



ESG- Sustainability Report 2022

PFISTERER Holding SE



Contents

Foreword of the Executive Board	05
General information	08
Facts and figures at a glance	09
1. Strategic analysis and measures	10
1.1 Sustainability strategy.....	10
1.2 Central fields of action.....	12
1.3 Goals	13
2. Environmental aspects	15
2.1 Climate neutrality and greenhouse gas emissions	15
2.2 Use of resources	17
2.3 Product materials and waste	18
3. Social aspects	21
3.1 Employee rights	21
3.2 Human rights.....	24
4. Governance	27
4.1 Compliance.....	27
4.2 Risk management and internal audit	28
4.3 Information security and data protection.....	29



Foreword of the Executive Board

Dear Ladies and Gentlemen,

with an **European Green Deal**, the EU Commission has called for a comprehensive programme that is intended to make the EU climate-neutral by 2050. By focusing on contacting and insulation solutions for the generation, transport and distribution of electrical energy, PFISTERER is contributing economically and technically suitable solutions to the implementation of the energy turnaround - and thus one of the main pillars of the Green Deal. At the same time, PFISTERER strives for sustainability in its own actions.

PFISTERER's employees and management take their social responsibility into account in several respects: on the one hand, they are among the enablers of the energy transition that is required worldwide, and on the other hand, they also play an active role in the Green Deal in their own direct working environment by shaping our behaviour and working methods.

We have formulated and communicated ambitious goals and are overwhelmed by the positive response and the willingness to participate on the part of our workforce. Specifically, we pursue sustainability goals in context

- **of the environment**, a reduction of the specific CO₂ footprint (Scope 1 + 2) by $\frac{2}{3}$ to $\frac{1}{3}$ of the 2020 value by 2030. We plan to reduce our specific water consumption by more than $\frac{2}{3}$ and that of specific waste by $\frac{1}{3}$ by 2025.
- **of social aspects**, a reduction in our lost time due to lost work (LTIR) by 10% annually and by more than $\frac{2}{3}$ by 2025. In addition, we are striving to increase the proportion of female team members in the PFISTERER Group and to increase our further training measures.
- **of governance**, the early identification of any corporate risks through the continued professionalization of our risk management and internal auditing process. We train our strict code of conduct using modern digital systems and oblige our suppliers to comply with the PFISTERER Code of Conduct.

This report gives you an impression of our sustainable initiatives that started in 2012 and have been centrally coordinated since 2021. Join us as an employee, customer, supplier or interested reader on this journey, be it as an enabler of the energy transition through modern contact systems, or as a consistent implementer of measures to achieve our demanding ESG goals.

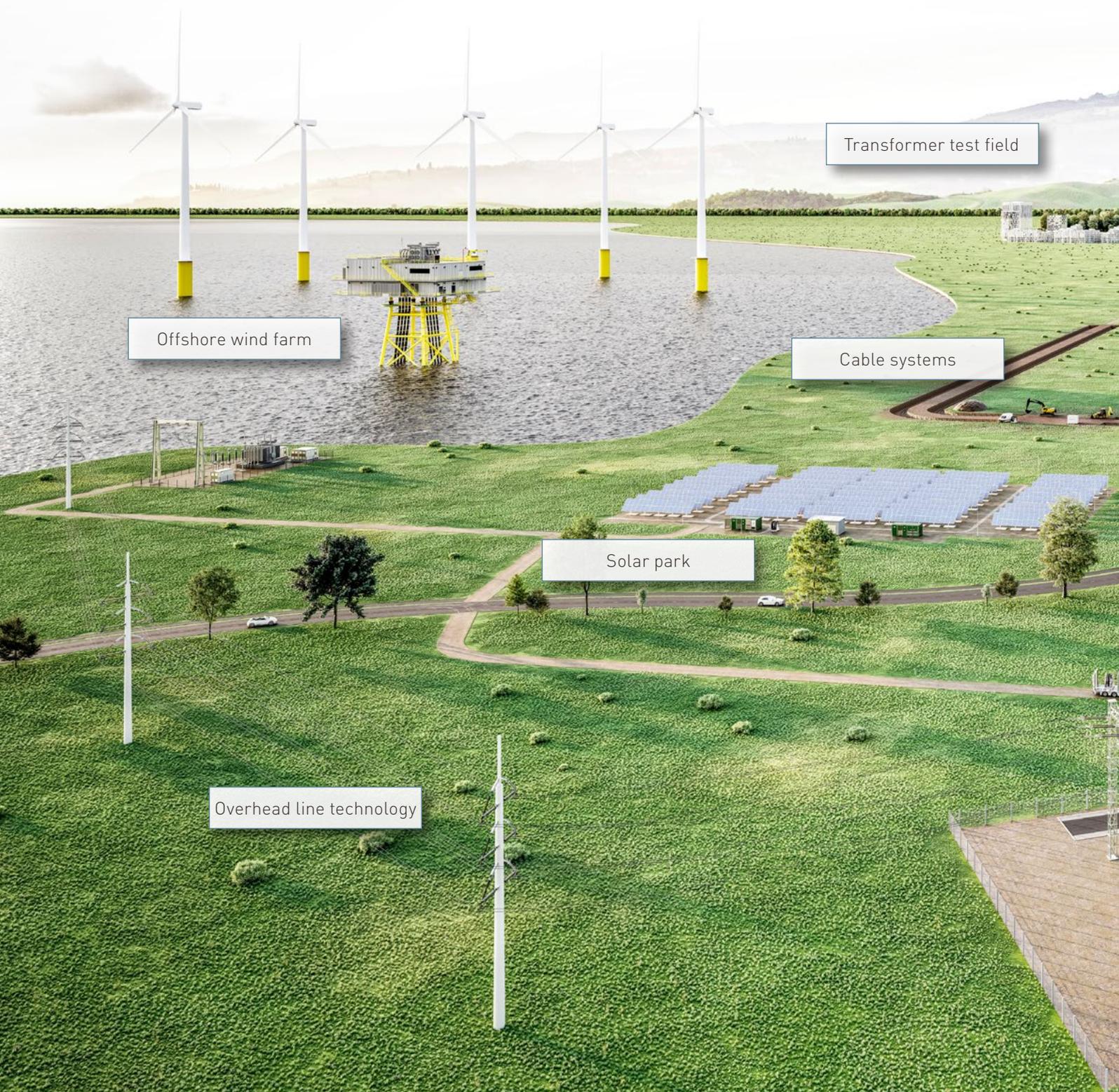
PFISTERER – sustainably connected

The Executive Board of PFISTERER Holding SE
Winterbach in May 2023

Johannes Linden,

Dr. Konstantin Kurfiss

"WE BRING POWER TO THE PEOPLE"



Offshore wind farm

Transformer test field

Cable systems

Solar park

Overhead line technology

Onshore wind farm

Electromobility

Indoor substation

Power distribution

Substation

Safety equipment



General information



Leading specialty provider

PFISTERER is the world's largest independent developer and manufacturer of high-voltage energy infrastructure products.



