

COMiX 2022

METAL TRADE COMAX, a.s. NEWSLETTER



Photographer, poet, musician.

Experienced dealer of coated sheet metal.

Miroslav Krhounek

(more on page 17)



Dear colleagues, buckle up please.....
we are landing!

This year has been a roller coaster ride. A slow climb to the starting ramp, then a tremendous breath-taking ride, a few corkscrews, a hairpin turn here and there, and finally a hard braking at the finish. As the saying goes: "An experience is meant to be powerful, no matter if it's pleasant or unpleasant", and we probably won't forget the 2022 ride for a long time. On February 24, it was still freezing outside, and a Russian bear unexpectedly got in everyone's way. Most of us thought it would growl and crawl back, preferably for a long winter's sleep, but unfortunately it decided to destroy everything that was most precious to our post-war generation, the things we began to take for granted. Over the past years, the peoples of Europe have learned to respect each other, to relate to the millions of refugees from Asia, Africa and Europe, and now from Ukraine, and suddenly, we find ourselves to wish for freedom and peace above all else.

This year we were not only concerned with the news from the battlefield and information about the health of this mentally ill bear, we closely followed the market situation, we worked hard every day, we purchased and sold, we learned and improved – after all, who else can boast about devoting half of the billion-dollar EBITDA to employees in such a turbulent year. On top of that, we invested almost EUR 14,362,000. Worth mentioning is the new 6,700 sqm hall of our metallurgical centre for processing chips and sheets, the new production and storage hall in Kolín for manufacturing wallboard profiles, the new hall in Litovel with the welding line for profiles, the new NC bending line and showroom for the Střechy centre in Velvary, the new rental hall in Kolín and Košice, as well as renovation of the neutralisation station and the Salico longitudinal slitting line in Velvary.

However, we want more rides and more emotions. This year, the Covid has stopped limiting us and we have managed to organise 10 team-building events and 6 exhibitions at home and abroad, and we can finally share our shared experiences through social networks. I enjoy seeing each of your photos on Instagram from your public and private events, your cycling or barbecues, as well as your work and rest. After all, who knows whether we'll have as many opportunities to smile next year as we do this one. The war in Ukraine is beginning to affect us all. Due to the expected significant drop in demand and the huge rise in energy prices,

we will hardly be able to repeat this year's excellent economic performance. We will try to defend ourselves against the energy price development using at least our own PV power plant with a total capacity of 2.5 MWp, but who knows what surprises are still ahead of us, so I am sure that our next trip will not be without experiences, I dare say ones that are strong enough.

This will certainly include the spin-off of the metallurgical division. For decades, the Comax brand was shared between the metallurgical operation and the coil coating line. After the successful takeover of the German smelter OETINGER Aluminium, I decided to split Comax's activities into **steel** and **aluminium**. All production assets and all employees of the metallurgical production centre will be transferred to the newly spun-off company Oettinger CZ, s.r.o., while the complete METAL TRADE COMAX, a.s. team will continue to take care of the rent and all services on the premises and will invoice adequate remuneration for its services.

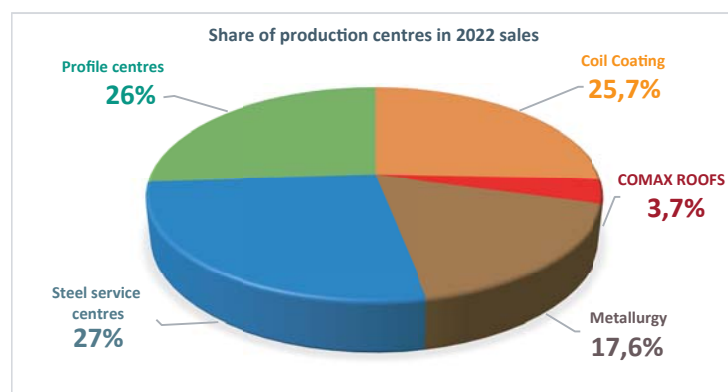
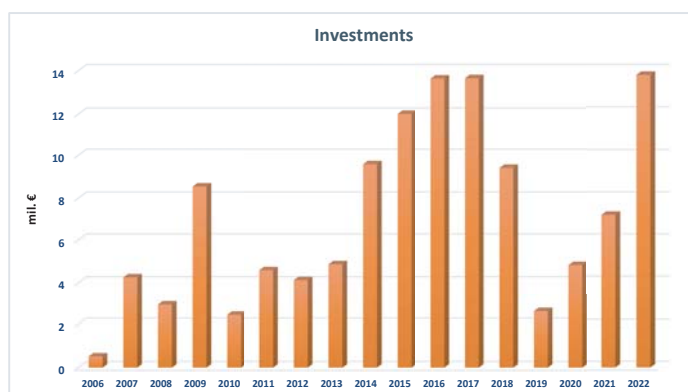
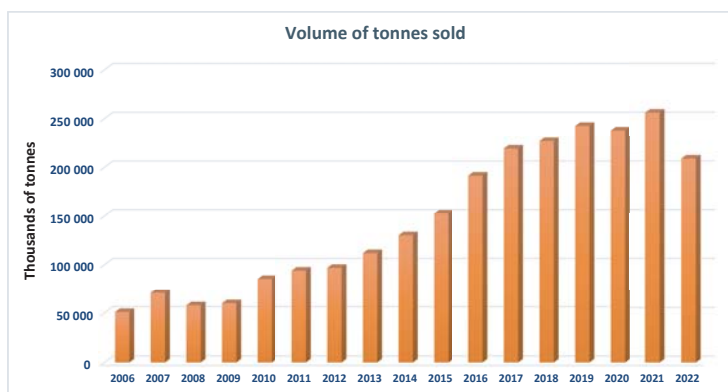
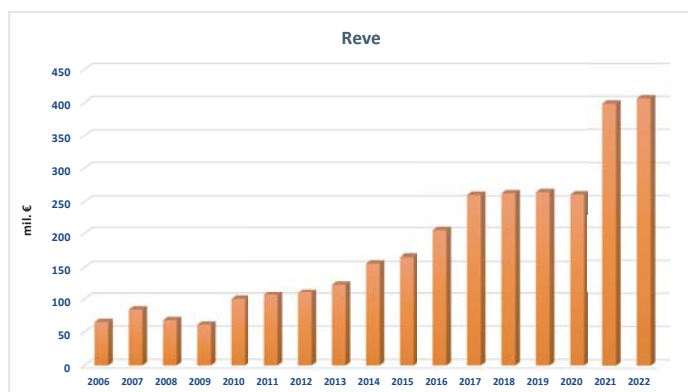
Finally, I would like to thank you all for your long-standing cooperation and wish the new CEO, Lukáš Hanus, the very best of success in his management. I am not abandoning my responsibility for the company, I will remain the Chairman of the Board of Directors but I leave the operational management of METAL TRADE COMAX, a.s. to Lukáš. I am confident that both the steel COMAX under Lukáš's leadership and the aluminium OETINGER under Lubomír Pajonk's leadership will fulfil all the goals of sustainable development of our group in the future.




