

COMiX 2024

NEWSLETTER OF METAL TRADE COMAX, a.s.

COMAX APARTMENTS

Modern housing in the centre of Velvary

Extra energy
efficient

A



www.bytycomax.cz



Dear colleagues and readers,

I am very glad to present another issue of our COMIX. This year, too, was full of global influences that resulted in significant stagnation of our company's development. High interest rates combined with a dramatic decline in the construction industry caused a significant decline in sales, and particularly the margin on our products in the Czech Republic and Europe.

However, our production centres have undergone significant changes and investments in recent years, which had a positive effect on the company's sustainable growth, and our results are significantly better than in the previous year. We continue to work well with suppliers and fulfil all our obligations to our customers and employees.

I am proud that, even in such difficult times, we don't have to be ashamed of our results on the domestic and foreign markets, and that we can afford to negotiate new major acquisitions worth hundreds of millions.

I would like to thank all my colleagues for their support and our business partners for their long-term cooperation; I look forward to another successful year with you.

What will you find in the current and next issue of COMIX?

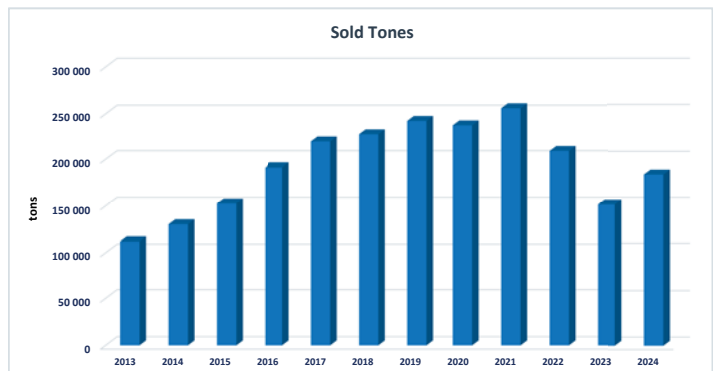
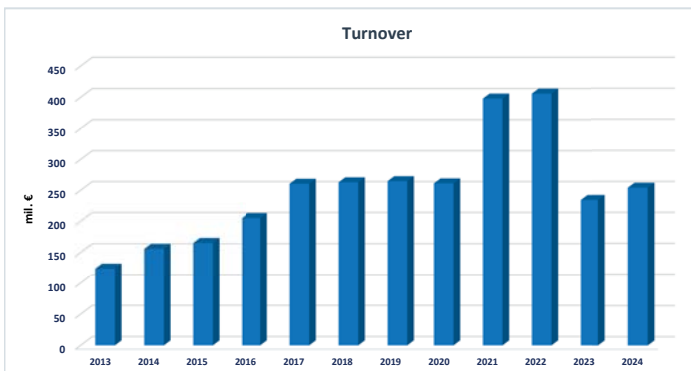
We will lay out the events of our work year for you month by month, and I am happy to be able to share a balanced mix of realized investments, foreign trade fairs, team building activities and other socially significant events, and present new products, new managers, celebrants and also some interviews.

In the conclusion of COMIX, we foreshadow what awaits us in the next year.



Marian Manda
Marian Manda
Chairman of the Board

OUR ECONOMIC PERFORMANCE *



* year 2024 without metallurgical production

COMAX FLATS WERE GIVEN A ROOF



The 1st stage is proceeding according to plan

Construction of the first of three COMAX apartment blocks in Velvary is in full swing. The modern housing with layouts ranging from 1+kk (1 room + kitchen corner) to 4+kk (4 rooms + kitchen corner) also includes apartments with front gardens and aboveground and underground parking. It organically blends into the surrounding area, and **its own rooftop PV system** will satisfy even the most demanding clients. It will welcome its first residents in Q3 2025.

Economic, ecological, sustainable

Low-energy buildings are designed in a minimalistic style with architecturally interesting elements on loggias (lacquered expanded metal, Copilit), aluminium windows frames with insulating triple glazing and a rooftop PV power system. The apartments are placed in **energy efficiency class A** - extra energy efficient; apartments owners will appreciate the low operating costs.

A place to live and work

The project situated in the middle of Velvary combines the advantages of living in a small town with great connections to Prague (D8 motorway, train) - this makes it an attractive place for life and work - METAL TRADE COMAX, a strong employer in the region, offers interesting employment opportunities **in addition to discounts on new apartments for employees.**



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EXCURSION TO ŠKODA



Employee team building

At the beginning of February, 70 Comax employees took an excursion to the ŠKODA Auto factory in Mladá Boleslav. This event was part of the employee team building plan for 2024, and it filled up right away due to great popularity.

The employees visited the part pressing plant and assembly line of Škoda Fabia cars, and it was interesting to see how they compared the pace of work there, measured in minutes, to the relaxed work atmosphere at Comax.

After a great tour of the assembly line, the employees visited the ŠKODA museum and depository, where they learned about the



brand's history and the milestones of its technological development, and they got to see unique items and prototypes. We concluded the excursion with a group dinner.

ROOFS - SOLAR - CRAFT 2024

This trade fair for roofs, construction and energy savings is a respected event in the field and an important source of information for both experts and the public, and this year it celebrated 25 years of its successful existence, while we celebrated the 10th annual participation of our COMAX ROOF brand in the fair.



Our stand once again offered a competition for FREE roofing for a family home, and the lucky winner was decided by a lucky draw as usual - he got 250 m² of Comax roofing of his choice. We also presented a new product in our roofing range - the **innovative solar system SOLROOF** integrated into steel roofing. You find more information about this roofing on pg. 17.

R+T STUTT GART 2024

Shading technology in the international spotlight

For over 50 years, professionals in the field of shading technology have been gathering at the international **R+T trade fair in Stuttgart** to present their products and services. COMAX attended too, and it didn't lag behind its European competition - it presented quality lacquered aluminium coils and strips from its coil coating line to manufacturers of indoor and outdoor blinds.



FOOTBALL SUNDAY



Employee team building

Our 3rd March Sunday with three dozen of employees who are fans of football started with a late lunch, where the upcoming football match was the main topic of conversation.

After the pleasant meal, we took a trip to Letná, where the teams AC Sparta Praha and FC Hradec Králové met. Over 16,000 fans gathered at the stadium and the atmosphere was great. Our employees cheered on their favourite team and placed bets on the winning team - AC Sparta Prague won this time.

Who placed the best bet and what did he win?
It was Kamil Koutský from the metallurgical plant and Jiří Duda,



warehouseman from our plant in Litovel, who correctly guessed Sparta's 2:1 win. They were gifted a bottle of 8 Y.O. Salvadoran rum.



