



CORPORATE SOCIAL RESPONSIBILITY REPORT 2021

content



INTRODUCTORY WORD	2
INTRODUCTION OF THE COMPANY	3
OUR SCOPE OF BUSINESS	8
ECONOMIC GOVERNANCE	10
SOCIAL FIELD	16
CARE FOR EMPLOYEES	19
ENVIRONMENTAL PROTECTION	37
CONCLUDING WORD	57

INTRODUCTORY WORD

DEAR FRIENDS, COLLEAGUES,

THE NEW CORPORATE SOCIAL RESPONSIBILITY REPORT OF TŘINECKÉ ŽELEZÁRNY FOR THE PAST YEAR IS NOW IN YOUR HANDS. IT SUMMARISES ALL THE IMPORTANT ACTIVITIES OF OUR COMPANY IN THE AREAS OF ECONOMIC MANAGEMENT, SOCIAL AND ENVIRONMENTAL ASPECTS OF PRODUCTION.

WE ARE AWARE OF OUR IMPACT ON THE ENVIRONMENT AND THEREFORE CONSIDER THE PROTECTION OF NATURE AND THE CARE OF SURROUNDING ENVIRONMENT TO BE ESSENTIAL. OUR BIGGEST CURRENT CHALLENGE IS TO WORK TO REDUCE OUR CARBON FOOTPRINT.

IN THE LONG TERM, OUR STRATEGY IS NOT ONLY TO MEET ALL LEGISLATIVE REQUIREMENTS ON ECOLOGY, BUT ALSO TO MAKE A GREATER CONTRIBUTION TO IMPROVING THE ENVIRONMENT IN OUR IMMEDIATE SURROUNDINGS. WE PREFER A WAY OF DOING BUSINESS THAT IS BASED ON A FRAMEWORK OF ETHICAL, LEGAL AND SOCIAL EXPECTATIONS. WE CONDUCT OURSELVES ETHICALLY IN OUR OPERATIONS,

COMMITTED TO IMPROVING THE QUALITY OF THE LIFE FOR OUR EMPLOYEES AND THEIR FAMILIES, AS WELL AS THE LOCAL COMMUNITY AND SOCIETY AS A WHOLE.

THE CSR PRESENTATION OF OUR COMPANY SERVES ALL THOSE WHO WANT TO FIND OUT IN MORE DETAIL WHICH PRINCIPLES OF RESPONSIBLE BUSINESS WE EMPHASIZE.

DESPITE THE ADVERSE CIRCUMSTANCES OF THE PAST YEARS, WE HAVE MANAGED TO MAINTAIN OUR VISION, MISSION AND GOALS, WHICH ARE AIMED AT SUSTAINABLE BUSINESS DEVELOPMENT.

TŘINECKÉ ŽELEZÁRNY HAS BEEN PART OF THE TĚŠÍN SILESIA REGION FOR OVER 180 YEARS. FOR MANY GENERATIONS, THEY HAVE ALWAYS REPRESENTED SECURITY AND PERSPECTIVE FOR THE DEVELOPMENT OF THE SURROUNDING TOWNS AND VILLAGES AND THEIR POPULATION. THIS IS WHY WE CONTINUE TO RESPONSIBLY APPLY THE PRINCIPLES OF SOCIAL RESPONSIBILITY AND SUSTAINABILITY FOR FUTURE GENERATIONS.



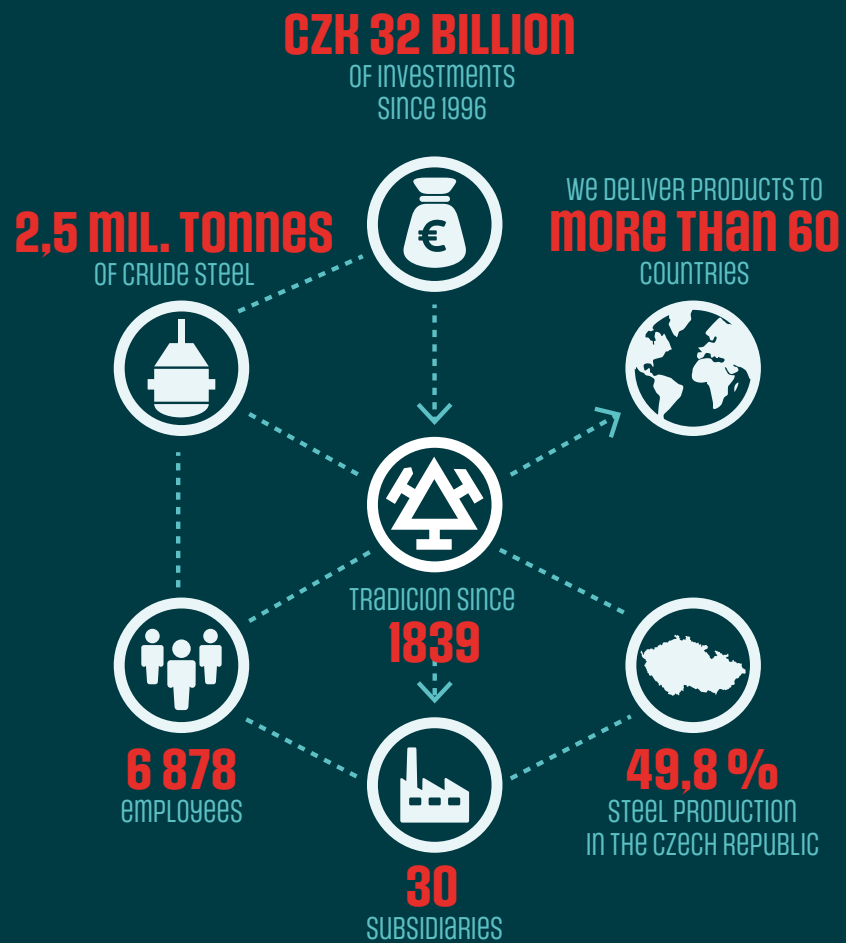
JAN CZUPEK
CHAIRMAN OF THE
BOARD OF DIRECTORS

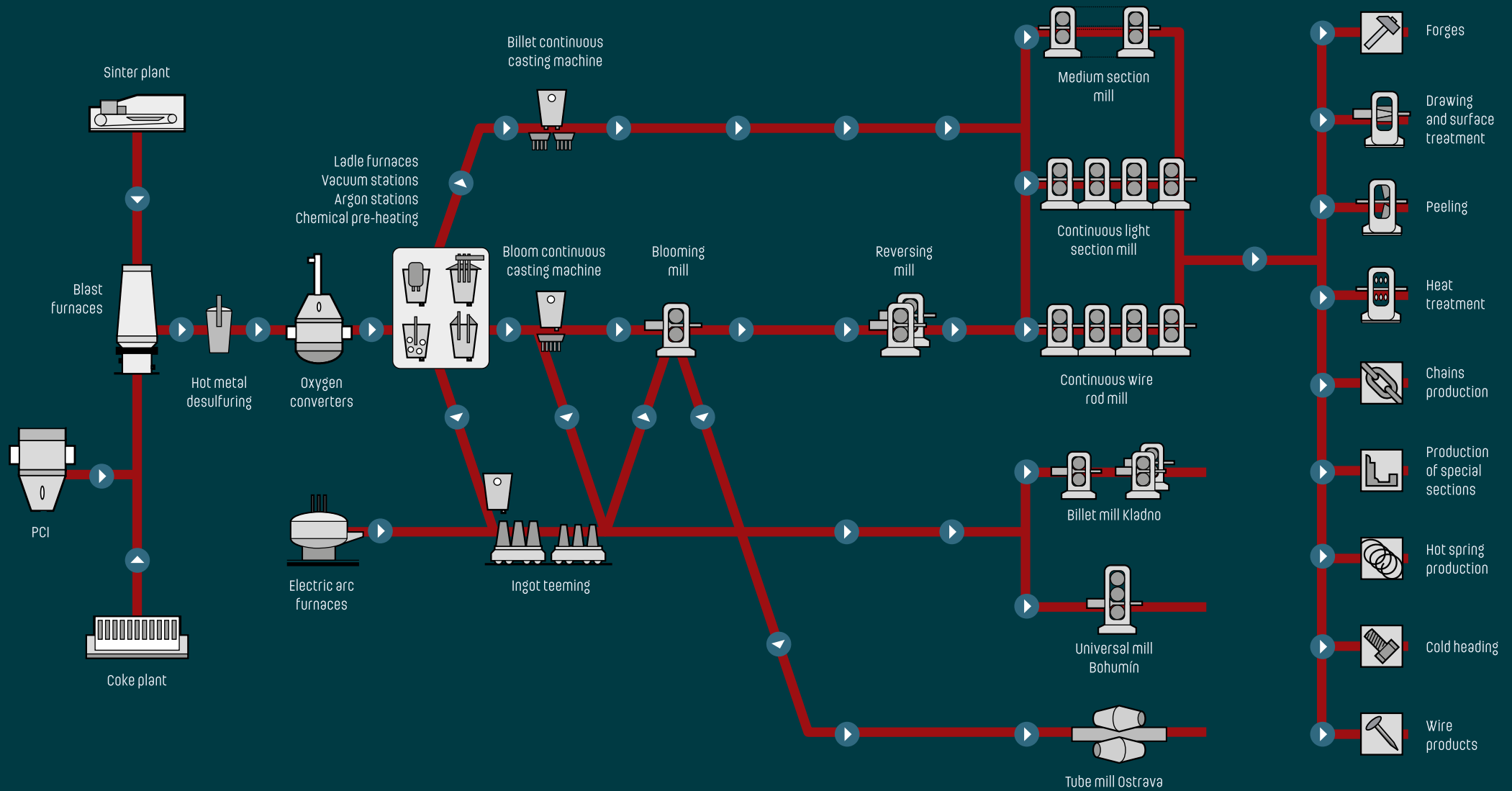


ČESLAV MAREK
1ST VICE-CHAIRMAN OF THE
BOARD OF DIRECTORS



INTRODUCTION OF THE COMPANY





THE SIGNIFICANT SUBSIDIARIES
OF **TŘINECKÉ ŽELEZÁRNY** THAT
BELONG TO OUR PRODUCT CHAINS:

SLÉVÁRNY TŘINEC, a.s.

ENERGETIKA TŘINEC, a.s.

ŘETĚŽÁRNA a.s.

REFRASIL, S.R.O.

VÚHŽ a.s.

ŠROUBÁRNA KYJOV, SPOL. S.R.O.

STROJÍRNY A STAVBY TŘINEC, a.s.

HŽP a.s.

METALURGIA S.A.

„D&D“ DRÓTÁRU ZRT.

ŽDB DRÁTOVNA a.s.

IMOPRA S.R.O.

BOHEMIA RINGS S.R.O.

ENEZA, S.R.O.

VESUVIUS ČESKÁ REPUBLIKA, a.s.





CONTINUOUSLY CAST SEMIS



BLOOMS



SLABS



FLAT STEEL



SQUARES



ROUND STEEL IN COILS AND BARS



BILLETS



RAILWAY RAILS



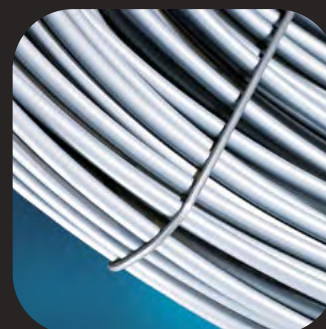
RAILWAY SUPERSTRUCTURE
ACCESSORIES



WIDE STEEL



SPRING STEEL



STEEL BARS



SEAMLESS TUBES



HEXAGONAL STEEL



ANGLES



DRAWN SQUARE STEEL



ARTIFICIAL AGGREGATE



COKE-CHEMICAL PRODUCTS



SBQ



PEELED BARS



FASTENERS



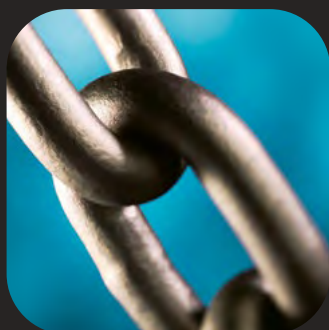
SOCKET WRENCH



TONGUE GROOVE PLIERS



BARBED WIRE



CHAINS



TONGUE RAILS



BEARINGS



FLANGES



COGWHEELS



FREE CUTTING STEEL WORKPIECE



ROPES



SPRINGS



REFRACTORY



FORGINGS



CABLEWAY ROPES



LEAF SPRING FOR TRUCKS

OUR SCOPE OF BUSINESS

WE APPLY THE PRINCIPLES OF SOCIALLY RESPONSIBLE BEHAVIOUR IN THREE AREAS – ECONOMIC, SOCIAL AND ENVIRONMENTAL.



THE BUSINESS PLAN IS ENCLOSED TO TECHNICAL DEVELOPMENT PROJECTS PLAN. WE HAVE FOCUSED OUR INVESTMENTS ON MODERNISATION, ENVIRONMENTAL, PROJECT RESULTING FROM THE CONCLUSIONS OF INTEGRATED PERMITS, COST REDUCTION ACTIONS AND INVESTMENTS IN THE RENEWAL OF EXISTING PRODUCTION FACILITIES. **TŘINECKÉ ŽELEZÁRNY INVESTED CZK 1.697 MILLION.**

IN 2021 THE MOST SIGNIFICANT WERE:

- RECONSTRUCTION AND MODERNISATION OF BLAST FURNACE NO. 6,
- REFURBISHMENT OF GUIDE TABLE FRAMERS OF CONTINUOUS CASTING MACHINE NO. 1 + 600 DIAMETER,
- PHOSPHATING STAKU LINE NO. 2,
- MODERNISATION OF HOT BLAST STOVE NO. 62,
- DEDUSTING OF EQUIPMENT FOR THE TRANSPORT AND BACKFILLING OF THE CHARGE FOR THE PRODUCTION OF STEEL SINTER





THE STRATEGIC OBJECTIVES OF **TŘINECKÉ ŽELEZÁRNY** INCLUDE THE TECHNOLOGICAL DEVELOPMENT OF THE COMPANY, WHICH IS CLOSELY RELATED TO MEETING THE DEMANDING REQUIREMENTS OF CUSTOMERS. IN PRACTICE, THIS MEANS THAT THE COMPANY ENSURES THE REQUIRED QUALITY PARAMETERS OF SEMI-FINISHED PRODUCTS BY STRICTLY FOLLOWING TECHNOLOGICAL PROCEDURES THROUGHOUT THE ENTIRE PRODUCTION PROCESS. AN IMPORTANT FACTOR THAT INCREASES THE ADDED VALUE OF FINAL PRODUCTS IS THE VALIDATION, INTEGRATION AND IMPLEMENTATION OF MODERN TECHNOLOGIES THAT IN PARTICULAR SIGNIFICANTLY REDUCE PRODUCTION AND PROCESSING COSTS OR THE ENVIRONMENTAL BURDEN. THANKS TO THAT, TŘINECKÉ ŽELEZÁRNY RANKS TO THE TOP STEEL MAKING COMPANY IN CENTRAL EUROPE.

DEVELOPMENT OF OUR PRODUCTION BASE, TECHNOLOGICAL AND RESEARCH ACTIVITIES ARE AIMED AT THE IMPROVEMENT OF PRODUCTS QUALITY, AN INTRODUCTION OF PROGRESSIVE PRODUCTION TECHNOLOGIES AND NEW PRODUCTS IN ORDER TO:

- FULFILL CURRENT AS WELL AS FUTURE QUALITY OF DELIVERY REQUIREMENTS OF THE CUSTOMERS,
- EFFICIENT USE OF RAW MATERIALS, MATERIALS AND ENERGY, REDUCING THEIR CONSUMPTION WITH AN EXPECTED POSITIVE IMPACT ON GREENHOUSE GAS PRODUCTION IN THE CONTEXT OF CLIMATE PROTECTION,
- REDUCE THE VOLUMES OF WASTE GENERATED AND THE SAME TIME INCREASE THE SHARE OF THEIR SUBSEQUENT RECOVERY IN ACCORDANCE WITH THE PRINCIPLES OF CIRCULAR ECONOMY,
- REDUCE THE TOTAL PRODUCTION OF ENVIRONMENTAL IMPACTS TO HEALTH AND LIVES OF PEOPLE, ENVIRONMENT AND THE PROPERTY
- MINIMIZE THE IMPACTS OF THE SERIOUS ACCIDENTS TO HEALTH AND LIVES OF PEOPLE, ENVIRONMENT, PROPERTY AND BUSINESS RESULTS.

INVESTMENT COST			* WITHOUT SUBSIDIES			
YEAR	2016	2017	2018	2019	2020	2021
CZK MIL.	2 038*	2 679*	1 710*	2 195*	1 275*	1 663*

Economic Governance

TŘINECKÉ ŽELEZÁRNY REGULARLY PUBLISHES ANNUAL REPORTS AND CORPORATE SOCIAL RESPONSIBILITY REPORTS. THEY ALSO INFORM CUSTOMERS, STAKEHOLDERS AND THE GENERAL PUBLIC ABOUT THEIR PLANS, GOALS, ACTIVITIES AND RESULTS THROUGH THE COMPANY'S WEBSITE, THE REGIONAL WEEKLY TŘINECKÝ HUTNÍK AND THE COMPANY'S SOCIAL MEDIA PROFILES. TO ENSURE COMPETITIVENESS, THE MILL MUST CONTINUALLY STRIVE TO IMPROVE THE QUALITY OF ITS PRODUCTS WHILE KEEPING COSTS LOW AND ALLOCATE FUNDS JUDICIOUSLY AMONG PROJECTS AIMED AT RENEWING AND UPGRADING EQUIPMENT, DEVELOPING

TECHNOLOGY AND ENSURING ENVIRONMENTAL PROTECTION.

THE METALLURGICAL INDUSTRY IS A VERY DEMANDING MANUFACTURING INDUSTRY IN TERMS OF ENERGY, TECHNOLOGY AND INVESTMENT. THE VOLUME OF FUNDS DIRECTED TO THE CONSTRUCTION OF NEW FACILITIES, RENEWAL AND UPGRADING OF EXISTING ONES IS THEREFORE AN ESSENTIAL. A SIGNIFICANT PHENOMENON OF THE PAST YEAR HAS BEEN THE ONGOING CORONAVIRUS PANDEMIC, WHICH HAS HAD A MAJOR IMPACT ON LIFE AND BUSINESS IN EVERY COUNTRY IN THE WORLD. THE COMPANIES IN THE TŽ-MS GROUP WERE NOT SIGNIFICANTLY AFFECTED BY THE

PANDEMIC, MAINLY DUE TO A NUMBER OF MEASURES IMPLEMENTED BY THE PLANT BEYOND THE REGULATIONS OF THE STATE.

IN COOPERATION WITH AGEL TŘINEC-PODLEŠÍ HOSPITAL, TŘINECKÉ ŽELEZÁRNY SET UP A COMPANY VACCINATION CENTRE FOR EMPLOYEES, WHICH WAS IN OPERATION FROM APRIL TO AUGUST LAST YEAR AND THEN FOR BOOSTER VACCINATION FROM LAST NOVEMBER UNTIL FEBRUARY 2022.

