmental parameters of electricity and fuel supply.
<b>Share of renewable energy in production</b>	<b>7-8</b>	When Repower controls output and production, 100 per cent of the energy generated is taken into account. Minority interests are not included.
<b>Water use</b>	<b>10-11</b>	
<b>303 Water and wastewater</b>		
<b>303-1 Water as a shared resource</b>	<b>10</b>	The use of water for the generation of electricity is described in the concession. The resulting environmental impact is examined in the environmental impact assessment and appropriate measures are defined to minimise it. The thresholds for water use are set out in the corresponding utilisation permits.
<b>303-2 Dealing with the impact of water recycling</b>		<p>The water that Repower uses for to generate electricity in hydro-power plants does not fall into this category.</p> <p>Domestic wastewater is discharged into the sewerage system or collected in cisterns on site in accordance with legal requirements. It is pumped out for disposal and taken to the regional wastewater treatment plant for further processing.</p> <p>Wastewater from Repower Switzerland operations is purified in separation systems or coalescence separators so that it meets the legal requirements for discharge into the sewerage system or watercourse. In both cases Repower has specific authorisation to do so. The functioning of these company wastewater treatment plants is periodically checked by the authorities.</p> <p>Teverola combined-cycle gas turbine power plant is authorised to discharge process wastewater, toilet wastewater and rainwater from the plant's wastewater system into the consortium's collector and the wastewater treatment plant. Wastewater is monitored every four months by an external laboratory.</p>

GRI	Page	Further information and omissions
<b><i>Economic performance</i></b>		
<b>201</b>	<b>Economic performance</b>	
<b>201-1</b>	<b>Direct economic value generated and distributed</b>	<b>12</b>
<b><i>Safety, health and wellbeing</i></b>		
<b>403</b>	<b>Health and safety in the workplace</b>	<b>13-14</b>
<b>403-1</b>	<b>Management system for health and safety in the workplace</b>	<b>13-14</b>
<b>403-2</b>	<b>Hazard identification, risk assessment and incident investigation</b>	<b>13-14</b>
<b>403-3</b>	<b>Occupational health services</b>	<b>14</b>
<b>403-4</b>	<b>Employee participation, consultation and communication on occupational safety and health</b>	<b>14</b>
<b>403-5</b>	<b>Employee training on health and safety in the workplace</b>	<b>14</b>
		<p>Repower Switzerland: Working with rope protection, live working, BLS-AED-SRC first aid, specialist course for plant managers, category C crane operation and slinging loads, switching authorisation, safety training for new employees. Forklift driving course, Heavy Current Ordinance Art. 12 (access to heavy current installations), working on high-voltage overhead lines, training as an authorised instructor in accordance with ESTI 245, basic electrical training, low- and medium-voltage cable courses, basic timber harvesting course, chainsaw handling course, hazardous work training for apprentices, safety days.</p> <p>Repower Italy: Training for employees, supervisors and management, firefighting, first aid, head of the prevention and protection service (RSPP), occupational safety officer (RLS).</p>
<b>403-6</b>	<b>Promoting the health of employees</b>	<b>14</b>
<b>403-7</b>	<b>Avoidance and mitigation of occupational health and safety impacts directly related to business relationships</b>	<b>14</b>
<b>403-9</b>	<b>Work-related injuries</b>	<b>14</b>
		<p>The figures cover only employees of the Repower Group. There are no data for workers who are not employees. The work-related injury rate is calculated as follows: number of work-related injuries divided by number of hours worked times 200,000.</p>
<b><i>Employee recruitment and development</i></b>		
<b>404</b>	<b>Basic and advanced training</b>	
<b>404-1</b>	<b>Average hours of training per year per employee</b>	<b>16</b>

