

SEPTEMBER 2026 | 3

ALPSINSIGHT

NEWSLETTER FOR EMPLOYEES | SEBRANICE

A WORD FROM THE PRESIDENT



Dear employees,

I am pleased that we can look back together on the past months, our successes and the stories of our colleagues, and at the same time look at the challenges and opportunities that await us.

Current market developments require us to be flexible, determined and able to find new ways. We want to remain a reliable partner for our customers while creating a stable environment for our employees.

Our employees are an important part of our development. In the satisfaction survey, you gave us valuable feedback that shows our strengths and areas where we can improve. We want to reflect on your suggestions and gradually take concrete steps to improve.

In times of change, let us remember our values, the foundations of Japanese culture and the ALPS ALPINE principles. These are not just formal rules, but key guidelines for our cooperation and mutual approach that we must maintain.

Thank you for your great work and let's take on new challenges!

NEWS

Quick overview



PEOPLE IN COMPANY

HR & Cakes



BUSINESS

New direction with EMS+



NEW PRODUCTS

Higher design demands



EVENTS

Past & Future



COMPANY CULTURE

Basic pillars



WHAT IS NEW IN ALCZ

News, changes and
interesting facts



MANAGEMENT

PRODUCTION HQ TRANSFER

In April 2026, the mobility division and thus the production HQ were transferred from Furukawa to Iwaki

FROM ALPS TO ALPS ALPINE

The building has changed its logo.

INVESTMENT IN THE BUILDING

The roof of the building is currently being repaired. It should be finished by the end of September.

ELECTROMOBILITY IN ALCZ

We have a new charger for company cars and soon we will also have the first fully electric company car – the Škoda EPIQ.

VISITS FROM JAPAN

In June, we welcomed several important visitors from ALAP to ALCZ (more on page 3)

HR

GOOD MORNING AT ALCZ

In the cafeteria, you will now find a breakfast buffet - choose what you feel like in the morning.

NEW BENEFIT - REWARD FOR YEARS WITH US

Reward upon retirement

EDUCATION WITH STATE SUPPORT

HR prepares training courses focused on developing technical skills. Thanks to state grants, we can further expand the education offer.

IT

DIGITALLY A STEP FURTHER

From September, external training from Microsoft will take place – eight programs aimed at increasing the digital competences of employees

QUALITY

OTHER AUDITS SUCCESSFULLY PASSED

Thanks to the excellent preparation of individual teams, we successfully passed the IATF audit, department warranty, and ZBE and Smart bar requalification audits.

SMT & MOLDING

NEXT STEP TOWARDS SMARTER PRODUCTION

In the molding department, we have introduced automatic product placement into boxes after pressing. Less manual labor, more automation.

SMT EXPANDS

The production facilities at SMT are undergoing reorganization. We are preparing the space for a second dual line, which will be operational in the fall.

ASSEMBLY

NEW CUSTOMER, NEW PROJECT

We have produced the first samples for the Hyundai NX5e – the new Tucson, which will go on sale this December. (more on page 3)

BMW SID2.0 IS GROWING

We have completed the construction of the third line for the BMW SID2.0 and are also increasing the capacity of the preparation line.

LESS SCRAP, MORE EFFICIENCY

A number of small improvements continue on the SMB lines, which together help reduce scrap and increase efficiency.

ENGINEERING & OTHERS

3D PRINTING A LEVEL UP

In July, we purchased a new SLA 3D printer.

TIME IS NOW BETTER TO SEE

In May, the old clocks in production were replaced by new digital ones – larger, clearer and easier to read.

MORE COMFORTABLE ON SHIFTS

We changed the ESD chairs in production.

REFRESHMENT IN THE WAREHOUSE, ALSO

A new fogger helps warehouse workers in Sebranice during hot summer days.

A SAFER ESD ZONE

At the entrance to the hall, monitoring of the opening of the gate at the turnstiles has been added, which helps to monitor violations of the ESD zone.

HANAMI

The traditional Hanami party was held again this year in Čejčka after fifteen years at the U Hroznů winery. Colleagues enjoyed a pleasant afternoon full of good food, wine, friendly atmosphere and fun together. There was also dulcimer music and an evening disco, which got almost all participants dancing.

Although the weather forecast did not inspire much optimism, in the end our good mood lasted the whole day and even occasional showers did not spoil the great atmosphere of the entire event.



MAY

FIRST PIECE FOR HKMC NX5e

On May 27, 2026, we reached another milestone – we successfully manufactured the first power seat switch for our new project with Hyundai.

