

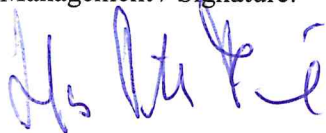
## Energy and environmental policy

As a traditional family business, we acknowledge our social responsibility and want to actively contribute to stopping the destruction of the environment and the depletion of finite resources. This is in the interest of current and future generations. Sustainable action secures our prosperity - prosperity is the basis for peace.

Our success is based on our innovative strength and the willingness of all employees to commit themselves daily to the fundamental values of the company. In order to be able to continue to operate successfully in the market tomorrow, we encourage our employees of the companies of the Fischer group located in Achern-Fautenbach to adhere to the following guiding principles and thus make their contribution to the protection of the environment and the sustainable management of the company:

1. By using **natural resources and energy sparingly**, we contribute to minimizing the environmental impact associated with the manufacture of products and services.
2. **An environmental and energy management system** anchored in the organisation serves to implement this environmental/energy policy, monitors compliance with environmental/energy targets and controls the related operational processes.
3. We **involve our suppliers in our environmental/energy management** and work towards ensuring that they comply with the same standards. When planning, introducing and operating new procedures and processes, we are guided by the state of the art in order to keep negative environmental impacts and energy consumption as low as possible.
4. By **informing and training our employees in environmental protection and energy efficiency**, we promote awareness of environmentally oriented and energy-saving actions.
5. We **measure environmental/energy performance and assess the risks/potential environmental impacts** of our operations and those we can only indirectly influence.
6. We set **targets and take action** to prevent adverse environmental impacts, energy waste and accidents and to improve our environmental/energy management and performance.
7. We provide sufficient **information and resources** to meet the environmental/energy objectives.
8. We are committed to **complying with relevant environmental legislation** and other legal requirements relating to environmental protection and energy conservation. We maintain cooperation with the relevant authorities and other external contacts.

Management / Signature:



Date: 1 April 2022