

A.I.R.

Action.
Innovation.
Responsibility.

SUSTAINABILITY
REPORT
2022

**BLANC &
FISCHER**

Familienholding



A.I.R. – Action. Innovation. Responsibility.

Sustainability Report of the BLANC & FISCHER Family Holding and its companies and corporate groups:

ARPA-Group (ARPA)
 ATOLL
 B.PRO-Group (B.PRO)
 BLANC & FISCHER Corporate Services-Group
 BLANCO-Group (BLANCO)
 E.G.O.-Group (E.G.O.)
 KUGEL

May 2022

Dear Reader,

The BLANC & FISCHER Family Holding has been characterized by long-term thinking and responsible action since its founding days—and this is also reflected in its approach to sustainability. We see sustainability not merely as a mandatory task, but as our social responsibility. As a driver of innovation towards clean tech, it even gives us a decisive competitive advantage.

Our latest sustainability report shows how we tackle this social and corporate responsibility, and what progress we have made towards greater sustainability—jointly, as a family holding company, and at the level of the individual Group companies.

We're looking for ways to reduce our CO₂ emissions along the entire value-added chain and increase our energy efficiency. In Germany, we already only purchase electricity from renewable sources today. And we have the same objective for our international locations.

The products made by our Group companies can be found in households around the world. Innovative products that are durable and efficient in terms of consumption are therefore a decisive lever for reaching our sustainability goals. We're working on making all our products resource-conserving, repairable, and recyclable.



Bernd Eckl, Chairman of the Management Board,
 BLANC & FISCHER Family Holding

Sustainable growth is a prerequisite for achieving these goals. Profitability and efficiency are basic conditions for opening up new market opportunities: Internationally—particularly in Asia and North America—but also through new business models, for example as a system provider instead of a supplier of individual components.

Going forward, the BLANC & FISCHER Family Holding and its Group companies—including all employees, managers, and business partners—will continue on its sustainable and successful path. On the following pages, you can read about how we are working towards a sustainable future—with specific goals and measures—in line with our corporate strategy PERFORMANCE, PLANET, PEOPLE. I hope you enjoy reading this informative issue!

Sincerely, Bernd Eckl



At the innovative dining table from ATOLL, customers can not only sit down and enjoy their food—thanks to the built-in induction hob, they can also cook directly on the table. The start-up is also presenting a mobile outdoor kitchen

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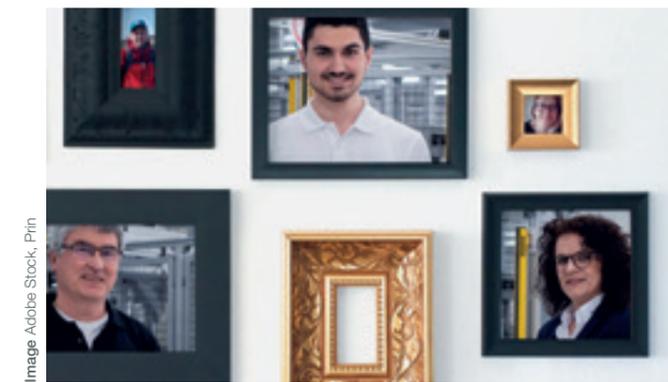


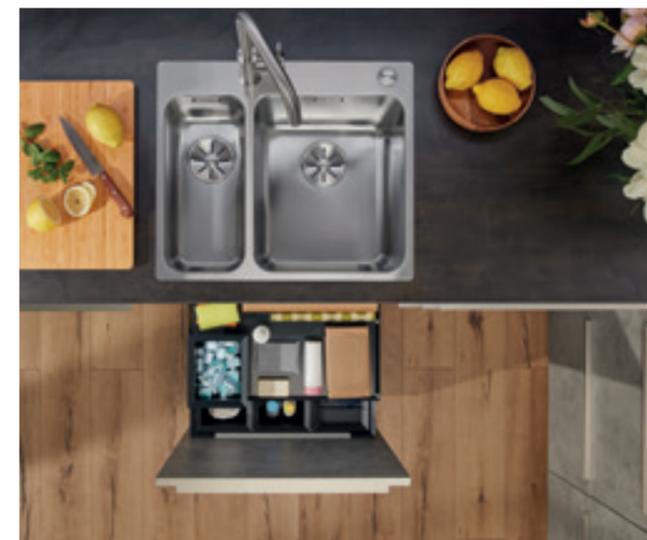
Image: Abbe Stock, Pin

The BLANC & FISCHER Family Holding doesn't just carry the word "family" in its name

PEOPLE

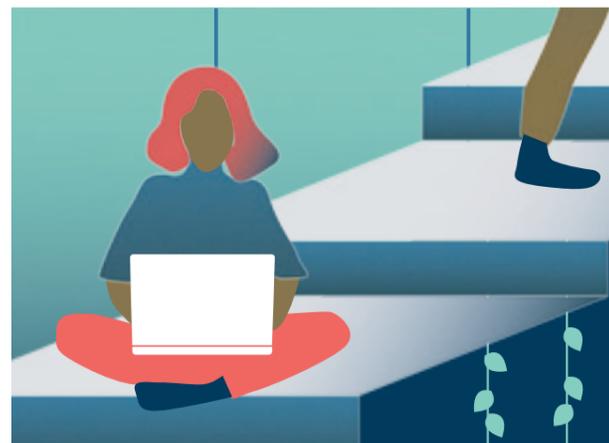
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Everything is perfectly coordinated when it comes to the BLANCO UNIT—for a durable water hub in the kitchen; here shown with a sink made of recyclable stainless steel



TRIPLE P with PERFORMANCE, PLANET, PEOPLE is an integral part of the corporate strategy—ACTION, INNOVATION, RESPONSIBILITY, the maxim with which the sustainability goals are to be achieved

Illustration: wvs.de



VERSATILE INDIVIDUALITY

CLIMATE NEUTRALITY, CIRCULAR ECONOMY, AND SUSTAINABLE MANAGEMENT ARE CENTRAL ISSUES FOR BLANC & FISCHER FAMILY HOLDING AND ITS CORPORATE GROUPS. THE CEOS TELL US HOW ALL THIS IS IMPLEMENTED IN THE INDIVIDUAL CORPORATE GROUPS.



At E.G.O., we have set our sights high. For a start, we want to reduce CO₂ emissions by 65 % by 2030. By 2024, we intend to convert at least one plant to make it climate-neutral, build a new climate-neutral building, and realign a product range to meet the requirements of a circular economy. In the long term, these must become standard practice for us worldwide, at all our 23 sales and production locations in 19 countries.

DIRK SCHALLOCK
Chairman of the Management Board
E.G.O.-Group



As sustainability has always been part of B.PRO's DNA, we will play our part in contributing to TRIPLE P (PERFORMANCE, PLANET, PEOPLE). This year, we're focusing on backing up our products with facts. Factors such as longevity, repairability, and recyclability are becoming increasingly important for our customers, and if we officially prove that our products can deliver them, this will give us a real competitive advantage.

The next step also includes analyzing the product life cycle of selected B.PRO products. The first projects have already been formalized, and our Research & Development team will soon start working on the aforementioned sustainability-related issues.



EGON KOFLER
Chairman of the Management Board
B.PRO-Group



It's important to us and our customers and consumers all over the world that the kitchen water hub exhibits convincing durability. That's why we continue to focus on outstanding product quality! At the same time, we will continuously improve the footprint of our UNITS. Among other things, our action plan includes carrying out product life cycle assessments, creating what is known as ecological balance sheets, and tackling the development of more environmentally friendly packaging. And: "doing good" can taste good too! BLANCO's multifunctional mixer taps with freshly filtered and sparkling water offer BLANCO's alternative to PET bottles.



FRANK GFRÖRER
Chairman of the Management Board
BLANCO-Group



In the global perception of limited resources, we empower our employees to transfer their enthusiasm for the issue of sustainability and our mission to our customers. One important goal here is to increase the efficiency of our fully assembled household appliances to an extreme degree. This also includes ensuring that products can be used or recycled more intensively and for longer, e.g. through new processes or repair options. We also want to help consumers reduce their electricity consumption when cooking with additional functions.

STEPHANE JEDELE
Chairman of the Management Board
ARPA-Group

PIONEERING SPIRIT AS A GROWTH DRIVER

At the beginning of the almost one hundred-year company history of the BLANC & FISCHER Family Holding there was an idea: founders Heinrich Blanc and Karl Fischer wanted to make working in the kitchen easier, more comfortable, and safer. Fischer became a “pioneer of electric heating in the home”, as is proudly documented in the company’s history. Blanc, an inventive entrepreneur with a keen sense for the right ideas, recognized the advantages of steel in the kitchen early on: it’s durable, anti-bacterial, and easy to clean. Both innovations became the starting point for global expansion.

CREATING VALUE

What united both companies was the idea of creating benefits with their products. The question of how cooking and washing dishes can be made more convenient became the driver of the innovations of the E.G.O.- and BLANCO-Groups. Pioneering developments became the basis of success. For example, the EGO Automatic Hotplate from 1961, which regulates the temperature automatically and in an energy-saving

manner. Or the 1977 EGO Radiant Heating Element with integrated temperature controller for heating the new glass-ceramic cooktop panels. Later on, the E.G.O.-Group focused on new technologies such as induction hobs.

At BLANCO, it was the further development of the sink that led to constant growth. The company strove towards an intelligent, multifunctional workplace in the kitchen with new design and product ideas that also brought a lot of color to the kitchen environment. In the early 1980s, new composite materials made it possible to market sinks in a wide range of colors. BLANCO later designed solutions for separating kitchen waste, for example.

PRODUCTS IN DEMAND WORLDWIDE

The new, user-friendly products became bestsellers that were no longer only in demand in Germany. The expansion of BLANCO and E.G.O. to other countries began in the 1960s. Foreign subsidiaries of the E.G.O.-Group were established: 1960 Italy, 1962 France,

1968 Austria and Yugoslavia, 1972 Greece, 1975 Switzerland, 1979 South Africa, 1980 USA. The strong growth of E.G.O. was also reflected in the number of employees, which increased from approx. 3,200 E.G.O. employees at the beginning of the 1960s to 6,300 in 1973. BLANCO also expanded at the same time. After the first foreign subsidiary was established in the Netherlands in 1968, further locations followed in Belgium (1970), Austria (1971), Switzerland (1972), and one year later in France in the early 1970s. At the time, BLANCO employed around 2,000 people and was the largest manufacturer of stainless steel sinks.

“WHEN THINGS GET TOUGH, STICK TOGETHER!”

Karl Fischer once said this, referring to the effects of the oil crisis in 1973, which affected BLANCO and E.G.O. too—with sales declines, short-time work, and job cuts. From over 6,000 E.G.O. employees in 1973, only about 4,000 remained two years later. BLANCO was hit even harder: its workforce halved to less than 1,000 employees. The decline in sales jeopardized the



The biggest challenge will be to raise awareness among employees and to influence supplier and customer decisions as much as feasible. Products must be designed to be sustainable. The “throwaway society” must become aware of how natural resources are being wasted. As a company, we can set a good example by designing our actions, our procedures, and our processes to be future-driven and sustainable.



STEPHAN DAIMINGER
Managing Director of KUGEL
Edelstahlverarbeitung GmbH

<<

company's very existence. But help came from the corporate family, the nucleus of what would later become BLANC & FISCHER Family Holding. With its corporate groups, it now boasts 55 locations in 24 countries. Further growth is planned in the Asia Pacific region and in North America.

INNOVATION AS A SUCCESS FACTOR

Early growth in the 1960s and 70s would not have been conceivable without groundbreaking innovations. Company founder Karl Fischer also knew this: "No technical progress without innovation. No further devel-

opment without technical progress. No growth without further development. Innovations in a wide range of fields are the driving force behind our company."

For almost 100 years, the companies of the BLANC & FISCHER Family Holding have stood for innovation in the kitchen. Yet, the potential for innovation is still far from exhausted. The establishment of additional development competences—in the development centers in Oberderdingen, Germany, but also at the locations of the BLANC & FISCHER Family Holding Group companies in other countries—is

therefore of critical importance. The aim is to translate market trends into innovations and marketable products even more quickly. But in the future, we want to serve the most diverse eating and living habits even better with more regionalized products.

NEW PERSPECTIVES FOR MORE INNOVATION

It is often a change of perspective that leads to new solutions. For example, the ATOLL developers were guided by the question of what is most important when cooking. The surprising insight: it's not a new technical feature, but cooking in

the company of others! Ultimately, a world's first was developed from this insight: a dining table that can be used for both eating and cooking thanks to integrated induction technology.

Sustainability also has enormous innovation potential, as it requires a change of perspective in product development. The focus is not on new product features, but on resource-saving production and use throughout the entire product life cycle. Here, for example, developers work with the 3R principle of reuse, repair, recycle—thus moving away from the classic consumption cycle

toward a circular economy. Products that are made without finite resource consumption and without waste.

LASTING CUSTOMER BENEFITS

The BLANC & FISCHER Family Holding corporate groups are long-standing pioneers in the field of sustainability. BLANCO and E.G.O. adopted environmental guidelines that established the protection and preservation of the environment as an integral part of corporate policy at an early stage. This was done in the knowledge that, without consistent consideration of ecological

requirements, the economic success of the company cannot be secured in the long term.

Customers also benefit from the sustainable innovations of the BLANC & FISCHER Family Holding corporate groups, for example, by reducing energy consumption when using the products, through a longer service life, and better reparability and disposal. This is how the loop closes from the founding of the company to the present day. Profit-generating innovations will continue to be the driver of innovation and growth in the BLANC & FISCHER Family Holding companies in the future. <<

EXPANSION THROUGH DIVERSIFICATION

In addition to expanding into other countries and tapping into new sales markets with existing products, the BLANC & FISCHER Family Holding corporate groups are specifically expanding their product portfolio to generate additional growth.

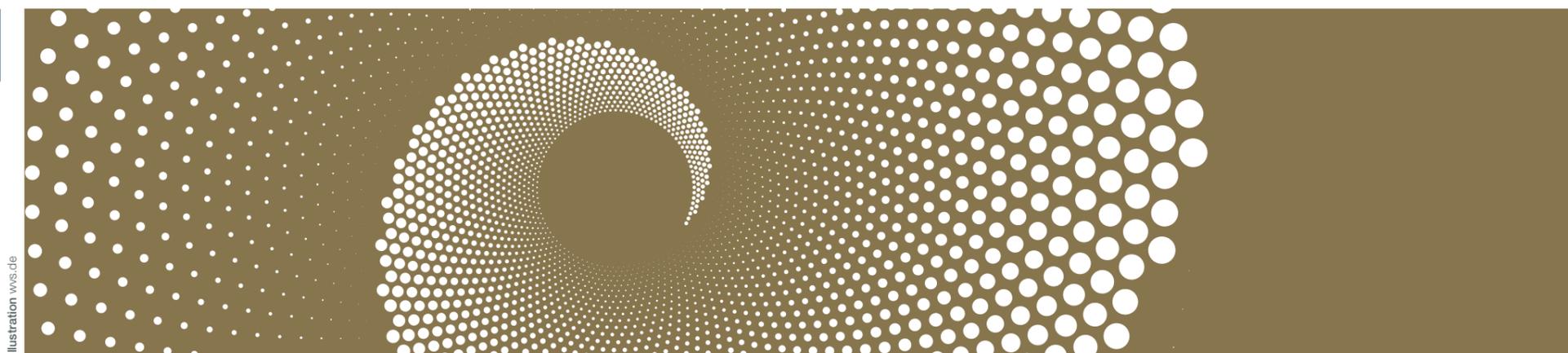


Illustration wvs.de

IN 2007, THE BUSINESS WITH APPLIANCES FOR COMMERCIAL KITCHENS FOR INDUSTRY AND CATERING TURNED INTO AN INDEPENDENT CORPORATE GROUP. TODAY, WE KNOW IT AS **B.PRO**.

IN 2012, IT ACQUIRED **KUGEL EDELSTAHLVERARBEITUNG GMBH**, WHICH SPECIALIZES IN SYSTEM SOLUTIONS FOR GALLEYS AND WASHBASINS FOR MEDICAL FACILITIES. IN 2021, KUGEL WAS TAKEN OVER BY THE BLANC & FISCHER FAMILY HOLDING.

WITH THE ACQUISITION OF **ARPA** IN 2011, ONE OF EUROPE'S LEADING ORIGINAL APPLIANCE MANUFACTURERS FOR OVENS AND BUILT-IN HOBS BECAME PART OF THE FAMILY HOLDING.

2013 SAW THE EXPANSION INTO COOKING WITH GAS. THE ACQUISITION OF THE ITALIAN MANUFACTURER OF GAS COMPONENTS **DEFENDI** HAS FURTHER BROADENED THE PRODUCT PORTFOLIO. **DEFENDI** JOINED THE E.G.O.-GROUP IN 2021.

THE YOUNGEST MEMBER OF THE FAMILY HOLDING IS THE START-UP **ATOLL**, FOUNDED IN 2022, WITH ITS INNOVATIVE BUSINESS MODEL; IT SELLS A DINING TABLE WITH HIGH-QUALITY INDUCTION TECHNOLOGY AND A MODULAR OUTDOOR KITCHEN WITH INDUCTION.

SMARTER AND MORE CONNECTED: THE KITCHEN OF THE FUTURE IS INCREASINGLY EVOLVING FROM A FUNCTIONAL TO A LIVING SPACE, A PROCESS THAT HAS ALSO BEEN ACCELERATED BY THE PANDEMIC. THIS HARBORS ENORMOUS INNOVATION POTENTIAL, WHICH THE BLANC & FISCHER FAMILY HOLDING WANTS TO CONSISTENTLY EXPLOIT WITH ITS CORPORATE GROUPS—FURTHER EXPANSION IS EXPECTED.

TRIPLE P

PERFORMANCE
PLANET
PEOPLE



WE SEE SUSTAINABILITY NOT MERELY AS A MANDATORY TASK, BUT AS OUR SOCIAL RESPONSIBILITY. AS A DRIVER OF INNOVATION TOWARDS CLEAN TECH, IT EVEN GIVES US A DECISIVE COMPETITIVE ADVANTAGE.

Bernd Eckl

Chairman of the Management Board,
BLANC & FISCHER Family Holding



A JOB FOR THE BOSS

With Triple P, sustainable management has found an official place in the BLANC & FISCHER Family Holding: the key topics PERFORMANCE, PLANET, and PEOPLE are integral components of the corporate strategy. They are the responsibility of the Chairman of the Management Board, Bernd Eckl (PERFORMANCE), and the Managing Directors Technology and Production, Dr. Karlheinz Hörsting (PLANET), and Finance and Human Resources, Benno Rudolf (PEOPLE).



Responsible for the 3Ps at BLANC & FISCHER Family Holding:
Benno Rudolf, Managing Director Finance and Human Resources (CFO), Bernd Eckl, Chairman of the Management Board (CEO), Dr. Karlheinz Hörsting, Managing Director Technology and Production (COO) (from left to right)



Image Pexels, Martin Pécny

More resilient than before

THE PANDEMIC AS AN OPPORTUNITY
FOR B.PRO

99.7%

EFFECTIVENESS*

*of the ION TEC AIR 80 air filter system

THE B.PRO-GROUP (B.PRO), A SYSTEM PROVIDER OF COMMERCIAL KITCHENS FOR CATERING AND INDUSTRY, WAS HIT HARD BY THE LOCKDOWNS AND MADE A VIRTUE OF NECESSITY.

WITH INNOVATIVE PRODUCTS SUCH AS THE “ION TEC” INDOOR AIR PURIFIER AND THE B.PRO “CPM-600” CUTLERY PACKAGING MACHINE.

