



Press release

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Sharper focus on social performance

Changes to Executive Board drive Romande Energie's social policy forward

Romande Energie Group is making major changes to its Executive Board as part of its fresh business approach founded on social, environmental and economic pillars.

For almost two years, under the impetus of recently arrived CEO Christian Petit, Romande Energie Group has set its sights on balanced development across its three-pillar foundation of social, environmental and economic performance. Romande Energie is now pleased to announce a sharper focus on social performance through changes to the roles of two Executive Board members.

Philippe Durr, currently Head of Digital & Innovation, will on 1 January 2021 become *Partnership & Alliance Officer*, tasked with embedding the Group deeper into the fabric of society in Western Switzerland by building closer ties with local stakeholders. In particular, Philippe will oversee several equity investments and will consequently sit on some boards of directors. He will also seek to forge strategic alliances with universities in Western Switzerland, which possess a wealth of academic expertise in transitioning to clean energy. These institutions are well known as incubators for start-ups and young talents. Philippe will also be involved in strategic projects at the behest of the CEO.

Jean-Daniel Habegger, currently Head of Human Resources, has been appointed *Social Inclusion & Diversity Officer*. Amid the paradigm shifts taking place within the energy industry and the Group itself, he will ensure that any employee who has been affected by stress or anxiety in their professional or personal lives, or who has been off sick for a long time or faced discrimination or harassment, is genuinely heard and properly supported. Jean-Daniel will also take our diversity policy to the next level, not only in terms of gender but also in other dimensions as well such as recruiting people with disabilities.

Positions to be advertised externally

The two vacant positions on the Executive Board will be advertised externally. Jean-Daniel Habegger will remain Head of HR until a successor can be appointed. CEO Christian Petit will manage the Digital & Innovation Unit on an interim basis.

The Board of Directors and the Executive Board sincerely thank Philippe and Jean-Daniel for their crucial commitment to Romande Energie in recent years and are grateful that they will continue to build the Group's future by agreeing to take charge of these key new remits.

Note to editorial desks

This press release is being issued outside the trading hours of the SIX Swiss Exchange as required by the SIX Listing Rules on ad hoc publicity.

Contacts

Michèle Cassani

Spokesperson

+41(0)21 802 95 67

michele.cassani@romande-energie.ch

René Lauckner

Head of Group Treasury

+41(0)21 802 95 24

rene.lauckner@romande-energie.ch

Romande Energie at a glance

Romande Energie Group is the leading supplier of electricity in Western Switzerland and a mainstay in the Swiss energy industry. It offers a wealth of sustainable solutions for the distribution and generation of electricity, and in energy services, energy efficiency and electromobility.

All its generation assets are driven by renewable sources of energy. Additionally, it is working hand in hand with customers, investors and employees to provide ever-better standards of living through innovative services and a commitment to corporate social responsibility. Romande Energie is dedicated, day in day out, to offering high-grade services and security of supply, just as customers expect, as well as supporting them in transitioning to more sustainable forms of energy.

For more information on Romande Energie Group, visit

www.romande-energie.ch