



Preserving values, shaping the future

A portrait of the FIXIT GRUPPE.

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EDITORIAL

OUR MISSION: PRESERVING VALUES – SHAPING A SUSTAINABLE FUTURE WITH BUILDING MATERIALS.

Dear Sir or Madam,

For decades, the FIXIT GRUPPE has stood for quality, innovation and reliability in Europe. Our established brands FIXIT, GREUTOL, HASIT, KREISEL and RÖFIX are firmly anchored in their markets and play a decisive role in securing the trust of customers and partners. They are an expression of our expertise and our commitment to meeting the highest standards.

Values are our foundation: we preserve what we have built together and safeguard the substance that has made us strong. At the same time, we face the changing conditions of a complex world with openness and innovative strength. For us, continuous development is not an end, but a prerequisite for future success.

Sustainability is a key area of focus in this regard. We take this issue very seriously and have successfully achieved our initial CO₂ reduction targets in recent years. The FIXIT GRUPPE is committed to economically sound and responsible action that uses

- uses resources only within the limits of their regenerative capacity,
- has as little impact as possible on the climate and ecology,
- and protects the health and well-being of employees, customers and suppliers.

We invest in research and development, focus on resource-saving processes, use regional raw materials and promote the circular economy. Our goal is to harmonise economic success, ecological responsibility and social added value – today and for future generations.

In this new publication, we present our identity, our goals and our commitment to sustainability in more detail. It shows how we combine the strength of our brands with a clear focus on the future and how we, as a group of companies, are shaping the construction world of tomorrow together with our partners.

Yours sincerely
Hanswilli Jenke, CEO

THE FIXIT GRUPPE AT A GLANCE

2006 FIXIT GRUPPE

Preserving values –
Shaping the future.

The FIXIT GRUPPE, based in Freising, Germany, was founded in 2006 and brings together five established building materials brands one roof. With over 130 years of experience, innovation and responsibility, we are among the leading system providers in Europe.

18 COUNTRIES

International network –
creates synergies.

With a presence in 18 countries, we create proximity where it counts and strength where it is needed. This diversity is the foundation for our flexible solutions, regional expertise and an international network that enables innovation across borders.

2,300 EMPLOYEES

Shaping the future –
with knowledge and creativity.

Around 2,300 employees form the basis of our success. With their diversity, knowledge and passion, they shape the future every day – responsibly, innovatively and with a clear focus on quality. Together, we are more than just building materials: we shape perspectives.

5 BRANDS

Strong brands –
one philosophy.

Our brands: FIXIT (founded in 1896), GREUTOL (1985), HASIT (1967), KREISEL (1993) and RÖFIX (1888). Each stand for the highest quality, regional strength and practical solutions. Together they form a powerful network that sets standards throughout Europe.

67 LOCATIONS

Personal support –
through local presence.

With a strong network of 67 locations, we are close to the markets, the people and the challenges in the industry. This regional presence enables fast solutions, personal advice and reliable supply – throughout Europe and always with an eye for the essentials.

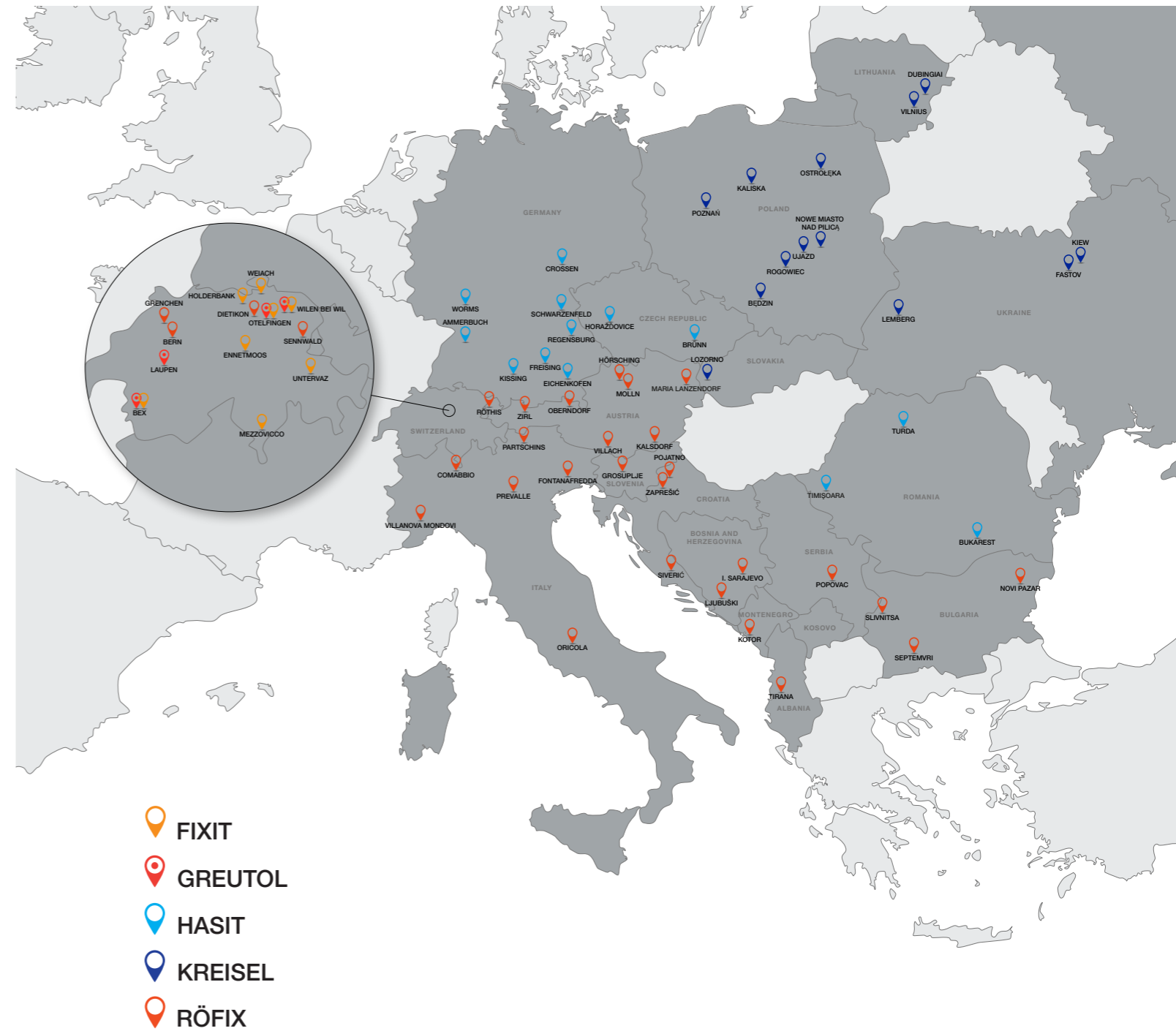
10 PRODUCT DIVISIONS

Products and systems
for individual solutions.

