

BULGARIA

CZECH REPUBLIC

GREECE

HUNGARY

LITHUANIA

POLAND

SERBIA

EnErGy in EEG

#2/2022



We Dare, We Care, We Deliver

Photo by: Sara Kuler

Welcome!

Dear All,

It is only half a year ago since we launched our first edition of this newsletter. We remember fantastic messages across the region and lots of positive outlook on the business. Meanwhile, we have faced an event which has given us enormous challenges. The situation in Ukraine has not only an impact on our Russian business activities. High inflation and ongoing price increases reduce the investment dynamic. For Eastern Europe and Greece we expect that our strong over-performance vs budget and the high growth result will be impaired. Difficult to say which magnitude this may have, we need to monitor closely with our customers the evolution.

However, let's remain positive and continue our growth initiatives. In particular – explore geographies or applications where we have been with low or no presence so far. At the same time, continue to work on our HSE performance improvement program and extend this to all distribution centers. Talent management and capabilities initiatives are still important pillars of our HR agenda. Our manufacturing plant in Olesnica has received significant CAPEX approvals and more to be expected over the

next years. The new offices and the new warehouse in Hungary set the basis for growth in the southeastern European region. With the project "one ERP", we will reinforce the ability to serve better our customers, get more visibility on the categories and improve our ability to work on efficiencies. The branding project, new homepages and a fantastic customer event in Hungary complete a long list of initiatives and actions which have shown the strong commitment and team spirit. Reason enough for celebrating year one of our Pegasus plan, which has been highly successfully completed.

We are well prepared to take the challenges for year two and I'd like to thank sincerely the entire Eastern European and Greek team for their excellent contribution, for their outstanding commitment and for their open and honest collaboration. Congratulations to all of you for the great result you have delivered. Looking forward to our next steps in our growth journey!



Reinhold Mayer
VP EMEA Subregion EEG



Beata Kuler
HR Director EEG

Dear Readers,

As summer slowly fades into autumn, we take great pleasure in welcoming you to the second issue of “EnErGy in EEG – together we are stronger!”. We're happy you're joining us here again. Thank you so much for your input!

We're extremely proud of how many elements of the Pegasus strategy we have managed to implement and are implementing still.

The articles you will read here cover the following elements of the strategy: Operational Excellence, Customer Focus, Sustainability, People, and Growth, and we're positive each piece will be as enjoyable for you to read as it was enjoyable for us to create.

There are many other interesting articles in the “Current News” section, where you can read, among others, about the S E E customer event in Hungary, and about the conference in Athens.

This newsletter shows our goal-oriented attitude – that's a given; but it also emphasizes how cooperative we are – and that together, we really are stronger.

We'd love your feedback about this issue, and we will gladly welcome anything that you want to share with us for the issues to come.

We are looking forward to hearing from you – EnErGy wouldn't exist without you!

Enjoy!

Beata Kuler ●





Daria Sobczak
Health & Safety Manager EEG



POLAND



HSE performance

New Traffic Routes for Pedestrians



Dear Pedestrians,

To improve safety conditions in the areas of forklift activity and the activity of other vehicles, **new pedestrian traffic routes** have been established in our plant in Oleśnica, Poland.

What's more, the new routes are clearly marked out and physically separated from transport routes **by black and yellow barriers** (commonly referred to as "fences").

Their primary function is to ensure organized pedestrian movement at the plant and reduce the risk of accidents related to the movement of people, forklifts, and other vehicles. At the same time, the colors (black and yellow) improve the visual management of our workplace.

The old horizontal markings (yellow lines and stripes) will soon disappear. Stripes will be painted at new intersections between pedestrian walkways and transport routes. Some of the old routes and crossings

that we were used to will no longer exist. We have reduced their number and changed their course, leaving the necessary ones. In the end, all new traffic routes, new loading areas, forklift movement zones will be marked in the traffic plan. Today, we can safely navigate without this map – **we have to go the way the barriers lead us.**

We need to elaborate on one issue. To some of you, it may seem that the gates at the end of a particular section of the walkway have been set up the other way around. Many people think that the gates should open outwards and do not understand why, when walking along the walkway, they have to open them towards themselves (inwards), thus making an unnatural movement. The answer to that is simple. This is a deliberate measure dictated by safety considerations. This direction of opening the gates forces the pedestrian to stop and take a step backwards to open them. Therefore, while standing in a safe place (still on the walkway), we can look around and assess the situation on the transport route. This way, we avoid entering the transport route at a fast pace.



In the pictures: new traffic routes for pedestrians in the Oleśnica plant

Dear Pedestrians – let’s follow the routes marked by black and yellow barriers, and let’s do it for the safety of ourselves and other people. Let’s prevent potential accidents from happening! ●





Barbora Blanková
Marketing Czech Republic



CZECH REPUBLIC

Interesting project

Bringing solutions to the world's water challenges

51 pieces of underground water tanks Cristall 2650 I from manufacturer Otto Graf for new family houses area Nová Květnice.

This project was delivered in two phases. The first one started in Q1 2022 and the second in the middle of 2022. In this project we managed to keep our solution, which was already designed in the project,

in spite of a significant price increase following the tremendously high raw material prices for the second part of the deliveries. This was possible thanks to the quality and technical service we offer, which was requested and very much appreciated by the installation company. ●

51
pieces
of underground
water tanks





Barbora Blanková
Marketing Czech Republic



CZECH REPUBLIC

Reconstruction of discharge pipelines at power station Tušimice – 2nd stage

More about the project:

Tušimice Power Station is a lignite-fired power station in Tušimice, in the north of the Czech Republic. It is owned and operated by ČEZ Group.

In this project, the old steel pipes used for bringing the raw river water into this powerplant were replaced with new PE pipes.

