


# SOCIAL RESPONSIBILITY REPORT

20  
24



**TŘINECKÉ ŽELEZÁRNY**



**INTRODUCTORY  
PART**

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# INTRODUCTORY WORD

**Roman Heide**

**CHAIRMAN OF THE BOARD OF DIRECTORS**

**Tomáš Gajdzica**

**1<sup>ST</sup> VICE-CHAIRMAN OF THE BOARD OF DIRECTORS**

**Dear friends,**

**We would like to present  
the Corporate Social  
Responsibility Report of  
Třinecké železářny for  
2024.**

This document provides a comprehensive overview of our activities in the area of sustainable business, including environmental responsibility, social aspects and economic sustainability.

Sustainability is an integral part of our strategy – it permeates all areas of our business. Our efforts are aimed at protecting the environment, whether by reducing emissions, minimizing waste or using resources efficiently. Equally important to us is social responsibility, both in supporting our

employees and in actively engaging in the community. Economic stability is based on innovation, responsible risk management, and long-term financial sustainability.

The steel industry has been associated with our region for more than 185 years. The honest work of local people and the continuous development of the metallurgical industry are firmly embedded in our corporate culture and represent the key to long-term growth. Třinecké železářny is a symbol of quality and responsible business.

The motto "Together for the generations to come" reflects our commitment to sustainable development and care for future generations.



# INTRODUCTION OF THE COMPANY



**1839**  
year of foundation



**2,500,000 t**  
steel/year



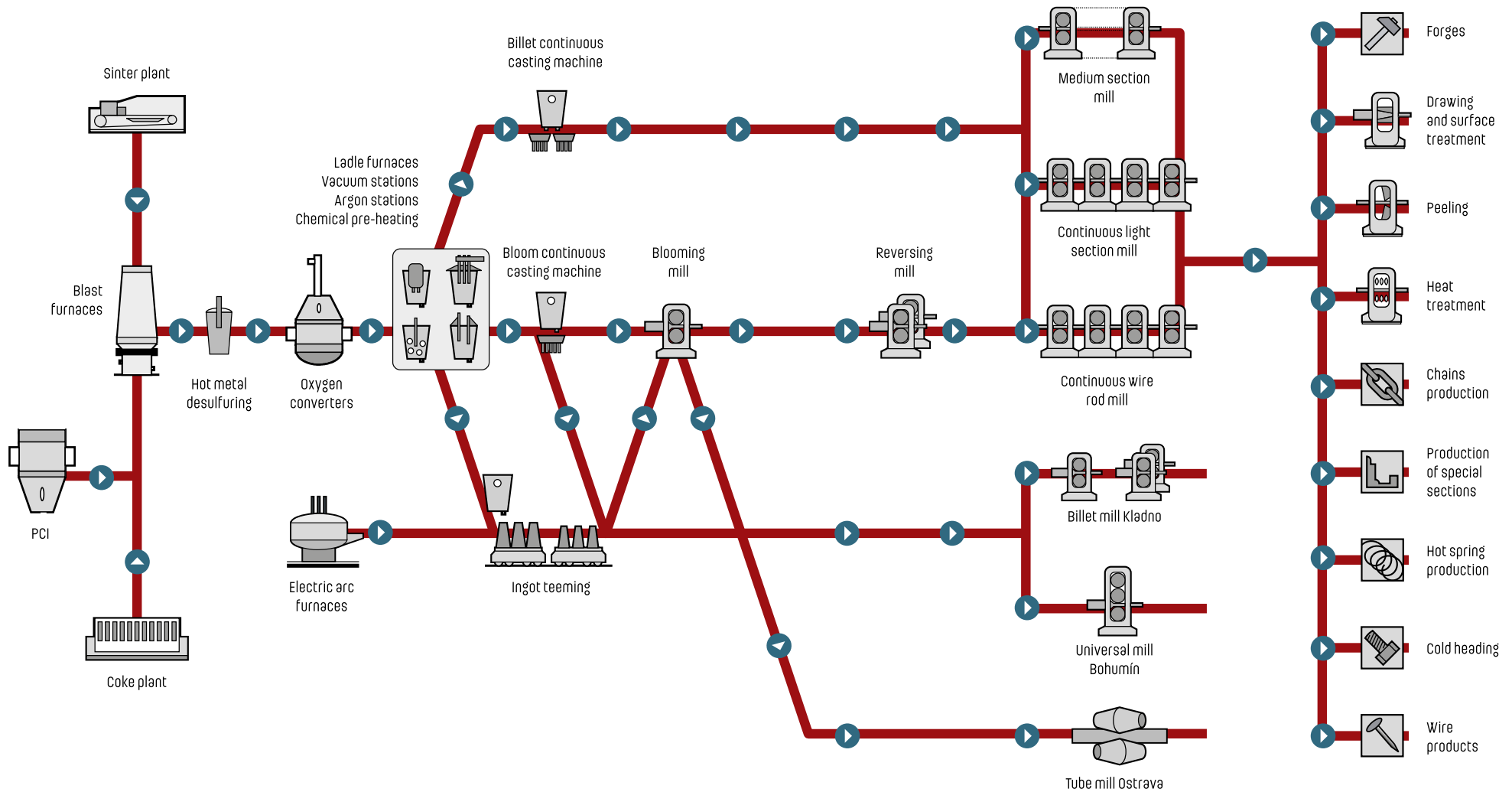
**Largest**  
steel producer  
in the Czech Republic



**6,800**  
employees



**28**  
subsidiaries



**MATERIAL FLOWS AND TECHNOLOGIES**



## Important subsidiaries of Třinecké železářny, which are a part of the established product chain, include:

**Strojírny a stavby Třinec, a.s.**

**Slévárny Třinec, a.s.**

**ENERGETIKA TŘINEC, a.s.**

**Řetězárna a.s.**

**REFRASIL, s.r.o.**

**VÚHŽ a.s.**

**Šroubárna Kyjov, spol. s.r.o.**

**HŽP a.s.**

**METALURGIA S.A.**

**„D&D“ Drótáru Zrt.**

**ŽDB DRÁTOVNA a.s.**

**IMOPRA s.r.o.**

**BOHEMIA RINGS s.r.o.**

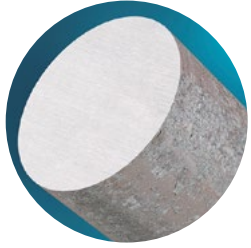
**ENEZA, s.r.o.**

**VESUVIUS ČESKÁ REPUBLIKA, a.s.**

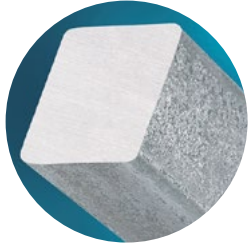




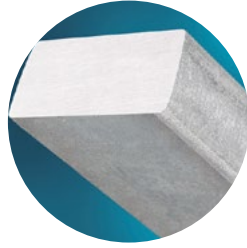
## MAIN PRODUCTS



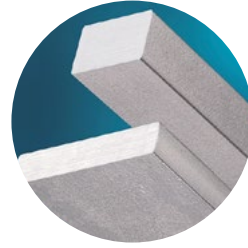
continuously cast semis



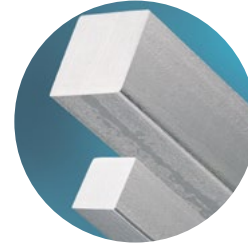
blooms



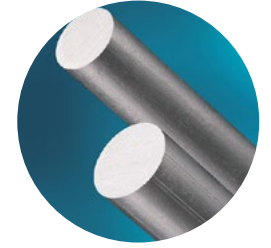
slabs



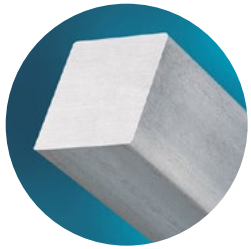
flat steel



squares



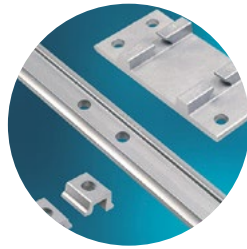
round steel in coils and bears



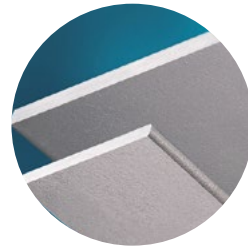
billets



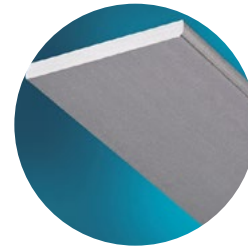
railway rails



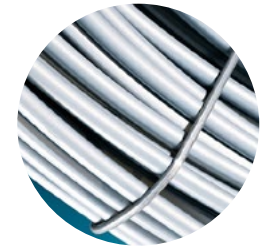
railway superstructure accessories



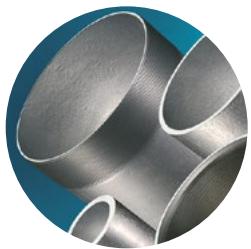
wide steel



spring steel



steel bars



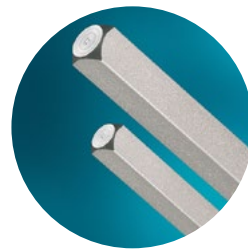
seamless tubes



hexagonal steel



angles



drawn square steel



artificial aggregate



coke-chemical products



## EXAMPLES OF FINISHED PRODUCTS FROM OUR PRODUCT CHAINS



SBQ



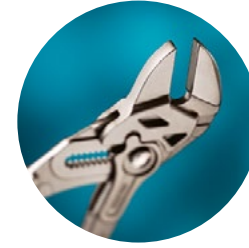
peeled bars



fasteners



socked wrench



tongue groove pliers



barbed wire



chains



tongue rails



bearings



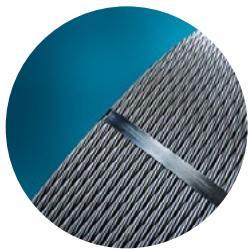
flanges



cogwheels



freecutting steel workpiece



ropes



springs



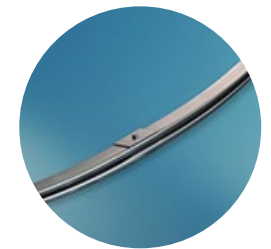
refractory



forgings



cableway ropes



leaf spring for trucks



## OUR BUSINESS

We apply the principles of socially responsible behaviour in three areas: economic, social, and environmental.

The Technical Development Action Plan is part of the Třinecké železářny Business Programme. Investments in 2024 were focused on modernization actions, environmental projects, activities aimed at reducing operating costs, actions in the area of renewal of existing production equipment and projects of robotization and automation of production processes.

A total of **CZK 1,618 million** was invested, of which **CZK 40 million** were subsidies for environmental projects. In 2024, the implementation of 26 investment projects under

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**CZK 1,618 mil.**  
totally invested

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construction continued. The most significant were:

- Heat treatment of rails,
- Replacement of natural gas with coke oven gas at iron and steel production plants,
- Modernization and decarbonization of steel production,
- Manipulator shrink tube continuous casting machine 1 + oxygen shower,
- Upgrading of ultrasound at the old shiny bar treatment plant,
- Modernization of dimensional measurement on the counter wire line.



The supporting process of Technology Management is focused on the implementation of the company's strategic objectives leading to the satisfaction of demanding customer requirements. By controlling the technological process, the required quality parameters of manufactured semi-finished and finished products are ensured throughout the entire production flow.