The FIXIT GRUPPE offers solutions for structural engineering challenges in new construction and renovation projects. With ten specialised product divisions, we cover a wide spectrum – from plaster and mortar systems and thermal insulation to high-quality paints and speciality products. Our diversity is our strength.

OUR LOCATIONS

FIXIT, GREUTOL, HASIT, KREISEL and RÖFIX: five strong brands are organised under the umbrella of the FIXIT GRUPPE at 67 locations and in 18 countries across Europe.



Our times are marked by major upheavals and changes. In addition to constant adaptation and flexibility on the part of the organisation, what is needed above all is a convincing and consistent direction for the company: we will face the current challenges with confidence, continuity and appreciation. The FIXIT GRUPPE's mission statement guides us in this endeavour.

Hanswilli Jenke | CEO FIXIT GRUPPE

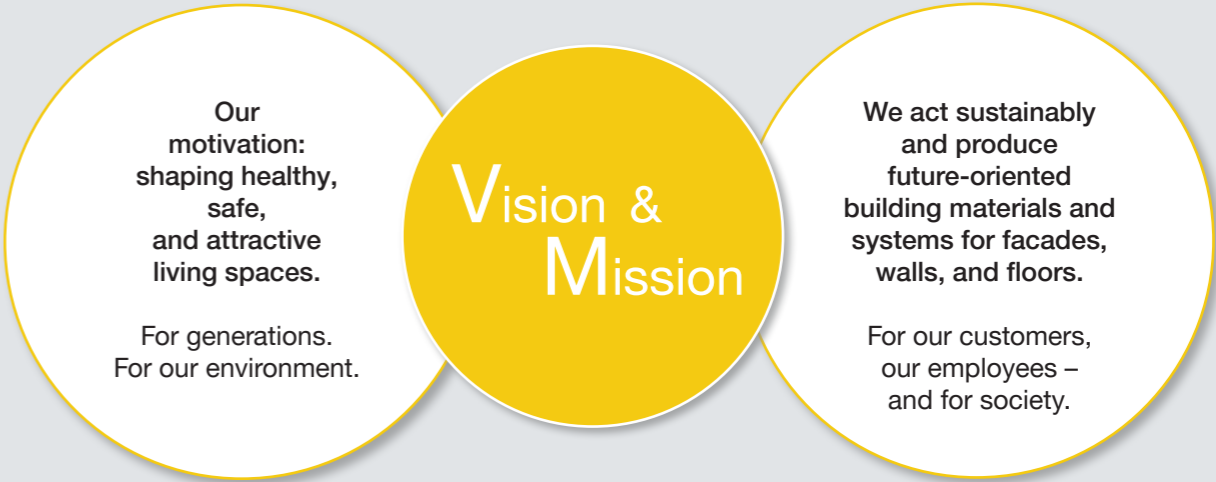
PRESERVING VALUES, SHAPING THE FUTURE



OUR PURPOSE – FIVE BRANDS, ONE PHILOSOPHY.



The FIXIT GRUPPE's corporate mission statement describes how we see ourselves and the purpose of our actions. It consists of our guiding principle, vision and mission, as well as the values that are important to us as a company.

PRESERVING VALUES

SUSTAINABLY SHAPING THE FUTURE WITH BUILDING MATERIALS.



- Our Values**
-  **Our customers and partners**
Personal and collaborative.
 -  **Highest product quality**
Sustainably secured.

-  **Motivated employees**
Our foundation.
-  **Growing together**
Responsible design.

VALUES THAT ARE IMPORTANT TO US

FOUR CORE VALUES FORM THE FOUNDATION OF OUR STRATEGIES.

We are committed to sustainable action in all areas and at all levels. Together with the companies of the FIXIT, GREUTOL, HASIT, KREISEL and RÖFIX brands, we consistently align our business activities with these values.

Motivated employees

Our foundation.

The success of the FIXIT GRUPPE is primarily due to its employees, who are passionate and skilled in promoting the interests of the company. They are the basis for quality, innovation and competitiveness. The FIXIT GRUPPE employs around 2,300 people in 18 countries.

The focus is on a working environment geared towards cooperation and international exchange. A primary goal is to position itself as a modern and attractive employer. To this end, it continuously invests in the professional and personal development of its most important resource: its employees.

Growing together

Responsible design.

For the FIXIT GRUPPE, growth means more than just economic indicators. We rely on partnership-based cooperation with employees, customers and business partners to ensure long-term success.

In doing so, we are guided by ESG criteria and combine economic development with environmental responsibility and social commitment. In this way, we create the basis for sustainable progress that benefits everyone involved.

Our customers and partners

Personal and collaborative – Working together for success.

Our customers are fabricators, retailers and DIY stores, architects and planners, investors and private builders. They are large suppliers with an international focus, medium-sized companies, small regionally active companies or homeowners with innovative and ecological requirements.

But no matter where and in what dimension: the FIXIT GRUPPE is in constant communication with its customers, knows their markets and needs, and thus offers needs-based and practice-oriented products and system solutions: in the best quality, with high cost-effectiveness and at an optimal price/performance ratio.

And as a team, we offer added value: the integration of the five brands increases the range of products and systems on offer nationally and across Europe. Our international orientation and dense network of locations create direct customer proximity. And finally, digital services ensure comprehensive service and efficient logistics on site.

Highest product quality

Sustainably secured.

The FIXIT GRUPPE stands for products that set standards in precision, durability and reliability. Today, our quality standards also include responsibility for the environment and resources. By using environmentally friendly materials, energy-efficient manufacturing processes and continuous innovation, we combine top quality with sustainable action – for solutions that are convincing and lasting.





Under plaster



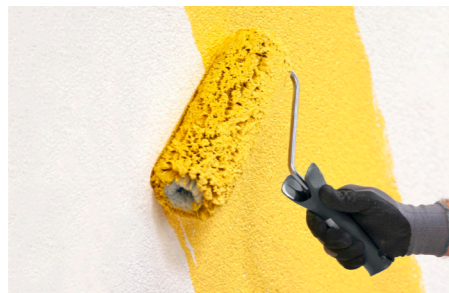
Thermal insulation systems



Top and finishing plasters



Masonry mortar



Paints and coatings



Gardening and landscaping



Refurbishment and renovation systems



Tile systems



Screed and flooring systems



Concrete and civil engineering



Making good products even better and solving our customers' problems with new ideas – that is our goal. To achieve this, we work across Europe in interdisciplinary teams comprising scientists, application engineers and quality assurance specialists.

Bernhard Zott | Head of Research and Development FIXIT GRUPPE



OUR PRODUCTS

COMPREHENSIVE, POWERFUL, SUSTAINABLE.

