

alca GROUP

Annual Report 2023

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Values

# Introduction

# 01

strategies  
vision  
development  
innovation  
sustainability

Dear Friends,  
last year was another one of those years that test the stability of companies. After we conquered the covid pandemic, cleaned up after a devastating tornado in the region, and learned to live with the fact that is raging not far from our borders, it was a year marked by inflation and a crisis in the construction industry. The price of building materials and high mortgage interest rates have slowed down the pace of construction work considerably, and not only in our country. The Alca Group is closely linked to the construction industry – the companies Alcadrain and FV - Plast which form its foundation are major manufacturers of sanitary equipment and piping systems.

On the following pages, we would like to present the activities of the entire Group in 2023. We will introduce the Alca Group and the individual companies that make it up. We would also like to tell you the story that my wife Radka and I began writing in the 1990s and which is far from over. On the contrary – it is constantly evolving. A lot has changed since we started production, including the market, customer preferences, and business culture. Dozens of politicians have passed through our governments, but we have remained. Unlike others, we have not succumbed to the trend of moving production out of Europe. We manufacture in the Czech Republic and export all over the world. Our domain remains Czech production, high quality, and emphasis on the environment.

In 2023, we are more focused than ever on renewable energy. We have invested tens of millions of crowns in a photovoltaic power plant whose panels now cover all the roofs of the Alca and FV - Plast production

plants. The power plant's output is sufficient for our total consumption and will even exceed it in the near future. We are constantly investing in efficient and environmentally friendly production. Last year was no exception.

As a forest engineer and passionate hunter, I have a very close relationship with nature and strive to give back to it what we as humanity owe it. This applies not only to production, but to other areas as well. For more than twenty years I have been tending a game preserve I founded in what used to be fields – arid monocultures and landfills where the water gradually disappeared and, with it, life. In places that I remembered from my childhood and that I hardly recognised after an intervention resulting from the regulation of the Thaya River. Today, the preserve provides a home for a broad range of animals and plants. It's no coincidence that last year it won the award for deer trophies and the hunting ground of the year. We support many activities related to restoring the natural beauty of the region. For example, we provided financial assistance to the Lower Morava Biosphere Reserve which was involved in the revitalisation of the castle pond in Lednice. Thanks to us, the Lednice pond is once again the pride of the castle park.

All my life I have been guided by the motto: "Whatever you do, do it in such a way that one day you hand it over in better condition than you received it." The Alca Group is a shining example that this works.

František Fabiřovic  
CEO and owner of the Alca Group

On the one hand we are building manufacturing companies, but on the other hand we are not forgetting what nature gives us and how important it is. That is why I have made it my goal to focus on nature conservation. Our Obelisk Game Reserve is not only a place of biodiversity, but it's also a commitment to a healthier environment. Together we show that a successful business can go hand in hand with a love for nature.

František Fabiřovic  
Owner of the Alca Group

integrity  
accountability  
efficiency  
quality  
respect

The power of entrepreneurship combined with a passion for innovation. We create not only products, but also success stories. Our group is not just about business; it is about vision, determination, and an endless desire to go beyond boundaries. Together we build not only brands, but also long-term partnerships. Your entrepreneurial journey is our direction, and together we create a compelling success story.

**Radka Prokopová**  
Owner of the Alca Group

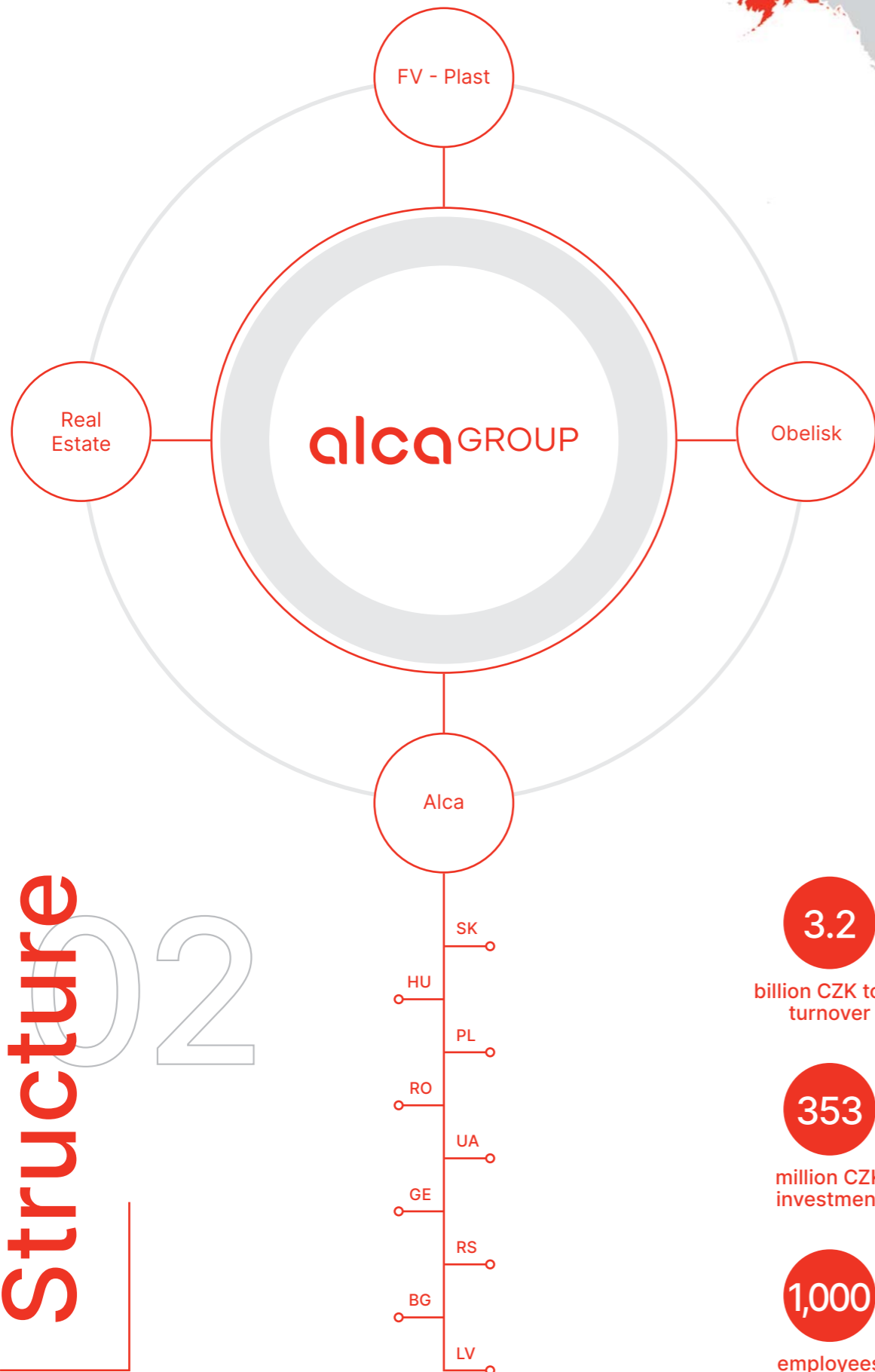
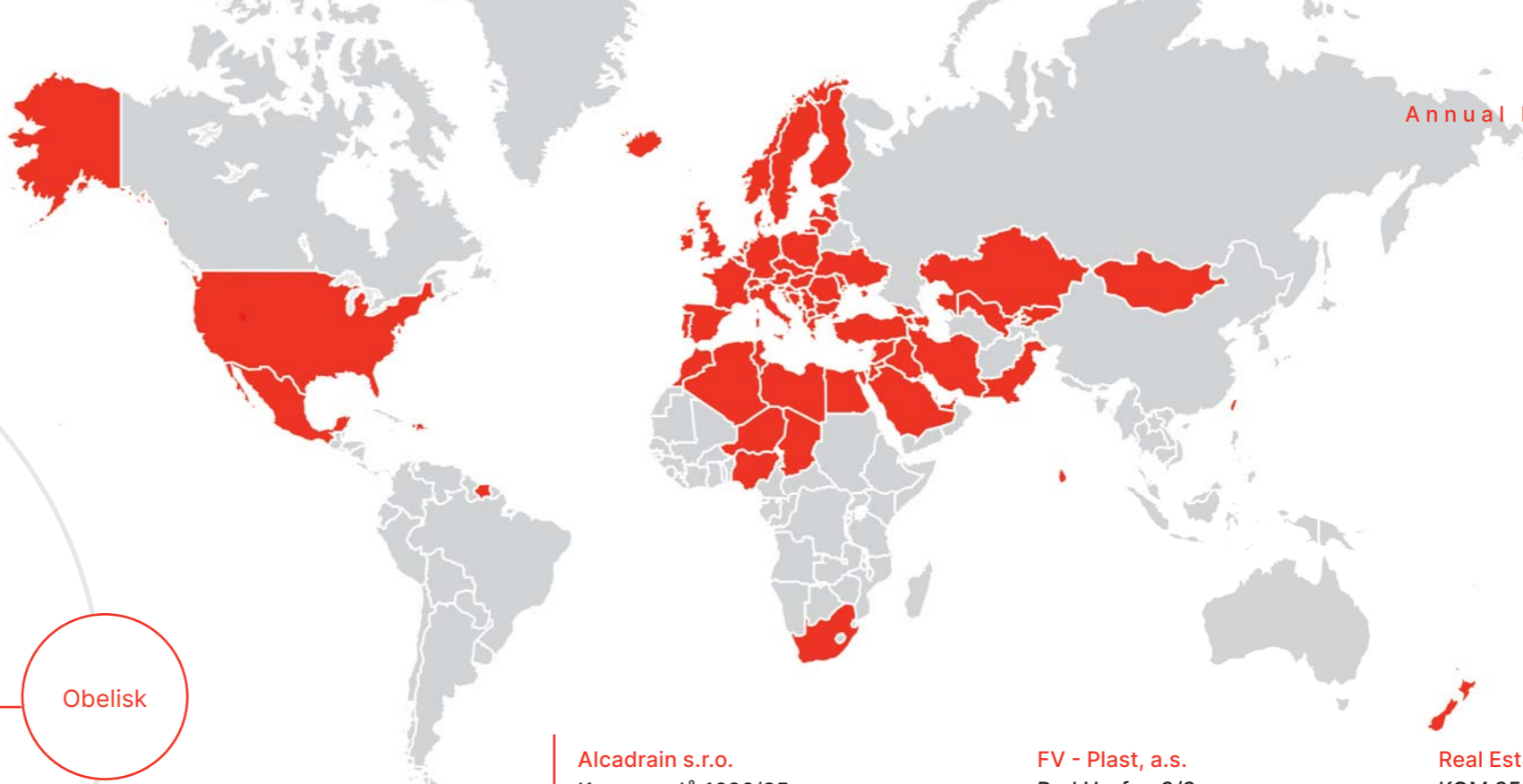
Dear Readers,  
every year, our finance teams produce an annual report that's full of charts, figures, and graphs. This year, we decided to do it differently. We've gone above and beyond the obligatory financial report and created a summary of the events that most impacted us at Alca last year. We'd like to share our achievements with you and present the ladder of values we're climbing – sometimes faster, sometimes slower, but always with confidence.

For us, certainty and reliability are not just words. Reliability is one of our core values. We are proud that our customers, partners, and employees can always rely on us. Although last year is generally regarded as a challenging year among entrepreneurs and professionals, Alca did not experience any serious fluctuations and did not have to reduce its production and sales. On the contrary, last year we invested hundreds of millions of crowns in new machinery and technology that made production more efficient, enabling us to increase our capacity. Investments in innovation and environmental measures have accompanied us from the very beginning. An innovative approach to business is inherent to us.

