



Deutscher
Nachhaltigkeitspreis 2020
SIEGER
Großunternehmen

Sustainability management by the group of companies.

Waldachtal, 2023



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. Senator E. h. E. h. Dipl.-Ing. (FH)
Klaus Fischer

Introduction



Marc-Sven Mengis, Managing Director for the areas of HR, Sustainability and Building Management (right) and Christian Ziegler, Area Manager for Sustainability, the Environment and Energy (left)

The world faces enormous challenges: climate change, resource depletion, war, the coronavirus pandemic, and violations of human rights, just to name a few. All of this can make it difficult to be optimistic about the future. If everyone consumed as much everyday as we do in Germany, we would have already used up all of our available energy, food and raw materials in early May. Currently, on average every German produces 11 tons of CO2 per year. If we want to achieve the 1.5 degree target, we need to reduce this to around a ton.

What can we do? At the fischer group of companies, we created a foundation for our work on sustainability many decades ago. We began recycling plastic waste from production starting in 1953, for instance. Even back then, our company was thinking towards a circular economy. We are also pioneers when it comes to social engagement. This has always been normal for us, and a key part of our DNA. This sustainability report describes how we have developed over the years.

We have professionalised processes over time. Last year, our sustainability strategy got 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 a time of crisis. We make these concepts a reality every day, and base our work on the globally defined Sustainable Development Goals. Overall, 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 into 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 began teaching our knowledge to others this year through our newly created 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 into the future – you can count on it!

Yours, Klaus Fischer



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fischer Sustainability Management during the 2022 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, with plastic, metal, and chemical product ranges, the fischer Automotive corporate area with system components for vehicle interiors, the fischertechnik corporate area with technical toys and the fischer Consulting corporate area with process consulting, as well as 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 USA, China, and Serbia, which serves 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 and began issuing our own sustainability reports in 2016.

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, Globalization, Ecology, and social Responsibility.

Our sustainability targets as such have been operationalized, 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 re-assessments, and form the basis for corporate management focused on sustainability. Sustainability targets are monitored continuously.

Actively addressing climate protection and complying with climate targets requires targeted effort and actions. The same is true for 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, furthermore, one of our corporate values and part of our corporate capital: fischer's power of innovation is systematically anchored within the company, and is helping to carry us into the future with reliability and consistency.

Throughout our entire supply chain, we try to avoid environmental contamination and minimise 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.

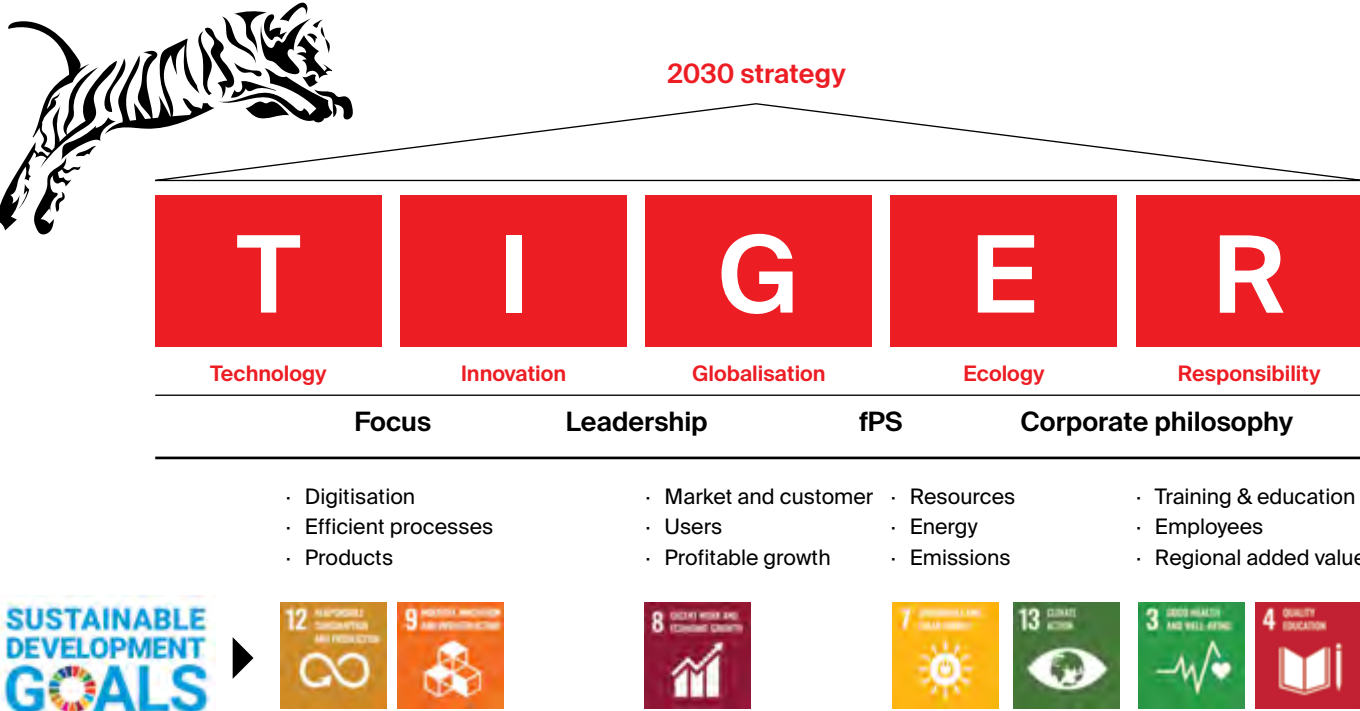
In light of this, at fischer we consider the political and social impacts and framework conditions with respect to the environment, social aspects and governance as an opportunity to continue improving as a corporate group (outside-in approach). Relevant targets are defined at fischer and can be monitored.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

For climate protection, for instance, this means that it is first important to calculate the company's CO2 emissions, our so-called carbon footprint (CCF). The greenhouse gas balance measures the direct and indirect emissions of the company and its supply chains.

Since it is not possible to completely avoid CO2 emissions, we must take targeted steps to reduce and avoid CO2 emissions as far as possible. At fischer, we do so for instance 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 (see guiding principles 04, 05, and 12).

We at fischer orient our sustainability agenda and reporting culture around the WIN Charter (Wirtschafts-initiative 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.

fischer strategy for sustainability.



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

- 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 performance indicators in fischer’s sustainability management. The other guiding principles from the WIN Charter set are also taken into account and could play an even larger role than one of the main guiding principles in the medium term.

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 designate the most urgent economic, social or ecological fields of action. This results in additional potential fields of action and thereby goals from which sub-goals can be derived.

In order to be able to achieve this, aside from the companies the most important partners are also the government and civil society organisations.

fischer concentrates on eight key points from the SDG sets (underpinned in the fischer sustainability strategy – the TIGER):



The key SDGs described above determine fischer’s sustainability focus in terms of products, markets, purchasing, production, and explicitly their environmental impacts. In addition, as a market leader, the company has an obligation to act in an economically successful manner and thereby in a responsible manner towards employees and society.

The orchestration of fischer’s sustainability performance results from linking fischer’s mission statement (“The company’s DNA”), fischer’s 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 the strategic fields indicated, the company values of “innovative, personally responsible and reputable” as well as the

proven process systems have been consistently integrated into sustainability management at the fischer group of companies. In this way, fischer’s authentic presentation is ensured – both inwardly and outwardly. All of these elements are reflected in the fischer Sustainability Compass (see page 11), our instrument for implementing 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 and are verified with corresponding performance indicators (see the respective guiding principles chapters). This creates the framework for iterative, sustainable corporate management.

Concrete implementation of these 20 total strategic goals can, thus, be managed in a targeted manner, as we at fischer have a specific overview of the KPIs and parameters (see the corresponding guiding principle chapters of 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 (inside out approach).

Sustainability risks are also carefully managed for the non-European locations. The Supply Chain Act, which enters into force in 2023, requires that companies guarantee compliance with human rights throughout their global supply chains and that they handle employee and environmental concerns in a responsible and binding manner.

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 newly founded fischer Sustainability Campus, gaining access to or continued training in issues surrounding sustainability or sustainability management. Our coaches support them in developing their own sustainability strategies or implementing sustainability projects. In doing so, our focus is to create a network for collaboration and exchange that allows us to approach 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 implementation of our sustainability activities:

Human rights

- The fischer “Code of Conduct” has been translated into 28 languages and is applied to all of the company's international activities.
- International external partners must sign the “Regulation of business methods”.
- 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 and personnel matters such as discrimination or sexual harassment can be reported anywhere in Europe and in China 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.
- Continued training measures are initiated, and the ratio of continued training costs to total wages serves as a controlling parameter.
- A variety of social activities promote employee collaboration and solidarity, resulting in low fluctuation.

More details are provided in guiding principles 02 and 07

Environmental matters

- The fischer sustainability compass and fischer NH 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. Specific KPIs and parameters are coordinated with the general management and linked to controlling.
- A balance sheet was prepared of the CCF (corporate carbon footprint) for the overall corporate group for 2021 for scopes 1 to 3 according to the GHG; our climate protection strategy was then developed based on this balance sheet.
- 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 same rate applies to percentages of waste that can be recycled or incinerated to generate energy.
- 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 evaluated based on growth in revenue over the previous year (as a %) and achievement of target EBITs.
- The “Code of conduct” works agreement sets forth binding rules of conduct surrounding the compliance provisions.
- There are central points of contact in the national companies where violations can be reported.
- An online decision-making tool has also been set up to help with handling benefits.

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 confronted with 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 to access to clean drinking water, condemnation of child and forced labour, to equal opportunity and a prohibition against discrimination at the workplace.

Responsible supply chain management and careful selection of our partners are already a foundational part of our corporate activities. By promptly implementing the Supply Chain Act, whose goal is to better protect human rights and the environment in the global economy, fischer will meet its statutory obligations in addition to its high ethical and moral principles.

Human rights violations in the supply chain, for example, and personnel matters such as discrimination or sexual harassment can be reported anywhere in Europe and in China 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. If it was not apparent before, the coronavirus pandemic made clear the importance of sustainable health and occupational safety management. 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.

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 a central key. Our owner Prof. Klaus Fischer is personally engaged in this area, and provides significant funding for educational programmes and social institutions.

Social challenges exist around the world. The fischer group of companies takes a strong social stance. Our employees are working on a variety of social projects like providing aid to Ukraine. Through an aid campaign, refugees are supported with relief supplies, and our Czech company has been able to organise long-term aid for female refugees and their children. They succeeded in finding new homes for the families locally and offering the women jobs. They have also been able to create a safe environment for Ukrainian children by giving them access to kindergarten.

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. Our activities to address the digital transformation are also associated with this challenge – which fischer understands as an opportunity.

Environmental matters

The extraction and processing of different materials, in particular raw materials, bring with them 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.

Even allegations of such activities may have long-term negative impacts on a company's reputation. 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 check list.

	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 declaration	✓
Additional chapter: Climate protection	✓

Sustainability efforts on site

Prof. Klaus Fischer donates 30,000 euros to kindergartens

Excellent educational structures are essential for a functional society. That is why Prof. Klaus Fischer is donating a total of 30,000 euros to four kindergartens in the Waldachtal region through the Klaus Fischer Foundation.