Family business since 1921

PFISTERER is a family company with around 100 years of tradition, founded in Germany and now globally active in the energy sector.



1,054 employees worldwide

PFISTERER is internationally active and employs around 1,054 employees – so that energy gets to where she is needed.



Performance security up to 1,100 kV

PFISTERER offers its customers a comprehensive range of products and services for all voltage levels between 100 V and 1,100 kV.



EUR 290 million turnover P.A.

PFISTERER is a growth-oriented company with a global sales network and annual sales of EUR 335 million (2019).

Since we were founded in 1921, as a specialist in power transmission and power distribution, we have been offering our customers and partners a highly differentiated and future-oriented range that helps to reliably transmit all voltage levels and high power for decades. Not only in the field of energy supply, but also in transport and in industry.

PFISTERER stands for innovative solutions and a high level of quality awareness. Many of our innovations have become industry standards and have shaped international norms. The wealth of ideas of our employees, their sense of responsibility and their commitment make up our particular strength. With our own production and sales facilities in 17 countries on 4 continents and a worldwide sales network in more than 70 countries, we are present in all important markets around the world. With our core competencies in the areas of insulation and contacting of high-voltage conductors, we occupy a leading position.

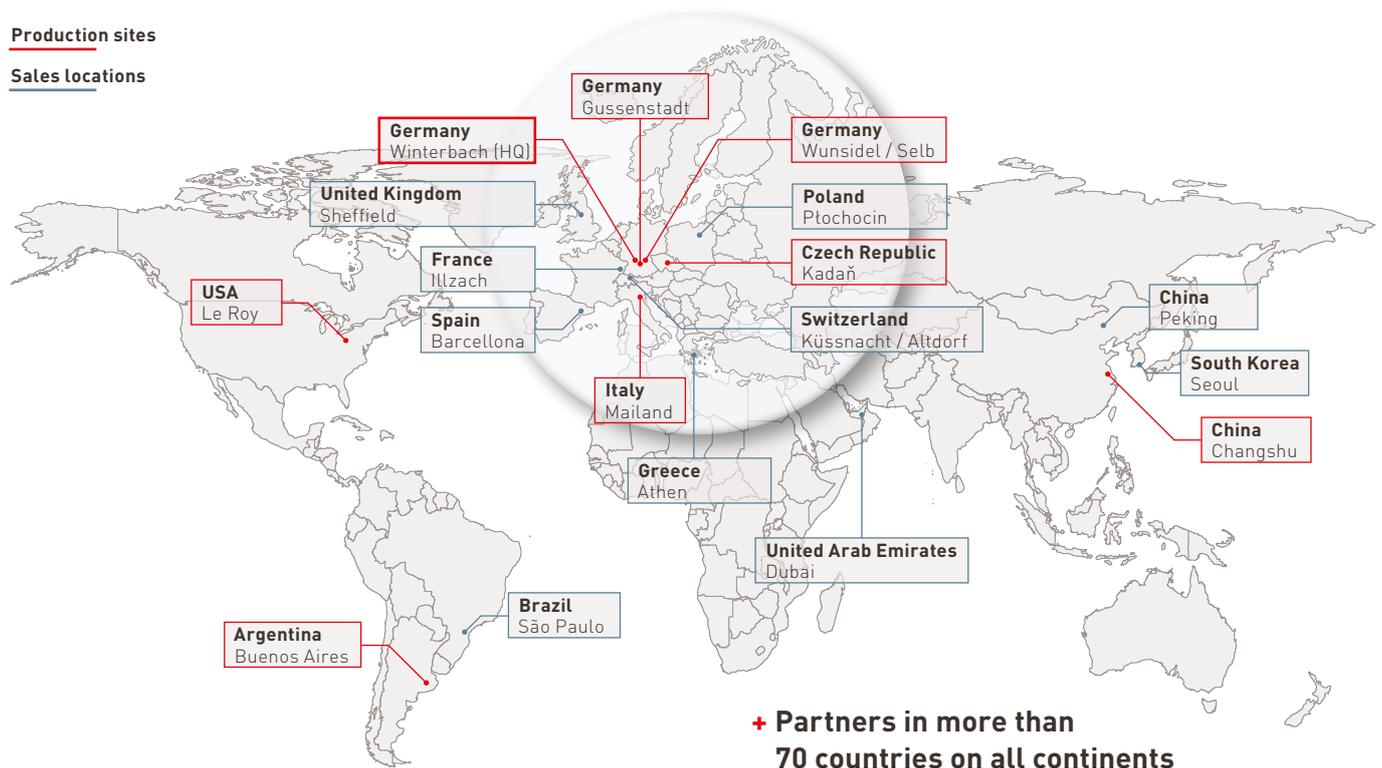
PFISTERER's goal is to contribute to the success of our customers worldwide with sustainable solutions.

Facts and figures at a glance

The PFISTERER portfolio includes a wide variety of products and services for the generation, transmission and distribution of electrical energy. The products can be found in cable systems, distribution stations, transformer systems, overhead lines, distribution networks, in the areas of e-mobility, regenerative energies and industrial applications. Wherever there is a need to contact high-current conductors and insulate high voltages, PFISTERER is a valued solution provider.

But security of supply and functional safety also plays a role in our business environment. Quality and precision are of immense importance in the production of services at PFISTERER, since precisely these elements are also essential for controlling high electrical currents and voltages.

Our companies are certified according to the ISO 9001 standard, and our production facility is also certified according to ISO 14001 and ISO 45001.