But the Alca Group is more than just manufacturing plants. Although this could be a simple way to summarise the Group's core business, our scope is much broader. We have decided to embark on projects that are not strictly related to production. We have set up several

companies dedicated to real estate investment. In other words, we have spread our resources, further strengthening the Group's financial stability. Responsibility towards our employees and the environment is one of the fundamental pillars that we're building on. Whether in production, in wine-making, or in the game preserve, we strive to do our job to the best of our ability. We rely on our values and a multitude of skilled and hard-working people. You can read how we're doing in the following annual report. I trust that you'll find it inspiring and even learn things you didn't know about the Alca Group. My husband and I have built our company from the ground up, and we see every success as a reward for our work. For us, Alca is proof that the main thing is to want and not to give up. Then everything is possible. Happy reading.

**Radka Prokopová**  
Executive Director  
and owner of the Alca Group



# Structure 202

**3.2**  
billion CZK total turnover

**353**  
million CZK investment

**1,000**  
employees

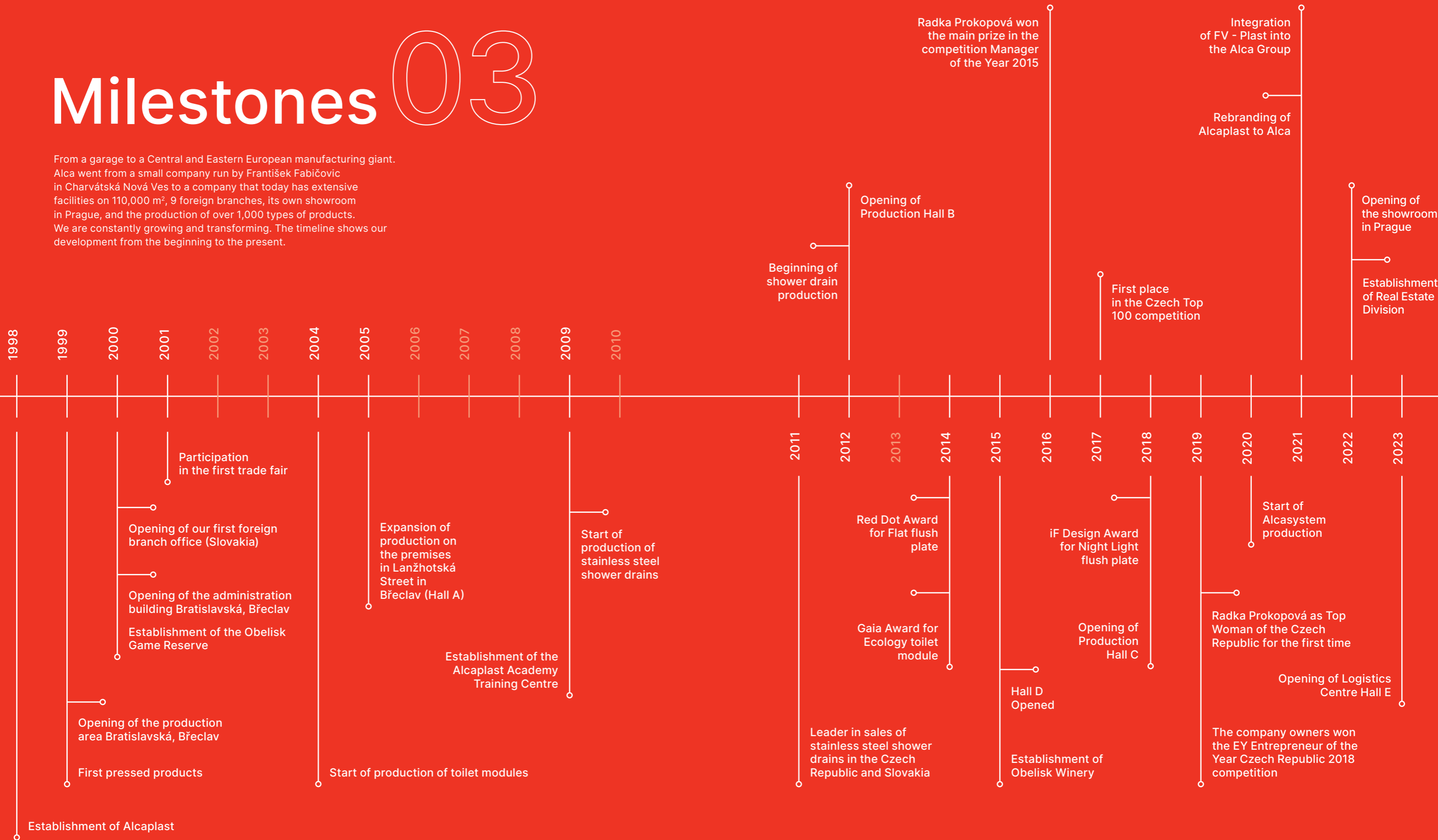
- Alcadrain s.r.o.**  
Komunardů 1626/35,  
170 00 Praha 7 – Holešovice  
CRN: 25655809  
VAT: CZ25655809
  - Alcadrain SK s.r.o.**  
Novozámocká 209  
949 05 Nitra – Dolné Krškany  
Slovak Republic
  - Alcadrain HU Kft.**  
Fuváros Köz 1  
2900 Komárom, Hungary
  - Alcadrain PL Sp.z o.o.**  
Ul. Ks. Londzina 47  
43-382 Bielsko-Biała  
Poland
  - Alcadrain RO S.R.L.**  
Parcuri Industriale Șura Mică P18  
Șura Mică – 557270, Romania
  - ТОВ «АЛКА ПЛАСТ УА»**  
Код ЄДРПОУ 42233393  
вул. Кирилівська, буд. 160 Б  
М. Київ, 04073, Ukraine
  - Alcadrain GE LLC**  
Mikheil Asatiani St. 10  
Tbilisi 0177, Georgia
  - Alcadrain BAL d.o.o.**  
Železnička 75  
11300 Smederevo, Serbia
  - „АЛКАДРЕЙН БГ“ ЕООД**  
Гр. Севлиево 5400  
Ул. Неофит Рилски 3  
Bulgaria
  - The Baltic States**  
Latvia, Lithuania, Estonia
- FV - Plast, a.s.**  
Pod Harfou 3/3  
190 00 Praha 9  
CRN: 26167654  
VAT: CZ26167654
  - VINAŘSTVÍ OBELISK s.r.o.**  
Celňák 1212  
691 42 Valtice  
CRN: 28351932  
VAT: CZ28351932
  - OBORA OBELISK s.r.o.**  
Lednická 78  
690 06 Břeclav  
CRN: 26231352
- Real Estate**  
KOM 35 s.r.o.  
Pražská Living s.r.o.  
LIWI INVEST ONE s.r.o.  
VN 33 Building s.r.o.  
CCC Investment V1 s.r.o

<b>3</b> production plants	<b>9</b> foreign branches	<b>70</b> export countries
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# Milestones 03

From a garage to a Central and Eastern European manufacturing giant. Alca went from a small company run by František Fabičovic in Charvátská Nová Ves to a company that today has extensive facilities on 110,000 m<sup>2</sup>, 9 foreign branches, its own showroom in Prague, and the production of over 1,000 types of products. We are constantly growing and transforming. The timeline shows our development from the beginning to the present.



our work  
has received  
attention  
and recognition



Events

04



## Hall E: new distribution centre



**Location:** Alca production plant, Břeclav  
**Built-up area:** 16,700 m<sup>2</sup>  
**Warehouse area:** 16,158 m<sup>2</sup>  
**Administrative building area:** 1,626 m<sup>2</sup>  
**Hall height:** 12 m  
**Storage capacity:** 17,500 pallets  
**Investment amount:** 400 million CZK  
**Supplier/Realizer:** PORR a.s.

Alca has a new distribution hall for its 25th birthday. This is the fifth hall in the complex. All Alca products are shipped from this modern building throughout Europe.

The new Hall E, worth hundreds of millions of crowns, is one of the largest constructions in Alca's history. The building was completed in a record time of eight months. Thanks to modern technology, its operation will make it easier for all employees from warehouse workers to the drivers themselves. Hall E is also proof of the company's technological sophistication.

Hall E can hold up to 17,500 pallets of goods and is four times larger than its predecessor. One particular revolutionary feature is the drop racks for pallets of goods. The pallets are loaded into them on one side and then moved by their own weight via a roller track to where they are loaded directly into the trucks. The operation of Hall E is based on modern technology. It is heated, for example, by means of a built-in underground energy channel using waste heat from the neighbouring production Hall C. Almost the entire roof of the hall is covered by a 1-megawatt photovoltaic plant. In combination with the solar panels on the roofs of the other halls, the entire production area generates more energy during sunny weather than it consumes.

Hall E also includes a three-storey office building. In addition to offices and spacious changing rooms, it also holds a room for truck drivers. The new facilities will offer them superior amenities such as a kitchen, showers, and internet access.

**logistics**  
 a connection that works





we have been  
your neighbours  
for 25 years

## Open House Day

Location: Alca production plant, Břeclav  
Date: 20. 5. 2023

Last year marked exactly 25 years since the founding of Alcaplast. This means that Open House Day was also a celebration of Alca's 25<sup>th</sup> birthday. Around 1,400 visitors joined the celebration.



At the beginning of last summer, the company opened its doors to visitors from the Břeclav area. Hundreds of Alca employees could not resist the opportunity to show off their families and the familiar place where they work. And they weren't the only ones. The public was also very interested in tours of the premises and individual halls. More than 1,400 visitors who decided to spend a Saturday afternoon at Alca and get to know one of the largest employers in the region better passed through the gates of the complex. Alca is a company that creates jobs, but it is working together with the mayors of the municipalities of the Břeclav region to also build a place where it is good to live. With its rich accompanying programme and high attendance, Open House Day has become a regular cultural event in the Břeclav region.

For Alca, it was a great opportunity to bring the company closer to the local people and give them an insight into the production process – during the tours, people could follow a product from its birth to shipping. Visitors

were often shocked by the high level of robotisation and high technology in the production process. Many also appreciated the “workplace culture” which, compared to other manufacturing plants, stands out for its cleanliness and airiness. The organisers of Open House Day managed to balance the educational and entertaining aspects of the event and present the company to potential job seekers as the successful international manufacturer that it undoubtedly is. During this unusual event, a new product was christened – an outdoor drain which won an award at the ISH trade fair in Frankfurt.



## A common path to hi-tech production: an automatic line for toilet modules

Location: Alca production plant, Břeclav  
 Constructed according to our own design  
 9 robot nests  
 3× faster production

Teams from the design, electrical, and tooling departments, led by technical director Ondřej Slanina, joined together to produce their own automated module line.



