

Sustainability Management of the group of companies.

Waldachtal, 2026



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.”

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



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

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

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

Introduction

The world faces enormous challenges: climate change, resource depletion, war, violations of human rights and steady population growth, just to name a few. All of this can make it difficult to be optimistic about the future. If everyone consumed as much every day as we do in Germany, we would have already used up all of our available energy, food and raw materials in early May. Currently, every German citizen produces an average of about 10 tonnes of CO₂ a year. We need to reduce this figure to around 1 tonne if we want to achieve the 1.5-degree target.

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

We have professionalised our processes over time. Our sustainability strategy has

a name: TIGER. A TIGER embodies speed and therefore competitiveness – even in difficult times. It also stands for the five areas of “Technology”, “Innovation”, “Globalisation”, “Ecology” and “Responsibility”. We make these concepts an integral part of our daily work and base them on the targets defined by the Sustainable Development Goals, or SDGs. At our company, TIGER stands for sustainable corporate action that connects climate change mitigation with economic success. Through this approach, we seek to reconcile long-term economic success with environmental responsibility and social justice.

This means that motivated, well-trained employees generate innovative products with the help of optimised, efficient processes. In manufacturing, we prioritise resource conservation and environmental protection, resulting in satisfied customers. This generates the profit we need for the successful development and future viability of our company. Our strategy stipulates that we will continue to create and maintain jobs in the future.

We are aware of our social responsibility. Active environmental management helps ensure our environment remains intact for future generations, which is why it has been a fixed part of our mission for many years. Because we believe that the only way we

can overcome the many global challenges we face in the context of sustainability is by working together, we share our knowledge with others through our fischer Sustainability Campus. In doing so, we want to show that sustainability can be fun and motivating.

We believe there is no alternative. We will continue to take a proactive and responsible approach to sustainability. You can count on us to keep setting standards in this area!



Yours, Klaus Fischer

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



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fischer Sustainability Management during the 2025 calendar year:

Strategy and integrity.

This sustainability report fulfils the requirements of a non-financial statement in full by addressing environmental, employee and social concerns based on our business model, as well as respect for human rights and measures to fight corruption. Climate change mitigation is addressed in greater detail in → Guiding Principle 05, “Energy and emissions”.

The fischer business model

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

The production sites for the fixing systems corporate area are located in Germany, Italy, Argentina, Brazil, China, India, Saudi Arabia, the Czech Republic and Vietnam. Global sales for the fixing systems corporate area are handled primarily through the local operations of our own international sales organisations. Distribution is handled by importers in countries where Ugf is not represented.

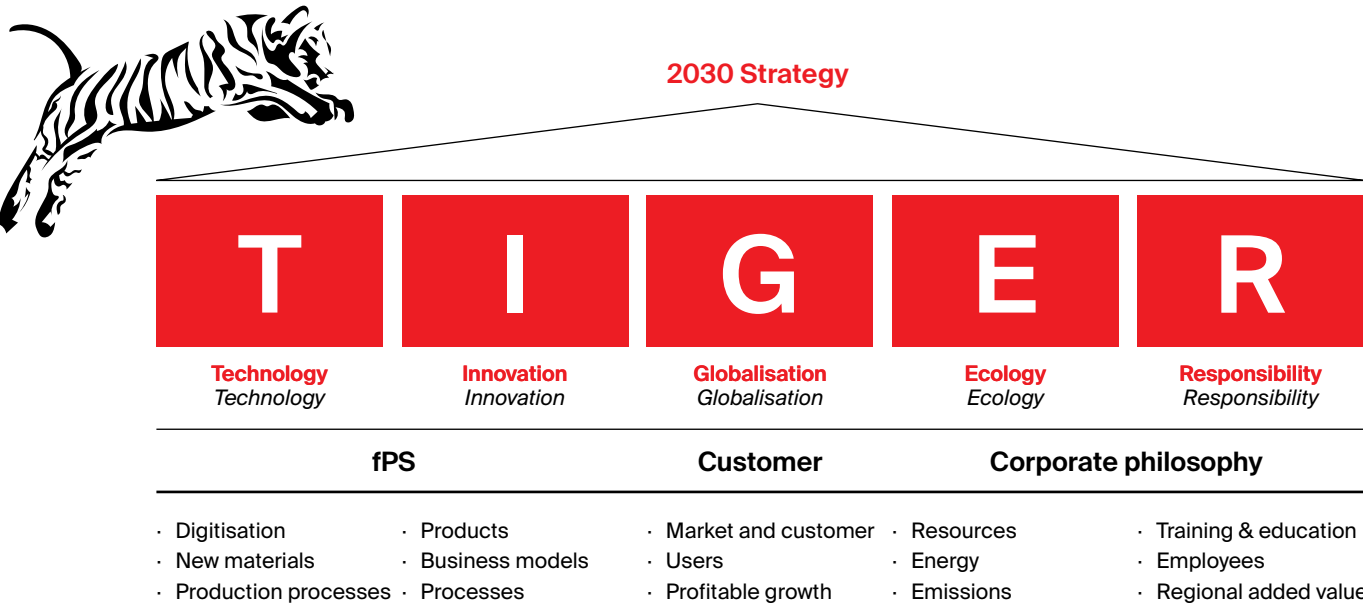
Impacts and effects of sustainability at fischer

Long before the planned introduction of mandatory sustainability reporting across Europe, fischer committed to a proactive approach. We introduced a sustainability management programme in 2015 and began issuing our own annual sustainability report 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 mission statement and our social responsibility.

The sustainability strategy is integrated into the corporate strategy. The acronym TIGER reflects the key strategic challenges we face in Technology, Innovation, Globalisation, Ecology and Responsibility. Our sustainability targets themselves have been operationalised and are integrated into the company’s Hoshin Kanri management cascading process. Under this approach, sustainability targets are broken down into individual areas during annual target reassessments and form the basis for sustainability-focused corporate management. Sustainability indicators are continuously monitored, critically reviewed and further developed.

fischer strategy for sustainability.





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

Throughout our entire value chain, we endeavour to avoid environmental contamination and optimise our use of resources by striving for ongoing improvement in the purchasing, production and use of our products, as described in greater detail in → [Guiding Principles 04 to 06.](#)

In light of this, we at fischer see the political and social impacts and framework conditions with respect to the environment, social aspects and governance as an opportunity to continue improving as a corporate group. Relevant targets are defined at fischer and can be monitored. We do this using the fischer Sustainability Compass → [page 11](#), which maps the strategy-related areas of Technology, Innovation, Globalisation, Ecology and Responsibility.

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

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

With regard to our sustainability agenda and reporting structure, we at fischer are guided by the WIN Charter (Economic Initiative for Sustainability for 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. By signing up to 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 employee rights, integration and

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

Marc-Sven Mengis

Managing Director, HR, Sustainability and Building Management

resource efficiency also play an important role. The WIN Charter fulfils EU Directive 2014/95.

fischer is currently focusing on five of the original 12 guiding principles:

Guiding Principle 04 – Resources

Guiding Principle 05 – Energy and emissions

Guiding Principle 07 – Company success and workplaces

Guiding Principle 08 – Sustainable innovation

Guiding Principle 11 – Regional added value

These key areas are described in detail, specified and verified with key performance indicators as part of fischer's sustainability management approach. The other guiding principles from the WIN Charter set are also taken into account and could play an even more significant role in the medium term.

As things stand, the fischer group of companies will be required to report on sustainability retroactively from 2028 for the 2027 reporting year in accordance with the Corporate Sustainability Reporting Directive (CSRD). In an effort to meet the new requirements, a process to further develop the existing processes and structures has been initiated and partially implemented. The structure of the sustainability report will also be adapted accordingly in the future.

As an internationally active company, fischer also recognises the Sustainable Development Goals (SDGs) defined by the United Nations, an internationally valid framework for supporting global sustainability activities. Consisting of a total of 17 overarching goals, the SDGs address the most urgent economic, social or ecological areas for action. This leads to further potential areas of action, along with goals from which sub-goals can be derived.

Aside from businesses, the most important partners in the efforts to achieve these goals include governments and stakeholders within civil society.

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



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

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

From our point of view, all challenges and fields of action are aspects of fischer's sustainability management approach and are verified through corresponding key performance indicators (see the respective chapters on the Guiding Principles). This creates the framework for iterative and sustainable corporate management. Our specific overview of the KPIs and parameters enables fischer to take a targeted approach to managing the concrete implementation of these 20 strategic goals (see the corresponding chapters on the Guiding Principles in this report). This makes it possible to identify the positive and negative impacts of our business activities on significant aspects of sustainability and carry them out with the goal of continuous, significant improvement.

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

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

In addition, we want to take on responsibility at fischer and share our experiences as an inspiring role model for sustainability. Other companies and organisations, as well as our suppliers and partners, can request support from the fischer Sustainability Campus and gain access to or continued training in issues surrounding sustainability or sustainability management. Our focus is on creating a network for collaboration and exchange that allows us to tackle challenges together. This objective is in line with SDG 17, "Partnerships for the Goals". In order to continue developing the services offered by fischer Sustainability Campus and provide participants with even better support with their entry into the holistic sustainable corporate orientation and implementation of sustainability in practice, we entered into a strategic cooperation in 2024 with a partner who offers a concept and software with tools for sustainability analysis, measures and reporting.

The fischer Sustainability Compass.



fischer maxims for sustainability:

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

Review processes for implementing our sustainability activities.

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

Human rights

The fischer mission statement, in the form of a Code of Conduct, has been translated into 28 languages and serves as a basic charter for all employees worldwide.

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

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

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

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

→ More details are provided in Guiding Principle 01

Social & employee matters

To avoid work-related accidents, we follow the German statutory accident insurance "Vision Zero" strategy (DGUV Deutsche Gesetzliche Unfallversicherung).

Employee surveys identify additional issues in the organisation of work.

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

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

→ More details are provided in Guiding Principles 02 and 07

Environmental issues

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

Specific KPIs and parameters are agreed with management and integrated into management reporting.

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

The fischer ProcessSystem (fPS) and the 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 re-use for waste from the production of plastic plugs is almost 100%.

The supplier structure at each location is optimised for national distribution, with the goal of minimising transport distances.

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 (no more than four years old).

→ See Guiding Principles 04 and 06 for details

Fair and sustainable finance, anti-corruption

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

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

Profitable growth within the group is measured based on growth in revenue over the previous year as a percentage value and achievement of target EBIT.

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

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

In order to ensure and encourage compliant conduct, managers and employees receive annual training on the mission statement and compliance as part of the training programme.

As part of internationalising the internal control system (ICS), the central ICS working group sets minimum controls for key processes for the national subsidiaries and then applies these to local risk control frameworks.

Violations of laws and regulations and the Code of Conduct can be reported quickly and securely via the fischer whistleblowing channel.

→ For further details, see 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 faces various risks and opportunities. To identify and address these challenges early on, it is important for us to continuously review and improve our sustainability processes.

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

Human rights

The fischer group of companies is aware of its responsibility to protect human rights, in particular with respect to risks along global value chains. The issues are diverse, and range from human rights violations in raw material extraction and access to clean drinking water to the condemnation of child and forced labour, equal opportunities and the prohibition of discrimination in the workplace.

fischer is committed to a system of shared global values and seeks to protect and uphold it. fischer sees human rights as a universal value and affirms its commitment to these values in the fischer Code of Conduct.

