

COMiX 2025

METAL TRADE COMAX, a.s. NEWSLETTER



COMAX
CELEBRATES
20TH
ANNIVERSARY!
BRAVO!

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'Dear readers, colleagues, friends,

*Our corporate year is full of events and experiences, and I am happy that their number is not diminishing and that you are part of them. This year's edition of the newsletter is an anniversary one; it is the **10th edition** and it is coming out on the **20th anniversary** of our joint-stock company.*



In terms of major events at COMAX, I would say this year was intense, let me mention the moments that I personally believe to be most important:

- **A new CEO and CFO were appointed, we merged the positions of director of cutting and profile centres, we appointed a new project manager for the future coil coating line, we included an M&A manager to the team, and we hired a new head of the human resources department.**
- **We successfully completed 3 foreign acquisitions; we acquired German company KBS-Rohr HandelsGES. mbH, Italian company Cogi S.r.l., and a pair of companies from Bravo holding GmbH.**
- **Our subsidiary MTC Development s.r.o. continues to implement the COMAX APARTMENTS project; we have handed over Apartment House A to the owners and are continuing the construction of Apartment House B.**
- **We started construction of the COMAX garden centre with a multifunctional hall.**
- **We concluded a contract for the implementation of a new ERP system.**
- **We celebrated our 20th anniversary together with the CEOs of our 4 domestic and 4 foreign branches.**

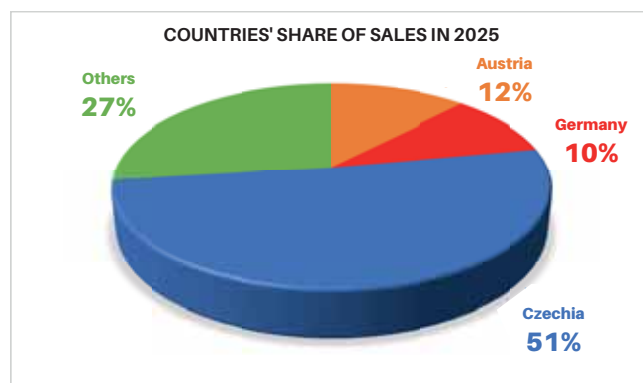
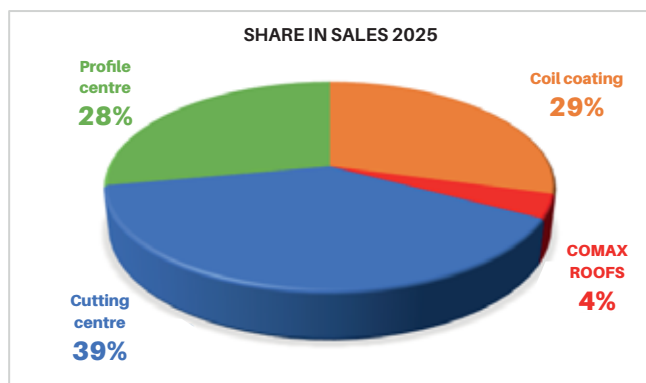
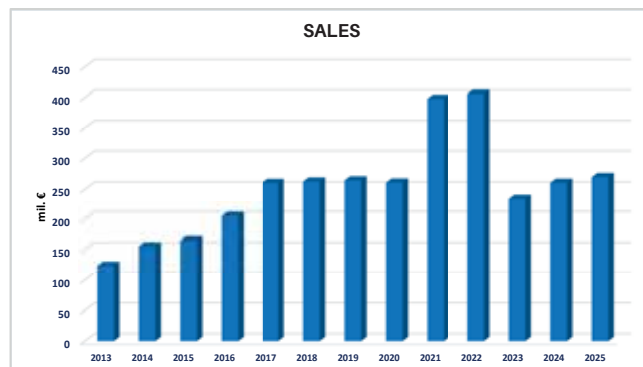
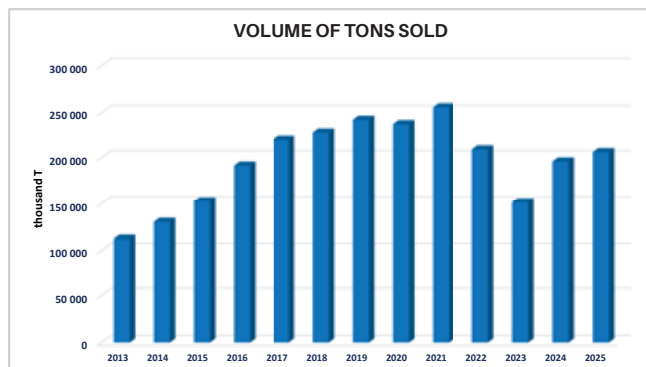


You can read about the details of the mentioned events and other facts of this year on the following pages. They are listed chronologically again, as they happened throughout the year, to best reflect our experience.

Was 2025 successful? It most certainly was! It provided new financial resources that we will need for the largest investment in the history of our company, namely a new coil coating line with costs exceeding 1 billion Czech crowns.

I hope that you enjoy reading this anniversary issue, remember the pleasant moments, and appreciate our joint results. I would also like to wish you good health, happiness in your personal life, and much success in business. Finally, let me share a personal event; in addition to company celebrations, I was also blessed to welcome two granddaughters into the world.'


Ing. Marian Manda, CSc.
Chairman of the board



WE'RE A PART OF THE COMMUNITY

Financial donation to Slaný Hospital

Every year we hold a charity Christmas raffle full of valuable prizes, the proceeds of which regularly exceed one hundred thousand crowns; the proceeds of the last Christmas raffle in January this year were donated **to the neonatal ward of Slaný Hospital**. The neonatal department of Slaný Hospital used the funds raised by our employees to purchase a modern device for quick, painless and reliable hearing tests for babies immediately after birth.

Early detection of hearing loss fundamentally affects speech development - the new device allows treatment or rehabilitation of a baby's hearing loss to start without delay.



From the left: Comax representatives,
chief physician and nurse at the neonatal ward
Slaný Hospital



BAU MUNICH 2025

The international construction trade fair was quite intense



Our sales team from the steel profile production division had an intense week at the **BAU construction fair in Munich** in January; they introduced visitors to the company's portfolio of reinforcing and structural profiles produced by our Košice and Litovel plants, including Magnelis anti-corrosion surface treatment for the installation of ground-mounted solar power plants. We also presented our coil coated roofing products manufactured under the COMAX ROOFS brand.

The BAU trade fair confirmed that it's the right place for quality products from all our divisions, as they have one common denominator - the construction industry.

We would like to thank everyone who visited our stall, and we look forward to seeing you in Munich in 2027.

BAU

bau-muenchen.com



The Košice business team **Karol Sponták** and **Kamil Hegeduš** in the front.
Business partners in the back.