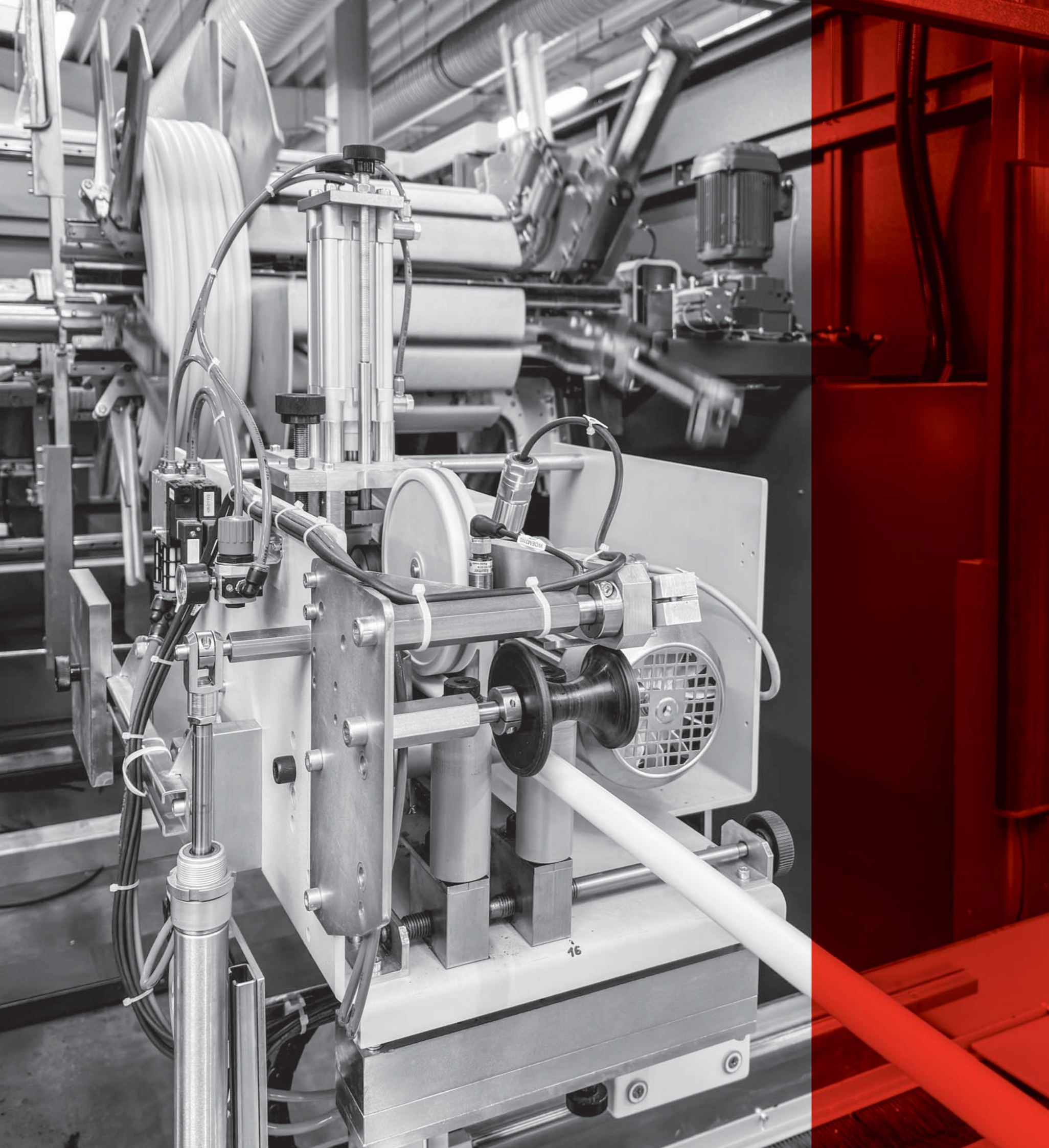
Innovation plays a key role in any modern company. Making production more efficient means financial savings, greener processes, and fewer breakdowns in day-to-day operations. Many companies are moving in this direction, but few are able to successfully undertake such a task on their own from initial idea to implementation. Alca is unique in this respect. Its teams from the design, electrical, and tooling departments, led by their technical director, have

come together to produce their own automatic module line. The new line is the pride of the factory – it assembles and welds, but above all, it oversees the quality of the toilet module. Before the tank passes through the line, it is tested for water and air tightness. The original intention of building a new line was to achieve twice the daily production with the current number of workers. The Alca teams that designed and commissioned the line eventually

managed to get up to three times that amount. Currently, production capacity is at 160 pieces of product per hour, with one piece taking only 22.5 seconds to weld. But it's not just about making the process faster. The resulting product is also of higher quality, as robotisation effectively prevents the production of rejects. The designers decided to take a comprehensive route, so in addition to the welding and machining section, the production

line is supplemented by a marking inkjet printer which prints the date and other required information on the finished module, including a QR code with assembly instructions. The word hi-tech on the robotic line for toilet modules takes on its proper meaning here. The gigantic line containing 9 robots is already an incredible spectacle in itself, but the plans to improve the production process don't end there. In the next step, the company plans to expand

the line to include an assembly section. Although the line is almost self-sufficient, it would not work without skilled people. Realistically, the line is staffed during a shift by operators who have to put the input components on the line, but also by those who pull products off the line, finish them, and add caps or seals.



## AL-PERT pipe production line

Location: Production plant FV - Plast, Čelákovice  
Producing up to 20 million metres of tubes per year  
3× faster than the original line

Our newly introduced production line is focused on the production of multilayer PE-RT pipes with aluminium coating. PE-RT/AL/PE-RT pipes with 100% oxygen barrier provide versatile applications for hot and cold water transport and heating. The aluminium layer ensures temperature and pressure resistance while allowing easy handling during forming. FV - Plast is proud to be the only manufacturer of multilayer PE-RT/AL/PE-RT and PE-RT pipes in the Czech Republic, with a tradition of more than 30 years.

The cutting-edge technology from Switzerland is characterized not only by incredible speed, but also by high reliability. It ensures weld quality by mechanically guiding the aluminium joint directly under the electrode, eliminating the possibility of physical buckling of the joint.

A proven feature of this technology is also the automatic defect detection software, which continuously analyses data from the line's control mechanisms throughout the production run. This prevents the rolling of a defective product that could be shipped to the customer. The entire process is therefore ensured from start to finish with the utmost care for quality.

The line has a wide range of control elements, such as the CINEGRAN 22 dual gravimetric-optical system for monitoring the flow of granulate into the extruder. A further safeguard is the triple laser measurements of the tube diameter taken after each key step in production – namely the creation of the base tube, the application of the adhesive, and finally the final product. Induction weld quality control of the aluminium layer is also carried out, and the induction furnace start-up is monitored to ensure adhesion of the different layers of the tube.

The final step is an optical inspection of the pipe surface to detect any holes in the coextrusion, thus providing protection of the aluminium from the corrosive environment.

saving  
and growing  
together

## Million-crown investments in lean manufacturing



**52 million CZK for PV plants within the group**  
**5000 photovoltaic panels Alca Břeclav production site**  
**2.2 MW from PV plant Alca Břeclav**  
**1 MW from PV plant FV - Plast Čelákovice**  
**600 kW from cogeneration units**  
**Waste heat and heat recovery system**

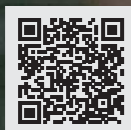
In 2023, the Alca Group focused on renewable energy sources. In particular, several major projects in the field of photovoltaics were completed. Photovoltaic panels were installed on all the roofs of Alca's production site in Břeclav, as well as on the roofs of the PV-Plast plants in Čelákovice and Bohdalice. The Obelisk Winery and Game Reserve were also involved, where panels also appeared on the roofs of buildings last year. In total, more than 52 million crowns were invested in photovoltaics last year. Alca has thus acquired a 2.2 MW power plant which, under ideal solar conditions, can completely cover the energy requirements of production. In the near future, plans include

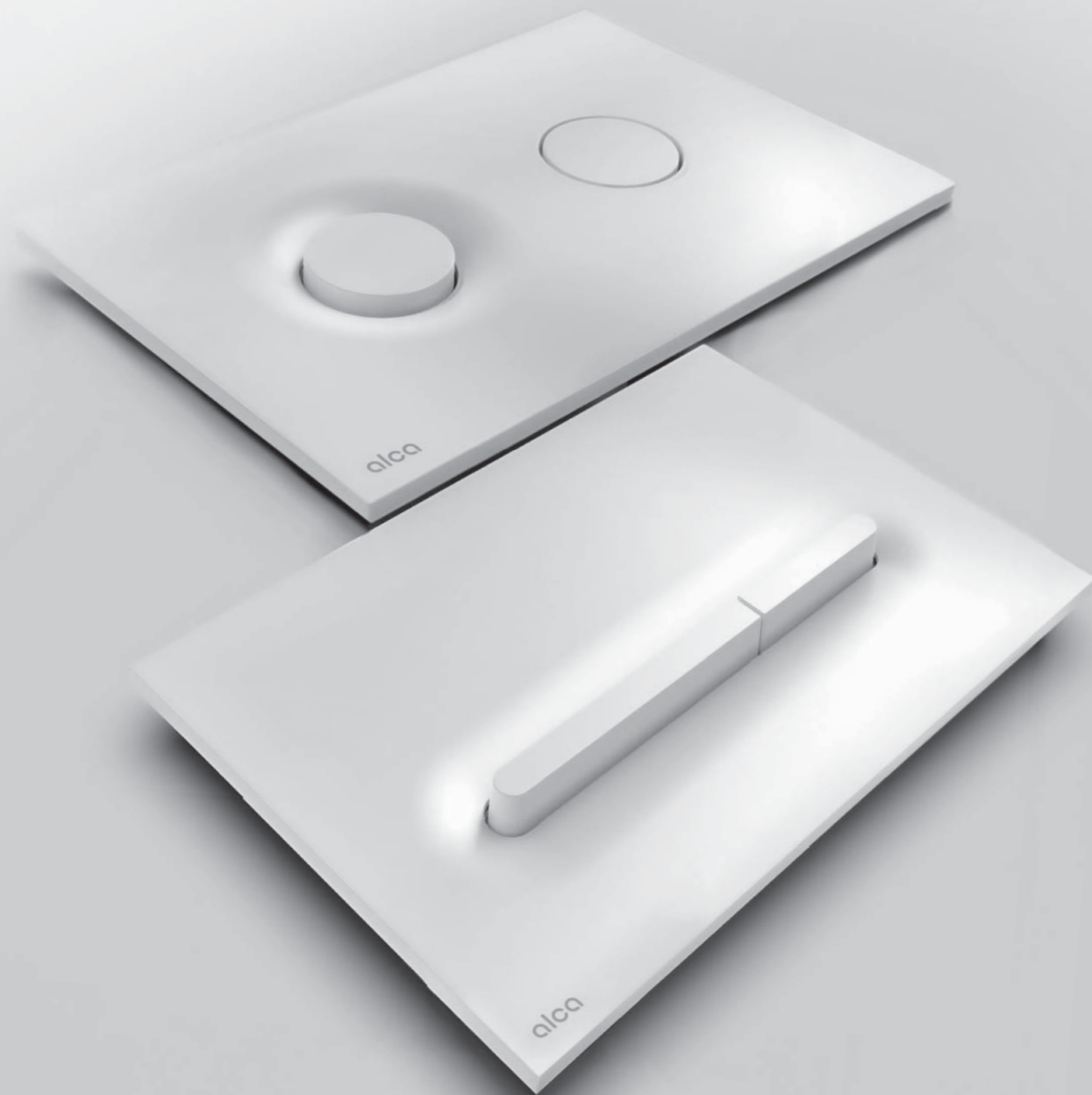
expanding the PV plant so that the maximum output will even exceed the consumption. But photovoltaics are not the only measure aimed at avoiding energy waste in production. Alca employs a range of energy-saving measures in which tens or even hundreds of millions of crowns are invested each year. The system of heating halls with waste heat from pressing machines combined with several natural gas-fired cogeneration units is an example of environmentally friendly industrial production. In addition, heat recovery units are installed in the new lines. The air that is heated to cool the lines is also used for heating. The energy savings benefit the whole company.

Lucie Koldová has a refined personal style. I like how she works with shades and plays with proportions and contrast. As a personality, she radiates energy and honours the values that are very close to us at Alca – the emphasis on high quality and utility value together with cutting-edge design.

**Radka Prokopová**  
Owner of the Alca Group

creative  
collaboration





reddot winner 2024



## Linka and Dot.Dot.

2 kinds of design  
8 colour combinations

The dominant feature of both plates is the perimeter moulding. It was inspired by a stream of flowing water. This design element combines simplicity with a story.