Responsible supplier management and careful selection of our partners are fundamental components of our corporate activities. By complying with the Supply Chain Due Diligence Act, which aims to better protect human rights and the environment in the global economy, fischer is meeting its statutory obligations and living up to its high ethical and moral principles.

Human rights violations in the supply chain and elsewhere, and personal issues such as discrimination or sexual harassment, can be reported via the fischer whistleblowing channel. This enables remedial measures to be initiated and the situation to be improved in the long term.

Social & employee matters

The fischer group of companies recognises its social responsibility, and believes the health and safety of its employees are fundamental pillars that contribute significantly to the success of the company. The Covid-19 pandemic has only underscored the importance of sustainable health and safety management. Preventive measures to protect health and prevent accidents at work have long been established at fischer and are constantly being expanded. fischer is guided by the Vision Zero strategy of DGUV (German Social Accident Insurance), which aims for a working world without accidents and work-related illnesses.

Societal challenges are emerging worldwide. Strong social commitment prevails within the fischer group of companies, and our employees are also involved in various social projects.

Another key challenge is demographic change coupled with a shortage of skilled workers.

The fischer group of companies is addressing these challenges by offering attractive working conditions and a wide range of training and educational programmes. This also extends to managing digital transformation, which fischer sees as an opportunity.

We at fischer see social responsibility and sustainability as closely linked and are committed to resolving social problems in a lasting way. Education is a key factor. Our owner, Professor Klaus Fischer, is personally engaged in this area, and provides significant support for educational programmes and social institutions.

Environmental issues

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

Climate change is having far-reaching impacts on the environment. Climate change mitigation measures under the climate package enacted in November of 2019 and the European Commission's Green Deal, alongside other climate policy activities, such as higher energy prices and stricter regulations, must be viewed as both an opportunity and a risk. The fischer Sustainability Compass and fischer Sustainability Radar are tools used to manage challenges in the areas of emissions, resource and energy management, and the rate of development of environmentally-friendly products.

Fair and sustainable finance

Fair and sustainable financing, with the central objective of creating sustainable corporate value, is an integral 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, or corruption.

The mere allegation of such activities would have a long-term negative impact on a company's reputation. The fischer group of companies addresses these risks with a wide range of compliance activities. Preventative measures, such as in areas like anti-corruption, money laundering, prevention of terrorist financing and compliance with sanctions, are complemented by implementing laws and standards like the German Foreign Trade & Payments Act or the Dual Use Regulation.

To ensure fair and sustainable financing, the fischer group of companies considers not only economic factors but also employee concerns and environmental aspects in its investment decisions.



The checklist.

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

The following additional chapters have been edited:

Additional chapter: Non-financial statement	✓
Additional chapter: Climate change mitigation	✓

Local sustainability efforts

Professor Klaus Fischer donates 55,000 euros to seven kindergartens

Education is an investment in the future. This starts with the youngest members of our society. Our owner, Professor Fischer, has attached great importance to this for many years. He himself therefore makes a significant contribution and, via the Klaus Fischer Foundation, has donated 55,000 euros to five kindergartens in the area around our headquarters in Tumlingen and two in Denzlingen.

Key area:

✓ Education

Type of funding:

✓ Financial

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



Blue Path at fischer.

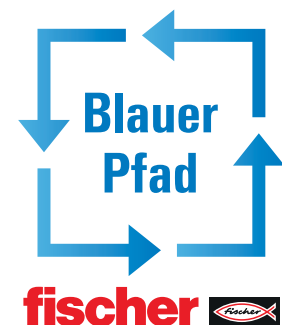
The fischer group of companies set forth its guiding focus for the future in the 2030 Strategy, which defines its long-term goals and their medium-term implementation.

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

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

The route between the points forms the Blue Path. Anyone walking along this route at the headquarters in Tumlingen will pass three of these points. The company received an award from Umwelttechnik Baden-Württemberg (UTBW) as part of the “100 Companies for Resource Efficiency” initiative for its idea.

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



Guiding Principle 01

Human rights and employee rights.

As a globally operating company with locations in 39 countries and suppliers and customers worldwide, the fischer group of companies considers it its duty to actively support human and employee rights.

In line with the fischer mission statement, all company activities are based on the core values “innovative”, “responsible” and “reputable”, and pursue the goal of generating profit. These core values serve as a benchmark for daily work at the company, and the foundation for successfully shaping its future. The fischer mission statement applies to all employees worldwide and has been translated into 28 languages. The values of the corporate mission statement form the basis for ethical behaviour and are the foundation for the Code of Conduct, which serves as a guideline for employees and partners for legally and ethically correct behaviour and is a key component of our compliance management system.

One key area is reputable conduct, as one excerpt from the mission statement demonstrates: “We act with respect and self-criticism, are trustworthy and reliable, take heed of rights, norms and cultures, and expect our partners to do the same. We set ourselves rules and stick to them.” To ensure that all new employees familiarise themselves with the mission statement as quickly as possible, they receive training on it as part of their Welcome Days. This is intended to lay the foundation for translating company values into personal action. By providing annual instruction on the mission statement and incorporating the core values into performance appraisals, managers at the group of companies ensure that the mission statement is consistently put into practice.

Showing appreciation is of particular importance to company owner Professor Klaus Fischer. At fischer, people take centre stage – as demonstrated by the high level of investment in training and professional development, as well as numerous social activities. Cooperation with the works council is constructive and based on trust. According to the 2025 works agreement, compulsory redundancies have been ruled out at all German locations of the fischer group of companies.

The fischer group of companies takes its responsibility for corporate due diligence throughout the supply chain seriously. In selecting its partners, fischer is conscientious and performs audits as part of its supplier management before delivery begins. These audits not only consider economic efficiency, but also evaluate the potential partner in terms of how it treats people, safety, and the environment. External partners of the company are committed to complying with social standards with regard to human rights, working conditions and protecting the environment. They confirm this by signing the Business Partner Code of Conduct. The Supplier Management department plays a key role in ensuring compliance with these specifications by overseeing compliance with standards from supplier selection, award of contract, incoming goods and everything in between. In the event of breaches of the applicable rules or negligence, fischer intends, as a last resort, to discontinue partnerships or terminate existing supplier relationships.



Guiding Principle 02

Employee well-being.

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As a group of companies, we offer a wide range of workplace health promotion programmes. Our employees can also attend work-out classes and talks on health and nutrition during their free time. We provide the necessary framework and work hand in hand on these important issues.

Nadine Schlotter
Project Manager, Corporate Health Management

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

Health promotion

Health promotion measures include the free availability of the company doctor and fitness classes 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. Flexible break and working hours allow employees to attend sports and fitness classes during their lunch break, further promoting a better work-life balance.

The fischer group of companies has its own fitness studio for its employees and company retirees, which can also be used outside of work hours.

Professional fitness trainers and physiotherapists are available to answer questions and help participants achieve their fitness goals, as well as improve their health and well-being. In addition to high quality equipment for building muscle and improving endurance, the gym also offers a variety of sports and health courses (e.g. stretching, back fitness, jumping fitness, fitness boxing) as well as physiotherapy services (e.g. massages, Kinesio taping, vibration therapy).

Health-related topics also play an important role outside the fischer gym: talks on nutrition, seminar series on sleep and “Healthy Eating Weeks” at the company restaurant are intended to raise employee awareness and have a positive impact on their health. Many of the talks and seminars are held digitally. These measures are able to reach all interested employees at the fischer group of companies, across all locations. Healthcare is another important part of company health management. Examinations, such as skin cancer screenings and colorectal cancer screenings, are offered regularly. Our company doctor also offers annual flu vaccinations.

External employee counselling gives employees the opportunity to talk to a socio-psychological specialist if necessary. This service is free of charge for employees, with anonymity guaranteed. The socio-psychological specialist is available one day a week for consultations in person, online or on the phone. They provide support in the event of personal crises and setbacks, conflicts in private or professional settings and psychological stress and issues relating to addiction.

The company bike leasing scheme gives employees the opportunity to use a bicycle or e-bike leased by the fischer group of companies. This attractive mobility option supports both employee health and environmental protection in the interests of sustainability.

The company restaurant offers a wide range of freshly prepared meals every day, as well as salad and vegetable buffets. All meals are subsidised by fischer so that employees can enjoy high-quality food at a great price. The company restaurant at the Tümlingen headquarters received the “Germany’s Best Cafeteria” award for the seventh time in a row in 2026, making it one of the top 37 cafeterias in Germany and one of the top 13 in Baden-Württemberg. Special praise was given to the regional, seasonal cuisine and the paperless checkout system. This award confirms the continuous work and commitment of our team at the company restaurant, which ensures quality, variety and a pleasant environment every day.

The awareness-raising cookery courses and the “Cooking for the Climate” campaign as part of the Baden-Württemberg Sustainability Days were also well received.

Occupational safety at fischer

Occupational safety and employee health have always been highly important to the fischer group of companies. An occupational safety culture that has been established over the course of decades ensures that there is an awareness of legal and regulatory requirements, and that these are also comprehensively implemented. Through a strong focus on prevention, based on the DGUV “Vision Zero” strategy, fischer aims to prevent all workplace accidents in its work and personal environment. This strategy is based on the conviction that any accident can be prevented if managers and employees take the right steps in advance.

Several building blocks 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 towards occupational safety: Critical situations in the workplace or near misses must be reported to the relevant bodies. Solutions to correct and minimise risks are created on the shop floor on a daily basis and signed off for implementation straight away.

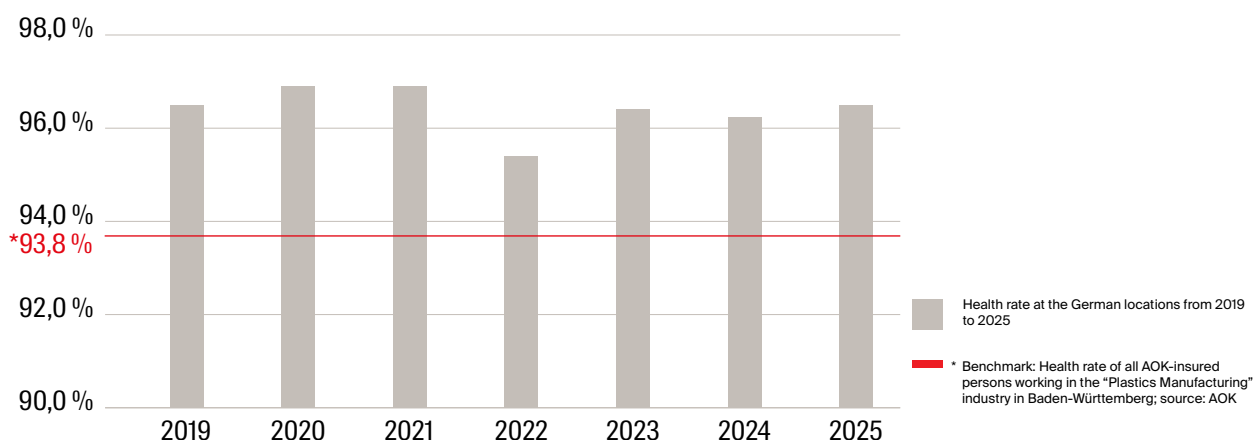
The digital accident log allows for evaluation of injury hotspots, enabling the definition and implementation of further accident prevention measures. A complete analysis of incidents describes their causes in detail. Measures are then defined in collaboration with managers and employees to ensure that these hazards are within an acceptable range. Planned tasks are reviewed by applying a last-minute risk analysis (LMRA). Specific measures are implemented before beginning work in case of potential hazards.