The FIXIT GRUPPE looks back on many decades of experience in building material development and remains as committed to innovation today as it was then.

Across Europe, the five brands of the FIXIT GRUPPE develop and produce a wide range of products for various areas of application in new construction and renovation, both indoors and outdoors. The applications range from thermal insulation systems and finishing and covering plasters to paints and coatings. With our tested concrete and civil engineering systems, we offer individual solutions for demanding infrastructure projects.

The product range impresses with its ease of use, high durability and cost-effectiveness. Planners and processors benefit from practical system solutions, comprehensive technical documentation and digital tools.

The FIXIT GRUPPE attaches great importance to technical performance and the responsible use of resources. Our actions are guided by ESG criteria, and we prefer to use mineral binders and CO₂-optimised formulations in order to actively promote sustainable construction.

Our great strength lies in the interaction between the companies in the group, which enables synergies across all regions, brands and product groups: local presence ensures customer proximity and service, regional raw material concepts and optimised warehousing for efficient purchasing, and modern internal infrastructure for fast decision-making processes. This strengthens our core markets.



Administrative building in Partschins, Italy



Münzarkaden in Munich, Germany



Kollerhof in Strasbourg, Austria

FORWARD-LOOKING SOLUTIONS –

OUR HIGHLIGHTS.

The FIXIT GRUPPE develops forward-looking products and solutions that not only meet the current needs of our customers but also contribute to a more sustainable construction industry.

We observe global trends, think ahead and actively shape change – technologically, ecologically and socially.

At our central research centre, international experts from the fields of building materials technology, mineralogy and chemistry work together on an interdisciplinary basis. Together, they develop resource-saving materials, optimise existing systems and create innovations that combine environmental compatibility and performance – from the laboratory to practical application.

Through this continuous research and development, we are making an active contribution to reducing CO₂ emissions, promoting recyclable building materials and improving energy efficiency in the construction industry. In this way, we combine progress with responsibility – for our customers, for the industry and for future generations.

Sustainable renovation, refurbishment and new construction of exterior façades

Leading in Europe – insulating plaster solutions for sustainable façade insulation

When it comes to the energy-efficient renovation of exterior façades, the FIXIT GRUPPE sets its range of insulating plasters:

Whether mineral insulating plasters, lightweight plasters or special systems for listed buildings: our products not only meet today's requirements, but also actively shape the construction methods of tomorrow.

The focus is on combining energy efficiency and sustainability.

Our insulating plaster systems

- reduce heat loss,
- lower energy consumption and
- make a measurable contribution to climate protection.

At the same time, we rely on resource-saving raw materials, low-emission manufacturing processes and durable product solutions – for a construction method that is both ecologically and economically convincing.

The FIXIT GRUPPE also offers innovative solutions for energy-efficient and sustainable façades in new buildings. Whether for large projects or smaller construction projects – our systems ensure the highest quality and cost-effectiveness.

Sustainable renovation, refurbishment and new construction of interiors

Tailor-made solutions for sophisticated interior design

The FIXIT GRUPPE combines decades of experience in interior design and, with its unique product range, it offers individual concepts for every room situation.

- For interior insulation, highly effective **insulating plasters** and high-performance aerogel insulating plaster are available, which guarantee excellent thermal insulation even in confined spaces.
- Our mineral lime plaster systems create a healthy and comfortable indoor climate thanks to optimal moisture regulation and excellent diffusion capacity.
- With the **Reno product line**, we offer special renovation systems that are tailored to specific requirements such as old building renovations or fire protection specifications.
- The range is rounded off by a wide spectrum of **colours and surface designs** – from mineral interior paints and decorative fine plasters to individual textured and special effects.



Flooring systems

Innovative lightness – POR foam mortar

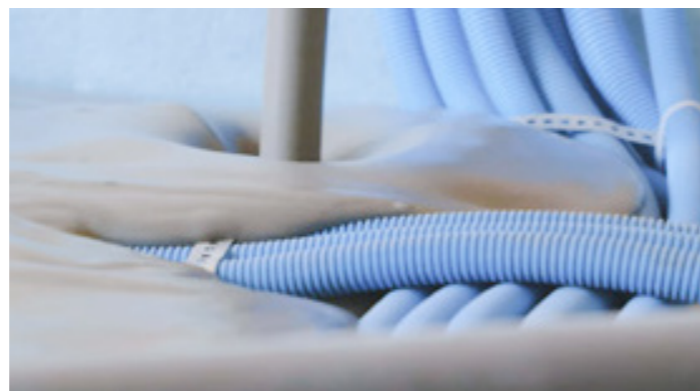
POR is a groundbreaking product that meets the requirements of modern construction projects in terms of efficiency, sustainability and versatility. The mineral foam concrete or foam mortar impresses with its flowable consistency and low weight. Produced directly on site using a biological foam generator, it creates a dimensionally stable levelling compound that can be used both indoors and outdoors – for example, for filling pipes, as insulation material or for sound insulation.

POR is not only light and easy to work with, but also ecologically sound. The bulk density can be flexibly adjusted between 200 and 1,400 kg/m³, depending on the requirements for thermal insulation, sound insulation or compressive strength. The product thus offers an ideal solution for a wide range of construction challenges – efficiently, economically and sustainably.

POR exemplifies the innovative strength of the FIXIT GRUPPE and its brands. It shows how targeted research and development can produce practical solutions that make everyday construction work easier and set new standards at the same time.



Perfect subfloor levelling



Optimal levelling

Concrete & civil engineering

High-performance systems for the most demanding requirements

The FIXIT GRUPPE has decades of experience in concrete and special civil engineering and offers a comprehensive range of high-strength dry concretes, pumped concretes and shotcretes in a wide variety of consistencies and strength classes.

Whether in bags, delivered in silos or using our own pumping technology, our ready-mix concretes guarantee consistent quality and easy processing on site. Our shotcrete for dry and wet processes masters' complex challenges in bridge, tunnel and slope construction as well as in excavation pit securing and guarantees high durability and adhesion even under the most demanding conditions.

Numerous large-scale infrastructure projects have been successfully implemented in Austria and Switzerland in recent years – renowned references attest to our outstanding expertise and reliability. All our products meet the highest technical requirements, comply with R4 classifications and other relevant standards, and are subject to continuous testing and monitoring by our central research and development department to ensure performance, cost-effectiveness and durability even under extreme conditions of use.



Renovation of the "Viamala 1 gallery", Switzerland



Waiting room extension "Pilatus Kulm mountain station", Switzerland

THE CHRONICLE OF THE FIXIT GRUPPE

FROM 2006 TO THE PRESENT DAY.