The shapes of the toilet flush plates are usually limited to circles and straight, even sharp lines. The reasons are simple, since both shapes are user-friendly. However, designer Lucie Koldová has taken them to another level.

Dot.Dot. stands out with its two circles, while the soft shaping of the gradual depression around the main button symbolizes a stream of flowing water, suggesting a large flush without the use of any additional graphics. The contrast between the minimalist circle in the surface and the one with the pronounced depression gives the toilet flush plate a new look and character.

The second form of minimalist concept is the Linka flush plate. It is inspired by the shapes and lines of modern architecture. The dominant and exact line of the protruding button is pleasantly softened by the modelling of the moulding along its peripheral line. The flush plate complements the interior with its subtle elegant design.

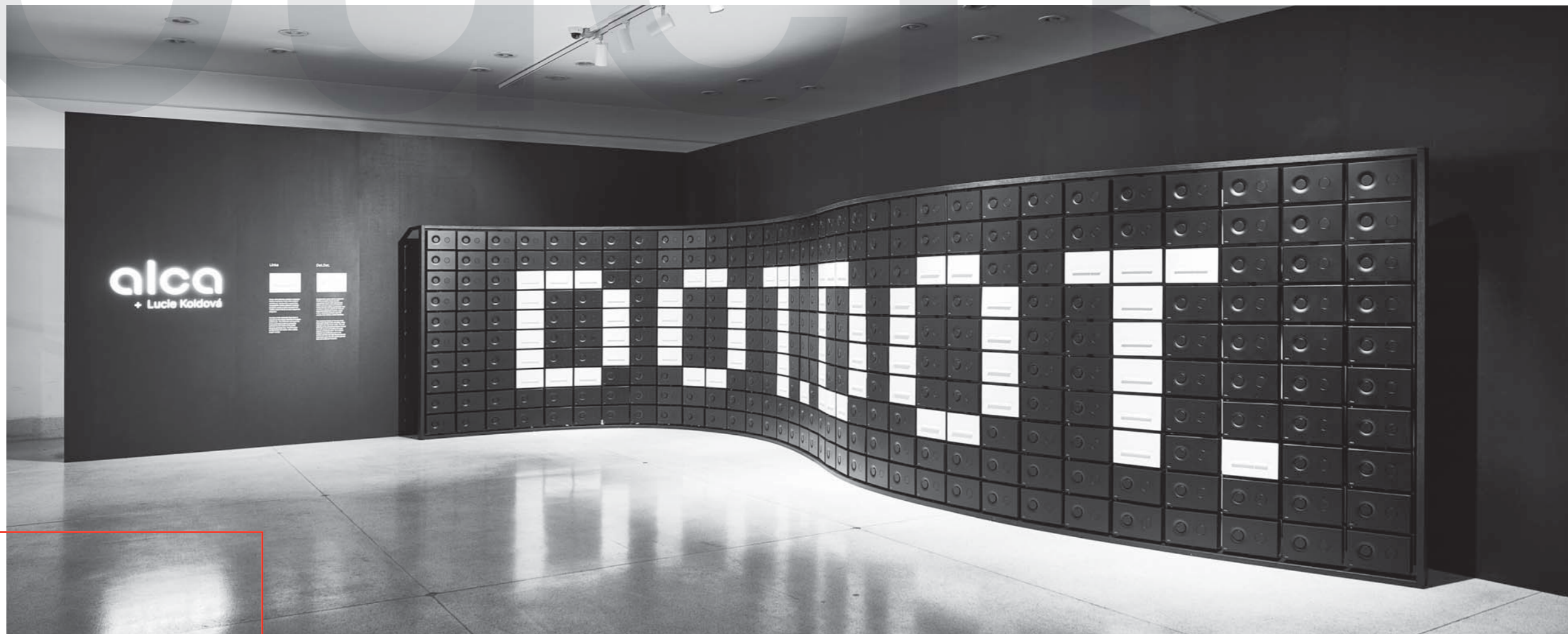
The designer Lucie Koldová concentrated on working with the plasticity of the base plate. The matt finish with an anti-fingerprint coating adds refinement to the plates of the entire collection and further enhances the comfort of

use. A special antibacterial coating counteracts the proliferation of unwanted bacteria on their surface, guaranteeing cleanliness with every touch.

**This design element combines simplicity with a story. The attention to detail, which manifests itself in subtle curves and minimalism, turns an ordinary flush plate into a user-friendly yet aesthetic piece.**

**Lucie Koldová**  
author of the flush plates

to touch



**des-  
ignblok  
23**

Journey was the theme of last year's Designblok. That's why Alca, in collaboration with Lucie Koldová, prepared an exhibition in the shape of a wave, which has been a symbol of travel for centuries. Guests of the fair could admire it by sight as well as by touch. A wall composed of an incredible 680 rotating Linka and Dot.Dot. flush plates attracted attention with its minimalist look and also its interactivity – visitors could use it to leave a personal message, create patterns or simply relax by turning the plates.



# ISH Frankfurt am Main – the path to Western markets

Location: Frankfurt am Main, Germany  
Date: 13. 3 to 17. 3. 2023

ISH is one of the world's largest trade fairs focusing on heating, air conditioning, refrigeration, sanitary technology, and renewable energy. It is held every two years in Frankfurt am Main, Germany.



Last year, Alca participated as an exhibitor at the ISH in Frankfurt, one of the world's most prestigious bathroom, heating, and installation shows. The objective of attending trade fairs is no longer just to attract new customers. Trade fairs have a much deeper meaning, especially those as important as the ISH. Last year, more than 2,000 companies from 154 countries exhibited.

Finding out what the latest trends are in the world, getting feedback, but also consolidating your position in the industry are all reasons to attend this trade fair. At ISH, we verified that the direction we are taking is the path to the Western markets, as ESG was a much-discussed topic to which the Western countries in particular attach great importance and which Alca has also been focusing on for a long time. Another of Alca's strengths is the quality and design of its products, which far surpasses our representation in Western markets and is therefore an opportunity to cover them.

One of our products – an invisible drain – won the Design Plus award at the fair. The expert jury was particularly impressed by the invisible design of the outdoor drain, which, thanks to the embedded paving, blends in with the rest of the terrace. Alca drains are designed for installation along facades on roof and ground floor terraces. They are also suitable for placement in staggered greenery.



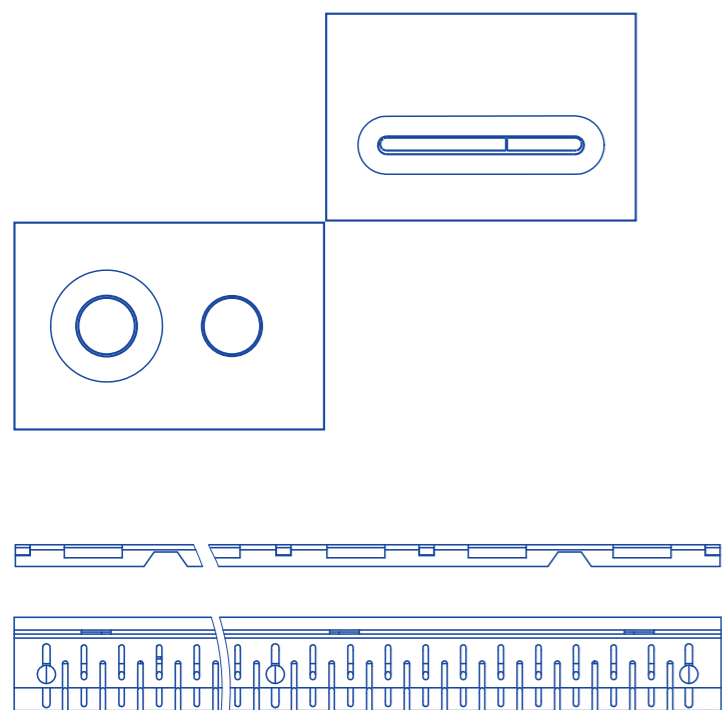


# A — Č P D ASOCIACE ČESKÉHO PRŮMYSLVÉHO DESIGNU

The word design means something different to everyone. Design is aesthetics, an attempt to impress, to distinguish oneself. Alca focused on design last year. The wide range of sanitary technology includes products that can perfectly accentuate the style of a bathroom and therefore deserve attention for their appearance.

In collaboration with designer Lucie Koldová, the Linka and Dot.Dot. collection of flush plates was created, which was a great success at the Designblok trade fair. But it wasn't just the flush plates that scored in the design world. The "invisible" drain for outdoor drainage was awarded the Design Plus prize at the ISH in Frankfurt. These successes are clear evidence that Alca has become a strong player in the field of industrial design.

This resulted in Alca being accepted into the Czech Industrial Design Association. The AČPD was established in 2020 and currently brings together 26 leading companies in the Czech Republic that are dedicated to industrial design. Its main aim is to promote design in the eyes of the general public through cooperation with state and educational institutions, but also to mediate contact between companies dedicated to industrial design with the aim of mutual support.



## The Czech Top 100

We were ranked 29<sup>th</sup>  
Ranked among the most successful for the seventh time

On the first day of December 2023, the Czech Top 100 competition was announced and of course Alca was there too. It was also ranked among the 100 most valuable Czech companies called Czech Elite, announced by Seznam Zprávy in cooperation with Deloitte ČR under the auspices of the Prime Minister of the Czech Republic.



Every year, the "Czech Top 100" competition selects companies from a national scale who achieve outstanding, exceptional, or positively remarkable results. Alca appeared among companies such as Škoda Group, TV Nova, DEK and a number of other companies that play an important role in our economy.

and Alca was no newcomer to it – it has regularly placed since 2017. This year it climbed to a glorious 29th place. The winners' plaque was received on the spot by Jan Tomčík, Sales Director of FV - Plast, on behalf of all employees who contributed to the success.

In December, the Smetana Hall of the Municipal House in Prague became an imaginary headquarters of success for a few hours. During the Czech Top 100 gala dinner held there, the best 100 Czech entrepreneurs from many fields were awarded. The tradition of this competition dates back to the 1990s,

I would like to express my deep gratitude to all employees for their constant contribution, commitment, and great work, which enables us to achieve success and build our common goals together.

Jan Tomčík  
Sales Director of FV - Plast



# Social responsibility, promoting culture and sport 05

We know that life is not just about our own achievements. There are people around us who have not been as lucky as us and cannot do without the help of others. We believe in the value of lending a helping hand.



**We bring hope, love, and help where it is needed most**

In 2023, we established a partnership with the Be Charity Foundation, which has been supporting sick and otherwise disadvantaged people, and the family members who care for them, for eight years. Be Charity's assistance consists in providing financial contributions for treatment, rehabilitation and the purchase of medical aids and supplies. An exceptional initiative is their charity bazaars, where clothes donated by famous personalities are sold. This not only highlights the importance of solidarity and helping others, but also connects the world of fashion and charity efforts. The proceeds are used to support those who need it most.

employ about two hundred people with mental and combined disabilities in the Central Bohemia region, primarily from institutions and sheltered housing. The third pillar of the foundation is the funding of precedent operations and the purchase of unique devices. This included a diaphragm operation, the first in the country, on a man who had been bedridden since 2014 after a car accident and now happily takes his dogs for walks. Or a surgery in the spinal unit, or the purchase of a LUNGguard, a transport cases for lung transplants. The foundation has helped sick people with more than 50 million crowns.

