

SUSTAINABILITY

Financial Year 2024 | MAURER SE


SUSTAINABILITY

ABOUT THIS REPORT

With this Sustainability Report, we aim to make our commitment to sustainability transparent. As a business, we particularly strive to show that we take responsibility for all our activities. For a better tomorrow.

This report was prepared in line with the *Voluntary Sustainability Reporting Standard for non-listed Micro, Small, and Medium-sized Enterprises – Comprehensive Module* (VSME; December 2024 version).

The respective data and information relate to the 2024 financial year, while the reporting scope covers MAURER SE with its German subsidiaries in Munich, Bernsdorf and Lünen.

ABOUT MAURER SE

MAURER SE is a leading specialist in mechanical engineering and steel construction with more than 1,500 employees worldwide (450 of them based in Germany). We are the market leader in structural protection systems (bridge bearings, expansion joints, seismic devices, vibration absorbers and monitoring systems). Furthermore, we develop and manufacture vibration isolation systems for buildings and machinery as well as roller coasters, Giant Wheels and special designs in steel construction.

Strong values, reliable people, impressive projects

Our values and employees have shaped MAURER SE since 1876. In 2026, the company celebrates 150 years of engineering, inventive spirit and teamwork. MAURER SE has been involved in numerous spectacular large-scale projects, such as the world's largest bridge bearings in Wazirabad, earthquake-resistant expansion joints on the world's longest suspension bridge (1915 Çanakkale), vibration absorbers in the Socar Tower in Baku and the unique Guided Cross Tie on the Champlain railway bridge in Montreal. We have also supplied complete building isolation systems, such as for the Acropolis Museum in Athens and the new international airport in Puerto Vallarta, Mexico. Amusement rides in our portfolio include the Umadum Giant Wheel in Munich, BOLT™ the first roller coaster on a cruise ship and the world's first duelling roller coaster at Mirabilandia Park in Ravenna.

Shaping sustainable business with a future-oriented approach

To identify the sustainability-related topics and material impacts, risks and opportunities relevant to our company, we conducted a comprehensive materiality analysis in accordance with the EU Corporate Sustainability Reporting Directive (CSRD).

Our sustainable business practices focus on the following areas:

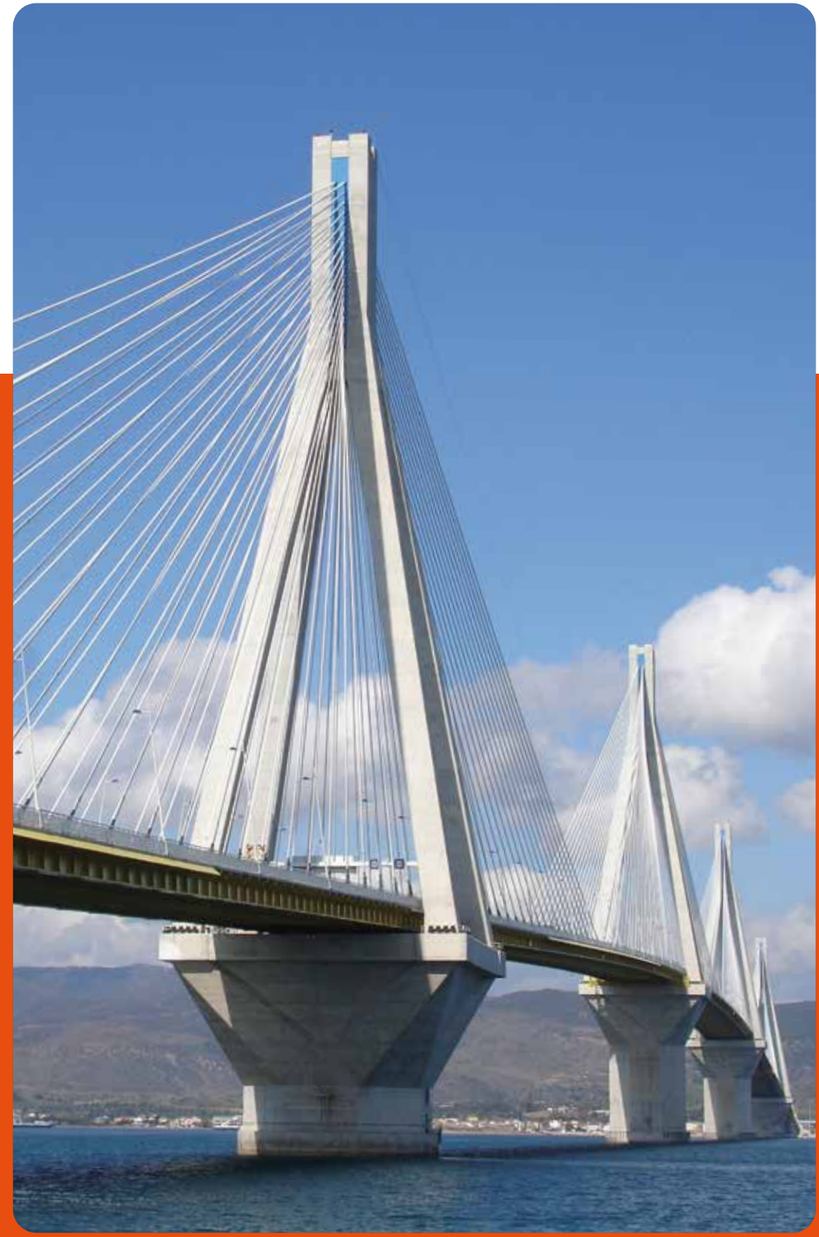
- CLIMATE CHANGE MITIGATION
- CIRCULAR ECONOMY
- OWN WORKFORCE
- COMPANY POLICIES



Transparent, measurable, efficient – our commitment to sustainability

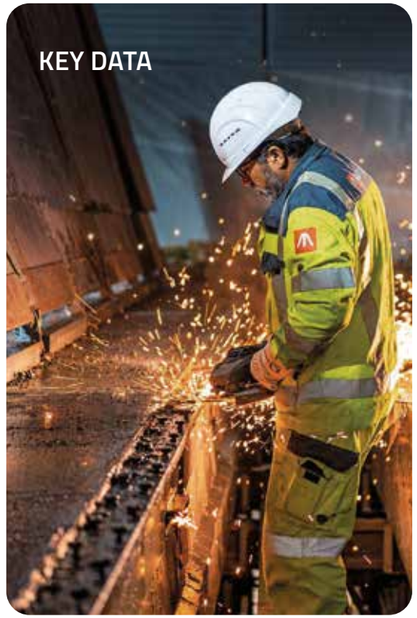
To effectively implement our sustainability strategy, we rely on an Integrated Management System (IMS). Our sustainability and corporate objectives are clearly laid out within this system. Defining measurable improvement measures in turn helps us track progress transparently and improve it. Our approach is confirmed by internationally recognised certifications:

DIN EN ISO	SITE
9001	Munich Lünen Bernsdorf
14001	Munich Lünen Bernsdorf
45001	Munich
50001	Munich Lünen (as of 2025) Bernsdorf (as of 2025)



These certifications demonstrate that MAURER SE operates in alignment with structured, verifiable and continuously developed processes – from setting objectives to successfully implementing concrete improvements.

We also participate in **Open-es**, a platform for the transparent exchange of sustainability information along the supply chain. This allows us to promote collaboration, establish trust and create sustainable value with our partners.