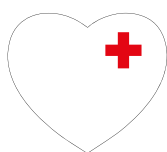
Potential hazards when working with or through third-party companies and service providers are included in a construction site-specific risk assessment. Further specific measures are defined for safety at construction and work sites where necessary. Preventive measures to reduce and prevent accidents at work also include mandatory training for all managers. In addition to the basics of occupational health and safety law, managers are shown their rights, obligations and options for action in this regard and the correct way to conduct the training. The annual occupational safety training for managers can be completed as a combination of short training sessions and e-learning modules. The oral training can be shortened, but not replaced, by completing an occupational safety e-course. In addition to making training transparent and standardised, the primary purpose of this is to ensure that the content is better retained by employees.

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

Return-to-work programme

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





The **health rate** in 2025 was

96.30%

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

Guiding Principle 03

Stakeholder groups.

Stakeholder dialogue

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

Surveying stakeholder groups

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

Targeted dialogue

To continue the ongoing and open dialogue with all stakeholder groups, fischer hosted the fifth Stakeholder Dialogue in July 2024. The event once again took place at our plant in Tumlingen. Our sustainability strategy was presented and ESG-specific topics were introduced and discussed during themed workshops. The focus then shifted to CSRD implementation and the correspondingly adapted materiality assessment methodology. The results were presented and discussed in detail with stakeholders under the direction of a neutral moderator. The involvement of our stakeholders is not only a CSRD requirement, but also of major importance for the company's ongoing and collaborative development in the area of sustainability. Based on this conviction, we are consistently implementing this format at fischer. The results are integrated directly into the corporate group's sustainability activities.

The next Stakeholder Dialogue is planned for the third quarter of 2026. For this, the format and selection of stakeholders will be further adapted and honed to meet the future requirements of sustainability reporting and to highlight the key issues even more clearly.



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

Christian Ziegler

Area Manager, Sustainability, Environment and Energy



Guiding Principle 04 Resources.

The fischer group of companies operates in global markets and is dependent on the available raw materials and services, as well as on strong partners as suppliers.

To ensure these remain available in the future, external resources must be used responsibly and efficiently, in line with "Responsible consumption and production" (SDG 12).

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

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

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

Torsten Bäuerle
Area Manager for Purchasing



The further development of comprehensive risk management significantly contributes to securing these supply chains. This is fully anchored integrated into our processes.

Suppliers

In addition to business metrics, external partners are selected according to the criteria of “Decent work and economic growth” (SDG 8) and “Occupational safety”, as well as “Good health and well-being” (SDG 3). Even long-term supplier relationships are subject to a comprehensive and thorough regular auditing regime. In this context, we are integrating the requirements of the German Supply Chain Due Diligence Act (LkSG), which was passed in 2021, into our processes in order to comply with corporate due diligence obligations in the supply chains.

We have established a network alongside six partner companies facing similar challenges. Known as SustaiNet, this network will make it possible to achieve the goal of developing sustainable supply chains more quickly and effectively through regular, open discussion among peers. In addition to joint

knowledge building, network partners exchange experience and discuss progress each quarter. Insights from SustaiNet are integrated into procurement to fulfil the requirements of the LkSG and integrate sustainable action into our everyday business.

fischer aims to continuously increase the percentage of audited A suppliers. In 2025, it was 83% – an increase of ten percentage points compared to the previous year. In addition to the process audit, CSR audits were also carried out to ensure corporate due diligence within the supply chain. Both existing suppliers and potential new suppliers are included in the audit plan.

Alongside the SDGs, the basis for the audit system and the prioritisation of the audit is the annual risk analysis and supplier screening, which considers the factors of quality, service, delivery performance, environmental competence and economic efficiency.

Both availability and economic factors influence the source from which the external services required by fischer are purchased.

When selecting countries of origin fischer follows a strict total cost of ownership principle. This means avoiding unnecessarily long transport distances wherever possible and giving preference to sources where standards meet the ecological principles at fischer locations. This is also reflected in the supplier structure: 48% of goods come from Germany, 32% from European countries, 18% from Asia and the remaining 2% from America.



Supplier structure in procurement for German locations.





Production

fischer is committed to keeping its activities and products close to its customers.

This led to the establishment of a production plant in Vietnam for the growing Asian market, which was successfully completed over the past three years. fischer is one of the most important employers in the province of Tay Ninh in southern Vietnam and has created attractive jobs for 52 employees there.

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

In an effort to meet market requirements and still ensure sustainable disposal, a change of material was made for blister packs. In contrast to the German market, the Italian market for fixing products continues to demand blister packs made entirely of plastic. The previous combination of a PVC box sealed with a PP lid was labelled with recycling code 07 for mixed plastics. Thanks to a change of material, the new blisters can now be labelled with the less harmful recycling code 04 for polyethylene (low density).

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

A structured root cause analysis was carried out for an important product with the objective of achieving 100% delivery performance for maximum customer satisfaction. The implemented improvement measures tripled output on the analysed assembly line. The team has developed an optimised next-gen punching tool that uses 50% less material, requires 37% less maintenance and has a 50% higher cycle rate, as well as reducing downtime through poka-yoke measures.

Processes

Our continuous improvement approach involves challenging existing structures and processes and implementing resource-conserving solutions.

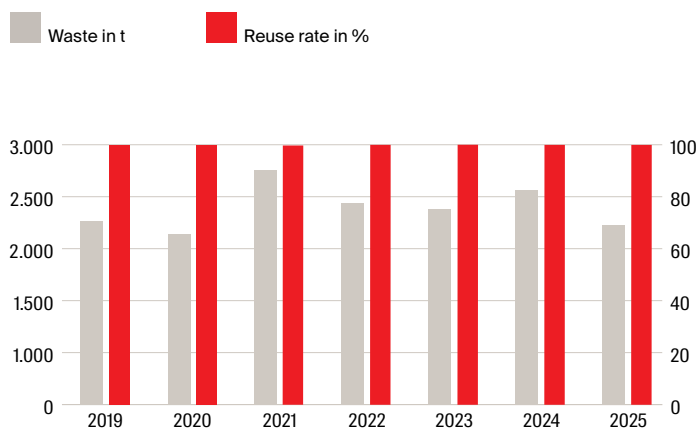
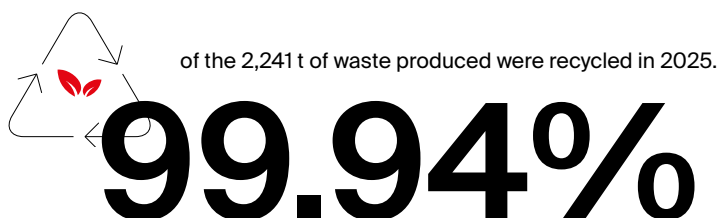
Analysis of material flows within our production plants has identified potential areas for optimisation. An injection moulding system for DuoPower production has been relocated from Germany to the Czech Republic, eliminating the need for transportation of 45 million plugs (~ 30 tonnes) a year between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

Extensive analysis and testing in plastics processing across all seasons have shown that the cooling water temperature can be increased by 4°C. This results in lower energy consumption as well as less cleaning and maintenance work because corrosion on tools can be avoided. 9% less energy is now required to treat the cooling water than previously, resulting in savings of just under 50,000 kWh and around 11,000 euros per year.

Commissioning a new system for cooling water preparation has had a positive impact on employees and the environment alike.

This makes it possible to eliminate the biocide used to disinfect the cooling water, replacing it with the use of environmentally-friendly anolyte. It completely eliminates contact with hazardous biocides and their storage, which makes employees' work easier and cuts annual costs by 10,000 euros.

The design of new projects follows the sustainability principle. In logistics, the purchase of a new stretching system was planned, with the aim of reducing transport damage and ensuring ideal load securing. Customised shrink-wrap programmes enable both a reduction in film usage and the prevention of malfunctions, downtime and maintenance. Manual wrapping is reduced to a minimum, and there is no need to manually add a cover sheet, since this is fully integrated into the process. The system is also notable for its simple operation via PLC panel, quick roll exchange and reduced film consumption per pallet.



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

Regional cooperation

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

In 2023, well water was added as a new water source. fischer received the corresponding approval from the district administration office to extract groundwater from the groundwater development under a car park area for the purpose of replenishing the cooling water tank and watering.

In 2024, consumption fell due to lower irrigation requirements and mainly thanks to the increase in cooling water temperature described above. Due to technical problems in the spring water pipeline, there was a shift in the extraction sources in 2025. To compensate for this, more drinking and well water was withdrawn.

Partnership

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

The principle is: "It's not easy to supply us, but those who have managed it do so as partners of the company." If suppliers meet the exacting requirements in terms of quality, environment, integrity, innovation and costs, they can count on a long-term partnership with fischer.

In order to make an important contribution to the future and profitability, the fischer group of companies and its partners are committed to constantly and consistently seeking ways to make products simpler and more cost-effective while maintaining consistently high quality. At the same time, the aim is to reduce material consumption – something referred to internally as de-refinement.

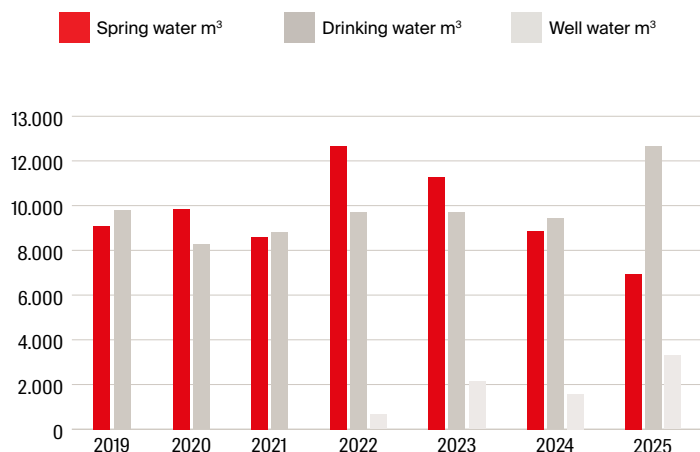
For instance, the dimensions of steel products are modified in various projects in such a way as to save several tonnes of raw material per year, with the same batch size and better quality. These continuous improvements, implemented with sustainability in mind, fulfil the specific requirements of the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

