


TECHNOLOGY IN MOTION



Never heard of MACO?

Unusual – because you're probably living with our products. MACO may even be an integral part of your everyday life!

Quiet little helpers

We make high-quality hardware that keep your windows and doors in their hinges; let you open, tilt and close them. Crucially, they also keep your home's warmth inside and noise as well as uninvited guests outside. You may not have noticed them ... but they're among the most-used products in people's everyday life.

Welcome to the world of MACO

People are at the heart of everything we do. And have been for over 70 years. We want to make their everyday lives smoother and more transparent. That's how we think up amazing innovations like sliding doors that you can open and close effortlessly – despite their huge size and weight. Or barrier-free balcony doors you can walk through without tripping over the threshold. Or smart front doors you can open with no need for a key.

You'll find our top-quality hardware – available for wooden, PVC and aluminium doors and windows – really easy to use. But that's not all. They feature effective anti-burglar protection to keep you safe and secure. And ensure that the window and door elements work together effectively. Plus: the climate of your home and the planet benefit from the strong energy efficiency that our products make possible.

Good to know

As we produce most of our products ourselves, we can offer you complete solutions from a single source. From high-tech hardware and secure software through to smart services. 100 per cent made in Europe.

MACO at a glance

WHO WE ARE

MACO
Mayer & Co
Beschläge GmbH

NAME

1947
Lorenz Mayer

FOUNDED

High-quality
hardware for
windows, doors
and **sliding doors**

PRODUCTS



Owner family Mayer

WHAT WE DO

Creating
Innovation

MISSION

One of the world's
leading manufacturers
in our industry

PROFILE

**Partnership, result
orientation and
sustainability**

VALUES

Integrated
system solutions

SPECIAL STRENGTH



MACO Research and Innovation Centre

QUICK FACTS

City of
Salzburg

HEADQUARTERS

Salzburg, Trieben and
Mauterndorf in **Austria**,
Helpsen in **Germany**,
Gliwice in **Poland** and
Kaluga in **Russia**

MANUFACTURING SITES

2,1 billion

COMPONENTS AND PARTS
PRODUCED PER YEAR



Salzburg, location of the MACO headquarters

2,600

EMPLOYEES

Of which about
1,700

EMPLOYEES IN AUSTRIA

15

SALES OFFICES

96%

EXPORT RATE



MACO Russia, Kaluga

The MACO Story

Tradition with vision

The history of MACO goes back to what was then Yugoslavia in the 1920s. That was where Lorenz Mayer, who would later become the company's founder, played a major part in making a big success of his father-in-law's manufacturing business. The company, whose products included hardware for windows and furniture, already had about 100 employees in 1944 when the Mayer family had to flee Yugoslavia. But that didn't stop Lorenz Mayer. With his family, he ended up in the Salzburg area and managed to start afresh with a new company in 1947 in Reitdorf, south of Salzburg. This was the birth of

Mayer & Co. What started as a family-run business with 18 staff developed over the years into a global market leader with a wide range of hardware and complete solutions for windows, doors and sliding elements. Today, MACO has about 2,600 employees from development through to sales. Expertise, a can-do attitude and a friendly working atmosphere underpin its corporate culture.



40s
Founding

50s
Removal

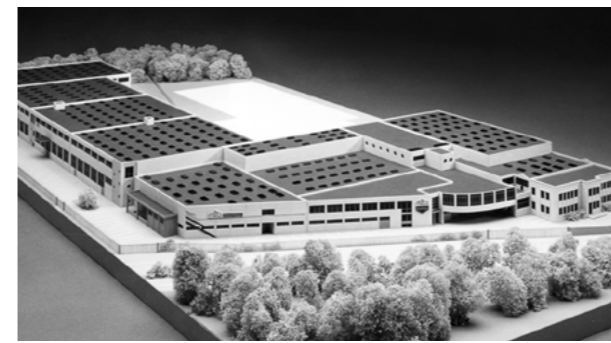
60s
First turn-tilt hardware

70s
Reorganisation and expansion

80s + 90s
Internationalisation

Today
Innovative global market leader

CREATING INNOVATION



1971
Following the death of Lorenz Mayer, his son Ernst Mayer takes over the management of the company, which now has 168 employees working in a factory of 2,660m². The orders keep flowing in and MACO grows to 291 staff. The business expands to 6,940m² in several phases.



2009-10
Two new factories are opened in Mauterndorf (Austria) and Kaluga (Russia)

2015
MACO is still owned by the Mayer family but is now run by operations managers. MACO sells its products through 15 subsidiaries in more than 40 markets around the globe.

2018
The company opens its MACO Research and Innovation Centre. It acquires the company HAUTAU, enabling the group to extend its product range with sliding doors. Customers benefit from the broader portfolio.

Today and tomorrow
Living spaces, requirements and customer needs are changing – and MACO is changing with them. The company has evolved from a pure-play component maker to a provider of complete solutions. MACO will continue to delight its partners and customers with its innovations and with **technology that moves you.**



1947
The commerce specialist Lorenz Mayer founds the company MACO in the town of Reitdorf in Austria. In his workshop of 300m², 18 employees make furniture and door hinges as well as window sections. Later, they add shutter hardware to their portfolio.