Key area:
✓ Education

Type of funding:
✓ Financial

In addition, the fischer group of companies is engaged in many other sustainability efforts in the form of projects that support other key areas like energy and climate, resources, mobility, and integration through financial, material, or personnel resources. 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 2025 Strategy. This defines the company's long-term goals and their medium-term implementation.

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 topic - 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 focus, the topics of digitisation, globalisation, innovation, technology and processes became the main themes. The interplay of managerial staff, the fischer ProzessSystem and the fischer mission statement, as well as a focus on sustainable activities, serve as the foundation for successful development. There are explicit explanations and documentation of both planned and implemented sustainability projects at different points throughout the company grounds.

The route between the stations forms the Blue Path. Persons walking along the path at the headquarters in Tumlingen will pass by three stations, for which the company was honoured by Umwelttechnik Baden-Württemberg (UTBW) as one of the "100 companies for resource efficiency".

Sustainability Management at the fischer group of companies incorporates the twelve guiding principles of the Wirtschaftsinitiative Nachhaltigkeit (WIN - Sustainability Economic Initiative) of Baden-Württemberg, as well as the Sustainable Development Goals (SDG) of the United Nations (UN).



Guiding Principle 01

Human rights and employee rights.

As a company that is active worldwide with locations in 38 countries, as well 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 as “Code of Conduct”, and has been translated into 28 languages. One key area is the group’s reputable conduct, as one excerpt from the mission statement shows: “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 a foundation for the transfer of company values into personal action. Through annual training on the mission statement and integrating our fundamental values into performance assessments, managers at the group of companies ensure that employees consistently live out its principles.

Appreciation is a topic of particularly high importance to company proprietor Prof. Klaus Fischer. At fischer, people are the focus – as shown by the company’s high investments in education and training as well as in the many social activities provided. Collaboration with the worker’s council is trusting and constructive. After the works agreement 2025, compulsory redundancies have been excluded 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 “Regulation of business methods”. The Supplier Management division 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 infringement against applicable rules or negligences, ultimately fischer’s intention is to forego collaboration or end the existing supply relationship.



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 important reason why the fischer group of companies invests so much in company health management, in order to ensure the health of all. With its many measures focused on corporate health management, fischer ensures a high level of health at its German locations, especially compared to companies of similar size in Baden-Württemberg and nationwide. These must be upheld, and employee health must be actively promoted.

Health promotion
Health promotion measures include free availability of the company physician, as well as 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. Currently, all work stations are successively being equipped with height-adjustable desks and acoustic elements, so that they represent a modern office concept with a focus on ergonomics and noise reduction. Making breaks and work hours more flexible provides an even larger window of time to take a class during the lunch break, another way of promoting a good work/life balance.

The fischer group of companies has its own fitness studio 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 you achieve your athletic goals, as well as improve your health and well-being. In addition to high-quality muscle development or endurance training equipment, the fitness studio also offers a variety of sports and health courses (such as yoga, back fitness, jumping fitness, HIT) and physiotherapy services (such as massages, Kinesio taping, vibration therapy). In addition, now employees can take advantage of full-body EMS training as part of their personal training services. Electromyostimulation training (EMS) is a highly effective, efficient training method for increasing muscular strength and mass, and reducing body fat.

Health-related subjects also play an important role outside the fischer fitness studio: A nutritionist supports employees with nutrition presentations and “Healthy nutrition weeks” at the company restaurant. In addition, the topic of “sleep” has been picked up in seminar series and presentations, giving interested employees the opportunity to improve the quality of their sleep with the help of an external consultation. 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.

In addition, company health services are being expanded for different target audiences. For example, sales force employees receive seminars specially tailored to their everyday work, and there is a programme specially tailored to apprentices, in order to sensitise them to the issue of health and motivate them to stay healthy.

Healthcare is another important part of company health management. Examinations, such as skin cancer screenings and colorectal cancer screenings, are offered regularly. Our company physician also offers annual flue vaccinations.

In 2022, a large-scale survey was also carried out, 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, satisfaction with managers, their duties, continued training opportunities, etc. The goal of the survey is to identify strengths and action areas, and find out where the fischer group of companies can make improvements. The results of the survey are used to determine where concrete changes are needed. Development tendencies can be identified by comparing the results to those of the last employee survey. After the survey, conclusions are drawn from the results, then these are addressed by working groups, workshops, and project teams.

The company restaurant offers diverse, freshly prepared menus as well as salads or vegetable buffets daily. In addition, there is a low-fat and delicately steamed healthy option for everyone who would like to enjoy a particularly conscious and healthy diet. All meals

are subsidised by fischer so that employees can enjoy high quality food at an attractive price. This year, the company restaurant also took part in the “Cooking for the climate” campaign during Baden-Württemberg sustainability days. Sustainable dishes like a bread casserole with leeks and cheese were available. The sustainable dishes saved 75 kilograms of CO2, compared to average dishes.

The company restaurant at the Tumlingen headquarters has received the award “Germany’s Best Cafeteria” for the fourth time in a row. This time, the prizes were awarded for innovative ideas for company catering during the coronavirus pandemic. In an increasingly hybrid working world, company caterers have a new role, and need to develop into company destinations where people can come together, talk, and at the same time experience the company’s appreciation. Jurors in the renowned Initiative Food & Health in particular emphasised cooking courses offered for the children of our employees as part of the “Discover cooking at fischer” event.

Occupational safety at fischer

Occupational safety and employee health have always been highly important to the fischer group of companies. An occupational safety structure that has been established over the course of decades ensures that there is an awareness of legal and official requirements and that these are also comprehensively implemented. Well-developed preventative work, based on the “Vision Zero” DGUV strategy, is intended to avoid all work-related accidents within fischer. 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 accidents must be reported to the relevant entities. Solutions to correct and minimise risks are created daily on the shop floor, then approved directly for implementation.

The digital first aid log can be used to evaluate areas where injuries could occur, in order to define and implement further accident avoidance measures.

A complete analysis of incidents describes their causes in detail. Then, measures are defined in collaboration with managers and employees, in order to reduce these risks to an acceptable range.

Planned tasks are reviewed through 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.

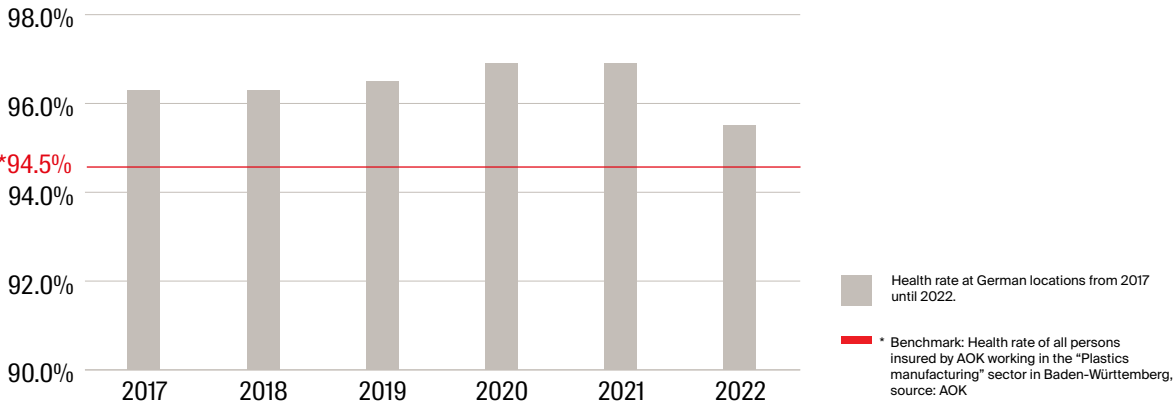
Preventative measures for reducing and preventing work-related accidents also include mandatory training sessions for all managers on “Responsibility for occupational safety”. In addition to the fundamental principles of occupational safety law, managers learn about relevant rights, obligations, and available actions, and

learn how to properly conduct trainings. The annual occupational safety training by management can be completed as a hybrid brief instruction / e-learning course. The oral instruction can be shortened , but not replaced, by completing an occupational safety e-course. In addition to making training transparent and uniform, the primary purpose of this is to ensure that the content is better retained by employees.

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

Company integration management

The fischer group of companies takes its duty of care as an employer seriously, and offers company integration management in accordance with Sec. 84 para. 2 of SGB IX for employees who are absent for long periods of time due to illness. These conversations are held on a voluntary basis. Upon request by the employee, other representatives (like the Works Council and Disability Representative, if applicable) can be involved. The goal of company integration management is to identify opportunities alongside employees for overcoming disabilities, and to identify services or tools that can be used to prevent employees from becoming unable to work, and enable them to stay in their jobs.



The health rate for 2022 was

95.5 %

this means that fischer employees are healthier than average.

Guiding Principle 03

Stakeholder groups.

As a Stakeholder Dialogue

In addition to internal suggestions from the fischer workforce, external ideas 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, several years ago we began identifying relevant and influential stakeholders who can provide valuable insight to fischer’s sustainability focus. The fischer group of companies holds the Stakeholder Dialogue with them every two years. By doing so, fischer cultivates open, constructive dialogue based on partnership with everyone involved. The composition of the group changes often, due to the dynamic framework conditions and varying focal points it takes up. The stakeholders include customers, dealers, sales partners, suppliers, representatives of regional communities 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 the stakeholder groups

A quantitative survey, called the materiality analysis, is completed in advance so that we can work effectively and efficiently during the two-day Stakeholder Dialogue. The members of fischer general management on the one hand are taken into consideration, as well as the Works Council and the surveyed stakeholders on the other. The purpose of the materiality analysis is to define the priorities of current significant sustainability aspects, in order to identify new areas of action for fischer. The results from the individual groups are then compared and discussed, including any controversial topics, in the Dialogue.

Targeted dialogue

In June of 2022, fischer invited participants to the fourth Stakeholder Dialogue in order to continue ongoing and open dialogue with all stakeholder groups, this time at our plant in Tumlingen once again. Once again, the company took this opportunity to present new practical examples and updates to the Blue Path. Then 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. We are implementing this format consistently at fischer in order to carry out this conviction. The results are integrated directly into the corporate group’s sustainability activities.

The next Stakeholder Dialogue is planned for the second quarter of 2024. The materiality analysis and format will be adjusted once again for the Dialogue, in order to address relevant issues in an even more differentiated manner. The practical review will be held at the Tumlingen location once again, where current projects will be presented and evaluated in consideration of sustainability aspects.

With this approach, fischer fulfils the WIN Charter guiding principles in an excellent manner.



Supplier structure in the procurement for German locations.

Guiding Principle 04

Resources.

The fischer group of companies is active on global markets, and is reliant on available raw materials and services, as well as strong supplier partners. 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-oriented, 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 with environmental and climate objectives. In this way, we ensure that the fischer group of companies can remain competitive on the market in the long term.

Further development of comprehensive risk management is an important way we secure these supply chains. This will be anchored fully in our processes by 2024 at the latest.

Suppliers

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). Because of this, even long-term supplier relationships are subject to a comprehensive and thorough regular auditing system.