Marián Manda
Chairman of the Board
of Directors



COMAX in 2022





Like every year, we invested a large part of the previous year's profits in new technologies and related real estate. We fulfilled our investment plan and invested a total of EUR 14,362,000.

Velvary



New hall for the metallurgical plant

METALLURGY

One of the dominant investments in Velvary is the **construction of a new hall for the metallurgical plant**. It has an impressive area of 6,700 sqm and is one of our largest. It is designed for treating aluminium chips and other aluminium waste by briquetting or baling. The investment amounted to EUR 2,257,000.

A new **DI mechanik crushing line** was installed in the hall costing EUR 328,000, intended for the treatment of chips before entering the briquetting lines for increased performance, as well as demulsification tanks for the separation of oils from machining emulsions.

The investment also included **relocating the briquetting lines** to a new hall, which offers a larger number of beds for storing chips and a shorter distance between the warehouse and the production hall, thus reducing fuel consumption, and **relocating the baler**, also reducing the noise associated with its operation.



Interior



New smelter shell

Last but not least, the smelter was significantly soundproofed – the southern wall was replaced with noise barriers, the investment amounting to EUR 123,000.

LAND

The investments in Velvary this year were completed with the purchase of land to consolidate the site for further development – an investment of EUR 718,000. In total, COMAX now manages 550,000 sqm of its own land (Velvary, Kolín, Litovel).

COIL COATING

A new **automatic barrel washer** was installed in the painting line of the painting box. The investment worth EUR 49,000 simplifies the workflow, improves the ergonomics of service operations in the painting box and at the same time contributes to the sustainability of the painting line operation.

In the past, there was no other way to sanitise empty paint containers, which fall into the category of hazardous waste, other than manually washing the paint barrel with paint thinner, inside and out. The pneumatic washer is connected to a central diluent recycling system, making washing much easier today. The used diluent is recirculated and gradually replaced by the addition of pure rinsing diluent for maximum washing effect. A completely pure diluent is used only for the final rinse to ensure that the result meets the customer's requirements for downstream processing. The automatic washing process takes about 10 minutes.



Barrel washer

To reduce the electricity consumption for lighting the halls in the coil coating line, the existing lighting was replaced with LED luminaires at a cost of EUR 144,000 this year.

Kolín

PROFILE CENTRE

Kolín 2022 investment is represented by **a new hall for the production of wallboard profiles**, with an associated warehouse and expedition area – the investment amounted to EUR 1,847,000.

The 2022 investment in Kolín is represented by a new hall for the production of wallboard profiles, with a connected warehouse and dispatch area – the investment amounted to EUR 1,847,000.

The Kolín machinery was further expanded with **a new profiling line** worth EUR 533,000 and the production halls were newly equipped with **4 overhead cranes**.

The investment in the production facilities was followed by the reconstruction of the former locksmith workshop, which is now used as **administrative and technical facilities, including the construction of new changing rooms, showers and toilets** for the wallboard workers – the costs associated with converting the building into offices and accommodation facilities reached EUR 82,000.



New production in Kolín



New production in Litovel



Litovel

PROFILE CENTRE

This year we have also completed the construction of **a new 3,000 sqm hall** with 2,800 sqm of paved areas for loading trucks at our Litovel production plant. **A new high-capacity welding profiling line** for the production of steel, tubes and special profiles is installed in the hall. The line will be equipped with precision shape measurement, defectoscopy and weld metallisation of galvanised profiles. Thanks to automatic strapping frames, the packaging will be very efficient.

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In addition, **a new ADIGE LT Fiber EVO laser** production facility will be installed in the hall for thermo-moulding in the profiles we produce.

Another piece of equipment will be **a MOD 715 NC saw** for slitting complete bundles of profiles to exact lengths according to customer requirements and we are also newly acquiring **3 overhead cranes** with a capacity of 5t plus **a Combilift forklift**. The warehouse is ready for semi-finished and finished products. The total investment after completion will reach EUR 6,155,000.

GERMANY

In order to expand the activities of our subsidiary MTC DE in Neu-Ulm, Germany, we are considering to establish **a short-term distribution warehouse** for direct delivery of profiles.



New lounge

COMAX ROOFS GOT A NEW LOOK

Although our production facility in Malovarská street has not been in operation for many years yet, we have already decided to improve our sample room. After all, it's the first place you enter, and we care about making you feel comfortable. That's why **the administrative building's ground floor was renovated this year at a cost of EUR 103,000.**

The new central location of the reception area is essential, the interior has a pleasant apartment-like appearance and you can see a display of our roofs on modern screens in the area.