THE GLOBAL ECONOMY WAS HIT BY A CHIP SHORTAGE DURING THE PAST YEAR, WHICH BROUGHT COMPLICATIONS IN THE AUTOMOTIVE INDUSTRY, FOR EXAMPLE. ANOTHER NEGATIVE PHENO-

MONEN WAS THE EXTREME INCREASE IN THE PRICES OF INPUT MATERIALS AND RAW MATERIALS, WHICH ROSE TO SEVERAL TIMES WHAT WE WERE USED TO IN PREVIOUS YEARS. ALL THIS CULMINATED IN A SHARP RISE IN ENERGY PRICES AT THE END OF THE YEAR, DUE TO THE STEEP RISE IN THE PRICES OF EMISSION ALLOWANCES. ALTHOUGH A SOPHISTICATED BUSINESS STRATEGY MANAGED TO ELIMINATE THE UNFAVOURABLE CONDITIONS, THE COMPANY'S PERFORMANCE WAS UNDOUBTEDLY AFFECTED.



TŽ FINANCIAL GIFTS

YEAR	2016	2017	2018	2019	2020	2021
CZK THOUSAND	15 497	21 135	45 691	20 972	26 561	19 641

Management commitment

EACH MEMBER OF THE MANAGEMENT WITH COMPETENCE:

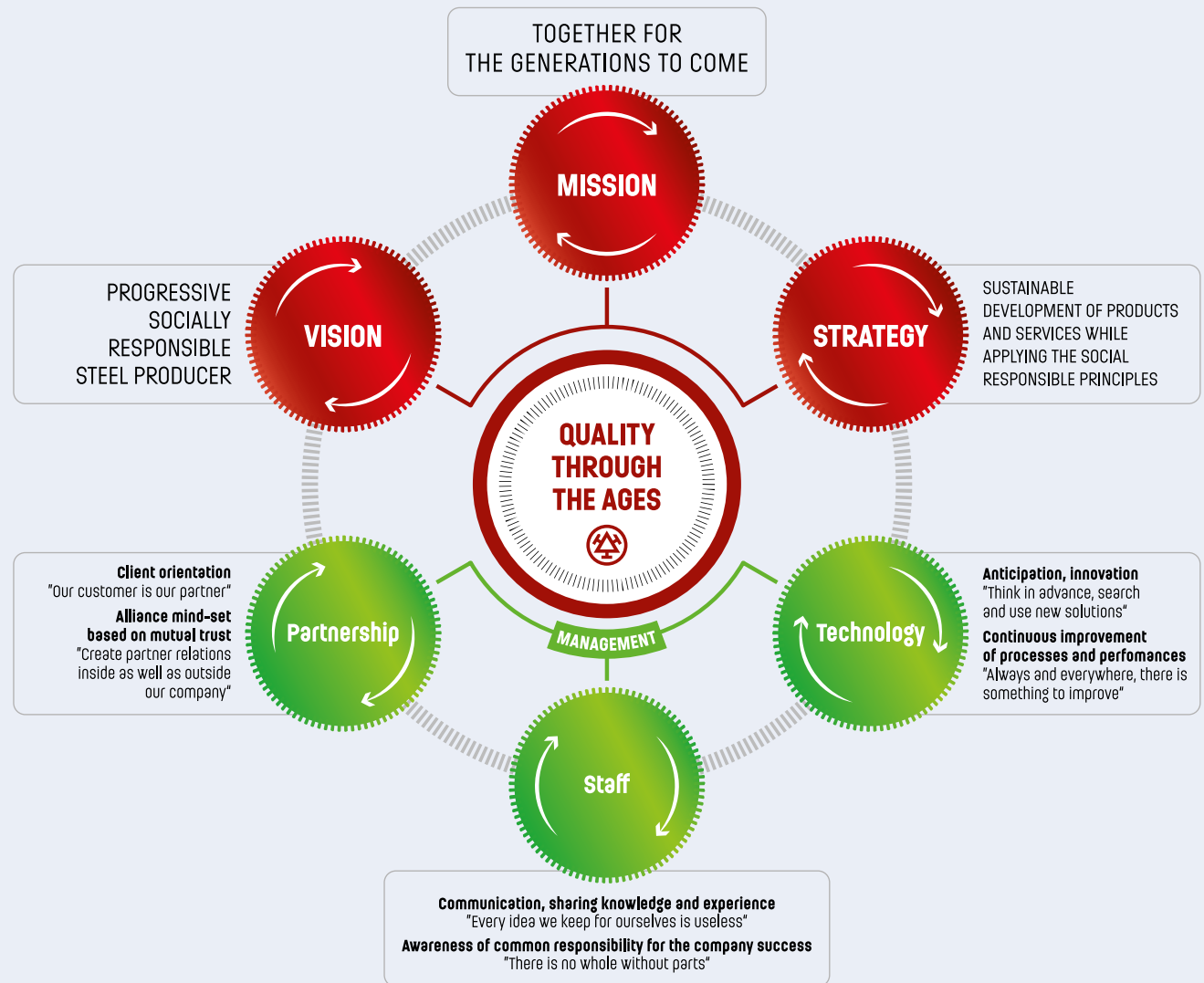
- ✚ ENSURE SUFFICIENT HUMAN MATERIAL, FINANCIAL AND INFORMATIONAL RESOURCES TO MEET THE OBJECTIVES, REVIEWING THEIR AVAILABILITY AND ADEQUACY AND GUARANTEES THEIR EFFICIENT USE,
- ✚ TAKE DECISIONS SOLELY IN ACCORDANCE WITH THE LAW AND STANDARDS,
- ✚ GUIDES AND MOTIVATES EMPLOYEES TO WORK SAFELY.

COMPANY MANAGEMENT EXPECTS LEADER EMPLOYEES TO:

- ✚ COMPLIANCE WITH THE COMPANY'S PRINCIPLES OF BUSINESS CONDUCT, IN PARTICULAR THE AVOIDANCE OF CORRUPTION AND RESPECT FOR HUMAN RIGHTS,
- ✚ THAT WORK ACTIVITIES WILL BE CARRIED OUT USING SAFE WORKING PRACTICES,
- ✚ DEVELOPING THIS POLICY INTO MEASURABLE OBJECTIVES,
- ✚ DEVELOPING OBJECTIVES INTO IMPROVEMENT PROGRAMMES TO RAISE THE LEVEL OF THE INTEGRATED MANAGEMENT SYSTEM AND ELIMINATE THE CAUSES OF PROCESS RISKS.

COMPANY MANAGEMENT EXPECTS ALL OF ITS EMPLOYEES TO:

- ✚ ADHERENCE TO WORK AND TECHNOLOGY PRACTICES WITH A PROACTIVE APPROACH TO CONTINUOUS IMPROVEMENT OF INDIVIDUAL AND TEAM PERFORMANCE LEADING TO MEETING TARGETS AND REDUCING COSTS ACROSS ALL SITES,
- ✚ NOT TO BE INDIFFERENT TO THE WASTE OF ELECTRICITY, WATER, GAS AND ALL OTHER TYPES OF ENERGY IN THE WORKPLACE,
- ✚ THAT THEY WILL WORK IN A WAY THAT DOES NOT ENDANGER THEIR HEALTH AND THE HEALTH OF THEIR COLLEAGUES
- ✚ THAT THEY WILL ACT IN ACCORDANCE WITH THE LEGISLATION AND LOOK AFTER THE LEGITIMATE INTEREST OF THE EMPLOYER AND COLLEAGUES.



PATH TO THE CARBON NEUTRALITY

PROCLAMATION OF TŘINECKÉ ŽELEZÁRNY

WE SEE THE DANGER OF CLIMATE CHANGE AND THE CONSEQUENCES. WE INTEND TO GRADUALLY REDUCE OUR CARBON FOOTPRINT AND CONTINUE TO TAKE A RESPONSIBLE APPROACH TO ENVIRONMENTAL.

OUR STEEL PRODUCTION HAS UNDERGONE SIGNIFICANT CHANGES THANKS TO INVESTMENTS IN THE LATEST TECHNOLOGIES AND IS ONE OF THE MOST ENVIRONMENTALLY FRIENDLY IN EUROPE.

ALL PRODUCTION FACILITIES MEET BAT REQUIREMENTS, WITHOUT ANY EXCEPTIONS, AND WE MEET STRICT ENVIRONMENTAL LIMITS IN AIR, WATER AND SOIL PROTECTION EVERY YEAR. WE STRIVE FOR MAXIMUM RECYCLING AND RECOVERY OF BY-PRODUCTS AND WASTE GENERATED IN OUR PRODUCTION PROCESSES.

THERE IS CURRENTLY NO KNOWN COMMERCIALLY VIABLE TECHNOLOGY FOR PRODUCING

STEEL WITHOUT A CARBON FOOTPRINT. WE ARE FULLY AWARE OF THIS AND ARE THEREFORE DEVELOPING INNOVATIVE PROJECTS TO REDUCE IT. AT THE SAME TIME, WE IMPLEMENT PARTIAL ACTIONS TO COMPENSATE FOR THE OCCURRENCE OF EMITTED THE CARBON DIOXIDE (CO₂).

ON THE ROAD TO CARBON NEUTRALITY, OUR PROGRESSIVE GOAL IS TO REDUCE CO₂ EMISSIONS BY 2030 BY 55% COMPARED TO 1990.

WE ARE CONSTANTLY INNOVATING OUR PRODUCTS IN ORDER TO CHANNEL STEEL PRODUCTS FROM OUR PRODUCTION LINES AS FAR AS POSSIBLE INTO INDUSTRIES THAT CONTRIBUTE TO REDUCING OUR CARBON FOOTPRINT.

94% OF OUR PRODUCTION IS SOLD ON EUROPEAN MARKETS, HELPING TO REDUCE THE CARBON FOOTPRINT OF TRANSPORT.



SWOT analysis – IDENTIFICATION OF CSR RISKS WITH STAKEHOLDERS

STRENGTHS

- » ACCESS TO CSR INFORMATION ON WWW.TRZ.CZ
- » ECOVADIS RECEIVES THE „SILVER MEDAL“ IN THE CSR LEVEL ASSESSMENT OF TŽ, A.S.
- » „WHISTLEBLOWING“ SYSTEM IN PLACE FOR STAKEHOLDERS BASED ON LEGISLATION DIRECTIVE (EU) 2019/1937 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL OF 23 OCTOBER 2019 ON THE PROTECTION OF REPORTING VIOLATIONS OF EU LAW
- » INVESTMENTS IN ECOLOGICAL PROJECTS
- » TRANSMISSION OF THE REQUIREMENTS OF THE DOCUMENT „PRINCIPLES OF THE BUSINESS COMPANY TŘINECKÉ ŽELEZÁRNY-MORAVIA STEEL (CODE OF CONDUCT FOR SUPPLIERS) THROUGH QUALITY ASSURANCE AGREEMENTS FOR SUPPLIERS
- » AUDITS AT SUPPLIERS
- » EMPHASIS ON EMS CERTIFICATION ACCORDING TO ČSN EN ISO 14001 FOR STAKEHOLDERS
- » ON-LINE CSR TRAINING FROM EDUCATIONAL EVENTS SUPPLIERS
- » EMAS SYSTEM IMPLEMENTED AND CERTIFIED PURSUANT TO REGULATION (EC) NO 1221/2009 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL IN PUBLIC ADMINISTRATION (DISTRICT OFFICE OF MORAVIAN-SILESIAN REGION)
- » GUARANTEEING RESPECT FOR ETHICAL PRINCIPLES, SOCIAL RESPONSIBILITY, HUMAN RIGHTS AND EMPLOYEE PROTECTION FOR STAKEHOLDERS
- » IMPLEMENTATION OF ONLINE EXTERNAL AUDITS TO REDUCE CARBON FOOTPRINT

OPPORTUNITIES

- » **DEVELOPMENT OF THE IT SECTOR FOR THE CSR DEVELOPMENT AT SUPPLIERS**
- » **INCREASING THE IMAGE IN TERM OF CSR AND THE ENTIRE SUPPLY CHAIN**
- » **DEVELOPMENT OF THE PROJECT „CARBON NEUTRALITY“**
- » **EXPANDING CSR AWARENESS AMONG NEW SUPPLIERS**
- » **DEVELOPING CSR IN SUPPLIERS THROUGH EXTERNAL AUDITS**



WEAKNESSES

- » INSUFFICIENT CAPACITY OF THE IT SECTOR FOR CSR DEVELOPMENT AT SUPPLIERS (E-LEARNING, PORTALS)
- » REDUCED FLEXIBILITY IN DECISION-MAKING AND DEALING WITH EMERGENCIES BY STATE ADMINISTRATION AUTHORITIES
- » LACK OF OBLIGATION TO APPLY CSR IN THE MANAGEMENT SYSTEM OF ALL ORGANISATIONS

THREATS

- » LOW AWARENESS OF CSR AMONG NEW SUPPLIERS
- » REDUCED LEVEL OF CSR EVALUATION OF TŘINECKÉ ŽELEZÁRNY, A. S. DUE TO THE IGNORANCE OF THE COMPANY BY EXTERNAL EVALUATION COMPANIES (ECOVADIS, NQC LTD...)

ESG – WE COMMITTED TO SOCIAL SUSTAINABLE DEVELOPMENT

PHENOMENON CALLED ESG INCLUDES THREE PARTS: **ENVIRONMENT, SOCIAL A GOVERNANCE.**

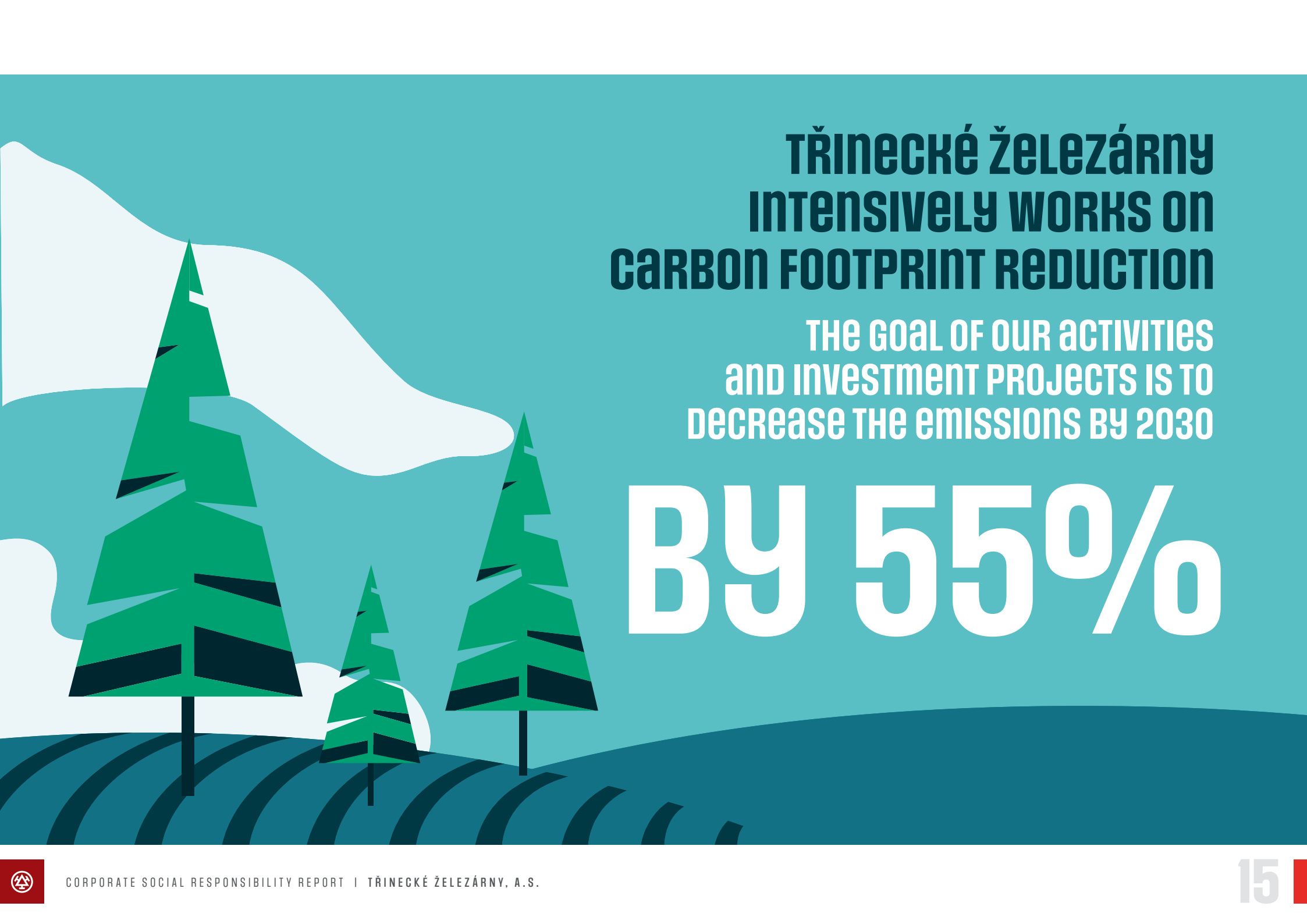
ESG

ENVIRONMENT – environmental criterium, where we rank all of the company's activities in caring for the environment and its considerate and sustainable approach to investment.

SOCIAL – social area, which is based on the company's principles of behaviour towards employees, suppliers and other stakeholders. This includes the company's activities to promote the health, rights, safety and working conditions of its employees.

GOVERNANCE – responsible corporate governance. This criterion includes the company's management structure and its diversity, respect for rights, information transparency, independence in decision-making combined with managerial skills.

THROUGH ITS RESPONSIBLE BEHAVIOUR AND ACTIVITIES, **TŘINECKÉ ŽELEZÁRNY** HAS LONG INCORPORATED ESG PRINCIPLES INTO ITS VISION AND STRATEGIES. THE BIGGEST ESG CHALLENGE FOR STEEL COMPANIES IS TO COMPLY WITH THE GREEN DEAL FOR EUROPE AND TO ACTIVELY MOVE TOWARDS CARBON NEUTRALITY WITH THEIR INVESTMENT APPROACH.



TŘINECKÉ ŽELEZÁRNY INTENSIVELY WORKS ON CARBON FOOTPRINT REDUCTION

**THE GOAL OF OUR ACTIVITIES
AND INVESTMENT PROJECTS IS TO
DECREASE THE EMISSIONS BY 2030**

BY 55%

SOCIAL FIELD

Třinecké železářny is a company with a long tradition of metallurgical production. Since the foundation in 1839, the values on which it is based today have been shaped. Its further development is firmly linked to its responsibility toward its employees, business partners, society, the regions in which the company operates and the people who live there.

- THE CODE OF CONDUCT REFLECTS THE PRINCIPLES THAT ARE THE FOUNDATION OF OUR BUSINESS, OUR ACTIVITIES, AND THE USE OF MANAGEMENT TOOLS.

WE FOLLOW ETHICAL PRINCIPLES AND ADHERE TO LEGAL REGULATIONS

- ETHICAL PRINCIPLES AND RESPECT FOR THE LAW ARE THE FUNDAMENTAL PRINCIPLES OF OUR CODE OF CONDUCT AND CORPORATE CULTURE.
- OUR COMPANY IS ESTABLISHED AND EXISTS UNDER THE LAWS APPLICABLE IN THE CZECH REPUBLIC; THE LEGAL REGULATIONS GOVERNING OUR ACTIVITIES AND RELATIONS ARE SYSTEMATICALLY FOLLOWED, RECOGNIZED, RESPECTED AND ADHERED TO UNCONDITIONALLY AND CONSISTENTLY.
- WE ACT AND TAKE OUR DECISIONS IN ACCORDANCE WITH THE PRINCIPLES OF CORPORATE CULTURE, SOCIAL RESPONSIBILITY, EMPLOYEE COLLEGIALLY AND FAIR TRADE, AND ALSO IN ACCORDANCE WITH THE LAW AND OBLIGATIONS ENSUING FROM LEGAL REGULATION, DECISIONS OF PUBLIC AUTHORITIES AND THE CONTRACTUAL RELATIONS IN WHICH WE PARTICIPATE.

