



THE FOUNDATION OF THE ENERGY TRANSITION



MEISER

KEY DATA



4,000
employees

2,500 of them in Germany



20 branches
worldwide

active in 50 countries



6+ decades

of experience, established in 1956



around **350,000**
tonnes

of steel consumed every year



16,000 tonnes

of galvanising capacity a month



“We offer an entire value chain from a single source – and do so sustainably.”

Dear readers,

Have you ever wondered what makes medium-sized family businesses so successful time and again?

Let me give you an answer based on three key concepts. First, they develop and maintain a clear core competency. This makes them top-quality providers in their niche field. Second, they always operate on the basis of a stable financial foundation. This gives them the freedom they need to make decisions and entrepreneurial leeway. And third, they never stop evolving and invest in the future at an early stage. This brings them growth – and also, in many cases, market leadership.

MEISER is one of these companies. And we, **MEISER Solar**, are still a young and ambitious division within **MEISER**. We are focusing on forging ahead with the expansion of our business and development, production and sales of steel substructures for the installation of large-scale open area photovoltaic systems. When it comes to mounting systems, the market is providing us with strong tailwind – not only in the short term, but also in the medium and long term.

Our strong roots help us in our further development and expansion: **MEISER** has been on the market for more than six decades now. During this time, **MEISER** has grown continuously and has developed a high level of steel processing expertise, building up a broad network of partners in the process. Today, **MEISER** operates on all continents of the globe and our locations give us a stable market and geopolitical position.

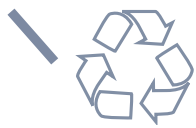
MEISER is supporting our growth ambitions as a division with a stable balance sheet. This is reflected in a top credit rating with banks. This capital strength has strengthened our decision to build our new **MEISER Solar** factory. We have invested more than 40 million euros in our new site in Losheim am See. Sustainable construction methods and innovative machinery played a major role for us.

But in times like these, we need to do even more to ensure our success going forward. We are in the midst of a process of transformation towards a sustainable economy. Unsustainable economic activity is poised to become costly, especially when it comes to greenhouse gas emissions. In addition, companies are increasingly being held accountable. In just a few years' time, almost all eligible companies and organisations will have to publish an ESG report.

As far as the first aspect – the pressure to transform – is concerned, we can sit back and relax. Here at **MEISER**, we already have a very sustainable structure. Regarding the second aspect, accountability, we prefer to start sooner rather than later so as to establish a basis of trust in our company.

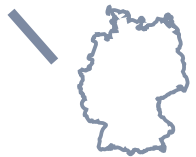
And so I am delighted to present our small sustainability publication for you to read. This document provides you and all of our stakeholders with a holistic overview of us and **MEISER**. You will see – sustainability is part of our DNA.

Regards, Dirk Demmer



CIRCULAR

Steel, for example, can be infinitely recycled.



REGIONAL

MEISER Solar produces exclusively in Germany.



100% ENVIRONMENTALLY FRIENDLY

Our systems have no adverse effects on flora and fauna.



100% ESG-COMPLIANT

We hardly leave a trace in your supply chain balance sheet.



"Sustainability, efficiency and quality are at the centre of everything we do."

A new impulse at MEISER Solar

MEISER Solar is setting new standards in the photovoltaic industry and developing innovative solutions to actively meet the challenges of the energy transition. With the technical managing director, who has many years of experience in solar cell production and in the EPC business (Engineering, Procurement and Construction), the company will continue to expand its innovative strength and drive forward pioneering technologies.

This commitment is underlined by a clear commitment to Germany as a business location. A new, state-of-the-art production site is being built in **Losheim am See**, which will expand production capacity and promote sustainable growth. With a production capacity of **up to 3 GW** per year and the creation of **over 100 new jobs**, MEISER Solar is making a targeted investment in the future. This measure not only strengthens regional value creation, but also ensures the quality and efficiency of production processes in the long term.

In order to provide customers with even more targeted support in the planning and realisation of their projects, the **technical team** is being further expanded.