How to best sum up the Group’s crisis strategy? Recognize the signs of the times and react quickly! Developing the two flagship products so quickly under the challenging conditions of the pandemic was a remarkable achievement. But the foundation was already in place. After all, hygienic solutions for commercial kitchens have always been one of B.PRO’s main areas of expertise.

#RESTARTGASTRO

Under the theme #restartgastro, referring to a reviving of the German hospitality and gastronomy sector, B.PRO used the pandemic as a driver of innovation and approached hospitality in a novel way. Many venues did away with the traditional self-service option, for example, as

the risk of transferring the virus from one guest to the next is simply too great. B.PRO solutions include mobile cooking stations with a hygiene protection kit and contactless hand washbasins. According to Egon Kofler, Managing Director of B.PRO, the declared goal is “to keep the spirit of hospitality alive.” The benefit is easy-to-implement solutions that still ensure proximity to the guest, an innovative approach that is put into practice in the form of two flagship products.

VERIFIED AIR CLEANING

B.PRO’s special expertise in combating odors during cooking was the starting point for the development of the highly effective ION TEC AIR 80 air filter system, which combines a range of different filters

including mechanical, electrostatic, UV light, and activated carbon filters. Viruses, bacteria, germs, and odor molecules are thus reliably destroyed—and the Dresden Institute of Air Handling and Refrigeration has confirmed that it also offers effective protection against COVID-19. It was found to be up to 99.7 % effective!

SAFE CUTLERY DISPENSING

Anyone who has ever eaten in a canteen or cafeteria knows that the cutlery dispensing service area is often lacking in the hygiene department. After all, when many different guests rummage around in the cutlery box, each guest touches several sets of cutlery, which are then used by others. That is unacceptable during a pandemic!



Image above: CPM-600 cutlery packaging machine



Image below: ION TEC AIR 80 air filter system

ANOTHER DRIVER OF INNOVATION IS B.PRO’S STRIVING FOR NATURAL, RESOURCE-CONSERVING, AND SUSTAINABLE PRODUCTS.

However, if cutlery is packaged under controlled hygienic conditions, contamination of it with harmful pathogens is reduced to a minimum. B.PRO’s CPM-600 cutlery packaging machine packs cutlery sets and additional items such as napkins, toothpicks, or salt and pepper in sealed paper or plastic bags, and thus also meets strict hygiene requirements in times of the pandemic.

AGILE AND CUSTOMER-ORIENTED

But it’s not just new products that characterize B.PRO’s image. The former BLANCO Professional-Group has been fully revamped and given stronger structures, along with a new name and a new legal form as a GmbH—the perfect way to shine following the pandemic-related setbacks of the past two years.

The new name is intended to convey a modern and dynamic approach, and agility is reflected in the increased independence of the business units: “B.PRO Catering Solutions” and “Enoxx Engineering,” formerly “Industrial.” This name was chosen with reference to the stainless steel “inox” and the unit’s outstanding technical expertise in project management. “The objective

is to be even closer to the customer, to respond even more quickly and flexibly to individual needs. This can best be achieved by making targeted efforts to strengthen the individual business units as the central competence providers,” explains Egon Kofler.

STRIVING FOR SUSTAINABILITY

As with all BLANCO & FISCHER Family Holding Group companies, sustainability is also a priority for B.PRO and an integral part of its corporate culture. B.PRO products should be natural, resource-conserving and sustainable—another driver of innovation.

The new food transport containers from the B.PROTHERM product family are a prime example of what this can look like. The only refrigerant used in their convection refrigeration is the environmentally friendly propane R290. CEO Kofler knows: “Anyone who wants lasting success and a secure future must think and act with the long term in mind.” According to him, it’s important to “think about what comes after us.” This is sure to benefit employees, customers, and business partners alike.

PERFORMANCE ON A.I.R.

NEWS FROM THE WORLD OF BLANC & FISCHER FAMILY HOLDING



Image Pixels, Clem Onojeghwa

MICHELIN-STYLE COOKING

Just keep food warm and serve it on a plate? Hardly! B.PRO's mobile cooking station is the star of the show. With its powerful induction technology and up to six hobs, it can conjure up a wide variety of dishes. And everything is prepared right in front of the guests. This usually attracts quite a crowd as everyone wants to catch a glimpse! Let's remember that adherence to stringent Hygiene standards were already essential long before COVID-19, so all cooking stations can be equipped with a cough guard.



Image Pixels, Kaiju

KITCHENS ON RAILS

Anyone who has ever frequented a train's on-board restaurant may have come into contact with a product made by KUGEL Edelstahlverarbeitung GmbH. The specialist for stainless steel solutions was founded in 1954 and has been producing high-quality and modern products for the railway, catering, industrial, and medical sectors ever since. By the way, KUGEL Edelstahlverarbeitung GmbH was part of the B.PRO-Group for over ten years until it was taken over by the BLANC & FISCHER Family Holding in 2021.

GOLDEN KEY AWARD

In the "Best Exporter to Turkey 2020" category, the prestigious Golden Key Award was again presented to E.G.O. Elektro-Komponente d.o.o. (E.G.O. Croatia) in September 2021 and accepted by Domagoj Matasić as Chairman of the Management Board. Such a special honor for our Croatian E.G.O. location!

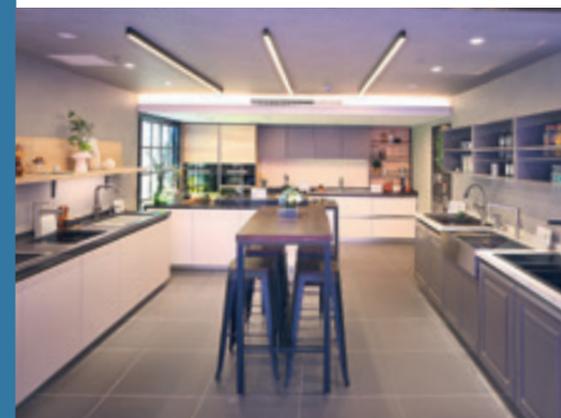


CONSULTING MADE EASY

Would you like to conveniently experience the product world of the B.PRO-Group (B.PRO) online or even live? It's easy! The pandemic unfortunately made it necessary to cancel our on-site consultations for a long time, so the B.PRO Academy has been offering a straightforward online advisory service via live-stream since spring 2021. The customer sits behind their the computer while the sales consultant wears video glasses—this allows the customer to see exactly what the expert sees. "Together" you'll then explore the showroom. The particular highlight is that the customer can ask questions in real time about the products that the consultant is currently looking at. Despite the distance, this makes it possible for the customer to get individual advice as though they were on-site in person.

SHOWROOMS IN A NEW LOOK

BLANCO'S NEWLY DESIGNED SHOWROOMS AT VARIOUS INTERNATIONAL LOCATIONS ARE A SOURCE OF INSPIRATION WHEN PLANNING A NEW KITCHEN. BUILT INTO KITCHENS OF VARIOUS CONTEMPORARY STYLES, THE BLANCO UNIT PRESENTS ITSELF THERE AS A PERFECTLY ORGANIZED WATER HUB—WITH MANY PRACTICAL FEATURES FOR DRINKING, PREPARING FOOD, CLEANING. ATTENTION IS PAID TO DURABLE MATERIALS AND CONSCIOUS WATER CONSUMPTION—AND TO A BALANCED DESIGN. THE RANGE OF FUNCTIONS, DESIGNS, COLORS, AND MATERIALS MAKES IT EASY FOR EVERY KITCHEN ENTHUSIAST TO FIND JUST THE RIGHT BLANCO UNIT.



PRODUCTION LAUNCH IN RECORD TIME

Within a short time, the employees of E.G.O. Elektrikli Aletler Sanayi A.Ş. (E.G.O. Turkey) successfully established and commissioned the production of induction coils. They were supported by their colleagues at the E.G.O. locations E.G.O. Components (China) Co. Ltd., Taicang, and E.G.O. Produktion GmbH & Co. KG, Oberderdingen, Germany. A prime example of international cooperation!

FLUID BOUNDARIES— COOK ANYWHERE YOU WANT TO!

COME TO THE TABLE PLEASE, DINNER IS SERVED!
REMEMBER THAT? BARBECUE YOUR MEAT OUTSIDE,
CHOP YOUR GREENS INDOORS? NOT ANYMORE.



WE'RE STILL A NICHE PRODUCT, BUT IN FIVE YEARS WE WANT TO BE AN ESTABLISHED BRAND.

Daniel Czemmel, Managing Director, ATOLL



With the innovative and stylish products from ATOLL Living Spaces GmbH (ATOLL), you can cook and eat directly at your table or even move the traditional cooking process entirely outside. The start-up of the BLANC & FISCHER Family Holding Group is thus creating new moments of pleasure and completely reinterpreting the kitchen as a living space.

EXPANDING THE KITCHEN AS A LIVING SPACE

The idea behind ATOLL is the question how the kitchen and living room can merge to form one large living space. The BLANC & FISCHER Family Holding has been dealing with this question for a long time. "Together with our partner Bridgemaker, we have developed a concept for how a business can be created in the corporate groups that takes into account the technological competence and the transformation of living spaces," explains Daniel Czemmel, Managing Director of ATOLL. The theme is obvious: "Redefining living spaces."

This means that ATOLL is very close to the customer because no other Group company in the family holding company is geared directly to the consumer in the same way. E.G.O.

is a specialist in components for the household appliance industry, and BLANCO is a leader in water hub products. To this end, ATOLL relies on a strong online presence and interaction with the customer, complemented by a showroom in Berlin, in which potential customers and interested parties can view and try out ATOLL's table and outdoor kitchen. Customers can then use the collected ideas to individually configure the designer pieces in the online shop.

NOT OFF-THE-SHELF

Many people like to retreat to their own four walls as a result of COVID-19, so the desire to make a cozy home is on-trend. With its two product lines, ATOLL meets the spirit of the times while simultaneously addressing the desire for individualization. "Our table and our outdoor kitchen are not off-the-peg," explains Czemmel. Customers can put together their very own 'cooking island' from different surfaces, table sizes, and frames.

This also applies to the outdoor kitchen, which is based on a front cooking counter from its sister company, B.PRO. "As on the table, induction cooking is also used here. There are two built-in hobs for grilling, boiling, stewing, or pan-

frying. This appeals primarily to people looking for more options, such as conventional grilling with coal or gas, or who would like to use other technologies."

HIGH-QUALITY AND NEEDS-BASED

Daniel Czemmel and his team see the change in lifestyles, in many cases triggered by the global COVID-19 pandemic, as an opportunity. "Eating habits are changing; people are developing a more conscious approach to food. Why not design the living space to be of higher quality for hosting events at home?" he explains. "We initially only launched the outdoor kitchen virtually, thus testing the waters beforehand to see how it would be received. >>



Daniel Czemmel,
Managing Director, ATOLL

In the first three months, we had over 6,000 configurations. More than 100 customers have already registered for their individual outdoor kitchen. The response was unbelievable,” says Czemmel, adding: “We didn’t have a material product yet, but a digital modular system with which future customers could play around and try things out.”

There’s also a showroom in Berlin so that potential customers can get a first-hand impression of the table’s options. “With the ATOLL table, we are operating in a price segment of several thousand EUROS. It quickly became clear to us that customers would like to see and touch such a piece of furniture,” says Daniel Czemmel. And customers are all too happy to take advantage of this opportunity.

VISIONARIES FROM ALL GROUP COMPANIES

The expertise of all company groups has been incorporated into both the outdoor kitchen and the ATOLL table. The Facility Management employees at BLANC & FISCHER Corporate Services, for example, built the prototypes of the table frames and legs. B.PRO experts developed the outdoor kitchen, and specialists from E.G.O. helped develop the special induction hobs. “Our development is a joint effort. The BLANC & FISCHER Family Holding Group companies have the combined expertise to this end.”

Daniel Czemmel knows that this is also evident in the collaboration across specialist boundaries. “Let’s say a colleague from the commercial

sector is wondering how to make the cooking experience in the living area quieter. They go on to look at the technology under the table together with a colleague from Development and come up with a solution together,” says Czemmel, impressed with the dedication of his employees.

LETTING CREATIVITY RUN WILD

The prototypes of the cooking table and outdoor kitchen, as well as many ideas for their further development, were developed in interdisciplinary brainstorming sessions in the newly established Future Kitchen Lab in Oberderdingen. “All participants were able to think creatively beyond their usual remit—that’s

how the best ideas come to light,” says Czemmel. In this unconventional way, ATOLL contributes to the growth and attractiveness of the entire Group. Czemmel thought the direct B2C concept would give the BLANC & FISCHER Family Holding another mainstay to make the company even more stable overall, “even if we seem to be producing niche products at first glance,” says the Managing Director of ATOLL.

A SOUND ENVIRONMENTAL FOOTPRINT

The start-up also contributes to the Group’s employer profile. “An innovative brand like ATOLL that’s also an internal start-up helps the BLANC & FISCHER-Group to communicate to the outside world that



it is an attractive employer. This is good for recruiting and retaining employees and thus contributes to the growth of the family holding company,” Daniel Czemmel is certain.

ATOLL also benefits from its sister companies in the BLANC & FISCHER

Family Holding in terms of sustainability. As a start-up, it can respond quickly to new requirements in the market and society, and tap into the potential that arises from the technological expertise of the other Group companies. Here too, Czemmel is optimistic: “At ATOLL, there are no limits when it comes to being creative.”

The start-up is deliberately starting small. “To start with, we’re launching our two products in Germany, Austria, and Switzerland. It’s our philosophy to be very close to the customer. That’s why we want to grow carefully,” says Czemmel. “While there are markets, especially in the outdoor kitchen segment, that are predestined for this—in the USA, for example, a lot of people like to cook outside—we still want to establish ourselves in Europe first and become a strong brand in the living segment with the ATOLL table and in the outdoor sector with our kitchen unit.”

A HIGH-TECH PIONEER

Daniel Czemmel already has other product ideas for the future. For out-

doors, the kitchen can be expanded even further, for example with a sink module. “For the table, we are currently contemplating a cooking island or a kitchen worktop, and we already have a corresponding prototype in the Future Kitchen Lab. In other words, an entire kitchenette made of ceramic material with a built-in hob. This saves space in a small kitchen.” ATOLL relies on multiple layers of high-tech ceramics for the surfaces of the table. “Ceramic is the perfect material: hardly anything sticks, which makes the table an ideal worktop,” explains Czemmel. The ceramic surface is also robust and scratch-resistant and boasts high temperature stability. “The onion principle of layers allows us to install the induction plate.”

With the outdoor kitchen and above all the table, the subsidiary of the BLANC & FISCHER Family Holding is ushering in a new era of cooking. From an open fire, through to the first electric hotplate suitable for series production, to a table on which you can cook. “These are innovations that are not yet available on the market. We’re the absolute trailblazer here!”



The kitchen of the future

ARPA BRINGS CUSTOMERS AND CONSUMERS ON BOARD AND LOOKS TO THE FUTURE

For CEO Stéphane Jedele of ARPA SAS and his team, customer focus is the be-all and end-all. From needs analysis to planning and installation, ARPA is a service provider and supplies complete household appliances—including stoves, built-in hobs, baking ovens, and exhaust hoods, which are sold under the brands of well-known manufacturers and trading companies. Their needs and wishes require flexible and prompt implementation. So, what could be more logical than to use a comprehensive customer survey to find out just how satisfied they are and where there is still potential for ARPA.

The results of the first survey from 2021 are impressive. ARPA has done brilliantly in terms of a key satisfaction indicator, the Net Promoter Score (NPS). This KPI measures the extent to which customers would

recommend a product or service. With 83 % customer satisfaction and an NPS of 28.4, ARPA is in a good range, statistically speaking. Going forward, NPS will be surveyed annually as a measure of customer satisfaction. While ARPA customers are generally very satisfied with the appliances, services, and employees, two areas were identified as needing improvement: logistics and product differentiation. While the former is largely related to supply chain issues during the pandemic, the latter is due to competition between customers. Thanks to new, exclusive product features, they are now able to better distinguish themselves from each other.

KNOW WHAT THE CONSUMER WANTS

ARPA sees itself as an advisor to its customers. Last year, the large-

scale consumer research program “Cookin’Sights” already investigated what really makes kitchen enthusiasts tick and which innovations in household appliances have a good chance of asserting themselves in the market.

And also what other criteria are important to end customers. Sustainability is at the forefront: in addition to new product features, consumers primarily want durable, resource- and energy-saving household appliances.

In order to keep up with the times, ARPA will continue to regularly investigate consumer behavior through “Cookin’Sights”. ARPA customers can benefit directly from the results in a partner program. Consumers’ social media interactions are analyzed, for example. In addition, co-creation workshops

with selected consumers help to develop new, unusual services. Including and especially for the emerging concept of the kitchen as a living space.

LOOKING AHEAD

With the support of Parisian consultant Philippe Goetzmann, the ARPA team carried out a strategic analysis on the basis of the consumer and customer survey and developed ideas for future business models. What if ARPA did not sell kitchen appliances, but offered their use for a service fee, the French team wondered.

Business models in what is known as the service economy promise environmentally friendly operation by significantly reducing the consumption of resources. Because instead of selling products, a

company’s profitability depends on their longest possible service life. But how can service life and use be increased and additional benefits created? By making the product only a partial aspect of the overall offering.

MORE THAN JUST ELECTRICAL APPLIANCES

A significant additional benefit lies, for example, in the digital networking of household appliances, e.g., stove and exhaust hood—and control via smartphone. Many additional functions are conceivable here, from control tools and internet-based maintenance, to automated cooking of recipes.

In order to extend the service life of the appliances and make service and maintenance particularly convenient, a repair platform on the Internet would be helpful: including online fault diagnosis, ordering, and delivery of spare parts, provision of local service technicians, consumer chat, etc. This would also meet

consumer expectations for sustainability. In addition, we will continue to work on product customization, so that the glass-ceramic cooktop panel matches the buyer’s personal taste or interior design, for example.

COMPETENCE AND DEVELOPMENT CENTER

ARPA also responds organizationally to the requirements of its customers: With its “à la carte” business unit, which deals with the best possible integration of parts from suppliers, it will in future be possible to offer even more different product combinations.

ARPA engineers are also advising on the development and design of new, exclusive kitchen appliances in the new Incubation Projects department. This business unit is a kind of outsourced development department for customers. ARPA is thus gradually expanding its range of customer services while remaining true to the idea that the products are only part of the range. <<





No limits

SUSTAINABLE BUSINESS DOES NOT END AT A COMPANY'S BOUNDARIES: IT ALSO INCLUDES THE ACTIONS OF ALL DIRECT AND INDIRECT SUPPLIERS, FROM THE EXTRACTION OF RAW MATERIALS TO DELIVERY TO THE CUSTOMER. A TRULY BOUNDLESS AND GLOBAL UNDERTAKING.

Sustainable supply chains affect all three areas pertaining to the United Nations' global sustainability goals: business and economy, environmental protection, and social issues. In the business segment, this includes compliance with the applicable compliance rules along the entire supply chain, but also the establishment of a resilient procurement organization.

This aspect has gained in importance not least due to the upheavals of the pandemic and is more relevant than ever due to the war in Ukraine. The environmental protection segment primarily focuses on contributing to compliance with global climate targets and switching to renewable raw materials. In the area of social issues, the focus

is particularly on supplier working conditions. For the companies of the BLANC & FISCHER Family Holding, the design of a transparent, partnership-based, and responsible global supply chain is one of the central ten issues of sustainability management. The responsibility for firmly anchoring the defined fields of action in the procurement process lies primarily with the Corporate Purchasing department of the BLANC & FISCHER Corporate Services-Group. Together with suppliers and partners, and in close coordination with internal interfaces, the aim is to ensure fair working conditions, environmental friendliness, and quality along the entire supply chain. The procedure is not new. "But what is new is that we are setting up corresponding reporting systems and

making the data more transparent," says Stefan Mengler, Managing Director / Head of Corporate Purchasing at BLANC & FISCHER Corporate Services. The sustainability requirements apply to all suppliers of the companies affiliated with the BLANC & FISCHER Family Holding.