Together with the new showroom, **a new training room has also been created.** Here we will regularly train plumbers, architects, designers and students. A modern pergola will be added to the training room's entrance, offering a pleasant shaded outdoor seating area for training participants and employees. And another change in the practical use of the space - **we relocated the dispatch office**, which has a separate entrance now.



New reception office



New training room



WE HAVE INVESTED IN PRODUCTION EQUIPMENT AGAIN

There is still room for improvement! This is our motto at COMAX ROOFS. In 2021, we invested EUR 390,000 in a new profiling line for the production of COMAX KLIK 31 roofing, electronic plate shears and a new forklift. This year we invested a further amount of EUR 246,000 to purchase **a double-sided CNC bending line** with the capacity to bend up to 6 m in length. This immediately became an important tool for us.

With greater production capabilities, it expands our product

portfolio and makes the work of our colleagues in production easier.

With an investment of EUR 21,000 this year, **we also upgraded the Klik 25 profiling line**, which means we can now offer our customers a new profile – reinforced gutter.



New CNC bending line



Profiling line for production of reinforced gutter

PLUMBERS WORKSHOPS

We are committed to the quality of our products and it is important to us that the final product is also professionally installed. That's why we have launched a series of one-day training workshops in COMAX ROOFS Division in 2020, which are divided into practical and theoretical parts. Both trade plumbers and employees of construction companies can practice the installation of COMAX roofing during a one-day workshop with us. At the end they receive a certificate.

In January this year, **50 plumbers completed the course**. The plumbing training workshops are very ambitious! We are delighted by your demand for the workshop, so we plan to make the training more regular, every 14 days starting next year. This will be made possible by our newly completed training facilities with a capacity of 25 people.

In the summer season, training will be more focused on the theoretical part, focusing on authorised architects and designers (ČKAIT – Czech Chamber of Civil Engineers). In winter, we will devote more time to practical skills, which will be appreciated by plumbers.

Are you interested in plumbing training?

Sign up at: protiva@strechycomax.cz



GUILD MASTER TRAINING WITH A COIL COATING LINE



We have been a **member of the Guild of Plumbers, Roofers and Carpenters** since 2017. To make the partnership work well and to give our fellow professionals something to rely on when selecting a roofing material, we have prepared a presentation of our products. In addition to the presentation of COMAX roofing products, we also showed the professionals the laboratory where we prepare the painting products. They saw live production at our painting line, which we provide as the only company in the country, and of course we guided them through the production of roofing materials. An invitation to a nice lunch was a pleasant mid-day break.





OUR SHEET MATERIALS DECORATE YOUR ROOFS



streachy_comax



střechy comax



in the Czech Republic



COMAX BoCo 330 (Říčany)



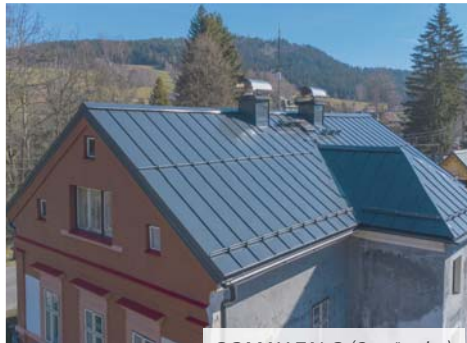
COMAX BoCo 330 (Pecka)



COMAX FALC (Dolní Kalná)



COMAX FALC (Municipal Office of Rudník)



COMAX FALC (Smržovka)



COMAX KLIK (Tanvald)



COMAX FALC (Radotín Library)



COMAX FALC (Jilemnice)



COMAX BoCo 330 (Nová Paka)



COMAX FALC (Slovakia)



COMAX FALC (Slovakia)



COMAX FALC (Slovakia)

in the UK



COMAX KLIK (Tickhill)



COMAX KLIK (Newport)



Comax Klik Aluminium Roofing-Photo Credit ©ZEDPODS

COMAX KLIK (Bromley)



STŘECHY PRAHA 2022

Every year we present the COMAX ROOFS® brand and our metal roofing products at the **STŘECHY PRAHA** trade fair, and this year was no different. The fair was held in March and it the participation was impressive despite the Covid measures. Our main innovation presented to the public was the improved **COMAX KLIK 31** roofing profile, for which we purchased a new production line. We also held a competition at our stand, for the third time, offering **FREE COMAX** roofing. This prize was won by a young couple from the Hradec Králové region, read more at www.strechycomax.cz/aktualne/.

Thank you to all visitors who came to see our stand.

We can meet at the exhibition next year on **9-11 February 2023**.



TUBE 2022

This year we introduced ourselves at the international trade fair **TUBE** in Düsseldorf for the first time. The exhibition took place on 20-24 June 2022. Thank you for visiting our stand where we presented our portfolio of tubes and other welded profiles and laser and die-cut specialties. Our colleagues Petr Dorazil, Miloš Richter, Patrick Bodirsky and Maroš Urban gave the expert presentations.



FENSTERBAU 2022

On 12-15 July 2022, we presented our portfolio of open and closed steel profiles at the second international trade fair, **FENSTERBAU FRONTALE** in Nuremberg, which reopened to visitors after a two-year break - we thank all guests at our stand for their interest in our high-quality rolled products. Our presentation was conducted by our colleagues Patrick Bodirsky, Lubomír Svět and Tereza Trnobranská.





ALUMINIUM 2022

After a four-year break, extended by Covid, we returned to the international aluminium processing trade fair **ALUMINIUM 2022** in Duesseldorf, where we presented the product portfolio of our continuous painting line. We paint almost 65,000 tonnes of aluminium and galvanised coils every year, 75% of which is shipped abroad – we export to 28 countries and our coated sheets find numerous applications, particularly in the construction industry – in the production of facade panels, roofing, plumbing elements, blinds and garage doors.



