



your **POWER**
CONNECTION

Sustainability Report

2025



PFISTERER

Sustainability as a Core Value

Sustainability at PFISTERER is rooted in responsibility for our partners, employees, and the planet. Built on generations of trust and long-term thinking, this mindset guides every decision we make. Today, it drives our strategy: we combine environmental and social awareness with innovation, working alongside our customers to deliver solutions that advance global electrification and a sustainable energy future.

In 2025, we further strengthened our commitment to sustainability by advancing key initiatives across the organisation. For the first time, we established a Scope 3 emissions reduction target and intensified our efforts to reduce Scope 1 and Scope 2 emissions. In parallel, we launched dedicated product emissions reduction projects, which will be further expanded in the coming years to provide more sustainable solutions for our customers.

Despite regulatory adjustments under the European Omnibus proposals that have delayed the formal introduction of CSRD reporting requirements, we continue to proactively align with the Corporate Sustainability Reporting Directive (CSRD). During the reporting year, we updated our Double Materiality Assessment (DMA) and reviewed our ESG risk assessments to ensure readiness for future regulatory and stakeholder expectations.

To strengthen governance structures, we appointed a Global Compliance Manager to further enhance compliance standards across all regions, reinforce ethical business conduct, and mitigate regulatory and operational risks. Our compliance with the NIS-2 Directive (Network and Information Security) additionally confirms the advanced maturity of its cybersecurity measures.

We also continued our “PFISTERER one WORLD” program, supporting communities worldwide through employee-driven initiatives and team engagement activities.

As recognition of our sustainability performance, our largest subsidiary, PFISTERER Kontaktsysteme GmbH, was awarded the EcoVadis Gold Rating in 2025. The company thereby ranks among the top five percent of companies assessed worldwide in its industry.

In an increasingly volatile global environment marked by geopolitical uncertainty, we remain committed to our values and focused on driving sustainable value for all our stakeholders.

Our Goals

Reduce Greenhouse Gas Emissions

PFISTERER aims to reduce greenhouse gas emissions as much as possible in the long term. In the short term, we focus on areas under our control where we can achieve the greatest impact. We measure progress using greenhouse gas emissions in CO₂ equivalents (CO₂e).

Engage with Stakeholders

We involve all stakeholders in developing our sustainability strategy. This includes employees, suppliers, customers, investors, banks, and municipalities.

Implement Circular Economy

We support circular economy principles and strive to reduce waste. Through effective waste separation, we aim to reuse or recycle materials wherever possible.

Increase Energy Efficiency

We work to increase energy efficiency in our factories, addressing both rising emissions and energy costs worldwide. Numerous projects have been launched to reduce energy use through measurement, analysis, and optimisation.

Increase Resource Efficiency

We aim to improve material efficiency alongside energy efficiency. Productivity is enhanced through efficiency programs, recycling, and reuse.

ZERO-Accidents-Policy

Our zero-accidents policy focuses on preventing accidents before they occur. This includes dedicated safety officers in each plant and other preventive measures.

Develop Sustainable Products

We design products for maximum lifespan with minimal environmental impact. Environmental and safety requirements are considered early in the development process.

100% Integrity

Integrity is the foundation of our business. We comply with legal regulations, follow codes of conduct, and take responsibility in all our operations.

Promote Equality

We promote equality across all our sites and at all levels of our organisation. Through equal opportunities and inclusive practices, we aim to foster a diverse and equitable workplace.

Contribution to the Sustainable Development Goals of the United Nations

PFISTERER is committed to implementing the United Nations Sustainable Development Goals (SDGs). These 17 SDGs aim to address global challenges such as poverty, hunger, climate change, and inequality by 2030, creating a sustainable future for generations to come. PFISTERER is dedicated to responsible action and contributes particularly to the following Sustainable Development Goals (SDGs):

SDG3: Good Health and Well-being

As a forward-thinking company, we prioritise the health and well-being of our employees by offering flexible work models and health promotion initiatives.