PHOTOVOLTAICS HIDDEN IN THE ROOF



 **L&K PROJEKT**
ARCHITECTS

solaredge

XCarb
Recycled and renewably
produced



THE POWER OF ROOFS



www.solroof.eu

ROOFS-SOLAR-CRAFT 2025

COMAX ROOFS introduced integrated solar roof SOLROOF



As a regular exhibitor, we presented several new products at the 26th Prague trade fair this year, including the rooftop photovoltaic system **SOLROOF** - an 'invisible' photovoltaic system integrated into steel roofing, the small, rectangular

aluminium roof template **RECHTECK**, and finally, aluminium roof soffits **COMAX EXPERT** with a lifespan of up to 75 years. Visitors took quite an interest in us, and we are very pleased with the attention they are paying our products.



50% OFF COMAX® ROOFING AND 10% OFF FOR ALL COMPETITORS!

COMAX ROOFS held a competition for a quality metal roof this time - the prize was a **50% discount off COMAX®** brand roofing in several different types and shades. The lucky winner was Mr. David Pátý from the Liberec region, whom we congratulate, but the other competitors didn't leave empty-handed either - everyone who filled out the registration form for the competition at our stall received a trade fair discount of 10% in the form a voucher for one purchase of COMAX® roofing.


STŘECHY | SOLAR | ŘEMESLO



***Radek Hořák** and **Lenka Hasalová** from COMAX ROOFS draw the winners of the trade fair competition*



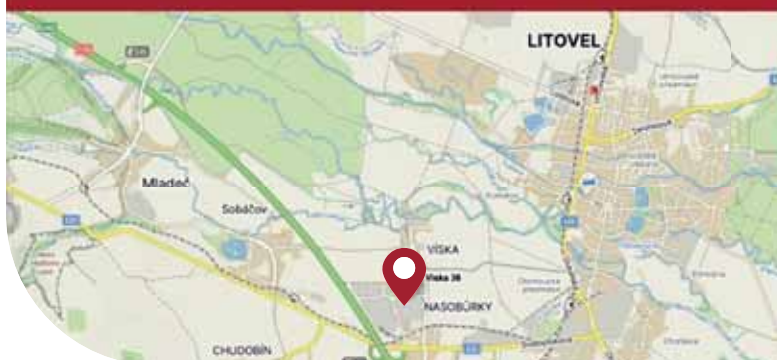
COMAX ROOFS WAREHOUSE in Moravia

NEW WAREHOUSE IN LITOVEL

On 3 February 2025, we opened
a new shipping warehouse

Víska 36, Litovel, CZ

STŘECHY COMAX®



COMAX ROOFS are flourishing in the Czech Republic

Growing demand for our roofing products goes hand in hand with the growth of the centre, and it necessitated the expansion of shipping locations and the sales team.

The strategic location of the new COMAX ROOFS shipping warehouse allows us to process orders more efficiently and provide the top-notch services our customers are accustomed to. The new warehouse allows us to process a greater number of orders in a shorter time, thus ensuring express deliveries to end customers and business partners.

We also offer shaping of standing seam roofing directly at the construction site.

www.strechycomax.cz

NEW FACES of COMAX ROOFS



Jan Baroch

Sales representative for southwest and north Bohemia.

A Pilsen native and lifelong businessman, he brought his experience with selling roofing and sandwich panels to Comax, but he also has experience in the sale of cars and handling equipment. In his free time, he likes to traveling, cycling, and skiing.



Petr Kulík

Sales representative for Moravia

Petr works at our branch in Litovel. He is a salesman with retail experience, and he worked at Mountfield for several years. He plays football and enjoys spending time with his family, playing sports and gardening.

Architectural COMPETITION has a winner

The design by Ing. Arch. Michaela Bergová will shape the appearance of our new building



In March, participants in the educational platform **INSPIRELI** met at Comax. This platform allows young architects to create a design for a private client and win a contract. At the meeting, we announced the winner of the competition for the interior design of our new multipurpose, two-storey building with a floor plan of 1,000 m².

8 young architects submitted their designs to the competition, and they were all great, the jury had a hard time choosing. **The 3 designs that met the brief** and were also appropriately original and representative were awarded. The winning design that will be used for the interior is the work of Ing. Arch. Michaela Bergová. Read more about the construction on pg. 24.

Introducing the WINNING DESIGNS:





KBS-ROHR HANDELSGES. MBH



KBS-ROHR became part of the COMAX group

METAL TRADE COMAX, a.s. continues its strategy of capitalising on 30 years of experience in the sheet metal processing industry and building a strong metallurgical group with a quality portfolio that will be the first choice of renowned customers on a European scale.

KBS-Rohr Handelsges. mbH is this year's addition to this concept. For over 30 years, it has been supplying precise, stainless steel, seamless tubes, and because of its know-how, it often acts as an extended part of its customers' companies.



Markus Schmitz

CEO



Markus Schmitz has worked at KBS-Rohr for 25 years. He began his career at the company as a production worker, gradually working his way up the ranks in sales administration, purchasing, and sales itself. His commitment and expertise later led him to take on the position of sales manager, he was appointed proxyholder, and today, as CEO, he is responsible for the company's strategic and operational management.

Patrick Baumann

Managing Director



Patrick Baumann studied economics and has been part of KBS-Rohr since 2017. After joining the quality department, he worked as a management assistant and was responsible for production. Patrick has been the company's Managing Director since 2022 and is in charge of production, finance, human resources and IT. His technical and business education allows him to combine practical knowledge of production with strategic company management.



www.kbs-rohr.de

COGI S.R.L.



COGI has cleverly completed the COMAX group's

Cogi S.r.l. is an Italian manufacturer of high-quality steel parts for drywall construction; its production lines produce supports for modular ceilings (for mineral fibre suspended ceilings) and structures for plasterboard walls. This April, Cogi became part of the COMAX group.

Stefano Guidotti
CEO

A graduate of political science at the University of Milan, he spent several months in China after graduation, where he engaged in business. He has worked at Cogi for 24 years, first as a sales representative for Northwest Italy, then as sales director for Europe and Italy, and today as CEO. Since April 2025, he has been managing all Cogi activities within the Comax group. In addition to his native Italian, he also speaks English and Spanish.

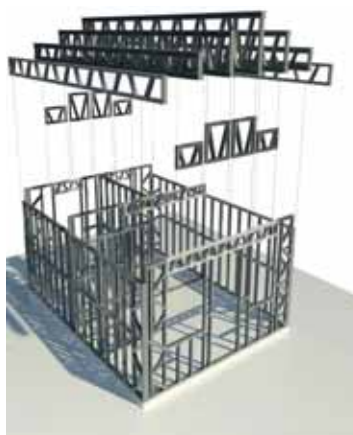


Exclusive: steelMAX by Cogi

Cogi has used the expertise of its technologists and developed other products, such as **steel structures for modular houses** or frames for sliding doors, which can be easily and quickly assembled directly on site.



www.cogi.info



COMAX APARTMENTS

We opened a **MODEL APARTMENT** in House A



You didn't get to see it yet?

Then come let us show you the **model apartment and design standards**, as well as possibilities for alternative surfaces/shades, views, underground garages and cellars.

Finally, you will get to see how construction of Apartment House B is going - it will be completed in 2026.

www.bytycomax.cz

TWINS are on the way



Introducing APARTMENT HOUSE B

At first glance, it's the same house with the same quality standard of living. At second glance, it offers new 2+kk (2 bedrooms + kitchen corner) apartments: in response to demand, house B offers **more economical areas** of 50 m² and 56 m² (previously 71 m²).

