



**Sustainability
Management by
the Group of
Companies.**
Waldachtal, 2024



Sustainability management

“Sustainability unites the aspects of environmental protection, technology and innovation with economic success and social responsibility.

At the fischer group of companies, we see the interplay of these aspects as a challenge encouraging us to live, work and do business in harmony with nature.”

Professor E.h. (Tongji Univ.) Senator E.h. E.h.
Dottore Magistrale ad honorem, Dipl.-Ing. (FH)
Klaus Fischer



We inspire with a clear strategic direction for the sustainable evolution of our company to jointly ensure our future viability by achieving our sustainability goals.

***Marc-Sven Mengis (right)**
Managing Director, HR,
Sustainability and Building Management*

***Christian Ziegler (left)**
Area Manager, Sustainability, the Environment and Energy*

Introduction

The world faces enormous challenges: climate change, resource depletion, war, violations of human rights and steady population growth, just to name a few. All of this can make it difficult to be optimistic about the future. If everyone consumed as much every day as we do in Germany, we would have already used up all of our available energy, food and raw materials in early May. Currently, every German produces an average of roughly 1.0 tonnes of CO₂ a year. We need to reduce this figure to around 1 tonne if we want to achieve the 1.5-degree target.

What can we do? At the fischer group of companies, we created a foundation for our work on sustainability many decades ago. In 2023, we celebrated our 75th company anniversary. Since our foundation in 1948, treating our resources and the environment with care has been our second nature. For example, we began recycling plastic waste from production in 1953. Even back then, our company was thinking in terms of a circular economy. We are also pioneers when it comes to corporate social responsibility – something that has always been normal for us and is a key part of our DNA. This sustainability report describes how we have developed over the years.

We have professionalised processes over time. Our sustainability strategy has a name: TIGER. The initials in TIGER stand for the five areas of “Technology”, “Innovation”, “Globalisation”, “Ecology” and “Responsibility”, while the name itself stands for speed and competitiveness – even in difficult times. We make these concepts an integral part of our daily work and base them on the targets as defined by the Sustainable Development Goals, or SDGs. At our company, TIGER stands for sustainable corporate action that connects climate protection with economic success. With this approach, we are reconciling long-term economic success with ecological responsibility and social justice.

This means that motivated, well-trained employees generate innovative products with the help of optimised, efficient processes. We pay attention to protecting resources and the environment in manufacturing, which, in turn, helps keep our customers satisfied. In this way, we generate the profit we need for our successful development and to secure the future of our company. Being able to retain and keep creating jobs in the future is a key part of our strategy.

We are aware of our social responsibility. Active environmental management helps ensure our environment remains intact for future generations, which is why it has been a fixed part of our mission for many years. Because we believe that the only way we can overcome the many global challenges we face in the context of sustainability is by working together, we share our knowledge with others through our Sustainability Campus. With this project, we want to show that sustainability can be fun and motivational.

We believe there is no alternative. We will continue to take a proactive and responsible approach to sustainability. We will continue to set standards in this area in the future – you can count on it!



Yours, Klaus Fischer

Das **größte Kapital** und der **wichtigste**
Erfolgsfaktor in unserem Unternehmen
sind die Mitarbeiterinnen und Mitarbeiter
nicht Anlagen und Gebäude!



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fischer Sustainability Management during the 2023 calendar year:

Strategy and integrity.

This sustainability report fulfils the requirements of a non-financial declaration in full, because we address environmental, employee and social concerns based on our business model, as well as respect for human rights and measures to fight corruption. Climate protection is addressed in more detail in Guiding Principle chapter 05, "Energy and emissions".

The fischer business model

The operational business of the fischer corporate group (Ugf) is divided into the corporate areas of fixing systems, which offers the world's only full line of products of its kind in the field of fixing systems and additional product ranges; the fischer Automotive corporate area, with system components for vehicle interiors; the fischertechnik corporate area, with technical toys and intelligent construction kits; the fischer Consulting corporate area, with process consulting; and fischer Electronic Solutions, which develops and manufactures electronic solutions.

The production sites for the fixing systems corporate area are located in Germany, Italy, the Czech Republic, Argentina, Brazil, China and Vietnam. The Automotive division has production plants in Germany, the Czech Republic, the US, China and Serbia, which serve OEMs and first-tier suppliers.

Global sales for the fixing systems corporate area are handled primarily through our own local international distribution companies. Distribution is handled by importers in countries where Ugf is not represented.

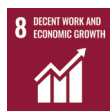
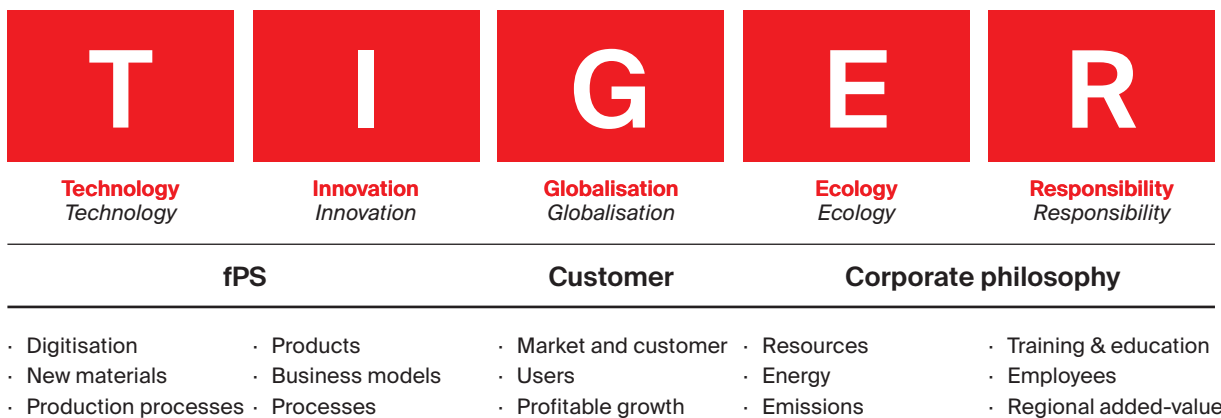
Impacts and effects of sustainability at fischer

Long before the planned introduction of a European-wide obligation to issue sustainability reports, fischer took a proactive approach. We introduced a sustainability management programme in 2015 and began issuing our own sustainability reports in 2016.

fischer strategy for sustainability



2030 strategy





Our conviction that the company can only be successful in the future if we act in accordance with the environment and with social and societal concerns is based on the fischer corporate group mission statement, as well as our social responsibility.

The sustainability strategy is integrated into the corporate strategy. The acronym TIGER reflects the key strategic challenges we face in Technology, Innovation, Globalisation, Ecology and Responsibility.

Our sustainability targets as such have been operationalised and are integrated into the company's Hoshin Kanri management cascading process. Under this approach, sustainability targets are broken down into individual areas during annual target reassessments and form the basis for sustainability-focused corporate management. Key sustainability performance indicators are monitored continuously, subject to critical review and enhanced.

Actively addressing climate protection and complying with climate targets requires targeted effort and actions, which are embedded in the fischer climate protection strategy. The same is true when it comes to the circular economy. Innovation is the deciding factor in success. The innovative capacity and above-average motivation of our employees are outstanding assets in helping us overcome major challenges. Innovation is one of our corporate values and part of our corporate capital. fischer's power of innovation is systematically embedded within the company and is helping to carry us into the future with reliability and consistency (see *Guiding Principles 08 and 12*).

Throughout our entire supply chain, we try to avoid environmental contamination and optimise our use of resources by striving for continuous improvement in the purchasing, production and use of our products, as described in more detail in *Guiding Principles 04 to 06*.

In light of this, we at fischer consider the political and social impacts and framework conditions with respect to the environment, social aspects and governance as an opportunity to continue improving as a corporate group. Relevant targets are defined at fischer and can be monitored. We do so by using the fischer Sustainability Compass (see *page 11*), which covers the strategic fields of Technology, Innovation, Globalisation, Ecology and Responsibility.



Transparency plays a key role in the sustainable development of the company. It enables us to set clear goals and derive suitable measures to achieve these goals. This allows us to create the basis for continuous improvement.

Marc-Sven Mengis
Managing Director, HR, Sustainability and
Building Management

When it comes to climate protection, for instance, the starting point of this approach involves calculating the company's CO₂ emissions – something also known as our corporate carbon footprint (CCF). The greenhouse gas balance measures the direct and indirect emissions of the company and its supply chains. Since 2021, that figure has been determined annually for the entire fischer group of companies in accordance with the Greenhouse Gas Protocol standard for Scopes 1 to 3.

Since it is not possible to completely avoid CO₂ emissions, we must take targeted steps to reduce and avoid CO₂ emissions to the greatest extent possible. At fischer, we do so by improving our energy efficiency step by step, continuously optimising our products and processes, and converting to and expanding our use of renewable energy sources, to name just a few examples (see *Guiding Principles 04, 05 and 12*).

We at fischer base our sustainability agenda and reporting culture on the WIN Charter (Wirtschaftsinitiative Nachhaltigkeit – Economic Initiative on Sustainability of the state of Baden-Württemberg).

The WIN Charter requires commitment, personal initiative and open communication from companies, and is aligned with the economic structure of Baden-Württemberg. Its regional components are one of its outstanding features. With the twelve guiding principles of the WIN Charter, companies commit to basic values, a responsible approach to the environment and identification with their region. Aspects such as human rights and workers' rights, integration and resource efficiency also play an important role. The WIN Charter fulfils EU Directive 2014/95.

For fischer, the focus is currently on five of the original 12 guiding principles:

- Guiding Principle 04 – Resources
- Guiding Principle 05 – Energy and emissions
- Guiding Principle 07 – Company success and workplaces
- Guiding Principle 08 – Sustainable innovations
- Guiding Principle 11 – Regional added-value

These highlights are described in detail, specified and verified with key performance indicators within fischer’s sustainability management approach. The other guiding principles from the WIN Charter set are also taken into account and could play an even larger role in terms of their relevance in the medium term.

From 2026, the fischer group of companies will be required to report on sustainability retroactively for the 2025 reporting year in accordance with the Corporate Sustainability Reporting Directive (CSRD). In an effort to meet the new requirements, a process to further develop the existing processes and structures was initiated and has already been partially implemented. The structure of the sustainability report will also be adapted accordingly in future.

As an internationally active company, fischer also recognises the Sustainable Development Goals (SDGs) defined by the United Nations, an internationally valid programme for supporting global sustainability activities. Consisting of a total of 17 overarching objectives, the SDGs address the most urgent economic, social or ecological fields of action. This results in additional potential fields of action, along with goals from which sub-goals can be derived. Aside from businesses, the most important partners in the efforts to achieve these goals include governments and stakeholders within civil society.

fischer concentrates on eight key topics of the SDG set (set out in the fischer sustainability strategy – the TIGER):



The eight SDG focal points described above determine fischer’s sustainability focus in terms of products, markets, purchasing and production, as well as their specific environmental impact. As a market leader, the company also has an obligation to act with financial success in mind, which helps it meet its responsibility towards employees and society.

The orchestration of fischer’s sustainability performance results from linking fischer’s mission statement (“The company’s DNA”), the fischer ProcessSystem (fPS, “The company’s muscles”) and sustainability management (“The company’s nervous system”). These tools register exterior and interior signals, record them systematically, interpret them and actively process them with regard to a sense of ecological, economic and social responsibility. In addition to these strategic fields, the company values “innovative”, “personally responsible” and “reputable”, as well as the proven process systems, have been systematically incorporated into sustainability management at the fischer group of companies, ensuring an authentic image for fischer – both inwardly and outwardly. All of these elements are reflected in the fischer Sustainability Compass (see page 11), our instrument for rolling out and managing our economic, ecological and social targets.

From our point of view, all challenges and fields of action are sub-aspects of fischer’s sustainability management approach and are verified through corresponding key performance indicators (see the respective chapters on the Guiding Principles). This creates the framework for iterative, sustainable corporate management.

Our specific overview of the KPIs and parameters enables fischer to take a targeted approach to managing the concrete implementation of these 20 strategic goals (see the corresponding chapters on the Guiding Principles in this report). This makes it possible to identify the positive and negative impacts of our business activities on significant aspects of sustainability and carry them out with the goal of continuous, significant improvement.

Sustainability risks are also carefully managed for the non-European locations. The Supply Chain Act, which came into force in 2023, requires that companies guarantee compliance with human rights throughout their global supply chains and that they assume responsibility and are firmly committed to addressing and mitigating employee and environmental concerns.

We at fischer are working diligently to implement this regulation. We believe that integrity is not a one-way street. The values of the fischer group of companies – which explicitly include “reputable” – have been translated into 28 languages and are also available worldwide at all fischer locations as a Code of Conduct.

In addition, we want to take on responsibility at fischer and share our experiences as an inspiring role model in the context of sustainability. Other companies or organisations, as well as our suppliers and partners, can request support at the fischer Sustainability Campus, gaining access to or continued training in issues surrounding sustainability or sustainability management. In doing so, our focus is to create a network for collaboration and exchange that allows us to tackle challenges together. This goal is consistent with SDG 17 “Partnerships for the goals”, which we are newly adding to our focus areas.

The fischer Sustainability Compass.



fischer maxims for sustainability:

“Sustainable business activity is responsible activity that strives for long term economic success in harmony with ecological responsibility and social justice.”

Review process of the implementation of our sustainability activities

We have established the following processes to review sustainability aspects related to our business activities and monitor the implementation of our sustainability activities:

Human rights

The fischer mission statement, as a “Code of Conduct”, has been translated into 28 languages and applies to all employees worldwide.

The values of the corporate mission statement form the basis for ethical behaviour and are the foundation for the “Code of Conduct”, which serves as a guideline for employees and partners for legally and ethically correct behaviour and is a key component of our compliance management system.

External partners of the company are committed to complying with social standards with regard to human rights, working conditions and protecting the environment. They confirm this by signing the “Business Partner Code of Conduct”.

Continuous supplier management monitors compliance with standards, from supplier selection to the award of contract to incoming goods.

Human rights violations in the supply chain, as well as personal issues such as discrimination or sexual harassment, can be reported via the fischer whistleblower system.

More details are provided in guiding principle 01

Social & employee matters

We base our activities to avoid work-related accidents on the DGUV Deutsche Gesetzliche Unfallversicherung German statutory accident insurance “Vision Zero” strategy.

Employee surveys identify additional issues in the organisation of work.

Further training is initiated, and the average training time per employee per year serves as a key performance indicator.

A variety of social activities promote employee collaboration and cohesion, resulting in low staff turnover.

More details are provided in guiding principles 02 and 07

Environmental matters

The fischer Sustainability Compass and fischer Sustainability Radar are the tools used to manage challenges in the areas of emissions, resources and energy management, and the rate of development of environmentally-friendly products. Specific KPIs and parameters are agreed with management and linked to controlling.

