

SUS TAINA BILITY

in focus

PHILOSOPHY
RESPONSIBILITY
VALUES



Sustainability – Our philosophy. Our Values. Our promise.



Sustainability in the sense of Corporate Social Responsibility (CSR) is the central topic of our time. The FIXIT GRUPPE is taking up this fundamental challenge and assuming its social responsibility. Together with the companies of the brands FIXIT, GREUTOL, HASIT, KREISEL and RÖFIX, we consistently align our strategies and our actions accordingly. In doing so, we orientate ourselves to the guidelines of the UN Global Compact of the United Nations with its ten basic principles and act according to the globally recognised ESG criteria.

As Europe's leading developer and manufacturer of building materials, our innovative facade and insulation systems are already making an effective contribution to CO2 savings. We will continue to expand this potential in the future and create individual solutions for a changing demand. Company-wide digitalisation and the use of new technologies are helping us to do this.

The changeover and orientation towards sustainable management affects all areas of the value chain – from material procurement, development and production to marketing and distribution. This poses major challenges for us and our customers as well as suppliers. Our Europe-wide goals are ambitious – we are working on the implementation in the markets with a bundle of measures.

In this publication, we would like to present our sustainability strategy and give you an insight into our activities. An initial assessment shows: Sustainable business is possible with the dedicated commitment of everyone involved in the company. Our leitmotif „Preserving values - sustainably shaping the future with building materials“ gives us orientation. We are confident that together we will achieve our goals and make a significant contribution to CO2 reduction and a sustainable future.

With kind regards
Hanswilli Jenke
CEO





Our Vision, Mission & Values – the purpose of FIXIT GRUPPE



The purpose statement of the FIXIT GRUPPE describes the self-image and aim of our actions. It consists of the leitmotif, the vision and mission as well as the values that are important to us as a company.

- **Our Leitmotif**
Preserving values – sustainably shaping the future with building materials.
- **Our Vision**
Our motivation: shaping healthy, safe, and attractive living spaces. For generations. For our environment.
- **Our Mission**
We act sustainably and produce future-oriented building materials and systems for facades, walls and floors. For our customers, our employees – and for society.



Our values

Four central values form the foundation of FIXIT GRUPPE. Based on these, we have committed ourselves to sustainable action in all areas and at all levels. Together with the companies of the brands FIXIT, GREUTOL, HASIT, KREISEL and RÖFIX, we consistently align our business activities accordingly.

Satisfied customers and partners.

Our success is inextricably linked to our customers' satisfaction. That is why we do everything we can to maintain their trust in the long term.



Top-quality products.

We achieve customer satisfaction with products of the highest quality, relying on decades of experience, technical progress, and environmental friendliness.



Motivated employees.

Our employees' competence, commitment, creativity, and integrity are the most important elements of our company's success.



Growth together.

We are focused on working economically and efficiently to grow together with our business partners.



