



moment[®]

Location "Eberhard Jaeger"
Surface coating centre for
micro screws

EJOT Sormat Oy
Mechanical anchors
become earthquake-proof

Climate protection
Ideas competition saves
hundreds of tonnes of CO₂



Sensor technology

New mobility requires peak performance in fastening technology

Includes annual report



Dear partners of the EJOT Group,

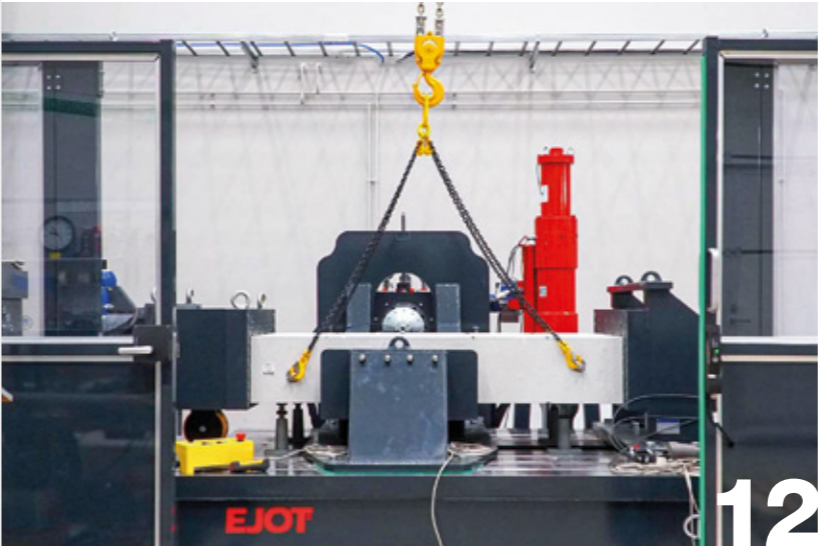
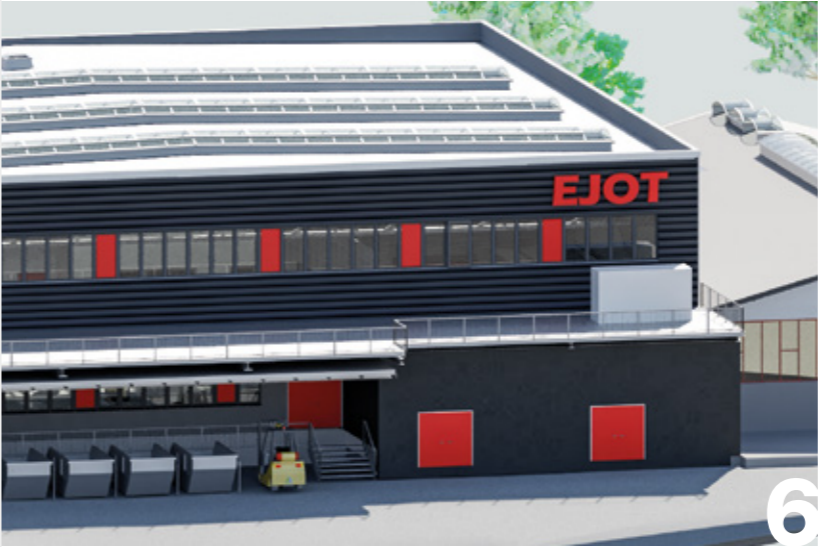
The spring issue of moment marks the start of a politically eventful and – at least in Germany – economically mixed year. Eventful because around half of the world's population will be called to vote in elections this year, in Europe for example in the European elections at the beginning of June. The European elections are perceived as less important in our country. In my view, this is a clear error, as the activities and regulations from Brussels have a major impact on our economy and our companies. I would like to quote Professor Henning Vöpel from the Centre for European Politics, a European think tank: "A strong commitment to Europe is particularly important in these times, despite all the criticism that can and must be levelled at the EU. We are concerned to see how Russia's dictator Vladimir Putin is trying to divide Europe with his disinformation campaigns. And a commitment by Europeans to Europe would also be extremely helpful vis-à-vis the USA, which will elect its president in November." In view of the weaker economic development of our home continent, it also seems important to me that we get involved, go to the polls and do our bit to strengthen Europe. For an economy and a society that abides by the rules, keeps an eye on the "big picture" and strives for the common good.

This is also important for our economy and for our business group. This issue of moment contains the abridged version of our Annual Report 2023, documenting the increasingly weaker economic development of the past year, which reached its lowest point to date in the first quarter of 2024. This also applies to our Group. On the surface, the increased sales and employment figures indicate strong growth. However, this growth is mainly due to the first-time consolidation of our North American Fastening activities. So far, this has mainly been a strengthening on paper. Our task is to develop this into a strengthening for our customers and our Group.

The economic wind is currently blowing in our faces. After years of extraordinary crises, such as COVID, the war in Ukraine, energy costs, etc., where we all instinctively knew that we had to make a huge effort, economic crises are dangerous. We always hope for an improvement in the next month, but this is usually a long time coming. Fortunately, it is in our DNA to take action, improve products and processes and keep our costs under control.

Sincerely Yours

Christian F. Kocherscheidt
Chief Executive Officer



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- >> Completion of the 300th EJOWELD® system of Generation 2
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Christian Hainz

IT-Management

Christian Hainz will take over the overall responsibility for IT at EJOT as Vice President IT starting 1 May 2024. The IT Applications and IT Infrastructure divisions will report to him. Christian Hainz has many years of experience at all levels of IT management and strategic orientation. He has worked in various industries and corporate structures.



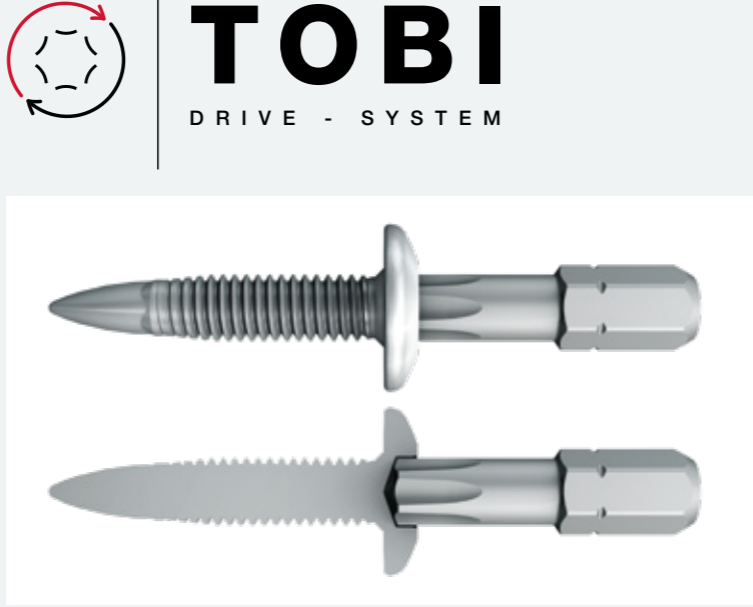
Ajay Raina

India

Ajay Raina is the new General Manager of the subsidiary EJOT Octagon in India. He succeeds Dirk Homrighausen. The 55-year-old has many years of management experience, including in the areas of technology and sales. His professional career includes positions in companies such as the Rohit Relan Group, SFC Solutions, Bharat Seats, Adient India Pvt Ltd, Delphi Automotive Systems Pvt Ltd and Mark Exhaust Systems Ltd.

Three new licensees for the TOBI® Drive system

We are pleased to announce that we have three new licensees for the TOBI® Drive system. These are:



- PROGRESSIVE CHUNYIP CO. LTD.**
SURETORQ Group, established in 1995, specializing in the research, development, and manufacturing of high quality screwdriver bits, power tool accessories, as well as tool accessory sets and serve the customers all over the world.
- GLOBAL SUPREME INDUSTRIES SDN BHD**
GLOBAL SUPREME is a manufacturer of high quality screwdriver bits, power tool accessories, as well as tool accessory sets and meets the industry needs in the world with the great experience.
- XIANGJIAN PRECISION INDUSTRY CO., LTD.**
Xiangjian Precision (Shenzhen) Co., Ltd. was established in 2007 and the company specializes in the design and manufacture of fasteners.

We attach great importance to ensuring the infrastructure for the TOBI drive. For this reason, the initial focus was on acquiring bit manufacturers in order to meet customer demand for bits and drive tools.

In addition to the existing German bit manufacturer Wuro, we are pleased to have gained two more bit manufacturers from Asia as licensees: Global Supreme Industries and Progressive Chunyip.

With the addition of XiangJian Precision Industry, we have integrated the first screw manufacturer into our license program. XiangJian was enthusiastic about the advantages of assembly with TOBI screws, even with very small dimensions, and recognizes great potential with their customers.

We expect the co-operation to bring many benefits to the system. With the help of the new licensees, we can penetrate new markets and reach new target groups. This not only promotes our global presence, but also the market penetration of the system.

Completion of the 300th EJOWELD® system of Generation 2



This Generation 2 line will replace one of the first Generation 1 lines at the Slovakian Volkswagen plant in Bratislava, which was delivered around 10 years ago and has been joining vehicle bodies ever since. Over the next few years, the plant will modernise its existing production lines, expand them and build new capacities in parallel. Production of various VW Group models will start there at a later date from 2024.

Installation of the delivered EJOWELD® systems has been underway since March. The synchronised commissioning, which also has to take place at weekends, will be a constant challenge for the EJOWELD® service team this year.

Wherever many EJOWELD® systems are in operation, many friction elements are also required. Based on current forecasts, the consumption of friction elements in Bratislava alone will increase by around 20 %. The demand for systems, services and spare parts helped the EJOWELD® product unit to have an economically successful year in 2023. And 2024 is also off to a good start, as orders for additional systems were already received in January. The positive outlook for the EJOWELD® area also prevails in the longer term, as there are already a number of interesting projects in the pipeline for 2025.