In 2021, the CCF (Corporate Carbon Footprint) of the entire group of companies was recorded for the first time across Scopes 1 to 3 in accordance with the GHG standard. This is carried out annually. 2021 is consequently the base year for the implementation of our climate protection strategy.

The fischer ProcessSystem (fPS) and Blue Path at fischer ensure, firstly, that our product portfolio becomes more environmentally friendly, and secondly that we achieve continuous progress in transportation and assembly in addition to manufacturing.

For locations certified in accordance with ISO 14001, the rate of reuse for waste from the production of plastic anchors is almost 100%.

The supplier structures at each of the locations are national whenever possible, with the goal of short transportation routes.

Our primary quality criterion is the number of customer complaints regarding product quality on a PPM basis.

Service level: through continuous analysis of our KPIs, improvements in our processes, and optimisation of our supply chains, we are working consistently to achieve an optimal level of service for our customers.

We measure our degree of innovation on a rolling basis, based on the percentage of new products compared to our total revenues not older than four years.

More details are provided in guiding principles 04 and 06

Sustainable and fair finances, anti-corruption

When making investment decisions, employee matters and environmental aspects are taken into account alongside economic aspects

Financing is generally declined if it would limit the group of companies' autonomy.

Profitable growth within the company is measured based on growth in revenue over the previous year as a percent value and achievement of target EBITs

The “Code of Conduct” works agreement sets forth binding rules of conduct surrounding the compliance provisions.

An online decision-making tool has also been set up to help with handling benefits.

In order to ensure and encourage compliant conduct, managers and employees are trained annually in the mission statement and in compliance as part of the training programme.

As part of internationalising the internal controlling system (ICS), the central ICS working group established minimum controls for the national companies for significant processes and then applied these in local risk controlling frameworks.

Violations of the law and the Code of Conduct can be reported quickly and securely by way of the fischer whistleblower system.

More details are provided in guiding principles 09 and 10

Challenges on the path to a sustainable future

On its path to a sustainable future, the fischer group of companies is facing a variety of risks, as well as opportunities. To identify and manage these challenges early on, it is important for us to continuously review and develop our sustainability processes.

All aspects of sustainability are highly significant for the fischer group of companies. The following sections focus on the issues of human rights, social & employee matters, environmental concerns, and sustainable and fair finances.

Human rights

The fischer group of companies is aware of its responsibility to protect human rights, in particular with respect to risks along global supply chains. The issues in this area are diverse, and range from human rights violations during extraction of raw materials and access to clean drinking water, as well as condemnation of child and forced labour, to equal opportunity and a ban on discrimination in the workplace.

fischer is dedicated to a system of shared global values and seeks to protect and advocate for it. fischer sees human rights as a universal value and states its commitment to its values in the new fischer Code of Conduct.

Responsible supply chain management and careful selection of our partners are a cornerstone of our corporate activities. By complying with the Supply Chain Act, whose goal is to better protect human rights and the environment in the global economy, fischer is meeting its statutory obligations in addition to its high ethical and moral principles

Human rights violations in the supply chain, among other places, as well as personal issues such as discrimination or sexual harassment, can be reported via the fischer whistleblower system. This makes it possible to take corrective action and improve the situation for the long term.

Social & employee matters

The fischer group of companies recognises its social responsibility, and believes the health and safety of its employees are fundamental pillars that contribute significantly to the success of the company. The significance of sustainable health and safety management has become indisputable, especially in light of the Covid-19 pandemic. Prevention measures to protect health and prevent work-related accidents are well established at fischer and are expanded continuously. fischer aligns its work with the DGUV "Vision Zero" strategy, which aims to create a working world without accidents and work related illnesses

Social challenges exist around the world. The fischer group of companies takes a strong social stance. Our employees are involved in various social projects such as providing financial support to those affected by the severe earthquake in Turkey and Syria.

Demographic change, along with a lack of trained professionals, is another major challenge.

The fischer group of companies is meeting this challenge with attractive working conditions and a wide range of training and educational programmes. Dealing with the digital transformation, which fischer sees as an opportunity, is also related to this.

We at the group of companies feel social responsibility and sustainability are closely linked, and our goal is to solve social problems for the long term. Education is key. Our owner Prof. Klaus Fischer is personally engaged in this field, and provides significant funding for educational programmes and social institutions.

Environmental matters

The extraction and processing of various materials, especially raw materials, harbours environmental risks. The fischer group of companies is addressing these risks by choosing its partners carefully.

Climate change is having wide-ranging impacts on the environment. Climate protection measures under the climate package enacted in November of 2019 and the EU Commission Green Deal, alongside other climate policy activities, such as higher energy prices and stricter regulations, should be considered both an opportunity and a risk. The fischer Sustainability Compass and fischer Sustainability Radar are the instruments used to manage challenges in the areas of emissions, resource and energy management, and the rate of development of environmentally-friendly products.

Sustainable and fair finances

Sustainable and fair financing with the central objective of creating sustainable corporate value is a fixed part of fischer's corporate strategy. There is a risk that funds may come from or be used for illegal activities like money laundering, financing terrorism and corruption.

The accusation alone would have a negative impact on a company's reputation in the long term. The fischer group of companies is addressing these risks with a range of compliance activities. Preventative measures, for instance in areas like anti-corruption activities, money laundering, preventing the financing of terrorism and complying with sanctions, are complemented by implementing laws and standards like the German Foreign Trade & Payments Act or the Dual-use- Regulation.

To ensure sustainable and fair financing, the fischer group of companies considers employee concerns and environmental aspects in its investment decisions, alongside economic aspects.



The checklist.

		Priority setting	Qualitative documentation	Quantitative documentation
Guiding Principle 01	– Human rights and employee rights	–	✓	–
Guiding Principle 02	– Employee well-being	–	✓	✓
Guiding Principle 03	– Stakeholder groups	–	✓	–
Guiding Principle 04	– Resources	✓	✓	✓
Guiding Principle 05	– Energy and emissions	✓	✓	✓
Guiding Principle 06	– Product responsibility	–	✓	–
Guiding Principle 07	– Company success and workplaces	✓	✓	✓
Guiding Principle 08	– Sustainable innovations	✓	✓	✓
Guiding Principle 09	– Financial decisions	–	✓	–
Guiding Principle 10	– Anti-corruption	–	✓	–
Guiding Principle 11	– Regional added-value	✓	✓	–
Guiding Principle 12	– Incentives to rethink	–	✓	–

The following additional chapters have been edited:

Additional chapter: Non-financial statement	✓
Additional chapter: Climate protection	✓

Sustainability efforts on site

Prof. Klaus Fischer donates 55,000 euros to six kindergartens

Education means future. This starts with the youngest members of our society. Our owner, Prof. Fischer, has attached great importance to this for many years. He himself therefore makes a significant contribution and has donated 55,000 euros to four kindergartens in Waldachtal and two in Denzlingen via the Klaus Fischer Foundation.

Key area:
✓ Education

Type of funding:
✓ Financial

The fischer group of companies also undertakes numerous other sustainability endeavours in the form of projects that support other key areas such as energy and climate, resources, mobility and integration through financial, material or personnel support. For more information, see in particular guiding principle 11.



Blue Path at fischer.

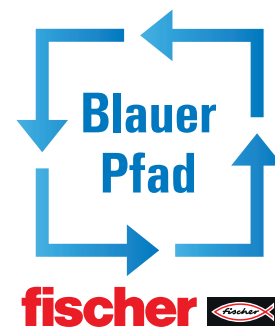
The fischer group of companies set forth its guiding focus for the future in the 2030 Strategy, which defines the long-term goals and their medium-term implementation.

Among other things, this also includes the further expansion of the Blue Path. The stations represent examples of various sustainability activities and are intended to promote and continuously enhance awareness for this issue both within and outside the company. The colour blue symbolises the ocean, the sky and the earth – in expert circles, it also represents sustainability. fischer sustainability projects have already won many awards, including the 2020 German Sustainability Prize in the “Large company” category.

As part of the strategic orientation, issues such as technology, innovation, globalisation, the environment and social responsibility were identified as key issues. The foundation for successful development is a combination of leadership, the fischer ProcessSystem and the fischer mission statement, along with a focus on sustainability activities. Both implemented and planned sustainability projects are explicitly identified and documented at various points on the company premises and beyond.

The route between the points forms the Blue Path. Anyone walking along this route at the headquarters in Tumlingen will pass three points, among others. The company was honoured by Umwelttechnik Baden-Württemberg (UTBW) in the “100 Companies for Resource Efficiency” competition for its idea.

The sustainability management of the fischer group of companies incorporates the twelve guiding principles of the Baden-Württemberg Sustainability Initiative (Wirtschaftsinitiative Nachhaltigkeit, WIN), as well as the Sustainable Development Goals (SDG) of the United Nations (UN), and will also be aligned with the Corporate Sustainability Reporting Directive (CSRD) in future.



Guiding Principle 01

Human rights and employee rights.

As a company that is active worldwide with locations in 39 countries, as well as suppliers and customers around the world, the fischer group of companies considers it its duty to actively support human and labour rights.

Following the fischer mission statement, all company activities are based on the basic values “innovative, personally responsible and reputable”, and follow the goal of generating profit. These basic values are the benchmark for daily work at the company, and the foundation for successfully shaping its future. The fischer mission statement applies to all employees worldwide and has been translated into 28 languages. The values of the corporate mission statement form the basis for ethical behaviour and are the foundation for the “Code of Conduct”, which serves as a guideline for employees and partners for legally and ethically correct behaviour and is a key component of our compliance management system. One key area is reputable conduct, as one excerpt from the mission statement demonstrates: “We behave in an appreciative and self-critical manner, are trustworthy and reliable, take heed of rights, norms and cultures, and expect our partners to do the same. We give ourselves rules and adhere to them.” In order for all new employees to become familiar with the mission statement as soon as possible, they receive a mission statement training during the Welcome Days. This is intended to create the basis for translating company values into personal action. By providing annual instruction on the mission statement and incorporating the basic values into performance appraisals, managers at the group of companies ensure that the mission statement is consistently put into practice.

Appreciation is of particularly great importance to company owner Prof. Klaus Fischer. At fischer, people take centre stage – this is demonstrated by the high level of investment in training and further education, as well as numerous social activities. Cooperation with the works council is trusting and constructive. According to the 2025 works agreement, compulsory redundancies have been ruled out at all German locations of the fischer group of companies. The fischer group of companies takes its responsibility for corporate due diligence throughout the supply chain seriously. In selecting its partners, fischer is conscientious and performs audits as part of its supplier management before delivery begins. These audits not only consider efficiency, but also evaluate the potential partner in terms of how it treats people, safety, and the environment. External partners of the company are committed to complying with social standards with regard to human rights, working conditions and protecting the environment. They confirm this by signing the “Business Partner Code of Conduct”. The Supplier Management department provides an important contribution to ensuring compliance with these specifications by keeping an eye on compliance with standards from supplier selection, award of contract, incoming goods and everything in between. In the event of breaches of the applicable rules or negligence, fischer ultimately intends to refrain from co-operation or to terminate existing supply relationships.



Guiding Principle 02 Employee well-being.

Motivated employees are a crucial factor in mastering the current and future challenges of a globalised, fast paced world economy. This is one of the reasons why the fischer group of companies invests heavily in occupational health management to ensure the health of everyone. fischer ensures a high health rate at its German sites with a wide range of measures. These must be upheld, and employee health must be actively promoted.

Health promotion

Health promotion measures include the free availability of the company doctor and fitness courses at the Klaus Fischer Training Centre. Regular audits throughout the entire company ensure that all work stations in the office, as well as in production or logistics, are ergonomic. The flexibilisation of break and working times makes it possible to attend sports and fitness classes during the lunch break and once again promotes the compatibility of family and career.

The fischer group of companies has its own gym for its workforce and retirees, which can also be used outside of work hours. Professional fitness trainers and physiotherapists are available to answer questions and help staff achieve their fitness goals, as well as improve their health and well being. In addition to high quality muscle development or endurance training equipment, the gym also offers a variety of sports and health courses such as yoga,

back fitness, jumping fitness and HIT, as well as physiotherapy services such as massages, Kinesio taping and vibration therapy. Health-related subjects also play an important role outside the fischer gym. Nutrition lectures, a series of seminars on the topic of sleep and "Healthy Eating Weeks" at the company restaurant are intended to sensitise employees and have a positive impact on their health. Many of the presentations and seminars are held digitally. These measures are able to reach all interested employees at the fischer group of companies, across all locations. Healthcare is another important part of company health management. Examinations, such as skin cancer screenings and colorectal cancer screenings, are offered regularly. Our company doctor also offers annual flu vaccinations.

With the introduction of company bike leasing in 2023, employees have the opportunity to use a bicycle or e-bike which was leased by the fischer group of companies. This attractive mobility offer supports both employee health and environmental protection in the interests of sustainability.

The company restaurant offers a wide range of freshly prepared menus, as well as salads and vegetable buffets every day. All meals are subsidised by fischer so that employees can enjoy high-quality food at an attractive price. The company restaurant at the Tumlingen headquarters has received the award “Germany’s Best Cafeteria” for the fifth time in a row. Special credit was given to the regional, seasonal and healthy cuisine which is paid for using paperless checkout systems.



As a group of companies, we offer a wide range of services in the field of workplace health promotion. Our employees can also attend workout classes and lectures on health and nutrition in their leisure time. We create the necessary framework and work hand in hand on these important issues.

Nadine Schlotter

Project Manager Corporate Health Management

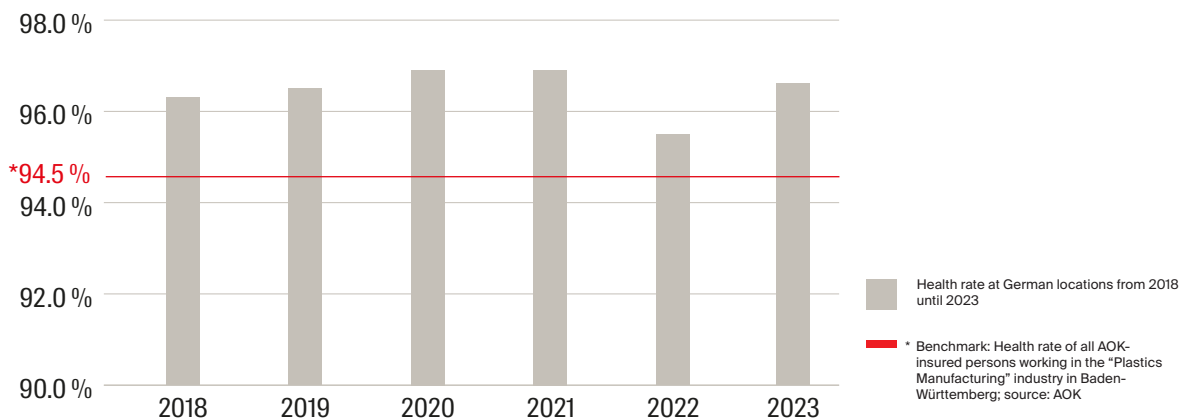
The awareness-raising cookery courses and the “Cooking for the Climate” campaign as part of the Baden-Württemberg Sustainability Days were also well received. Formats such as “Mahlzeit” and “Butter & Brezel” promote cross-divisional communication within the workforce and with management.