This step strengthens our position in the automotive industry and opens a new chapter of cooperation. Our product will appear in the new Hyundai Tucson model, which will go on sale in December 2026.

Thank you to all the teams for their dedication and great work in preparation!



JUNE/JULY

VISIT OF THE COMPANY'S BOARD OF DIRECTORS

The purpose of the visit was to discuss with the top management of ALCZ the future business strategy and our transformation into an EMS company. They reviewed our financial situation, toured our factory, our capabilities and future readiness, and exchanged views with our management. The result was that all three key people understand our position, difficulties, challenges, and motivation for the future business.

We were promised support with new business opportunities and challenges. We were also recognized for our local engineering activities and a very proactive approach to acquiring new business between European branches.



Hideo Izumi
CEO



Hiroshi Yamagami
CPEO, CLO



Hiroaki Kiba
CSO

SUMMER PARTY

This year we met at the castle in Letovice. The musical program was provided by the group Sprint and the evening continued with the rhythm of DJ SONO.

This year too, we did not miss our traditional Japanese Yakisoba, which was prepared for us by our Japanese colleagues. The fragrant noodles directly from the hands of our colleagues were a great success, as always.

And while the adults enjoyed the music and the time together, the children had their own program - they were waiting for creativity, face painting and, of course, a bouncy castle.

56% of our employees did not miss this year's summer party - that's more than in previous years and we are very happy about it! Spending time together outside of work is becoming increasingly popular among colleagues.



A big attraction was also a raffle full of great prizes.

(Prize winners: 1st prize Gift voucher for a holiday worth 50,000 CZK – no. 2696; 2nd prize Massage chair Vx max – no. 2240; 3rd prize Food processor – no. 1882; 4th prize LG Clothes dryer –no. 1038; 5th prize Epilator – no. 518)

Big thanks to the entire HR team for the great organization and for making sure everything went smoothly all day long.

SEPTEMBER

FROM SEBRANIC TO TOKYO ON FOOT?

In the last issue, we invited you to install the Pacer app to motivate each other to move and strengthen team spirit. In September, we took it a step further and launched a step challenge. This time, however, we didn't just want to count steps – we gave them a specific goal and a bit of symbolism.

And where else to go than to Tokyo – headquarters of ALPS ALPINE? The virtual route will take us thousands of kilometers from the Czech Republic to Japan, and each of us can contribute to reaching the goal together.

At the end of the challenge, we will recognize winners in three categories: the highest total number of steps accumulated throughout the challenge, the highest daily step count, and consistency of performance throughout the challenge.

So, shall we meet in Tokyo?



Tokio
Our goal



11 896 km
Total distance



15 861 000
Number of steps

FROM THE STEERING WHEEL TO HR

When we say HR, most of us imagine someone who has been in an office since the beginning of their career and gradually gained experience in the field of human resources. However, our colleague's story is different.

A few years ago, she spent her working days behind the wheel of a truck. When she decided to make a change, she joined our company as a receptionist. However, it soon became clear that her strength was not only communication with people, but also the ability to listen, connect and find solutions.

What was the path that led Lenka to us?

After graduating from high school, she headed to university, where she began studying preschool pedagogy. However, she soon discovered that she had not chosen the right field. "I did not know that piano was a mandatory part of the study. Despite all my efforts, I really did not learn to play in one semester," she recalls with a smile.

After leaving university, she joined a florist company. At first, she worked at the cash register, but she definitely didn't stay in just one job.

"I gradually did everything. I took care of the customer center, customer records, issuing contracts, accepting orders and managing the store. Thanks to that, I got to know the company from all sides."

But the job of a driver appealed to her the most. After obtaining a truck driving license, she began delivering flowers and additional products to flower shops all over the country.

"It was a wonderful job. Every morning, loading the car, going to see customers and being among people all day. I was responsible for orders and at the same time I enjoyed communicating with customers. Every day was different."

After many years with the same employer, a new challenge came in 2023 - joining our company.

What led you to decide to change your field and look for a new professional challenge?

I made this decision primarily because of my then boyfriend (now husband 😊), whom I moved to from Brno to Letovice.

My previous job was very time-consuming and the daily commute from Letovice to Brno was no longer possible for me in the long term.

When a person discovers their true direction



That's why I moved and started looking for a job where I would enjoy going and feel good about it - just like in the previous one. And I got it right the first time.

When you started as a receptionist, what were your expectations?

The position was presented to me very well at the interview, so I had a clear idea of what I was getting into. I was looking forward to new experiences, new people and what I would be able to learn. I was especially attracted by the opportunity to organize events such as Summer parties or Christmas parties and think up what people might like and what they might enjoy.