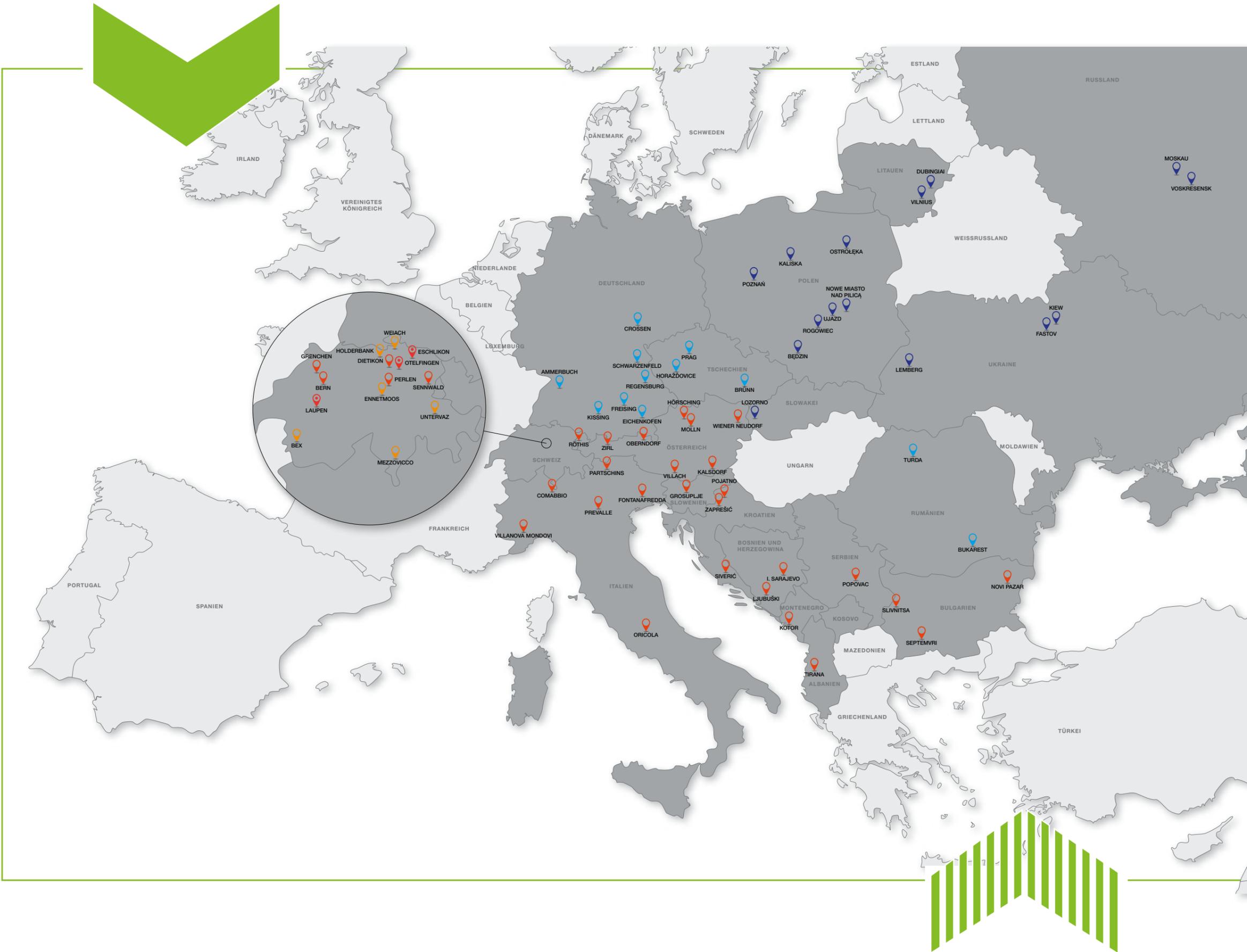
More information
www.fixit-gruppe.com/en/company/purpose