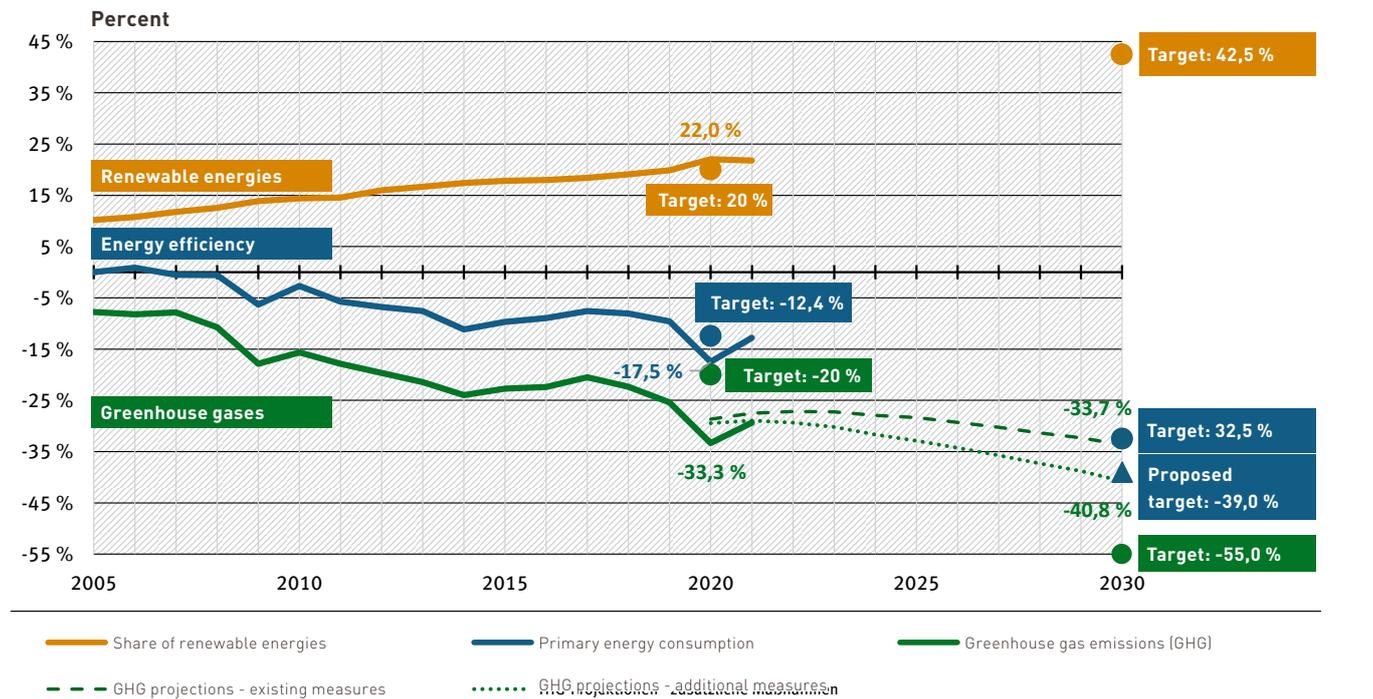


1. Strategic analysis and actions

1.1 Sustainability strategy

With the EU climate law, the EU has raised its long-term target for 2050. Instead of an 80% - 95% reduction, it is now aiming for net-zero greenhouse gas emissions ("carbon neutrality") and subsequently negative emissions by 2050. In order to achieve this long-term goal, the EU has adjusted its interim target for 2030 from 40% to 55% emission reduction compared to 1990. A process to set a 2040 target has been launched.

Progress made by the EU in achieving of climate and energy targets for 2022 and 2030



Target for renewable energies: 20% share of renewable energies in final energy consumption in the EU in 2020 and 42.5% in 2030.
 Target for energy efficiency: reduction of energy consumption by 20% by 2020 compared to a "business as usual" scenario, which corresponds to a decrease of 13% compared to 2005 (EEA).
 Greenhouse gas target: 20% reduction in greenhouse gas emissions compared to 1990. The dashed and dotted lines represent emission projections based on data reported by Member States in 2021.

Source: European Environment Agency (EEA), Trends and Projections report 2022, Figure ES.1, ES.2, ES.3; EUROSTAT 2022a; EUROSTAT 2022b

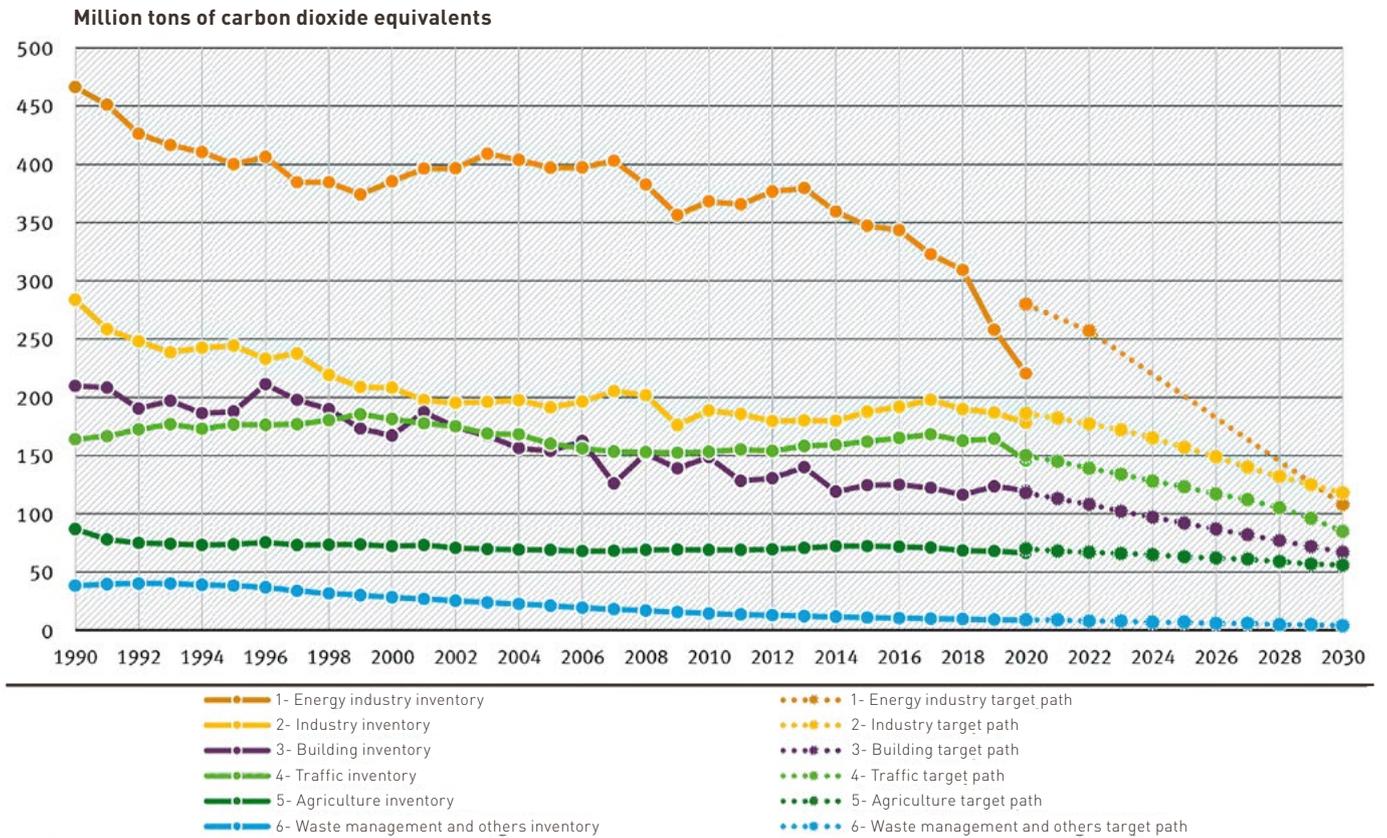
The German greenhouse gas reduction targets are binding in the amendment to the Climate Protection Act from August 2021 to 2040. Emissions are to be reduced by at least 65% by 2030 compared to 1990 levels. In addition, permissible annual emission levels apply in individual sectors until 2030. German climate policy is embedded in the climate protection processes of the European Union and the UN.