SDG5: Gender Equality

We advocate for gender equality by providing equal opportunities for all employees and addressing individual needs. We foster an open corporate culture that values diversity.



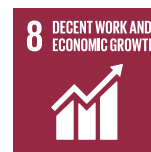
SDG7: Affordable and Clean Energy

Our products are integral to the energy grid, directly contributing to reliability. With low maintenance requirements and high reliability, they help reduce overall lifecycle costs.



SDG8: Decent Work and Economic Growth

At PFISTERER, all employees have the opportunity to fulfil their potential, take on responsibility, and contribute their ideas. This is facilitated through targeted training and development initiatives. Our goal is to provide secure jobs with high social benefits and a balanced work-life balance.



SDG9: Industry, Innovation and Infrastructure

Through our research and development efforts, we strive to develop innovative products and applications for global markets, promoting future fields such as sustainable energy generation and transmission, increasing mobility, and urbanisation.



SDG12: Responsible Consumption and Production

A central aspect of our sustainable practices is reducing resource consumption such as raw materials, energy, and water. We implement continuous measures to reduce our energy and resource consumption.



SDG13: Climate Action

Our products play a crucial role in building the smart grids of tomorrow and enabling the efficient transmission of renewable energy. In our own manufacturing processes, we continuously work to improve energy efficiency to reduce energy consumption and associated CO₂e emissions.



Double Materiality Assessment

In 2025, we updated our 2024 Double Materiality Assessment (DMA) in line with the European Sustainability Reporting Standards (ESRS). The update refined the alignment of ESG topics with developments in our business model, including our transition to a publicly listed company, and strengthened regulatory compliance.

Methodology and Integration of Stakeholders

Our DMA combines stakeholder interviews, financial analysis, and expert reviews to identify material impacts, risks, and opportunities across ESG topics and the value chain.

This methodological foundation remained unchanged in 2025, while updates to the ESRS were incorporated. The 2024 impacts, risks, and opportunities were refined and validated through updated stakeholder interviews and expert assessments. An even stronger emphasis was placed on the comprehensive consideration of the value chain, supported by the increased integration of current scientific publications and industry reports.

Key stakeholder groups – customers, employees, investors, local communities, and suppliers – remain unchanged. Following PFISTERER's initial public offering in 2025, the relevance of capital market stakeholders further increased. Qualitative stakeholder interviews were therefore again conducted via internal functional experts acting as representative proxies for these groups.

The DMA will continue to be reviewed and updated on an annual basis to ensure alignment with evolving ESRS requirements, stakeholder expectations, and business developments.

Outcomes and Strategic Alignment

The core priorities identified in the 2024 DMA: energy transition, resource efficiency, employee satisfaction, customer orientation, and governance remain central to PFISTERER's sustainability strategy and continue to align with the company's core values of innovation, accountability, customer focus, and sustainability.

