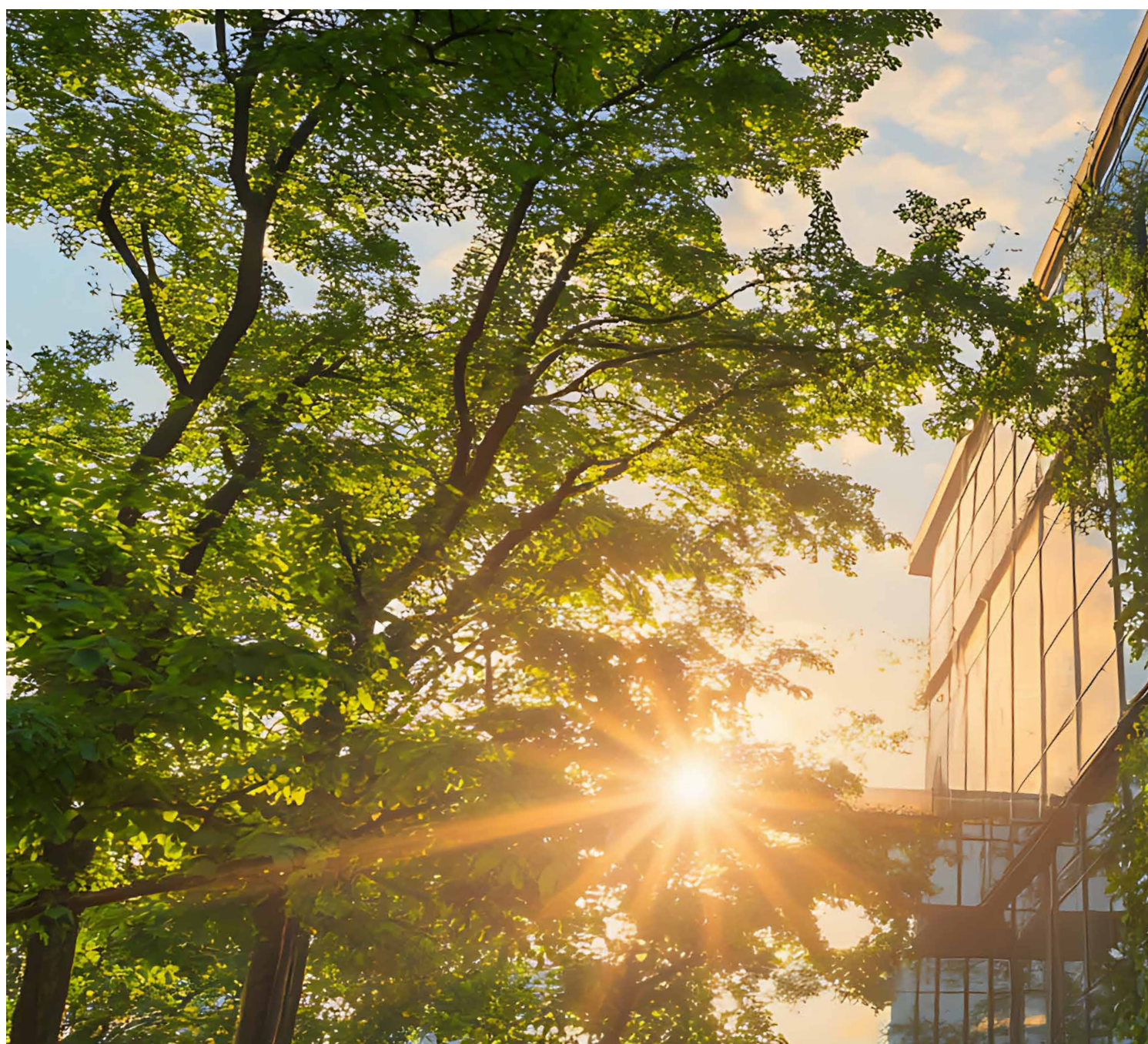




TECHNOLOGY IN MOTION

Creating tomorrow Proving resilience



Creating Tomorrow

Responsibility that makes a difference

For MACO, sustainability is not a trend, but a fundamental principle. For decades, we have been developing solutions that make windows and doors safer, more durable and more energy-efficient. We combine technical quality with environmental responsibility and economic stability.

At a time when conditions are changing rapidly, we focus on transparency, resilience and partnership-based collaboration. Together, we are shaping a future that remains worth living in.



Markus Hillinger
Vice President of
Quality Management,
MACO Group

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2025: A year of progress

We have taken key steps to further strengthen sustainability, safety and long-term viability.

These developments demonstrate that MACO is shaping the future – responsibly and with a clear focus.