FENSTERBAU NORIMBERK 2024

International fair for windows, doors & facades

This year, we presented ourselves for the second time in Nuremberg to the co-exhibitors and visitors of this international trade fair for windows, doors and facades, which has had 3 successful decades.

We presented the **portfolio of our reinforcing steel profiles** cut by laser to manufacturers of PVC window and door frames; we use our technically advanced forming lines to produce profiles for renowned European manufacturers of PVC window and door frames, and we also develop new types of profiles. Unfortunately, we could feel that the German construction market is in recession and that manufacturers like us are in for difficult times.

We will also attend the trade fair in Norimberk in 2026.



TUBE DÜSSELDORF 2024

International trade fair for the tube industry

TUBE covers the entire spectrum of the tube industry, from raw materials and forming technology through machinery and production equipment to accessories and trade.

COMAX took part in the fair for the second time, presenting products from its new welding line: precise, induction welded tubes and profiles of standard and special shapes, with a galvanised weld and the option of precision laser cutting. It also drew inspiration for expanding its portfolio of welded products and its further direction from meetings with customers and its competition, so that it can come back in two years and present something new.

The next fair will be held in April 2026.



TO DRESDEN AND BACK ON THE ELBE

Employee team building

Our employees spent an unusually cold Saturday on 3 April on a pleasant boat cruise to Dresden and back. They sailed from Děčín, and the return voyage ended in Hřensko in the late evening. The event was attended by employees from Velvary and other branches, with almost 70 in total.

For many of the participants, this was the second trip to Dresden on the Elbe; we sailed in 2018 for the first time, opting for a bus on the return trip, as it was faster. This time we travelled both ways by boat.

The tour of Dresden was relatively short due to the length of the boat trip, but a guide was able to present the historic city centre.



Due to the unfavourable weather, everyone was happy to get back on the boat, where refreshments, live music and wine tasting awaited them.



ICE HOCKEY WORLD CHAMPIONSHIP 2024

Comax did not miss the world championship



The 87th Ice Hockey World Championship, held in the Czech Republic this year, was greatly popular among fans all over the world. Our midnight wait for electronic ticket sales left us in shock - there were **over 20,000 people waiting in queue** for tickets when we logged into the e-store!

In the end, we managed to get tickets for selected matches, including the final ones, allowing us to spice up our corporate charity raffle, in which several lucky employees won tickets, as well as enjoy the championship and the victorious final in a completely sold-out O2 arena along with our business partners.

NEW PARKING LOT OPENED

In last year's Comix, we reported on the approval of our new corporate car workshop, on the original site of which a generous space was created for **parking four dozen cars** of our employees and business partners; in May 2024, we added a new asphalt surface, planted greenery on the retaining wall and handed over the car park to our employees.



A HEAT RECOVERY SYSTEM SUCCESSFULLY INSTALLED

In May this year, we installed an effective heat recovery system in the metallurgical plant in order to use waste heat from the smelting furnaces to heat the administrative and social building. This reduced the volume of natural gas needed for heating to less than a third, **effectively reducing our carbon footprint**.

The installation wasn't easy, as we needed to overcome the large pressure differences caused by the different height levels of induction furnaces with a heat exchanger and the upper and lower boiler. If the installed equipment proves successful, we will also use it for our other technologies that produce waste heat.



MTC CUP Velvary 2024

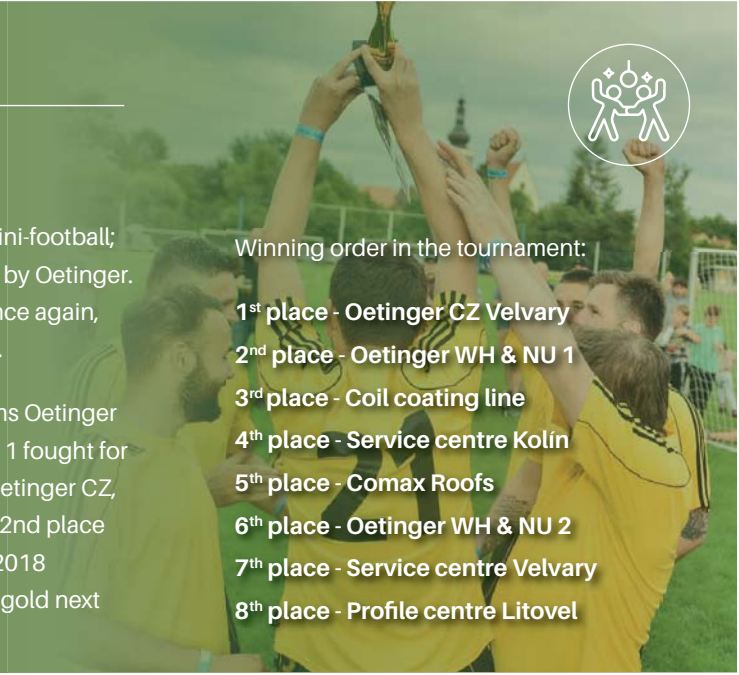
11th annual company football tournament

A total of 8 teams competed in the 12th MTC CUP Velvary in mini-football; Comax sent 5 teams to the tournament, and 3 teams were sent by Oetinger. The tournament attracted a large number of fans to the field once again, and we were satisfied with both the weather and refreshments.

The interesting spectacle ended no less interestingly - the teams Oetinger CZ (our former smelting plant) and German Oetinger WH & NU 1 fought for 1st and 2nd place on penalties. The victory went to the team Oetinger CZ, confirming their great form. Germany's Oetinger WH & NU 1 in 2nd place defended its successful strategy of systematic progress since 2018 (climbing one place higher every year), and perhaps it will win gold next time. The coil coating line won bronze.

Winning order in the tournament:

- 1st place - Oetinger CZ Velvary
- 2nd place - Oetinger WH & NU 1
- 3rd place - Coil coating line
- 4th place - Service centre Kolín
- 5th place - Comax Roofs
- 6th place - Oetinger WH & NU 2
- 7th place - Service centre Velvary
- 8th place - Profile centre Litovel



INTERSOLAR EUROPE MNICHOV

Key solar industry fair is held in Munich

The INTERSOLAR trade fair has been held every year for over 30 years, demonstrating the enormous vitality of the solar market. It brings together experts from all over the world with the aim of increasing the amount of solar energy in global energy supply. This year it welcomed 1,370 exhibitors on an exhibition area of 111,000 m², and COMAX was among them.



