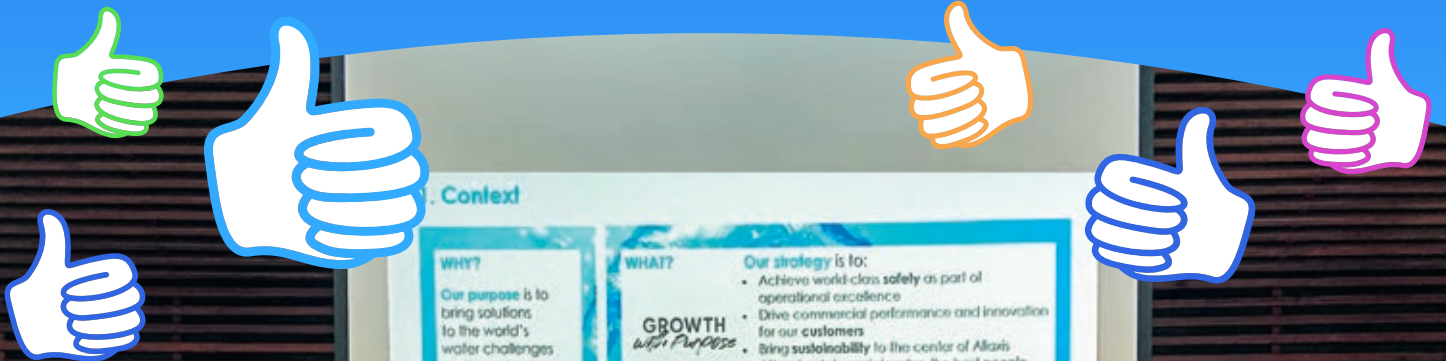


EnErGy in EEG



aliaxis

#3/2022



Context

WHY?

Our purpose is to bring solutions to the world's water challenges and accelerate the transition to clean energy.

WHAT?

GROWTH with Purpose

Our strategy is to:

- Achieve world-class safety as part of operational excellence
- Drive commercial performance and innovation for our customers
- Bring sustainability to the center of Aliaxis
- Attract, retain and develop the best people
- Invest in internal and external growth
- Expand in adjacent and emerging markets

HOW? Our culture enables all of us to deliver on our strategy and exceed our customers' needs.

WE DARE

to challenge the status quo, to innovate and to learn fast.

WE CARE

for the environment, our customers and each other.

WE DELIVER

by taking accountability for our decisions and actions.



We Dare, We Care, We Deliver

Welcome!

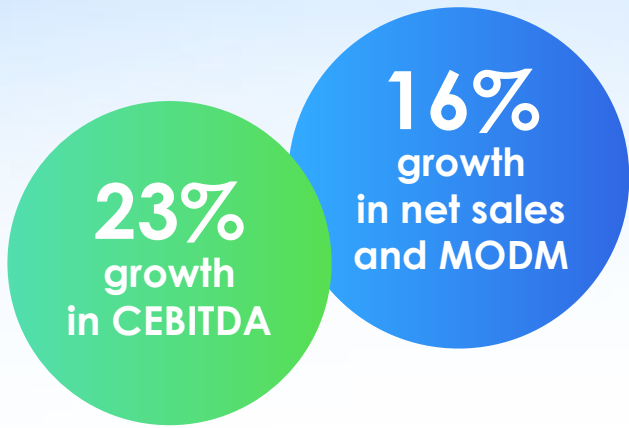
Dear Business Friends,
Dear Business Partners,

Our purpose to bring solutions to the world's water challenges and accelerate the transition of clean energy and our culture **We Dare, We Care, We Deliver** has enriched the credo of our ambitious teams in Eastern Europe and in Greece to continue what has been developed so far.

This was clearly visible during the Pegasus part III meeting in Bad Erlach Linsberg Asia Terme, a perfect place to meet and reinforce the goal to be **One Aliaxis**.

Health and Safety is the base for taking care about all persons around us, and the importance of the agenda **Go for Zero** cannot be stressed enough – not looking after our environment may potentially bring us situations of stress in every moment, and we want to avoid that.

You will find exciting stories about many disciplines in this newsletter, all initiated by highly motivated people, who derive satisfaction from completing tasks successfully and creating energy for new events.



The results are impressive! Like for like (scope adaption by excluding the Russian business exit), the EEG team has delivered **16% growth** vs last year in net sales and MODM (12% above budget) and **23% growth in CEBITDA** (on budget).



My sincere congratulations to the team and I would like to thank all stakeholders in Aliaxis who have contributed to this outstanding result!

And now: enjoy reading the underlying stories of this success, **we dare to be market- and customer-oriented and to deliver even more solutions to take care about the future!**

Proud member of Aliaxis and the EEG team,

Reinhold Mayer
VP EMEA Subregion EEG





Beata Kuler
HR Director EEG



Dear Readers,

It seems spring has finally graced our countries with her presence for good. There's no better time, therefore, to sit back, relax, and read through this issue of our newsletter. Welcome!

The issue is jam-packed with interesting articles and is centered around **our new values: We Dare, We Care, We Deliver**. As you will notice, each piece is complemented with one or more of these principles.

You will read about our **major initiatives** (for instance in the areas of Safety, Sustainability, and Market and Customers). We'll also take a look at some exciting events that have taken place in our countries, as well as a management meeting in Austria where we reinforced our togetherness and strengthened our company culture.

The article about Aliaxis and Me will show you **how productive we have been** as a region in terms of delivering actions that were indicated in the survey. We work every

day to **build a stronger, safer company that prioritizes safety and well-being of our employees**.

Through a shared sense of commitment to performance and teamwork, we are dedicated to achieving success and driving knowledge transfer across the company.

Thank you everyone for the amazing articles and photographs you provided for this issue. Your commitment and creativity definitely shone through, and your contributions played a significant role in making this issue a success.

As always, we appreciate hearing from you and your ideas for future topics. Our goal is to **produce material that appeals to your needs and interests**.

Enjoy!

Beata Kuler ●





Beata Kuler
HR Director EEG

WE DELIVER

Aliaxis and Me

How did we put your opinions into 92 actions? You said – we listened!

The previous Aliaxis and Me survey was conducted in April 2021. It is because of your keen participation (**EEG region - 89%**) that we were able to gather insightful comments and take actions.

In total, as of December 2022, in our region there were **92 activities** – it is a huge number of activities in the EMEA region.

We **TRULY LISTENED TO WHAT YOU'RE SAYING.**

We operate within **6 main categories:** Customer Focus, Development and Training, Performance Management, Communication Development, Management and Values, and Safety.

So what is being done?

As part of **Customer Focus**, it is important to mention, for example, the initiative of Aliaxis Hungary: the Water Treatment Unit in the disaster-struck Philippines.