RÖFIX in Slivnitsa, Bulgaria



FIXIT in Holderbank, Switzerland



HASIT in Timisoara, Romania



KREISEL in Lemberg, Ukraine

- 2006 — The FIXIT GRUPPE is established in its current form and acts as an umbrella organisation for the FIXIT, GREUTOL, HASIT, KREISEL and RÖFIX brands.
- 2008/09 — The FIXIT GRUPPE expands in Eastern and Western Europe: plants in Tirana (Albania), Rogowiec (Poland), Fastov (Ukraine), Villanova Mondovi (Italy) and Siverić (Croatia).
- 2011 — Expansion of locations and production facilities: Ostrołęka plant (Poland) and Prevalle wet production facility (Italy).
- 2012 — Opening of the Novi Pazar site (Bulgaria).
- 2016 — RÖFIX opens a new plant in Oricola (Italy).
GREUTOL becomes a wholly owned subsidiary of the FIXIT GRUPPE.
- 2018 — HASIT acquires a new plant in Bucharest (Romania).
- 2019 — RÖFIX opens a new plant in Slivnitsa (Bulgaria).
RÖFIX moves into new company premises in Partschins (Italy).
FIXIT opens a new production facility for thermal insulation plasters in Switzerland.
- 2021 — Opening of KREISEL wet production in Fastov (Ukraine).
- 2022 — HASIT acquires a new plant in Timisoara (Romania).
- 2024 — Europe-wide cooperation and partnership with Interbran Baustoffe GmbH in Worms (Germany).
- 2025 — Opening of a new location in Wilen near Wil (Switzerland).
KREISEL opens a new plant in Lviv (Ukraine).
- 2026 — HASIT opens a new site in Worms (Germany).

FIXIT SINCE 1896

SWITZERLAND. SUISSE. SVIZZERA.

With over 125 years of experience, two gypsum quarries and a range of more than 540 products, Fixit AG is one of the leading suppliers to the Swiss construction industry. The focus is clearly on the development of forward-looking building materials that meet the highest standards of quality, sustainability and efficiency.



Letz development, Näfels GL



Rock stabilisation Axenstrasse, Sisikon UR



Thermal insulation plaster Villa, Morges VD



At six locations – from the Grisons Alps to Lake Geneva – Fixit produces building materials for a wide range of requirements. Thanks to regional logistics partners and short transport routes, delivery is fast and flexible to all parts of the country. We can even reliably reach remote locations such as high mountain areas – so that the advantages of Fixit products can be felt everywhere. Fixit building materials are optimally tailored to Swiss conditions – regionally designed, sustainably produced.

A particular highlight is Fixit 222 Aerogel high-performance insulating plaster with outstanding insulation values. This innovation was awarded the Swiss Environmental Prize in the "Innovation" category. The high-performance plaster is ideal for the energy-efficient renovation of older and listed buildings without changing their architectural character.

Switzerland

www.fixit.ch

GREUTOL SINCE 1958

MOVE. DESIGN. MAKE A DIFFERENCE.

GREUTOL has been shaping the Swiss construction industry for over 65 years. With a passion for quality and a clear vision for innovation, we develop insulation systems, mortars, plasters and paints. As a system partner for external thermal insulation, GREUTOL offers much more than just products: solutions that impress – technically, creatively and sustainably.



Residential development in the canton of Zurich, Switzerland

GREUTOL

The range includes:

- Thermal insulation systems for energy-efficient construction
- Dry and wet products for a wide range of applications
- Paints and primers for interior and exterior use
- Renovation and crack repair systems
- Solutions for historic buildings
- Building biology products for healthy living

The GREUTOL expert team provides individual advice, develops detailed solutions, provides direct support on site, prepares estimates, calculates U-values and assists with sampling colours and surface structures.

Quality and sustainability are our top priorities, guaranteed by modern production facilities and a dedicated team with many years of experience and in-depth expertise. A reliable local partner – fair, solution-oriented and always on equal terms.

Schweiz

www.greutol.ch



Detached house in the canton of Schwyz, Switzerland



Development in the canton of Binningen, Switzerland

HASIT SINCE 1967

BUILDING BETTER, NATURALLY.

From its origins to the future: HASIT was founded in 1967 as a regional lime producer and has since developed into a Europe-wide supplier of building materials. Today, the company supplies products and systems for the construction industry in Germany, Czechia and Romania.



Mathildenhöhe Artists' Colony in Darmstadt, Germany
UNESCO World Heritage Site, © 2022 by Joerg Hempel

HASIT

Values such as precision and reliability determine our daily work. The responsible use of resources is equally self-evident. The company takes a holistic approach to quality – from raw materials to development to application on the construction site. HASIT stands for partnership on equal terms.

Proximity to our customers is not a promise, but a practice we live by: HASIT delivers tailor-made solutions – supported by competent advice, useful services and tools, and excellent, reliable logistics.

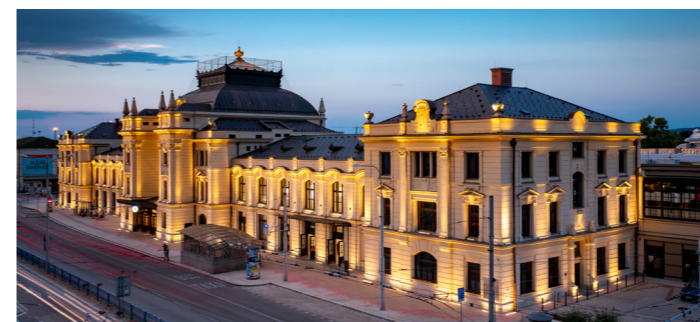
In this way, the company combines tradition and innovation with a clear goal: naturally better construction – today and in the future.

Germany | Romania | Czechia

www.hasit.de | www.hasit.ro | www.hasit.cz



Government building in Oradea, Bihor, Romania



Railway station in České Budějovice, Czechia

KREISEL SINCE 1993

QUALITY AND TRUST.

For over 30 years, the KREISEL brand has been one of Europe's leading suppliers of modern building materials, offering a comprehensive range of products for refurbishment, renovation and design. In addition to individual products, the company develops complete system solutions that meet the highest standards. With locations in Lithuania, Poland, Ukraine and Slovakia, KREISEL supports its partners through customer proximity, flexibility and practice-oriented services.



Artynov Hall residential complex in Vinnytsia, Ukraine

KREISEL

For over 30 years, the KREISEL brand has stood for the highest quality and offers a wide range of modern building materials for refurbishment and renovation, design and decoration: tile adhesives and composite thermal insulation systems, screeds and self-levelling compounds, cement and gypsum plasters, masonry mortars, primers, facade and interior paints, decorative plasters, sealing compounds and sealants, joint mortars, joint sealants and materials for concrete repair and restoration.

