PFISTERER

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2024 Greenhouse Gas Emissions and Sustainability Data

This document provides detailed insights into our corporate carbon footprint and other key sustainability metrics. For information on our sustainability goals, initiatives, and qualitative assessments, please refer to our Sustainability Report.

Content

PFISTERER Holding SE

i.A. Felix Fried
Sustainability Manager

1. Greenhouse Gas Emissions

Greenhouse Gas Emissions (GHG)	Unit	Target	Delta	2024	2023	2022	2021	2020	2019
Direct GHG emissions (scope 1)									
Total scope 1 GHG emissions	t CO_2e	-90% (2020 to 2029)	-35% (2020 to 2024)	3,205	3,696	4,588	4,668	4,942	5,089
1.1 Stationary combustion	t CO_2e			1,570	1,643	2,526	3,003	3,029	3,067
1.2 Mobile combustion	t CO_2e			675	653	571	490	607	711
1.4 Fugitive emissions	t CO_2e			960	1,400	1,491	1,175	1,306	1,311
Indirect GHG emissions (scope 2)									
Total scope 2 GHG emissions (market-based)	t CO_2e	-90% (2020 to 2029)	-43% (2020 to 2024)	1,868	3,418	2,908	3,392	3,294	3,180
Total scope 2 GHG emissions (location-based)	t CO_2e			4,475	4,706	4,187	4,697	4,448	4,306
2.1 Electricity consumption (market-based)	t CO_2e			1,868	3,418	2,908	3,392	3,219	3,180
2.1 Electricity consumption (location-based)	t CO_2e			4,475	4,706	4,187	4,697	4,448	4,306
2.2 Heat and cooling consumption	t CO_2e			0	0	0	0	0	0
Indirect GHG emissions (scope 3)									
Total scope 3 GHG emissions	t CO_2e			260,426	292,239	-	-	-	-
3.1 Purchased goods and services	t CO_2e			115,596	111,883	-	-	-	-
3.3 Upstream energy (fuel and electricity)	t CO_2e			844	865	-	-	-	-
3.4 Logistics (upstream)	t CO_2e			1,979	3,457	-	-	-	-
3.5 Waste	t CO_2e			437	291	-	-	-	-
3.6 Business travel	t CO_2e			999	718	-	-	-	-
3.7 Employee commuting	t CO_2e			1,205	1,163	-	-	-	-
3.9 Logistics (downstream)	t CO_2e			3,800	4,071	-	-	-	-
3.11 Use of sold products	t CO_2e			132,453	166,223	-	-	-	-
3.12 Disposal of sold products	t CO_2e			3,113	3,568	-	-	-	-
Biogenic emissions									
Total biogenic carbon emissions	t CO2e			0	0	0	0	0	0
Total GHG emissions (scope 1, 2 & 3)									
Total GHG emissions (market-based)	t CO_2e			265,499	299,353	-	-	-	-
Total GHG emissions (location-based)	t CO_2e			268,106	300,641	-	-	-	-
Total GHG emissions (market-based, excluding 3.11)	t CO_2e			135,653	134,418	-	-	-	-
Total GHG emissions (location-based, excluding 3.11)	t CO_2e			133,046	133,130	-	-	-	-
GHG intensity ratio, revenue (market-based)	t CO_2e			0.693	0.896	-	-	-	-
GHG intensity ratio, revenue (location-based)	kg CO_2e/EUR			0.700	0.900	-	-	-	-
GHG intensity ratio, revenue (market-based, excluding 3.11)	kg CO_2e/EUR			0.354	0.402	-	-	-	-
GHG intensity ratio, revenue (location-based, excluding 3.11)	kg CO_2e/EUR			0.347	0.398	-	-	-	-
GHG intensity ratio Scope 1 & 2, revenue (market-based)	kg CO_2e/EUR			0.013	0.021	0.026	0.026	0.024	0.025
Normalizing factors									
Net revenue	M EUR			383	334	289	308	344	332