We kept the spacious 3+kk (3 bedrooms + kitchen corner) family apartments (86 m²) with views in three directions in House B, and all apartments continue to have an enclosed balcony and a free cellar. A garage space can also be purchased for each apartment.

Apartment House B has **38 apartments** and the completed model House A, which functions as a reference for the style and quality of housing, immediately attracted interest in House B.

Follow the News on our website www.bytycomax.cz.



View of construction site: June 2025

■ Ground floor of House B



■ Above-ground floor of House B



MTC CUP 2025 = COMAX TRIUMPHED 7:1

The 13th year brought a win for COMAX on 'FRIDAY THE THIRTEENTH'

For the thirteenth time in a row, we held our company football afternoon this June. This time it wasn't a tournament in which teams of employees competed with teams of customers (we like to brag that the home team won), but rather a match between sister companies **COMAX vs. OETINGER**. We chose the legendary Ďolíček in Vršovice, Prague, home of the football club Bohemka.

German sister company OETINGER Aluminium took on Czech company COMAX. Both companies have competed in the past, fielding experienced players.

The first half ended in a 1:1 draw, so fans could still bet on the winner during the break. However, in the second half, **Comax took the lead and easily led the match to a 7:1 triumph.**

We congratulate the METAL TRADE COMAX team on their convincing victory over the OETINGER Aluminium team, and we would like to thank our opponents for their worthy representation.

Ten of our employees successfully bet on the winner of the match, winning tickets to a home match of Bohemka in the 2025/2026 season of their own choice.



Winning team
METAL TRADE COMAX, a.s.



Losing team
OETINGER Aluminium GmbH



Our players are VICTORIOUS AGAIN



In the June national football final **of the Denik 2025 Employee League** in Roudnice nad Labem, COMAX won an excellent 3rd place, facing companies from across the country!

The battle for 3rd place was evenly matched. With the score tied at 3:3, penalties decided the match. METAL TRADE COMAX was the luckier team. In addition to the cup and medals, our football players received a voucher to the Plzeňský Prazdroj brewery with a beer tapping school and a banquet.

The goalkeeper of our bronze team, director of the coil coating line **Zdeněk Kieryk**, commented on the match and results:

'I have to admit that the level here was very high. The boys from Pilsen had a great team. The quality of the winning team was at a very high level. It was evident that everyone was running out of energy. Maybe we paid the price for winning the first two matches in the group and then playing out we take third place as a success,' Zdeněk added.



Let's remember that this was COMAX's third participation in this national corporate team tournament, and **it was not the first time it stood on the podium - in 2021 it won the Denik league** and was awarded a plane trip to the European football league of their choice - COMAX footballers flew to Rome, where they enjoyed the Lazio Rome vs. Juventus Turin match at the Stadio Olimpico.



PLUXEE: A BENEFIT that gives freedom of choice

eBENEFITS added to the employee BENEFIT PROGRAMME

Every year we organize several company events for employees - we regularly meet in the middle of the year and at Christmas, **where employees' family members are also welcome**. We also offer additional joint programmes -

last year it was a trip to Dresden, Škodovka, Prazdroj or Karlin for a musical, this year, in addition to football, we organized a summer party to celebrate the company's 20th anniversary and an excursion to a steelworks.

A new **BENEFIT** for our employees - **CZK 10,000** for free time



As of 1 July 2025, we added a **benefit card** to our **corporate benefits with CZK 10,000 credit**, allowing each employee to choose their reward from a wide range of leisure or health programmes from many business partners.

Employees can also raise the credit on their benefit card **up to the non-taxable statutory limit** and save on taxes and levies compared to the same amount in taxable income.

List of establishments where the card can be used:



www.vyhledavac.pluxee.cz

Our benefits in a nutshell:



13th salary



Extra week of leave



Employee apartment



Anniversary award



Long-service award



Pension/life insurance



Sign-on bonus



Attendance bonus



Children's recreation



Meal allowance



Discount on company products



MultiSport



Corporate sporting and social



eBenefity

COMAX opened a MATERIALS TESTING LAB

Quality materials are key for us

At our production plant in Litovel, where we produce a range of steel profiles for the construction, photovoltaic and automotive industries, we opened a **modern laboratory for testing the mechanical properties of metal materials** – advanced software and robust device construction from renowned manufacturers guarantee the repeatability and accuracy of our measurement results in accordance with standards.

A tensile testing machine, a grinder with a polisher for preparing metallographic samples, a metallographic cutting saw for cutting materials with welded joints, a digital microscope for non-contact evaluation of grain structure, and a drilling and milling machine for preparing samples from larger profiles - all of this allows us to guarantee the high quality of our products.



We asked **David Pokorný**, head of the new testing facility and quality technician at our production plant in Litovel, for a short interview.

He has been in charge of quality control at Comax for several years. What changes has the laboratory for testing the mechanical properties of materials brought to your work and how crucial was its opening for production and customers?

The new laboratory shows that quality isn't just an empty word for us, but a real commitment. We used to be dependent on external testing labs, but now we have

everything under one roof and we can access the results immediately. This allows us to respond flexibly and guarantee reliability even in the most difficult projects.



David Pokorný

Head of the Testing Laboratory
and Quality Technician, Litovel

20 YEARS as a joint-stock company!

METAL TRADE COMAX is celebrating 2 successful decades

20 years ago, in August 2005, the partners of METAL TRADE Bohemia, spol. s r.o. decided to purchase 100% of the shares of COMAX s.r.o. Exactly 20 years later, on the last Friday of August 2025, we celebrated 2 successful decades of the successor company METAL TRADE COMAX, a.s. led by Marian Manda's team.

Our employees as well as former owners of COMAX s.r.o., the mayor of the town, our business partners, and our foreign managers from Slovakia, England, Italy, and Germany, attended.

The current company, which was transformed into a jointstock company 20 years ago, is no longer a local

player - we asked chairman of the board of directors **Mr. Marian Manda** for his comment:

"I'm proud of what our joint-stock company achieved in the last 20 years. We overcame the financial crisis in 2008 as well as the impact of the COVID-19 pandemic in 2020. We managed to turn the previously local company into a European company with 7 production plants in 4 countries and a consolidated turnover of 6.5 billion CZK in 2024. Through investments exceeding EUR 100 million, we have managed to provide good conditions for the sustainable growth of our employees in all our activities."





