

# News release

27 March 2026

## Axpo Holding AGM: shareholders approve 2024/25 financial statements and remuneration proposal for 2026/27 financial year

**At today's Annual General Meeting of Axpo Holding AG, shareholders approved the company's Annual Report and 2024/25 financial statements. A dividend payout of CHF 200 million was approved, as were total remuneration packages for the Executive Board for the 2026/27 financial year and for the Board of Directors until the next Annual General Meeting.**

The 25th Annual General Meeting of Axpo Holding AG saw shareholders approve the company's annual report and financial statements for 2024/25. Distribution of a CHF 200 million dividend was also approved. Despite ongoing geopolitical uncertainties, Axpo successfully implemented its strategy during the financial year, once again achieving strong results. Contributions from all business divisions contributed to this success, with the largest made by the international customer and trading business, where Axpo further strengthened its position as a leading international energy company and tapped into additional growth potential.

In Switzerland, Axpo reliably supplied around 40 per cent of electricity consumed and invested significantly in domestic energy infrastructure, making a substantial contribution to a secure energy supply. At the same time, its systematic expansion of renewable electricity generation consolidated the role of Axpo as a leading Swiss electricity producer and an international energy partner in more than 30 countries.

### **Implementation of 'say on pay' policy**

The Annual General Meeting in January 2025 resolved to introduce a 'say on pay' policy into the Articles of Association. From now on, the Annual General Meeting will approve the maximum total remuneration for the Executive Board and Board of Directors on an annual basis. Shareholders thus assume joint responsibility for remuneration matters.

At an Extraordinary General Meeting in November 2025, Axpo shareholders approved a new remuneration system based on a new provision in the Articles of Association. The new system places a stronger focus on the long term. Remuneration has been reduced and the variable component split into short and long-term portions. The long-term portion is only paid out after three years and only if targets are met in the three areas of enhancing the company's value, contributing to security of supply, and sustainability.

## **Remuneration proposal for 2026/27 financial year approved**

The proposal for the Executive Board's maximum total remuneration for the 2026/27 financial year and for the Board of Directors until the next Annual General Meeting was approved.

The maximum salary paid out in a single year (fixed and variable remuneration) averages around CHF 1 million per member of the Executive Board, but only provided that all targets are fully met over a three-year period. Under the new model, a binding cap (fixed and variable remuneration) also applies to the CEO. This is set at the inflation-adjusted level of their predecessor, with annual remuneration ranging between CHF 750,000 and CHF 1.37 million. The maximum is paid out only if all targets are fully achieved over three years. The compensation level of the Axpo executive management remains significantly below that of its direct international competitors and also sits in the lower mid-range compared with Swiss companies under public ownership.

## **About Axpo**

Axpo is driven by a single purpose – to enable a sustainable future through innovative energy solutions. Axpo is Switzerland's largest energy producer and an international leader in energy trading and the marketing of solar and wind power. Axpo combines the experience and expertise of about 7,500 employees who are driven by a passion for innovation, collaboration and impactful change. Using cutting-edge technologies, Axpo innovates to meet the evolving needs of its customers in more than 30 countries across Europe, North America and Asia.

## **More information**

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