Our brands and locations

5 brands
 18 countries
 69 locations
 11 product lines

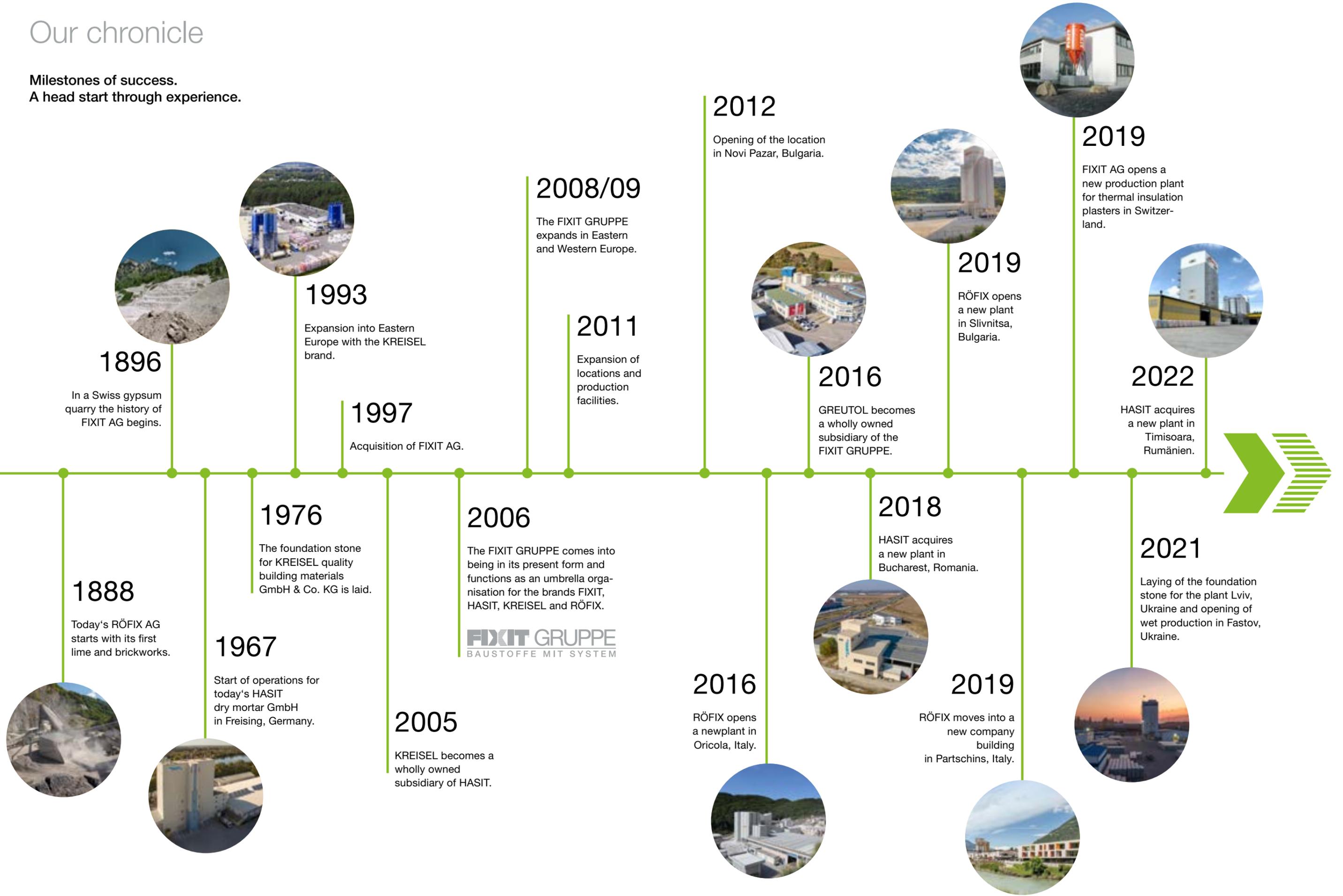
Since September 2006 the FIXIT GRUPPE has existed as an umbrella organisation of the 5 building material brands FIXIT, GREUTOL, HASIT, KREISEL and RÖFIX. With 69 locations in 18 European countries and around 2,300 employees, the FIXIT GRUPPE is one of the leading system suppliers in the building materials sector.

-  FIXIT
-  GREUTOL
-  HASIT
-  KREISEL
-  RÖFIX



Our chronicle

Milestones of success.
A head start through experience.





Corporate Social Responsibility – our commitment to Sustainability

Corporate Social Responsibility (CSR) is the social responsibility of companies in the sense of sustainable business. This includes social, ecological and economic aspects – in short: sustainability.

The FIXIT GRUPPE is actively committed to economically sensible and sustainable action which

- resources not beyond their regenerative capacity burdened,
- climate and ecology are affected as little as possible,
- preserves the health and well-being of employees, customers and suppliers.