Looking back on OUR STORY

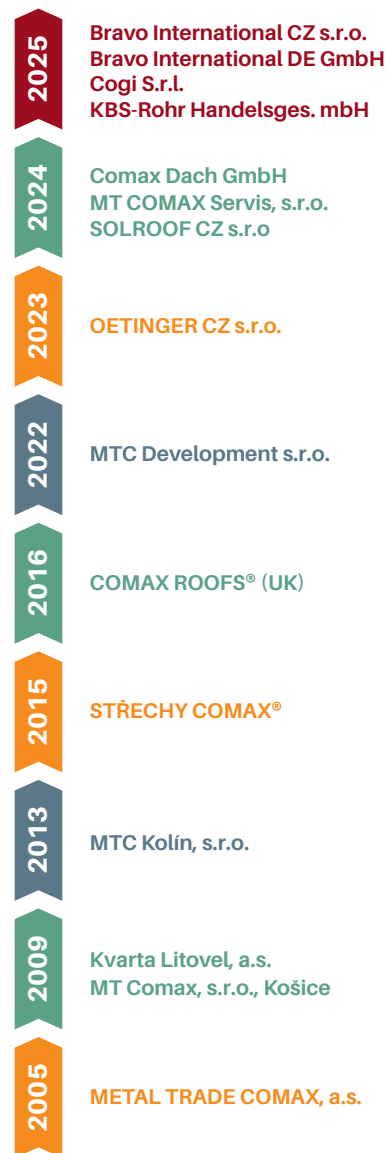
'Action without an initial vision is a waste of time. Vision without action is mere daydreaming. But action with vision can change the world.'
(Nelson Mandela)

Our well-thought-out portfolio of products and services and decades of experience make us an important partner for many large manufacturing companies. We employ 500 people in 7 production plants in 4 countries and have implemented international ISO and IATF standards for production process and quality management.

- **1938** - the production of foundry alloys begins in the Velvary smelting plant
- **1973** - the company expands with the addition of a new sector - sheet metal surface treatment
- **2005** - the name METAL TRADE COMAX appears on the market for the first time and with it the third production sector - cutting of steel sheets
- **2009** - the portfolio is expanded with production of steel structural profiles
- **2013** - we begin construction and management of industrial properties
- **2015** - we launch the brand COMAX ROOFS® on the market
- **2016** - we establish COMAX sheet metal roofing in England
- **2022** - we begin housing construction
- **2024** - we launch the integrated roof system SOLROOF on the Czech market

Our M&A activities in 2025:

- Purchase of the German trading company **KBS-Rohr Handelsges. mbH** with its own production facility for precision tube cutting.
- Purchase of Italian company **Cogi S.r.l.** that produces profiles for plasterboard walls and ceilings, as well as special T-shape profiles for modular ceiling structures.
- Purchase of two production and logistics companies of the international holding Bravo: **Bravo International CZ s.r.o.** and **Bravo International DE GmbH**, which supply steel roofing products to a network of European hobby markets.



RECAP of our successful 20 years

- 126 million Eur in property investments (land, buildings machinery)
- 12.5 million Eur in financial acquisitions (new companies)
- 7 production plants in 4 countries (CZ, SK, DE, IT)
- 12 cooperating subsidiaries
- 550,000 m² of land worth 37 million Eur (almost CZK 1 billion)
- 370,000 m² of production, warehouse and administrative areas
- CZK 6.5 billion consolidated turnover 2024
- CZK 25 million donated in charity for
- 3 rooftop solar power plants with an output of 2 MWp
- 54 international trade fairs
- 58 corporate team building events
- 25 events with business partners
- 22 foreign trips
- 13 certificates
- 13 trademarks
- 2 apartment houses with 7 dozen flats
- Employee housing cooperative
- 500+ employees

EMPLOYEES also enjoyed the ANNIVERSARY CELEBRATION

The celebration at Velvarská Záložna provided an opportunity for employees from all branches to meet - almost three hundred of them gathered, including those who don't normally attend events.

Zdeněk Podivínský, the former CEO of COMAX s.r.o. who has been working at the company for exactly 55 years this year, holds a special place among them. He also got a chance to be on stage, and you can read our interview with him on the next page.

A video presenting the company today and its full range of activities was also played, and the musical highlight was a performance by the well-known Slovak band **NO NAME**. The concert was followed by a bartending show, which opened the cocktail bar to guests.

The programme in the second half of the evening was dominated by the competition '**HAPPY TWENTY**'. This was a trivia quiz about the history and present of our company, in which 75 competitors participated. 5 contestants answered 100% of the questions correctly, of which 3 were randomly drawn and won a financial prize of CZK 20,000 each. All competitors were rewarded with a **pole dance show** by the Czech champions in the highest elite category, which added another dimension to the evening.





LOYAL to one brand for 55 YEARS:

Ing. Zdeněk Podivínský IMS manager

How did you come to work for COMAX?

Back then it was still Kovohutě Velvary; my dad worked there as a technologist, and I live about 100 metres from the gatehouse, so it was an easy choice. I completed metallurgical technology school, and after graduating in August 1970 I started working as a metallurgist at the rotary kiln - and it was this manual labour that later earned me respect among the workers. But after two months in October 1970, I enlisted in the army for 2 years.

What happened after that?

When I returned from the war in September 1972, the coil coating line was already being completed. In the spirit of the belief that the 'coil coating line = a line for the young', I started as its chemical operator. And we started testing technological units. I later worked as an assembly operator, in the laboratory, and finally as a laboratory manager.

Where did you get the know-how for a coil coating line, when it was the only one far and wide?

The Italians and Americans built it; they were familiar with the operational side. And some of our people went to the US for training (1973).

Where did the idea to build a coil coating line in Velvary come from?

It was originally supposed to be built in Břidličná, because it made sense technologically to build it next to the rolling mill. But there wasn't enough room in Břidličná. Kovohutě Velvary won.

Why did you decide to go to university?

While working in the lab, I realized that further education was necessary for

growth in a factory. I applied to the Faculty of Materials, Metallurgy, and Recycling at the Technical University of Košice, studying in a distance learning programme for 6 years.

What did an engineering degree give you?

When I graduated from school in 1981 I was 30 years old, and I was appointed technologist of the entire factory; then later that same year, I was appointed head of technical preparation of production and investments. This was a huge change, because the laboratory was a closed-off world with direct contact with production, but the new position required oversight of the entire factory. My position changed again the following year, when I became production and technical manager. I remained in this position for 13 years until 1995, after which I became CEO of COMAX s.r.o. for 9 years.

You experienced socialist planning, privatisation, and a private owner. Which period brought the most changes?

The changes were constant. The coil coating line was certainly a fundamental change, bringing with it a new product, interesting customers and new suppliers. We mostly coated aluminium, but we also tried to coat steel, because the line could coat both and we had a lot of demand.

Why did COMAX s.r.o. decide to sell the company in 2005?

With the collapse of the Czech and Slovak Federative Republic, there was a drop in orders due to a decline in construction and industry in general. For example, one of our key customers who previously purchased 5,000 tonnes of coated aluminium every year was suddenly only buying 300 tonnes. In addition, during these difficult times

there were first 10 and later 7 co-owners, and we had great difficulty finding consensus on important decisions.

When did you move to the IMS sector?

After the company was sold to a private owner in 2005. I had already been working on documentation and certification for 2 years before the sale, so it was a natural transition.

Which area do you think is most difficult for IMS?

Definitely the production of profiles. Customers from the automotive industry have very high requirements, and the technical preparation of profile production is generally very challenging. This necessitates difficult preparation of both documentation and people.

IMS is a relatively young department.

Do you see him as a successor?

Only the best can work here, so yes, I see potential in the team.

Thank you for talking to us.