The Czech initiative in Nová Květnice: 51 pieces of underground water tanks – both efforts are about one of our main goals: **bringing solutions to the world's water challenges.**



WE CARE

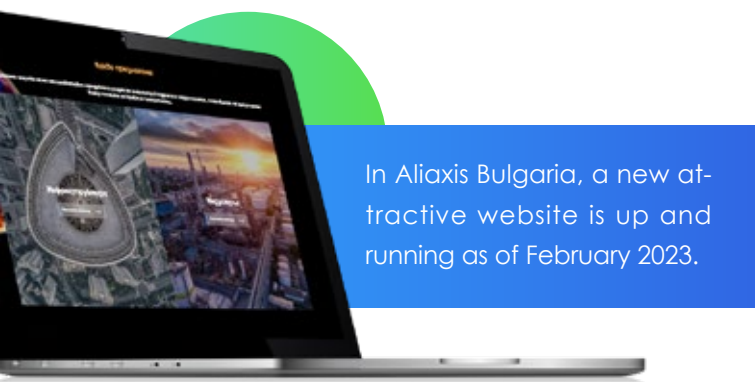
Major conference with key customers was held in March 2022, with Aliaxis Hungary as a host. Also as part of Customer Focus, the end of 2022 and the beginning of 2023 marked two important customer visits for Aliaxis Greece – they are described in this issue in more detail.



We've also been very active in the **Development and Training** category. For instance, we are proud of three key initiatives in this area:

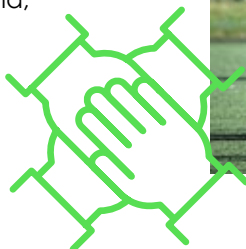
- Leadership Academy for production leaders – Poland, Hungary, Bulgaria – and it's still rolling!
- Leadership Academy for managers
- Finance Department – soft skills development

We know that by strengthening our leaders and developing their competencies, our all employees benefit from it.



In Aliaxis Bulgaria, a new attractive website is up and running as of February 2023.

Annual FRIATEC Cup event in Oleśnica, Poland, helps build relationships with key customers while fostering cooperation among employees.



WE DELIVER

The Suggestion System implemented in Poland and based on the principle of Continuous Improvement is noteworthy as well. The best ideas are implemented and rewarded already.

Communication is an area with a lot of activities, starting with preparing the EnErGy newsletter (as well as the Polish version). The newsletter is getting more popular. As a result, the number of articles is growing, as you can see in the current issue. ©

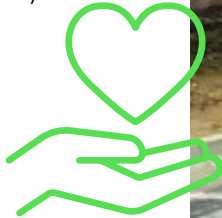


What's more, Town Hall meetings in the countries and Top Management visits (e.g., Eric Olsen or Kati ter Horst in Oleśnica) take place and it's a chance to discuss plans and strategy with the whole company.



WE CARE

In the area of **Management and Values**, a few initiatives are worth highlighting. The first is our support and assistance for those fleeing the war in Ukraine. The swiftness of action and immediate readiness to help is something we can be truly proud of today.



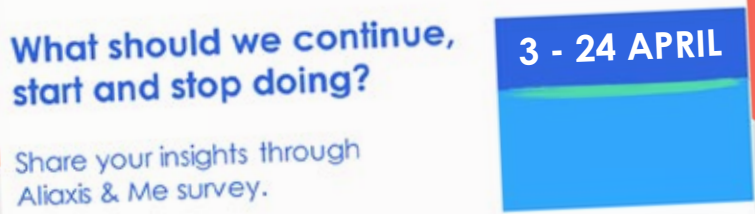
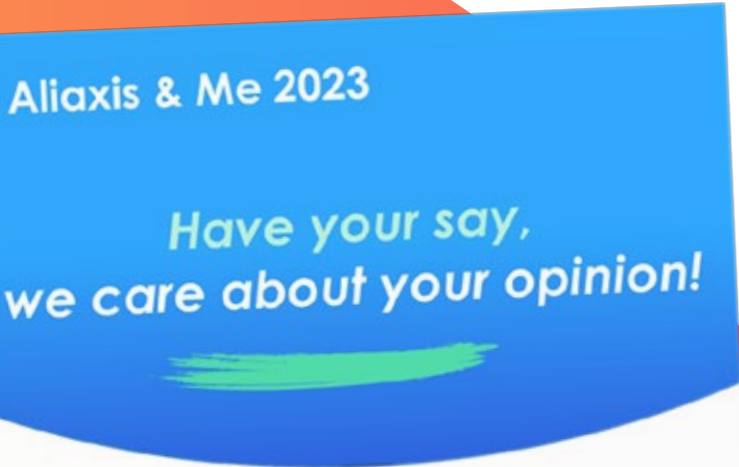
The second initiative is the Polish-German cooperation, and to be more specific: the support that Aliaxis Poland provided for Marley GmbH – described in this issue in more detail.



There's also a lot going on in the area of **Safety** – for instance, our Safety Days/Week initiatives such as first aid seminar, mental health / psychological resistance workshop. New traffic routes for pedestrians in Poland are a really important step towards increased safety.

WE DARE

Safe driving seminar in Greece is a great example of an initiative that helps employees identify and recognize potential road hazards as well as improve their road awareness.



Once again, it was time to Dare, Care, and Deliver your opinion.

Another survey started on April 3. It was an opportunity to update and deepen our understanding of your needs and the challenges you experience.

Thank you for completing the survey! ●

You have spoken - we promise to listen again!



Daria Sobczak
Health & Safety Manager EEG

WE CARE

We Care, We Make It Safe

Let's Prevent Accidents!



The number of accidents that occurred in March in EMEA is alarming.

In the first six days of the month, four people were injured in **accidents**. Since the beginning of 2023, there have been 12 accidents, including two serious ones in January (unfortunately, one of them in the EEG region).

Although each of them occurred in a different area, with different tasks, the common cause for all these incidents are HUMANS and their way of doing things. This happens especially when a person encounters a new, unusual situation or unexpected circumstances and difficulties. What do they do? They try to deal with it, do something differently, come up with alternative solutions, just to complete a task/job.

They use different or unauthorized tools, bypass safety systems, do not use gloves, goggles, and implement their own proprietary "improvements". Very often people think, *I can do it, I'm strong, healthy, I'll pick it up, if necessary I'll use more force.*

Accidents so far have shown us that our employees:

1. decide on their own to make changes,
2. do the work in a different way than they were trained to do, differently than what is specified in the instructions,
3. often overestimate their physical capabilities.

Losing control of risks as a consequence of this often results in dangerous situations, which in turn causes accidents that may end tragically.

Today, this is the most important thing **we need to stop and change!**

This does not imply that we do not value the opinions of our employees; on the contrary, we do. Yet, they cannot be put into action on their own without approval, risk assessment, and prior consent from their supervisor. None of our employees is a superhero. Furthermore, none of the managers demand that their employees be heroic!



We need to change the way we behave in new, unusual or unexpected circumstances.

To achieve this, managers and area leaders must daily remind their teams of:

THREE FUNDAMENTAL BEHAVIORS

1. Only conduct a task when trained & competent

2. If a task becomes different to the trained way, STOP & seek help

3. If you need to use more force than the trained way, STOP & seek help

We would also like to remind that **Safety Week 2023** is just around the corner.

It will take place between **April 24 and 28** (and in the Czech Republic – in March), and it is aligned with International Health and Safety Day (April 28).

The theme has been confirmed:

We Care, We Make It Safe.

It is going to be a week focused on enhancing awareness and skills related to the health, safety, and well-being of colleagues.

There's a wide variety of interesting initiatives to choose from - for example:

- simulator of trips, slips and falls,
- fire simulation,
- driving safety,
- forklift vs. obstacle,
- laughter therapy,
- safety in the office,
- first aid with the use of AED,
- lecture conducted by a psychologist,
- exercises with physiotherapists,
- and many more.