Occupational safety at fischer

Occupational safety and employee health have always been highly important to the fischer group of companies. An occupational safety culture that has been established over the course of decades ensures that there is an awareness of legal and regulatory requirements, and that these are also comprehensively implemented. Extensive preventative work, based on the “Vision Zero” DGUV strategy, is intended to avoid all work related accidents in the immediate and wider fischer environment. This strategy is based on the conviction that any accident can be prevented if managers and employees do the right thing in advance.

There are multiple building blocks that contribute to achieving the “Vision Zero” goal:

- Detailed risk assessments are prepared in close collaboration with employees, which are used to analyse all work areas and define measures for safe workplaces.
- All employees can contribute actively in the area of occupational safety: Critical situations in the workplace or near misses must be reported to the relevant bodies. Solutions to correct and minimise risks are created on the shop floor on a daily basis and quickly signed off for implementation.
- The digital first-aid book can be used to analyse key injuries to define and implement further measures to prevent accidents.
- A complete analysis of incidents describes their causes in detail. Measures are then defined in collaboration with managers and employees to ensure that these hazards are within an acceptable range.
- Planned tasks are reviewed by applying a last minute risk analysis (LMRA). Specific measures are implemented before beginning work in case of potential hazards.
- Potential hazards when working with or through third-party companies and service providers are included in a construction site-specific risk assessment. Further specific measures are defined for safety at construction and work sites where necessary.





The **health rate** in 2023 was

96.26%

This means that fischer employees are **in above-average health.**

The preventive measures to reduce and prevent accidents at work also include mandatory training for all managers. In addition to the basics of occupational health and safety law, managers are shown their rights, obligations and options for action in this regard and the correct way to conduct instruction is explained. The annual occupational safety training by management can be completed as a hybrid brief instruction e-learning course. The oral instruction can be abbreviated, but not replaced, by completing an occupational safety e-course. In addition to making training transparent and standardised, the primary purpose of this is to ensure that the content is better retained by employees.

Staff members begin learning about occupational safety and health protection during the Welcome Days or on the shop floor each day. By actively supporting the employees, safety can be addressed directly while preventative measures are developed and implemented.

Return-to-work programme

The fischer group of companies takes its duty of care as an employer seriously and offers a return-to-work (RTW) programme in accordance with Sec. 84 para. 2 of SGB IX for employees who are absent for long periods of time due to illness. Such meetings are held on a voluntary basis. The aim of the RTW programme is to work with employees to discuss ways of overcoming incapacity for work as far as possible and to determine which services or assistance can be used to prevent renewed incapacity for work and maintain the respective job.

Guiding Principle 03

Stakeholder groups.

Stakeholder Dialogue

In addition to internal suggestions from the fischer staff, external input and feedback are also very helpful. Important stakeholders have specific expectations of fischer and are generally willing to discuss these with responsible managers at the company based on a materiality analysis. In light of this, we began identifying relevant and influential stakeholders several years ago who can provide valuable insight to fischer's sustainability focus. The fischer group of companies holds a Stakeholder Dialogue with them every two years. In doing so, fischer cultivates open, constructive dialogue based on partnership with everyone involved. Due to the dynamic framework conditions and the shifting focus, the composition of the group changes frequently. Stakeholders include customers, dealers, sales partners, suppliers, representatives of regional municipalities and the district, associations and organisations, as well as non-governmental organisations, national associations, environmental groups and scientists, and members of the

scientific community focused on sustainability. This diversity of involved groups helps us identify and gain new perspectives and approaches.

Surveying stakeholder groups

A quantitative survey, which is undertaken as a materiality analysis, is completed in advance so that we can work effectively and efficiently during the two-day Stakeholder Dialogue. The members of fischer management, as well as the works council and the stakeholders consulted, are taken into account. The materiality analysis is used to prioritise the currently significant sustainability aspects in order to derive new fields of action for fischer. The results of the respective groups are then compared in dialogue and subject to provocative discussion if necessary.

Targeted dialogue

To continue the ongoing and open dialogue with all stakeholder groups, fischer hosted the fourth Stakeholder Dialogue in June 2022. The event once again took place at our plant in Tumlingen. As during previous dialogue meetings, the company took this opportunity to present new practical examples and updates to the Blue Path. After that, company representatives and stakeholders discussed the areas of potential, deficits, opportunities and challenges posed by fischer Sustainability Management with the guidance of a neutral moderator. The combination of internal materiality analysis and external stakeholder assessments with representatives from every dimension of sustainability serve as the basis for collaborative development of the company towards more sustainability. In line with this conviction, we consistently implement this format at fischer. The results are integrated directly into the corporate group's sustainability activities.





The next Stakeholder Dialogue is planned for the second quarter of 2024. To this end, the methodology of the materiality analysis, as well as the format and selection of stakeholders, will be further adapted and honed to meet the future requirements of sustainability reporting and to highlight the material issues more clearly. Practical demonstrations will again take place at the Tumlingen site, where current projects will be presented and evaluated from a sustainability perspective.

By employing this approach, fischer comprehensively meets the requirements of the WIN Charter guiding principles dossier.



The involvement of stakeholders in our sustainability strategy is of fundamental importance. The constructive dialogue allows us to ensure that our sustainability strategy addresses key issues in line with the interests of stakeholders, thereby contributing to collaborative development.

Christian Ziegler

Area Manager, Sustainability, Environment and Energy



Guiding Principle 04 Resources.

The fischer group of companies operates in global markets and is dependent on the available raw materials and services, as well as on strong partners as suppliers. To ensure these remain available in the future, external resources must be used responsibly and efficiently, in line with “Responsible consumption and production” (SDG 12).

It is important to define and maintain a respectful, value-driven and economical approach to handling resources. Because of this, purchasing works closely with adjacent functional areas. With certification in accordance with ISO 14001, fischer will confirm the conformity of purchasing processes and the internal processes with the environmental standard during the annual audit.

The goal is to develop sustainable supply chains in which each link takes on corporate responsibility and acts in accordance with due diligence obligations with respect to human rights and environmental and climate objectives. This ensures that the fischer group of companies remains competitive in the market over the long term.

The further development of comprehensive risk management significantly contributes to securing these supply chains and will be fully entrenched in our processes by 2024 at the latest.

Suppliers

In addition to business metrics, external partners are selected according to the criteria of “Decent work and economic growth” (SDG 8) and “Occupational safety”, as well as “Good health and well-being” (SDG 3). Even long-term supplier relationships are subject to a comprehensive and thorough regular auditing regime.

In this context, we are integrating the requirements of the German Supply Chain Due Diligence Act (LkSG), which was passed in 2021, into our processes in order to comply with corporate due diligence obligations in the supply chains.

We have established a network alongside seven partner companies facing similar challenges. Known as SustaiNet, this network will make it possible to achieve the goal of developing sustainable supply chains more quickly and effectively through regular, open discussion among peers. In addition to building up our knowledge together, network partners exchange experience and discuss progress each month. Insights from SustaiNet are integrated into

procurement to fulfil the requirements of the LkSG and integrate sustainable action into our everyday business.

fischer’s goal is to continuously increase the percentage of audited A suppliers. Since the challenges of 2020 and 2021 due to the Covid-19 pandemic, local supplier development activities have been ramped-up again. The audit rate has been continuously increased. In 2023, it was 66% – an increase of nine percentage points compared to the previous year. Alongside the SDGs, the basis for the audit system and the prioritisation of the audit is the annual supplier assessment with the factors of quality, service, delivery performance, environmental competence and economic efficiency.

Both availability and economic factors influence the source from which the external services required by fischer are purchased. When selecting the countries of origin fischer follows a strict total cost of ownership principle.

That means avoiding unnecessary, long transport distances to the greatest extent possible and giving preference to those sources whose standards correspond with the ecological principles prevailing at fischer locations. This is also reflected in the supplier structure: 48% of the goods come



Supplier structure in procurement for German locations.

from Germany, 37% from European countries and the remaining 15% from Asia.

Production

fischer is committed to keeping its activities and products close to its customers. As a result, the company has established a production plant in Vietnam over the past two years to serve the growing Asian market.

fischer is one of the most important employers in the province of Tay Ninh in the south of Vietnam and has created attractive jobs for 35 employees there.

By sourcing components regionally and serving the sales markets in Asia directly, fischer has succeeded in drastically reducing transport distances.

Using available resources efficiently is also highly important in the fischer Automotive business area. The annual analysis of the Corporate Carbon Footprint (see *guiding principle 05*) indicates that there is great potential for optimisation, for instance in the use of raw materials required to manufacture plastic injection moulded parts. Because of this, more recyclates are being used in our products.

These are plastic granulates that are recycled from surpluses produced during injection moulding and reused in regular production processes. In addition to conserving raw materials, this approach can greatly reduce greenhouse gas emissions. Using recycled material can reduce the total CO₂ emissions of a ventilation nozzle by up to 30%.

In an effort to meet market requirements and still ensure sustainable disposal, a change of material was made for blister packs. In contrast to the German market, for example, the Italian fastening market continues to demand blister packs made entirely of plastic. The previous combination of a PVC box sealed with a PP lid was labelled with recycling code 07 for mixed

plastics. Thanks to a change of material, the new blisters can now be labelled with the less harmful recycling code 04 for polyethylene (low density).

In the area of waste management, fischer only works with certified disposal companies that are able to guarantee proper disposal for the group of companies. The percentage of waste that can be recycled or incinerated to generate thermal energy is consistently over 99%.

An improvement in all three pillars of sustainability is achieved by changing the manufacturing process of the in-house manufactured safety screw. The new process avoids deburring scrap. Resources are saved by avoiding 42.6 tonnes of metal

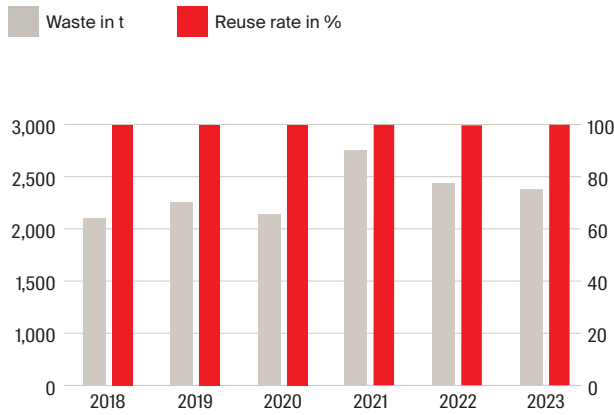


The complexity of global supply chains is both a challenge and an opportunity for designing resilient supply chains. We realise this by working in partnership with our suppliers to ensure future viability and jointly shape the responsible use of resources.

Torsten Bäuerle
Purchasing Manager







Waste amounts and reuse rates at the Tumlingen location, with regard to commercial and production waste.

scrap a year, plus the machine does not have to be cleaned as frequently, which is a work-intensive process. This improves ergonomics for employees, along with the production time of the machine. In addition, we are reducing the manufacturing costs for the raw material by 15%.

Processes

Our continuous improvement approach

involves challenging existing structures and processes and implementing resource-conserving solutions. An analysis of material flows within our production plants has identified potential areas of optimisation. An injection moulding system for DuoPower production has been relocated from Germany to the Czech Republic, eliminating the need for transportation of 45 million plugs (~ 30 tonnes) a year between the plants.

Commissioning a new system for cooling water preparation has had a positive impact on employees and the environment alike, making it possible to eliminate the biocide used to disinfect the cooling water. Replacing it with the use of environmentally friendly anolyte completely eliminates contact with hazardous biocides and their storage, which makes employees' work easier and cuts annual costs by 10,000 euros. The design of new projects follows the sustainability principle. In logistics, the purchase of a new stretching system was on the agenda, with the aim of reducing transport damage and ensuring ideal load securing.

Customised shrink-wrap programmes enable both a reduction in film usage and the prevention of disruptions, downtime and maintenance. Manual wrapping is reduced to a minimum, and there is no need to manually add a cover sheet, since this is fully integrated the process. The system also stands out with its simple operation via PLC panel, quick roll exchange and reduced film consumption per pallet

Regional cooperation

At the Tumlingen location, fischer has permission to take water from its own spring, which is used for indirect cooling purposes in production and for irrigating the green areas.

of the 2,266 t of waste produced were recycled in 2023.

99.99%



In 2023, well water was added as a new water source. fischer received the corresponding approval from the district administration office to extract groundwater from the groundwater development under a car park area for the purpose of replenishing the cooling water tank and watering. Water consumption at the Tumlingen site rose at an above-average rate in 2022 and remained at a similar level in 2023. This increase is explained by the need to fill two new water tanks for the sprinkler system. The rise in spring and groundwater consumption is due to the dry weather in both years. Regular watering was carried out in an attempt to contain the drought damage to plants, shrubs and bushes on the company premises.

Partnership

In general, we view our collaboration with fischer suppliers as a true partnership. It is driven by mutual appreciation. The following principle applies:

“It is not easy to supply us, but whoever manages it does it as a partner of the company.” If suppliers fulfil the high requirements relating to quality, environment, innovation and costs, they can expect a long term partnership with fischer

In order to make an important contribution to the future and the earnings situation, it is the task of the fischer group of companies and its partners to constantly and consistently look for ways to make products simpler and more cost-effective while maintaining the same high quality. At the same time, less material is to be used – something referred to internally as de-refinement.

For instance, the dimensions of steel products are modified in various projects in such a way as to save several tonnes of raw material per year, with the same batch size and better quality. The continuous improvements made in terms of sustainability fulfil the specific requirements of the twelfth global sustainability goal and the sustainable use of resources required therein with regard to the reduction, recycling and reuse of waste.