Disaggregation of Greenhouse Gas (GHG) emissions by country 2024

Countries	Unit	Scope 1	Scope 2 (market-based)	Scope 2 (location-based)
Germany	t CO2e	2,357	377	1,664
Czech Republic	t CO2e	238	1,315	2,634
Switzerland	t CO2e	168	9	9
Poland	t CO2e	148	31	31
United States of America	t CO2e	106	46	46
France	t CO2e	72	1	1
Italy	t CO2e	38	18	18
United Arab Emirates	t CO2e	32	13	13
United Kingdom	t CO2e	23	5	5
Argentina	t CO2e	12	31	31
Brazil	t CO2e	6	1	1
China	t CO2e	4	4	4
Spain	t CO2e	0	16	16

Greenhouse Gas Emissions (GHG)	Unit	2024	2023	2022	2021	2020	2019
Scope 1 emissions per GHG without biogenic emissions							
CO_2	t	2,179	2,224	n/a	n/a	n/a	n/a
CH_4	t	0.05	0.06	n/a	n/a	n/a	n/a
N_2O	t	0.03	0.03	n/a	n/a	n/a	n/a
HFC	t	0	0	n/a	n/a	n/a	n/a
PFC	t	0	0	n/a	n/a	n/a	n/a
SF_6	t	0.039	0.057	0.061	0.048	0.0534	0.0536
NF_3	t	0	0	n/a	n/a	n/a	n/a
VOC	t	0.17	0.14	n/a	n/a	n/a	n/a
Scope 2 emissions per GHG without biogenic emissions							
CO_2	t	n/a	n/a	n/a	n/a	n/a	n/a
CH_4	t	n/a	n/a	n/a	n/a	n/a	n/a
N_2O	t	n/a	n/a	n/a	n/a	n/a	n/a
HFC	t	n/a	n/a	n/a	n/a	n/a	n/a
PFC	t	n/a	n/a	n/a	n/a	n/a	n/a
SF_6	t	n/a	n/a	n/a	n/a	n/a	n/a
NF_3	t	n/a	n/a	n/a	n/a	n/a	n/a
VOC	t	n/a	n/a	n/a	n/a	n/a	n/a

2. Greenhouse Gas Emissions Report and Methodology

Organizational Boundaries

PFISTERER is a leading specialist in power transmission and distribution, providing a comprehensive range of products designed to ensure the reliable transmission of all voltage levels and high power. As of December 31, 2024, the company employed approximately 1,200 professionals across 13 countries, serving clients worldwide. PFISTERER operates and maintains production facilities and offices in multiple locations globally, both through ownership and leasing arrangements.

This CO_2 footprint is based on the requirements of the Greenhouse Gas Protocol and accounts for all greenhouse gas (GHG) emissions specified in the Kyoto Protocol. It measures the climate impact of greenhouse gases over a period of 100 years (GWP100), expressed in CO_2 equivalents (CO_2). Greenhouse gas potentials are taken into account, where possible, in accordance with the fifth IPCC Assessment Report (AR5).

All entities were fully considered (100%), regardless of the shareholding percentage. Entities undergoing liquidation at the time of accounting were excluded from consideration. The operational control approach was used as consolidation approach.

Operational boundary

All emissions of a company's entire value chain are divided into three scopes in accordance with the GHG protocol. Scope 1 includes all greenhouse gas emissions that occur directly within the company, for example through the combustion of fossil fuels. Scope 2 includes those emissions that are released through the purchase of grid-based energy, such as electricity. These are only indirect emissions, as they are already generated during production at the energy supplier. Scope 3 emissions are also indirect emissions that occur in the upstream or downstream stages of a company 's value chain. The accounting of Scope 1 and Scope 2 emissions is the minimum requirement for a compliant report under the GHG protocol, whereas the accounting of Scope 3 emissions is not mandatory. In the present report, all relevant Scope 1 and Scope 2 emissions were considered in total.

To identify the relevant Scope 3 categories, the following criteria were evaluated: Relevance, control and influenceability, avoidance potential and data collection and transaction costs.

All determined values refer to a full calendar year. At the time of reporting, some data may not yet be fully available, requiring certain assumptions to be made. These assumptions are made to the best of our knowledge. Once the actual data becomes available, any necessary adjustments will be made retrospectively in the balance sheet.