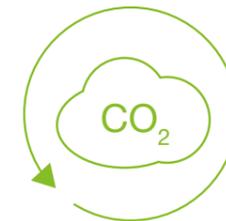
Insofar as this is not fully possible within the scope of economically feasible efforts with today's technology, negative influences are minimised.

The FIXIT GRUPPE rejects discrimination, promotes equal opportunities for all employees and supports the compatibility of family and career.



The FIXIT GRUPPE is guided by the ESG criteria as an instrument for managing and monitoring its activities in the area of sustainability.

It is also committed to the UN Global Compact, an agreement concluded in 2000 between companies and the United Nations to make globalisation more socially and ecologically responsible. This comprises ten basic principles, including human rights, discrimination, corruption and environmental awareness. More than 15,000 companies from 163 countries support this initiative.



Environmental – Social – Governance: The ESG criteria

On the initiative of the United Nations, the ESG criteria were developed in 2006 by a group of institutional investors. The aim is to support responsible investments and to ensure the increasing importance of environmental, social and corporate governance issues in investment practice.



Environmental – Sustainability

The management considers the climate factor to be an important part of the corporate strategy. This publication documents the goals and projects to make the achievement of measurable climate targets an integral part of the overall strategy.

Social – Social

The companies of the FIXIT GRUPPE consistently implement all applicable laws and standards for the observance of labour rights and conditions. Equal rights and the avoidance of discrimination are important factors in the human resources strategy. The proportion of women in management positions is already above the corresponding quota in the overall workforce.

Governance – Corporate Management

The group has a code of ethical business conduct. This also includes effective measures for the detection and prevention of cartel violations. The code is consistently applied. Compliance with the code is permanently monitored and promoted by means of organisational and procedural mechanisms.



Positioning – What we stand for!

we

are experts in the long-term use and efficient insulation of buildings.

are leading suppliers of sustainable, healthy, mineral and recyclable facade, wall and floor systems of tomorrow.

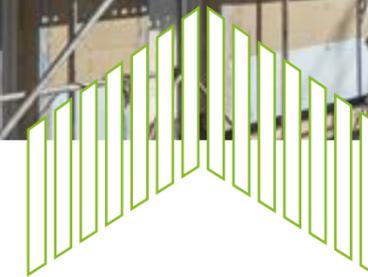
reduce greenhouse gas emissions by 2030 a further 10% per ton of products sold.

”

For the benefit of our customers, we have consistently expanded and diversified the products and services in our markets in recent years. We will continue to pursue this strategy in the future and commit to sustainable action. The progressive expansion of our digitalisation and the targeted application of new technologies support us in this.

“

Hanswilli Jenke
CEO of the FIXIT GRUPPE





Overall balance greenhouse gas negative

Further reduction of greenhouse gas emissions

Use of sustainable packaging

R&D investments for sustainable products

Clear rules for mobile working

Employee development takes sustainability into account

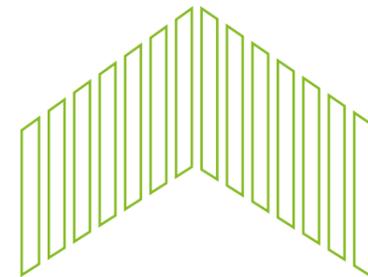
Our targets

The FIXIT GRUPPE already has a negative GHG balance* and is therefore climate-friendly. To improve and increase sustainability, initial goals have been achieved in recent years – and more are being implemented:

1. By 2030, we will reduce the emission of a further 10% per tonne of products sold.
2. We use more than 90% greenhouse gas-optimized packaging materials.
3. By 2025, at least 30% of our research and development investments on particularly sustainable products.
4. We have clear rules for mobile working, with the aim of reducing greenhouse gases and increasing job satisfaction among workers.
5. Our sustainability strategy is part of the management and development of our employees.