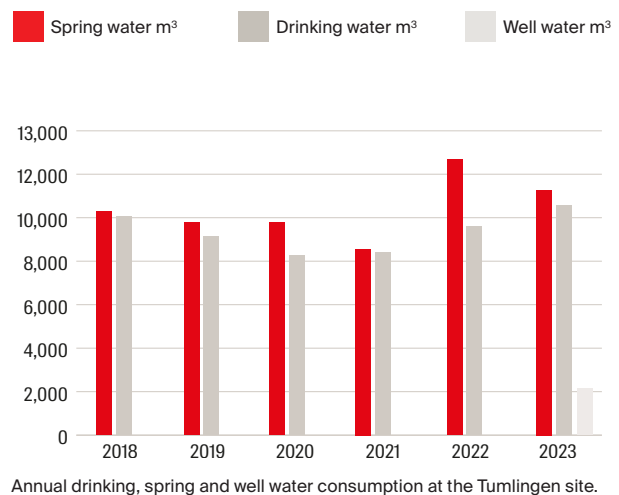
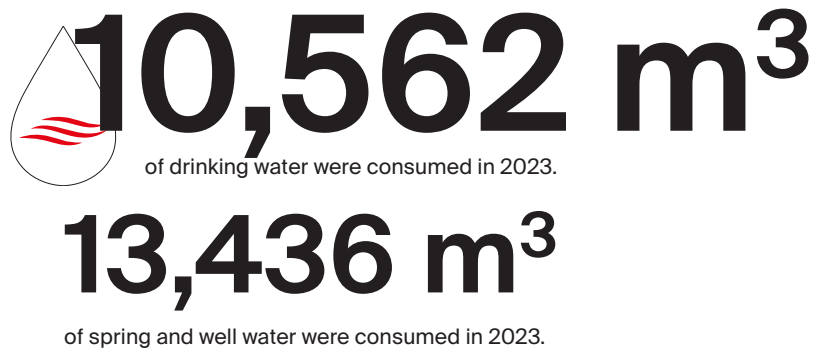
Consulting

Linking lean management approaches with sustainable resource efficiency offers significant savings potential along the entire value chain. For fischer Consulting GmbH, the focus of their consulting work is value stream mapping, with the aim of sustainably eliminating waste to ensure lean resource usage.

In addition to internal company process interfaces, this affects both suppliers and end customers. It is crucial that development, planning and production departments work together as early as

possible in the future to create framework conditions at the beginning of the product development process that ensure the most efficient and resource-conserving manufacture of products and services.

Experience shows that successfully implementing the principles of the fischer ProcessSystem allows the company to lay the foundations for a sustainably positive environmental record. In doing so, it offers a benefit for all process partners.





Guiding Principle 05

Energy and emissions.

The fischer group of companies has been practising active environmental and energy management for many years. This issue has been firmly entrenched in the fischer mission statement for decades and supports Global Sustainable Development Goal 7 (SDG), which is committed to “Affordable and clean energy”. The fischer environment management system was certified in accordance with ISO 14001 for the first time in 1997. Implementing this system of standards in corporate processes supports the comprehensive development of all points relevant to environmental matters.

In addition to other sustainability aspects, environmental matters are included as part of the fischer Sustainability Radar and are monitored consistently based on KPIs. A process has been established to ensure that the status of environmental issues is reviewed by management at least once a quarter. This makes it possible for the general management to achieve short reaction times in case of deviations and track strategic environmental targets.

Energy

An increase in energy efficiency of 1.0% was planned for 2023. The energy target is deeply entrenched in the corporate strategy and is broken down into relevant corporate areas as part of our planning process. Many different activities at various levels have contributed to achieving the energy target in the past:

In addition to process and quality improvements, the continuous optimisation of production processes within the fischer ProcessSystem also leads to more energy-efficient manufacturing of our products, as the increase in production volumes has outpaced the energy required.

An internal environmental and team, comprised of managers from relevant departments, works across locations and ensures the constant and systematic implementation of measures to improve energy efficiency.

Improvement measures include the acquisition of more efficient production facilities. The ongoing optimisation of peripheral production equipment, such as compressed air generation and process cooling, the replacement of conventional lighting systems with LED technology and the installation of more efficient ventilation and pump systems. The following major projects are particularly worth mentioning:

After a building was demolished in 2021, a new production warehouse was commissioned at the Tumlingen location according to KfW 55 Standard. This building is equipped with a photovoltaic system to generate its own electricity and a heat pump to provide efficient heating.

A carefully planned concept for more efficient provision of heating and process cooling was implemented at the Denzlingen site. Two cogeneration plants and an absorption cooling system were combined in the concept.

At the plant in Horb, an existing heat pump was replaced by a new system, ensuring much more efficient operation.

The ongoing roll-out of energy metering to make energy flows more transparent is important for all locations and is being advanced incrementally by implementing corresponding measures.

In Turmlingen, a ground-mounted photovoltaic system with an output of almost 4 MWp was also completed in 2023. The area under the modules is grazed by sheep. In addition to increasing efficiency, improving the degree of autonomy is another of the company's energy goals. Together with an existing combined heat and power plant, the rate of self-sufficiency at the main plant has been increased to over 25%.

The company has taken further steps to intensify its focus on e-mobility. The company car policies have been adjusted accordingly, and the stage has been set to roll-out charging station infrastructure.

The strategic energy target was achieved in 2023, as in previous years. The exception is 2022, in which fischer was unable to achieve its annual target despite all its efforts due to the geopolitical situation and market developments.

fischer assesses energy efficiency using a system of KPIs which consider primary parameters that influence energy consumption, thereby improving the validity of the assessments. In addition, absolute energy consumption is also taken into account. In the relevant areas, the energy consumption is linked to defined reference values, such as the quantities of material processed or the effects of the weather. These area KPIs are cascaded systematically and transitioned into location and business area KPIs, ultimately becoming part of the fischer Sustainability Radar. The KPI system is being continuously refined and optimised to enhance the quality of monitoring.





The CO₂ emissions

of the entire group of companies were recorded and reported in full for the first time in 2021.

Improving energy efficiency and increasing the self-sufficiency rate will remain a central concern of the fischer sustainability strategy in the future and will be achieved by implementing a host of measures. The focus is on successively optimising and overhauling existing systems, buildings and building technology, as well as expanding digitisation in production areas. This will create new options for improving energy efficiency.

Emissions

Noise pollution: To assess the environmental impact of noise emissions, fischer maintains a noise log that documents and evaluates the noise impact of the German plants on neighbouring residential areas. The noise log is updated if there are any significant changes.

Harmful substances: Emission measurements are an integral part of the maintenance processes to ensure compliance with limit values at workplaces. Furthermore, the exhaust air that is released into the environment via the ventilation systems is tested for compliance with the prescribed pollutant concentration. Any necessary air pollution mitigation measures are derived from the measurement results.

Carbon dioxide: fischer is constantly expanding its climate protection activities in line with SDG 13 "Climate action". Starting in 2022, fischer is integrating the optional chapter "Climate protection" into its reporting activities as part of the WIN Charter.

According to the Greenhouse Gas Protocol (GHG Protocol), a distinction is made between three emission scopes for carbon dioxide:

Scope 1: Direct CO₂ emissions from the combustion of fossil fuels such as gas or heating oil for heat generation by boilers.

Scope 2: Indirect CO₂ emissions from energy generation by energy suppliers, such as the combustion of coal or gas to generate electricity in power plants.

Scope 3: Indirect CO₂ emissions from upstream and downstream business activities. These can be, among other things, emissions generated during the production of raw materials such as plastics or steels.

Creating transparency is the top priority and serves as the foundation for developing the company's climate protection strategy. Only by gaining an insight into the status quo will fischer succeed in defining climate protection targets, translating these into a group-wide climate protection strategy and deriving appropriate measures. This transparency is created in multiple steps:

Accounting of Scope 1 and 2 for the German locations has already been in place for several years. With the support of an external consultancy firm, the carbon footprint (Scope 1 to 3) was then drawn up, initially for the Automotive Systems area and subse-

quently for the European production plants of the fixing systems area. The carbon footprint of all the group's national companies, including all production and sales locations, has been calculated since 2021, which serves as the base year for comparison with future CCF calculations.

While around 14,000 to 16,000 tonnes of CO₂ were still attributable to Scope 2 at the German locations in the years 2015 to 2017, these emissions were completely eliminated from 2018 onwards by switching to green electricity. Green electricity comes entirely from renewable power generation plants. The energy supplier has provided the corresponding certificates.



We have been calculating our carbon footprint for the entire group every year since 2021. This knowledge creates unprecedented transparency for identifying potential and deriving targeted measures.

Thorsten Haas

Senior Expert Sustainability, Environment and Energy

The carbon footprint for 2018 and 2020 for the fixing systems area's European production plants in Germany, Italy and the Czech Republic revealed that Scope 3 emissions account for around 98% of CO₂ emissions.

The CCF for the overall fischer group of companies, which was prepared for the first time in the base year of 2023, indicates that 95.1% of emissions fall under Scope 3, and that production and consumable materials are the largest source of emissions. The site with the largest share of the group's total CO₂ emissions is the main plant in Tumlingen, at 129,857 tonnes, followed by the plant in Padua in Italy, at 53,666 tonnes.

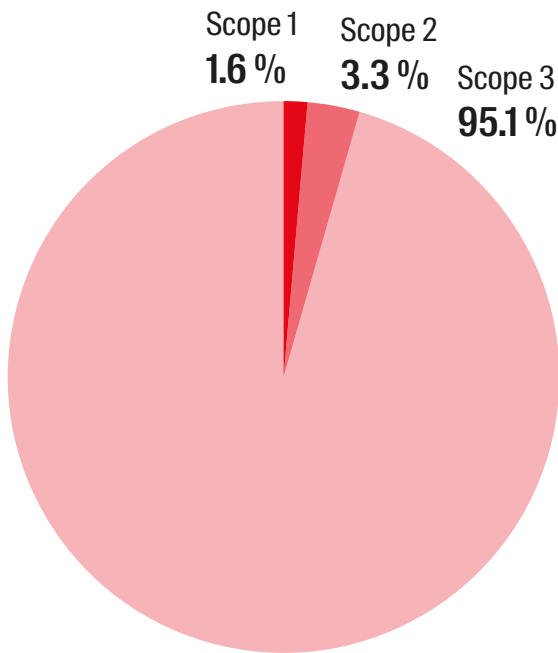
The long-term avoidance and reduction of greenhouse gases in all emission areas is a top priority for fischer. With the detailed determination of the CCF, the company is positioned to implement a comprehensive climate protection strategy as part of the Corporate Strategy 2030. The annual update of the carbon footprint enables the development of a KPI system that can be used to assess the development of CO₂ emissions at the individual locations and business areas. In the automotive systems sector, for example, carbon neutrality is becoming an increasingly important requirement criterion for new contracts awarded by OEMs.

In order to further reduce Scope 2 emissions, fischer will investigate which additional locations can be supplied with green power in the future. Ultimately, the goal is to successively increase the

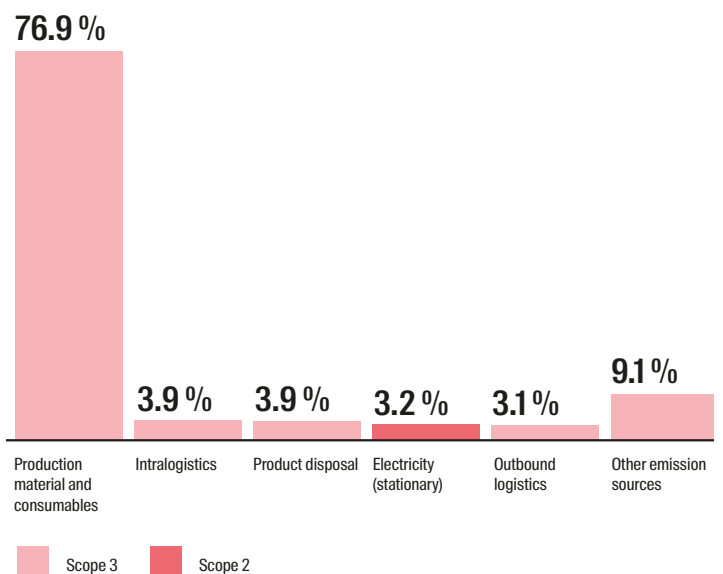
percentage of energy produced by the company itself.

In addition, further product carbon footprints (PCFs) will be determined for selected products and product groups as required in future.

The company is on the right track with its climate protection measures. In 2022, for example, fischer officially became a Klimaschutz-Unternehmen (climate protection company), making it part of an association of companies in Germany that play a pioneering role in climate protection and energy efficiency by consistently implementing outstanding innovations.



Percentage of CO₂ emissions from Scopes 1 to 3 in 2023 as a %



The largest sources of CO₂ emissions



Guiding Principle 06

Product responsibility.

fischer products are used in many areas of daily life and by virtually all age groups. This drives our commitment as a business to always deliver products in the best quality possible. The fischer group of companies is proactively living up to its responsibility and is continuously improving the high quality of its products.

This process, known internally as the fischer ProcessSystem, begins long before a product is ready for sale. Right from the initial idea for a new product, care is taken to ensure that it is user-friendly, easy and intuitive for customers to handle. One example of improved user-friendliness is the new and innovative setting control for the FH II steel plug, which allows users to see immediately whether the anchor is properly set, without needing any tools.

Employees from the Product Management and Application Engineering departments are in constant dialogue with end users and other experts involved in the supply chain to get to know all of their needs. High-quality products are no coincidence. The determination of requirements for the specification sheet and the subsequent development work are carried out according to the fischer Product Development Process (PEP). This ensures that nothing is forgotten and that all process steps are optimised.

In addition, the use of sustainable and durable materials is a primary focus of product development. One example is the fischer GreenLine range, which is the first range of its kind in the world to be made from at least 50% renewable raw materials. fischer develops resource saving processes in close collaboration with the production team. This results in products that are manufactured in an environmentally friendly way and have low manufacturing costs. Customised solutions are also constantly being developed. This is the order of the day in the fischer Automotive area in particular. The use of resource-saving materials in the manufacture of interior products is one of the most important measures for reducing greenhouse gas emissions. Using recyclate (recycled plastic granulate), for example, makes it possible to reduce CO₂ emissions by around 28% in the production of a ventilation nozzle. In addition, up to 25 tonnes of plastics are recovered and recycled from production processes every year through the use of central granulators. Product carbon footprints will also be used in future to identify further optimisation potential. These analyse greenhouse gas emissions at product level and allow targeted reduction measures to be implemented.



With the GreenLine, fischer is the first supplier to offer a product range consisting of renewable raw materials. Of course, we are not compromising on the safety of the GreenLine range. The durability of GreenLine products made from renewable raw materials is identical to that of conventional fischer fixings. This means that GreenLine products can be used without hesitation.

Julia Haizmann

International Product Manager Business Unit Plastics

We also pay attention to sustainability when it comes to fixing systems. For example, the TermoZ CS II insulation plug was developed here, which, together with the system manufacturer's external thermal insulation composite system, helps to make buildings more climate-friendly. These products are packaged in ecological and ergonomic packaging consisting of 70% recycled material.