An important factor of the process is the continuous monitoring of customer requirements and process parameters, verification, integration, and implementation of modern, cutting-edge technologies and procedures that not only significantly reduce production and processing costs or environmental burden,

but also significantly increase the added value of final products, which puts Třinecké železárny in the position of a major steel producer in Central Europe.

The technology area manages the development of internal technological regulations, work procedures and guidelines. It encompasses the entire production flow of material, starting with the processing of raw materials and the production of pig iron, through the production of steel and its processing on individual rolling mills, to the high level of product finalization in the form of mechanical and heat treatment of the product. These regulations and guidelines are then continuously updated to take account of modernized

technological processes or innovations in production facilities. In the case of investments in new equi-

ment, the relevant documentation is produced to enable the implementation of the new technology.



### INVESTMENTS

YEAR	2019	2020	2021	2022	2023	2024
<b>CZK mil.</b>	2,195*	1,275*	1,663*	1,863*	1,364*	1,578*

\*excluding subsidies



## ESG – Working towards socially sustainable development



**Environment** – a criterion focused on the environment, which includes all the company's activities related to caring for the environment and its considerate and sustainable approach to investment.



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



**Governance** – responsible management of the company. This criterion encompasses 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 through their investment approach. The company is putting sustainable business principles into practice in the environmental, social and governance (ESG) areas. Preparations have also begun for the introduction of ESG reporting as required by the Corporate Sustainability Reporting Directive (CSRD) No. 2022/2464/EU. A working team has been set up for this purpose and an organizational unit responsible for this area has been identified.



# DECLARATION OF SUSTAINABLE BUSINESS OF THE TŘINECKÉ ŽELEZÁŘNY COMPANY

## TŘINECKÉ ŽELEZÁŘNY FULFILS ITS MISSION TOGETHER FOR THE GENERATIONS TO COME;

in doing so, we follow a strategy of sustainable development of products and services while applying socially responsible principles.

### WE UNDERSTAND THIS AS

- a thriving business that benefits everyone who contributes to it,
- the values we cherish and which are enshrined in our Code of Conduct,
- the responsibility we have for ourselves and for those whose lives we affect,
- the knowledge and commitment that we are developing TŘINECKÉ ŽELEZÁŘNY for the present generation and for those who will come after us.

Třinec, 5. 5. 2023

## WE AFFIRM THAT TŘINECKÉ ŽELEZÁŘNY, IN THE SPIRIT AND WITHIN THE FRAMEWORK OF THESE VALUES AND PRINCIPLES

**A/** with the transformational Green Werk project, we have started on the path to environmentally friendly steel production and carbon neutrality,

**B/** strives and will continue to strive to ensure that their technology, products, management, and working conditions are in accordance with the highest reasonably available and feasible level of knowledge and practice,

**C/** shares and will continue to share with their employees and the public information on the sustainability of its business, including non-financial reporting (ESG),

**D/** honours and respects the right of everyone to react to the activities of TŘINECKÉ ŽELEZÁŘNY if they affect them.

### THE FOLLOWING SUSTAINABILITY VALUES AND PRINCIPLES

- guide our decisions and actions,
- they are the fundamental criteria by which we define and evaluate the business of TŘINECKÉ ŽELEZÁŘNY.



# DISSEMINATION OF SOCIAL RESPONSIBILITY PRINCIPLES IN THE SUPPLY CHAIN

The sustainable business of TŘINECKÉ ŽELEZÁŘNY also focuses on our suppliers. The principles of social responsibility are available to all our suppliers on the company's website.

In 2025, new **Sustainable Business Policies** will be announced, which will also affect the way CSR is disseminated within the supply chain. **The Sustainable Procurement Policy**, together with the **Conflict Minerals Policy**, will integrate environmental, governance, and social responsibility (ESG) principles into the procu-

rement and decision-making process. **The Business Ethics Policy** will monitor compliance with transparency, zero tolerance for bribery, corruption, and fraudulent behaviour.

However, the specific activities described below will focus on selected suppliers to the automotive industry, given the large number of suppliers.

**The Supplier Code of Conduct**, a key document, is available on the company's website and is also part of the Quality Agreement,

which is concluded specifically with selected suppliers.

**The Quality Agreement** not only specifies the principles for ensuring the quality of supplies but also sets out the supplier's obligation to ensure that its production and deliveries comply with social responsibility principles and environmental regulations.

Every three years, selected automotive suppliers receive CSR training in the form of a presentation, followed by a Self-Assessment Questionnaire to evaluate the supplier's

level of social responsibility. Based on a three-step assessment, corrective measures are recommended or required where necessary. If a supplier does not achieve an excellent CSR rating, the questionnaire is resent the following year to review improvements, or the supplier may be subject to an external audit.

The supplier's CSR status is also reviewed during **external audits** of the Quality Management System (QMS). **All 100% of the suppliers reviewed** achieved a 'satisfactory' result.

## Evaluation of the conclusion of Quality Agreements together with the Code of Conduct.

YEAR	2022	2023	2024
Planned	14	12	14
Concluded *	12 (71%)	8 (66%)	9 (64%)

\* including a review of the Agreement to date with the outcome "No revision required"





## Evaluation of the Supplier's CSR Self-Assessment Questionnaire

### Selected Suppliers - Purchase of Raw Materials

YEAR	2023	2024*	Full assessment after review of improvements (2023 and 2024 combined)
<b>Sent</b>	<b>21</b>	<b>5</b>	<b>21</b>
<b>Returns</b>	<b>13 (62%)</b>	<b>4 (80%)</b>	<b>13 (62%)</b>
1. Outstanding level of CSR	8 (62%)	0	8 (62%)
2. Good level of CSR	3 (23%)	3 (75%)	3 (23%)
3. CSR level with reservations	2 (15%)	1 (25%)	2 (15%)

\*Self-assessment questionnaire was sent in 2024 only to contractors who did not achieve an excellent standard in 2023 to review their improvement.

## Evaluation of the Supplier's CSR Self-Assessment Questionnaire

### Selected suppliers - Purchase of labour and services, technical and overhead material and spare parts

YEAR	2023	2024*	Full assessment after review of improvements (2023 and 2024 combined)
<b>Sent</b>	<b>35</b>	<b>9</b>	<b>35</b>
<b>Returns</b>	<b>19 (54%)</b>	<b>6 (67%)</b>	<b>19 (54%)</b>
1. Outstanding level of CSR	10 (53%)	2 (33%)	12 (63%)
2. Good level of CSR	7 (37%)	4 (67%)	7 (37%)
3. CSR level with reservations	2 (11%)	0	0 (0%)

\*Self-assessment questionnaire was sent in 2024 only to contractors who did not achieve an excellent standard in 2023 to review their improvement.



## SWOT analysis – Identification of CSR risks among stakeholders

### STRENGTHS

- ▶ Access to CSR information via [www.trz.cz](http://www.trz.cz).
- ▶ Comprehensive and clear information on the website [www.trz.cz](http://www.trz.cz).
- ▶ The WerkZona employee portal.
- ▶ CSR performance awarded a "bronze medal" by EcoVadis.
- ▶ Introduction of the Sustainable Business process into the integrated management system and application of sustainable business principles therein.
- ▶ Announcement of new Sustainable Business Policies and Objectives (Human and Labour Rights Policy, Occupational Health and Safety Policy, Business Ethics Policy, Sustainable Procurement Policy).
- ▶ Implementation of EPD certification for individual products in the entire scope of TŽ, a.s.
- ▶ Functional "whistleblowing" system for stakeholders compliant with the legislation of Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of whistleblowers.
- ▶ Investment in green projects.
- ▶ Guarantee of respect for ethical principles, social responsibility, human rights, and protection of employees by stakeholders.
- ▶ Transferring the requirements of the document "Principles of Conduct for Suppliers of the TŘINECKÉ ŽELEZÁŘNY – MORAVIA STEEL Group (Code of Conduct for Suppliers)" through Quality Assurance Agreements to suppliers.
- ▶ Supplier audits, including verification of compliance with CSR principles.
- ▶ Implementation of online external audits to reduce the carbon footprint.
- ▶ Dissemination of CSR principles within the supply chain through CSR training.
- ▶ Assessment of CSR levels of selected suppliers through a Self-Assessment questionnaire.
- ▶ On-line CSR training from suppliers training events.
- ▶ Emphasis on EMS certification according to CSN EN ISO 14001 by stakeholders.
- ▶ EMAS system implemented and certified according to Regulation (EC) No. 1221/2009 of the European Parliament and of the Council in public administration (Moravian-Silesian Regional Authority).
- ▶ Support for the region (e.g. health stays for primary school pupils, sponsorship in the field of sport and culture).



## WEAK- NESSES

- ▶ Insufficient IT sector capacity to develop CSR in suppliers (e-learning, portals).
- ▶ Reduced flexibility in decision-making and emergency response by government authorities.
- ▶ Lack of obligation to apply CSR in the management system of all organizations.
- ▶ Suppliers' reluctance to share CSR-related information.
- ▶ Low return rate of CSR evaluation questionnaires from small suppliers.

## OPPOR- TUNITIES

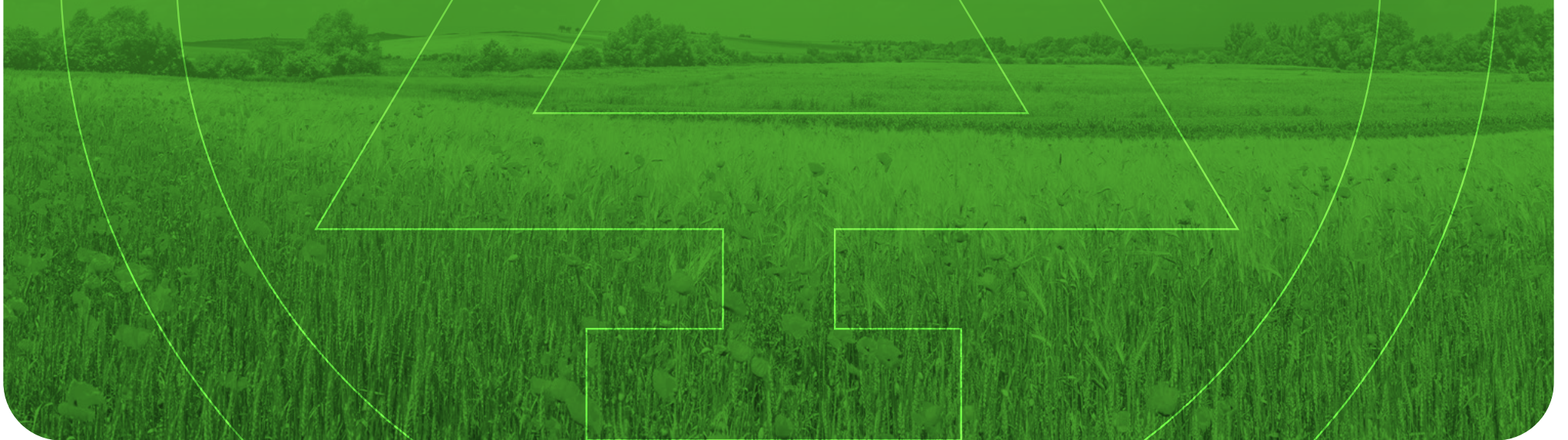
- ▶ Developing the IT sector to develop CSR in suppliers.
- ▶ Enhancing the image, from a CSR perspective, of the entire supply chain.
- ▶ Development of the "Carbon Neutrality" project.
- ▶ Implementation of ESG Reporting under CSRD (ESRS) in 2026 for the year 2025.
- ▶ Development of CSR and sustainable business elements in TŽ.
- ▶ Development of CSR and sustainable business elements in suppliers.
- ▶ Integration of ESG principles into procurement and decision making.
- ▶ Implementation of due diligence in the supply chain.