In this context, we are implementing the Supply Chain Act (LkSG) enacted in 2021 as well as the draft EU Directive, which describe corporate due diligence obligations in their supply chains.

We have founded a network alongside seven partner companies facing similar challenges, known as the 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 equals. In addition to building up our knowledge together, network partners exchange experiences and discuss progress each month. Insights from the SustaiNet are integrated into purchasing work in order to fulfil the requirements of the LkSG and integrate sustainable action in our everyday business.

fischer’s goal is to continuously increase the percentage of audited A suppliers. 2020 and 2021 posed unique challenges for supplier management, since on-site supplier audits could be carried out only on a limited basis due to the pandemic. The company was able to increase the audit rate by 25 percent between 2020

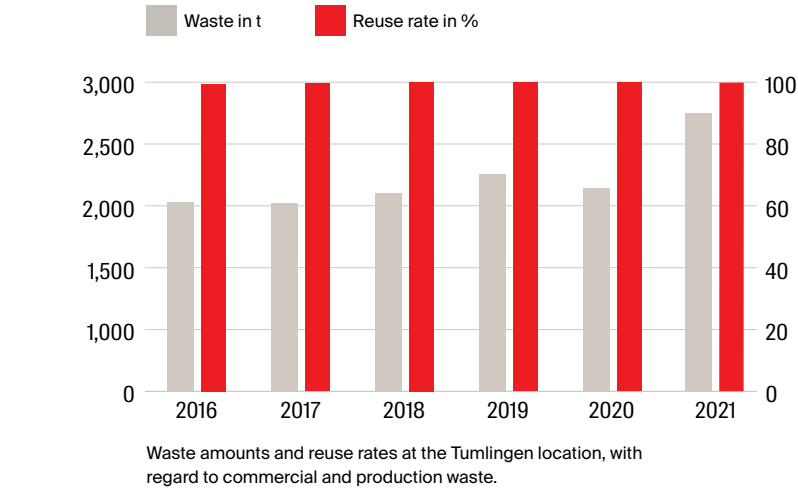
and 2021 through a combination of virtual audits, commissioning external service providers in the countries where goods are purchased, and supplier self-audits with virtual review of the results. It was possible to maintain a high level of quality and ensure supply reliability through continuous communication with business partners. The audit rate from the previous year of 55 % was increased to 57 % in 2022. 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 as well as economic efficiency 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.

This means that: Unnecessary, long transport routes are avoided as much as possible and those sources are preferred whose standards correspond with the ecological fundamental rules at fischer locations. This is also reflected in the supplier structure: 45 % of goods come from Germany, 32 % from European countries, and the remaining 23 % from Asia. The increase in the percentage from Asia resulted from a higher number of product ranges being sourced there”.







Production
fischer works to remain close to its customers through its activities and products. Because of this, the company has constructed a production plant in Vietnam for the growth market of Asia over the last two years. 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 purchasing components from the region, thereby directly serving distribution markets in Asia, fischer is able to drastically reduce transportation distances.

One of fischer’s highest priorities is that the raw materials and production materials used meet recycling and waste management requirements. The return of materials to the cycle is very important both on economic and also ecological grounds. For instance, virtually 100 % of waste accrued during the production of plastic dowels is reused internally and externally. fischer has progressed significantly in this area over the last few years. The company has also achieved success in recycling scrap parts from the start of production for the new DuoPower product range. Initially, it was not possible to recycle the two material components of polyamide and

polypropylene. Following detailed analysis with an external service provider, it is now possible to mill and separate these scrap parts, then return up to 60% of the material to the material cycle.

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 a great potential for optimisation, for instance in the use of raw materials required to manufacture plastic injection moulded parts. Because of this, more so-called recyclates are being used in our products. These are plastic granulates that result from scrap following injection moulding which can be recycled and reused in regular production processes. In addition to saving raw materials, this approach can greatly reduce greenhouse gas emissions. Using recyclates makes it possible to reduce total CO2 emissions for a ventilation nozzle by up to 30%.

The percentage of waste that can be recycled or incinerated to generate thermal energy is consistently over 99%. fischer is continuously investigating individual waste fractions to identify further potential for reducing overall waste quantities.

In the area of waste management, fischer only works with certified disposers who are able to guarantee proper disposal for the group of companies.

Recycling the backing paper for adhesive labels applied to produced goods had a very positive impact. Around 55,000 of these adhesive labels are used each day in production. After the labels are removed from the film, a silicone coated backing paper remains. In the past, this was disposed of with residual waste. Since 2019, these papers have been collected separately and then recycled back into backing paper by a certified provider. This corresponds to a reduction of 36 tons of CO2 emissions, while saving annual disposal costs of 6,000 euros.

Changing the manufacturing process for safety screws manufactured in-house achieves the goal of improving all three pillars of sustainability. The new process avoids so-called deburring scrap. First, resources are saved by avoiding 42.6 tons of metal scrap per year, and second, the machine does not have to be cleaned so 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
Existing structures and processes are questioned and resource-saving solutions are implemented as part of our continuous improvement approach.

An analysis of material flows within our production plants identified potential areas of optimisation. An injection moulding system for DuoPower production was relocated from Germany to the Czech Republic, eliminating the need for transportation of 45 million plugs (~ 30 tons) per year between the plants.

The cycle time of a machine operating at high capacity in metalworking in Freiburg was increased by 5 parts, from 120 parts per minute on average to 125. This represented an improvement of 4 % in the productivity of the system, with the same input.

Commissioning a new system for cooling water preparation has a positive impact on employees and the environment. This makes it possible to eliminate the biocide used to disinfect the cooling water, replacing it with the use of environmentally-friendly anolyte. This eliminates hazardous biocides and their storage completely, which makes work easier for employees and delivers annual cost savings of 10,000 euros.

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

All yard waste produced on company grounds is collected in a large area alongside the community of Waldachtal, then chopped up occasionally, producing

compost. This means the material does not have to be transported far, and means yard waste can be turned into reusable compost.

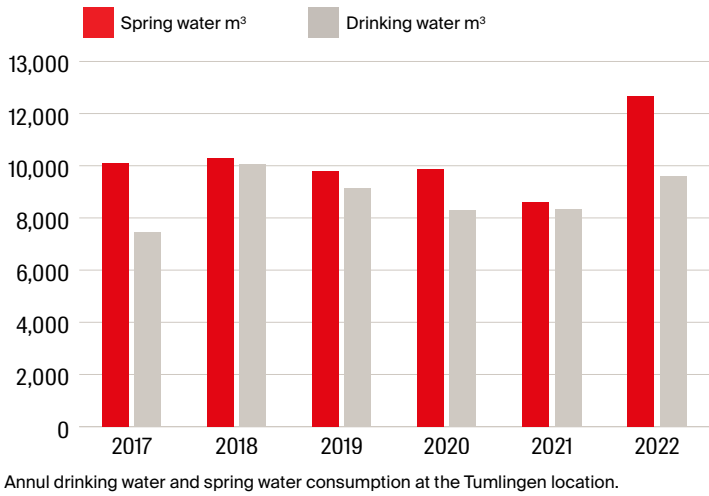
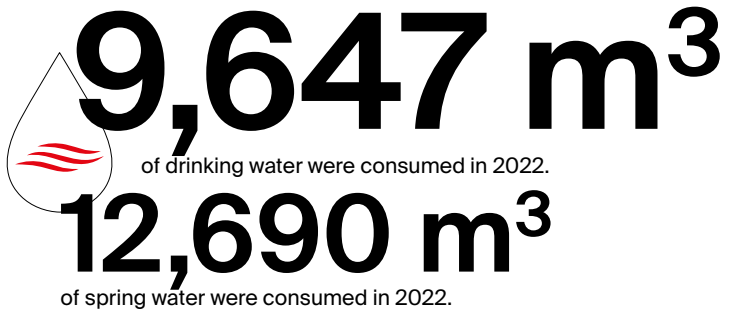
Grass cuttings are delivered to a regional farmer and incinerated in a biogas system. The product of this system is used as sustainable fertilizer, since nitrogen is not washed out of it.

Water consumption at the Tumlingen location increased at an above-average rate in 2022. This increase is explained by the need to fill two new water reservoirs for the sprinkler system. The increase in source or groundwater used was due to the dry weather in 2022. Plants, bushes, and shrubs on company grounds were watered regularly to attempt to limit damage due to the dry conditions.

The design of new projects follows the sustainability postulate
A new stretching system was purchased in logistics, with the goal of reducing damage in transit and ensuring optimal load securing.

Individual stretch programmes also enable a reduction of foil usage, which also prevents malfunctions, downtimes and maintenance. Manual stretching 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.

In transport protection, the successfully implemented project “Bonding instead of stretching”, which has won an award from “100 enterprises for resource efficiency” has saved resources and costs amounting to 33.6 tons of stretch foil and 50,000 euros per year. Initially, pallets were covered in stretch film to secure them during internal transport. This film was then removed again for the next process steps, meaning it was used for only a short time and resulted in high disposal costs. Converting the process to use an adhesive to secure goods during transport provided an optimised- waste-free way to secure goods.





Partnership

In general, collaboration with fischer suppliers is a vibrant partnership. It is characterised 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 to the income situation, the task of the fischer group of companies and its partners is to constantly and consistently search for ways to design products more simply and affordably while maintaining quality. At the same time, less material should be consumed. In-house this is being described as refinement.

For instance, in various projects the dimensions of steel products are modified in such a way as to save several tonnes of raw material per year, with the same batch size and better quality. The implemented ongoing improvements with regard to sustainability fulfil the specific specifications of the twelfth global sustainability target and its approach to handling resources with respect to reduction, recycling, and reusing waste materials.

Consulting

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

In addition to in-house company process interfaces, this involves both suppliers as well as end users. Critical here is the fact that in the future, development, planning and production departments will work together as efficiently as possible in order to create general conditions at the start of the product development process, to ensure the most efficient and resource-conserving manufacturing of products and provision of services possible.

Experience shows that, by successfully implementing the fischer process system principles, the company is laying the foundations for a sustainably positive environmental balance, and for profit for all process partners.

Guiding Principle 05

Energy and emissions.

For many years, the fischer group of companies has engaged in active environmental and energy management. This topic has been firmly anchored in the fischer mission statement for decades, and supports global sustainability target 7, which stands for (SDG 7) "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: Compliance with statutory regulations, identifying environmental aspects, evaluating environmental impacts, and minimising risks, thereby generally improving the company's overall environmental performance.

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 guarantee that management reviews the status of environmental issues at least once per quarter. This makes it possible for the general management to achieve short reaction times in case of deviations, and to track strategic environmental targets.

Energy

From 2013 to 2021, fischer set the goal of improving its energy efficiency by 1.5 % each year. However, in the meantime it has become clear that potential areas to save energy are growing more and more difficult to find. The reason for this is that high-potential measures that can be implemented quickly have already almost all been implemented. Because of this, a moderate increase in efficiency of 1.0 % was planned for 2022. The energy target is anchored in the corporate strategy, and is broken down into relevant corporate areas through our planning process. In the past, a wide range of activities on different levels have helped us achieve our energy objective.