Experts from the fields of **statics, engineering and geology** work together on an interdisciplinary basis to develop customised solutions. In addition, **pull-out tests** and soil analyses are offered, which enable precise analysis of the soil conditions and thus ensure optimum selection and dimensioning of the installation systems.

Another focus is on the continuous further development of the **rack systems**. New **slide-in variants** and **optimised clamps** not only improve ease of assembly, but also further optimise handling and logistics processes. These measures enable more efficient installation and ensure the long-term stability of the systems.

MEISER Solar understands the challenges of the industry and favours close cooperation with its customers. The increased presence of **product managers on construction sites** promotes direct dialogue and helps to continuously develop solutions and adapt them to the specific requirements of projects.

Sustainability, efficiency and quality are at the centre of our actions. These values form the basis for long-term partnerships and innovative technologies that offer real added value. With these strategic measures, MEISER Solar is providing new impetus and actively shaping the future of photovoltaics.

Regards, Patrick Clemens

COMPANY

COMPREHENSIVE RANGE OF SERVICES

MEISER Solar is a specialist in the manufacture of open area photovoltaic (PV) systems. When creating our mounting systems, we assume responsibility for the entire value chain from planning to steel purchasing, splitting and production, galvanising to delivery worldwide. Through our production, we can serve a solar capacity of up to 300 megawatts per month. This allows us to lay an important foundation stone for the success of the energy transition.

Key economic data* 2023 / 2024

in EUR million

Revenue	746
EBITDA	100
Capital expenditure	77,3
Total assets	585
Equity ratio in %	45

* MEISER Holding GmbH

Nine divisions

MEISER Gratings
MEISER Road Safety Equipment
MEISER Solar
MEISER Galvanising
MEISER Barrel Hoops
MEISER Steel Processing
Viticultural products
ALFIX GmbH Scaffolding Systems
Sorst Streckmetall