## THREATS

- ▶ Low level and awareness of CSR among new suppliers.
- ▶ Reduced level of CSR evaluation of Třinecké železářny due to lack of knowledge of the company by external evaluation companies (EcoVadis, NQC Ltd, ...).
- ▶ Risk of lower EcoVadis assessment scores due to changes in evaluation methodology.
- ▶ Ambiguous or inconsistent EU and national approaches to "Carbon Neutrality".
- ▶ Increase in internal administration related to the application and development of sustainable business.
- ▶ Pressure from external stakeholders to report green assets.
- ▶ Pressure from external stakeholders to report on all ESG activities.
- ▶ Shortage of qualified professionals in the field of sustainable business.



# CARE FOR THE ENVIRONMENT



## IV

CLIMATE  
PROTECTION

**The reduction of greenhouse gas emissions and the impact on climate change is a major focus for TŽ. Climate protection is part of TŽ's policy.**

Projects are being prepared or are already being implemented with the aim of reducing CO<sub>2</sub> emissions by 55% by 2030 compared to 1990 in accordance with the Paris Agreement on climate change. This commitment is part of TŽ's policy and objectives. Other measures to reduce or capture greenhouse gas emissions are being implemented in the areas of renewable energy, the use of green electricity, energy savings and the planting of

new green areas. TŽ is also an active participant in the European greenhouse gas emission allowance trading system, in accordance with Directive 2003/87/EC of the European Parliament and of the Council of Europe. A plan to achieve climate neutrality by 2050 is also under preparation. An annual calculation of TŽ's carbon footprint is also carried out in accordance with the international GHG Protocol standard. The carbon footprint of our production in the SCOPE 1-3 range (excluding the subsidiary ENERGETIKA TŘINEC, a.s.) is at the level of approx. 2.19 t of CO<sub>2</sub> per tonne of steel.

# STEEL IS INDISPENSABLE FOR ACHIEVING CLIMATE GOALS

- Steel ensures the security and independence of the state.
- As a 100% recyclable material, steel perfectly embodies the principles of the circular economy, which plays a vital role in efforts to save the planet.
- Steel is essential for all sectors of both current and future industry and energy.



Our steel products also contribute to meeting the European Union's climate targets, as they align with the principles of environmental sustainability, being 100% recyclable, and play an essential role in rail transport, wind and hydro power plants, and components for the environmentally friendly automotive industry.





# PROCLAMATION OF TŘINECKÉ ŽELEZÁŘNY TOWARDS CARBON NEUTRALITY

**We perceive the dangers of climate change and its consequences. We intend to gradually reduce our carbon footprint and continue to take a responsible approach to environmental protection.**

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 exception, and we meet strict environmental limits for air, water, and soil pro-

tection each year. We strive for maximum recycling and recovery of by-products and waste generated in our production processes.

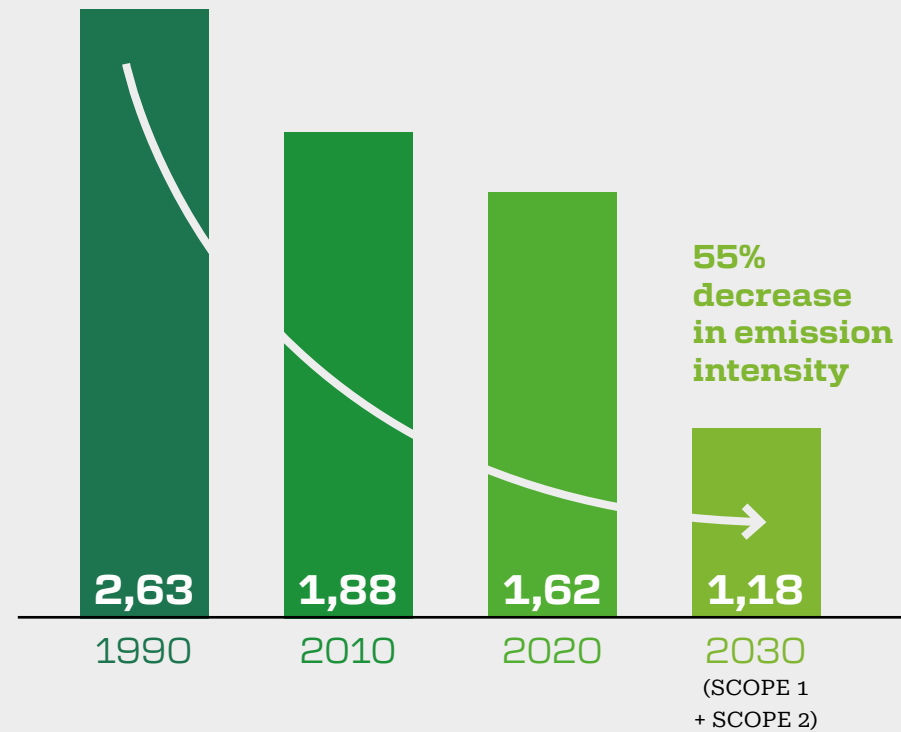
Currently, no commercially viable technology exists for producing steel with zero carbon emissions. We are fully aware of this and are therefore developing innovative projects to reduce our footprint. At the same time, we are implementing partial measures to compensate for emitted CO<sub>2</sub>.

We are continuously innovate our products with the aim

of directing steel products from our production lines as far as possible to industries that contribute to reducing the carbon footprint.

94% of our production is sold in European markets, helping reduce transportation-related emissions.

## Annual CO<sub>2</sub> production per tonne of steel produced





# AIR PROTECTION

In the area of air protection, we have significantly reduced emissions of dust and other pollutants in recent years, following the implementation of a number of environmental investment projects. All significant sources of air pollution are now equipped with modern fabric separators. In an effort to continuously improve the environment, further investment projects aimed at reducing air emissions

are being pursued. TŽ has also concluded a so-called voluntary agreement with the Moravian-Silesian Region to improve the environment and in particular to achieve and maintain the highest possible air quality, in which TŽ has undertaken to implement a number of beneficial activities each year beyond the requirements of the legislation.

Compared to 2023, there has been a year-on-year decrease in sulphur dioxide emissions in TŽ, which is mainly related to the use of raw materials with lower sulphur content. Conversely, the observed year-on-year increase in nitrogen oxides and carbon monoxide emissions is due to an increase in production.

In 2024, greenhouse gas emissions, monitored on the basis of a monitoring

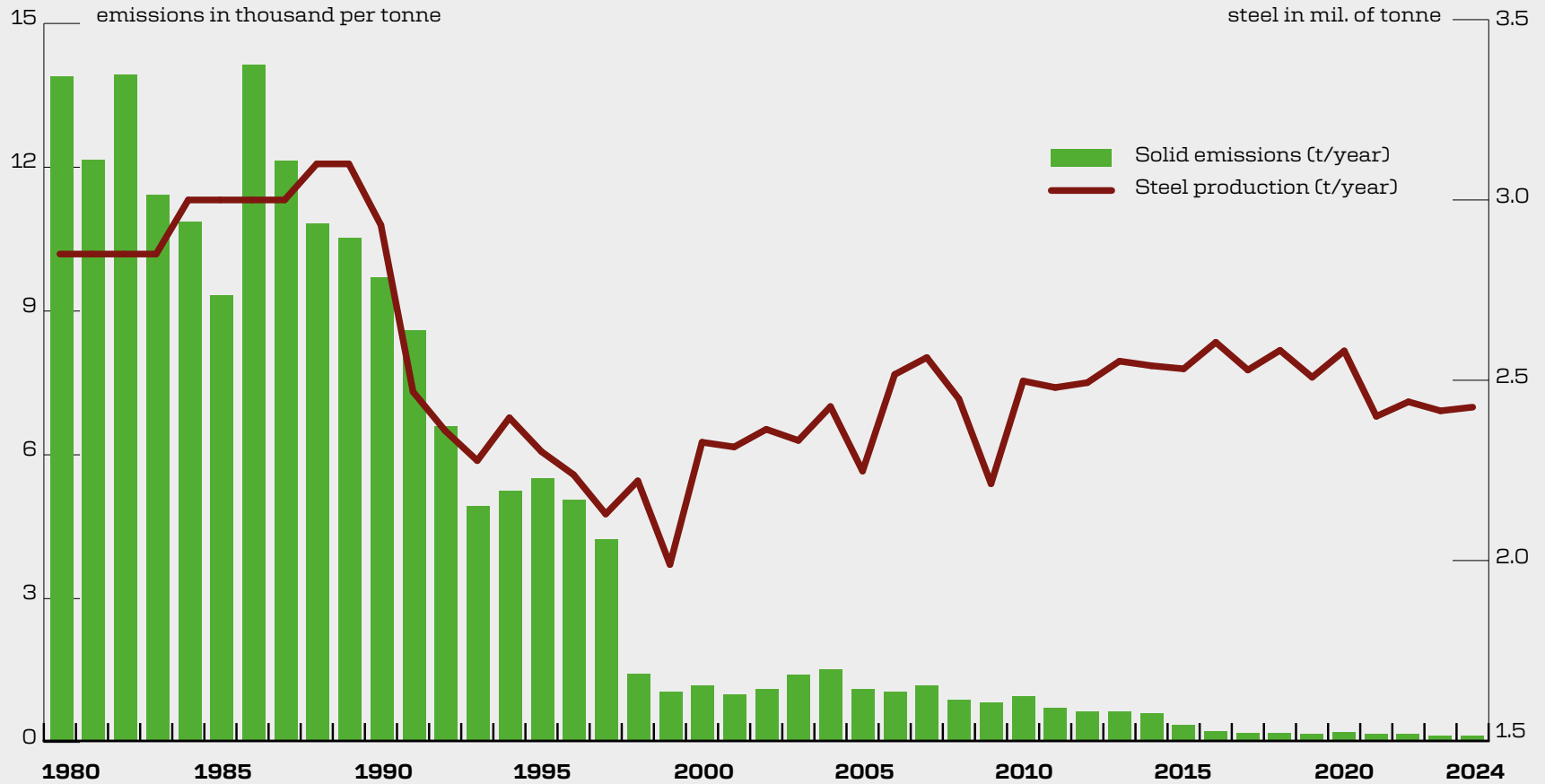
plan approved by the Ministry of the Environment and reported under the EU ETS, amounted to 2,573,324 t of carbon dioxide for the Třinec plant and 40,381 t of carbon dioxide for the Billet Mill plant in Kladno. The total amount of GHG emissions reported under the EU ETS in TŽ for 2024 is 2,613,705 t of carbon dioxide, which represents a year-on-year increase of about 1.4% due to higher year-on-year production of sinter.

## Emission occurrence in tonnes in 2024 compared to 2023

YEAR	Solid pollutants (t/year)	Sulphur dioxide (t/year)	Nitrogen oxides (t/year)	Carbon monoxide (t/year)	Carbon dioxide (t/year)
2023	84	2,946	1,013	61,718	2,576,703
2024	86	2,780	1,155	70,035	2,613,705

\* Emissions reported under the EU ETS system in accordance with Directive 2003/87/EC establishing a scheme for greenhouse gas emission allowance trading.