The company offers not only high-quality building materials, but also ready-made system solutions for multi-storey and private residential construction. All products and system solutions are developed in cooperation with the central laboratory of the FIXIT GRUPPE and are subject to strict quality control in accordance with European standards. Customer focus, speed and flexibility are key features of KREISEL's service, enabling the effective implementation of both small renovations and large construction projects.

In the countries where it operates – Lithuania, Poland, Ukraine and Slovakia – KREISEL supports its partners in all phases of project implementation. In addition, the company offers consulting services, training programmes and seminars, including in cooperation with educational and research institutions.

Lithuania | Poland | Russia | Slovakia | Ukraine

www.kreisel.it | www.kreisel.pl | www.kreisel.sk | www.kreisel.ua



Detached house in Rawa Mazowiecka, Poland



'Dream Residence' in Bojnice, Slovakia

RÖFIX SINCE 1888

BUILDING WITH A SYSTEM.

What began as a small lime kiln in Röthis has developed over more than 130 years into a brand established throughout Europe for high-quality building material solutions. Today, RÖFIX stands for future-oriented building with a system – in over 10 countries in Europe as a reliable partner for processors, planners and end customers.



Sippbachzell Value Centre, Upper Austria, winning project of the ETHOUSE Award 2024

RÖFIX

The RÖFIX brand offers a comprehensive range of system solutions for new construction, refurbishment and renovation. The focus is on technical excellence, ecological responsibility and economic efficiency. Customer proximity is not just a buzzword, but a way of life: personal advice, tailor-made solutions and a deep understanding of construction requirements characterise our daily work.

As a building materials company operating throughout Europe, RÖFIX has been working on the further development of high-quality construction technology for over 130 years. Today, the brand offers innovative system solutions that meet the highest technical, ecological and economic standards.

Many years of experience and close contact with customers have shaped RÖFIX's way of thinking. Constant innovation and the improvement and development of new materials ensure that its customers achieve the desired results and make it an attractive partner.

Albania | Bosnia-Herzegovina | Bulgaria | Italy | Croatia | Montenegro | Austria | Switzerland | Serbia | Slovenia

www.roefix.com



Landwasser Viaduct, Rhaetian Railway, Switzerland



Grand Hotel View, Postira, Croatia



SUSTAINABILITY ON FOCUS

SHAPING THE FUTURE.

Sustainability is the issue of our time and is becoming increasingly important in the construction industry. As a construction supplier, we are doing our part with environmentally conscious products and efficient processes. Our actions are consistently guided by ESG principles – the internationally recognised criteria for environmental, social and corporate governance. This enables us to create transparency, set measurable goals and take responsibility for future generations.

Together with the companies of the FIXIT, GREUTOL, HASIT, KREISEL and RÖFIX brands, we consistently align our strategies and actions with these principles.

For our customers and our society.

Whether in monument preservation or new construction, bridge renovation or building repair – the companies of the FIXIT GRUPPE have decades of experience in the preservation of real estate and infrastructure throughout Europe. With this knowledge, we protect material assets, secure capital and reduce the use of valuable resources.

For our environment. For generations.

As Europe's leading developer and manufacturer of building materials, we are already making an effective contribution to CO₂savings with our innovative façade and insulation systems. We will continue to expand this potential in the future and create individual solutions for changing demand. Company-wide digitalisation and the use of new technologies such as AI are helping us to achieve this.

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

Hanswilli Jenke | CEO FIXIT GRUPPE

THE FOUNDATIONS OF OUR STRATEGY

OUR COMMITMENT TO SUSTAINABLE ACTION.

The FIXIT GRUPPE's corporate social responsibility (CSR) policy describes our corporate commitment to balancing social and environmental concerns with economic success.

For the FIXIT GRUPPE, this means ensuring fair working conditions, local value creation and the careful use of resources in all business activities. CSR is therefore the basis on which we build long-term trust with employees, partners and customers.

The FIXIT GRUPPE is committed to economically sensible and sustainable action that

- does not burden resources beyond their capacity to regenerate,
- has as little impact as possible on the climate and ecology,
- preserves the health and well-being of employees, customers and suppliers.

Where this is not fully possible within the scope of economically feasible efforts using current technology, negative impacts are minimised.

Furthermore, we fundamentally reject discrimination, promote equal opportunities for all employees and support the compatibility of family and career.

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 sustainability.

What we stand for!

- We are experts in long-term use and efficient insulation of buildings.
- We are a leading supplier of sustainable, healthy, mineral-based and recyclable facade, wall and floor systems of tomorrow.
- Reduction in GHG emissions by 2030:
 - by 42 % (Scope 1 & 2)
 - by 25 % (Scope 3)
 compared to 2020



FIXIT GRUPPE supports the United Nations Global Compact (UNGC)

The FIXIT GRUPPE is a member of the UN Global Compact, the world's largest initiative for sustainable and responsible corporate governance. This step underlines our deep commitment to sustainability and ethical conduct, which is anchored in our mission statement: "Preserving values – shaping a sustainable future with building materials."

By joining the UN Global Compact, we commit ourselves to complying with ten universally recognised principles in the areas of human rights, labour standards, environmental protection and anti-corruption.

These principles complement and reinforce our own values and goals and offer us the opportunity to deepen our commitment to sustainable development throughout the FIXIT GRUPPE.

Our focus on meeting ESG (environmental, social, governance) criteria is further strengthened by the UN Global Compact.

In our daily work, this means that we are even more committed to protecting the environment, ensuring fairness and safety in the workplace, and acting in an ethical, transparent and sustainable manner. This applies not only to our internal processes, but also to our cooperation with our suppliers.

OUR GOALS

ESG CRITERIA AS THE BASIS FOR OUR STRATEGY.

The FIXIT GRUPPE's sustainability strategy is based on ESG criteria as a tool for managing and monitoring its activities in sustainability.

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 investment and ensure the increasing importance of the three dimensions of ecology, social issues and corporate governance.



Environmental

The management considers climate to be an important part of the corporate strategy.

This publication documents the goals and projects aimed at making the achievement of measurable climate targets an integral part of the overall strategy.

- Climate-friendly products & technology
- Resource-efficient production & circular economy
- Environmental management & Location strategy

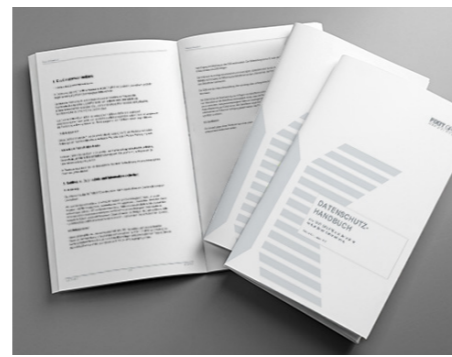


Social

The companies of the FIXIT GRUPPE consistently implement all applicable laws and standards for compliance with labour rights and conditions.