Supporting CO2 savings:

High CO2 savings:





External influences – our challenges

The FIXIT GRUPPE aligns its sustainability strategy in such a way that the external influences of climate change and sustainability described below are addressed as constructively as possible.

Influence on products and distribution

1

Under the influence of the public discussion on the topic of sustainability, environmental awareness is changing within society. As a result, end customers also want to measure or control their respective contribution and demand greenhouse gas certified as well as climate-friendly products.

Public perception of products

2

The impact of companies is perceived to large extent products, and this is also the case with the topic of sustainability. This effect is enhanced in view of the changing public perception and can be used positively (e.g. by influencers), but it also entails risks.

Influence on logistics

3

The national and European climate targets go hand in hand with concrete targets for reducing GHG emissions in the individual sectors. The registration of commercial vehicles is tied to progressive exhaust emission standards, while manufacturers are subject to CO2 fleet targets.

Supply chain legislation

4

The German supply chain law initially addresses companies with more than 3,000 employees and obliges them internally and along the supply chain to sustainability and compliance with human rights. This results in an international relevance, whereby even smaller companies can be affected from the outset. Similar regulations are under discussion at the European level.

Climate Protection Act

5

The (Federal) Climate Protection Act implements the goals of the Paris Agreement and the European Green Deal at the national level. The overarching goal of climate neutrality is to be achieved primarily through the gradual reduction of GHG emissions and to be supported by funding programmes. Within the EU however, national differences in the respective implementation must be taken into account.

CO2 taxes on energy sources

6

Increasingly, national and European regulations are emerging that tax the use of CO2-intensive energy. In some countries, there are no exemptions for companies or private consumers.

Low emission zones

7

The EU's air quality plan defines limit values for air pollutants (especially fine dust). Compliance with these is a local responsibility and is achieved, among other things, by establishing through the creation of environmental zones (more than 300 of these in 11 European countries). In Germany, this is implemented through the Federal Immission Control Act. In the process, new stickers and the expansion of the zones are expected.

Occupational safety and health

8

Occupational health and safety requires, among other things, that the exposure of measured and limited.

EEG levy

9

The EEG levy (Renewable Energy Sources Act) obliges non-privileged end consumers in Germany to pay a levy of 6.4ct/kWh. Industry as well as larger and electricity cost-intensive companies can apply for a reduction or exemption from this levy.

EU taxonomy

10

Financial service providers and capital market-related companies are obliged from 2023 onwards to pay a tax on their economic activities based of a taxonomy established by the EU (according to turnover/capex/opex) the aim is to prevent „greenwashing“. In the future, up to 50,000 companies within the EU are to be addressed, whereby upstream and downstream companies will already be affected from 2023.

Bans on materials and products

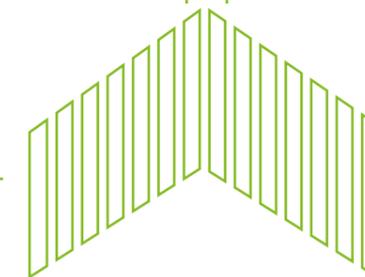
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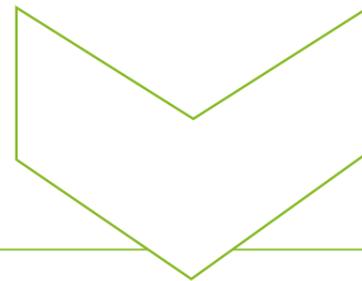
Materials that are harmful to the environment or considered to be materials are increasingly being banned. Implicitly this also means the prohibition of products that use these these materials.

Landscape protection

12

Landscape protection regulates or limits the use of land. This also limits the extraction of raw materials.





Our mission – for a sustainable future.

Insulation is the key to
reducing greenhouse
gases in the life cycle
of buildings.

The products of the
FIXIT GRUPPE have a high
social value in the area
of sustainability.