Kevin Yu

China

Kevin Yu is the new Chief Operating Officer (COO) of the subsidiary EJOT Fastening Systems in Taicang. The 42-year-old most recently worked in various positions at Mubea China, also at the Taicang site. Since 2017, he has been Operations Manager with responsibility for the entire operations management of the three plants in China.



Marco Knebel

QM EJOT Group

Marco Knebel is the new Vice President QM EJOT Group. He succeeds Michaela Klein-Schmidt in this position. Marco Knebel has excellent expertise in quality management as well as at process level in the two market units Industry and Construction. Most recently, Marco Knebel worked in the operations organisation as Director Production Metal Aue/Bad Laasphe and has deepened his expertise in production processes.

Surface coating centre for micro screws

The EJOT “Eberhard Jaeger” site in Bad Laasphe has a new strategic direction. “Micro Screw Centre Cold Forming” is the title of the site concept and EJOT is investing around 11 million euros for its realization.

>>Text: Andreas Wolf

“We will become a surface coating centre for micro screws,” says Charlotte Haas, Cold Forming Operations Manager at the “Eberhard Jaeger” site. This means that the proportion of micro screws treated at the “Eberhard Jaeger” site will be increased from an average of 34 percent to up to 100 percent. Extensive new construction and refurbishment work is currently underway to realise this goal. In addition, facilities are being modernised and their performance increased. At the same time, the aim is to reduce process costs and increase the level of automation.

“The focus is currently on the complex structural refurbishment,” explains Markus Sauer, a member of the project team.

The old production hall between two parts of the building, the office wing and the hardening shop, was demolished and rebuilt. Completion is scheduled for this summer.

An office building was also renovated. There are plans to house the materials engineering department there in future, with special machines for testing and analysing screws and fasteners.

A photovoltaic system will be installed on the roof of the new hall to produce green power for an air heat pump – especially for the energy-intensive systems. The capacity of the air heat pump is designed so the entire hall can be heated via under-floor heating. Behind the new hall, a new technical area will be

built with a washing area and a sheltered collection point for waste containers, among other things. The power supply with a transformer and medium voltage as well as the compressed air supply for the site will be located there.

In addition to the extensive construction work, the electroplating, incoming goods, hardening and maintenance areas will also be optimised. The infrastructure of the new hall is designed so that the micro screw sorting systems (EJOMAT) can be placed in the new hall. Maintenance will be in a central area of the hall, including a central, inventory-managed warehouse for mechanical and electronic components. Among other things, this will also enable improved spare parts storage, including analysis options for optimum coordination for current and future requirements. “We need to achieve the highest possible degree of automation and utilise digital tools,” explains Charlotte Haas.

Another part of the modernisation of the technical systems is the renewal of the control system in the hardening shop. The control system regulates the ovens, records temperature curves and displays errors. “We will also be working intensively on the finishing of aluminium fasteners,” says Markus Sauer.

Another major project is the expansion of the electroplating shop, where micro screws and screws with larger dimensions are already being surface treated. Here, the level of automation will be increased as well as more independent processes installed, and capacities adapted to future markets. **E**

33.9 t

CO₂-savings

- With its construction activities, the EJOT Group especially focuses on the use of renewable energies. The aim is to reduce CO₂ emissions to zero by 2035.
- The use of a heat pump at the “Eberhard Jaeger” site, which consumes around 105,586 kWh of electricity per year, reduces CO₂ emissions by 21.4 tonnes compared to a gas boiler.
- The photovoltaic system has a total output of 58 kWp. The annual energy yield is approx. 52,000 kWh. The generated green electricity saves around 12.5 tonnes of CO₂.



In the microcosm of fastening technology

Like the larger screws and yet completely different

>>Text: Heinrich-Georg Homrighausen



Miniaturisation, aptly paraphrased in colloquial speech as “continuous downsizing”, refers to the trend, for example in electronic components that these become smaller at certain intervals or to deliver multifold of the performance for the same size. One of the founders of the global semiconductor world market leader Intel, Gordon Moore, became the eponym to the “Moore’s Law” through an article in a specialist journal, which describes the above-mentioned phenomenon. Mr Moore had already written down his observations in 1965. Consequently, this miniaturisation can

also be found in fastening technology. If the components, e.g. in assistance systems in motor vehicles, become smaller and smaller over time, the screws “shrink” almost proportionally and, in extreme cases, become micro screws. With all features and functions of their larger counterparts. Every consumer will very quickly find further impressive examples in their own environment. Be it in entertainment and communication technology or medical technology, to name just a few striking examples.

The term micro screws is just one of many terms used to describe the smallest screw dimensions, often in the range of 1.0 mm diameter of the thread. Other manufacturers speak of mini and micro screws or even subminiature screws. It is not standardised from which dimension and up to which diameter one speaks of micro screws and therefore depends on the manufacturer. Roughly speaking, at EJOT this range is between one and 2.5 mm in diameter. In addition to metric screws, products of the PT® family, ALtracs® Plus, Spiralform® and other thread forms are produced.

Even if the basic process steps for very small and average-sized screws do not differ greatly from one another, many things are quite different. Anyone who has already had the experience of disassembling an electronic device will understand the special challenges of the smallest screws very well. First, you have to be able to even grip them with your fingers. And for the employees in micro screw production, there are additional difficulties such as oil or emulsion. And without additional aids such as magnifying glasses, the necessary quality controls cannot be carried out at all.

The chroniclers of our company have recorded that in 1986 we invested in the first screw press, which was of Japanese origin, specifically for the smallest dimensions. In the previous years, the smallest dimensions were produced with great skill on machines that were technically designed for thicker wires. In the documented case, the first series parts to be produced on the new press were blanks for a PT® K 18, for direct fastening into plastic with a thread diameter of 1.8 mm. Regardless of the size definition: a real micro screw. Unfortunately, it was not possible to research which application these screws were intended for.

To ensure global supply to customers in a wide range of industries, we have built up corresponding capacities in our production plants in China and Mexico, in addition to our German operations, over the last few decades. The global annual capacity thus amounts to almost 2 billion micro screws. **E**



New mobility requires new technologies

The trend towards miniaturization of components and assemblies has been unbroken for many years. This applies in particular to the innovative field of sensor technology. Sensors of all kinds can be used in a variety of ways and are favored for use in automotive engineering as radar and lidar sensors in combination with various camera systems.

>>Text: Andreas Blecher

Lidar technology is an attractive field of activity for many players in the market, not only in view of the ambitious goal of autonomous driving (Level 5). Due to its great potential, further leaps in development can be expected in the coming years. Today, two basic types of lidar sensors can be distinguished. More mechanically constructed ones, in which the light is directed by rotating mirrors. Or the so-called “solid state” lidar sensors. With this technology, the light is not directed by conventional motors but by semiconductor technology.

These sensors are also already being used below Level 5, in assisted (Level 1) or partially automated driving (Level 2). This explains their particular relevance for road safety, which must be guaranteed under all circumstances. The sensor technology must therefore be resistant to external influences such as shocks, vibrations, soiling or extreme temperatures. Common to all variants is the trend towards miniaturisation so that the sensors can be installed as inconspicuously as possible on the vehicle, e.g. in headlight housings or behind the rear-view mirrors.

Autonomous driving: overview of the 5 levels

	1	2	3	4	5
	Assisted	Partly automated	Highly automated	Fully automated	Autonomous
System	... increases the comfort and supports the driver ... when steering or accelerating/braking	... increases the comfort and supports the driver ... when steering and accelerating/braking	... drives automated on approved routes of a defined transport sector (e.g. highways).	... drives automated in a defined traffic area (e.g. highways).	... drives automated in all traffic areas.
Driver	... remains entirely responsible	... remains entirely responsible	... is allowed to perceive certain secondary activities but must be able to immediately resume the task of driving.	The goal: The driver is even allowed to sleep (currently not allowed) ... but has to resume to the task of driving before leaving the defined transport sector (e.g. highways).	Completely turns into a passenger (therefore does not require a driver's licence).

If all components become smaller and more compact, this has a considerable impact on the fastening technology. The smaller the dimensions of the fastening solution, the greater the demands placed on the fasteners used in this mobile field of application. For these special requirements, EJOT offers the highest level of fastening technology expertise in the form of EJOT micro screws.

The areas of application for these micro screws in lidar sensors are diverse. Down to a diameter of just 1.0 mm, they have the same fastening properties as their larger "siblings". Hard to imagine, as the different threads of these tiny components are often only recognisable with a magnifying glass. And it's the thread types that matter. For example, an ALtracs® Plus screw, designed for self-tapping into light metals, is primarily used in its micro version for fastening circuit boards to the corresponding aluminium or light metal carriers. The ALtracs® Plus screw can also be used to reliably fasten other micro-components inside the sensors.

Plastic is often used as the base material for the housing and basic structure of many sensors. Due to the high demands placed on the sensors, high-performance plastic is used almost exclusively. Especially the use of optical components in the front area of a vehicle and the associated stresses, particularly from stone chipping, make it clear why it cannot be just any plastic. And in areas of application where high-performance plastic is used, the connecting elements used must also be capable of top performance. EVO PT® and DELTA PT®

micro screws are therefore the preferred choice here. They are primarily used for self-tapping screw joints in the inner workings of the sensors, in particular from circuit boards to the plastic body. Another field of application for these innovative miniature fasteners is the direct fastening of the lidar sensor housing.

What is LIDAR?*

Lidar (abbreviation for light detection and ranging or light imaging, detection and ranging) is a method related to radar for optical distance and speed measurement as well as for remote measurement of atmospheric parameters. Laser beams are used instead of radio waves as in radar.

Lidar is used to create high-resolution maps with applications in the fields of surveying, geodesy, geomatics, archaeology, geography, geology, geomorphology, seismology, meteorology, forestry, etc. The technology is also used in control and monitoring systems. The technology is also used in the control and navigation of autonomous vehicles.