Regional Authority of the Central Bohemian Region visited COMAX

Those in charge visited COMAX

In the second week of September, the managers of the Central Bohemian Region, led by Regional Council President Petra Pecková, visited Comax; it was a courtesy visit where we discussed the effects of a large manufacturing company with international reach and where the region can specifically help.

The discussion was preceded by an excursion to our production facilities. After the tour, we took advantage of one of the last beautiful summer days and opened up key topics on the roof terrace:

- Energy sustainability of production
- Transport connection and improvement of infrastructure
- Connecting technical schools with practical training
- Speeding up administrative processes for further company development





COMAX hosted entrepreneurs from the region

Entrepreneurs discussed the future of the economy

Cooperation between companies and state administration, business support and current economic outlook - these were the main points **Meeting of business representatives**, which took place on Tuesday, 16 September 2025, at COMAX. The event attracted representatives of large companies in the Slánsko region, representatives of state administration and the media, and it showed that cooperation and exchange of information are essential for further development of the business environment.

COMAX provided a guided tour of the facilities.

'It was an honour to have been able to host the September meeting. We see this as appreciation of our work, as well as

an opportunity to introduce our company, which is unique in many ways. I believe that events like this strengthen the business community and inspire all those involved,' says chairman of the board of directors **Mr. Marian Manda**.

In addition to its modern production facilities, COMAX also presented the project of its upcoming major investment - a new continuous coil coating line worth over CZK1 billion.





NEW FACES in management

This year was exceptionally challenging, but also exceptionally fruitful for our HR department - we hereby present new colleagues in management who have strengthened our team in connection with new acquisitions, the company's transition to a new information system, or generational renewal.

Robert Elgner

CFO



'I am bringing 10 years of experience at an auditing firm and 10 years of experience as CFO in the automotive industry to Comax.' My goal is to support Comax in various stages of financial decision-making, in negotiations with banks, auditors and the tax authority. I want to develop controlling and reporting and make it clearer, simpler, and more precise. In my free time, I like to spend time with my family and my small children.'

Petr Růžicka

M&A Manager



Petr joined our team as M&A manager. He has been involved in mergers and acquisitions of companies in an international environment for almost 10 years. Now he is in charge of strategic growth of the COMAX group in the Czech Republic and on foreign markets. Petr loves skiing - so much so that he even plans family walks on black slopes.

Alžběta Ryšánková

Senior ERP Consultant



Consultant for Navision and Business Central since 2003, first for a Microsoft partner, and later as an internal consultant in a trading and manufacturing company. In addition to supporting ERP users and its continuous development, she was in charge of data analysis and report creation. She spends her free time with her family, and she loves the mountains in every season.

Pavel Helus

Energy Manager



'At Comax I am building on my experience from previous work in the energy sector for hypermarket chain and Prague Public Transit Company. My goal is to lead the company through a period of dynamic development of the European energy sector in areas of stabilising the distribution network, meeting emission targets, and decarbonizing the industry.'

Petr Michálek

Facility Manager



'I am happy to be able to apply my extensive experience in corporate asset management that I have gained over the past 32 years at large manufacturing companies in the chemical and automotive industries in my new workplace. It's great to be able to work for a Czech company after many years and participate in its successes with my colleagues. I enjoy studying psychology, playing tennis and motorsport.'

Aneta Mlejnková

HR Manager



Aneta has 20 years of experience in human resources, which she has primarily gained in production companies. Her approach combines systematic work with respect for the individual needs of employees. *'I believe that well-established HR processes are not just an administrative necessity, but also a tool that helps develop people and the company.'* Aneta's strengths include leading change processes, developing employees, and building a supportive work environment. She likes spending time with her family the most - especially outdoors.



COMAX GARDEN CENTRE with a multifunctional hall



September 2025: Piling for the reinforced concrete 'barn' in the neighbourhood of COMAX ROOFS

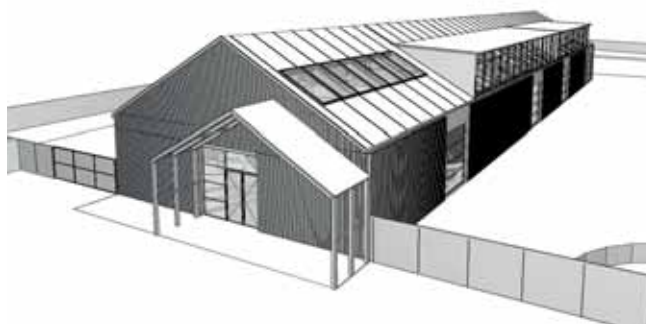
We call it the 'BARN'

The winning design in the spring of 2025 in an architectural competition for our new multi-purpose building in Velvary with a floor plan of 1,000 m² was created by Ing. Arch. Michaela Bergová.

In the fall of 2025, we began construction of the building, which we affectionately call the barn; we installed piles, built reinforced concrete structures, and installed all connections (water, electricity). The truss structure and cladding will be installed after the New Year, followed by the roof (naturally a Comax roof). Work on the interior will start in the spring of 2026 - we will share the project's progress with you.

The modern multi-purpose building will serve as a base for our small corporate gardening business, with a reception for visitors, a warehouse on the ground floor, and administrative facilities on the first floor. The exterior resembles a modern barn with a gable roof and wooden facade elements to highlight its unique character, different from our neighbouring production halls.

After the final approval, we will invite you for a cup of coffee - you can find our new 'barn' on Malovarská Street in Velvary, next to our STŘECHY COMAX building, and you can easily park here.



APARTMENT HOUSE 'A' has new OWNERS



House A registered in the Cadastre of Real Estate



All 33 apartments in the first phase were sold within 10 months, most even before the model apartment was completed - we are grateful for the trust of all buyers. Those interested in living in our project can view our model apartment and the whole House A, including cellars and garages, and they can also watch ongoing construction of House B from the enclosed balcony on the top floor.

In October 2025, House A received was registered in the Cadastre of Real Estate.

Employee housing cooperative

In October, we established an **employee housing cooperative** with its registration in the commercial register, and the statutes were approved at the founding meeting. Employees who meet the conditions for membership in the cooperative will have the right to rent a cooperative apartment.

A new address and new street

The new street will connect Chržínská and Na Průhoně streets. We competed for the name of the street - the winner was **Dřevařská**, referring to the history of the place - the land was previously owned by České dřevařské závody, a.s., a manufacturer of wooden furniture, just 10 years ago.

Veřejný rejstřík a Sběrka listin

Výpis z obchodního rejstříku
Kutovské družstvo DŘEVAŘSKÁ - DRUŽSTVO, DI 8230 vedené u Městského soudu v Praze

Zakladatelé společnosti	
Datum vzniku a zápisu	24. října 2025
Registrační soudce	DI 8230 vedené u Městského soudu v Praze
Obchodní firma	Kutovské družstvo dřevařská - družstvo
Sídlo	Smědká 43C, 270 24 Velemy
Identifikační číslo	238 85 394
Právní forma	Družstvo
Předmět činnosti	Právníkem činnosti družstva dřevařská je poskytování bytových potřeb svých členů.