At PFISTERER, sustainability is understood as a central strategic approach that must and will be supported by all employees. We regard profitability, ecology and social issues as equal dimensions of sustainability. Through our products we support our customers and our environment towards a more sustainable future.

Of course, we are guided by the guiding principle of the Paris Climate Agreement, the EU Green Deal, and the United Nations Agenda 2030, which has set standards for sustainable development with 17 goals.

We use the performance indicators according to GRI SRS.

Development and target achievement of greenhouse gas emissions in Germany in the delimitation of the sectors of the Federal Climate Protection Act*



* The breakdown of the emissions deviates from the UN reporting, the total emissions are identical

Source of EM data 1990-2019: Federal Environment Agency, German greenhouse gas inventory 1990-2019, end of April 15, 2021 Source of previous year's estimate (WJS) for the year 2020: Federal Environment Agency, press release 07/2021, of March 15, 2021 Source Targets 2020 & 2030: Amendment of the Federal KSG from May 12th, 2021

Since 2012, PFISTERER has followed different approaches at each location to promote sustainability issues. In 2021, it was decided to coordinate these activities centrally and at the same time to advance them more intensively with a broad participation of employees, customers and other interested parties.

In 2022, the group strategy for sustainability was defined for the next few years. For 2023, the capacity for coordinating all activities and for reporting will be expanded.

1 Strategic analysis and actions

1.2 Central fields of action

Sustainability potential	The key processes across the Group are examined from the point of view of their impact on sustainability.
Resource optimization	Our technology park and our production processes are examined for potential, alternative processes and technologies.
Innovation	Our development process takes into account the aspects relevant to sustainability, from the idea to disposal.
Power consumption	The proportion of regenerative energies is constantly increasing. The aim here is to either generate our electricity ourselves or to obtain it from renewable sources. The consumption of gas and heating oil is reduced to a minimum, the use of biogas from local production and the use of regeneratively generated heat is sought.
Waste avoidance	We will continue to consistently increase our recycling rate and consistently reduce the amount of non-recyclable waste.
Mobility	We are further reducing employees' arrivals and departures and business trips through the increased use of our systems for mobile working. Furthermore, our pool vehicles and some of the company cars will be replaced by electric vehicles.
Health and well-being	Health management will be expanded and employees will be more involved.
Engagement and participation	The involvement of employees in the design of the sustainability programs is specifically promoted.
Customer focus	The cooperation with relevant customers, which has now been established, will be intensified and expanded.
Supplier management	The cooperation with our suppliers with the aim of reducing CO ₂ is intensified.
Employee orientation	In addition to work and health management, the subject areas of qualification, diversity and equality are to be strengthened.

1.3 Goals

When preparing our sustainability report, we recognized considerable potential. After completing the ongoing analyses, we set ourselves the following - deliberately demanding - targets:

Targets in handling and tracking sustainability issues:

- Continue to prepare and publish the sustainability report annually.
- Continuously improve the system support for tracking the current relevant indicators.
- To integrate a sustainability dashboard into our internet platform by 2024.

Targets for consumption and production activity:

- Reduce energy consumption per € of turnover.
- From 2023, electricity will be obtained mainly from renewable sources or generated by our own photovoltaic systems.
- To continuously and sustainably reduce the CO₂ emissions (Scope 1 and 2) per € of turnover to 1/3 of the value of 2020.
- We strive to avoid using fossil fuels for the sole purpose of generating heat.
- Also the generation of waste that only has to be disposed of through thermal recycling should be avoided.
- Reduction of fuel consumption through the use of e-mobility on short and medium distances. 1/3 of our vehicle fleet should consist of e-vehicles by 2030.
- By 2024, carry out energy audits again in all major manufacturing plants in order to identify further potential.

Targets in development and product management:

- Track the optimization of our products based on the product-related carbon footprint during manufacture
- To use ecologically sensible and economically justifiable ways to reduce our energy consumption in the manufacture of products and the fulfillment of our services.
- To reduce the material consumption in the manufacture of our products through increased standardization and the use of new technologies.

Targets regarding the participation of our employees:

- From 2023, the group-wide team of employees (sustainability team) will continue to develop the group's sustainability strategy as part of **the GREEN project**. Participants are executives and interested employees from all locations of the group.
- By the end of 2023, a communication and participation concept will be developed as part of the GREEN project, which will increase the transparency of our sustainability activities and enable employees to participate.
- In 2024, we will make the central sustainability topics accessible to our employees via a digital learning portal.
- The proportion of non-male executives is to be increased over the next four years through new hires or the promotion of potential.

Targets in involving other stakeholders:

- **Customers:** By the end of 2023, we will intensify our cooperation on sustainability issues with five of our most important customers.
- **Suppliers:** By the end of 2023, we will also intensify our cooperation on sustainability issues with five of our most important suppliers.
- **Banks:** We want to communicate our sustainability strategy transparently and openly to lenders.
- **Potential employees:** In addition to our own employees, we would like to be able to address and win over interested potential employees with our sustainability strategy.



2. Environmental aspects

2.1 Climate neutrality and greenhouse gas emissions

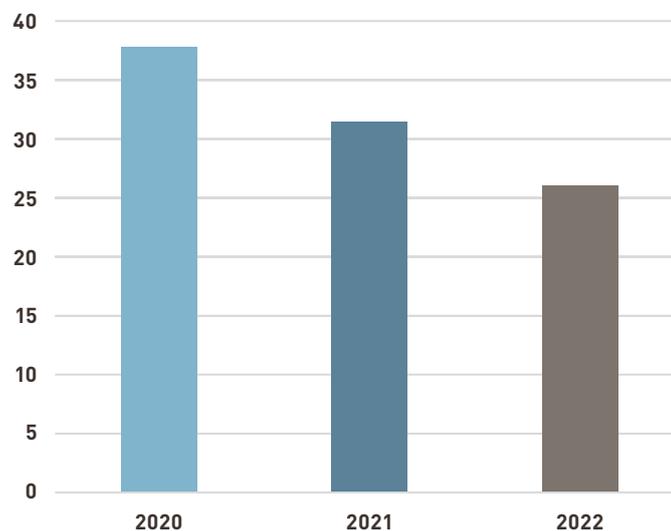
The demand for electrical energy is growing worldwide. Studies have shown that this growth has been around 160% since 1970 and that electricity demand is expected to grow by a further 30% by 2040. By supplying cable fittings and overhead line accessories for interfaces in energy networks, we at PFISTERER ensure that electrical energy gets to where it is needed.