GRI	Page	Further information and omissions
<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	<b>16</b>	
<b>Engaging stakeholders and local communities</b>	<b>18-20</b>	
<b>415</b> Public policy		
<b>415-1</b> Political contributions		The Repower Group made no political contributions in 2023.
<b>Climate change</b>	<b>21-22</b>	
<b>305</b> Emissions		
<b>305-1</b> Direct (Scope 1) GHG emissions	<b>22</b>	The base year for Scope 1 is 2022. The calculation of greenhouse gas emissions is based on the Greenhouse Gas Protocol and the operational control approach. Greenhouse gas emissions were recalculated in 2023.  Scope 1 includes: Stationary combustion sources, fuel consumption of vehicles, fugitive emissions (SF <sub>6</sub> + refrigerants), direct emissions from electricity generation
<b>305-2</b> Energy indirect GHG emissions (Scope 2)	<b>22</b>	The base year for Scope 2 is 2022. See GRI 305-1 Scope 2 includes: Electricity for own use, transmission losses
<b>305-3</b> Other indirect (Scope 3) GHG emissions	<b>22</b>	The base year for Scope 3 is 2022. See GRI 305-1  Scope 3 includes: Purchased goods and services, capital goods, fuel and energy-related activities (for electricity purchased for end-consumers, Repower uses the prior year's electricity labelling figures), upstream transport and distribution, waste, business travel, employee commuting, leased property, plant and equipment, downstream transport and distribution, use of products sold, end-of-life treatment of products sold, investments
<b>308</b> Supplier environmental assessment		
<b>308-1</b> New suppliers that were screened using environmental criteria		Repower's strategy for new suppliers is to consider local suppliers already known to the company wherever possible and within the framework of the law. In some cases suppliers are also screened for sustainability criteria on an ad hoc basis. However, this depends on order volume and value. For projects subject to public procurement law, environmental criteria, health and safety regulations and working conditions are part of the specifications and are therefore binding for suppliers. At Repower Italy, suppliers are contractually obliged to comply with the code of ethics.

GRI	Page	Further information and omissions
<b>Changes to biodiversity and landscape</b>		
<b>304 Biodiversity</b>		
<b>304-3 Protected or rewilded habitats</b>	<b>23</b>	<p>Nationally and regionally protected areas were included. Power plants in protected areas:</p> <p>Engadin:</p> <ul style="list-style-type: none"> <li>▪ Silvaplana power plant: Federal Inventory of Landscapes and Natural Monuments (BLN) [430 km<sup>2</sup>]</li> <li>▪ Morteratsch power plant: BLN [430 km<sup>2</sup>]</li> </ul> <p>Surselva:</p> <ul style="list-style-type: none"> <li>▪ Ladril power plant: Floodplain [1.2 km<sup>2</sup>] and amphibian spawning area [0.06 km<sup>2</sup>] of national importance</li> </ul> <p>Prättigau:</p> <ul style="list-style-type: none"> <li>▪ Schlappin power plant: Low-moor bog [0.06 km<sup>2</sup>] of national importance</li> <li>▪ Küblis power plant: Floodplain [0.88 km<sup>2</sup>] of national importance</li> <li>▪ Paperfabrik Landqart power plant: Floodplain [2 km<sup>2</sup>] of regional importance</li> </ul> <p>Valposchiavo</p> <ul style="list-style-type: none"> <li>▪ Palü power plant: BLN [430 km<sup>2</sup>], regional low-moor bogs [0.065 km<sup>2</sup>], floodplain [1.4 km<sup>2</sup>] of national importance</li> <li>▪ Cavaglia power plant: Floodplain [0.11 km<sup>2</sup>] and dry meadow [0.017 km<sup>2</sup>], low-moor bog [0.007 km<sup>2</sup>] of regional importance</li> <li>▪ Robbia power plant: BLN [430 km<sup>2</sup>], low-moor bog [0.0045 km<sup>2</sup>] of regional importance, amphibian spawning area [0.035 km<sup>2</sup>] of national importance</li> <li>▪ Campocologno power plant: Dry meadow [0.01 km<sup>2</sup>] of national importance</li> </ul> <p>Rewilded habitats:</p> <ul style="list-style-type: none"> <li>▪ Parabogl amphibian spawning area [0.035 km<sup>2</sup>]: monitored by external body</li> <li>▪ Revitalisation of the Cavaglia plain [0.11 km<sup>2</sup>]: monitored by external environmental construction supervisor</li> <li>▪ Rehabilitation of fish navigation routes at Salva water intake [0.0015 km<sup>2</sup>] and Morteratsch water intake [0.0005 km<sup>2</sup>]: monitored by external environmental construction supervisor</li> </ul>
<b>Human rights</b>		
<b>408 Child labour</b>	<b>26</b>	
<b>408-1 Operations and suppliers at significant risk of incidents of child labour</b>	<b>26</b>	The internal audit revealed no well-founded suspicion of child labour in the Repower Group's supply chain.
<b>414 Social assessment of suppliers</b>		
<b>414-1 New suppliers that were screened using social criteria</b>		See GRI 308-1, page 37
<b>Ethical business conduct</b>		
<b>205 Anti-corruption</b>	<b>27</b>	
<b>205-3 Confirmed incidents of corruption and actions</b>	<b>27</b>	Repower had no confirmed incidents of corruption in 2023.