RESPONSIBLE SOURCING

The targeted selection of suppliers as well as materials and raw materials is an essential lever of a responsible procurement policy. "Critical" raw materials and other materials must be identified and, where possible, saved or replaced. "Critical" refers both to the natural scarcity of resources and to the circumstances surrounding their extraction.



SUSTAINABILITY CAN ONLY BE ACHIEVED IN PARTNERSHIP WITH SUPPLIERS. TOGETHER, WE HAVE THE NECESSARY INTERNAL KNOWLEDGE THAT IS ESSENTIAL TODAY.

Stefan Mengler, Managing Director / Head of Corporate Purchasing, BLANC & FISCHER Corporate Services



Together with the suppliers and partners, for example, availabilities and substitute materials must be assessed, or the possibility of reusing them must be tested.

At BLANC & FISCHER Corporate Services, the suppliers themselves are selected through a qualification process in which aspects of sustainability are also reviewed, known as supplier onboarding*. A project group is currently working on extending the scope of the audit to include special social and environmental aspects. The requirements are then implemented in partnership with the suppliers and business partners.

EXERCISING CORPORATE DUE DILIGENCE

In the BLANC & FISCHER Family Holding companies, the ecological

and social conditions at their suppliers are already being reviewed today. This puts the Group in a good position when the German Supply Chain Due Diligence Act (LkSG) comes into force in 2023, which requires German companies to exercise due diligence with regard to the observance of human rights by their foreign suppliers.

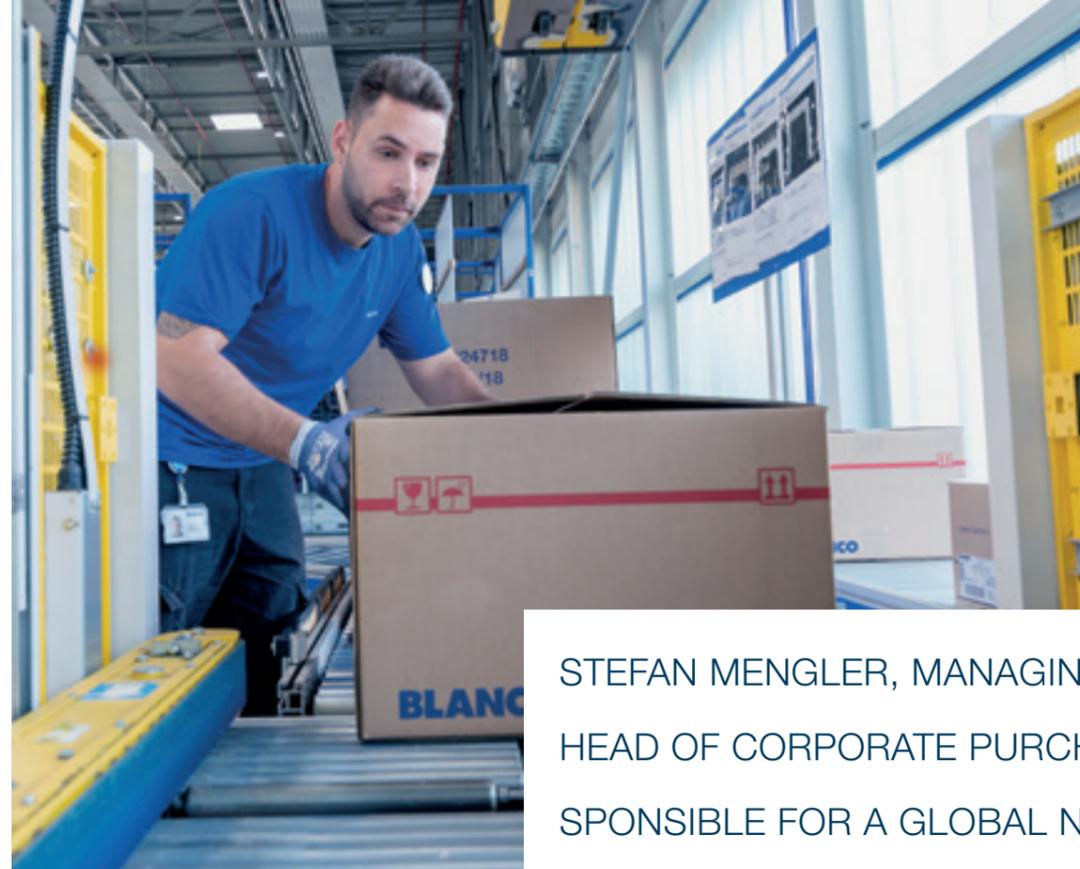
The BLANC & FISCHER Family Holding corporate groups have defined environmental, compliance, and social standards in their Code of Conduct for Suppliers. All suppliers must commit to compliance with these standards. For the suppliers, in turn, this also means demanding these from their own subcontractors and ensuring their adherence. The Code of Conduct generally applies to all suppliers of the BLANC & FISCHER Family Holding Group companies and is

included in all General Terms and Conditions.

FROM CHAIN TO LOOP

With the measures in the area of the supply chain, the companies of the BLANC & FISCHER Family Holding support the fulfillment of the UN Sustainable Development Goals 08 (Decent Work and Economic Growth), 09 (Industry, Innovation, and Infrastructure), and 12 (Responsible Consumption and Production).

However, in order to achieve the objectives, the current measures need to be developed further. After all, in the dimensions of the circular economy, the supply chain does not end with the customer. We are currently working on this in reference projects within the Group companies so that the chain can become a loop.



BLANCO Logistik GmbH Logistics center in Bruchsal, set packaging area (packaging of sinks) for creating complete packages

STEFAN MENGLER, MANAGING DIRECTOR / HEAD OF CORPORATE PURCHASING, IS RESPONSIBLE FOR A GLOBAL NETWORK OF A TOTAL OF 60 EMPLOYEES IN 12 COUNTRIES.

HOW CAN YOU ENSURE THAT THE SUSTAINABLE PRINCIPLES ARE APPLIED TO THE ENTIRE SUPPLY CHAIN?

“Firstly, this is only possible in partnership and together with our suppliers. They have the necessary internal knowledge that is essential today. And they must also enforce compliance with sustainability standards with their own suppliers.

Secondly, we already consider sustainability when selecting suppliers. That’s why we have introduced our supplier onboarding process. This is followed by regular checks. We remain in constant contact with our suppliers.”

HOW DO YOU DEAL WITH THE INDIVIDUAL REQUIREMENTS OF THE DIFFERENT GROUP COMPANIES?

“Every Group company naturally has its own particularities and specific

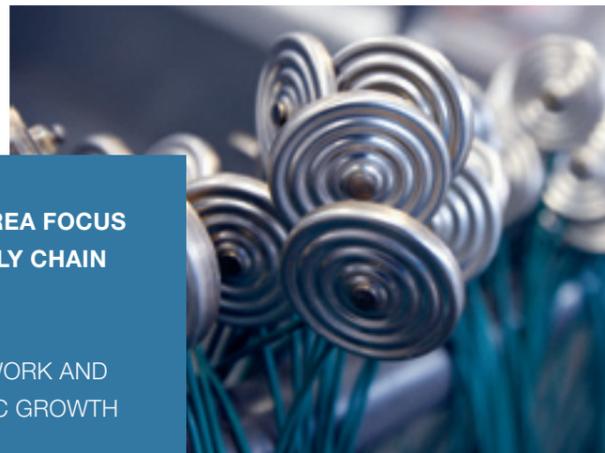
business model. The real net output ratio at E.G.O. is very different from BLANCO, for example. We need to look at a few aspects differently. But, in principle, the content is the same. In terms of strategy, for example, we need to analyze the markets, qualify suppliers, or find cost reduction potential, i.e., ultimately define and implement a product group strategy. However, operational issues are also on the agenda for all Group companies, such as resolving supply bottlenecks, concluding contracts, and, of course, negotiating prices.”

WHAT DO YOU ENJOY MOST ABOUT YOUR WORK?

“On the one hand, there are the many internal interfaces that we have in our sphere of responsibility. From development and supply chain management to sales, quality, and finance. On the other hand, we are in contact with many people from different industries, organizations, and numerous countries. That’s very enjoyable!”



Stefan Mengler
Managing Director /
Head of Corporate Purchasing



Expansion systems (temperature sensors) for E.G.O. thermostats

*In addition to sustainability, aspects such as certifications, quality, logistics, and costs are also considered in supplier onboarding. The focus is currently also on sanctions list checks.

PLANET 3P AREA FOCUS ON THE SUPPLY CHAIN

- SDGS:**
- 08—DECENT WORK AND ECONOMIC GROWTH
 - 09—INDUSTRY, INNOVATION, AND INFRASTRUCTURE
 - 12—RESPONSIBLE CONSUMPTION AND PRODUCTION

COMPACT

GENERAL INFORMATION

ORGANIZATIONAL PROFILE

NAME

BLANC & FISCHER Family Holding

PRODUCTS & SERVICES

The strength of BLANC & FISCHER Family Holding is based on the success of its individual and Group companies. ARPA, ATOLL, B.PRO, BLANC & FISCHER Corporate Services, BLANCO, E.G.O., and KUGEL each have unique product and service portfolios geared towards their wide range of customers around the world. The companies generate the majority of their sales in the kitchen and laundry segment, for which they develop innovations and design customer solutions. Here, the specific expertise of each company complements that of another. As a result, the BLANC & FISCHER Family Holding as a whole shapes kitchen living spaces worldwide.

HEADQUARTERS

Oberderdingen

MARKETS

By region, by far the largest sales share (2021), at 75 %, can be attributed to the EMEA region (Europe, Middle East, and Africa). In North, Central, and South America, the share of sales is 16 %, while the Pacific region currently accounts for over 9 % of sales.

The Family Holding expects growth in all areas going forward, although Europe will remain the core market in the long term.

A SIZEABLE AFFAIR

BLANC & FISCHER Family Holding is a growing corporate family that shapes kitchen living spaces with innovative ideas and solutions. With its five subgroups, BLANC & FISCHER Family Holding operates as a global player in 24 countries with 55 locations. Number of employees in 2021 (in accordance with Section 314 No. 4 of the German Commercial Code (HGB); and additional employees, such as managing directors, apprentices, or interns): 9,087. Of these, 89 were at ARPA, 605 at B.PRO, 332 at BLANC & FISCHER Corporate Services, 1,602 at BLANCO, 6,342 at E.G.O., and 117 at KUGEL.

SUPPLY CHAIN

The compliance requirements of the Code of Conduct for Suppliers apply to all suppliers of the affiliated companies of BLANC & FISCHER Family Holding. Suppliers comply with the respective national environmental regulations and ensure that resources are used appropriately and economically. In addition, suppliers ensure that the requirements are also met within their own supply chain.

>> NO LIMITS P. 24

PRECAUTIONARY APPROACH AND PRINCIPLES

Social sustainability also includes a satisfied workforce. That's why individual recognition is important to BLANC & FISCHER Family Holding. Innovation and constant internationalization ensure economic success in the long term. Ecological sustainability is a product of the conscious use of resources.

STRATEGY

MANAGEMENT STATEMENTS

>> VERSATILE INDIVIDUALITY P. 4

LEADERSHIP

LEADERSHIP STRUCTURE

The management is tasked with sustainably pursuing the objectives of BLANC & FISCHER Family Holding. BLANC & FISCHER Family Holding is managed by Bernd Eckl (CEO), Dr. Karlheinz Hörsting (COO), and Benno Rudolf (CFO). The management team is responsible to the shareholders for the fate of the entire company.

Despite its size, BLANC & FISCHER Family Holding is not an abstract group but instead a medium-sized family business. The experienced managing directors coordinate and

control the other corporate groups via the established management and supervisory boards, in the interests of the company as a whole, and thus ultimately in the interests of the shareholders.

ETHICS AND INTEGRITY

MISSION

The BLANC & FISCHER Family Holding shapes kitchen living spaces worldwide.

VISION

In addition to future-proof technologies that offer unique benefits and features, the focus is primarily on the consumer. The BLANC & FISCHER Family Holding strives to be a leader in all business areas, operate worldwide, and at the same time stay connected to its home region.

VALUES

(see graphics on the right)

Sustainability, pioneering spirit, and the desire to be and remain a genuine family business form the value framework of the Family Holding alongside its high social standards, corporate responsibility, and the goal of being a permanent leader in all strategic business areas.

TRAINING AND STUDIES

BLANC & FISCHER TRAINING ACADEMY

Good, sound training is one of the most important cornerstones that sets young people up for life. B.PRO, BLANC & FISCHER Corporate Services, BLANCO, and E.G.O. are therefore joining forces at the Oberderdingen location to provide high-quality training for young people. All apprentices and students are supervised together at the BLANC & FISCHER Training Academy.

>> IT'S THE INNER VALUES THAT COUNT P. 66



First and foremost a family business



Strengthening employees' sense of identification with the company



Fairness and loyalty



Think long-term and act sustainably



Inventive spirit: Innovations that improve people's lives



Promoting employees, strengthening their own initiative, assigning responsibility

NUMBERS— ECONOMIC KEY FIGURES

BLANC & FISCHER FAMILY HOLDING'S SUCCESS STORY IN FIGURES: TAKE A LOOK AT THESE STATISTICAL INSIGHTS INTO DIFFERENT KEY FIGURES. UNLESS OTHERWISE NOTED, THEY RELATE TO 2021.

TURNOVER [▲]

+17.6%

YEAR-ON-YEAR

€ **1,389** MILLION

RESEARCH AND DEVELOPMENT COSTS [▲]

+12.0%

YEAR-ON-YEAR

€ **59.9** MILLION

TOTAL GLOBAL ENERGY CONSUMPTION [↗]

133,382 MWh

TOTAL GLOBAL ELECTRICITY CONSUMPTION COMPARED TO THE PREVIOUS YEAR [↗]

+13,526 MWh

KEY

[▲] strongly growing

[↗] growing

[»] constant

[↘] declining

[↙] strongly declining

REVENUE IN MILLION EUROS BY REGION

GERMANY | 368.1 [↗]

OTHER EU COUNTRIES | 536.7 [↗]

REST OF EUROPE | 119.1 [▲]

ASIA & PACIFIC | 131.7 [▲]

ARAB COUNTRIES & AFRICA | 13.2 [▲]

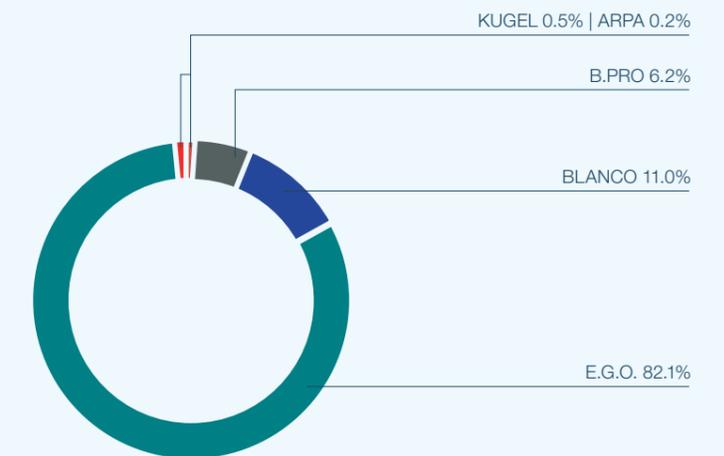
NORTH, CENTRAL & SOUTH AMERICA | 220.6 [↗]

TOTAL GLOBAL ELECTRICITY CONSUMPTION BY CORPORATE GROUP* [↗]

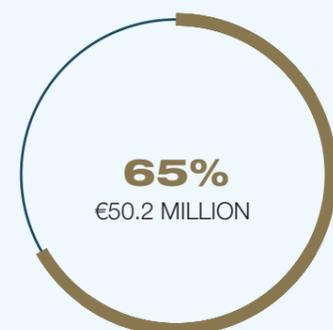
+11.3%

COMPARED TO THE PREVIOUS YEAR

*The largest share is held by the E.G.O.-Group due to the very high added value.



INVESTMENTS IN PROPERTY, PLANTS, AND EQUIPMENT [▲]



TOTAL INVESTMENTS [▲]

€ **77.2** MILLION

CO₂ EMISSIONS WORLDWIDE (SCOPE 1 AND SCOPE 2) [↗]

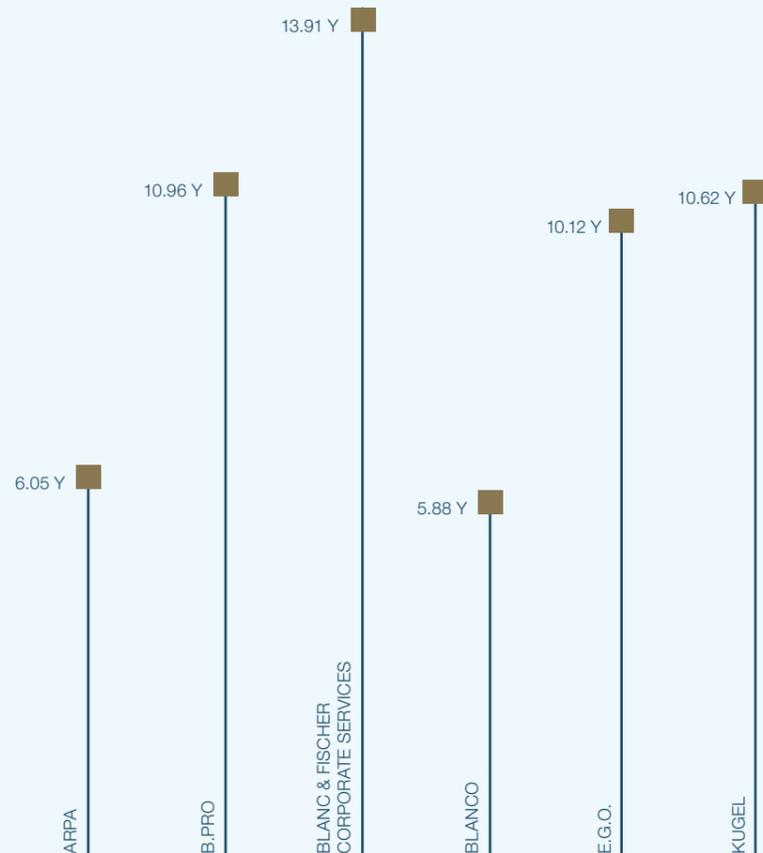


AVERAGE NUMBER OF EMPLOYEES* >>

*in accordance with Section 314 No. 4 of the German Commercial Code (HGB); and additional employees, such as managing directors, apprentices, or interns

9,087

AVERAGE LENGTH OF SERVICE BY CORPORATE GROUP (IN YEARS) AS OF 2021



8.65 ↗
GROUP-WIDE

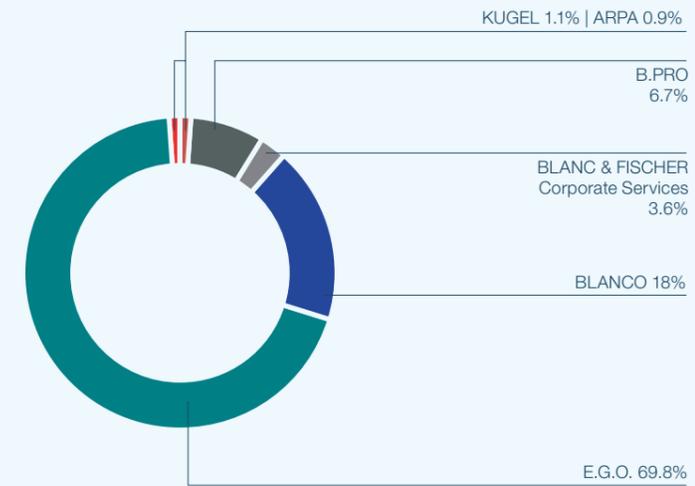
13.23 >>
GERMANY

PERSONNEL EXPENSES ↗

+1.1%

In the fiscal year 2021, personnel expenses decreased to kEUR 397,069 (previous year kEUR 363,986). This includes expenses for pensions and support in the amount of kEUR 8,156 (previous year: kEUR 7,983) as well as social security contributions in the amount of kEUR 61,021 (previous year: kEUR 54,095).