UK CONSTRUCTION WEEK, Birmingham

For the fifth time in a row, we presented our most successful aluminium roofing COMAX Klik to visitors at a major construction exhibition in England, as well as the designer steel **solar roof SOLROOF**. We are pleased that both end customers and business partners are repeatedly using our roofing products in their projects.

At the 10th anniversary exhibition at the NEC exhibition centre in Birmingham, we were represented by our English sales representative **Phil Brown** (pictured in the middle) and two colleagues from Velvary, **Jakub Štajnc** and **Martin Hora** - both from COMAX ROOFS.



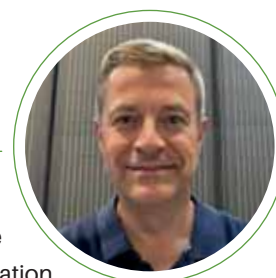
Trust is the basis of long-term relationships

We asked Phil Brown to reminisce about the beginning of his collaboration with Comax almost 10 years ago and to describe our brand's current position in England.

"We entered the UK market in April 2016 with no real presence over here. It was tough at the start, getting into Merchants and Distributors that were already being supplied by market leading competitors who were more competitive on price as well. Over time, we built rapports and trust with large Roofing Merchants and metal roofing specialists, and offered an unrivalled service that no one else was, and this has been recognised by all partners in the UK over the years. This has played a huge part in our successful business that we see today."

Phil Brown

Sales Agent UK



An experienced British salesman who will celebrate 10 years of business cooperation with Comax in spring.

Comax Klik in aluminium is our bestselling product in the UK, as it offers a huge cost saving versus a traditional Zinc roof, and it's popularity is spreading as the cost of living rises. Although we are in the UK, none of our operation here would be possible without the support and expertise offered from our Factory staff and support in the Czech Republic.'

Contract for A NEW ERP SYSTEM

A challenging year of selection is behind us

In October 2025, after a year of difficult negotiations, we signed a contract for the implementation of a new ERP system. It will include detailed analyses of our processes, development of a new solution and, finally, extensive testing of the new system.

The reason for this challenging step is that Microsoft has ended support for the current system. In layman's terms, this means that the current version of Business Central will no longer receive security updates, bug fixes, or technical support, which increases the risk of operational outages, security vulnerabilities, and noncompliance with legislative requirements.

The new platform is built on a modern programming language, so isn't just a regular upgrade, but a complete rewrite of the programming code of the entire system, including approximately **70% of specific modifications developed for our company.**

The IT department team responsible for the current Business Central will actively participate in the project, consisting of Libor Plachý (solution architect), consultants

Mgr. Livia Liptáková, Ing. Alžběta Ryšánková and Ing. Lucie Černá, developer Jiří Anděl, and trainers and testers Michaela Cermanová and Ing. Zdeněk Řehák. Ing. Zdeněk Kieryk is the head of the project.

On the user side, 35 key employees responsible for specific areas are involved in the project; they will cooperate intensively, especially in the analysis and testing phase.

In the advanced phase of the project, the remaining part of the IT department will also be involved, which will be responsible for putting the new servers into operation and installing the new system at all user stations.

The creation of a cloud-ready solution, which will significantly facilitate future transition to the cloud, provides great added value. This will eventually be inevitable, and its implementation will significantly support the modernisation of key business processes.

The estimated costs of the project are **CZK 30 mil.**

Our IT implementation team
led by head of the project Zdeněk Kieryk (in the middle)



Roll forming line to be MADE IN CHINA

Thirteen is our lucky number



On Monday, 13 October 2025, we discussed the technical details of the delivery of a new roll forming line for the production of steel profiles for ground-mounted solar power plants at the Kolín branch. The meeting was attended by representatives of the Chinese technology company **IMPROVE TECHNOLOGY Co., Ltd.**, which specialises in the production of roll forming lines.

What preceded the meeting?

We met IMPROVE at the trade fair BAU in Munich. Our four-member team of roll formers visited a modern Chinese factory upon invitation, where they got to see examples of top-notch production equipment on 5 floors, including a line with 96 rolling positions for the production of very complex window profiles.

The discussed parameters of our line:

The production line will have 26 rolling positions and a production speed of 10-30 m/min. It won't be a universal line, it will be specialised in the production of PV profiles, with a high level of automation of partial technologies. After the contract is signed, the line will be delivered within 8-10 months and installed in our production plant in Kolín. The line will be 45 m long.

- **Material thickness: 0.8 - 3.5 mm**
- **Material width: 50 - 350 mm**
- **Production length of profiles: 300 - 6,500 mm**
- **Max. material quality: S550GD + 310ZM**

The cost of the technology will reach **EUR 18-20 million**.



Our roll forming team in China



Meeting with Chinese representatives in Kolín

We have extensive experience in the production of solar profiles - for the largest ground-mounted solar power plant in the Czech Republic, we delivered 90,000 pieces of steel profiles from our production plant in Litovel. We also supplied 180 tonnes of profiles from the same plant for a solar power plant in Croatia in 2025.

SUCCESS doesn't come for free



The COMAX ROOFS brand celebrates 10 years

The COMAX ROOFS plant, located in the southwest of Velvary, CZ, was officially opened 10 years ago in 2015. At that time, we also registered a trademark for it.

After 5 years, we doubled the production and storage space of STŘECHY COMAX – the construction of a second production and storage hall added 6,000 m² and we efficiently connected both halls.



In connection with the expansion of roofing production, STŘECHY COMAX also expanded its services – in cooperation with ČKAIT, it prepared a professional seminar entitled "Comax Roofing and Facade Systems" for architects, designers, university students, and other experts from the sheet metal roofing sector, which included an excursion to the painting line. At the same time, it opened a Center for Tinsmiths, where it launched a series of successful one-day theoretical and practical training courses for implementation teams and individuals dedicated to demonstrations and installation training. After a theoretical introduction, participants undergo practical training in the installation of our roofing materials with a professional. Completion of the training is documented by a certificate.



Over the five years of tinsmith training, more than 2,000 tinsmiths and other professionals from across the country have completed the course



Although STŘECHY COMAX does not primarily focus on end customers, the tinsmith training courses are also beneficial for them – in addition to comprehensive technical advice, STŘECHY COMAX also offers customers experienced implementation companies, saving them considerable time and usually also the hassle of searching for a proven supplier themselves.

In 2026, we plan to train another 500 professionals from the sheet metal roofing sector.

www.strechycomax.cz

Not just functional and safe

ALSO COSY

At long last, after a number of important construction and technological investments and repairs, which we have been doing for years, it is now **time for garden work**; we are cleaning and maintaining the area ourselves with our team and the necessary equipment, but we entrusted the planting to experts. Because we had good weather in October, we were able to take the first photos of freshly planted beds shortly after the work began.

Our **production premises in Velvary cover an area of 150,000 m²** (200,000 m² with COMAX ROOFS), and although they mostly consist of production halls and roads, around every corner there is greenery. And we are now giving it the necessary care.

This year, we also enjoyed our **green roof garden** at several events; it provides an area where employees and visitors can relax.

Thoughtful planting of greenery is part of our commitment to ESG, and it is reflected in our other activities as well, such as **the construction of a garden centre** on the outskirts of the city, where we plan to plant an orchard.