UK CONSTRUCTION WEEK 2022



We attended the construction fair in Birmingham, UK, for the second time. The UK **CONSTRUCTION WEEK** event took place on 4-6 October 2022 and our stand was represented by Phil Brown, who has been selling **STŘECHY COMAX** products on the UK market for six years. Given last year's positive feedback, he presented new coating samples from our own painting line and introduced the new **COMAX KLIK 31** aluminium roofing profile.

At the stand, Phil greeted trade visitors to the show who were looking for more options when choosing building materials in the UK. He showcased our quality customer service and products with warranties of up to 75 years.

Our presentation at the **COMAX ROOFS®** stand was joined by Ing. Karel Fišer and Jakub Kratochvil.

CRUISING WITH COMAX

After a very long time we met also informally, on board a ship called **CZECHIE**. We hosted our co-workers and long-time business partners who work with our service and profiling centres. We are delighted that the whole event was a great success and are grateful for the great attendance and nice

weather. We sailed through historic Prague together, with musician David Kangas playing the saxophone, tasting a selection of Caribbean rums, and as a finishing touch to the evening, we enjoyed an artistic performance by musical singer Magda Malá.



10TH ANNUAL MTC CUP VELVARY

At the beginning of June, after the Covid break, we held the traditional company football afternoon – **MTC CUP Velvary**. This was the 10th year of this popular team-building event. Six teams from COMAX and two teams of our German colleagues from OETINGER played on the Velvary field. As usual, colleagues from the Velvary headquarters came to cheer and they are welcome and invited every year. The first prize of the

cup was awarded to the guys from the metallurgy. The second place went to the Coil Coating and the third place was won by our colleagues from the German OETINGER. Many thanks for the great game to all the teams, both the aforementioned winners and the roofers, teams from Litovel, Košice and Kolín, and we hope that you will keep playing with us.

The whole day was carried out in the spirit of fair play and we enjoyed beautiful weather, as you can see in the photos.



THE DENÍK EMPLOYEE LEAGUE

This year we can boast of our participation in the 2nd annual Deník Employee League. Although we weren't able to defend last year's victory, we still enjoyed the whole game very much. We gradually made our way to the national finals in Roudnice nad Labem. This year's strong competition is very appreciated and we believe that next year we will rank among the winners again. The Employee League was attended by 153 teams from all over the Czech Republic, a total of 26 preliminary rounds + 4 semi-finals, more than 400 matches were played with 1416 players and 90 trophies and 720 medals were awarded. Please accept our invitation and come and support us in the 3rd year! Find out more about the Employee League at:

www.zamestnaneckaliga.cz



COMAX AT THE GERMAN MARATHON



Last year, 3 Comax employees participated in the 17th International Einstein Marathon in Ulm, Germany, wearing the colours of our German sister company

OETINGER Aluminium GmbH.

This year, in September 2022, Comax upgraded its participation – 5 runners (3 from the Velvary headquarters, 2 from the Kolín branch) registered to take part in the 18th year of the race, this time under the COMAX brand.

Two colleagues **from the COMAX team** chose the 5 km route (Markéta Heroldová, Marian Manda), one completed a 10 km route (Petra Stádníková) and two took the 21 km half-marathon (Ondřej Pilař and Michal Novák).

In the OETINGER team, 17 employees took part in the marathon at various lengths and as a team they were ranked in the top 100 best company teams.

Many thanks to all our colleagues for their excellent representation and we are looking forward to the 19th year – judging by the current response to the event, we believe that the participation of employees from both our companies in this prestigious sporting event will increase.



THE FRENCH RIVIERA CO-HOSTED THE MARATHON

We already introduced the runner **Michal Novák**, a Kolín-based steel sheet sales manager, in last year's newsletter – this year's running season did not end with the October company half-marathon in Germany for this experienced marathon runner – a month later he ran 42 km in a COMAX jersey at one of the biggest international marathons of today, **Marathon des Alpes Maritimes** from Nice to Cannes in the French Riviera, known for its exceptional route along the sea – congratulations to Michal!





WORKING SATURDAY AS MODERN TEAM-BUILDING



On the first Saturday in October 2021, volunteers from the two German OETINGER Aluminium plants gathered on the grounds of the Weissenhorn production site to join for a **half-day teamwork to make the site more appealing**. The 45 colleagues, including Comax representatives, came together and enjoyed a perfectly arranged day.

This year, in May 2022, this successful Saturday event was held again, this time at the Neu-Ulm production site, where as

many as **85 volunteers arrived**. Once again, the maintenance and technical purchase managers ensured that the workplaces and tools were carefully prepared, so that all maintenance work went smoothly. The physical well-being of the volunteers was also taken care of – a joint lunch in beautiful weather in the plant's courtyard, with Czech beer, concluded the successful team-building and was a small thank you for the volunteer work, which was also well enjoyed by all.

EUROGUSS 2022

EUROGUSS 2022 in Nuremberg, the international trade fair for high-pressure die-casting, which was also attended by Comax in the past as part of the official Czech participation, was lucky in comparison to other trade fairs, not being postponed for a year or even for years, but only for 5 months and thus taking place in its usual year. Sustainability was at the forefront of discussions at the OETINGER Aluminium stand and a special moment of the exhibition came with the visit of the Bavarian State Secretary, Mr. Roland Weigert. The OETINGER booth also hosted representatives from Comax and will be welcoming its business partners to the exhibition in 2024.



CORPORATE FESTIVAL – 1ST ANNUAL OKTOBERFEST 2022



On Saturday 1 October 2022, a company event on the classic "Oktoberfest" theme took place on the OETINGER premises in Weissenhorn. For this purpose, a large tent was erected with a Bavarian-style decoration and some of the guests dressed up in Bavarian costumes. After a short introduction by the management, a rich entertainment programme followed. Company tours with the OETINGER Express (train) were organised, there was children's entertainment, music and a photo booth. The whole event was in a very laid-back spirit.