The foundation is dedicated to the care of ninety-two sick children, with a focus on those suffering from cerebral palsy, severe cancer, or trauma. Its primary goal is to provide support to these sick children and their families. The foundation recognizes the immense hardship experienced by these patients and their loved ones and seeks to actively contribute to their treatment and comfort. In addition to caring for sick children, it prides itself on providing support to parents so that they know they are not alone in this difficult time. Through this combination of caring for sick children and supporting their families, the foundation strives to create a comprehensive environment where patients and their loved ones can find the help and solidarity they need. Together with Etincelle, they also co-

**For a long time we were all volunteers, but as we grew we needed one person for the "back office", including providing office space. When I thought about who could help us with the organization, Radka came to mind right away. I had only seen her once before in my life, but she inspired tremendous confidence in me. Rational demeanour, honest eyes, and a kind heart. I'm eternally grateful to have her on our team.**

**Bára Nesvadbová**  
 Founder of the Be Charity Foundation

**health**  
 is not a given, health is a gift

We actively support:





**The opening concert  
was thanks to Alca**

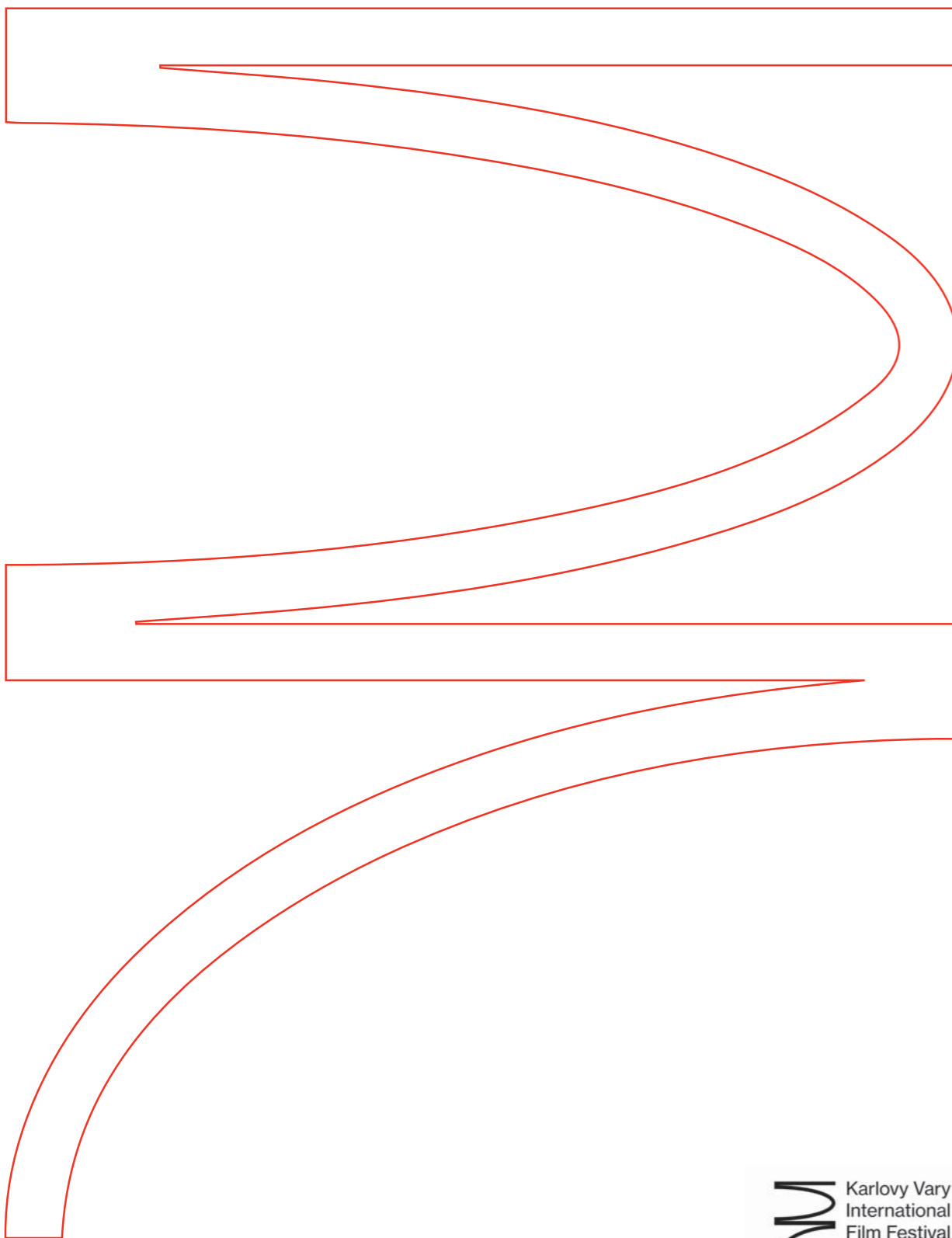
For many times already, Alca has linked its name with the Lednice-Valtice Music Festival, an annual music event that takes place in the UNESCO World Heritage Site, and it has since become its main partner.

The festival combines rich history and cultural heritage with modern music and art. This time it was aimed at young talents and, as such, primarily featured musicians under 25 years of age.

A grand opening concert was held in the castle riding hall in Valtice, featuring the first-class Czech violinist Daniel Matejčka under the baton of the internationally renowned conductor Tomáš Netopil with the Brno Philharmonic.

The gala evening was attended by many distinguished personalities. The festival took place from 26 August to 7 October 2023 at various venues in the Lednice-Valtice complex with an extension to Prague, where one of the concerts took place on 27 September, giving the organisers the opportunity for a wider audience to take part in this unique musical event.

**music**  
brings us together



**M** Karlovy Vary  
International  
Film Festival  
2023

**We were partners of the 57<sup>th</sup> Karlovy Vary IFF**

There are few world-class events in the Czech Republic, but the Karlovy Vary International Film Festival is undoubtedly one of them. It has found its place not only in the hearts of film fans from all over the world, but also among the major cultural events in Europe. One of its partners in 2023 was the Alca Group and the Obelisk Winery. In recent years, Obelisk wine has been so popular with festival participants that it has become the official wine of the 57<sup>th</sup> edition of the festival. In total, more than 4,000 bottles of wine were delivered to the festival, with Sylvaner Green being the most popular of all the varieties. This variety is typical of the Valtice region, where it has a long tradition and where it thrives particularly well. This makes it a natural choice for representation at such a prestigious event. It is therefore no wonder that visitors to the festival highly appreciated its taste. The partnership between the Karlovy Vary International Film Festival and Obelisk Winery represents a perfect combination of culture and art with traditional winemaking, which is part of the Czech cultural heritage. This cooperation not only



strengthens the ties between the film industry and local production, but also allows the best of both worlds to be presented to the general public. It also results in mutual enrichment and support, allowing Czech culture to showcase itself at its best. We are

proud that our hard work and passion for winemaking could be presented in such an important context, and we believe that our wine brought joy to all festival participants, whether they were ordinary visitors or the main stars of the programme.



**Alca Academy**  
 Quality education is the basis for success, and we know it. That is why Alca opened the Alca Academy Training Centre in Břeclav in 2009. Through this institution, we provide professional training and presentations to interested schools and professionals. We know that getting a good start is hard, so we help plumbing apprentices already during their studies through certification training, during which they learn how to properly install and service our products. It's a win-win situation – apprentices gain the knowledge and skills they need, and we can be confident that our products are installed expertly. The result is a satisfied customer who receives the first-class quality and the service they are entitled to.



Our Master Plumber project, which we launched in 2023, is very popular among professionals. Certified plumbers can show off their newly acquired knowledge publicly by displaying a Master Plumber sticker on their car. We provide training at our Training Centre in Břeclav, we travel to schools, customers, and partners, and we use our presentation vans and Alca showroom in Prague. We train plumbers and salesmen as well as architects, planners, and interior designers.

» The year 2023 in numbers

- 1,600 customers passed through the Alca Academy Training Centre
- 1,900 students trained at schools in the Czech Republic and Slovakia
- 1,000 plumbers awarded a certificate of competence
- 200 architects, planners, and designers trained
- 3,200 people visited our presentation vans

The Alca Academy also includes internal training courses that Alca provides to its employees to improve their qualifications. These include courses in IT and soft skills, as well as technical training to work with new machines and technologies. We provide long-term systematic English language training for the children of our employees, thus supporting their future competitiveness in the labour market.

- 50 training courses and conferences
- 13 years of systematic English language training for children of employees

# 125 children of employees

have taken our English courses, which not only develop language skills but also foster creativity and self-confidence

# we educate

through classroom learning because we believe  
that people grow through education



## Alca for Schools – a project that makes sense

The Brno Polytechnic High School has become the first flagship of the Alca for Schools project. Thanks to this project, the school has acquired modern equipment for practical teaching in the form of sanitary products on which pupils can try out the tasks that are essential for their future practice in the field.

At Alca, we are aware that the school apprenticeship system in our country and in neighbouring Slovakia suffers from financial shortcomings that results in schools lacking the modern teaching resources they need. That is why we have set ourselves the goal of gradually equipping all secondary schools and apprenticeships with model classrooms where students can experience plumbing technology and acquire the necessary skills for their future employment. Each year, we supply the schools involved in the project with tens of thousands of crowns worth of consumables for teaching. We currently cooperate with more than ten schools across the Czech Republic and Slovakia. The projects are in various stages, from sketches to the finalisation of classroom displays. The budget for the entire Alca for Schools project ranges in the millions of crowns.