You, as the countries, can also come up with your own ideas that fit under our theme.

As you know, Safety Day / Week initiatives are extremely important in our company. By dedicating one or a few days specifically to safety, we are emphasizing the significance of safety in our workplace and showing that your well-being is our top priority.

Please join us in further creating a positive safety culture within our organization. ●





Attila Gyóry
Managing Director Hungary



Rafał Nowak
OPS Director

WE DARE

Sustainability is key

At Aliaxis, **SUSTAINABILITY is one of our key considerations – and goals – at all times.** Not only does it make our lives better – it safeguards our environment, maintains our ecosystems and preserves natural resources for generations to come. It also brings a lot of benefits to our business. Hence our **"going green" approach we are proud to report here.**

Hungary

Hungary is currently working on two projects that will enhance our sustainability and the well-being of our employees:

- 1. Energy sustainability project: solar park, heatpump and lighting modernization**
- 2. Warehouse and office safety project**

It all started with analyzing the options for warehouse heating: heat pumps proved to be the optimum solution to replace the previously used gas system.

Then, we were investigating the opportunities to produce electricity in a sustainable way. As the premise is south-facing, the solar panel seemed to be the optimal solution. In the office, the modernization of the lighting can save energy and improve the health conditions for the team.

One of the initial steps taken in the project's early stages involved an energy study carried out by an engineering office in Hungary. The Landlord and Aliaxis are financing the project 50-50%.



Aliaxis management of EEG and HQ are also involved in the project. It will be carried out by a local construction company who also worked on the new premises last year.

Construction will commence in April, with the solar panel park and modernization of



the lighting in the offices and warehouse expected to be completed by the end of the same month. The heat pumps intended for the warehouse heating will be finalized by the end of August.

Why is it important?

There are many reasons. Sustainability is at the center of our strategy. Currently, there is a strong focus on using renewable energy (such as solar power) in Hungary and at our company. The second reason is that actual heating is working with gas and the Hungarian economy

is also depending on gas and oil. The increasing insecurity in the supply of these due to the ongoing conflict in Ukraine has led to soaring energy prices. We are also committed to promoting the health and wellbeing of our warehouse team, and recognize that the installation of heat pumps is essential in maintaining optimal working conditions during both winter and summer months.



Heating pumps in Oleśnica, Poland

Solar energy is 100% clean, while the use of heat pumps results in an 80% reduction in economic footprint when compared to the use of gas. The benefits of our approach will also include **the successful implementation of measures aimed at improving the health and safety of both our warehouse and office teams, as well as a 60% reduction in utility costs.**

The projects are of course in line with our new “We Dare, We Care, We Deliver” values. At Aliaxis Hungary SEE, we are committed to adapting our business strategy to the rapidly changing environment and unpredictable market conditions.

Through this project we have already learnt how to find the best possible solutions: this involves adopting

a creative approach, listening to experts, and persevering in our efforts to convince the Landlord of the high returns that can be achieved through investing in sustainable practices and prioritizing the wellbeing of our people.

Poland

In Poland, we now engage in two types of action, with a third type of action currently under planning and consideration, with minimizing negative environmental impacts as one of our main objectives.

1. Heating pumps / heat exchangers

The core of this initiative is that we eliminate the consumption of the heat oil to zero, and for that, the energy from the cooling system of our injection machines is used.

By doing so, and since they burn no fossil fuel, the heating pumps help to reduce CO2 emissions by over 115 Tons annually.

2. Green certificates – green energy

Our energy suppliers have provided us with a guarantee that the energy we receive is derived from renewable sources and is considered to be 100% clean (verified through green certificates).



As we sign the certificates with our energy suppliers, we declare the amount of energy we will use in a certain period. If we consume more than the declared amount – we are below 100% in green certificates.

Ultimately, in 2021-2022, as much as 80% of the energy we used was green energy (contracted: slightly over 8 GWh), with the amount of energy reach: almost 10 GWh).

The plan – and contracted data – for 2023-2024 looks equally as promising, though with different energy suppliers we have contractor 11,3 GWh.

All things considered, it can be expected that **in these two years, a minimum of 80% of the energy will also be green energy.**

3. It's important for us to **implement innovative and efficient methods of energy management** in our injection and extrusion areas.

To that end, **we have installed insulation jackets, also known as heat jackets, on the cylinders of our injection molding machines, resulting in a reduction in energy demand of up to 20% per machine.** This translates into a **reduction in total energy use of up to 5%.** Presently, 80% of our injection molding machines have been equipped with these jackets, and

our goal is to implement them on **all machines in the future.** We are also currently analyzing the feasibility of applying similar measures to our extrusion process.

To put it briefly, heat jackets **help reduce energy consumption and improve efficiency** by minimizing heat loss and reducing the amount of energy required to maintain the desired temperature.



Heat jackets in Oleśnica, Poland

4. Solar farm

As a next step to ultimately replace the above-mentioned certificates, we consider buying a solar plant which should, as a target, cover 100% of the company's energy consumption.

Overall, taking all these initiatives and adopting these measures aligns with the values of **daring** to act, **caaring** for the environment and our people, and **delivering** tangible results that benefit both the company and society as a whole. ●





Bea Vankovics
Marketing & Commercial Excellence Director EEG

WE CARE

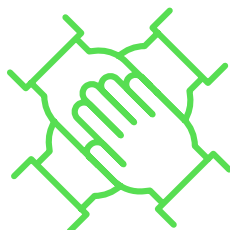
Market and Customers

We were delighted to host the **Infrastructure Segment Management meeting** of Eastern-Europe & Greece in **November 2022** in the office in Biatorbagy, Hungary. EEG colleagues has participated from Austria, Bulgaria, Czech Republic, Greece, Hungary, Poland, and Serbia. With the support of EMEA Infrastructure Team from Mannheim we inspired each other during the two-day lively workshop, where we have discussed current market characteristics and innovation. Moreover, we agreed on the future strategy of the segment in our region.



We had a chance to visit the factory in Panningen, Netherlands last December and give a boost to the Building segment in our region. Colleagues from Austria, Bulgaria, Czech Republic, Greece, Hungary, and Poland. We had a factory tour, visited construction site of Panattoni to see Akasison installed, furthermore, we participated in product and system training and had a discussion on the way forward in our increased cooperation.

*#infrastructure #teamwork
#aliaxis #wemakelifeflow*



WE DARE



Digital path of EEG

In the past two and half years we have made a significant step in the path of **Digital transformation (Dx)** which is primarily a change in mindset that shifts the focus of organizational activities toward satisfying customer expectations, understanding pain points, and solving customer problems. As part of this process we have launched **new commercial websites in 7 countries** of our region. In Bulgaria, Croatia, Czech Republic, Greece, Hungary, Poland, Romania we are available already with the new website, however in Serbia, Slovakia and in Slovenia we will Go Live very soon.

The process has not been finished with the launch, since there is a lot of work to make our websites living and developing day by day. The local marketing colleagues with support of the segment and technical colleagues are working on the SEO management to increase the visibility of the websites, on digital cataloguing to make available more and more information about products and solution we offer to our customers and enrich the websites

with new functions and applications to make them more attractive to the wide public.