1952
The company moves to its current location in Alpenstrasse, Salzburg, with 29 staff and larger production facilities of 620m² – the building is a converted army barracks.

1958
MACO extends its factory to 2,500m² and now has 115 employees.

1963
The first turn-and-tilt hardware, which only requires one-handed operation, is manufactured under licence.

1965
MACO expands again to 132 staff and 2,660m² of space.

1968
Produces the first of its own one-handed turn-tilt fitting; starts exporting to Yugoslavia.

1980s
The business expands its range of competences and its factory now covers 24,300m². MACO employs 388 Mitarbeiter and establishes international sales offices.

1981
Founding of MAICO Italy

1986
Founding of MACO UK and MACO Netherlands

1990s
MACO keeps growing, adding international sales offices, and expanding production. The company has 630 staff working in larger facilities of 25,400m².

1990
Founding of MACO Germany

1994
A new factory location is opened in Trieben (in Styria, Austria)

1998
Founding of MACO Poland

MACO Success story





MACO – a success story made in Austria.



With an export ratio of 96 per cent, MACO sells its products in over 40 markets around the globe with a special focus on Europe. We have subsidiaries in Italy, Britain, the Netherlands, Germany, Poland, Spain, France, Slovakia, the Czech Republic, Romania, Ukraine, Bulgaria, Russia, Belarus and Croatia. MACO's head office in the city of Salzburg has housed the central management functions as well as the main production facilities for about 70 years.

Our approach to innovation

As a technology leader, MACO has always translated human needs into practical innovations that make people's everyday lives easier. But we don't stop at doing things better and more efficiently. Instead, we change the way we look to things and ask ourselves: "How can we think about the world differently?"

This determination to think outside the box, question existing methods, create things differently and push the limits of what's possible – all in the name of innovation – is one of MACO's biggest strengths and one that drives us every day.

CREATING INNOVATION

Leveraging opportunities

Digital transformation, along with constantly changing lifestyle requirements, are both a challenge and an opportunity. They enable new business models and value chains. MACO used to make exclusively mechanical hardware that were fixed to windows, whereas today there's a plethora of other technologies that need to be taken into account. These include the integration of sensors and electrical components for smart home automation and connectivity, as well as IT solutions to configure electronic access control solutions. The Internet of Things (IoT) requires us here at MACO to think in terms of holistic

systems and processes. We believe that holistic innovation applies to services too – they should be designed with today's needs in mind and continuously refined. That's why we offer our customers, partners and employees digital platform solutions that ensure optimal data sharing and efficient process control.



FIZ

The MACO Research and Innovation Centre

The future feels really at home in the Innovation Centre we opened in 2018. The 1,800m² building is self-sufficient in energy and a creative oasis for specialists in innovation management, marketing, sales and strategy development. It's an incubator for ideas that MACO uses to revolutionise living spaces and architecture. Ideas like smart windows equipped with sensors that react completely automatically to weather conditions, noise and other environmental influences; or electronic locking systems that enable totally different door shapes. Ideas like those are proof that we've evolved from a hardware manufacturer to a complete solution provider and innovation leader.



Our latest developments

Our research and development team works every day on innovative solutions that inspire the whole industry and make people's home lives easier. On the next few pages, you'll be able to discover a selection of our newest developments.

INSTINCT

REINVENTING
ENTRANCE
TECHNOLOGY



With INSTINCT, MACO has revolutionised current thinking about door locks from start to finish. The fully electronic system makes the conventional cylinder lock superfluous – it works without any keys at all. Its compact dimensions and innovative horsehead mechanism will enable designers to create completely new door shapes and types. Along with robust mechanical security, it includes stunning features like break-in detection, an entry log, and failsafe performance when there's a power cut. All the parts are perfectly coordinated with each other, making it much easier to install, transport and store them. That's how INSTINCT is raising the bar on what will be the door of the future – but not too far in the future! It will be available in the second half of 2020.



INFINITY VIEW

THE LIFT AND SLIDE REVOLUTION

The InfinityView lift and slide system opens up a world of designer sliding doors. The ultra-slim frame is built on a fibreglass-reinforced plastic core. You have a choice of designs too – it can be made with various types of wood décor on the inside and different aluminium variants on the outside. The motorised version offers impressive smart features while making no compromises to design – the motor is completely concealed. Not forgetting the fact that InfinityView is entirely barrier-free with its completely flat threshold.



eTRONIC



mTRONIC

mTRONIC, eTRONIC and E-hardware

DIGITAL SOLUTIONS
FOR YOUR SMART
HOME

Life is just so much better with digital solutions from MACO. Our mTRONIC and eTRONIC window sensors lead the pack when it comes to electronic security. The mTRONIC is a smart sentinel that makes life difficult for burglars – it detects changes in a window's condition and triggers the building protection system's alarm. What about the intelligent E-hardware? That tilts the windows open automatically and really smoothly. It can also be used manually in case of a power cut, for example.