Another aim is to minimise the risks that individual products can pose. This is explicitly defined at various points in the specifications. In addition, environmental compatibility and disposability are regularly checked against the specifications in the Product Development Process (PEP) in cooperation with the Environment, Health and Safety department.



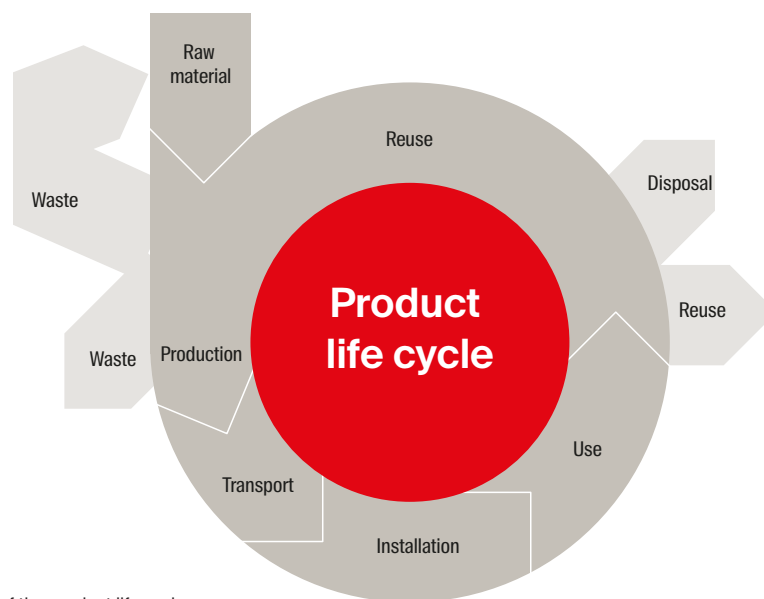
The goal in this case is to refrain from using substances that are harmful to health or the environment and to replace them with harmless substances. For the first time, fischer has managed to eliminate the previously essential raw material dibenzoyl peroxide, known to be toxic to aquatic organisms, from an injection mortar. This innovation has led to the creation of a patented system entirely free of hazardous substance labelling and has been available on the market since September 2021 under the product name FIS V Zero.

Environmental Product Declarations (EPDs) are another aspect of sustainable construction. EPDs for building products provide important information about products and their applications. An EPD presents various environmental and sustainability-relevant data, including global warming potential and ozone depletion potential. EPDs make it easier to select materials for construction and are the basis for documenting the construction materials used in the building. They can be used for life cycle assessments and help to plan and construct buildings more ecologically. EPDs for construction products are therefore part of the German government's concept for sustainable construction. In addition to the Nachhaltiges Bauen des Bundes (BNB) assessment system, a large number of other official and private users draw on EPDs. The majority of fischer injection mortars, such as FIS SB, FIS V Plus and FIS VL, already have EPDs. EPDs have been created for the standard fischer insulation fixings in collaboration with Institut für Bauen und Umwelt e. V. The EPDs for the FIS V Zero and FIS EM Plus injection systems are currently undergoing verification.

fischer also is also acting on its responsibility towards the environment in terms of the product packaging it uses. The packaging

strategy is based primarily on the concepts of circularity and customer-focus. In addition to fulfilling customer needs and current legal requirements, the focus is on functionality and product protection. We also make sure that we prioritise recycled materials and use raw materials from sustainable sources for our packaging. For example, the buckets used as shipping containers for chemical injection systems have been switched to ones consisting of 70% recycled material. The buckets used make a significant contribution to reducing the consumption of new material, saving approximately 27 tonnes of new material a year.

The recyclability of our packaging plays a key role. From the packaging development stage, full recyclability is ensured by using single-material packaging. Through intelligent packaging designs, fischer aims to close the loop to conserve valuable resources and keep raw materials in circulation – for the benefit of society and the environment. Based on this, the company has established specific packaging targets, emphasising the principles of “Reduce”, “Re-use” and “Recycle”.



Depiction of the product life cycle

Sustainability is also key in the fischertechnik toy business. Since the first building kit was created, individual parts have always remained compatible with one another. The products also teach about renewable energy in a fun way. Today, only cardboard inserts are used in the packaging, instead of plastic inserts.

The adage “a place for everything and everything in its place” holds especially true in production at fischer. Clear procedures, clean tools and good planning are the basis for efficient production and a high standard of quality. Whenever possible, product packaging is made of materials that can be recycled easily or using reusable systems and containers. The product is then ready for delivery.

But our product responsibility does not end here. It also continues during delivery to dealers or users. The focus here is on low-emission transport. Unnecessary journeys are also avoided where possible. New, local warehouse and production sites have been set up specifically for this purpose to ensure short distances and fast deliveries to customers.

Improvements have also been made to the Distribution Centre at the headquarters in Tumlingen, including the creation of pick-by-light stations for warehouse picking and additional storage facilities.

Depending on the region and application, fischer products must fulfil various quality standards and, in some cases, prove this by providing corresponding certificates. We consider it our corporate responsibility to ensure that every customer receives the required product certificate.

The group of companies’ sales partners and customers should have enough time to use the products – even if they do not have an unlimited shelf life. Above-average storage stability is therefore of particular importance. The two-component reaction cartridges and our FIS EM Plus injection system, for instance, can be stored for up to three years.

When the product is in use, it must also provide an appropriate lifespan. Steel anchors and chemical fixings are expected to have a service life of at least 50 years – or, in some cases, even 100 years. For the FAZ II Plus and FIS EM Plus, specialised certificates and assessments have been used to increase the service life to 120 years, significantly improving economic efficiency for users.

At the end of a long product life, the product should be recycled and reused, allowing steel parts from fischer fixing systems to be reprocessed after they are removed from the structure. If it is not economically feasible to reprocess plastic parts, they can at least be thermally recycled. Packaging is processed in waste paper recycling or by a recycling system such as Duales System Deutschland in Germany. However, the product life of a fischer anchor does not end after the initial use. The fischer concrete screw UltraCut FBS II, for instance, can be disassembled and reused several times for the temporary fastening of construction site equipment.

Our products are analysed in detail throughout the entire product life cycle in value analysis workshops as part of efficiency projects to check where, and in which components, we can reduce the use of raw materials or replace them entirely. We also check where valuable energy can be saved in manufacturing process steps and transport. By doing so, we at fischer are exercising our product responsibility throughout the entire life cycle.

Guiding Principle 07

Company success and workplaces.

Social responsibility and commitment to our own employees and to society

The fischer group of companies is economically successful and has great potential for the future. The long-term success of the company is safeguarded by the sustainable generation of profits in five company areas. At the same time, these secure jobs in the region. In addition to growing its revenue, the number of fischer employees continues to grow worldwide. Ongoing, healthy revenue growth enables extensive investments in training and the creation of more jobs, among other things.

The basis for the company's success is its mission statement and its values: "personally responsible", "innovative" and "reputable". This also includes the goal of generating the profit required to successfully develop and secure the future of the group of companies. The company acts on its social responsibility towards its employees and society by facing up to current challenges and responding appropriately to the internal and external requirements of various stakeholder groups. Employees shape the company every day with their knowledge and their commitment. To ensure that they remain productive, motivated and healthy, fischer addresses the different target groups and their respective areas of life in equal measure. Anyone can take advantage of these offers and benefit from them.

Training and degree programmes

The diversity of the training is reflected in the more than 20 training and cooperative education programmes on offer. The young professionals in these programmes are active at all German company locations. With high-quality training, the fischer group of companies invests sustainably in young people, giving them future pros-

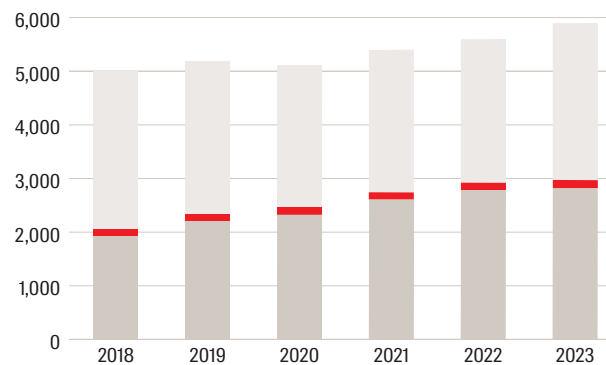
pects at the company and on the labour market. By doing so, the company also secures access to future specialists and managers. In order to optimally prepare apprentices and cooperative education students for the labour market, fischer teaches methodological, social and personal skills in addition to specialist knowledge. This is supported by various seminars on teamwork, communication, the fischer ProcessSystem and independent organisation of projects, as well as by the annual trainee information day or donation campaigns. Thanks to this training programme, all graduates receive the "fit for future" certificate in addition to the usual certificates. It confirms the content of their training and certifies their active involvement in special projects, which go far beyond the norm.

In today's world of steady internationalisation, it is becoming increasingly important to assess and enhance foreign language and intercultural skills at an early stage. As a result, the fischer group of companies offers its apprentices and cooperative education students the opportunity to visit one of the 52 national companies in 39 countries. There are a variety of options to do so, such as language trips that are financially supported, work assignments with optional attendance at a language school for apprentices or the practical or theoretical semester for cooperative education students.

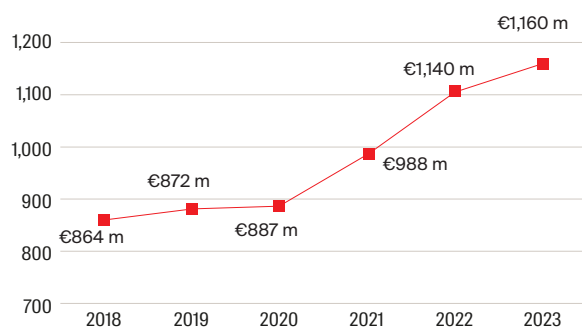
Klaus Fischer Training Centre

The Klaus Fischer Training Centre was founded in 2010. It enables employees to take part in a range courses free of charge, allowing them to continue their education outside of working hours.

■ Employees in Germany ■ Trainees and students ■ Employees abroad

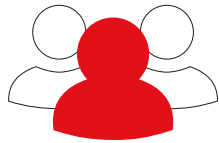


fischer group of companies – number of employees



fischer group of companies – gross revenue in € million

1.16 billion euros in gross revenue
were generated in 2023 by



5,900 employees.

Numerous courses are on offer in a multitude of disciplines, such as health, cooking and nutrition, as well as languages, memory training, time and conflict management, communication and body language.

Development planning and needs-based further training

The fischer group of companies uses the training schedule as a planning tool to make it possible for employees to obtain needs-based, long-term continuing education. Based on the job description, the qualifications required to fulfil the requirements of the position are documented there. Continuing training measures are then derived from these, if the required and actual profile of qualifications differ. The average training time for German employees in 2023 was around 2.5 days. These days consist of attending in-person and online seminars, language courses, longer-term external training and completing e-learning programmes. All relevant areas of expertise are covered, and various target groups (such as specialists and managers) are served.

For managers, the fischer group of companies provides a structured approach, with strategic and needs-based measures that support ongoing management coaching at all levels of the hierarchy. The fischer group of companies management handbook is based on company values and summarises the guidelines,

tasks and tools for effective management within the company. The “Management at Fischer” seminar series has been developed specially for managers and addresses strategic issues and content related to the management model, serving as a framework for joint consideration of these topics.

The aim of all these measures is to ensure and establish a standardised understanding of employee management worldwide. To ensure that all new employees have the best possible start at fischer, an induction week is organised every quarter, during which the focus is on getting to know the group of companies. In addition to practical support in production and logistics, they also learn about the mission statement, the fischer ProcessSystem and sustainability management at fischer. This gives everyone an equal start.

Digital learning is also a high priority for fischer in order to further advance digitalisation in the group of companies, and to enable fast, flexible, needs-oriented and individual knowledge development and transfer for the workforce. The introduction of an authoring tool makes it possible to create customised e-learning courses. Digital learning ultimately improves both the individual nature and independence of learning (participants can learn whenever and wherever they like), as well as the long lasting retention of the content taught.





In order to prepare ourselves for the challenges of the future, investing in training and further education is an indispensable success factor for us. We rely on motivated, well-trained employees to counteract the shortage of skilled labour and play a leading role in future trends.

Bianca Pfitzinger

Personnel Development Officer

The Lean Learning Academy, which was set up by fischer Consulting, aims to train and develop employees in the area of FPS, lean principles and methods. All employees are offered regular and specific training courses to expand and consolidate their expertise in the fischer ProcessSystem.

Development programmes

The opportunities for lifelong learning are promoted at the fischer group of companies and supported by the company through a variety of measures. The goal is to fill at least 60% of management and expert positions from the company's own workforce. fischer offers a comprehensive talent pool landscape for this purpose to support employee development on different career tracks. The Management Talent Pool, which prepares employees specifically for future management tasks, kicked off for the sixth time in 2023. As a strategic supplement to the management track, the Expert Talent Pool is offered as another development option that promotes technical expertise, ensuring that it benefits the company. After two successful editions, the third year of the training programme started in 2023. There is also special effort to promote young talent within the Junior Talent Pool programme. The development programme offers an opportunity for orientation and personal development. Through the Academic Talent Pool, employees can complete their degree while they work. There is also a Digital Talent Pool at national and international level to promote digital skills in the long-term. The internal training programme supports employees in the process of digital transformation and is part of the Digital Academy. The Employee Academy was created to support employees in production and logistics who have no training or training in a non-related field. This qualification programme provides a further target group with tailor-made further training leading to a certificate. The Employee Academy was also expanded in 2023 to include the op-

tion of part-time retraining in order to enable the aforementioned target group to obtain qualifications. Both measures are intended to counteract the ongoing shortage of skilled labour.

fischer has set itself the goal of offering all employees equal career opportunities within the group of companies. In principle, further training at fischer is possible at any time and in any phase of life, regardless of age.

Employee survey

In 2022, a large-scale survey was carried out at all German locations, giving employees the opportunity to state their opinions on issues like working hours and workplace design, processes and structures, communication and information within the company, or satisfaction with supervisors, their duties and continued training opportunities. Following the survey, internal and cross-divisional workshops on the top issues were held to analyse the results and derive improvement measures. A total of over 250 points were developed, which are now being successively implemented and tracked.

Fair payment

Employees covered by collective agreements receive performance-related pay in line with the collective agreement for the metal industry. In addition to the collectively agreed holiday and Christmas pay, a voluntary fischer special annual payment is also provided. After six months of employment, employees also receive the collectively arranged allowances for occupational pension schemes. To supplement the future statutory pension, a monthly contribution is paid into a pension fund for each employee. The fischer pension scheme is another benefit that is not covered by collective agreements. After a specific period of service, annual contributions are paid into a supplemental pension fund for each employee.