We are aware that our business activities and the associated generation of CO₂ also have a negative impact on the climate. For this reason, we have been striving for many years to reduce the CO₂ emissions that are generated through direct as well as indirect business activities. Our claim is the constant reduction of the energy required to manufacture the products, the use of renewable energies and the constant reduction in consumption of fossil fuels.

In order to achieve these targets and thus make a contribution to achieving the internationally set climate goals, we began several years ago to initiate specific measures to reduce CO₂ emissions.

We have succeeded in continuously reducing CO₂ emissions since 2020 and to date by 1/3 (specific consumption value per million turnover). This shows the immense potential of the measures in the planned implementation in the remaining organizational units. We are concentrating on the production plants and will promote and support local initiatives at the other locations.

CO₂ equivalent in tons per M€ turnover



With regard to our carbon footprint, we have set ourselves the following targets:

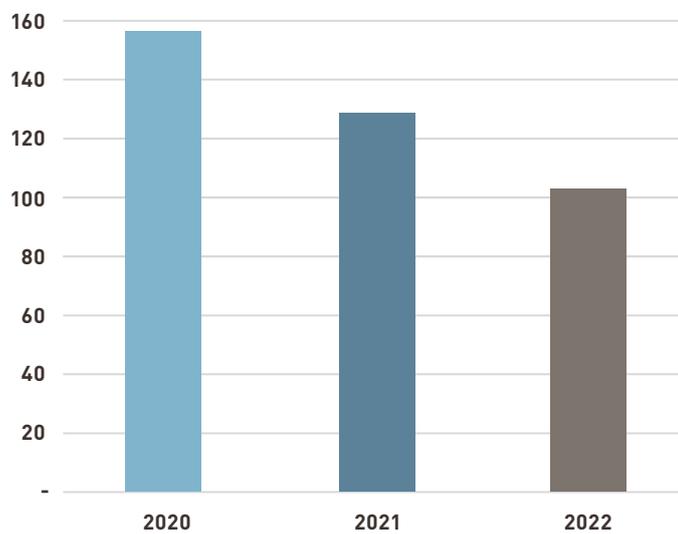
- Reduction of the carbon footprint (Scope 1 and 2) to 1/3 of the 2020 value by 2030
- Recording of the CO₂ footprint (Scope 3) in 2025
- Reduction of the carbon footprint (Scope 3) by 1/3 by 2035
- Use of e-mobility. 1/3 of our vehicle fleet should consist of e-vehicles by 2030.

2. Environmental aspects

Even though we have reduced our gas consumption over the long term, we see further potential for reducing our energy consumption. We have set ourselves the following targets for our natural gas consumption:

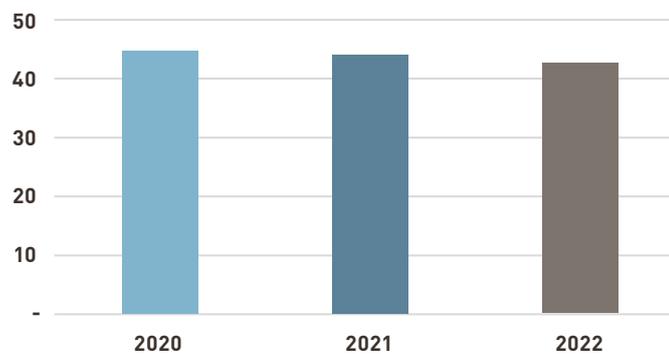
- Use of (local) biogas instead of natural gas.
- Reduction of gas consumption through connection to local district heating (where available).

Gas consumption in MWh pro M€



By consistently implementing measures to reduce electricity consumption, we have managed to continuously save electrical energy by 3.5% compared to 2020.

Power consumption in MWh pro M€



This was achieved through the following measures, among others:

- Replacement of conventional lighting with LED lamps in many areas
- Modernization of the heating distribution systems
- Use of waste heat from compressor systems to generate hot water
- Conversion to automated lighting using motion detectors

Even if we already obtain a large part of the electrical energy from renewable generation, we want to continue working on our continuous saving of electrical energy and further increase the proportion of regeneratively generated electricity.

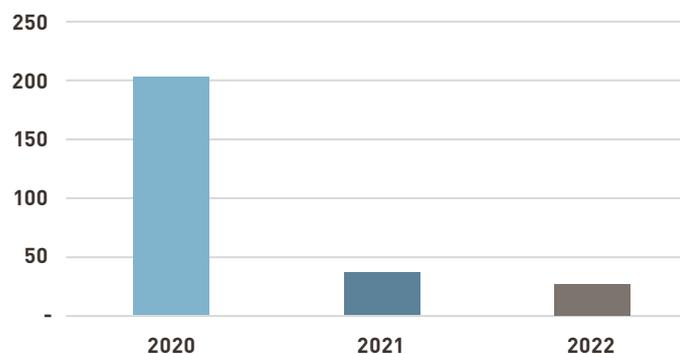
PFISTERER is currently working on a concept for using large-scale PV systems on the roofs of factories in Germany. We have set ourselves the goal of obtaining 100% of the electricity in the group from renewable energy sources by 2030 or generating it ourselves using PV systems (annual volume).

2.2 Use of resources

In addition to the targeted saving of energy, we generally want to promote and ensure careful use of available natural resources.

In the production area, for example, we are already doing without the consumption of fresh water in some production units. Our aim is to make all units independent of fresh water. In the area of administration, too, we endeavor to keep the group-wide water consumption as low as possible and to constantly reduce it. In this way, PFISTERER has managed to reduce specific water consumption by more than $\frac{2}{3}$ since 2020 - impressive confirmation of the success of the measures taken.

Water consumption in m³ pro M€



In addition to water consumption, we are committed to conserving resources in terms of material requirements in production, but also in the area of packaging.

* Non-operational water consumption was determined and regulated.

2. Environmental aspects

2.3 Product materials and waste

For many years, it has been important to PFISTERER to manufacture the products and their components as ecologically as possible. This includes the use of materials from recycling as well as feeding the recyclable waste into the existing cycles. In doing so, we are guided by the requirements of European legislation (Directive 2008/98/EG) and their national implementation in the form of the Closed Substance Cycle Act (KrWG). We strive to achieve their goals before the national deadlines expire.