NEW INVESTMENTS 2022

What investments have been made at our Neu-Ulm and Weissenhorn branches since the last COMIX? Mr. Ralph Roesch, Technical Director of OETINGER, has prepared a brief overview.

Weissenhorn

"Last year we decided to install two RUF 75 briquetting presses and we are currently installing them. They generally work very well, but we are considering further ways to optimise these systems and that is our goal for the future."

Neu-Ulm

"At Neu-Ulm, we have shut down two of the three thermal drying systems for the chips. Instead, we installed two RUF 75 briquetting presses, one sieving machine and a centrifuge with a magnetic separator."

"We are currently installing a second magnetic separator centrifuge and are working on a project to replace the old two-chamber kiln with a modern and energy-efficient rotary tilting kiln with a regenerative afterburner system. In addition, the RTF will be expanded with two maintenance furnaces and a SOWS casting carousel."

"Finally, a new filtration system will complete this new production line. This will be reported in the next issue of COMIX."



LIFE ANNIVERSARIES

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Martina Vedralová



Dušan Černý



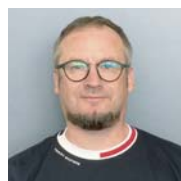
Roman Protiva



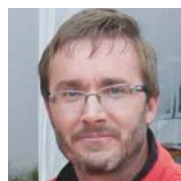
Jan Marton



Zdeněk Beňo



Richard Mareš



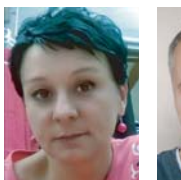
Roman Nečas



František Šimek



Václav Vosmik

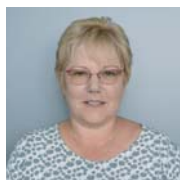


Blanka Hůlová



Martin Možný

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Jana Hrušková



Miroslav Křhounek



Emil Myška



Jiří Kapoun



Jaroslav Bejbl



Jiří Hubálek

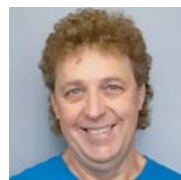


Ladislav Hampl

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Milan Vojtuš



Pavel Kutilek



Jana Pilařová



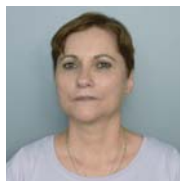
Radka Drbalová



Milan Vošmera st.



Josef Jiránek



Ivana Pešková



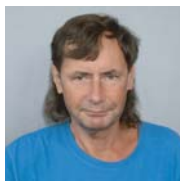
Luboš Spíšiák



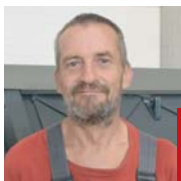
Jiří Jandák



Břetislav Ejem



Vladimír Vobořil



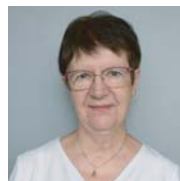
Jan Mikulčík

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Jiří Maňák

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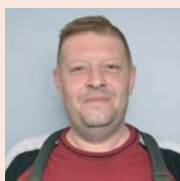


Marie Behenská

WORK

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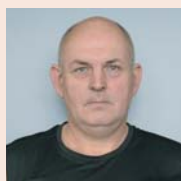
YEARS



Karel Nešetřil ml.



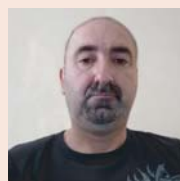
Miloš Ciniburk



Martin Adamec

25

YEARS



Jaroslav Boháč

30

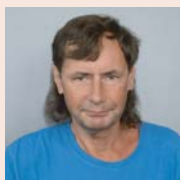
YEARS



Jaroslav Kačer

40

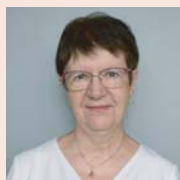
YEARS



Vladimír Vobořil

50

YEARS



Marie Behenská



Jaroslav Šimral

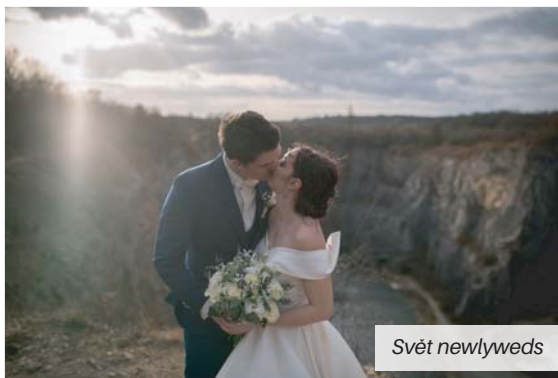


Jiří Maňák

Congratulations!



Krejza newlyweds



Svět newlyweds



Kafka newlyweds



Vokurka newlyweds



Mikolášek Hanus



Emička Tůmová



Stěpánka Snopková



Mia Klierová



Adámek Sedlářer



Patrik Vašíček



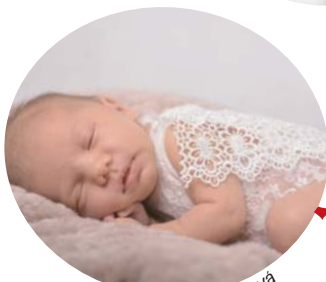
Stěpánek Židek



Stěpánek a Filipěk Sobíškoví



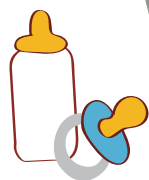
Emička Szajková



Kristýnka Procházková



Kryšťufek Pašek





MIROSLAV KRHOUNEK

"I think that life consists of work and hobbies, and I have several of them. It's hard to say which one is more important for me.