As part of this program, we aim to launch **Workflow**, new cloud-based service in Infrastructure segment in Czech Republic and Poland. You can read more about the launch in Barbora's article. We also plan to support the Industry segment by launching some new application in all countries in 2023. I will share more information during the year.

I thank all colleagues for their intensive work before and after the launch of the websites. ●





Barbora Blanková
Marketing Czech Republic

WE DELIVER

WorkFlow digital assistant launch in the Czech Republic



We are launching a new digital assistant **WorkFlow** for utilities construction on the Czech market. The solution developed by Aliaxis Germany is a cutting-edge system that allows to document work directly on site. With the smart combination of mobile app, web interface and secure cloud, all data from your Bluetooth-enabled fusion units is managed in real time. From fusion protocols to geodata, photos and comments – the digital assistant simplifies, accelerates and enhances the documentation and management of your construction projects.



We in the Czech market are prepared to present this revolutionary way of work and documentation to our customers – utilities, investors and installation companies. We believe that this is the future of PE networks installations – describes Patrik Tůma, the Sales Director in the Czech Republic.

WORKFLOW – ADVANTAGES

- All activity is traceable
- More transparency is made possible by digital technologies and instant access to data
- Due to fewer documentation mistakes, risks are significantly reduced
- SSL encryption is used to transmit data securely
- High performance servers are certified to the toughest standards and are located in a data center in Europe

Images: courtesy of Aliaxis Germany



Don't miss out: see how WorkFlow works in just 60 seconds!

We're sharing the video courtesy of Aliaxis Germany. Thank you so much!





Kati visits Aliaxis Poland



Day-two of the trip started with a visit to a building site where a customer is currently installing Aliaxis Poland's dBlue noise reduction system HDPE piping solutions in Wrocław's second-tallest building. Afterwards, the delegation returned to Aliaxis Oleśnica to take part in a townhall meeting attended by 100 colleagues. The three guests, as well as Reinhold Mayer, VP Eastern Europe and Greece, and Robert Konaszewski, Country Manager Poland, addressed the townhall and fielded questions from participants.

The meeting with the Polish team also included presentation by each department highlighting their achievements, like growing sales by 50% last year in the Building & Sanitary segment, as well as discussions around future prospects and making the most of opportunities in a challenging Polish market. Kati also noticed that a significant portion of the Oleśnica team is made up of women, which reflects the company's commitment to gender diversity.

Our Divisional CEO **Kati ter Horst** continued her tour of EMEA on January 16-18 with a three-day trip to Poland. This time, she was joined by **Guillaume Woringe**, VP Manufacturing & Supply Chain, and **Kevin Surridge**, Northern Europe Manufacturing Director.

The first day of the trip was spent at Aliaxis Poland's Oleśnica site, where Kati and her delegation were given a tour of the plant. This gave them the opportunity to see the site's latest Health & Safety initiatives in action, including the redesigned forklift-free manufacturing areas and dedicated pedestrian lanes in the warehousing and loading areas.

Moreover, the guests were given a first-hand view of Aliaxis Poland's manufacturing processes and the solutions produced in Oleśnica, like dBlue, AmaxPro and HDPE (high-density polyethylene) piping solutions. This tour also gave Kati a chance to engage with colleagues on the shop floor and discuss topics like production, operational excellence, sustainability, logistics and customer satisfaction.



On the final day of the visit, Kati met with the Aliaxis team from Czech Republic to discuss their performance and outlook on their growth ambitions moving forward.

Kati ter Horst: *I was impressed by the enthusiasm and dedication of the Aliaxis Poland team. Their focus on 'One Aliaxis' is inspiring, especially since the entire Division can benefit from taking an EMEA perspective when it comes to our production network, solutions and sales opportunities.* ●



Beata Kuler
HR Director EEG

WE DARE

Common Goal, One Aliaxis

Eastern Europe & Greece Management Meeting in Austria

We value every chance to meet in person to discuss ideas and to share insights and experiences. It provides a new perspective, boosts sense of community, and motivates us to act more efficient. And when we have such an opportunity, our meetings are particularly productive by sharing best practice in the circle of key stakeholders in the sub-region. This is exactly what happened at the management team meeting in February in Austria.



In the picture: Presenting We Dare, We Care, We Deliver values



In the picture: Philipp Oberlohr and our colleagues from the Czech Republic during the workshop "The Unthinkable Doing"

31 managers representing Commercial, Marketing, Finance, HR and Operations, from Eastern Europe & Greece region participated on 3-day meeting was about strengthening **company culture by new values** and updating **Pegasus 2025 strategy**.

The thematic workshops have been delivered by the regional managers such as Reinhold Mayer (VP EMEA Subregion EEG), Christoph Kölbl (Finance Director EEG), Bea Vankovics (Marketing & Commercial Excellence Director EEG), and Beata Kuler (HR Director EEG).

Philipp Oberlohr (an illusionist, mentalist, and artist) also inspiringly supported our meeting by giving a frame to our program with a workshop called The Unthinkable Doing, to open new mental pathways towards brand new ideas and solutions.

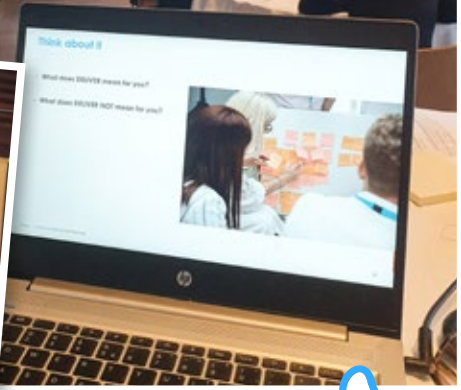
Our meetings may be summed up as having **a strong sense of commitment for performance, stimulating teamwork, and direct knowledge transfer**.

We are proud of the qualitative interactions and team spirit.

We are all more aware of how well we work together, and we can see **the power and potential for growth** that lies in this collaboration.

Thank you **to all the Participants for thoughtful contribution and inspiring time spent together.** ●

Photo report from the conference





Beata Kuler
HR Director EEG



WE CARE



New joiners. Welcome!

Tamara Dikic

**Marketing
& HR Manager Serbia**
Effective November 1, 2022



In her role, Tamara will be responsible for driving Marketing, supporting Sales, and implementing HR initiatives through actions and development plans in Aliaxis Serbia.

Tamara has extensive experience in the Peštan LTD company from Serbia; organization and implementation of ATL, BTL and TTL operations, creating a visual identity, POS and POP advertising materials, participation in research, communication with agencies, printers, and graphic designers, and media as well as the organization of international and domestic fairs, and in Digital Marketing which includes writing, posting, and taking part in Social Media Campaigns.

She is very excited to be a part of the team that makes life flow shaping a better tomorrow by connecting people with water and energy and to work for a company that is passionate about creating sustainable innovative solutions for water and energy. She looks forward to learning more about HR and creating the Aliaxis company's image.

For her, working in a friendly but professional environment is very important. She believes that good organization, commitment to work, the desire to succeed, constant learning, and gaining new knowledge are essential for success in any job.