COMAX and Bragen presented a new joint brand of their own system for the installation of ground mounted solar power systems: **the bragen PV system powered by MTCOMAX** and **the bragen AGV system powered by MTCOMAX**. Steel profiles with anti-corrosion surface treatment Magnelis, produced in our plant in Litovel, form the structural basis of the system.



MAN, RECYCLE!

We recycle aluminium packaging



MAN, RECYCLE with us!



The 7th year winners announced

For the seventh time, we welcomed a hundred children from winning schools of the Central Bohemian Region involved in the project of collecting aluminium waste.

This year, we added a competition to the celebratory meeting. After the official introductory part, the children got to go on an excursion to see smelting furnaces and other equipment for processing aluminium waste, and we invited representatives of the authorised packaging company EKO-KOM as guests. The invitation was accepted by representatives of L'Oreal as well, whose hairdressing salons are also involved in the project.

In this school year of 2023/2024, **101 schools** collected **over 7 tonnes** of aluminium waste, which is half a tonne more than in the previous year.

Introducing the winner of year 7:

1. **ZŠ Mšeno** (586 kg/school)
2. **ZŠ Velvary** (553 kg/school)
3. **SŠ služeb a řemesel Stochov** (426 kg/school)
4. **ZŠ Kolin-Sendražice** (418 kg/school)

The winner in the category of kg collected per pupil:

1. **MŠ Zavidov** (382 kg/pupil)

In addition to the original experience of visiting the smelting plant, where the aluminium they collected is recycled, the children took home themed gift packages and a cake with their school's logo.

We would like to thank all the involved schools for their part in reducing carbon footprint.

Would you like to join the project? Contact us: _____

+420 731 117 323 | fricova@mtcomax.cz



ELISA CRITICAL: THIS USER'S ACCOUNT WAS LOCKED



Libor Plachý

A cyberattack from the perspective of the head of IT

Perhaps never before has the cooperation between all Comax IT workers been as close and intense as it was in late June 2024, when a hacker attacked the company's network infrastructure.

What preceded it

Our infrastructure in 8 locations consisted of 24 routers, 182 switches, 246 Wi-Fi transmitters and 800 IoT network elements. Data and applications were hosted on 19 physical servers, 34 virtual servers and 6 network attached storages. End devices consisted of 400 computers, 250 mobile phones, 50 printers, 40 thermal-transfer printers and 75 industrial mobile terminals. 9 information and SCADA systems and over 30 supporting applications were in operation.

Black Wednesday

It was a day like every other, until the evening came and the surveillance system triggered the alarm. A privileged account was locked out and Navision was shut down. The technician acted right away; he connected to the server and saw the desktop was littered with encrypted icons with a single unencrypted file: the attacker's message. It was necessary to immediately disconnect the backbone network and shut down the main router, thereby interrupting communication between devices and the network and preventing further data encryption. The technician also alerted his colleagues.

This was followed by a sensitive stage: determining the impact of the attack and evaluating the damage. The conclusion was devastating. The content of all physical servers as well as of the network storage were encrypted. We placed our hope in the server with backups. Unfortunately, most of the backups were also encrypted, and surveillance servers storing millions of logs of network activity also fell victim to the attacker. The time came to inform the company's director, call a meeting of the crisis team and initiate the long way of restoring the systems...

Week 1

Because the impact of the attack was truly overwhelming, there was a suspicion that one of the IT computers was infected and used by the attacker. We therefore first needed to urgently ensure a clean working environment for IT technicians. It took a whole day before we managed to restore Navision's operation and let the first users into the system.

Week 2

We initiated 4 important activities simultaneously:

- 1) Restoration of processes in the Navision system
- 2) Installation and setup of a new domain server in a securely isolated environment, creation of new user identities and distribution of new safe passwords
- 3) Backup and complete reinstallation of computers.
- 4) Preparation of a terminal farm.

Week 3

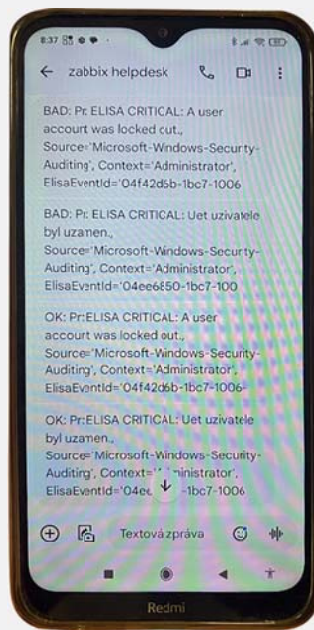
Because most users were already working in a secure terminal environment, we could take steps to securely access the terminal through a mobile phone. We managed to install a surveillance system and restore the payroll and staff system.

Week 4

Most of the key systems have been restored, the company is running at full capacity, albeit with a number of limitations. The final goal is still out of reach: the creation of a new MTCCloud network infrastructure that will be physically and logically separated from the current infrastructure in Velvary. Fatigue is taking its toll, motivation is running low and the users' tolerance is declining.

What next?

The following weeks are a continuation of the 4th week of the crisis. Servers are migrated to MTCCloud, new servers are prepared, and other systems are restored from the endless plan for recovery and reinstallation of user PCs. We are implementing new elements that will lead to higher security of user stations and new infrastructure. The IT department has returned to its normal operation; it has resumed user support processes and has also returned to development projects.



Supervisory system ELISA

The takeaway

This incident showed us an important thing: the company is resting its processes on a massive pillar of IT systems, the collapse of which affected every employee and seriously jeopardised the company's operations. The IT equipment we use aren't just modern toys, they are sensitive work tools and gateways to corporate systems, and they should be treated accordingly. We must adopt the necessary restrictions, increase our literacy in the field of IT security and protect the data and systems we access through our devices.

„MT COMAX DE“ IS NOW „COMAX DACH“

In 2019, we established sales representative **MT Comax DE GmbH** in Germany, the purpose of which was to sell our steel tubes and profiles and our steel and aluminium roofing on the German market. This year, 5 years since its establishment, the branch changed its name to **Comax Dach GmbH** to better express its primary mission in Germany.

The **Comax Dach** is based in Weißenhorn. Under the leadership of Tomáš Kosik from 1 January 2025, it will supply roofing and facade cladding for the German market from the complete range of our Czech production plant in Velvary.

Comax Dach will specialise in solutions for roofing and facade cladding, also for atypical (round) building shapes. It will also work with architects to find solutions for special construction projects and provide practical assembly training or installation support for partners directly at the construction site.