- WE CONSIDER THE CONDUCT OF BUSINESS PARTNERS IN ACCORDANCE WITH THE LAW AND ETHICAL PRINCIPLES TO BE AN INDISPENSABLE CONDITION OF OUR COOPERATION.
- THE COMPLIANCE PROGRAM, INCLUDING MANAGEMENT OF BUSINESS AND PROCEDURAL RISKS ACCORDING TO INTERNATIONAL ORGANIZATION FOR STANDARDIZATION (ISO) STANDARDS, INTERNATIONAL STANDARDS FOR QUALITY MANAGEMENT SYSTEMS (QMS) INCLUDING IATF 16949 STANDARD, PRINCIPLES OF CORPORATE SOCIAL RESPONSIBILITY (CSR) INTERNATIONAL STANDARD SA8000 SOCIAL RESPONSIBILITY, IS CONSISTENTLY ENFORCED, ITS EFFECTIVENESS IS CONTINUOUSLY EVALUATED AND MEASURES ARE TAKEN TO IMPROVE IT.

WE ARE A SOCIALLY RESPONSIBLE COMPANY

- WE FULFILL OUR CORPORATE MISSION „TOGETHER FOR THE GENERATIONS TO COME“.
- IN OUR VISIONS, PLANS AND DECISIONS, WE ALWAYS TAKE INTO ACCOUNT THE INTERESTS OF OUR BUSINESS PARTNERS AND EMPLOYEES, THE IMPACT ON THE REGIONS IN WHICH WE OPERATE, AND THE IMPACT ON THEIR INHABITANTS AND THE ENVIRONMENT.

- WE STRIVE TO MAKE OUR RELATIONS WITH OUR BUSINESS PARTNERS, PUBLIC AUTHORITIES, OUR EMPLOYEES, TRADE UNIONS AND THE PUBLIC LONG-ESTABLISHED, STABLE AND BASED ON MUTUAL RESPECT AND RIGHTFUL TRUST IN HONEST CONDUCT.
- WE SUPPORT THE REGIONS IN WHICH WE OPERATE AND WE STRIVE TO CONTRIBUTE TO FURTHER IMPROVING THE QUALITY OF LIFE OF THEIR INHABITANTS.
- EVERY YEAR WE ISSUE A CORPORATE SOCIAL RESPONSIBILITY REPORT, WHICH IS PUBLISHED ON OUR WEBSITE WWW.TRZ.CZ.

WE RESPECT OUR CORPORATE CULTURE

- WE ARE PROUD OF OUR HISTORY WHICH WE BUILD ON THROUGH FURTHER DEVELOPMENT OF OUR COMPANY AS A PLACE WITH LASTING VALUES, TRADITIONS AND CUSTOMS
- THE BASIC PRINCIPLES OF OUR CORPORATE CULTURE ARE:
 - FOCUS ON THE CUSTOMERS, FORTHCOMING AND COMPLETE SATISFACTION OF THEIR NEEDS WITH THE HIGHEST QUALITY PRODUCTS AND SERVICES
 - CONSISTENT FULFILLMENT OF THE OBLIGATIONS

- GOOD INTERPERSONAL RELATIONS BASED ON COOPERATION AND MUTUAL RESPECT,
- SATISFACTION AND MOTIVATION OF EMPLOYEES,
- TEAMWORK
- A HIGH LEVEL OF WORK ETHICS,
- ENTREPRENEURIAL SPIRIT OF GOOD ECONOMISTS – TECHNOLOGICAL ADVANCEMENT BASED ON SYSTEMATIC INNOVATION,
- CONTINUOUS IMPROVEMENT OF EVERYTHING AND EVERYONE.



WE RESPECT OUR EMPLOYEES

- RESPECT OF HUMAN RIGHTS IS COMMONPLACE IN OUR COMPANY. WE DO NOT ENCOURAGE NOR TOLERATE ANY ACTS OF DISCRIMINATION. WE RESPECT EMPLOYEE PRIVACY RIGHTS. WE CONDEMN ANY FORM OF VIOLENT AND FORCED LABOUR.
- WE CONDEMN THE ABUSE OF CHILD LABOUR.
- WE ONLY EMPLOY PERSON WHO MEET THE CONDITIONS PROVIDED BY LEGAL REGULATIONS.
- WE PROVIDE SPECIALIZED TRAINING FOR PUPILS OF SECONDARY VOCATIONAL SCHOOLS AND UNIVERSITY STUDENTS AT OUR WORKPLACES; WE DO SO UNDER THE CONTRACTS WITH THESE SCHOOLS IN SPECIAL MODE APPROPRIATE TO THE AGE, KNOWLEDGE AND EXPERIENCE OF PUPILS AND STUDENTS.
- WE DO NOT TOLERATE ANY FORM OF ILLEGAL WORK, NOT EVEN WITH OUR BUSINESS PARTNERS.
- PRODUCERS AND CONDITIONS PROVIDED BY LEGAL REGULATIONS HAVE ALWAYS BEEN THE MINIMUM STANDARD IN OUR RELATIONS WITH EMPLOYEES. THIS ALSO APPLIES TO THE CONCLUSION AND CONTENT OF EMPLOYMENT CONTRACTS OR OTHER LABOUR-LAW CONTRACTS AND AGREEMENTS, LENGTH OF WORKING HOURS, WORK REST PERIODS INCLUDING BREAKS, SETTING OVERTIME, REMUNERATION, MAKING WAGE DEDUCTIONS, AND TERMINATION OF LABOUR-LAW RELATIONS.
- OUR EMPLOYEES ARE PROPERLY REWARDED FOR THEIR WORK, INCLUDING PROVIDING EXTRA PAY FOR WORK IN THE AFTERNOONS, AT NIGHT, ON WEEKENDS AND PUBLIC HOLIDAYS, OVERTIME, AND OTHER BONUSES. BEYOND THE LAW WE PROVIDE OUR EMPLOYEES WITH SOCIAL AND OTHER BENEFITS.
- IN RELATION TO OUR EMPLOYEES, BUT ALSO IN RELATION TO PUBLIC AUTHORITIES, WE FULFILL ALL OUR STATUTORY DISCLOSURE OBLIGATIONS. WE RESPECT OUR EMPLOYEES' RIGHTS, INCLUDING THE RIGHT TO FORM UNIONS AND NEGOTIATE COLLECTIVELY. WE RESPECT THE POSITION OF TRADE UNIONS AS REPRESENTATIVES OF OUR EMPLOYEES AND CONSIDER THEM AS OUR PARTNERS IN SOCIAL DIALOGUE.
- WE CONSISTENTLY COMMUNICATE WITH OUR EMPLOYEES, INCLUDING HAVING MEETING AND CONSULTATIONS WITH TOP MANAGEMENT AND OTHER EXECUTIVES AND INFORMING OUR EMPLOYEES ABOUT CURRENT ISSUES VIA EFFECTIVE MEANS OF COMMUNICATION.
- WE REGULARLY CONDUCT SURVEYS OF EMPLOYEE SATISFACTION AND MOTIVATION.
- WE REGULARLY EVALUATE ALL OUR EMPLOYEES EVERY YEAR.

WE APPLY A WHISTLE-BLOWING POLICY

- WE ENABLE OUR EMPLOYEES AND OTHER

PERSONS TO PRACTISE WHISTLE-BLOWING, MAKE QUERIES AND COMPLAINTS.

- ALL WHISTLE-BLOWING REPORTS, QUERIES AND COMPLAINTS ARE CONSISTENTLY SOLVED AND USED FOR FURTHER IMPROVEMENT.
- WE GUARANTEE ALL EMPLOYEES PROTECTION AGAINST ANY DISCIPLINARY ACTION ON ACCOUNT OF BONA FIDE PRACTISING WHISTLE-BLOWING, MAKING QUERIES AND COMPLAINTS.

WE CONSISTENTLY COMPLY WITH OCCUPATIONAL HEALTH AND SAFETY

- OCCUPATIONAL HEALTH AND SAFETY OF OUR EMPLOYEES IS AN INTEGRAL PART OF ALL OUR ACTIVITIES AND HAS THE HIGHEST PRIORITY. WE CREATE THE MOST FAVOURABLE WORKING CONDITIONS. WE ADHERE TO THE ACCIDENT PREVENTION SAFETY PROGRAM; WE ENSURE THAT EVERY WORK ACTIVITY IS CONDUCTED ACCORDING TO SAFE WORKING PRACTICES.
- WE HAVE DEVELOPED AND SYSTEMATICALLY EVALUATE AND UPDATE THE SYSTEM FOR IDENTIFYING AND ASSESSING THE RISKS OF POTENTIAL HEALTH DAMAGE AT WORK, INCLUDING MEASURES TO ELIMINATE THE RISK OF HEALTH DAMAGE.
- WE ADHERE TO PREVENTION. WE CONSTANTLY TRAIN AND EDUCATE OUR EMPLOYEES TO WORK SAFELY AND PROTECT THEIR HEALTH.



- WE PROVIDE OUR EMPLOYEES WITH PERSONAL PROTECTIVE EQUIPMENT ACCORDING TO THE LIST DRAWN UP FOR EACH JOB. EMPLOYEES AT WORKPLACES WITH INCREASED HEAT OR PHYSICAL LOAD ARE PROVIDED WITH PROTECTIVE BEVERAGES.
- WE CONSISTENTLY PROVIDE ASSESSMENT OF OUR EMPLOYEES' MEDICAL FITNESS FOR WORK BY MEANS OF OCCUPATIONAL MEDICAL EXAMINATIONS; WE DO NOT PERMIT PERFORMANCE OF ANY WORK THAT DOES NOT MEET EMPLOYEES' REQUIREMENTS FOR MEDICAL FITNESS.
- IF A WORK ACCIDENT OCCURS DESPITE OUR BEST EFFORTS, WE EMPLOY OUR SYSTEM COMPRISING OF PROVIDING FIRST AID, REPORTING AND INVESTIGATING INJURIES OR OTHER UNFORTUNATE EVENTS, AND TAKING MEASURES TO PREVENT THEIR RECURRENCE AND TO COMPENSATE FOR DAMAGES.

WE RESPECT OUR BUSINESS PARTNERS

- WE DEAL WITH ALL OF OUR BUSINESS PARTNERS HONESTLY AND TRANSPARENTLY, WITH RESPECT AND FAIRNESS; WE EXPECT SUCH CONDUCT FROM THEM.
- WE RESPECT THE INTEREST AND NEEDS OF OUR BUSINESS PARTNERS, UNLESS ITS CONTRARY TO LEGAL REGULATIONS AND DOES NOT CAUSE EXCESSIVE RISK OR HARM.
- WE ARE COMMITTED TO CREATE VALUE FOR OUR BUSINESS PARTNERS. WITH REGARD TO OUR PRODUCTS, WE IMPLEMENT THE PRINCIPLE OF CONSTANT IMPROVEMENT, INCREASING THEIR ADDED VALUE, WHILE REDUCING THE ENVIRONMENTAL BURDEN.
- WE PRACTISE THE STRATEGY OF ZERO ERRORS.
- WE CHOOSE OUR SUPPLIERS WITH THOROUGH CARE IN ORDER TO MAINTAIN THE QUALITY OF OUR PRODUCTS. WE NEGOTIATE AGREEMENTS WITH OUR SUPPLIERS REGARDING PRODUCT QUALITY AND EVALUATE THE FULFILLMENT OF THEIR OBLIGATIONS.
- WE ENSURE ADEQUATE SUPERVISION OF COMPLIANCE WITH LABOUR AND TECHNOLOGICAL PROCEDURES AND OF SOLUTIONS TO POTENTIAL COMPLAINTS FROM BUSINESS PARTNERS. WE EVALUATE THE SATISFACTION OF OUR BUSINESS PARTNERS.

- WE WANT OUR BUSINESS PARTNERS TO WORK WITH US CONTINUOUSLY OR TO COME BACK TO US FOR BUSINESS. THE SUCCESS OF OUR BUSINESS PARTNERS IS ALSO OUR SUCCESS.
- WE RECOGNIZE THE UNITY OF WORDS AND ACTIONS; WE KEEP OUR PROMISES. WE SUPPORT ETHICAL BUSINESS CULTURE; WE FULFILL OUR DUTIES THOROUGHLY, FAIRLY AND HONESTLY.
- WE ARE READY TO ARRANGE AND AUDIT WITH OUR BUSINESS PARTNERS IN OUR COMPANY.

WE CONDEMN ANY MANIFESTATIONS OF CORRUPTION

- WE ADHERE TO ZERO TOLERANCE TOWARDS OFFERING OR ACCEPTING BRIBES.
- OUR EMPLOYEES ARE STRICTLY GUIDED TO REFRAIN FROM ANY ACT OF CORRUPTION; IN CONNECTION WITH THE PERFORMANCE OF WORK FOR OUR COMPANY, ACTING ON OUR BEHALF OR WITH REFERENCE TO US, NO ONE MAY SOLICIT OR ACCEPT ANY SERVICES IN EXCHANGE FOR GRANTING OR PROMISING TO GRANT ANY PRIVILEGES, NOR OFFER OR PROVIDE SUCH SERVICES.
- WE RESPECT ECONOMIC COMPETITION AND INTELLECTUAL PROPERTY AND ALSO PROTECT PERSONAL DATA
- WE ADVOCATE A FREE, HONEST AND FAIR COMPETITION; WE DO NOT ENGAGE IN ANY ACTS THAT WOULD UNDERMINE SUCH COMPETITION.

- WE AVOID ANY CONFLICTS OF INTEREST AND SITUATIONS THAT WOULD UNDERMINE SUCH COMPETITION.
- WE AVOID ANY CONFLICTS OF INTEREST AND SITUATIONS THAT MAY CAUSE SUSPICION OF SUCH CONFLICTS.
- WE RESPECT INTELLECTUAL PROPERTY RIGHTS AND INTEREST TO PROTECT THE CONFIDENTIALITY OF TRADE SECRETS AND OTHER CONFIDENTIAL INFORMATION, AND WE PROTECT THESE RIGHTS AND SUCH INFORMATION WITHIN THE SCOPE OF LEGAL REGULATIONS, CONTRACTS WITH BUSINESS PARTNERS, DATA SUBJECTS' CONSENTS AND BUSINESS ETHICS.
- PERSONAL DATA OF OUR EMPLOYEES, AS WELL AS ANY OTHER PERSONS WHOSE PERSONAL DATA HAVE BEEN PROVIDED TO US, ARE ALWAYS PROCESSED ONLY IN ACCORDANCE WITH LEGAL REGULATIONS.
- ALL OUR EMPLOYEES, WHO IN THE COURSE OF THEIR DUTIES COME INTO CONTACT WITH PERSONAL DATA, INFORMATION CONSTITUTING A TRADE SECRET OR ANY OTHER CONFIDENTIAL INFORMATION, ARE OBLIGED TO MAINTAIN CONFIDENTIALITY OF SUCH DATA AND INFORMATION.

WE PROTECT THE ENVIRONMENT

- ENVIRONMENTAL PROTECTION IS A FUNDAMENTAL PART OF OUR POLICY. THE STANDARD IS NO LESS THAN FULFILLING ALL LEGAL REGU-

LATIONS AND AUTHORIZATION REQUIREMENTS GRANTED TO US THEREUNDER BY PUBLIC AUTHORITIES.

- IN THE LONG TERM AND CONCEPTUALLY, WE STRIVE TO CONTINUALLY REDUCE THE IMPACT OF OUR ACTIVITY ON THE ENVIRONMENT. OLD ENVIRONMENTAL BURDENS ARE REMOVED.
- TO MEET ENVIRONMENTAL PROTECTION PRINCIPLES, WE HAVE SET UP AND IMPLEMENT WASTE MANAGEMENT SYSTEMS PREFERRING RECYCLING, CLOSED WATER SYSTEMS AND INDUSTRIAL WASTEWATER TREATMENT PLANTS, CHEMICAL TREATMENT AND ENERGY MANAGEMENT; THE PRIORITY IS TO GRADUALLY REDUCE AIR POLLUTANT EMISSIONS.

WE APPLY THE CODE OF CONDUCT TO ALL ACTIVITIES

THE CODE OF CONDUCT IS THE FUNDAMENTAL BASIS OF OUR COMPANY'S INTERNAL REGULATIONS, INCLUDING:

- CONDITIONS OF EMPLOYMENT,
- SOCIAL CODE,
- TECHNICAL AND ORGANIZATIONAL REGULATIONS AND RELATED INTERNAL STANDARDS THAT ARE SPECIFIED IN SUCH A WAY AS TO ENSURE THEIR CONSISTENT APPLICATION.

THE CODE OF CONDUCT IS RESPECTED AND ITS COMPLIANCE IN OUR COMPANY IS MONITORED AND ENFORCED.

CARE FOR EMPLOYEES

EMPLOYEE ENGAGEMENT SURVEY

DIRECT MEASUREMENT OF EMPLOYEE ENGAGEMENT IS PERFORMED BY TŘINECKÉ ŽELEZÁRNY THROUGH A QUESTIONNAIRE SURVEY IN TWO-YEAR PERIODS. THE LAST ONE TOOK PLACE IN 2020, WITH 26.7 % OF THE TOTAL NUMBER OF EMPLOYEES PARTICIPATING. THE CONCLUSIONS OF THIS QUESTIONNAIRE SURVEY ENABLED THE CREAT OF A COMPREHENSIVE PICTURE OF EMPLOYEE ATTITUDES TO INDIVIDUAL COMPANY VALUES, WHICH WERE DIVIDED INTO 4 PARTS, TO INDIVIDUAL, SOCIAL, CUSTOMER AND SOCIAL. FROM A CSR PERSPECTIVE, THE ASSESSMENT OF SOCIAL VALUES WAS PARTICULARLY IMPORTANT. ACCORDING TO THE EMPLOYEES, TŘINECKÉ ŽELEZÁRNY PERFORMED VERY WELL IN THIS CATEGORY. EMPLOYEES PERCEIVE THE COMPANY AS SOCIALLY RESPONSIBLE, THEY REGISTER ITS EFFORTS TO BEHAVE RESPONSIBLY TOWARDS THE ENVIRONMENT, THEY ALSO PERCEIVE THAT THE COMPANY HAS GREAT PRESTIGE AMONG OTHER COMPANIES, PERSONS AND INSTITUTIONS.

EMPLOYMENT

IN 2021, THE DEVELOPMENT OF THE PLANNED NUMBER OF EMPLOYEES WAS INFLUENCED BY

ORGANIZATIONAL CHANGES IN ORDER TO INCREASE LABOUR PRODUCTIVITY. THE ACTUAL NUMBER OF EMPLOYEES WAS NEGATIVELY AFFECTED MAINLY BY ABSENTEEISM AND TURNOVER CAUSED BY NATURAL ATTRITION IN ADDITION TO ORGANISATIONAL CHANGES AND A SLIGHTLY INCREASING COLUNTARY TURNOVER, RESULTING IN A GROWING UNDERSTAFFING. IN ADDITION, THE OCCUPANCY OF EACH AGGREGATE WAS AFFECTED BY SICKNESS AND QUARANTINE DUE TO COVID-19 DISEASE. IN 2021, THE COMPANY REACHED AN ACTUAL HEADCOUNT OF 6,878 EMPLOYEES ON AN ANNUAL AVERAGE BASIS.