Consulting

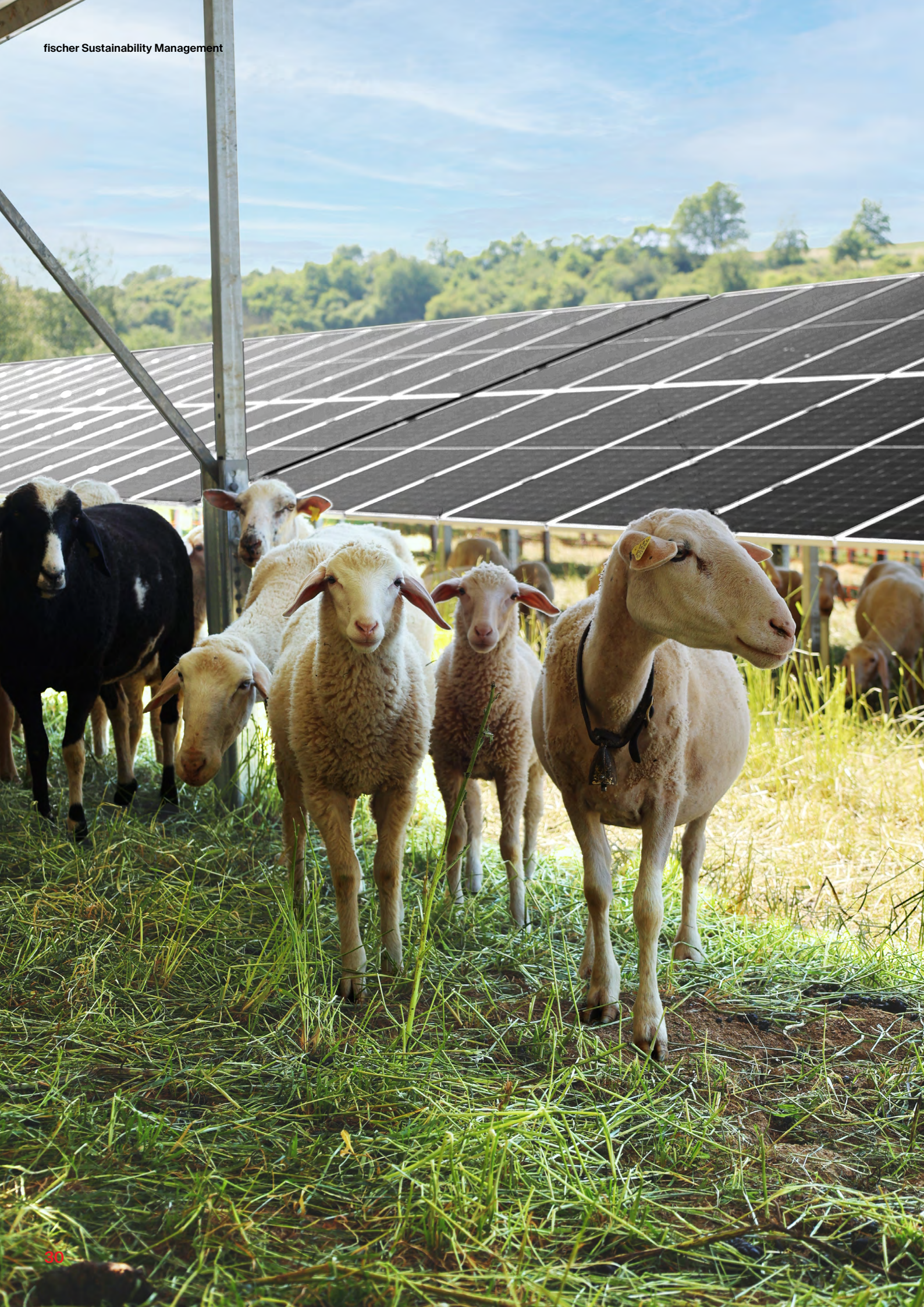
Linking lean management approaches with sustainable resource efficiency offers significant savings potential along the entire value chain. For fischer Consulting GmbH, the focus of consulting work is value stream mapping, with the objective of sustainably eliminating waste to ensure lean resource usage.

 **12,760 m³**
of drinking water were consumed in 2025.

10,253 m³
of spring and well water were consumed in 2025.



Annual drinking, spring and well water consumption at the Tumlingen location.



Guiding Principle 05

Energy and emissions.

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

The energy management system was successfully re-certified in accordance with ISO 50001 in 2025, having previously been certified from 2013 to 2022.

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

Energy

The energy strategy envisages an annual improvement in energy efficiency by 1% every year until 2030. The energy target is deeply entrenched in the Hoshin-Kanri process and is broken down into relevant corporate areas as part of our planning process. Many different activities at various levels have contributed to achieving the energy targets in the past.

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

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

Improvement measures include the acquisition of more efficient production facilities, the ongoing optimisation of peripheral production equipment, such as compressed air generation and process cooling, the replacement of conventional lighting systems with LED technology and the installation of more efficient ventilation and pump systems.

The following major projects are particularly worth mentioning:

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

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

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

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

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

fischer's strategic energy target was achieved in 2025, as in previous years. The exception is 2022, when fischer was unable to achieve its annual target despite all its efforts due to the geopolitical situation and market developments.

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





The CO₂ emissions

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

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

Emissions

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

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

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

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

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

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

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

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

This transparency is created in multiple steps: Accounting for Scope 1 and 2 for the German locations has already been in place for several years. With the support of an external consultancy firm, the carbon footprint (Scope 1 to 3) was then drawn up for the automotive systems area, which has since been sold, and subsequently for the European production plants of the fixing systems area.

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

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

Thorsten Haas

Senior Expert, Sustainability, Environment and Energy

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

Since 2025, almost all companies in the fischer group have been using green electricity. In a few countries where this conversion is not possible, corresponding certificates were acquired to compensate for this. In future, the goal is to successively increase the percentage of energy produced by the company itself.

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

The CCF for the overall fischer group of companies, which was prepared for the first time in the base year of 2024, indicates that 96.8% of emissions fall under Scope 3, and that production and consumable materials are the largest source of emissions.

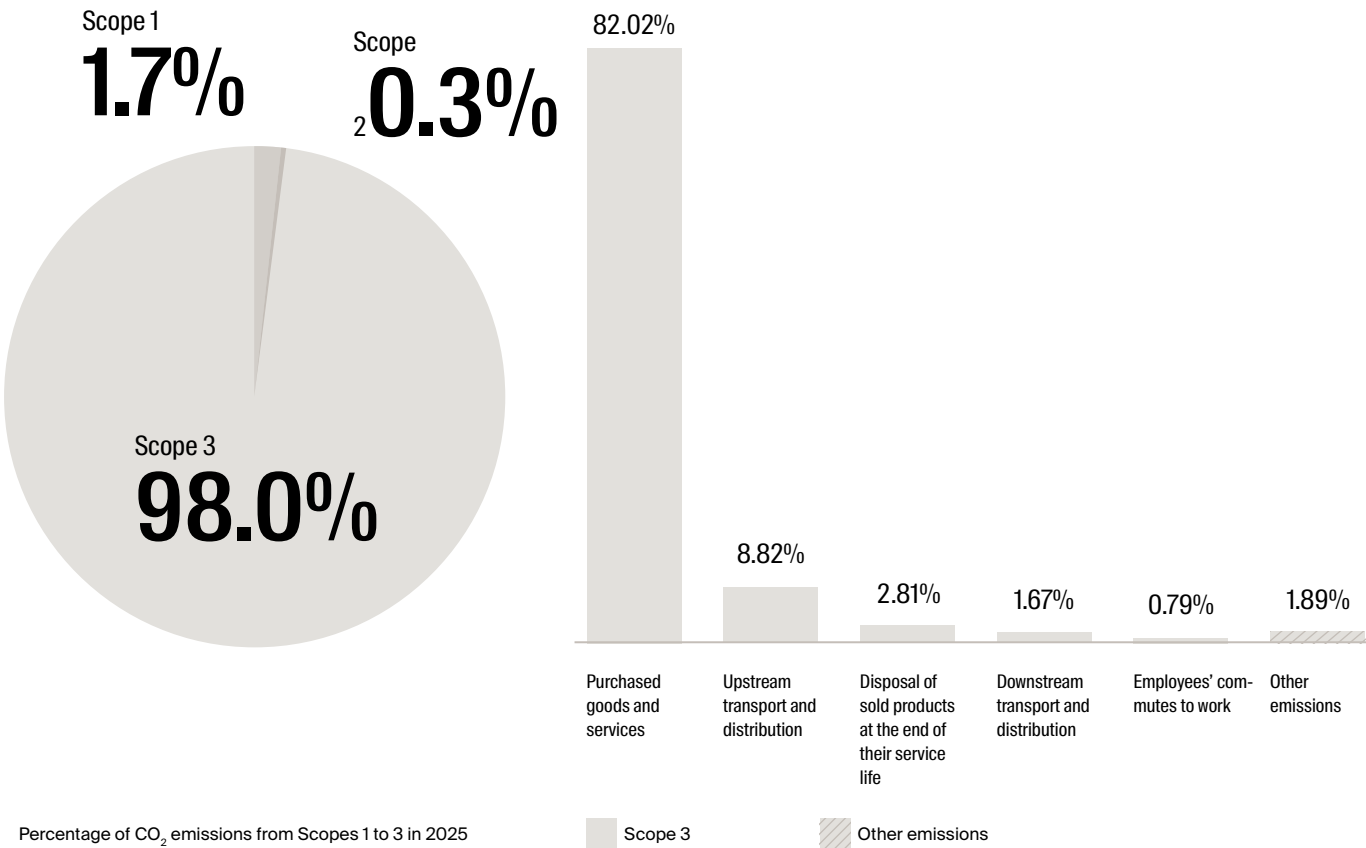
The site with the largest share of the group's total CO₂ emissions is the main plant in Tumlingen, at 131,957 tonnes, followed by the plant in Padua in Italy, at 62,298 tonnes.

The long-term avoidance and reduction of greenhouse gases in all emission areas is a top priority for fischer. With the detailed determination of the CCF, the company is positioned to implement a comprehensive climate change mitigation strategy as part of the Corporate Strategy 2030.

The annual update of the carbon footprint enables the development of a KPI system that can be used to assess the development of CO₂ emissions at the individual locations and business areas. The company's CO₂ reduction goals are becoming an increasingly important consideration for customers.

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

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





Guiding Principle 06

Product responsibility.

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

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

Employees from the Product Management and Application Engineering departments are in constant dialogue with end users and other experts involved in the supply chain to get to know all of their needs. High-quality products do not come about by chance. The determination of requirements for the specification sheet and the subsequent development work are carried out according to the fischer Product Development Process (PDP). This ensures that nothing is forgotten and that all process steps are optimised.

In addition, the use of sustainable and durable materials is a primary focus of product development. fischer develops resource-efficient processes in close collaboration with the production team. This results in products that are manufactured in an environmentally friendly way and have low manufacturing costs. Customised solutions are also constantly being developed.

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

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

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

Product life cycle assessments are another aspect of sustainable construction. They are an essential building block in the transition from a linear to a circular economy. Life cycle assessments for construction and consumer products are prescribed at European level by the new Construction Products Regulation and Ecodesign Regulation. They provide important information on products and their applications, including environmental impacts such as global warming potential and ozone depletion potential.

Life cycle assessments make it possible to compare products and therefore provide the basis for the ecological assessment of buildings. An Environmental Product Declaration (EPD) is a life cycle assessment verified by an accredited third party and published by the programme operator. EPDs for construction products are therefore an integral part of the German government's concept for sustainable construction. In addition to the "Nachhaltiges Bauen des Bundes (BNB)" assessment system (sustainable construction by the German government), numerous other public and private initiatives use EPDs.