**AIR PROTECTION -  
long-term development**



**EMISSIONS PER UNIT OF PRODUCTION IN 2024 COMPARED TO 2023**

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)
2023	0.035	1.22	0.42	25.55	1.07
2024	0.035	1.15	0.48	28.99	1.08



# PROTECTION OF WATER PURITY

**In TŽ, great emphasis is placed on the economical use of water and its protection, even in view of changing climatic conditions. The operation of closed water circuits providing recirculation of industrial water eliminates the amount of wastewater discharged to the minimum necessary. Waste water is monitored and treated in waste water treatment plants before being discharged into watercourses.**

The amount of industrial wastewater discharged into the Olše watercourse shows a slight decrease in 2024 compared to 2023. In the long term, TŽ's water management remains stable. The level of wastewater pollution is kept within sustainable levels and complies with established pollution limits.

During 2024, TŽ did not cause any emergency situation resulting in deterioration or endangerment of groundwater or surface water quality.



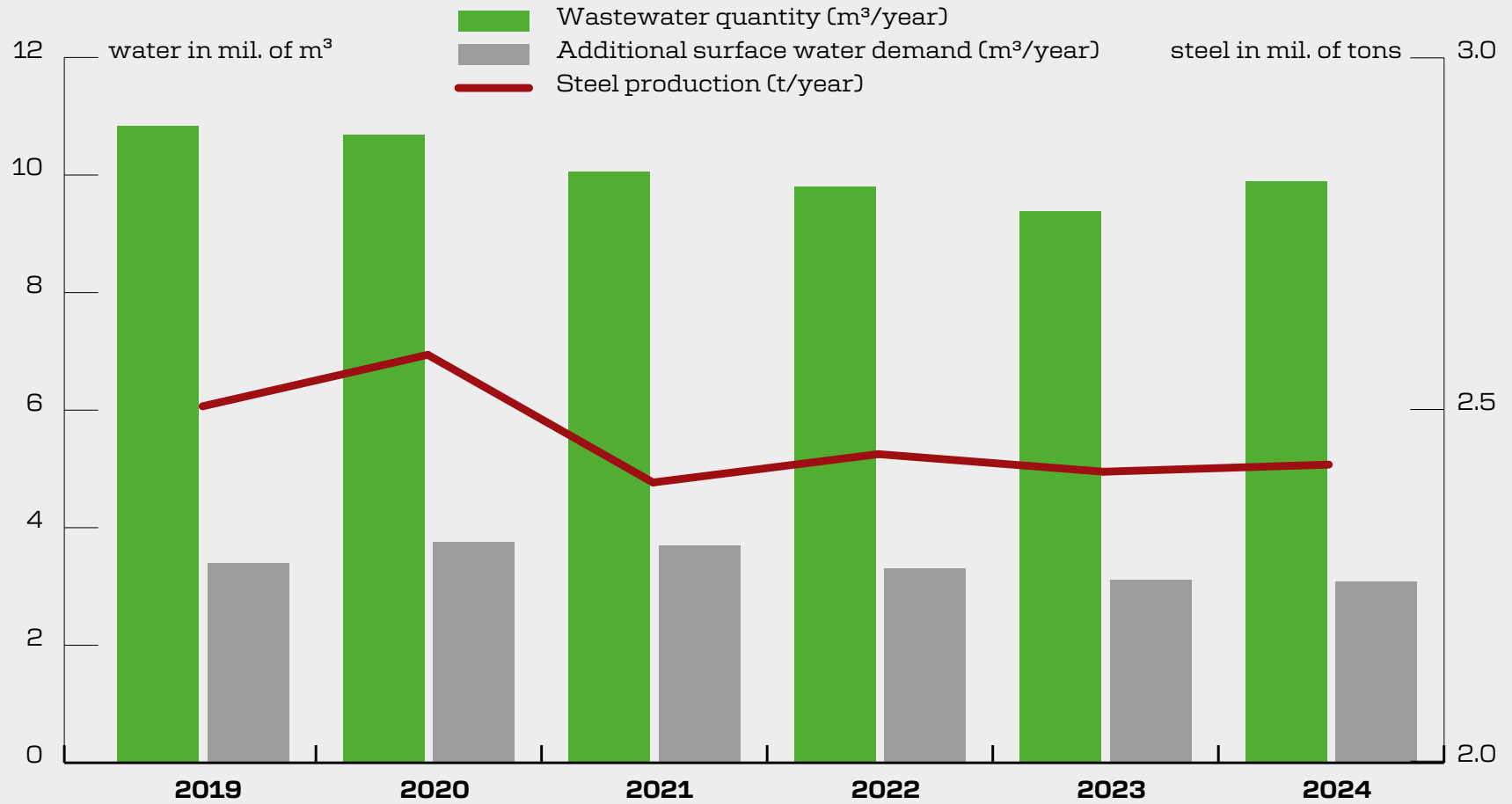
## Pollution discharged to the watercourse in 2024 compared to 2023

YEAR	Volume of wastewater (m <sup>3</sup> /year)	Undissolved substance (t/year)	C <sub>10</sub> - C <sub>40</sub> hydrocarbons (t/year)	Dissolved inorganic salts (t/year)	Chemical oxygen consumption using dichromatic method (t/year)	Total iron (t/year)
2023	3,108,771	29.3	0.21	1,862	46.1	2.4
2024	3,086,460	21.8	0.22	2,086	52.9	2.3

Note.: refer to the TŽ area in Třinec



**WATER PROTECTION - long-term development**



**The amount of industrial wastewater discharged to the environment per unit of production in 2024 compared to 2023**

YEAR	WASTEWATER VOLUME (m³/t of steel produced/year)
2023	1.29
2024	1.27



## WASTE MANAGEMENT

**The production and processing of steel produces a range of residual materials - by-products such as slag, scale, metal bearing sludge, various types of metallic grind offs, returnable process scrap, etc.**

In accordance with the principles of the circular economy, TŽ aims to use these by-products as much as possible in metallurgical pro-

duction or to process them into certified products such as artificial metallurgical aggregates, which in many cases fully replace natural aggregates.

Only those by-products that cannot be reused or processed in TŽ are passed on as waste to other contractual customers for recovery or disposal. In selecting waste buyers, TŽ emphasises the hierarchy of waste manage-

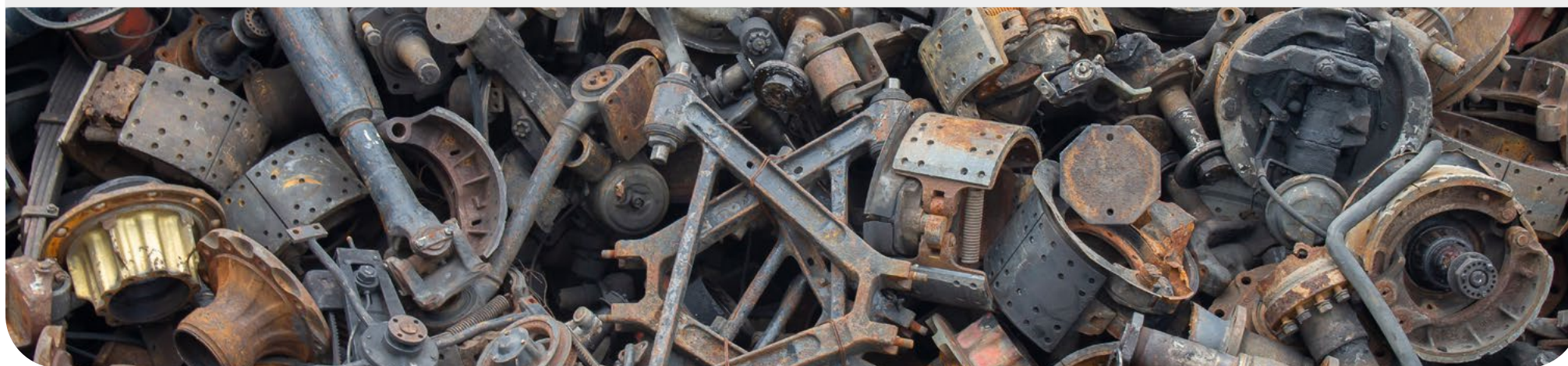
ment priorities, giving priority to buyers who can make meaningful use of the waste they take over. The last priority is disposal by landfill.

In 2024, TŽ generated a total of 68,135 tonnes of waste, namely 52,420 tonnes of other waste and 15,715 tonnes of hazardous waste.

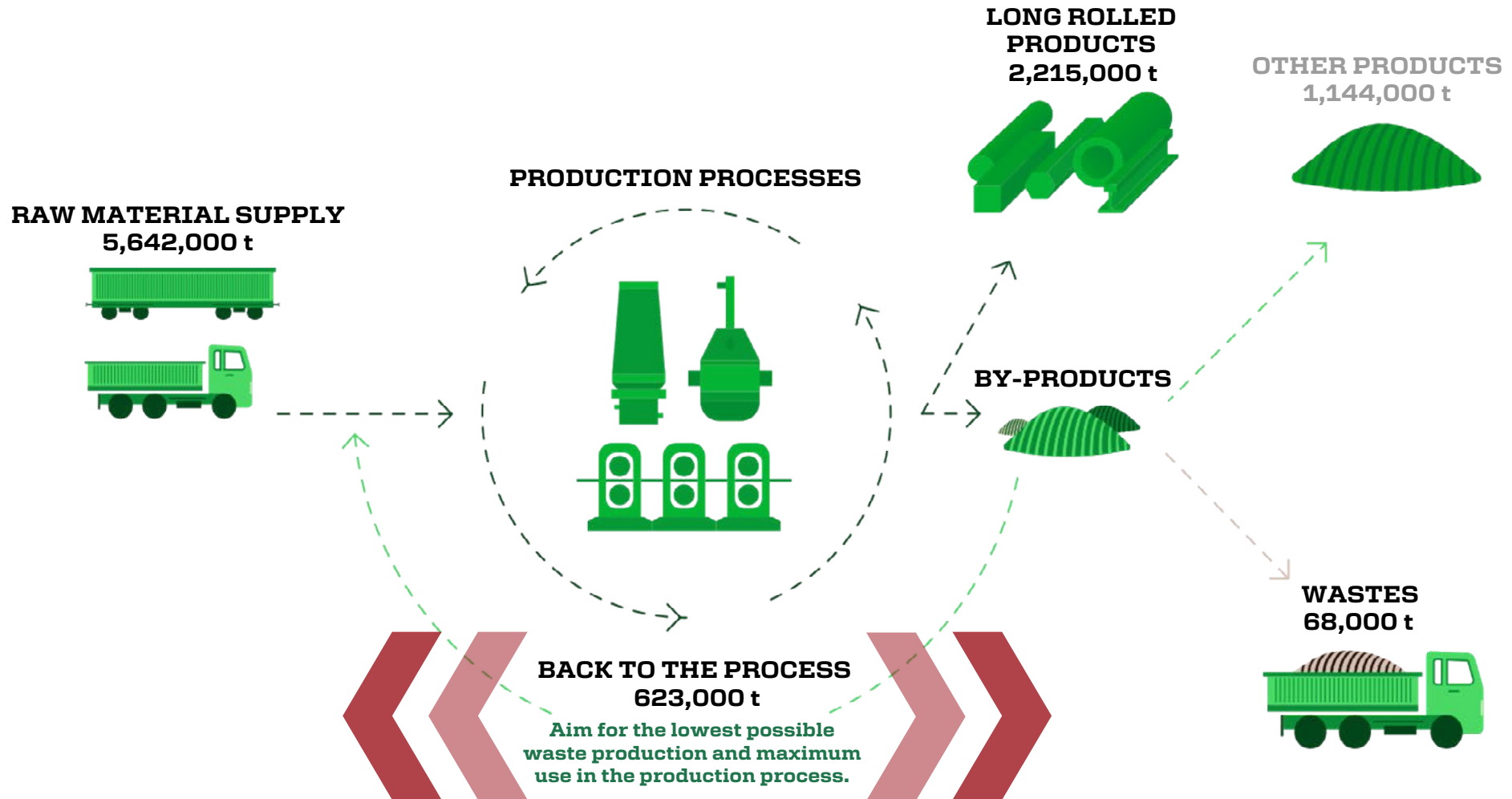
The main reason for the increased waste generation is the increase in the 'Other'

category, which was due to the removal of waste generated partly in 2023. This was mainly unprocessed slag, lining and refractory materials. The generation of hazardous waste, despite a slight year-on-year increase, remains stable.

