



**PFIFFNER
MOSER GLASER
HAEFELY
HAVECO**

Code of Conduct

PFIFFNER Group

Index of Contents

Our vision, aspiration, and personal commitment	3
We are responsible	5
To whom does the Code of Conduct apply?	5
Reporting Non-Compliance	5
Ombudsman	5
The Code of Conduct	7
Performance with Integrity	7
Policy on Conflict Minerals	7
Conflicts of interest	7
Corporate opportunities and assets	7
Fairness, Respect, Diversity, and Inclusion	9
Health, Safety, and Environment	9
Confidentiality and Information Security	9
Communication	11
Competition	11
Corruption and Gifts	11
Quality	11



Fritz Hunziker
Entrepreneur

Code of Conduct, business integrity

Pfiffner International AG is a solution supplier for customers in electrical power engineering. We are present on the market with four traditional Swiss brands - PFIFFNER, MOSER GLASER, HAEFELY, and HAVECO - and have production sites at various countries around the globe.

We believe that integrity, innovation, and performance are the essential pillars of lasting success. We take our responsibilities as an employer and industrial enterprise seriously. Our success is built upon the dedication of our staff. We offer favorable working conditions and expect high levels of motivation from our employees. These attributes distinguish us and lay the foundation for our strong partnerships with customers and suppliers.

We have ambitious growth targets and aim to set the standard as the benchmark supplier in our business segments. Every employee of Pfiffner International/Group, regardless of their role, location, or level, as well as anyone acting on behalf of

Pfiffner, is required to comply with the letter and spirit of our Code of Conduct. This commitment is essential, even if it means forgoing an important contract or missing a business target.

The Pfiffner Code of Conduct is an integral part of the employment terms for all associates in the Pfiffner Group.

We insist on full compliance and will not tolerate any misconduct.

Thank you for your commitment to our Code of Conduct.



Fritz Hunziker
Entrepreneur
PFIFFNER International AG



We are responsible

To whom does the Code of Conduct apply?

This Code of Conduct is binding on all board members, managing directors, executives, and employees of the Pfiffner Group. Executives in particular are expected to serve as role models. The Code of Conduct outlines the binding standards and expectations regarding our daily behavior to ensure ethical business practices.

Reporting Non-Compliance

All Pfiffner associates are required to report any violations of the law, this Code of Conduct, or company policies. Reports be made to your supervisor, a member of the Group Executive Committee, or the designated ombudsman appointed by the Board of Directors of Pfiffner Group. We will maintain confidentiality to the fullest extent possible.

We have a strict policy against any retaliatory actions towards employees who report such violations. Please note that intentionally abusing the reporting process, such as falsely reporting an infringement knowingly may result in disciplinary action.

Any violation of laws or internal regulations will lead to appropriate consequences,

which may include disciplinary measures or legal proceedings under labor, criminal, or liability law.

Ombudsman

If associates have concerns or uncertainties regarding a specific issue and prefer not to discuss it with their direct supervisor, their supervisor's superior, a human resources representative, or a member of the Group Executive Committee, they can report potential misconduct through a letter, direct phone or email to:

Roland Renggli

Lindenplatz 17
5042 Hirschthal / Switzerland
roland.renggli@pmw.ch
Mobile: +41 79 354 51 71
Phone: +41 62 739 28 77

Concerns about compliance with this Code of Conduct will be taken seriously and investigated. To do this, we will need to establish the facts.

Associates who report potential misconduct or provide information, or assist in an inquiry or investigation, will be protected from any retaliatory actions.



 **MOSER GLASER**

MaxiFlex

The Code of Conduct

Performance with Integrity

Performance with integrity is a fundamental value that underpins all our corporate principles. We are committed to acting in good faith, being reliable, and complying with all applicable laws, rules, directives, and regulations - in every area, and at all times. We adhere to our internal policies and ensure their effective implementation. We also expect our business partners to comply with the law, uphold ethical business practices, and meet our standard requirements regarding labor, health, safety, environmental protection, and management systems.

Policy on Conflict Minerals

We are committed to ensuring that our products do not contain Conflict Minerals sourced from mines that support or finance conflict in the Democratic Republic of Congo or its neighboring countries, as identified in the Dodd-Frank Wall Street Reform and Consumer Protection Act of the United States. We also encourage our business partners to work towards the same goal.

Conflicts of Interest

At Pfiffner, we maintain a clear separation between personal interests and relationships and our business interests. It is essential to avoid situations where outside activities, personal financial interests, or relationships could conflict, or appear to conflict, with the interests of Pfiffner. Our personal interests should not influence our business judgement or decision-making. If an actual or potential conflict of interest arises or is likely to occur, it must be reported to the appropriate supervisor.

Corporate Opportunities and Assets

We are committed to protecting and defending both the tangible and intangible assets of Pfiffner against any threats. All employees are responsible for properly using and maintaining these assets to ensure they are safeguarded from misuse, loss, theft, and waste. When dealing with Pfiffner's assets, we must act honestly, using them solely for legitimate business purposes.

We do not seek personal opportunities or gains that may arise from our access to PFIFFNER's property, information, or economic position. Additionally, we respect the intellectual property of our competitors and refrain from obtaining knowledge about them in any illegal or unethical manner.