In total, ten Scope 3 categories were found to be relevant under evaluation of these criteria:

3.1 Purchased goods and services
3.2 Capital goods
3.3 Fuel- and energy-related activities
3.4 Upstream transportation and distribution
3.5 Waste generated in operations
3.6 Business travel
3.7 Employee commuting
3.9 Downstream transportation and distribution
3.11 Use of sold products
3.12 End-of-life treatment of sold products

The following Scope 3 categories were not considered relevant for this report:

3.8 Upstream leased assets
3.10 Processing of sold products
3.13 Downstream leased assets
3.14 Franchises
3.15 Investments

The excluded categories were not considered relevant because they relate to emissions from processes that do not occur at any PFISTERER Holding SE sites.

Base Year

PFISTERER has established 2020 as the base year for Scope 1 and Scope 2 emissions reporting, aligning with the company's emissions reduction goals for these categories. Since Scope 1 and Scope 2 emissions were first evaluated in 2019, the 2020 base year was selected to ensure a meaningful comparison. For Scope 3 emissions, the base year is 2023, as this was the first year Scope 3 emissions were assessed.

PFISTERER may recalculate its baseline or subsequent year's disclosures under specific circumstances, including but not limited to mergers, acquisitions, divestitures, or revisions to methodologies. Any recalculations will be conducted in accordance with the GHG Protocol, and PFISTERER will transparently disclose the trigger events necessitating such adjustments.

Reporting Period

01.01.2024 - 31.12.2024

Recalculation of previous years

Scope 1 and 2 emissions for PFISTERER Insulators Wunsiedel GmbH prior to 2022 were recalculated based on 2022 values due to a partial sale within the entity. This conservative approach ensures that past values are likely underestimated, making future targets more ambitious.

For locations newly included in this reporting year, all of which are sales offices, Scope 1 and 2 values prior to 2023 were not available. Therefore, emissions were assumed to be at the same level as in 2023, retroactively applied back to 2020. We consider this a valid approach, as these locations are not primary manufacturing sites, and their combined contribution to total Scope 1 and 2 emissions is approximately 10%.
To ensure a consistent methodology, emission factors calculated in 2024 were applied retroactively to the years 2019 through 2024. While this may result in slightly higher historical emissions, it enables greater emission reductions moving forward through PFISTERER's previously established Scope 1 and 2 targets.

Exclusions
Scope 3, Category 1 and Category 9 emissions are currently included only for locations utilizing SAP as their ERP system, as the required data cannot be reliably captured in other locations. The following entities are excluded from this reporting: PFISTERER UK Ltd, PFISTERER España SLU, PFISTERER Ltda, PFISTERER Middle East FZCO, PFISTERER Power Connection Systems Co., Ltd, and PFISTERER S.A. Given that these entities operate primarily as sales offices, their overall impact on emissions is expected to be minimal.

Data sources
The provision of consumption data is based on ERP data, invoices, meter readings, and expert assumptions. The emission factors for calculating CO_2 equivalents were obtained from various verified and recognized databases. These include GEMIS, UBA, Ourworldindata, BAFA, Exiobase, EPA, European Commission JRC and Defra. Care was always taken to ensure that emission factors, where available, were used for the relevant region and time period. To ensure high data quality on the consumption side, primary data and actual consumption data were prioritized for balancing purposes. For detailed information please refer to the individual categories.

Data quality
The activity data was primarily collected based on invoices from suppliers, other assured data from ERP systems, measurements from meters, or service reports. Expert personnel were deployed to ensure the completeness and accuracy of the data.

To assess data quality, the methodology of the GHG Protocol was applied, which defines data quality within the following confidence intervals:
High: +/- 5%
Good: +/- 15%
Fair: +/- 30%
Poor: More than 30 %

All data, including both consumption data and emission factors, were multiplied by their respective confidence intervals, and a weighted average was determined. This was performed in a separate software tool.
For this report, the resulting confidence interval is ±16%, meaning the overall data quality can be rated as "fair".

Direct GHG emissions (scope 1)

1.1 Stationary combustion
Stationary combustion was calculated using consumption data provided by energy suppliers, invoices or measured by meters. As not all data was available by the reporting deadline, certain assumptions had to be made. These data points will be updated as soon as the actual figures become available.

1.2 Mobile combustion
In this category, the combustion of fuels for the operation of vehicles is considered and consumption data is provided by invoices. Electricity needed for the operation of (company-owned) e-vehicles is considered in Scope 2 Electricity.