Vladimir Sekulic

Project Sales Manager,
Effective October 2022

In our company since 2016



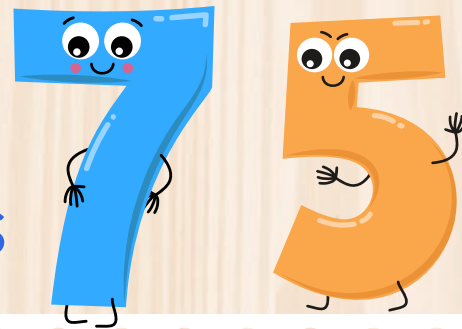
In accordance with our plans, which include providing the best possible support to our customers and improvement of the sales process for all primary product groups appeared a need for some new positions and new employees. One of them is Project Sales Manager.

In his new role, Vladimir will be responsible for making and maintaining contacts with local designers & designing offices. He will provide technical support, and training, and present Aliaxis technical solutions in the field of natural gas, drinking water, and industrial installations, to designers and design companies – a very important step towards successful specification sales development.

Vladimir was employed by Aliaxis Serbia in 2016, as a Sales Support Officer. Due to his hard work, dedication, and diligence, he deserved a new position as a Project Sales Manager. He also has an experience in buildings design & construction and a background in architecture. **What Vladimir values in Aliaxis the most are: a good team atmosphere, and chances to develop and grow.** ●



Questions for Finance Departments



1. What do you like about your job?
2. What does SAFETY mean to you?
3. What is for you the biggest success in this or last year?
4. Is there anything you've never done and would like to try?
5. What is your favorite movie? If someone were to make a movie about your life, what would its title be?
6. Do you have a good-luck charm that you carry with you at all times?
7. Imagine you can have any superpower – which superpower would you choose and why?
8. Have you ever got a (speeding) ticket? 😊
9. Best vacation of your life? (either already experienced or the one you dream of / have planned)

Joanna Bartoszek -Kunecka



Current position:
Finance Director (Poland)

Years worked in Aliaxis:
5 years

1. Most of all – people. This is the greatest value and a huge motivation. And I've always been lucky to work with great people.
2. When I feel like I'm not in any danger, I consider myself to be safe. It is one of basic human needs.
3. For me, success is both big things (like my dream job) as well as small things that are part of everyday life (i.e. a walk with my dogs. For me, success is the ability to enjoy life and to every day find moments that give me joy.
4. These things are the "bigger" ones and they need to wait when their time comes (such as trekking in the Himalayas) and smaller things, for instance, learning to windsurf.
5. My favorite movie is Bernardo Bertolucci's *Stealing Beauty*. And if a film about me were to be made, the title would be: *I watch the eyes of women...*
6. My charm that I always carry with me is nothing material. Rather, it is a belief: "Ultimately, no one can do more for you than you want to do for yourself."
7. The power I already have is enough for me... Because women have power. And you don't even have to seek long, just look at the team in Oleśnica. 😊
8. Sadly, I have. And it wasn't once. 😊
9. I have fond memories of all my vacations but I feel like the best is yet to come. 😊

Christoph Kölbl



Current position:
Finance Director EEG

Years worked in Aliaxis:
12 years

1. Meeting so many interesting people and seeing so many places.
2. Our top priority.
3. Our businesses keep growing despite tough business conditions.
4. Kitesurfing – but I stay realistic.
5. I have several ones, mainly funny ones. No demand for a movie about me. 😊
6. I don't believe in that for me, sure it might work for others.
7. Flying – never waiting in traffic again.
8. Who hasn't?
9. No special ones – all were great.



WE CARE

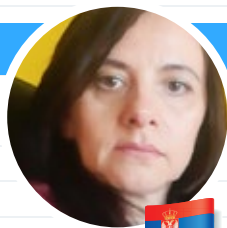
Ankica Božić

Current position:

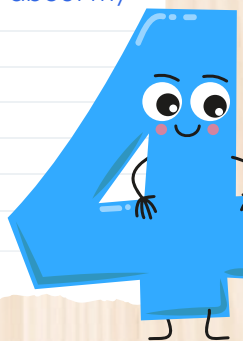
Admin&Finance (Serbia)

Years worked in Aliaxis:

12 years



1. Working with different people, the possibility to learn and develop my skills every day. Challenging and ever-changing no possibility for boredom.
2. Safety is our priority because, without an educated and well-trained workforce, we cannot have a proper business. It also means taking care of people's health and respecting standards in the business.
3. Successful adaptation despite the constant game-changing and obstacles in our business path.
4. Life is too short for what I want to experience.
5. Chick-flicks and biopics. The movie about my life: *Sunny side of a street*.
6. No, I believe only in hard work.
7. Endless energy and stamina.
8. Unfortunately, yes.
9. No special ones.



Iva Vocetková

Current position:Financial Manager
(Czech Republic)**Years worked in Aliaxis:**

6 years



1. I like the people in our company and the very good and friendly atmosphere. And I also like rules and order. 😊
2. It is our priority. Taking care of people not only at work, but also in their personal life.

Iva Vocetková – continuation

3. The growth of our business, even though the situation has been complicated over the last 3 years.
4. Horseback riding.
5. *Captain Corelli's Mandolin* or *Love Actually*.
6. No.
7. Time traveling. To have a chance to meet some people one more time and to meet historical figures. 😊
8. Yes. 😊
9. I wish to spend one month in Africa.



Nijole Obeleniene

Current position:Accounting at Glynwed
UAB (Lithuania)**Years worked in Aliaxis:**

24 years



1. I like democratic environment.
2. I think safety is an obvious condition of a fulfilling life.
3. The biggest success? Staying alive, work and meeting the people.
4. I would love to see the seven wonders of the world.
5. *Dogma*. And as for the movie about me... I would not support this idea. 😊
6. I believe, yes.
7. I would like to be able to foresee the future.
8. Yes, of course.
9. I still expect to have the best vacation of my life.

WE CARE



Attila Arvai



Current position:
Business Controller
(Hungary)



Years worked in Aliaxis:
23 months

1. Without hesitation: the exceptionally professional colleagues I have the opportunity to work with!
2. The perfect mixture of the constant awareness towards our environment around us and the care about each other.
3. That we were able to achieve outstanding results this and last year despite the challenging market situation!
4. Running a marathon.
5. *The Great Escape* (1963). And the movie about me would be called *Per Aspera Ad Astra*.
6. My wristwatch.
7. Teleportation seems really tempting but time travel would be the top pick of me.
8. Only once, and never again since!
9. North Italy in summertime. Gorgeous views, excellent food and wines, what else could I wish for?



Yavor Sadjekliev



Current position:
Financial Controller
(Bulgaria)



Years worked in Aliaxis:
0.7 year

1. Being able to help the business make informed decisions based on trends we see in the data.
2. I believe taking the time to recognize the danger and take appropriate steps to prevent incidents.
3. Becoming a father. 😊
4. I would really like to try rally racing of some sort.
5. That's a hard question! Anything from Christopher Nolan. The movie about me: *I Am Legend*.
6. Not really.
7. Being invisible. I believe you can figure out why.
8. Oh yeah.
9. Any ski vacation I've had. Love the mountains.





Aleksandar Vladov
Marketing Manager Bulgaria

WE DELIVER



BULGARIA

Okol Lake Park



To date, Aliaxis Bulgaria is **a general supplier of all infrastructure pipes for water supply and sewage for that unique and luxurious, one-of-a-kind project in our country.** We also deliver all electrofusion fittings and butt weld fittings, compression fittings, non-return valves and catch basin by REDI, and probably, we will also deliver Easy-Clip by REDI.