*Source: Wikipedia



Lidar sensors are very robust and durable despite their intricate inner workings and the extreme external influences. Under no circumstances should malfunctions occur during driving; as human lives may depend on the functioning of the sensors. EJOT makes its contribution in the form of ultra-fine cleaned screws. With the so-called EJO CLEAN® concept, state-of-the-art cleaning technologies and innovative packaging systems are used to deliver micro screws that are technically clean and do not cause any contamination in the assembly process, which could lead to failure sooner or later, e.g. due to contamination of the circuit boards inside the sensor.

EJOT micro screws are therefore not only convincing due to their extraordinary fastening performance. Their self-tapping feature also makes them unique – as an economical alternative to metric micro screws. Preliminary work in the assembly process such as drilling, tapping or cleaning is eliminated. And for customers who do not want to completely dispense with metric fastening solutions for some applications, EJOT also offers metric screws in micro format.

Earthquake-proof

In November 2023, EJOT Sormat Oy commissioned a new testing facility for seismic tests at the Teclab in Finland. We explain why these tests are so important and why they are such a high priority at EJOT.

>>Text: Erkka Nevala and Katrin Strübe

In the realm of structural and civil engineering, the importance of seismic performance testing cannot be valued high enough, especially in regions vulnerable to earthquakes. These tests are vital to ensure that building materials, especially fasteners, can withstand the stresses and strains of seismic events, thereby safeguarding structures and, crucially, the lives of those within them. EJOT Sormat Oy, in its commitment to upholding the highest standards of safety and innovation, places a significant emphasis on obtaining seismic approvals for its products.

Seismic approvals are essential for products used in earthquake-prone areas as they certify that these products have been rigorously tested and meet specific standards for earthquake resilience. This is particularly crucial for fasteners, the unsung heroes of structural integrity, which must maintain their hold under the dynamic and often unpredictable forces generated by seismic activities. Such approvals reassure those involved — from architects and builders to the end-users— of the safety and reliability of the structures they inhabit or utilize.

The seismic performance of fasteners is classified into two categories: C1 and C2. These categories are determined by considering both the building importance class (ranging from I to IV) and the seismicity (from very low to elevated). The classification serves as a guide for selecting the appropriate fastening solutions based on the potential seismic risks and the critical nature of the building's function.

EJOT Sormat Oy's investment in seismic performance testing and the pursuit of C1 and C2 approvals for its products exemplify our commitment to advancing construction safety standards. By offering a wide range of fastening solutions that meet these rigorous criteria, we aim to enhance the resilience of buildings in seismic zones, thereby protecting both property and human life against the forces of nature.

In a bold move to fortify its leadership in the field of fastening technology and to underscore its dedication to construction safety, EJOT Sormat Oy has made a significant investment in state-of-the-art seismic testing technology. This strategic

decision not only sets a new industry benchmark but also reaffirms our unwavering commitment to innovation, safety, and excellence.

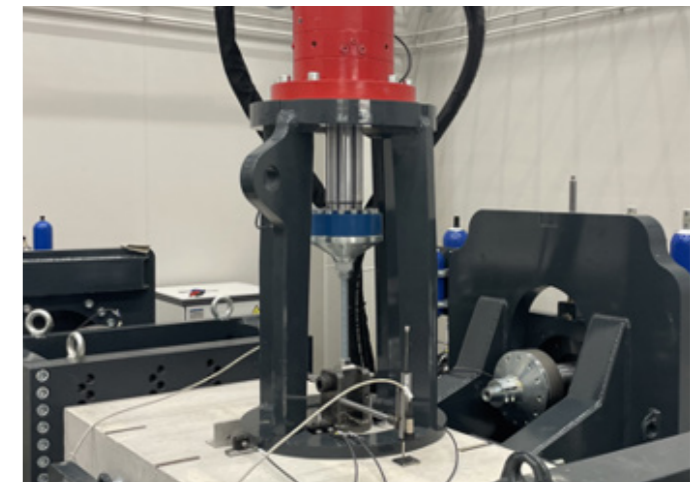
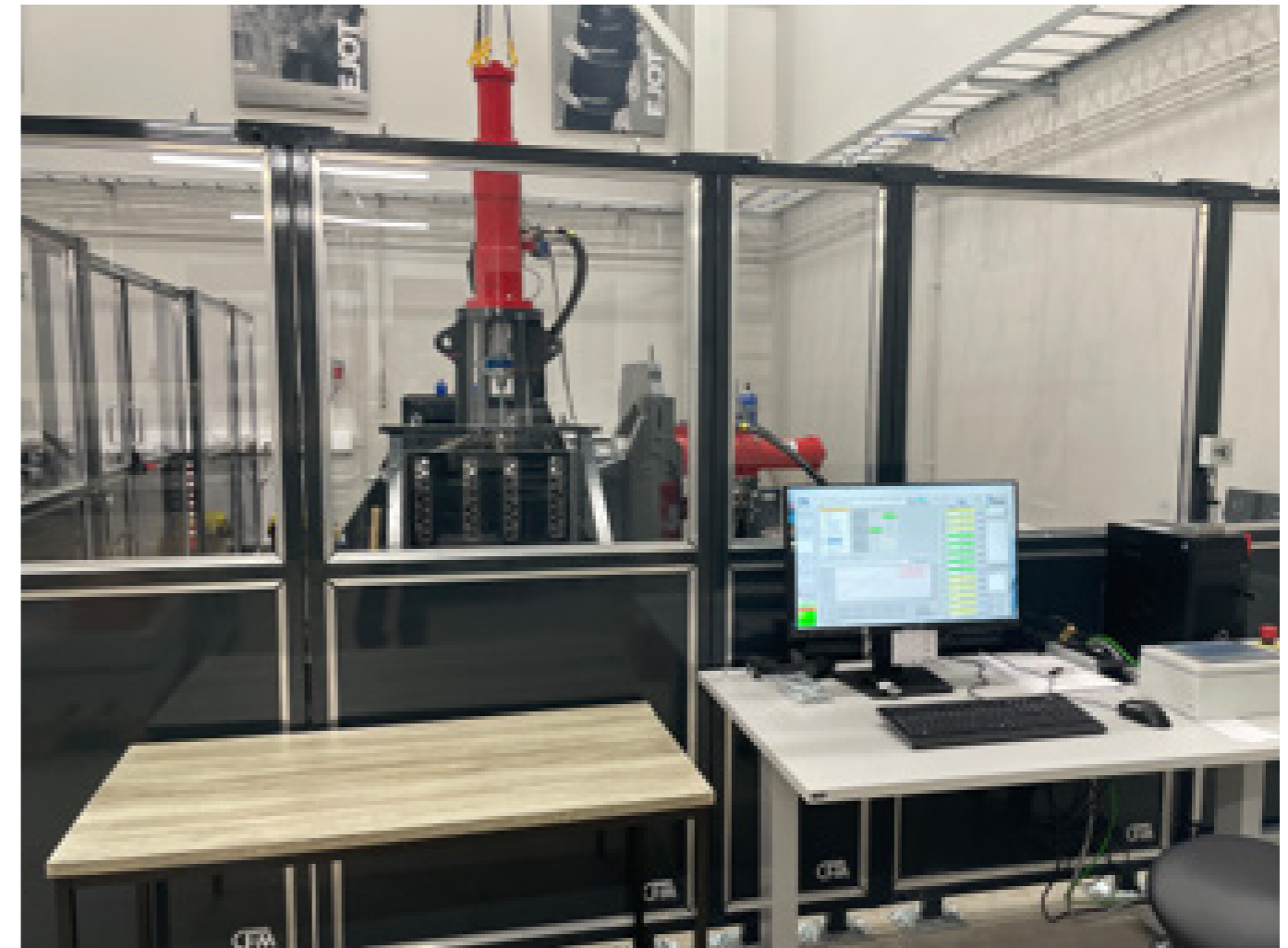
EJOT Sormat Oy's investment has culminated in the acquisition of a ultramodern testing device specifically designed to evaluate the performance of fasteners under seismic conditions. This sophisticated equipment allows for precise simulation of earthquake-induced stresses, offering a robust platform for assessing the durability and reliability of our fastening solutions in real-world seismic scenarios.

The device employs advanced technology to apply cyclic tractive and shear forces to fasteners, replicating the dynamic and complex forces experienced during an earthquake. This enables us to meticulously analyze and understand the behavior of our products under various seismic intensities and conditions, ensuring they meet and exceed the stringent requirements of performance categories C1 and C2.

This investment is a tangible manifestation of EJOT Sormat Oy's deep-seated commitment to safety and excellence. By proactively enhancing our testing capabilities, we are not only ensuring compliance with international safety standards but are also pushing the boundaries of what is possible in seismic fastening solutions.

Our state-of-the-art seismic testing technology serves as a cornerstone for our research and development efforts, facilitating the innovation of fasteners that offer superior performance, reliability, and safety. It enables us to validate the seismic resilience of our products scientifically, providing our clients with the assurance that they are employing some of the most rigorously tested fastening solutions available on the market.

Moreover, this investment reflects our dedication to contributing positively to the construction industry, especially in regions prone to seismic activities. By focusing on the development of products capable of withstanding such challenges, EJOT Sormat Oy is actively participating in the creation of safer, more resilient buildings and infrastructure. This not only benefits our clients and the end-users but also aligns with global efforts to enhance safety



standards in construction, thereby protecting lives and investments against the unpredictable forces of nature.