Service anniversaries

Service anniversaries are celebrated at the fischer group of companies after ten years of service, and every five years thereafter. Those celebrating an anniversary receive an anniversary bonus as a bonus payment or a gift or travel voucher. The type of benefit depends on the anniversary in question. In addition, employees who have been with the company for more than 20 years are invited to the annual traditional fischer group of companies anniversary party and honoured officially by our company owner, Prof. Klaus Fischer.

Loans at favourable terms

In order to help bridge financial shortfalls, the group of companies provides loans and advances to fischer employees at very favourable rates.

Support association

In addition, employees and their relatives are assisted in emergency situations with payments from their own support association. This service can be accessed when employees find themselves in need through no fault of their own and cannot get out of the situation without assistance.

Prizes and awards

The company's success is also reflected in the way it is perceived by fischer customers and recognised experts. Prizes and awards received by the fischer group of companies are proof of our continued development and are valuable for further improvements.

Here are some examples:

In 2023, the company was inducted into the ambitious network of Climate Protection Companies (Klimaschutz-Unternehmen) by Federal Environment Minister Steffi Lemke. This shows that fischer is making a special contribution to achieving the German and European climate targets through innovative strategies, and is therefore a pioneer in the areas of climate protection and energy efficiency.

The fischer group of companies received the prestigious GREEN BRANDS seal of approval in 2023 – an important and valuable recognition of its commitment to sustainability.

fischer won the German SDG Award in the “Youth and Education” category. The prize was awarded by The Senate of Economy and UNIDO, an organisation of the United Nations. It recognises that fischer assumes social responsibility and is committed to achieving the UN’s 17 sustainability goals on many levels.

fischer assumes responsibility for its employees and is successfully gaining popularity among skilled workers. This was confirmed in 2023 by a broad-based, nationwide consumer survey of 1,000 companies, which revealed that fischer is one of the five most popular family businesses in Germany. In addition, fischer is allowed to use the title “Employer of the Future”. The award recognises modern leadership, the power to innovate, the status of digital transformation, employee-friendliness and a good recruiting strategy. The fischer company restaurant in Tumlingen received another important award. For the fifth time in a row, it can call itself “Germany’s best canteen”. The focus for 2023 was “Sustainable company catering in times of climate change and New Work”. The company restaurant scored highly with its regional, seasonal and healthy cuisine, resource-saving packaging and checkout systems, as well as its awareness-raising cookery courses and the “Cooking for the

The fact that fischer and its products embody strong brands was proven by many prizes and awards in 2023. The company was voted a “German Brand Icon”. It won the “German Brand Award” and the “German Design Award” in various categories. And the group’s podcast format “fischer Highlights” won the “Plus X Award”.

fischer also plays a pioneering role within the industry in the area of digitalisation, as confirmed, for example, by the “Microsoft Intelligent Manufacturing Award” (MIMA) won in 2023, the “Digital X Award” for the group’s digital connected products and the “German Innovation Award”. The BauBot construction robot also received the “EY Scale-up Award 2023” as “Rising Star of the Year” in the “Industry & Deep Tech” category.

The fischertechnik area won the “German Toy Award 2023” in the “Play and Technology” category with its Crazy Reactions construction set. Three different creative chain reaction models can be constructed with the construction kit. It promotes gross and fine motor skills, stimulates imagination and creativity and teaches children about the world of technology in a playful way.

Our rating by EcoVadis, a platform for sustainability assessments of companies, also confirms our outstanding performance in all areas of sustainability. Our results for 2023 place us among the top 15% of rated companies, and above the average industry rating in all areas. Our rating is particularly good when it comes to the environment. Our EcoVadis ranking provides us with a basis for continuously improving our performance in all areas of sustainability.



climate” campaign.



Digitisation and sustainability

Digitalisation is seen as a sub-project of sustainability. Increasing digitalisation creates added value in many respects, which also has a positive impact on fischer's sustainability. Employees of the group of companies can see increasing digitalisation manifest in internal processes and collaboration. It is also apparent to customers, as fischer is increasingly offering digital business models.

fischer is increasingly focussing on cloud services, such as those offered by Microsoft or SAP. These are operated in central data centres. Some of the providers are already increasingly focusing on energy-efficient operation in data processing and storage. Microsoft has set itself the goal of achieving a negative carbon footprint by 2030. Using digital media for collaboration and the increasing conversion to online processes have a positive impact on paper usage throughout the company.

With the help of smart production, fischer is optimising core processes in production and logistics by connecting all systems and machines and using the production and process data obtained in this way for further analyses. This allows employees to control production processes in an almost entirely paperless manner and in real time, as part of the vision of a Smart Factory. This makes the use of resources transparent and optimises them further. At the beginning of this year, logistics processes were successfully converted to SAP EWM, making them significantly more efficient. HR processes are also being further digitalised.

The threat level in cyberspace is higher than ever. fischer has developed an IT security strategy to protect IT systems from dangers by continuously increasing IT security. As part of this strategy, for example, the company is improving awareness of IT security in regular campaigns. These include phishing simulations and a video series provided to employees. To ensure that every end device is better protected, fischer has introduced a modern virus protection solution. With the help of artificial intelligence and behaviour-based detection, it can detect attacks on end devices more reliably. Unfortunately, absolute security cannot be guaranteed. To best prepare for IT emergencies, a comprehensive emergency manual has been developed and tested in practice in crisis simulations.

Digitalisation of the business model for our customers

Added value for customers is at the centre of the company's digital development. New business models, innovative products and services, and digital elements in sales and marketing, as well as in logistics and production, increase that value. The digital transformation at fischer ensures lean and efficient processes with the aim of providing products and services at the right time, in the right place and in the desired quality. Delivery service and quality generate added value for all customers. The area of fixing systems is a consulting-intensive business area. Digital tools are designed to support customers in finding the right products. This not only avoids scrap and protects resources, but also supports users in properly installing products so that they fulfil their intended purpose.

The fischer Innovation Campus was opened in the spring of 2020. In the immediate vicinity of the company's headquarters, employees can generate ideas for start-ups or new business models in the former family home of company owner Prof. Klaus Fischer – outside regular working hours and in a creative environment. The intention is that innovations developed there will speed up market-readiness



and make a long-term contribution to the success of the company. The Connected Products business area is also located there and is working on visionary fixing solutions. Here are some of them: The BauBot, the only product of its kind in the world, which fischer developed alongside Austrian start-up BAUBOT. The construction robot masters drilling, hole cleaning, marking and plug insertion and is revolutionising the digital future of fixing technology. With the SensorAnchor, the construction monitoring solution developed by fischer makes it possible to monitor buildings from afar for the first time. The SensorAnchor continuously measures the forces acting on the fixing, collecting relevant data. This world first makes an important contribution to greater building safety. The non-linear spring model also makes it possible to use it with C-FIX software. Beyond the product world, digital services offer fischer customers further added value. One example of this is the digital planning method Building Information Modeling (BIM), which refers to the process of creating, editing and using a digital model of a building as a twin of the real building. Ideally, this model is expanded and utilised by all stakeholders throughout the entire service life of the building, from the initial idea to the draft phase to building management. That makes it possible to plan products in exact quantities at an early stage and gives clients and construction managers a precise model of the building for maintenance work or future expansion measures. Start-ups also make everyday work easier for fischer's customers with digital solutions. With the expansion of the product information management

systems (PIM), fischer can provide its customers with product-related data quickly.

Digitising corporate processes

When it comes to digitisation within the company, the focus is on employees and their working environment. A modern, digital infrastructure and continuous improvements through new technologies serve as the foundation for efficient processes and for successful collaboration. Newly created opportunities improve internal processes, create transparency and increase the degree of automation and process quality. The use of new and innovative digital products such as Office 365, Digital fPS and Teams telephony creates attractive and future-proof jobs for employees within the group of companies. In addition, the automation of trivial processes and the associated avoidance of waste creates new and exciting tasks and projects.

In the Product Development Process (PEP), a newly structured stage-gate process enables the targeted, structured and market-oriented development of new innovative products – from the idea to market launch. For many years, the product development process has served as a guideline for the standardised development of new products across the different fischer business units. The fischer group of companies is increasingly leveraging the future technology of artificial intelligence for its own purposes. This makes it a pioneer for digital processes in the industry. An AI toolbox has been available to all employees since 2023. It contains six tools for generic use cases, including assistants for text and image creation, as well as for translations. Further areas of application are being examined.

Digital Academy

In an era of digital transformation, it is important to do more than just use digital media to remain competitive. The Digital Academy was created to optimally prepare all employees for the digital transformation. It provides needs-based education and training on digitisation. The purpose of the Digital Academy is to prepare all company employees for changes in their job descriptions in the short, medium and long term that are driven by digitisation, and to qualify them for these accordingly. The multistage continuing training programme is composed of different elements and content, including seminars on the basics of digitalisation, which are offered in the seminar catalogue and at the Klaus Fischer Training Centre.

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Digitisation processes and sustainability are closely linked for us. This is because digital transformation ensures lean and efficient processes across all specialist areas.

Edmund Holzberger
Head of IT Governance Department

In addition, employees with well-developed digital expertise (“digital enablers”) receive individual support through the Digital Talent Pool. After completing the programme, they are able to actively promote the digital transformation in the departments while remaining internationally connected in our company’s digital communities. In addition, there are training sessions for specific target audiences in line with the changing duties and competencies required in the individual jobs.

Digital partner school

The fischer group of companies has entered into a digital partner school agreement with Otto-Hahn-Gymnasium, a high school in Nagold. The alliance is planned for an initial term of three years. The primary objectives are to address and promote the digital transformation in the professional and working world in schools and to prepare pupils for possible challenges in their future careers. Students are offered numerous practical insights into the group of companies. These include digital internships, digital lessons, project work and insights into the start-up scene at the fischer InnovationCampus. The “fischer Digital Room” offers interested students a space to learn about issues like digitisation, artificial intelligence, sustainability and Industry 4.0. The changes in the professional and working world in the modern digital age are always taken into account.

Guiding Principle 08

Sustainable innovations.

The fischer name has always been emblematic for innovation. In 1949, company founder Artur Fischer invented the flash unit for cameras with synchronised triggering. The legendary S plug, which is still considered an icon of fischer and for the fixings industry as a whole even today, was then invented in 1958.

fischer holds over 1,500 patents, and 20 times more patents are registered per company employee than the average in the German business community.

fischer employees from the areas of mechanical engineering, energy and environmental engineering, as well as materials technology and chemistry, work closely with suppliers and partners to create the best products with regard to performance, quality, safety and sustainability. Ultimately, products are parts of wider systems and have to work perfectly at the interfaces between them.



UltraCut FBS II concrete screw

With the fischer UltraCut FBS II concrete screw, which is suitable for extremely high loads and can be reused under certain conditions, the company is breaking new ground in terms of production technology. Temporary anchoring is also possible in green (young) concrete with a strength of only 10 N/mm².

Depending on the diameter, different versions are approved for many different screw fitting or anchorage depths – each suitable for the existing load. The UltraCut FBS II made of stainless steel (A4) has now been added to the product line. Its specially hardened red tip ensures noticeably faster and more secure assembly. Since it is made of rust-resistant steel, the product is ideal for use in wet and outdoor areas.

The multi coated UltraCut FBS II Corrosion Protection concrete screw is a new solution for environmental conditions involving a high danger of corrosion and offers better protection against red rust compared to hot dip galvanised products.

The new fischer FSU undercut anchor, designed for applications demanding the highest loads and safety, can be quickly and cleanly removed using the FSU-DT dismantling tool.

With the new FSW adjustment screw, combined with the proven UltraCut FBS II concrete screw, fischer also provides a foundation for simple, efficient anchoring and adjustment. The adjustment screw is pushed quickly onto the concrete screw, then fastened with a second adjustment screw and the fischer Power Fast II chipboard screw after screwing in the concrete screw at the top on the threshold. The height of the threshold can then be adjusted by simply unscrewing the concrete screw. The second adjustment screw can be used multiple times.

GreenLine

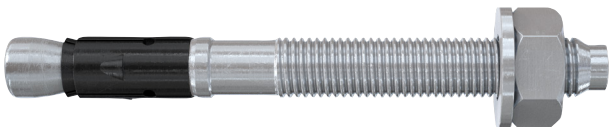
fischer is the first manufacturer worldwide to produce dowels primarily from renewable raw materials. All products in the fischer GreenLine assortment are produced from at least 50% renewable raw materials that are in competition neither with food and animal feed nor with corresponding arable land. The range includes all standard plastic fixings, as well as the two-component injection mortar FIS GREEN for heavy loads, which has the ETA approvals “Option 7” and “for masonry”. The fischer GreenLine offers compatible, optimised fixing systems for the construction of a sustainable building.

fischer employees from the chemistry department have developed formulas that use renewable raw materials specifically for this purpose – which is also unique in the world. The percentage of renewable materials was confirmed by independent testing and certification by DIN CERTCO TÜV Rheinland. Even the plastic cartridges for the FIS GREEN are made of bio-based materials. The products are in the “BIOBASED 50-85 %” class.





fischer GreenLine: the world's first range of fastenings with plugs and injection mortar that is made from over 50% renewable raw materials.



FAZ II anchor bolt

Solutions are generated based on continuous analysis of customer needs, applications and difficulties with prevailing regulations. These include the permitted use of cap nuts, the use of holes drilled in inches or use in lime sand brick, as well as a usage term for the FAZ II Plus anchor bolt of over 120 years. In the past, this term was only 50 years.

Thanks to the support of a research project, the FAZ II Plus was the first anchor bolt to receive national approval in steel fibre concrete. By making consistent use of the materials, performance improvements have been achieved for earthquake resistance and fire exposure, among other factors. Fischer was one of the first companies to obtain an ETA for a mechanical anchor system that covers dynamic applications. In order to facilitate installation on the construction site, proof is now also provided that borehole cleaning can be dispensed with. Expert reports evaluating performance in concrete strengths not covered by the ETA are also available, leading to further applications in practice and offering customers reliable results.

fischer is also contributing its knowledge in the area of approval work, conducting basic research that establishes standards and improves efficiency throughout the entire construction industry. For example, the approval for normal steel bolt anchors with a variable service life in outside use is based on the company's research. This approval was first applied to the hot-dip galvanised FBN II steel bolt anchor for non-cracked concrete.



reddot winner 2020
innovative product



PowerFast II and PowerFull II

fischer has received numerous awards for its fischer PowerFast II chipboard screw delivering the best possible results for end users. This success story has been continued and expanded with the PowerFast II wood construction screw and the PowerFull II fully threaded screw, which round off the range of screws for structural timber construction.