One of the major ones is photography. It's a mental release, calming the mind and capturing the beauty. I try to give all my images a soul. But photographs are also an eternal moment. A speck of time imprinted on film or a camera sensor. There used to be a website that I set up for the community of photographers from the Velvary region and named it "PhotoOrbis". Thanks to social media, they are now dormant, but PhotoOrbis has not disappeared. It has become a photo community and, like me, has had a number of solo exhibitions.

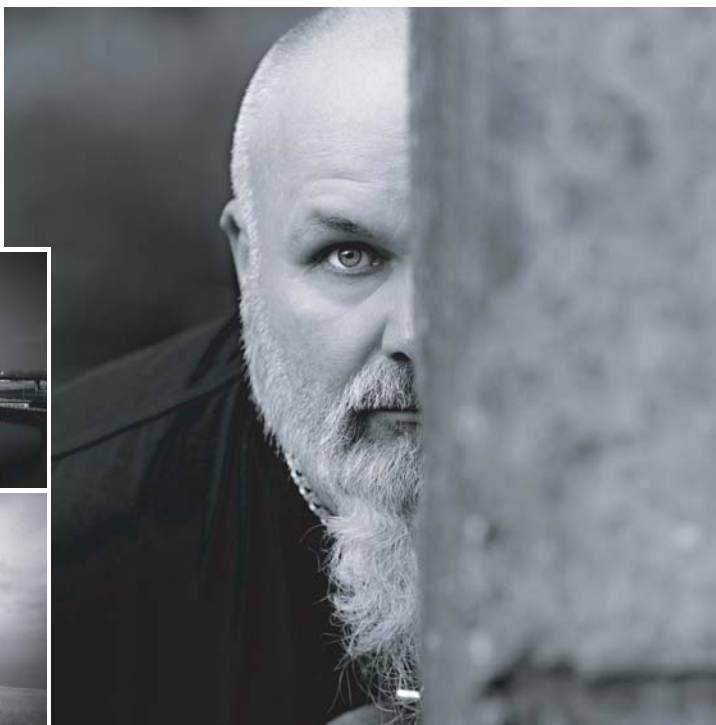
A very close relationship with photography is poetry writing. It crystallised gradually. I like to have my photographs named. Well, a few years ago, when the captions became more complex and longer, I started to accompany some of my photos with shorter, and later longer, verses. It was basically a verse description of the photograph, which later evolved into an effort to write poems about the photograph's motif. In this way, I also published a book of photographs and poems called "Reflections on the Way to Heaven" a few years ago. And as the poems and photos kept coming, I started a FB page called "Temné horizonty" (Dark Horizons). The poems are also connected with the „Duels of Poets“, which I hosted with a friend in the town library in Velvary and in Stodolní Divadlo theatre in Perec. At present I have prepared material for a second book of poems and, this time, analogue photographs, but the opportunity to release the work has not yet arrived.

My third great hobby is music, especially metal and its offshoots. I grew up listening to the the masters of rock. That's why, as well as analogue photography, I once dabbled in playing the drums. I even attended a music school, since I was told at home that if I wanted to buy drums, I would have to go to a school. Apparently they were surprised when I agreed and even endured being in



the school brass band. In the end, nothing much came of it, the times were not kind to rock music then. But a few years ago I returned to music, or rather started to learn to play again. In a completely different way. In metal, you mainly use a double pedal instead of a single pedal for the kick drum. So I started commuting to rehearsal rooms with my friends, got a Roland electronic drum kit, later a Sonora acoustic drum kit and started performing in metal bands Hellquisitor and Crider. And you know what? I got into active music making through photography! I was taking photos at the Mad Metal Maniacs festival one day and met Filip. When Filip started a band, I just gave it a shot. Yeah, and he writes too. Guess who's my opponent in the Duel of Poets?"

PS: Mirek with the metal band CRIDER performed in October at the christening of the new COMAX production hall in Velvary (see page 20).





INTRODUCING OUR EMPLOYEES

COMAX harbours other „musicians“ as well – we present you the **DELA VIBES** duo.



„Colleagues support us a great deal“ says the DJ duo DELA VIBES – Pavel Kopolovič and Petr Maňák

Can you briefly introduce yourself and tell us what you do in COMAX, a.s. and what you do in your free time?

PK: My name is Pavel Kopolovič and I am currently working at COMAX as a driver and warehouse worker. In my spare time I do sports and DJ a lot.

PM: My name is Petr Maňák and I have been working as an entry operator at the paint line for seven years. When I get some free time, I focus on music and DJing.

How did you get into DJing?

PK: We were inspired by an older friend who DJed as a hobby, and we started following in his footsteps, mainly playing house music.

PM: When he played somewhere he would take us along and we thought that's what we would enjoy doing too.

In June 2022, you organised the 3rd "Summer Party" in Velvary, was it a success?

PK: It was the 3rd year and it was very successful so far, over 1300 visitors came, which is a great number for Velvary. We will definitely host another year with Petr, there is already a demand for it.

PM: I have to say that everything went great, even well-known artists like Dollar Prync or John Culter arrived. The feedback from the audience has been positive, which makes us the happiest and that's our driving force.

Do your colleagues know what you do and do they come to your shows?

PK: They know and support us, we have our own "DELA VIBES" merch and about 20 colleagues wear it regularly, which makes us really happy.

PM: They really do support us, for example they ask me when and where we will perform, they want to listen to us and most of them come to our shows, which makes me personally the happiest.

What do you consider to be your biggest achievement in DJing?

PK: I'm really happy that we are still "on the rise", there is more awareness of us, more and more people come to our gigs.

PM: Recently we played in DUPLEX in Prague, which I consider a great success.



What is your DJ dream and what is your work goal?

PK: As far as DJing is concerned, perhaps playing at the Beats for Love festival, which we recently attended as visitors. Professionally I would like everything to stay as it is, I enjoy my work.