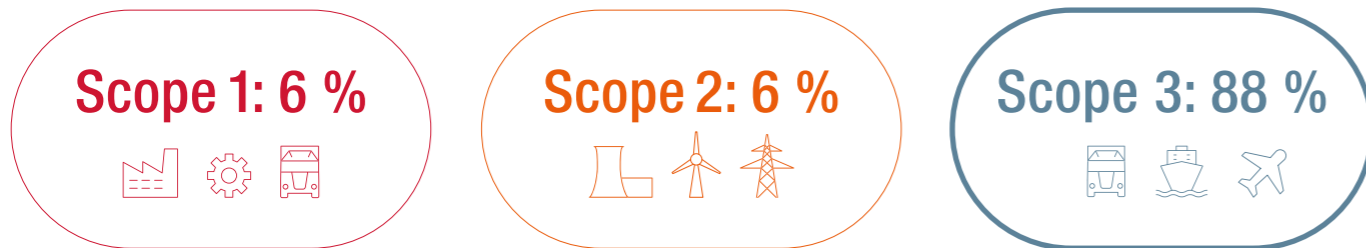
In summary, EJOT Sormat Oy's investment in seismic testing technology exemplifies our holistic approach to product development, characterized by a relentless pursuit of excellence and a profound commitment to safety. It is a clear statement of our intention to lead by example, driving innovation in seismic fastening solutions that meet the evolving needs of the construction industry.

EJOT Sormat Oy prides itself on offering a comprehensive range of mechanical anchors that have been meticulously designed and tested to meet the rigorous demands of seismic conditions. Our portfolio of seismic-approved products demonstrates our commitment to providing solutions that ensure the safety and durability of structures in earthquake-prone areas. Seismic approvals include the BA Plus bolt anchors, JC2 Plus concrete screws, BLS undercut anchors and some of our chemical anchors. ■

Scope 3 – The challenging step towards decarbonisation

The path to climate neutrality leads through Scope 3 emissions. At EJOT, as at many other manufacturing companies, they make up the largest amount of the CO₂e footprint.

>>Text: Andreas Wolf



Scope 3 summarises emissions caused by processes that take place outside the company but are related to the company's production. The problem is that these emissions are more difficult to measure and influence.

"If, for example, a container ship does not take the route through the Red Sea for safety reasons, but instead takes a diversion, then these are additional emissions that we are not able to influence," explains Sebastian Böttcher, Strategic Purchaser at EJOT. "We are often completely dependent on external developments and service providers such as suppliers."

In order to reduce Scope 3 emissions quickly and sustainably, EJOT is in close dialogue with its suppliers. For example, a workshop was held with eleven suppliers from the entire supply chain to develop ways to reduce CO₂e. This showed a great willingness to tackle concrete projects about CO₂e reduction.

A total of 98 suggestions were developed during the ideas phase, which were clustered into various categories. These included initiatives that can be carried out jointly by the suppliers and EJOT, as well as activities that (can) be carried out without further support from EJOT.

A lack of data transparency of many ideas made the concrete calculation of savings potential difficult. There is considerable potential for savings in surface plating technology, for example, with the use of CO₂e-reduced substances or temperature changes in the production process, with cost-neutral expenditure.

But even seemingly small ideas, such as reducing the frequency of deliveries from suppliers to EJOT or the type of packaging, ultimately contribute to reducing emissions.

"The continuation of the initiatives will become the responsibility of Strategic Purchasing," explains Sebastian Böttcher. Joint initiatives between EJOT purchasing and suppliers are planned by the responsible purchasers and implemented with measures. The implementation status of the suppliers' inde-

pendent initiatives is regularly discussed with EJOT. Improvements that have an impact on the "product carbon footprint" are communicated internally to environmental management.

Another example of achieving greater reductions at Scope 3 level is EJOT's use of CO₂e-reduced steel. This was introduced last year as part of the pilot project with steel producer Arcelor Mittal (Hamburg) and the Finkernagel wire plant (Altena). Arcelor Mittal produces highly CO₂-reduced XCarb® steel from recycled and renewable material with a significantly lower CO₂ footprint than conventionally produced steel, which is processed by the Finkernagel wire mill. EJOT, on the other hand, produces fasteners from cold-formed drawn wire.

The project to purchase CO₂-reduced steel will be expanded to 500 tonnes this year. The fact that EJOT requires around 43,000 tonnes of steel per year shows that this is just the beginning of a long journey. "This is a major challenge, but one that we will tackle with vigour in line with our climate protection goal," says Mr Böttcher.

Another area is the use of recycled granulate. "Nevertheless, the costs are still very high, as is the amount of testing required to fulfil the quality requirements of EJOT and our customers," explains Sebastian Böttcher. The approval processes for utilising the recycled material are also quite lengthy.

EJOT will continue to push the issue of sustainability in its collaboration with suppliers. "We are currently conducting a large-scale survey of our suppliers on the subject of sustainability and environmental protection. In 2024, these topics will become relevant in the supplier evaluation for the first time," says Böttcher. In future, the criteria in purchasing will no longer just be quality, flexibility and price, but also "sustainability and environmental protection".

The importance of the topic at EJOT is also shown by the fact that sustainability will once again be the focus of the EJOT Supplier Day in November and that suppliers will be honoured with sustainability awards for the first time. ■

Ideas competition results in hundreds of tonnes of CO₂ savings

The EJOT Group has set the goal of reducing its CO₂ emissions to zero by 2035. Employees, the environment and the company benefit.

>>Text: Andreas Wolf

To achieve this, the company is relying on the support and commitment of the employees at its locations in Germany and abroad with the “wejot” project. “wejot”, founded in autumn 2022, consists of an ideas competition for CO₂ reduction and an employee capital participation scheme that is directly linked to the annually defined climate targets. The results are positive: “The project has fulfilled our expectations,” emphasises Wolfgang Bach, EJOT CFO and initiator of the project.

The success can be impressively demonstrated in figures. Since autumn 2022, the ideas competition has received around 800 entries from Germany and abroad from the different work areas of the EJOT workforce. The implementation will save hundreds of tonnes of CO₂. The best three ideas are awarded monthly with a prize of 250 euros.

At the 2023 annual awards ceremony for the ideas competition, which took place at the New CAPITOL in Bad Berleburg, employees were awarded 17,500 euros in prize money in six categories. The top prize in each category is worth 2,500 euros and the second and third place each receive 250 euros. The award-winning ideas cover a broad spectrum from the most diverse areas: Reusing tonnes of cardboard, using a heat pump dryer in electroplating, using existing thermal energy to operate a biofilter and even using adhesive tape made from recycled material. The ideas from the annual award alone will save 315 tonnes of CO₂ per year. Thanks to the implemented ideas, EJOT has saved more than 180,000 euros in heating costs at its German locations in the short time since autumn 2022.

Another success story is the capital participation for employees launched in autumn 2022, which is initially set to run for five years. Employees can acquire shares of 250 or 500 euros per year via participation certificates. If EJOT achieves the annual CO₂ savings target, the investment will be doubled by the company and will also earn an attractive interest rate. In 2022 and 2023, EJOT was able to significantly exceed its savings targets of 5,000 tonnes of CO₂ in each year – the employees’ contribu-

tions were doubled. “We assume that EJOT will also achieve the climate targets set this year and that we will therefore also double the employees’ contributions in the third tranche,” emphasises Wolfgang Bach. After five years, the total amount will be paid out tax-free.

The climate also benefits from this model: EJOT has also doubled the employee contributions of around 1 million euros for 2022 and 2023 and has thus been able to invest around 2 million euros exclusively in projects to reduce CO₂ emissions in the company through the “wejot” project alone.

EJOT also has a considerable benefit: The investments in climate protection are opposed to the savings in energy costs totalling

661,000 euros for 2023 alone. “We can use these savings to refinance the attractive conditions for employee capital participation,” explains Wolfgang Bach. “The uniqueness of the ‘wejot’ project lies in the fact that everyone benefits. The employees, the company EJOT and climate protection.”

“The figures are impressive,” emphasises the well-known weather and climate expert Karsten Schwanke, patron of the “wejot” project and member of the jury for the EJOT ideas competition. Impressive because the EJOT company and its employees are doing exemplary work in the field of climate protection: “I talk about EJOT during my presentations and the audience’s eyes are filled with amazement.” The EJOT company is an example of what is possible with a joint effort for climate protection. ■



Annual award of the ideas competition for CO₂ reduction: the prize winners and members of the jury.

Your solar installation. Our fastening solution.

For us at EJOT, tackling climate change means helping to develop the most innovative solutions for sustainable building envelopes. Because sometimes it's the small, inconspicuous parts that make a decisive difference. The strengths are often in the details and EJOT has a comprehensive portfolio of fastening solutions for the entire solar sector. We would like to talk more about this in the coming weeks and months.

>>Text: Katrin Strübe

Our new solar campaign will primarily take place on our social media channels of the Market Unit Construction on LinkedIn and Instagram as well as on the general EJOT channel on Facebook. For various reasons, many new and existing customers are unaware of the extent to which EJOT offers solutions for solar applications. Here, as in many other application areas, we also focus on the EJOT system concept, because with us you can obtain all the fasteners you need directly from a single source. From anchoring the substructure to or on the building or on an open space to the screw for fixing the solar modules to the mounting rails: We supply you with everything, up to the construction site, in established EJOT quality.

New information material

The hub of our new campaign is the completely revised solar application area on our website (www.ejot.com/solar), some of

which our existing customers are already familiar with. In addition to a new, eye-catching image video, which you are sure to see on social media in the near future, you will also find our revised booklet on our solar portfolio and a new series of tips on the topic of solar. The first part was published in March and further parts will be published every 4 weeks up until autumn.