Some interesting numbers for the scope of delivery:

- Total length of PE100 pipes for water supply – 8 km
- Total length of PP sewage pipes – 13 km
- Total length of PVC pipes – 87 km

What's the project?

With its stunning views of the Iskar Lake and situated just 30 km southeast of Sofia, OKOL Lake Park will be the largest golf and residential community in Bulgaria.

OKOL Lake Park will be an exclusive environment for active living and recreation, which will bring together a golf course, a five-star hotel, holiday estates, branded residences and family houses. ●





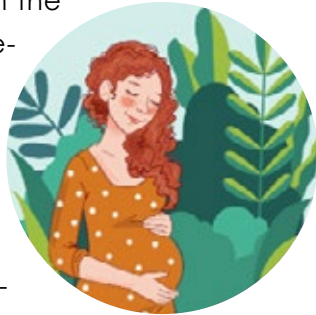
Aleksandar Vladov
Marketing Manager Bulgaria

WE CARE



The Green Ladder – one step closer to nature – campaign for sustainable future

Throughout the year, “9 months” plans to provide the audience with useful information on environmental principles, sustainable living (e.g. the harm of fast fashion and more) and best practices for a greener future through the personal example of celebrities and major organizations in this direction.

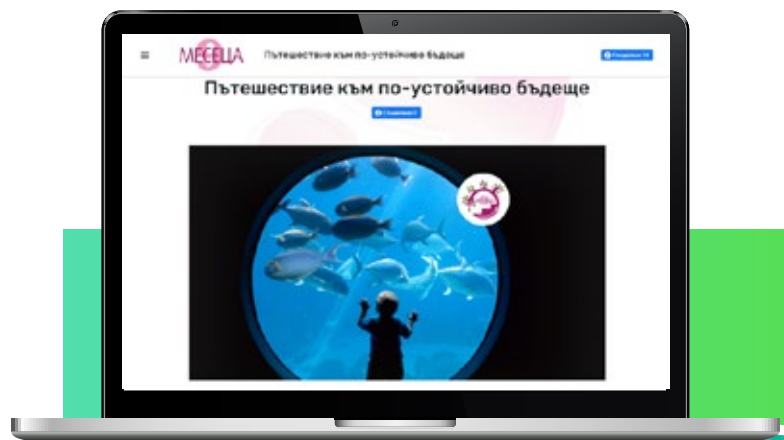


Children are the future - it is up to their parents to leave them a rich spiritual legacy, to plant in their

hearts the desire for **sustainable development**. We believe that a healthy lifestyle is nurtured, and it undoubtedly includes caring for nature, recycling, knowledge of major pollutants, attitudes towards climate change and its impact on future generations.



Popular personalities will talk about their nature-friendly lifestyles as parents, entrepreneurs, freelancers. There will be exciting encounters, conversations with intriguing interlocutors, little challenges from us to us and from us to you, dear readers. Because the fundamental value remains the same – **to be Together in all things.**



I would like to express my gratitude to the Communication Teams of EMEA and Aliaxis Global, and last but not least to Beata Kuler and Katarzyna Olszyńska who escalated my help request so quickly and it turned back as a positive wave of support! We, once again, **proved that in Aliaxis we perform miracles!** ●



Aleksandar Vladov
Marketing Manager Bulgaria

WE DELIVER



BULGARIA

Aliaxis Bulgaria – new website!

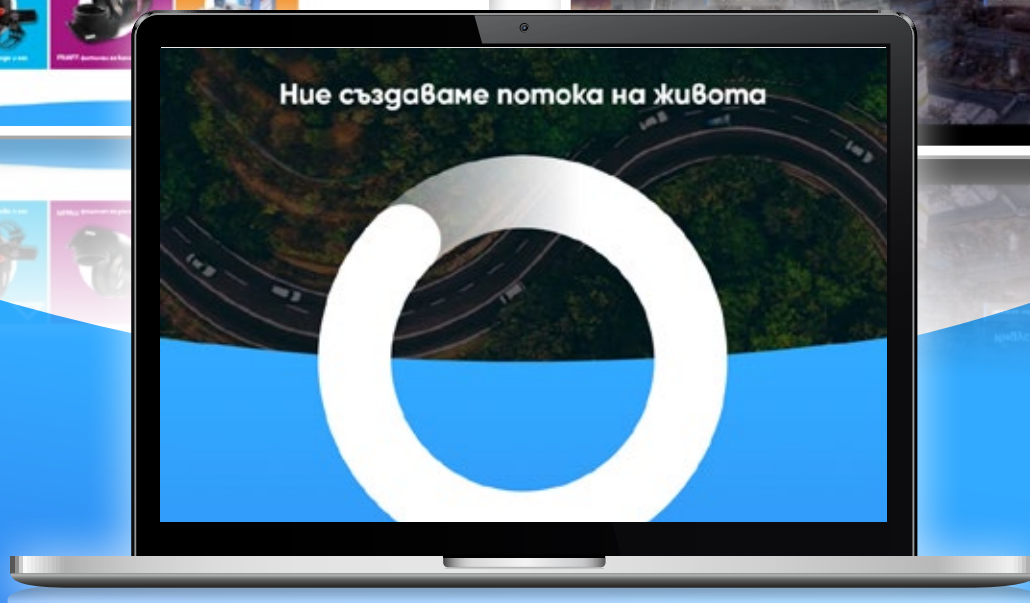
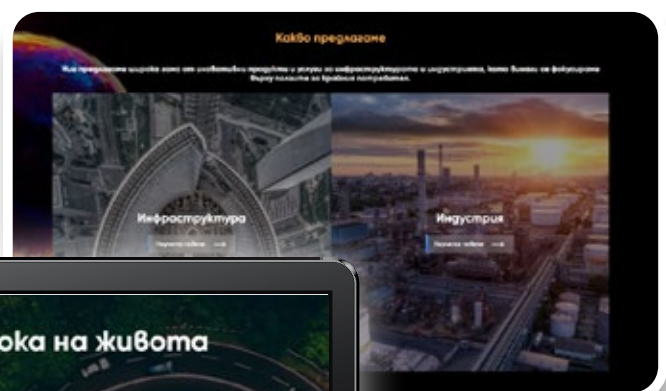
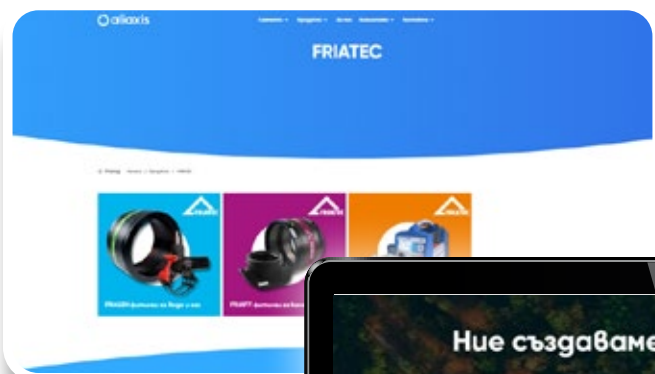
After more than a year of hard work we are happy to announce that our new website is live since the beginning of February 2023. It is something we are proud of for many reasons, and the first of them is that **our customers expected the website with great interest and curiosity.**

Now, they have the chance to download all our catalogues and certificates, they could easily browse within the segments, product groups and

why not – just to find out interesting facts about the company's history and Aliaxis around the globe.