Continuously optimising the production process within the framework of the fischer Process System not only helps improve processes and quality, but also helps us manufacture our products in a more energy-efficient manner, since production quantities can be increased more through fPS measures than the quantities of energy required to implement them.

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

The improvement measures include, for instance, the procurement of more efficient production systems, permanent optimisation of peripheral production equipment, for instance compressed air generation and process cooling; switching conventional lighting systems to LED technology, and the installation of more efficient ventilation and pump systems. The following major projects were particularly worthy of mention in 2022:

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 for efficient heating operation.

At the Denzlingen location, a carefully planned concept for providing heat and process cooling more efficiently was implemented. Two cogeneration plants and an absorption cooling system were combined in the concept.

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

The ongoing expansion of the energy metre structure for transparent flows of energy is relevant at all locations, and will be advanced step-by-step by implementing corresponding measures.

Construction of an outdoor photovoltaic system with a power level of almost 4 MWp has also begun in Tumlingen. In addition to increasing efficiency, improving the rate of autonomy is another of the company's goals.

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

The shortage of natural gas starting after the first six months of 2022 prompted the company to establish a cross-location task force to implement corresponding measures to reduce gas consumption.

The strategic energy target was met each year up to 2021. Despite all of its efforts, fischer did not succeed in meeting its annual target in 2022. The primary reasons for this were activities on the market as a result of the Ukraine war, as well as uncertainty in supplies of raw materials, which in particular resulted in fluctuating production capacity rates in all areas of the company starting from the second half of 2022. This development, in turn, greatly influenced energy efficiency in production.



The CO₂ Emissions

for the entire group of companies were entered completely into a balance sheet for the first time in 2021.

At the Tümlingen headquarters, an existing cogeneration plant and installation of the photovoltaic system helped the company increase its autonomy rate at this location to over 25%.

fischer evaluates 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. Energy consumptions are linked to defined variables, such as processed quantities of materials or weather influences, in the relevant areas. These area KPIs are cascaded systematically and transitioned into location and business area KPIs, ultimately becoming part of the fischer sustainability radar. The system of KPIs is refined and developed consistently so as to continuously improve monitoring quality.

In the future, improving energy efficiency and increasing the rate of autonomy will be central goals in the fischer sustainability strategy. These goals will be achieved by implementing a variety of measures. The focus is on successive optimisation and renovation of existing systems, buildings, and building technology, as well as expanding digitisation in production areas. This will create new options for improving energy efficiency. At fischer, activities in the field of energy are being influenced more and more by the geopolitical situation, which is expressed in pricing increases, shortages, and less supply reliability. A variety of internal working groups are active at fischer in this context dealing with current circumstances. They are involved in intensive discussions with external institutions in order to develop the best possible solutions for fischer.

Emissions

Noise: In order to assess environmental impact from noise emissions, fischer keeps a noise register that documents and evaluates the acoustic impact of German factories on neighbouring residential areas. The noise register is updated if there are any significant changes.

Harmful substances: In order to comply with limit values at work stations, emissions measurements have been integrated as a permanent component of the maintenance processes. Furthermore, the exhaust air that is emitted into the environment via the ventilation systems is checked for compliance with the stipulated concentration of harmful substances. The measurement results are used to identify any measures necessary for air purification.

Carbon dioxide:

fischer is expanding its activities related to climate protection, and in doing so is following SDG 13 "Climate action". Starting in 2022, fischer will be integrating the optional section "Climate protection" in its reporting as part of the WIN Charter.

In accordance with the "Greenhouse Gas Protocol" (GHG Protocol) three emission areas (scopes) for carbon dioxide are differentiated:

Scope 1: Direct CO₂ emissions resulting from burning fossil fuels, such as gas or heating oil for producing heat using boilers.

Scope 2: Indirect CO₂ emissions resulting from energy production by energy suppliers, such as from burning coal or gas to generate electricity in power plants.

Scope 3: Indirect CO₂ emissions from upstream and downstream company activities. These can, for instance, include emissions produced in the manufacturing of raw materials like plastics or steels.



Creating transparency is of the utmost importance, and serves as the basis for developing the company's climate protection strategy. Only by knowing the status quo can fischer succeed in identifying corresponding measures, defining climate protection targets, and translating these into a group-wide climate protection strategy. This transparency is created in multiple steps:

Balance sheets for scope 1 and 2 for German sites have been available already for several years. These are used to create the CO2 balance sheet (scopes 1 to 3) with the support of an external consulting firm, first for the Automotive Systems area, and subsequently for European production plants for the fixing systems area. As a final step, CO2 balance sheets were prepared for all national companies of the group of companies for the first time in 2022, including all production and distribution locations. These sheets covered the 2021 year, which serves as the base year for comparisons and future calculations of the company's global CO2 footprint.

While around 14,000 to 16,000 tons of CO2 were produced under scope 2 at German locations from 2015 to 2017, these emissions were eliminated completely starting in 2018 as the company switched over to green power. All of the green power comes from renewable energy supplies. The corresponding certificates from the energy providers have been provided.

The CO2 balance sheets for 2018 and 2020 for European production plants for the fixing systems area in Germany, Italy, and the Czech Republic indicated that scope 3 emissions made up 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 2021, indicates that 95.8% of emissions fall under scope 3, and that production and consumable materials are the largest source of emissions:

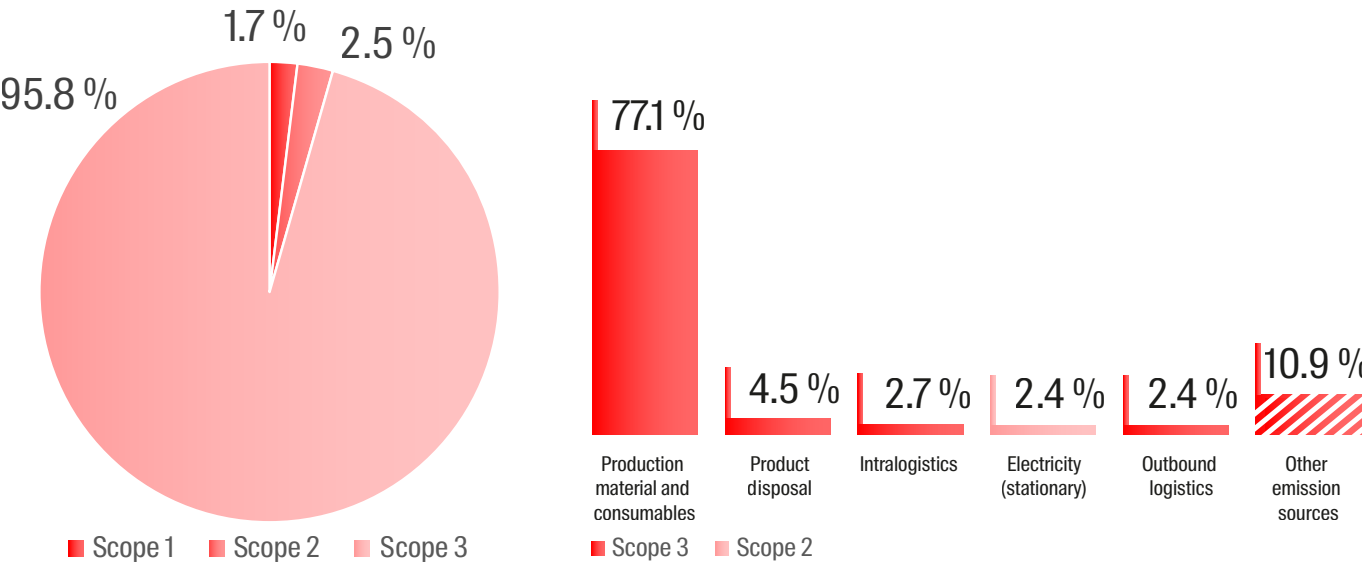
The location with the highest percentage of total CO2 emissions in the group of companies is the headquarters in Tumlingen, with 127,656,352 kg, followed by the plant in Padua, Italy with 84,219,142 kg.

Long-term avoidance and reduction of greenhouse gases in all emission areas is a very high priority for fischer. Based on detailed calculations of the CCF 2021, the company is now able to develop a comprehensive climate protection strategy to pursue this goal. The planned annual updates to the CO2 balance sheet make it possible to develop a system of KPIs that can be used to assess development of CO2 emissions from individual locations and business areas.

In the Automotive Systems area, CO2 neutrality is becoming a more and more important requirement criteria for new projects from OEMs. In order to further reduce scope 2 emissions, fischer will investigate which additional locations can be supplied using green power in the future. All in all, the goal is to successively increase the percentage of energy produced by the company itself.

In the future, additional "Product Carbon Footprints" (PCF) will be calculated for select products and product groups as needed.

The company is clearly on the right path with its climate protection measures, as indicated, for example, by the fact that the mid-sized business has been considered an official climate protection company since 2022. This is an association of companies in Germany that consistently implement outstanding innovations, allowing them to take on the role of trailblazers in climate protection and energy efficiency. fischer underwent a challenging, multi-stage process to attain this designation. Inclusion in the Verband Klimaschutz-Unternehmen e.V. is a special distinction, meant to reward outstanding, comprehensive commitment to protecting the climate and fischer's role as an example to other companies.



Percentage of CO₂ emissions from scopes 1 to 3 in 2021 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 is one major factor that results in the company's responsibility to always deliver best quality products. The fischer group of companies is actively taking on this responsibility and continuously works to increase its high product quality even further.

This process, known in-house as the fischer ProcessSystem, begins long before the product is ready for sale. As soon as an idea for a new product is created, it is reviewed to ensure it is convenient, 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. This allows users to see immediately whether the anchor is properly set, without needing any tools.

Employees from the departments of product management and application engineering are engaged in ongoing discussions with users and other experts involved in the supply chain to identify the needs of everyone involved. High-quality products are no accident – requirements are determined for the performance specification, and subsequent development work is carried out according to the fischer product development process. This ensures that nothing is forgotten and all process steps are conducted optimally.

In addition, the use of sustainable and durable materials is a primary focus of product development. One example of products made of sustainable or renewable raw materials is the fischer GreenLine assortment. It is produced of at least 50 % renewable raw materials, the first assortment of its kind in the world to do so. fischer develops resource-saving processes in close collaboration with production. This allows the company to create products manufactured in an environmentally-friendly manner that generate low manufacturing costs. Customer-specific solutions are also developed on an ongoing basis. This is the case in particular in the fischer Automotive area. Using resource-saving materials to manufacture interior products is one of the most important measures for reducing greenhouse gas emissions. By using recyclates (recycled plastic granulates), for instance, it is possible to reduce CO2 emissions by around 28 % from production of a ventilation nozzle. In the future, product carbon footprints will be used to identify further potential areas of optimisation. These footprints analyse greenhouse gas emissions on the product level, making it possible to implement targeted reduction measures.