When did you first realize that you might enjoy working in HR? - or how did you get into it?

As a receptionist, I was part of the HR department and had the opportunity to observe my fellow HR staff at work, whose job description intrigued me. You could say that I was actually inspired by them. 😊

How was the transition from reception to HR?

I received an offer from my superior and I gladly accepted it. Before my colleague went on maternity leave, she explained everything to me, handed me the agenda and then all that was left was to take a breath and start on my own.

Was there anything you were worried about when changing positions?

I had some concerns, especially about the laws and internal regulations that I had to study. If an HR person makes a mistake in their work, it can have very serious consequences. I had great respect for the responsibility I would have, but at the same time it was an interesting challenge for me.

"Every change brings with it uncertainty, but also the opportunity to learn something new, push your boundaries, and gain valuable experience."

What skills or experiences from your previous job do you still use in your work today?

Definitely a positive attitude towards people and the ability to communicate. I used to work as an itinerant salesperson, and communication has always been the cornerstone of good customer relations for me. I have brought these skills to my current job, where they are invaluable to me. Any job is more enjoyable when you maintain a positive mindset and attitude. Likewise, communication with colleagues and candidates is one of the key skills in my profession.

Have you discovered any talent or ability in yourself that you didn't know about before?

Yes, I was surprised by how much I enjoy connecting people and finding solutions in situations that seem complicated at first glance. Thanks to my work, I discovered that I have a greater ability to listen, perceive the needs of others and find compromises than I previously realized.

What fulfills you most about working as an HR professional?

What fulfills me most about working as an HR professional is working with people and being a part of their professional journey. I am happy when we can connect the right person with the right opportunity, support employees in their development or help create an environment in which people feel good and can fully use their potential.

What has your professional journey taught you about change and getting out of your comfort zone?

It has taught me that true development begins where your comfort zone ends. Every change brings with it uncertainty, but also the opportunity to learn something new, push your boundaries and gain valuable experience.

Lenka's story shows that a career path does not have to be mapped out in advance. What we are today does not necessarily determine who we will become tomorrow.

Sometimes, all it takes is the courage to take the first step, embrace a new challenge, and give the opportunities that come our way a chance.

A major career change, however, is not something that happens in just a few months. It takes years of learning, gaining experience, and gradually developing professionally. It requires patience, a willingness to learn, and the courage to step outside our comfort zone.

Each of us has the potential to grow, learn new things, and find an area in which we can be not only successful, but also fulfilled. Sometimes, all it takes is believing that a new path can lead us somewhere we never imagined we could go.



We thank Lenka for her helpful approach, the positive energy she gives out every day, and the motivation that moves us forward.

MAKES THE WORLD A LITTLE SWEETER



Creativity and patience that
complete the experience of

Almost 26 years at ALPS ALPINE have taken her through several different positions – from production operator to SMT inspection, working on machines, Line Leader to her current role as SMT foreman.

What she likes most about her job is planning and organizing production, but also solving various situations that every day brings. The greatest joy comes when everything is resolved and production works as it should.

But when the working day is over, her second, much sweeter chapter begins. In her free time, she bakes cakes for various life events. While at work she looks for solutions and keeps production running, at home she leaves room for creativity, detail and imagination.

Many of our colleagues have certainly tasted Bohunka Šimečková's sweet treats – and judging by their appearance, it is clear she did not stop at just one piece.

How did you get into baking cakes?

I have wanted to be a pastry chef and bake since I was a little girl. I remember my first cake, when I accidentally turned the oven on to the bottom heat and the bottom of the cake was pretty burnt. I think I was 9 years old.

I got into cakes when I had children and started baking birthday cakes for them.

Do you remember your first cake?

My very first cake was, as we would say today, Retro. Buttercream inside and out, and the outside was sprinkled with nuts, covered in chocolate that was hard and hard to cut, and half nuts and cream balls on top.

Do you have a favorite style or technique/something you don't like to work with?

I like decorating with fruit. I don't like working with icing, which covers the whole cake. I'm afraid to bake macaroons. Luckily, I have a daughter who bakes them and when I need them to decorate a cake, I have someone to turn to.

"When a cake calls for figurines, I get my husband involved"

What cake has been the biggest challenge for you so far?

The biggest challenge has been wedding cakes. The worries about making them really pretty, holding the layers together, surviving transportation and tasting good. Everyone wants to have a perfect cake in their wedding photos. Any figurines are also a big challenge for me, where I admit, I involve my husband.