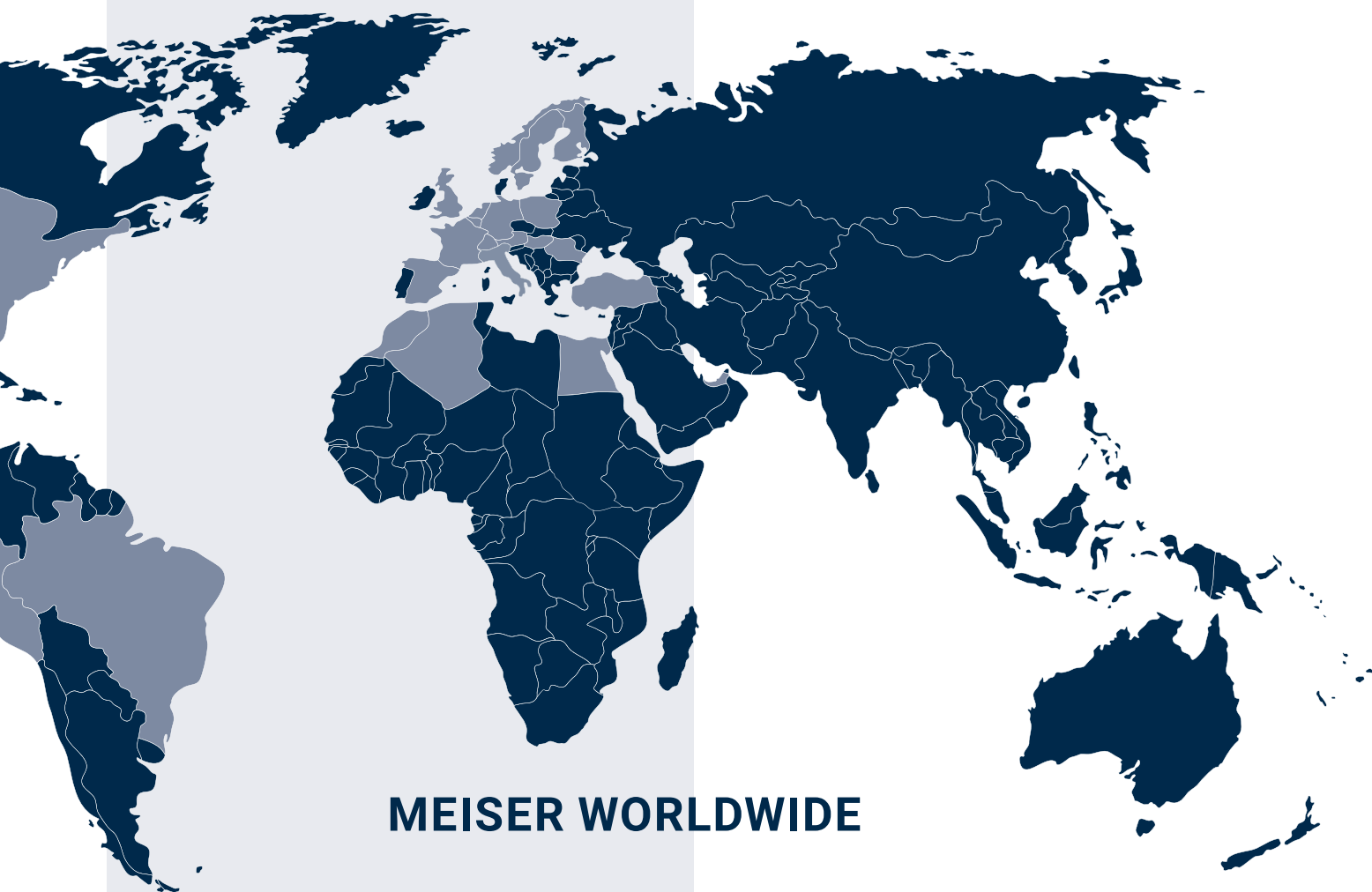
BASED ON A WEALTH OF EXPERIENCE

Our company is one of nine **MEISER** divisions. The family-owned company employs more than 4,000 people worldwide and has been focusing on the development, production and assembly of systems for a whole range of applications – in road safety, construction and industry, as well as in viticulture and horticulture – for many decades now. In the field of grating **MEISER** has a leading position worldwide. Here at **MEISER Solar**, we add to **MEISER's** wealth of expertise – built up over a period of many years – and take targeted measures to integrate the capabilities of the other divisions into our value-added processes.

WITH GOOD GROWTH PROSPECTS

Since the company entered the solar sector, solar parks with a total output of over 7 gigawatts have been installed using our mounting systems. The systems are located in Germany, Hungary, the Netherlands, Spain, Romania, the Czech Republic, Italy, France, the UK and the US. The political climate agenda in Europe and worldwide is currently driving demand for PV systems up further, creating very positive conditions for further business expansion.

We want to participate in this growth potential and have invested more than € 40 million in the construction of a **MEISER Solar factory** in Germany in recent months.



MEISER WORLDWIDE



Almost 70 years of experience and expertise in the steel industry: MEISER's main site in Schmelz-Limbach from above.

INDEPENDENT OF INTERNATIONAL SUPPLY CHAINS

Our mounting systems are made of steel and are produced exclusively in Germany – at our main site in Schmelz-Limbach and our new location in Losheim am See in the Saarland region, in Oelsnitz in Saxony and in Brandenburg an der Havel. This allows us to reap the benefits of short transportation distances and secure infrastructure. We can also guarantee optimum quality for our mounting systems and ensure the best delivery times.



MEISER is laying the foundations for the energy transition, and much more: MEISER Solar's site in Losheim am See.

- GLOBAL LEADER IN DESIGN AND MANUFACTURE OF GRATINGS
- MOST MODERN HOT DIP GALVANISING PLANTS IN EUROPE
- MORE THAN 60,000 TONNES OF RAW MATERIAL PERMANENTLY IN STOCK

QUALITY CERTIFIED MANY TIMES OVER

Our products meet the very highest quality standards. Clear responsibilities, tried-and-tested inspection processes and an integrated management manual (IMHB) ensure that all activities that have an impact on product quality, the environment and safety are securely planned, controlled and monitored. The IMHB is based on customer requirements and the German industry (DIN EN) standards ISO 9001, ISO 14001, ISO 50001 and ISO 45001. All employees within our company are called upon to help us improve our processes and achieve our corporate objectives.