Our highlights at a glance

ISO 14001 for HAUTAU

Expansion of our environmental management system

Town hall meetings

Group-wide for the first time

Successful AUVA certification



for occupational safety and health protection

Awarded the title of "Best Training Organisation in Salzburg"



for excellent training

Progress in GHG reporting

Digital and up-to-date data collection

Adaptation to new EU regulations

CSRD (Corporate Sustainability Reporting Directive) → VSME (Voluntary Sustainability Reporting Standard)

Over 100 new digital energy meters

Energy transparency

Technology that makes a difference

Quality that lasts

MACO is one of the world's leading suppliers of window, door and large-surface fittings, offering innovative system and security solutions. Alongside mechanical fittings such as the tilt-and-turn system, electronic components are becoming increasingly important.

Digital services, connected solutions and the expertise of our staff form the basis of our customer focus. We operate in line with economic, environmental and social requirements.

Fittings technology for a sustainable future

Our solutions make a measurable contribution to the energy efficiency of buildings. Airtight windows reduce heat loss, smart components enable new services, and durable materials extend product life cycles.

For our customers, this means: less maintenance, greater security, clear selling points and a contribution to sustainable construction.

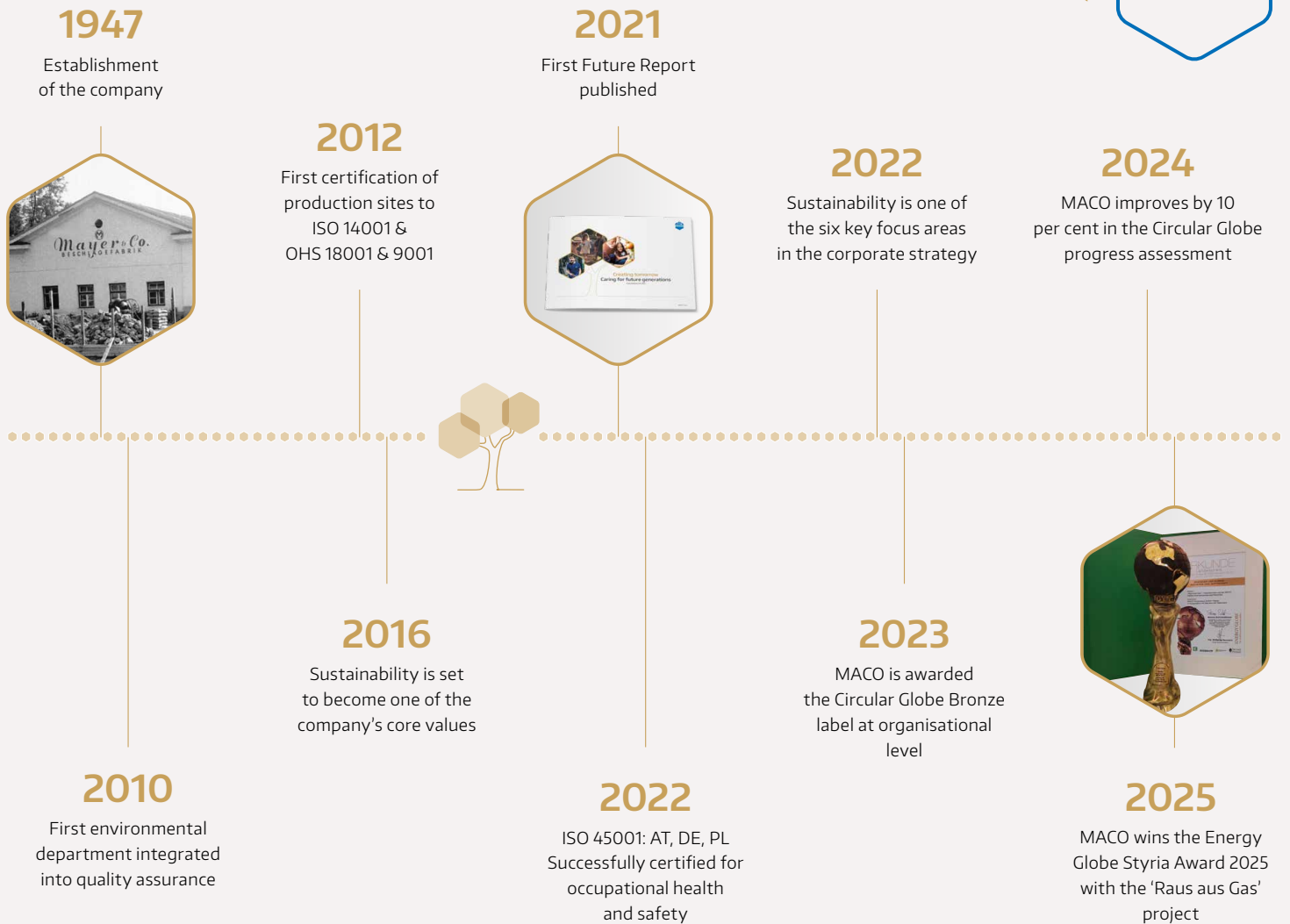
Sustainable construction



**Energy efficiency,
security, durability –
our contribution
to sustainable
construction.**

Our path to a green future

Milestones on our journey



Almost 80 years of responsibility

MACO has been growing steadily since 1947 – with new sites, new technologies and a clear focus on quality. From its foundation in Salzburg, through the plants in Trieben, Mauterndorf and Gliwice, to the integration of HAUTAU: our history demonstrates stability, innovative strength and a long-term mindset.



Governance: Our financial stability