# we cheer

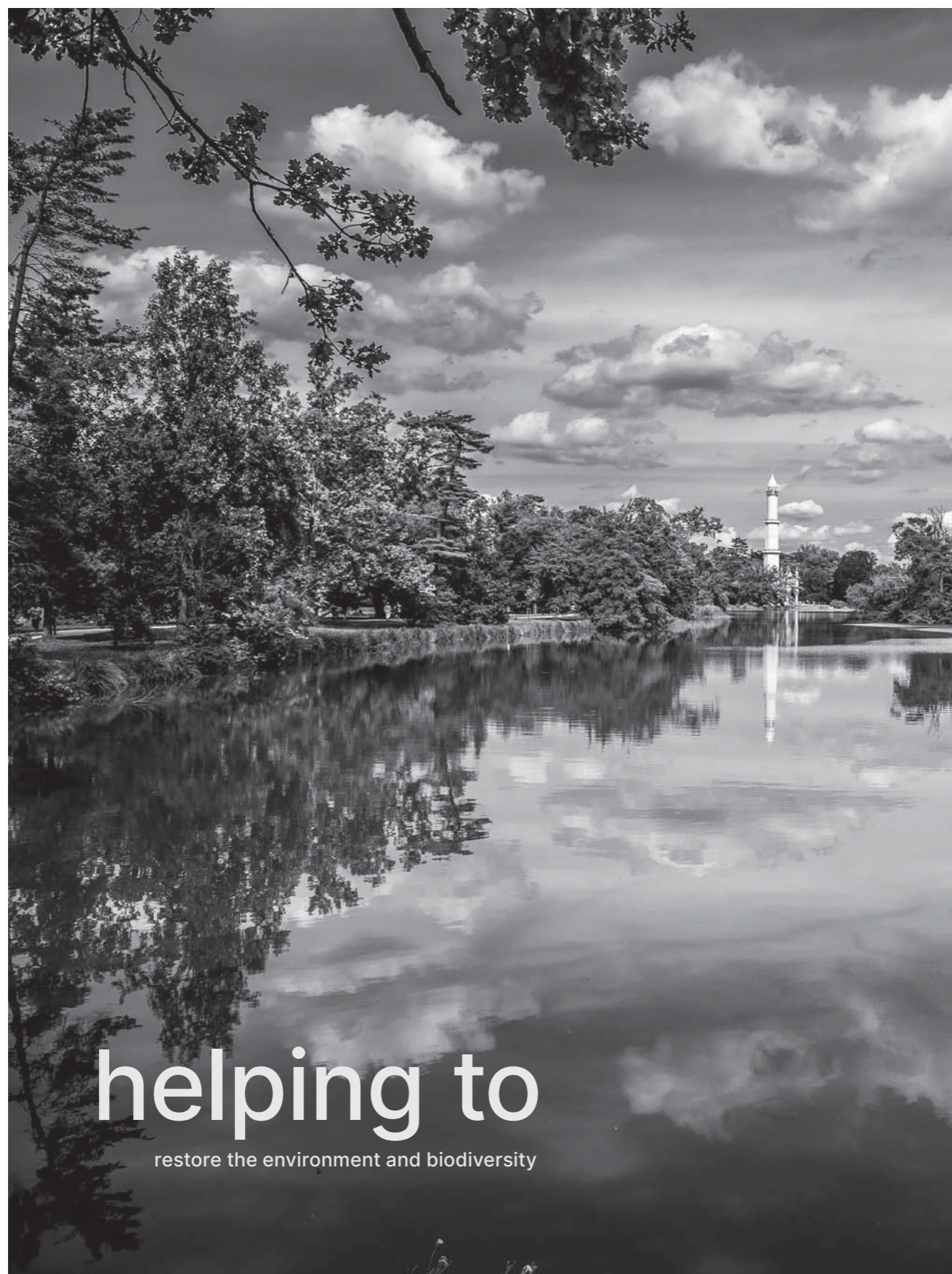
local football clubs

Not every footballer is Lionel Messi, and not every football club is AC Milan. But every little footballer can grow up to be Messi one day. Sporting talent needs to be supported just as much as artistic talent – after all, there's a reason that they say: "A healthy spirit thrives in a healthy body". Every year we contribute hundreds of thousands of crowns to local football clubs for their events and regular training needs. Because coaches' enthusiasm alone is not always enough. Sports events provide meaningful leisure time for the youth in the villages in particular, but they are also a social event in a way. Alca is their proud sponsor.

Football Club Valtice • TJ Sokol Hlohovec  
SK RAKVICE 1932, football section • TJ Moravan Lednice  
TJ Sokol Char. Nová Ves o.s. • Slovak Rowing Club  
TJ Sokol Podivín • ST SPIN Lednice z.s.

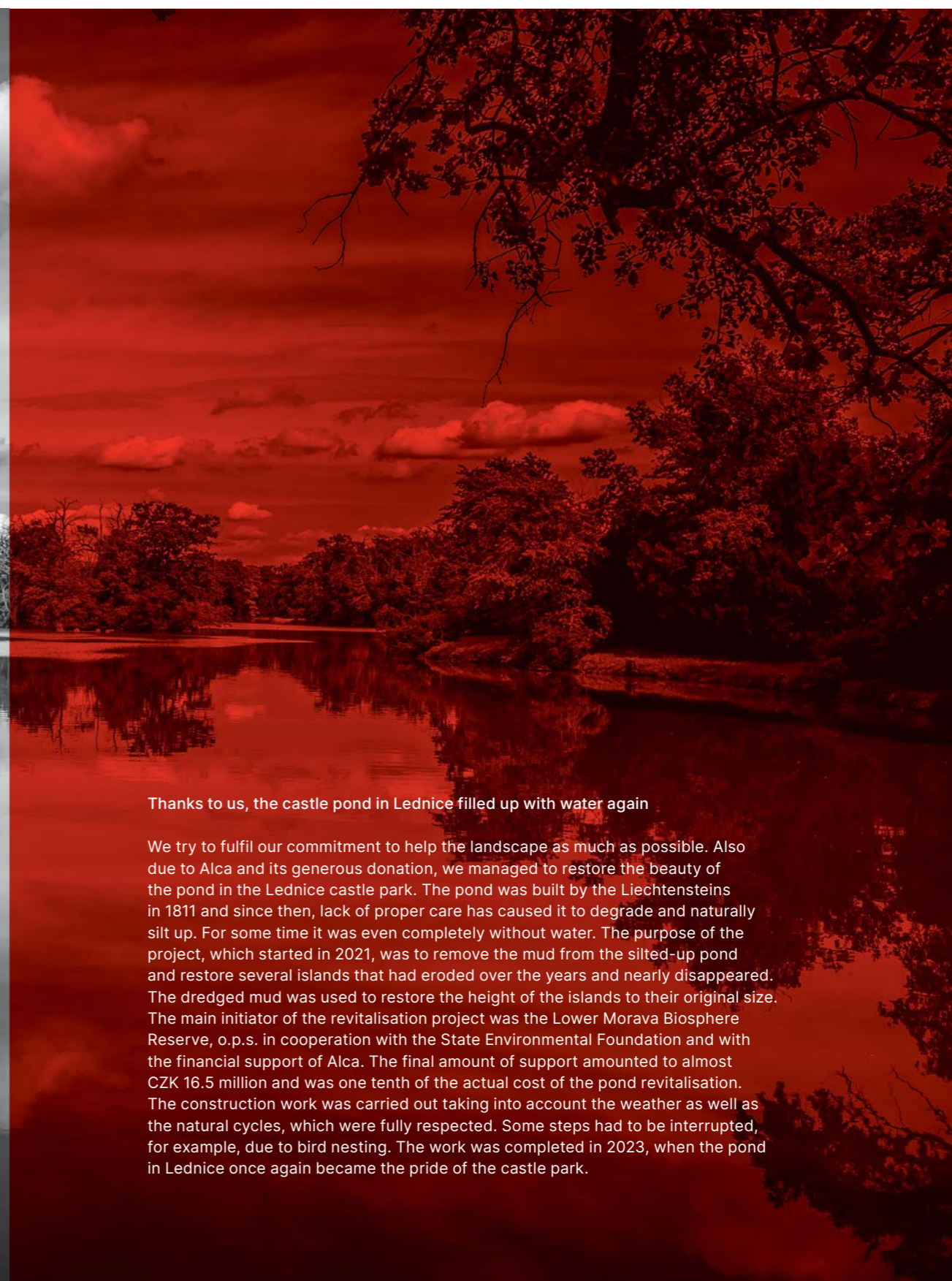






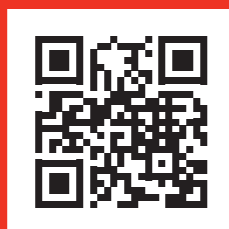
# helping to

restore the environment and biodiversity



Thanks to us, the castle pond in Lednice filled up with water again

We try to fulfil our commitment to help the landscape as much as possible. Also due to Alca and its generous donation, we managed to restore the beauty of the pond in the Lednice castle park. The pond was built by the Liechtensteins in 1811 and since then, lack of proper care has caused it to degrade and naturally silt up. For some time it was even completely without water. The purpose of the project, which started in 2021, was to remove the mud from the silted-up pond and restore several islands that had eroded over the years and nearly disappeared. The dredged mud was used to restore the height of the islands to their original size. The main initiator of the revitalisation project was the Lower Morava Biosphere Reserve, o.p.s. in cooperation with the State Environmental Foundation and with the financial support of Alca. The final amount of support amounted to almost CZK 16.5 million and was one tenth of the actual cost of the pond revitalisation. The construction work was carried out taking into account the weather as well as the natural cycles, which were fully respected. Some steps had to be interrupted, for example, due to bird nesting. The work was completed in 2023, when the pond in Lednice once again became the pride of the castle park.



[www.alca.group/en](http://www.alca.group/en)

# Companies

# 06

# alca

Alca is the largest manufacturer of sanitary equipment in Central and Eastern Europe, producing more than 1,000 sanitary products – valves, traps, modules, gutters, drains, toilet seats, and other products on an area of over 110,000 m<sup>2</sup>.



## Alca

**9 foreign branch offices**  
**Export to 70 countries**  
**3 product design awards**

Alcadrain s.r.o. was founded in 1998 as a family Czech company under the name Alca plast, s.r.o. In 2022, it changed its name within the Alca Group to Alcadrain. Among

customers and partners, however, it is known simply as Alca. We are one of the most important manufacturers in the field of sanitary engineering in Central and Eastern Europe, producing more than 1,000 sanitary engineering products – valves, traps, modules, gutters, drains, toilet seats, system walls, and other products in an area of over 110,000 m<sup>2</sup>.

The company has been expanding rapidly, particularly due to the high quality and attractive design products that the company designs itself. It has won numerous awards such as the Red Dot Award, IF Design Award, and Gaia Awards. Alcadrain products are used in both new buildings and renovations. Due to increasing demand and the company's efforts to reduce the volume of external collaboration, we are constantly investing in additional technologies to continue to increase its self-sufficiency.



Alca's technical experts emphasize the trouble-free and reliable nature of all products. All Alca products are tested for quality before they leave the production plant in Břeclav. Customers normally seek out the technical parameters, functionality, and trouble-free operation of sanitary products, but they are also increasingly interested in their appearance, colour, material, and overall design. The design and quality of the products, the correct choice of materials, the certification system, the quality of the development, and the testing facilities in which the necessary tests are carried out all influence the final appearance and competitiveness of the products that the company markets. Our company provides free and fast service for all its products and, as a manufacturer, we are able to provide our customers with all spare parts.

Alcadrain s.r.o. owns production facilities in Břeclav, Lanžhotská, and Bratislavská streets. It manages its business activities from its headquarters at 1626/35 Komunardů Street in Prague, where it has offices and a showroom with free access for customers. At the same time, these premises offer the possibility of direct consultation with the project team.



## Innovative ways to business success

**Jan Pěček**  
Alca Sales Director

The situation in the construction industry last year was very unstable. Long-established supply chains were disrupted in many Western markets. What's more, there was a wave of new administrative measures from the EU authorities, especially regarding product labelling, registration, and packaging. Such measures always impose a certain burden on companies. Despite all these challenges, Alca achieved excellent results last year.

The main reason for this was Alca's existing well-developed network of customers around the world. The company is one of Europe's reliable manufacturers, delivering quality products and already meeting all European standards, including environmental requirements. In terms of long-term strategy, Alca is focusing on adapting its product portfolio for Western markets, taking into account the local customs of each country. This step is accompanied by training foreign partners and obtaining product certifications for the market in question. Compliance with new European legislation, including setting new standards for production, is something we naturally accept.

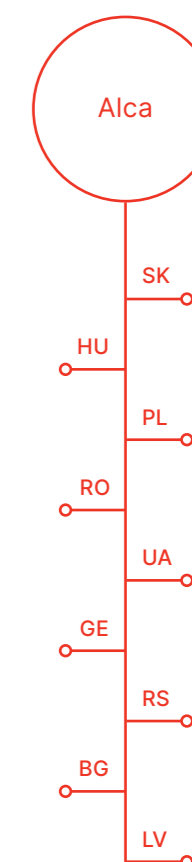
Sustainability is an important issue for Alca. For years, we have been striving to improve processes leading to more environmentally friendly production. The measures do not only concern production, however. Logistics is also an important area of our activity, as our products are exported to dozens of countries around the world. As part of our efforts to be efficient and environmental, our sales department has

focused on eliminating unnecessary transports of goods halfway around the world. We want to achieve this by optimising logistics and being strictly systematic in the delivery of goods.

A major challenge for the entire company is to deepen the implementation of environmental, social, and governance (ESG) factors into the company's root structure. The strategy in this area is to open up to the company's immediate surroundings, the families of employees, and other residents of the region. This includes showing them the credibility of the company and integrating the whole family of employees into Alca's world.