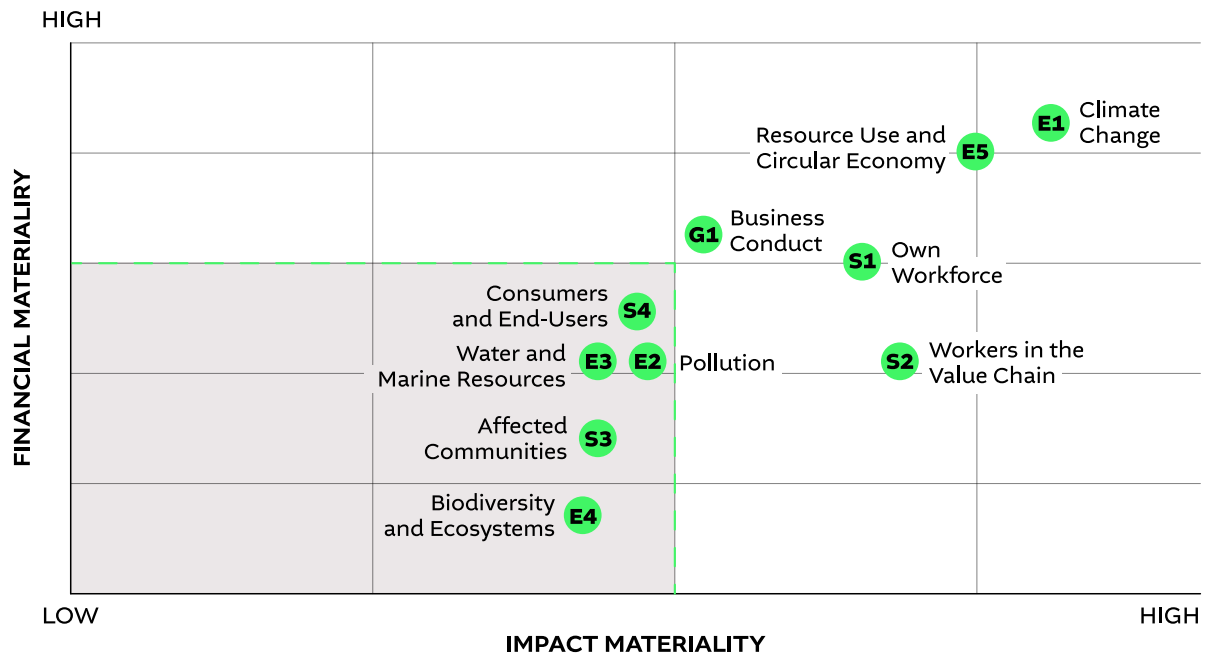
Through the outlined methodological refinement and stronger alignment with the ESRS, the topic of workers in the value chain has been added. This includes both upstream aspects, such as labour standards and conditions in the supply chain, and downstream aspects, encompassing employee safety during installation, operational activities and product safety and reliability.

Our Material Topics

- **E1 – Climate Change:**
Enabling the electrification and decarbonisation of our society.
- **E5 – Resource Use and Circular Economy:**
Minimising waste and optimising material use.
- **S1 – Own Workforce:**
Promoting well-being, equality, and stable employment.
- **S2 – Workers in the Value Chain:**
Addressing labour standards and conditions upstream in the supply chain, alongside downstream aspects of worker safety.
- **G1 – Business Conduct:**
Strengthening trust through transparent practices.

Conclusion

The 2025 DMA confirms that PFISTERER's existing core priorities remain unchanged. The assessment and its material topics continue to guide our sustainability strategy, with further refinements supporting the advancement of sustainable practices and long-term value creation. In the double materiality matrix, the ESRS sub-topics are presented based on their impact and financial materiality.



Environment

As a manufacturing company with our own products, we have a special responsibility for the environment. We aim to handle resources and energy responsibly and continually improve, reducing our environmental impact and contribution to climate change. We consider all processes in the manufacturing process from raw material extraction to installation and throughout the product lifecycle. Our strategy involves consistently measuring all necessary KPIs to then install targeted and sustainable measures. Our goal is to provide products with the lowest possible environmental footprint.

Sustainable Product Design

Our products are designed for maximum durability and longevity, ensuring the safety and resilience of energy networks. By leveraging intelligent, simulation-based design, we minimise material usage and environmental impact. Throughout the design process, we investigate the use of recycled raw materials, prioritise ease of maintenance and repair, and compliance with European regulations (RoHS, REACH) to enhance sustainability and regulatory adherence.