ISO 9001: QUALITY

ISO 14001: ENVIRONMENT

ISO 50001: ENERGY

ISO 45001: SAFETY MANAGEMENT





Sustainable for the good of humankind and nature: MEISER's mounting systems contribute to the generation of climate-neutral solar power on a daily basis.

SUSTAINABILITY

OUR APPROACH: HOLISTIC

MEISER Solar takes a holistic approach to its plans, decisions and activities. This means that we develop our entrepreneurial success based on the values of a medium-sized family business and giving due consideration to justified rights and interests of people and nature. For us, sustainable action is a must at all levels, in all places and at all times. We also take responsibility for our social environment.

We have the majority of our value-added processes in our own hands. This enables us to create lean and environmentally friendly processes – from the procurement of raw materials through to production and delivery to the customer. We use our raw materials efficiently, work with state-of-the-art technologies and use renewable energy sources. The result: durable products of the very highest quality.

OUR OBJECTIVES: AMBITIOUS

We set ourselves long-term objectives, operating on a stable economic basis. We develop our strategies based on our established core competencies, taking an entrepreneurial approach while also allowing the necessary room for manoeuvre to respond to any unexpected developments. Our aim is to ensure that our decisions and actions always produce results that are consistent with the intentions and interests of all of our stakeholders – those of our owners and employees, those of our customers and partners, those of the regional environment at our locations and those of society as a whole.

OUR FOUR ACTION AREAS

In qualitative terms, we have split our objectives into four action areas. They are closely linked to each other:

\ PEOPLE

We want to be an attractive and reliable employer for our employees – by fostering a corporate culture based on trust and offering a modern working environment.

\ PROCESSES

We want to maintain and further improve quality at all stages in our value chain – through close cooperation with our partners, efficient production and the integration of innovative technological solutions.

\ ENVIRONMENT

We want to further reduce our ecological footprint – by further expanding the use of renewable energy, reducing our consumption and using innovative technologies.

\ SOCIETY

We want to pass part of our economic success on to society on a regular basis – by promoting culture, sports and education in our region and by providing support for social projects.

This behavioural approach simply goes without saying for us, and so we have not yet linked it to concrete objectives. As we continue to develop our sustainability endeavours, we will be setting our qualitative objectives out in greater detail by defining quantitative targets in the years that lie ahead.

CORPORATE GOVERNANCE

FOCUS ON STABILITY AND DEVELOPMENT

As a medium-sized family business, our development is geared towards long-term objectives. Financial independence is something that is extremely important to us. This gives us the security we need to keep our service promises to our customers at all times, even when the overall conditions are difficult. Most importantly, however, it gives us the strength to be able to tap into emerging market opportunities at any time. We manage our business in line with a conservative approach, focusing on profitability (EBITDA), liquidity (cash flow) and balance sheet stability.

In our day-to-day business, we are firmly committed to flat hierarchies and short communication channels. We make decisions within our company quickly and always as part of a dual control process as a minimum requirement. The management coordinates business strategy decisions in the broadest sense with the family of owners.

MEISER is fixing sustainable action in place – to protect the future of our climate.



GOVERNANCE AND COMPLIANCE

We maintain business relationships with customers in various countries within and outside of Europe. We want them to see us as a responsible partner. In our quest to achieve this, we pay the utmost attention to complying with the standards and legislation that apply in the various areas. We comply with the statutory regulations and disclosure obligations at all times.

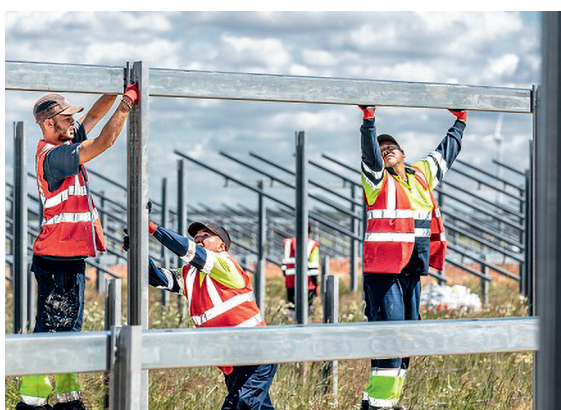
If our customers approach us with specific requirements, we check to what extent we can meet them. We comply with these requirements as far as we can, provided that they do not conflict with other regulations.