1.3 Process emissions
Process emissions are not present at any PFISTERER sites.

1.4 Fugitive emissions
SF_6 losses, as well as refrigerant emissions from office and production sites, have been accounted for in the assessment. SF_6 losses were estimated and partially measured by internal gas-handling experts, while refrigerant losses at production sites were identified through service reports.
Refrigerants in Offices: The calculation is based on average refrigerant losses per employee, using the total number of employees as the basis.
Assumptions made:
15 m^2 per employee
0.01937 kg/m^2 refrigerant capacity
1.8 % operating emission factor of refrigerant capacity
R-410A refrigerant in buildings
Main source: Accounting Tool to Support Federal Reporting of Hydrofluorocarbon Emissions: SUPPORTING DOCUMENTATION (2016)

Indirect GHG emissions (scope 2)

2.1 Electricity consumption (market-based)
Electricity consumption was determined based on data from energy suppliers, invoices, or direct meter measurements. In rare cases where data was unavailable, such as for small sales offices, consumption was estimated using a per capita approach based on comparable office locations,

ensuring accuracy while minimizing estimation where possible. Market-based values were calculated individually for each entity. In the absence of contractual information, location-based emission factors were applied; otherwise, data from the energy certificate was used.

Mobile Electricity Consumption: Only externally charged electricity is considered in this calculation, as electricity charged directly on-site is already included in the total electricity demand. Since the majority of externally charged electricity is sourced from renewable energy, a corresponding emission factor for renewable electricity has been applied.

2.1 Electricity consumption (location-based)
Electricity consumption was determined based on data from energy suppliers, invoices, or direct meter measurements. In rare cases where data was unavailable, such as for small sales offices, consumption was estimated using a per capita approach based on comparable office locations, ensuring accuracy while minimizing estimation where possible.
The emission factors used for location-based electricity consumption were sourced from the following:

- European Commission, Joint Research Centre (2024)
- German Umweltbundesamt Strommix (2024)
- Our World in Data (2024)
- ENIT

2.2 Heat and cooling consumption
In 2024 there has been no consumption in this category.

Indirect GHG emissions (scope 3)

3.1 Purchased goods and services
This category was balanced as precisely as possible. Data was derived from all orders made in the reporting year. As primary emission factors were not yet available, the emission factors were carefully selected on the basis of the product groups from the ERP system. The balancing was mainly quantity-based, although in certain cases an expenditure-based calculation had to be used. Emission factors were taken from the Exiobase source, using Germany as the reference country, as this is PFISTERER's primary operating area.
This category is currently only included for locations with SAP, as the necessary data cannot be reliably captured elsewhere. The excluded entities are: PFISTERER UK Ltd, PFISTERER España SLU, PFISTERER Ltda, PFISTERER Middle East FZCO, PFISTERER Power Connection Systems Co., Ltd, and PFISTERER S.A. Since these are sales offices, their impact is estimated to be very low.

3.2 Capital goods
For PFISTERER's GHG-footprint, the capital goods category is relevant. However, due to data structural limitations, it is not possible to clearly separate the capital goods in purchasing from the purchased goods and services. For this reason, capital goods are included in Scope 3.1.

3.3 Upstream energy (fuel and electricity)
Consumption values from Scope 1 and 2 were used to calculate this category.

3.4 Logistics (upstream)
The transportation of goods to PFISTERER sites is included in this category. As primary logistics data was not fully available, data from all orders, from Scope 3, category 1, was used as an estimation of tonne-kilometre delivered to the purchasing location. Emissions are calculated on a tonne-kilometre basis, distinguishing between sea freight, air freight, and road freight. If no exact information was available, for distances over 2,000 km, it was assumed that 95% of transport is by ship and 5% by plane; shorter distances are covered by lorry. Average distances between countries were used to calculate distances for international deliveries, while postal codes were used to calculate distances for domestic deliveries. Emission factors were used from GEMIS 5.1 database.

3.5 Waste
Waste weights were determined by supplier reports and invoices. In rare cases, for smaller facilities, there was no data available. The total volume of waste is categorised by disposal method (landfilling, incineration, recycling) and the emissions are then calculated using a weight-based emission factor. Waste whose disposal method cannot be traced is categorised as landfilling.
Emission factors from EPA 2024 Database were used.