PERCENTAGE OF EMPLOYEES BY CORPORATE GROUP



TRAINING ACADEMY

12
APPRENTICESHIPS

9
DUAL STUDY PROGRAMS

118
APPRENTICES AND STUDENTS AS AT DECEMBER 31, 2021

PERSONNEL CAPACITY IN FTE BY COMPANY GROUP





NAME
ARPA-Group (ARPA)

HEAD OFFICE
Niedermodern (France)

FOUNDATION
2004 (acquisition 2011)

LOCATIONS
2 locations

FIGURES
.....
51
MILLION EUROS TURNOVER **▲**
.....
89
EMPLOYEES

PRODUCTS & SERVICES
At ARPA, everything revolves around the development and production of hobs, baking ovens, and smart solutions for extractor hoods, adapted to individual customer requirements and manufactured in small or large quantities.
The smallest corporate group of the BLANC & FISCHER Family Holding is an original equipment manufacturer that supplies well-known brand manufacturers and retail chains worldwide.



NAME
ATOLL Living Spaces GmbH

HEAD OFFICE
Berlin (Germany)

FOUNDATION
2022

LOCATIONS
1 location

FIGURES
.....
0.7
MILLION EUROS SALES TARGET FOR 2022
.....
11
EMPLOYEES

PRODUCTS & SERVICES
With its products, ATOLL redefines its customers' living spaces and creates opportunities for a new type of shared experience around the topic of cooking. To this end, the start-up ATOLL is launching innovative products from the residential and furniture sectors on the market. Their products include a dining table with high-quality induction technology and a modular outdoor kitchen with induction for end consumers. The youngest member of the BLANC & FISCHER Family Holding uses the expertise of all company groups and relies on direct contact with the end customer.



NAME
B.PRO-Group (B.PRO)

HEAD OFFICE
Oberderdingen (Germany)

FOUNDATION
2007: Spin-off from
BLANCO GmbH + Co. KG

LOCATIONS
8 production and sales companies

FIGURES
.....
102 >>
MILLION EUROS TURNOVER
.....
605
EMPLOYEES
.....
38%
SHARE OF SALES OUTSIDE GERMANY

PRODUCTS & SERVICES
The B.PRO-Group is a global company known for premium solutions in the B2B sector. The corporate group produces and sells capital goods in two different business units: Catering Solutions and ENOXX Engineering. The Railway business unit became part of the BLANC & FISCHER Family Holding in 2021.



CORPORATE SERVICES

NAME
BLANC & FISCHER Corporate Services-Group

HEAD OFFICE
Oberderdingen (Germany)

FOUNDATION
2013: Foundation of Blanc und Fischer IT Services GmbH
2019: Foundation of Blanc und Fischer Corporate Services GmbH & Co. KG
2021: Joint company name under the new BLANC & FISCHER Corporate Services brand

FIGURES
.....
12
DEPARTMENTS
.....
332
EMPLOYEES

PRODUCTS & SERVICES
BLANC & FISCHER Corporate Services bundles all internal service areas of the BLANC & FISCHER Family Holding Group companies used group-wide. This allows the manufacturing companies of the Family Holding to focus entirely on their primary responsibilities.



NAME
BLANCO-Group (BLANCO)

HEAD OFFICE
Oberderdingen (Germany)

FOUNDATION
1925

LOCATIONS
18 production and sales companies

FIGURES
.....
483
MILLION EUROS TURNOVER **▲**
.....
1,602
EMPLOYEES
.....
66%
SHARE OF SALES OUTSIDE GERMANY

PRODUCTS & SERVICES
BLANCO stands for a superbly designed water hub in household kitchens. Holistic, seamlessly integrated systems noticeably enhance water use for drinking, preparing, and cleaning in the kitchen. These systems provide the user with convenience in their everyday lives. Founded more than 95 years ago, the company is now an internationally established premium brand for the kitchen water hub.



NAME
E.G.O.-Group (E.G.O.)

HEADQUARTERS
Oberderdingen (Germany)

FOUNDATION
1925

LOCATIONS
23 production and sales companies

FIGURES
.....
772
MILLION EUROS TURNOVER **▲**
.....
6,342
EMPLOYEES
.....
1,070
PATENTS

PRODUCTS & SERVICES
The E.G.O.-Group is regarded as one of the world's leading suppliers for manufacturers of household appliances. In considerably more than half of all cases, people worldwide who cook with electricity or gas will do so with technology and products from E.G.O. The supplier covers four different business areas with its technologies and products: Heating, controlling, converting, and connecting.



NAME

KUGEL Edelstahlverarbeitung GmbH

HEAD OFFICE

Viechtach (Germany)

FOUNDATION

1954

LOCATIONS

1 location

FIGURES

15
MILLION EUROS TURNOVER >>

117
EMPLOYEES

PRODUCTS & SERVICES

KUGEL produces high-quality capital goods in the railway, catering, medical, and industrial sectors. The product line of the specialist and system provider for sophisticated stainless steel solutions includes onboard restaurants and bistros for trains, customized foodservice counters and taps, pathology facilities, forensic medicine, universities, hospitals, small precision parts, mass-produced deep-drawn parts, and complex machine cladding for industry.

THE 3P CONCEPT

SUSTAINABILITY AS PART OF THE CORPORATE STRATEGY

BLANC & FISCHER Family Holding strives to make responsible use of limited resources. Thanks to the “Triple P” project, sustainability has been firmly integrated into the corporate strategy of BLANC & FISCHER Family Holding and its Group companies. 3P stands for PERFORMANCE, PLANET, and PEOPLE. Derived from the Sustainable Development Goals relevant to the Family Holding, they are in turn subdivided into ten different key topics.

PERFORMANCE

The basis for a long-term survival and successful development of the BLANC & FISCHER Family Holding and its corporate groups is growth, profitability, economic viability, liquidity, and resilience in the strategic field of PERFORMANCE.

PLANET

With the PLANET strategic field, the BLANC & FISCHER Family Holding and its Group companies have always responded to the challenges posed by climate change and resource consumption, as well as to the increasing demands of business partners in the supply chain, legislators, retailers, and consumers. It aims for growth with innovative and sustainable products and services. BLANC & FISCHER Family Holding and its companies are using this field to organize and shoulder

their ecological responsibility. The resulting key issues are energy and CO₂ emissions, resources, products, and services, as well as transparency and responsibility in the supply chain.

PEOPLE

With PEOPLE, the BLANC & FISCHER Family Holding and its Group companies place the focus of their social responsibility on their employees and other stakeholder groups worldwide. The key topics are sustainability awareness, training and continuing education, diversity, flexibility, and occupational safety and health promotion. They are derived from employees' and applicants' expectations for a responsible, attractive employer.



PROFITABILITY, ECONOMIC VIABILITY, & LIQUIDITY



GROWTH



RESILIENCE



ENERGY & CO₂ EMISSIONS



RESOURCES



PRODUCTS & SERVICES



SUPPLY CHAIN



SUSTAINABILITY AWARENESS, TRAINING, & CONTINUING EDUCATION



DIVERSITY & FLEXIBILITY



OCCUPATIONAL SAFETY & HEALTH PROMOTION

PERFORMANCE

In the PERFORMANCE strategic field, the BLANC & FISCHER Family Holding and its corporate groups are pursuing profitable, global, and organic growth through increasing penetration of core markets, internationalization, and innovation. This increases the profitability and value of the company sustainably in the long term. The Family Holding is aware that companies, in particular, are exposed to trends and external environmental influences, and therefore promotes resilience in this respect. The aim is to be able to react more quickly to changes in order to minimize risks and take advantage of potential opportunities. Economic stability is achieved through a strong equity base, increasing profits, and high liquidity. Growth is characterized by innovations that also involve utilizing the potential of digitalization.

The following objectives are derived from the strategic field PERFORMANCE:



PROFITABILITY, ECONOMIC VIABILITY, AND LIQUIDITY

(1) Sustainable increase in profitability and company value.

The basis for the long-term existence and successful development of the BLANC & FISCHER Family

Holding is financial and economic stability through a strong equity base, increasing profits, and high liquidity.

CREATING A STRONG CAPITAL BASE

> 60% EQUITY RATIO

INCREASING PROFITABILITY AND COMPANY VALUE

TARGET COCKPIT:

- Earnings before Interest and Taxes (EBIT) > 7 %
- Return on Capital Employed (ROCE) > 10 %
- Return on Equity (ROE) > 8 %



GROWTH

(2) Pursuing profitable global growth through increasing penetration of core markets, internationalization, and innovation.

The focus is on organic growth through increasing penetration of the core markets, supplemented by targeted acquisitions and partnerships. Innovation enables growth and at the same time is the driving force behind internationalization.

TURNOVER 2021

1,389

MILLION EUROS

PENETRATION OF CORE MARKETS AND INTERNATIONALIZATION

By region, by far the largest sales share of almost 75 % is in the EMEA region (Europe, Middle East, and Africa). In North, Central, and South America (AMERICAS), the share of turnover is 16 %, while the Pacific region (APAC) currently accounts for 9 % of turnover. The holding company expects growth in all areas going forward, although Europe will remain the core market in the long term.

TARGET COCKPIT:

- Regional distribution
EMEA 60 %
APAC 20 %
AMERICAS 20 %
- Compound Annual Growth Rate (CAGR) > 5 %
- 2025: Turnover of 1.5 billion EUROS



RESILIENCE

(3) Promoting resilience in order to respond independently and flexibly to change and to exploit new potential.

Particular attention is paid to a high level of adaptability and resilience,

which goes hand in hand with flexibility. The aim is to create resilient structures by allocating resources, managing and integrating employees, and implementing strategies and values. This requires us to assess the corporate environment and to identify potential risks.

TARGET COCKPIT:

- Free Cash Flow (FCF) > 10 % of balance sheet total
- Equity Ratio (ER) > 55 %
- Family Share (B&F) 100 %

PLANET

With the strategic field PLANET, the BLANC & FISCHER Family Holding and its corporate groups not only meet the challenges of climate change and resource consumption, along with the increasing demands of its business partners in the supply chain, legislators, retailers, and consumers, but are also aiming for growth with innovative and sustainable solutions.

As a provider of solutions for kitchen living spaces it's essential for us to reduce the energy and resource consumption of both the products and of the production process. Consumers want transparency about how they can reduce their own environmental footprint (CO₂ emissions and water) by using the products. Industry and trade partners encourage participation in the Carbon Disclosure Project as well as the preparation of product life cycle assessments.

The objectives also take into account EU regulations and legislation, such as the Eco-Design Directive 2021, the WEEE Directive, the RoHS Directive, and the upcoming adoption of the Supply Chain Act.

The following focal points emerge from the assumption of ecological responsibility of the BLANC & FISCHER Family Holding companies:



ENERGY AND CO₂ EMISSIONS

(1) Consistent reduction of carbon footprint and striving for climate neutrality.

All Group companies of BLANC & FISCHER Family Holding are consistently reducing their carbon footprint and striving for climate neutrality. This includes an absolute, proactive reduction in terms of climate-neutral growth.

In the knowledge that climate neutrality is an ambitious goal, the strategic goal of "Energy & CO₂ emissions" is pursued according to the principle of "avoidance before reduction before compensation."

The "compensation" of unavoidable emissions is implemented through selected savings projects with (partly certified) quality standards.

PURCHASING CERTIFIED GREEN POWER

Since 2022, all German locations of the BLANC & FISCHER Family Holding have been using 100 % green electricity.

HEATING ENERGY CONSUMPTION (MWh)

ARPA	
2020	417
2021	438

B.PRO	
2020	5,738
2021	6,670

BLANCO	
2020	19,566
2021	22,505

E.G.O.*	
2020	30,301
2021	41,349

KUGEL	
2020	651
2021	731

TOTAL ENERGY CONSUMPTION (MWh)

ARPA	
2020	217
2021	207

B.PRO	
2020	7,750
2021	8,322

BLANCO	
2020	12,729
2021	14,706

E.G.O.*	
2020	98,617
2021	109,556

KUGEL	
2020	542
2021	591

**CO₂ EMISSIONS
(IN METRIC TONS)**

ARPA	
2020	120,211
2021	128,511

B.PRO	
2020	7,973.308
2021	7,875.593

BLANCO	
2020	23,595.927
2021	36,393.515

E.G.O.*	
2020	44,025.110
2021	50,481.345

KUGEL	
2020	521,000
2021	351,000

*also includes data from BLANC & FISCHER Corporate Services



RESOURCES

(2) Use for clean, resource-efficient, and circular operation.

Employees, especially in purchasing, facility management, and production and logistics, take a resource-conserving approach, for example with regard to water, waste, and packaging. The starting point here is the 3R principle, i.e. reduce, reuse, and recycle. Cleaner production by preferring or using recycled and renewable raw materials and supplies and relating this to production are planned in order to help fulfill the goals of the “Resources” focus area. In addition, special emphasis is placed on closing the water cycle.

SUSTAINABLE PACKAGING MANAGEMENT

The BLANC & FISCHER Family Holding companies are already actively analyzing packaging weight and type then replacing or reducing packaging. The goal is to identify sustainable solutions for the entire supply chain.



PRODUCTS & SERVICES

(3) Development of innovative and sustainable products and services.

(4) Proactively reduce the use of environmentally harmful materials.

Specialist units of the Group companies, in particular Innovation, R&D or Product Development, Product Design, Business Development, and Product Management all develop innovative and sustainable product and service solutions. To this end, the corporate groups are also driving the development and marketing of innovations that promote a sustainable lifestyle. By offering energy and resource-saving solutions, strengthening its customer focus (user experience), and considering new business models, the BLANC & FISCHER Group companies focus on sustainable product and service solutions.

The Purchasing and Quality departments are proactively reducing the use of environmentally harmful materials in preparation for EU regulations. The focus is on the zero-pollutant target of the European Green Deal and avoiding the use of refrigerants in products with a GWP (global warming potential) of > 1,000. Resource- and energy-efficient innovations, new business models, and circular economies help us make a sustainable contribution. What's more, in addition to performing product life cycle assessments, we also plan to reduce environmentally harmful materials.



SUPPLY CHAIN

(5) Creating a transparent, collaborative, and sustainable global supply chain.

Together with suppliers and partners, the BLANC & FISCHER Family Holding companies are creating a transparent and sustainable supply chain. This is done by consciously selecting suppliers as well as supplies and raw materials. In addition, ecological and social conditions are reviewed in line with the requirements of the NAP (National Action Plan for Business and Human Rights). Making active inquiries is important here, for example in the case of “critical raw materials” with regard to availability, as well examining the substitution or procurement of recycled materials.

PEOPLE

With the strategic field PEOPLE, the BLANC & FISCHER Family Holding and its Group companies focus on the human aspect. The following objectives are derived from responsibility for employees and society:



SUSTAINABILITY, AWARENESS EDUCATION, AND TRAINING

(1) Purposeful sustainable thinking and acting.

(2) Targeted professional and personal development of employees worldwide.

Acting sustainably requires developing an understanding and awareness of sustainability.

Continuous learning and the ongoing development of skills contributes to the company's competitiveness and future viability.

EXISTING PROGRAMS TO IMPROVE SKILLS

TRAINING AND COACHING

- Individual and standardized learning programs as well as training courses (classroom training, e-learning, etc.) for professional, methodical, and personal development
- Group and one-on-one language courses

- #ManagementDevelopment/Leadership
- Individual coaching

CONTINUING EDUCATION AGREEMENTS

The company provides financial and/or organizational support for in-service training.

SKILLS MODEL

Nine skills form the common foundation of targeted, strategic staff development within the Group. This competence model forms the basis for existing or future personnel development or personnel diagnostics tools deployed by the Family Holding corporate groups.

PERSONNEL DEVELOPMENT INTERVIEW (PDI)

The PDI is a competence-based feedback tool that every manager conducts with their employees once a year. The staff development goals are derived from the divisional or departmental corporate development strategies and serve to systematically develop employee skills.

MOVE

MOVE is a special alternative to direct entry for graduates. It focuses on added value, orientation, responsibility, and development. The trainee program gives young professionals the opportunity to get to know four different divisions (one of them abroad) within 30 months and take on responsible tasks there. The young employees therefore have the opportunity to gain experience in different divisions, to potentially determine where they might want to work in the future, and to identify their own strengths.

NEW MANAGERS

NEW:IN: LEAD is a systematic support system for future or new managers as they grow into their new role. If desired, new managers have the option of participating in our standardized leadership development program (LDP).

GUIDE TO STANDARDIZED JOB INTERVIEWS

This guide provides local HR departments with a template for conducting standardized job interviews.

The advantage is that a structured process ensures a high degree of comparability between candidates. The guide's structure is based on the aforementioned skills model.

This makes it possible to test specific skills and competencies of the candidate in certain situations, it also allows the interviewer to learn how the applicant has carried out activities and solved complex problems. Furthermore, the interviewer can determine to what extent the candidate meets the skills defined by the company and thus fits the company's requirements profile for a particular role.

360° FEEDBACK

Comparison of the views on leadership behavior of employees, colleagues, supervisors, and interfaces.

TOTAL TRAINING AND FURTHER EDUCATION HOURS IN GERMANY

43,822.43

HOURS

.....
3,160
 EMPLOYEES

14
 HOURS/EMPLOYEE

THE BLANC & FISCHER TRAINING ACADEMY

NEW STARTERS AT THE TRAINING ACADEMY EACH YEAR

2019
 Students 12
 Apprentices 34

2020
 Students8
 Apprentices 31

2021
 Students8
 Apprentices 24

STUDENTS AND APPRENTICES IN GERMANY

.....
174
 STUDENTS AND APPRENTICES

.....
5.10%
 AVERAGE VOCATIONAL EDUCATION RATIO

.....
APPRENTICESHIP RATE PER CORPORATE GROUP AT THE LOCATIONS IN GERMANY

B.PRO	5.48 %
BLANC & FISCHER Corporate Services	4.42 %
BLANCO	3.66 %
E.G.O.	5.90 %
KUGEL.....	6.84 %



DIVERSITY AND FLEXIBILITY

(3) Promoting diversity in all areas.
 (4) Enabling flexible working.

The Family Holding practices diversity by valuing and promoting equal opportunities. At the same time, different working time models enable flexible working in terms of hours and location, thereby contributing to a positive work-life balance for employees.

DIVERSITY

BLANC & FISCHER Family Holding and its corporate groups see diversity as an opportunity for the business world. The diversity of employees, with their variety of skills and talents, has a positive impact on innovative and creative solutions in the organization, for example, and on society in general.

DIVERSITY IN REGULATORY BODIES AND AMONG EMPLOYEES AT BLANC & FISCHER FAMILY HOLDING

.....
18.22%

PROPORTION OF FEMALE MANAGERS AT BLANC & FISCHER OVERALL MANAGERS BY AGE

< 30 years	0.8 %
30 – 50 years.....	59.4 %
> 50 years	39.8 %

FLEXIBLE WORKING

Flexible working has been very well received by our employees. In addition to flexible working time models, employees also want flexibility in terms of where they work. Local regulations and corporate guidelines are being created to design mobile working. At the German locations, more than 40 % of employees in the administrative divisions are working remotely.



OCCUPATIONAL SAFETY AND HEALTH PROMOTION

(5) Role model in occupational safety and health promotion.
 (6) Increasing satisfaction among our employees.