Actions

During the year, we made significant progress toward our sustainability targets:

- **Transition to electric vehicles:** As part of our electrification policy, newly leased vehicles are now electric. Non-electric vehicles are being phased out, with exceptions only for regions lacking charging infrastructure or specialised installation vehicles.
- **Charging infrastructure:** Electric vehicle charging stations were installed for employees at Winterbach, Gussenstadt, and Kadan.
- **Photovoltaic expansion:** A photovoltaic system in Gussenstadt generated 156,000 kWh of renewable electricity in 2025.
- **Renewable energy usage:** The Kadan facility now sources 100% of its electricity from renewable sources.
- **Energy efficiency measures:** LED lighting has been expanded across multiple sites to reduce energy consumption.
- **Climate change education:** Over 100 employees completed interactive online or offline courses on climate change and practical ways to reduce emissions, reflecting strong engagement.
- **Environmental Product Declarations (EPDs):** Multiple EPDs have been developed to provide transparency on the environmental impact of our products.
- **SF₆ detection systems:** SF₆ detection systems have been installed in testing facilities to detect and prevent potential leaks early.
- **Circular economy initiatives:** Metal scrap is returned to suppliers to support circular material use.
- **Compressed air optimisation:** Compressed air leaks were identified and minimised to reduce energy loss.

Future Actions

Looking ahead, we are advancing the following initiatives:

- **Global renewable energy sourcing:** Expand renewable energy sourcing worldwide, targeting 100% renewable electricity by 2030.
- **Photovoltaic expansion:** Install additional photovoltaic systems across our facilities.
- **Vehicle fleet electrification:** Continue electrifying our company vehicle fleet, aiming for 80% electric vehicles by 2029.
- **Wood chip heating plant:** Replace natural gas heating in Gussenstadt with district heating from a wood chip plant by the end of 2026.
- **ISO 50001 implementation:** Extend energy management systems to all production sites in 2026.
- **Scope 3.1 reduction projects:** Launch projects in 2026 to reduce upstream emissions.

Targets and Key Figures*

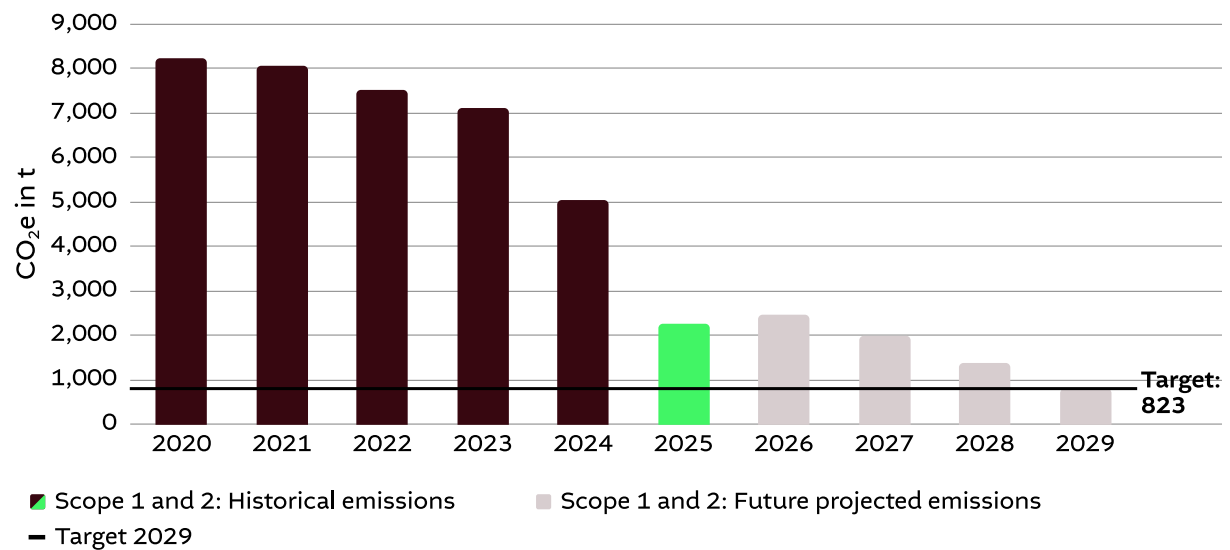
In 2024, we established binding environmental targets through 2030, ensuring robust management and transparent measurement of our most significant environmental impacts. In 2025, we achieved measurable progress: Scope 1 emissions were reduced through the electrification of the company fleet and the mitigation of SF₆ leaks in our testing facilities. Market-based Scope 2 emissions decreased, primarily due to sourcing renewable electricity for our main production plant. In addition, energy intensity improved further as a result of efficiency initiatives.