## Overview of Repower Group employees in full-time equivalents (FTEs) (excluding apprentices)

Category of employee	Male employees			Female employees			Total
	Switzerland	Italy	Total	Switzerland	Italy	Total	
<b>By employment contract</b>							
<b>Total number of employees</b>	<b>374</b>	<b>137</b>	<b>511</b>	<b>65.4</b>	<b>71.3</b>	<b>136.7</b>	<b>647.7</b>
<b>Total number of employees broken down as follows:</b>							
<b>Permanent employees</b>	<b>363.5</b>	<b>129</b>	<b>492.5</b>	<b>64.5</b>	<b>68.3</b>	<b>132.8</b>	<b>625.3</b>
Permanent employees aged <30	39.5	13	52.5	11	4	15	67.5
Permanent employees aged 30-50	216.4	93	309.4	40.7	54.3	95	404.4
Permanent employees aged >50	107.6	23	130.6	12.8	10	22.8	153.4
<b>Temporary employees</b>	<b>10.1</b>	<b>7</b>	<b>17.1</b>	<b>0.5</b>	<b>3</b>	<b>3.5</b>	<b>20.6</b>
Temporary employees aged <30	8.9	4	12.9	0.5	3	3.5	16.4
Temporary employees aged 30-50	0.2	3	3.2	0	0	0	3.2
Temporary employees aged >50	1	0	1	0	0	0	1
<b>Employees with non-guaranteed working hours</b>	<b>0.4</b>	<b>1</b>	<b>1.4</b>	<b>0.4</b>	<b>0</b>	<b>0.4</b>	<b>1.8</b>
Employees with non-guaranteed hours aged <30	0	1	1	0.3	0	0.3	1.3
Employees with non-guaranteed hours aged 30-50	0	0	0	0.1	0	0.1	0.1
Employees with non-guaranteed hours aged >50	0.4	0	0.4	0	0	0	0.4
<b>Full-time employees</b>	<b>343</b>	<b>137</b>	<b>480</b>	<b>32</b>	<b>65</b>	<b>97</b>	<b>577</b>
Full-time employees aged <30	44	18	62	11	7	18	80
Full-time employees aged 30-50	195	96	291	15	48	63	354
Full-time employees aged >50	104	23	127	6	10	16	143
<b>Part-time employees</b>	<b>31</b>	<b>0</b>	<b>31</b>	<b>33.4</b>	<b>6.3</b>	<b>39.7</b>	<b>70.7</b>
Part-time employees aged <30	4.4	0	4.4	0.8	0	0.8	5.2
Part-time employees aged 30-50	21.6	0	21.6	25.8	6.3	32.1	53.7
Part-time employees aged >50	5	0	5	6.8	0	6.8	11.8

## Energy consumed within the organisation

Energy consumed	Unit	2022	2023
<b>Fuel consumed</b>			
Total fuel from non-renewable sources consumed within the organisation	GWh	1,764.9	1,318.0
Total fuel from renewable sources consumed within the organisation	GWh	-	-
<b>Other energy consumed</b>			
Electricity consumed	GWh	20.0	14.9
Heating energy consumed	GWh	-	-
Cooling energy consumed	GWh	-	-
Steam consumed	GWh	-	-
<b>Sold</b>			
Electricity sold (without gas)	GWh	5,335.6	4,945.7
Electricity sold (gas)	GWh	3,200.9	3,700.9
Heating energy sold	GWh	-	-
Cooling energy sold	GWh	-	-
Steam sold	GWh	-	-

## Overview of the United Nations' 17 Sustainable Development Goals (UN SDGs)



Further information:

**THE 17 GOALS | Sustainable Development (un.org)**



# REPOWER



Repower is a generation, sales and service company operating in the energy business, with 120 years of experience.

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