INTRODUCING „COMAX COMBO“

COMAX ROOFS has launched a new product

After the success of the small-format BoCo 330 aluminium template, this year COMAX ROOFS launched another small-format square template, this time made of steel - ComBo 430. It works perfectly in roof renovations as a replacement for asbestos cement roofing while preserving the design, but the traditional small format is also suitable for new buildings - roofs and facades.

The **ComBo** brand is protected by a trademark of the Industrial Property Office, and the template is the 8th type of roofing in the current range of COMAX ROOFS.

You can check out all our roofing at www.strechycomax.cz.



COMAX IS POWERED BY THREE PV POWER STATIONS

A power of 1,910.5 MWp, 4,299 photovoltaic panels and an area of 9,061 m², these are the parameters of our 3 rooftop solar power systems producing green electricity.



15 years ago, we installed the first PV power system with an installed capacity of 103.5 kWp on the roof of our Cutting centre in Velvary, which underwent a complete renovation this year.

This year we installed a second PV power system in Velvary with an installed capacity of 997 kWp. The operational



programme OP TAC in the Energy Savings call supported the investment with a 35% subsidy.

In 2024, we also installed a solar power plant in the production plant in Kolín; we used four south-facing roofs for the PV system with an installed capacity of 810 kWp, and today the generated electricity covers 100% of our consumption in Kolín, also thanks to a 400 kWh battery. The investment was supported with a subsidy in the amount of 40% of eligible expenses.

Overall, our 3 PV power stations with a total installed capacity of 2 MWp cover approximately 15% of our consumption without the need for land to build power plants. We are pleased that we are effectively reducing our carbon footprint.

Our COMAX ROOFS plant and the upcoming horticulture building are also waiting for their rooftop PV power station.

A NEW CASTING FURNACE PUT INTO OPERATION

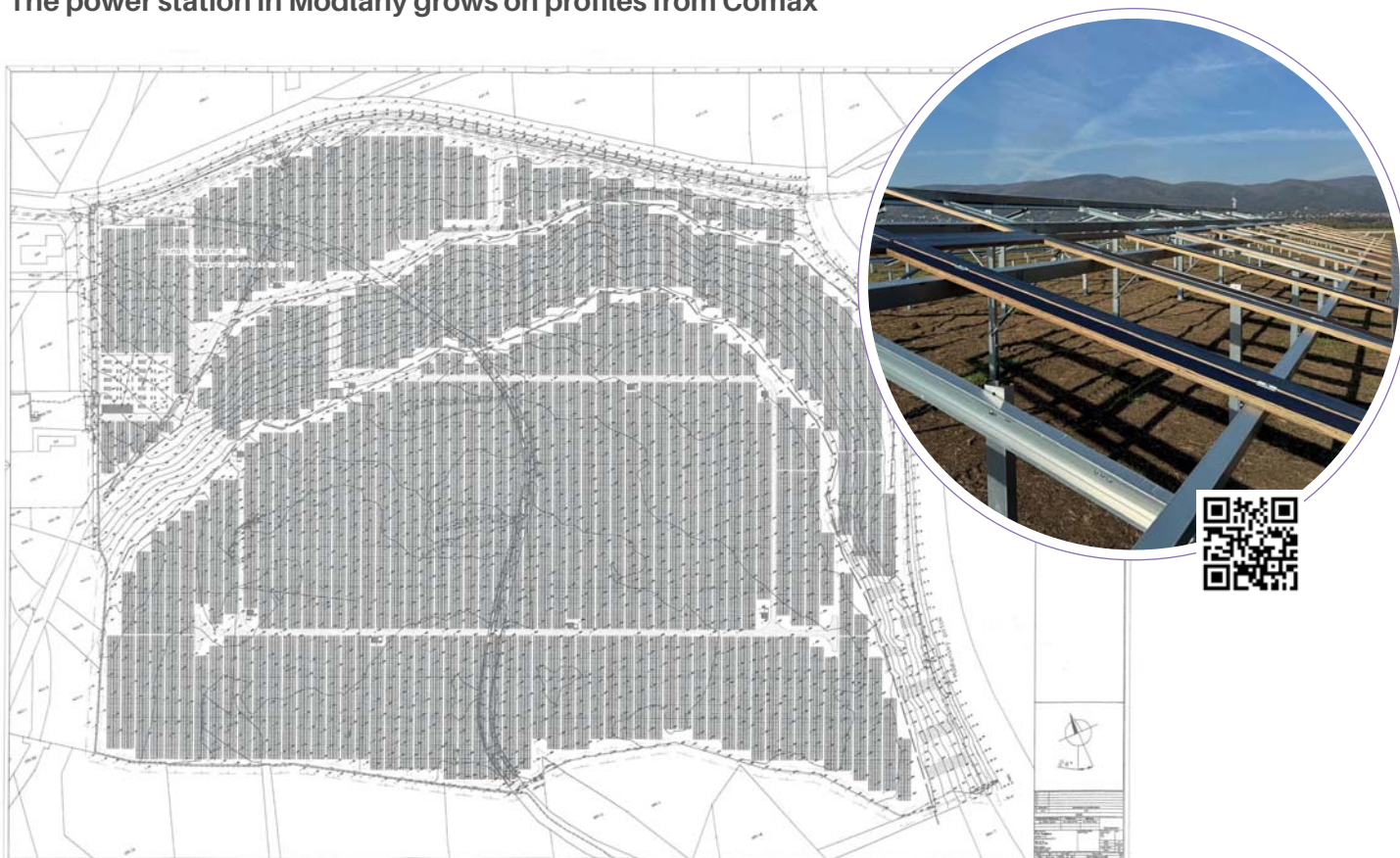
Aluminium: the material for the future

In the spring of 2024, we received an integrated permit from the Ministry of the Environment to install of a new casting furnace with a volume of 35t; we started trial operation in June and production began after the summer shutdown. This is the **3rd casting furnace installed in Velvary**, and it enabled us to increase the amount of liquid aluminium production at the expense of the previously predominant ingots. Liquid aluminium reaches customers faster than ingots, and its subsequent processing by the customer is also faster and more energy efficient.



THE BRAND „BRAGEN PV SYSTEM POWERED BY MTCOMAX“ SHINES

**The largest PV power station in the Czech Republic is being built on an area of 45 football fields
The power station in Modlany grows on profiles from Comax**



Successful „bragen-Comax“ cooperation

In 2023, we launched a new brand with bragen s.r.o.: **bragen PV systems powered by MTComax**. This is a comprehensive system of steel structures for ground mounted PV power stations using steel profiles from our production plant in Litovel.

This year we presented the brand at the international solar industry fair in Munich, and we are happy to announce that the brand was awarded an extraordinary contract for the construction of a large PV power station with a capacity of 50 MWp in Modlany near Teplice. COMAX will deliver approximately **1,200 tonnes of steel profiles** to the construction site, which is about **440 km** in length.