Designed parameters of the system:

- operating pressure: 6 bar
- operating temperature: - 0 °C to 20 °C
- medium: raw river water
- flow rate: 1,550 m3 / hour
- service life: min. 20 years

Products sold/installed:

- 28 pcs of EF couplers d1000/SDR11 (STAR)
- 2 pcs of saddles SA VL d1000/d225/SDR11 (ALIAxis/FRIALEN) ●



In the picture: Jiří Janich



*Delivered
in June
2022*





Cecilia Szalóky
Marketing Manager South-Eastern Europe



We Make Life Flow

and bring solutions to the world's water challenges

Aliaxis has proven once again that „we make life flow” are not just empty words – we make our best efforts to provide those in need with life-giving water. Such was the case in the Phillipines, in the areas where Typhoon Goni (Rolly) hit in 2020, with maximum winds of 225 km/h. Aliaxis Hungary SEE Ltd. cooperated with project leaders to lend a helping hand.



Mobile water treatment units are ready to take off.

Water Treatment Unit for emergency solutions

The aim of the project was **the supply of potable water in natural disaster-hit areas.**

During the project 9 individually planned units were developed which can be easily transported via land, air, and water. The unit is capable of treating 2,5-6 m³/h incoming water depending on the quality. This would mean that 1250-3000 people can be supplied with safe drinking water. The project includ-

ed: process flow design, detail engineering, production, commissioning and training at site.

Project leaders and Aliaxis

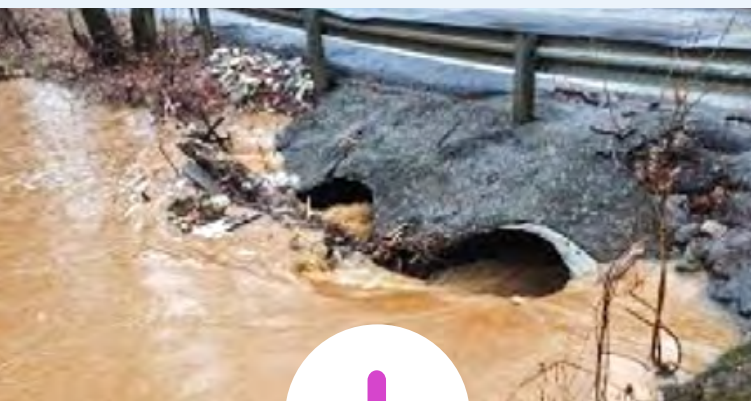
Office of Civil Defense/National Disaster Risk Reduction and Management Council of the Phillipines with the Hungarian Ministry for Innovation and Technology acted as project leaders.

Hidrofilt Ltd. is a devoted contributor to the environmentally sound and ecological utilization and conservation of natural resources, especially the water supplies.

Aliaxis Hungary SEE Ltd., a leader on the South-East European plastic piping system market, acted as a business partner for the aforementioned project leaders. Together, we managed to make the process successful.

The Process

The project consisted in: incoming raw water treatment with sand filtration, ultrafiltration and reverse osmosis. The process includes all the relevant chemical dosing and water storage stations. PLC is included.



Before and after the treatment
– clean water distribution in a tank truck.

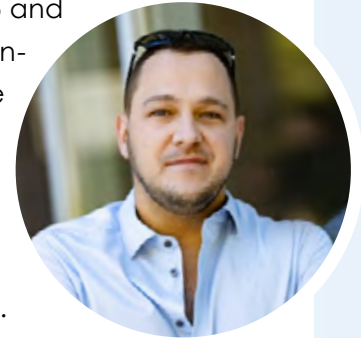
The needs

What was needed was a reliable and **innovative supplier of thermoplastic systems, as well as pre-sales consultancy support** for chemical compatibility analysis and selection of the most suitable technical solutions.

Among our products, the **DK/CP diaphragm valve** is particularly suitable for shutting off and regulating abrasive or dirty fluids and it proved effective in the whole process.

Gergely Faddi was co-responsible for the implementation of this project.

He joined Aliaxis in 2015 and has proven to be an indispensable part of the company. During these years, he has learned all the processes of the distribution from technical support to delivery.



Thanks to this, he is one of our best team members as his broad experience means a great support to our company in the everyday duties.

Gergely has been supporting the Hungarian key account customers for seven years and he has a very close relationship with them. As a result of his **outstanding work, skills and his passion for Aliaxis**, he has been promoted to become sales representative in Western-Hungary. His key account customer is Hidrofilt Kft. which is a leading supplier in South-Eastern Europe for water treatment solutions. At AICHEM Exhibition in Frankfurt in August 2022 Gergely's key customer, Lajos Harsányi from Hidrofilt, presented the above reference called "Emergency Life Support". ●

On the picture above: Gergely Faddi
(photo by: Gabor Kozeky)



Preparing the delivery from Hungary to the Philippines.



Beata Kuler
HR Director EEG



New Managers 2022

(Eastern Europe & Greece)

We are very happy to announce new managers, starting from the beginning of 2022 – these include promotions, as well as new additions to our teams.



POLAND



Daria Sobczak

Health & Safety Manager EEG, effective April 1st, 2022.

In our company since: **2014**

Daria's new role covers, among others: **providing health and safety support in Eastern Europe, Greece** and partly for the manufacturing plant in Oleśnica, Poland, continuously increasing safety in the region, **and promoting a safety culture in the workplace**. Her objectives are also to conduct risk assessments and review them on a regular basis and to ensure that work is conducted in a safe manner and that all policies and procedures are properly implemented (in order to minimize risks and meet Aliaxis requirements).

Throughout her time in Aliaxis, dedication, diligence, hard work and empathy have distinguished her service. She has been instrumental in creating **a positive safety culture in the workplace** – a case in point is one of her most prominent successes: **1000 days without an accident in the Oleśnica plant**.