Strict compliance with occupational safety measures and strengthening health-promoting factors are among our top priorities when it comes to occupational safety.

PROMOTING HEALTH

OCCUPATIONAL PSYCHOLOGICAL COUNSELING/CONSULTATION HOURS

Offer for free anonymous consultations on all matters relating to well-being and mental health in the workplace. At our German locations, these consultations take place in one-on-one sessions with a trained psychologist.

PME FAMILY SERVICE

The BLANC & FISCHER Family Holding offers a life change coaching service, which is available around the clock seven days a week. This free service for employees at the German locations is designed to provide support in the event of predominantly personal psychological difficulties, stress, and acute crises. The pme Family Service covers the following areas: Relationships, family, children, educational issues and school difficulties, financial bottlenecks, advice on addiction and risk of addiction, violence, nursing and care consulting, and legal advice on selected topics.

CHILDCARE

Childcare is offered in cooperation with local daycare centers.

CHILDREN'S VACATION PROGRAM

During the summer break, employees at the Oberderdingen location are provided with a care service for their children aged 6 to 12.

MEDICAL SERVICE

The medical service provides employees with occupational health consultations, general examinations, and preventive measures as well as occupational integration management (OIM).

EXECUTIVE CHECK-UP

Our executive staff in Germany are entitled to a health check-up in Karlsruhe or at our in-house medical service office every two years.

PREVENTIVE EXAMINATIONS

Various preventive medical checkups are offered to all employees at the

Oberderdingen location every two years.

FLU VACCINATION

Our in-house medical service has been offering free annual flu shots at all locations worldwide since 2020.

PREVENTIVE TRAINING

To promote and maintain their health, employees have the opportunity to take part in training courses on stress management, ergonomics, addiction, and nutrition, to name but a few.

OCCUPATIONAL SAFETY EVENTS

On "Safety Day," which is held in cooperation with the various locations and the Occupational Safety department, we provide information about health and safety-related issues.

HEALTHY EATING

At the Oberderdingen location, employees have access to water dispensers providing free drinking water. At the "GenießBar" employees can get healthy snacks from vending machines.

ERGONOMICS

Individual consulting and exercise opportunities for departments or individual employees through an internal partnership.

ACTIVE BREAKS

In order to provide the opportunity for exercise at the workplace, organized walks take place during lunch breaks. There is also the option of taking active breaks with ergonomic exercises at the workstation.

SPORTAKTIV GROUPS

Various sports activities are supported by the companies. There are

13 different sports activities on offer at the Oberderdingevn location, for example: running, archery, table tennis, darts, minigolf, cycling, motorcycling, skiing, tennis, shooting, walking, hiking, and soccer.

FITNESS AND RELAXATION

- Meditation
- Progressive muscle relaxation
- Back exercises
- Yoga

COMPANY BIKES

The BLANC & FISCHER Family Holding and its corporate groups support employees at the German locations with bicycle leasing. The bikes can either be returned after the lease period or purchased by the employee after payment of the remaining amount.

EMPLOYEE SATISFACTION

Initial employee surveys were carried out to measure employee satisfaction. For example, all BLANCO-Group employees were surveyed, and the Employee Net Promoter Score (eNPS) was determined. This measures the probability of employees recommending their company as an employer. Further surveys and a holistic concept are in the pipeline.

>> IMPROVING QUALITY OF LIFE,
ON A.I.R. P. 76



WORLD
CLEAN
UP DAY

#WORLDCLEANUPDAY

THE THIRD SATURDAY IN SEPTEMBER EVERY YEAR IS WORLD CLEANUP DAY. THIS WAS ALSO THE CASE ON SEPTEMBER 18, 2021, WHEN 13.5 MILLION PEOPLE FROM 191 COUNTRIES TOOK TO THE STREETS, HEADED INTO PARKS AND FORESTS, TO BEACHES AND RIVER BANKS, AND WADED INTO RIVERS AND SEAS, IN ORDER TO COLLECT THOUGHTLESSLY DISCARDED WASTE AND THEN DISPOSE OF IT PROPERLY. A GREAT CAMPAIGN IN WHICH MANY EMPLOYEES FROM THE BLANC & FISCHER FAMILY HOLDING GROUP COMPANIES ALSO PARTICIPATED.



#CREATEENVIRONMENTAL-AWARENESS

SUSTAINABILITY HAS PLAYED AN IMPORTANT ROLE AT BLANC & FISCHER FAMILY HOLDING FOR MANY DECADES. THIS ALSO INCLUDES PRODUCING LESS WASTE AND, ABOVE ALL, DISPOSING OF IT PROPERLY. NOT CARELESSLY THROWING PACKAGING ON THE GROUND IS A CRUCIAL FACTOR ON THE ROAD TO A HEALTHIER ENVIRONMENT. IT WAS A MATTER OF COURSE FOR THE EMPLOYEES OF BLANCO, BLANC & FISCHER CORPORATE SERVICES, AND E.G.O. AT THE OBERDERDINGEN LOCATION TO HONOR WORLD CLEANUP DAY BY CLEANING THE GREEN AREAS AROUND THE PLANT, EQUIPPED WITH TONGS, GLOVES, AND TRASH BAGS.



#JOINTACTION

IT'S EVEN MORE FUN TOGETHER! THAT'S WHY OUR COLLEAGUES AT E.G.O. ELEKTRIKLI ALETLER SANAYI A.S (E.G.O. TURKEY) JOINED IN TOO. ON WORLD CLEANUP DAY, 60 EMPLOYEES AND THEIR FAMILIES SET OFF FOR THE COAST IN MARMARAEREĞLISI, NEAR THE CITY OF ÇORLU. AT THE END OF THE DAY, THIS GROUP ALONE FILLED 160 TRASH BAGS. WHAT'S MORE, THEY WERE THANKED PERSONALLY BY THE MAYOR OF THE CITY AND GOT TO ENJOY THE FEELING OF HAVING MADE A DIFFERENCE TOGETHER.

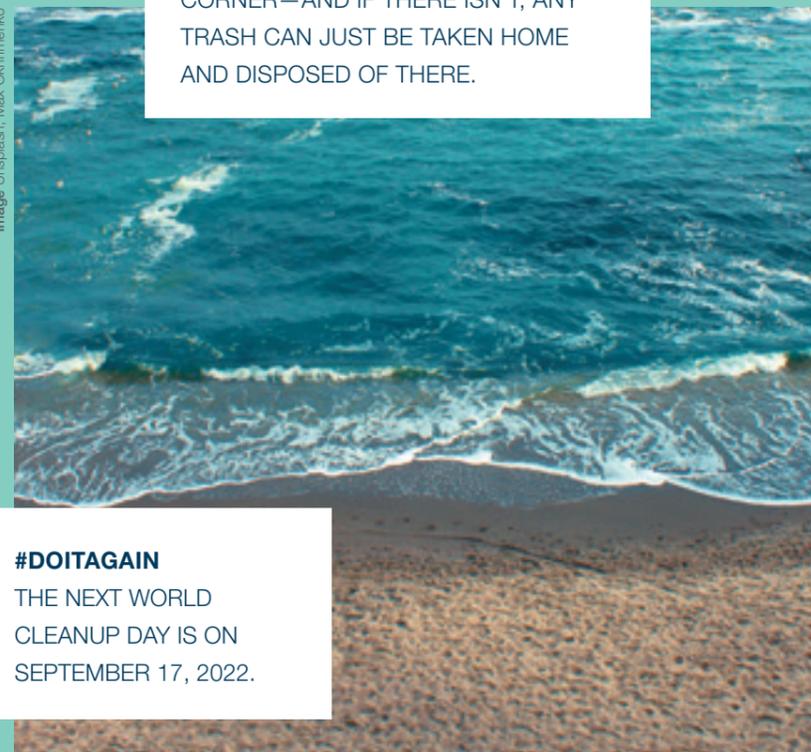


Image Pixels, Erik Mclean

#THATDOESNTBELONGHERE

COUNTLESS CIGARETTE BUTTS, PACKAGING, POLYSTYRENE, GAS CAPS, FLOOR MATS, TOYS, MASKS, GLASS BOTTLES, AND DIAPERS—AND THAT'S JUST A SMALL SELECTION OF THE TRASH FOUND IN BUSHES, MEADOWS, AND BODIES OF WATER. AND THAT ALTHOUGH IT'S SO EASY TO DISPOSE OF TRASH PROPERLY. THERE'S A GARBAGE CAN AT ALMOST EVERY CORNER—AND IF THERE ISN'T, ANY TRASH CAN JUST BE TAKEN HOME AND DISPOSED OF THERE.

Image Unsplash, Max Okhrimenko



#DOITAGAIN

THE NEXT WORLD CLEANUP DAY IS ON SEPTEMBER 17, 2022.

#ABIGTHANKYOU

"I WOULD LIKE TO THANK ALL PARTICIPANTS IN THIS YEAR'S WORLD CLEANUP DAY AS WELL AS ALL VOLUNTEERS WHO COLLECT TRASH ON THEIR OWN INITIATIVE AND ENSURE THAT OUR COMMUNITY REMAINS BEAUTIFUL," SAID OBERDERDINGEN'S MAYOR THOMAS NOWITZKI, PRAISING THE VOLUNTEERS' COMMITMENT AT THE GERMAN LOCATION.

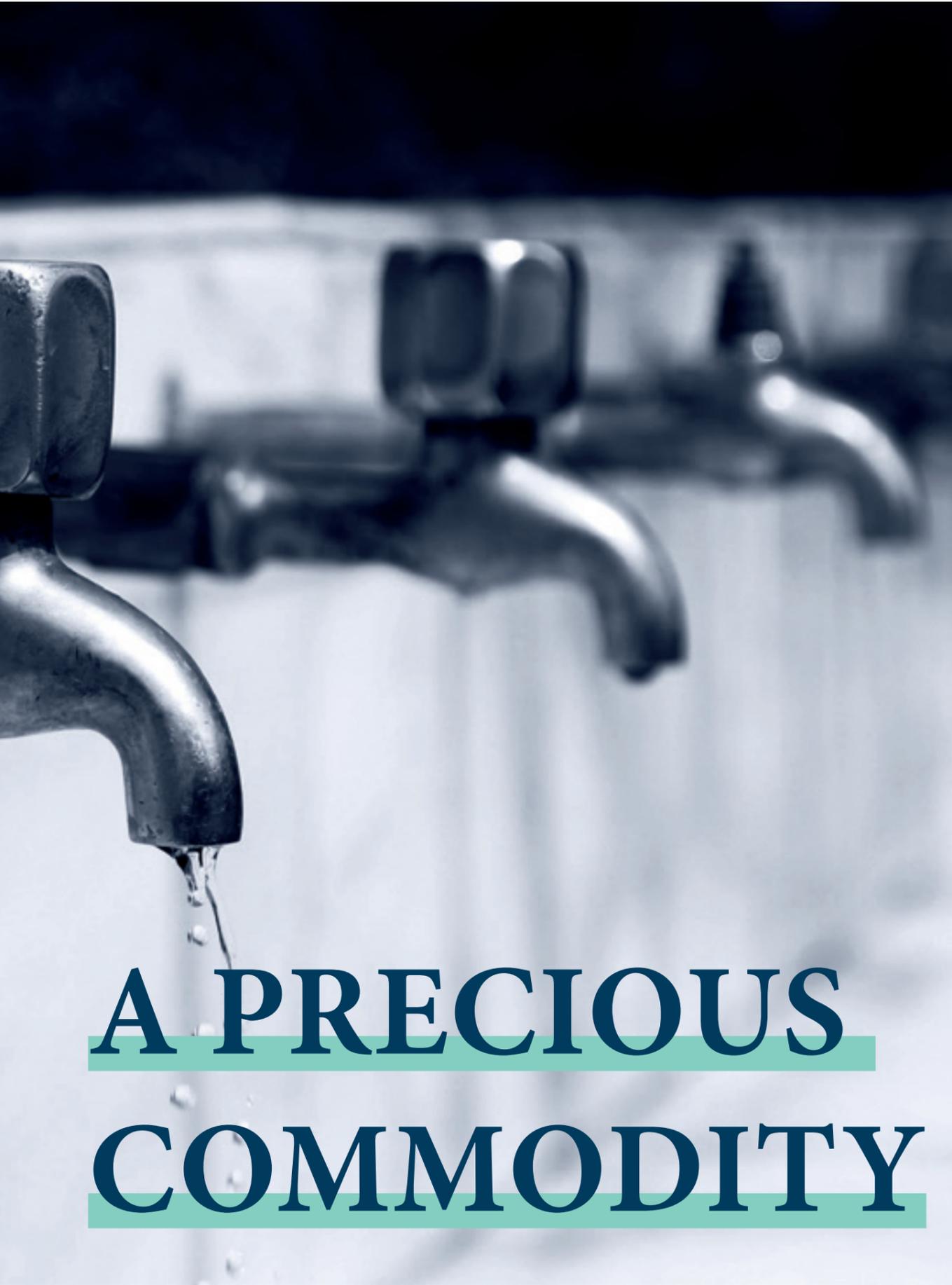


#SAVETHEOCEANS

ACCORDING TO THE ENVIRONMENTAL PROTECTION ORGANIZATION SURFRIDER FOUNDATION EUROPE, AROUND EIGHT MILLION TONS OF PLASTIC WASTE END UP IN THE OCEANS EVERY YEAR. IN SOME PLACES AROUND THE WORLD, 95 % OF MARINE LITTER IS PLASTIC. CORAL REEFS, FISH, AND OTHER SEA CREATURES DIE, THE ECOSYSTEM SUFFERS—AND WE ARE RESPONSIBLE FOR THIS. THERE'S ONLY ONE SOLUTION: PLASTIC WASTE MUST BE REDUCED SIGNIFICANTLY—BY EVERYONE.

CO₂

**WE'RE LOOKING FOR
WAYS TO REDUCE
~~OUR~~ CO₂ EMISSIONS
~~ALONG THE ENTIRE~~
~~VALUE-ADDED CHAIN~~
AND INCREASE ~~OUR~~
ENERGY EFFICIENCY.
INNOVATIVE PRODUCTS
~~THAT ARE DURABLE~~
~~AND EFFICIENT IN~~
~~TERMS OF CONSUMPTION~~
ARE THEREFORE ~~A~~
DECISIVE ~~LEVER.~~**



A PRECIOUS COMMODITY

BRUSHING TEETH, MAKING COFFEE, WASHING LAUNDRY, SHOWERING—JUST A FEW OF OUR EVERYDAY ACTIVITIES. HOW MANY TIMES HAVE YOU BEEN DELIGHTED TO HAVE CLEAN, DRINKABLE WATER FLOW FROM YOUR TAP EVERY DAY WITHOUT ANY ISSUES? THIS PRIVILEGE IS USUALLY TAKEN FOR GRANTED, ALTHOUGH TWO BILLION PEOPLE AROUND THE WORLD DON'T HAVE ACCESS TO CLEAN DRINKING WATER.

With annual World Water Day, the United Nations has been drawing attention to the special and precious nature of clean water since 1993. The theme of World Water Day 2022 will be “Groundwater—Making the Invisible Visible.” Groundwater flows underground in water-bearing layers in the soil, in formations of stone, sand, and gravel. Even though we can't see the groundwater itself, the quality of our drinking water and that of our food depends heavily on its condition.

Conscious and economical use of (ground)water is extremely important. In many areas of the world, more water is taken from basic resources than is replenished by precipitation. We also need to protect groundwater from pollution. After all, it can take decades or even centuries to recover from contaminants. The team at E.G.O. Appliance Controls, S.L.U. in Llica de Vall, Spain, has been able to reduce water consumption by 17 % in 2021 compared to 2020 through various measures, such as reusing water in washing machine life-cycle testing and collecting condensation from air conditioning systems. A respectable achievement! BLANCO America Inc.,

Lumberton, USA, and BLANCO Canada Inc., Toronto, Canada, go far beyond the requirements for product conformity in terms of the flow rates of their mixer taps. In 2021, California enshrined in law that a maximum of 1.8 gallons per minute may flow through kitchen mixer taps (California Plumbing Code, previously 2.2 gallons, 1 gallon = 4.54 liters). BLANCO is well on its way to consistently reducing the rate even further, to 1.5 gallons per minute—not just in California, but throughout North America. As a result of this strategic decision, two thirds of the tap fitting portfolio has been converted to date. This has resulted in water savings of up to 30 % with consistent quality and performance. It is important to protect water as a resource not only in companies, but also in the private sector. Small steps are a good start!

WATER-SAVING TIPS FOR YOUR EVERYDAY LIFE:

1 Use water sparingly: Only switch on your washing machine and dishwasher with a full load, don't leave the tap or shower running longer than necessary.

2 Purchasing organic food: Pesticides and fertilizers in non-organic agriculture are the main factors in groundwater pollution.

3 Economical dosing: Only use as much washing and cleaning agent as necessary. This saves money and protects groundwater!

4 Less plastic: Use reusable packaging or sustainable materials to prevent microplastics from ending up in the water. Note: Cosmetics such as peelings or toothpaste can be mixed with microplastics, which then reach the groundwater via our wastewater.

5 Don't dispose of medicines, paints, varnishes, etc. via your sink or toilet.



MORE ABOUT WATER AND WORLD WATER DAY:
WWW.WORLDWATERDAY.ORG

Give machinery a second life

FROM ANALOG TO DIGITAL

When electronic devices stop working, they usually end up in the recycling bin—repairing them is usually not worthwhile. We're finding ourselves in a throwaway society, where repairing a device often costs just as much as buying a new one. E.G.O. Italia S.r.l., Camerano (E.G.O. Italy), is taking a different path. It breathes digital life into old machines, saving resources and money.

Anyone who doesn't work digitally these days is often left behind and disposed of. This applies equally to older E.G.O.-Group production plants, which have served well for many years. The analog machines are not networked with each other, so they cannot record data and for-

ward or even just evaluate information. This certainly sounds far from efficient in the digital age.

So, what can be done? Discard and throw everything away? Sounds plausible. But that's far from sustainable, especially if the machines are still running reliably. The employees at E.G.O. Italy have come up with a solution. Together with their colleagues from BLANC & FISCHER Corporate Services, specifically the Corporate Lean Enterprise, Corporate Facility Management, and IT Services divisions, they have developed Machine Data Interfaces (MDI) for the respective machines. These have been specially designed and adapted for the analog machines. The idea came about as part of a

lean project at the Camerano location, in which employees from the location and the Corporate Lean Enterprise division worked together. As part of the project, the potential for waste-free production was to be identified. In the process, the team noticed many older machines for which there was no or inadequate information on the operating conditions.

It took about three months from the initial idea to the specification of an implementation concept. After another three months, the solution was ready to be installed.

The conversion to digital interfaces can also be implemented at short notice. In just one week, sensors can be installed in the systems, and



AS A RESULT, IN ADDITION TO SAVING RESOURCES AND FUNDS, E.G.O. ITALY HAS SEEN AN INCREASE IN PRODUCTIVITY OF UP TO 40 %.

corresponding operating data can be transferred to the IT system via standardized software.

A SMALL PROJECT WITH A BIG IMPACT

Nine machines were made connectable through the MDI interfaces at E.G.O. Italy, so they can now exchange data. Thanks to the standardized transfer into a defined data format, they can also be evaluated across the board with those of the newer machines and read out by the SAP system. This means that all machines' availability, utilization, and capabilities are transparent and can be significantly improved using targeted measures. In principle, all analog machines can

be converted. In individual cases, however, the application must be further specified. This applies, for example, to linked machines such as press lines. As a result, in addition to saving resources and funds—as no expensive new purchases were made—E.G.O. Italy has seen an increase in productivity of up to 40 %. Downtimes of the older machines have been easier to detect since they were linked to the MDI interfaces, and the entire production process can be better controlled.