All fischer injection mortars, such as FIS SB, FIS V Plus and FIS VL, already have EPDs. EPDs and other life cycle assessments are also available for further product groups. In the future, all products will have a life cycle assessment and this will form the basis for continuously improving product sustainability.

fischer is also acting on its responsibility towards the environment in terms of the product packaging it uses. The packaging strategy is based primarily on the concepts of circularity and customer-focus. In addition to fulfilling customer needs and current legal requirements, the focus is on functionality and product protection. We also make sure that we prioritise recycled materials and use raw materials from sustainable sources for our packaging. For example, the buckets used as shipping containers for chemical injection systems have been switched to ones consisting of 70% recycled material. These make a significant contribution to reducing the consumption of new material, saving approximately 27 tonnes of new material a year. Since July 2024, the cartridge of the injection mortar FIS V Zero, free of any labelling requirements, is produced from more than 50% post-consumer recyclates (PCR), i.e. plastic waste from end consumers. These are recyclates that are obtained from a recyclables processor in the form of specified and certified plastic granulates.

The recyclability of our packaging also plays a key role. Even during the packaging development phase, we ensure that this is fully recyclable. Through intelligent packaging designs, fischer aims to close the loop to conserve valuable resources and keep raw materials in circulation – for the benefit of society and the environment. Based on this, the company has established specific packaging targets, emphasising the principles of "Reduce", "Reuse" and "Recycle".



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

The adage “a place for everything and everything in its place” holds especially true in production at fischer. Clear procedures, clean tools and good planning are the basis for efficient production and a high standard of quality. However, product responsibility does not end once the product is ready for delivery. It also continues during delivery to dealers or users. The focus here is on low-emission transport. Unnecessary journeys are also avoided wherever possible. New local warehouse and production sites have been set up specifically for this purpose to ensure short distances and fast deliveries to customers.

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

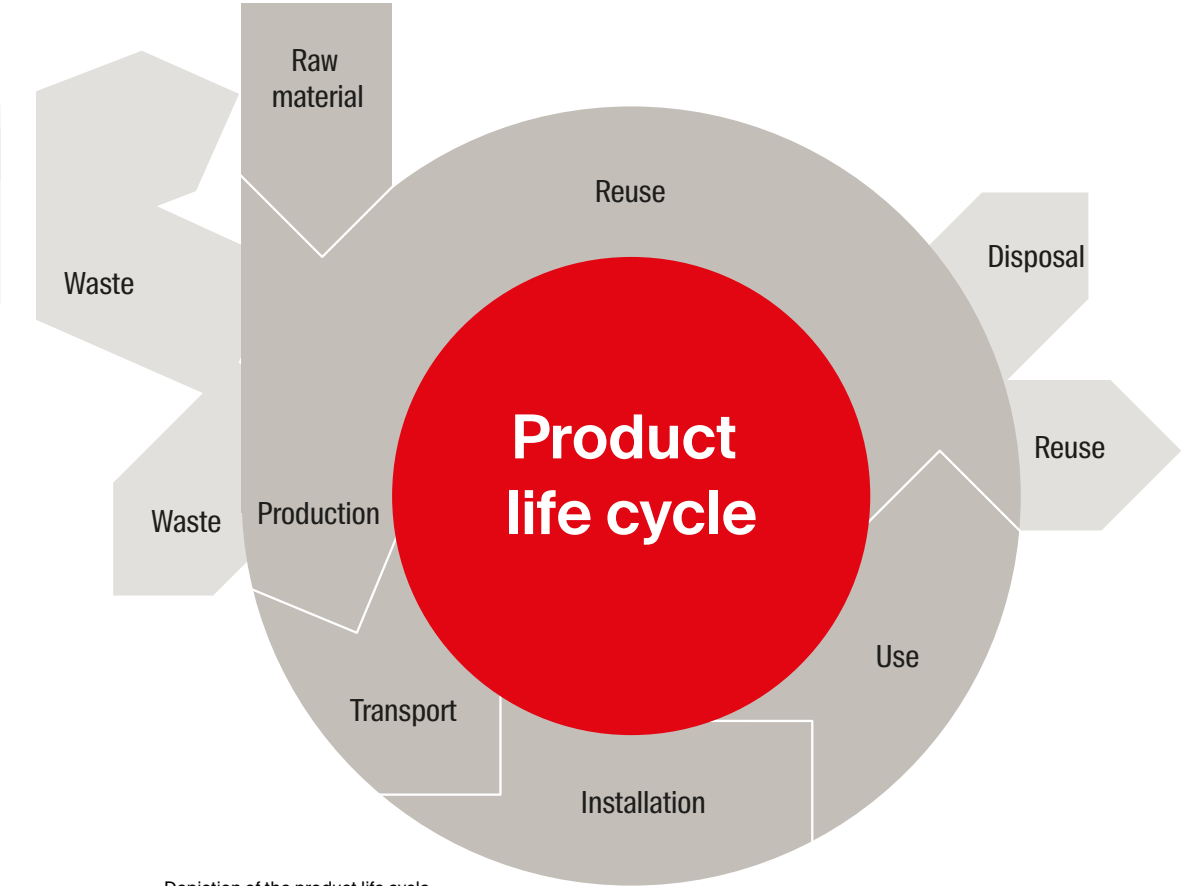
The group of companies' sales partners and customers should have sufficient time to use the products – even if they do not have an unlimited shelf life. This is why above-average storage stability is particularly important.

Our FIS EM Plus injection system, for example, can be stored for up to three years. When the product is in use, it must also provide an appropriate lifespan: steel anchors and chemical fixings are

expected to have a service life of at least 50 years – or, in some cases, even 100 years. For the FAZ II Plus and FIS EM Plus, specialised certificates and assessments have been used to increase the service life to 120 years, significantly improving cost efficiency for users.

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

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



Depiction of the product life cycle

Guiding Principle 07

Company success and workplaces.

Social responsibility and commitment to our own employees and to society

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

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

Apprenticeships and degree programmes

The diversity of the training is reflected in the 16 apprenticeships and 14 cooperative education programmes on offer. The young professionals in these programmes are active at all German company locations. By offering high-quality training, the fischer group of companies invests sustainably in young people, giving them future

prospects at the company and on the labour market. In doing so, the company also secures access to future skilled workers and managers.

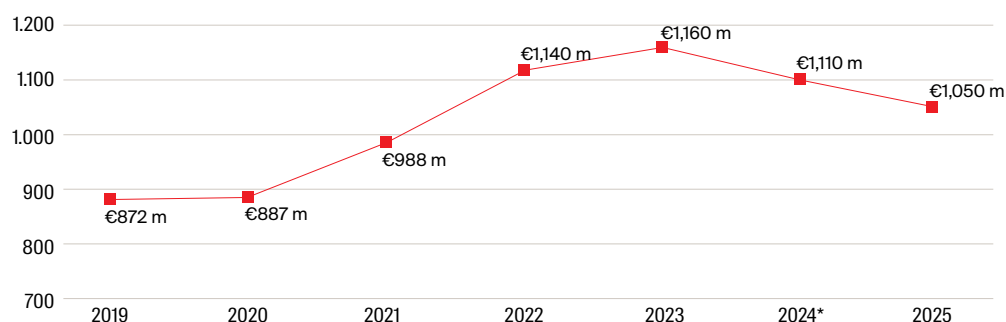
In order to optimally prepare #FutureTalents for the labour market, fischer teaches methodological, social and personal skills in addition to specialist knowledge. This is supported by various seminars on teamwork, communication, the fischer ProcessSystem and independent organisation of projects, as well as by the fischer Future Day and donation campaigns. Thanks to this training programme, all graduates receive the "fit for future" certificate in addition to the usual accreditations. This confirms the content of their training and certifies their active involvement in special projects, which go far beyond the norm.

In today's world of steady internationalisation, it is becoming increasingly important to assess and enhance foreign language and intercultural skills at an early stage. That's why fischer offers its #FutureTalents the opportunity to visit one of the 51 operating companies worldwide. There are a variety of options to do so, such as language trips that are financially supported, work assignments with optional attendance at a language school for apprentices, and practical or theoretical semesters for dual-study students.

Klaus Fischer Training Centre

The Klaus Fischer Training Centre was founded in 2010.

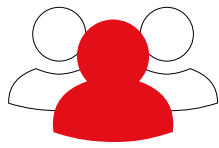
It enables employees to attend a range of courses free of charge, allowing them to continue their education outside of working hours. Numerous courses are on offer in a multitude of disciplines, such as health, cooking and nutrition, as well as languages, creativity, time and conflict management, communication and body language.



fischer group of companies – gross revenue in € million.

*Complete up to 2023 incl. fischer automotive systems, from 2024 without this due to the sale of the Automotive division.

€1.05 billion in gross revenue
were generated in 2025 by



4,800 employees.

Development planning and needs-based further training

The fischer group of companies uses the training programme as a planning tool to enable employees to obtain needs-based, long-term continuing education. Based on the job description, this document outlines the qualifications required to meet the requirements of the respective position. Continuing training measures are then derived from these, if the required and actual profile of qualifications differ. The average training time for German employees in 2025 was around 18.5 hours. These consist of attending in-person and online seminars, language courses, longer-term external training and completing e-learning programmes. All relevant areas of expertise are covered, and various target groups (such as specialists and managers) are served.

For managers, the fischer group of companies provides a structured approach with strategic and needs-based measures that support ongoing management coaching at all levels of the hierarchy. The management handbook of the fischer group of companies is based on company values and summarises the guidelines, tasks and tools for effective management within the company. The “Management at Fischer” seminar series has been developed specially for managers and addresses strategic issues and content related to the management model, serving as a framework for joint consideration of these topics. The aim of all these measures is to ensure and

establish a standardised understanding of employee management worldwide.

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

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

Development programmes

Opportunities for lifelong learning are promoted at the fischer group of companies and supported by the company through a variety of measures. The goal is to fill at least 60% of management and expert positions from the company's own workforce. fischer offers





To prepare ourselves adequately for the challenges of the future, investing in training and professional development is an essential factor in our success. We rely on motivated, well-trained employees to counteract the shortage of skilled labour and play a leading role in future trends.

Bianca Pfitzinger
Personnel Development Officer

a comprehensive talent pool landscape for this purpose to support employee development on different career tracks. The sixth Management Talent Pool ended in February 2025. It prepares employees specifically for future management tasks. As a strategic supplement to the management track, the Expert Talent Pool is offered as another development option that promotes technical expertise, ensuring that it benefits the company.

After two successful runs, the third edition of the training programme was completed in March 2025. There is also special effort to promote young talent within the Junior Talent Pool programme. This development programme, which ended its fourth cycle in September 2025, offers an opportunity for orientation and personal development. The Employee Academy was created to support employees in production and logistics who have no training or training in a non-related field. This qualification programme provides a further target group with tailor-made further training leading to a certificate. The Employee Academy was also expanded to include the option of part-time retraining in order to enable the aforementioned target group to obtain qualifications. Both measures are intended to counteract the ongoing shortage of skilled labour.

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

Future Forum

The fischer Future Forum took place for the second time in 2025. It is intended to offer employees, managers and #FutureTalents the opportunity to get informed and exchange ideas on current topics. The most recent event focused on China. Following the keynote

speech, there was plenty of time for questions, discussions and dialogue. It was a successful start to a recurring format intended to take all employees on the road to the future.