PM: I would love to perform at Ultra Music Festival one day. Work-wise I feel the same way as Pavel, I'm happy in COMAX and I enjoy seeing my work recognised.



delavibesmusic



dela vibes

SUSTAINABILITY REPORT

Using natural resources only as long as they are able to renew themselves and emission neutrality are the current goals of the modern world and part of our corporate culture, which is based on respect for both legal and voluntary rules.

Our activities in the direction of sustainability go back several years – since 2005 we have been certified according for the ISO 14001 environmental management standard. We are currently mapping the life cycle of our products and their ecological footprint, from raw material input to processing, use and disposal, in cooperation with external partners. We use modern technologies for recycling raw materials in our plants and at the same time consistently purify wastewater at a modern neutralisation plant equipped with a reverse osmosis system for water recovery in the production process. In the area of noise, odour and dust control, we carry out regular and random measurements.

However, **we go even further** in terms of the environment protection: We systematically encourage schools, households, authorities and companies to recycle their waste, and have been involved in a project to collect non-industrial aluminium waste for several years. In the area of noise, we effectively insulated the induction furnaces in the metallurgical plant in Q1 (we replaced the original sheet metal facade with a wall made of sandwich panels with significantly improved the noise insulation properties). And in July, we carried out a major replacement of the filters in the metallurgical plant, which will be followed by a pipeline replacement next year.

Our **future goals** can be summed up in these four areas:

1. Reducing our carbon footprint by 60% before 2035 and becoming completely carbon neutral by 2050.

We want to achieve this by purchasing green energy, using renewable energy sources (installing photovoltaic panels) and expanding our cooperation with suppliers who comply with the principles of the so-called Green Deal for Europe (purchasing green steel, optimising the composition of raw materials in metallurgical plants)

2. Reduction of waste output

Improving the tracking system for packaging management through implementation in the information system can increase the recycling efficiency

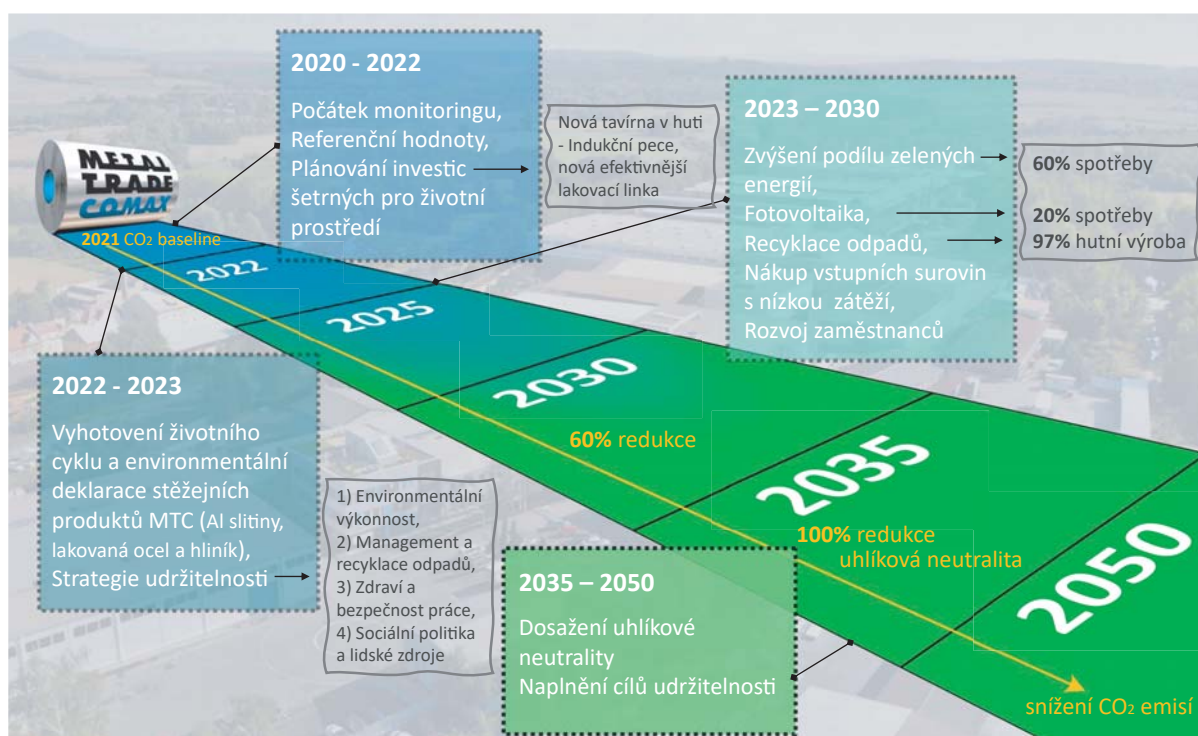
3. Reducing the frequency of risk situations as accident and injury prevention

We positively motivate employees to comply with safe working rules, together with technical improvements to risk points on production facilities, will reduce the likelihood of accidents

4. Maintaining the existing structure of employees and optimising their training and growth

We develop a training plan, career growth plan, benefits portfolio and awareness of the company's code of ethics

Sustainability also has a significant influence on our **planning for further investments** – specifically the new painting line project.



We recycle aluminium packaging

Play the recycling game with us!



For the fifth time in 2022, we have successfully involved schools of all grades in a project to collect aluminium waste from households in order to protect the environment.

In the school year **2021/2022** (5 th year), **100 schools** ranging from kindergartens, secondary schools, grammar schools and conservatories to vocational schools collected aluminium and together they collected over **5 tonnes** of waste aluminium.

On 21 June 2022, we treated the winning schools to a tour of our operations.