The waste indicator per tonne of steel produced in 2024 was 28 kg/t of steel.



# CIRCULAR ECONOMY





## The amount of TŽ wastes in 2024 compared to 2023

YEAR	STEEL PRODUCTION (t/year)	PRODUCTION OF WASTE CATEGORY "OTHER" (t/year)	PRODUCTION OF WASTE CATEGORY "HAZARDOUS" (t/year)
2023	2,415,191	12,830	14,871
2024	2,425,300	52,420	15,715

## Waste production per unit of production in 2024 compared to 2023

YEAR	STEEL PRODUCTION (t/year)	WASTE PRODUCTION PER TONNE OF PRODUCED STEEL	
		CATEGORY "OTHER" (t/year)	CATEGORY "HAZARDOUS" (t/year)
2023	2,415,191	0.005	0.006
2024	2,425,300	0.022	0.006

From a circular economy perspective, of the total amount of by-products generated in 2024 as an integral part of production, 61% were processed into new products, 33% were reused in the production process, about 3% were stored for further management and only 3% were disposed of as waste.

## Total recycling rate of input materials in TŽ in 2024 compared to 2023

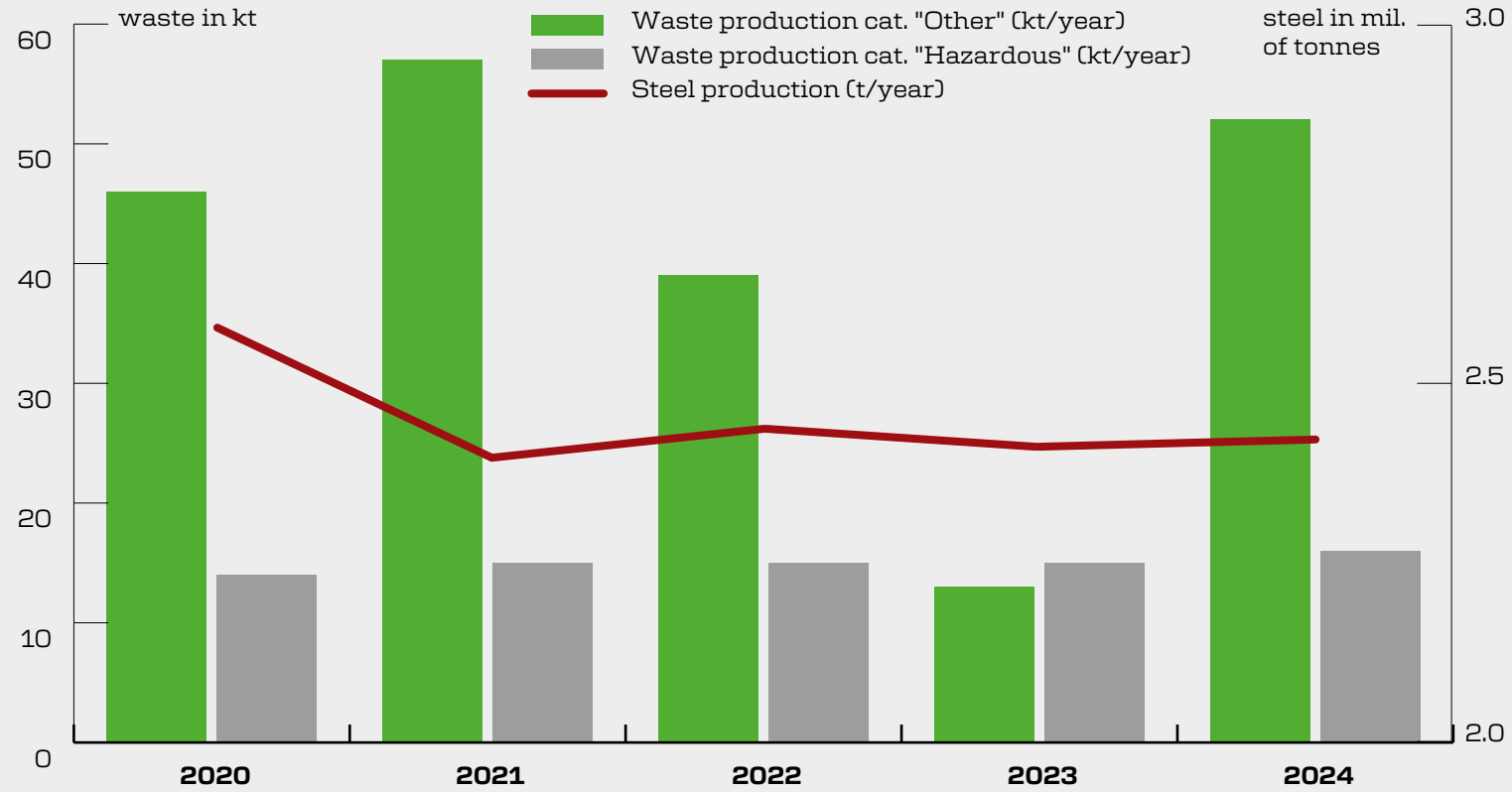
ROK	RECYCLING OVERALL (%)	PRE-CONSUMER (%)	POST-CONSUMER (%)
2023	16,40	9,25	7,15
2024	16,81	9,57	7,24

In 2024, there was a slight increase in overall recycling to 16.81% compared to 16.40% in 2023. Pre-consumer recycling rose from 9.25% to 9.57%, while post-consumer recycling increased from 7.15% to 7.24%.

The overall trend indicates a slight improvement in material recycling, which is a positive development.



**WASTE MANAGEMENT -**  
long-term development





## PACKAGING

**Packaging arises from the need to package our products before they are shipped. For this reason, TŽ falls under the scope of the Packaging Act and must ensure the take-back and recovery of packaging waste. The fulfilment of this obligation is ensured by participation in the system of associated fulfilment of the obligations of take-back and recovery of packaging waste, which is provided by the authorized packaging company EKO-KOM, a.s.**

The amount of packaging and the type of packaging used by TŽ to package its products in a given year depends on the size of sales and customer requirements for packaging.

Compared to the previous year, there was a positive reduction in TŽ's total packaging production by approximately 2.5%. In general, 2023 can be assessed as comparable to previous years in terms of the quantity and range of packaging used.

### Packaging placed on the market in 2024 compared to 2023

YEAR	MATERIAL OF PACKAGES (t/year)				TOTAL
	METAL FE	PLASTIC	WOOD	OTHERS	
2023	3,124	45	6,765	165	10,098
2024	3,123	47	6,721	195	10,086





## CARE FOR NATURE AND LANDSCAPE

**Every year, TŽ spends considerable financial resources on the maintenance, development and planting of greenery in its premises and surroundings. They also strive to support the development of species diversity in the long term.**

In 2024, TŽ financially supported the planting of forest greenery in the Beskydy Protected Landscape Area with CZK 50,000. For this amount, 2,300 fir trees from the forest nursery in Košarůvka were planted by the organization of the Czech Union of Nature Protectors ČSOP Salamandr near the nature reserve Gutské peklo

under the Javorový vrch in the Moravian-Silesian Beskydy Mountains. Missing tree species with valuable Beskydy genetic origin were planted. Employees of TŽ, TŽ subsidiaries, and students of the Secondary Vocational School of Třinecké železárny helped with the planting as part of the volunteer day.

On the occasion of the Earth Day in April, a cleaning of the banks of the Olše River flowing through the company's premises for about 6 km took place with the participation of students of the Třinecké železárny Secondary Vocational School. A total of 1.26 t of rubbish was collected.

We also support the development of wildlife biodiversity on a long-term basis. We continue to take care of nesting boxes for various bird species, which help them to reproduce, or beehives located on the company's premises. In 2024, in cooperation with the Beekeeping Association of Třinec, a project was implemented to breed queen bees of the original

breed of the Carniolan honey bee in order to further preserve and develop this bee species. Special breeding hives were placed on the reclaimed part of the former TŽ waste dump, where the natural conditions are ideal for queen bee breeding. The queen bees raised are provided free of charge to local beekeepers or will be used for TŽ's own colonies.







## OLD ENVIRONMENTAL BURDENS

**The remediation works at the TŽ site are being carried out 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. In 2003–2023, the main remediation action "TŘINEC-TŽ-SANACE" was carried out, within which a total of 24 contaminated sites were gradually remediated. The target pollution limits set in the decisions of the Czech Environmental Protection Agency were achieved at all these sites.**

Additional contaminated sites discovered during the remedi-

ation are currently being dealt with by separate contracts fully covered by the above-mentioned guarantee. These include the residual groundwater contamination on the left bank of the Olše River along Závodní Street, intensification of hydraulic groundwater remediation at the Railway accessory centre, and remediation and treatment of the bottom of the dammed Líštnice stream, including the mouth of the Olše River. Remediation works on the bank of the Olše River and at the Railway accessory centre have been actively underway since 2023. The remediation of the Líštnice stream is currently in the phase of preparation of project documentation.







## HANDLING OF CHEMICALS AND MIXTURES – REACH

**As a manufacturer of steel and production-related substances, we are obliged to comply with the obligations set out in Regulation (EC) No 1907/2006 of the European Parliament and of the Council on the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and Regulation (EC) No 1272/2008 on Classification, Labelling, and Packaging of Substances and Mixtures (CLP).**

The registration dossiers of registered substances are continuously accredited according to ECHA requirements, including safety data sheets, strictly controlled conditions,

and other documentation related to these changes.

Furthermore, the manufacturer's obligations include communication in the supply chain. Information on Substances of Very High Concern (SVHCs), on substances banned in articles, registration numbers, and other information requested by customers shall be provided upon request.

The management of chemicals and mixtures at TŽ's sites is monitored through regular internal controls that assess compliance with CLP, REACH, and other chemical and mixture legislation, including occupational safety.





