

Sustainability policy/strategy

Purpose of the document

This document endorses the sustainability policy/strategy for the Board of Directors of PFIFFNER International/Group, the Group Management and the subsidiaries of the PFIFFNER Group. This document is based on our Code of Conduct.

The PFIFFNER Group

PFIFFNER International is a medium-sized, family-owned group of companies with headquarters in Hirschthal, Canton Aargau, Switzerland. We develop, produce and distribute products and solutions for customers in the field of electrical power engineering and for railway customers. We have been on the market for years with the brands PFIFFNER, MOSER GLASER, ALPHA-ET, HAEFELY and HAVECO.

PFIFFNER International has eight production sites and two service companies. The company employs over 900 people and generates approximately CHF 170 million in sales. The manufacturing plants are located in Switzerland, Germany, Turkey, Brazil and India.

The subsidiaries are traditional brands. For example, PFIFFNER was founded over 95 years ago and HAEFELY over 125 years ago.

Commitment

The PFIFFNER Group is committed to sustainability in three sectors:

- Economy
- Environment
- Social Responsibility

Economy

As a family-run company, we want to generate cash to invest in production equipment and product development as well as distribute dividends to the shareholders. Investments in product development sustainably secure the company's competitive position. Investments in production equipment enable the processing of customer orders and increase sustainable competitiveness through increased productivity. Our goal is to continue the existence of traditional brands and remain a recognized quality supplier for our customers in the energy and railway industries through strategic and tactical measures.

Environment

Our company aims to reduce the environmental impact to a minimum along the entire life cycle of our deliveries and services. Two fields of action are at the forefront:

- Minimizing the energy used to supply our plants and thus the carbon footprint by investing in renewable power generation, replacing oil and gas heating systems, and implementing heat insulation measures.
- Reduction of energy use for producing supplies and services through optimized product design, energy-efficient manufacturing processes and supply chains with reduced transport distances.

Social Responsibility

The PFIFFNER Group has defined corporate values and communicated them to its employees. These corporate values serve as guidance for line managers in their personnel management. We strive to treat all employees equally and employ health-disadvantaged people in the company, award contracts to third-party companies with handicapped personnel, or support them financially. We select our suppliers and customers not only based on economic considerations but also according to ethical values.

Annual follow-up of measures

Within the investment planning framework, measures are defined, implemented and documented annually in summary.



Fritz Hunziker
Chairman of the Board of Directors



Federica Hunziker
Member of the Board of Directors

Appendix:

- [Code of Conduct \(EN\) of the PFIFFNER Group](#)