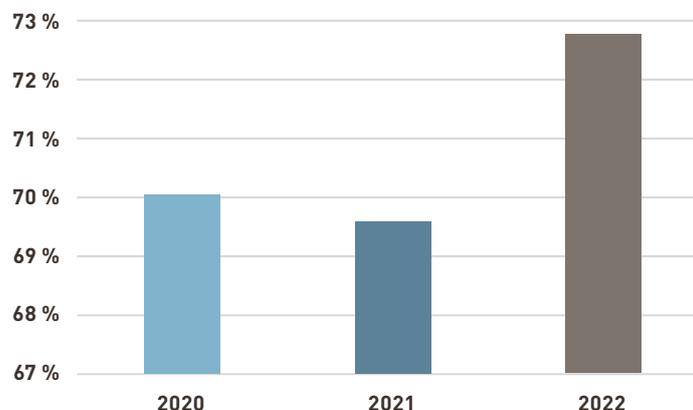
Currently, more than 60% of the materials used in the manufacture of our products come from the circular economy. These are essentially metals such as copper, zinc, aluminium, tin, brass and ferrous metals, as well as various plastics, silicones, auxiliary and packaging materials.

In order to achieve a continuous reduction in waste and to make the use of materials as efficient as possible, we have introduced the following measures:

- When developing products, a long service life and long usability of the products are top priorities. The focus is not only on the use of materials from the circular economy, but also on the ability to easily recycle the products at the end of the product life cycle.
- The use of material also plays a major role in development. Through intelligent design, the use of material is reduced to a minimum and the resulting production waste is kept as low as possible.
- When determining the packaging, we use natural, ecologically compatible and climate-neutral material as far as possible.

With all the measures taken, the recycling rate increased by 2.7% in 2022 compared to 2020. We are not satisfied with this and have defined measures to strengthen this trend in the following reporting periods.

Recyclingquote



2. Environmental aspects

We not only implement the points mentioned in our company, they are also an integral part of the specifications for product development. To increase efficiency, we have agreed the following specifications with our suppliers:

- In cooperation with the suppliers, disposable packaging was replaced by reusable packaging wherever possible and ecologically sensible. Where this is not possible, suppliers are encouraged to only use cardboard made from recycled materials and biodegradable materials.
- The packaging material used to ship our goods can be reused and recycled and bears the RESY label.
- We consistently separate materials for recycling to ensure pure recycling. Employees are regularly instructed to avoid waste even before it is generated and to dispose of any waste by type.

Our long-term goal is to further expand our active involvement in the circular economy.

This goal is to be achieved through the following measures:

- Research into the possibility of using recycled materials for products that have not yet received technical approval.
- Expansion of the internal reuse of materials that are available to us from suppliers or customers, e.g. packaging material, disposable pallets, wooden crates
- Development of alternative shipping packaging that can also be used for long-term storage of the products.
- Working with our customers and suppliers to promote the circular economy

We are ISO 9001 certified with our quality management system in the areas of development, manufacture, assembly and sale of electrical and mechanical products and related services. Since we are aware of the responsibility for sustainable action and we want to actively contribute to reducing or avoiding environmental impacts, we have implemented an environmental management system that is ISO 14001 certified.



3. Social aspects

3.1 Employee rights

PFISTERER has been ISO 45001 certified to ensure the occupational safety and health of all employees and to have this checked objectively. In addition, we are in close coordination and cooperation with the occupational medical service and the professional associations.

Compliance with employee rights is regularly checked through internal and external audits. By working together with the local representatives of our workforce, a timely design of optimization potential is guaranteed. The legal register is regularly checked for completeness and compliance by the responsible departments.

Health management has been intensified, a health day is held every year and a sustainable program is presented to employees throughout the year. We involve our employees in decisions on occupational safety and health management. Since 2018, we have intensified our preventive measures for psychological stress and addiction.

Unethical or even illegal behavior can be reported anonymously via a whistleblower system. Employee rights are also guaranteed with regard to our Code of Conduct.

Our goal is to be able to offer employees the best possible working environment. We are convinced that this is the only way for employees to develop their full potential. Our approach in the area of occupational safety and occupational health and safety is a combination of active prevention and responsible behavior on the part of employees.

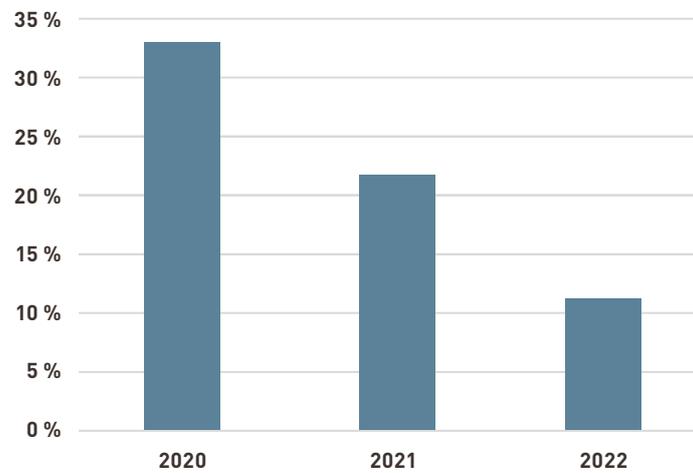
In terms of ergonomics and equipment, our workplaces are designed according to the latest scientific findings. All employees, not just in production, receive appropriate safety instructions and training in our modern machinery and office areas. In addition, we carry out a "health check" for our employees. In addition to the training and qualification measures and the of course, free protective equipment for our workforce, we endeavor to identify further potential hazards and accidents in regular inspections of the production facilities. This is where the "HS Risk Assessment" checklist we developed comes into play. Ongoing communication and involving employees in this process has proven to be particularly effective.

It goes without saying that we endeavor to ensure that the measures and controls are also in place at our foreign locations, because the goal of ensuring the health and safety of our employees is a priority for the PFISTERER Group worldwide.

The previous measures to sharpen mindfulness and preventive measures are showing positive effects. In recent years, the number of hours lost due to accidents at work (LTIR) has been reduced by almost 2/3. PFISTERER has set itself the goal of reducing the remaining rate by a further 10% each year.