Who or what inspires you the most in baking?

I like to follow new trends in baking and sometimes I would like to at least get closer to some works of art. I am inspired by Lucie Charvátová and her Crazy cakes website – her works are absolutely incredible, and I can't even imagine how much time she must devote to each cake.





"I am most proud of the series of wedding cakes for my daughter."

Is baking for you a way to relax, express yourself creatively, or something more?

For me, it's relaxation and a feeling that something is behind me. When you add feedback that the cake is good, the joy is doubled.

How much time does it usually take to prepare one cake?

I can't say, but a lot. One day the crusts are baked, the next day the cakes are filled, and on the third day they are finally buttered and decorated.

A regular cake without figures takes me about 4 hours of pure time. If I model some flowers on the cake, it can easily be extended by another two hours.

Do you remember a cake that you were really proud of?

There probably hasn't been one like that before 😊. Every cake could always be a little better. But I was most proud of a series of wedding cakes for my daughter - one two-tiered and two more to go.

Each one a different flavor, just coordinated in design. I have had the honor of baking cakes for 3 weddings.

In terms of appearance, decorating with spatulas is the trend now, which looks easy in the video, but my attempt did not quite work out. Luckily, I improvised and instead of decorating, it turned out to be a marble cake.

Apparently, decorating with spatulas is a trend now, which looks easy in the video, but my attempt didn't quite work out. Luckily, I improvised and instead of decorating, it turned out to be a marble cake.

Do you like experimenting with new recipes and flavor combinations?

Yes, but I only dare to do this with cakes that stay in the family.

Do the skills you use at work help you when baking, such as organization, patience, or an eye for detail?

Patience 😊

How do your colleagues react when they taste your cakes?

They praise them. And there are even those who order cakes regularly.

"Baking brings joy to my life, as well as regular kitchen cleaning."

Do you follow current trends in the confectionery industry?

Yes. I follow a lot of confectionery websites and Instagram, where there are interesting tips on combining flavors and different fillings for cakes.

The trend now is mousse (chocolate, fruit puree and whipped cream, which gives it a foamy texture), fruit discs and so-called crisps - a thin layer for a cake made of chocolate, biscuits and nuts.

Do you have a pastry dream or project that you would like to realize in the future?

Learn to bake macarons (that is still a big challenge for me, which I am afraid of). And I am attracted to a course on modeling flowers from edible paper.

What does baking cakes bring to your life?

The joy and excitement that someone tastes and likes my cakes. And regular cleaning of the kitchen 😊

CODE OF CONDUCT

What are our core values &
How we want to work
together

The Code of Conduct summarizes the basic rules and principles that guide our daily work. It helps us translate the Alps Alpine values into our everyday work life – in how we treat our colleagues, customers, partners and the entire company.

It applies to all of us. It is not just about following the rules, but above all about creating an environment based on trust, respect and responsibility together.

STRIVE FOR VALUE

- * Flexibility of thinking and opening new paths for improvement
- * Ensuring customer safety and security
- * Striving for the highest quality and maximizing customer satisfaction
- * Providing quality customer service
- * Responding quickly to incidents to prevent their recurrence



LOVE THE PLANET

- * Contributing to reducing the carbon footprint
- * Efficient use of limited resources, recycling and waste elimination
- * Preventing pollution through appropriate management of chemicals
- * Minimizing the negative impact of our activities on ecosystems (protecting biodiversity)



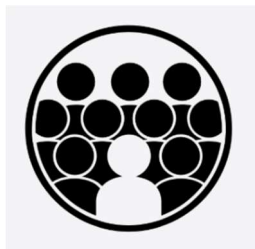
CONTRIBUTE TO SOCIETY

- * Contributing to the community and region through business
- * Building cooperation with the landscape and community where we operate
- * Supporting sustainable development
- * Security of business activities



RESPECT INDIVIDUAL

- * Mutual understanding and respect for diversity and individuality
- * Developing human resources by creating a corporate culture that enables personal growth
- * Individual independence



ACT WITH INTEGRITY

- * Fair and honest acting on a global level
- * Adherence to high ethical standards
- * Being a trusted partner for all stakeholders
- * Compliance with international and local guidelines concerning human rights, safety, and working conditions
- * Preventing any form of discrimination



JAPANESE PRINCIPLES OF OUR CORPORATE CULTURE

Not just technology, but also a way of thinking, respect, quality & continuous improvement

Being part of a Japanese company means sharing more than just common work goals. It is important to understand the values and principles that have helped Japanese companies build their strong position.