Garden work at the headquarters in October 2025



BEFORE



AFTER





3. ACQUISITION of the year 2025: *Bravo!*



The COMAX Group continues to grow

As we reported on pages 9 and 10, in February 2025, the German company **KBS-Rohr Handelsges. mbH** became a member of the COMAX Group, and in April 2025, it was joined by the Italian company **Cogi S.r.l.**

In November 2025, two production and logistics companies of the international Bravo holding joined the group: the Czech company **Bravo International CZ s.r.o.** and the German company **Bravo International DE GmbH**.

Bravo is an international group headquartered in Vienna that specializes in the production and logistics of comprehensive solutions for sheet metal roofing and cladding. In 25 years, it has grown into a holding company that supplies steel roofing products to hundreds of hobby markets in 25 European countries.

Through this acquisition, **COMAX has taken over two of the holding's companies** and will combine its activities in the sheet metal roofing sector with theirs.



From the signing of the treaties in Vienna

Bravo International CZ s.r.o., Ivančice

This company based in Ivančice near Brno was founded in 2011. It produces and supplies products for a network of 200 partner stores in Central and Western Europe, and it employs 72 people. It produces 6 million m² annually on an area of 7,800 m², and the company's turnover in 2024 exceeded EUR 14 million.



Bravo International DE GmbH, Bernburg

A logistics centre was established in Bernburg in 2016, which currently employs 46 people. An area of 7,750 m² is used for cross-docking of cooperating partners for 1,000 hobby markets throughout Germany, and it is also used for production since 2021. In 2024, the company's turnover was EUR 25 mil.



Exclusive: ON A VISIT



On an excursion to Arcelor Mittal in Eisenhüttenstadt, Germany, our employees met new production processes

Thanks to good business relations with our largest strip steel supplier, in October 2025 we prepared an excursion to the German branch of the Arcelor Mittal steel mill for our salespeople, technologists and quality controllers. In the guided tour of the production facility, from primary iron production through hot rolling to the galvanising plant, participants were able to experience the production of hotrolled sheet metal, surpassing even the best theoretical training.

"I was very surprised by the size of the plant, the degree of automation, the advanced safety solutions, and the further use of slag as a by-product of production," said **Robin Majoroš**, one of the participants in the excursion, sharing his impressions.

METAL TRADE COMAX is an experienced processor of steel and aluminium sheets - it has been professionally coating them on its coil coating line for over 50 years, and it also forms and welds them into tubes, including weld metallisation.

COMAX does not have its own rolling mill, so we greatly appreciate the opportunity to see all the live processes at our partners' plants that precede the delivery of coils to us for our further processing.



ArcelorMittal Eisenhüttenstadt (DE)

Experienced partner

for industrial property rentals in Kolín (CZ)



Location: Ovčárecká 575, Kolín (CZ)

- 16 production & storage halls and 60 offices for rent
- D11 motorway 9 km, 24/7 security, CCTV system, weighbridge, railway siding
- Exclusive: turnkey construction of an industrial hall

www.mtckolin.cz





We all enjoy CLEAN AIR

The new filter was welcomed by employees and neighbors alike

We have long been striving not only to modernize production, but also to reduce the impact of our operations on the surrounding area. Thanks to effective feedback and our commitment to ESG, we can share specific steps we have taken.

One of the key achievements this year at the company's headquarters in Velvary was the **installation of a new, highly efficient filtration system**. Installation began in May, and in August, after the regular summer shutdown, the system was put into operation. This is a significant investment worth almost **CZK 40 million**.

The new filter **cleans up to 60,000 m³ of air per hour** and is mainly focused on capturing dust particles generated during production. This is not a replacement for the existing filtration equipment, but an extension of the system, so that the overall filtration efficiency is now significantly higher. At the same time, this is not a one-off measure, but part of a strategy to continuously improve our operations in terms of technology, safety, and a healthy working environment for our employees and the surrounding area.

The filtration equipment and technology to which the filters are connected is now operated by Oetinger CZ, which is based on our premises and was established as a separate company in 2023 following the spin-off of our metallurgical operations. And since we continue to operate side by side, innovations and investments in emission reduction have a very positive impact on us as well.





WHAT ELSE WAS SUCCESSFUL?

KATEMO ENERGY PARK - The largest in the Czech Republic

This autumn, the largest ground-mounted solar power plant in the Czech Republic was completed, and COMAX supplied all 90,000 pieces of steel profiles.

The power plant is covering an area of 330,000 m² (46 football fields) and the steel beams on which the solar panels are installed were manufactured at our plant in Litovel on a modern welding and profiling line that we launched in 2023.

The power plant includes a robust **battery storage system containing 36 tonnes of batteries** (45,760 cells) in 11 battery containers, and the power plant's output is also impressive - 45 MW with a planned storage capacity of up to 130 MWh.

The power plant is capable of supplying **13,855 households** and is an example of a state-of-the-art solution for the production, accumulation and management of electrical energy, including charging infrastructure.



KATEMO ENERGY PARK, Modlany (Teplice, CZ)

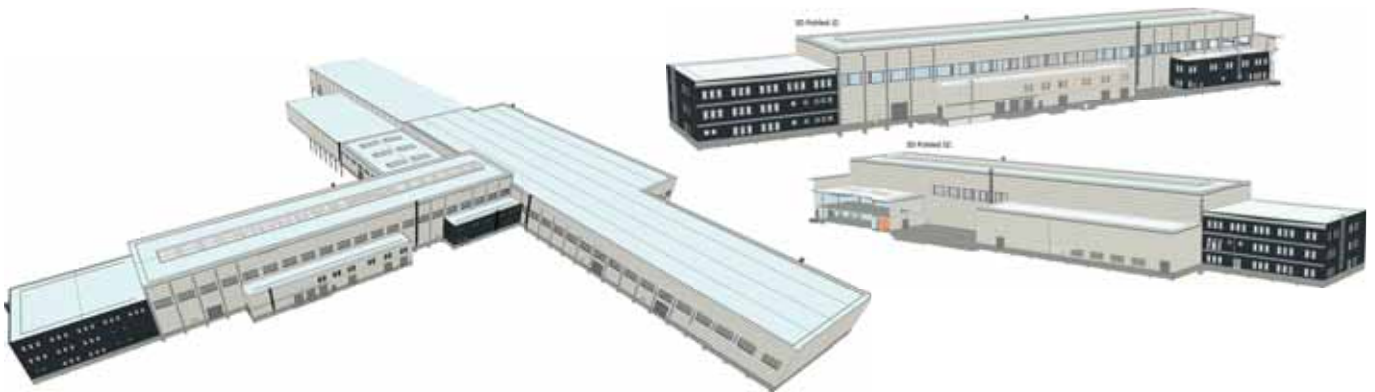
CLOSER TO OUR GOAL

We've moved forward in investment preparation

In April 2024, we received a positive assessment of the impact of our investment project on the environment and public health (EIA) from the Regional Authority of the Central Bohemian Region, and we used it to apply for a building permit, which we expect in spring 2026. Today we are sharing some insights into the prepared project, which is the largest in terms of scope and investment in our history, reaching CZK 1.5 billion.