Regulatory requirements are constantly increasing and have a significant impact on manufacturing companies. At the same time, environmental protection is becoming an ever-greater priority. In an industry under economic pressure, predictability is virtually impossible – geopolitical developments, environmental incidents and short-term legislative changes demand flexibility.

MACO addresses these challenges with a clear approach: we create as much predictability as possible whilst remaining flexible enough to respond to short-term changes.

We focus on:



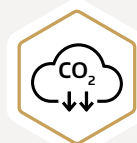
Stable supply chains



Compliance with all legal requirements



Reliable products



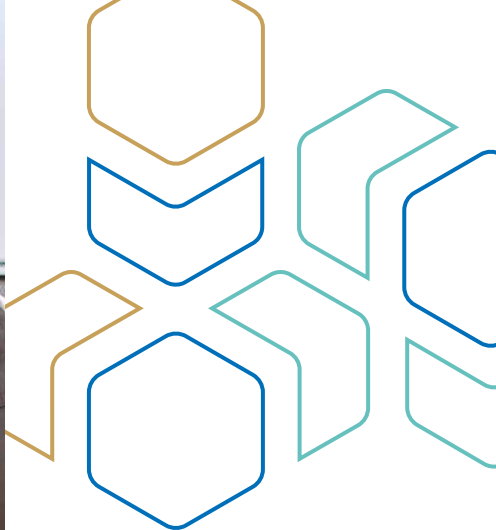
Minimising negative environmental impacts:

Reducing our carbon footprint and energy consumption by 10 per cent each by 2030



Transparent communication

Our aim is to strengthen resilience – for ourselves and for our customers – by combining technical quality with environmental responsibility.



New rules, same responsibility

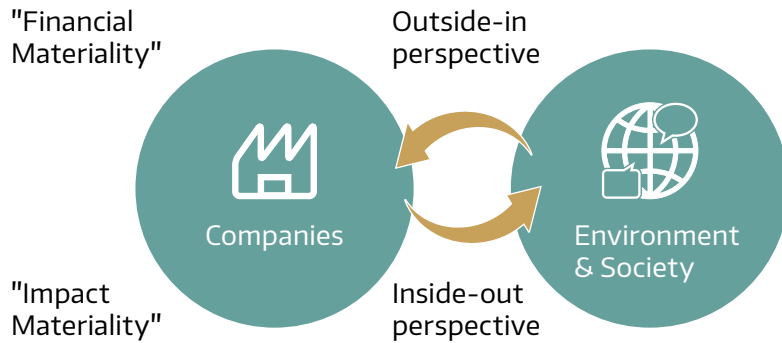
As a result of new EU measures to reduce bureaucracy, MACO is no longer directly subject to the CSRD (Corporate Sustainability Reporting Directive). The thresholds have been raised to 1,000 employees and €450 million in turnover.

Nevertheless, we remain subject to reporting requirements in a broader sense: large companies can request sustainability information from us in accordance with the voluntary **VSME Standard** (Voluntary Sustainability Reporting Standard) – and we plan to report accordingly from 2028 onwards, based on the requirements for large companies subject to the CSRD. In the meantime, we will gather the necessary data and process frameworks for standardised reporting.

MACO is actively seizing this opportunity:

- › We continue to report transparently on our environmental performance.
- › We align ourselves with the VSME Standard, as recommended by the EU.
- › We use our double materiality analysis as a basis.