Łukasz Maśko

Head of Building & Sanitary Competence Center EE&G, effective Q2 2022.

In our company since: **2016**

In his new role in Aliaxis, Łukasz will be responsible for **improving technical skills within EEG Aliaxis Branches by providing trainings, calculations and transferring standards of technical work** which had already turned out to be effective and successful in Poland.

Łukasz has been **invaluable in taking care of the Technical Support Office Team**, the management of projects, as well as other procedures and activities which had improved the perceptibility and recognizability of Aliaxis.

Throughout his time at Aliaxis, dedication, conscientiousness, as well as willingness to develop and improve, have distinguished his working style.



GREECE



Ioannis Kiouis

Finance Controlling & Customer Service Manager, effective June 1st, 2022.

In our company since: **December 1st, 2016**

Throughout his time in Aliaxis Greece, Ioannis has managed to split his time in an impeccable way between his two roles in Finance & Customer Service and consequently to gain a complete and very clear overview of the company's processes and goals. Now, it's time for him to dive deeper into Finance by being involved in **an EMEA project with an added value for the region EEG, too.**

Next to this role, Ioannis will also play a significant role in the AX2012 Project by working closely with our region IT Business Partner. At the same time, he will continue to support his amazing Customer Service team and to promote team spirit across the entire company, as always.

Ioannis has achieved this very well-deserved promotion with his hard work, commitment, diligence, dedication, teamworking and eagerness for development.

the company's processes. He says that **stepping into the role of Marketing Manager opens up a whole new world for him.** He is excited to be able to create that image for the company that corresponds to the sustainable results that the amazing team have been achieving through the years.

Welcome new person!



Yavor Sadjekliev

Finance Controlling, effective June 6th, 2022.

Having Yavor on board is a key indicator of the company's growth in Bulgaria and the need for **constant commitment to finance.** The consolidation of Aliaxis Bulgaria and acting as a consolidated company requires dedication and focus on the reporting process and we believe that Yavor will be able to dive deep into the world of Finance in Aliaxis.

He is **an experienced financial professional** with a history of working in the information technology and financial services industry companies like IBM and Experian.

He is excited to be part of a company which is passionate about creating innovative and sustainable solutions for the future. In addition, he likes the challenge to **get more involved in decision making and create the link between numbers and actual business.**

What he values most in his professional life is amazing work ethic and friendly environment, and his core values include: **Autonomy, Integrity, Innovation, and Growth.**

Please join us in wishing them all the success and best of luck in their new roles in Aliaxis. ●



BULGARIA



Aleksandar Vladov

Marketing Manager, effective June 1st, 2022.

In our company since: **2013**

Aleksandar's new role covers, among others: handling the marketing side of the business in Bulgaria. He is responsible for **developing, implementing and executing strategic marketing plans** for the organization and many marketing initiatives.

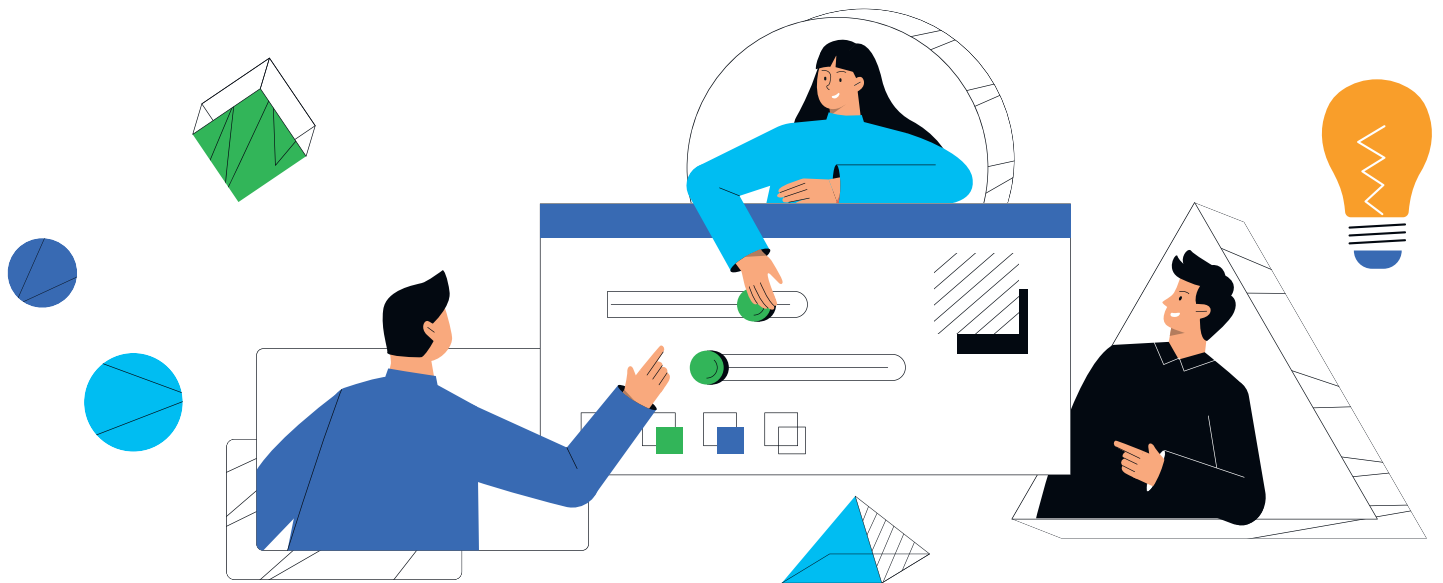
What he values most in Aliaxis are: **an amazing team, friendly and family-like atmosphere, as well as professional environment.** His core values include patience, work, development, growth... and fun. ☺

He has gone through different departments for these almost 10 years and that experience allowed him to have a full and clear overview of



Beata Kuler
HR Director EEG

Talent Review: what is the approach to Employee Development in Aliaxis?