SYSTEM WHISTLEBLOWING – INTERNAL ANNOUNCING SYSTEM

EMPLOYEES OF TŘINECKÉ ŽELEZÁRNY AND EXTERNAL STAKEHOLDERS CAN USE THE INTERNAL REPORTING SYSTEM TO REPORT HARMFUL PHENOMENA, SUBMIT QUESTIONS, COMPLAINTS AND SUGGESTIONS FOR IMPROVEMENT IN THE AREA OF CSR. THE WHISTLEBLOWING PROCEDURE COVERS BOTH HUMAN AND LABOUR RIGHTS AND BUSINESS ETHICS. IN 2021, WE PROCESSED TWO COMPLAINTS IN ACCORDANCE WITH THE APPLICABLE INTERNAL REGULATIONS OF TŘINECKÉ ŽELEZÁRNY.



THE NUMBER OF TŘINECKÉ ŽELEZÁRNY EMPLOYEES TOGETHER WITH AGENCY WORKERS OF THE LAST DAY OF THE REFERRED YEAR >>

YEAR	2017	2018	2019	2020	2021
TŽ EMPLOYEES	7 155	7 129	7 075	7 004	6 848
AGENCY WORKERS	206	186	133	137	122



CORPORATE education, as one of the company processes, is based on HR strategy of Třinecké železářny, therefore, its key role is to provide prepared and highly qualified employees for the fulfillment of strategic goals, especially with regard to demographic development.

To maintain the qualification level of employees, professional trainings, especially in the field of quality system and EMS, and professional training including on-the-job training are a priority, which is why these trainings accounted for 96 % of the total volume of implemented corporate training in 2021. An integral part of corporate training is the online application Corporate Academy, which is the online application Corporate Academy, which is used mainly by the implementers of periodic on-the-job training and internal trainers who use the application to prepare and implement their seminars. The Corporate Academy application also enables the sharing of information, knowledge, experience and discussion on a selected topic.

Since mid-2020, when Třinecké železářny joined the project of the Regional Chamber of Commerce of the Moravian-Silesian region, they have been implementing selected training courses, the costs of which are fully covered. In 2021, the company has secured training courses in the total amount of CZK 546,000 focused on the development of soft skills, namely an online course on negotiation and argumentation and course on effective presentation. In the autumn, the company implemented two training cycles for 22 employees, Manager of Future Prosperity and Master of Future Prosperity.

Training is an open-ended process whereby employees receive training to maintain their qualifications and also for further development in order to increase efficiency and competitiveness. Employees are trained mainly through external training providers, but also by internal trainers.

MOTIVATIONAL PROGRAMS ENCOURAGE EMPLOYEES TO BETTER PERFORMANCE NOT ONLY IN FORM OF INCOME BUT ALSO IN OTHER WAYS AND BENEFITS THAT ENCOURAGE THEM TO BETTER WORK PERFORMANCE TOGETHER WITH THE COMPENSATION OF THE NEGATIVE INFLUENCE OF WORK ENVIRONMENT. THE BENEFITS ARE PROVIDED ABOVE THE LEGISLATIVE FRAME. TOWARDS IT, WE WANT TO MOTIVATE OUR EMPLOYEES TO SUPPORT OUR AIMS AND OBJECTIVES WITH THE HIGHEST POSSIBLE LEVEL. FOLLOWING MOTIVATIONAL ELEMENTS AND BENEFITS WERE USED IN 2021:

Remuneration

- BONUSES – REGULAR AND EXTRAORDINARY BONUSES
- MANAGER'S AND FOREMAN'S FUNDS
- HIGHER RATES OF PREMIUM PAY FOR WORK IN THE AFTERNOON, AT NIGHT, ON WEEKENDS, HOLIDAYS, OVERTIME AND WORK IN DIFFICULT WORKING ENVIRONMENT
- REWARDS BASED ON FINANCIAL RESULTS ACHIEVED
- CONTINUITY BONUSES

HUMAN RESOURCES DEVELOPMENT

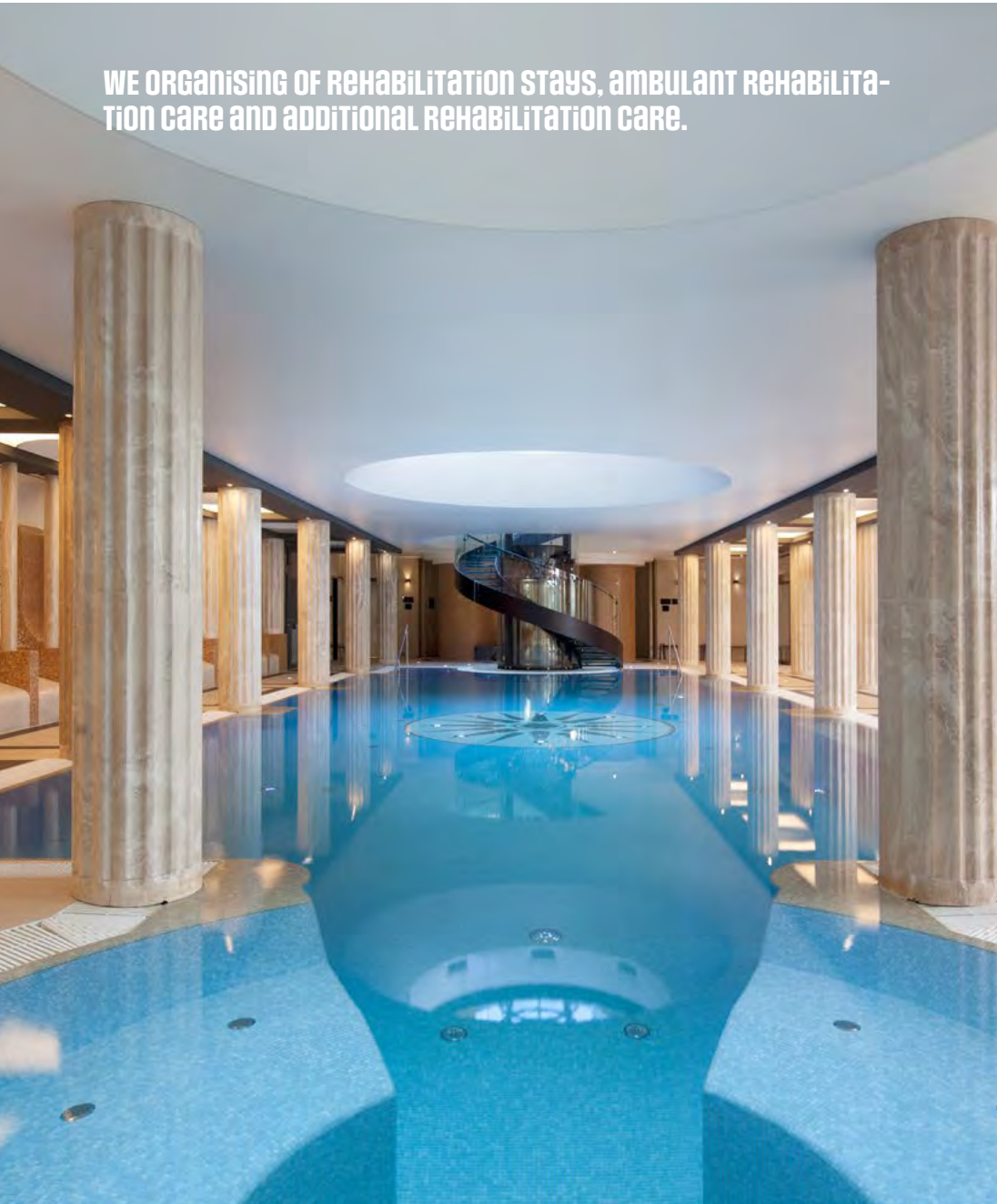
- TRAINEE PROGRAM FOR UNIVERSITY GRADUATES
- CREATING CONDITIONS FOR PROFESSIONAL DEVELOPMENT OF SELECTED GROUPS OF EMPLOYEES AND CAREER PROGRESS
- PROVIDING SCHOLARSHIP FOR STUDENTS OF SELECTED STUDY COURSES
- EVALUATION OF THE SECONDARY SCHOOL GRADUATES; THEIR MEETING WITH THE MANAGERS WITHIN THE ADAPTATION PROCESS

EVALUATION OF EMPLOYEES

- AWARDING OF THE TITLE „EMPLOYEE OF THE YEAR“ WITH FINANCIAL REWARD AND THE PRESTIGIOUS PRIZE „QUEEN OF STEEL“ FOR BEST PROJECTS, SIGNIFICANT ACTIONS, KEY EVENTS AND REPRESENTATION OF THE COMPANY
- REWARDING FOR WORK AND LIFE ANNIVERSARIES AND RETIREMENT
- REWARDING THE BEST INNOVATORS



WE ORGANISING OF REHABILITATION STAYS, AMBULANT REHABILITATION CARE AND ADDITIONAL REHABILITATION CARE.

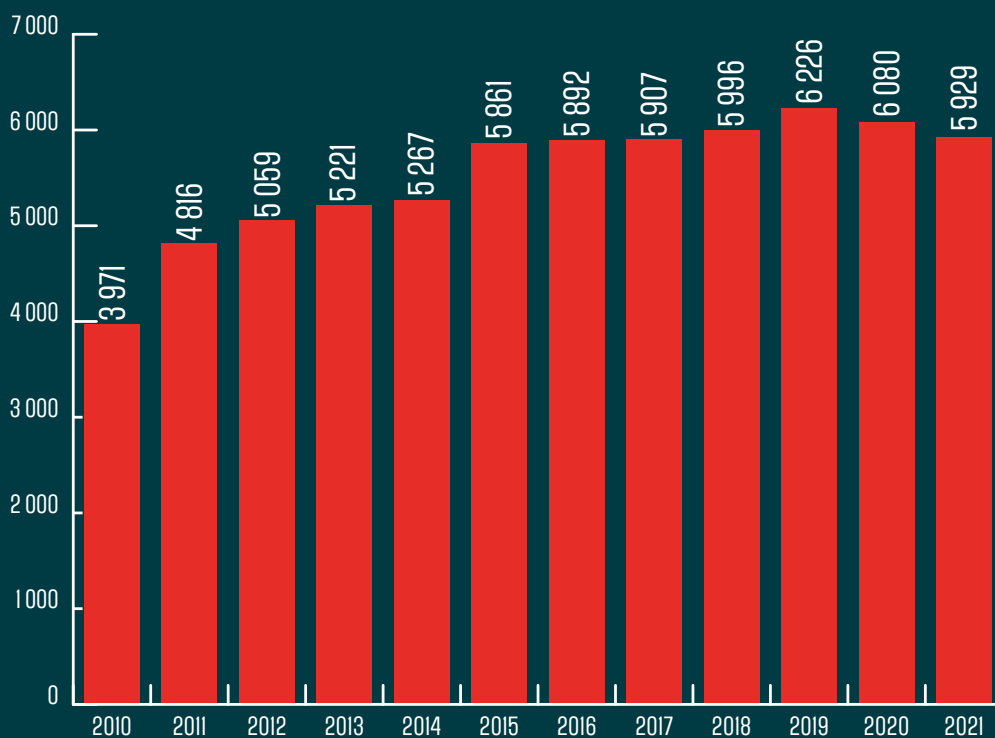


OTHER BENEFITS

- COVERING THE COSTS OF MEDICAL EXAMINATION PRIOR TO EMPLOYMENT
- COVERING THE COSTS OF PREVENTIVE BREAST CANCER SCREENING AND COLORECTAL CANCER CHECK-UPS
- ORGANISING OF REHABILITATION STAYS, AMBULANT REHABILITATION CARE AND ADDITIONAL REHABILITATION CARE
- PROVIDING EMPLOYEES WITH CONTRIBUTION CATERING IN THE AMOUNT OF 55% TO ONE MAIN MEAL PLUS CONTRIBUTION OF CZK 2.60 TO ONE HOT MEAL
- PROVIDING EMPLOYEES WITH NON-ALCOHOLIC DRINKS IN THE PERIOD OF EXTREMELY HOT DAYS
- ENSURING OTHER ACTIVITIES TO SUPPORT HEALTH (PROVIDING WITH VITAMINS, HEALTH PROMOTION BENEFITS)
- VACATION EXTENDED BY 1 WEEK
- EXTENDED RANGE OF DAYS OFF WITH REMUNERATION IN CASE OF PERSONAL IMPEDIMENT
- PROVIDING SOCIAL ASSISTANCE AND SOCIAL CREDITS IN CASE OF VERY SERIOUS LIFE SITUATIONS
- PROVIDING INTEREST-FREE HOUSING PROMOTION LOANS
- PROVIDING CONTRIBUTION FOR SUPPLEMENTARY PENSION PROVISION AND ADDITIONAL PENSION SAVINGS
- PROVIDING CONTRIBUTION FOR PRIVATE LIFE INSURANCE
- PROVIDING DONATIONS TO SUPPORT EDUCATION, CULTURE, SPORTS AND PHYSICAL EDUCATION
- PROVIDING DONATIONS TO SUPPORT AND PROTECT YOUNG PEOPLE
- PROVIDING OPTIONAL STAFF BENEFITS
- PROVIDING CURATIVE STAYS FOR CHILDREN IN COOPERATION WITH THE LABOUR UNION
- SUPPORT FOR KINDERGARTEN WITH PROLONGED SERVICE FOR EMPLOYEE'S CHILDREN

OPTIONAL BENEFITS ARE PROVIDED FOR ALL EMPLOYEES ACCORDING TO THE STATED RULES. THE HIGHEST LEVEL OF BENEFITS PROVIDED PER ONE EMPLOYEE IN 2021 REACHED CZK 5 000. POSSIBILITIES TO WITHDRAW BENEFITS WAS USED BY 5,929 EMPLOYEES (87%). THE NUMBER OF EMPLOYEES TAKING ADVANTAGE OF BENEFITS HAS BEEN AROUND 6,000 IN THE LAST FIVE YEARS, COMPARED TO 4,000 IN 2010.

NUMBER OF EMPLOYEES USING BENEFITS



THE MOST FREQUENTLY USED BENEFITS (% OF DRAWING IN 2021)

- STAFF RECREATION (40%)
- VITAMIN PREPARATIONS (24%)
- SPORTS FACILITIES (23%)

IN THIS AREA, WE USE A RANGE OF RECRUITMENT ACTIVITIES THAT TARGET PRIMARY SCHOOL PUPILS, THEN SECONDARY SCHOOL STUDENTS AND, LAST BUT NOT LEAST, TECHNICAL UNIVERSITIES.

Regional Talent

TO SUPPORT AND PROMOTE TECHNICAL FIELDS AMONG THE YOUTH, WE ORGANIZE A SOCIAL EVENT „REGIONAL TALENT“, WHERE WE REWARD PUPILS AND STUDENTS OF REGIONAL SCHOOLS FOR TOP PLACEMENTS IN KNOWLEDGE OLYMPIADS AND FOR HIGH SCHOOL VOCATIONAL ACTIVITIES. THE IDEA OF THIS EVENT IS VERY SIMPLE – TO STIMULATE AND ENCOURAGE INTEREST IN TECHNICAL FIELDS AND IN SCIENCE SUBJECTS, I.E. MATHEMATICS, PHYSICS, CHEMISTRY, WHICH ARE NOT ALWAYS POPULAR AMONG PUPILS AND STUDENTS. IN 2021, DUE TO ONGOING EPIDEMIOLOGICAL MEASURES, NO CEREMONY WAS ORGANISED, BUT AN ONLINE FORM OF THE AWARD WAS CHOSEN.



NUMBERS OF AWARDED STUDENTS	2017	2018	2019	2020	2021
SCHOOL OLYMPIADS	49	36	46	–	18
SECONDARY SCHOOL PROFESSIONAL ACTIVITY	10	14	19	–	17
TALENT OF THE REGION TOTAL	59	50	65	–	35



aimed at PRIMARY SCHOOL PUPILS

RECRUITMENT AND PROMOTIONAL ACTIVITIES WERE UNFORTUNATELY AGAIN NEGATIVELY AFFECTED IN 2021 BY THE MEASURES AGAINST THE SPREAD OF COVID-19 DISEASE, WHEN A NUMBER OF EVENT TRADITIONALLY ATTENDED BY TŽ WERE NOT ORGANISED AT ALL OR WERE CANCELLED BY THE ORGANISERS IN VIEW OF THE MEASURES IN FORCE. THE ONLY TRADITIONAL EVENT AIMED AT PRIMARY SCHOOL PUPILS THAT TOOK PLACE IN 2021 WAS THE „OPEN DAYS“ AT THE SECONDARY VOCATIONAL SCHOOL OF TRINECKÝ ŽELEZÁREN, WHICH TŽ CO-ORGANISED.

aimed at SECONDARY SCHOOL

THE SITUATION WAS SIMILAR FOR RECRUITMENT AND PROMOTIONAL ACTIVITIES AIMED AT SECONDARY SCHOOL STUDENTS. THUS, OF THE TRADITIONAL ACTIVITIES, THE FOLLOWING TOOK PLACE TO THE EXTENT PERMITTED BY THE MEASURES IN FORCE:

- PROVISION AND FINANCING OF VOCATIONAL TRAINING FOR PUPILS OF THE TŽ SECONDARY SCHOOL AT TŽ WORKPLACES
- PRESENTATIONS OF TŽ-MS GROUP COMPANIES TO STUDENTS OF SELECTED SECONDARY SCHOOLS IN THE REGION WITH THE AIM OF RECRUITING THEM FOR EMPLOYMENT IN THE GROUP OR FOR STUDYING DESIRABLE TECHNICAL FIELDS AT UNIVERSITIES

aimed at UNIVERSITIES

UNFORTUNATELY, ACTIVITIES AIMED AT UNIVERSITY STUDENTS HAVE ALSO BEEN REDUCED IN 2021 DUE TO THE EPIDEMIOLOGICAL SITUATION AND THE RESULTING RESTRICTIONS. THUS, THE FOLLOWING ACTIVITIES WERE MAINLY CARRIED OUT:

- PREPARATION AND PARTICIPATION OF TŽ IN „JOB FAIRS“ OF SELECTED UNIVERSITIES IN THE CZECH REPUBLIC
- EXCURSIONS FOR 2ND YEAR STUDENTS AND PRESENTATIONS OF COMPANIES IN THE TŽ-MS GROUP TO FACILITATE THE CHOICE OF SPECIALIZATION,
- ENABLING A PROFESSIONAL TWO-WEEK INTERSHIP FOR 2ND YEAR ENGINEERING STUDENTS,
- SELECTION OF SCHOLARSHIP HOLDERS ON THE BASIS OF ACADEMIC RESULTS, INTERVIEWS AND THEIR FINANCIAL SUPPORT DURING THEIR STUDIES (WE CURRENTLY HAVE NO SCHOLARSHIP HOLDERS)
- IDENTIFICATION OF SUITABLE THESIS TOPICS (BACHELOR'S, MASTER'S AND DISSERTATION) INCLUDING PROFESSIONAL GUIDANCE OF STUDENTS DURING THEIR PREPARATION
- AWARDING THE BEST DIPLOMA THESE IN CO-OPERATION WITH THE CZECH METALLURGICAL SOCIETY (ČHS)

THE YOUTH AND PREVENTING DISCRIMINATION

WE RECORDED NO DISCRIMINATION SITUATION DURING LAST YEAR. IN THE PERIOD OF 2017-2021 OUR EMPLOYEES HAD NO REQUIREMENTS TO SOLVE DISCRIMINATION ISSUES AND ALL THE OBLIGATIONS COMPLIED WITH THE CORPORATE COLLECTIVE AGREEMENT.