KEY DATA

ENERGY
Scope 1 + 2 MWh

8,871
MWh

Breakdown of energy carriers: p 11

ENERGY INTENSITY
kWh / productive hour

24.8
kWh / productive hour

ENERGY INTENSITY
MWh / m€ output

80.2
MWh / m€ output

GHG EMISSIONS
Scope 1+2+3 tCO_2e

26,422
tCO_2e

market-based

GHG INTENSITY
Scope 1+2+3 tCO_2e / m€ output

239
tCO_2e / m€ output

market-based

ENVIRONMENT

We manage energy and climate protection systematically

Our comprehensive sustainability concept aims to systematically minimise negative environmental impacts. It builds on a certified energy management system in accordance with DIN EN ISO 50001. MAURER SE locations in Germany that are not yet certified already fulfil the requirements of the standard and will be integrated into the certification process soon.

We consistently increase our energy efficiency

The generation of greenhouse gas emissions has been identified as a material environmental impact. It is primarily driven by the use of fossil fuels and is a decisive contributor to climate change. To effectively address this challenge, MAURER SE has been increasing energy efficiency and reducing greenhouse gas emissions through numerous measures. We continuously develop improvement approaches and consistently implement the necessary measures. This includes the systematic expansion of photovoltaic systems to increase the share of self-generated renewable energy at our sites and the gradual conversion of our fleet to electric vehicles. At the same time, continuous product and process optimisation results in the replacement of energy-intensive equipment and production machinery with more energy-efficient systems and modern technologies. In addition, lighting at our sites is being replaced with modern, energy-efficient LED systems that – where technically feasible – are controlled by brightness and motion sensors. This ensures demand-based, efficient use of lighting. Thanks to these measures, we steadily reduce greenhouse gas emissions further.

Climate protection with a long-term vision – our path to the future

MAURER SE is committed to continuously reducing its greenhouse gas emissions. We align our measures with a development path that is consistent with the national climate protection goal.



TOTAL ENERGY CONSUMPTION (MWh)

ELECTRICITY	3,221*
DISTRICT HEATING	306
CRUDE OIL AND CRUDE OIL PRODUCTS	2,258
NATURAL GAS / LIQUID GAS	3,086
TOTAL	8,871

*68 MWh from our own photovoltaics

Emissions analysis along the value chain

According to the GHG Protocol (Greenhouse Gas Protocol), greenhouse gas emissions are divided into Scope 1, Scope 2 and Scope 3 as well as the respective categories along the value chain. The following diagram helps classify MAURER SE's company-related emissions at each site. Emissions are broken down according to the scope system. For steel-processing companies, the categories "purchased goods and services" and "logistics" are typical heavyweights in the Scope 3 emission category. While robust data is already available for the German sites, we are currently working on a comprehensive collection and calculation of Scope 3 emissions for MAURER SE's manufacturing subsidiaries abroad. This will allow us to compile a complete and internationally comparable emissions inventory in the medium term.