Indicator	Target	Actual values				
		2025	2024	2023	2022	2020
CO ₂ e Emissions Scope 1 (t CO ₂ e)	Reduce by 90% by 2029 compared to 2020 without carbon offsets. Net Zero by 2030 through the use of carbon offsetting for remaining emissions.	2,102 (-57% compared to 2020)	3,190	3,694	4,588	4,942
CO ₂ e Emissions Scope 2, market-based (t CO ₂ e)	Reduce by 90% by 2029 compared to 2020 without carbon offsets. Net Zero by 2030 through the use of carbon offsetting for remaining emissions.	172 (-95% compared to 2020)	1,868	3,418	2,908	3,294
CO ₂ e Emissions Scope 3.1 Intensity (t CO ₂ e/revenue in million EUR)	Reduction by 30% per EUR revenue by 2030 compared to 2023 without compensation.	238 (-12% compared to 2023)	225	271	–	–

* For detailed information, please see our comprehensive GHG and KPI report available for download on our website.

Indicator	Target	Actual values				
		2025	2024	2023	2022	2020
Energy Intensity (MWh/revenue in million EUR)	Reduction by 51% per EUR revenue by 2030 compared to 2020.	36.96 (-48% compared to 2020)	47.29	56.51	75.66	72.13
Share of Recycled Waste (%)	Increase to 85% by 2030	74.44 (+0% compared to previous year)	74.86	82.76	80.97	81.75

Scope 1 and 2: Pathway to reduce Scope 1 and 2 market-based emissions to meet 2029 target



CO₂e Emissions: Scope 1, 2, 3*

Our greenhouse gas (GHG) emissions are calculated in accordance with the international GHG Protocol standard. To ensure its core principles – relevance, completeness, consistency, transparency, and accuracy – our GHG inventory and calculation processes are independently verified by a third party on an annual basis. The inventory provides valuable insights into where the largest emissions occur and identifies the areas where we can exert direct or indirect influence.

(t CO ₂ e)	Actual values				
	2025	2024	2023	2022	2020
Scope 1	2,102	3,190	3,694	4,588	4,942
Scope 2 (market-based)	172	1,868	3,418	2,908	3,294
Scope 2 (location-based)	3,134	4,475	4,706	4,187	4,448
Scope 3.1	107,140	86,055	90,646	–	–
Scope 3 (including 3.11)	298,765	233,915	270,692	–	–
Scope 3 (excluding 3.11)	128,551	101,462	106,248	–	–
Total GHG emissions (market-based)	301,039	238,974	277,803	–	–



* For detailed information, please see our comprehensive Greenhouse Gas (GHG) and Key Performance Indicators (KPI) report available for download on our website.

Social

Guided by our values of teamwork, responsibility, and sustainability, we put these into practice every day by collaborating with our employees, partners, local communities, and across our entire value chain, fulfilling our duties as a global company. Our employees are at the heart of everything we do, and it is their dedication, knowledge, and passion that drive our innovation and ongoing success.

A key factor in achieving our social responsibility goals is maintaining close communication with our stakeholders. In 2025, we conducted both high-level and detailed risk analyses of our supply chain in accordance with the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LKSG). No suppliers with potentially high risks were identified, confirming full compliance. Building on this foundation, we will continue to expand our activities along the supply chain to advance our sustainability objectives, relying on our long-standing partners and their commitment to adhering to our Code of Conduct and pursuing equally ambitious sustainability goals.

Our dedication to human rights and environmental protection is further reinforced through our membership in the UN Global Compact, which guides us in actively pursuing and implementing its 10 Principles in our daily business practices.