## ENERGY MANAGEMENT

**An integral part of TŽ's policy is the effort to continuously reduce energy consumption, which in practice is manifested by the gradual replacement of outdated production equipment with modern equipment with lower energy consumption and maximum energy utilization of by-products of the company.**

At Třinecké železářny, we have implemented and use an energy management system according to EN ISO 50001, which was certified in 2016. In 2024, a second control audit of the system according to EN ISO 50001-2019 was carried out, not only

at the Třinec site, but also at the separate sites (Tube Rolling Mill, Steel Drawing Mill, Billet Rolling Mill), which were expanded in 2017. A recertification audit of the system is due in 2025.

The gases generated in the coke, pig iron, and steel production process were 93.95% energy recovery on average in 2024.

The specific electricity consumption in 2024 was 293.72 kWh per tonne of steel produced.

The actual technological energy intensity in 2024 was 20,452.13 MJ per tonne of steel produced.





# ENVIRONMENTAL PROJECTS

The following green investment projects were completed in 2024:

## ► PHOTOVOLTAIC POWER PLANT ON THE TUBE ROLLING MILL SITE

Environmental benefit: Reduction of carbon footprint by generating electricity from own renewable energy source.

## ► RECONSTRUCTION OF FABRIC FILTER NO. 3 AT THE AGGLOMERATION

Environmental benefit: Reduction of dust emissions from the outdoor agglomerate overflow at agglomeration 1. By increasing the extraction capacity, dust release to the surroundings of the plant was minimized.

## ► CENTRAL LUBRICATION OF REVERSING VALVES

Environmental benefit: Reduction in the consumption of lubricants used.

The total cost of the environmental investment projects completed in 2024 amounted to EUR 7.92 million.

The following environmental projects will continue in 2025:

## ► CONSTRUCTION OF THE PREHEATING MEDIA FOR THE HOT BLAST STOVE OF BLAST FURNACE NO. 4

Environmental benefit: Reduction of energy consumption by using the thermal energy of the flue gas.

## ► IRON ORE BRIQUETTING LINE

Environmental benefit: Discontinuation of steel sinter production and replacement by briquette production with no CO<sub>2</sub> emissions.

## ► MODERNIZATION AND DECARBONIZATION OF STEEL PRODUCTION

Environmental benefit: Low-emission steel production projects involve a change in steel production technology, aiming at a significant reduction of CO<sub>2</sub> emissions and an increase in energy efficiency.

The following environmental projects are planned to start in 2025 as part of the investment actions:

## ► UPGRADING AND RECONSTRUCTION OF THE CONVEYOR LINE (INCLUDING CRANE NO. 9 AND WINDING LINE)

Environmental benefit: Reduction of energy consumption.

## ► RECONSTRUCTION OF THE BURNER SYSTEM OF THE SOAKING PIT FURNACES AT THE KLDADNO BILLET MILL

Environmental benefit: Reduction of energy consumption.

Other ecological investment projects with a positive impact on the environment have been or are being implemented in the companies within the consolidated TŽ Group.



# SOCIAL FIELD







## 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.**

These principles of conduct express the principles that underpin our business, our activities and the application of our management tools.

### **WE FOLLOW ETHICAL PRINCIPLES AND ADHERE TO LEGAL RULES AND 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 Re-

public; the laws governing our activities and relations are systematically followed, recognized, respected and adhered to unconditionally and consistently.

- We act and make our decisions in accordance with the principles of corporate culture, social responsibility, employee collegiality and fair-trade, and also in accordance with the laws and obligations ensuing from legal regulations, decisions of public authorities and the contractual relations in which we participate.



- Business partners' conduct in accordance with the law and ethical principles is considered an unavoidable condition for 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 fulfil our corporate mi-

ssion "Together for the next generations."

- 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 on 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](http://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 fulfilment of the obligations,
- good interpersonal relations based on cooperation and mutual respect,
- satisfaction and motivation of employees,
- development and use of knowledge, abilities, skills and experience 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

- Observance of human rights is a common practice in our company. We do not incite nor tolerate any acts of discrimination. We respect employees' privacy rights. We condemn any form of forced or involuntary labour.
- We condemn the abuse of child labour. We only employ persons 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 under special circumstances meeting the requirements of pupils and students' age, knowledge and experience.

- We do not tolerate any form of illegal work, not even with our business partners.
- Procedures 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 remunerated 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 fulfil 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 our partners in social dialogue.



- We consistently communicate with our employees, including having meetings and consultations with TOP management and other senior supervisors, and informing our employees about current issues via effective means of communication.

- We regularly conduct surveys of employee satisfaction and motivation.

- We regularly evaluate our employees every year.

**WE APPLY A WHISTLE-BLOWING POLICY**

- We enable our employees and other persons to practice whistleblowing, make queries and complaints.

- All whistleblowing reports, queries and complaints are consistently addressed,

solved and used for further improvement.

- We guarantee all employees protection against any disciplinary action on account of bona fide practicing whistleblowing, making queries, or filing 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 risks of health damage.

- We adhere to prevention. We constantly train and educate our employees to work safely and to 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 APPRECIATE 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 interests and needs of our business partners, unless it is contrary to legal regulations and could 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 burden on the environment. We practice 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 fulfilment of their obligations.

- We ensure adequate supervision of compliance with labour and technological procedures, as well as solutions to potential complaints from business partners. We also 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 fulfil our duties thoroughly, fairly and honestly.
- We are ready to arrange an 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 com-



pany, 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 we 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 may cause suspicion of such conflicts.
- We respect intellectual property rights and interest to protect the confiden-

tiality 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 nothing less than fulfilling all legislative and authorization requirements granted to us 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 implemented 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, which are specified 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 MOTIVATION (ENGAGEMENT, SATISFACTION)

Finding out employees' opinions through a questionnaire survey gives the company the opportunity to obtain objective information about employees' attitudes towards individual company values and also about the level of their motivation. The questionnaire survey is organized once every two years, using an electronic questionnaire. The last survey was conducted in 2024, when the return rate of questionnaires in relation to the total number of employees was 25.7%. The findings of this questionnaire survey have made it possible to build up a comprehensive picture of employees' atti-

tudes towards the various corporate values, which have been divided into four areas: brand pride, management system, atmosphere at TŽ and social system. From a CSR perspective, a favourable assessment of TŽ's prospects and good market position and TŽ's responsible approach to the environment were important.

## WHISTLEBLOWING – INTERNAL NOTIFICATION SYSTEM

Employees of Třinecké železářny and external stakeholders are able to raise concerns, submit questions, complaints and suggestions for improvement in the area of CSR through an internal reporting system. The whistleblowing procedure co-

vers both human and labour rights and business ethics. In 2024, we did not receive any complaints in accordance with the applicable internal regulations of Třinecké železářny.

## EMPLOYMENT

Despite the continued focus on increasing labour productivity to ensure production

of the required quality at all production units, the actual number of employees in 2024 was significantly affected by the unfavourable economic situation. This was mainly due to rising energy and input prices. In 2024, Třinecké železářny achieved an actual headcount of 6,864 employees on an annual average basis.

## TŽ EMPLOYEES AND AGENCY STAFF ON THE LAST DAY OF THE YEAR

YEAR	TŽ EMPLOYEES	AGENCY STAFF
2020	7,004	137
2021	6,848	122
2022	6,794	112
2023	6,801	76
2024	6,783	5



## EDUCATION

Corporate training is a planned, coordinated process to maintain and develop the knowledge, skills and attitudes of employees through various types of training. The goal is to improve employee performance in a specific area to meet the current and future needs of the company. Therefore, training at TŽ is a key component of TŽ's HR strategy, which aims to ensure a ready and highly skilled workforce to meet strategic objectives, especially in view of demographic developments.

To maintain the qualification level of employees, professional trainings are a priority, especially in the field of quality system and EMS, professional training including on-the-job training,



ning, for this reason these trainings accounted for 91% of the total number of trained persons in 2024. An integral part of corporate training is the online application Corporate Academy, which is used mainly for the preparation and implementation of on-the-job training. This application also allows the sharing of information, knowledge and experience, as well as discussions on a selected topic.

## MOTIVATIONAL PROGRAMS

Employees are rewarded for their work performance not only with wages, but also with a range of other incentives, motivational components, and social benefits that encourage quality performance while compensating for the effects of the work environment. Benefits are provided over and above the statutory framework. Through them, we want to

motivate employees as much as possible to support the aims and objectives of the entire joint-stock company. In 2024, the following incentives and benefits were applied in the individual areas.

## REMUNERATION

- bonuses – regular and extraordinary bonuses
- manager's and foreman's funds
- extra pay for afternoon work and work in difficult working environments of risk category 3 above the Labour Code
- higher rates of premium pay for work in the afternoon, at night, on weekends
- rewards based on financial results achieved
- continuity bonuses





## HUMAN RESOURCES DEVELOPMENT

- creating conditions for professional development of selected groups of employees and career progress
- providing trainee program for university graduates
- providing scholarships to students in selected study courses
- evaluation of the secondary school graduates; their meeting with the managers within the adaptation process

## EVALUATION OF EMPLOYEES

- awarding the title “Employee of the Year” with financial reward and the prestigious prize “Queen of Steel” for best projects, signification actions, key events and representation of the company



- rewarding for work and life anniversaries and retirement
- rewarding the best innovators

## HEALTH SUPPORT

- covering the costs of medical examination prior to employment
- covering the costs of preventive breast cancer screening and colorectal cancer check-ups
- organizing of rehabilitation stays, ambulant rehabilitation care and additional rehabilitation care

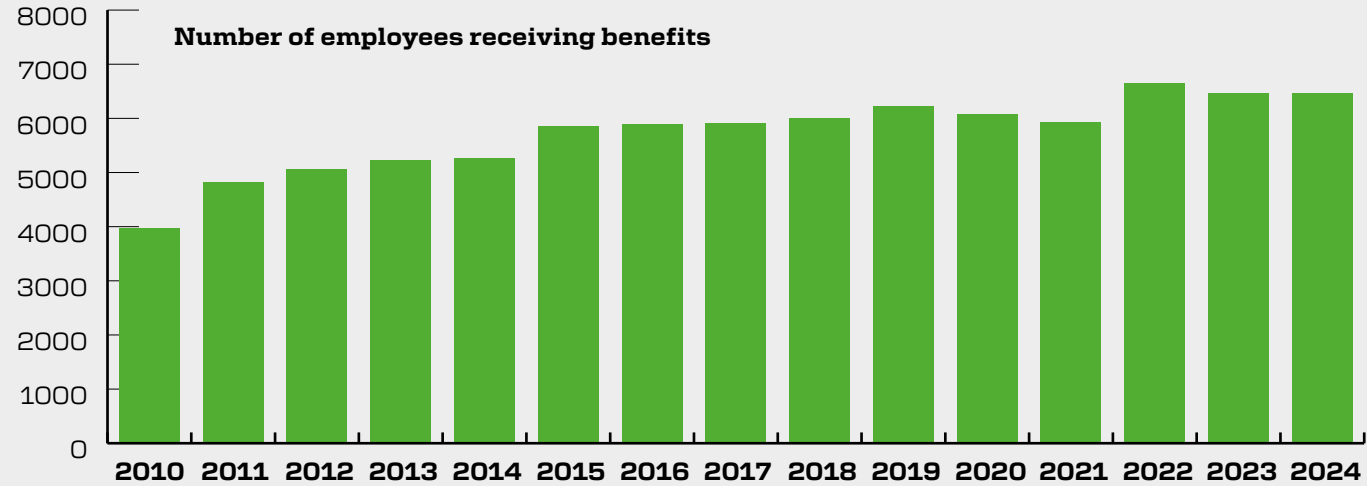
- providing employees with meal allowance equal to 57% of the cost of one Main Meal during one working shift, up to a maximum of 70% of the upper limit of the meal allowance that can be provided to salaried employees for a working trip lasting between 5 and 12 hours
  - providing employees with non-alcoholic drinks in the period of extremely hot days
  - ensuring other activities to support health (providing with vitamins, health promotion benefits)
  - vaccination against flu
- ## OTHER 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 employees’ children



### OPTIONAL BENEFITS

Optional employee benefits are provided to all employees according to established rules. In 2024, benefits ranging from CZK 6,000 to CZK 9,000 were provided depending on years of service. 6,458 employees (90%) took advantage of the option to draw benefits.