THERE WERE NO INFRINGEMENTS AND DISCRIMINATION ISSUES RECORDED BY THE STATE AUTHORITY AND REGIONAL LABOUR INSPECTORATE DURING THEIR AUDITS IN THE PERIOD OF 2017-2021.

TŽ EMPLOYS ONLY PERSONS OVER THE AGE OF 18. THIS IS A PREVENTION OF CHILD LABOUR AND HAZARDOUS EMPLOYMENT OF YOUNG PEOPLE. THE ACTIVITIES OF PERSONS UNDER THE AGE OF 18 ARE THEREFORE LIMITED TO PRACTICAL TRAINING ACTIVITIES AND COOPERATION WITH SECONDARY SCHOOLS IN ACCORDANCE WITH THE RELEVANT LEGISLATION.

SPECIAL PREPARATION OF SECONDARY SCHOOL STUDENTS

TŽ PROVIDES VOCATIONAL TRAINING IN ITS OPERATIONS IN THE FORM OF PRACTICAL TRAINING OF SECONDARY SCHOOLS PUPILS (VOCATIONAL TRAINING, CONTINUOUS PROFESSIONAL PRACTICE, ETC.), NOT ONLY FOR PUPILS OF THE TŘINECKÉ ŽELEZÁRNY SECONDARY VOCATIONAL SCHOOL, BUT ALSO FOR PUPILS OF OTHER COOPERATING SCHOOLS IN THE REGIONS IN WHICH IT OPERATES. THE TRAINING OF THESE JUVENILES TAKES PLACE IN ACCORDANCE WITH THE EDUCATIONAL PROGRAMS OF INDIVIDUAL SCHOOLS UNDER THE SUPERVISION OF AUTHORIZED SECONDARY SCHOOL EMPLOYEES AND INSTRUCTORS FROM AMONG THE EMPLOYEES OF INDIVIDUAL TŽ OPERATIONS IN A SPECIAL REGIME AND IN ACCORDANCE WITH CONTRACTS CONCLUDE BETWEEN TŽ AND INDIVIDUAL SECONDARY SCHOOLS.



EVERY YEAR TŘINECKÉ ŽELEZÁRNY ORGANIZES AN EVENT FOR ITS FORMER EMPLOYEES WHO HAVE JUST RETIRED. IN THE GARDEN OF THE MUSEUM OF THE TŘINECKÉ ŽELEZÁRNY AND THE CITY OF TŘINEC, MORE THEN 70 FORMER EMPLOYEES WHO RETIRED IN 2020 MET TOGETHER IN 2021. WITH A SMILE, THEY RECEIVED THANKS FOR THEIR WORK AND SAID GOODBYE AFTER YEARS SPENT IN THE STEELWORKS.

THE JUBILARIANS OF 90, 95 AND 100 YEARS

LAST YEAR, THEY CELEBRATED THEY NINETIETH, NINETY-FIFTH OR EVEN HUNDREDTH BIRTHDAYS AND DEDICATED A PART OF THEIR PROFESSIONAL LIFE TO WORK IN THE SMELTER. EVERY YEAR THE MANAGEMENT OF TŘINECKÉ ŽELEZÁRNY ORGANISED A GATHERING FOR THESE DESERVING FORMER COLLEAGUES AS AN EXPRESSION OF GRATITUDE FOR THE YEARS SPENT IN THE SMELTER. DUE TO THE EPIDEMIOLOGICAL SITUATION, THE COMPANY DECIDED TO CHANGE THE FORM OF THE EVENTS LAST YEAR AND VISITED THE FORMER WORKERS PERSONALLY.



OUR EMPLOYEES VISITED
THE SENIORS, WHO WORKED FOR
THE COMPANY, WITH THE BIRTHDAY
WISHES AND PRESENTS.

TŽ REGULARLY ASSESS THE RISKS TO THE HEALTH OF EMPLOYEES AND TAKE MEASURES TO ELIMINATE THEM. POSITIVE RESULTS IN THE FIELD OF LABOUR SAFETY AND HEALTH PROTECTION ACHIEVED IN LONG-TERM, HIGH-QUALITY PREVENTIVE CARE, IMPLEMENTED AND EFFICIENT MANAGEMENT SYSTEM WERE REWARDED BY THE STATE AUTHORITY OF LABOUR SAFETY IN THE CZECH REPUBLIC THAT GAVE US THE PRIZE SAFE COMPANY FOR THE THIRD TIME IN 2019.

MONITORING OF THE SITUATION OF LABOUR SAFETY AND HEALTH PROTECTION IS AN INTEGRAL PART OF MANAGEMENT AND EVALUATION OF LABOUR SAFETY AND HEALTH. THESE ACTIVITIES ARE PROVIDED WITH NARROW COOPERATION WITH THE SERVICE SUPPLIER IN THE FIELD OF LABOUR SAFETY AND HEALTH PROTECTION, THE COMPANY ENVIFORM IN TŘINEC.



IN 2021, A TOTAL OF 30 WORK ACCIDENTS WERE RECORDED IN TŘINECKÉ ŽELEZÁRNY WITH LOST TIME ACCIDENT LONGER THAN 3 DAYS RELATED TO 6 878 TŽ EMPLOYEES. NO FATAL OR SERIOUS INJURY WAS RECORDED. THE LEVEL OF THE ACCIDENT RATE IS 0.44 PER 100 EMPLOYEES OF TŘINECKÉ ŽELEZÁRNY AND YEAR.

THE PARTICIPATION OF EMPLOYEES IN SOLVING ISSUES REGARDING LABOUR SAFETY AND HEALTH PROTECTION IS CARRIED OUT WITH THE LABOUR UNION AS WELL, MAINLY VIA THE COMMISSION OF HEALTH AND LABOUR SAFETY.

THE MISSION OF THE COMMISSION IS TO EVALUATE AND REGARD THE OSH AREA:

- REGULARLY ASSESS THE RISKS ASSOCIATED WITH OCCUPATIONAL SAFETY AND HEALTH, RECEIVE EMPLOYEE INPUTS, SUGGESTIONS AND IDENTIFIED RISKS TO BE DISCUSSED ON BEHALF OF THE COMMISSION CHAIRMAN AND VICE-CHAIRMAN AT A MEETING OF THE OOSH REPRESENTATIVE AND THE OSH SUPPLIER (ENVIFORM)
- EVALUATE THE LEVEL OF INJURIES AND DISCUSS THE CAUSES OF ACCIDENTS AT WORK AND OTHER ADVERSE EVENTS WITH A POTENTIAL IMPACT ON HEALTH THREATS (ACCIDENTS, NEAR MISSES)
- ADDRESSING STIMULI WITHIN THE WORK ERGONOMICS.

THE JOINT SPECIALIST COMMISSIONS HAVE BEEN APPOINTED TOO:

- INVESTIGATION COMMISSION FOR RESOLVING AND COMPENSATION OF WORK ACCIDENTS
- AUDIT COMMISSIONS FOR INTERNAL AUDITS

IN THE FIELD OF LABOUR SAFETY AND HEALTH PROTECTION AT PARTICULAR WORKPLACES

- JOINT EVALUATION MEETINGS WITH THE REPRESENTATIVES OF EMPLOYER (REPRESENTATIVE OF LABOUR SAFETY AND HEALTH PROTECTION), STAFF (REPRESENTATIVE OF LABOUR UNION), AND SERVICE SUPPLIER IN THE FIELD OF LABOUR SAFETY AND HEALTH PROTECTION (ENVIFORM).

WE HAVE CARRIED OUT FOLLOWING TRAININGS WITHIN THE OSH TRAINING SYSTEM:

- INDUCTION COURSES FOR NEW RECRUITS IN THE FIELD OF LABOUR SAFETY AND HEALTH PROTECTION
- INDUCTION COURSES FOR NEW RECRUITS AT WORKPLACE BY THE SUPERVISOR
- TRAININGS UNDER THE SUPERVISION OF EXPERIENCED COLLEAGUE AND FURTHER TESTING
- REGULAR EDUCATIONAL TRAININGS ACCORDING TO CURRICULUM APPROVED BY SUPERVISORS AND PARTICULAR SAFETY TECHNICIAN
- „OSH DAYS“ – CONSULTANCY AND ADVISORY EVENTS AT PARTICULAR PRODUCTION PLANTS
- EXTRAORDINARY EDUCATIONAL TRAININGS BASED ON CURRENT NEEDS – ANALYSES OF WORK ACCIDENTS AND MEASURES TO CORRECT THE NON-CONFORMITY.



CHVILKY

**BEZ
TEBE
TO BUDE MÍT
TĚŽŠÍ**

**NEJČASTĚJŠÍ PŘÍČINA ÚRAZU:
NEPOZORNOST = 73%**



WORK ACCIDENTS SOLVING TOGETHER WITH NON-LOST TIME ACCIDENTS IS ALWAYS CARRIED OUT WITH ADOPTED MEASURE TO PREVENT ANY RECURRENCE OF SUCH AN ACCIDENT. INJURIES WITH LOST TIME AS WELL AS NON-LOST TIME WITH THE POTENTIAL FOR SERIOUS INJURY, INCLUDING MEASURES TAKEN THROUGHOUT THE COMPANY, ARE INVESTIGATED BY THE COMMISSION.

CONVALESCENT STAYS

SINCE 2014, OUR COMPANY HAS BEEN PROVIDING HEALTH STAYS IN THE TATRAS FOR CHILDREN FROM PRIMARY SCHOOLS IN TŘINEC AND ITS SURROUNDINGS. IN 2014-2021, 1 726 CHILDREN FROM THE FIRST GRADE OF PRIMARY SCHOOLS PARTICIPATED IN THESE STAYS. THE AMOUNT SPENT REACHED CZK 10.7 MILLION CZK.

HOLIDAYS IN TŘINEC

TŘINECKÉ ŽELEZÁRNY PREPARED AN ENTERTAINING PRESENTATION, WHERE THE EMPLOYEES INTRODUCED THEM TO THE HISTORY AND PRODUCTS. THE CHILDREN WERE INTERESTED TO SEE SAMPLES OF SLAG AND IRON ORE, TO MAKE PUZZLES WITH THE TŽEMBLEM AND TO LEARN WHERE THEY CAN FIND STEEL PRODUCTS EVERYWHERE. THE FIRE RESCUE SERVICE OF TŘINECKÉ ŽELEZÁRNY ALSO VARIED THE PROGRAMME OF THE SUBURBAN CAMP IN TŘINEC. THE CHILDREN LOOKED AT A FIRE TRUCK WITH INTEREST AND TRIED OUT A FIRE EXTINGUISHER WITH THE ASSISTANCE OF FIREFIGHTERS.

THE CITY OF TŘINEC ORGANIZES HOLIDAYS IN TŘINEC FOR SCHOOL AGE CHILDREN TOGETHER WITH NON-PROFIT ORGANIZATIONS AND COMPANIES OPERATING IN THE CITY.

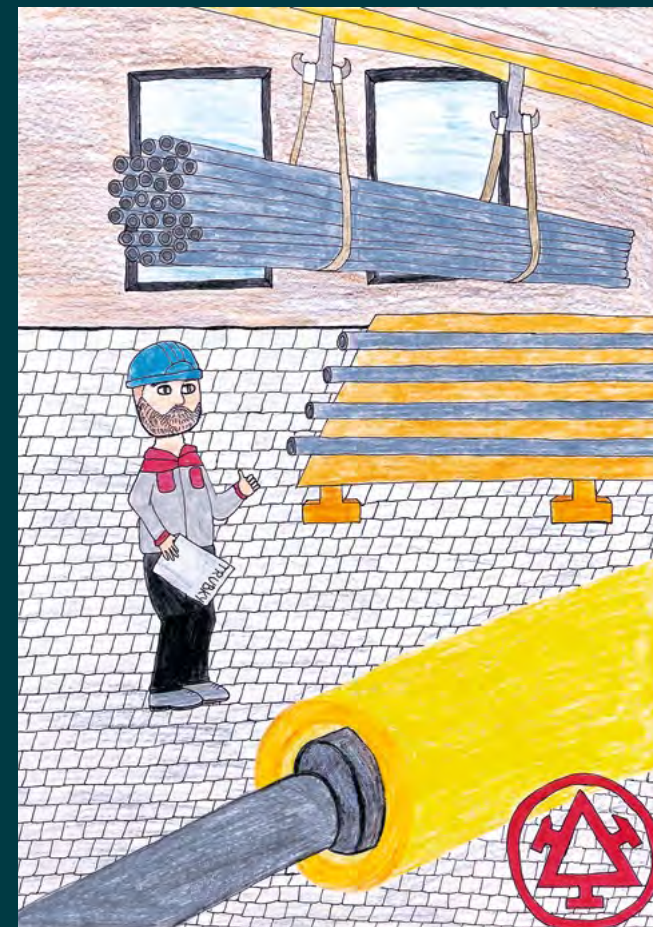


MY DAD WORKS AT WERK

Třinecké železářny together with the Třinec Primary School of Art announced the art competition "MY DAD WORKS AT WERK". The task of the children was to portray their dad, mum or another family member at his workplace on the premises of Třinecké železářny. 106 children entered the competition, so the commission had a difficult task to select the best pictures. Both the quality of the workplace of the workmanship and the artist's ability to depict the workplace of their relatives in a believable way were evaluated; it was obvious that the schoolchildren were really talking to their parents, which was one of the aims of the competition. Twenty of the best works were transferred by the small artist to the long concrete wall lining Závodní street in Třinec. In this way to work for all the employees of the Třinecké železářny.

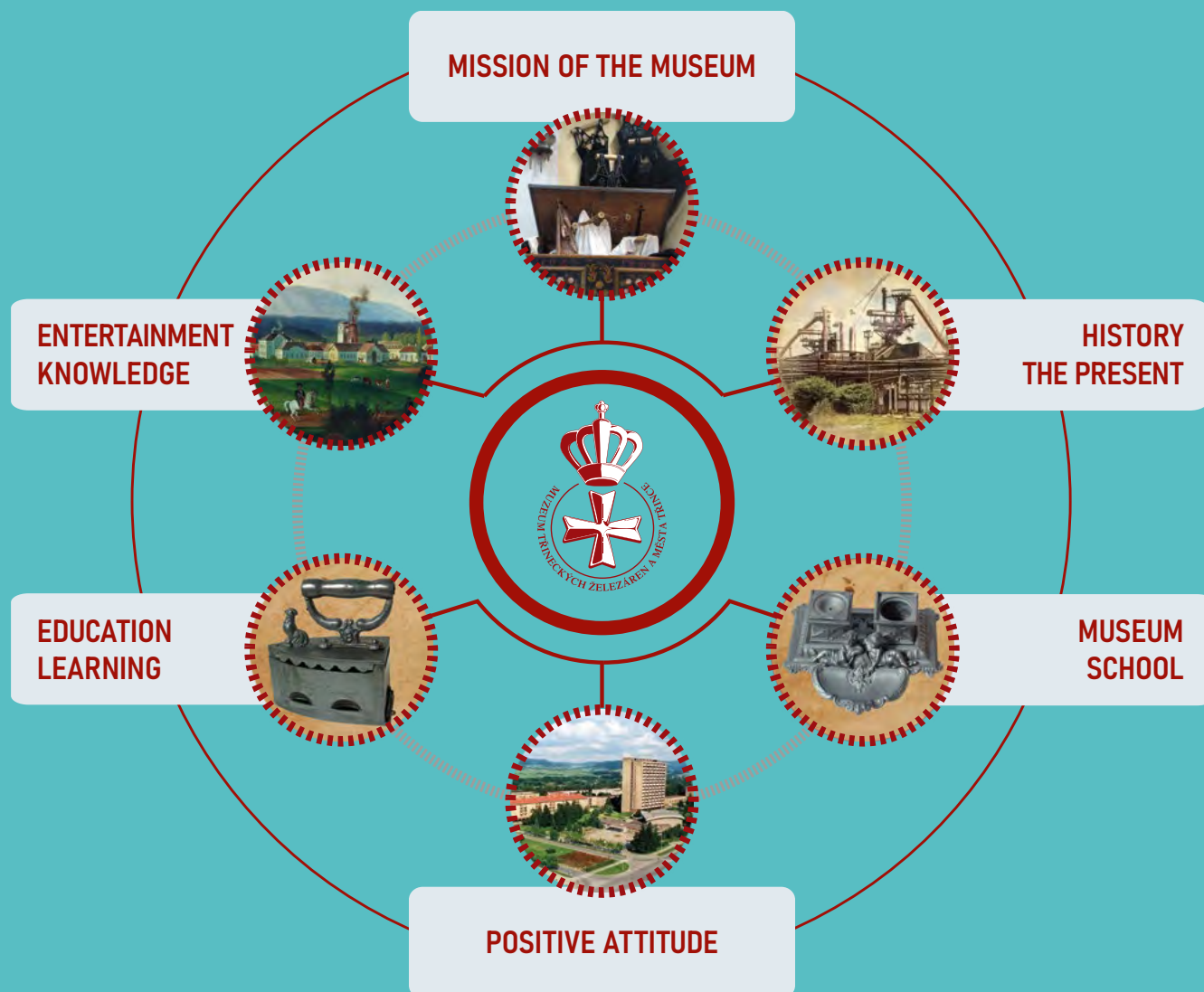
ALL THE PICTURES OF THIS ART COMPETITION AND THE DIVERSE RANGE OF PROFESSIONS WERE THAT PRESENTED TO THE PUBLIC AT AN EXHIBITION IN THE GARDEN OF THE MUSEUM OF TŘINECKÉ ŽELEZÁRNY AND THE CITY OF TŘINEC.





SELECTED WINNING WORKS DECORATING ZÁVODNÍ STREET

AS THE COMPANY WITH THE LONGEST TRADITION AND THE LARGEST EMPLOYER IN THE REGION, Třinecké železářny has been operating its company museum since 1969. Over the course of its existence, it has gained a number of supporters, as evidenced by the ever-increasing number of visitors. Its mission and focus make it a unique institution within the region and Třinecké železářny together with the city of Třinec support the cultural life of the citizens through it. After the reconstruction of the permanent exhibition in 2019, the museum manages the following exhibition spaces – the permanent exhibition, three rooms for temporary exhibitions and a gallery. Visitors can also see the outdoor work gallery in the garden. The museum is not only used for exhibition purposes, but also for important events, visits of the company or city management. It organizes annual educational programs and competitions for primary and secondary schools students and the public. Events such as the Museum Summer, the Living Nativity scene, in the Name of Fashion and Carving symposia are shining examples of the success of this important institution.



SINCE 2012, TŘINECKÉ ŽELEZÁRNY HAS BEEN ORGANIZING A CORPORATE EVENT CALLED „VOLUNTEER DAY“ TO SUPPORT PUBLIC BENEFIT ACTIVITIES IN NON-PROFIT ORGANIZATIONS IN THE REGION. SO FAR, 344 TŽ EMPLOYEES HAVE TAKEN PART IN IT.

IN 2021, 37 EMPLOYEES PARTICIPATED IN THE VOLUNTEER DAY.