We are also committed to fostering equal opportunities for all, regardless of ethnic background, race, religion, age, gender, disability, sexual orientation, perspective, or social status. To support our employees and their families, we actively promote flexible work arrangements, including part-time positions, parental leave, and one-off payment benefits (Tarifliches Zusatzgeld, T-ZUG) at IG Metall locations.

To further shape our impact in local communities, PFISTERER marked one year of its global Corporate Social Responsibility (CSR) initiative PFISTERER one WORLD in 2025. The program brings together social, environmental, and community engagement activities under a unified framework, and across sites in Europe, Asia, and the Americas, employees contributed to initiatives such as charity runs, environmental clean-up actions, and fundraising campaigns for social organisations, demonstrating the growing local and global impact of the program.

Actions

Throughout the year, we implemented initiatives to advance our social targets, foster a future-ready workplace, and strengthen impact across our value chain and at PFISTERER sites:

- **Supply Chain Due Diligence Act:** In 2025, we conducted a comprehensive risk analysis covering all active suppliers and performed a risk evaluation at our own PFISTERER sites, resulting in full compliance.
- **UN Global Compact Membership:** We joined the UN Global Compact in 2025. This commitment reflects our dedication to operate responsibly in line with its ten universal principles, take actions to support society, and report annually on our ongoing efforts to the UN Global Compact.
- **PFISTERER one WORLD:** We carried out six events across the globe, including a work assignment at SOS Children's Village Württemberg, charity runs in Germany and Switzerland, clean-up actions in China and the USA, and various donations to local and international charitable organisations. This included the restoration of the solar power system at Aquinas Secondary School in Tanzania, providing reliable electricity for around 480 students and staff.
- **Safety Coin Program:** We introduced the Safety Coin program, an internal suggestion scheme to promote improvements in occupational health and safety at our Winterbach and Gussenstadt sites. Numerous employee proposals were submitted, with the three best ideas recognised and awarded publicly each quarter.

- **Health Initiatives:** At our Gussenstadt site, we held a Health Day focusing on healthy nutrition, back health, and sleep. Employees received practical guidance and participated in interactive activities in collaboration with health partners. Since 2025, our Winterbach site has been offering mobile massages every two months, available to all employees to promote well-being and stress relief.
- **E-Learning and Language Development:** We further expanded our e-learning portfolio in 2025, with a particular focus on language training opportunities accessible to all employees.

Targets and Key Figures

In 2024, binding social targets were established through 2030 to ensure effective management and measurable outcomes for key social aspects. Various measures and programs were introduced to prevent workplace accidents; however, these did not yet result in a reduction in incident numbers. Employee development progressed significantly: a digital learning program led to a substantial increase in average training hours per employee.

Indicator	Target	Actual values			
		2025	2024	2023	2022
Lost Time Injury Rate (LTIR) per million hours worked	Zero-accident policy with a target of 5.00 by 2030	11.52	10.25	14	12
Average Training Hours per Employee	Increase to 25 h/employee by 2030	12.34	7.6	5.2	3.6



Governance

PFISTERER is committed to strong governance, integrity, and responsible corporate management. For more than 100 years, we have built trusted relationships with customers worldwide. Our Code of Conduct and compliance framework ensure adherence to legal and ethical standards. We apply a strict zero-tolerance policy toward bribery and are fully committed to compliance with antitrust and fair competition laws. We require business partners to comply with our Supplier Code of Conduct. Our Compliance Management System (CMS), aligned with IDW Standard 980, systematically addresses identified compliance risks and supports effective prevention, monitoring, and control mechanisms. Furthermore, PFISTERER's compliance with the NIS-2 Directive demonstrates the advanced maturity of its cybersecurity measures.

Compliance

In 2025, PFISTERER further strengthened its commitment to responsible corporate governance and integrity by appointing a Global Compliance Officer. We focused on ensuring a consistent understanding of compliance across all locations and functions. Our global training and qualification framework covers key compliance risk areas, including anti-corruption, antitrust law, fair competition, and responsible interaction with business partners.