We are keeping a very close eye on current developments in the overall regulatory framework. Particularly in the area of sustainability, we expect to see requirements that will also apply to us over the next few years – under the German Supply Chain Due Diligence Act (LkSG), but also under the Corporate Sustainability Due Diligence Directive planned by the European Commission. We are taking timely measures to prepare for these requirements.

MEISER's excellent reputation in the market is an asset that we aim to protect as a top priority. In order to prevent individual misconduct by employees, we have a **Compliance Policy** in place at **MEISER**. Potential violations can be reported to **management** in person or anonymously at any time. We diligently investigate each and every case.

HOW WE SAFEGUARD OUR REPUTATION:

- \ CODE OF CONDUCT
- \ BUSINESS PARTNER CODE
- \ COMPLIANCE POLICY



MEISER mounting systems provide a stable foundation for assembly and expansion.

ENVIRONMENT AND PROCESSES

CHALLENGES AND APPROACH

We mainly use steel and zinc to produce our mounting systems. Both materials can be recycled almost indefinitely, giving them an excellent environmental footprint. The energy used to process these materials include electricity, gas, heating oil and diesel – with the corresponding impact on our climate in the form of emissions. In order to keep the environmental impact to a minimum, we review **MEISER's** production processes for optimisation potential at regular intervals. This approach has proven a success: **MEISER** already operates states-of-the-art galvanising plants in Germany.

Our objectives include reducing the consumption of fossil resources, maximising the extent to which our main input materials are recycled, and minimising pollutant emissions. We have an internal environmental management system in place to manage our processes and improve them at regular intervals. Like our energy management system, it is certified on a regular basis.

MEISER has taken numerous measures in recent years to reduce energy consumption. These include, in particular:



MEISER has developed an action plan to tackle the challenges of climate change and is putting it into practice step by step.

- Switching all of our production halls over to LED lighting technology
- Introducing sensors that detect the need for lighting so as to regulate its intensity
- Establishing a heat recovery system
- Renovating the heating systems
- Introducing measuring systems that monitor work processes in the galvanising plants automatically
- Using smart building technology at all of our sites

We are also gradually installing photovoltaic systems throughout the company, expanding the use of renewable energy sources.

EMISSIONS AND CONSUMPTION



fewer CO₂ emissions
in relation to the amount of steel
processed since 2014

As part of our energy and environmental management measures, emissions and consumption have been calculated and evaluated at regular intervals at **MEISER** since 2014, with measures being introduced to reduce them further.

Systematic energy and environmental management has allowed us to avoid around 25% of CO₂ emissions since 2014 in relation to the amount of steel processed.

Strengthened by the new building in Losheim am See and in conjunction with the investment of 40 million euros in 2024, a further reduction in CO₂ emissions is expected in the coming years. This will be helped by further energy efficiency measures in production as well as measures to sensitise employees.

1,000 TONNES OF CO₂ LESS

MEISER generates environmentally friendly, climate-neutral solar power day in, day out with its own photovoltaic systems located at its sites in Schmelz-Limbach and Oelsnitz. With a total output of 2,000 kWp, these systems allow us to reduce our CO₂ emissions by 1,000 tonnes a year. At **MEISER**, photovoltaic systems are an important building block as we progress towards a carbon-neutral production process.

Energy and emissions in relation to the amount of steel processed*

	2014	2021	2022	2023	Development in energy performance indicator (EnPI) compared to 2014 in % 2023
Steel in tonnes/year	47.584	49.400	52.995	51.575	
Electricity (kWh)/(EnB)	1.733/36	1.773/35	1.873/35	1.739/34	-7,40
Gas (kWh)/(EnB)	1.563/32	1.195/25	1.241/23	1.107/21	-34,70
CO₂ emissions/(EnB)	1.620/34	1.545/31	1.626/30	1.308/25	-25,50

* MEISER Straßenausstattung

(EnB) = Energy baseline / (EnPI) = Energy performance indicator

PROCUREMENT, PRODUCTION, DISTRIBUTION

PROCUREMENT: FROM EXCLUSIVELY EUROPEAN SOURCES

When it comes to the production of our mounting systems, we purchase metal raw materials such as steel and zinc to process them in open air mounting systems and deliver them to our customers. We source these raw materials from reliable partners, all of which are based in Europe.