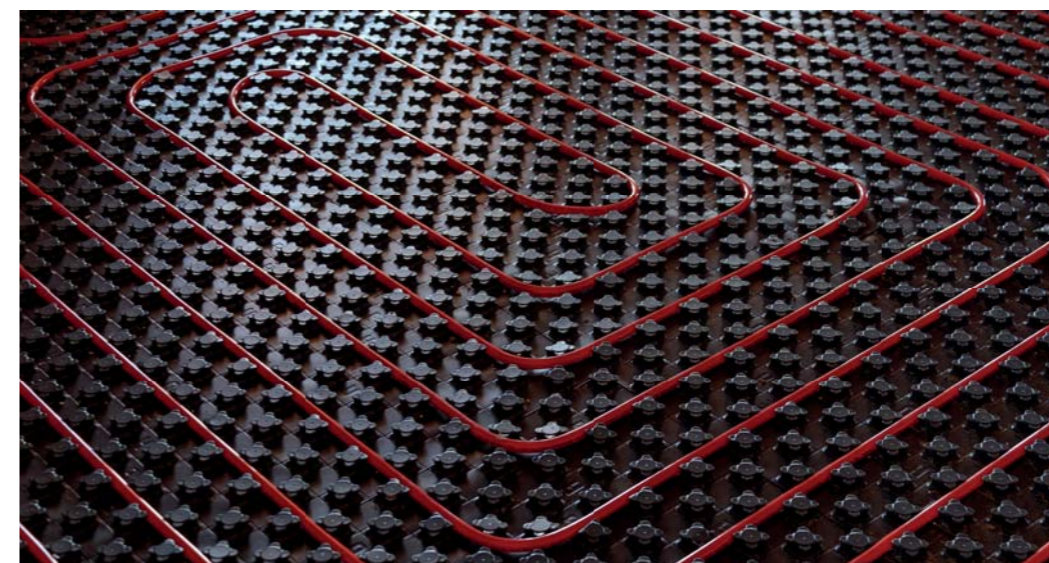
The years 2022 and 2023 brought one of the most significant transformations of the company's business strategies. The goal for the coming years is, above all, to globalise markets and maintain daily contact with customers. The company plans to maintain production quality and growth momentum at the same pace as before. An important step for building business relationships is to increase brand credibility through integration into the Alca Group. This also includes focusing on global competitiveness and uniqueness in Europe, and of course by following new trends and responding to market needs.

Alca has had a successful year in international business thanks to hard work, efficiency, and a quick response to new opportunities. The future of the company definitely lies in the development of technology, modern approaches, and the enthusiasm of our employees.





FV - Plast is a manufacturer and supplier of plumbing systems, subfloor heating and ceiling cooling systems, heat pump equipment, and geothermal energy.



## FV - Plast



**On the market since 1990 • 2 production plants**  
**The only manufacturer of PERT and AL-PERT pipes in the Czech Republic**  
**Manufacturer of subfloor heating and ceiling cooling systems**

FV - Plast, a.s. was founded in 1990 and was incorporated into the Alca Group in 2021. This was a logical combination of sanitary engineering with piping systems. FV - Plast has long been one of the leaders in its field as it offers a comprehensive and clear plastic piping system, processing polyethylene, polypropylene, and polybutylene. It specializes in the production of high-end pipes, fittings and valves for cold and hot water installation, floor and central heating and ceiling cooling, renewable energy generation, and other applications in industry and agriculture.

The quality of the products is comprehensively controlled. Thanks to the skill of the engineers and the application of the latest world technologies, the company produces first-class pipes and fittings that can compete in all world markets. Its quality is proven by certificates of many world testing laboratories. The quality management system, together with internal tests of raw materials and finished products in our own modernly equipped laboratory, allows us to provide up to 20 years of warranty for our products.

Production at FV - Plast is fully automated and continuously improved.

Based on the latest knowledge from all over the world, the company develops state-of-the-art equipment for the manufacture of products. In order to remain at a global level, it invests in research of modern technologies and utilises cooperation with research and technology centres in the Czech Republic. Last year, FV - Plast built a new production line and became the only manufacturer of PE-RT and multi-layer AL-PERT pipes in the Czech Republic.

Investment in supporting education is a key pillar of the company. FV - Plast cooperates with students from the University of Chemical Technology and is always seeing out future colleagues. Mutual cooperation with young talents is one of the company's priorities. The knowledge and skills acquired are applied and further developed within the framework of corporate training.

The company employs almost one hundred and fifty people at its plants in Čelákovice and Bohdalice who are involved in the production of products, 70 percent of which are destined for export to 40 countries. Quality and innovative products help to improve life on the planet.



## Reliability in every meter: The leader in quality pipe manufacturing

**Krzysztof Bocek**  
CEO of FV - Plast

A year of intense activity and major events – that's how you might sum up 2023, a year in which FV-Plast decided to take several major steps. An important milestone was the highest ever investment in a new plastic-aluminium pipe production line. The uniqueness of this line lies in the use of cutting-edge Swiss technology for the production of cold and hot water pipes made of PE-RT with an aluminium oxygen diffusion barrier. The line is the only one of its kind in the Czech Republic, making FV - Plast the only manufacturer with this technology on the domestic market. This makes it possible to guarantee the high quality of FV - Plast systems with a long warranty of up to 20 years. We also place emphasis on continuous control of piping parameters and continuous improvement of their quality.

The second major step for the company was the acquisition of a new line for the production of PE-RT pipes for subfloor heating. In parallel with these steps, we upgraded our moulds for the production of fittings, which are now made from fourth-generation PP-RCT material with improved pressure resistance. All of these steps go hand in hand with the company's vision of providing a comprehensive range of piping systems for water, heating, and cooling. The quality of FV - Plast products is based on the production of first-class materials and the best technologies.

FV - Plast will remain loyal to the domestic market in the future. Why? Because it is key for us regarding out proximity to customers and understanding their needs. We focus on providing diverse services such as cooperation with designers, consultation with investors, and distribution support. At the same time, we actively continue to develop export markets and seek out new business partners. Cooperation with foreign branches of the Alca Group helps us to expand our activities beyond the Czech Republic. Our long-term business partners remain at the centre of our attention. We regularly communicate with them and provide training and support for their projects. In the past year alone, we have conducted hundreds of training sessions to find the right solution for different investments. We have also managed to strengthen the project business and build the headquarters of this team in the new Alca showroom in Prague-Holešovice.

We build and strengthen our market position through participation in international trade fairs. The ISH trade fair in Frankfurt am Main last year was one such key trade fair. An important part of this are also the Alca Days meetings, where we actively try to build and strengthen

relationships with customers and increase awareness of our brand.

FV - Plast actively supports and helps in many areas. We supply technology and materials for school projects, and we support local communities through sponsorship. We are involved in supporting children, education, and other public activities. We regularly provide training to vocational school students and supply them with products for study purposes. We have supplied technology for cities to install children's ice rinks, such as the FV rink at the Ovocný trh in Prague.

The environment is an equally important area of focus for the company. Last year, we invested millions of crowns in photovoltaic power plants which are installed on our production halls. By doing so, we are not only reducing our ecological footprint, but contributing to a sustainable future.



# OBELISK Vinařství

The Obelisk Winery utilises the potential of the old vineyards; this is also reflected in the species composition of the vineyards, where typically indigenous varieties are complemented by international ones.



## Obelisk Winery

60 hectares of vineyards  
8 vineyard tracks  
120,000 litres of wine per year

The wines of the Obelisk Winery hold the story of the Lednice-Valtice complex and the Liechtenstein family with their respect for the landscape. The owner of the winery, František Fabiřovic, has built on this story with love, humility, and pride. His affection for the Valtice region is the reason why the Obelisk Winery was founded here in 2016. This humility is reflected in all our activities, from growing to processing the grapes, all carried out with integrity and respect for nature and the soil of the local vineyard tracks. Each glass of wine is perfected by production technology and the supervision of an experienced oenologist.



The Obelisk Winery is a magical setting overlooking the beautiful Pálava River and endless vineyards. For several years now, this has become a popular place for organizing various social events as well as for family celebrations and joyful events.

### Guided wine tastings

Unique location, care, and first-class processing technology are what make exceptional wines. The winery invites its visitors for tastings, blind tastings, and tours of its modern operation.

### Renting the winery

The intimate setting, excellent wines, first-class service, and architecturally magnificent variable spaces beckon you to organize a corporate party and teambuilding. The Obelisk team will make sure your event runs smoothly.

### Galas and weddings

The representative premises and the surroundings of the Obelisk Winery building are ideal for weddings. The professional Obelisk team will organize your celebration or wedding from the beginning to the end. Clients needn't worry about anything and can rather top off the perfect day with a night in spacious luxury rooms.





## Wine as a passion: The art of bringing flavours to life in a glass

**Filip Lutzký**  
Oenologist at Obelisk Winery

From the very beginning, the Obelisk Winery has been committed to the development and quality of Czech wines and has become a home for wine lovers since its very beginning. The winery's philosophy is based on respect for nature, tradition, and innovation. We build on the rich history of the local area during the Liechtenstein era, emphasizing the care of traditional varieties while taking modern winemaking trends into account.

Caring for the vineyards remains at the heart of the business, and Obelisk Winery strives to farm in harmony with nature without the use of herbicides and with an emphasis on organic practices. We regularly restructure old vineyards and plant new ones with the potential to last up to fifty years or more. Before planting, varieties and clones that match the soil conditions are always carefully selected. Grape harvesting is the mainstay of the winery's activity and is carried out entirely by hand with attention to the optimum balance between health, ripeness, sugars, and acids. In the cellars, we work with our own lees and minimise oenological preparations, preferring a natural process. Obelisk wines are aged on yeast lees and are marketed in two series according to their character.

We are pleased that in recent years there has been an increasing interest in wines with lower alcohol content and in natural wines. The era of ultra-natural, cloudy, and unscented wines is slowly coming to an end, and consumers are once again turning to drinkability and unpretentious wines. Our winery

has bucked this trend and quickly established itself in the domestic market. Our aim is to make the most of the potential of the vineyards and produce beautiful, high-quality wines that delight consumers and bring them joy and satisfaction.

In recent years, the winery has embarked on the restoration of quality areas – planting additional fruit trees and planning cooperation with beekeepers to integrate the vineyards into the cultural landscape of the Lednice-Valtice complex. As part of the restructuring of the vineyards, we are focusing on increasing the efficiency of cultivation by using new techniques and practices such as green manuring and combining several work operations into one. Last but not least, we have been focusing on cellar processes for a long time and reducing energy-intensive operations for sunny days. For the further development of the winery, it is important to discover new business segments. This is why we are currently focusing on premium hotels and restaurants. Here, we are enjoying success with 0.25-litre wine packs and also with wines under our own private label. We are trying to consolidate our position in the difficult domestic market while expanding into foreign markets through synergistic partnerships with other products and platforms, or leveraging the strength of our connections with other Moravian wineries.

The success of Obelisk wine is also complemented by the awards it has won. We regularly participate

in international competitions and boast successes such as 95 points and a gold medal in the prestigious Decanter London magazine. We have also won other medals in competitions in Berlin, Portugal, Korea, and the USA. But we also did well in domestic competitions such as the King of Wines 2023 and the Prague Wine Trophy, from which we took home ten gold medals and one silver medal. In the past year, we have achieved significant success both from a business and personnel point of view, and we've increased our overall turnover. We've expanded our vineyard and, for example, we now use the same varieties as in the famous Champagne region for our sparkling wines. Our vineyards are located on good quality sites, and we have gradually restructured them. We've also begun exporting our wine to Asia for the first time, specifically to Japan and Korea, which has brought us many awards.





OBELISK

# OBELISK Obora

The Obelisk Reserve was created with the aim of returning water to the landscape around the Thaya River, which previously had been subject to insensitive regulation. The currently diverse fauna and flora life is proof that we've succeeded.