OCTOBERFEST OF METALLURGY ... or commissioning a new hall in Velvary

In the INVESTMENTS chapter we informed you that we commissioned a new hall for preparing raw materials for metallurgical production on a 6,700 sqm plot of land at our production site in Velvary: on that occasion, we held a **ceremony on the premises for the metallurgical plant employees**, including family members and business partners of the smelter, and presented a short film of the construction process, which took about 400 days. Guided

tours of the installed production equipment were prepared for the visitors, and we did not forget about children – we let them try the working transport equipment, so that they see the view from the cab and experience driving.

The highlight of the event, which attracted over 150 participants, was the performance of the bands **SICK BOY** and **CRIDER**, in which our employees are musically involved (SICK BOY: Tomáš Maraček – el. guitar, Jan Oravec – el. guitar; CRIDER: Miroslav Křhounek – drums).

We thank the musicians for testing the statics of the new hall with their skills, now we know that it can withstand everything!



THE QUALIFICATION MATRIX IS BORN

In January 2022, a company-wide employee assessment was conducted to identify the development needs of each employee. This included classifying job roles into salary categories. The qualification matrix builds on this assessment, which is conducted annually. The main objectives can be summed up in three points:

- Accurately identify the occupational skills of each position
- Objectively evaluate employee performance
- Motivate employees in the area of professional and salary growth

In the first phase of the project, the most important thing is to work with managers to define the knowledge and performance of the so-called model employee for each position in the compa-

ny. Thanks to this information, it is possible to assess the performance of individual employees as objectively as possible and to set quality development plans for the next period.

The next step following the identification of development needs is to set career and other possible salary growth. The output is information on how the employee can develop professionally and how they will be remunerated, including the longer-term outlook. Before actually launching the functional tool, we tested whether the above goals realistically replicate the workplace situation. The competence of managers and their communication with employees still remains a priority.

Satisfied employees are the key to the success of a modern company. One of the objectives of the qualification matrix is to contribute to employee satisfaction.



Comax has a long-standing commitment to working with the region's schools, either by organising field trips, involving schools in aluminium collection or recruiting students for temporary jobs and internships.

HIGH SCHOOL STUDENTS VISITED COMAX

In May 2022, **30 high school students** from Kladno and Kralupy visited Comax. We welcomed them at the training centre and after a short introduction, invited them for a tour of the production facilities. The students got to know the workplace of paint production, where they saw a real demonstration of testing the weather resistance of paints. Then they were introduced to our unique painting line, the only one in the Czech Republic, and the excursion ended in the metallurgical plant, which was the most successful with the students, despite the high temperatures in the area. The students highly appreciated our largest furnace "Barcovka", which was being filled with material during the visit.

NEW FACES AT THE HR DEPARTMENT



Bc. Denisa Markantová, Dis.

Denisa is a graduate of Jan Amos Komenský University in Prague, where she majored in Human Resource Management. She joined Comax after maternity leave. She is responsible for the administrative part of the HR department. She enjoys spending her free time with her husband and daughter hiking and spending quality time in nature.



Andrea Vörösová

Andrea comes from O2, where she worked in the HR department for 10 years. Her experience includes managing a team of trainers, planning the training needs of employees, developing a performance appraisal system and implementing digital training. She has been working at Comax since June 2022. Her key project is the qualification matrix. She spends her spare time mostly with her five-year-old daughter, taking outdoor trips.



Mgr. Dita Malečková, Ph.D.

Dita studied Philosophy and Information Science at Charles University. She has been a lecturer at her faculty for over 10 years and now works at FAMU in Prague. Her work has focused on technology and creativity, philosophy of technology and artificial intelligence. In June 2022, she joined Comax with the task of creating the Comax Academy, aimed at harnessing the potential of creative thinking among students and graduates and the practice of professionals with years of experience at Comax.



Markéta Heroldová

Markéta joined Comax in May 2022 as a Recruiter. Here she brings her experience from a manufacturing company in Kladno, where she previously worked in the HR department. When she is not looking for new faces to join our company, she enjoys exploring both the countryside and the city. She is also actively interested in the field of animal protection.



Bc. Lucie Procházková

Lucie has been working at Comax since September 2021 in the payroll department. She has been involved in payroll accounting since 2019, when she attended several courses focused on this area. In our company, she is mainly responsible for payroll output to Excel and spreadsheets of all types. In her free time, she enjoys travelling with her family and exploring the beauty of our country.

COMAX ACADEMY

We are preparing the first year of the **COMAX ACADEMY study programme for 2023**, which aims to create a talent incubator. METAL TRADE COMAX will give university students the opportunity to learn from professionals who come not from academia but from practice: which is an invaluable resource.

In early September 2022, a meeting was held between representatives of universities, the Confederation of Industry and Commerce and METAL TRADE COMAX to set the parameters for future cooperation. It was confirmed that the need for vocational programmes is clear, and the representatives of the universities

are aware of this – students may have a quality programme during their studies, but if they focus almost exclusively on theory, they still come into the professional life unprepared. **COMAX ACADEMY has the ambition to become a model of academic-industry cooperation and a new level of networking between theory and practice.** In this sense, METAL TRADE COMAX with its facilities represents an ideal environment in which we are constantly confronted with new challenges posed by everyday operations.

COMAX APARTMENT BUILDINGS



The idea to offer top employees and prospective job applicants at COMAX affordable modern housing close to work was born several years ago and has gained a solid outline this year.

A total of **3 apartment buildings** on 5 floors, with non-residential space on the ground floor, an underground garage and additional parking spaces in the outdoor area, will offer employees comfortable housing in **80 apartments of 3 sizes** (35/70/85 sqm) within sight of the company's headquarters, with surrounding green areas landscaped for relaxation. We believe that the continuation of developing apartment buildings within walking distance of the city centre to the newly renovated municipal multifunctional community hall will bring a revival to Velvary in the form of a new generation of young people.





WE EXPORT TO 28 EUROPEAN COUNTRIES



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