Fairness, Respect, Diversity and, Inclusion

We are committed to upholding internationally recognized human rights and fundamental freedoms. We reject child labor and any form of forced labor. We take measures to protect our associates from unfair or unethical working conditions and ensure a safe work environment. We treat our associates fairly, equally, and respectfully. In return, we expect all associates to demonstrate respect toward one another. We do not tolerate any form of harassment or discrimination, particularly based on race, religion, sexual orientation, nationality, origin, political or trade union activities, age, gender, or disability.

We aim to foster an inclusive work environment where all associates, regardless of their backgrounds, can contribute fully. We value the diversity of society, languages, cultures, and lifestyles.

Health, Safety, and Environment

Health, safety, and environment are prioritized in our Group's values. We work together to ensure a safe working environment and safe products for our employees and customers.

We aim to prevent risks to our employees and promote their health through effective occupational safety measures and good

working conditions. Ensuring our employees' safety is a fundamental aspect of our corporate activities. However, occupational safety also requires personal responsibility from each employee. It is essential to avoid risks by demonstrating foresight, care, and a safety-conscious attitude. Any shortcomings in our occupational safety measures should be reported immediately to the responsible executive.

We efficiently utilize natural resources while minimizing the environmental impact of our activities and products. This way, we contribute to reducing environmental pollution within the bounds of economic viability.

Confidentiality and Information Security

We are committed to protecting and keeping confidential any sensitive non-public information and business secrets belonging to Pfiffner or third parties.

Our responsibility includes safeguarding the confidentiality, integrity, and availability of critical information, regardless of its format or location. We will not use any knowledge gained from internal corporate processes for personal benefit.

We also prioritize the privacy rights of our associates, customers, and business partners. Personal data will only be processed as allowed by relevant laws and corporate directives.



HAEFELY

HAEFELY

HAEFELY

HAEFELY

Communication

We communicate openly and honestly with our customers, suppliers, business partners, colleagues, shareholders, and the general public. We maintain a polite, courteous, and service-oriented demeanor at all times. Our company reports are accurate and transparent to ensure that no one is misled. We use our information and communication technology in a professional and respectful manner in our daily work.

Competition

We are committed to fair competition and market and sell our products in compliance with all applicable competition rules and regulations and in line with high ethical standards. We comply with applicable competition laws and do not engage in any arrangements or agreements that would influence prices, or in any way illegitimately restrict fair competition.

Corruption and Gifts

We do not tolerate bribery, corruption, or any unfair business practices by employees or third parties associated with Pfiffner in any way. Associates at all levels of Pfiffner are prohibited from granting, accepting or promising any gifts, invitations, or other inducements, privileges, benefits, or advantages that could influence someone's ability to make objective and fair business decisions. We avoid giving or receiving excessive or lavish gifts to and from business partners.

Quality

We are dedicated to developing and manufacturing high-quality products that comply with all regulatory standards. Our goal is to exceed basic compliance in the quality of our products, services, and processes. We do not make promises that we cannot keep and work diligently to ensure that we meet our customers's reasonable expectations regarding the performance and quality of our products and services.

Global presence

www.pfiffner-group.com

PIFFNER Instr. Transformers Ltd

Lindenplatz 17
5042 Hirschthal / Switzerland

+41 62 739 28 28
sales@pmw.ch

MGC Moser-Glaser AG

Lerchenweg 21
4303 Kaiseraugst / Switzerland

+41 61 467 61 11
info@mgc.ch

HAEFELY Ltd

Birsstrasse 300
4052 Basel / Switzerland

+41 61 373 41 11
sales@haefely.com

HAVECO AG

Schorenstrasse 48
3645 Gwatt b. Thun / Switzerland

+41 33 335 75 00
info@haveco.ch

PIFFNER Schaltgeräte AG

Niklaus Wengi-Strasse 64
2540 Grenchen / Switzerland

+41 32 332 87 00
info@pfiffner-sg.com

PIFFNER Systems AG

Lerchenweg 21
4303 Kaiseraugst / Switzerland

+41 61 467 61 06
info@pfiffner-systems.com

PIFFNER Deutschland GmbH

Zusestrasse 6
25524 Itzehoe / Germany

+49 4821 40827 0
sales@pfiffner-messwandler.de

PIFFNER Transformatör A.S.

Akyurt
06750 Ankara-Çankırı yolu 7.km / Turkey

+90 31 284 755 21
satis@pfiffner.com.tr

PIFFNER do Brasil Ltda

Alvaro Beraldi Avenue, 181
88307-740 Itajai
State/province: Santa Catarina / Brazil

+55 (47) 334 817 00
pfiffner@pfiffner.com.br

MGC Moser-Glaser Inc.

621 Ridgely Ave, Suite 305
Annapolis, MD 21401 / USA

+1 224 716 2028
sales-usa@moserlaser.com

This document has been prepared with the greatest possible care. However, no guarantee can be given that it is complete, correct and up to date. ©Copyright PFIFFNER / Subject to change without notice 2025.08



**PFIFFNER
MOSER GLASER
HAEFELY
HAVECO**



HIGH VOLTAGE



MEDIUM VOLTAGE



LOW VOLTAGE