

EHSQ POLICY

OUR COMMITMENT

PFISTERER develops, manufactures, sells, installs, and services products and systems for electrical power transmission, distribution, and related industries. Guided by our vision, mission, and values, and supported by our Integrated Management System, we are committed to delivering innovative, reliable solutions while achieving excellence in quality, health and safety, environmental stewardship, energy performance, and sustainable value creation. We pursue continuous improvement, regulatory compliance, and responsible business practices that create lasting benefits for our customers, employees, partners, and society.

OUR FOUR MANAGEMENT DISCIPLINES

01 QUALITY ISO 9001

- Meet customer and applicable requirements.
- Control processes and detect deviations early.
- Build quality at source through competence, self-control and continual improvement.

02 HEALTH & SAFETY ISO 45001

- Prevent injury and work-related ill health.
- Eliminate hazards and reduce physical and psychosocial risks.
- Consult employees, encourage reporting and strengthen a zero-harm culture.

03 ENVIRONMENT ISO 14001

- Prevent pollution and comply with environmental obligations.
- Use resources responsibly and promote recyclability and recycled material use.
- Reduce waste, emissions and climate impact across our activities.

04 ENERGY ISO 50001

- Monitor significant energy use and improve energy performance.
- Consider energy efficiency in operations, design and procurement.
- Set objectives, energy performance indicators and action plans within the applicable scope.

Innovation – Customer Focus – Accountability – Sustainability – Team Work

HOW WE MEASURE PROGRESS

SAFETY Progress against approved safety objectives	SUSTAINABILITY + ENVIROMENT Progress against approved PFISTERER ESG objectives	ALL DISCIPLINES Annual Group and site objectives, KPIs and management review
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APPLIES TO: all PFISTERER employees and persons working for or on behalf of PFISTERER. Managers translate this policy into daily expectations; suppliers and contractors receive the applicable requirements.

SYSTEM & LINKS: Globally certified IMS: ISO 9001, ISO 14001 and ISO 45001. ISO 50001 requirements apply within the defined energy-management scope. Linked documents: PFISTERER Environmental Policy, ESG Report, approved Group ESG objectives and CSR Policy GRP-RL-M5-190.

APPROVAL: This one-page policy is approved together with Appendix A and becomes effective on the date of the last signature.

SIGNATURES

PFISTERER Executive Board 26.08.2026 01.09.2026 Signed by: <i>Johannes Linden</i> C5E522A5FBB2477... Johannes Linden DocuSigned by: <i>Konstantin Kurfiss</i> 5FE20313B528498... Konstantin Kurfiss	senior VP Operations 26.08.2026 Signiert von: <i>Markus Munz</i> 089E8DE5B399487... Markus Munz	Global EHSQ 26.08.2026 Signed by: <i>Pavel Cerny</i> FD084ED50D9B49A... Pavel Cerny
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APPENDIX A

Detailed EHSQ Policy Framework

Governance, detailed commitments, objectives, controls and review mechanisms

A.1 Document control

Document	GRP-RL-M5-113-EN	Status	Approved
Owner	Global EHSQ	Approval	PFISTERER Executive Board
Version	2.0	Effective date	Upon approval
Review	At least annually and after material changes	Language	English

A.2 Purpose and scope

This policy establishes the common Group-level direction for Quality, Health and Safety, Environment and Energy Management. It supports PFISTERER’s business strategy, customer focus and sustainability commitments and provides the framework for objectives within the Integrated Management System (IMS). Our values are Innovation, Customer Focus, Accountability, Sustainability and Team Work. They guide how we apply this policy and make decisions.

The policy applies to all PFISTERER companies, sites, functions, projects and employees. Persons working for or on behalf of PFISTERER shall follow the requirements relevant to their activities. Suppliers, contractors and service providers receive applicable EHSQ requirements through contracts, onboarding, site rules, specifications and performance monitoring. Local legal, customer and site requirements may add obligations but shall not reduce this policy’s commitments.

A.3 Integrated Management System and standards

PFISTERER manages EHSQ through an integrated, risk-based and process-oriented management system. The current certification register defines the legal entities, sites and activities included in each certificate.

Standard	Discipline	Application	Certification statement
ISO 9001	Quality	Customer focus, process control, conformity and continual improvement.	Globally certified IMS.
ISO 14001	Environment	Environmental aspects, compliance obligations, pollution prevention and improved environmental performance.	Globally certified IMS.
ISO 45001	Health & Safety	Hazard elimination, risk reduction, worker participation and prevention of injury and ill health.	Globally certified IMS.
ISO 50001	Energy	Energy review, significant energy use, EnPIs, objectives and improvement of energy performance.	Applied and certified within the applicable scope; refer to the current register.