MACO is thus demonstrating that, **for us, transparency is not merely a requirement, but a commitment.**



What matters – to us and our stakeholders

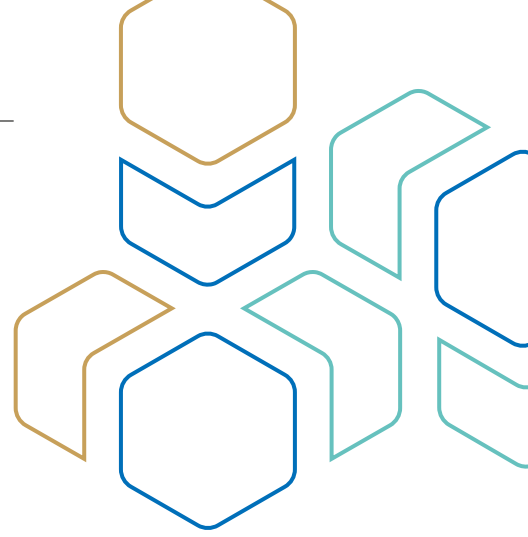
To understand which issues are important to MACO and our stakeholders, we have carried out a comprehensive double materiality analysis. This analysis considers the two dimensions of impact materiality and financial materiality and has identified clear priorities.

Frequently cited benefits:

- › job security, open communication
- › health and safety, collective agreements, work-life balance
- › market position through sustainable products and enhanced reputation
- › use of solar power and cost savings
- › recycling, reuse, filter systems

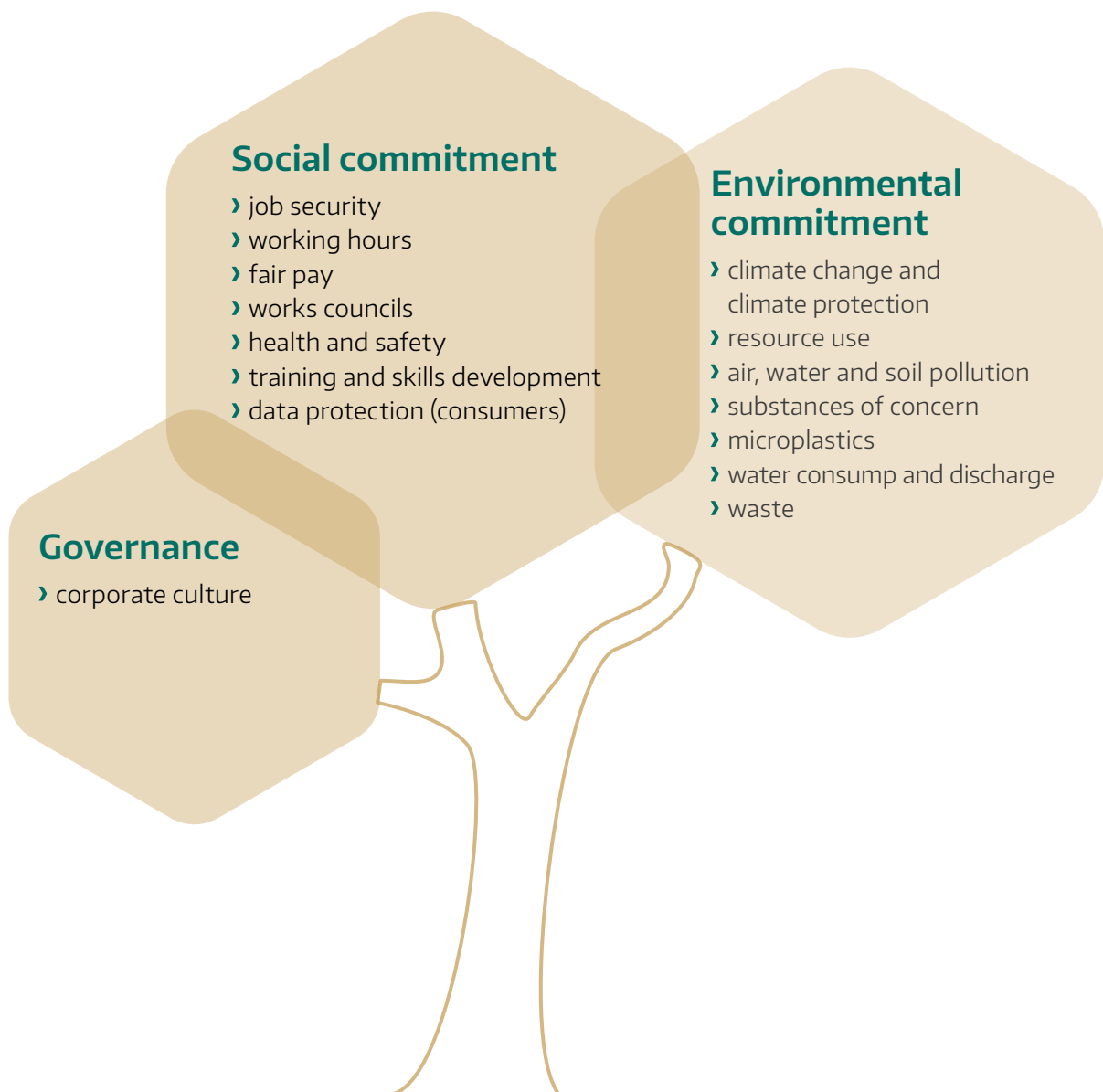
Challenges:

- › CO₂ emissions from fossil fuels
- › energy prices and CO₂ certificates
- › regulatory requirements
- › water scarcity
- › process optimisation



Our key sustainability topics

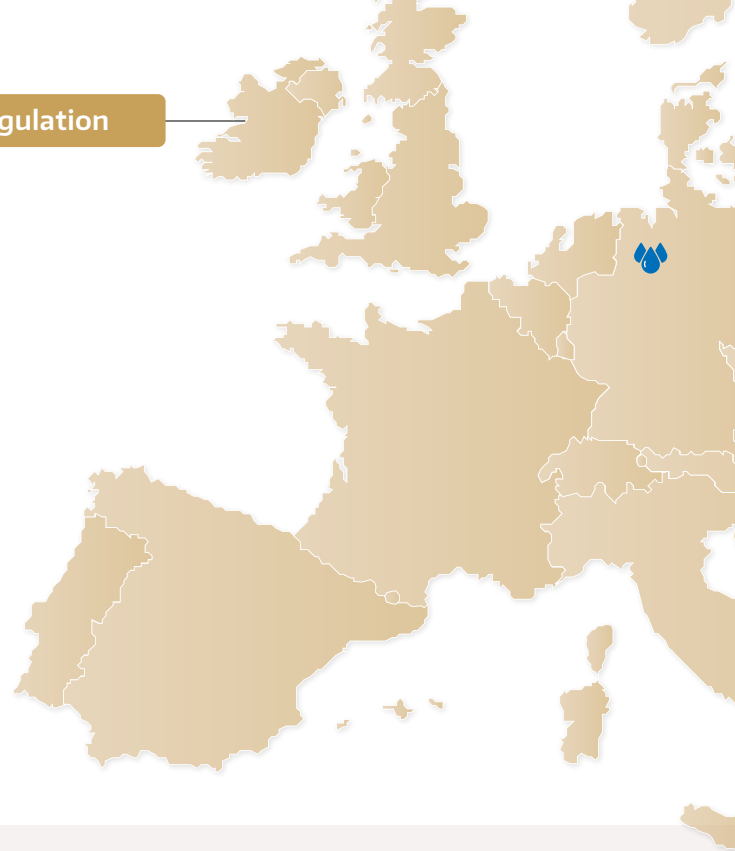
The analysis highlights key areas in the fields of environment, social issues and governance. These topics form the basis of our sustainability strategy.



Identifying risks

Securing the future

We have analysed all our production sites for climate-related risks – with a view to the next 30 to 70 years. The aim is to identify risks at an early stage, devise measures and safeguard our ability to deliver in the long term.



Heat, water, wind, fire – our risk factors

Temperature-related risks:

- › **Heatwaves:** The sharpest rises in temperature are expected in Mauterndorf. We are constantly assessing the need for additional cooling for our staff and are implementing measures in stages.
- › **Fire risk:** A risk analysis has been carried out at sites with a high fire risk (Salzburg, Gliwice and Kaluga). There is currently no direct threat at these locations.

Wind risks:

- › **Salzburg:** Higher gusts of wind are expected, so we should avoid storing any items that could be blown away outdoors.

Water risks:

- › The number of days with snow is expected to fall significantly (by up to 25 per cent).
- › **Trieben:** In the event of extreme weather events, such as a once-in-300-years flood, access routes may be affected.
- › **Helpsen:** Retention barriers are available here for flood protection.



Climate risk for MACO

Aim of the analysis: to reduce risks, protect supply chains and strengthen resilience.



Our commitment to the environment

Making sustainability measurable

Climate change calls for decisive action and reliable data – particularly where construction and housing represent a key lever for reducing emissions. MACO is taking on this responsibility through a systematic, certified environmental management system in accordance with ISO 14001 and, in future, transparent emissions reporting in accordance with the GHG Protocol.

Creating transparency

Through the group-wide roll-out of a digital data collection system and a new, standardised energy meter structure, we are laying the foundations for verifiable emissions figures across all sites. More than 100 digital meters provide the necessary transparency regarding energy and resource consumption. In this way, we combine clear standards, measurable key performance indicators and concrete measures to form an effective environmental commitment.