Central answers

The sustainability strategy provides concrete challenges.

1. The FIXIT GRUPPE intensifies the use of raw materials with the lowest possible CO2 emissions.
2. The FIXIT GRUPPE reports the carbon footprint of its products and internal processes. This demonstrates the continuous efforts to reduce CO2.
3. The FIXIT GRUPPE will switch to lower-CO2 energy sources as soon as this is commercially justifiable. This applies to internal processes in production and administration as well as logistics and general mobility.
4. For as many CO2-intensive products as possible, low-CO2 products are also offered, as far as this is technically and commercially sensible.
5. The FIXIT GRUPPE regularly examines internal processes in order to save energy.
6. The products of the FIXIT GRUPPE are designed for durability in order to reduce the carbon footprint.
7. The products and packaging of the FIXIT GRUPPE are designed in such a way that recycling is optimally supported.





Key areas of action



In order to achieve the sustainability goals, the measures of the FIXIT GRUPPE are bundled into key areas of action – and concrete projects are defined. The country specifics of individual subsidiaries are to be taken into account here.

- 1. Low greenhouse gas raw materials**
As far as possible, climate-friendly raw materials are purchased in order to reduce the outside-in impact.
- 2. Energy source change, energy saving, optimisation and sustainability**
As much mobility as possible is saved. Mobility is realised with vehicles and providers that are as climate-friendly as possible. Internal energy consumption is reduced as much as possible. Energy needs are met with the most climate-friendly forms of energy and suppliers possible.
- 3. Greenhouse gas optimised product range**
A GHG footprint is reported for all product groups, based on the raw material footprint, the footprint within the FIXIT GRUPPE and the estimated footprint during use and recycling or disposal. The product range contains as many climate-friendly alternatives as possible to classic (less climate-friendly) products.
- 4. Recycling and circularity in internal processes**
The products and their packaging contain as many materials as possible that can be recycled. The GHG footprint of machinery is taken into account in the lifecycle strategy.
- 5. Sustainability through insulation**
Reference is made in as many places as possible to the extent to which FIXIT GRUPPE products help to avoid GHG during their use.
- 6. Human-centred factors**
Employees, customers and suppliers are supported and promoted as optimally as important factors of responsible sustainable action.



We are already doing a lot – Practice Report



Ecological. Economical. Sustainable.

Finishing plasters from the FIXIT GRUPPE for the highest demands of design, safety and durability.

For more than 100 years, precious plasters have stood for durability and timeless beauty. Their ecologically harmless components such as white lime and white cement are unique and unrivalled in Europe and cause significantly fewer emissions than other building materials.

The FIXIT GRUPPE offers lime plasters in its product portfolio that have been tested and successfully launched on the market for many years. Different structures, colour shades and grain sizes guarantee an expressive and individual surface design. Due to their mineral composition, they achieve the highest possible diffusion openness.

Easy processing and the best price-performance ratio make precious plasters a popular and economical design element for interiors and facades.



Fixit 222 Aerogel high-performance insulating plaster

Energy-efficient building refurbishment, above all facade insulation, is one of the main challenges in achieving climate protection goals. In Germany alone, more than 19 million properties are affected. In addition, there are limits to the application of insulation on facades that are worthy of facades of preservation or listed buildings.

Especially for these requirements, a unique alternative to conventional insulation methods has been developed: Fixit 222 Aerogel high-performance insulating render. As the world's first insulating plaster, it combines the positive properties of mineral lime plasters with the advantages of a high-performance insulating material with λ_D 0.028 W/mk. The recognised approval of the German Institute for Construction Technology (DiBT) confirms this.

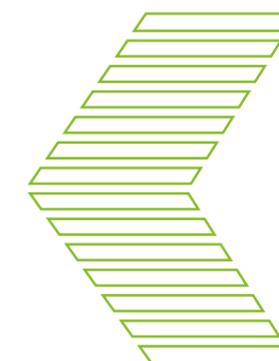


New working models – mobile working saves CO2

Since 2021, new working models have been tested and introduced in the FIXIT GRUPPE and its countries.