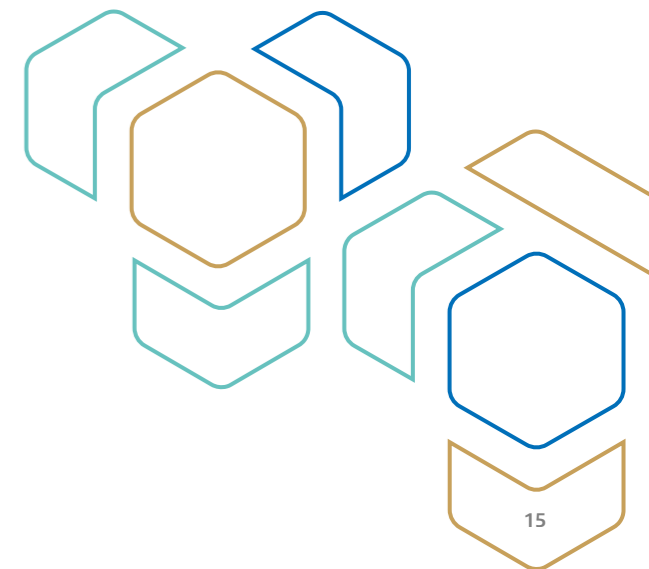


E-Aksesuar



MACO product variety

We provide our customers with leading solutions for window, large surface, door and window shutter systems and for room ventilation. As we manufacture most of our products ourselves, we can tailor them to the needs of window and door manufacturers and supply hardware for entire product ranges from a single source. And our enterprise-wide, integrated supply chain process guarantees reliable delivery. Over 70 years of expertise, passion and innovation flow into every MACO product. Our customers know that and reward us with their trust and confidence.



Everything for your windows

Variety for the eyes of your house

Windows can come in all types. Maybe you have a traditional wooden window at home with concealed hardware and a safety handle. Or maybe a barrier-free balcony door with a totally flat threshold. Or a British-style aluminium window that opens outwards. Some people are after a more unusual shape –

like a round or slanting window. As a hardware manufacturer, we can provide the right solution for practically every requirement. Whether you want a standard, niche or high-end solution. And whatever shape your window is. Regardless of how it opens or the material it's made of. Take a look at a selection of the options illustrated with real-life windows on the next page.



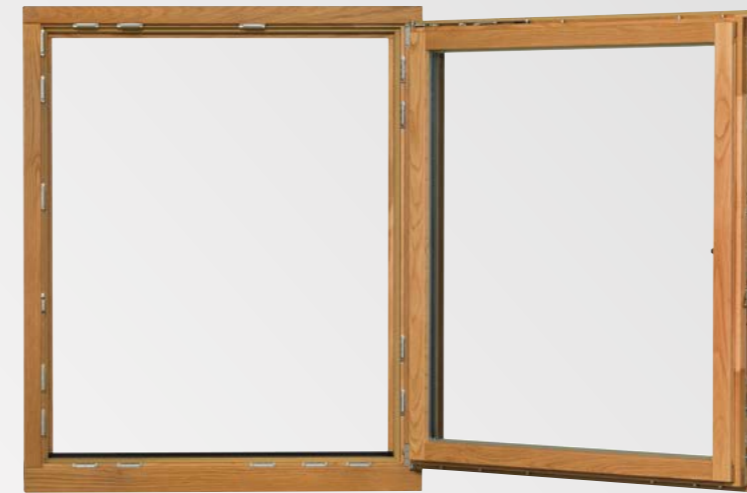
Our window solutions

Just a few of your options

BARRIER-FREE BALCONY DOORS



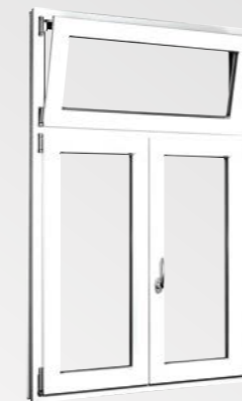
RC 3 SECURITY WINDOWS



MACO Products

- > Turn & tilt hardware
- > Electromechanical hardware
- > Specialised hardware for security, design and convenience
- > Shutter hardware
- > Turnable hardware
- > Hardware that open outwards
- > Skylight hardware
- > Accessories including handles, window ventilation, gaskets, thresholds
- > ... and much more!

SKYLIGHTS



WINDOWS WITH SHUTTERS



WINDOWS WITH INVISIBLE HARDWARE



WINDOWS WITH EXCEPTIONALLY ROBUST HARDWARE



WINDOWS THAT OPEN OUTWARDS



HORIZONTAL PIVOT WINDOWS



WINDOWS WITH AN ELECTRONIC TILTING FUNCTION



SPECIAL SHAPES



Everything for your sliding door

The perfect entrance to your patio, balcony or garden

Modern architecture loves sliding doors. With a huge glass area and minimal frames, they blur the boundary between inside and outside. They also provide a convenient way to access your patio, balcony or garden. They create such a stylish lifestyle by bringing more freedom into the home. Comfortable, aesthetic and secure. But not all sliding doors are the same. That's why we

provide the right solutions for every customer's needs and every lifestyle. Take the ultra-slim InfinityView as an example: a lift and slide system that stands out by being absolutely barrier-free – and the smart home-enabled motor works at the touch of a button. Prefer a more tradition sort? A sliding door with all-round ventilation? Whatever you want – you have the choice with MACO.