They could also explore and use the new Chemical Resistance Guide which is the first integration out of many others coming soon.

Going live with the website brings us one step closer to the new and modern vision of Aliaxis. ●



Check the new website out!





Barbora Blanková
Marketing Czech Republic

WE DARE



CZECH REPUBLIC

Theater VIP event for our Customers



In the picture: Barbora Blankova and the team of suppliers.

After two Covid years, we were able to return this year to our already traditional appreciated event for customers – a theatre performance evening. The event took place in January at the Švandovo Theater in Prague. After the end of performance, the traditional social evening followed, accompanied by good food and drinks. As usual, we also had a photo booth on place. Customers were invited to the event with their companions, and this year, **320 people attended.** ●



István Ujvári
Customer Service Manager Hungary

WE CARE



HUNGARY

Customer event in Hungary

Two of our biggest infrastructure customers, Szabacics and OKM spent a day onsite with us – they got theoretical and hands-on training at our service and training center at the beginning of February.

Main message is: **customer relations, customer education, establishment and use of a local education center.** ●





Barbora Blanková
Marketing Czech Republic

WE DELIVER



CZECH REPUBLIC

Electrofusion fittings FRIALEN as a part of the unique training polygon of Radeton



Video from the first phase of construction.

The video was produced by company Radeton.

We are pleased to have been able to assist Radeton in the construction of a new training polygon for utilities administrators, installers and investors.

The construction has already begun with the first stage of the water pipeline, but in the future, there will be additional parts of the water pipeline, gas pipeline, sewer, heating pipeline, cabling, and even an oil pipeline installed. It is going to be **the most complex polygon for utilities in the Czech Republic.**

Trainings with for experts in the field of engineering networks will be organized here, and it will be possible to simulate failures and locate leaks. Thanks to virtual and augmented reality, a fully digitally processed 3D model of the polygon can be used as well. With the help of a tablet, mobile phone, or virtual glasses, the situation can be seen "underground" and viewed with own eyes, even though it is hidden underground in reality.

We supported the company Radeton, which is

building the polygon, and provided free material for connecting the PE water pipeline – Frialen electro-fusion fittings and spigot fittings. Among the supplied fittings are, for example, couplers, elbows and T-pieces, threaded transition fittings, DAV pressure tapping valves, DAA pressure tapping tees, ball valves, grounding kits, and flange adapters.

Assembly technicians were trained directly at the polygon regarding proper installation, and we also provided all necessary assembly accessories and tools for free. During welding, a new 7th generation FRIAMAT Prime fusion box was used, which was controlled using a mobile phone application FRIAMAT APP. Digital documentation (such as welding protocol, photos, GPS location, and other notes) is subsequently available for all welds. ●



Barbora Blanková
Marketing Czech Republic

WE DELIVER



CZECH REPUBLIC

Electrofusion fittings FRIALEN on competition **Gasman of the Year 2023**

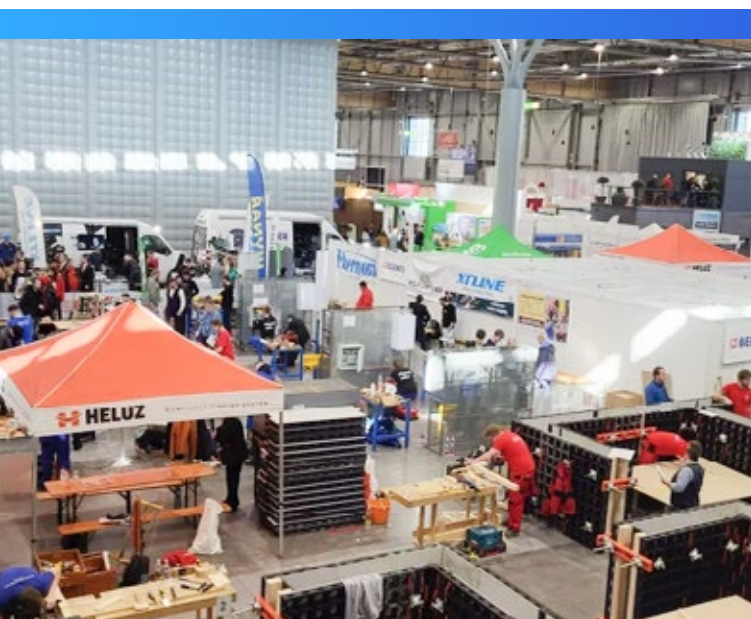
We supported the Gasman of the Year 2023 competition, which was intended for high school students and its final took place on March 2nd at the Brno Exhibition Centre during the Building Fair.

The competition was organized by the Brno-Bosonohy School of Construction Crafts and the competition's general partner was company GasNet. The aim was to recognize the most talented students and help to increase awareness about vocational education. **Our company provided FRIALEN electrofusion fittings for the competition** – specifically, DAA pressure tapping tees, couplers, reducers, and elbows.



Teams of two students were tasked to simulate the installation of a household gas connection from a polyethylene gas pipeline using a pressure tapping tee. Then, they continued with the PE pipeline through transitional threaded fittings to the main shut-off valve, and later, with copper pipelines with pressed fittings to the gas meter. The final task was to connect the gas boiler. The following evaluation criteria were used: skills, quality of work, speed, and the final appearance of the assembly compared to the project specification.

Five high schools competed for the title, and the winner was the team from the Brno-Bosonohy School of Construction Crafts. Congratulations to the winner! ●



Let's watch a short video from the competition, which was produced by the GasNet company!





Pavlos Varvaras
Sales & Marketing Director Greece



WE CARE



GREECE

Customer visits in FIP/ASTORE Casella

Customer centricity is one of our main priorities. Our goal is to build strong business relationships and we aim to have loyal and long-term customers. Due to COVID-19, our potential for creating any kind of events was limited so after a long time and with the support of FIP S.p.A. we organized two successful visits to Casella.

First visit was with our historical FIP customer Stamatiou in December 2022 and the second one – with our new Astore customer Petridis in January 2023.

The agenda included a factory-tour including witnessing a pressure-test, longer stay in FLS-production, FIP & Astore fittings & valves update, VoC and of course Genoa's sightseeing.

It was a great opportunity for both, customers, and people from FIP, to meet each other for the first time and to exchange first-hand information.



It was also a great opportunity for the Aliaxis Greece team to visit Casella as for some of us it was our first time to be there. **A special thanks to our Italian colleagues** who managed to organize these events which indeed exceeded our expectations. ●

Safe driving seminar in Greece – safety first!



On December 17, 2022, we had the pleasure of conducting a Safety Driving Course. **Since safety is always our main priority**, we wanted to expand the education from workplace safety to road safety and road awareness.

The participants learned safe driving techniques and benefited from insightful advice on how to handle dangerous traffic situations. ●

WE DARE



Interview – Pavlos Varvaras

Pavlos Varvaras, Sales & Marketing Director Greece, was recently interviewed for a Greek magazine. This is an excellent opportunity to showcase Aliaxis and establish our company's recognition on a global scale.