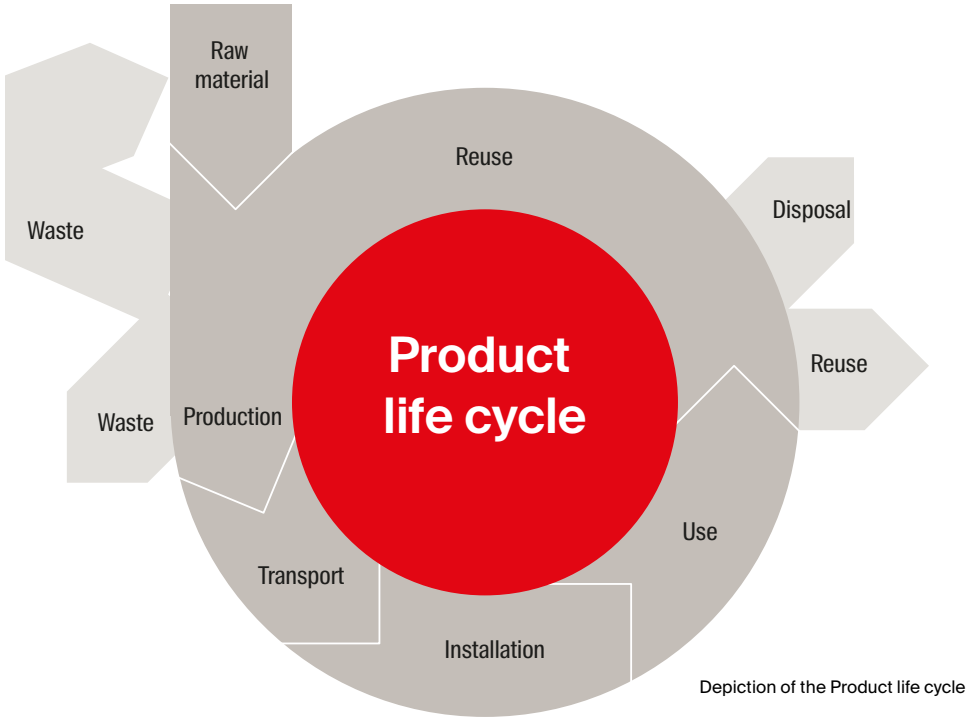
However, we are also paying attention to sustainability in the fixings area: for example, the new Termoz CS II plug was developed to work in conjunction with the thermal insulation system from the system manufacturer to make buildings climate-neutral. These products are packaged in packaging that is ecological and ergonomic for processors, and that is made of 70 % recycled materials.

Another goal is to keep hazards that could result from individual products to a minimum. This is explicitly defined at different points in the performance specification. In addition, environmental compatibility and disposal options are checked regularly with the technical specifications during the product development process, alongside the environmental, health and safety area.

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. This has made it possible for fischer to succeed, for the first time, in eliminating the raw material Benzoyl peroxide, which was previously considered essential, yet is classified as “harmful to aquatic organisms”, in a radical new injection mortar. With this innovation, the company has produced a patented system which is not subject to any hazardous materials designations at all. This important innovation has been available on the market since September 2021 under the name FIS V Zero.

fischer also is also upholding its responsibility towards the environment in terms of the product packaging we use. The packaging strategy is based primarily on the concept of the circular economy and on a focus on customers. In addition to fulfilling customer needs with respect to our packaging, we focus on using recycled materials and raw materials from sustainable sources. The recyclability of packaging plays a key role in this area. fischer wants to close the cycle with intelligent packaging designs, to save valuable resources and keep raw materials in the cycle – for the good of our environment and our fellow man. Based on this goal, the company has defined relevant packaging targets.

The issue of sustainability is also very important in the toy department fischertechnik. Since the first building kit was created, individual parts have always remained compatible with one another. In addition, the products teach about the issue of “renewable energy” in a fun way. Today, only cardboard inserts are used in the packaging, instead of plastic inserts. Organisation is half the battle – this is the case in particular for fischer's production. Clear sequences, 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. Then the product is ready to deliver.



But our product responsibility does not end here. It continues through delivery to dealers or users. Our focus here is on low-emission transport. Unnecessary transport is avoided whenever possible. New, local warehouses and production sites have been established specially for this purpose, to ensure shorter routes and faster delivery to customers. Improvements have also been made at the Distribution Centre at the Tümlingen headquarters, and pick-by-light stations have been created for picking and packaging and additional storage options.

Depending on the region and the application, fischer products must satisfy various quality standards and in some cases verify them with corresponding certificates. We consider it our corporate responsibility to ensure each customer receives the product certificate they need.

The sales partners and customers of the group of companies should have enough time to use the products – even if they last indefinitely. This is why above-average storage-stability is particularly important. Dual-component resin capsules, for instance, and our FIS EM Plus injection mortar system can be stored up to three years for this reason.

When the product is in use, an appropriate service life must likewise be ensured: When it comes to steel anchors and chemical fastenings, an operating life of at least 50 years is expected – in some cases even 100 years. For the FAZ II Plus and FIS EM Plus, specialised certificates and assessments were 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. In this way, steel parts from fischer fixing systems can be reprocessed after they are removed from the structure. If the processing of plastic parts is not economically viable, they can at least be thermally reused. Packaging is processed in paper recycling or a recycling system like the German dual system. However, the product life of a fischer anchor does not end after the initial use: For instance, the fischer concrete screw UltraCut FBS II 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 investigate 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 economically successful and has great future potential. The long-term success of the company is ensured by the sustainable generation of profits in five company areas, which also secure jobs in the region. In addition to growing its revenue, the number of fischer employees continues to grow worldwide. Both developments confirm that fischer is an internationally successful and growing company. Ongoing, healthy revenue growth enables, among other things, extensive investments in training and the creation of more jobs. By encouraging long-term, inclusive and sustainable economic growth as well productive full employment and decent work for all, fischer is working to achieve SDG 8 “Decent work and economic growth” (see page 10).

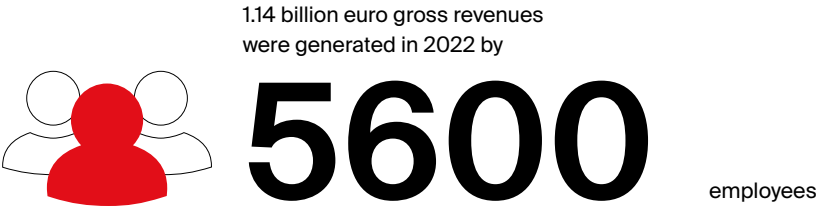
The basis for the company's success is the company's mission statement with its values. This also anchors the goal of generating the necessary profit required for the successful advancement and future security of the group of companies. “The biggest asset and the most important success factor in our company are its employees – not systems and buildings!” company owner Prof. Klaus Fischer emphasises. The company has a social responsibility towards its employees and the society, by facing current challenges and addressing the internal and external requirements of various stakeholder groups in an appropriate manner.

Employees shape the company every day with their knowledge and their commitment. In order for them to perform well, and stay motivated and healthy, fischer offers various opportunities that appeal to various target groups in their respective areas of life. Anyone can take advantage of and benefit from these services.

Training and degree programmes

The diversity of training options available is reflected in the total of over 20 degree programme and dual studies programmes offered. The young professionals in these programmes are active at all German company locations. Through high-quality training, the fischer group of companies is investing in young people over the long-term, enabling them to improve their future prospects both within the company and on the labour market as a whole. In so doing, the company also ensures its own young skilled staff.

As ideal preparation of trainees and dual-study students for the labour market, fischer conveys expert knowledge as well as methodological, social, and personal competencies. This is supported by various seminars on team work, communication, the fischer ProcessSystem and the independent organisation of projects, as well as by the annual trainee information day or donation campaigns. In addition to the usual certificates, thanks to this training programme every graduate also receives the “fit for future” certificate, which confirms that the graduates' training extends far beyond the normal standard.



As it is becoming ever more important in these times of growing internationalisation to look at our own foreign-language and intercultural competences at an early stage in practice and to develop these further, fischer offers its apprentices and dual-study students the opportunity to visit one of its 50 subsidiaries in 38 countries. There are various opportunities to do so: Language trips with financial support, work assignments with an additional visit to a language school for trainees, or a practical and/or theory semester for dual-study students.

Klaus Fischer Training Centre

The Klaus Fischer Training Centre was founded in 2010 in order to allow employees to take part free of charge in various courses and to engage in continued training outside of work hours. Since then, there have been around 12,000 registrations for almost 800 courses from different areas, such as health, cooking, nutrition, as well as language, memory training, time and conflict management, as well as communication or body language.

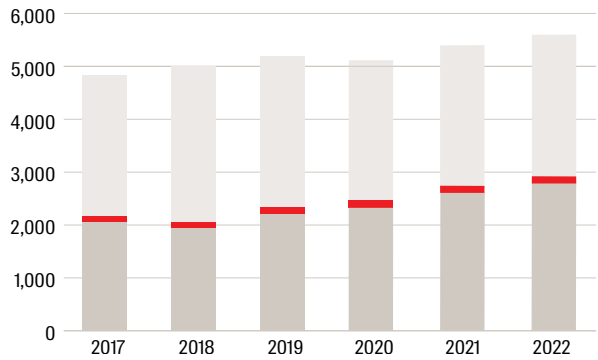
Qualification planning and needs-based continuing education

The fischer group of companies uses the qualification matrix as a planning instrument 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 target and actual profile of qualifications differ.

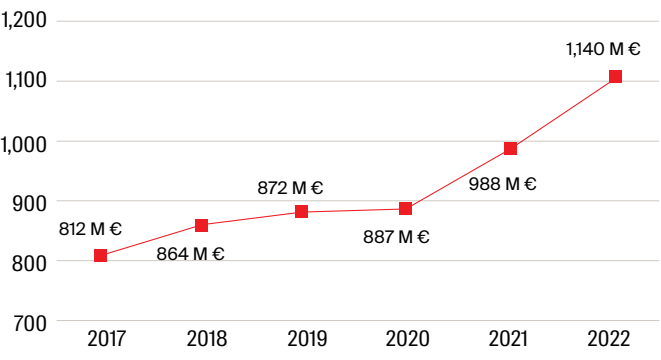
The average training time for German employees in 2022 was around 2.5 days. These days consist of attending in-person and online seminars, language courses, longer-term external trainings, and completing e-learning programmes. In addition, they include mandatory training and onboarding weeks for new employees and trainees or dual studies students. From a topic standpoint, they cover all relevant competence areas and serve different target audiences, such as technicians or managers. Events at the Klaus Fischer Training Centre are also included.

Support programmes

Education and training are a high priority at fischer. The opportunities for life-long learning are promoted and supported by various measures by the company. The goal is to staff 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 prepares employees specifically for future management tasks. As a strategic supplement to the management track, the Expert Talent Pool is offered as another development opportunity that promotes technical expertise in a targeted way, ensuring that it benefits the company. 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. Employees can complete their degree while they work through the Academic Talent Pool. To promote digital competence in the long-term, the first Digital Talent Pool was launched in 2022 with 23 participants.



fischer group of companies – Number of employees



fischer group of companies – Gross revenue in € million.