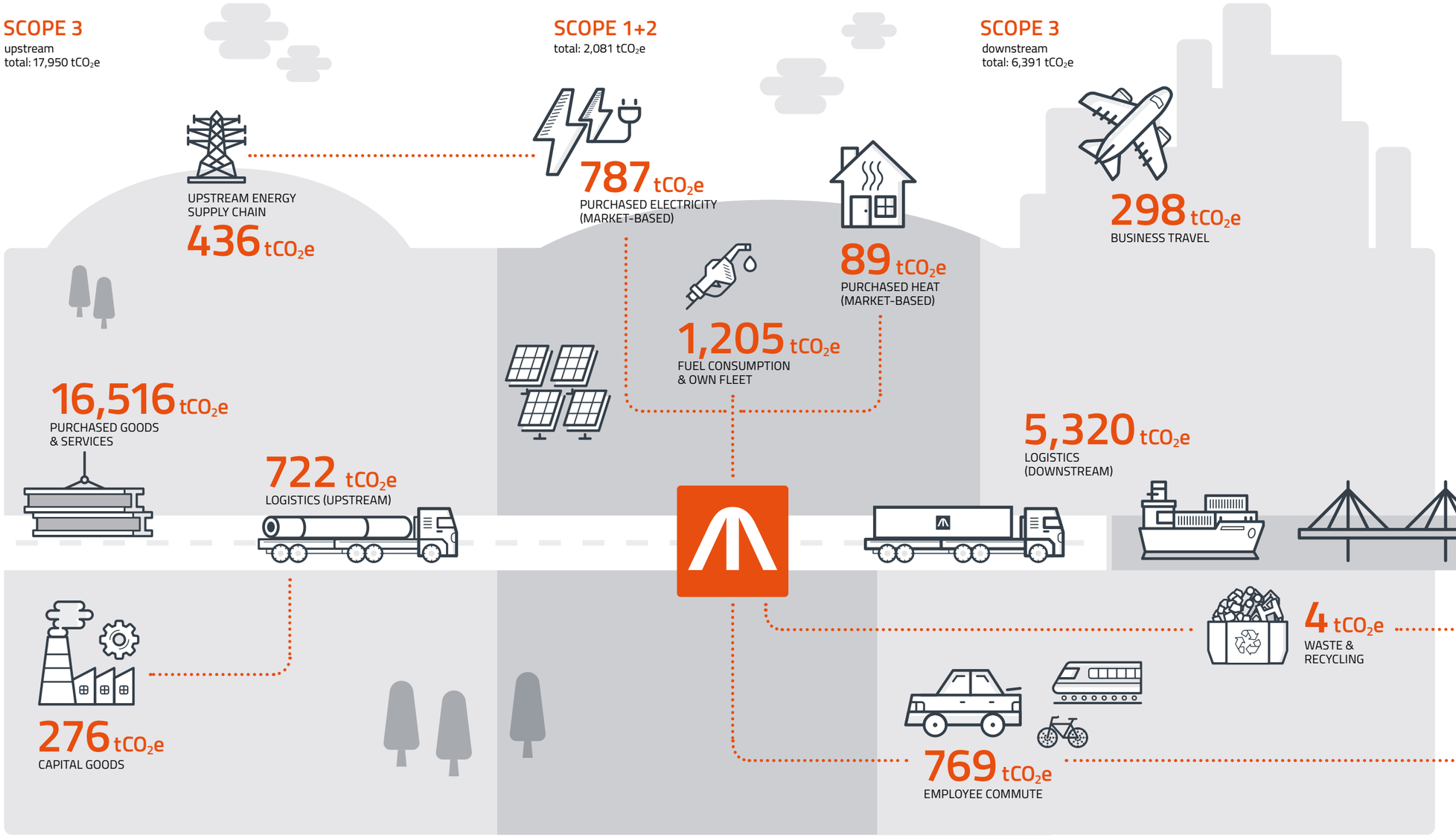
Dual reporting

The emissions shown in the diagram are calculated using the market-based approach. Location-based, Scope 2 emissions amount to:

purchased electricity: 1,215 tCO_2e

purchased heat: 26 tCO_2e

Together with Scope 1 emissions, the energy used at MAURER SE's German sites results in location-based emissions of 2,446 tCO_2e.

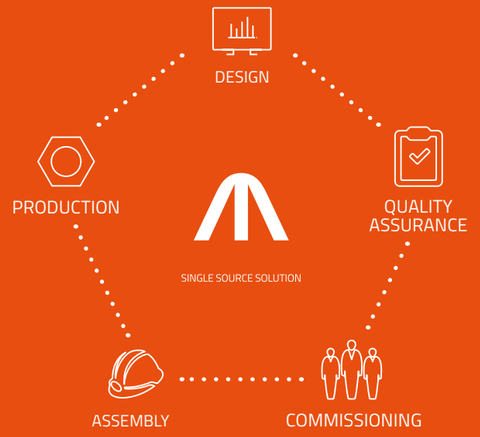


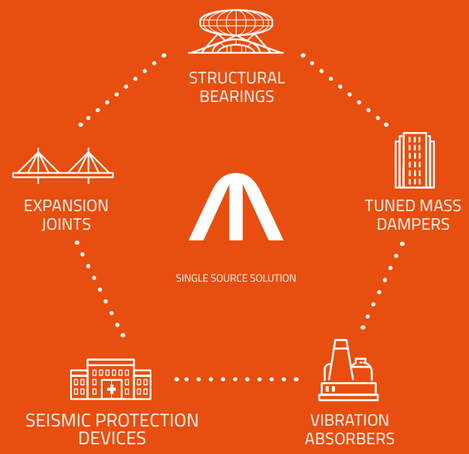
Resources – looked at from their end of life