For the most part, the materials are delivered by inland waterways and rail. **MEISER** operates its own rail connection spanning the last 30 kilometres or so to our factory premises in Limbach-Schmelz. This allows us to relieve roads of 10,000 truck journeys a year, saving a transport volume running into the three-digit million tonnes.

We inspect the goods thoroughly when each delivery arrives. The long-standing cooperation with our suppliers allows us to guarantee the highest quality raw materials.

PRODUCTION: A WHOLE NUMBER OF EFFICIENCY LEVERS

A series of production steps using state-of-the-art machinery come into play between the time at which an order is placed for the steel and the time at which our products are delivered. Galvanising to protect against corrosion is the last step in the production process. **MEISER's** galvanising plants are among the most advanced and environmentally friendly in Europe. The design of the systems allows **MEISER** to operate without pollutants.

The emissions generated during production are filtered through an extraction system and the substances used are reused several times before being processed in an environmentally friendly manner as part of a cycle. The second step is a fully automated process that transports the parts to the zinc baths. The parts are coated with liquid metal in a molten zinc bath heated to a temperature of 450 degrees Celsius. An exhaust air and dust filter system is used to protect both people and the environment.

The design of the zinc bath is optimised to further increase the efficiency of the systems, with regular maintenance ensuring that zinc consumption remains low.

Galvanisation is the final step in the process. It guarantees many years of protection against corrosion and makes the products durable and, as a result, sustainable.

HEAT RECOVERY IN PRODUCTION

MEISER uses compressed air in its production processes. The volume used corresponds to 7% of the company's total energy consumption, meaning that it is not defined as significant. When compressed air is generated, a large part of the energy used can be converted into heat and used elsewhere. By investing in new compressors with heat recovery systems, we have more efficient compressed air systems and can take pressure off the environment by avoiding unnecessary CO₂ emissions.



MEISER delivers its mounting systems using its own trucks.

MOBILITY: LESS FOSSIL,
MORE ELECTRIC

At **MEISER**, we operate a fleet of state-of-the-art vehicles. The vehicles run on EURO-6-compliant engines, as well as hybrid and electric technologies. We are aiming to make our mobility independent of fossil fuels in the long run, and are gradually switching our vehicles over accordingly. Our charging stations for hybrid and electric cars can currently charge more than 30 vehicles simultaneously.

We plan the delivery of our assembly systems with the help of modern IT systems. They take over the transport control and ensure economical and therefore the most ecological delivery possible. At our site in Losheim am See, for example, we organise our internal logistics primarily using electric forklift trucks. In addition, we regularly train our lorry and car drivers in energy-efficient driving.

DISTRIBUTION: WORLDWIDE AND
WITH RELIABLE PARTNERS

MEISER markets its products worldwide using a vast network that has grown organically. Today, **MEISER** is represented by agencies in a total of 50 countries on all continents. Customer care and the distribution of our products is carried out directly and via trading partners that we maintain close ties with.

Our value-added process

 PROCUREMENT		 PRODUCTION		 DISTRIBUTION
Delivery of the coils to the factory by train	Trimming to create slit strips	Product stamping and manufacture	Galvanising	Delivery and assembly
"Last mile" using own rail connection	Own design and planning Use of highly efficient technology Materials up to 97% recyclable			100% recyclable 
as an employer			Benefits for people and society	
as a manufacturer			Active contribution to the energy transition	

PEOPLE AND SOCIETY

CHALLENGES AND APPROACH

“We work with people, for people.” This underlying principle makes us successful as a family business in the long term. This also holds true at a time when digitalisation is taking over more and more of our work. People use their creativity to come up with new solutions. People develop a sense for customer needs and developments. People build relationships and solve complex problems. And that's what really makes the difference.