### MOST FREQUENTLY USED BENEFITS (% of disbursement in 2024)

- Employee recreation (40%)
- Use of sports facilities (23%)
- Vitamin preparations (20%)





### RECRUITMENT OF NEW EMPLOYEES

We use a variety of forms in this area. Here are some of them.

### REGIONAL TALENT

To support and promote technical fields among young people, we organize a social event called "Regional Talent", where we reward pupils and students from regional schools for top placings in knowledge Olympiads and high school vocational acti-



vities. 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.

### Number of students awarded:

	2020	2021 (on-line)	2022	2023	2024
<b>School Olympiads</b>	-	18	26	25	14
<b>Secondary school professional activity</b>	-	17	23	24	28
<b>Regional talent total</b>	-	35	49	49	42

### RECRUITMENT AND PROMOTIONAL ACTIVITIES AIMED AT PRIMARY SCHOOL PUPILS (PRIMARY SCHOOLS)

- In 2024, "Open Days" were held at the Secondary Vocational School of Třinecké železárny. Students and teachers organized excursions on three dates.
- In January 2024, the Open Day of Třinecké železárny was held for students of 8th and 9th grades and their legal representatives.
- TŽ participated in the Career Markets for 8th and 9th grade pupils in Třinec, Frýdek-Místek and Havířov. These career fairs are organized by the respective Labour Offices.
- Třinecké železárny also participated in the Triangle – Children's Day event for primary schools in Slo-

vakia. The event was organized by the Slovak border municipalities of Čierné, Skalité and Svrčinovec.

### RECRUITMENT AND PROMOTIONAL ACTIVITIES AIMED AT SECONDARY SCHOOL STUDENTS

- Provision and financing of vocational training for TŽ secondary school pupils at TŽ workplaces.
- Providing short-term internships for technical high school students with the aim of recruiting high school students to work in the company.
- Presentations of companies in the TŽ-MS Group 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.

- Providing selected students with summer paid internships at TŽ sites.
- Organizing competitions for high school students (e.g. Craft Fair).

### RECRUITMENT AND PROMOTIONAL ACTIVITIES AIMED AT UNIVERSITY STUDENTS

- Preparation and participation of TŽ in “Job Fairs” of selected universities in the Czech Republic.
- Excursions for second-year students and presentations of companies in the TŽ-MS group to facilitate the choice of specialization.
- Enabling professional two-week internships for second-year students of technical disciplines.

- Identifying suitable themes for final theses (bachelor, master and dissertation), including professional guidance of students during their preparation.
- Awarding the best theses in cooperation with the Czech Metallurgical Society (ČHS).
- Implementation of paid summer internships at selected workplaces in TŽ.

### YOUTH AND AVOIDING DISCRIMINATION

During the past year, we have not experienced any manifestations of discrimination. There were no requests from our employees to address specific instances of discrimination during the 2020–2024 reporting period, nor were any provisions of the company's

collective bargaining agreement violated. No violations or cases of discrimination were detected during the inspections carried out by the Labour Office and the Regional Labour Inspectorate during the reporting period.

TŽ employs only persons over 18 years of age. This completely prevents the possibility of child labour and dangerous work by minors. Thus, the activities of persons under 18 years of age are only carried out in the framework of practical training activities and cooperation with secondary schools in accordance with the relevant legislation.

### PROVIDING VOCATIONAL TRAINING FOR SECONDARY SCHOOL PUPILS

TŽ provides vocational tra-

ining at its facilities in the form of practical training of secondary school pupils (vocational training, continuous vocational practice, etc.), not only for pupils of the Secondary Vocational School of Třinecké železárny, but also for pupils of other cooperating schools in the regions where TŽ operates. The vocational training of these minors is carried out in accordance with the educational programmes of the individual schools under the supervision of authorized employees of the secondary schools and instructors from among the employees of the individual TŽ plants in a special regime and in accordance with the agreements concluded between TŽ and the individual secondary schools.





**EVENTS FOR FORMER EMPLOYEES OF THE COMPANY**

Every year Třinecké železárny organizes a meeting for its former employees who have retired. Those who ended their working career in 2022 gathered in the garden of the Museum of Třinecké železárny and the City of Třinec in June 2023. With a

smile, they received thanks for their many years of work and symbolically bid farewell to their years spent at the company. The musical performance of regional artists evoked a pleasant and relaxed atmosphere.

**JUBILARIANS OF 90, 95 AND 100 YEARS**

We visited former employees



who had devoted many years of their lives to working at Třinecké železárny. We congratulated them on their important anniversaries – 90th, 95th and 100th birthdays. They retired several decades ago, many of them in the 1990s.

Since 2021, the smelter has been personally visiting its former employees, conti-

nuing a tradition that not only expresses gratitude and appreciation, but also reinforces a sense of belonging and care for those who helped build the company. This year, thirty-one women and thirty-eight men who have worked at the factory for at least 15 years received a wish of good health and thanks for their long service.



## OCCUPATIONAL HEALTH AND SAFETY (OHS)

**TŽ regularly assesses the risks to employees' health and takes measures to eliminate them. The long-term positive results achieved in protecting the health of employees, the quality of preventive care, and the established and effective management system in this area have also been recognized by the State Labour Inspectorate and in 2022, TŽ was awarded the title "Safe Enterprise" for the fourth time.**

Monitoring the state of OSH is an integral part of OSH management and evaluation. These activities are carried out in close cooperation with

the provider of OSH services, which is the Třinec-based company ENVIFORM.

Employee participation in OSH matters is carried out through trade unions, in particular through the Health and Safety Committee.

**The mission of this committee is to evaluate and assess occupational health and safety through the following:**

- Regularly assessing risk related to occupational health and safety, receiving employee suggestions, and discussing them and identified risks on behalf of the Chairman and Vice-Chairman of the OSH Committee





and the OSH service provider (ENVIFORM), including taking action.

- Assessing the level of accidents and discussing the causes of accidents at work and other adverse events with a potential impact on health hazards (accidents, near misses), including action to be taken.
- Addressing suggestions in the field of the working environment and ergonomics at work.

#### **Joint expert committees are also set up:**

- Commissions of Inquiry for the investigation and compensation of accidents at work.
- Audit committees for internal OSH audits at individual workplaces.

- Joint weekly evaluation meetings between the employer's representative (OSH representative), the employees (representative of the KOVO trade union) and the OSH service provider (ENVIFORM).

- practical training under the supervision of an experienced employee and testing,
- periodic training according to the curriculum approved by the supervisor and the safety engineer,

## **28 WORK ACCIDENTS**

### **with incapacity for work longer than three calendar days in 2024**

#### **Within the OSH training system, the following are carried out:**

- initial OSH training – for new employees,
- initial on-the-job training conducted by the supervisor of the recruited employee,

- emergency training as required, along with the analysis of the causes of work-related accidents and other untoward incidents, including corrective action,
- issuing information material on current OSH issues.

In 2024, TŽ recorded a total of 28 work-related accidents resulting in incapacity for work lasting more than three calendar days. Based on the number of employees, this corresponds to an average injury frequency rate of 0.41 work-related injuries per 100 employees per year.

**The management of accidents at work, including non-absentee accidents, is always accompanied by measures to prevent recurrence. Absentee and non-absentee injuries with the potential for serious injury, including the adoption of company-wide measures, are investigated on a committee basis.**

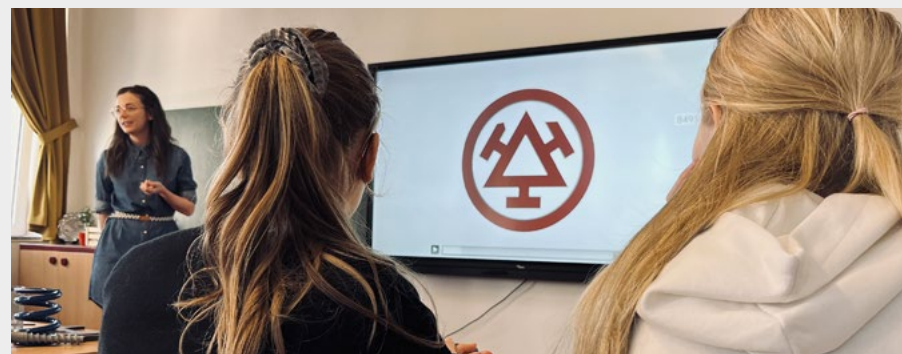


# IMPACT OF TŘINECKÉ ŽELEZÁRNY'S ACTIVITIES ON THE SURROUNDING ENVIRONMENT



## CONVALESCENT STAYS

Since 2014, our company has been organizing health stays in the Tatras for children from primary schools in Třinec and its surroundings. Between 2014 and 2024, a total of 2,427 first-grade pupils participated in these stays. The company contributes more than **CZK 1.5 million** annually to their support.



## MY WERK

The My WERK competition, which Třinecké železárny organizes annually for the seventh-grade pupils of primary schools in the regi-

on, attracted thousands of children. Fun and interactive lessons about the ironworks once again visited schools from Mosty u Jablunkova to Český Těšín.

Pupils learn in an interactive and engaging way about the history of the company, production processes, environmental initiatives, and the attractions offered by the steel industry. At the same time, we strengthen their pride in the region and their sense of belonging to the place where they grew up.





since 1969

## MUSEUM OF TŘINECKÉ ŽELEZÁŘNY AND THE CITY OF TŘINEC

Třinecké železářny, as the company with the longest tradition and the largest employer in the region, has operated its own company museum since 1969. During its operation, it has gained many fans, as evidenced by the constantly growing number of visitors. Thanks to its unique focus and mission, it is an exceptional institution within the region, actively supported by both Třinecké železářny and the town of Třinec, contributing to the development of cultural life.

After the reconstruction of the permanent exhibition in 2019, the museum now manages several exhibition spaces – the Permanent Exhibition,

three rooms for short-term exhibitions and a gallery. Visitors can also explore the outdoor Werk Gallery, located in the museum's garden.

The museum is not only used for exhibitions – the factory organizes important events, visits of the company's management or the city. Every year, it organizes educational programmes and competitions for primary and secondary school pupils and the general public. Among the most important and popular events are the Museum Summer, the Living Nativity, In the Name of Fashion and the carving symposia, which highlight the importance of this cultural institution.