With our DIN EN ISO 14001 certified environmental management system, we pursue a clear strategic approach to promoting the circular economy and the efficient use of resources. Our guidelines and concepts are based on the principle of "prevention, reduction, recovery, disposal" and are firmly embedded in the management system. Defined policies, structured processes and continuous monitoring by a waste management officer ensure that environmental requirements are systematically met and continuously improved. This principle shapes our product development as well as the entire life cycle of our solutions and forms the basis for the approach described below. In addition, we want to highlight that none of MAURER SE's sites are located in water-stressed regions.

Resource-efficient product design and high recyclability

Our products are individually customised to meet the requirements of the customer and the respective structure. As a result, they are resource-optimised in both design and production. The structure is always considered holistically – across all trades and over its entire life cycle. In the manufacture of our products, offcut only amounts to around 20–25%, with more than 90% of all waste generated being recyclable. The high recyclability of MAURER SE products reduces the need for primary resources, particularly primary steel, and makes a significant contribution to minimising iron ore mining.





We build partnerships that last over 50 years

As our products have a long life cycle of over 50 years, we not only supply our customers with individual components but act as their long-term partner: from installation, maintenance and service to tailored solutions for refurbishment concepts. Together, we develop custom solutions such as the MAURER Modular Bridging System (MMBS), which helps reduce traffic congestion and improve traffic flow. Additionally, we offer products such as seismic bearings, which reliably protect structures from severe environmental impacts and thus significantly extend their service life. Thanks to our collaborative partnerships and our specially adapted products, resources are saved in the long term, structures are designed more sustainably and their life cycle is optimised both from an economic and ecological viewpoint.

We buy various materials for the manufacturing of our products.
Around 90% of the total consist of:

(SECTION, SHEET, BAR) STEEL

7,400 t

OTHER PURCHASED PARTS (THIRD-PARTY MANUFACTURING OF MATERIAL)

2,000 t





The recyclability of our residual materials and waste, i.e. the recovery rate of resources into the material cycle, is **92%**. The breakdown is as follows:

WASTE (TONNES)	DISPOSAL	RECYCLING
Hazardous	64 t	164 t
Non-hazardous	137 t	2,073 t
Total	**202 t**	**2,273 t**

Hazardous waste: waste paint, varnish, zinc dust
Non-hazardous waste: municipal waste, bulky waste, plastic waste

Hazardous waste: waste batteries, asphalt, emulsions, e-waste, cables
Non-hazardous waste: aluminium, stainless steel, scrap metal, metal shavings, wood, paper, garden waste, construction debris, other

SOCIAL

We protect what matters: the health of our employees

As part of its Integrated Management System, MAURER SE takes into account the requirements of DIN EN ISO 45001. In doing so, we pursue a consistent occupational health and safety policy. The occupational health and safety management system is currently implemented at the Munich site and will be gradually extended to all our German subsidiaries. We ensure safe and healthy working conditions and effectively promote the health of our employees. To this end, we offer a wide range of optional employee benefits that support wellbeing.