Fair remuneration

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

Service anniversaries

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

Loans at favourable terms

To help employees overcome financial difficulties, the fischer Group offers loans and advances on very favourable terms.

Support association

In addition, employees and their relatives can receive financial assistance in times of need with payments from the company's in-house support association. This service can be accessed when employees find themselves in need through no fault of their own and cannot resolve the situation without assistance.

Prizes and awards

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

Here are some examples:

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

In 2025, fischerwerke received the prestigious GREEN BRANDS seal of approval for the second time – an important and valuable recognition of its commitment to sustainability.

The rating by EcoVadis, a platform for sustainability assessments of companies, also confirms its outstanding performance in all areas

of sustainability. The results for 2025 place fischer among the top 35% of rated companies, and above the average industry rating in all areas. The fischer group of companies' rating is particularly good when it comes to the environment. The EcoVadis rating provides Ugf with a basis for continuously improving its performance in all areas of sustainability.

fischer assumes responsibility for its employees and is gaining popularity among skilled workers. This was confirmed by winning the "Employer of the Future" award from the Deutsches Innovationsinstitut für Nachhaltigkeit und Digitalisierung (German Innovation Institute for Sustainability and Digitalisation) and DUP Unternehmer-Magazin, which demonstrates the company's attractiveness in the competition for the best minds. The award also highlights the consistent implementation of digitalisation in all processes.

The fischer company restaurant in Tümlingen received another important award as "Beste Kantine Deutschlands" (Germany's best cafeteria). The kitchen team received four stars from the expert jury and secured top spot in the "Genuss" (deliciousness) category. This sets standards in employee catering. Overall, the company restaurant is considered one of the ten best in Germany.

The fact that the company has its production processes under control and is prepared for the current challenges of the future is illustrated in particular by being named "Factory of the year" in the "GEO Award" category. In March 2025, fischer received the award at the historic Reithaus in Ludwigsburg for its excellent production facility in Ivanovice na Hané in the Czech Republic. The "Factory of the Year" award is regarded as the most traditional and demanding competition for the manufacturing industry in Germany and Europe.

A wide range of measures relating to processes, systems and machines have ensured digital and streamlined processes in the company's maintenance operations. For this, fischer won the Allianz Industry 4.0 Award 2025.

fischer won the German Design Award in the "Excellent Product Design – Building and Elements" category for the new DuoHM cavity plug. The winning plug impressed the jury with its outstanding flexibility, safety and efficiency in fastening panel building materials.

Digitisation and sustainability

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

For some time now, fischer has increasingly been focussing on cloud services, such as those offered by Microsoft or SAP. These are operated in central data centres. Some of the providers are already increasingly focusing on energy-efficient operation in data processing and storage. Microsoft has set itself the objective of achieving a negative carbon 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.

Thanks to various measures, fischer was able to reduce its Share-Point data volume by almost 70%. This saving of resources has a positive effect on fischer's energy, cost and carbon footprint.

The switch to the Salesforce customer relationship management system optimises fischer's sales and marketing processes and takes its customer relationships to the next level.

In 2025, fischer migrated the two most important SAP systems, ERP and EWM, to the cloud. In this way, the company ensures long-term security and stable operation.

With the help of smart production, fischer is optimising core processes in production and logistics by connecting all systems and machines and using the production and process data obtained in this way for further analyses. This allows employees to control production processes in an almost entirely paperless manner and in real time, as part of the vision of a Smart Factory. This simplifies and automates synchronised planning along the value creation process through the use of digital, fully integrated planning tools. The company has successfully converted its logistics processes to the modern SAP EWM warehouse management system, making them significantly more efficient. Personnel processes are also being further digitalised, for example through a digital personnel file. All paper documents were digitalised during the process. Among other things, this enables efficient and location-independent administration and access to the files.

The threat level in cyberspace is higher than ever. fischer has developed an IT security strategy to protect IT systems from dangers by continuously increasing IT security. As part of this strategy, for example, the company is improving awareness of IT security in regular campaigns. These include phishing simulations, training courses and a series of videos provided to employees. By creating a physical separation from the office network, we make sure that an attack cannot spread across the entire network. Unfortunately, absolute security cannot be guaranteed. To best prepare for IT emergencies,





a comprehensive emergency manual has been developed and regularly tested in practice in crisis simulations.

Digitalisation of the business model for our customers

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

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

and make a long-term contribution to the success of the company. The Connected Products business area has also been created there and is working on visionary fixing solutions. Here are some of them: The BauBot, the only product of its kind in the world, which fischer developed alongside Austrian start-up BAUBOT. The construction robot handles drilling, hole cleaning, marking and plug insertion and is revolutionising the digital future of fixing technology. In doing so, the company is taking the next step towards increasing its activities in the field of robotics on construction sites.

The SensorAnchor, the construction monitoring solution developed by fischer, makes it possible to monitor buildings from afar for the first time. The SensorAnchor continuously measures the forces acting on the fixing system, collecting relevant data. This world first makes an important contribution to greater building safety. The non-linear spring model also makes it possible to use it with C-FIX software.

Use of AI in the fischer DIY app is another innovation that provides added value for our customers. Whereas our customers previously needed to carry out a drilling dust analysis to identify the nature of the substrate (and consequently select the right fixing material), this is now no longer necessary, thanks to the use of an AI solution.

The globally unique solution makes it possible for customers to identify the most common building materials in Germany with a high degree of reliability by recognising knocking noises.

In November 2025, fischer relaunched its FIXperience Online Suite. With the next generation of this dimensioning software for fastening technology, the company is opening up new dimensions in the planning and dimensioning of fastening solutions. The focus is on the customer's well-being. fischer is thus positioning itself more strongly in the project business worldwide and creating room for growth.

Beyond the product world, digital services offer fischer customers further added value. One example of this is the digital planning method of building information modelling (BIM), which refers to the process of creating, editing and using a digital model of a building as a twin of the real building. Digital and collaborative cooperation within a BIM system process contributes significantly to smoother planning and delivery processes. Ideally, this model is expanded and utilised by all stakeholders throughout the entire service life of the building, from the initial idea to the draft phase to building management. That makes it possible to plan products in exact quantities at an early stage and gives clients and construction managers a precise model of the building for maintenance work or future expansion measures. Start-ups also make everyday work easier for fischer's customers with digital solutions. Thanks to the expansion of its product information management systems (PIM), fischer can provide its customers with product-related data quickly.

Digitising corporate processes

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

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

The fischer group of companies is increasingly leveraging the future technology of artificial intelligence for its own purposes. This makes it a pioneer for digital processes in the industry. All employees have access to a central, high-performance AI platform with two specialised AI agents. This ensures that AI is secure across the entire organisation, GDPR-compliant, and practical for use in day-to-day work. In addition, the fischer group of companies is actively investing in process optimisation using AI, for example in the test field, where individual process steps can be accelerated and carried out in a more resource-efficient manner through automation.



fischer has been a member of Innovation Park Artificial Intelligence (IPAI) in Heilbronn since 2024. It is set to become the most relevant ecosystem in Europe for applied artificial intelligence (AI). As part of the IPAI project, living labs, a data centre, a start-up innovation centre, restaurants, daycare centres and apartments will be built on a 30-hectare site by 2027. The aim is for it to become a new home for trustworthy, applied AI in Europe and the world.

Artificial intelligence and digitalisation are indispensable components of fischer's products and processes. The company has established an IT hub in India in order to successfully overcome challenges. Employees at the Bengaluru site work on the topics of AI, data engineering, software development and Microsoft Power-Platform. This strategic centre makes it possible to actively shape the digital transformation, counteract the shortage of skilled workers and drive forward innovation.

Artificial Intelligence training campaign

In March 2025, the Digital Learning Days were once again held at the fischer group of companies. The aim of the initiative is to raise awareness of AI and data culture within the workforce and promote responsible use of such technologies. Several hundred employees worldwide took the opportunity to find out more about these topics and gain inspiration for their own projects. Participants could flexibly

“

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join the online presentations via Microsoft Teams based on their needs and availability. The speakers included both internal experts from various departments and external specialists. In addition to teaching the basic concepts of artificial intelligence, the focus was on practical application examples. The Digital Learning Days were followed by in-depth training sessions on specific topics. At the same time, the fischer group of companies is proactively fulfilling the “employee training” aspect of the EU AI Act, which came into effect from February 2025.

In addition, new Digital Enablers have been appointed – employees who actively advance the areas of digitalisation, AI and automation within the company. They act as key advocates and points of contact in the technological transformation of the group. In order to prepare the Digital Enablers for their role as effectively as possible, a targeted training concept was developed to specifically strengthen competencies in the areas of “Driven by Competence” and “Driven by the Future”. In addition, Digital Enablers were given access to the e-learning platform Udemy, which enables independent and needs-orientated learning.

With these measures, the fischer group of companies is emphasising its commitment to actively shaping digital change while at the same time fostering the skills of its employees in a lasting way.

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

Edmund Holzberger

Head of IT Governance Department

Guiding Principle 08

Sustainable innovation.

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

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

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



Concrete screw UltraCut FBS II

With the fischer UltraCut FBS II concrete screw, which is suitable for extremely high loads and can be reused under certain conditions, the company is breaking new ground in terms of production technology. Temporary anchoring is also possible in green (young) concrete with a strength of only 10 N/mm². Depending on the diameter, different versions are approved for many different screw fitting or anchorage depths – each suitable for the existing load.

The UltraCut FBS II, made of stainless steel (A4), has now been added to the product line. Its specially hardened red tip ensures noticeably faster and more secure assembly. Since it is made of rust-resistant steel, the product is ideal for use in wet and outdoor areas.

The multi-coated UltraCut FBS II CP (corrosion protection) concrete screw is a new solution for outdoor applications with low corrosion exposure and offers better protection against red rust compared to 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.



fischer Strong Undercut (FSU) undercut anchor

The new fischer FSU undercut anchor is a self-cutting undercut anchor for applications requiring high load capacity and safety. The anchor cuts an undercut into the concrete, creating a positive connection. The setting depth markings on the anchor and setting tool (FSU-ST) ensure quick visual setting control and ensure additional safety and ease of assembly. The FSU-DT disassembly tool can be used to remove the anchor quickly and without leaving any residue. The FSU also has a DMC (data matrix code) for unambiguous identification and reading of product data on the anchor, giving users the option of flexible and accurate data transparency and storage before and after assembly. The building authority approval (ETA) confirms that these anchors have a service life of up to 100 years. This means that the FSU will outlast an entire century and is perfect for large, long-lasting construction projects.



FAZ II anchor bolt

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



PowerFast II and PowerFull II: Red Dot Design Award Winner 2020 & German Design Award Winner 2020

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

Thanks to the support of a research project, the FAZ II Plus was the first anchor bolt to receive national approval in steel fibre concrete. Consistent use of the materials has improved the performance for earthquake resistance and fire resistance, among other things. Fischer was one of the first companies to obtain an ETA for a mechanical anchor system that covers dynamic applications. In order to facilitate installation on the construction site, proof is now also provided that borehole cleaning can be dispensed with. Reports covering concrete strength performance outside the scope of the ETA are also available. This allows for further applications in practice and offers customers reliable performance.