Internal continuing training services is supporting employees through the digital transformation, and are part of the Digital Academy. Participants were selected as so-called digital enablers in their departments, since they have particularly well-developed digital competencies. Their goal is to understand and help shape the current and future potential of the digital transformation, as well as promote it within their respective areas. After the programme was launched successfully on the national level, it will also be implemented internationally next year. The Employee Academy was created to support employees in production and logistics who do not have a degree, or who have one from a different field. This qualification programme now enables another target group to have customised further training with a certificate programme. fischer has made it its goal to offer women and men equal career opportunities within the group of companies. 30 to 40 % of the participants in the various support programmes are women, whereby the quota has increased significantly compared to the previous years. In principle, advanced training at fischer is possible at any time and in any phase of life - independent of age.

Developing managerial staff

fischer offers its managerial staff a defined concept of strategic and needs-based measures that contributes to ongoing coaching of management work and prepares them for current challenges. These extensive programmes help managers at all hierarchy levels. The fischer group of companies expects management to be performed respectfully in accordance with the mission statement. The fischer 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 was developed specially for managers, and addresses strategic topics and content related to the management model, serving as a framework for joint consideration of these topics.

Welcome days

In order to give all new employees an ideal entry into the fischer family, every quarter there is an introduction week that focuses on getting to know the group of companies. In addition to practical support in production and logistics, employees become familiar with the mission statement and the philosophy of the fischer ProcessSystem, as well as a range of interdisciplinary and company-specific content. fischer's sustainability management is another of the topics introduced here. This way, everyone has the same starting requisites.

Digital Learning

Digital learning is also highly important at fischer, in order to further advance digitisation within the group of companies and ensure employees can develop and expand their knowledge in a quick, flexible, and individual needs-based manner. In addition to introducing a Learning Management System, online seminars are held on current topics, and e-learning courses are available to employees on a wide range of topics like occupational protection, Office, 365, etc. Introducing an author tool makes it possible for users to create their own e-learning courses. As of summer 2022, a large portion of group language courses are carried out online via the Rosetta Stone learning platform. Digital learning ultimately improves both the individual nature and independence (participants can learn whenever and wherever they like) of learning as well as the long-lasting retention of the content taught.

Fair payment

Employees under a collective pay agreement receive remuneration commensurate with their performance within the framework of the Metal collective agreement. 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. In addition to the later statutory pension, a monthly contribution is paid for each employee into a pension fund. Another payment that is not required under the collective agreement is our "fischer pension". After a specific period of service, annual contributions are paid into a supplemental pension fund for each employee.

Company anniversaries

At the fischer group of companies, company anniversaries are celebrated from 10 years with the company, and every 5 years thereafter. Employees celebrating an anniversary receive an anniversary reward, in the form of a bonus, gift, or travel voucher. The type of reward is dependent on the individual anniversary. 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, at this celebration.

Loans at favourable conditions

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

Support Association

Also, employees and their relatives are assisted in emergency situations with payments from their own Support Association. This service can be utilised when employees find themselves in need through no fault of their own and cannot get out of the situation on their own.

Prizes and awards

The company's success is also exemplified by the appreciation fischer has received from our customers and recognized experts. Prizes and awards received by the fischer group of companies are proof of our continued development, and valuable for further improvements. Recent examples: The company is on the list of Germany's companies who are most committed to the climate, published as an insert in FOCUS Magazine, FOCUS Money and online at focusbusiness.de. In addition, fischer was honoured as a “Volunteer-friendly employer in civil protection” by the Interior Minister of the state of Baden-Württemberg. This award is given out annually by the state of Baden-Württemberg.

EcoVadis is a platform for corporate sustainability assessments, which evaluate how well companies integrate sustainability principles into their management system in the form of ratings and score cards. Environmental, labour and human rights, ethics, and sustainable purchasing are considered in these assessments. Our results for 2022 place us among the top 25 % of rated companies, and above the average industry rating in all areas. Our rating in the environmental area is particularly good. For our company, the EcoVadis ranking serves as a basis for continuous improvement in all sustainability areas.

The fischer group of companies is also one of Germany's most innovative companies. This was confirmed by a study from market research institute Statista, in collaboration with Capital magazine. The company garnered top ratings in the “Manufacturing and processing of materials” category. The study also indicates a particularly high patent relevance. In addition, the “fischer Consulting” area of the company was successful in the category of “Professional Services & Outsourcing”. Corporate consulting supports companies in optimising their processes as part of a philosophy of continuous improvement, and is also one of Germany's most innovative companies. The company restaurant in Tumlingen has received the award “Germany's Best Cafeteria” for the fourth time in a row. After an intensive selection process, fischer received the GREEN BRAND Germany award in Nuremberg from international brand rating organisation GREEN BRANDS.

The award honoured the GreenLine as well as the company's overall sustainability activities. The group of companies also received the Plus X award. This award honours advances in innovation, combined with exemplary engagement, vision, and responsibility, and serves as verification of forward-thinking and sustainable action. fischer is also one of Germany's best employers. This is evidenced by the company's ranking as a “Most Wanted Employer 2022” by weekly magazine DIE ZEIT, in cooperation with employer ratings platform kununu.com. The investigation identified the top 1,000 employers based on five million employee ratings. The fischer group of companies also received the Lean & Green Management Award, along with the special prize “Integrated Lean & Green Strategy.” The competition honours companies that skilfully combine streamlined corporate processes and sustainability strategies to achieve success. The fischertechnik corporate area is also very successful, and received one of the most important honours in the German toy market: The German Spielzeugpreis (Toy Prize). Two fischertechnik building kits were honoured with this prestigious prize. In addition, fischer received the Play for Change award in the “Life Skills” category. This category is used to reward manufacturers that prepare children for the world of the future with their toys. fischertechnik has also been honoured once again by Focus Money for its unique commitment to sustainability. The toy area still produces its construction sets, with components that have remained compatible since they were launched in 1965, in Germany, and has also brought a building kit with bio-based components in sustainable packaging to market.

Digitisation and sustainability

Industry 4.0 and digitalisation are treated as sub-projects of sustainability. The strategic goal of digitisation in the fischer group of companies is closely tied to sustainability. Advancing digitisation creates added value in many ways that positively impact on sustainability at fischer. The employees of the group of companies see digitisation being implemented in internal processes and in collaboration with customers, to whom fischer is offering more and more digital business models.

fischer is implementing more cloud services in this respect, for example from Microsoft. These are operated in central computing centres. Some providers are already making operations more energy efficient in terms of data processing and storage. Microsoft has set the goal of having a negative CO2 balance 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 Industry 4.0, fischer is optimising its core processes in production and logistics by networking all systems and machines together, making it possible to use the production and process data generated 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 further optimises the company's use of resources, improving transparency, and results in further digitisation of HR processes.



The level of cyber threats facing the company is greater than ever before. fischer has developed an IT security strategy, through which it protects employees and IT systems from danger. Likewise, fischer is continuously improving its IT security. As part of this strategy, for example, the company is improving awareness of IT security through regular campaigns. These include phishing simulations and a video series provided to employees. fischer has introduced a modern virus protection solution to ensure all devices are better protected. It can reliably detect attacks on devices through artificial intelligence and conduct-based detection. Unfortunately, it is not possible to guarantee one hundred percent security. To best prepare for IT emergencies, a comprehensive emergency manual has been developed and tested in practice through crisis simulations.

Digitisation of the business model for our customers

Added value for our customers is at the heart of the company's ongoing digital development: New business models, innovative products and services, digital elements of sales and marketing, as well as in logistics and production increase that value. The digital transformation at fischer is making processes more streamlined and more efficient, with the goal of providing products and services at the right time, right place, and in the desired quality. Delivery service and quality generate added value for all customers. The fixing systems business area is one where intensive consulting is essential. 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. It serves as a creative environment, outside of the everyday workplace yet directly adjacent to the company's main headquarters, and is a place where workers can generate ideas for start-ups and new business models in the former home of the parents of Prof. Klaus Fischer, the company's owner. 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 area is also located there, and is working on visionary fixing solutions. Here are just a few of these: The BauBot, the only product of its kind in the world, which fischer developed alongside Austrian start-up BAUBOT. The fully autonomous BauBot building robot can drill holes, clean them, and mark and set plugs, and is revolutionising the digital future of fixing technology. For the first time, the Construction Monitoring Solution developed by our company makes it possible to monitor buildings remotely via the SensorAnchor. The SensorAnchor continuously measures the forces acting on the fixing, collecting relevant data. This product, the only one of its kind in the world, is making a key contribution to better building safety. The non-linear spring model also makes it possible to use it with C-FIX software.

Beyond the product portfolio, digital services deliver further added value to fischer's customers: one example are "Building Information Modeling" (BIM) digital planning methods. This is 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.

This makes it possible to plan the exact quantity of products needed early on, and provides a precise model of the building to clients and construction managers for maintenance work or future expansion. Start-ups also make everyday work easier for fischer's customers through digital solutions. One of these is the "Craftnote" app, designed for trade workers. The free basic version offers a central place to store files and clearly organised lists of tasks – an important tool for implementing process improvements. Charged modules, like digital forms, or time recording, can be added as needed. That makes the app the ideal tool to improve processes and communication on the construction site. With the expansion of the product information management systems (PIM), fischer is able to provide product-specific data to its customers even more quickly and better than before.

Digitising corporate processes

Employees and their work environments are the focus in the course of digitisation. 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. By using new and innovative digital products, the group of companies is able to create attractive, future-proof jobs for its employees. In addition, automating trivial processes and avoiding waste in the process makes it possible to create new, exciting tasks and projects. The digital transformation impacts all processes and departments within the company. Industry 4.0 is used to optimise core processes in production and logistics and digitise HR processes, for instance with modern solutions for conveying knowledge or recruiting personnel. Digitised personnel files, for instance, make it possible to work in a paperless manner thanks to searchable PDFs. In the future, documents such references, work certificates, congratulations for a birth or wedding, and more will be able to be created and integrated into the digital personnel file through intelligent software.

A newly structured stage gate process within the product development process allows for targeted, structured, and market-oriented development of new and innovative products – from idea to market launch. For many years, the product development process has served as a guideline for standardised development of new products across the different fischer business units.

Digital Academy

In an era of digital transformation, it is important to do more than just use digital media in order 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 multi-stage continuing training programme is composed of different facets and content. This includes seminars on the fundamentals of digitisation, which are offered both in the seminar catalogue and the Klaus Fischer Training Centre. In addition, employees with well-developed digital expertise (so-called "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 networked in the so-called digital community of our company.



In addition, there are training sessions for specific target audiences in line with the changing duties and competencies required in the individual jobs. Our fischer Process System acts as a framework for the overall concept, designed to ensure streamlined processes in a digital context.

Digital partner school

The fischer group of companies carries out the "Digital partner school" cooperation project alongside the Otto-Hahn-Gymnasium in Nagold. The cooperation is planned for an initial term of three years. Its primary goals are to make the digital transformation a topic of discussion in the professional and working worlds as well as in schools, and to prepare students for challenges they may face in their later careers. Students receive practical insight into the group of companies – including through digital internships, digital learning units, project work, and insight into the start-up scene at the fischer Innovation Campus. The "fischer Digital Room" offers interested students a space to learn about issues like digitisation, artificial intelligence, sustainability and Industry 4.0. Changes in the professional and working worlds in the digital modern age are always taken into consideration.



Guiding Principle 08

Sustainable innovation.