Another advantage is that the conversion makes the machines more durable and causes employees to change their mindset, away from the throwaway society mentality.

PIONEERS FOR THE ENTIRE GROUP

With the development of the MDI interfaces and the conversion of analog machines—where they are still in use—the E.G.O.-Group is taking another step towards digitalization worldwide. Following the success in Camerano, Italy, there are now also plans to expand the process of updating the machines to the other locations. Within the E.G.O.-Group, the machines from E.G.O. Elektrikli Aletler Sanayi A.S., Ergene, Turkey, are next in line to be assessed and converted. Projects have already been started at BLANCO Czechia, s.r.o., Havran (Most), and at B.PRO GmbH, Oberderdingen.

Taking responsibility

WHY BLANCO IS MAKING
NEW SINKS FROM OLD STEEL

A stainless steel sink is the most classic feature in any kitchen—timeless beauty and easy cleaning are main elements of BLANCO UNITS. That's why even professionals rely on the special blend of steel, chrome, and nickel. The material is scratch-resistant, hygienic, and durable. And if an old sink is scrapped after many years of use, it can result in a new product.

"It's only through consistent consideration of ecological requirements that the economic success of the company can be ensured in the long term," has been written the company's environmental guidelines since 1997. This maxim is more relevant than ever today. BLANCO products and processes should be environmentally friendly and resource-conserving, reusable, and durable.

THE RIGHT MATERIAL MATTERS

BLANCO used stainless steel as the material for its sinks early on. Stainless steel is hygienic, durable, and recyclable. The stainless steel used by BLANCO in its stainless steel sink production contains over 90 % recyclable material. The focus is on circularity. Steel recycling is an important lever against climate change. Compared to crude steel extraction, each remelting of recycled steel costs only a fraction of energy and emissions. That's why BLANCO doesn't produce any waste from stainless steel scrap—100 % are fed back into the industrial production cycle.

In addition, the BLANCO stainless steel sink plant in Sulzfeld only uses quality steel from Europe. Suppliers must meet high standards. The transport routes are thus shorter and have a significantly lower impact on the climate. Packaging also plays a role. There is huge potential for greater sustainability in the supply chains. At BLANCO, for example, logistics experts are able to transport more goods through clever utilization of truck load compartments and transport-optimized, space-saving stack packages. This, in turn, saves money, time, and, above all, CO₂.

RESOURCE-SAVING AND DURABLE

As a manufacturer of stainless steel products, BLANCO is closely following every innovation in steelworks related to "green" steel. In the future, this steel will be produced with hydrogen instead of carbon. Then no carbon dioxide would be

generated during steel production. However, the technology is not yet mature, which is why the focus of product sustainability is currently on the efficient use of resources.

For example, on using energy sparingly. The corporate group manages its energy consumption with a management system certified according to the ISO 50001 quality standard. In this way, energy consumption and carbon footprint can be measured, compared, and controlled in accordance with the key figures of the Global Reporting Initiative (GRI). For more climate protection, BLANCO prioritizes green electricity. In addition to the German locations, BLANCO UK Ltd., London in the UK now runs 100 % on renewable energies.

Then there's water consumption. As recent studies have shown, the amount of available drinking water has dramatically decreased in the wake of climate change. This makes it all the more important to use this essential resources sparingly. As an expert in well-thought-out solutions for the kitchen water hub, BLANCO makes a significant contribution here. BLANCO mixer taps and high-tech water systems are particularly water-efficient.

NEVER-ENDING STORY

Another feature of BLANCO products is their quality hallmark and a prerequisite for sustainable consumption. When it comes to the components for the BLANCO UNIT, BLANCO places great value on durability. Regular care with gentle cleaning agents also ensures long enjoyment of its appearance.



SUSTAINABLE (RE)THINKING



Image Unsplash, Luca Bravo

AS EARLY AS 2011, THE E.G.O.-GROUP INSTALLED A BIOGAS-OPERATED COMBINED HEAT AND POWER PLANT TOGETHER WITH A NEIGHBORING AGRICULTURAL BUSINESS; THIS PLANT WAS EXPANDED IN 2020 AND NOW HEATS A LARGE PART OF OUR PRODUCTION PLANT AND OUR ADMINISTRATIVE BUILDINGS.

Dr. Karlheinz Hörsting
COO, BLANC & FISCHER Family Holding



Sustainability affects everyone—every employee’s input is needed.

**GOAL MET: 100 %
RENEWABLE ENERGY**

The BLANC & FISCHER Family Holding corporate groups have been relying on renewable energies for many years. Since the beginning of 2022, all German locations have even been supplied exclusively with “green electricity”—generated by wind, solar

or hydropower, and no longer by burning finite fossil resources. The energy supply from the biomass plant of a neighboring farmer in Oberderdingen is also exemplary. Biomass plants can be operated in a CO₂-neutral manner, which means that only as much of the harmful greenhouse gas is released as was bound during the growth of the plants. And last but not least, the energy is generated locally. This eliminates loss of energy during transport. >>

It’s often just a small impulse, a spark, or a stimulus that generates great ideas. The E.G.O. Planet Award is just that—a driving force for innovation. In a total of 50 projects, employees around the world have thought about what they can contribute to climate protection. Their ideas range from reforestation near their location to energy efficiency programs and water-saving measures.

Although the focus is on local relevance, it also quickly becomes clear how interconnected the world is today. For example, employees at E.G.O. Elektrikli Aletler Sanayi A.S., Ergene, Turkey, have calculated that each load of magnesium oxide (MgO) travels 16,113 km from China to Çorlu. The extraction and production of MgO, which is used in tubular heating elements to insulate the heating coils, is complex and CO₂-intensive. Material and transport

costs can be saved thanks to the newly designed recycling system in which MgO, which is lost during the insulation process, is reused. This saves up to 70 metric tons of MgO and more than 2,700 metric tons of CO₂, which would have been generated by cargo shipments. A win-win situation for both the company and the environment!

Programs such as the E.G.O. Planet Award therefore not only aim to

honor special achievements in the area of sustainability. They also serve to exchange best practices between the locations. It’s no coincidence that most innovations are created when ideas are combined. This makes it all the more important to draw on the ideas of everyone in the company. Sustainability not only takes place at the level of technology or product development, but also affects business models, production technology and processes, sales, and services.

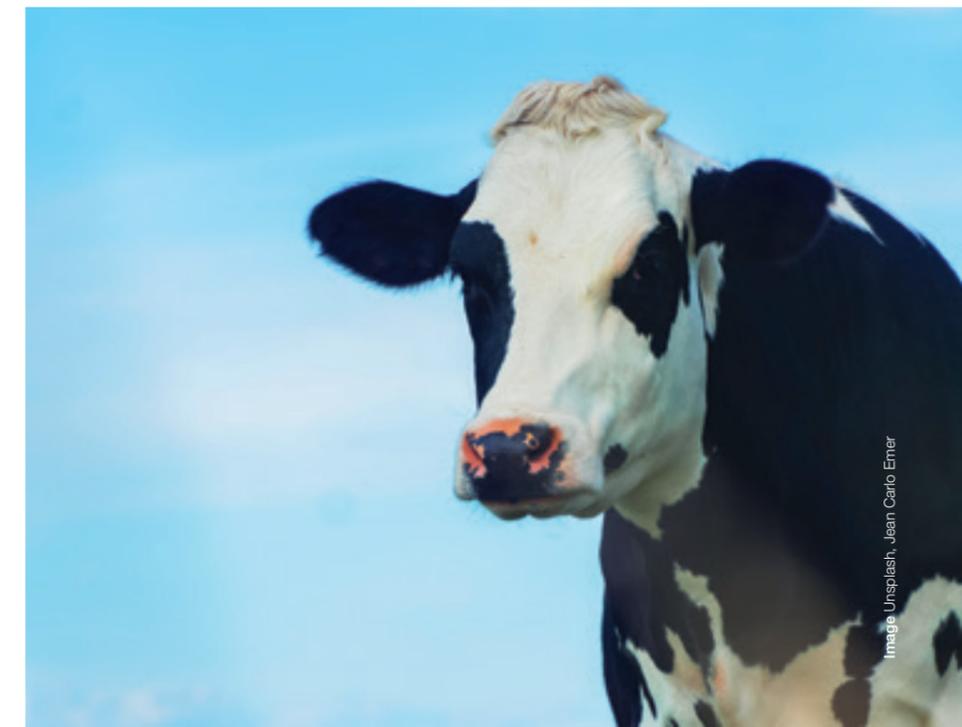


Image Unsplash, Jean Carlo Emer



Image Pexels, Klaus Nielsen

FROM OBERDERDINGEN OUT INTO THE WORLD— AND VICE VERSA

Decentralized biomass plants can be a model for a future-proof energy supply at locations of the BLANC & FISCHER Family Holding corporate groups where no energy is otherwise generated from renewable sources. The same applies to modern environmental technology such as solar power systems or heat pumps. After all, the switch from finite to regenerative or renewable energy sources

is important, since emission-free energy supply can only be achieved from renewable energies. Without them, climate-friendly electrification is impossible.

RETHINKING THINGS IN ALL AREAS

With its corporate strategy Triple P—PERFORMANCE, PLANET, PEOPLE, the BLANC & FISCHER Family Holding and its corporate groups have risen to these challenges. It is not only a question of taking

economic aspects of business into account, but also of assessing the environmental and social impact of one's own actions.

What sounds simple at first is a huge challenge. It requires the company to shift its thinking in all areas and at all locations. In other words: rethinking things needs to come before recycling, refurbishing, or reusing things. It's about more than practical solutions—sustainable business requires a different attitude, a new way of thinking! <<

12,100
TREES PLANTED*

100%
GREEN ELECTRICITY**

*This figure refers to the entire E.G.O.-Group worldwide
**This figure refers to all German locations of the BLANC & FISCHER Family Holding corporate groups

WOW—GREAT IDEAS!

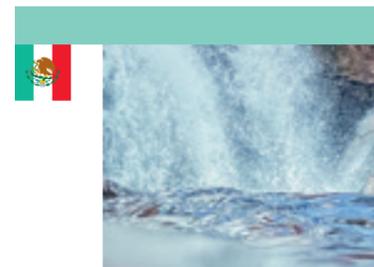


Image Pexels, Hans Isaacson

BIOFILTERS

DID YOU KNOW THAT EGG SHELLS CAN FILTER HEAVY METALS OUT OF WASTE-WATER? USING THIS IN-GENIOUS NATURAL FILTER SYSTEM, EMPLOYEES OF E.G.O. COMPONENTES ELECTRONICOS SA DE C.V., QUERÉTARO, HELPED TO CLEAN THE LERMA RIVER NEAR THE FACTORY. SINCE THEN, DISEASES CAUSED BY THE USE OF CONTAMINATED WATER HAVE DECREASED SIGNIFICANTLY IN THE REGION.



Image Unsplash, Andrew Spencer

THE FOREST IS GROWING

TRULY BEST PRACTICE: IN 2020, THE E.G.O.-GROUP LAUNCHED ITS GLOBAL TREE PLANTING CAMPAIGN. THE OBJECTIVE: ONE SEEDLING FOR EACH EMPLOYEE. IN THE MEANTIME, THE FOREST CONTINUES TO GROW. IN ADDITION TO THE 1,600 PLANTED TREES IN GERMANY AND 3,000 IN POLAND, E.G.O. TREE NURSERY IS PROUD TO ANNOUNCE THE FOLLOWING NEW ADDITIONS: CHINA: 2,000, MEXICO: 1,200, AUSTRIA: 500, SLOVENIA: 800, TURKEY: 3,000.



LESS IS MORE

THE EMPLOYEES OF ETA TOVARNA D.O.O., CERKNO, SLOVENIA, HAVE TACKLED THEIR EMISSIONS WITH A WHOLE PACKAGE OF MEASURES. THE RESULT IS IMPRESSIVE. WITHIN ONE YEAR, 1,630 T OF CO₂, 2,300 MWH OF ELECTRICITY, 7.3 T OF WASTE, 84 M³ OF WATER, AND 116 M³ OF WASTE-WATER WERE SAVED. WHAT AN ACHIEVEMENT!

SUSTAINABILITY NOT ONLY TAKES PLACE AT THE LEVEL OF TECHNOLOGY OR PRODUCT DEVELOPMENT, BUT ALSO AFFECTS BUSINESS MODELS, PRODUCTION TECHNOLOGY AND PROCESSES, SALES, AND SERVICES.

PLANET ON A.I.R.

NEWS FROM THE WORLD OF BLANC & FISCHER FAMILY HOLDING

Clean water for people in need

arche noVa e.V. is a Dresden-based non-profit organization that has set itself the goal of building water pumps in regions without access to clean drinking water and training the people living there in maintaining them. They have been doing this for 30 years. As a kitchen water hub specialist, the BLANCO-Group supported the charitable organization with a donation of 50,000 EUROS in 2021 and is planning to continue working together in the coming years. arche noVa e.V. has proven to be a highly professional and trustworthy partner. This is also the reason why the BLANCO-Group decided to donate a further 50,000 EUROS in March 2022 in view of the dramatic war situation in Ukraine.



Image Pixels, Maria Orlova



IT'S ALL ABOUT THE END RESULT

WITH THIS IN MIND, THE EMPLOYEES OF E.G.O. AUSTRIA ELEKTROGERÄTE GES.M.B.H., HEINFELS, AUSTRIA, REACHED AN IMPRESSIVE GOAL. THANKS TO A NEW PACKING SYSTEM THAT MINIMIZES EMPTY SPACES, THEY SAVED 150 CONTAINERS AND TRUCK TRANSPORTS IN 2021. IN ADDITION TO THE SIGNIFICANT COST REDUCTION, 260 T CO₂ WAS ALSO SAVED.



ECONOMICAL MANAGEMENT TO COMBAT DROUGHT

COMBINING HIGH-TECH AND COMMON SENSE, THE EMPLOYEES OF E.G.O. APPLIANCE CONTROLS, S.L.U., BARCELONA, SPAIN, HAVE REDUCED WATER CONSUMPTION AT THEIR PLANT: 17 % COULD BE SAVED YEAR-ON-YEAR! SOFTWARE-CONTROLLED CONSUMPTION CONTROL, CONSISTENT USE OF SERVICE WATER, AND TRADITIONAL SURFACE WATER STORAGE ALL HELPED TO ACHIEVE THIS.

Image Pixels, Jack Redgate



DETECTIVE WORK

THE EMPLOYEES OF E.G.O. COMPONENTS (CHINA) CO. LTD., TAICANG, CHINA, LAY IN WAIT WITH A THERMAL IMAGING CAMERA. THEIR GOAL WAS TO IDENTIFY ENERGY LEAKS IN PRODUCTION. AND IT WAS WORTHWHILE: HEAT INSULATION HAS REDUCED ENERGY CONSUMPTION BY 10 % AND SAVED 235 T CO₂ ANNUALLY.

Image Adobe Stock, Kacimy



Image Unsplash, Norawood Themes

AN APP FOR EVERY SITUATION

THIS IS WHAT DIGITALIZATION CAN LOOK LIKE: INSTEAD OF SPENDING A LOT OF TIME ON PAPERWORK AND BUREAUCRACY, BLANCO UK LTD., LONDON'S SUPPLIERS CAN NOW PROCESS ALL THEIR ORDERS VIA A PRACTICAL SMARTPHONE APP. DRIVERS CAN SCAN GOODS OR DOCUMENT A SIGNATURE AFTER SUCCESSFUL DELIVERY, FOR EXAMPLE. THIS SAVES A LOT OF TIME AND WORK BOTH DURING THE DELIVERY TRIP AND AFTERWARDS. CUSTOMERS BENEFIT FROM THIS, AS APPROXIMATE DELIVERY TIMES CAN BE BETTER CALCULATED AND COMMUNICATED IN ADVANCE.



Image: Unsplash, Fletcher Pride

REGIONAL COLLABORATION, GLOBAL IMPACT

SEVERAL BUILDINGS OF THE E.G.O.-GROUP (E.G.O.) IN OBERDERDINGEN HAVE BEEN HEATED COMPLETELY WITH BIOMASS FROM THE NEIGHBORING, AGRICULTURAL BUSINESS MEERWARTH GBR FOR OVER TEN YEARS. IN 2020 ALONE, 776 METRIC TONS OF CO₂ HAVE BEEN SAVED THROUGH THE SECOND POWER PLANT. THANKS TO THE SECOND PLANT, E.G.O. EVEN COVERS THE ENTIRE SHARE OF ITS OWN ELECTRICITY REQUIREMENTS AT ITS GERMAN LOCATIONS WITH RENEWABLE ENERGIES. THAT'S SOMETHING TO BE PROUD OF.

Smart use of waste heat

The heat generated during the high-energy processes in the foundry and annealing furnaces of ETA Tovarna d.o.o. Cerklje na Gorenjskem (ETA), has enormous potential. It would be a shame to simply blow this valuable energy into the wind. At ETA, this waste heat is used for a second time in a highly efficient manner—for heating technological processes and rooms as well as for heating domestic water. The rooms only need to be heated when outside temperatures fall below six degrees Celsius.

NO TRASH!

At ARPA SAS (ARPA), Niedermodern, France, this statement is taken quite literally: each individual product is checked for functionality and only then is it packed in a cardboard box made from 70 % recycled material. No plastic or polystyrene repackaging or packaging materials are used at all. And that's good because, in countries with insufficient waste disposal, these substances repeatedly end up in the sea, where they cause major damage in the long term. By the way, the products are never out of sight and out of mind. If something should ever be defective, they can be repaired. This is ensured by regular customer service training and special diagnostic tools. Tough times for empty bins!

WE ARE FAMILY...

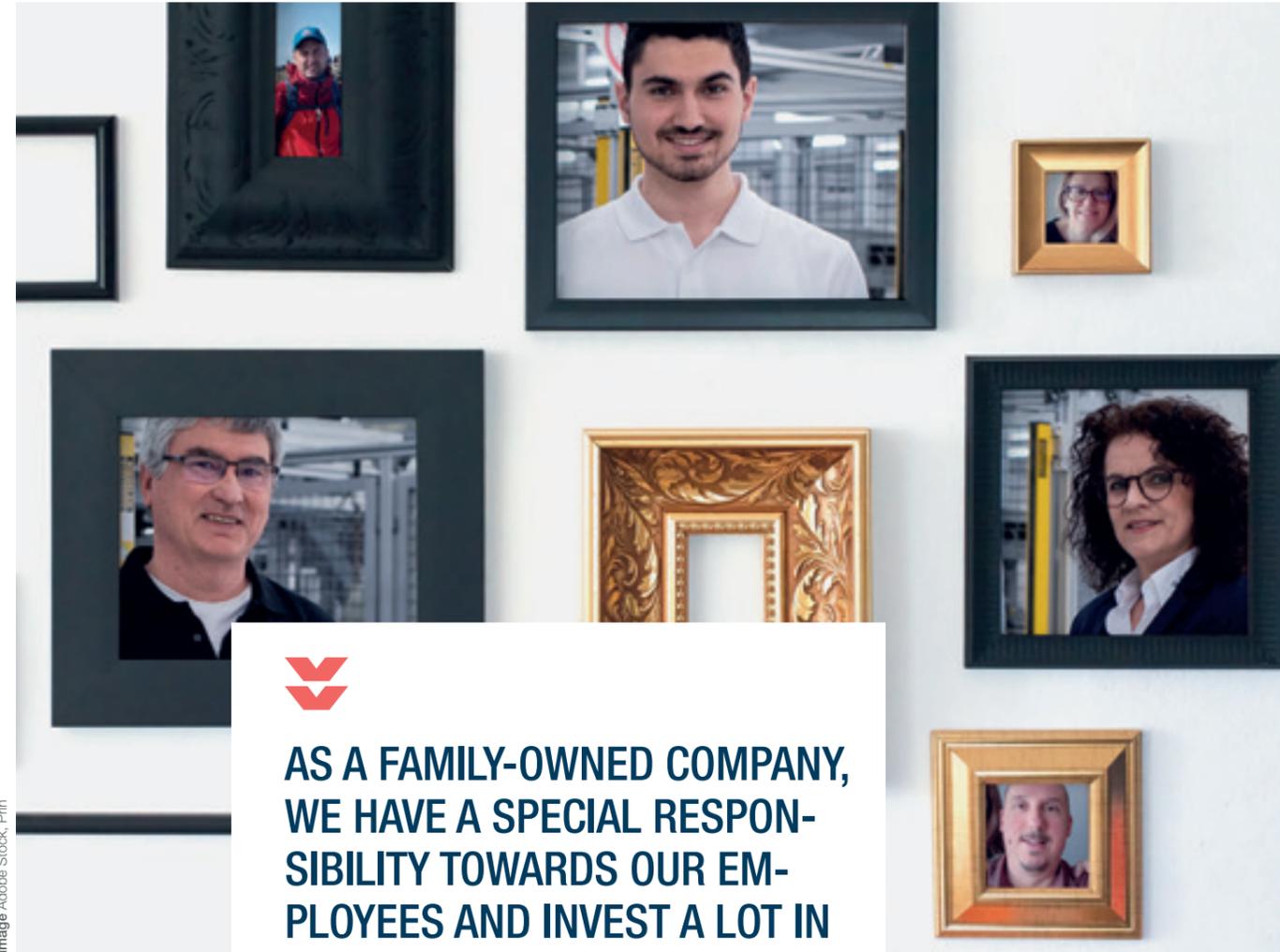


Image: Adobe Stock, Prim



AS A FAMILY-OWNED COMPANY, WE HAVE A SPECIAL RESPONSIBILITY TOWARDS OUR EMPLOYEES AND INVEST A LOT IN A HEALTHY WORKING ENVIRONMENT. IN RETURN, OUR EMPLOYEES ARE ABLE TO DELIVER OUTSTANDING WORK.