## Obelisk Game Reserve

198 hectares of woodland  
72 hectares of permanent grassland  
57 hectares of water areas + wetlands  
19.6 hectares of other areas  
193.4 hectares of arable land

The realisation of a unique landscape project that has returned water to the soil and returned a lost home to hundreds of plants and animals. A work whose importance has reached the esteemed academic community and will impact generations to come. This is the Obelisk Game Reserve.

### The birth of the Obelisk Game Reserve

František Fabiřovic, the owner of the reserve, dates the creation of the reserve to the landmark year 2000. The aim was to restore the historic floodplain landscape to its original character. After the regulation of the Thaya River after the Second World War, the landscape began to dry out. This was followed by systematic ploughing and fertilisation. The wetlands, meadows, and forests very typical of the floodplain landscape simply disappeared.

Through extensive earthwork aimed at clearing the old streams and channels of the Thaya River and excavating a series of variously connected pools, the owner managed to return the landscape's natural watering pattern.

Using old surviving maps from the 17th and 18th centuries, the owner is trying to restore the nature of the area at least partly to its original character as it was farmed by the Liechtensteins in the 19th century.

### Life in the Obelisk Game Reserve

The Reserve is also used for hunting. After its expansion, the standard counts of wild game have increased, and the ideal conditions (quiet and limited human presence) have allowed the owner to achieve outstanding results. At present,

František Fabiřovic breeds one hundred fallow deer, one hundred and fifty red deer, and eighty roe deer. There are also small animals in the game reserve, such as one hundred hares and more than one hundred and thirty pheasants.

### Landscape project by the Krejřiřík Studio

The creation of the ambitious landscape work known as the Obelisk Game Reserve is a reflection of a deep friendship and love for nature. The work is currently spread over almost five hundred and forty hectares of land. The area of restoration that the landscape architect Přemysl Krejřiřík and his team have contributed significantly to has expanded by one hundred hectares of forest over the last seventeen years. Fourteen new pools and lakes have been artificially created, covering forty-two hectares. Twenty-eight hectares have been added to wetlands.

Fifteen hundred solitary trees were planted in the Obelisk Reserve – mainly oaks, old fruit varieties such as apple and pear trees, as well as ash, alder, and willow trees.





## Protecting the landscape and providing prosperity for wildlife

**Petr Dvořák**  
Obelisk Game Reserve Manager

The Obelisk Game Reserve is uniquely situated in the floodplain landscape of southern Moravia. Thanks to proper management and long-term changes to landscape features, it has become a rare area rich with biodiversity. The changes that came with the arrival of František Fabičovic have helped to transform the area into a functional landscape full of fauna and flora with an exceptional range of variety.

The year 2023 was marked by important steps. Changes in the Reserve, especially those in the areas of landscape management and hydrology, proved to be crucial. The spring flood tested the ability of the landscape to divert and accept vast amounts of water. In agriculture, solutions were implemented to protect 10 hectares of water features in order to create the most ecological environment around the natural water features. The next logical step was to create 4 hectares of biozones which contribute to the development of biodiversity in field ecosystems.

In the Czech Republic, there is no place with such rich biodiversity as in our reserve. Here, the treasures of floodplain meadows, forests, wetlands, and enclaves of fields are intertwined, creating a characteristic atmosphere and supporting the richness of the animals and fauna living here.

Among the rarest plants growing here are the salt-loving bristly hawksbeard, the summer snowflake, and the white water lilies which bloom on the surface of the revitalised arm of the Květné jezero Lake. In terms of animals, the reserve boasts the presence of the great capricorn beetle, the moor frog, the striped weatherfish, and the golden eagle, which has been nesting here for seven years now.

One of the indicators of the quality of a good game warden is the quality of the game kept. Last year, the Obelisk Game Reserve gained attention at the international hunting exhibition in Brno. The trophies presented there took the top positions and clearly confirmed that deer husbandry in the Obelisk Game Reserve is among the best in the country. The antlers of deer provide a reliable indicator of the health and quality of the game bred. All it takes is for an animal to experience a banal illness or short-term hunger, and it will immediately show in the quality of the antlers. In the Obelisk Reserve we find only antlers of game that are symmetrical and extensive, which is a very good sign.

The Obelisk Game Reserve rightly boasts a number of awards. Among the most important are the landscape project award by architect Krejčířík in 2012, the 2020 MZE hunting ground

of the year, and the recently awarded Czech Senate award for landscape features of 2023.

Every year is different in the Obelisk Reserve. Many changes are planned for this year. In January, long-awaited changes to game management practices were adopted, focusing particularly on supplementary feeding and the creation of quiet zones. Long-term sustainability of the environment and the quality of animal husbandry is a clear priority for the Reserve.







## Real Estate

At the Alca Group, we have many years of experience in large development projects to which we supply our goods, whether it be sanitary equipment, piping systems, or prefabricated system walls. We know very well that investments in real estate are stable and reliable, which is why we have decided to invest part of our capital in this field. We are engaged in the purchase, systematic evaluation, and subsequent sale of real estate through several real estate companies. We also own a non-residential part of the KOM35 building in Prague's Holešovice, which is used by Alca as its showroom as well as partly for commercial lease. The building is an example of a progressive approach to architecture – its modern appearance enlivens the surroundings without disturbing the character of the street and adjacent buildings. We combine tradition and innovation into a single functional and aesthetic whole.

we couldn't  
do it without  
our skilled  
people

Values  
07

47.5 % of our employees are women.

They even make up 31.5 % of the managerial positions, which is above the Czech average.

Technical production has historically been a man's domain. At Alca, however, we make decisions based on ability, not gender, which is why you will find a strong representation of women in technical positions.

# Respect

## A respect for nature

Nature has always surrounded us, and we humans are a natural part of it. But our demands are increasing, and the negative impact on the environment is overwhelming. At Alca Group, we are well aware that ecology is the number one issue today. We never wait for environmental measures to become regulations. We take our own path, going the way of sustainability and renewable resources. Although a large part of our product portfolio is about plastics, we manage not to burden the environment more than absolutely necessary. We recycle as much as possible. We are able to reuse up to 95% of the plastic waste generated during production. We offer the remaining plastics for reuse to companies that process them. The roofs of most of our buildings are covered with photovoltaic panels. We manufacture all the components ourselves; we do not import them from halfway around the world, and we do not overly pollute the air or water. What's more, our location in the middle of Europe is very convenient in terms of transport to our branch offices and business

partners. We are always one step ahead when it comes to ecology. We are committed to restoring the natural habitat in the region where we do business. We have planted 120 hectares of new forest and created 28 hectares of wetlands. We're bringing life back.

## Consideration towards society

Man is a social creature who, by nature, lives in a broad community. This brings with it certain responsibilities, above all, respect for one's surroundings and care for the weaker. We are a successful company, but we are always mindful that success must be shared. Especially with those who have been less fortunate in life. With the sick and the dying, but also with other groups of people who may be at risk in society. We support philanthropy through foundations and charities. But it doesn't stop there. We believe that a person is shaped by the environment in which he or she lives, and therefore the quality of that environment should be as high as possible. By planting trees on a massive scale and restoring the natural habitat in the region,

we are creating a pleasant living environment for people and other living creatures. We believe that a healthy society is built on three pillars: education, sport, and culture. That's why we fund a number of sports clubs and events in the region. In addition, we sponsor various cultural events. Our Alca for Schools project provides secondary schools and apprenticeships with equipment for practical training. Education in the Czech Republic and Slovakia has long been underfunded, and we know that you can't get a job without quality training. Investing in education means investing in the future.

## Respect for employees

We respect our employees and strive to provide them with work in a pleasant and clean environment. Our working practices are modern and responsible. We place great emphasis on safety at work. For example, our employees benefit from a company doctor who has an office in one of the halls and is thus available in case of any emergency, whether it be an accident at work or an illness. Feeling safe is important to us.

# innovation

Thanks to  
our research  
and development  
experts, we can  
respond flexibly to  
market demands.

#### Emphasis on modern design

Our products are largely hidden – in walls, floors, or ceilings. Some products remain visible, however, and it's for this category that we focus on premium design. It's not just the aesthetic experience, but the overall impression of the product. For us, design is a combination of beautiful appearance, high quality, careful selection of materials, and perfect workmanship. This is the only way to create a perfect piece that is balanced and user-friendly. We work with renowned designers. Our efforts have been crowned with numerous design awards. We have won the Red Dot Award, the iF Design Award and reached the finals of the Czech Grand Design. In 2023, we shone at the Designblok fair and subsequently became part of the Association of Czech Industrial Design.

#### Our own research and development teams

Trends in sanitary technology are set by users. The market is constantly changing, and Alca is actively adapting to it. Responding to current interests is sometimes a challenge, but our developers can cope with even the most demanding – whether it's an unexpected situation or gradually changing user habits. By their very nature, our products are subject to increased hygiene requirements, which is why we have enriched some of them with an antibacterial layer on the surface. Our flush plates are designed so that they can be operated comfortably by any user, regardless of age or other physical disposition. Thanks to our research and development departments, we have been able to adapt our products to markets in Europe and beyond. For example, we have developed a special drain valve that allows us to reduce the amount of water needed to flush to the standard minimum, down to 2/4 litres. As a result, users of the Alca toilet module can save up to 33 % of water with each flush, which is a significant step towards saving water resources and protecting the environment.

#### Efficient production

Lower energy consumption not only saves money; it also saves the environment. Manufacturing companies should be paying attention to the environment in particular. That is why we invest millions of crowns every year in innovations in production. Streamlining production processes and technologies as well as the purchase of new machinery are the key to modern and environmentally friendly production. Our strategic solution is automation and the robotisation of production. Robots not only eliminate the possibility of human failure, but they can detect leaks or other defects in production components. Last year, Alca launched a new line in Hall B that has significantly streamlined the process from welding to machining a specific product. It reduced the per-piece processing time from 75 to 22.5 seconds. With the current staffing levels, the line can now reach three times the daily production.

# reliability

The certainty of availability of technical support and spare parts for many years makes us a reliable supplier.

We have a 25-year guaranteed availability period for spare parts, so even after many years the customer is sure to find the spare part they need.

#### Stable employer

When facing various life situations, reliability is an important aspect in how people make decisions. In times of instability, this value becomes particularly important. The Alca Group offers its employees a reliable and stable environment. Our employees do not have to worry about crises or pandemics – Alca has proven time and again that its growth is not a coincidence, but the result of a well thought-out long-term strategy. The security of a regular salary, strong and transparent workplace relations, and only some of the many reasons that some employees have been with us for a respectable 25 years.

#### A reliable partner

Every supplier and customer who does business with Alca can expect the best service and open communication. Alca's business strategy focuses on more than

merely logistical and price aspects; we also listen carefully to our partners' requirements, which is closely linked to our new product development. This means that we are always able to offer them what they need at the right time in the required quality and quantity. We value our partners so much that we even organise a number of certification and other training courses for them. Through the Alca Academy, we provide professional training to plumbers, designers, and other professionals in the construction industry.

#### Quality you can rely on

Alca has been on the market for more than a quarter of a century. During this time, it has won the loyalty of customers all over the world thanks to its reliable products. We care about quality. Our products are made completely under one roof – our roof. We do not rely on foreign suppliers

and markets; we produce almost everything ourselves. The entire production process, from the design to the packaging of the finished product, is managed by our teams of experts who oversee the correct technical procedures and processing of each product. Quality is monitored through a combination of measures. Alca's production is managed by an ISO 9001 quality system, and professional testing is regularly carried out in our own testing facilities. As a result, in addition to the standard two-year warranty, we can afford to provide extended warranties of up to 15 years for toilet modules and even up to 25 years for stainless steel shower drains. Our technical support is also there to provide advice to each customer regarding installation, cleaning, and any servicing required. Spare parts for Alca products are available for the long term, so you can count on getting the part you need years down the line.

**alca**GROUP

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