What is this program? What is it about?

Actually, I'm not even sure it's a program. ☺ **I see it more as a process, an approach to employee development in our organization.**

It starts with filling in the Talent Review form in Workday, but it doesn't end there. This moment opens up the development process for our employees – even those who do not use Workday. This is a process that involves gathering information about the employee's previous development status (their experience, previous job, training, certifications), planning their development path for the future. The next stage is the assessment of their competencies by a manager, and the manager's approval of the development path. This is combined with development planning – please note that it's broader than just training. It is, for example, also job rotation, live on-the-job learning, discussions, exchange of experience. Training constitutes only one element of development, and training sessions are also planned for production workers who don't have access to Workday for the time being.

Why do we need this program – what purpose does it serve?

The main goal is to know what resources we have. We want to learn what experiences and competencies our employees bring to the company. **This is also a tool for identifying successors and high-potentials – the so-called talents.** It's also important to remember that even though production workers can't fill in the form for now (no computers, no company e-mail), it doesn't mean that they are not part of the talent selection process. We do this through observing these employees, working on projects, and through internal promotions. Our HR works closely with managers and leaders in this area. We will take special care of successors and talents, and we will do so by creating individual development plans for them. This is especially important as the business grows and as we enter the area of production and warehouse development. We will need people who will be ready for new work and new job positions. Talent Review serves this exact purpose – to find them. But I need to say that we will not be working only on the development of those people – we are entering

a period of organizational growth, so it's important to increase the competencies of all employees.

What can I expect from my manager?

The role of the manager in employee development is crucial, and so is the role of each employee in their own personal development. Let us remember: we – the employees – are responsible for our own development, it's our professional life. It's up to us. If someone doesn't want to develop, neither the manager nor the HR will force them to do anything – even if they send them to training.

In our organization we promote the so-called **development mindset**. The organization is looking for people who are receptive and who seek various forms of self-development, also on their own. The world is undergoing dynamic changes, and so openness to change and development is a key expected competency among managers. **The company expects managers to do two things: to develop themselves and support the development of their employees, share their knowledge and experience with others. And how will they do it? For example, by scheduling time for their own development, and the development of other people.**

I've had a very inspiring meeting of the entire HR for EMEA. We worked on initiatives on how to support a development-oriented attitude. I'll let you in on a secret: there will be a lot of interesting initiatives aimed at changing the attitude towards development.

Does completing the form mean that I'm automatically in the program?

What I'm going to say may be a little contradictive: filling in a form if we don't want to develop – means nothing... **I'll go further and say this: everyone who comes to our organization – or works here already – is invited to develop.** Just look at Oleśnica in the last year! Look how many internal promotions, training sessions, webinars, meetings that teach and develop there've been. I'm talking about development – not just about training sessions in training rooms.

Will the results regarding who has been qualified be announced?

Dear colleagues – this is not a contest. ☺ As I said:

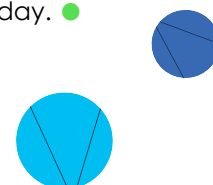
anyone can develop every day if they are willing to do so, and we have company platforms (unfortunately only in English) that can be used by anyone who has access to the Aliaxis Intranet. And if we're talking about successors and talents in the sense of people with high development potential, then yes – they will know about it. Over the next few months, their manager and Anna Burzmińska-Wydra will meet to plan the next steps.

And what does this program mean for employees?

Like I said before: every employee in our organization is invited to develop. Everyone can learn from others and develop their skills every single day. Aliaxis strongly recommends **the 70-20-10 development model**. It was created after years of observing how people learn. 70 means that 70% of our new knowledge and skills comes from personal experience, observation, daily work, 20% comes from coaching, mentoring, conversations, meetings with others, including managers and HR, and only 10% of our development comes from typical training sessions in training rooms. I believe that people learn what they need to learn, and they do it when they experience things, rather than just listen.

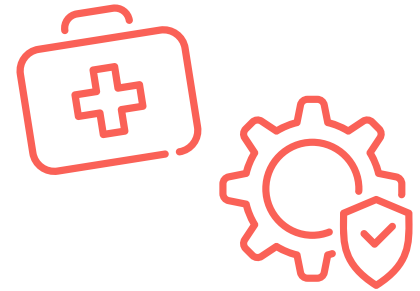
In the program itself on Workday there is a "development plan" area where we ask those who fill in the form to write in their expectations. Will we implement them 100%? This is something we cannot promise. It depends on the needs and capabilities of the organization – remember that there are two aspects here: the business with the direction of its development, and our needs. Both areas must be consistent when it comes to needs and capabilities.

For us – the management and HR – it is important that you have a continuous learning attitude. We also expect openness. The world around us is so dynamic that we constantly have to adapt and learn new things. Development and change – these are the only certain things nowadays. Someone once said: "Every day I become a better version of myself." I like this statement because it is development that allows us to become better versions of ourselves every day. ●





Daria Sobczak
Health & Safety Manager EEG



Safety Day in Aliaxis

We have always made safety our priority. It is emphasized during our Safety Days – each year, we come up with new initiatives and activities to further establish a strong and positive safety culture.