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



reddot winner 2020
innovative product



Power Fast II and PowerFull II

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

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



fischer FiXperience Suite

The fischer FiXperience design software, now available as an online browser version, dependably supports planners, structural engineers and engineers in the standard-compliant dimensioning of complex projects. The software fulfils all relevant international standards and enables secure global use.

With its modular structure, the FiXperience Software Suite offers specialised application modules for various product groups, such as C-FIX for the dimensioning of mechanical and chemical anchor systems. This allows projects to be planned in a targeted and cost-optimised way. Precise sizing, such as that performed using fischer's Engineering Solution or finite element analysis, also contributes to resource efficiency. Optimal sizing allows for a reduction in material quantities and helps avoid unnecessary overcapacity – an important contribution to sustainable design.

fischer DuoLine

The innovative plastic plugs of the fischer DuoLine combine various functions in one product thanks to the two-component technology. With the self-tapping fischer DuoBlade, plug installation is completed at the same time as the drilling process. The fischer DuoPower offers a unique geometry that allows it to expand, knot or fold depending on the substrate, and is a universal solution customers can use for any building material. In addition to the added functionality, the products are notable for their award-winning design and unmistakable red-grey colour scheme. DuoLine products have received the German Design Award and the renowned Red Dot

FIS V Zero

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

Because of this, fischer has been working to replace this raw material. In addition, another goal of the new product, besides replacing peroxides, was to develop fixing systems completely free of any labelling requirements that do not produce any environmentally harmful emissions in accordance with current classification rules under the CLP regulation. Through systematic basic research, the company has succeeded in replacing the raw material benzoyl peroxide, previously considered essential for the curing reaction, and develop a completely new hardening principle for fixing systems. The new technology lays the foundation for FIS V Zero injection mortar and achieves the goal of "no labelling". We call this milestone in our development "zero-hazard technology". FIS V Zero is a new and innovative fixing system that is label-free in accordance with the CLP regulation. This makes the product particularly environmentally friendly, and it is classified as recommended by external certifications such as the Nordic Swan Ecolabel. FIS V Zero minimises risks to installation companies and the environment in a unique way. Because it is label-free, FIS V Zero does not require a safety data sheet, meaning it helps reduce administrative work required by our trading partners and simplifies logistics processes.





Design Award, among other distinctions. The DuoHM cavity plug is the latest product in the DuoLine. Thanks to the unique combination of plastic and steel, the assembly time can be reduced by 50%.



SX Plus

The new fischer SX Plus expansion plug, the successor to the SX plug, offers a consistently secure hold in various solid and hollow building materials due to its quadruple expansion feature. The special fixing wings of the SX Plus ensure that the screw is pre-fixed so that it does not have to be additionally held in place for overhead use. To ensure secure installation, the flexible plug edge prevents the plug from slipping deep into the drill hole. This ensures that the SX Plus can be set flexibly and conveniently. Thanks to state-of-the-art plant and tool technology, the fischer group of companies benefits from higher productivity with the SX Plus compared to the SX plug.

TermoZ CS II

The TermoZ CS II is a strong insulation screw plug for the secure fixing of all insulation boards to all solid and hollow building materials. Developed with the needs of trades in mind, TermoZ CS II is easy to install and guarantees quick assembly. The TermoZ CS II insulation fastener is approved for all common classes of building materials. The optional CS setting tool guarantees an optimal

setting process, without imperfections caused by the plugs on the façade. By securely fixing all commonly used types of insulation on different substrates, the TermoZ CS II helps make buildings more climate friendly alongside the respective composite thermal insulation system.

TermoZ SV II Ecotwist

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

FID II / FID II Plus

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



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

Sebastian Lipps

Head of Product Management, Plastic Fasteners

HybridPower

The new fischer HybridPower is the first anchor on the market to combine the advantages of a classic plastic anchor with the security of a steel anchor. Thanks to the combination of the two materials, the HybridPower can be installed quickly and easily like a classic plastic plug – without a setting tool or torque spanner. The plastic component can be used universally in all solid and hollow building materials. The metal component wedges into the building material during expansion, ensuring high load-bearing capacity and secure anchoring. The metal component can also withstand fire loads and offers certified safety in the event of a fire.

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 are the central points of focus. 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 substructures. Thanks to this partnership, fischer is making an active contribution to saving energy in buildings and efficiently reducing CO₂ emissions.

Clever fixings for PV systems

In times of climate change, the world's population needs sustainable, independent, cost-efficient and locally produced energy. The hunger for electricity is increasing worldwide due to advancing industrialisation and growing prosperity. At the same time, however, the effects of climate change (e.g. extreme weather events) are also continuing to increase, which means that the global form of energy generation and therefore the energy mix must change. It is great that we have a free energy supplier in the form of the sun, whose radiated energy can be utilised by means of photovoltaics and exceeds the needs of the world's population many times over.

fischer substructures enable the installation of PV modules on a wide variety of roofs (e.g. pitched roofs, flat roofs) and different roof coverings (e.g. tiles, trapezoidal sheets, fibre cement). Rails, roof hooks, mounting triangles, module clamps, screws with double threads and other accessories form suitable system solutions for technicians and system providers of PV modules and systems. fischer provides appropriate software for correct product selection and system dimensioning, depending on the loads occurring locally, to support users in the best possible way.

The decision to internationalise the product portfolio, which was previously mainly developed in Italy, has resulted in numerous changes and further product optimisations that enable and support the international growth of this business area within the fischer group of companies. Whether on façade or roofs, with fischer products and services for the PV sector, building owners can actively drive the energy transition, make building operations more sustainable and reduce utility costs.

FA-ST II Set bolt anchor setting device

The 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.

fischertechnik

The “Universal Pro” and “Universal Max” construction sets recently launched by fischertechnik in 2024 promote gross and fine motor skills and stimulate imagination and creativity. The fact that the “Smart Robots Pro” robotics construction kit won the bronze medal of the “Play for Change Award” in the “Life Skills” category confirms the objective of teaching children about the world of technology in a playful way. To further increase awareness of future issues in future generations, fischertechnik offers a variety of building kits focused on sustainability and renewable energy, both in the toy and school areas. The “Animal Friends” construction set uses polyamide made from partially renewable raw materials. The new orange and green colours used for the five animal models also strengthen their link to nature.

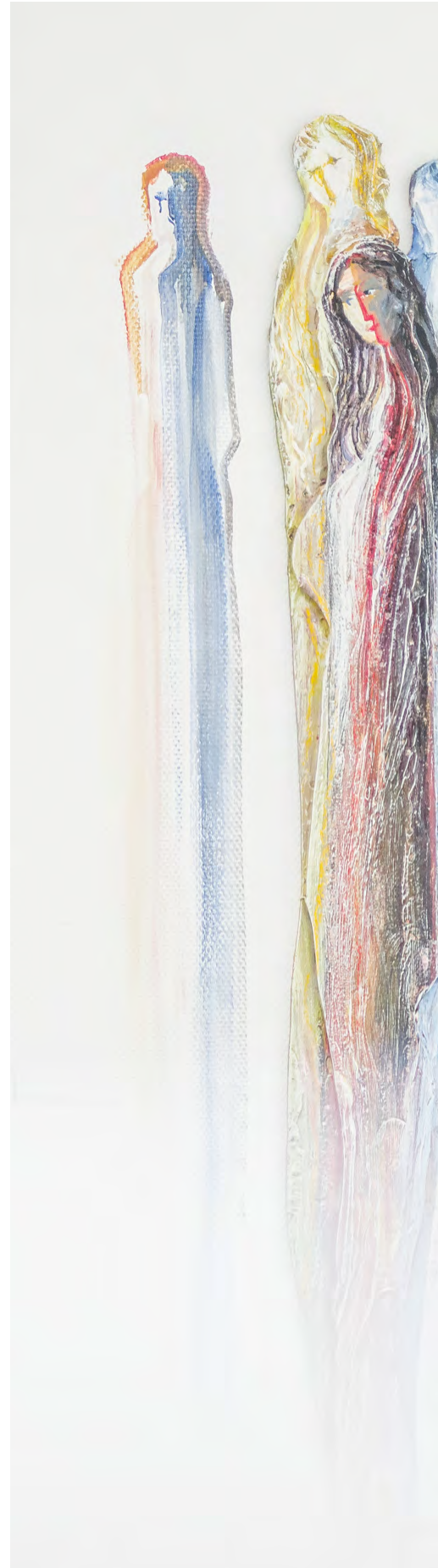
The product range also includes fischerTiP, which is made of potato starch and is 100% biodegradable. The craft sets from the German creative material manufacturer take advantage of the diverse characteristics of this natural product. The components stick to one another after they are moistened, without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

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 means that the capital required for our investments and operational business comes from our own funds. If external financing is necessary or beneficial, the process of selecting finance partners focuses on their reputation, creditworthiness and how they deal with stakeholders. Financing is generally obtained from institutions with which we have long-term relationships built on trust.

As part of the financing decision, the fischer group of companies also looks at guaranteeing sustainable financial leeway at all times. Financing is generally declined if it would limit the group of companies' autonomy, or entail risks for the company. When it comes to investments, the focus is on the sustainable economic development and the long-term success of the fischer group of companies. In addition to economic factors, investment decisions also take into account employee matters and environmental considerations.



Guiding Principle 10

Anti-corruption.

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

The Code of Conduct of the fischer group of companies offers employees a reliable guideline with regard to ethical behaviour that is designed to rule out corruption. We also expect a high level of integrity and a business relationship free from corruption, bribery and conflicts of interest from our business partners and agree a trusting cooperation with them on the basis of the fischer Business Partner Code of Conduct. Violations of the Code of Conduct, Business Partner Code of Conduct or applicable laws are not permitted and must be reported immediately. Employees and partners can also submit reports using the fischer whistleblowing channel.

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



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

Martin Heinzelmann
Governance, Risk & Compliance

Guiding Principle 11

Regional added value.

Responsibility towards society and the local region

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

Knowledge factory/school campaign/education initiative

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

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

The Otto-Hahn-Gymnasium in Nagold is the digital partner school of the fischer group of companies. The collaboration began at the start of the 2021/22 academic year. The total donation of 60,000 euros was used to equip a modern, digital classroom, among other things. In the new room, pupils are given a practical demonstration of digital change and progress in the professional and working world. Joint projects such as digital internships at fischer, learning units on digitalisation in the world of work and workshops on agile project management have already been implemented successfully. The aim is to prepare the young generation for digital challenges in the professional and working world.

The "Mitmachen Ehrensache" project, which roughly translates to "Of course I'm in", is organised by fischer apprentices. They invite



pupils to spend a day working at the company. The wages earned by the young people on the day of the event are donated to social projects in the region.

Work-life balance

A good work-life balance is important, especially in a family business. fischer supports parents with flexible working hour models and the Kinderhaus Waldachtal kindergarten. Cooperation with the kindergarten offers employees many new daycare options for children from infancy to school enrolment age in the direct vicinity of their workplace. The group of companies supports the kindergarten not only in organisational and financial terms but also with various projects that benefit the caregivers and, especially, all the children. Professor Klaus Fischer has already supported the construction of the "Im Himmelreich" kindergarten by donating 1 million euros.