Benno Rudolf
CFO, BLANC & FISCHER Family Holding



>>

As its name suggests, the BLANC & FISCHER Family Holding has “family” at its heart. Values such as loyalty, fairness, reliability, and integrity are firmly anchored in its DNA—just as it should be in a family. As a corporate group, it’s important to keep an eye on the figures, but this can also be done through friendly and respectful interaction with each other—be it with employees, customers, or suppliers.

FAMILY TIES

The fact that employees feel comfortable in the BLANC & FISCHER Family Holding Group companies is not least evident from their loyalty. The average length of service in the corporate groups in Germany is around 18 years, which is far above the industry average. There is also a long-standing workforce at the other locations around the world. Another special feature is that married couples—and even entire families—work for the BLANC & FISCHER Family Holding corporate groups. Like Marko Pandza and Ivana Levacic, a married couple and both working for E.G.O. Elektro-Komponente d.o.o. in Croatia. But that’s not all: they first met and fell in love at work! “The fact that we’re still in the same company 20 years later actually says it all. If the work environment were not so friendly towards couples, we certainly wouldn’t have stuck around for so



Zbynek Velart
B.PRO CZ s.r.o., Frýdek-Místek,
Czech Republic

long, at least not as a couple,” says Marko Pandza.

At B.PRO CZ s.r.o., Frýdek-Místek, Czech Republic, there are also employees who are related. For Zbynek Velart and his mother Barbora Velartova, however, it was pure coincidence that they both ended up in the same company. She had worked in production for a year, and her son joined the company as a designer. It was an easy decision for Zbynek Verlat to take the plunge—thanks to his mother’s positive experiences.

The E.G.O. companies in Oberderdingen have become the professional home for the Kazenmaier family. Dad Udo Kazenmaier works in Controlling, Mom Ulrike Haag-Kazenmaier is part of the thick-film development team (and has been for 40 years already), while son



Ivana Levacic and Marko Pandza
E.G.O. Elektro-Komponente d.o.o.,
Zagreb, Croatia

Michael is completing an integrated dual degree in industrial engineering. Although they don’t see each other very often in their everyday working life, they still talk about work with each other. “We value the employee-driven leadership style at our company. The friendly interaction among staff members makes for a pleasant working atmosphere. Flexible working hours, a canteen, a company physician, and health management are further advantages,” sums up Udo Kazenmaier. The Kazenmaiers were really keen for their son to work towards his degree at E.G.O.—not least due to the excellent reputation of the BLANC & FISCHER Training Academy.

“His thorough preparation for application and interview was all worth it when he was accepted,” says the proud father. Since then, the whole

family has cycled to work where possible—an important contribution to the environment and everyone’s health—with increased physical fitness to boot.

EXCELLENT WORKING CONDITIONS

The BLANC & FISCHER Family Holding management board is convinced: A great working environment with many opportunities for professional and personal development is not only appreciated by employees,

they also pay their employer back in the form of extra commitment and dedication. This HR policy is considered exceptional outside of the company. In the “Germany’s Most Active Companies 2019” competition, the BLANC & FISCHER Family Holding corporate groups were among the six winners. For the eighth time in a row, the BLANCO-Group in Germany was also named “Top Employer” by the news magazine Focus Business in 2021. As an employer, the E.G.O.-Group scored an impressive 16 awards and accolades within

just five years. Every day, over 9,000 employees worldwide are committed to the success of the BLANC & FISCHER Family Holding and its Group companies at 55 locations in 24 countries. The family-owned company takes responsibility for each individual. A comprehensive training and further education program, active health management, exemplary occupational safety, and, last but not least, the trust placed in every employee, make the BLANC & FISCHER Family Holding Group companies attractive employers around the world. <<



Ulrike Haag-Kazenmaier, and Michael and Udo Kazenmaier (from right to left) work at E.G.O. in Oberderdingen



WE VALUE SUSTAINABLE CORPORATE GOVERNANCE THAT MAKES A FAMILY BUSINESS MORE RESISTANT TO CRISES COMPARED TO LISTED COMPANIES.

Udo Kazenmaier, E.G.O. Produktion GmbH & Co. KG, Oberderdingen, Germany



IT'S THE INNER VALUES THAT COUNT



THAT'S WHAT DOMINIK LANGE AND BENJAMIN SCHÄUFELE, STUDENTS AND CREATIVE MINDS AT THE E.G.O.-GROUP (E.G.O.), THOUGHT AND GAVE AN ORDINARY FLOWER POT A COMPLEX INNER LIFE. WHY? WELL, TO SAVE THE PLANTS, OF COURSE!



AS WE ARE BOTH TECHNICIANS THROUGH AND THROUGH, WE DIDN'T KNOW ANYTHING ABOUT MARKETING.

Dominik Lange



Image above:
Benjamin Schäufole
Image below:
Dominik Lange



As is often the case, the idea was born out of an everyday problem. Dominik and Benjamin's dragon tree, emerald palm, and parlor palm fell far short of their usual life expectancy as indoor plants, an experience many people share. The plants ended up in the compost far too early. The two students refused to accept this and devoted themselves to this issue in their dissertation. The result is a flower pot that thinks!

"The electronics comprise three sensors that make our pot truly intelligent. This allows us to measure the humidity, temperature, and fill level of the water tank, and fine tune the watering process," Dominik Lange, who studied information technology at the Baden-Württemberg Cooperative State University (DHBW) in Karlsruhe, explains the principle. As soon as the

water tank is empty, a notification is sent via the app. "Only the combination of the app, the built-in display, and the sensor system turn an ordinary object into a smart product," adds Benjamin Schäufole, who has completed the mechanical engineering degree course at DHBW.

A DISTINGUISHED FLOWER POT

What unites "Team PlantAlive" is not only a shared love of technology, but also that both students work at E.G.O. in Oberderdingen and submitted the first interdisciplinary thesis at DHBW in Karlsruhe. "It was only thanks to the dual format that we were able to produce such an interdisciplinary dissertation in the first place, and we were very pleased that we were supported not only by E.G.O., but also by the supervisors

at the BLANC & FISCHER Training Academy," Schäufole is pleased to report.

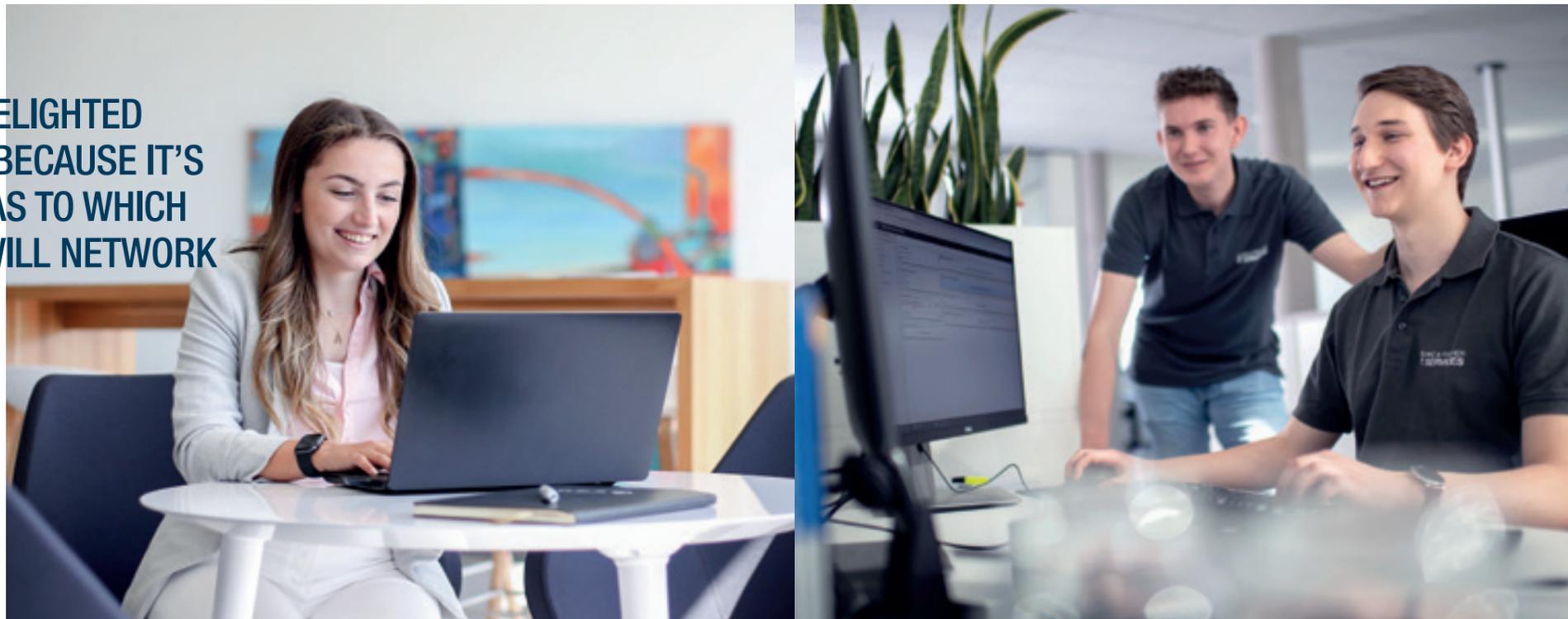
So what's next? After completing their studies, both Dominik and Benjamin are now full-time employees at E.G.O. The pair were also delighted to win second place in the Heinrich Blanc Foundation's sponsorship award. But all this is no reason for the inventors to rest on their laurels. Because now the real work starts—marketing, a new prototype, expansion of the app, and a website for custom pot design by customers are on the agenda. How much water does my plant need? Who will take care of my flowers when I'm on vacation? Thanks to the two students' clever idea, you no longer need to worry about these questions. <<

THE HEINRICH BLANC FOUNDATION'S SPONSORSHIP AWARD HONORS OUTSTANDING BACHELOR'S OR MASTER'S THESES OR COMPARABLE ACADEMIC DISSERTATIONS, WHICH CONTRIBUTE TO STRENGTHENING SMES IN GERMANY BY MEANS OF INNOVATIVE PRODUCT IDEAS, PRODUCTION CONCEPTS, MARKETING CONCEPTS, OR ENTREPRENEURIAL STRATEGIES, ESPECIALLY IN HEINRICH BLANC'S FORMER SPHERE OF INFLUENCE IN BADEN-WÜRTTEMBERG.
www.heinrich-blanc-stiftung.de

A virtual chat with colleagues around the world

MYSTERY COFFEE IS AN IN-HOUSE PLATFORM WHERE COLLEAGUES CAN CHAT ACROSS CONTINENTS. INITIALLY IN GERMAN AND ENGLISH, BUT INCREASINGLY IN MANY OTHER LOCAL LANGUAGES OF THE BLANC & FISCHER FAMILY HOLDING COMPANIES.

MANY PEOPLE ARE DELIGHTED WITH THIS CONCEPT BECAUSE IT'S ALWAYS A MYSTERY AS TO WHICH DEPARTMENT THEY WILL NETWORK WITH ON THE DAY.



Networking can be difficult in a large, global company with more than 3,000 employees in Germany alone. It takes a lot of time to get to know at least a few other people, even if you are only a short stroll apart. The pandemic has not made this any easier—on the contrary, the distance between colleagues has become even greater. Personal exchanges are few and far between. And that despite the fact that new colleagues or apprentices are just a click away.

It's as simple as it is ingenious: Mystery Coffee. Behind this name is a new opportunity to network within the BLANC & FISCHER Family Holding corporate groups. The particular highlight is that employees get to meet different colleagues from all over the world.

It couldn't be any simpler: After signing in, the system randomly picks a colleague who you can then meet for a virtual coffee or, if possible, in person. The process is rather reminiscent of a blind date—except not with a potential partner, but with colleagues from different divisions, locations, and Group companies.

This not only allows participants to refresh their language skills, but also to learn about other cultures and ways of working that exist within the Group. Employees of B.PRO GmbH in Oberderdingen exchange ideas with colleagues from E.G.O. Nihon Co. Ltd., Kobe, in Japan, get insights into the daily work there, and learn more about the jobs, roles, and tasks of the different departments. Employees around the world are enthusiastic about Mys-

tery Coffee, and feedback has been consistently positive. Many people are delighted with this concept because it's always a mystery as to which department they will network with on the day.

It certainly brings the large BLANC & FISCHER family even closer together. A strong network is important, especially in times when colleagues cannot meet face-to-face every day to talk. Thinking outside the box is also important to better understand internal processes and decisions. So, when will you meet a colleague for a (virtual) coffee break? <<

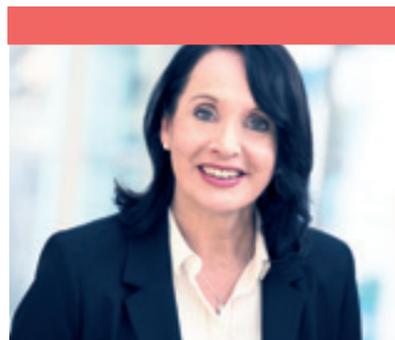
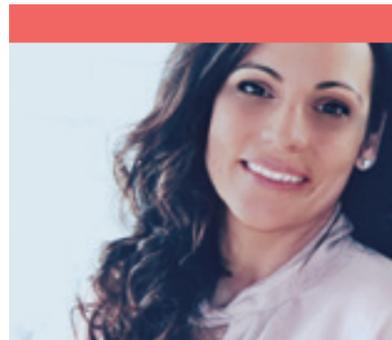
IF YOU WOULD LIKE TO TAKE PART IN MYSTERY COFFEE, YOU CAN REGISTER IN JUST A FEW CLICKS. SIMPLY STATE YOUR NAME AND COMPANY, AND CHOOSE WHETHER YOU WANT TO BE PAIRED UP WITH COLLEAGUES WITHIN OR OUTSIDE YOUR OWN GROUP. FINALLY, CHOOSE YOUR PREFERRED LANGUAGE AND TIME PERIOD, AND HOW OFTEN YOU WANT TO MEET UP FOR A COFFEE. WHEN A SUITABLE PARTNER HAS BEEN IDENTIFIED, YOU WILL BE NOTIFIED AND MEET FOR A (DIGITAL) CHAT.





HEIDE ASH,
BLANCO America Inc.,
Lumberton, USA:

“Participating in the Mystery Coffee Sessions gives me the opportunity to meet a diverse group of people within the organization that I wouldn’t have met otherwise. During every coffee break, we get to know each other and talk about our interests as well as work-related topics. We quickly realized that although we come from different countries and business areas, many of us share common interests and goals.”



KLAUDIA OETTINGER,
Blanc und Fischer Corporate
Services GmbH & Co. KG,
Oberderdingen, Germany:

“I enjoy chatting with colleagues I might not otherwise get to meet. Even if you have a busy schedule and are immersed in your work, a quick break does wonders, and a nice conversation will leave you with new impressions. I think those 15 minutes every two or four weeks are a great thing that everyone should make time for. The conversations I’ve had with our wonderful colleagues in Turkey were particularly memorable!”

What’s the employees’ take?



ERDEM BULUT,
E.G.O. Elektrikli Aletler Sanayi A.S.,
Ergene, Turkey:

“Mystery Coffee is a great way to grow your network in the BLANC & FISCHER Family Holding. Our Group of companies is present in 24 countries and has around 9,000 employees—in other words, a large family in three different time zones. This is a very useful, safe, and simple tool for staying in touch within this family. I’ve often been drawn for random Mystery Coffees and have been able to meet employees from E.G.O. locations, BLANCO Canada Inc., Toronto, and BLANC & FISCHER Corporate Services. It’s an inspiring platform for all of us, and I can only recommend it!”

ISABELL HUBER,
E.G.O. Elektro-Gerätebau GmbH,
Oberderdingen, Germany:

“Mystery Coffee couldn’t be more apt at the moment! It enables personal exchanges with colleagues from a wide range of divisions or other Group companies without the need for business interfaces. This offers a good opportunity to network within the entire family holding and make new contacts—a great modern networking tool!”



RÜDIGER KÖGEL,
BLANCO GmbH + Co KG,
Sulzfeld, Germany:

“Mystery Coffee is a wonderful platform for meeting great people and learning about their jobs or hobbies—and across the whole Group. I remember one Mystery Coffee, in particular, where I chatted with a colleague from Oberderdingen. We ended up talking about events and had the same idea that a little Christmas market could be created around neXus for all employees of the BLANC & FISCHER Family Holding to enjoy.”

BERND SCHÜTZ,
Blanc und Fischer IT Services GmbH,
Oberderdingen, Germany:

“No matter how much the opportunity for virtual collaboration helps us to make the most of the current situation, social contacts and interpersonal exchanges are just as lost as the many scheduled content-related appointments we usually attend. Mystery Coffee offers a deliberate way to counter this trend. It’s a great opportunity to consciously take time to get to know people. This will also make it easier for us to work together again later on in a business context. True to the adage ‘Trust reduces complexity’. Thanks to Mystery Coffee, I’ve already been able to meet some colleagues with different backgrounds—and thus get to know them better. I was very pleased about every conversation and exchange. I’ve been part of this initiative from the very beginning, and I’m still excited to discover who I can meet at the next session.”



Because health matters most

“AN APPLE A DAY KEEPS THE DOCTOR AWAY” IS A PROVERB THAT ASCRIBES APPLES A HEALTH-PROMOTING EFFECT. BUT IT’S CLEAR THAT IT TAKES A LITTLE MORE TO STAY HEALTHY. HEALTHY NUTRITION, REGULAR EXERCISE, LOW STRESS LEVELS—THE CORNERSTONES OF HEALTH ARE A CENTRAL THEME FOR THE BLANC & FISCHER FAMILY HOLDING. TO PROTECT ITS EMPLOYEES, AND AS A SIGN OF THEIR APPRECIATION, BECAUSE THE COMPANY’S FOCUS IS ALWAYS ON ITS PEOPLE.