What awaits us?

- Excavation of 65,000 m³ of soil
- Pouring 4,000 m³ of concrete
- Construction on an area of 12,000 m²
- Installation and launch of line: 4/27 - 4/28
- Invested amount: € 60 mil





WHAT ELSE WAS SUCCESSFUL?

COMPANY CALENDAR 2026

10 years ago, on the 10th anniversary of our joint-stock company, we photographed our first calendar; we called it **FACE 2016** and it was filled with the faces of our beautiful female colleagues. It was photographed by Jakub Ludvik, and the calendar is still hanging in some offices today.

This year, on the company's 20th anniversary, we photographed a new calendar. It was aptly named **PEOPLE 2026**, because people are the foundation of our success, and it is a balanced mix of our women and men. We believe it will bring joy throughout the following year. We will donate the proceeds from its sale to support community life in the municipality.

People 2026





WHAT ELSE WAS SUCCESSFUL?

Our pride and joy: ROOFING PROJECTS

COMAX Falc

Čistá



COMAX Rechtek

Germany



COMAX Falc and COMAX ComBo

Jílové u Prahy



COMAX Klik

Frymburk



COMAX Falc

Liberec



COMAX BoCo

Olomouc





Not all roofs are alike!



SOLROOF guarantees high aesthetics

Our subsidiary SOLROOF CZ has been operating on the Czech market for two years and has managed to attract attention during that time. Customers who choose the SOLROOF brand receive a complete 2-in-1 solar steel roof, including installation and a comprehensive warranty covering everything.

The integrated photovoltaic panels operate in a wide temperature range from -40 to +85 degrees Celsius, meaning that the SOLROOF photovoltaic system not only guarantees high aesthetics, but also consistent performance and reliability.

The active solar panels are complemented by steel panels made of low-emission XCarb steel from ArcelorMittal, flashing, a gutter system, and the necessary components of a photovoltaic system (optimizers, inverter). SOLROOF proves that a roof can be an effective source of green energy and still look very tasteful and unobtrusive.

You can take a closer look at the SOLROOF CZ steel roof at our STŘECHY COMAX store in Velvary.

www.solroof.cz





WORK ANNIVERSARY



Ing. Zdeněk Podivinský



Karel Nešetřil



Jaroslav Novák



Karel Szajko st.



Ludmila Škabradová



Tomáš Císařovský st.



Petr Straka



Stanislav Šebek



Jiří Kauč



Jan Kasal



Pavel Fanta



Luboš Maňák



Miroslav Krhouněk

PERSONAL ANNIVERSARIES

20 YEARS

Daniel Stach
Kryštof Blaho
Adam Černý
Lukáš Vogl

30 YEARS

Tomáš Szakál
Jiří Novák
Anna Židková
Dominik Hladiš
Petr Maňák
Filip Saidl

40 YEARS

Miluše Meluchová
Veronika Henzlová
Filip Dobřenský
Lukáš Fidler
Lenka Hasalová
Jiří Štejma
Michal Štorkán
Radek Kliger
Josef Bartl
Martin Fitko
Lukáš Cabrnach
Edita Pinková

50 YEARS

Richard Šimák
Jana Čermanová
Eva Šolcová
Karla Nedvědová
Zdeněk Hlavinka
Martin Mikmek
Kamila Mančíková
Ivan Simík ml.
Jiří Krupka
Diana Truhlářová
Pavel Záruba
Lucie Čermáková
Jitka Špaldoňová

60 YEARS

Božena Chuderáková
Martin Polma
Jana Kurzová
Jindřich Rochl
Jiřina Honigová
Jaroslav Kačer
Martin Běhounek
Jiří Krampera
Hana Fitková
Ladislav Hraha
Jaroslav Martínek

BABY WELCOMING, CONGRATS TO NEWLYWEDS



Filip Saidl



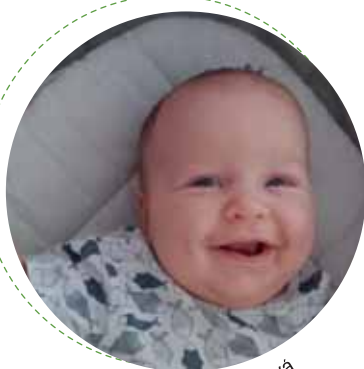
Karolína Laušmanová



Natalie Vokurková



Šimon Pelc



Nela Szaiková



Filip Židek



Inna Samková



Vivien Maňáková



Pruskavec newlyweds



Velvary 2026

FINAL APPROVAL OF APARTMENT HOUSE 'B'

After the successful construction and handover of the Apartment House A to owners, we are optimistic about the completion of Apartment House B. **The final approval is scheduled for September 2026.** We will also begin construction of a 3rd house in the same year (House C).

With the onset of winter, we have completed the necessary exterior work on the construction of House B, such as insulating the facade, installing windows and temporary doors, and installing a vapor barrier on the roof and terraces, so that the house is ready for interior work, which is already partially underway. We have also insulated the garage ceiling, concreted the driveway ramp, and installed temporary garage doors. We are now focusing on the construction of internal plasterboard partitions, distribution of installations, and preparation of the boiler room for heating the building during the cold months.

Even during the winter, we will keep you informed about the progress of the house construction through news on the website

www.bytycomax.cz





Kolín 2026

CONSTRUCTION OF A NEW INDUSTRIAL HALL in Kolín

We will build a two-aisled hall on the grounds of MTC Kolín s.r.o.

Based on a 10-year contract with the tenant, we will build a new, modern industrial hall on the premises of MTC Kolín s.r.o. in the spring of 2026; it will consist in half of Hall C in the attached visualisation, with a respectable floor area of 5,500 m².

The modern hall will be designed as a two-aisled, singlestorey, heated hall with a low gable roof. The hall will be lit and ventilated by roof skylights, and a gantry crane will be installed in each nave.

MTC Kolín s.r.o. as the site administrator will provide all network and maintenance services for the future operation of the hall.

- Commencement of construction 1 January 2026
- Completion of construction 31 December 2027

You can find more activities of MTC Kolín s.r.o. on the website

www.mtckolin.cz



Foreign countries 2026

INTERNATIONAL TRADE FAIRS 2026

A reliable matchmaking forum

■ ROOFS-SOLAR-CRAFT	12 - 14 February 2026
■ FENSTERBAU Norimberk	24 - 27 March 2026
■ TUBE Düsseldorf	13 - 17 April 2026
■ ALUMINIUM Düsseldorf	6 - 8 October 2026
■ UK WEEK Birmingham	29 Sept - 1 Oct 2026





GET TO KNOW OUR
PRODUCTION PLANTS
**- YOU CAN GROW
WITH US**

We offer interesting jobs

all year round.

Working for us offers many benefits,
such as the option to buy a new apartment
in our housing project COMAX APARTMENTS
with an employee discount, or entering our
employee housing cooperative.

Contact us: **+420 604 544 889**

Follow our website,
where we post our current offer of apartments and jobs,
as well as information from the company's life.

METAL TRADE COMAX, a.s.



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www.strechycomax.cz



www.bytycomax.cz



www.pracecomax.cz



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