3. Social aspects

Lost time injury rate (LTIR)

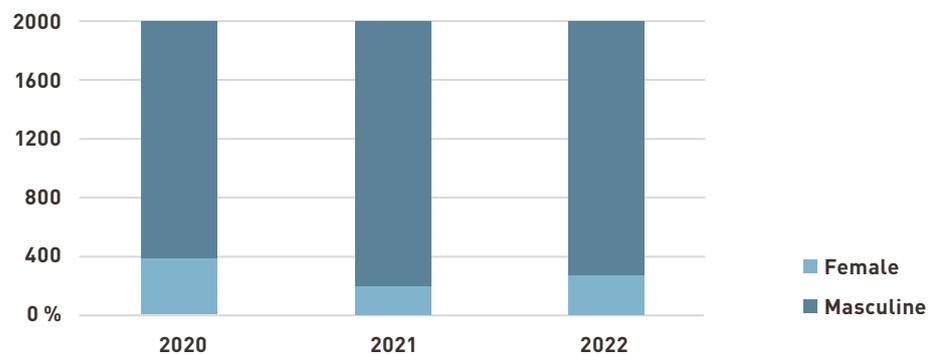


The goal at PFISTERER is to attract the best employees and to be able to offer them the opportunity for continuous and systematic development and thus corresponding career prospects. At the same time, we want to ensure a gender neutral work-life balance. For PFISTERER, it goes without saying that our employees are paid attractively for their work.

We promote both the training of young people and continuous further training over the course of a professional life. Our goal is to take on all trained employees. In the recent past we can look back on a takeover rate of 100%.

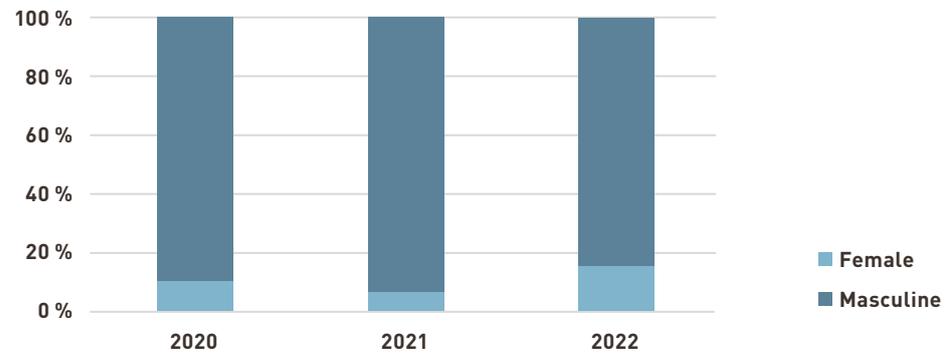
We have established annual and development talks, which, in addition to regular communication, are also intended to specifically identify the wishes and potential of employees. Development steps as well as target agreements can be recorded in a binding manner. We set a corresponding incentive here via a bonus payment.

Employees by gender



The principle of equal opportunities is practiced as a model by the management level. Part-time contracts, mobile working or taking parental and childcare leave all contribute to the compatibility of family and career.

Leaders by gender



In order to be able to meet the group-wide goals in the area of employee matters, we are planning feedback options via employee surveys in the future. This is intended to identify potential for improvement.

In order to be able to identify any cases of discrimination, we have also implemented a complaints process, which is intended to encourage employees to be able to address any grievances in a trusting and protected environment. In addition to the works council, our employees also have access to an external attorney of trust.

PFISTERER works actively on the further development and training of the workforce. To this end, we specifically design our own training programs and cultivate a culture of challenge and encouragement. In future reports, the management will formulate goals in detail about measures and quantifiable results in the sense of KPIs of further training hours per employee and report on the degree of achievement.

3. Social aspects

3.2 Human rights

Group-wide compliance with human rights is a matter of course for PFISTERER. All violations must be identified and remedied immediately.

The management level also carries this understanding into the individual group companies and departments. The Group-wide ethics and compliance guidelines also serve to ensure a uniform understanding and a uniform culture.

In addition to raising the awareness of all employees for issues related to forced and child labor, our special focus is on the purchasing area. Here we also provide targeted information about current legal developments - including the Supply Chain Due Diligence Act.

Our suppliers are obliged to comply with human rights through our purchasing guidelines and our code of conduct. The topics are particularly in focus

- Forced or child labor
- Wages and benefits
- Business ethics and compliance
- Environmental protection

In addition, we are currently developing a supplier onboarding process that will be used to identify any violations of human rights in the future by means of targeted queries to suppliers. The idea is that new suppliers should go through this onboarding process. An extension to already existing suppliers will follow.





4. Governance

4.1 Compliance

At PFISTERER, we are committed to taking all necessary steps to combat bribery in all its forms. We believe that such behavior is not only unethical and illegal, but also undermines trust and damages our reputation as a responsible and respected company.

We have implemented a strict code of conduct that clearly prohibits all forms of bribery, including offering, promising, giving, receiving or soliciting a bribe. We train all employees on these expectations and the consequences of violations, and have established a confidential reporting system for employees who may raise concerns about potential bribery.

We also conduct due diligence on third parties, including suppliers and contractors, to ensure they are not engaged in corrupt activities.

To this end, we have implemented a software-based due diligence solution for third parties, specifically our sales agents and suppliers. Within this framework, we carry out comprehensive integrity checks using renowned global databases.

We regularly monitor compliance with our Code of Conduct and policies as part of our internal audit universe and take disciplinary action where necessary in the event of violations.

We have set up a decentralized global compliance organization with designated local compliance officers for each location. The local compliance officers receive regular training from Group Compliance.

We are committed to leading by example and upholding the highest standards of ethical conduct at all times. We believe that a strong anti-bribery commitment is essential to building trust with our stakeholders and maintaining our reputation as a responsible and respected company.

We are committed to complying with all antitrust and fair competition laws and regulations. We believe that such compliance is essential to earning the trust of our stakeholders and maintaining our reputation as a responsible and respected company.

To this end, we have policies and procedures in place to ensure our business practices are in line with relevant laws and regulations. These include guidelines on antitrust law and fair competition as well as guidelines for sales agents.

We work with external antitrust compliance specialists to ensure our contracts and policies comply with applicable standards.

4. Governance

4.2 Risk management and internal audit

Other governance systems at PFISTERER include the areas of risk management and internal auditing.

The implemented risk management serves on the one hand to comply with company law regulations. On the other hand, it also offers the management body of PFISTERER the possibility of corporate management and monitoring.

We see our internal audit as a connecting element between the board of directors, the supervisory board and other corporate governance elements. The task of internal auditing is to check and monitor internal work processes and organizational structures for their correctness, their expediency, but also their economic efficiency.

When implementing and designing the risk management, we followed the principles of IDW PS 981.

It was essential for us to create an appropriate risk culture, which includes the basic attitude and behavior when dealing with risky situations. This was and is characteristic of the risk awareness of every employee and is accordingly practiced by the management of PFISTERER.