EMPLOYEE BENEFITS

- COMPREHENSIVE HEALTH MANAGEMENT
- 30 DAYS OF HOLIDAY
- INTERNATIONAL TEAM
- GUARANTEED SPECIAL PAYMENTS
- REGULAR STAFF EVENTS
- PENSION SCHEME
- ATTRACTIVE TRAININGS
- CELEBRATIONS FOR STAFF MEMBERSHIP ANNIVERSARIES
- MEAL ALLOWANCE
- FRUIT
- SUBSIDISED BIKE (JOBRAD)
- GYM MEMBERSHIP
- MUSEUM & CULTURAL EVENT PASS
- PHYSIOTHERAPY
- COMPANY-SPECIFIC IGM COLLECTIVE AGREEMENT
- DISCOUNTED SHOPPING ACCESS

Benefits are available to all full-time and part-time employees, with the exception of temporary agency workers.

We stand for fairness, equality and responsibility

Our Code of Conduct sets forth binding provisions regarding respect for human rights, equal treatment of all employees and responsible business practices. MAURER SE is subject to collective bargaining agreements in many countries and therefore fulfils all statutory and collective bargaining obligations regarding fair, transparent and appropriate remuneration. There is no pay gap between female and male employees and promoting women in occupational fields in which they have been underrepresented is firmly embedded in our corporate culture. We are pleased to report an above-average representation of women in management positions.

We listen closely – and act

All employees have access to an established grievance mechanism via the workers' council. We also encourage our workforce to report risks and hazards at an early stage so we can continuously improve workplace safety. Data on turnover and training hours are systematically tracked. An overview of the key employee figures, together with a visual presentation of occupational safety data, follows below. To date, no incidents of human rights violations or discrimination are known to have occurred within our own operations or along the supply chain.

TOTAL EMPLOYEES

450

61 female | **46** full-time, **15** part-time



389 male | **384** full-time, **5** part-time

As of 31/12/2024 – incl apprentices

APPRENTICES

25

3 female



22 male

As of 31/12/2024

ACCIDENTS

11
reportable occupational accidents

15.86%
occupational accident rate*

54
accidents per year

28
hand injuries

0
fatalities following occupational injuries or illnesses

AGENCY WORKERS

20
workers

DIVERSITY

Employees from

31
nations

average age: 44 years

STAFF TURNOVER

49.1%
of our employees have been with us for over 10 years

11.8%
turnover

3.75h
of training per employee

18
years retention on average



*Number of reportable occupational accidents per 1,000,000 hours worked



GOVERNANCE

We act with integrity – without exception

At MAURER SE, compliance is an integral part of responsible conduct. Our applicable Code of Conduct sets out clear requirements for the protection of human rights and the prevention of corruption. No violations such as corruption or bribery were identified during the reporting period. Our key objectives are the consistent prevention of compliance violations, conflicts of interest and money laundering as well as compliance with all relevant statutory requirements.

To achieve these objectives, we rely on specific measures, including the continuous strengthening of company-wide compliance obligations and the assessment of suppliers against occupational health, safety and environmental standards. A comprehensive training programme supports these efforts and helps raise awareness among the workforce.

We build competence systematically and consistently

For systematic compliance training, MAURER SE has introduced a mandatory e-learning programme. It covers training on fundamental compliance topics, corruption prevention, antitrust law, IT security, data protection and export control. Participation is mandatory, ensuring both timely completion of the training and swift onboarding of new employees.

Since 2021, employees and external business partners have had access to a whistleblower hotline. This anonymous and free-of-charge reporting channel is managed by an external ombudsperson and provides a confidential channel for reporting potential violations.

High standards in data protection, too

Beyond mere compliance with statutory requirements, the company regards data protection as an expression of a responsible and respectful approach to personal data. A globally applicable data protection policy, in line with the GDPR, forms the basis for this approach. In-house data protection officers act as contact persons and support employees in protecting data and information systems.

In its international business, MAURER SE ensures compliance with all relevant export restrictions and controls through a group-wide Export Compliance Department. This department provides binding requirements, monitors transactions with particular regard to export controls and sanction risks and organises the necessary approval procedures with relevant authorities. Policies such as anti-boycott and anti-corruption requirements as well as our Product Requirement Documents ensure that our export business is compliant and sustainable and follows all applicable regulations.





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