3.6 Business travel
The emissions associated with transport, restaurant visits and hotel accommodation for employees are calculated on the basis of spend-based emission factors. Spend-based data was acquired through ERP-Systems. In rare cases, there was no data available. A distinction is made between flights, land transport as well as hotel and accommodation. Business trips with company-owned vehicles are already accounted for in Scope 1.2.
In the absence of precise information, travel expenses for flights are assumed based on the sum of all values exceeding €500, while general travel expenses are based on the sum of all values below €500.

3.7 Employee commuting
This category was calculated on the basis of assumptions and statistical data. The only company-specific values used is the number of employees and the average number of home office days. The underlying assumptions and statistical values are listed below:

Number of working days per employee: 220

Average commuting distance: 17.2 km (one way) (source: Deutschlandatlas 2022)
Means of transport used (source: Federal Statistical Office 2020)
Public transport 14.3 % of the time
Car 69.3 % of the time
Bicycle and foot 16,4% of the time
Home Office Rate: 20%

Average value for home office rate at Pfisterer based on the home office policy for German locations.

3.8 Leased assets
This category is not relevant. Direct emissions from leased assets such as vehicles are included in Scope 1.

3.9 Logistics (downstream)
Logistics data was derived from ERP-Systems. All transport to the customer is included in this category, regardless of which party is responsible for the transport and pays for it. Emissions are calculated on a tonne-kilometre basis, distinguishing between sea freight, air freight and road freight. Weights were recorded for each delivery. Average distances between countries were used to calculate distances for international deliveries, while postcodes were used to calculate distances for domestic deliveries. It was also assumed that distances over 2,000 km were covered by ship and shorter distances by lorry. Deliveries by air are marked as such at the time of data collection. Emission factors were used from GEMIS 5.1 database. This category is currently only included for locations with SAP, as the necessary data cannot be reliably captured elsewhere. The excluded entities are: PFISTERER UK Ltd, PFISTERER España SLU, PFISTERER Ltda, PFISTERER Middle East FZCO, PFISTERER Power Connection Systems Co., Ltd, and PFISTERER S.A.

3.10 Processing of sold products
This category is not relevant for PFISTERER, because no further processing takes place.

3.11 Use of sold products
This category encompasses emissions associated with the lifetime use of sold products. These emissions primarily result from SF_6 losses due to leakage, as well as indirect emissions stemming from efficiency losses in electrical conducting components through which electricity flows. In alignment with the GHG Protocol, reporting SF_6 emissions is mandatory, whereas the disclosure of indirect emissions remains optional. However, to ensure full transparency, we have elected to include the calculation of these indirect emissions in our reporting.

SF6 Losses in Sold Products:
For SF6 losses, an average annual loss rate of 2.6% is applied, based on IPCC 2006 data. While the IEC suggests a lower rate of 0.5%, the more conservative approach has been adopted.
Scope of Consideration for SF6 Losses:
- Included Products: PFISTERER products that contain SF6 and actively utilize it during operation.
- Excluded Products: PFISTERER products used for sealing customer products that may contain SF6.
The amount of SF6 in the material products was multiplied by the estimated annual loss rate over life time to obtain emissions.

Indirect Emissions from Product Use Phase:
Indirect emissions are calculated based on power losses per sold product. Predefined loss factors for various product categories are applied and multiplied by annual sales volumes, incorporating the estimated product lifetime. To estimate these emissions, global electricity grid emission factor projections per country were determined using publicly available data sources (Net Zero Tracker and ourworldindata). Grid emission factors from the year preceding the reporting year were used, as data for the reporting year is not yet available. Net Zero country commitments from the reporting year were incorporated to estimate a linear trajectory for electricity grid factors. The average emission factor over the product lifecycle is applied and multiplied by the corresponding power loss to ensure a comprehensive and forward-looking assessment. Given that the procurement and sale of cables is a project-based business, significant annual fluctuations may occur in this category.

3.12 Disposal of sold products
The calculation CO_2 emissions associated to the disposal of sold products is based on certain assumptions. The disposal methods “recycling”, “landfill” and “incineration” were identified as relevant sources of emissions. It is not possible to trace the actual disposal method for each individual product. In addition, the specific weights of the individual products sold are not recorded. Therefore, the information about the total mass of products that where available from the purchasing data were used for the calculation. The total mass purchased per product group, such as aluminium or silicon, was allocated to the three disposal methods, grouped, summed and multiplied by a corresponding weight-based emission factor to calculate the CO_2 emissions. Emission factors from EPA 2024 Database were used.