It is precisely this human “resource” that is becoming increasingly scarce in today's business world. Demographic trends are fuelling mounting competition for labour in the employment market. As a company located in a rural area, this development is hitting us particularly hard.

There are qualitative changes, too, however: professional requirements are increasing, as are our employees' expectations of us as an employer. The younger generation is currently driving fundamental cultural change in the corporate world – work is not their life's purpose, but rather only one element that has to suit their lifestyle.

At **MEISER**, we believe that these developments present us with an opportunity, because we focus on the human factor – something we have demonstrated time and again over the years. Is the world becoming more volatile? We offer commitment. Is it becoming more impersonal? We know each other by name. We are here to support our employees as a high-performing, dynamic and fair employer and to promote their individual potential. We work side by side with our partners in an appreciative and respectful manner, on an equal footing.

To us, “for people” means that we also take action beyond our factory gates. As an employer with firm roots in the region, we do our bit for social causes in the fields of education, culture, social affairs and sports. Taking responsibility also means that there are some things we do quietly in the background because they are a matter of course for us.

HR DEVELOPMENT MEASURES:

- \\ ONBOARDING PROGRAMME
- \\ SANDWICH DEGREE PROGRAMMES
- \\ VARIABLE REMUNERATION
- \\ ANNUAL FEEDBACK AND DEVELOPMENT APPRAISALS



With people, for people – MEISER is leading the way.

EMPLOYEES

DIVERSITY AND FREEDOM

At **MEISER**, we explore ways in which we can improve further and open new doors to a sustainable future every day. To ensure that we succeed in our endeavours, we are committed to creating an environment in which our employees feel comfortable and can develop their potential. We provide security, promote diversity and give our employees the freedom they need.

The skills, expertise and commitment of our employees ensure our successful entrepreneurial development. We support our employees in their professional development – in vocational training as well as in their specialist and management career paths.

We offer our employees fair, performance-related pay and a pension scheme. Salaries are based on standard market conditions in the field in question. This includes the application of collective pay-scale agreements.

Helping our employees to strike a balance between work and family commitments is a matter of course for us. Wherever possible, our employees can enjoy flexible, and also mobile, working arrangements. We offer part-time traineeships and individual further training opportunities. We have officially held the Saarland **“Family-friendly company”** seal of quality since 2016.

Employees MEISER Solar

	2023	2024
male	39	47
female	2	6
commercial employees	19	24
office employees	20	29
< 30 years	10	11
30–50 years	30	37
> 50 years	3	5



As an official family-friendly company, MEISER offers numerous training opportunities and takes care of its employees' health.

OCCUPATIONAL HEALTH AND SAFETY

It is our responsibility to ensure a safe and healthy working environment for our employees. We do our utmost to avoid or actively prevent occupational accidents and illnesses. To this end, we have a corporate health management system in place within the company.

SAFETY FIRST

Avoiding personal injury is particularly important to us. An internal occupational health and safety policy sets out minimum standards and detailed provisions for preventing accidents and illnesses.

A specialist in occupational health and safety is responsible for ensuring compliance. This person initiates knowledge-sharing measures and performs ongoing checks to see where we can enhance our processes from a safety angle. Our employees undergo induction training when they are hired and take part in regular safety training. Our drivers and operating staff are trained and tested by an internal trainer in accordance with the mandatory regulations of the employers' liability insurance association.

Our machines and production systems comply with the latest safety standards. We monitor compliance with these standards by conducting internal and external audits. When we purchase or build new production facilities, the CE procedure is followed as a mandatory requirement.

HEALTH NEEDS TO BE LOOKED AFTER

The health and well-being of our employees are important to us. We use preventive healthcare programmes to raise awareness of healthy and safe behaviour. Workshops on ergonomic workplace design and personal advice provided at the workplace help us to achieve this. All employees can take advantage of various training sessions and courses during and outside of their working hours. This allows us not only to live up to our social responsibility, but also to help our employees perform to the best of their ability. At the same time, increased health awareness boosts our competitive standing in the long term.