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

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

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 in order to create the best products with regard to performance, quality, safety and sustainability. Ultimately, products are parts of overall systems, and must work perfectly at the interfaces between them.

For example, hollow drills have been integrated into the approval documents for 32 of over 50 approved fixing systems. This allows installation companies to use an innovative drilling process that delivers quicker drilling progress without additional drill hole cleaning. Hollow drills already produce over 95 % less fine dust in comparison to conventional hammer drilling.

fischer has offered the FSS 18V cordless impact driver and the FVC 35 M vacuum since 2019 as perfect products to supplement its core range. This means our customers receive a complete system, from dust-free drilling with the vacuum to innovative fixing technologies to quick assembly

using the impact drivers. Trade professionals can receive everything they need to drill holes or install concrete screws from a single source from fischer.

The system was optimised further in 2021. In addition, fischer is a partner to the “Cordless Alliance System” (CAS). This means the impact driver is compatible with batteries and chargers from other leading manufacturers, saving cost and space for users.



Concrete screw UltraCut FBS II

fischer is taking a new approach to production technology with the fischer concrete screw UltraCut FBS II – it is suitable for handling extremely high loads, and can be reused under certain conditions. It can serve as a temporary anchor even in green (young) concrete, with a strength of just 10 N/mm². Different designs are permitted for many different screw fitting or anchorage depths depending on their diameter to match the loads involved. The UltraCut FBS II is now available made out of rust-resistant steel (A4) as a supplement 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.

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.

New production technologies and associated expertise have been expanded for manufacturing powerful concrete screws for the best possible installation comfort. These make it possible to disassemble the fixing and reuse it multiple times for temporary anchors, saving valuable resources. Because of this, they are ideal for fixing pipes, cable trays, and other media lines.



fischer GreenLine, the first fastening assortment worldwide with dowels and injection mortar produced using over 50 % renewable raw materials.

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. These do not compete with food and feed products or with corresponding cultivation areas. The assortment includes six plugs that, up to the present, are available only in grey, as well as the dual component injection mortar FIS GREEN for heavy loads, which has been certified for ETA approval “option 7” and “for masonry”.

fischer chemists developed recipes using renewable raw materials specifically for this purpose – another global first. The percentage of renewable materials was confirmed by independent testing and certification by the 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.



Anchor bolt FAZ II

Solutions are generated through continuous analysis of customer needs, applications, and difficulties with prevailing regulations.

These include, for instance, permitted use of cap nuts, use of holes drilled in inches, or use in lime sand brick, as well as a usage term for the FAZ II anchor bolt of over 120 years. In the past this term was only 50 years.

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. The approval for normal steel bolt anchors with a variable service life in outdoor use is based on the company's research, for instance. This approval was applied for the first time to the hot-dip galvanised steel bolt anchor FBN II for non-cracked concrete. The sustainable and efficient FDBB bolt anchor is also the result of a consistent focus on customers, and can be used to attach high loads, then reused to create another attachment point after the work is complete.



PowerFast II

fischer received the German Design Award 2020 in the “Building and Elements” category and the Red Dot in the “Red Dot Award: Product Design 2020” for its chipboard screws.

The new PowerFast II chipboard screws combine technological expertise with high-quality design. The product stands out for its universal applicability in wood construction, as well as its excellent performance. The PowerFast II likewise fulfils high standards in terms of its design. The screw prevents surfaces from cracking.



Craftnote tradesmen 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 trade sector. 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 tradesmen.

fischer FiXperience Suite

The fischer FiXperience dimensioning software, which is now also available online as a browser version, supports technicians in the planning, statics, and trade areas 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 targeted and cost-effective manner.

FIS V Zero – Background information / technology

Peroxides have been used as hardening agents for chemical fixing systems for decades. Benzoyl peroxide is so widely used as a raw material for radical curing vinyl ester resins that it is used by all manufacturers of chemical fixing systems. according to the criteria of the CLP regulation, benzoyl peroxide is classified as sensitizing, an eye irritant, and toxic to aquatic life with long lasting effects. Because of this, fischer has been working to replace this raw material. In addition, besides replacing peroxides, another goal of the new product was to develop a 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 simplify logistics processes.



EasyHook

fischer offers the new EasyHook assortment for handing and attaching construction elements. The broad product range includes J-hooks, eye hooks, and angled hooks that can be attached to countersunk head screws as adapters. Assembly is simple, and can be completed quickly either directly in the wood or in all other common building materials using the fischer DuoPower plug. Because of the fibreglass-reinforced plastic used, hooks can handle heavy loads of up to 80 kg per attachment point, depending on the subsurface.

TermoZ CS II

The TermoZ CS is the strongest screw-in plug for secure attachment of any insulation panel on solid and hollow building materials. It was developed to meet the needs of processors - meaning the TermoZ CS is simple to use and guarantees fast installation. The TermoZ CS 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. 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.

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. Through this partnership, fischer is making an active contribution to saving energy in buildings and efficiently reducing CO2 emissions.



Focus Open 2022
Silver

fischer DuoLine

The innovative plastic fixings in the fischer DuoLine combine a variety of functions in a single product, through dual 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 for customers for any building material. In addition to their added functionality, the products stand out for award-winning design. DuoLine products have received the German Design Award and the renowned Red Dot Design Award, among other distinctions. The DuoLine family continues to grow – its newest members are the DuoSeal, as an innovative plastic plug for sealing and fastening in wet areas, as well as the DuoXpand frame plug.

DuoSeal

With the fischer DuoSeal, the company is launching an innovative plastic fixing that can be used for secure attachment in wet areas, while simultaneously sealing the drill hole. This makes assembly work much faster and simpler for plumbing, heating, and air conditioning tradesmen, do-it-yourselfers, and all other users. The DuoSeal makes it possible to create seals in wet areas in accordance with the specifications of DIN 18534 and ETAG 022.



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 developed setting control in conjunction with our FH II sleeve plug.

This makes it possible to quickly visually inspect the plug for security and to ensure it has expanded properly. Eliminating the torque control can save a lot of time, in particular when installing multiple plugs.

Traffic sign plugs

Fischer traffic sign plugs were specially developed to quickly install traffic signs. They make it possible to very quickly anchor signs in specialised anchor baskets in the foundation. If the traffic sign is damaged during an accident, a new sign can be anchored in the existing tubes without prior drilling or cutting.

fischertechnik

The 2021 new products offensive is bearing fruit: The Green Energy building kit received the German Spielzeugpreis (Toy Prize) in the Games & Technology category, and the H2 Fuel Cell Car was named a top 10 toy of 2021 by the Bundesverband des Spielwaren-Einzelhandels (BVS - German association of toy retailers). The new product offensive will be continued in 2022 in both the toy area and education area, along with the issue of sustainability. To further increase awareness of future issues in future generations, fischertechnik has brought a variety of building kits focused on sustainability and renewable energy to market, both in the toy and school areas. As in the GreenLine in the fixing systems area, polyamide is used in the new Animal Friends building set as a partially renewable raw material. The new orange and green colours used for the five animal models also strengthen their link to nature.

The product range also includes fischerTiPs, which are made of potato starch and are 100% biodegradable. The base set from the creative material manufacturer, which is “Made in Germany” 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 brilliant colours. After crafting, remaining TiPs and the tool can be replaced in the bucket, where everything can be stored securely and cleanly. Through active sustainability management, fischertechnik is helping ensure our environment remains intact. This is also the case for the materials selected for fischerTiP tools, which are made of resource-saving bioplastic.



fischer Automotive – Charger Socket

The shift in the automotive industry towards electric mobility is a major opportunity for fischer Automotive to develop sustainable innovations. Electrical charging units have been developed as a new product group which makes it possible to charge electric vehicles at all worldwide standardised charging outlets. So-called charger sockets are developed so that the flap can be opened and closed fully electrically. In this innovative product, fischer Automotive combines a wide range of competences such as complex development of mechanical components, the integration of electronic assemblies, and high-quality plastic injection moulding. This creates major opportunities for companies in the exterior sector to establish new product innovations.

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, when choosing finance partners the focus is 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 long-term success of the fischer group of companies. In addition to economic aspects, employee matters and environmental aspects are also included in investment decisions.

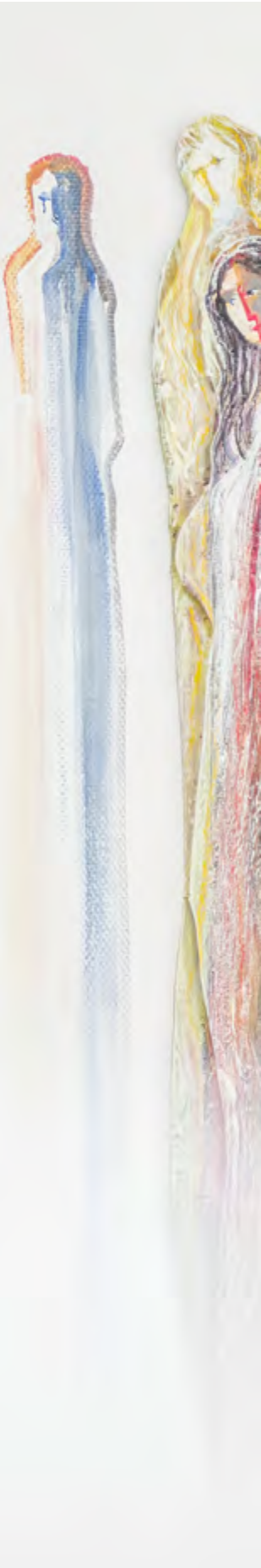
Guiding Principle 10

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. The value “reputable” has been a basic value in the company's mission statement for decades, and excludes any form of bribery (active corruption) and venality (passive corruption). Any breach of the company's values is not accepted and will be investigated 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.

In order to ensure and encourage compliant conduct, managers and employees are annually trained as part of the training programme in the mission statement and in compliance. This gives employees the tools to make the right decisions in difficult situations and minimise risks. One area of focus is to convey to employees how corruption, fraud, embezzlement and breaches of trust can be avoided. The “Code of Conduct” works agreement contains binding rules of conduct for handling benefits, selecting suppliers and service providers,

and dealing with information, as well rules for implementation, including the central contact persons 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), minimum controls were established for the national companies for significant processes by the central ICS working group, then transferred into local risk controlling matrices. Each national company has appointed an ICS coordinator to monitor the completion of controls. In addition, regular audits are conducted to ensure controls are carried out properly. In addition to the already established whistleblower system in our Chinese national companies, a central whistleblower system was introduced.



Guiding Principle 11

Regional added value.

Responsibility towards the region and our fellow man

The group of companies exemplifies its social responsibility in many different ways, including through its involvement in numerous projects throughout the region. In this way, fischer makes an important contribution to attaining SDG 9: Establishing a reliable infrastructure, promoting inclusive and sustainable industrialisation, and supporting innovations.