Particularly successful is „mobile working“ in Germany, which offers employees the greatest possible flexibility while at the same time protecting the climate: if a value of 150 grams per kilometer between home and work is applied, approximately 55.5 tons of CO2 were saved in 2022 alone.

Added to this is a significant reduction in business trips, which are now very often replaced by video conferencing throughout Europe.



Electric and hybrid vehicles reduce the operational CO2 footprint

Since 2020, RÖFIX AG in Austria has gradually converted its vehicle fleet at eight locations to e-mobility: The new fleet for field staff and department heads consists of 15 electric and five hybrid vehicles.

The company's own charging stations are available for refueling and supply electricity from renewable and, in the future, even self-generated energy sources.

The conversion of the passenger car fleet is also being tested in other countries – and introduced if practical.



Charging station



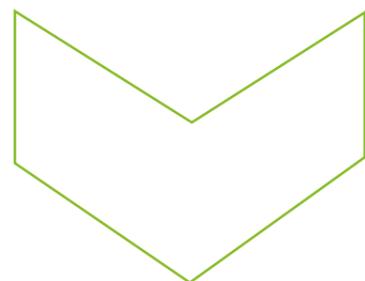
Car fleet: electric and hybrid vehicles



Use of renewable energies – Europe-wide expansion of photovoltaic plants

The FIXIT GRUPPE is expanding the installation of new photovoltaic plants at numerous locations and is pushing the use of renewable energies.

Just recently in Switzerland, two new plants in Bex and Sennwald with a total area of over 5,000 square meters of solar panels were put into operation. Others are being planned and implemented throughout Europe.



Production site Bex



Production site Sennwald

Saving resources – conscious use of materials and recycling of building materials

The recycling of building materials is an essential part of the sustainability strategy. The FIXIT GRUPPE is already involved in many countries and has launched numerous projects and initiatives: in Austria, for example, the company has switched to plastic-free packaging for a significant proportion of its powder products, and in Germany the sites participate in the dual system (Green Dot) and support the recycling of rock wool and EPS waste.



Plastic free packaging

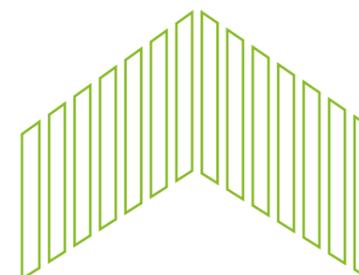


Gypsum quarry before renaturation

Successful recultivation – the Ennetmoos gypsum quarry

Fixit AG has made a commitment to the Swiss government to continuously reduce CO2 emissions as early as 2008 and to operate the quarries in a sustainable manner. An outstanding example is the successful cooperation of more than 20 years with oeko-b, which accompanies and monitors the extraction and successful recultivation of the final quarried zones of the Ennetmoos gypsum quarry.

After the end of quarrying, these zones are continuously recultivated and converted into natural zones, with due regard for fauna and flora. Careful sloping, water drainage and immediate planting of vegetation protect against the danger of erosion and slides. Extensive meadows suitable for agricultural use were created in suitable places to promote agricultural and ecological diversity.



Planting new ponds...



...for amphibian promotion.



Renaturation - Reforestation



Renaturation - recultivation





Certifications & Memberships

The FIXIT GRUPPE and its five corporate brands support initiatives and cooperations that represent sustainable business in politics and society and advocate their measures. In parallel, the development of particularly healthy, ecological products and systems is promoted. National and international certifications and seals of quality document this.



natureplus – ecological, healthy living & sustainable

In order to provide consumers and building professionals in Europe with clear guidance when choosing building products, natureplus e.V. has developed the natureplus eco-label. It confirms compliance with high quality standards in all areas relevant to sustainability. The natureplus quality label has so far been awarded to over 600 building products in Europe and enjoys Europe-wide recognition among building professionals, consumers, environmental associations, government organisations and building assessment systems.