Making emissions visible

Taking responsibility

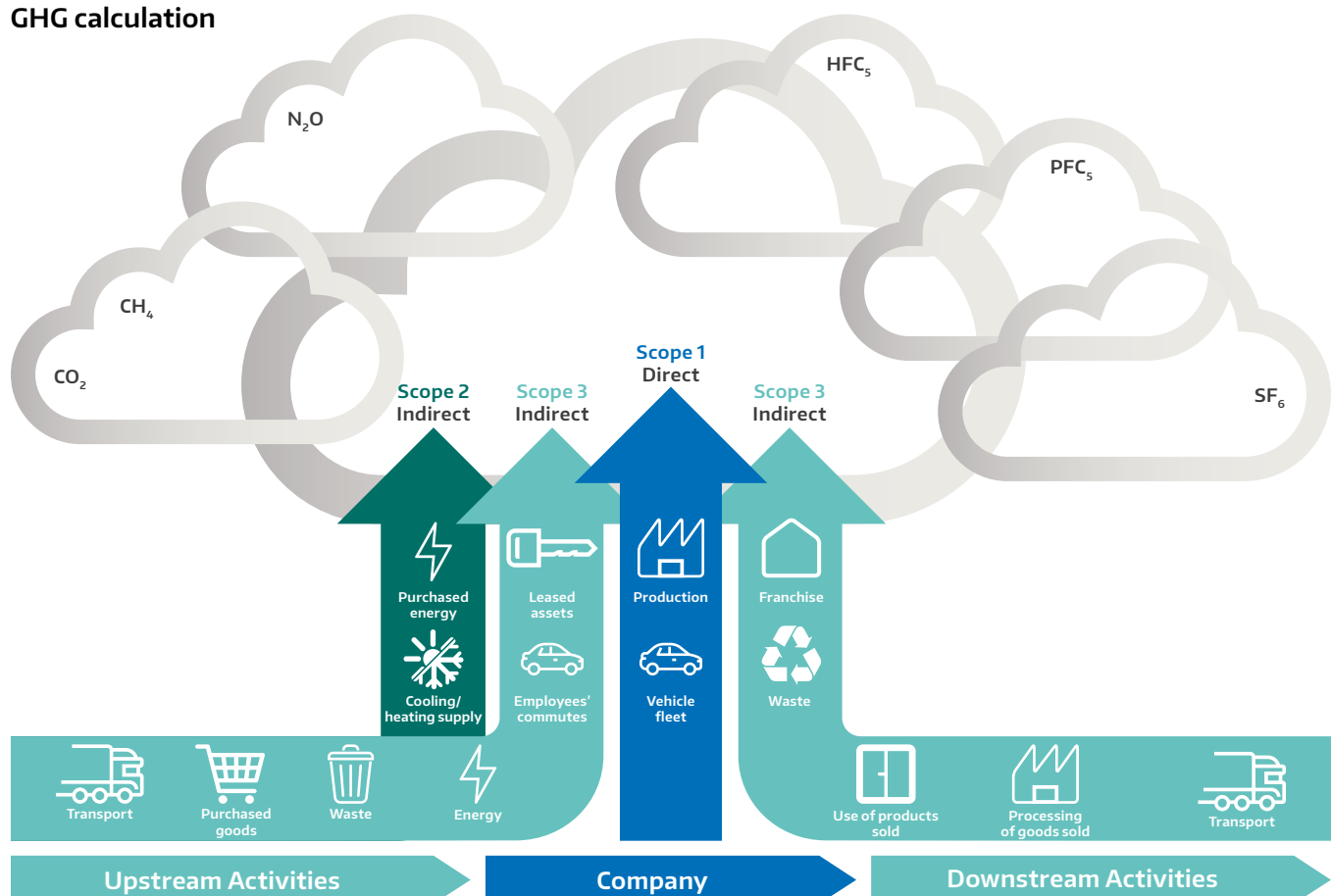
We base our emissions reporting on the GHG Protocol, the recognised standard for this purpose. It distinguishes between:

- › **Scope 1:** direct emissions
- › **Scope 2:** indirect emissions from energy
- › **Scope 3:** other indirect emissions along the value chain

We are currently setting up a group-wide digital data collection system to provide **verifiable emissions figures** in future. All sites – including branch offices – will be included. The challenge lies in the large number of our sites and the need for the digital, real-time collection of all relevant data.

Our aim: to have reliable, verifiable results for the entire group by the end of the year.

GHG calculation



ISO 14001 & IED 2.0

Certified sustainable: ISO 14001

In 2025, HAUTAU was successfully integrated into the ISO 14001 group certificate. This process was accompanied by numerous improvements, including new waste management systems, additional spill trays and further optimised processes. This voluntary external certification underlines our commitment to continuously developing and measurably improving our environmental performance.

Thinking ahead rather than playing catch-up: IED 2.0

At the same time, several MACO sites – Salzburg, Trieben and Helpsen – are affected by the revised Industrial Emissions Directive (IED 2.0). The aim of this directive is to prevent or reduce environmental pollution and to promote the use of the best available technologies for emission reduction. Whilst affected plants are not required to demonstrate compliance with an environmental management system until 2027, MACO already meets these requirements today.