Equal rights and the avoidance of discrimination are important factors in our human resources strategy. The proportion of women in management positions is already above the corresponding quota in the overall workforce.

- Occupational safety & health protection
- Equality & Human Resources Development
- Responsibility in the supply chain



Governance

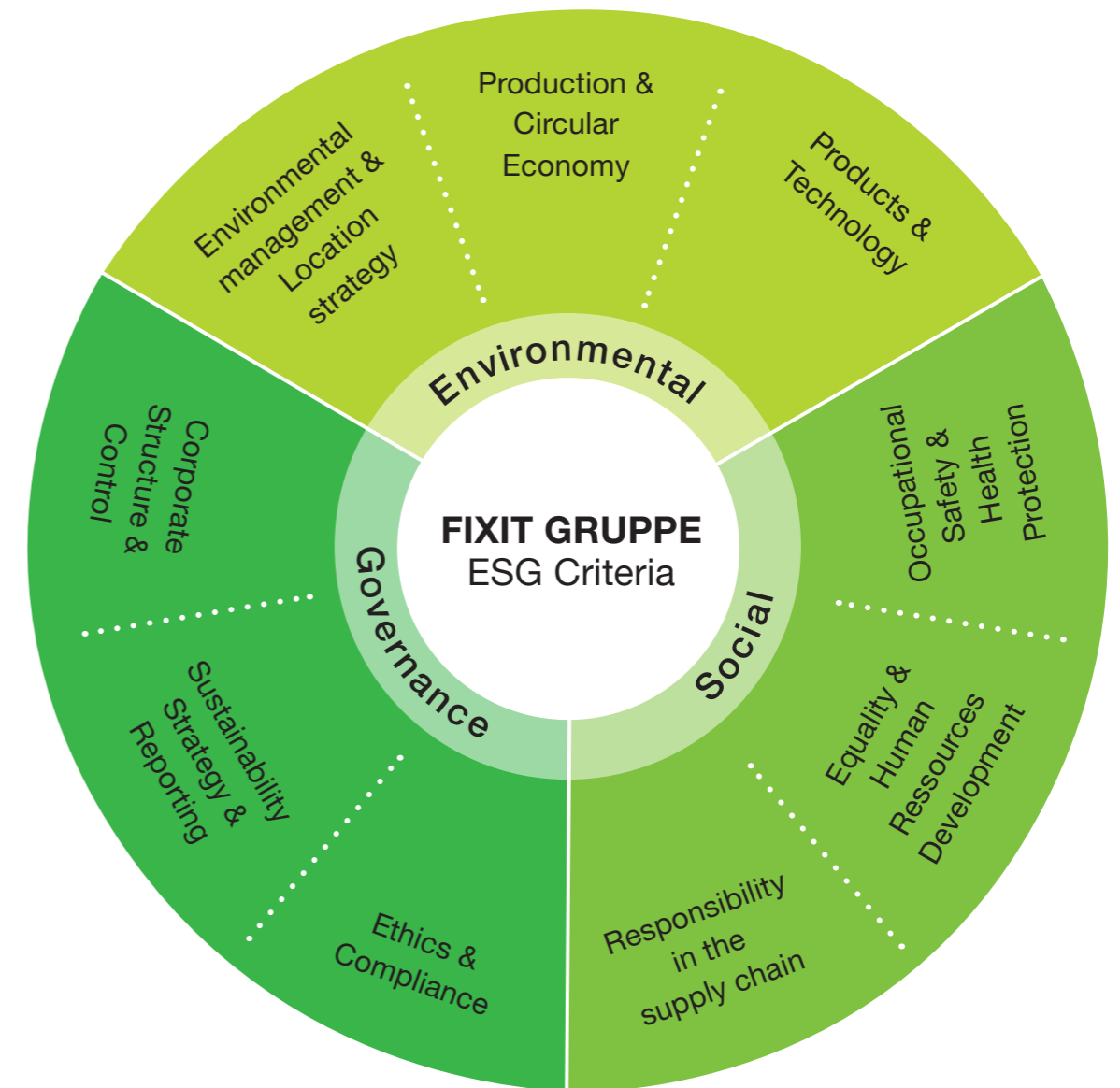
The Group of companies has a code of ethical business conduct. This also includes effective measures for identifying and preventing antitrust violations.

The code is consistently implemented. Compliance with it is permanently monitored and promoted using mechanisms of structural and process organization.

- Ethics & Compliance
- Sustainability Strategy & Reporting
- Corporate Structure & Control

THE ESG CRITERIA OF THE FIXIT GRUPPE

A STRATEGIC FOUNDATION FOR A SUSTAINABLE FUTURE.



Based on the three central ESG pillars – environmental, social and governance – the FIXIT GRUPPE | ESG criteria were developed.

They combine our corporate values, our responsibility towards the environment and society, and our strategic goals in a holistic approach to sustainability.



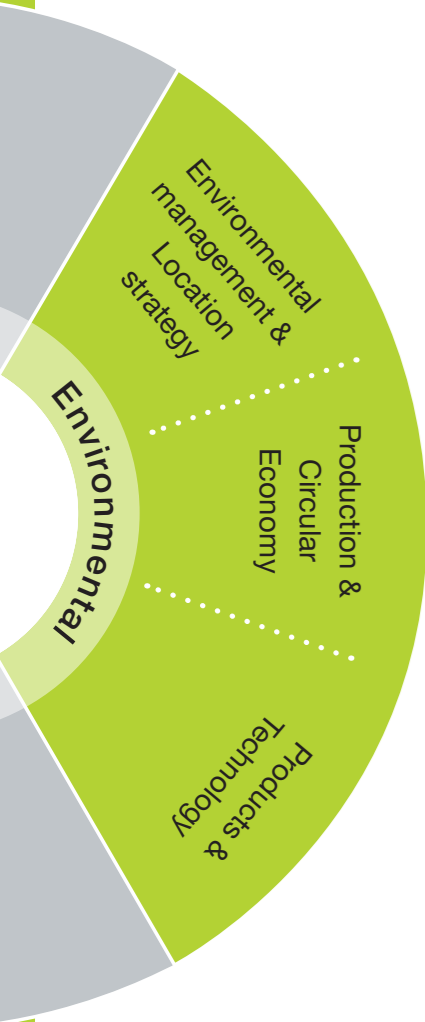
Klagenfurt, Austria



Lakeside Science & Technology Park

ENVIRONMENTAL

OUR PRIORITIES AND GOALS.