Our sliding systems

Your unlimited options

INFINITY VIEW



HS LIFT-SLIDE SYSTEM STANDARD



SL EASY-SLIDE SOLUTIONS



HS LIFT-SLIDE SYSTEM PANORAMA



MACO Products

- › Drive gears
- › Rollers
- › Motors
- › Guide tracks
- › Frame covers
- › Handles
- › Gaskets
- › Gasket tracks
- › Thresholds
- › ... and much more!

HSP LIFT-SLIDE SYSTEM PERFORMANCE



SKB SLIDE-TILT SOLUTIONS



PAS PARALLEL-STOP SLIDING SOLUTIONS



MOVE

Everything for your door

Your home's visiting card

A door is just a door? No way! Not everyone offers what you get with MACO hardware. We combine chic design and anti-burglar security with ease of use, insulation and noise protection. With all that, your door is like a visiting card for your home. So we don't only keep your

door on its hinges – we offer a lot more. Whether it's your front door, a side entrance or a balcony door, our versatile and smart technology ticks all your boxes. With MACO, you can even keep an eye on your home's doors when you're not there.



Our solutions for doors

Your unlimited options

LOCKS AND ACCESSORIES FOR PVC, WOODEN AND ALUMINIUM DOORS



INSTINCT



MOTORISED LOCKS



AUTOMATIC LOCKS



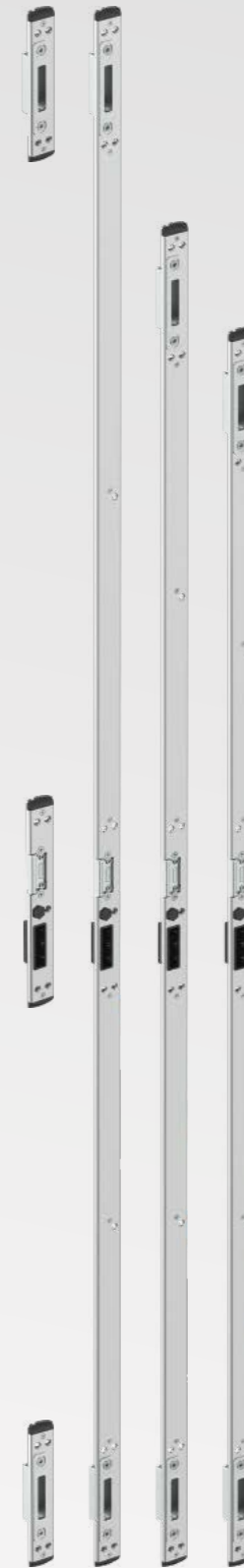
CYLINDER-BASED LOCKS



HANDLE-BASED LOCKS



EXTENSIVE RANGE OF STRIKER PLATES



Accessories

- › Handles
- › Door hinges
- › Electric openers
- › Thresholds
- › Gaskets
- › Access solutions
- › ... and much more!