Knowledge factory / School campaigns / Education initiatives

Together with over 120 companies and foundations from various sectors, fischer has been committed to supporting knowledge-transfer and the development of competence in technology, science, economic education and entrepreneurship - both financially and with personnel. Company owner Prof. Klaus Fischer was active as a founding member of the Knowledge Factory from the start, in order to support pre-school and school children with innovative education projects, to feed their thirst for knowledge and curiosity and thus to support their development. In this framework, the fischer group of companies is successfully realising the Erzählwerkstatt (fischer's own story tent), TECHNOlino, KieWi (children discover industry), KiTec (children discover technology), School2Start-Up and SIA (school pupil engineering academy) and TECademy projects with numerous nurseries and schools. In addition, fischer gives female students insight into technical professions on Girls' Day, in order to inspire girls to enter technical fields.

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 education projects and initiatives in kindergartens, primary schools and secondary schools. The fischer School Campaign is aimed at school pupils who are supported in their career orientation. Thanks to mentoring by education officers from fischer, more than 50 schools in the area around the headquarters in Waldachtal are supported with programmes preparing school children for the professional world.

The Abiturientenforum allows students who will soon graduate from secondary school, as well as trainees and dual-study students at fischer, to discuss with experts from the fields of politics, economics, and science, and address key future questions. A new student competition joined the successful event series in 2020: The Future School Digital Prize. Prof. Klaus Fischer launched the competition, which give out a total of 20,000 euros in awards, to correct deficits in digitisation in German schools.

During the finale of the second "Future School Digital Prize", teams presented their answers to the question "Sustainably digital, digitally sustainable - how networked are the mega-trends?"

Daycare centre (uniting family and work)

Family and work - it should be easy to find a good work/life balance in a family company. fischer supports parents with flexible working hours models and the Waldachtal children's house. Cooperation with the children's house offers employees many new daycare options for children from infancy to school age in the direct vicinity of their workplace. The group of companies therefore supports the daycare not only in terms of organisation, but also financially and in the form of various projects, from which the carers and all children at the daycare benefit. Prof. Klaus Fischer supported the construction of the daycare centre "In Heaven" (Im Himmelreich) with a donation of one million euros.

DrachenEi (Dragon egg)

Since 2013, the trainees and dual-study students of the fischer group of companies have been supporting the DrachenEi initiative with great enthusiasm. With the money gained from independently organised campaigns, young professionals at fischer support children from the district, who because of their financial situation, do not have the possibility to learn in clubs or take courses, or to participate in musical, sporting and cultural programmes. In total, fischer apprentices have donated between 3,000 and 4,000 euros annually to the "DrachenEi" organisation since the start of the collaboration.

Projects for employees' children

Holiday programme for employee children: While mum and dad are at work, their kids can enjoy a wide variety of holiday activities at the headquarters of the group of companies in Tumlingen. fischer trainees and dual-study students have created an exciting programme for various age groups specially for this purpose. By doing so, the company's young professionals support their colleagues during the holidays as they balance family and work.

"Discover cooking with fischer": The little ones learn how much fun it can be to prepare a tasty and healthy menu. The team at the in-house company restaurant provides a glimpse behind the scenes and employees' children find out more about the subject and get active in various kid-friendly cooking courses.

Local clubs

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. Company owner Prof. Klaus Fischer equipped the Waldachtal volunteer fire department with an armoured personnel carrier, among other measures. At the suggestion of the District Fire Brigade Association of Freudenstadt, in September 2016, the group of companies received the "Volunteer-Friendly Employer in Civil Protection" prize from the state of Baden-Württemberg.

In addition, fischer has maintained its own plant fire brigade for 50 years - the first, and still the only one of its kind in the region. By doing so, the company helps improve fire protection and protect jobs over 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 and individuals. For instance, three-time Olympic Champion, World and European Champion in equestrian eventing, Michael Jung from Horb-Altheim, is intensively supported.

Research and teaching

In recognition of his commitment to research, company owner Prof. Klaus Fischer received the State's Order for Merit in May 2018. On the occasion, Minister-President Winfried Kretschmann had the following to say: "The promotion of the next scientific generation in particular has taken great steps forward in many areas thanks to his commitment."

fischer also supports endowed professorships in collaboration with universities. The goal is to promote research and development at universities and to form its implementation through knowledge-transfer. An endowed junior professorship in "Structural bonding in concrete and masonry construction" was created in May of 2021 for a six-year period at the Institute for Materials at the University of Stuttgart. By doing so, Prof. Klaus Fischer is advancing long-term, intensive collaboration with universities, and getting involved in a third research project which is the only one of its kind in the world. The professorship in Stuttgart will explore bonded connections for concrete and masonry construction and their durability. "Future topics like modular and pre-fabricated building demand innovative connection technologies and joining solutions" says Prof. Klaus Fischer. "Structural adhesives and application processes can be used to optimally connect many different materials, even in industrial processes". This is a key requirement for improving the efficiency, flexibility, and sustainability of products through modular and pre-fabricated building.



Thus far, fischer has financed two additional research groups for young professionals which are the only ones of their kind in the world. These include the endowed professorship on “bio-based construction” for four years at the University of Natural Resources and Life Sciences in Vienna, which has been held by renowned scientist Prof. Benjamin Kromoser since 1 February 2018. His research project is on using natural shapes as a template for designing, drafting, and building structures. In addition, he aims to identify new opportunities for resource- and energy-efficiency in construction. The junior professorship in “Innovative reinforcement methods using fixings” was established, funded, and implemented at the University of Stuttgart in 2017.

Furthermore, fischer supported the foundation of the new Nordschwarzwald campus in Freudenstadt with funding and content-related support. The company provides lecturers and lecture scripts in the subjects of digitisation and sustainability for the Master's degree in Mechanical Engineering.

Luftikus (happy-go-lucky)

fischer also supported the project Luftikus, in which a children's house was built in the region where children on long-term ventilator care are looked after. The project was successfully completed in 2015. The former Morlok ski factory in Baiersbronn was cleverly converted into an attractive and practically 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. fischer helped boost the project with fastening technology for the individual trade groups as well as with donations. This exemplary attitude prompted many other companies to advance the project with services and contributions.

Personal commitment

Company owner Prof. Klaus Fischer is very active in supporting educational measures and social institutions. In spring 2015, he started the Klaus Fischer Foundation to support the education of children and youth. His generous financial commitment has made many projects possible, like the children's daycare centre in Waldachtal or the EIGEN-SINN foundation. Schools and daycares in the district also benefit from his donations, along with clubs and organisations focused on supporting children and young people.



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. Measuring and comparing 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 from the University of Hohenheim, the most respected sustainability prize in Europe is the German Sustainability Prize. Receiving the prize is an outstanding incentive and extraordinary confirmation of a company's work.

fischer was named the winner of the German Sustainability Prize in November of 2019, as “Germany's most sustainable large company for 2020”. The fischer group of companies was already among the top 3 companies in the “large company” category the previous year. The top-class jury justified its decision partially based on the company's ability to consistently anchor sustainability in the corporate strategy, as well as on the company's above-average force of innovation, facilitated through the successful and systematic integration of all of its employees.

In addition to the Plus X Award, the world's largest innovation prize for technology, sports and lifestyle products, fischer also received the Lean & Green Management Award in 2022. The jury gave fischer the special prize for “Integrated Lean & Green Strategy” as special recognition for our comprehensive approach. This shows that efficient, resource-saving production and responsible action go together.

The issues of sustainability management are closely linked at our company with the strategic goals set by the fischer group of companies (see the fischer sustainability compass and NH Radar), and are broken down as such in the annual Hoshin planning for individual divisions. 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. The consequence of this is that all managers are integrated into a comprehensive incentive system for achieving sustainable corporate objectives. One key factor in the success of the group of companies is the fischer ProcessSystem (fPS), which ensures continuous improvement in economic, ecological, and social aspects. 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. Targeted employee development and the structures created for this purpose are the basis for continuous improvement. All employees can apply for the three-level fPS training. In addition, each year in the fall, the fPS prize is awarded, sponsored by company owner Prof. Klaus Fischer. Particularly innovative and sustainable performance within the internal improvement system is rewarded within this framework.

As an innovative company, fischer is reliant on its employees to stand out. It is important that good ideas are reported to decision-makers directly and promptly. In addition, their hard work needs to pay off. A variety of tools have been created for this purpose: The fischer Idea Process and fischer Idea Cloud are the central tool for company suggestions (measurable suggestions for improvement from the company's own and external working environments) and the fischer Product Process (product suggestions or potential areas of optimisation). The Idea Cloud, in particular, with its side range of options, should be used to generate suggestions for improving environmental-friendliness and sustainability across divisions.



These cover all products and processes, with the declared goal of saving 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 addition, campaigns can be carried out on individual issues for a period of four weeks to attain broader resonance among the workforce. The campaigns are assessed and rewarded by the responsible departments. In summer 2021, over 150 ideas were submitted by employees during a targeted campaign carried out over a six-week period. These were then reviewed, and the best ideas were implemented in practice. In the meantime, many of ideas that received positive ratings have been implemented.

To align the continuous improvement process to the corporate strategy, the so-called TOP 5 problems were visualised and handled in all areas in a consistent manner. 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 offensives on relevant key issues. For example, a wide range of activities have been implemented under the regularly recurring “Year of quality” motto. These elevate 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 numerous improvement measures in recent years, the group of companies has already been able to master several challenges, and make a significant contribution to achieving sustainability targets. Digitisation and Industry 4.0 are the current challenges – in particular since the coronavirus crisis. The fischer workforce is at the centre of addressing these issues as well. They receive support from the Klaus Fischer Training Centre, a voluntary continued training centre which provides employees access to a wide variety of topics free of charge. This measure is focused specifically on SDG 4, quality education.

The programming ranges from seminars and presentations to general education, language courses and current office trainings. 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 any time. Employees receive digital support, which ultimately has a positive impact on the performance capabilities of the company as a whole.

On the path to digitisation and with respect to the challenges that Industry 4.0 brings, change management will also gain significance in addition to employee qualification (through our in-house Digital Academy). Major changes require solidarity among managers and employees. fischer illuminates and analyses the change process both on a factual as well as a relationship level. Only when both levels are intact can a team achieve its highest potential in change projects. Employees and managers receive adequate methods and tools for this purpose, to provide them with the best possible support in change projects.

Sustainability has entered strategic and practical corporate guidance as a new and complex set of issues. In contrast to most previously addressed management issues, sustainability is not a “fad”, but is rather here to stay. Almost all future issues will be decided based on sustainability management – both positively and negatively.

At fischer, we primarily see this challenge as an opportunity, and we do not want to leave anything up to chance. We created the fischer Sustainability Campus for this reason. This institution is focused on two different target audiences. The first are company managers: They are familiarised with the fischer sustainability strategy in a consistent and concrete manner. Managers help transmit 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. Our didactic approach is based on so-called project competence coaching (PCC). We support customer issues over a period of twelve months based on concrete sustainability targets or projects. The fischer Sustainability Campus teaches key fundamental knowledge on sustainability and coaches implementation of customer projects. This can be the introduction of a sustainability path at the company – similar to the “Blue Path” at fischer – or culminate in a sustainability strategy. In addition, after completing the training corporate customers should be able to map and document their own sustainability activities in compliance with reporting requirements. 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”.

Outlook

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

Components of the TIGER that are relevant to sustainability, namely Technology, Innovation, Globalisation, Ecology and Responsibility, are likewise 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.

Sustainability means future viability – for the company as well as for the global community.



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