Furthermore, we have made the structure of risk management transparent. We have clearly defined, delimited and communicated areas of responsibility and roles.

The PFISTERER Group has a central risk management system, which is based at the headquarters in Winterbach and is responsible for monitoring, further development and reporting. In addition, it has proven useful to install decentralized risk managers in the individual group companies who monitor risks in their business areas and communicate them to the central department.

This structure offers the possibility of early detection of strategic and operational risks, but also of risks in the area of reporting or the compliance area mentioned.

We have documented our risk management system in a Group guideline that is valid throughout the Group. We map the risk management itself using the ProRisk software, which enables the recording, quantification, aggregation and simulation of risks.

We have transferred internal auditing to the management consultancy BANSBACH ECONUM GmbH. In addition to the technical expertise of the service provider, this also guarantees independence and impartiality in the execution of the auditing activities. Reporting takes place directly to the Management Board and Supervisory Board. Both the management and the supervisory body can commission the auditors.

More turbulent times in particular show that we have succeeded in installing appropriate and functional governance systems in the PFISTERER Group. Nevertheless, we endeavor to continuously check and improve these systems.

We are currently striving for even closer integration of the governance systems mentioned. Structurally, it is becoming apparent that our Supervisory Board will play a stronger role as a monitoring body.

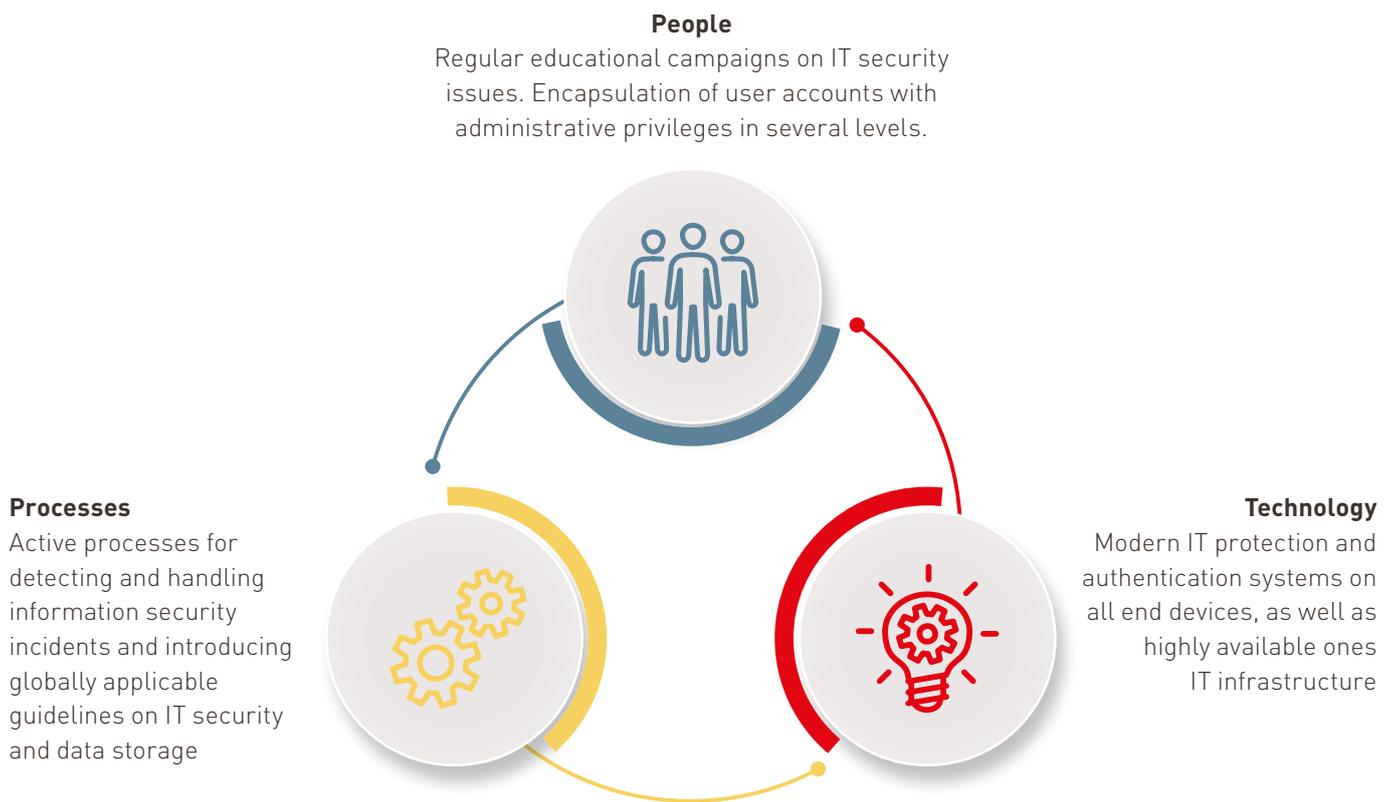
The aim is to increase efficiency and at the same time reduce risk in the company and to show management alternatives for action.

4.3 Information security and data protection

Due to the increasing digitization of business processes, growing legal requirements in data protection and data security as well as the constantly growing cyber threats, the treatment of risks for information assets is a top priority at PFISTERER.

In order to meet these challenges effectively, the information security strategy is based on a holistic approach that is based on the conditions of our organization and our business area as well as international standards such as the ISO 27001 series, NIST and BSI. We attach particular importance to defending against cyber threats aimed at the IT systems of our employees, regardless of where they work or what time of day they work.

In order to protect PFISTERER's intellectual property, the order-related data of our business partners - and of course employee data - from loss, theft and unauthorized access, our measures have an impact on three elementary areas:



In order to be able to implement our goals for data security and data protection and to continuously improve and adapt them, these responsibilities are assigned to an internal IT security officer and an external data protection officer.

PFISTERER Holding SE
Sustainability Officer

Rosenstraße 44
73650 Winterbach
Germany
Tel.: +49 7181 7005 0
Fax: +49 7181 7005 565
ehsq@Pfisterer.com

Performance indicator set: GRI SRS
Status: 01.08.2023

In 1921, Karl Pfisterer founded his factory in Stuttgart for special electrical products with the aim of improving the world of power transmission. The PFISTERER Group has pursued this goal of quality and technological leadership for more than 100 years. Today, PFISTERER is one of the world's leading specialists and system suppliers for energy infrastructure – with a complete range of cable fittings, overhead line technology and components along the entire transmission chain from power generation to consumption. With state-of-the-art manufacturing processes and 1,200 employees at 18 international locations, PFISTERER not only connects the power grids of today and tomorrow, but also makes an important contribution to a sustainable and secure energy supply.