Quality Austria Certification GmbH is accredited according to the Austrian Accreditation Act by the BMWF/W (Federal Ministry of Science, Research and Economy).

Quality Austria is accredited as an organisation for environmental verification by the BMF/LFW (Federal Ministry of Agriculture, Forestry, Environment and Water Management).

Quality Austria is authorized by the VDA (Association of the Automotive Industry).

For accreditation registration details please refer to the applicable decisions or recognition documents.

Quality Austria is the Austrian member of IQNet (International Certification Network).

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The current validity of <http://www.qualityaustria.at>

HAUTAU system-certified





Energy meter drive 100+ meters. 100% transparency

Energy is increasingly becoming a strategic success factor – not least against the backdrop of international and geopolitical developments. To manage energy effectively, it is crucial to know which types of energy are being used, in what quantities, and at which facilities within the company.

MACO has therefore installed more than 100 digital energy meters at its Salzburg and Trieben sites – for electricity, gas, oil, water, heat and other energy sources. The meters are integrated into a central digital platform, enabling all relevant internal stakeholders to access up-to-date consumption data.

HAUTAU has also been fully integrated into this structure, with additional meters installed – a significant step towards greater transparency and group-wide, data-driven energy optimisation.

This data enables:

- › early identification of potential savings
- › group-wide transparency
- › targeted measures to reduce the environmental footprint



Our objectives: clear, measurable, ambitious

We set ourselves realistic yet challenging environmental targets. These targets form our framework up to 2030.

Environmental targets by 2030

Reduction compared to 2024

- 10 %

CO₂, electricity consumption,
dust emissions, aerosols,
water use

- 6 %

Waste

- 5 %

Fossil fuels

How we achieve our targets

Clear goals, concrete actions: By 2030, we aim to consistently reduce waste, energy and water consumption, as well as emissions, while further increasing the use of renewable energy. To achieve this, we are optimizing our processes, improving energy efficiency, modernizing equipment, and enhancing the collection of relevant environmental data. Our measures include reducing waste through optimized tooling, gradually transitioning to alternative energy sources, and improving exhaust air treatment systems to further minimize dust emissions.

Our environmental targets cover both direct and indirect emissions. To ensure transparency and enable meaningful progress tracking, we relate relevant key performance indicators, where appropriate, to the weight of products manufactured.

Initial analyses show that we are already within the target range for energy consumption, fossil fuels and CO₂. Further measures – particularly regarding waste, water and air emissions – are being implemented to achieve continuous improvements in these areas too.



Our social commitment

Making people fit for the future

At MACO, social commitment means taking responsibility for people – for their safety, their development and their active involvement. We want to make MACO a great place to work by creating an environment that offers opportunities for development, promotes diversity and encourages active dialogue.

We support our staff through different stages of life and make targeted investments in training, further education and occupational health. In this way, we not only strengthen our sense of community but also sustainably enhance our company's future viability.

Safety is no coincidence

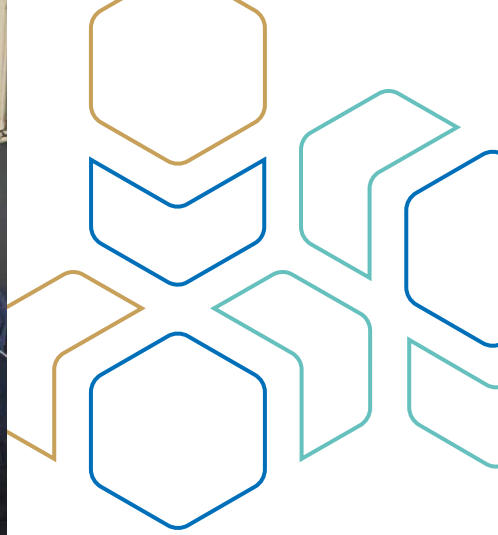
MACO's sites in Salzburg, Trieben and Mauterndorf were awarded the AUVA quality mark in 2025.

The seal stands for:

- › verified quality
- › active accident prevention
- › above-average safety standards

**It confirms our commitment to creating a safe working environment –
and at the same time enhances our ability to deliver.**





Exchange on an equal footing

Town hall meetings

Our town hall meetings provide a forum for transparency and dialogue. Four times a year – held both online and in person, in multiple languages and in an interactive format – we use these meetings to keep our staff informed about strategy, projects and developments.