3.13 Leased assets (downstream)
This category has proved to be irrelevant.

3.14 Franchises
This category has proved to be irrelevant.

3.15 Investments
This category has proved to be irrelevant.

Other GHG emissions

Biogenic emissions
In 2024 there have been no biogenic emissions.

CO_2, CH_4, N_2O, HFC, PFC, SF_6, NF_3, VOC
Our carbon management system enables the calculation of greenhouse gas (GHG) emissions separately for each emission factor that contains this information. Currently, this information is available exclusively for Scope 1 emissions. Direct SF_6 emissions resulting from leaks are incorporated into this data and accounted for in Scope 1 as CO_2e.

3. Sustainability Data

		Unit	2024	2023	2022	2021	2020	2019
Energy								
	Energy consumption							
	Total energy intensity	MWh/M EUR revenue	47	57	76	82	72	75
	Total energy consumption	MWh	18,117	18,882	21,849	25,153	24,846	24,852
	Electricity	MWh	10,397	10,811	9,401	10,539	10,131	9,946
	Natural gas	MWh	7,518	7,848	12,221	13,782	13,807	13,997
	Heating oil	MWh	202	214	218	822	900	900
	Heating diesel	MWh	0	9	9	9	9	9
	District heating	MWh	0	0	0	0	0	0
	Petrol	l	136,931	97,884	74,201	69,352	87,416	81,449
	Diesel	l	134,029	157,502	146,976	121,239	149,237	192,348
	Energy mix							
	Fuel consumption from coal and coal products	MWh	0	0	-	-	-	-
	Fuel consumption from crude oil and petroleum products	MWh	202	214	-	-	-	-
	Fuel consumption from natural gas	MWh	7,518	7,848	-	-	-	-
	Fuel consumption from other fossil sources	MWh	0	9	-	-	-	-
	Consumption of purchased/acquired electricity, heat, steam, and cooling from fossil sources	MWh	1,1772	3,616	-	-	-	-
	Consumption of self-generated electricity from fossil sources	MWh	456	445	-	-	-	-
	Total fossil energy consumption	MWh	9,948	12,132	-	-	-	-
	Share of fossil sources in total energy consumption	%	55	64	-	-	-	-
	Consumption from nuclear sources	MWh	1,092	2,308	-	-	-	-
	Share of consumption from nuclear sources in total energy consumption	%	6	12	-	-	-	-
	Fuel consumption for renewable sources, including biomass	MWh	0	0	-	-	-	-
	Consumption of purchased/acquired electricity, heat, steam, and cooling from renewable sources	MWh	7,070	4,440	-	-	-	-
	Consumption of self-generated non-fuel renewable energy	MWh	0	0	-	-	-	-
	Total renewable and low-carbon energy consumption	MWh	8,162	6,748	-	-	-	-
	Share of renewable and low-carbon sources in total energy consumption	%	45	36	-	-	-	-
	Energy intensity from activities in high climate impact sectors	MWh/EUR	47	57	-	-	-	-

		Unit	2024	2023	2022	2021	2020	2019
Resources[1]								
	Total waste	t	2,543	2,009	1,424	2,654	2,432	2,624
	Total recycled waste	t	1,903	1,663	1,153	2,217	1,988	2,230
	Total incinerator waste	t	413	110	0	0	0	0
	Total landfill waste	t	223	234	0	0	0	0
	Total other waste	t	3	3	271	437	444	394
	Share of recycled waste	%	75	83	81	84	82	85
	Share of waste diverted from landfill	%	91	88	-	-	-	-
	Total non-hazardous waste	t	2,371	1,846	1,424	2,654	2,432	2,624
	Non-hazardous landfill waste	t	215	233	0	0	0	0
	Non-hazardous recycled waste	t	1,777	1,521	1,153	2,217	1,988	2,230
	Non-hazardous incinerator waste	t	376	89	0	0	0	0
	Non-hazardous other waste	t	3	3	271	437	444	85
	Total hazardous waste	t	172	163	-	-	-	-
	Hazardous landfill waste	t	8	0	-	-	-	-
	Hazardous recycled waste	t	126	142	-	-	-	-
	Hazardous incinerator waste	t	38	20	-	-	-	-
	Hazardous other waste	t	0	0	-	-	-	-
	Water							
	Water consumption	m^3	18,537	18,785	18,505	26,055	27,162	56,747
Environment								
	SF_6 gas leaks	kg	39	57	61	48	53.4	53.6
	Environmental incidents	Number	0	0	-	-	-	-