The activities we proposed this year were, among others: First Aid, Fire Safety, simulations, demonstrations, workshops (for example, on safe driving and on lifting heavy things in a safe manner), webinars, and even laughter yoga. You can see some of our safety initiatives below. ●



Photo above by:
Grzegorz Żyła

Photo coverage of Safety Day in Poland



Photo coverage of Safety Day in Czech Republic





Questions for VPs

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)

Reinhold Mayer

Current position:
VP EMEA Subregion EEG



Years worked in Aliaxis:
33 years

1. During the 33 years many different aspects contributed to what I like in a job - the fact that we contribute to a better future for people, historical and actual, the permanent challenge of changes and the development of solutions. Working together with different stakeholders and enjoying and celebrating with these people the successful result.
2. Safety goes far beyond a company policy, it is about taking care of people's health and life standards in all business and private situations.
3. The progress of the transformation, the growth of the business in our region, which is predominantly based on the development of the people and the teamwork.
4. Parachuting.
5. *Pretty Woman / At the Edge of a Career.*
6. My necklace (from my parents).
7. "Beamen": sometimes I want to be in more than one place at the same time, if I could beam myself, I could realize a part of this wish.
8. Oops, during frequent travels in EE since 1990 – even more than a speeding ticket (no details pls 😊)
9. Safari in South Africa.

Beata Kuler

Current position:
HR Director EEG



Years worked in Aliaxis:
2.5 years

1. People, the way they develop, succeed and achieve their goals – and the fact that I contribute to their happiness and development.
2. Thinking about others – not only that I leave work and come back home safe; but also thinking about everyone I meet – that they, too, should come back home safe.
3. Which one? 😊 Building the Eastern Europe and Greece team, and the way we communicate, cooperate and understand each other – and the way we're developing.
4. Taking a walk in the Wuthering Heights. 😊
5. I am a very romantic person so... maybe *Nothing Hill / The Lucky One.*
6. A smile. 😊 And what's more, my daughter and I, we have matching tattoos and it means a lot to me. When I am sad, it is enough to take a look.
7. Making people happy. Why? Because I want them to always look on the bright side of life.
8. Of course!
9. My vacation is always the same: empty beaches, wind, waves, and there I am...

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.

Bea Vankovics

Current position:

Marketing & Commercial Excellence Director EEG



Years worked in Aliaxis:

2 years

1. The mission of the company, that we work for a better future. I like the people and their diversification very much, the atmosphere in my Team, the Walk the Talk attitude in my environment. The complexity and the way I can contribute to the organization's and individuals' success and development.
2. Taking care of the wellbeing and security of my environment in all situations.
3. The noticeable business result as output of our teamwork, despite the challenging market conditions. I like how we cooperate and support each other in cross-country and in cross-function. Contributing to make EEG more visible in EMEA.
4. Parachuting.
5. I have plenty of favorites, I prefer the movies that make me think, such as *The Lives of Others*, *Once*, *Closer*, *Avalanche*, *I am Sam*.
6. Of course. 😊
7. Helping people feel good in their skin.
8. 😊 Yes, the last time in 2016... but 3 within a month!
9. Bali, when we combined the discovery of foreign culture with the real adventure offered by nature and the ocean.





Aleksandar Vladov
Marketing Manager Bulgaria



BULGARIA

Aliaxis and Customers



Since the pandemic of Covid-19 which started in 2020 and took our freedom away, we haven't been able to travel, organize events and share moments with our customers. In 2022 the things seemed to be getting back to normal, and we organized an interesting and emotional trip to Germany where Aliaxis and Customers visited IFAT exhibition in Munich. It has been a great experience for all of us – to be able to share those moments again, when people can travel freely and explore new destinations. ●



From left: Kiril Kirchev (Customer), Stefan Minkov (Aliaxis), Galin Bochev (Customer), Pavel Nikolov (Aliaxis), Daniel Ormankov (Customer), Mitko Kunchev (Customer)

Aliaxis Bulgaria turned 20!



On 17th of May Aliaxis Bulgaria had **a birthday and it turned 20!**

Is there a better sign that a company is working well – and is timeless – than reaching 20 years of presence on the market? It's been quite a journey, full of bumps, but also many peaks and successful deals. Aliaxis has proven itself over the years as a reliable partner and reliable supplier for its customers.

The birthday itself was celebrated by the entire team of the company – in a dignified manner, as befits a successful team. ●



Bea Vankovics
Marketing & Commercial Excellence Director EEG



HUNGARY

SEE customer event in Hungary – the start of a new journey

March 23rd and 24th, 2022 – these two days mark another success in Aliaxis history. We were preparing the conference in Hungary with diligence and high hopes, but what happened exceeded anyone's expectations, resulting in customer interest and eagerness skyrocketing and our business relationships with long-term customers reinforced. With such a successful kickoff of our journey, we know that our endeavors will be fruitful – and that they will bring our customers the satisfaction they deserve.

The pandemic was hardly an easy time for a lot of businesses. COVID-19 has limited our potential for creating in-person events, and since restrictions were in place for the most part of the last two years, our customers haven't had the possibility to meet us and talk face-to-face. We haven't been idle, however – we managed to introduce changes and improvements, always on the move and always watchful and open to new ideas and solutions. It's safe to say, then, that our satisfaction with this Customer Event taking place is beyond measure – thanks in large part to the keen cooperation of our guests, we managed to reinvent traditional conference style into a **more innovative one** – and all that in a wonderful venue: Abacus Hotel Herceghalom.

Customers & Innovation

With **customer-centricity and openness** as our main goal, we were finally able to show our customers the innovations that Aliaxis has been preparing for the last two and a half years. Not only that: it was also possible to meet yet another objective on the second day – showing the customers a new distribution center, the offices and the equipment. It was crucial to present these changes – we have doubled the warehouse capacity which is an important pillar in increasing Supply Chain performance. What's more, Hungary was presented as a new HUB for Aliaxis South Eastern Europe – also a significant element on the conference agenda.



From left: **Eszter Fekete Bendőné**, Sales Assistant, Aliaxis & **Judit Giber**, CEO, Somkert Kft

Strong turnout & mutual growth

With around 50 customers (100 people) invited, the event turnout reached **80%** – one more proof that our customers are willing to learn what's new at Aliaxis and to hear about the innovations we deliver or plan to implement. Involving higher-level management in the event was another nod towards our customers and a testament to our commitment – and it certainly hasn't been missed out by the audience.