Our campaign is accompanied by a series of social media posts with interesting facts from the solar world. Do you know how large an area of solar panels would have to be to cover the energy needs of the entire world? Or what percentage of a solar module can be recycled? Follow us on social media and we'll tell you!



https://www.instagram.com/ejot_construction



<https://www.facebook.com/EJOT.Group>

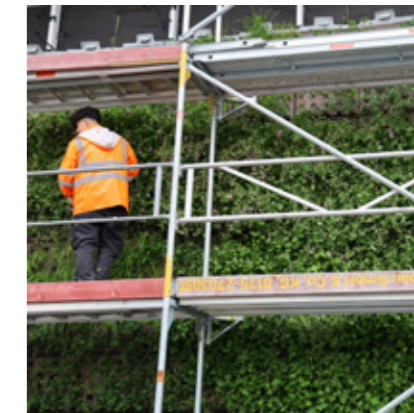


<https://www.linkedin.com/company/ejotconstruction>

Our new video: Watch it now!



https://www.youtube.com/watch?v=e7ocHo3C_bs



<https://www.ejot.de/making-of-video-teccenter>

A vivid building envelope

In September 2023, the new TEC CENTER of the EJOT Market Unit Construction in Bad Laasphe was officially opened. As you approach the main entrance on the west side of the building, the green façade of the new company headquarters immediately catches your eye. After all, the TEC CENTER was intended to be green in both a direct and figurative sense.

>>Text: Katrin Strübe

The TEC CENTER was planned and built with great attention to the aspect of sustainable, resource-conserving construction. The idea behind the design of the green façade was to embed the new building in an existing living space, both visually and in terms of content. The green façade thus compensates for the area taken up by the

building and visually localises the building in a newly created campus. The high biodiversity of plants and insects is comparable to a natural location. It certainly looks inviting and interesting. On your next visit to Bad Laasphe, you should pay attention at what's buzzing, crawling and whirring next to our front door.

EJOT has also broken new ground with the TEC CENTER in terms of the green façade. Vertical greening on a structural timber construction is not the norm and required some planning considerations in advance.

The result was a concept for greenery using plant pockets, the so-called Living Wall. The plant pockets were delivered to the construction site already greened and then screwed onto the pre-assembled substructure system. Sensor and irrigation technology integrated into the green façade ensures that the plants are optimally cared for at all times – controlled via a modern app. The substructure consists of the CROSSFIX® system from EJOT, which is used in the design of rear-ventilated façades. A second, vertical support profile was mounted on the horizontal support profile of the CROSSFIX® substructure system at the TEC CENTER. This now supports the plant pockets.

ture system at the TEC CENTER. This now supports the plant pockets.

CROSSFIX® is not only convincing on the classic rear-ventilated façades, but also scores highly in the creation of wall-mounted green façades. The system is made of stainless steel and is therefore particularly low in thermal bridging, high load-carrying, highly resistant to fire and can be used with maximum flexibility due to its special bracket geometry. This allows a wide range of design options and optimum adaptation to structural conditions such as ledges or wall openings.

Curious? Here you can find the video documentation of the new EJOT TEC CENTER: <https://www.ejot.de/making-of-video-teccenter>.





The construction of the TEC CENTER in Bad Laasphe has not only created a meeting place for customers and a location for the development and testing of new technical solutions for the Market Unit Construction. In addition, we were able to film the construction of the TEC CENTER over a period of seven months and thus create a comprehensive reference film that shows important milestones in the construction planning, starting with EJOT's sustainability goals through to the sustainable construction of the building and its implementation.

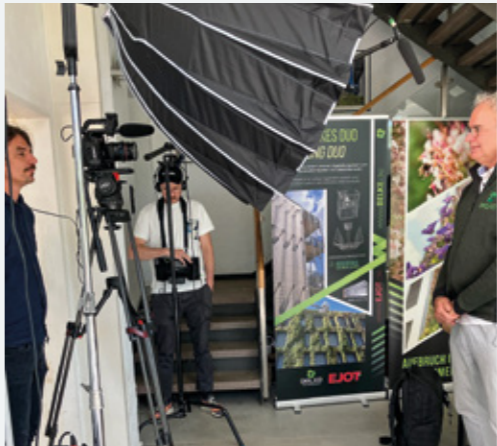
>>Text: Anne Bette

In collaboration with an external filmmaker, a storyboard was created that allows key players in the construction process such as Christian Kocherscheidt, Chief Executive Officer of EJOT, the architects Till von Mackensen, Burkhard Pahl and Monika Weber-Pahl as well as Christian Dreher, Vice President Technology Europe, to tell the story of the building's creation and realisation, which was then supported in the editing with impressive images of the construction.

ings taking place outside and inside the TEC CENTER construction site, in snowstorms, in the rain and for the exterior shots, some of which were taken with a drone, while always keeping an eye on weather app, of course. As a result, many craftspeople and EJOT colleagues were involved and instructed in the making this film and what it has become: an authentic reference report on the construction of the TEC CENTER.

During the definite project schedule, progress of the construction was consistently filmed. There were regular meet-

The finished film is available at <https://www.ejot.de/making-of-video-teccenter>





Curtain up

The new CAPITOL in Bad Berleburg is now complete. The restaurant, hotel and cinema are now open for business. After more than two years of construction, the ambitious project by the Kocherscheidt family of investors (HCK GmbH & Co. KG) has picked up speed. After the restaurant and hotel, the highlight was the grand opening of the cinema at the end of 2023. The new CAPITOL is an enormous asset for Bad Berleburg, giving the town centre an urban flair.

>>Text: Andreas Wolf

The cinema's opening ceremony impressively demonstrated the event potential of this project. Especially in the large hall called "Theatre", where a film screening with episodes from Lorient was accompanied by live music from the duo Olena and Vitalii Bondar – embedded in professional lighting and sound technology.

At the New CAPITOL, cinema becomes an experience that goes far beyond the pleasure of watching a film. Award-winning and individual film offerings in three cinema halls with 182 seats, modern image and sound technology. The "Theatre" has a stage for cultural events with cabaret, concerts or readings. Some of the seats are mobile, so there is room for a

dance floor at the front for weddings or birthday parties. Later in 2024, the Kulturgemeinde Bad Berleburg e.V. will organise events in the new CAPITOL.

Just a few steps away from the cinema halls through the foyer of the New CAPITOL, the view falls on the long bar that connects the cinema, restaurant and hotel – here you can enjoy a mojito, caipirinha or martini, shaken – not stirred.

In the two-storey restaurant behind a large glass façade, chef Norman Pontzen and restaurant manager Isabel Pontzen welcome their guests. The meat comes from the neighbouring village, the game and mushrooms from the Wittgenstein forests.

All products are fresh and processed on the spot. Great importance is also attached to a well-balanced selection of national and international wines.

The theme of film and cinema accompanies guests in many places. The eye-catcher on the upper floor of the restaurant is a commissioned work by the Bosnian artist Radenko Milak: "Movie Panel" is the title of the work with painted scenes from highlights of cinema history, in black and white.

Film and cinema are also present in the hotel with its modern rooms and suites. The rooms are named after famous directors. Guests can experience "small cinema" via a projector with access to streaming services. Popcorn and drinks can be brought to the room on request.

The investor is HCK GmbH & Co. KG with Kathrin and Christian Kocherscheidt, which acquired the building, built in 1953, from the late cinema operator Bernd Womelsdorf in 2020. The architects responsible for the challenging construction project are Monika Weber-Pahl and Alina Ackermann (PWP Pahl + Weber-Pahl, Darmstadt). The energy design and operation of the new CAPITOL are climate-neutral. The building concept includes full accessibility for people with limited mobility both indoors and outdoors.

"For Bad Berleburg, the cinema is an important cultural institution that should be preserved and continued," Christian Kocherscheidt recalls the original considerations. "We very much hope that the new CAPITOL cinema will continue to have a special appeal for people, even in times of Netflix and Amazon Prime."

The cinema experience is a good film on the big screen, laughing or crying together, eating and drinking something good, having fun with friends and enjoying a nice afternoon or evening. Special about this project is the combination of cinema, hotel and restaurant, which exists in this form only very rarely in Germany. The first few months have shown that people are gratefully accepting this new offer. **E**

DAS NEUE CAPITOL
KINO RESTAURANT HOTEL

"Kulturspecial im Neuen CAPITOL" is an exclusive package that combines an overnight stay in a hotel with a visit to a cultural event.

- For the top acts of the KulturPur festival from 16 to 20 May 2024 on the Ginsberger Heide in Hilchenbach-Lützel, including the Fantastischen Vier, Culcha Candela, Meute, Juli and the Philharmonie Südwestfalen, including bus transfer from Bad Berleburg train station. www.kulturpur-festival.de

- Another cultural special is the cooperation with the International Music Festival Week in Bad Berleburg from 8 to 14 July 2024, one of the most traditional chamber music festivals in Germany for more than 50 years, organised by the cultural community of Bad Berleburg. This year's line-up includes Sebastian Knauer (piano), Jan Vogler (cello), Jack Lieberg (violin), Joja Wendt (piano), Martin Tingvall (piano) and Martina Gedeck (recitation). www.blb-kultur.de/musikfestwoche

Bookings and enquiries online at www.capitol-blb.de or by email at info@capitol-blb.de or by phone on +49 151 5 57 407 35