Ecobau – sustainable planning and building

Simplifying sustainable planning and building in Switzerland and setting standards is what Ecobau stands for. For more than 20 years, the association has been offering user-friendly reference works, checklists and tools, and certifying building materials and components according to health-related and ecological criteria.



Polish Green Building Council PLGBC – Green Building Council

The Polish Green Building Council (PLGBC) is a non-governmental organization that has been working since 2008 to transform buildings, cities and their surroundings so that the way they are planned, designed, built, used, upgraded, demolished and processed is as sustainable as possible. PLGBC is part of a global community of more than 70 Green Building Councils within the World Green Building Council.



German Association for Materials Management, Purchasing and Logistics e.V. (BME)

The BME, founded in 1954, is considered the largest trade association for buyers, supply chain managers and logisticians in Europe and has created an international and cross-industry minimum standard with the BME Compliance Initiative. The aim is to support members in establishing and further developing a corresponding corporate culture across industries and internationally. In this field, the BME Code of Conduct strengthens BME members, companies and suppliers in international competition, offers cost-saving potential and a minimum level of security.



IBU – Institute Building and Environment

The IBU is an initiative of building product and building component manufacturers committed to the guiding principle of sustainability in construction. It is regarded throughout Europe as the leading organisation that declares building products in accordance with the European standard EN 15804: a cross-sector information system for building products and components (Environmental Product Declarations - EPDs for short) ensures that the ecological aspect can be included in the sustainability assessment of buildings.



Environmental Management Program „Ökoprofit“ – Ökoprofit® in Vorarlberg, Austria
More than 180 awarded companies in Vorarlberg form a strong network with a lot of knowledge and experience. The aim of the Ökoprofit association is to strengthen the exchange and networking even further. In addition to an interactive platform, regular information and networking events are held. Vorarlberg companies and institutions are thus motivated to use resources sparingly and efficiently.



Certiquality – Qualification and Certification

For more than 30 years, Certiquality has been a recognised institution specialising in the certification of company management systems for quality, environment and safety as well as for information security, product certification, inspections and training.



The Blue Angel – the German eco-label

For more than 40 years, the Blue Angel has been the German government's environmental label. Independent and credible, it sets demanding standards for environmentally friendly products and services. The purpose of the Blue Angel eco-label is to provide private consumers, institutional bulk consumers and public institutions with reliable guidance for environmentally conscious purchasing. This is because a targeted demand for environmentally friendly products promotes ecological product innovations and reduces environmental pollution. The Blue Angel stands for independent, transparent and ambitious labelling.





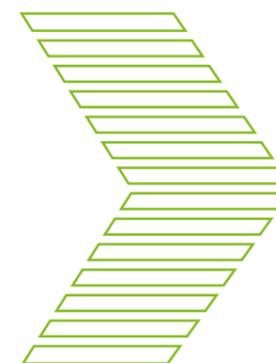
Sustainability – in dialogue

Hardly any other megatrend of our time is as complex, as challenging and explosive as the topic of sustainability.

Adapting to the effects of climate change affects us all, especially our building infrastructure. And time is pressing.

With this publication, we have defined the master plan for the next few years, against which we measure the efficiency and effectiveness of our actions: constant testing, questioning and readjustment ensure continuous development.

This requires cooperation and dialogue with all those involved - locally, nationally and across borders: with our customers and business partners, with our suppliers, dealers and service providers and, last but not least, with our approximately 2,300 employees from over 18 countries. Together we develop new, sustainable solutions.



**You also can write to us, enter into dialogue with us!
What can we improve?**

**Or simply share your experiences and ideas
with us:**

sustainability@fixit-gruppe.com

We look forward to hearing from you!

FIXIT GRUPPE

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