Power station parameters:

- Built-up area: 33 ha
- Number of PV panels: 60,400
- Number of Comax profiles: 90,000
- Orientation of PV panels: east-west
- Type of structure: driven piles
- Power station output: 50 MWp
- Supplier: bragen s.r.o.

bragen PV system
powered by MTComax

By the end of the year, another PV power station will be built in Ovčary near Kolín on profiles from Comax, and in the beginning of 2025 we will supply profiles for 4 other PV stations in the Czech Republic; we are also implementing **the first agrophotovoltaic contract in Germany**, where we, as a manufacturer of steel profiles, replaced a renowned German supplier.

THE COMPANY WELCOMED NEW MANAGERS

Bold goals require bold leadership



Zdeněk Laušman

Director of Profile Centres

An expert with almost 25 years of experience in managerial positions in metallurgy and foundry.

„I took up the position with the aim of confirming the position of Comax in the Czech Republic and Slovakia as the strongest producer of open and welded tubes and profiles made of cold, pickled and galvanized coils, strengthening the sales and production team, and investing in the expansion of the production of new products and quality control. Last but not least, I want to continue to develop business relations with customers with the aim of finding new opportunities for cooperation and creating a stable, friendly environment for employees.“



Mgr. Matěj Kosturák, PhD.

Director of Strategic Planning

An experienced banker with 10 years of experience in structured financing of large companies, acquisition loans, export deals and hedging; CRM manager and analyst; graduated in economics and law from Charles University in Prague.

„I will focus on searching for acquisition opportunities with the aim of expanding the group to include companies that will suitably complement the group's portfolio and build on its strengths. I will focus on strengthening business relations with key partners further. Another important task is to strengthen the team responsible for the group's transformation process, especially with regard to the investment in a new Coil coating line.“

PROFILE CENTRES SALES TEAMS FORM ONE BODY

Košice, Litovel, Kolín: 3 in 1

When **Zdeněk Laušman** started as director of the profile centres, management meetings with key salesmen were held in early September in our three profile production plants. Zdeněk presented a new business strategy, a new organizational structure and an investment plan for the next two years. This was followed by an excursion to the production plant, where the salesmen got to compare the production machinery of each plant and perceive the investment plan in a specific environment.

The exchange of experiences at the meeting resulted in a resolution to repeat it at least once a year. You can watch the footage from the Košice meeting in the gallery.



EDUCATION BY PRACTICE CONTINUES

Supporting young potentials

We pay attention to young talents and invest in their future. We've created programmes such as **COMAX ACADEMY** and the new **TRAINEE programme**, which give students and graduates the chance to combine theoretical knowledge with experience directly in our plant. We provide comprehensive support for students, organizing excursions at our plants and presentations at universities. We advertise vacancies for students of technical fields, electrical engineering, and computer and automation fields to offer them interesting career opportunities. Paid internships are led by experienced mentors who help students participate in real projects.

We already have several success stories - including Dominik Řezníček from the University of Pardubice, who has proven himself as a coating technician on our coil coating line, and **Robin Majoroš**, who is currently completing the one-year TRAINEE programme and focusing on innovations in coating processes. **Lucie Peterková** from CZU is another example; she is currently gaining experience in the financial department, and **Filip Šebek** wrote his bachelor's thesis on metallurgical production operations, but he changed his major during his master's studies and is currently gaining experience in the finance.

We want to continue to develop cooperation with students, both in the form of part-time jobs while they study, and full-time employment after they graduate. **Our experts can also help students with their final theses.** We take into account their personal lives by providing accommodation during the internship and allowing them to participate in corporate events.



Ing. Robin Majoroš

Robin Majoroš is one of the graduates who went through the COMAX ACADEMY programme in 2023. This project was followed by the TRAINEE PROGRAMME, which Robin joined in August 2024. We interviewed him about his motivations, impressions and plans for the future.

What fields did you study at the University of Pardubice?

In the bachelor's degree programme I studied chemistry and technical chemistry, and in the master's degree programme I focused on organic coating systems and coating materials.

What led you to join the COMAX ACADEMY programme?

I wanted to gain practical experience on the coil coating line and understand its operation. That's what drove my decision.

What impressed you most about this opportunity?

I was impressed by the company's structure and the complexity of the coil coating line. It's very complex equipment that requires the cooperation of many people.

What were your first impressions of the Trainee programme?

I had mixed first impressions. I was surprised by how many people it takes to run the company.

How would you rate the support and collaboration with colleagues and mentors?

Support is very important to me. When there was something I didn't understand, my colleagues were always willing to explain it to me differently.

What surprised you about the corporate culture?

I was surprised by how friendly the atmosphere is here and how well everyone works together, regardless of position.

What are your plans after you complete the Trainee programme?

I would like to get to know different parts of the company, but I'm most drawn to the coil coating line. I see potential for further development, especially in the field of automation.

We thank Robin for the interview.

COMAX TEACHES ALUMINIUM RECYCLING

Waste managers visited Comax



COMAX is the patron of the aluminium collection project at schools, which actively leads children to understand the principle and need to recycle and save renewable and non-renewable resources.

The announcement of the results of the 7th annual was attended by representatives of authorised packaging company EKO-KOM, and they initiated an excursion for municipal administrators - waste managers from the Liberec region.

A total of **31 officials visited Comax** in September to learn about the recycling process, from the treatment of the raw material to the production of a new alloy ready for a foundry.

MTC SPORTS DAY 2024



Employee team building

We first organized a sports day in 2016 at the Milten Sport Centre in Milovice, and one year later in Žluté Lázně in Prague, where we used the river for paddleboarding. In 2023, we followed up with a table tennis tournament held directly at Comax.

The high level of interest and skill shown every year at the company football tournament, motivated us to hold a sports day this year once again. A total of 95 colleagues took part in 7 competitive disciplines in Action Park Radotín and at the end of the beautiful sunny afternoon there was a barbecue.

Who was the best in each discipline?