The interview was based on the following concepts:

- Aliaxis is growing
- Larefer acquired by Aliaxis
- New catalogue & new products
- FRIALEN RANGE

Together with the interview, we made an advertisement for the Launch of PE range in Greece. ●





Tamara Dikic
Marketing & HR Manager Serbia



SERBIA



WE DELIVER

Water Forum: Exhibition on Water in Serbia



The Regional Exhibition on Water takes place in Belgrade every year in November. It is a unique event that brings together at the same place manufacturers and distributors of equipment, devices, and chemicals; representatives of scientific institutions, designing companies, water management enterprises, local govern-

ments, public utility companies, and ministries; as well as the financial institutions making investments in the water management through donations and loans.

It is the perfect place for all those who are ready to present their knowledge and experiences and to communicate them to others, regardless of whether this is a product, technology, service, innovation, science, etc., or anything else that contributes to better use of waters, to the protection of waters, and protection against waters.

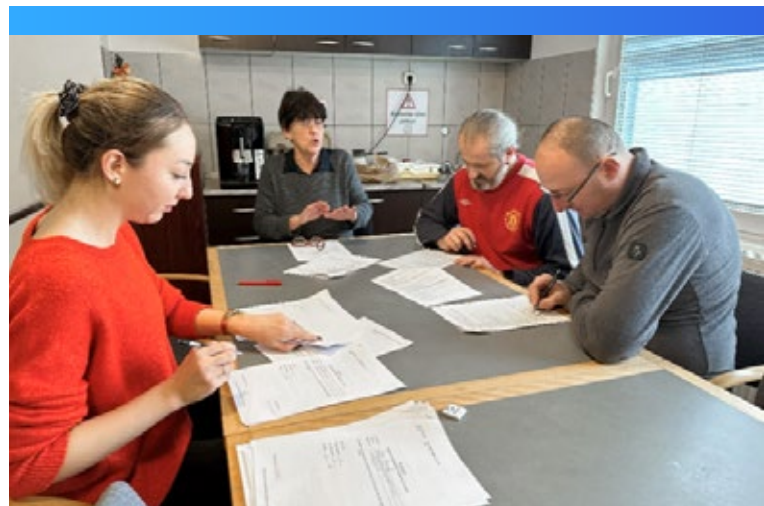
It was **a very successful fair for Aliaxis Serbia**, a lot of new contacts were made and we met a significant number of potential customers, and **more than 350 registered people visited the stand**. The good attendance and positive atmosphere at the stand were noticed both by other participants and the organizers. ●

Fire Safety

As part of regular activities aimed at improving the knowledge of employees in the field of fire protection at the workplace, the testing of employees was held by the occupational safety institute. All employees participated, while the focus was on fire protection in our warehouse. The testing was successfully completed, and the employees demonstrated excellent knowledge of fire prevention in the workplace. ●



WE CARE



Employees of Aliaxis Serbia are filling in fire safety tests.



Elżbieta Jaszyk-Kurczab
Supply Chain Manager

WE DARE



POLAND

Numerous Factories – One Aliaxis



From left: Urszula Geissler, Ewelina Słupik, Beata Sawińska, Rafał Olejniczak, Oleh Bilan, Renata Kohns

There is no better moment for us to be reminded that we are indeed One Aliaxis than when one of our factories requires assistance. We know that collaboration and solidarity boost stability and efficiency in unstable times, and we've had an opportunity to demonstrate it again. It's an ongoing process, and a learning curve for both parties, and we're proud to report that it proves successful.

Through the regular supply chain communication process lead by Thimote Vico (Supply Chain Excellence & Transformation Director EMEA) we – Aliaxis Oleśnica – learned that there'd been some struggles with orders backlog in the warehouse due to some different reason.

According to the communication provided by Michael Hirsch – Head of Supply Chain and my Matrix Manager, I got in touch with them to find out what the issue was, in what capacity we could support them, and what qualifications

were needed. With his support, I was able to kick-start the process of assistance, and Thimote Vico has also been informed about this activity.

We're proud that we communicated openly and transparently, and both parties knew what to expect. To obtain all the essential information, the corresponding departments contacted one another, completing the preparatory procedure in record time.

Even at such short notice, the German plant provided us with wonderful instructional videos and photos of the tools necessary for the work.

Equipped with such specific information, we recruited employees who would go to Marley. The process was so smooth and efficient that the first group left Oleśnica as early as October 31, and the second on November 7; the groups included one magazine and two extrusion leaders and five warehouse and production operators (including three women!).



At Marley their Polish-speaking employees have taken care of our teams. Renata and Maja's help has been invaluable. Joint work is going well at the German plant.

We Dare to act quickly on the action-reaction basis, but adding thorough analysis and reflection to the equation.

We Care and therefore support one another when others in the organization are in need.

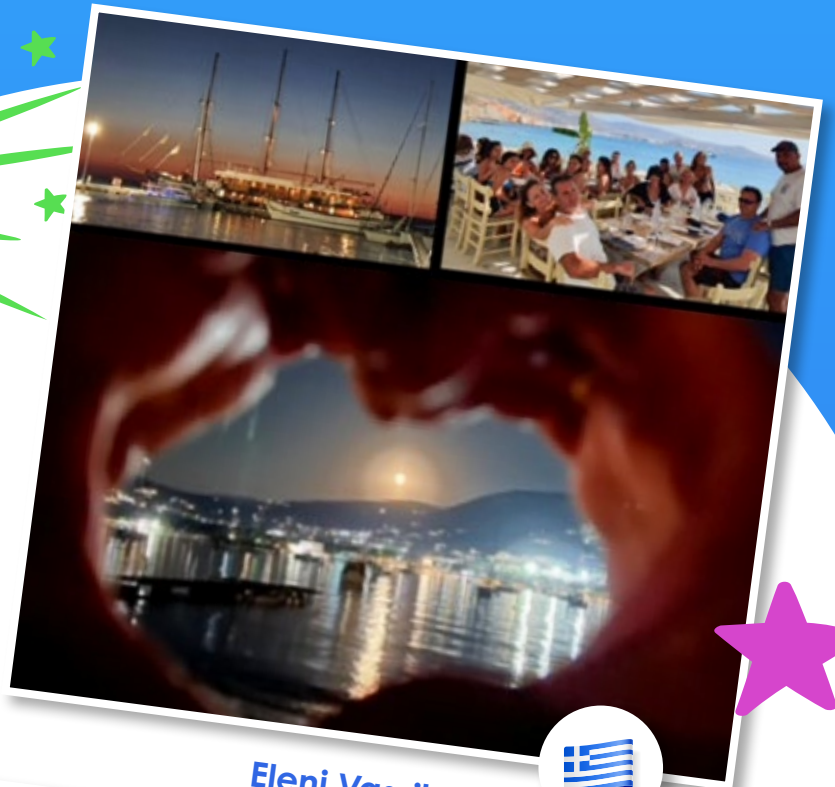
We Deliver top quality, operational excellence, collaboration, and assistance as one well-functioning unit – One Aliaxis. ●

Wellbeing Photo Competition

Congratulations to **Eleni and Beata!**
Their prizes are already on the way! 😊

Results!

Thank you
for voting!



Eleni Vassilakou
(Managing Director Greece)



Beata Kuler
(HR Director EEG)