LAST YEAR, THEY THREW THEMSELVES INTO FOREST RESTORATION TOGETHER WITH STUDENTS OF THE TRINEC GYMNASIUM AND THE SECONDARY VOCATIONAL SCHOOL OF TŘINEC IRONWORKS. INSTEAD OF THEIR REGULAR WORK, SEVERAL OTHER EMPLOYEES OF THE STEELWORKS STARTED WORKING AS HELPERS AT THE SCHOOL FOR CHILDREN WITH SPECIAL EDUCATIONAL NEEDS IN TŘINEC, WHERE THEY HELPED WITH THE MAINTENANCE OF THE BUILDING AND THE GARDEN. THIS IS THE FOURTH TIME THE COMPANY HAS CARRIED OUT FOREST RESTORATION WITH THE SALAMADR CSOP ENVIRONMENTAL ASSOCIATION. PLANTING NATIVE TREE SPECIES AND RESTORING THE DIVERSITY OF THE FOREST IS A LONG-TERM GOAL OF THE ASSOCIATION, SO WE ARE PLANTING FIR TREES AND OTHER MISSING TREE SPECIES WITH VALUABLE BESKYDY GENETIC ORIGIN.

**THE TOTAL OF 37 EMPLOYEES
PARTICIPATED IN THE VOLUNTEER
DAY IN 2021**



TUBE MILL IN OSTRAVA

THE EMPLOYEES OF THE TUBE MILL SET OUT ON THEIR FIRST VOLUNTEER DAY. INSTEAD OF WORKING A SHIFT, THE WORKERS HEADED TO THE SALVATION ARMY CENTRE AND THE CITY PARK IN MORAVSKÁ OSTRAVA PŘÍVOZ. THIRTEEN VOLUNTEERS TOOK A PART IN THE FIRST YEAR.

BILLET MILL IN Kladno

AS PART OF THEIR VOLUNTEER DAY, WORKERS AT THE BILLET MILL IN Kladno HELPED WITH HEDGE TRIMMING AND OTHER WORK IN THE GARDEN OF THE CHILDREN'S CENTRE AND KORÁLEK PRIMARY SCHOOL.



EMPLOYEES OF TŘINECKÉ ŽELEZÁRNY AND ITS SUBSIDIARIES ON THE STEELWORKS' PREMISES ONCE AGAIN TOOK PART IN THE NATIONWIDE „BIKE TO WORK“ CHALLENGE AND CYCLED A TOTAL OF AN INCREDIBLE 11,594 KILOMETRES.



THE ACTIVITY WAS TAKEN UP BY 34 EMPLOYEES WHO SIGNED UP AND LOGGED THEIR MILEAGE. HOWEVER, CYCLING TO WORK IS A TRADITIONAL AND WIDELY USED ACTIVITY, WHICH EMPLOYEES PREFER MAINLY BECAUSE IT SPEEDS UP THEIR JOURNEY HOME. AROUND 4,000 OF THE COMPANY EMPLOYEES HAVE PERMISSION TO ENTER THE SITE.



THANK YOU for commuting by bike





ENVIRONMENTAL PROTECTION



ENVIRONMENTAL PROTECTION

CLIMATE PROTECTION

A GREAT DEAL OF ATTENTION IS PAID TO THE IMPACT ON CLIMATE CHANGE AND THE SEARCH AND IMPLEMENTATION OF MEASURES TO REDUCE OR CAPTURE GREENHOUSE GASES.

EFFORTS TO REDUCE GREENHOUSE GAS EMISSIONS ARE PART OF TŽ'S POLICY.

SINCE 2016, AN ENERGY MANAGEMENT SYSTEM ACCORDING TO EN ISO 50001: 2011 HAS BEEN INTRODUCED. THE ACHIEVED ENERGY SAVING FOR THE PERIOD 2016-2021 REPRESENTS A SAVING IN CO₂ EMISSIONS OF 145,000 T CO₂.

OTHER MEASURES TO REDUCE GREENHOUSE GAS EMISSIONS INCLUDE, FOR EXAMPLE, THE ANNUAL PLANTING OF GREENERY AND THE MAINTENANCE OF EXTENSIVE EXISTING GREENERY, IN WHICH APPROXIMATELY 100,000 TONNES OF CO₂ ARE BOUND IN THE LONG TERM; AS WELL AS PURCHASING THE „GREEN“ ELECTRICITY. THE OPERATION OF THE COMPANY'S ADMINISTRATIVE BUILDINGS, I.E. THEIR LIGHTING, AIR CONDITIONING AND OTHER ELECTRICITY CONSUMPTION, IS ALREADY SUPPLIED BY RENEWABLE ENERGY.

AT THE SAME TIME, AN AMBITIOUS STRATEGIC TARGET TO REDUCE CO₂ EMISSIONS BY 35% BY 2030 COMPARED TO 2020 HAS BEEN SET AND A CHALLENGING STEEL TECHNOLOGY TRANSFORMATION PROJECT IS UNDERWAY TO ACHIEVE THIS.

OUR STEEL PRODUCTS ALSO CONTRIBUTE TO MEETING THE EUROPEAN UNION'S CLIMATE TARGETS, AS THEY ARE 100% RECYCLABLE AND FULFIL THE PRINCIPLES OF ENVIRONMENTAL SUSTAINABILITY AND PLAY A VITAL ROLE IN RAIL TRANSPORT, WIND AND HYDRO POWER PLANTS AND COMPONENTS FOR THE ENVIRONMENTALLY FRIENDLY AUTOMOTIVE INDUSTRY.

THE CARBON FOOTPRINT OUR PRODUCTION IS APPROXIMATELY 1,62 T CO₂/T STEEL, WHICH IS BELOW AVERAGE FOR IRON AND STEEL PRODUCTION USING THE TRADITIONAL ORE ROUTE.

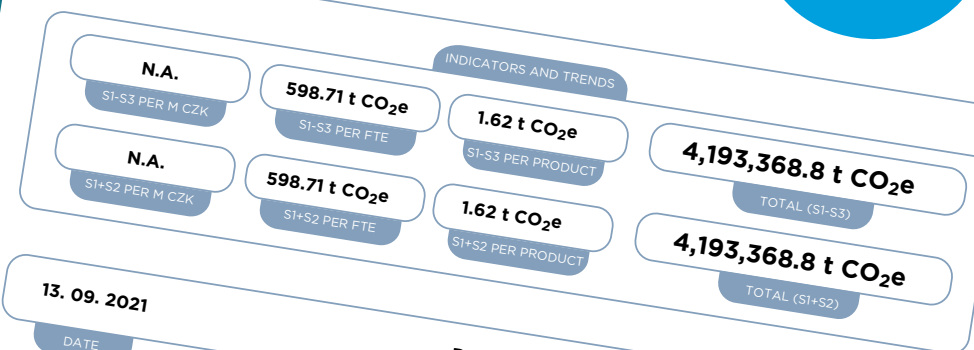
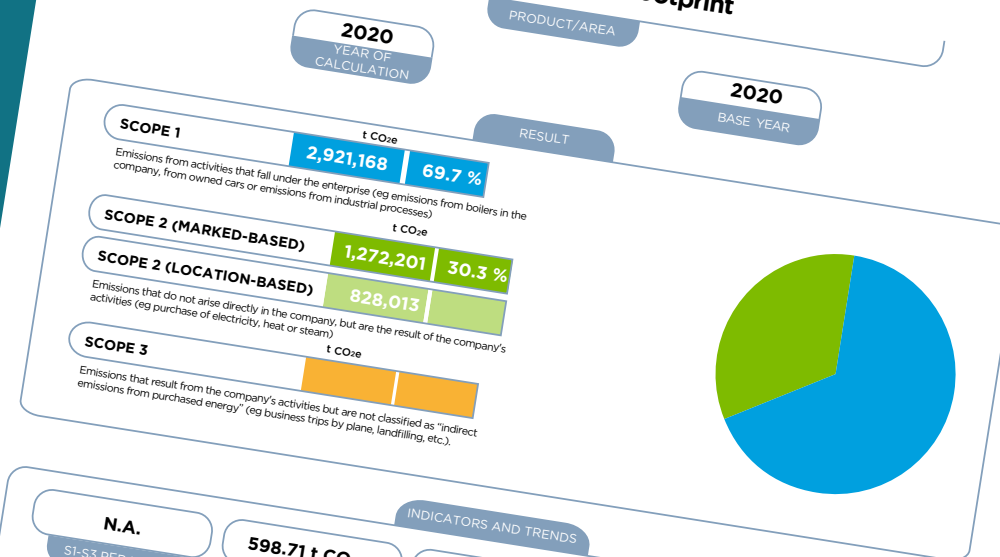


CARBON FOOTPRINT

... IS THE AMOUNT OF EMITTED GREENHOUSE GASES. CARBON FOOTPRINT MAY INVOLVE AN INDIVIDUAL, PRODUCT OR EVENT. BUT IT IS MOST OFTEN USED IN CONNECTION WITH THE PRODUCTS AND DEFINES THE AMOUNT OF ALL GREENHOUSE GASES, WHICH WERE RELEASED IN THE MANUFACTURE OF A PARTICULAR PRODUCT. SIMILAR PRODUCT CHARACTERISTICS IS USED TO SELECT THE PRODUCT WHOSE PRODUCTION HAS MINIMAL IMPACT ON THE ENVIRONMENT. THESE ARE INDICATORS OF ENVIRONMENTAL BURDEN THAT ARE DERIVED FROM THE OVERALL ENVIRONMENTAL FOOTPRINT. CARBON FOOTPRINT CALCULATION IN ACCORDANCE WITH ISO 14064/2018 AND GHG PROTOCOL STANDARDS AND PRINCIPLES.

TŘINECKÉ ŽELEZÁRNY, a. s.

Company Carbon Footprint



13. 09. 2021

DATE

Rudná

PLACE

CI2, o. p. s., Jeronýmova 337/6, 252 19 Rudná

SIGNATURE

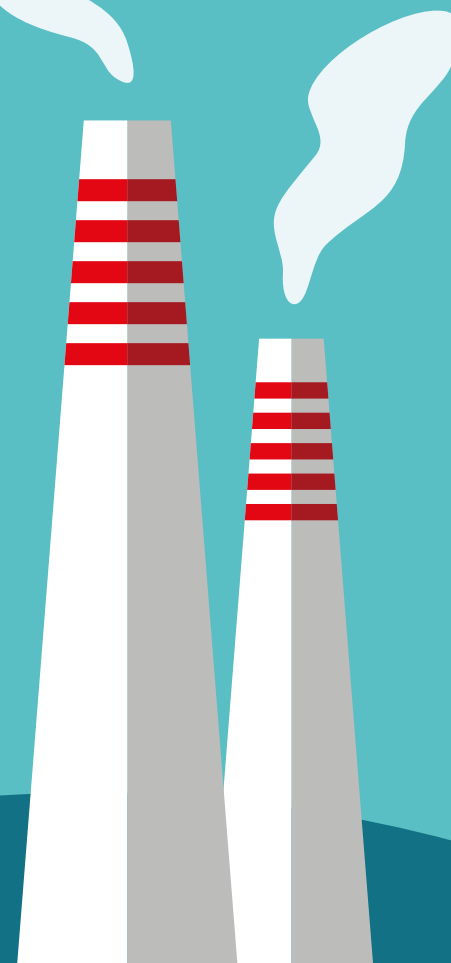
**THE EMISSION INTENSITY OF STEEL
PRODUCED IN TŽ IS AT LEVEL OF**

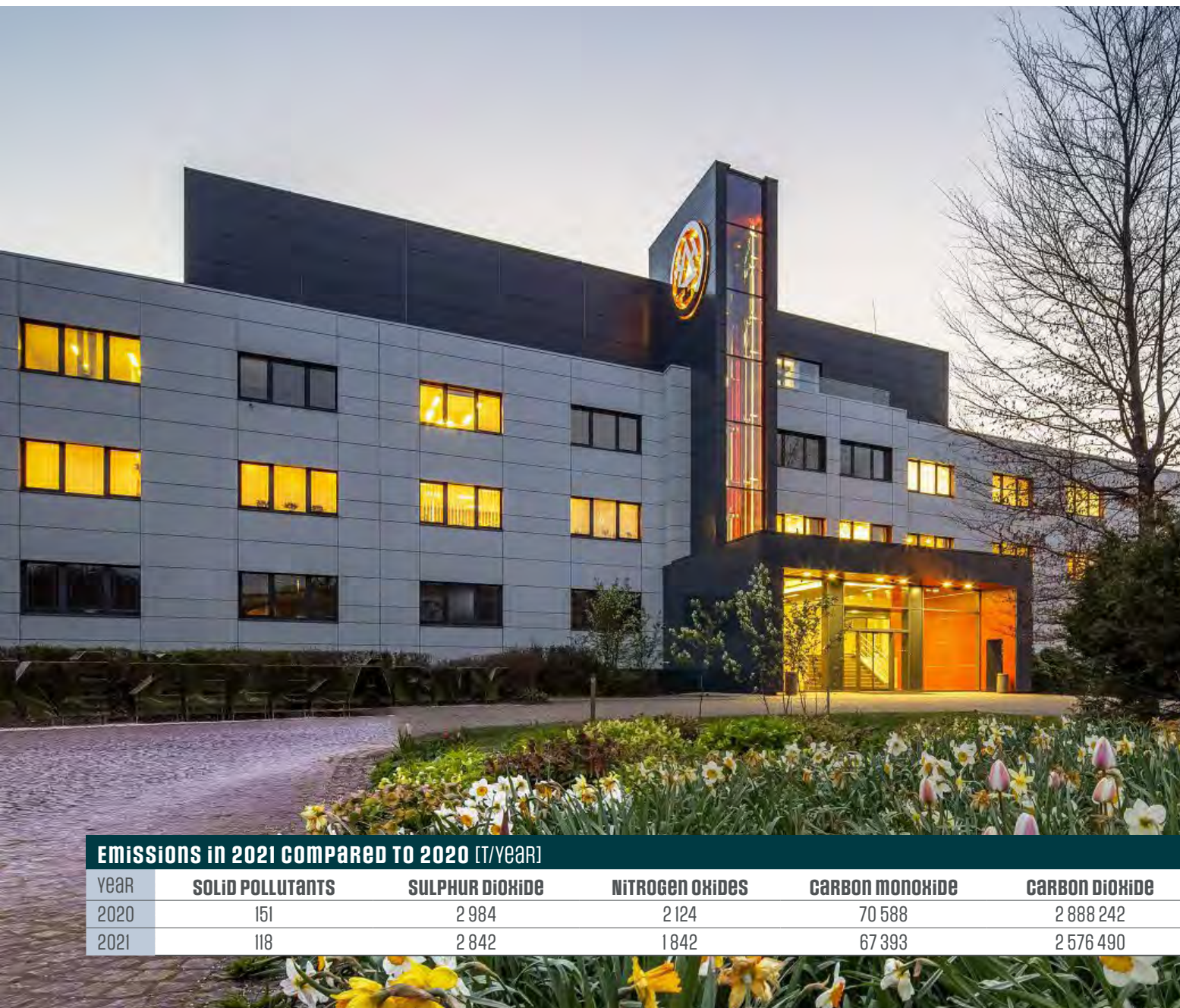
1.62T CO₂

PER TONNE OF STEEL

**BELOW-AVERAGE VALUE FOR THE PRODUCTION
OF IRON AND STEEL BY THE TRADITIONAL ORE ROUTE**

**THE RESULT OF INVESTMENTS
IN ECOLOGY OF THE
LAST 30 YEARS**



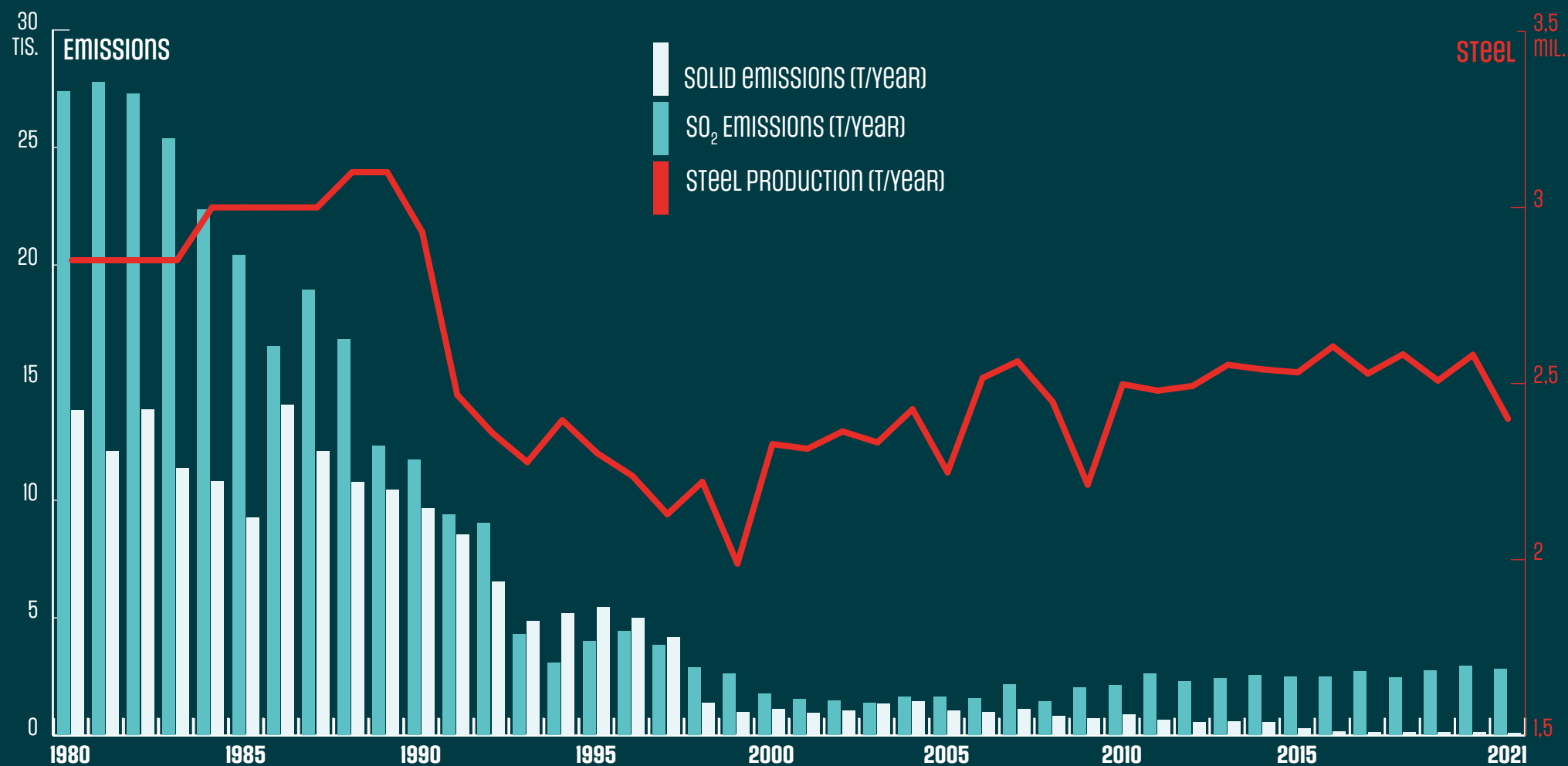


COMPARED TO 2020, THERE WAS SLIGHT YEAR-ON-YEAR DROP IN SOLID POLLUTANT EMISSIONS, NITROGEN OXIDES, SULPHUR OXIDES, AND CARBON MONOXIDE. THIS DROP CORRESPONDS TO THE YEAR-ON-YEAR DECREASE IN PRODUCTION ON THE MAIN FACILITIES.