The format of the event proved itself more efficient and effective than anyone could hope for – it was warmly received and appreciated throughout the whole day. The event was divided into **two main parts – the plenary session and the workshops** (which, in turn, had two major sections: Segments and Functional). Thanks to that, we managed to achieve just the right balance be-

tween presenting and interacting. Small teasers – videos or slides – introduced what the customers could expect from the event and later, discussions were held about our customers' view on various topics: Innovation, Sustainability and the Supply Chain, to name a few.

"It was perfect", says Reinhold Mayer, VP EMEA Subregion EEG. "I had customers come to me and say: I'm almost sad I can't participate in more than two workshops, they are so interesting!". This immediate feedback speaks volumes about the level of trust, respect, and willingness on both sides.

With these key questions in mind: **What should we innovate for you? What can we do better in terms of sustainability? How can we improve together the challenging situation in the entire supply chain?** We brought a "wow factor" to the table, impressing our customers with our openness to dialogue and our forward thinking, but also with the awareness that sweeping things under the rug is never a good idea. Rather, it's better to discuss development areas and, together, take steps towards problem solving and **mutual growth**.

Foresight & discussions

In the Segment part we discussed current technologies – but we also introduced the new technologies that we plan to bring into the market. Some of the solutions are already available, whereas some of them are only pilot projects. Thanks to the format of the event, not only have we created buzz around these projects, but we also gave our customers food for thought: they can already start considering if – and how – they want to use them. Indeed, they now have enough time to look into their network and discuss.

We are aware that being **one step ahead** like this can help us enhance the reputation and customer success with our solutions and prove that building customer loyalty is one of our first concerns.

Getting first-hand information worked both ways – it's important for us to have information from the customer on hand, as knowing what they need and what their demands are will be conducive in delivering a better performance and – simply – filling up our warehouses with the right products.

Let's do it!

The conference was merely a starting point, though – it's now time to keep working towards our common goals. There has already been a follow-up on the segment-related topics. Regular follow-ups with sales teams will take place, too, since they need to bring the topics to the attention of the customers who haven't been part of the event.

One of our main takeaways, apart from all the important customer-oriented conclusions, is the format of the conference – it should be emphasized to other regions that this format works splendidly and is worth repeating at future Aliaxis events.

Post-conference days brought a discussion about yet another meaningful issue that will be shared amongst Aliaxis – **an innovative forklift system** (Jungheinrich EKX forklift) which may just be one of the best forklift solutions available on the market.

The event – or rather, everyone involved in it – did a great job at successfully bringing together Aliaxis and its customers. It's tempting to talk about contentment and pride – and indeed, "proud" may possibly be one of the most fitting adjectives to describe the main emotion following the event, one that also Reinhold Mayer has emphasized.

We have proven once more that we will deliver a better performance – we are full of new energy, willing, and above all – capable of succeeding even in difficult economic conditions. ●

From left: **Róbert Szalai**, Technical Director, Vasivíz Zrt. & **Zsolt Székely**, Plant Engineering Manager, Vasivíz Zrt. & **Balázs Nagy**, Segment Manager, Aliaxis





Bea Vankovics
Marketing & Commercial Excellence Director EEG



We inspire each other

Conference in Athens, June 13-15th



In the pictures: Eastern Europe & Greece Management Team

It is always a pleasure to present our achievements and celebrate joint successes – but it's even more so with inspiring people who encourage and motivate each other to deliver the best performance. It's safe to say we left Greece not only with high hopes, but also with a clear vision for more successes to come.

Between 13-15th of June we had another important occurrence on the Aliaxis event map – an EEG management conference in Athens, and it provided a fantastic opportunity for us to celebrate and develop our skill set and knowledge on a number of levels. It also proved both informative and highly efficient in terms of team building.

The conference brought together country leads, managers from various functional areas of countries such as finance, marketing, segment and sales, manufacturing lead, our VP and regional functional directors. We all gathered in the neighborhood of Athens with a sense of purpose and determined to make this meeting as successful as possible. And indeed – we experienced

nearly three days of fresh perspectives, endless inspiration, and an overall sense of accomplishment.

We share (in)valuable knowledge

Alongside celebrating the success of the previous period and setting the scene for the coming one was the need to discuss a plethora of other key subject areas.

Strong focus and emphasis was placed on **Health and Safety**, and Daria Sobczak, who was appointed Health & Safety Manager for Eastern Europe in Greece earlier this year, had her first opportunity to give a very inspiring presentation in person.

We touched upon extremely relevant issues – a case in point was **an HR Wellbeing session** which, after COVID-19, seems to be something much needed nowadays.

Also featuring an overview of the EMEA performance and a recap of the financial performance as well as various in-depth analyses, this conference was loaded with valuable information. **The countries had a chance to present their achievements**, each presentation was inspirational and provided an opportunity to exchange knowledge.

What was also discussed was **where we are in the Digital Acceleration**, and what projects we can select that would be most suitable for country ambitions in 2023.

We make a good team

The social aspect cannot be overlooked, either – we were happy to be given the opportunity to meet with each other, especially because we have **a few new colleagues** who were welcomed with enthusiasm and openness. All attendees came prepared and receptive, and that enabled **an open exchange of ideas**. We reflected on the progress we have made and the actions that still need to be taken, with compelling and thought-provoking discussions throughout the whole event.

Not only did we focus on business-related issues – we also managed to spend valuable time together – as people, not just co-workers. It's an important factor of **team building**, and we had reasons and an occasion to celebrate, which was very much in line with business objectives.