MODULAR LOCKS

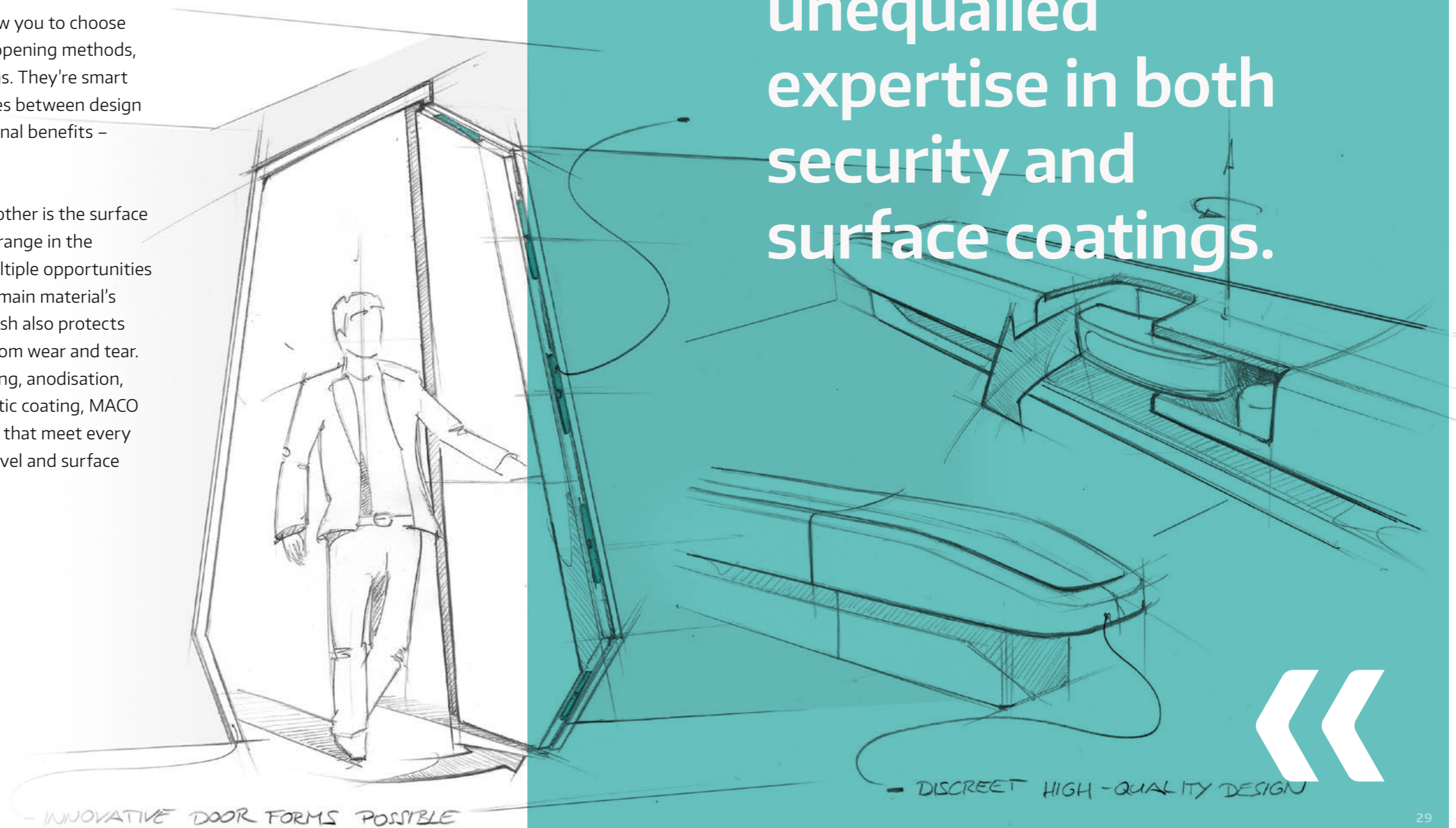


Typical MACO. Design. Security. Convenience.

Design

Our wide-ranging portfolio of hardware allow you to choose from a variety of door and window shapes, opening methods, combination options and additional functions. They're smart products that defy the need for compromises between design and technology, while offering hinge functional benefits – especially with huge and very heavy doors.

That's not the only area where we shine. Another is the surface finishing, for which MACO offers the widest range in the industry. The finish on a hardware offers multiple opportunities for creative decoration while enhancing the main material's sliding and anti-abrasion properties. The finish also protects against the weather, corrosion, and marks from wear and tear. With a choice of galvanisation, powder coating, anodisation, wet varnishing, vacuum metallising and plastic coating, MACO offers a huge range of advanced procedures that meet every requirement in terms of colour, protection level and surface structure.



MACO has
unequaled
expertise in both
security and
surface coatings.



Security

Resistance to break-ins is one of the most vital functional demands on windows and doors. MACO is always setting new benchmarks in terms of mechanical burglar resistance, enabling manufacturers to make elements with security up to RC 3 level. The longer an element resists a break-in attempt, the more secure it makes a flat or house and the people living there.

But the way we think about security doesn't stop there. We've also thought about things like extreme weather phenomena – and offer a special flood protection setup that safeguards residents from this type of danger.