Environmental management & Location strategy

- Energy efficiency in plants, laboratories and administration
- Certifications (e. g. ISO 14001)
- Dealing with environmental risks, in particular GHG emissions

Our goals

- Optimisation and reduction of electricity and fuel consumption
- Use of renewable energies through the installation of photovoltaic systems
- Preferential use of electric and hybrid vehicles

Resource-efficient production & circular economy

- Use of recycled materials
- Waste prevention and recycling
- Optimisation of packaging and logistics

Our goals

- Avoiding downcycling of recyclable materials
- Reducing plastic packaging
- Examine and support the use of innovative packaging
- Examine national recycling systems

Climate-friendly products & technology

- Develop CO₂-reduced building materials
- Contributing to the energy efficiency of buildings
- Life cycle analyses and GHG accounting (including Scopes 1-3 **)

Our goals

- Reduction of GHG emissions by 2030:
 - by 42 % (Scope 1 & 2)
 - by 25 % (Scope 3) compared to 2020
- Development of particularly sustainable products

** Scopes 1-3 are key categories for measuring greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas Protocol. They help companies to systematically record and manage their emissions and are a core component of the ESG dimension "Environmental".

OUR SUCCESS STORIES



Sustainable products and systems: Insulating plaster strategy

Fixit 222 Aerogel high-performance insulating plaster

Energy-efficient building renovation, especially façade insulation, is one of the key challenges in achieving climate protection goals. In Germany alone, more than 19 million properties are affected. In addition, there are limitations to the use of insulation on façades that are worthy of preservation or listed as historic monuments.

A unique alternative to conventional insulation methods has been developed specifically for these requirements: Fixit 222 Aerogel high-performance insulating plaster.



Recycling: plastic-free packaging

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

The recycling of building materials and other materials is an essential part of our sustainability strategy. The FIXIT GRUPPE is already involved in many countries and has launched numerous projects and initiatives:

In Austria, for example, a significant proportion of powder products have been switched to plastic-free packaging, while in Germany, the sites participate in the dual system (Green Dot) and support the recycling of rock wool and EPS waste.



Power generation: photovoltaic systems

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

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

Just recently, two new systems with a total area of over 5,000 square metres of solar panels were commissioned in Bex and Sennwald, Switzerland. Others are in the planning and implementation stages across Europe.



Regional. Sustainable. Future-oriented.

Fixit Switzerland focuses on regional proximity both in the procurement of raw materials and in the delivery of products, thereby saving mileage and reducing transport costs. Depending on the region, our logistics partners already use modern electric trucks for factory deliveries.

In addition, our own vehicle fleet is being actively converted to electric drive, and the necessary charging infrastructure, partly in combination with PV systems, has been created at all locations.



A resource-efficient future

For our own manufactured products, we strive to further increase the proportion of recycled material in our formulations. A large proportion of the formulations in our plants have already been converted to CO₂-reduced cements. At the Weiach plant (Switzerland), the use of recycled sand has also been tested and will soon be used in all our own products.

In this way, we combine ecological responsibility with innovative product development and create solutions that combine sustainability and quality.



Improved sustainability thanks to raw stone from the mine

Fixit Switzerland has taken an important step towards sustainability: raw stone was previously sourced from quarries and processed using gas-powered drying.

Now the raw stone is extracted from the mine and drying is no longer necessary. This change also massively reduces CO₂ emissions and guarantees the consistently high quality of our products.





Rittergut Schafhausen, Germany



Monuments meet energy efficiency

SOCIAL

OUR PRIORITIES AND GOALS.



Occupational health & safety

- Safety standards on construction sites and in factories
- Prevention and training for employees
- Ergonomic workplace design

Our goals

- Setting and monitoring group-wide minimum safety standards
- Prevention and reduction of accidents at work
- Regular training of employees on occupational safety

Equality & personnel development

- Promotion of women in management positions
- Further training and qualification
- Diversity and inclusion in the team

Our goals

- The sustainability strategy is an integral part of employee management and development
- Creating fair working conditions by implementing and adhering to clear principles and guidelines for a transparent and fair salary policy
- Targeted and group-wide development of women in management positions
- Promotion of mobile working and flexible working hours

Responsibility in the supply chain

- Compliance with labour rights at suppliers
- Social audits and code of conduct
- Partnerships with regional suppliers

Our goals

- Supply chain (upstream/downstream) optimised in line with ESG criteria
- Preferential cooperation with regional suppliers
- Commitment to compliance with BMI standards

OUR SUCCESS STORIES



New working models – mobile working saves CO₂

Since 2021, new working models have been tested and introduced in the FIXIT GRUPPE and its countries. Mobile working has been particularly successful in Germany, offering employees maximum flexibility while protecting the climate: assuming a value of 150 grams per kilometre between home and work, approximately 55.5 tonnes of CO₂ will be saved in 2022 alone.

In addition, there has been a significant decline in business travel, which is now very often replaced by video conferencing throughout Europe.



Occupational health and safety Train – educate – prevent

In cooperation with national professional associations, managers and employees are trained in occupational safety in theory and practice. Topics covered include the importance of occupational safety, the social security system, clarification of responsibilities, possible legal consequences of violations, and the evaluation of real accidents.

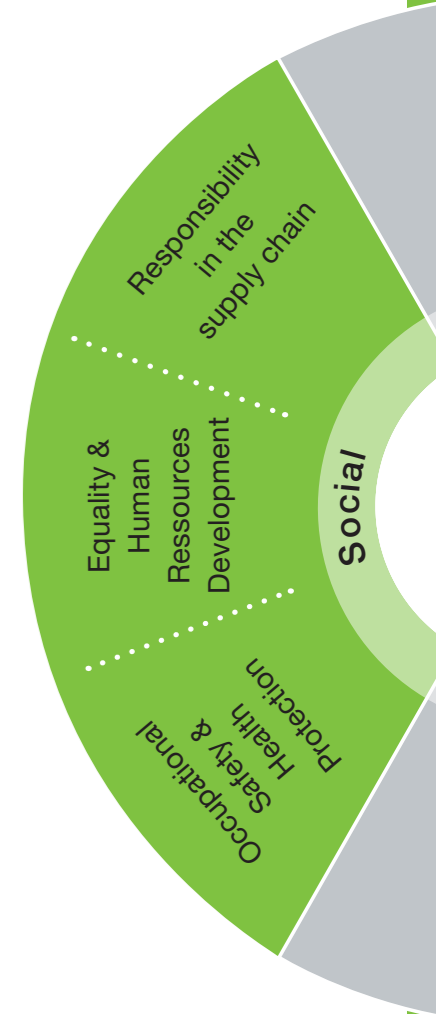
The aim of these regular training courses is to create a strong safety culture: to increase safety competence in the workplace, to create a clear awareness of hazards and to provide clear instructions for preventive measures.



Supplier management Digitalisation

The introduction of specialised supplier management software marked an important milestone in purchasing. Supply chain security is professionally managed, supplier and product data is exchanged easily, and all information relating to customer relationships is managed in digital software.