# VOLUNTEER DAY

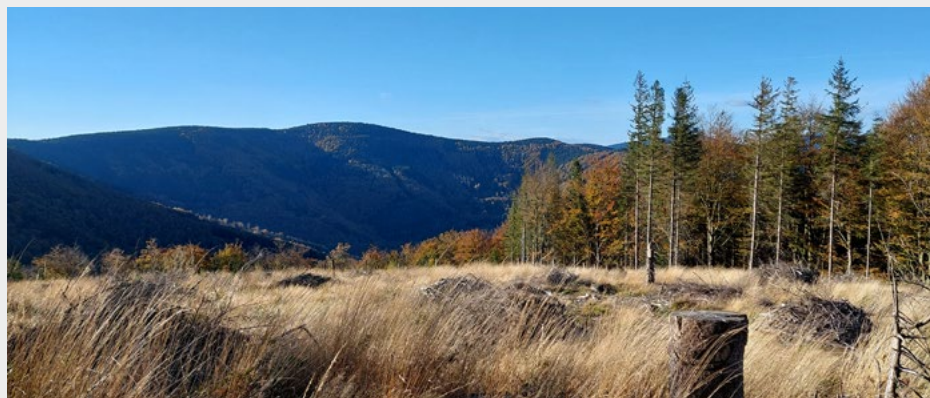
Since 2012, Třinecké železářny has been organizing a corporate event called "Volunteer Day", which supports public benefit activities in non-profit organizations in

the region. Approximately 450 TŽ employees have joined this initiative so far.

During last year's Volunteer Day, we planted a record

2,300 trees in Gutské peklo. This marks the seventh time that the plant has carried out forest renewal in cooperation with the ČSOP Salamandr association. Planting native tree species and restoring forest diversity are long-term

goals of the association, so we are planting firs, beeches, and other missing species with valuable Beskydy genetic origin. Students of the Secondary Vocational School of Třinecké železářny also participated in last year's planting.



# GOVERNANCE







## VI

## GOVERNANCE

**Every year, Třinecké železářny publishes an annual report and a corporate social responsibility report. They share information about their plans, goals, activities, and results with customers, partners, and the general public through their website, the regional weekly Třinecký hutník, and company social media profiles.**

In order to remain competitive, the company focuses on continuously improving the quality of its products while ensuring efficient cost management. At the same time, it carefully allocates funds among projects aimed at modernizing equipment, technological development and environmental protection.

The company's management system supports the implementation of its business strategy aimed at increasing the share of stainless steel products, developing product chains and using assets efficiently, with an emphasis on increasing the profitability of sales. A key focus for all employees is to increase the added value of long-rolled products, which make up the majority of TŽ's production.

The company's management is based on a linear organizational structure, process and project management and rigorous risk analysis in all areas. These principles are not applied in isolation but complement each other. A system of regular reporting is used to evaluate and monitor strategic objectives and to provide the necessary feedback.

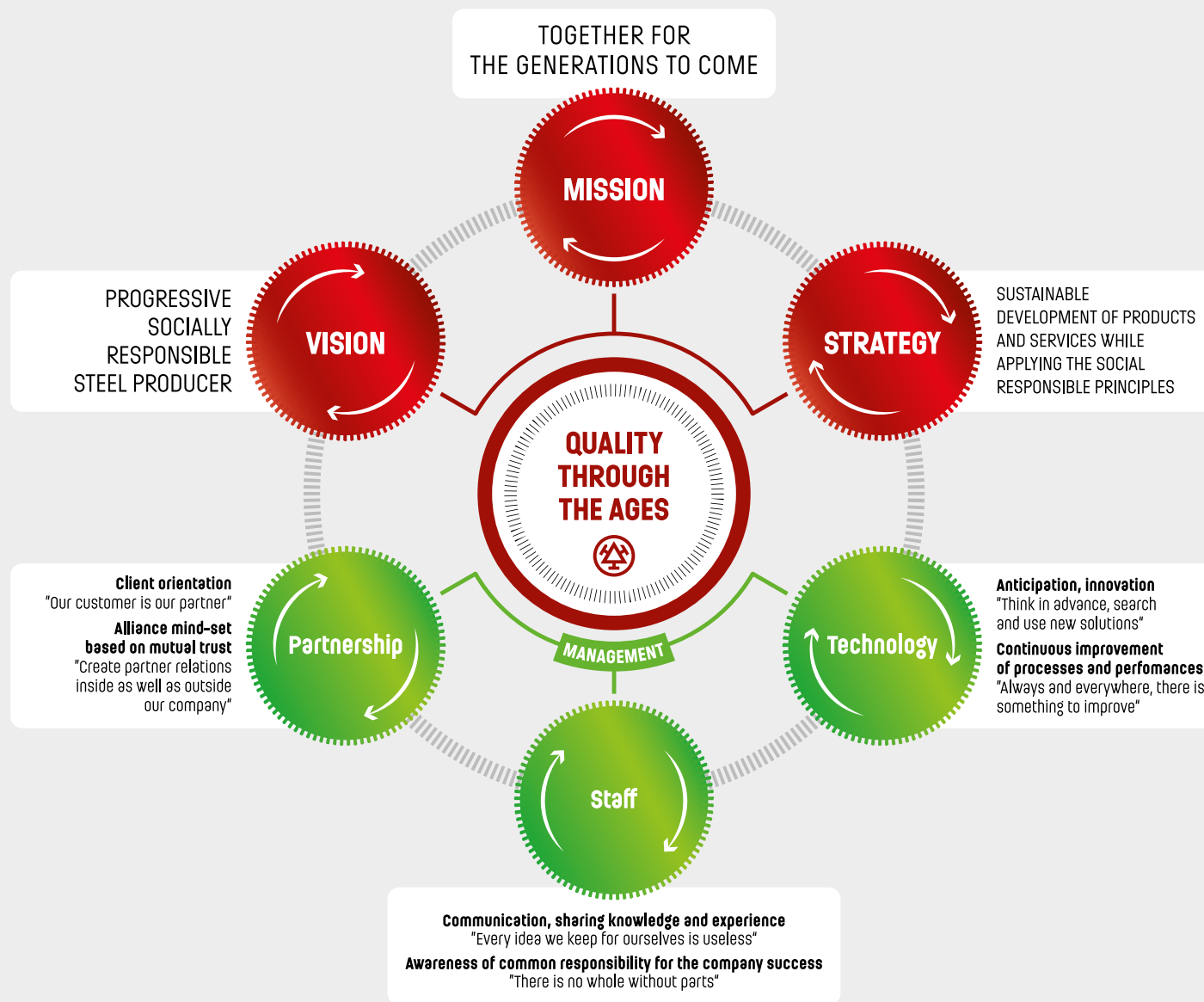


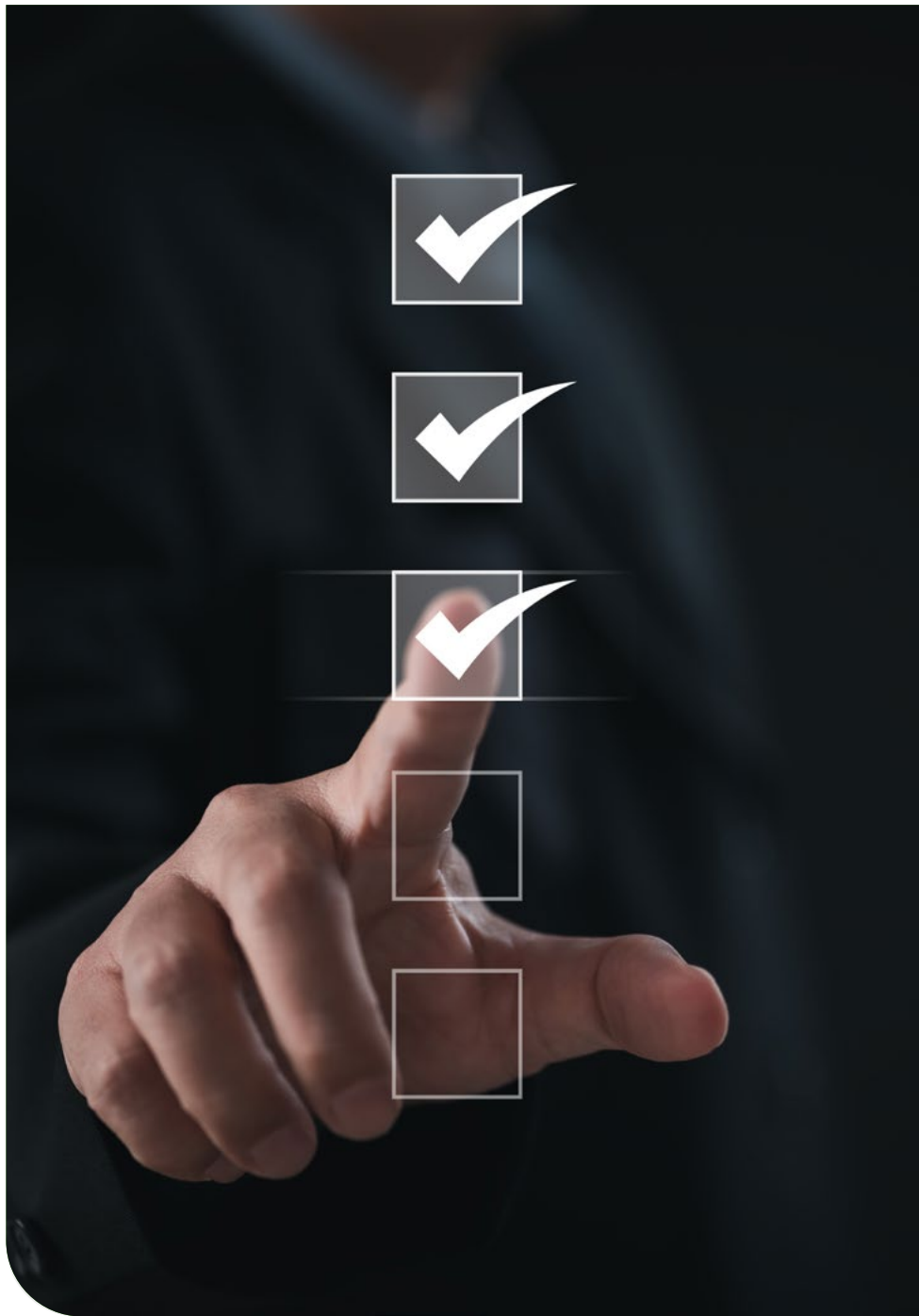


Also in 2024, a number of measures have been introduced to support the strategic objectives in all areas of Třinecké železářny strategic framework (Partnership, Technology, People, Management).

### Financial donations by TŽ in 2019-2024 (CZK thous.)

2019	20,972
2020	26,561
2021	19,641
2022	51,522
2023	22,231
2024	21,948





### COMMITMENT OF MANAGEMENT

Each member of management, within the scope of his/her responsibilities:

- Shall ensure that sufficient human, material, financial, and informational resources are available to meet the objectives, review their availability and adequacy, and guarantee their effective use.
- Takes decisions solely in accordance with legislation and standards.
- Guides and motivates staff to work safely.

### COMMITMENT OF EMPLOYEES

All employees of the company are committed to increasing the added value of long rolled products, which make up a decisive part of Třinecké železářny's production.

### COMPLIANCE PROGRAM

Business and process risk management is based on International Organization for Standardization (ISO) standards and international standards for quality management systems (QMS), including IATF 16949. It also includes the principles of Corporate Social Responsibility (CSR) and the international standard SA8000 - Social Responsibility. We consistently enforce these principles, systematically evaluate their effectiveness and take measures to continuously improve them.



# **TŘINECKÉ ŽELEZÁRNY, a. s.**

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