We make a difference

"Satisfactory" doesn't seem to cover it, as the feedback from participants was more than enthusiastic. Not only did they praise how the program was organized, they were also very happy with the venue and the kind presents

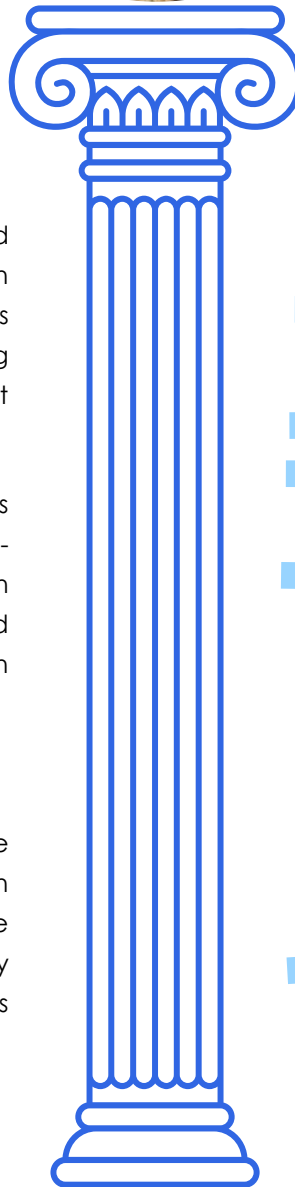


they received. Such eagerness gives us even more motivation to plan future events of this kind. The location of the next one, however, will remain a surprise for now.

If we were to describe the event very concisely, **we could say that we delivered, very concretely, what we wanted to deliver and share with the team**. One of the main – and most inspiring – takeaways from the conference is that **well-structured and close-knit teams can make a difference**, and that celebrating successes together increases partnership and cooperation. This, in turn, has **the power to boost the business and galvanize action to take on new challenges**.

We would like to extend our utmost **gratitude to the Greek Team for the wonderful hosting** of the event. If anyone was still wondering if it was successful, our colleague Christoph Kölbl said the following upon seeing everyone leave the venue: "Look at the faces – look how happy they are!". And indeed, everyone seemed overjoyed and pretty much satisfied.

After such events, we look into the future with certainty that **Aliaxis will achieve its goals and exceed expectations**. After all, how can it not, with such highly motivated people on board? ●





Barbora Blanková
Marketing Czech Republic



CZECH REPUBLIC

Ptáček Fair – event of our biggest distributor in Czech Republic

26. – 28. 4. 2022

This traditional event is organized by biggest wholesaler in the Czech Republic who has been active on the Czech market already for 30 years.

The fair takes place in Brno exhibition area and Ptáček invites the main suppliers to exhibit and participate. It is connected with rich side events and it is a great opportunity to meet final customers and installers directly. This year the event took place from 26th to 28th of April and we participated with a whole range of products – Infrastructure, Building and Sanitary, and Industry. Apart from other products, we also introduced new DAV and new water tanks. ●





Barbora Blanková
Marketing Czech Republic



Conferences and seminars in H1 2022

Aliaxis Czech Republic as a partner of "News in building technics" seminars which took place in Prague and Brno in April. These seminars are organized by the Society of Environmental Engineering every year and they are intended for project engineers and authorities to introduce new regulations, new technologies and products in the field of indoor installations. Our colleague Tomáš Zábaj participated with a very interesting presentation dedicated to siphonic roof drainage followed by a presentation about rain water usage and infiltration by Jan Paulus.

Aliaxis Czech Republic as a partner of specialized conference Pipeline 2022. This conference took place on 5th and 6th April in Hradec Králové and was dedicated to new topics in piping, especially to H2. Our colleague Jiří Janich presented a H2 ready concept of FRIALEN electrofusion fittings.



Aliaxis Czech Republic presented a preparation of our electrofusion fittings for H2 transport on Gas Symposium 2022. On this traditional symposium, which was held in June and was dedicated to gas transportation topics and problems, our colleague Jakub Butovič gave a very interesting presentation about our experience with testing, certification and usage of FRIALEN PE electrofusion fittings for transportation of H2. ●

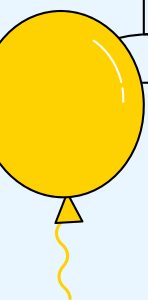
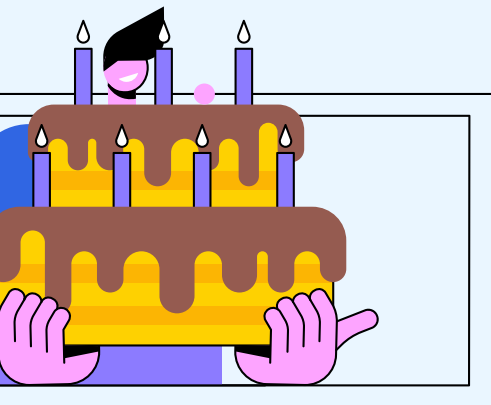




Eleni Vassilakou
Managing Director Greece



GREECE



VIRTUAL 2022 CAKE CUTTING ☺

Lucky Cake

Cake cutting (and cake eating!) is a great thing in itself, but it can get even more so when luck comes into play.

We would like to share a lovely custom with the rest of Aliaxis. At Aliaxis Greece, we cut our New Year's Day cake and the person who gets a "lucky piece" with a coin inside – wins a prize! This time, it was a gift card to a very fancy shop-in-shop.

