

A profile of the fischer Group of Companies

fischer – a strong brand

The fischer name and brand stands for plugs and construction kits as well as for vehicle components, process consulting and electronic systems. The fischer brand aspires to offer its customers the best solutions and the best products. A wealth of initiatives in education, health and community affairs sets standards in the personal development of employees and future generations. While the company now generates around 75 per cent of its sales outside Germany, the strong Black Forest roots of the Fischer family and many employees constitutes the groundwork for worldwide growth and innovative solutions.

fischerwerke GmbH & Co. KG
Corporate Communications

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Despite the negative global impact of the coronavirus crisis, the fischer Group of Companies ended the 2020 financial year on a successful note. With a gross turnover of 872 million euro, the family business from Waldachtal in the northern Black Forest continued in the same vein as the good figures of the previous year (887 million euro). The fischer fixing systems company division once again contributed more than average to the good results, with a turnover close to that of the previous year. fischer Automotive, the second-largest company division, also achieved a stable sales performance despite the many restrictions the automotive industry experienced due to the coronavirus crisis. In addition to fixing systems and fischer Automotive, the Group of Companies also includes fischertechnik, fischer Consulting and fischer Electronic

Solutions. The company comprises 50 subsidiaries, with production sites in Argentina, Brazil, China, Germany, Italy, Serbia, the Czech Republic, the US and Vietnam. fischer employs a total of 5,200 members of staff worldwide (as of late 2020) and is represented by subsidiaries or distribution partners in around 120 countries.

Inspiring people, creating space for responsible and entrepreneurial thinking and actions, and giving people the values and tools to accomplish things: these are the key factors for the success of the family-owned company headquartered in Waldachtal-Tumlingen, about 70 kilometres southwest of Stuttgart in the northern Black Forest. Prof. Klaus Fischer is the Owner, Chairman of the Holding and Chairman of the Advisory Board of the company founded in 1948. Marc-Sven Mengis is the CEO of the Group of Companies.

As far back as 1987, the company developed its corporate values together with its employees and consolidated these values in the fischer mission statement. It defines the corporate objectives and values of the fischer Group of Companies which still apply throughout the company to this day: Innovation, accountability, reliability. The Group operates globally with a result-oriented approach for the benefit of customers and users while focusing on preventing waste and increasing added value.

The fischer ProcessSystem evolved from fischer's mission statement and the Japanese Kaizen principle of continuous change for improvement. "Staying open-minded for all things new, being open to change as well as being flexible and fast, these are the essentials for a successful future", says Prof. Klaus Fischer: "Our people know best what works well at their place of work and what doesn't. They move our company forward by thinking every day about what could be done better

than the previous day". This is how they shape the continuous improvement required of them while contributing to fischer's sustainability on a daily basis. fischer was presented with the German Sustainability Award in the 'large businesses' category for its dedication in this field in November 2019.

Training and education initiatives

Qualified employees are indispensable in order to remain competitive in future. But the course is set much earlier than the in-house training stage, which is why the fischer Group of Companies supports young people's skills through numerous education projects and initiatives in nurseries, primary schools and secondary schools.

fischer has always placed great value on training. The company currently employs 109 apprentices and dual degree course students. Overall, fischer provides training for 31 different technical and commercial jobs. fischer's excellent training programme, which offers a far broader programme than other training companies with its various seminars, initiatives and overseas trips, once again won awards over the past year. The company received the award for Germany's Best Training Company by Capital magazine as well as the Excellent Training Company award by the German Chamber of Commerce.

A strong employer brand

The comprehensive range of incentives that fischer offers its workforce include the in-house fitness studio and numerous further training offers. The multiple award-winning staff restaurant is an added bonus for the members of staff and was selected as Germany's Best Canteen for the second time running. According to a study by 'absatzwirtschaft' magazine and the Kununu rating platform, fischer ranks third among the

renowned brand champions. The fischer Group of Companies was also awarded the title of Germany's Best Employer 2021 by Stern in cooperation with the independent market research institute Statista. fischer was presented with the World Market Leader Champion award by WirtschaftsWoche magazine.

Training

The fischer Group of Companies supports the professional and personal development of its employees with great dedication and in a variety of ways. While the Management Talent Pool prepares its participants for a career in leadership, the Expert Talent Pool supports employees who wish to strike a path in a specialised career. The Academic Talent Pool provides a range of further training offers across all levels to upper management. It is available to all members of staff who have been with the company for more than two years and who want to take on a new extra-occupational challenge. The Junior Talent Pool offers a broad and general further qualification to graduates (apprenticeships, dual study) with less professional experience. This provides them with some orientation on which career path (management or specialist career) could be the right one for their future.

Klaus Fischer BildungsZentrum

The Klaus Fischer BildungsZentrum (education centre) is an in-house general training centre which employees can attend free of charge in their spare time. Personal interests take priority. General seminars and presentations are offered in addition to language courses or IT training courses.

fischer InnovationCampus

The fischer InnovationCampus was launched in May 2020. Startups and staff groups can generate new ideas and innovations in a creative environment in the former parental home of company owner Prof. Klaus Fischer, outside of the everyday work environment, to quickly lead these to successful market maturity.

The fischer Group of Companies

The fischer Group of Companies, headquartered in Waldachtal in Germany's northern Black Forest, generated sales of 872 million euro in 2020 with a worldwide staff of 5,200 employees. The family-owned company operates 50 subsidiaries in 38 countries and exports to more than 120 countries. It includes the five divisions: fischer fixing systems, fischer Automotive, fischertechnik, fischer Consulting and LNT Automation

fischer fixing systems is the technological market leader in key areas of fixing technology. fischer offers products that deliver technical perfection to a wide range of customers, from do-it-yourselfers to tradespeople to key account partners.

fischer Automotive manufactures high-quality parts for vehicle interiors. The company is highly competent in the plastics processing segment and is an important partner for the automotive industry. Its range of products includes air vents, cup holders, trays and multi-function components.

With its construction kits, fischertechnik is active in both the toymaking and the educational sector. fischertechnik is one of the last remaining toy makers to exclusively develop and produce in Germany.

fischer Consulting evolved from the competence developed in the company itself, which includes the fischer ProcessSystem with its central aim of permanent improvement for the ultimate benefit of the customer. fischer Consulting advises small and medium-sized businesses, government agencies and major companies on their path towards lean and efficient processes.

fischer Electronic Solutions develops and manufactures electronic solutions including product and system developments based on the latest technology as well as custom production orders processed in the company's own production facilities. As an experienced provider of development and production services for custom systems such as multi-touch solutions made of glass and the corresponding controller units, fischer Electronic Solutions forms the perfect link between the customer and the final product.

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