A.4 Governance and responsibilities

Role	Accountability
Executive Board, senior VP of operation, Global EHSQ	Approves the policy, sets strategic direction, provides resources and reviews EHSQ performance, material risks and objectives.
Global EHSQ Manager	Owns the Group EHSQ framework; coordinates strategy, objectives, reporting, certification, compliance and improvement priorities.
Site and functional management	Implements the policy in local processes, sets site objectives, controls risks, provides competence and ensures action closure.
EHSQ and specialist functions	Provide expertise, maintain systems and registers, monitor performance, conduct audits and support corrective and preventive action.
Employees	Follow requirements and work instructions, perform defined self-checks, report hazards and deviations, stop/escalate unsafe or nonconforming work and contribute ideas.
Suppliers and contractors	Meet applicable contractual, legal, site, quality, safety, environmental, energy and sustainability requirements and cooperate in performance improvement.

A.5 Detailed commitments

A.5.1 Quality and customer focus — ISO 9001

- We translate customer, legal, regulatory and contractual requirements into controlled product and process requirements and verify conformity before release.
- We monitor production and service processes through appropriate controls, including work instructions, control plans, inspection and testing, traceability, process audits, capability monitoring, measurement system controls and statistical methods where appropriate.
- We use risk-based methods such as FMEA and structured change management to prevent defects, rework, scrap, escapes and recurring nonconformities.
- We strengthen quality at source through competence, clear self-control steps, visual standards, escalation rules, process ownership and individual responsibility for quality outcomes.
- We investigate complaints and nonconformities using effective root-cause analysis and implement, verify and standardise corrective and preventive actions.
- We involve production engineering and process owners in reviewing performance, stabilising processes, applying best practice and sustaining improvements.

A.5.2 Health, safety and employee well-being — ISO 45001

- We provide safe and healthy working conditions and design work to prevent injury and work-related ill health.
- We identify hazards, assess risks and apply the hierarchy of controls to electrical, mechanical, physical, ergonomic, chemical, fire, travel, field-work and other relevant risks.
- We identify and manage psychosocial risks, including excessive workload, conflicting demands, unclear roles, ineffective communication, insufficient support, harassment, aggression, violence and difficulties combining work and personal life.
- We consult employees and their representatives, encourage reporting of hazards and near misses without fear of retaliation and involve workers in controls and improvement actions.
- We maintain emergency preparedness, incident investigation, health surveillance where required, competence development and contractor safety controls.
- We pursue a zero-harm culture by eliminating hazards where possible and reducing residual risks to the lowest reasonably practicable level.

A.5.3 Environmental protection — ISO 14001

- We identify significant environmental aspects and compliance obligations across operations, products, projects and services.
- We prevent pollution and minimise emissions, waste, spills, noise and other adverse impacts through operational controls and emergency preparedness.
- We use materials, water and natural resources efficiently, promote recyclability and recycled material use, and apply the waste hierarchy through prevention, reuse, recycling and responsible disposal.
- We consider life-cycle, climate and biodiversity-related impacts where relevant and support the reduction of greenhouse-gas emissions and the PFISTERER carbon footprint.
- We incorporate environmental criteria into design, investment, procurement, maintenance and change decisions where technically and economically feasible.

A.5.4 Energy performance — ISO 50001

- We establish and maintain an energy review, identify significant energy uses and define appropriate energy baselines and energy performance indicators (EnPIs) within the applicable scope.
- We monitor energy consumption, investigate material deviations and implement action plans that improve energy performance.
- We consider energy performance in the design and modification of facilities, equipment, processes and products and in the procurement of energy services and energy-using products.
- We provide information, competence and resources needed to achieve energy objectives and verify the effectiveness and persistence of savings.

A.5.5 Suppliers, contractors and sustainable procurement

- We select, approve, monitor and develop suppliers and service providers using risk-based criteria covering quality, delivery, compliance, health and safety, environment, energy, ethics and sustainability.
- We communicate relevant PFISTERER requirements through specifications, contracts, supplier onboarding, site rules, audits and performance reviews.
- We strengthen supply-chain transparency, ethical sourcing and sustainability screening and require timely correction of identified nonconformities and risks.
- We align relevant functions with PFISTERER's approved ESG and sustainability objectives and use internal and external assessments to identify improvement priorities.