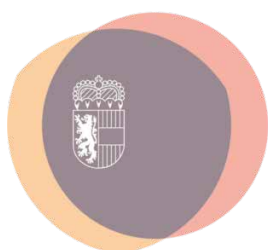
They offer:

- › insights into corporate objectives
- › open discussion
- › opportunities for feedback
- › guidance for all employees

The first meetings in October 2025 were a resounding success.

High-quality training A future with prospects

MACO Salzburg was awarded the title of 'Outstanding Salzburg Training Organisation'. This award reflects our high standards and our strong commitment to apprentice training. Among other things, it recognises our high success rates, our qualified trainers, and a wide range of additional programmes such as maths courses, financial literacy and apprenticeship with secondary school leading to a certificate (Matura). In this way, we are making a sustainable investment in the skilled workers of tomorrow.



Ausgezeichneter
Salzburger
Lehrbetrieb





Inclusion in Practice

Partnership with FAB ProWork & Paritätischer Lebenshilfe

For over 15 years, MACO has been working successfully with FAB ProWork at its Trieben site, thereby making an important contribution to social sustainability. As the largest provider of sheltered employment in Upper Austria, FAB ProWork employs around 590 people with disabilities across eight sites and in partner companies. As part of this collaboration, around 350,000 components are assembled for MACO each year, including locking parts and pivot posts.

A similar model is in place at the German site: HAUTAU works with "Paritätische Lebenshilfe", a social service provider for people with disabilities, which carries out assembly work on components.

These partnerships stand for reliability, quality and a focus on solutions. At the same time, they create meaningful employment and promote active participation in working life. MACO thus underlines its commitment to inclusive value creation and social responsibility in the region.

Facts & Figures

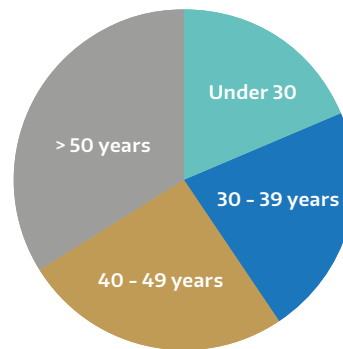
At a Glance

Topic	Unit	2022	2023	2024	2025
Employees (AT)					
Total number of employees	Number	1,367	1,199	1,164	1,116
female	Number	456	377	352	340
male	Number	911	822	812	776
Employees by age group					
< 30	Number	348	268	230	208
30 - 39 years	Number	332	266	262	245
40 - 49 years	Number	327	316	308	285
> 50 years	Number	360	349	364	378
Length of service					
< 5 years	years	535	418	391	344
< 15 years	years	417	375	351	329
> 15 years	years	415	406	422	443
Employee category					
Total number of apprentices	Number	75	75	73	62
female	Number	21	23	20	18
male	Number	54	52	53	44
Workers	Number	635	529	467	445
Employees	Number	657	595	623	608
Team leader	Number	65	69	75	43
Head of Department	Number	16	16	15	7
Total number of division managers	Number	4	4	7	6
female	Number	3	2	1	0
male	Number	1	2	6	6
Management	Number	2	1	1	1
Part-time & Parental Leave					
Staff on parental leave	Number	26	23	34	31
female	Number	21	20	29	23
male	Number	5	3	5	8
Dad's month	Number	7	4	9	0
Part-time work for parents	Number	44	37	35	42
Part-time work for older employees	Number	40	16	21	41

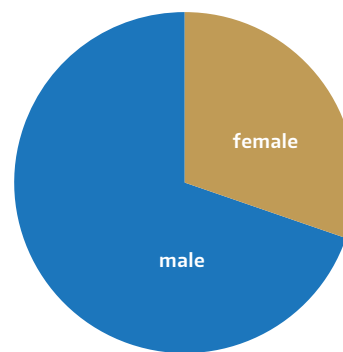


2025: Employees (AT)

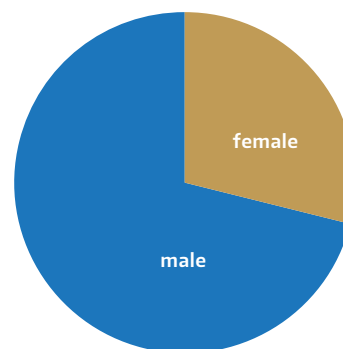
Employees by age group	No.
< 30	208
30 - 39 years	245
40 - 49 years	285
> 50 years	378



Employees by gender	No.
female	340
male	776



Apprentices	No.
female	18
male	44





TECHNOLOGY IN MOTION

Creating tomorrow Together

For MACO, sustainability is a path we are committed to following – with a sense of responsibility, innovative drive and strong partnerships. Together, we create solutions that make buildings safer, more efficient and more liveable.

Thank you for shaping the future with us –
sustainably, flexibly and responsibly.

MACO near you:
www.maco.eu/kontakt



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