Comfort

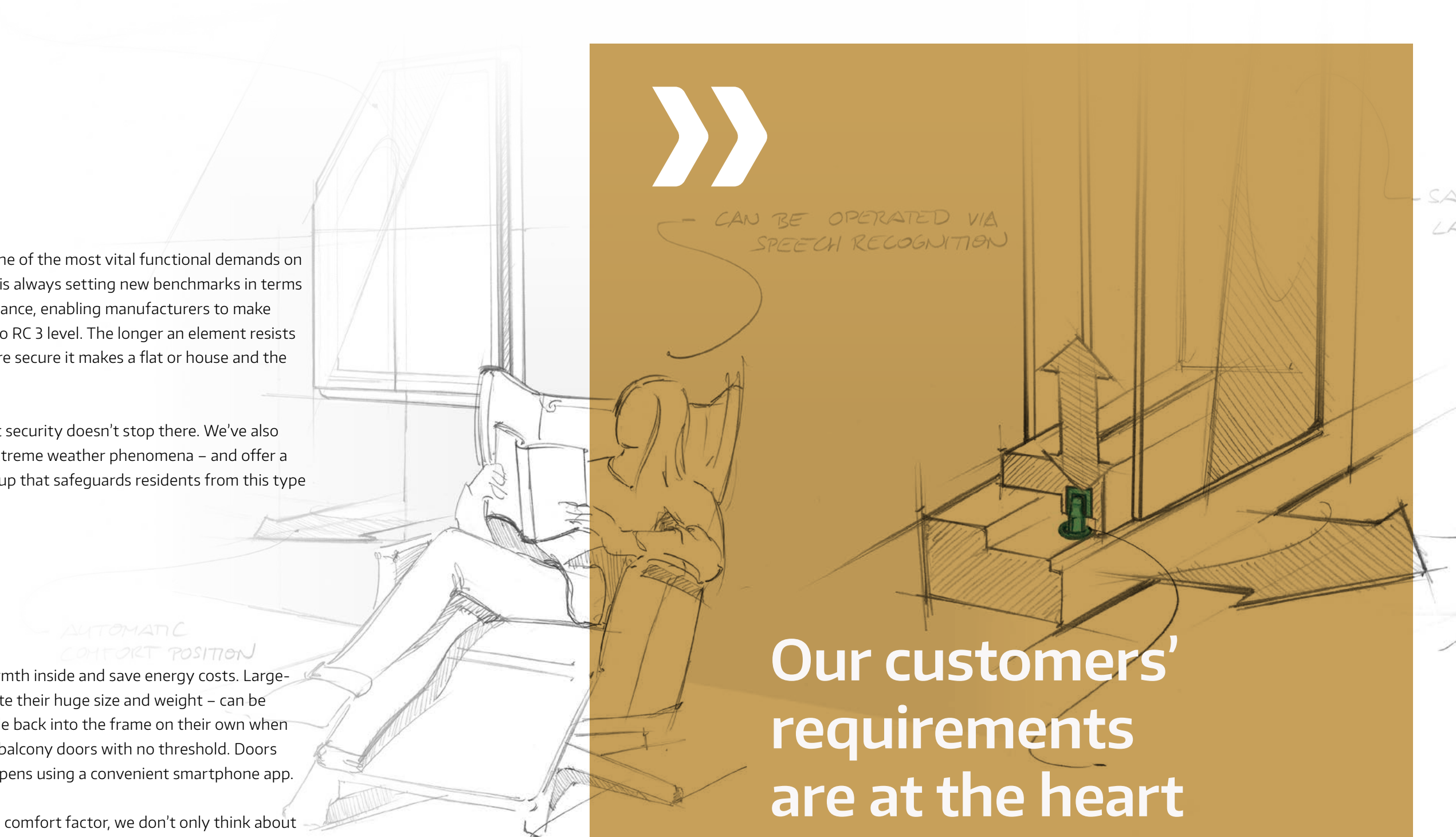
Windows that keep the warmth inside and save energy costs. Large-sized elements that – despite their huge size and weight – can be opened effortlessly and slide back into the frame on their own when they're closed. Barrier-free balcony doors with no threshold. Doors that the user unlocks and opens using a convenient smartphone app.

When we're working on the comfort factor, we don't only think about the end consumer's lifestyle, but also about the benefits to our customers and partners. Our services tailored to them include:

- › Threshold prefabrication to optimise the manufacturing process
- › Our own testing centre and pre-tested systems
- › Optimised stock inventory management
- › Provision of data and tools like MacoWinPlus, the technical online catalogue and CE4ALL
- › Extensive information and documentation
- › Courses and assembly assistance
- › Active marketing support



- CAN BE OPERATED VIA
SPEECH RECOGNITION



Our customers' requirements are at the heart of everything we do.



A service provider by conviction



Since its beginnings, MACO has always sought close personal contact with its customers and suppliers. We invest a lot of time and energy in translating your requirements into practical solutions and processes that make your work easier. Examples include our service platform MACOAcademy; our hardware configurator MacoWinPlus; and our technical online catalogue. Your sales contact would be happy to advise you about our other services.

MACO ACADEMY Progressing. Onward. Together.

The MACOAcademy is a service designed to develop long-term success for your company. We're currently offering the following modules and subjects:

DATA SERVICE Working. Together. Efficiently.

With the progress of Industry 4.0, data has become a key asset – especially if it's provided quickly and easily to deliver a decisive competitive advantage. We know that and set a new benchmark in the industry with our services.

Standards know-how

- › Basics of professional window and door production, current guidelines and standards as well as their practical relevance
- › Axis and TBDK tests (hardware resilience)
- › Testing in accordance with EN 13126-8, EN 1191, tests for elements of > 150 kg

CE certification

- › Practical courses for comprehensive understanding of CE
- › CE4ALL tool for legal compliance when bringing your product to market, with assisted planning, declarations, CE labelling and archiving

RC security classes

- › Security training on RC
- › RC licences for windows, doors and lift-slide doors
- › Tests in accordance with EN 1628, EN 1629 and EN 1630

MacoWinPlus

Our hardware configurator is the perfect complement to your processes, whether you're a dealer or manufacturer, with or without window construction software. Here's an overview of the key functions:

- › Error-free configuration of hardware for more than 250 window, door and sliding systems
- › 300 profile systems
- › One-click price calculation
- › Convenient product and customer management
- › Personalised product portfolio
- › Interface to your window construction software
- › Machine control

Technical Online catalogue MACO (TOM)

With TOM, you get all the data you need about our products – anytime and always up to date. All content is downloadable, including:

- › Product flyers and summary data sheets in table form
- › Views in .dxf format
- › Drilling diagrams, milling patterns
- › ... and much more!

Ordering platform EDI integration BMEcat data export

Naturally sustainable

We work in harmony with economic, ecological and social considerations, helping us create the foundation for sustainable success – ours and that of our customers.