Both the PowerFast II HBS and the PowerFull II combine technological expertise with sophisticated design quality and excellent results. The product is characterised by its universal applicability in timber construction and is technologically supported by a completely revamped WoodFix software with a wide range of new calculation modules.



Craftnote tradespeople app

fischer and the GC Group are combining forces in a strategic partnership to further develop the start-up, which was founded in 2018. Craftnote is a communication and project management platform for companies in the trades. The app serves as a practical, legally conforming alternative to previously available solutions on the market. The app is specifically designed as an open platform available to all manufacturers and dealers, and can be linked to other software programmes for tradespeople.

fischer FIXperience Suite

The fischer FIXperience dimensioning software, which is now also available online as a browser version, supports technicians in planning, statics and the trades reliably and securely in dimensioning their projects. FIXperience complies with all significant international standards, and fulfils all requirements for global use. The modular structure of the programme incorporates engineering software and special application modules. This means that entire projects and individual applications can be planned in a precise and cost-effective manner.

FIS V Zero

Peroxides have been used as hardening agents for chemical fixing systems for decades. Dibenzoyl peroxide is such an established raw material in the field of radical-curing vinyl ester resins that all manufacturers of chemical fixing systems use it. According to the criteria of the CLP regulation, Dibenzoyl peroxide is classified as sensitising, eye irritant and toxic to aquatic organisms with long lasting effects.

Because of this, fischer has been working to replace this raw material. In addition, another goal of the new product, besides replacing peroxides, was to develop fixing systems completely free of any labelling requirements that do not produce any environmentally harmful emissions in accordance with current classification rules under the CLP regulation.

Through systematic basic research, the company has succeeded in replacing the raw material benzoyl peroxide, previously considered essential for the curing reaction, and develop a completely new hardening principle for fixing systems. The new technology lays the foundation for FIS V Zero injection mortar and achieves the "label-free" goal.

We call this milestone in our development "Zero hazard technology".

FIS V Zero is a new and innovative fixing system that is label-free in accordance with the CLP regulation. This makes the product particularly environmentally friendly, and it is classified as recommended by external certifications such as the Nordic Swan Ecolabel. FIS V Zero minimises risks to installation companies and the environment in a unique way. Because it is label-free, FIS V Zero does not require a safety data sheet, meaning it helps reduce administrative work required by our trading partners and simplifies logistics processes.





the plug from slipping deep into the drill hole. This ensures that the SX Plus can be set flexibly and conveniently. Thanks to state-of-the-art plant and tool technology, the fischer group of companies benefits from higher productivity with the SX Plus compared to the SX plug.

Termoz CS II

The Termoz CS II is the strong insulation screw plug for the secure fixing of all insulation boards to all solid and hollow building materials. Developed with the needs of trades in mind, Termoz CS II is easy to install and guarantees quick assembly. The Termoz CS II insulation fastener is approved for all common classes of building materials. The optional CS setting tool guarantees an optimal setting process, without imperfections caused by the plugs on the façade. By securely fastening all commonly used types of insulation on different substrates, the Termoz CS II helps make buildings more climate friendly alongside the respective composite thermal insulation system.

Termoz SV II ecotwist

The Termoz SV II ecotwist is also used to attach insulation boards such as polystyrene or mineral wool to all standard solid and hollow building materials. The Termoz SV II ecotwist is recessed and ends in a barely visible mounting. One and the same plug length can be used for insulation thicknesses from 100mm to 400mm, saving time and storage space while increasing productivity.

FID II/FID II Plus

The fischer FID II and FID II Plus insulation anchors are suitable for fixing light to medium-weight attachments to external thermal insulation composite systems. Thanks to the combined centring, mill-



Focus Open 2022
Silver



fischer DuoLine

The innovative plastic plugs of the fischer DuoLine combine various functions in one product thanks to the two-component technology. With the self-tapping fischer DuoBlade, plug installation is completed at the same time as the drilling process. The fischer DuoPower offers a unique geometry which allows it to expand, knot or fold depending on the substrate, and is a universal solution customers can use for any building material. In addition to the added functionality, the products stand out with their award-winning design and unmistakable red-grey colour scheme. DuoLine products have received the “German Design Award” and the renowned “Red Dot Design Award”, among other distinctions. The DuoLine family is constantly growing. The latest members are the DuoSeal, an innovative plastic plug for sealing and fastening in wet areas, and the DuoXpand frame plug. The development of new DuoLine products is ongoing, and further innovations will be added to the DuoLine in the future.

SX Plus

The new fischer SX Plus expansion plug, the successor to the SX plug, offers a consistently secure hold in various solid and hollow building materials due to its quadruple expansion feature. The special fixing wings of the SX Plus ensure that the screw is pre-fixed so that it does not have to be additionally held in place for overhead use. To ensure secure installation, the flexible plug edge prevents



With our fischer insulation fasteners, any insulation boards can be fastened to the substrate in order to achieve improved energy efficiency of the building via the attached ETICS. As a result, fischer offers innovative solutions that contribute to achieving the Green Deal.

Sebastian Lipps

International Product Manager Insulation Fasteners

ing and cutting function of the plug tip, the FID II and FID II Plus can be screwed in with pinpoint accuracy. The small head diameter and the underhead milling pockets of the plug ensure a perfectly concealed and flush setting pattern. The optional use of an additional chemical component in the FID II Plus insulation anchor, such as fischer Fill&Fix or fischer 1C PU foam, can significantly increase the load values. While the FID II can be used to install add-on parts such as exterior lamps or doorbells, the FID II Plus can be used to attach parcel or wall boxes to the plaster façade.

Innovative façade solutions

The company's force of innovation goes far beyond its product range. The planning expertise of fischer BWM façade systems allows the company to make an important contribution to drafting and planning sustainable façades. The properties of curtain wall, ventilated façades are essential for the future. A positive ecological balance with high energy savings, a long service life and the ability to be recycled and disassembled into their individual components. Likewise, they also help create a healthy indoor climate, with the airflow continuously removing moisture from the building and from use in back-ventilated areas. Another feature which makes curtain wall, back-ventilated façades so important for achieving future goals is their economic efficiency. Low cleaning and maintenance requirements, a long service life, high energy efficiency, integrated lightning protection through a conductive subframe system, the ability to install in any weather, long term financial security and effective protection against the weather are central requirements in this area. Through these innovative products and intelligent design, the company optimises and even eliminates thermal bridges in façade sub structures. Thanks to this partnership, fischer is making an active contribution to saving energy in buildings and efficiently reducing CO₂ emissions.

FA-ST II Set bolt anchor setting device

The new FA-ST II Set bolt anchor setting device allows bolt anchors to be installed quickly and easily, and saves a significant amount of time, in particular in series installations. Thanks to its modular design and the common dimensions it includes (M10, M12, M16), the set is designed for universal use. Our special fischer bolt anchors, the FAZ II, FBN II, FBZ and EXA can be installed more quickly, easily and safely using the FA-ST II.

Setting control

Using prestressed concrete hollow ceilings is a particularly economical and sustainable building solution. To offer our customers a fixing solution for this anchoring substrate that delivers maximum security and flexibility, we have developed setting control in conjunction with our FH II sleeve plug. This makes it possible to quickly visually inspect the plug for safety and to ensure it has expanded properly. Eliminating the torque control can save a lot of time, in particular when installing multiple plugs.

fischertechnik

The new "Crazy Reactions" construction set launched by fischertechnik in 2023 promotes gross and fine motor skills and stimulates imagination and creativity. The award of the "German Toy Prize" in the Play and Technology category for the construction set confirms the objective of teaching children about the world of technology in a playful way. To further increase awareness of future issues in future generations, fischertechnik has launched a variety of building kits focused on sustainability and renewable energy, both in the toy and school areas. The new "Animal Friends" construction kit uses polyamide made from partially renewable raw materials, just like the GreenLine fixing systems. The new orange and green colours used for the five animal models also strengthen their link to nature.

The product range also includes fischerTiP, which is made of potato starch and is 100% biodegradable. The base set from the German creative material manufacturer takes advantage of the diverse characteristics of this natural product. The components stick to one another after they are moistened, without needing any glue. TiPs are dyed using food dyes, which give them their vibrant and radiant colours. After crafting, remaining TiPs and the tool can be replaced in the bucket, where everything can be stored securely and cleanly. Thanks to proactive sustainability management, fischertechnik is helping ensure the environment remains intact. This is also the case for the materials selected for fischerTiP tools, which are made of resource saving bioplastic.

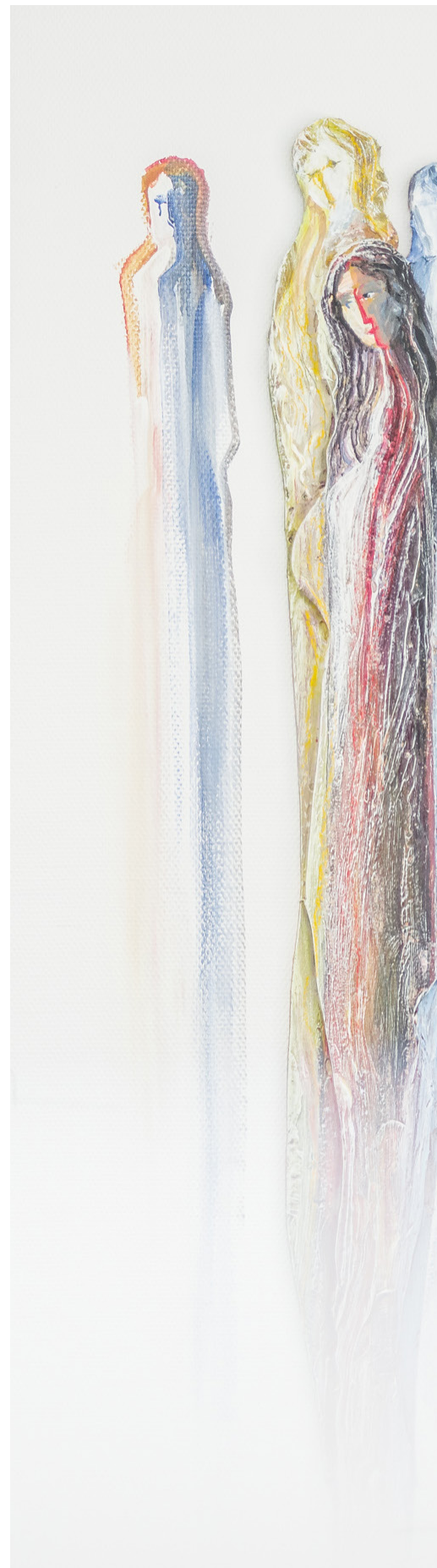
fischer automotive

The shift in the automotive industry towards electric mobility is a major opportunity for fischer Automotive to develop sustainable innovations. As a new product group, covers for electric charging units have been developed that make it possible to supply electric vehicles with energy at all standardised charging sockets worldwide. Known as Charger Flaps, they are developed in such a way that the flap can be opened and closed fully electrically. fischer Automotive combines numerous areas of expertise in this innovative product, such as the sophisticated development of mechanical components, the integration of electronic components and high-quality plastic injection moulding. This also opens up great opportunities for the company to establish new product innovations in the exteriors segment.

Guiding Principle 09

Financial decisions.

As an owner-managed company, the fischer group of companies places a premium on having the highest possible degree of autonomy and independence. This also means that the capital required for our investments and operational business comes from our own funds. If external financing is necessary or beneficial, the process of selecting finance partners focuses on their reputation, creditworthiness and how they deal with stakeholders. Financing is generally obtained from institutions with which we have long term relationships, built on trust. As part of the financing decision, the fischer group of companies also looks at guaranteeing sustainable financial leeway at all times. Financing is generally declined if it would limit the group of companies' autonomy, or include risks for the company. When it comes to investments, or focus is on the sustainable economic development and the long-term success of the fischer group of companies. In addition to economic factors, investment decisions also take into account employee matters and environmental considerations.



Guiding Principle 10 Anti-corruption.

fischer condemns any type of corruption or benefit gained from illegal and unethical practices. This applies to all activities of the group of companies worldwide. For decades, “reputable” has been a fundamental value in the company’s mission statement, which excludes all forms of bribery (active corruption) and corruptibility (passive corruption). Any violation of the company values will not be accepted and is penalised accordingly. However, compliance at fischer is not just restricted to anti-corruption measures. Instead, compliance requires responsible action from each individual that is in line with all applicable laws, fischer’s mission statement and internal guidelines.

The Code of Conduct of the fischer group of companies offers employees a reliable guideline with regard to ethical behaviour that is designed to rule out corruption. We also expect a high level of integrity and a business relationship free from corruption, bribery and conflicts of interest from our business partners and agree a trusting cooperation with them on the basis of the fischer Business Partner Code of Conduct. Violations of the Code of Conduct, Business Partner Code of Conduct or applicable laws are not permitted and must be reported immediately. Employees and partners can also submit reports using the fischer whistleblower system. In order to ensure and encourage compliant conduct, managers and employees are trained annually in the mission statement and in compliance as part of the training programme.

This gives employees the tools to make the right decisions in difficult situations and minimise risks. One focus is on teaching employees how to avoid corruption, fraud, embezzlement and breach of trust. The “Code of Conduct” works agreement contains mandatory rules of conduct for handling benefits, selecting suppliers and service providers, and dealing with information, as well as rules for implementation, including the central contacts for reporting violations. An online decision-making tool has also been set up to help with handling benefits. As part of internationalising the internal controlling system (ICS), the central ICS working group established minimum controls for the national companies for significant processes and then applied these in local risk controlling frameworks. Each national company has appointed an ICS coordinator to monitor the execution of controls. In addition, regular audits are conducted to ensure controls are carried out properly.



fischer’s success is based on faith in the performance and integrity of our company. Everyone assumes responsibility for their actions in line with our principles of behaviour and can therefore set an example for others.

Martin Heinzelmann
Governance, Risk & Compliance

Guiding Principle 11

Regional added-value.

Responsibility towards society and the region

The group delivers on its social responsibility in a variety of ways, including by involving the region in a number of projects. In doing so, fischer is making an important contribution to achieving SDG 9 by helping to build a resilient infrastructure, promote inclusive and sustainable industrialisation and support innovation.

Knowledge factory/school campaign/education initiative

For more than ten years, fischer has been working with over 120 companies and foundations from various sectors to provide funding and personnel for knowledge transfer and skills development in technology, science, business education and entrepreneurship. Company owner Prof. Klaus Fischer was a founding member of the Knowledge Factory from the very beginning. He is helping both kindergarten children and school students quench their thirst for knowledge and curiosity with innovative educational projects, thereby fostering their development. Within this framework, the fischer group of companies is successfully implementing a variety of educational projects with numerous nurseries and schools. These projects include the storytelling workshop fischer's own story tent, TECHNolino, KieWi children discover industry, KiTec children discover technology, School2Start Up, the SIA school pupil engineering academy and TECademy. In addition, fischer gives female students an insight into technical professions as part of Girls' Day and inspires young women to take up these professions.