The company-wide Code of Conduct serves as a binding framework for all employees and managers and reflects applicable legal requirements, international standards, and our corporate values. In 2026, the Code will be supplemented with market-specific content. In addition, targeted training on insider regulations and ad hoc disclosure has already been provided to relevant employees and managers.

Our compliance organisation is structured both centrally and locally to ensure effective implementation, reporting, and monitoring. Clear policies and procedures, regular audits, and an established whistleblowing system support our zero-tolerance approach to bribery and breaches of competition law.

Potential violations can be reported confidentially via our whistleblowing system. In the 2025 reporting year, no confirmed cases of fraud or material compliance breaches were reported. Our managers worldwide are responsible for ensuring compliance with applicable requirements within their areas of responsibility and regularly confirm that no such breaches are known to them.

Tax Governance Principles

PFISTERER complies with all applicable tax and customs regulations in the countries where it operates, including corporate tax, payroll tax, VAT, duties, and excise taxes. We ensure timely filing and payment of all tax obligations and apply internationally recognised transfer pricing principles in intercompany transactions.

Information Security Management

PFISTERER has implemented a tailored Information Security Management System (ISMS) to meet industry and stakeholder requirements, including those of critical infrastructure (KRITIS) partners. Aligned with the NIS2 Directive, the ISMS ensures a robust and cyber-resilient supply chain. The NIS-2 Directive sets mandatory requirements to ensure a high common level of security for network and information systems within the European Union and has been established in PFISTERER's ISMS as the standard guiding the IT security strategy. Cyber threats and risks are regularly assessed, with defined countermeasures and independent annual reviews to verify the effectiveness of security controls.

Actions

- **Governance Committee:** Appointment of a Global Compliance Officer and implementation of a Governance Committee to strengthen integrity, oversight, and governance processes through regular review of key initiatives.
- **Compliance Management System:** Further development and professionalisation of the CMS, including enhanced central and local compliance structures, optimised reporting and control processes, and strengthened global compliance roles, including the Global Compliance Officer.
- **Code of Conduct:** Comprehensive update of the company-wide Code of Conduct and integration into the mandatory training program.
- **Compliance Training:** Expansion of global training initiatives, including multilingual e-learning modules and targeted training for high-risk groups and selected business partners.
- **Supplier Code of Conduct & Due Diligence:** Strengthening of the Supplier Code of Conduct and expansion of risk-based due diligence processes, with intensified review of compliance within the supply chain.
- **IT Security:** Continued protection of IT systems through multi-factor authentication and 24/7 monitoring by a managed Security Operations Center (SOC), alongside further expansion of global IT resilience measures, including unified endpoint management, enhanced backup and recovery strategies, standardised hardening guidelines, and globally aligned technical and regulatory policies.

Targets and Key Figures

To protect the integrity of our business processes and uphold stakeholder trust, we set clear compliance targets and metrics. In the reporting year, compliance structures were strengthened and employee awareness improved, resulting in zero substantiated compliance breaches, consistent with previous years.

Indicator	Target	Actual values		
		2025	2024	2023
Substantiated Compliance Violations, including those resulting from Whistleblowing	Zero substantiated compliance violations	0	0	0

Certificates, Ratings and Initiatives

PFISTERER holds the following certifications:

Company-Wide Certifications:

- ISO 9001:2015 – Quality Management Systems
- ISO 14001:2015 – Environmental Management Systems
- ISO 45001:2018 – Occupational Health and Safety Management Systems
- ISO 14064-3:2019 – Verification of the Greenhouse Gas Statement in accordance with the GHG Protocol

Main Manufacturing Site:

- ISO 50001:2018 – Energy Management Systems

ESG Ratings:

- PFISTERER Kontaktsysteme GmbH - EcoVadis Sustainability Rating

Initiatives:

- United Nations Global Compact (UNGC)
- PFISTERER one WORLD