The hardware industry isn't a wasteful business. MACO products stand out because they are long-lasting and make an important contribution to energy efficiency in buildings – all over the world. We continually optimise our manufacturing and logistics processes to protect

resources and place a lot of importance on using ecologically sound materials and reducing hazardous ones. Our commitment to these and other areas of responsible activity is shown by our compliance with the Environmental Product Declarations (EPD) in accordance with ISO 14025

and EN 15804; our membership in the German Sustainable Building Council (DGNB); and our certification as an Austrian Climate Alliance company.



MACO as an employer

First-class apprentice training

We've been investing for years now in a top-flight apprentice training programme in exciting professions. In the last 50 years, we've trained more than 500 young people, and half of them are still working with us.

Research and education as a driver of transformation

At MACO, we're committed to continual staff development and lifelong learning. That includes promoting employees, helping them gain a new qualification, and training apprentices in our creative teaching workshop based on a personalised training plan, and personal development. Our training programmes are tailored to the company's current needs and taught by internal and external specialists in accordance with our company course catalogue. The subjects we cover include everything from social media guidelines and extensive IT education through to Industry 4.0 and lean production methods.

In this way, our employees have multiple opportunities for personal and professional development. And our customers and partners also benefit from our team's high level of motivation, unique expertise and up-to-date specialist know-how.



In our innovative environment, I'm able to make my ideas a reality and really achieve something. MACO gives me a lot of support with a range of further training options as well as first-class equipment.



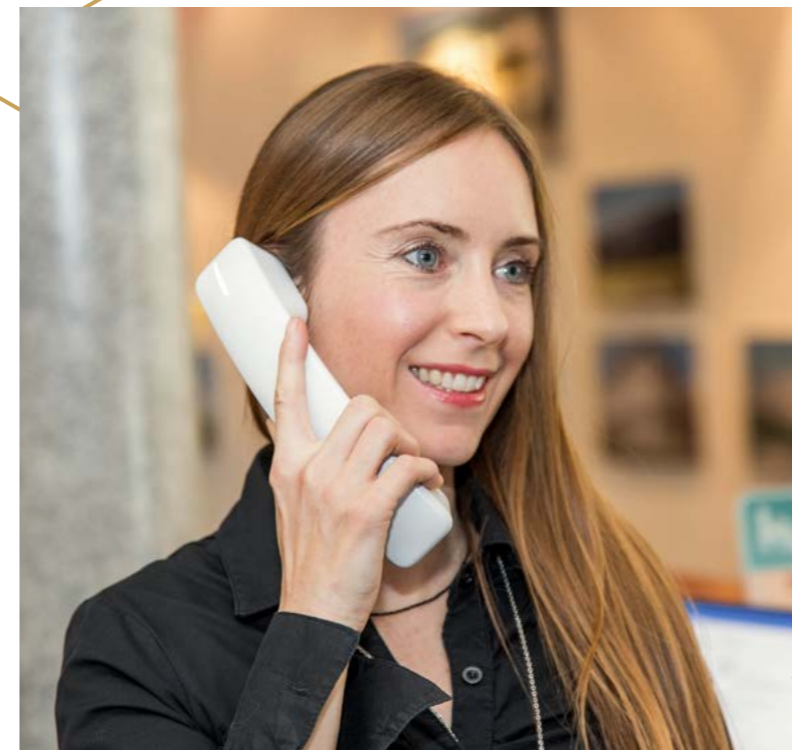
Mathias Habersatter
Window business unit
at MACO for 13 years



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Tanja Zeppel
Travel and visitor management
at MACO for 19 years

You can feel that MACO is a family company. We stick together and can count on each other. People feel valued, which is very important, and with flexible working hours our private lives are not neglected.



I'm proud to be working for a global market leader making high-quality products that are really useful. We make home lifestyles easier and more comfortable for people in over 40 countries.

Sandra Maierhofer
Production
at MACO for 22 years



Apply now!

Discover all the ways you can start and progress your career at MACO.

www.maco.eu/jobs



Quality guaranteed

MACO is positioned as a premium provider. That's already clear from our products and services, but it also characterises everything else we do. To us, quality also means:

- ... that we **guarantee our products for a long time**,
- ... that we conduct **extensive product tests** ourselves,
- ... that we provide particularly **robust corrosion protection**,
- ... that we work in an **eco-friendly** way.