GHG EMISSIONS IN THE YEAR OF 2021 AMOUNTED TO 2 532 658 T OF CARBON DIOXIDE FOR TŘINECKÉ ŽELEZÁRNY IN TŘINEC AND 43 832 T OF CARBON DIOXIDE FOR BILLET MILL IN KLADNO. THE TOTAL GREENHOUSE GAS EMISSIONS FROM TŘINECKÉ ŽELEZÁRNY FOR 2021 2 576 490 T OF CARBON DIOXIDE, WHICH REPRESENTS A YEAR-ON-YEAR DECREASE OF ABOUT 11% CAUSED BY LOWER YEAR-ON-YEAR PRODUCTION OF MAINLY PIG IRON.

EMISSIONS IN 2021 COMPARED TO 2020 [T/YEAR]

YEAR	SOLID POLLUTANTS	SULPHUR DIOXIDE	NITROGEN OXIDES	CARBON MONOXIDE	CARBON DIOXIDE
2020	151	2 984	2 124	70 588	2 888 242
2021	118	2 842	1 842	67 393	2 576 490



**EMISSIONS PER UNIT OF PRODUCTION IN 2021 COMPARED TO 2020**

Year	SOLID POLLUTANTS (KG/T OF STEEL/YEAR)	SULPHUR DIOXIDE (KG/T OF STEEL/YEAR)	NITROGEN OXIDES (KG/T OF STEEL/YEAR)	CARBON MONOXIDE (KG/T OF STEEL/YEAR)	CARBON DIOXIDE (T/T OF STEEL/YEAR)
2020	0.06	1.16	0.83	27.36	1.19
2021	0.05	1.18	0.76	28.07	1.07

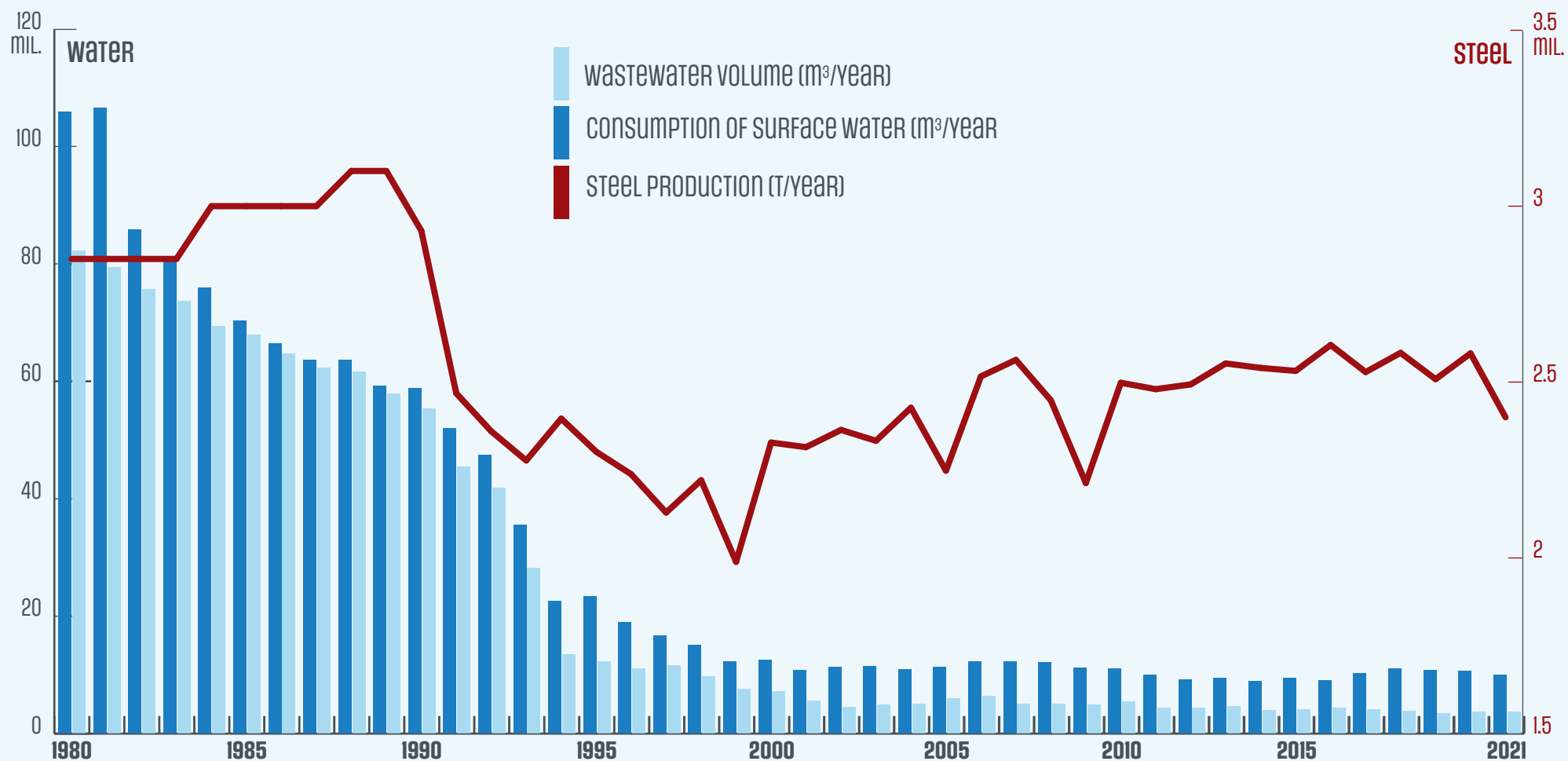
THE AMOUNT OF WASTE INDUSTRIAL WATER DISCHARGED INTO THE OLŠE WATERCOURSE AND ITS QUALITY SHOWS A SLIGHT DECREASE IN 2021 COMPARED TO 2020. IN THE LONG TERM, HOWEVER, THE STATE OF WATER MANAGEMENT IN TRINECKÉ ŽELEZÁRNY HAS STABILIZED. THE LEVEL OF WASTEWATER POLLUTION REACHES A SUSTAINABLE LEVEL WITH REGARD TO MEETING THE PERMITTED POLLUTION LIMITS.

THERE WAS A SLIGHT INCREASE IN WASTE WATER PRODUCTION PER TONNE OF STEEL PRODUCED. IN 2020 WASTEWATER PRODUCTION WAS 1,46 M³/T AND IN 2021 IT WAS 1,54 M³/T.



POLLUTION DISCHARGED INTO WATER FLOWS FROM 2021 TO 2020

YEAR	VOLUME OF WASTEWATER [M ³ /YEAR]	UNDISSOLVED SUBSTANCE [T/YEAR]	C ₁₀ – C ₄₀ HYDROCARBONS [T/YEAR]	DISSOLVED INORGANIC SALTS [T/YEAR]	CHEMICAL OXYGEN CONSUMPTION USING DICHROMATIC METHOD [T/YEAR]	TOTAL IRON [T/YEAR]
2020	3 761 015	29.7	0.40	2 066	64.2	3.2
2021	3 693 491	27.5	0.19	2 089	62.5	3.0



VOLUME OF WASTEWATER ON UNIT
OF PRODUCTION FROM 2020 TO 2021

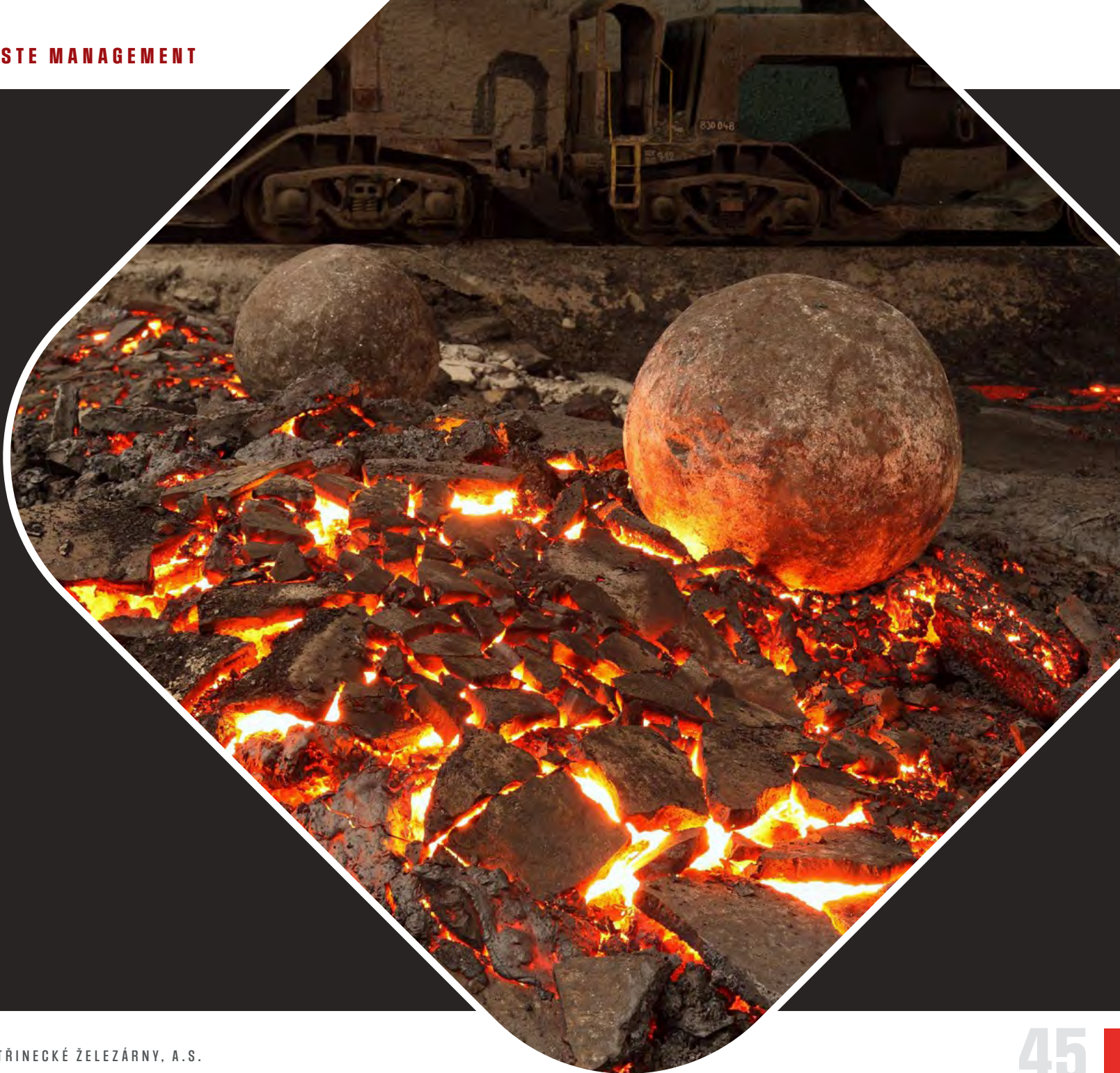
Year	VOLUME OF WASTEWATER (m ³ /T PRODUCTION OF STEEL/YEAR)
2020	1.46
2021	1.54

COMPARED TO THE YEAR 2020, WHICH CAN BE CONSIDERED A RECORD YEAR IN TERM OF LONG-TERM REDUCTION OF THE AMOUNT OF WASTE IN TŽ, THE PRODUCTION OF WASTE IN THE CATEGORY „OTHER“ INCREASED IN THE YEAR 2021. THE GENERATION OF HAZARDOUS WASTE REMAINED AT AROUND THE 2020 LEVEL.

SPECIFICALLY, A TOTAL OF 71 594 TONNES OF WASTE WILL BE GENERATED IN 2021, OF WHICH 56 735 TONNES OF „OTHER“ WASTE AND 14 859 TONNES OF HAZARDOUS WASTE.

HIGHER WASTE PRODUCTION IS ALSO ASSOCIATED WITH A SLIGHT INCREASE IN THE AMOUNT OF WASTE PER TONNE OF STEEL PRODUCED. THIS INDICATOR FOR 2021 IS 29,8KG/T OF STEEL.

THE MAIN CONTRIBUTORS TO THE INCREASE IN THE AMOUNT OF WASTE IN THE „OTHER“ CATEGORY ARE WASTES FROM LININGS AND REFRACTORIES FROM METALLURGICAL AND NON-METALLURGICAL PROCESSES. THE REASON FOR THE INCREASE IN THESE WASTES WAS THE HIGHER RATE OF REPAIR OF PRODUCTION UNITS ASSOCIATED WITH THEIR PRODUCTION.





**EVERY YEAR, WE SUPPLY THE CEMENT
FACTORIES WITH 600 000 TONNES OF
GRANULATED BLAST FURNACE SLAG**

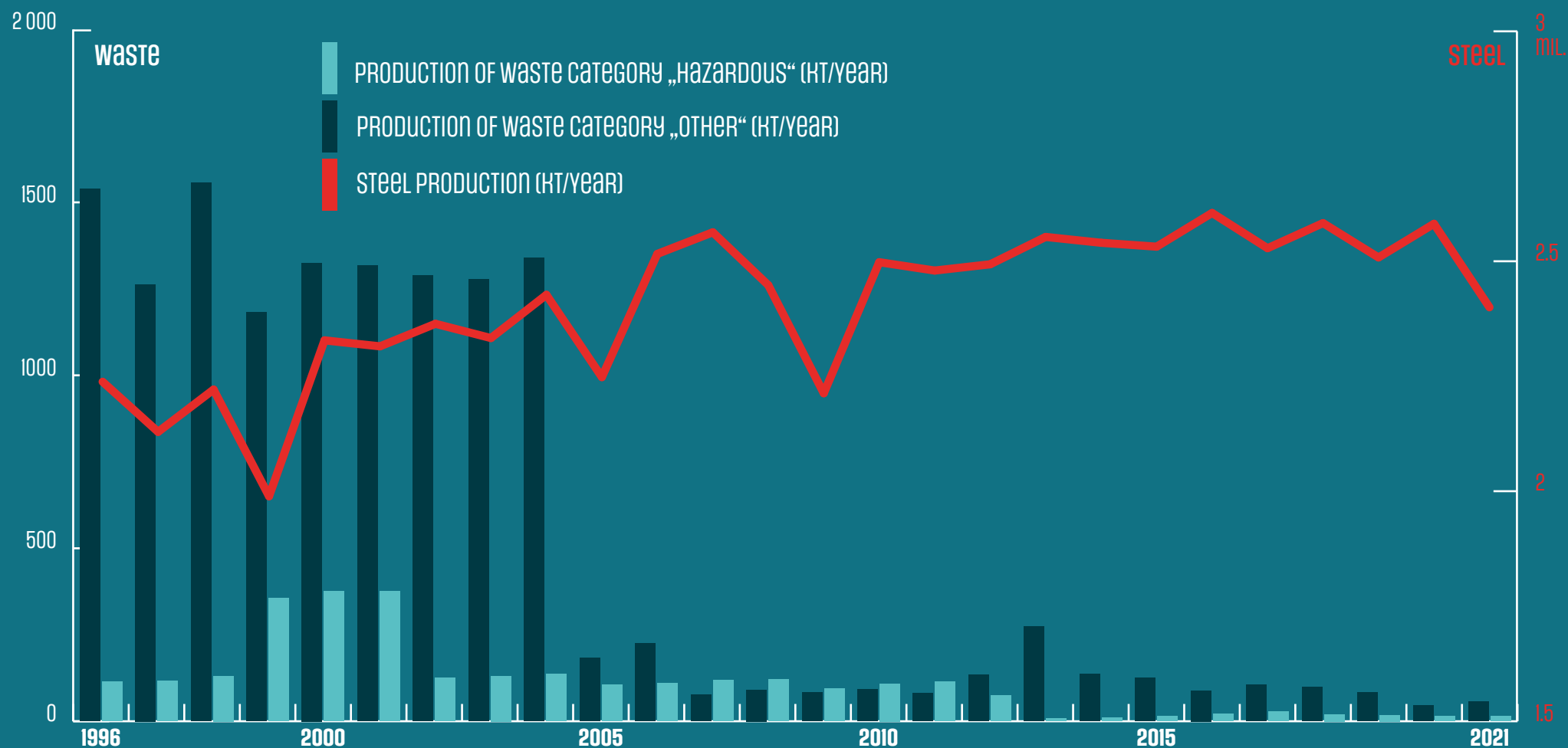
**THIS SAVES MORE THAN
500 000 TONNES OF
CO₂ ANNUALLY**

VOLUME OF WASTE IN 2021 COMPARED TO 2020

YEAR	STEEL PRODUCTION [T/YEAR]	PRODUCTION OF WASTE CATEGORY „OTHER“ [T/YEAR]	PRODUCTION OF WASTE CATEGORY „HAZARDOUS“ [T/YEAR]
2020	2 581 443	46 448	14 291
2021	2 399 872	56 735	14 859

WASTE PRODUCTION PER UNIT OF PRODUCTION FOR 2021 COMPARED TO 2020

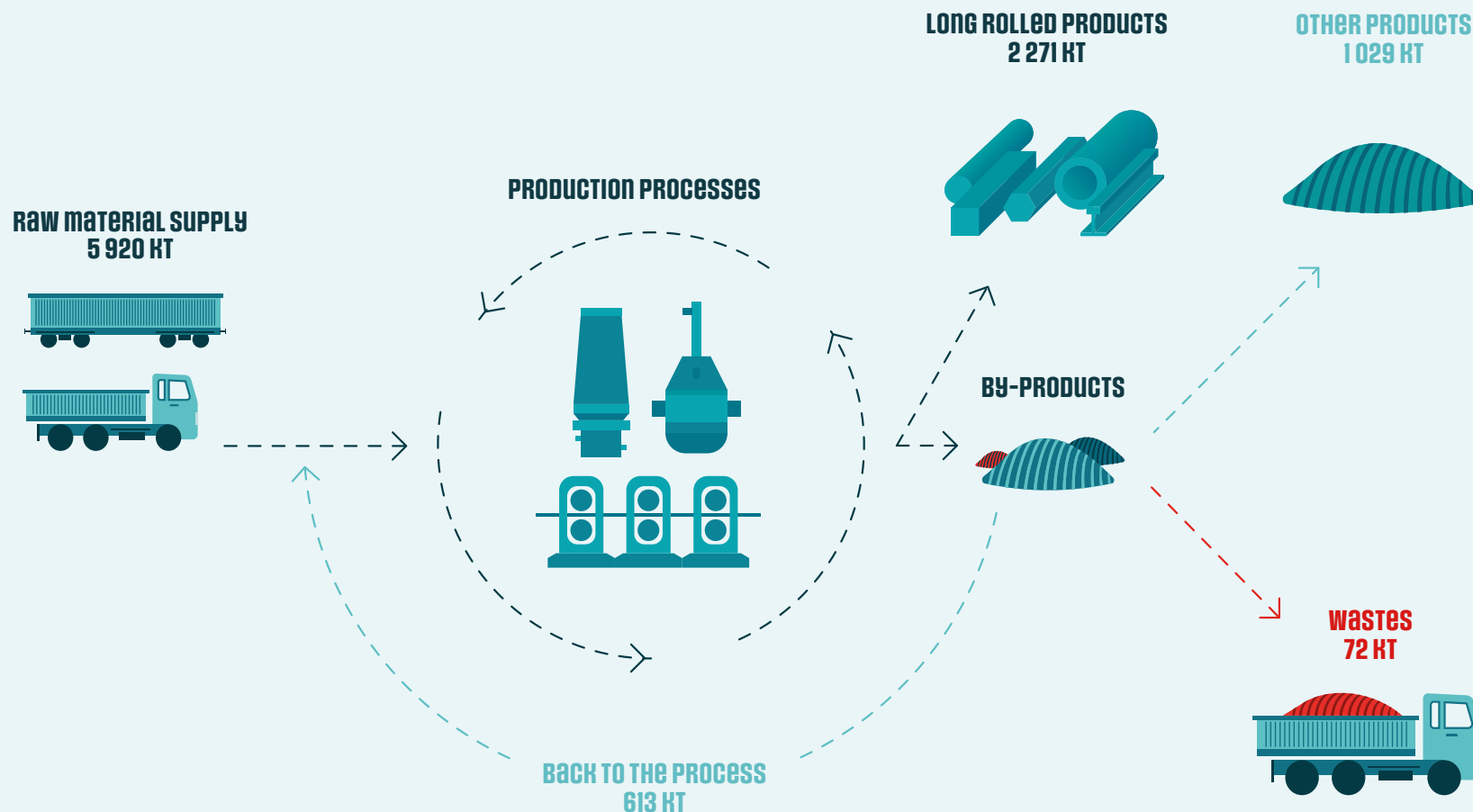
YEAR	STEEL PRODUCTION [T/YEAR]	WASTE PRODUCTION PER TON OF PRODUCED STEEL	
		CATEGORY „OTHER“ [T/YEAR]	CATEGORY „HAZARDOUS“ [T/YEAR]
2020	2 581 443	0.018	0.006
2021	2 399 872	0.024	0.006



CIRCULAR economy

TŽ 2021

IN GENERAL, IT CAN BE STATED THAT WASTE MANAGEMENT IN TŽ IN 2021 WAS FULLY IN ACCORDANCE WITH THE LEGISLATION IN FORCE. EMPHASIS WAS PLACED NOT ONLY ON THE HIERARCHY OF WASTE MANAGEMENT PRIORITIES, BUT ALSO ON THE APPLICATION OF THE PRINCIPLES OF CIRCULAR ECONOMY. FROM A CIRCULAR ECONOMY PERSPECTIVE, OF THE TOTAL AMOUNT OF BY-PRODUCTS GENERATED IN 2021 AS AN INTEGRAL PART OF PRODUCTION, 60% WERE PROCESSED INTO PRODUCTS, 36% WERE USED IN THE PRODUCTION PROCESS AND ONLY 4% WERE DISPOSED OF AS WASTE.