With the COVID-19 pandemic and its suddenly arising threat, health has become even more important—and it still is, with the outcome still uncertain. At first, quick action was required. The general conditions around the world were constantly changing, and COVID-19 waves came and went.

Hygiene concepts, social distancing, rotating shifts, masks, sanitizer dispensers, mobile working, free self-

tests and vaccinations—just some of the countless measures for all employees worldwide that brought completely new challenges to the BLANC & FISCHER Family Holding corporate groups. “The hundreds of thousands of masks, the tests, the additional hygiene measures, the countless tools for mobile working of employees, the underlying processes, the communication, and not least the protection of employees in countries with no social network—

all that was very expensive. However, the BLANC & FISCHER Family Holding Group companies are happy to spend this money because the health of their employees is an absolute priority,” says Bernd Eckl, Chairman of the Management Board, BLANC & FISCHER Family Holding. This fundamental attitude has made it easier for the companies in the family to adapt to the required measures, implement them, and see them through together. >>

IN 2021, THERE WERE 640 NEW COVID-19 INFECTIONS WITHIN THE BLANC & FISCHER FAMILY HOLDING AND ITS CORPORATE GROUPS. THE MEDICAL SERVICE AT THE OBERDERDINGEN LOCATION ALONE CARRIED OUT A TOTAL OF 466 PCR TESTS AND 661 ANTIGEN TESTS, AND 890 COVID-19 VACCINATIONS WERE ALSO ADMINISTERED. NO MATTER WHETHER THEY CHOOSE TO GET VACCINATED AT THE IN-HOUSE MEDICAL SERVICE OR BY THEIR GENERAL PRACTITIONER, ON THE DAY OF THEIR VACCINATION APPOINTMENT, ALL EMPLOYEES WORLDWIDE GET ONE DAY OFF WORK.



Illustration wvs.de

Things like this are only possible when we work together, it's giving and taking, and watching out for one another—that's the special spirit of a family company. The actions E.G.O. took at its Mexican location are an example of this. There, the local authorities banned work due to high infection rates. In order to support the employees of E.G.O. Electronic Components S.A. de C.V. in Querétaro, the company continued to make wage payments on a voluntary basis.

"It would be unreasonable to say that the BLANC & FISCHER Family Holding and its corporate groups will emerge completely unscathed from the COVID-19 crisis, and we certainly still have challenges ahead of us in this respect. However, it's certain that we'll be able to cope with everything

that's thrown our way in the end. And we're also optimistic that this will in turn create new opportunities," wrote the former management in an official letter to the employees.

This confidence was not least the result of the tireless commitment of all employees, who demonstrated unparalleled loyalty to their employer in these times of crisis. An employer for whom every single employee counts and is cared for, just as it should be in a good family—in good times and bad.

THE SUM OF THE WHOLE

At the end of the day, it's not a particular sports class a company offers its employees, or the free drinking water, the holiday program for employees' children, or

the health check-ups that makes the difference—ultimately, it's the sum of the whole. On the one hand, that's because everyone has different needs, but on the other hand, it's because we humans are very complex and need a variety of things to make us feel good.

For this reason, the BLANC & FISCHER Family Holding has been relying on a diverse range of health services in its corporate groups for years, and this range is regularly expanded and adapted to the wishes of its employees. From gym facilities and childcare, to an in-house physician and management check-ups, to drinking water dispensers, and vending machines with healthy snacks. And, of course, apples are available too!

<<

PEOPLE ON A.I.R.

NEWS FROM THE WORLD OF BLANC & FISCHER FAMILY HOLDING

Into the big, wide world!

Blanc und Fischer Corporate Services GmbH & Co. KG, in cooperation with AFS interkulturelle Begegnung e.V., enables several students whose parents work in one of the BLANC & FISCHER Family Holding Group companies to gain insights into other cultures. For example, they are spending the 2021/22 school year at cooperating schools in Finland, Ireland, and Germany. It goes without saying that they are sure benefit from these exciting intercultural experiences for a lifetime!

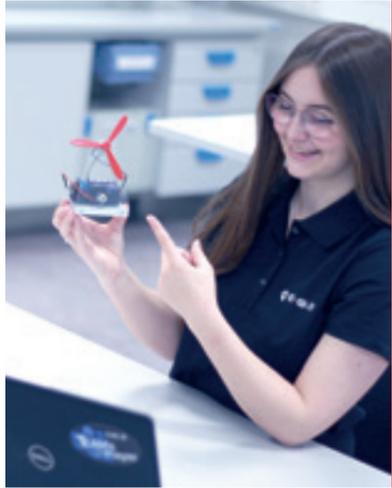


DIVERSITY IS KEY!

The BLANC & FISCHER Family Holding corporate groups are represented on different continents around the world. The "BLANC & FISCHER Signature Spice No.1" was created in 2021 as a gift for all employees. It's a spice blend of organic and sustainably grown spices and herbs that is just as diverse as the people who work for the Group companies around the world. In the first BLANC & FISCHER recipe book, which was distributed to all employees worldwide at Easter 2022, employees around the world show how they use this blend: a true culinary, international, and cross-company exchange!

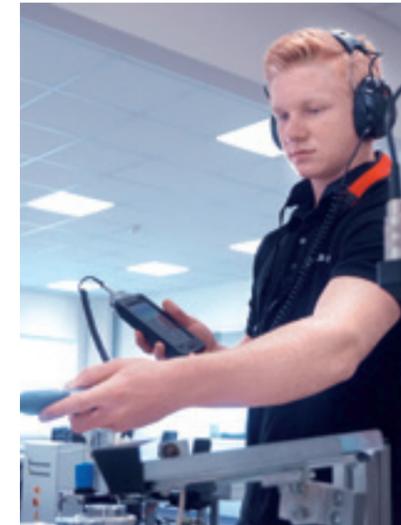


Image Pexels, Karolina Grabowska



TECHNOLOGY? WOMEN'S BUSINESS!

On Girls' Day, girls between the ages of 10 and 13 in Germany will have the opportunity to get a taste of exciting technical professions, gain practical experience in a small project, and find out about training opportunities. According to the Girls' Day survey, the share of women is currently still below 40 %, especially in general technical professions. The internationally renowned event day aims to draw attention to this and encourage young female professionals to also try out other career options. The BLANC & FISCHER Training Academy has also been taking part for many years, which is an important step in the right direction.



Energy scout training

APPRENTICES AT THE BLANC & FISCHER TRAINING ACADEMY ARE TRAINED TO BECOME ENERGY SCOUTS AT THE KARLSRUHE CHAMBER OF INDUSTRY AND COMMERCE. IN A SERIES OF WORKSHOPS, THE FUTURE ENERGY SCOUTS WILL LEARN HOW TO IDENTIFY AND IMPLEMENT ENERGY-SAVING MEASURES. PRACTICAL KNOWLEDGE IS ALSO IMPARTED, FOR EXAMPLE HOW TO USE MEASURING INSTRUMENTS OR ULTRASONIC SENSORS. AMONG OTHER THINGS, THE TRAINEES WERE ABLE TO LOCATE AND RECTIFY LEAKS IN COMPRESSED AIR SYSTEMS. SUSTAINABLE EDUCATION NOT ONLY HELPS TO SAVE MONEY AND RESOURCES, IT ALSO HELPS TO IMPART AWARENESS FOR THE ENVIRONMENT AMONG EMPLOYEES.

A SPECIAL DAY FOR EVERYONE

In Mexico, Candlemas, or Día de la Candelaria, is traditionally celebrated on February 2. On this day, Mexicans share traditional dishes with their family and friends. At the joint celebrations to honor this occasion, employees of E.G.O. Componentes Electrónicos S.A. de C.V. organized a special fundraising campaign in Querétaro, Mexico. They distributed traditional Mexican holiday dishes and drinks in orphanages and nursing homes—naturally subject to strict hygiene measures. This delighted those people who would otherwise not be able to celebrate with each other.



Image Pixvels, Pierreantoinne Calisso

IMPROVING QUALITY OF LIFE

FEELING GOOD, HAVING A GOOD QUALITY OF LIFE—THESE ARE THINGS THAT ARE INEVITABLY OF INTEREST TO EVERYONE. HOWEVER, THEY ARE RARELY DISCUSSED IN A PROFESSIONAL SETTING ALTHOUGH THE WORKPLACE HAS A MAJOR IMPACT ON ONE'S GENERAL QUALITY OF LIFE. AND THIS, IN TURN, MAKES IT POSSIBLE TO PERFORM BETTER. ARPA SAS (ARPA) THEREFORE WANTED TO GET ANSWERS TO THE FOLLOWING QUESTIONS IN WORKSHOPS AND AN EMPLOYEE SURVEY: WHICH ELEMENTS HAVE THE GREATEST IMPACT ON YOUR OVERALL QUALITY OF LIFE? WHAT EXPECTATIONS DO YOU HAVE OF ARPA IN THIS REGARD? WHAT CAN ARPA SPECIFICALLY CONTRIBUTE TO THIS? THIS SURVEY IS PART OF THE #GRANDIRENSEMBLE (#GROWTOGETHER) INITIATIVE, WHICH AIMS TO INSPIRE EMPLOYEES AND CUSTOMERS AND ACHIEVE LONG-TERM GROWTH AND GOOD RESULTS.

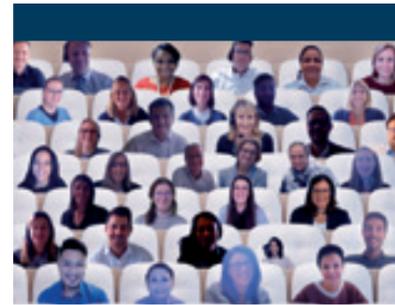
EXPERIENCING CLIMATE FIRST-HAND

During the introductory weeks of the BLANC & FISCHER Training Academy, the new apprentices and DHBW students were on a sustainable mission. Together with the energy scouts, junior staff trained in energy efficiency and energy saving, they headed to the "Klima Arena" climate arena in Sinsheim. There, they were made aware of sustainability issues and were able to consolidate and expand their knowledge. In the four areas of "Living and Energy", "Mobility", "Lifestyle and Consumption," and in the outdoor area of the climate arena, the "Nature Habitat", everything they learned was applied in more depth. This knowledge that can then be used profitably, whether in professional or personal settings.



DONATION TOWARDS AID FOR UKRAINE

With a donation of 50,000 EUROS, the BLANC & FISCHER Family Holding supported the Ukraine Aid project of the “Aktion Deutschland Hilft” campaign in March 2022. 21 renowned aid organizations operate in Ukraine and the countries accepting refugees. The aim is to achieve an even more efficient use of donations and to provide assistance to people in need together, quickly, and in a coordinated manner.



HR MANAGERS SUMMIT

SPARRING, NETWORKING, EXCHANGING IDEAS – THIS HAS BEEN THE MOTTO OF THE CORPORATE HR EXCHANGE SINCE 2021, AN EXCHANGE BETWEEN ALL HR MANAGERS OF THE BLANC & FISCHER FAMILY HOLDING CORPORATE GROUPS. THE FOCUS IS PRIMARILY ON TOPICS THAT SERVE THE STRATEGIC ACHIEVEMENT OF COMMON CORPORATE GOALS. IN ADDITION, THE FORMAT ALSO SUPPORTS THE INTRODUCTION OF GLOBAL HR STANDARDS. THE GOAL IS TO TAKE INTERNATIONAL HR WORK TO THE NEXT LEVEL AND MAKE A JOINT CONTRIBUTION TO THE SUCCESS OF THE COMPANY.

The BeActive challenge

The BeActive Challenge, which is run by Blanc und Fischer Corporate Services GmbH & Co. KG for all the corporate groups, is not only an athletic challenge, but also makes a contribution to society. The 2021 participants from Germany and the USA were free to choose their activity, such as cycling or running, and documented their results over a period of three months. In recognition of their efforts, the BLANC & FISCHER Corporate Services-Group donated 5,000 EUROS to Christophorushilfe e.V., the support association of the Maulbronn Children's Center.



GLOSSARY

3P OR TRIPLE P CONCEPT

The Triple P project firmly integrates the topic of sustainability in the corporate strategy of BLANC & FISCHER Family Holding and its corporate groups. 3P stands for PERFORMANCE, PLANET, and PEOPLE.

3R PRINCIPLE

Reduce, reuse, recycle: The basic requirements for any resource and cycle-driven operation.

A.I.R.

The title of the BLANC & FISCHER Family Holding Sustainability Report, it stands for “Action, Innovation, and Responsibility.”

CAGR (COMPOUND ANNUAL GROWTH RATE)

A special growth rate that looks at the development of a particular key figure (e.g., profit) over a certain period of time and then determines the average annual growth of this figure.

CARBON DISCLOSURE PROJECT

An independent organization that promotes environmental data disclosure.

CARBON FOOTPRINT

Result of an emissions calculation (see CO₂ balance sheet), which shows how much greenhouse gas an activity releases.

CIRCULAR ECONOMY

Counteracts the linear economic system with durable products, reusability, and recycling. Existing materials and products are used for as long as possible. The product life cycle is extended in this way and continues to generate value.

CLEAN TECH

Refers to all new technologies that contribute to saving emissions and conserving resources compared to conventional methods and that nevertheless increase performance and efficiency.

CLEANER PRODUCTION

Continuous application of an integrated preventive environmental strategy to processes, products, and services.

CLIMATE NEUTRALITY

Achieving a balance in CO₂ emissions. Carbon sequestration is designed to offset greenhouse gas emissions.

CO₂ BALANCE SHEET

Measure of the total amount of carbon dioxide emissions. Also known as the greenhouse gas balance.

CO₂ EMISSIONS

Formed by the combustion of materials that contain carbon.

CODE OF CONDUCT

Part of our Corporate Social Responsibility (CSR). The Code of Conduct serves as a guideline for companies with regard to responsible, ethical, and honest behavior towards employees and third parties, such as business partners and suppliers.

DIVERSITY

Recognition and promotion of diversity and reduction of disadvantages with the aim of creating equal opportunities. In a corporate context, the diversity of employees and their variety of skills and talents can have a positive impact on the organization and society in general.

EBIT (EARNINGS BEFORE INTEREST AND TAXES)

Profit before taxes and duties.

ENPS (EMPLOYEE NET PROMOTER SCORE)

Key performance indicator to measure employee loyalty, satisfaction, and commitment.

ER (EQUITY RATE)

Equity ratio: Ratio of a company's equity to total capital.

EUROPEAN ECODSIGN DIRECTIVE 2021

EU directive aimed at improving the availability of spare parts, reparability, and energy efficiency of electrical equipment. In force since March 1, 2021.

FCF (FREE CASH FLOW)

This is a key figure in business valuation. Total funds at the free disposal of a company after deduction of expenses within a certain period.

FTE (FULL-TIME EQUIVALENT)

Converts the total working hours in companies to fictitious full-time positions, regardless of (part) time models.

GREEN ELECTRICITY

Electrical power derived from renewable energies. Green electricity is generated in hydroelectric and wind power plants, with solar power or in biogas plants.

GRI (GLOBAL REPORTING INITIATIVE)

Independent, international organization that helps companies and other organizations take responsibility for their environmental impact. This initiative provides the most widely used sustainability reporting standards in the world—the GRI standard.

GRI STANDARD

Sustainability reporting standard that records the effects of a company's actions on the economy, the environment, and society.

GWP (GLOBAL WARMING POTENTIAL)

A measure reflecting the relative contribution of a chemical compound to the greenhouse effect, expressed as CO₂ equivalent.

ISO 50001

ISO standard for systematic energy management in companies. Energy sources, energy use, and energy consumers are recorded and optimized.

LEAN MANAGEMENT

The streamlining of all internal business processes. It means that the required resources are not wasted and yet all corporate activities are geared to achieving an optimal result.

neXus

Headquarters of the E.G.O.-Group and the BLANC & FISCHER Family Holding in Oberderdingen.

NPS (NET PROMOTER SCORE)

KPI to measure a company's customer satisfaction. It measures to what extent customers would recommend a product or service. This is usually based on simple surveys, e.g., by e-mail.

PEOPLE

Strategic field of the BLANC & FISCHER Family Holding and its Group companies that places employees and other stakeholder groups worldwide in the focus of social responsibility.

PERFORMANCE

Strategic field of the BLANC & FISCHER Family Holding and its corporate groups that focuses on economic aspects of sustainable management.

PLANET

Strategic field of the BLANC & FISCHER Family Holding and its corporate groups that focuses on ecological aspects.

RENEWABLE ENERGIES

Also called regenerative energies. Sustainable energy sources that, unlike fossil fuels, do not deplete but are either inexhaustible—in terms of human time (e.g. solar or wind energy) or renew themselves relatively quickly (bioenergy).

ROCE (RETURN ON CAPITAL EMPLOYED)

Key figure used to determine the efficiency and profitability of a company's use of capital. It is calculated by dividing earnings before interest and taxes (see EBIT) by fixed and current assets.

ROE (RETURN ON EQUITY)

Indicator for a company's earnings situation. Percentage share of net income for the year from equity employed.

RoHS (RESTRICTION OF HAZARDOUS SUBSTANCES)

Restriction of the use of certain hazardous substances in electrical and electronic equipment.

SCOPE

The GHG (Greenhouse Gas Protocols) corporate standard distinguishes between three emission categories:

Scope 1 covers all direct CO₂ emissions from the combustion of fossil energy sources such

as heating oil, natural gas, diesel, gasoline, liquid gas or refrigerant leakage.

Scope 2 refers to indirect CO₂ emissions from purchased energy sources such as purchased electricity, (district) heating and cooling energy.

Scope 3 covers all indirect CO₂ emissions from upstream and downstream processes in the value-added chain.

SDGS (SUSTAINABLE DEVELOPMENT GOALS)

17 United Nations global goals for sustainable development, covering the areas of economy, ecology, and society.

STAKEHOLDERS

Persons or institutions that have expectations of a company and/or are directly or indirectly influenced by the company's activities. These include, for example, employees, customers, suppliers, the public, and the state.

SUPPLY CHAIN

Totality of all manufacturing and delivery processes for the production of a product through to distribution within a value-added chain.

SUSTAINABILITY

Practical concept for the use of resources while preserving the natural regenerative capacity of the systems involved. In each case, no more is consumed than can be provided again.

UN SUSTAINABILITY TARGETS

See SDGs.

VALUE-ADDED CHAIN

Corporate activities in the goods production process. All activities are interrelated, create value, and consume resources. They include internal logistics, production, external logistics, sales and marketing, and service.

VALUE CREATION DEPTH

Also called vertical integration. It describes the in-house contribution a company makes within its production as opposed to the share contributed by other companies.

WEEE (WASTE ELECTRICAL AND ELECTRONIC EQUIPMENT) DIRECTIVE

EU directive regulating the selling, returning, and disposing of electrical and electronic equipment.

LEGAL NOTICE

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EDITORIAL NOTE

Male terms are used throughout to enhance text flow and provide a reader-friendly experience and are explicitly intended to be gender-neutral. In general, use of the pronoun "we" refers to BLANC & FISCHER Family Holding, including its corporate groups as a whole.

INVITATION TO ENGAGE IN DIALOG

We invite you to join us on our path to more sustainability at BLANC & FISCHER Family Holding. Direct communication with you is very important to us. If you have any questions, comments, or suggestions regarding our second A.I.R. Sustainability Report, please contact: communication@blanc-fischer.com

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REPORTING

REPORTING PROCEDURE

The Sustainability Report pertains to BLANC & FISCHER Family Holding and its corporate groups, which are located all over the globe. Figures, data, and facts refer to fiscal years 2021 and 2022, whereby some information from previous fiscal years was also taken into account.

Reporting for Sustainability Report 2022 was based on GRI Standards.

DATE OF THE CURRENT REPORT

Publication: May 20, 2022

REPORTING CYCLE

The Sustainability Report is published annually.