A.6 Objectives, KPIs and review mechanisms

PFISTERER sets and reviews measurable Group and site objectives through the IMS planning and management-review process. Objectives reflect applicable obligations, strategic priorities, risks and opportunities, operational performance, audit findings, energy reviews and approved PFISTERER ESG objectives. Specific targets are defined through the applicable annual planning process and may differ by site, function or management-system scope.

Discipline	Group direction / minimum	Illustrative KPIs
Health & Safety	Set safety objectives aligned with approved PFISTERER ESG targets and site risks.	LTIR, recordable incidents, near misses, safety observations, risk-action closure, training and audit completion.
Quality	Set annual targets to improve customer and process quality and reduce cost of poor quality.	Customer complaints/PPM, first-pass yield, scrap and rework, COPQ, process capability, audit and CAPA closure. (<i>COPQ – cost of poor quality, CAPA – corrective action and preventive action</i>)

Discipline	Group direction / minimum	Illustrative KPIs
Environment	Set annual targets for material environmental aspects and compliance risks.	GHG emissions, waste and recycling, water, spills, legal compliance and environmental action closure.
Energy	Set energy objectives and EnPI targets based on the energy review and significant energy uses.	Consumption, intensity, EnPIs, savings projects, significant-energy-use performance and deviation response.
Sustainability	Set sustainability objectives aligned with approved PFISTERER ESG targets and material topics.	ESG target progress, action closure, supplier screening, assessment results and audit findings.
IMS & Compliance	Maintain applicable certifications and timely closure of audit and compliance actions.	Certification status, legal evaluations, audit findings, overdue actions, competence and management-review completion.

A.6.1 Review mechanisms

- Annual Group and site management reviews, including progress against objectives, risks, resources and opportunities.
- Internal, external, customer, process, product, supplier and certification audits, as applicable.
- Production process monitoring, quality-control results, customer feedback, nonconformity trends and effectiveness of corrective and preventive actions.
- Incident, near-miss, occupational health, environmental-event and energy-performance analysis.
- Employee consultation, competence assessment, training-effectiveness review and improvement feedback.
- Regular policy review and update after material legal, organisational, strategic, certification or stakeholder changes.

A.7 Communication, awareness and reporting

- The one-page policy is communicated to all employees and may be displayed in offices, production areas, training rooms and onboarding materials.
- Managers and team leaders translate the policy into practical daily expectations, including process discipline, quality self-control, safe behaviour, environmental awareness and energy-conscious operation.
- Employees are expected and empowered to report hazards, near misses, quality deviations, nonconformities, environmental or energy risks and improvement ideas through the defined channels without fear of retaliation.
- Relevant requirements are communicated to suppliers, contractors and service providers and are verified according to risk and performance.

A.8 Linked documents and implementation evidence

Document / evidence group	Examples
Group policies and reporting	PFISTERER Environmental Policy GRP-RL-M5-203; Sustainability Policy GRP-RL-M5-185; ESG Report; CSR Policy GRP-RL-M5-190; PH-RL-M2-003-EN Ethics and Compliance Guidelines _ Code of Conduct and Group directives.
IMS governance	Management Handbook / IMS documentation; process map; current ISO certificates and certification register; objectives and management reviews.
Compliance and risk	Legal and compliance registers; environmental-aspect and energy reviews; hazard and risk assessments; FMEA and change-management records.

Document / evidence group	Examples
Operational control	Control plans; work instructions; inspection and test plans; maintenance; emergency plans; training and competence records; supplier and contractor controls.
Performance and improvement	KPI dashboards; audit reports; complaints and nonconformities; incident and near-miss records; CAPA; ESG and other improvement action plans.

10 Approval

APPROVAL STATEMENT

By approving this policy, PFISTERER confirms that EHSQ performance is a leadership responsibility and a shared obligation across the Group. Management will provide appropriate resources and review progress through the Integrated Management System.

SIGNATURES

PFISTERER Executive Board 26.08.2026 01.09.2026 Signed by: <i>Johannes Linden</i> C5E522A5FBB2477... Johannes Linden DocuSigned by: <i>Konstantin Kurfiss</i> 5FE20313B528498... Konstantin Kurfiss		senior VP Operations 26.08.2026 Signiert von: <i>Markus Munz</i> 089E8DE5B399487... Markus Munz	Global EHSQ 26.08.2026 Signed by: <i>Pavel Cerny</i> FD084ED50D9B49A... Pavel Cerny
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The approved effective date and authorised signatories shall be recorded in the controlled document system and, where applicable, published on the PFISTERER website.