THE AMOUNT OF PACKAGING THAT TŘINECKÉ ŽELEZÁRNY USES TO PACKAGE ITS PRODUCTS IS CONSTANTLY DEPENDENT ON THE RANGE OF PRODUCTS SOLD, CUSTOMER REQUIREMENTS AND SALES VOLUME.

IN 2021, TŽ ALSO ENSURED THE TAKE-BACK AND UTILIZATION OF PACKAGING WASTE PRODUCTS, WHICH THEY PLACE ON THE MARKET THROUGH THE AUTHORIZED PACKAGING COMPANY EKO-KOM, A.S.

COMPARED TO THE PREVIOUS YEAR, THERE WAS LESS PACKAGING PRODUCTION IN TŽ DUE TO A SLIGHT DECREASE IN SALES AND OPTIMISATION OF THE USE OF PACKAGING PRODUCTS.



PACKAGING PUT ON THE MARKET IN 2021 COMPARED TO 2020

YEAR	MATERIAL OF PACKAGE (T/YEAR)				TOTAL
	METAL FE	PLASTIC	WOOD	OTHERS	
2020	3 372	31	7 455	201	11 059
2021	3 275	32	7 282	197	10 786

NATURE CONSERVATION AND THE DEVELOPMENT AND MAINTENANCE OF GREEN SPACES IS AND ALWAYS HAS BEEN AN IMPORTANT ASPECT OF SOCIETY. IN 2021, APPROXIMATELY **CZK 4.7 MILLION WAS INVESTED IN THIS AREA.**

NEW TREE GREENERY WAS PLANTED ON ZÁVODNÍ STREET, ALONG THE KŘÍVEC STREAM, IN FRONT OF THE COMPANY'S HEADQUARTERS AND ALSO ON THE RECLAIMED PART OF THE NEBORANKA LANDFILL. IN ADDITION TO TREES, CLIMBING PLANTS WERE PLANTED LAST YEAR ON ZÁVODNÍ STREET AND IN FRONT OF THE COMPANY'S HEADQUARTERS, SO THAT THEY COULD PERFORM NOT ONLY AN AESTHETIC FUNCTION, BUT ALSO A HYGIENIC ONE, WHICH PRIMARILY MEANS THE TRAPPING OF DUST PARTICLES. MAINTENANCE OF THE EXISTING GREENERY ON THE COMPANY'S EXTENSIVE PROPERTIES WAS ALSO CARRIED OUT.

AS IN PREVIOUS YEARS, IN MARCH 2021, REGULAR CLEANING AND CLEANING OF THE BANKS OF THE OLŠE RIVER FLOWING THROUGH THE COMPANY'S PREMISES IN A TOTAL LENGTH OF ABOUT 6 KM TOOK PLACE. APPROXIMATELY 1 T OF MIXED WASTE WAS COLLECTED AND HANDED OVER FOR DISPOSAL.



Since 2020, **THREE BEE COLONIES** have been kept on the premises and on the reclaimed part of the NEBORANKA LANDFILL. In 2021, approximately 12 kg of „WERK“ FLOWER HONEY was produced for the first time.

In 2021, Třinecké železářny put up a total of five nesting boxes for **TAWNY OWL and LITTLE OWL** in Třinec and on the company's premises. It is **THE OWL POPULATION** that the company has decided to support in 2021. Students of the secondary vocational school of Třinecké železářny traditionally participated in the production of owl boxes. The regular cleaning of the previously placed birdhouses for **KINGFISHERS, MERGANSERS, WHITE-THROATED DIPPERS, GREAT TITS and OTHER BIRD SPECIES** took place in two stages in the month of November with the help of the TŽ fire brigade.



REMEDIAL WORK ON CONTAMINATED SITES ON THE TŽ SITE HAS BEEN ONGOING SINCE 2003. IN ACCORDANCE WITH THE TERMS OF THE GUARANTEE FROM THE SO-CALLED ECOLOGICAL CONTRACT NO. 185/97, AS AMENDED, CONCLUDED WITH THE MINISTRY OF FINANCE OF THE CZECH REPUBLIC, THE LAST SITE OF THE TOTAL NUMBER OF 24 REMEDIATION OBJECTS OF THE "TŘINEC-TŽ-REMEDIAL" PROJECT REMAINS TO BE COMPLETED. IN ADDITION, SEVERAL OTHER REMEDIATION PROJECTS ARE BEING PREPARED, WHICH ARE DEALT WITH AS NEW FACTS IN A SEPARATE CONTRACT.

THIS CONCERNS THE HYDRAULIC REMEDIATION OF RESIDUAL GROUNDWATER CONTAMINATION ON THE LEFT BANK OF THE OLŠE RIVER ALONG ZÁVODNÍ STREET, REMEDIATION AND TREATMENT OF THE BOTTOM OF THE DAMMED LÍŠŤNICE RIVER INCLUDING THE MOUTH OF THE OLŠE RIVER AND INTENSIFICATION OF HYDRAULIC REMEDIATION GROUNDWATER AT THE RAILWAY ACCESSORIES PLANT – ROLLING MILL FOR PREFORMS AND ROUGH PROFILES OPERATION. ACTIVE REMEDIATION WORK ON THE LEFT BANK OF OLŠE ALONG ZÁVODNÍ STREET WILL START IN 2022. OTHER PROJECTS ARE IN THE PREPARATION PHASE.



AS A MANUFACTURER OF STEEL AND RELATED SUBSTANCES, WE ARE OBLIGED TO COMPLY WITH THE OBLIGATIONS SET OUT IN REGULATIONS (EC) NO 1907/2006 OF THE COUNCIL ON THE REGISTRATION, EVALUATION, AUTHORISATION AND RESTRICTION OF CHEMICAL (REACH) AND REGULATION (EC) NO 1272/2008 ON CLASSIFICATION, LABELLING AND PACKAGING OF SUBSTANCES AND MIXTURES (CLP).

REACH'S MAIN OBLIGATION IS THE REGISTRATION OF MANUFACTURED SUBSTANCES, WHICH TOOK PLACE IN 2010. ANOTHER EQUALLY IMPORTANT OBLIGATION OF THE MANUFACTURER IS COMMUNICATION IN THE SUPPLY CHAIN. AT THE REQUEST OF CUSTOMERS, INFOR-

MATION ON SUBSTANCES OF VERY HIGH CONCERN (SVHC), SUBSTANCES BANNED IN ARTICLES, REGISTRATION DOSSIER NUMBERS, ETC. IS PROVIDED BY THE MANUFACTURER. THE REGISTRATION DOSSIERS OF REGISTERED SUBSTANCES ARE GRADUALLY UPDATED ACCORDING TO THE REQUIREMENTS OF ECHA WITHIN THE FRAMEWORK OF THE MEMBERSHIP OF INDIVIDUAL CONSORTIA.

THE HANDLING OF CHEMICALS AND MIXTURES AT TŽ'S OPERATIONS IS MONITORED THROUGH REGULAR INTERNAL CONTROLS THAT ASSESS COMPLIANCE WITH CLP, REACH AND OTHER LEGISLATION ON CHEMICAL AND MIXTURES, INCLUDING OCCUPATIONAL SAFETY.



IN THE LONG TERM, WE ARE WORKING ON ENERGY CONSUMPTION DECREASE

**– WE REUSE ALL GASES
FROM STEEL PRODUCTION**

**– BLAST FURNACE, CONVERTER
AS WELL AS COKE OVEN ONE**

THE EFFORT TO CONTINUALLY REDUCE ENERGY CONSUMPTION IS AN INTEGRAL PART OF THE POLICY OF TŽ, WHICH IS MANIFESTED IN PRACTICE BY THE GRADUAL REPLACEMENT OF OBSOLETE PRODUCTION FACILITIES WITH MODERN ONES WITH LOWER ENERGY INTENSITY AND MAXIMUM ENERGY UTILIZATION OF THE BY-PRODUCTS OF THE STEELWORKS.

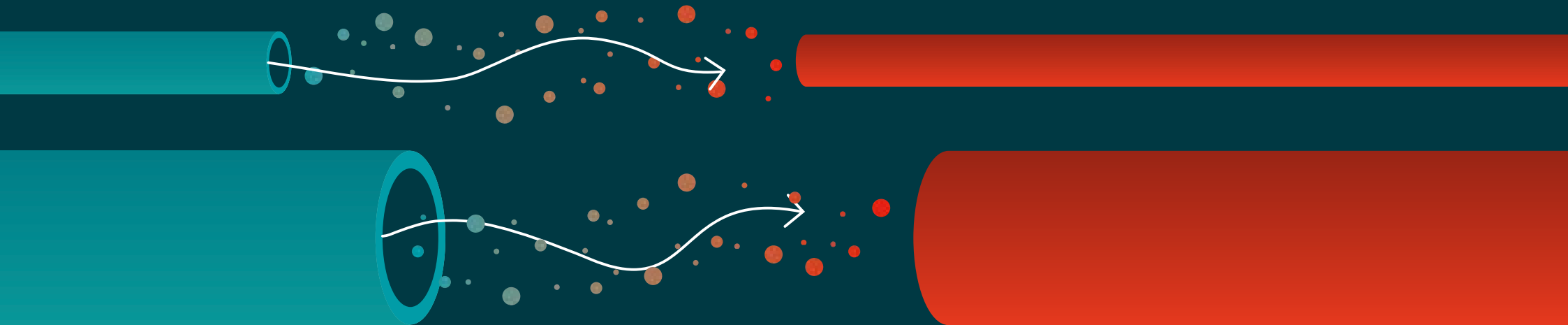
IN TŘINECKÉ ŽELEZÁRNY, WE HAVE IMPLEMENTED AND USE THE ENERGY MANAGEMENT SYSTEM ACCORDING TO EN ISO 50001, WHICH WAS SUBJECT TO CERTIFICATION IN 2016. IN 2021, THE SECOND CONTROL AUDIT OF THE SYSTEM ACCORDING TO ČSN EN ISO 50001-2019 TOOK PLACE NOT ONLY IN TŘINEC, BUT ALSO IN DETACHED WORKPLACES (TUBE

ROLLING MILL STEEL DRAWING MILL, BILLET ROLLING MILL) THAT WERE EXTENDED IN 2017. IN 2022 A SECOND CONTROL AUDIT OF THIS SYSTEM ACCORDING TO THE EN ISO 50001-2019 STANDARD IS AHEAD OF US.

METALLURGICAL GASES GENERATED IN THE PROCESS OF PRODUCTION OF COKE, PIG IRON AND STEEL IN 2021 WERE USED FOR ENERGY PURPOSES IN AVERAGE LEVEL OF 95,91%.

THE SPECIFIC ELECTRICITY CONSUMPTION IN 2021 WAS 303,46 KWH PER TONNE OF STEEL PRODUCED.

THE ACTUAL TECHNOLOGICAL ENERGY INTERCITY IN 2021 AMOUNTED TO 20 502,62 MJ PER TONNE OF STEEL PRODUCED.



THE FOLLOWING ENVIRONMENTAL INVESTMENT PROJECTS WERE LAUNCHED AND CONTINUED IN 2021:

- **MODERNIZATION OF THE HOT BLAST STOVE #62** (PRODUCTION OF IRON AND STEEL)
Planned costs: CZK 249 mil.
Environmental benefit: DECREASE OF CO EMISSIONS AND HIGHER EFFICIENCY OF HEATING
- **DE-DUSTING OF EQUIPMENT FOR TRANSPORT AND FEEDBACK OF CHARGE FOR STEEL PLANT SINTER PRODUCTION** (PRODUCTION OF IRON AND STEEL)
Planned costs: CZK 358 mil.
Environmental benefit: DECREASING THE DUST FUGITIVE EMISSIONS
- **MODERNIZATION OF MEDIA PRE-HEATING** (PRODUCTION OF IRON AND STEEL)
Planned costs: CZK 86 mil.
Environmental benefit: DECREASE OF NOISE LEVEL, DECREASE OF COKE CONSUMPTION
- **LIGHT SECTION MILL DESORBER** (PRODUCTION OF WIRE ROD AND LIGHT SECTION)
Planned costs: CZK 7 mil.
Environmental benefit: DECREASE OF ENERGY CONSUMPTION

AS A PART OF INVESTMENT PROJECTS, THE FOLLOWING ENVIRONMENTAL PROJECTS ARE PLANNED TO BE LAUNCHED IN 2022:

- **TREATMENT OF SECONDARY DUSTING OF THE CONVERTER STEEL PLANT** (IRON AND STEEL PRODUCTION)
Planned costs: CZK 10 mil.
Environmental benefit: DECREASE OF RESISTANCE PRODUCTION
- **DE-DUSTING OF THE N4/AMUND OVERFLOW – AGGLOMERATION #1** (IRON AND STEEL PRODUCTION)
Planned costs: CZK 30 mil.
Environmental benefit: DECREASE OF DUST EMISSIONS
- **DE-DUSTING OF BLAST FURNACES 4 AND 6** (PRODUCTION OF IRON AND STEEL)
Planned costs: CZK 38 mil.
Environmental benefits: DECREASE OF FUGITIVE DUST EMISSIONS FROM BOTH BLAST FURNACES
- **IRON ORE BRIQUETTING LINE** (PRODUCTION OF IRON AND STEEL)
Planned costs: CZK 950 mil.
Environmental benefit: COLD BLAST FURNACE CHARGE PRODUCTION WITHOUT CO₂ EMISSIONS AND OTHER POLLUTANTS
- **MODERNISATION AND RECONSTRUCTION OF THE MILLING LINE** (ROLLING MILL FOR BILLETS AND ROUGH PROFILES)
Planned costs: CZK 170 mil.
Environmental benefit: ELIMINATION OF THE RISK OF COOLANT LEAKS AND CONTAMINATION OF SUBSOIL AND GROUND WATER
- **BENZOLKA – HEAT EXCHANGERS STAGE II** (COKING PLANT AND SECONDARY RAW MATERIALS)
Planned costs: CZK 26 mil.
Environmental benefit: SAVING THERMAL ENERGY
- **PHOTOVOLTAICS** (STILL MILL)
Planned costs: CZK 15 mil.
Environmental benefit: PROTECTING THE EARTH'S CLIMATE SYSTEM BY GENERATING ELECTRICITY FROM RENEWABLE SOURCE



THE TOTAL COSTS OF COMPLETED ENVIRONMENTAL INVESTMENT PROJECTS IN 2021 AMOUNTED TO CZK 290 mil.

new **BRIQUETTING** **Line**

COLD BRIQUETTING

- CONSTRUCTION SINCE 2023
- COSTS OF CZK 950 MILLION
- CAPACITY OF 500 THOUSAND TONNES OF BRIQUETTES
- HIGH CARBON FOOTPRINT SINTER REPLACEMENT
820 TO 850 KILOGRAMS OF CO₂ EMISSIONS PER TONNE OF SINTER
- WORKING PLACES FOR 12 NEW EMPLOYEES
- PUT INTO OPERATION IN MID-2025
- REDUCTION OF COKE AND DUSTCOKE CONSUMPTION
AND REDUCTION OF SINTERING TOGETHER WITH LIMESTONE AND ORE



CONCLUDING WORD

DEAR FRIENDS,

ON THE PREVIOUS PAGES OF THIS PUBLICATION YOU HAD THE OPPORTUNITY TO GET ACQUAINTED WITH ACTIVITIES OF TŘINECKÉ ŽELEZÁRNY IN THE FIELD OF SOCIAL RESPONSIBILITY. ITS A MATTER OF COURSE FOR US TO COMBINE THE PRINCIPLES OF SOCIAL CODE, ECONOMIC MANAGEMENT AND ENVIRONMENTAL CARE.

WE PLACE A HIGH PRIORITY ON THE QUALITY OF LIFE OF OUR COLLEAGUES AND THEIR FAMILIES. WITHOUT THE PROFESSIONALISM AND TEAMWORK OF OUR EMPLOYEES, THE COMPANY CAN NOT ACHIEVE SUCCESS, FULFILL ITS MISSION AND VISION, IMPLEMENT NEW STRATEGIES AND MEET ITS OBJECTIVES.

EMPLOYEES' INVOLVEMENT IN SOCIALLY RESPONSIBLE ACTIVITIES IS OFTEN ASSOCIA-

TED WITH THEIR ACTIVE INTEREST IN COMPANY EVENTS, HIGHER PRODUCTIVITY OR WORK MOTIVATION. BASED ON THE SUGGESTIONS OF OUR EMPLOYEES, WE GIVE SPACE TO NEW PROJECTS AIMED AT THE PROSPERITY OF THE COMPANY AND OUR SURROUNDINGS.

I BELIEVE THAT OUR CSR (CORPORATE SOCIAL RESPONSIBILITY) INITIATIVES HAVE CONVINCED YOU OF OUR CONSCIENTIOUS APPROACH AND HONEST WORK. I WOULD LIKE TO THANK ALL OUR COLLEAGUES, CUSTOMERS AND PARTNERS FOR THEIR SUPPORT, COOPERATION AND LOYALTY. I BELIEVE THAT IN FUTURE TŘINECKÉ ŽELEZÁRNY WILL CONTINUE TO BE AN EXAMPLE OF SUSTAINABLE BUSINESS WITH A VISION FOR THE FUTURE GENERATIONS AS A LEADING COMPANY IN THE CZECH REPUBLIC.



IVO ŽIŽKA

MEMBER OF THE BOARD OF DIRECTORS
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