The first certificate is the successful result of the supply chain risk analysis and certifies that the FIXIT GRUPPE complies with an important supply chain law (LkSG).





OPENLY Valley "Hanfhaus" Widnau, Switzerland



Sustainable and climate-neutral construction

GOVERNANCE

OUR PRIORITIES AND GOALS.



Ethics & compliance

- Avoiding cartels and fair competition
- Code of conduct for all employees
- Data protection and IT security

Our goals

- Zero violations per year
- Regular training on the contents of the code of conduct and all internal guidelines
- Ensuring a legally compliant level of data protection through a variety of technical and organisational measures
- Continuous improvement of cyber security

Sustainability strategy & reporting

- ESG targets as part of the corporate strategy
- Reporting in accordance with recognised standards (CSRD)

Our goals

- CSRD-compliant report by 2028
- Introduction of processes for reporting requirements in accordance with CSRD

Corporate structure & control

- Transparent decision-making processes
- Independent supervisory bodies
- ESG responsibility at management level

Our goals

- ESG KPIs in management system
- Annual update of all guidelines
- Annual update of the risk inventory

OUR SUCCESS STORIES



Data protection – Transparency and responsibility

The protection of personal data is a top priority at the FIXIT GRUPPE. We only process data that is necessary for the fulfilment of work tasks, contractual relationships and legal obligations, and we use technical and organisational measures to ensure the confidentiality, integrity and availability of information. Transparency and responsibility are central principles of our data protection practice:

Employees receive clear guidelines on data processing, access rights and deletion periods. Responsibilities are regulated by central data protection officers and local managers. These measures strengthen trust, minimise risks and ensure that personal data is treated respectfully and in compliance with the law throughout the entire group of companies.



Cybersecurity – Europe-wide security concept

The FIXIT GRUPPE protects digital resources and business processes through a multi-layered security concept that combines network defence, access controls and continuous monitoring. Employees receive regular training, and security-related rules of conduct such as strong passwords, phishing detection and secure data storage are implemented on a mandatory basis.

Proactive measures such as security updates, backup strategies and incident response plans ensure that disruptions are quickly contained, and business operations are maintained. Reliable cybersecurity strengthens the trust of customers and partners, protects corporate values and ensures the long-term resilience of the group.

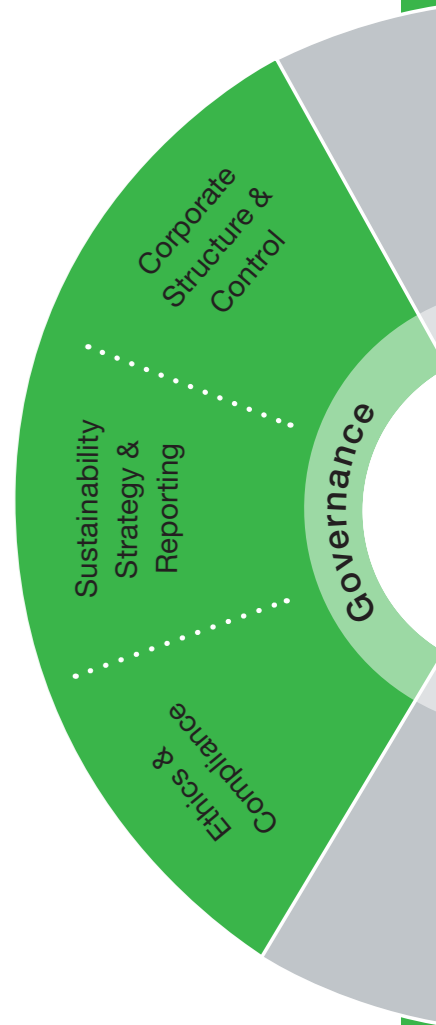


Risk management system Continuity and trust

Risk management at the FIXIT GRUPPE is a proactive and systematic approach to identifying, assessing and controlling operational risks.

Regular risk analyses, clear responsibilities and coordinated action plans enable hazards to processes, employees and assets to be identified and minimised at an early stage. Technical protective measures, organisational guidelines and ongoing reviews ensure that risks remain controllable in the long term. The aim is to ensure business continuity and trust.

Preventive measures reduce downtime, protect reputation and ensure compliance with legal requirements. An integrative approach connects management, specialist departments and employees, promotes a risk-aware culture and provides a solid basis for decision-making for sustainable, secure growth.



CERTIFICATIONS & MEMBERSHIPS

THE FIXIT GRUPPE IS COMMITTED TO INTERNATIONAL SUSTAINABILITY CERTIFICATIONS.

The FIXIT GRUPPE and its five corporate brands support initiatives and cooperations that promote sustainable business practices in politics and society and advocate for their measures. At the same time, the development of particularly healthy, ecological products and systems is being promoted. National and international certifications and seals of approval document this.



Ecobau –
sustainable planning and building

Ecobau simplifies sustainable construction in Switzerland, sets standards, offers tools and certifies materials according to ecological and health criteria.



Environmental management programme "Ökoprofit" –
Ökoprofit® in Vorarlberg, Austria

Ökoprofit connects over 180 award-winning companies in Vorarlberg, promotes exchange and events, and motivates companies to operate efficiently and conserve resources via an interactive platform and network.



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

The BME, Europe's largest professional association for purchasing and logistics, sets international minimum standards, supports corporate culture and strengthens members through compliance initiatives and a code of conduct.



Certiquality –
Qualification and Certification

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



Polish Green Building Council PLGBC –
Green Building Council

PLGBC, part of the World Green Building Council, has been promoting sustainable planning, construction, use and modernisation of buildings and cities since 2008.



The Blue Angel –
the German eco-label

The Blue Angel, the German government's eco-label for over 40 years, provides independent guidance for environmentally conscious purchasing and promotes ecological innovation through transparent, demanding standards.



IBU –
Institute for Construction and the Environment

The IBU, a leading European organisation, certifies construction products in accordance with EN 15804 and enables the integration of ecological aspects into the sustainability assessment of buildings via EPDs.

SUSTAINABILITY – IN DIALOGUE

HARDLY ANY OTHER MEGATREND OF OUR TIME IS AS COMPLEX, CHALLENGING AND CONTROVERSIAL AS THE ISSUE OF SUSTAINABILITY.

Adapting to climate change affects us all, especially our infrastructure – and time is running out. This publication defines our master plan for the coming years, against which we will measure efficiency and impact.

Continuous review and readjustment ensure progress. This requires cooperation and dialogue: locally, nationally and internationally – with customers, partners, suppliers, distributors, service providers and our 2,300 employees from over 18 countries.

Together, we are developing new, sustainable solutions to meet the challenges of climate change and create future-proof structures.

Write to us and get in touch!

What can we improve?

Or simply share your experiences and ideas with us:
sustainability@fixit-gruppe.com

We look forward to hearing from you!



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