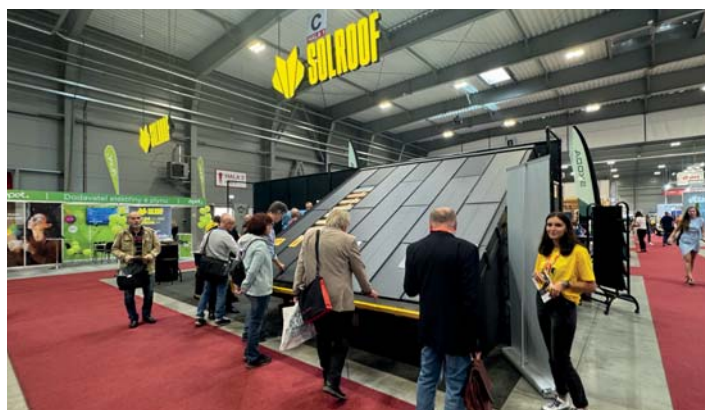
1. **TABLE TENNIS** - 1. Braňo Vojtek, 2. Michal Majtanik, 3. Jiří Valer
2. **PÉTANQUE** - Vít Vogner
3. **SCRABBLE** - team „Finančáci“
Jaroslava Křůmalová, Helena Malečková, Štěpán Kalenský
4. **VOLLEYBALL** - team „Dobří“
Zdeněk Kieryk, Pavla Fričová, Patrik Herberstein
5. **RUSSIAN BOWLING** - team „Tým“
Marek Bradáč, Petruše Boháčková, Miroslav Hradecký
6. **FOOTBALL DARTS** - team „lťáci“
Zdeněk Řehák, Jiří Berka, Libor Plachý, Zdeněk Beňo, Míra Hron
7. **BADMINTON** - team Kolín B
Václav Dohanič, Petr Vokřál





SOLROOF

Integrated
photovoltaic
roofing



Introducing the solar roofing SOLROOF

In the spring, we founded the joint venture **SOLROOF CZ s.r.o.** with partners from the field of solar solutions, which brought to the Czech market an innovative solar system fully integrated into steel roofing.

Carbon-free steel and an attractive design with no frames or visible joints are the hallmarks of the SOLROOF solar system, which will satisfy even the most demanding customers.



Comfort in simplicity: All-in-one

The roof and the photovoltaic system form one body, which means there is no need to make changes to the roof as in the installation of standard photovoltaic panels - the warranty is safe; one system, one installation, one service.

STŘECHY COMAX provides technical support for the roofing with regard to the maximum use of PV power according to household consumption, and it also arranges the subsidy.

There is a 25-year warranty on the system.

THE FLOODS CAME BEFORE MIDNIGHT

The water stopped at the COMAX door



Litovel, Sunday, 16 September 2024:

The announced scenario comes true: a flood wave arrives before midnight and water from the Morava river floods the first streets. Soon 80% of the town is flooded, there are operator and power outages, our colleagues in Litovel are on alert...

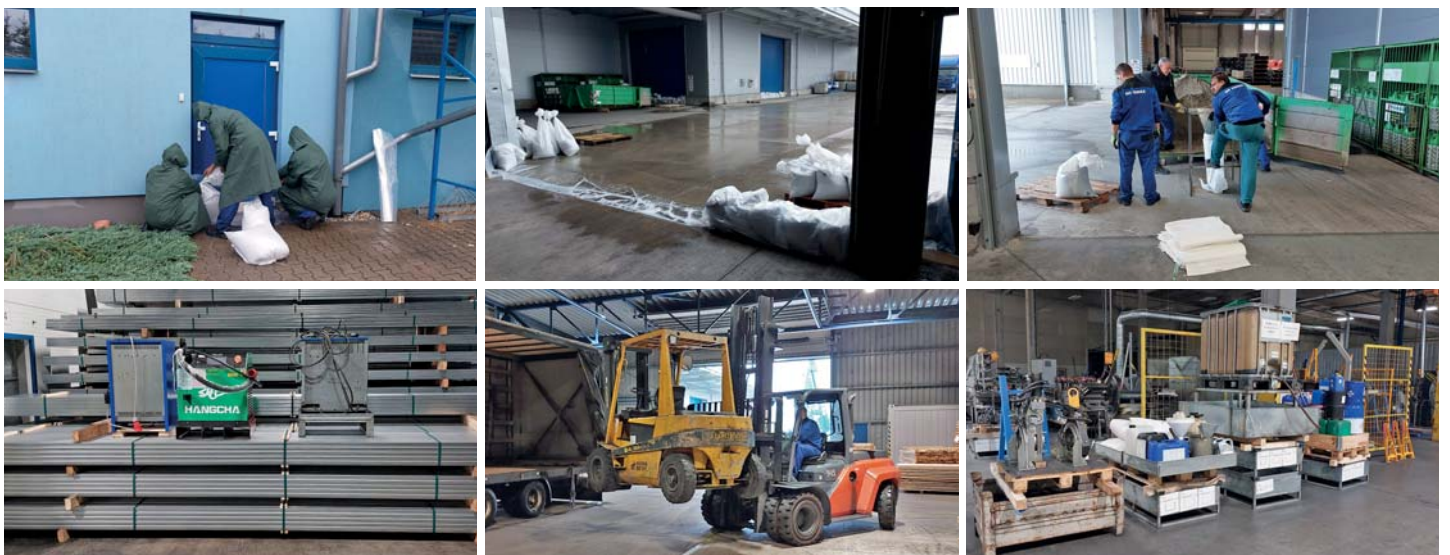
Thanks to warnings that came well in advance, unlike with certain floods in history, **the Litovel branch had time to prepare for the water**; employees raised electronic and handling equipment and secured the entrances with 200 sandbags.

The water stopped in front of the halls, and it spared the homes of our employees; miraculously, nobody suffered any damage.



The water started to subside around noon next day, and everyone breathed a sigh of relief.

Although none of the company's employees or their families were suffered any damage, Comax organized a charity fundraiser for those affected and donated CZK 100,000. Here are a few photos from the quick, well-coordinated preparations of Comax in Litovel.





UK CONSTRUCTION WEEK BIRMINGHAM

COMAX ROOFS at an exhibition in England for the fifth time

We have great success in England. Our experienced salesman Phil Brown is successfully selling Comax KLIK aluminium roofing on the local market, and this year he presented two new roof products at the trade fair in Birmingham: the **SOLROOF solar system** integrated in steel roofing and **trapezoidal aluminium sheets with anti-condensation film** developed for highly corrosive environments. Jakub Štajnc and Martin Hora from our production plant in Velvary joined Phil at the exhibition.



ALUMINIUM DÜSSELDORF



A global platform for the aluminium industry

Aluminium as a material for a sustainable future has been the main theme of the autumn international trade fair ALUMINIUM in Duesseldorf for years. Comax also attended. **Our coil coating line, which processes 6 thousand tonnes of aluminium coils and 45 thousand tonnes of steel coils every year, participates in the trade fair regularly and has a lot to offer; its quality products have sustainable potential - at the end of their life cycle they are 100% recyclable. We export the products of the coil coating line to 30 countries, and we are currently preparing a new coil coating line.**

THE BODYGUARD

Employee team building

In October, we chose the cosy setting of the **Karlín Music Theatre** for our staff meeting. The musical with a quality cast of singers attracted about seven dozen of our employees,



including dozens of colleagues from distant branches. We shared the musical experience on our way back from the theatre, and we look forward to another cultural experience next year.