EJOT®

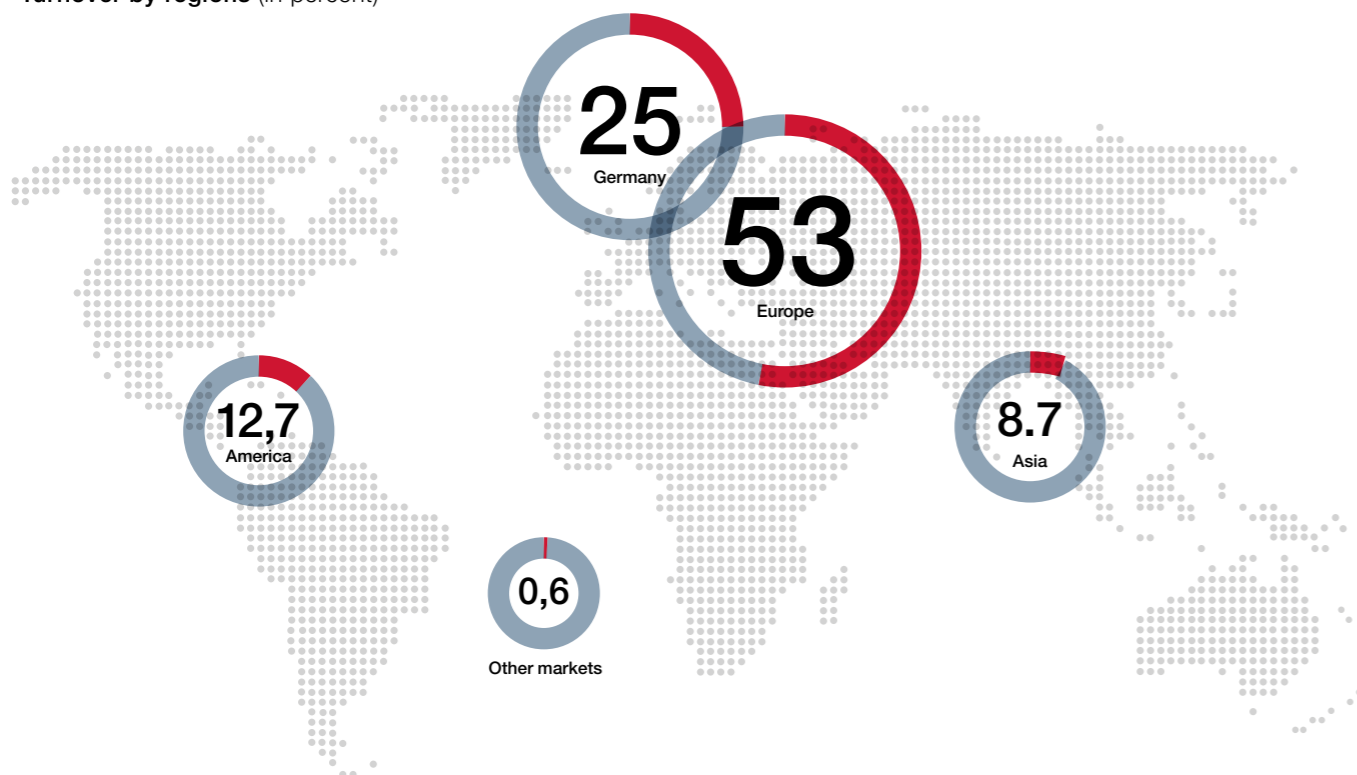


ANNUAL REPORT

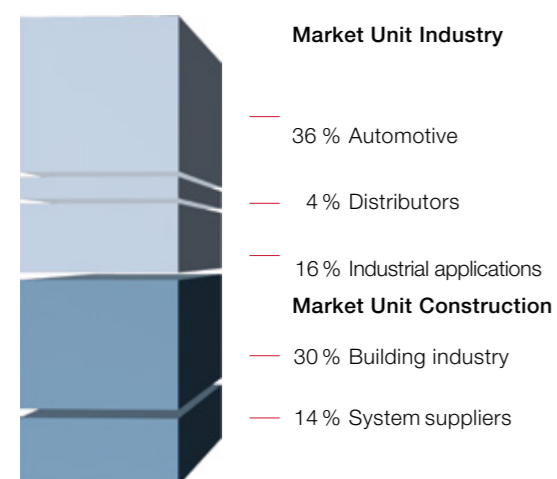
2023

Operating figures

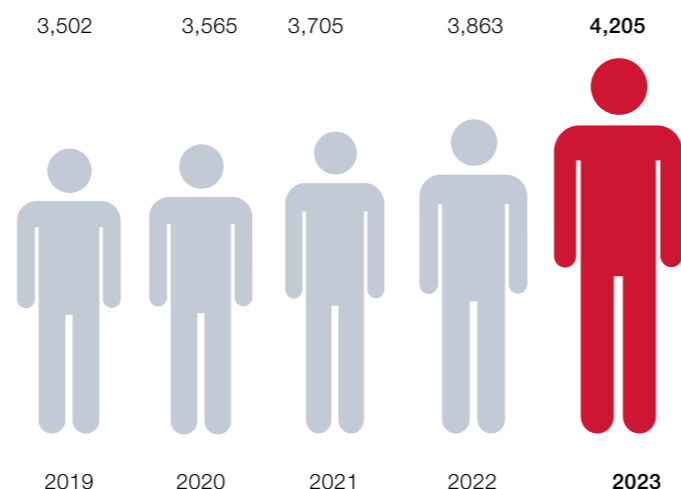
Turnover by regions (in percent)



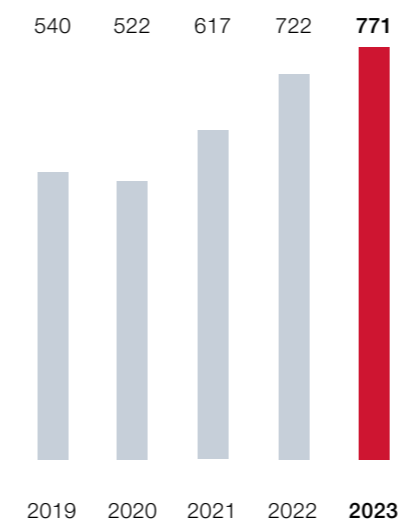
Turnover by customer groups



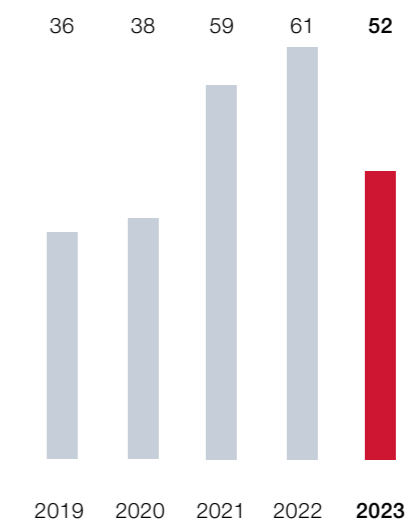
Employees (yearly average)



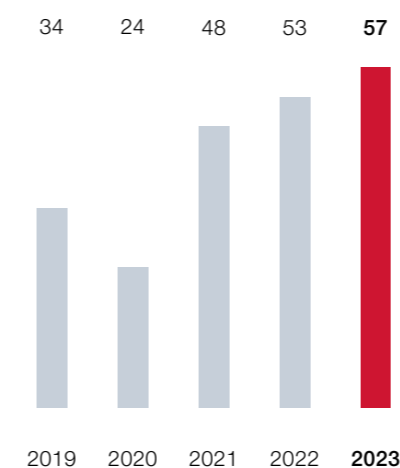
Turnover (million euros)



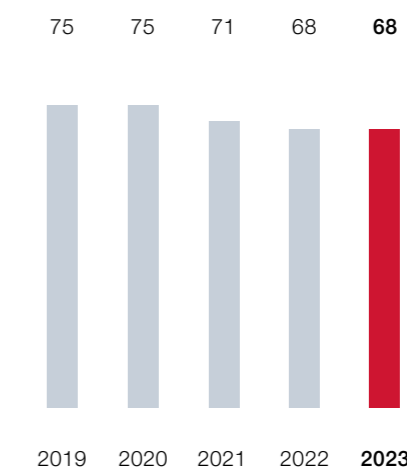
EBIT (million euros)



Investments (million euros)



Equity ratio (in percent)



»» In the pursuit of our vision “EJOT 2025”, we are striving for further internationalisation of the EJOT Group – with the aim of achieving a balance in our activities and results so that we can be comparably strong in the three regions of Europe, Asia and America. ««

»» Christian F. Kocherscheidt, Managing Director

Management Report

A big step towards the realisation of our vision "EJOT 2025" in North America

The past financial year was another very eventful year for the EJOT Group. We achieved sales of € 771 million this year with a result of € 52 million. The number of our employees grew from 3,863 to 4,205 on average. However, these figures do not reflect the mixed economic development in 2023 but are the result of an important change in our international company organisation. As of 30 June 2023, we were able to swap shares with our North American partners at ASYST Technologies and EJOT ATF Fasteners de Mexico to create a new structure for our North American business, which we expect will bring benefits for the further development of our Group.

With this new set-up, we have bundled our US industrial fastener activities in the new EJOT ATF LP and acquired a majority stake in our existing Mexican joint venture, EJOT ATF Fasteners de Mexico. Both companies were consolidated in our Group figures from the second half of 2023. This enables us to present a uniform face to our global customers, primarily in the automotive industry, but also in other industrial sectors. In return, we have sold shares in ASYST Technologies to our partners and agreed that ASYST will take the industrial lead in the headlamp adjustment systems business and that the EJOT locations in Europe and China will become production service providers for ASYST. This means that ASYST is now in a position to act as a local producer internationally and further expand its leading role in this market segment.

If we translate our expectations for the financial year into figures in our budget, we must realise that we have not achieved our targets for 2023. We are seeing very different developments in our two market units. The Market Unit Construction achieved sales of € 340 million this year. This is not growth compared to 2022 if you look at it in real terms, i.e. adjusted for the effects of inflation.

Although we increased sales in the Market Unit Industry from € 390 million to € 440 million due to the realignment in North America, they remained below the previous year's level without the North America effect and therefore did not reach our economic targets. The reasons for this more difficult development are the difficult supply chain situation in previous years on the one hand and the faltering transformation towards electromobility on the other. Politics and society are influencing current events and so we are caught between public interest in more climate-friendly mobility options, an affordable and attractive range of vehicles, concerns about the charging infrastructure and, as a result, a reluctance to buy with a correspondingly slower ramp-up of electromobility. Ultimately, this will also have an impact on our business development, as the considerable investments in this area will flow back more slowly through our sales. What we are wishing for and reality are not yet aligned.