Qualified employees are essential in order to be competitive going forward. However, the path to developing those employees starts much earlier than during their company training. This is why the fischer group of companies fosters the talent of young people in numerous educational projects and initiatives at kindergartens, primary schools and secondary schools. The fischer School Campaign is aimed at students who are being supported in their career orientation. Thanks to the sponsorship of fischer training officers, more than 50 schools in the vicinity of the headquarters in Tumlingen are supported with programmes to prepare pupils for the world of work.

At the Abiturientenforum, students nearing graduation, along with apprentices and cooperative education students at fischer, engage in discussions with experts from politics, business and science, addressing critical future-oriented questions. At the 11th Abiturientenforum in 2023, approximately 200 students from six secondary schools gathered to discuss the topic "New Work – How Will We Work in the Future?"

In a joint project with Eichenäcker-Schule, a special educational institution in Dornstetten, pupils regularly visited the fischer training workshop. Together with first-year apprentices, a sustainable Christmas tree and a lounge were built and set up in the school grounds. Friendships developed. Thanks to the partnership, the students at Eichenäcker-Schule gained valuable experience at an industrial company. And for fischer apprentices, it was an important opportunity to look beyond their own horizons.



The “Mitmachen Ehrensache” project, which roughly translates to “Of course I’m in”, is organised by fischer apprentices. They invite pupils to spend a day working at the company. The wages earned by the young people on the day of the event are donated to social projects in the region.

Work-life balance

Family and career should be compatible, especially at a family business. fischer supports parents with flexible working hour models and the Kinderhaus Waldachtal children’s centre. Cooperation with the children’s centre offers employees many new daycare options for children from infancy to school enrolment age in the direct vicinity of their workplace. The group of companies supports the children’s daycare centre not only in organisational and financial terms, but also with various projects that benefit the caregivers and all the children at the centre. Prof. Klaus Fischer has already supported the construction of the Im Himmelreich children’s centre by donating 1 million euros.

DrachenEi

Since 2013, apprentices and cooperative students at the fischer group of companies have been supporting the DrachenEi (“dragon egg”) initiative with great enthusiasm. In a host of campaigns, they collect donations that fischer junior staff use to support children from the district who, due to their financial situation, would otherwise not have the opportunity to continue their education in clubs and courses or to take part in musical, sporting and cultural activities. In 2023, the organisation received 10,000 euros from fischer apprentices and cooperative education students. In total, fischer apprentices have already donated around 40,000 euros since the start of the collaboration.

Projects for employee children

Holiday programme for children of employees: While mum and dad were at work, their kids were able to enjoy a wide variety of holiday activities at the headquarters of the group of companies in Tümlingen. fischer apprentices and cooperative education students created an exciting programme for various age groups specially for this purpose. The company’s junior employees supported their colleagues in striking a balance between family and work during the holiday period.

“Discover cooking with fischer”: Kids learn how much fun it can be to prepare a tasty and healthy meal. The team from the in-house staff restaurant gives a glimpse behind the scenes, and the employees’ children learn more about the topic in a child-friendly way as part of various cookery courses and get involved themselves.

Local clubs

Supporting the region and disadvantaged people in our society has always been a key priority for Prof. Klaus Fischer. fischer regularly supports regional clubs in their volunteer activities with in kind and monetary donations.

Local fire departments

For many years, fischer has been an active and regular supporter of fire departments near its headquarters in Waldachtal, and at other German locations. Among other things, company owner Prof. Klaus Fischer has equipped the Waldachtal volunteer fire brigade with a crew transport vehicle. At the suggestion of the Freudenstadt District Fire Brigade Association, our company has already received

the “Volunteer-friendly employer in civil protection” award from the Ministry of the Interior of the state of Baden-Württemberg twice. In 2018, our owner Prof. Klaus Fischer received the Gold Medal of Honour from the Baden-Württemberg State Association for his commitment to occupational safety.

In addition, fischer has had its own company fire brigade for over 50 years – the first and still the only one in the region. In doing so, the company is helping to improve fire safety and secure jobs in the long-term. The fischer plant fire brigade works closely with authorities and volunteer fire departments at the locations and trains employees on how to handle fire extinguishers.

Sponsoring

fischer supports regional soccer clubs and additional sports clubs, as well as individual athletes. For example, the three-time Olympic, world and European eventing champion, Michael Jung from Horb-Altheim, receives extensive support.



The DrachenEi initiative enables children from the region to take part in musical, cultural or sporting activities that they would otherwise not be able to afford due to their financial situation. Thanks to our campaigns, we apprentices and cooperative education students have already been able to donate around 40,000 euros.

Dennis Morath
Apprentice in his 3rd year

Research and teaching

In recognition of his commitment to research, company owner Prof. Klaus Fischer was awarded the State's Order of Merit in May 2018. On the occasion, Minister-President Winfried Kretschmann had the following to say: "The promotion of young scientists in particular has made great progress in many places thanks to his efforts."

fischer supports unique research projects worldwide and cooperates closely with leading European universities in the field of fixing technology in Stuttgart and Vienna. The aim is to promote research and development at universities and to organise the implementation of knowledge transfer. In May 2021, an endowed junior professorship in structural bonding in concrete and masonry construction was established for six years at the Institute for Materials at the University of Stuttgart. Prof. Klaus Fischer is continuing his many years of intensive collaboration with universities and is now involved in the third globally unique research project. The professorship in Stuttgart will explore bonded connections for concrete and masonry construction and their durability. "Future trends, such as modular and prefabricated construction, require innovative connection technologies and joining solutions," says Prof. Klaus Fischer. "This allows different materials to be optimally joined in industrial processes using structural adhesives and application methods." The approach is a crucial prerequisite for enhancing the efficiency, flexibility and sustainability of projects in modular and prefabricated construction.

To date, fischer has already financed two other globally unique research groups of young professors. This includes an endowed professorship in bio-based construction at the University of Natural Resources and Life Sciences in Vienna, which was supported by the respected scientist Prof. Benjamin Kromoser. The research project consisted of taking forms from nature as a model for the design, drafting and construction of buildings. Another aim was to identify new opportunities for resource and energy efficiency in construction. Prof. Kromoser is now head of the newly founded Institute for Structural Engineering, Timber Construction and Circular Construction at the University of Natural Resources and Life Sciences in Vienna. The junior professorship in innovative reinforcement methods with fixings was established, equipped and launched at the University of Stuttgart back in 2017, where the scientist Prof. Akanshu Sharma began his research. Now an associate professor at the Lyles School of Civil Engineering at Purdue University, he continues to work closely with our company in areas such as reinforcement methods for structural rehabilitation and seismic strengthening of structures. Furthermore, fischer supported the Nordschwarzwald Campus in Freudenstadt, both financially and in terms of content. The company provides lecturers and lecture notes for the master's degree programme in mechanical engineering.

Luftikus

fischer also supports the Luftikus project, in which a children's home was built in the region to care for children on long-term ventilator care. A former ski factory has been skilfully converted and extended into a charming and sensitively designed house for intubated children and their families. As a member of the Board of Trustees, Prof. Klaus Fischer personally supported the campaign and assisted it with material support.

Personal commitment

Company owner Prof. Klaus Fischer is heavily involved in supporting educational programmes and social institutions. In spring 2015, he established the Klaus Fischer Foundation for the promotion of child and youth education. His generous financial commitment is reflected in numerous projects, such as the Kinderhaus Waldachtal children's centre and the EiGEN-SiNN foundation. Schools and daycare centres in the district also benefit from his donations, along with clubs and organisations focused on supporting children and young people. In 2023, for example, four kindergartens in Waldachtal and two in Denzlingen received donations totalling 55,000 euros through the Klaus Fischer Foundation.

The Helfende Bürger ("helping citizens") association in Waldachtal has been taking care of the well-being of its mostly elderly fellow citizens for many years. Prof. Klaus Fischer also supported this initiative with his donations in 2023.

In February 2023, thousands of people lost their lives in the earthquake in Turkey and Syria. Many were injured. Families and friends of employees of the Turkish subsidiary were also affected. Owner Prof. Klaus Fischer donated 50,000 euros immediately. The funds were directed through the Turkish national company to areas where financial aid and assistance were most urgently needed.



Guiding Principle 12 Incentives to rethink.

fischer considers competitions and awards within the sector and across different industries to be important milestones and yardsticks for the performance capabilities of the company. Benchmarking itself against other companies allows fischer to better reflect on its own accomplishments and provides an objective way of looking at things. According to a study by the University of Hohenheim, the most respected sustainability award in Europe is the German Sustainability Award. Receiving the prize is an outstanding incentive and extraordinary confirmation of a company's work

fischer was named the winner of the German Sustainability Award in November of 2019, as "Germany's Most Sustainable Large Company 2020". The fischer group of companies was already among the top three companies in the "Large Company" category the previous year.

The high-calibre jury based its decision on the consistent anchoring of sustainability in the corporate strategy and the company's above-average power to innovate, made possible by the systematic and successful involvement of all employees.

In 2023, fischer was awarded the GREEN BRANDS Germany seal of approval. It recognises the company as a brand that makes a significant contribution to protecting the climate, the environment, nature and resources. The special thing about the GREEN BRANDS seal of approval is that it is a registered EU certification mark for ecological sustainability, with an independent, transparent and neutral test procedure.

At fischer, sustainability management is closely linked to the strategic objectives of the group of companies (see fischer Sustainability Compass and Sustainability Radar). As such, it is broken down into the individual areas in the annual Hoshin planning. Challenges such as digitisation, Industry 4.0 and the change management required for it are seen and referred to as sub-projects for sustainability management. As a result, all managers are integrated into an all-encompassing incentive system to achieve sustainable corporate goals. The fischer ProcessSystem (fPS) is a key success factor for the group of companies and is used for continuous improvement, both in business, ecological and social terms. It is based on the three dimensions of sustainability and prevents waste at the source, namely at individual work stations.

The goal is a streamlined and flexible company that can stand up to the global challenges with the involvement of all its employees. The targeted development of employees and the structures created for this purpose form the basis for continuous improve-





ment. All employees can apply for the three-stage fPS training programme. In addition, in the autumn of each year, the company owner Prof. Klaus Fischer was awarded the fPS Prize. Innovative and sustainable achievements which really stood out as part of the internal improvement system are honoured.

As an innovative company, fischer is reliant on its employees to set itself apart. It is important that good ideas are reported to decision-makers directly and promptly. In addition, initiative needs to be rewarded.

Various instruments have been created just for this purpose: the fischer Idea Process with the fischer Ideas Cloud, as a central tool for the company suggestion scheme (measurable suggestions for improvement from within and outside the company), and the fischer Product Process (product suggestions or potential for improvement). The Ideas Cloud in particular, with its wide-ranging possibilities, is also intended to generate cross-divisional suggestions for improving environmental friendliness and sustainability. These cover all products and processes, with the declared goal of conserving resources and improving efficiency. Over 1,500 ideas for improving company processes are submitted annually through the Idea Cloud, then implemented quickly if they are rated positively.

In summer 2021, over 150 ideas involving a sustainable and environmentally friendly approach to doing business were submitted by employees during a targeted campaign carried out over a six week

period. These were then reviewed, and the best ideas were put into practice. Many of the ideas that received a positive evaluation have since been implemented. Another campaign will be planned in the foreseeable future and then carried out.

In order to align the CIP process with the corporate strategy, the so-called TOP 5 problems are visualised and addressed in all areas. A targeted focus on key issues gives employees a point of reference for matters relevant to earnings and sustainability. This approach is supported by changing mottos and communication campaigns on relevant key issues. A large number of activities have been implemented under the regularly recurring motto “Year of Quality”, which raises both product and process quality.

In short: the company has an incentive system encouraging employees and managers to contribute their ideas and change their thinking throughout the entire group of companies. Thanks to the numerous improvement measures in recent years, the group of companies has already been able to overcome a number of challenges and make a significant contribution to achieving the sustainability goals. The current challenges are digitalisation and Industry 4.0 – as they have been even since before the Covid-19 pandemic. The fischer workforce is also at the heart of overcoming these challenges. The workforce is supported by the Klaus Fischer Training Centre, a measure that explicitly contributes to SDG 4 – “Quality education”.



The curriculum ranges from seminars and presentations to general education, language courses and standard Office training. In addition to proven in person training sessions, the fischer group of companies also offers a variety of e-learning programmes, which can be completed anywhere and at any time. Employees receive digital support, which ultimately has a positive impact on the performance of the company as a whole.



On the road to digitalisation and in view of the challenges posed by Industry 4.0, change management is becoming increasingly important alongside employee training (through a specially established Digital Academy). Major changes require solidarity among managers and employees. fischer reviews and analyses the change process both on a factual and personal level. Only when both levels are intact can a team achieve its highest potential in change projects. To this end, managers and employees are provided with appropriate methods and tools that provide them with the best possible support in change projects.

Sustainability is a new and complex topic that has found its way into strategic and practical corporate management. In contrast to most previously addressed management issues, sustainability is not a “fad”, but is instead here to stay. Almost all future issues will be decided based on sustainability management, both positive and negative.

At fischer, we primarily see this challenge as an opportunity, and we do not want to leave anything up to chance. That is why we have created the fischer Sustainability Campus. This institution is focused on two different target audiences. The first are company managers. They are familiarised specifically and consistently with fischer’s sustainability strategy. Managers help share information throughout our company. Their task is to exemplify corporate values and be able to convey and explain strategic objectives.

The second target audience is much larger. It includes representatives of other companies who want to master the issue of sustainability for themselves. The fischer Sustainability Campus teaches the essential basics of sustainability and offers a low-threshold introduction to sustainable corporate orientation. With the fischer Sustainability Campus, we want to create a network for exchange and mutual learning, in order to address challenges together in line with “SDG 17 Partnerships for the goals”.



Incentives to contribute and rethink are firmly anchored in our corporate culture through active ideas management and continuous training and development across all levels of the company. This promotes continuous improvement and consolidates our power to innovate.

Janina Störzer
fPS & Ideas Manager

Outlook

The integration of sustainability into the corporate strategy is manifested in fischer's TIGER.

Components of the TIGER that are relevant to sustainability – namely Technology, Innovation, Globalisation, Ecology and Responsibility – are also drivers and success factors for a successful fischer corporate strategy

The company's competitiveness cannot be maintained without continuous progress in these areas

Conversely, this means that our focus on matters of sustainability upholds the future viability of the company, and is a yardstick for our corporate thinking and actions.

There is no final sustainability target for our company. The environment is and remains in flux. So the principle has to be: the journey is the destination.



Status 04-2024

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