In partnership with various external health management companies, **MEISER** offers its employees a comprehensive range of health services.



HEALTH PROTECTION MEASURES:

- Company sports; JobRad bike leasing scheme
- Ergonomic workplace design
- Information services
- Occupational health check-ups
- Healthy food

OCCUPATIONAL SAFETY MEASURES:

- Safety officer
- Safety training
- Standard operating procedures
- Work and fire safety briefings



Designed with sustainability in mind: the new MEISER staff restaurant.



The modern staff restaurant is making a significant contribution to environmental protection.

THE NEW STAFF RESTAURANT '56' – SHOWCASING SUSTAINABLE CONSTRUCTION

Starting right from the design phase for the building, the focus was on conserving resources and saving energy. Attention was paid to the position of the sun and how much light comes into the building when its location was chosen. Ecological building materials were used in the construction process and a high level of thermal insulation was achieved. The construction work itself was carried out using highly efficient technology and keeping a constant eye on resource conservation. The latter also ensures optimal management during ongoing operations. Landscaped outdoor areas and green roofs provide extensive surfaces for rainwater to drain and evaporate. This means that the company restaurant meets high sustainability standards and makes a significant contribution to environmental protection. It also goes without saying that the restaurant sources local products whenever possible.

MEISER[®]



SOCIAL ENGAGEMENT

As a typical medium-sized company, we prefer to make our contribution to society in the region in which we are located, using our infrastructure and generating added value. This is where our employees live and participate in everyday social life. As a company, we are involved in the environment in which they live in a variety of ways. Accordingly, we identify strongly with the challenges and issues that are close to the hearts of people and leaders in our region.

Here are a few examples of projects that MEISER is involved in:

EDUCATION: KNOWLEDGE OPENS THE DOOR TO THE FUTURE

MEISER has a long-standing partnership with the grammar school in Oelsnitz. This has involved support for the “Wegweiser und Orientierungshilfen” (Signposts and guidance) project, which was sponsored by **MEISER**. <https://www.mosengymnasium.de>

In its cooperation with the Geschwister-Scholl-Gymnasium grammar school in Lebach, **MEISER** supports pupils by offering internships and also scholarships. We are regularly invited to the school to hold presentations for the students about the upcoming application process, to help them make decisions about their career choices and give them an insight into working life. <https://www.gsglebach.de>

htw Saar is a university of applied sciences with a strong regional focus in study, teaching, continuing education, research, and the sharing of knowledge and technological expertise. Here at **MEISER**, we support the university by giving specialist lectures in the field of engineering sciences, helping to build bridges between theory and practice. We are involved in joint projects and support young academics with practical knowledge for their academic work. <https://www.htwsaar.de>

CULTURE: SPIRITUAL ENRICHMENT IS THE MOST NOBLE PURPOSE OF ALL

The “Musikfestspiele Saar” (Saar music festival), has been one of the most prestigious events in the region for 30 years. **MEISER** is passionate about musical arts and cultural performances and supports the festival annually as a co-sponsor in various projects related to the development of the programme for the event.

<https://musikfestspieleaar.de>

SPORTS: SUPPORTING ACHIEVEMENT

MEISER is a founding donor of “Sportstiftung Saar” (the Saar sports foundation), and provides the foundation with annual financial support. <https://www.sportstiftung-saar.de> In addition, a co-operation agreement was concluded with the Landessportverband für das Saarland (LSVS; Saarland State Sports Association). This pioneering cooperation not only promotes regional sport, but also integrates sporting principles into **MEISER**'s corporate culture.

SOCIAL AFFAIRS: DOING OUR BIT INSTEAD OF LOOKING AWAY

With ‘MEISER hilft’ (MEISER helps), **MEISER** stands by the side of those who are going through a difficult time and urgently need support. Whether it's a family member, a good friend or a colleague - every employee can make suggestions. From dolphin therapies and covering medical bills to support in emotional crisis situations - **MEISER** wants to help exactly where it is most urgently needed.

LEGAL INFORMATION

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**DO YOU HAVE ANY QUESTIONS
or COMMENTS?**

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