		Unit	2024	2023	2022	2021	2020	2019
Social								
	Employees total	Number	1,239	1,162	1,073	1,143	1,864	1,966
	Employees male	Number	885	820	757	815	1,438	1,520
	Employees female	Number	354	342	316	328	426	446
	Employees diverse	Number	0	0	0	0	0	0
	Apprentices	Number	26	18	19	25	20	23
	Employees with restrictions	Number	30	18	19	18	11	11
	Share of female employees	%	29	29	29	29	23	23
	Total permanent employees	Number	1,118	-	-	-	-	-
	Permanent female employees	Number	340	-	-	-	-	-
	Permanent male employees	Number	778	-	-	-	-	-
	Total temporary employees	Number	121	-	-	-	-	-
	Temporary female employees	Number	14	-	-	-	-	-
	Temporary male employees	Number	107	-	-	-	-	-
	Total non-guaranteed hours employees	Number	107	-	-	-	-	-
	Female non-guaranteed hours employees	Number	0	-	-	-	-	-
	Male non-guaranteed hours employees	Number	107	-	-	-	-	-
	Employee age distribution			-	-	-	-	-
	under 30 years old	Number	195	-	-	-	-	-
	30-50 years old	Number	409	-	-	-	-	-
	over 50 years old	Number	635	-	-	-	-	-
	Employees by country							
	Germany	Number	637	-	-	-	-	-
	Switzerland	Number	132	-	-	-	-	-
	Czech Republic	Number	220	-	-	-	-	-
	United States of America	Number	54	-	-	-	-	-
	People's Republic of China	Number	12	-	-	-	-	-
	Italy	Number	17	-	-	-	-	-
	France	Number	32	-	-	-	-	-
	United Kingdom	Number	11	-	-	-	-	-
	Spain	Number	13	-	-	-	-	-
	Poland	Number	18	-	-	-	-	-
	Brazil	Number	7	-	-	-	-	-
	Argentina	Number	72	-	-	-	-	-
	United Arab Emirates	Number	14	-	-	-	-	-
	Leader distribution							
	Male leaders	Number	89	-	-	-	-	-
	Female leaders	Number	21	-	-	-	-	-
	Share of female leaders	%	19	16	16	8	12	-

		Unit	2024	2023	2022	2021	2020	2019
	Health and safety[1]							
	Work-related injuries	Number	20	27	17	21	19	16
	High-consequence work-related injuries (excluding fatalities)	Number	1	0	0	0	0	0
	Number of work-related fatalities	Number	0	0	0	0	0	0
	Reported near-misses	Number	46	25	51	16	0	0
	Hours worked	h	1,951,425	1,882,125	1,400,175	1,386,000	1,373,400	1,370,250
	Lost Time Injury Rate (per 200,000 hours)	Number	2.05	3	2	3	3	2
	Lost Time Injury Rate (per 100,000,000 hours)	Number	10.25	14	12	15	14	12
	Rate of employee turnover	%	5.20	3	5	5	1	3
	Employee training	h	9,416	6,002	3,814	3,890	1,692	-
	Training hours per employee	h/employee	7.6	5.2	3.6	3.4	0.9	
	Human rights violations within the own workforce	Number	0	-	-	-	-	-
Governance								
	Total whisteblower cases	Number	3	3	-	-	-	-
	Concluded whistleblower cases	Number	3	3	-	-	-	-
	Whistleblower cases concluded as substantiated	Number	0	0	-	-	-	-
Normalizing factors								
	Net revenue	M EUR	383	334	289	308	344	332

This table includes values for all subsidiaries of PFISTERER.

[1] Prior to 2024, values are derived solely from Winterbach, Kadan, Gussenstadt, Wunsiedel, Selb, Altdorf, and Küssnacht.