Sadly, we weren't able to celebrate all together at the company this year, so the event took place virtually. Hopefully next time we'll meet in person! We wonder if other Aliaxis regions have similar traditions. After all, who wouldn't want to eat cake, enjoy their time, and have a chance of winning something? ●



With the Lucky Cake: Nikos Moschos – Sales Engineer Aliaxis Greece



Barbora Blanková
Marketing Czech Republic



Patryk Krzemień
Senior Marketing Specialist Poland



Katarzyna Olszyńska
Communication Coach



CZECH REPUBLIC



POLAND

Aliaxis Czech Republic invited VIP business partners for sailing event in lake Lipno – Aliaxis Regatta 2022

For our VIP business partners from Infrastructure and Building & Sanitary market segments, we organized an adventurous sailing event on September 2 on lake Lipno in South Bohemia.

We met in the morning to get some safety instructions and basic introduction, because for a lot of us it was the first experience with sailing. Six teams comprising our sales people and our partners trained for the afternoon live race. Aliaxis first Regatta started at 2 PM. We were very lucky and had great weather. After the eventful day we enjoyed our time during a nice barbecue party in the hotel and discussed our future carriers and

vacations connected with sailing. It was a great experience and we are happy we could share it with our customers. ●



Let's Get the Ball Rolling!

They say sports activities bring people together. These words may sound either like empty promises or a straight-up cliché, but our September event in Oleśnica proved them to be more truthful than we ever expected.

On September 23rd, 10 teams and over 100 customers from **waterworks companies** from the entire region/province gathered together to engage in a day of friendly competition and camaraderie – **FRIATEC CUP 2022**.

Aliaxis proudly took part in this football (or soccer, depending on your location ☺) tournament. It's a perfect opportunity to **build relations with strategic customers**, and indeed – this was one of our primary objectives all along. Because **WE DARE** to be receptive to new ideas, we decided to kick off this wonderful initiative – and do so with openness and enthusiasm. There are already plans to expand the event moving forward. Needless to say, the future of Friatec CUP is looking up! This

tournament was a pilot for a larger-scale event that we want to develop in 2023 by organizing five regional tournaments including 50 teams and about 500 players – our customers.

Since **WE CARE** – we never shy away from collaborating with our customers and working together on common goals (this time, goals in more than one sense of the word!). This particular collaboration is not only a great pleasure, but also a gateway to developing even better relations in the future. Tournaments of this kind also boost team morale and team solidarity -something we always strive for.

And because **WE DELIVER** – we always do our best to set challenging targets, and with this event – we set it and, importantly, we achieved it. What's more, we have all experienced how much our customers appreciate such efforts. If anyone had muscle soreness the day after, it truly did not matter. The fun, but most of all – the networking we all experienced – was well worth it! Now that the emotions have worn off, we can say with pride that sports events really do connect people. The ball's now in our field, and **WE DARE** to keep playing! ●



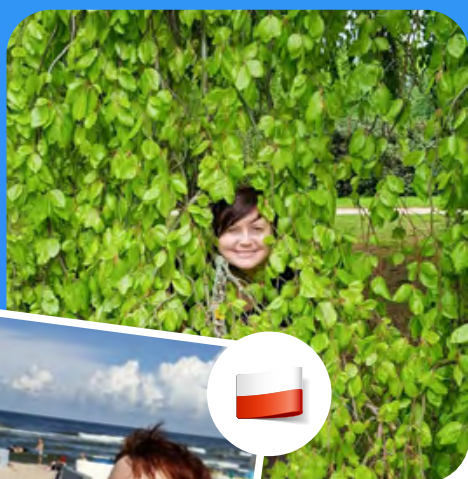
Wellbeing – Photo Competition

We hope your holidays were pleasant, full of sunny skies and days of rest and relaxation (unless you love action and extreme sports, of course!). **Thank you so much for your wonderful photos. You have splendidly pictured your Vacation WELLBEING! See for yourselves! ☺**

Now it's time to vote! Choose the picture you enjoy the most and send your answer to: katarzyna.olszynska@aliaxis.com by **November 30th.** ●



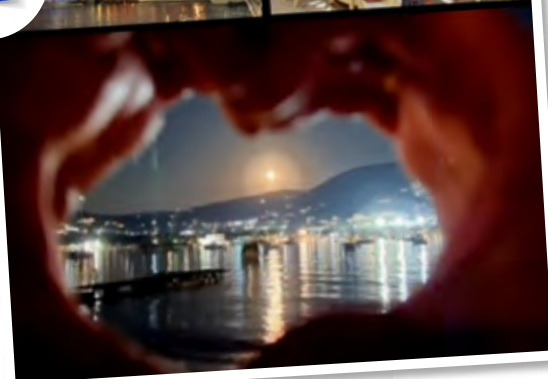
Photos by:
Martin Pecka



Photos by:
Beata Kuler



Photos by:
Eleni Vassilakou



Photos by: Reinhold Mayer

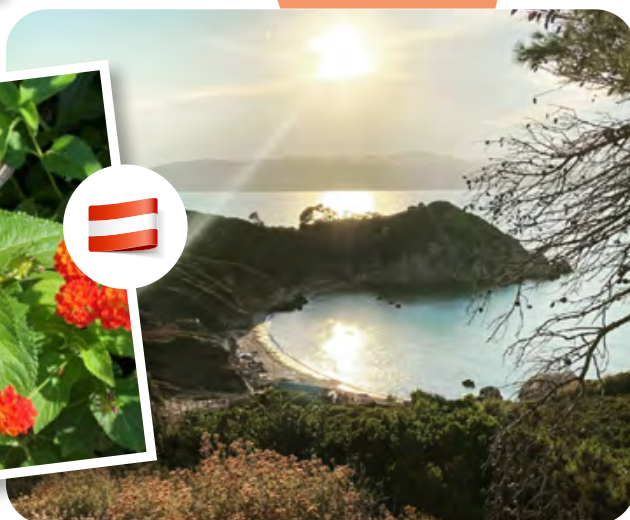


Photo by:
Pavlos Varvaras
(on the photo:
his daughter Myrto)