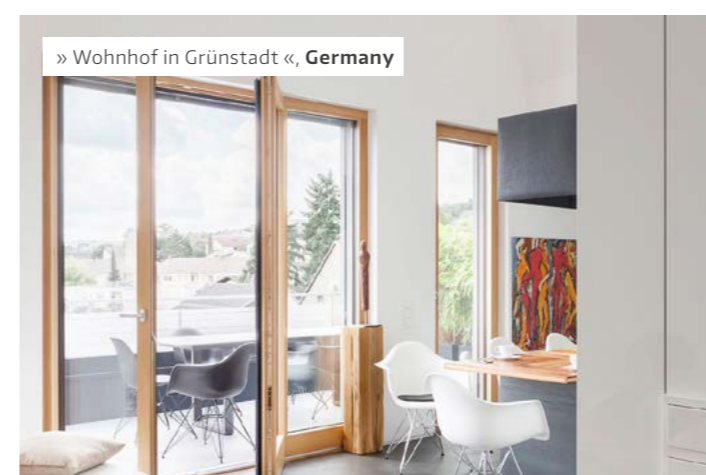
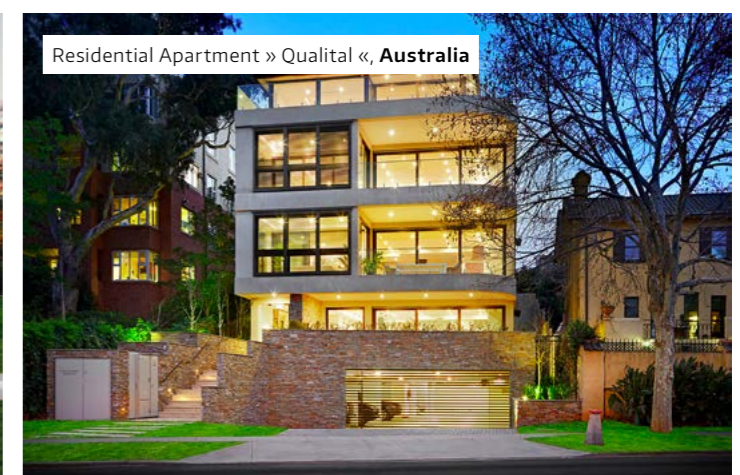
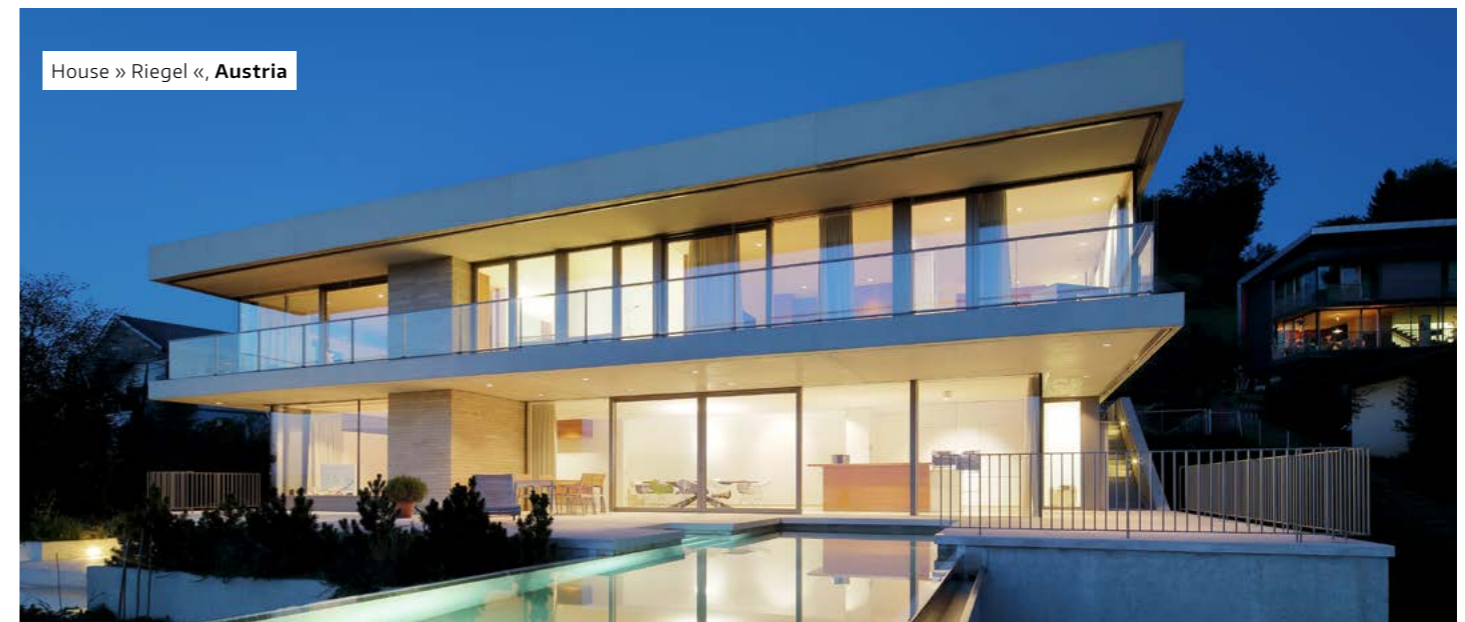
To achieve our outstanding product quality, we work with certified suppliers and use pre-tested materials. In addition, we ensure quality with intelligent design, the latest manufacturing and testing techniques, and with competent and committed employees. That's why we give a 10-year functional guarantee on our products – and even up to 15 years' warranty for TRICOAT, our premium surface finish.

The quality of our products is regularly confirmed by external organisations too. Just to take a couple of examples, we have our door locks tested in accordance with QM 342 and our lift and slide hardware with QM 346. And let's not forget our certifications, which include our quality management system that complies with ISO 9001; our environmental management system with ISO 14001; and our workplace health and safety management system with OHSAS 18001, which applies to all our production sites.



Our references

We design lifestyle and working environments in over 40 countries



CREATING INNOVATION

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