In pursuing our vision "EJOT 2025", we are striving for further internationalisation of the EJOT Group – with the aim of achieving a balance in our activities and results so that we



The foundation of the new joint venture EJOT ATF LP has been finalised. The employees in the USA are delighted.

can be comparably strong in the three regions of Europe, Asia and America and recently, we have also started to focus on the continent of Africa. An important strategic step was the reorganisation of the industrial segment in North America. We are working intensively on integrating our new company and the many new

employees from the USA into the EJOT Group. This integration is not a one-way street, we benefit in both directions.

In the Market Unit Construction, our group is also working on the topic of "regional balance", although we are still much more Europe-fo-

Founding of further national subsidiaries in Africa //

After Morocco and South Africa in 2022, further companies were founded in Ghana, Nigeria and Kenya in the course of 2023. The new businesses in Africa are not only based on purely economic or strategic interests, but also bring experience, technical expertise and high-quality products to Africa.



Inauguration of EJOT Sormat Oy //

The Finnish subsidiary EJOT Sormat Oy, which specialises in heavy-duty fasteners and anchoring systems, moves into a new plant in Masku in May. The move will enable customers to benefit from more extensive application technology services, a new development and demonstration area and larger production capacities.



New basebead profiles //

The basic basebead profile Pro BSOP-HL and the basebead profile Pro SOP for formation of recoiling building bases on external thermal insulation composite systems (ETICS) have received the coveted award in the "Excellence in Business to Business - Building & Elements" category. Basebead profiles are always used when the base of a building is recoiling in an external thermal



insulation composite system (ETICS). They form the lower horizontal finish and seal the ETICS towards the ground. The basic basebead profile Pro BSOP-HL and the basebead profile Pro SOP from EJOT combine the advantages of the proven systems made of aluminium and solid PVC and eliminate their disadvantages.



Management Report

cussed than in the Market Unit Industry. We are pursuing this goal intensively and have established new national companies in America and Asia over the past five years, which initially represent an investment and cost money. We have continued to drive this forward and also established five new companies on the African continent in the past year.

High investment in innovation and sustainability

Striving for ever better products and services for our customers is the second strong pillar of our “EJOT 2025” strategy.

The new TEC CENTER Construction of the EJOT Group in Bad Laasphe is a place of technical progress and transfer of knowledge. A campus has been created here, where research and development, application technology and product management are located. The new building is CO₂-neutral in operation. Ecology and efficiency play a central role and emphasise the EJOT Group’s strategic goal of reducing CO₂ emissions to zero by 2035. As architect Prof. Dr Burkhard Pahl explained at the inauguration of the TEC CENTER, this is not just about resource-conserving construction and management, but also about considering the entire life cycle – from the product idea to deconstruction. This should open up new opportunities for our Group.

Innovation as part of our corporate DNA is not only evident in the form of the modern TEC CENTER Construction, but also in further product developments in the area of classic thread-forming screws, where we have introduced a

new generation of thread-forming screws for light metal fastening with ALtracs XT® and one for high-strength steels with MAXtip®. With our investment in a master licence for the new TOBI® drive system, with its clamping fit of drive bit and screw head, processing will be made easier, efficiency will be improved and CO₂ emissions in the assembly process can be lowered.

Innovative strength was not only demonstrated in classic EJOT product development, but also in a strongly growing digitalisation approach in our production plants. Countless apps and other digital tools have facilitated transparency and accelerated our production processes. The award for our innovation activities in the German TOP 100 competition was the visible sign from an independent third party.

Reducing the Group’s CO₂ consumption is an important task in our “EJOT 2025” vision. This is reflected in the goal of achieving climate neutrality for the Group by 2035. Reducing our Scope 3 consumption plays a key role in this, as it accounts for 88 percent of our CO₂ emissions. Here, we are focussing on the expected improved availability of “green steels” and increasing the recycling rates of our raw materials in plastics processing. With our in-house WEJOT programme, we combine the capital participation of our employees with the achievement of our sustainability goals. In 2023, we exceeded our targets for the second year in a row, primarily by building up photovoltaic capacity at our sites in Turkey, China and France.



The new TEC CENTER at the Bad Laasphe site was inaugurated in September 2023. Our picture shows a view of the auditorium, where presentations were held on the opening day.

Another important component of the Wejot project is the ideas competition for CO₂ savings. Since autumn 2022, around 800 ideas with considerable savings potential have already been submitted within the EJOT Group: 180,000 euros in energy costs have already been saved at the German locations.

The best ideas are awarded every month, and an annual award ceremony is held at the end of each year, in which the prize money of 17,500 euros is paid out to the employees in recognition of their commitment.

Overall, we were able to save costs totalling 661,000 euros in 2023 through our investments in CO₂ reduction.

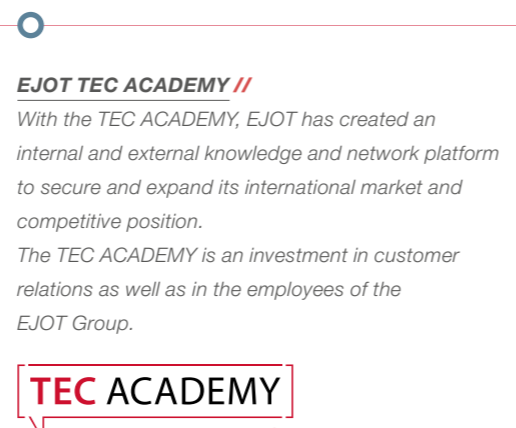
At the same time, our expansion of North American activities with its large increase in production capacity will initially lead to a higher balance of the EJOT Group’s global CO₂ emissions.

Changes and new tasks

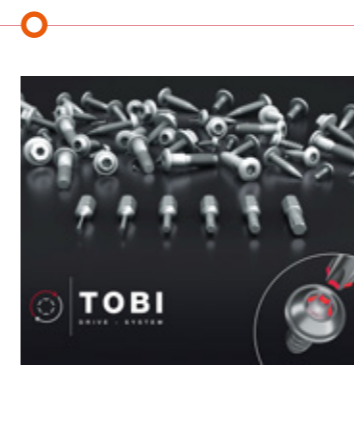
The increasing internationalisation and the associated complex matrix structure of our



EJOT SE & Co. KG receives the TOP 100-seal //
EJOT SE & Co. KG belongs to the innovation elite in Germany. The science journalist Ranga Yogeshwar presented the award to Prof. Dr.-Ing. Ralph Hellmig, Head of Research and Development at EJOT, and Ralf Birkelbach, Chief Technology Officer (CTO) at the German SME Summit in Augsburg.



EJOT TEC ACADEMY //
With the TEC ACADEMY, EJOT has created an internal and external knowledge and network platform to secure and expand its international market and competitive position. The TEC ACADEMY is an investment in customer relations as well as in the employees of the EJOT Group.



TOBI® Drive-Systems launched //
The first step in marketing the TOBI® Drive was to set up a website that summarises the functions and advantages of the TOBI® Drive system and, above all, draws the attention of potential new licensees to the product. The new website can be accessed at: www.tobidrive.com



TEC CENTER inaugurated //
The new TEC CENTER in Bad Laasphe is a place of technical progress and knowledge transfer. A campus has been created here, where research and development, application technology and product management are located. A place where clever minds come together and get innovations off the ground.

Management Report

The well-known weather and climate expert Karsten Schwanke is the patron of the wejot project.



group leads to a growing need for coordination. We have also taken this into account in our management organisation and have merged the previously different levels of the Holding company and the operative SE and, with the Executive Team, have also taken account of the international positioning. These changes also serve to facilitate the planned reorganisation of EJOT Holding GmbH & Co. KG into EJOT Finance SE & Co. KG, with which we will achieve a separation between the holding company and the operating company.

Changes or downsizing on the one hand were counteracted by new tasks, such as those brought about by the Supply Chain Duty of Care Act or the upcoming tasks relating to

the Carbon Border Adjustment Mechanism (CBAM).

Cautious expectations for the coming financial year

At the turn of the year 2023/2024, we are concerned about the current economic situation in Germany and Europe. The order situation in the major customer industries remains weak and the global economic outlook is also uncertain. We are looking at old and new crises and wars in this world, which are dangerous with the resurgence of the Middle East conflict. We come from a world in which globalisation and free trade have provided a historically great boost to prosperity and are experiencing how national sentiments and a disconnec-

tion from others are being promoted in many places. As a manufacturer of screws, anchors and technical construction parts, we are not a geopolitically important economic player, but we still derive a large part of our economic strength from the interaction between our international subsidiaries.

The outlook for the coming financial year is therefore mixed, both in terms of the geopolitical situation and economic expectations. With the full-year inclusion of the North American business, we nevertheless expect a further increase in sales for the Group – even

though the order situation in the automotive and construction industries remains difficult. The focus will be on cost management and increasing transparency, which also involved switching the ERP system to the cloud-based S4/HANA in the first quarter of 2024. We want to maintain our investments at the same level as in the 2023 financial year, with the focus moving away from new buildings and towards investments in productivity-enhancing equipment. With all this in mind, we are entering the new 2024 financial year with caution but optimism. **E**

Christian F. Kocherscheidt

Wolfgang Bach

Dr. Wolfgang Scheiding

Dr. Frank Dratschmidt

Ralf Birkelbach

Dr. Rolf Künkel



EJOT Backstage as a platform for apprenticeship and study //

300 pupils, parents and teachers took the opportunity to look behind the scenes at "EJOT Backstage" at the end of November. At the Herrenwiese production site in Bad Berleburg, the family-run company presented its apprenticeships and dual study programmes.



New plant for ETICS profiles in Croatia //

The new site in Nova Gradiska will significantly reduce the distance to customers in southern Europe. This will also reduce CO₂ emissions. In the future, anchors for the ETICS division will also be produced at this latest production site of the EJOT Group.



25 years of EJOT Polska //

The 25th anniversary of EJOT Polska was celebrated with an anniversary gala. Over the years, the site has developed from a small production facility into a modern location with cutting-edge technology in plastics production. Today, 360 employees work at the site in Ciasna.