CZECH CABARET SHOW

Meeting on Broadwayi was amazing

Although our business and social meetings **with customers and suppliers this year** were mostly at international trade fairs in the Czech Republic, Germany and England, we also had a cultural evening that we have been organizing for partners every year for 19 years.

The artistic **Czech Cabaret Show** transported us several decades back to the days of popular cabaret shows; this performance with a modern touch set in the authentic Art Nouveau rooms of the ROYAL theatre provided an intense musical and visual experience.

The atmosphere was highlighted by catering with a variety of cocktails.



THE PILSEN BREWERY DIDN'T DISAPPOINT



Employee team building

Návštěva pilsenského pivovaru
Pilsner Urquell

Prožijte nezapomenutelný den s kolegy při prohlídce legendárního pivovaru!

Kdy?
pátek, 15. listopadu 2024

Harmonogram:
11:30 - Odjezd z Velvar autobusem (sraz u vřátnice MTC)
13:45 - Prohlídka pivovaru Pilsner Urquell
16:00 - Posezení a občerstvení v restauraci
18:00 - Odjezd autobusem zpět do Velvar

Připojte se k nám a zažijte atmosféru místa, kde se zrodil ikonický ležák Pilsner Urquell!

Na zdraví a těšíme se na společnou akci!

This year's penultimate team building event, prepared by colleagues from the HR department for 88 interested employees, was a visit to the **Pilsner Urquell Brewery**.

We got to see historic digester houses from the 1930s, as well as a modern digester house with a daily capacity of almost 3 million beers, a bottling plant with a capacity of 120,000 bottles per hour, and we tasted unfiltered, unpasteurised beer tapped directly from the lager barrel in lager cellars.

We concluded with a good dinner in the brewery's restaurant, and in the evening we happily set off on our way home.





WE CONTINUE PRESENTATION ABROAD

After the foreign trade fairs in 2024, when we presented our premium products at 7 international exhibitions, we will continue our foreign presentation in 2025.

We will take part in two trade fairs right after the New Year:

- **BAU 2025**, Munich, where we will present our steel profiles for dry construction, for sanitary installations, for sectional doors assembly or for the construction of fencing
- **STŘECHY-SOLAR-ŘEMESLO 2025**, Prague, where STŘECHY COMAX and SOLROOF CZ will present their new roof products

In autumn you will meet us at two construction fairs:

- **FOR ARCH 2025**, Prague
- **UK CONSTRUCTION WEEK 2025**, Birmingham



BAU

January 13–17, 2025, Munich
World's Leading Trade Fair for
Architecture, Materials, Systems
bau-muenchen.com

EMPLOYEE TEAM BUILDING IN 2025



As we reported month after month on the previous pages, our working year 2024 was not only full of investments and foreign trade fairs, it was also packed with great extracurricular events that bonded us and brought a lot of fun.

We are considering several team building activities in 2025 that will add variety to the working year, lighten the working atmosphere and bring new experiences.

The events we are considering include the following ten, and we do not forget two traditional events - the football tournament and the Christmas party.

1. Race track - skidding school

helps improve handling of crisis situations on the road

2. Excursion to Lány Castle

an opportunity to visit a place with a rich history

3. Survival course

a fun challenge to learn the basics of outdoor survival

4. Dragon boats

a team activity on the water that requires courage and cooperation

5. Healthy summer

a programme aimed at health - first aid, yoga, prevention

6. Family sports day

activities for the whole family for shared experiences

7. Visit at our customer's facilities - we get to see further

processing of our products on the way to the customer

8. Volunteer day

a day dedicated to joint work for charity

9. Outdoor cinema on MTC grounds

a summer evening with an open-air film screening

10. Concert for the company's 20th anniversary



OUR PLANS FOR THE NEXT 5 YEARS ARE BOLD

Major investments



COMAX HORTICULTURE

We presented our small horticulture project that will be built near STŘECHY COMAX in the last issue of Comix. We devoted a whole year to the design, and this year we obtained a building permit.

The main project building will have a gable roof so it resembles a country house. The aim of the design is to soften the industrial appearance of the location when one enters Velvary. The materials and details also combine contemporary and traditional architecture. The roofing will showcase our quality products.

The modern building covers an area of 1,000 m² with administrative and social facilities, a showroom and warehouses. Offices and a meeting room will be located on the second floor.

The operation of STŘECHY COMAX will not be affected by the construction, there will only be minor modifications made to the car park.



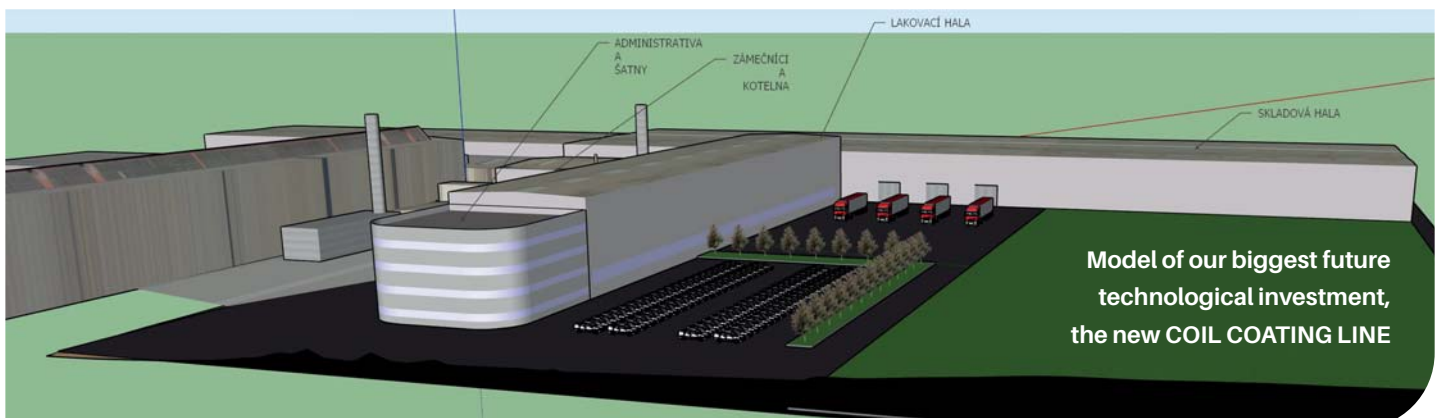
NEW COIL COATING LINE

Work on the new coil coating line continues successfully. In April 2024, we received a positive environmental impact assessment (EIA), on the basis of which we applied for a building permit.