DrachenEi

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

Projects for children of employees

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

"Discover cooking with fischer"

Kids learn how much fun it can be to prepare a tasty and healthy meal. The team at the in-house company restaurant gives a glimpse behind the scenes, and the employees' children learn more about the topic in a child-friendly way as part of various cookery courses and get involved themselves.

"Plug workshops"

Over 11 days, 140 children from Waldachtal and the surrounding area learnt about the fischer group of companies and how to use its tools and fastening systems. As part of the education initiative, seven kindergartens and one secondary school visited the fischer ACADEMY in 2025.

Local clubs

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

Local fire brigades

For many years, fischer has been an active and regular supporter of fire brigades near its headquarters in Waldachtal, and at other German locations. Among other things, company owner Professor

Klaus Fischer has provided the Waldachtal volunteer fire brigade with an armoured personnel carrier. At the suggestion of the Freudenstadt District Fire Brigade Association, our company has already received the "Volunteer-friendly employer in civil protection" award from the Ministry of the Interior of the state of Baden-Württemberg twice. In 2018, Professor Klaus Fischer received the Gold Medal of Honour from the Baden-Württemberg State Association for his commitment to occupational safety. fischer celebrated the 55th anniversary of its own plant fire brigade in 2025 – the first and still the only one in the region. In doing so, the company is helping to improve fire safety and secure jobs over the long term. The fischer plant fire brigade works closely with authorities and volunteer fire brigades at the locations and trains employees on how to handle fire extinguishers.

Sponsoring

fischer supports regional soccer clubs and additional sports clubs, as well as individual athletes. The youth football team of JFV Steinachtal/Waldachtal will receive 20,000 euros annually for three years. This support is crucial in supporting the identity, quality, and cohesion of youth football in the region. The donations to the music and art school will support teaching in the coming months. In addition, fischer supports the Freudenstadt Region Music and Art School and thus promotes cultural education for children and young people in the region. Three-time Olympic, World and European eventing champion Michael Jung from Horb-Altheim, decathlon world champion Niklas Kaul and Nordic combined athlete and overall World Cup winner Nathalie Armbruster from Freudenstadt are among those receiving intensive support.

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

Dennis Morath
Former FutureTalent

Research and teaching

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

The company owner also received an honorary doctorate from the University of Stuttgart in July 2024. In his speech to mark the occasion, Professor Oliver Riedel, Dean of the Faculty of Design, Production and Automotive Engineering and Head of the Institute for Control Engineering of Machine Tools and Production Equipment, said, "Professor Klaus Fischer exemplifies responsibility in a very special way – in business, in science and in society. He has always resolutely focused on innovation. The entire fischer group of companies is an innovation driver in the fixing technology sector. The company's production is a model of lean production and sets standards for the invention, development and production of building products."

fischer supports unique research projects worldwide and cooperates closely with leading universities in the field of fixing technology, such as Stuttgart, Vienna, Milan and Purdue. The objective is to promote research and development at universities and to shape its implementation through knowledge transfer. In July 2024, the junior professorship "Structural Bonding in Civil Engineering – Numerical Mechanics of Materials" was established for five years at the Institute of Structural Engineering at the University of Natural Resources and Life Sciences in Vienna (BOKU) and filled by Professor Matthias Neuner. Professor Klaus Fischer is continuing his many years of intensive collaboration with universities and is now involved in his third globally unique research project. Professor Neuner investigates adhesive bonds for the entire construction sector through experimental investigations and numerical computer simulations. "Future trends, such as modular and prefabricated construction, require innovative connection technologies and joining solutions," says Professor Klaus Fischer. "This allows different materials to be optimally joined in industrial processes using structural adhesives and application methods." The approach is a prerequisite for enhancing the efficiency, flexibility and sustainability of projects in modular and prefabricated construction.

To date, fischer has already financed two other globally unique research groups of young professors. This includes an endowed professorship in bio-based construction at the University of Natural Resources and Life Sciences in Vienna (BOKU), supported by renowned scientist Professor Benjamin Kromoser. The research project consisted of taking forms from nature as a model for the design, drafting and construction of buildings. In addition, the project aims to identify new opportunities for resource and energy efficiency in construction. Professor Kromoser is now head of the Institute for Structural Engineering, Timber Construction and Circular Construction at BOKU. The junior professorship in innovative reinforcement methods with fixings was established, equipped and established at the University of Stuttgart back in 2017. Scientist Professor Akanshu Sharma began his research in this role. Now an associate professor at the Lyles School of Civil Engineering at Purdue University, he continues to work closely with our company in areas such as reinforcement methods for structural rehabilitation and seismic strengthening of structures. Furthermore, fischer has supported the Nordschwarzwald Campus in Freudenstadt, both

financially and in terms of content. The company provides lecturers and lecture notes for the master's degree programme in mechanical engineering.

Luftikus

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

Personal engagement

Company owner Professor Klaus Fischer is heavily involved in supporting educational programmes and social institutions. In 2015, he established the Klaus Fischer Foundation for the promotion of child and youth education. His generous financial commitment is reflected in numerous projects, such as the Kinderhaus in Walddahle and the EIGEN-SiNN foundation. To mark his 75th birthday in 2025, Professor Klaus Fischer became the patron of a group at the children's and youth workshop, supporting them with a donation of 44,400 euros, and other assistance. Schools and daycare centres in the district also benefit from his support, as do clubs and organisations that have made it their mission to support children and young people. In 2025, for example, seven kindergartens in the region around Tübingen and Ditzingen once again received donations totalling 55,000 euros.



Guiding Principle 12

Incentives for changing mindsets.

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

Back in 2019, fischer was honoured with the German Sustainability Award as "Germany's most sustainable large company 2020". The fischer group of companies was already among the top three companies in the "Large Company" category the previous year. The high-calibre jury based its decision on the consistent anchoring of sustainability within the corporate strategy and the company's above-average innovative capacity, made possible by the systematic and successful involvement of all employees.

Following the initial award in 2023, fischerwerke was again awarded the GREEN BRANDS Germany seal of approval for 2025/2026. This recognises the company as a brand that makes a significant contribution to protecting the climate, the environment, nature and resources. The special thing about the GREEN BRANDS seal of approval is that it is a registered EU certification mark for ecological sustainability, with an independent, transparent and neutral test procedure.

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

The objective is a streamlined, flexible company that can stand up to global challenges with the involvement of all its employees. The targeted development of employees and the structures created for this purpose form the basis for continuous improvement. All employees can apply for the three-stage fPS training programme. In addition, the fPS Prize, endowed by company owner Prof. Klaus Fischer, is awarded each autumn. This prize recognizes particularly innovative and sustainable achievements of the internal improvement system.

Following the first award the previous year, the fischer group of companies was again honoured with the Allianz "Industry 4.0 Award" in the "Winner" category in 2025. This award recognises the project "Digital and lean maintenance as a value-adding partner in production". The award-winning concept uses digital solutions to optimise maintenance processes, thereby increasing efficiency and plant availability. A machine database developed in-house triggers maintenance work at the touch of a button, selects data for analysis and prompts the ongoing improvement of processes. The award emphasises fischer's pioneering role in Industry 4.0 and its continuous efforts to develop innovative solutions in manufacturing.

As an innovative company, fischer relies on its employees making their voices heard. It is important that good ideas are expressed to decision-makers directly and immediately. This kind of creative input also deserves to be rewarded. Various instruments have been created for exactly this purpose: the fischer Idea Process with the fischer Ideas Cloud, as a central tool for the company suggestion scheme (measurable suggestions for improvement from within and outside the company), and the fischer Product Process (product suggestions or potential for improvement). The Ideas Cloud in particular, with its wide-ranging possibilities, is intended to generate cross-divisional suggestions for improving environmental friendliness and sustainability.

These cover all products and processes, with the declared goal of conserving resources and improving efficiency. Over 1,500 ideas for improving company processes are submitted annually through the Ideas Cloud, then implemented quickly if they are rated positively.

Following an initial successful campaign in 2021, over 100 ideas were submitted by the workforce over a six-week period in summer 2025 as part of a new ideas campaign on the topic of "A sustainable and environmentally friendly company". The ideas related to outdoor facilities, water utilisation, energy efficiency, emissions, waste, circulation and resources, the company restaurant, awareness-raising and social aspects, thus covering all dimensions of sustainability. All ideas were then assessed and evaluated for feasibility. The best ideas are now gradually being put into practice.

In order to align the CIP process with the corporate strategy, the "TOP 5" problems are visualised and addressed in all areas. A targeted focus on key issues gives employees a point of reference for matters relating to earnings and sustainability. This approach is supported by changing slogans and communication campaigns on relevant key issues. A large number of activities have been implemented under the regularly recurring "Year of Quality" theme, which raises both product and process quality. In short, the company has an incentive system that encourages employees and managers to contribute their ideas and change their mindset across the entire group of companies.



Thanks to numerous improvement measures in recent years, the group of companies has already been able to address several challenges and make a significant contribution to achieving its sustainability targets. The current challenges are digitalisation, the use of AI and Industry 4.0. fischer employees also take centre stage when it comes to addressing these tasks. The workforce is supported by the Klaus Fischer Training Centre, a measure that explicitly contributes to SDG 4 – “Quality education”. The programme ranges from workshops and talks on general education and language courses to standard training courses and sessions on using AI. In addition to established in-person training sessions, the fischer group of companies also offers a variety of e-learning programmes, which can be completed anywhere and at any time. Employees receive digital support, which ultimately has a positive impact on the performance of the company as a whole.

E-learning formats have been developed to increase knowledge and awareness of sustainability among employees. Managers are key advocates of this within the company. Their task is to exemplify corporate values and convey and explain strategic objectives. Mandatory e-learning was therefore introduced for this group in order to familiarise them specifically and consistently with fischer’s sustainability strategy. This ensures a uniform basic understanding

of sustainability and an awareness of responsibilities. The content is also intended to inform and raise awareness of current regulatory requirements and, in doing so, support managers in their role as advocates. Each manager follows the e-learning course and takes a test as proof of completion. In addition to mandatory e-learning for managers, there is also voluntary e-learning for employees, which provides an overview of the sustainability strategy and associated processes, structures and measures.

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

Sustainability is a new and complex topic that has found its way into strategic and practical corporate management. In contrast to most previously addressed management issues, sustainability is not a

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fad, but is here to stay. Almost all future issues – both positive and negative – will be decided based on sustainability management.

At fischer, we primarily see this challenge as an opportunity, and we do not want to leave anything up to chance. That is why we have created the fischer Sustainability Campus. The target group for this programme is representatives of other companies who want to address the issue of sustainability themselves. The fischer Sustainability Campus teaches the basics of sustainability and offers a low-threshold introduction to sustainable corporate alignment. Through 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”. In order to continue developing the services offered by fischer Sustainability Campus and provide participants with even better support with their entry into the holistic sustainable corporate orientation and implementation of sustainability in practice, we entered into a strategic cooperation in 2024 with a partner who offers a concept and software with tools for sustainability analysis, measures and reporting.

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

Janina Störzer
fPS & Ideas Manager

Outlook

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

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

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

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

We do not have a final sustainability target. The environment is and remains in flux. So the principle is this: the journey is the destination.



Status 06-2026

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