Management Report

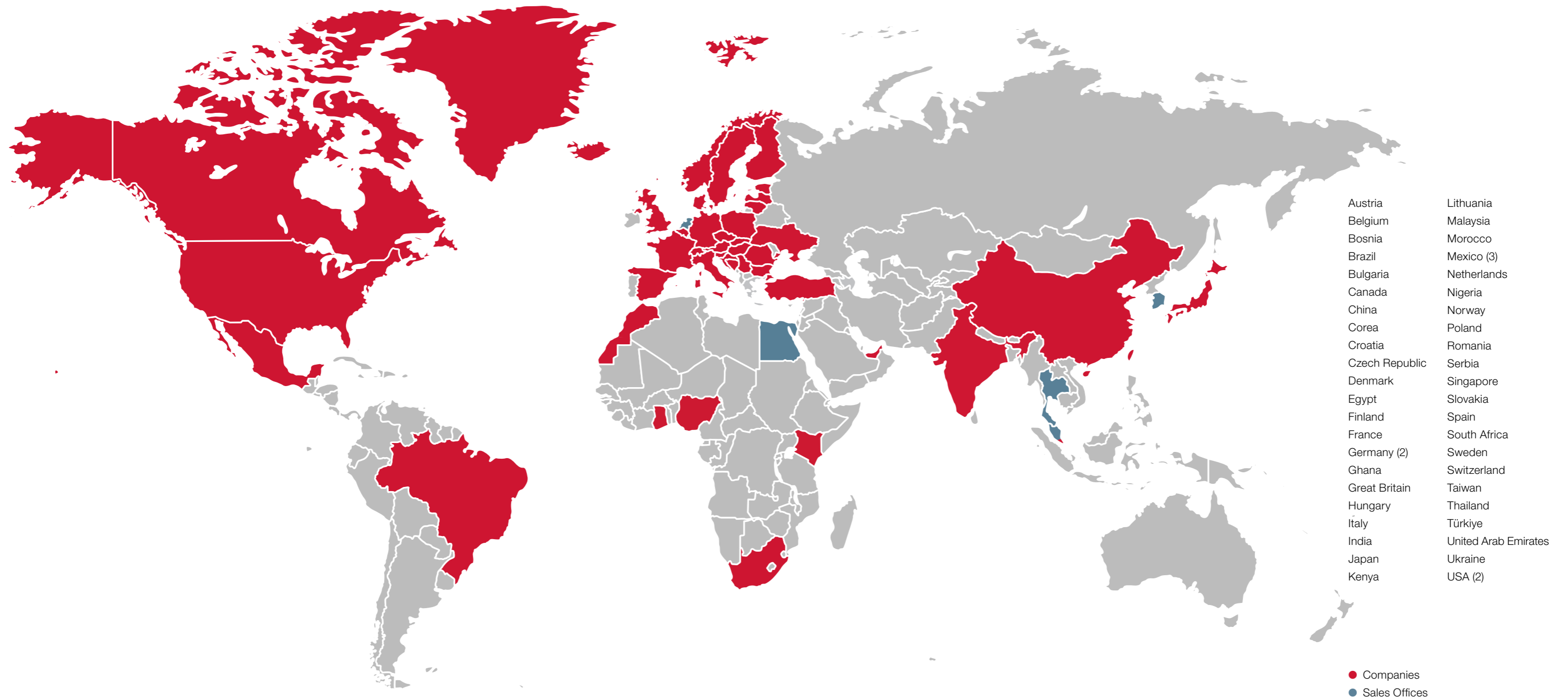
International

EJOT is a European market leader in fastening technology. In Europe, our numerous sales companies and offices guarantee direct customer contact and fast availability of our products.

Global availability is ensured by EJOT production facilities and sales offices in North America and Asia. International presence is also guaranteed by membership in the Global Fastener Alliance (GFA), a joint venture of family-owned businesses working in fas-

tening technology. Furthermore some EJOT product solutions are available to an international circle of licensees. They ensure, for example, the supply of the DELTA PT® screws to the vast world market, or wherever we are not directly on site.

For more information about our companies and partners, please go to www.ejot.com.

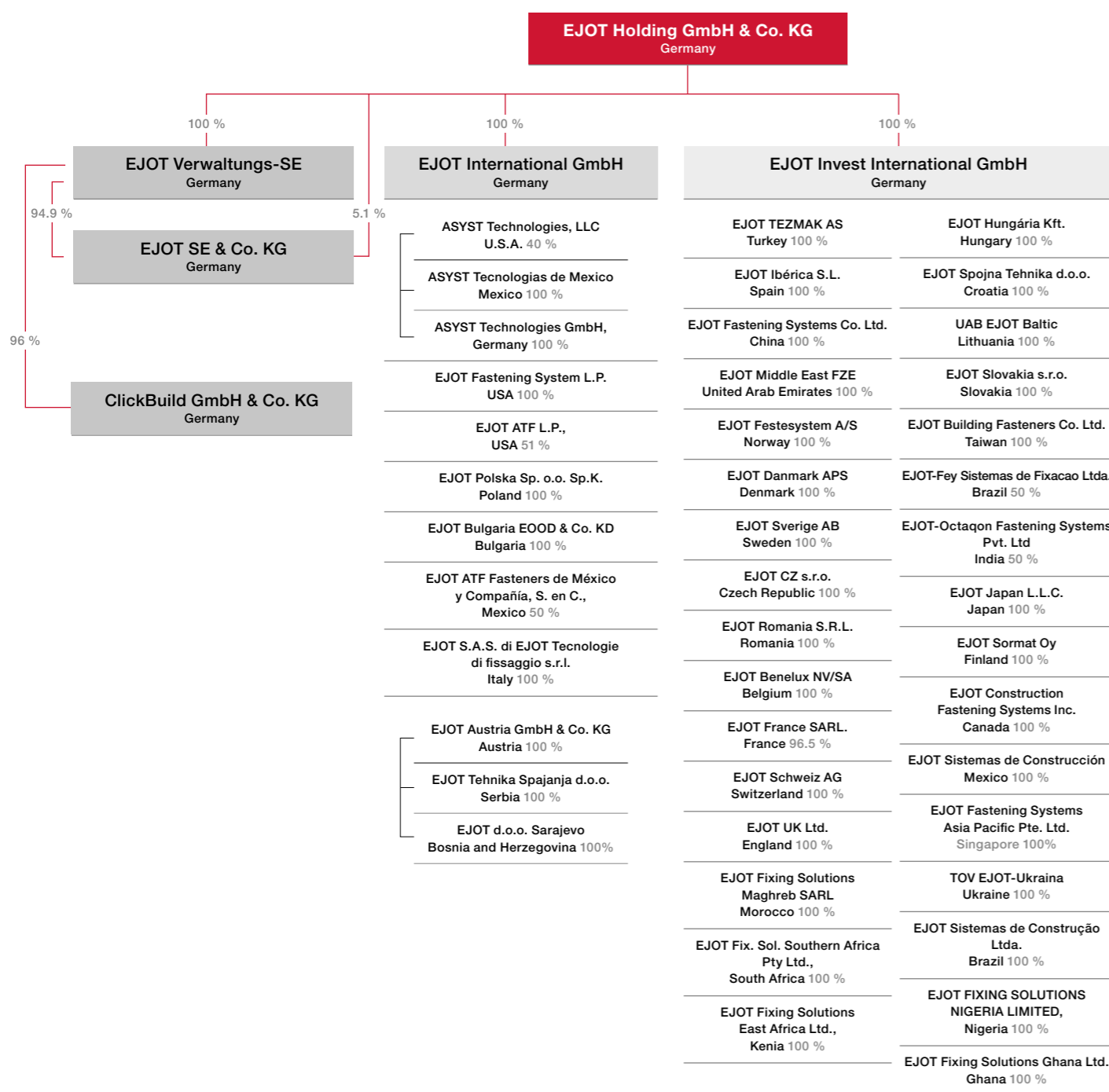


EJOT Group

The chart illustrates the corporate structure of the EJOT Group in the year 2023.

The EJOT Holding GmbH & Co. KG bundles the strategic management as well as the central services of the Group. Below it are three interim holdings with affiliated German and international companies. Within these companies the two market units as well as the operating units of the EJOT Group are arranged.

Our Market Unit Industry (Industrial Fasteners and Engineered Plastic Components) is mainly active in the automotive and industrial sector. The Market Unit Construction focuses on roof, window and facade fixing, as well as mechanical fastening technology for External Thermal Insulation Composite Systems.



Management



Management (from left):

- Dr. Wolfgang Scheiding
- Dr. Frank Dratschmidt
- Wolfgang Bach
- Dr. Rolf Künkel
- Christian F. Kocherscheidt
- Ralf Birkelbach

The Advisory Board (from left):

- Dr. Claus Hoffmann
(former Chairman of the Advisory Board, resigned 15.08.2022)
(Former CFO Robert Bosch GmbH)
- Kathrin S. Kocherscheidt
(Judge at the district court Koblenz, shareholder)
- Dr Uwe Böhlke
(Chief Executive Officer, REHAU Industries SE & Co KG)
- Dr. Hans-Toni Junius
(Chairman of the management C. D. Wälzholz;
Chairman of the Advisory Board)
- Andrea Teutenberg
(KSB Management SE, Frankenthal)
- Jean Dufour
(former member of the management at
Bosch Siemens Hausgeräte GmbH)
- missing:
Prof. Dr. Thomas Bauernhansl
(Head of Fraunhofer IPA, Stuttgart, Institute Director IFF, University
of Stuttgart)

Your solar system.

Our fastening solution.

EJOT stocks a wide portfolio of fastening solutions for solar systems. We offer the perfect solution for every requirement, delivering comprehensive guidance and developing individualised, customised products when necessary. So you get the perfect fastening system for your individual needs.