4. GRI Content Index

GRI Content Index

GRI Standard	Disclosure	Corresponding Data
GRI 302: Energy	302-1 Energy consumption within the organization	Total energy consumption (Electricity, Natural gas, Heating oil, Heating diesel, District heating, Petrol, Diesel)
	302-3 Energy intensity	Total energy intensity
GRI 303: Water and Effluents	303-5 Water consumption	Water consumption
GRI 306: Waste	306-2 Waste by type and disposal method 306-3 Significant spills	Total waste, Total recycled waste, Total incinerator waste, Total landfill waste, Total other waste Environmental incidents
GRI 401: Employment	401-1 New employee hires and turnover	Rate of employee turnover
GRI 403: Occupational Health & Safety	403-9 Work-related injuries	Work-related injuries, High-consequence work-related injuries, Number of work-related fatalities, Reported near-misses, Lost Time Injury Rate (per 200,000 hours), Lost Time Injury Rate (per 100,000,000 hours)
GRI 405: Diversity & Equal Opportunity	405-1 Diversity of governance bodies and employees	Employees total, Employees male, Employees female, Employees diverse, Leader distribution (Male leaders, Female leaders, Share of female leaders)
GRI 406: Non-Discrimination	406-1 Incidents of discrimination and corrective actions taken	Human rights violations within the own workforce
GRI 205: Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	Whistleblower cases (Total whistleblower cases, Concluded whistleblower cases, Whistleblower cases concluded as substantiated)
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	Net revenue
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Total scope 1 GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions	Total scope 2 GHG emissions (market-based), Total scope 2 GHG emissions (location-based)
	305-3 Other indirect (Scope 3) GHG emissions	Indirect GHG emissions (scope 3)
	305-4 GHG emissions intensity	GHG intensity ratio, revenue (market-based)
	305-4 SF6 gas leaks	SF6 gas leaks

5. Third-Party Verification Statement

Verification statement

DEKRA Certification GmbH verified
the greenhouse gas declaration at organizational level dated 26.03.2025 of the

PFISTERER Holding SE

Rosenstraße 44

73650 Winterbach

(for a further 18 locations, see appendix to the verification report dated 17.04.2025)

within the reporting period from **01.01.2024 to 31.12.2024**.

We confirm that, based on the verification process performed, there is no evidence to suggest that the greenhouse gas statement for the period described in the greenhouse gas report is misstated in accordance with the criteria of the GHG Protocol Corporate Standard.

The verification of the greenhouse gas statement was performed in accordance with the requirements of ISO 14064-3:2019 and with limited assurance. The nature, timing and scope of the verification activities were less detailed than for a reasonable assurance verification. The agreed materiality threshold was 2%.

Within the reporting boundaries, the greenhouse gas emissions in the following categories are confirmed:

Total amount of the greenhouse gas declaration	**268106**	**t CO2-Eq**
Scope 1 emissions (direct)	3205	t CO_2-eq
Scope 2 emissions (indirect) location-based	4475	t CO_2-eq
Scope 2 emissions (indirect) market-based	1868	t CO_2-eq
Scope 3 emissions (indirect)	260426	t CO_2-eq
Cat.1 Purchased goods and services	115596	t CO_2-eq
Cat.3 Fuel and energy-related activities	844	t CO_2-eq
Cat.4 Upstream transportation and distribution	1979	t CO_2-eq
Cat.5 Waste generated in operations	437	t CO_2-eq
Cat.6 Buisness travel	999	t CO_2-eq
Cat.7 Employee commuting	1205	t CO_2-eq
Cat.9 Downstream transportation and distribution	3800	t CO_2-eq
Cat.11 Use of sold products	132453	t CO_2-eq
Cat.12 End-of-Life treatment of sold products	3113	t CO_2-eq

This verification statement is only valid in conjunction with the organizational and reporting boundaries, the objectives and criteria for the assessment and our conclusions stated in the **verification report no. A25021379 dated 17.04.2025.**

Verification registration number: 1010425-002

Dr. Rolf Krökel

DEKRA Certification GmbH, Stuttgart, 28.04.2025

DEKRA Certification GmbH * Handwerkstraße 15 * D-70565 Stuttgart * www.dekra-certification.de Seite 1 von 1