In cooperation with our suppliers, we continue to prepare the implementation documentation for the construction and the preparation of the future coil coating line, including the transfer of high voltage, the gas pipeline, data line and associated landscaping.

Our participation in the expert teams of the European Coil Coating Association (ECCA) allows us to follow trends in our field and choose the right technological solution. We believe that the new line will not only allow us to increase production variability and expand our product portfolio, it will also significantly contribute to the European Green Deal.

We intend to build and start the line, including the necessary trial operation, within 5 years.



LIFE ANNIVERSARIES

50



Karel Brož



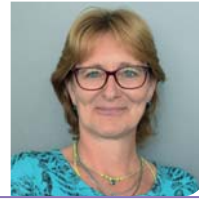
Ing. Stanislav Šebek



Vladislava Pokorná



Luboš Matoušek



Martina Krejzová



Emil Kanaloš



Petr Leibl



Zdeněk Pekař



Ing. Jiří Duda



Simona Scheinpflugová

60



Eva Betková



Ludmila Štorková



Vladimír Kylich



Milan Roučka



Jiří Novák



Ing. Pavel Rojdl



Věra Martonová



Pavel Fuchsig

70



Josef Košťál



Jaroslav Šimral



Karel Nešetřil



Miroslav Pastyřík

WORK ANNIVERSARIES

20
YEARS



Tomáš Král



Roman Nečas



Daniel Novotný



Ing. Jaromír Hron

25
YEARS



Vladimír Košťál



Jiří Cholinský

30
YEARS



Zdeněk Pekař



Ing. Jitka Piskáčková



Petr Blažek

40
YEARS



JUDr. Blanka Vaigelová



JUDr. BLANKA VAIGELTOVÁ

40 years with the company - 35 years as head of HR

You joined Comax (called Kovohutě Velvary s.p. at the time) 40 years ago in 1984; was it your obvious choice?

I started working with the company as a part-timer while studying law, and after graduation I joined the company as a lawyer. Both my parents and brother were already working in the company, so it was natural and quite common at the time to follow them. In 1989, after 5 years, I became head of the HR department, which was more or less also a natural step, because I had been preparing contractual employment documentation for 5 years.

How many employees or branches did the company have at the time, and how many are there now 40 years later?

The company consisted of the main plant and one branch - an aluminium smelter, which employed about 40 people; in total, there were about 230 employees. The smelter was privatised in 1991, cutting 40 jobs, and another 20 or so left in late 2005 when the foundry closed. Today, the company has 5 product plants (4 in the Czech Republic and 1 in Slovakia); it employs about 500 people.

How has the HR department at COMAX developed over the of 40 years, and how has this field developed in general?

The HR field has changed completely. In the past, there were no employment offices, agencies or the Internet; employment was 100% and it was compulsory. The labour supply/demand was realised on a personal basis; the applicants were mostly local, whole families and whole generations worked for the company. There are still families working at Comax today, although not to the same extent as before, and this shows that employees believe in the company.

Private enterprise has brought major changes to the HR sector. In places with overemployment, the number of employees was reduced and we started to see the first unemployment. That's when employment offices and recruitment agencies began to emerge and the internet took on a big role.

When COMAX was bought by its current owner Mr. Manda in 2005, did Mr. Manda also bring fundamental changes in the area of HR?

As I mentioned, the biggest changes in HR came with the private business. When Mr. Manda joined the company in August 2005, Comax had 181 employees; by the end of the year, there were only 160 (most of them left with the closure of the aforementioned foundry). Mr. Manda also brought in people that he'd worked with



before and knew well. And as he began to modernise Comax, the requirements for recruiting new people naturally increased.

How many people do you estimate have passed through your hands in recruitment over 35 years?

Frequent hiring wasn't very usual in the past, but since 2010, about 2,250 people have joined the company, which is an average of 160 boardings per year. There may have been about 3,500 people that passed through HR.

What do you consider to be your greatest professional success and what was your most difficult work moment?

I believe the fact that we, a relatively small HR team, overcame all the difficulties that a large company encountered in different periods, is a great success. And the most difficult period was the Covid pandemic, which changed our HR routine from day to day; testing, operative issuance of internal instructions, plant closures, communication with the hygiene offices and other authorities; all this was handled by the HR department.

You are celebrating your 40th anniversary with the company and you continue to work here; what do you hope for in the HR team and the company in general?

I wish all great success!

We thank for answering our questions.



Newlyweds Žídkovi



Newlyweds Petříčkovi



Ester Nováková



Oliver Hora



Isabela Nováková



Dominik Vašíček



Dominika Ebertová



IT PAYS TO WORK AT COMAX

Benefit programme for employees

METAL TRADE COMAX provides a number of benefits for its employees, the most recent of which is the purchase of a new apartment with a discount for employees, or investment in its construction. And we also think of those interested in renting - we will provide our them with affordable rentals in the new apartments.



1. Home ownership with a 15% discount

A new flat for CZK 70,000/m²

- Employees get a better purchase price than the public.
- Every employee is entitled to the discount after completing the trial period.
- The employee discount is not conditional.

2. Cooperative ownership with a 25% discount

Cooperative home for CZK 60,000/m²

- A member of the cooperative does not need a mortgage or other real estate as collateral.
- The deposit per member is 20% of the apartment's discounted price; the remaining amount is paid on monthly basis.
- The cooperative member does not pay real estate tax.
- After 5 years the apartment can be paid off for personal ownership, or the employee can remain a cooperative member.

3. Investment with a return of 5% p.a.

Don't risk, invest!

- By paying a membership deposit of at least CZK 1 million, the employee becomes a member of the housing cooperative.
- He doesn't live in the apartment, he uses it as an investment and rents it out to MTC or OE for the prescribed cooperative rent.
- The investor receives a return of 5% p.a. from the paid membership deposit for a period of 5 years.
- On the one-year anniversary of joining the cooperative, an investor may sell his or her membership interest to MTC or OE for the price of the membership deposit.

4. Home rental

Housing with no obligations

- After the establishment of a housing cooperative, the employee gets the opportunity to rent a home.
- The rental agreement is concluded between MTC or OE and the employee at the price of standard cooperative flat rent.

Note:
MTC = METAL TRADE COMAX, a.s.
OE = OETINGER CZ s.r.o.

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