Whether we work in production, the office, logistics, or management, each of us can contribute through our approach to making our company a place where people support one another, look for better solutions, and move things forward together. That is the true strength of corporate culture – regardless of whether we are in Japan or the Czech Republic.

RESPECT FOR PEOPLE

In Japanese culture, respect holds a special significance. It is reflected in our relationships with colleagues, customers, business partners, and in the way we approach our work itself. Respect means listening to others, valuing their experience, and treating everyone with consideration and dignity, regardless of their position.



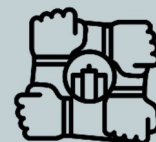
TEAM BEFORE THE INDIVIDUAL

Success is not seen solely as the achievement of an individual, but as the result of the collective effort of the entire team. Individuals generally see themselves as representatives of their group or company.



STRONG WORK COMMITMENT

Japanese people are known for their loyalty and, traditionally, often tend to stay with the same employer rather than change jobs frequently, partly due to the system of lifetime employment.



HUMILITY AND WILLINGNESS TO LEARN

In Japanese culture, the ability to recognize that there is always more to learn is highly valued. Being open to new knowledge and willing to learn from others helps both individuals and companies grow and develop over the long term.



KAIZEN – CONTINUOUS IMPROVEMENT

It is not about making major, revolutionary changes, but about small, everyday improvements that gradually lead to better results. Kaizen teaches us that there is always room for improvement – and that even a small change can have a big impact.



A NEW GENERATION OF ALPS ALPINE PRODUCTS

New design,
new challenges

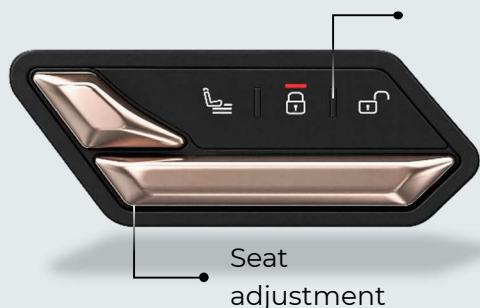
The new generation of BMW vehicles brings new technologies, new challenges – and new opportunities for us. For the XNF and Neue Klasse model lines, a total of four new products are being manufactured, with our plant and the plant in China contributing to their production.

Three of these new products are manufactured at ALDL, while one is produced directly here at ALCZ. This is another proof that our know-how and manufacturing capabilities have an important role to play in projects coming with the next generation of BMW vehicles.



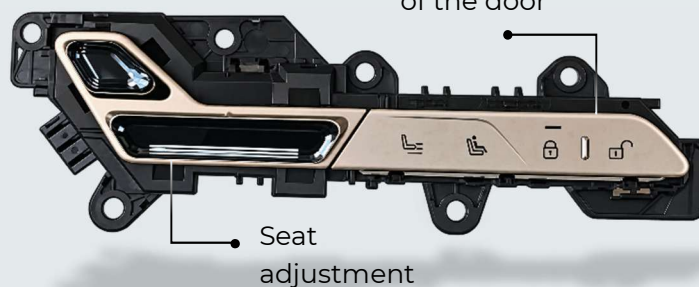
SID 1.0

Lock/Unlock
of the door



SID 2.0

Lock/Unlock
of the door

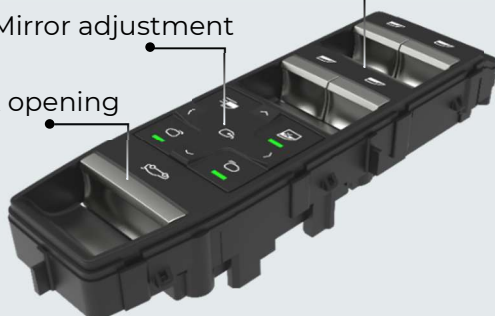


SZT

Window operation

Mirror adjustment

Trunk opening



SWAG

Driver assistant systems

Infotainment



EMS+

New direction & New opportunities for our company



The automotive industry has undergone significant changes in recent years.

Fluctuating demand, pressure to improve production efficiency, new technologies, and changing customer needs are forcing companies to seek new ways to achieve long-term stability and growth.

To be prepared for future market developments, it is important to respond to these changes proactively and in a timely manner.

One of the steps our company is taking in response to the current situation is to expand our activities in the field of EMS+ (Electronic Manufacturing Services Plus).

EMS+ expands our services beyond the automotive sector and opens new business opportunities.

This concept goes beyond electronics manufacturing itself. In addition to electronic assembly and production, it includes a range of value-added services – from technical support, testing, and final assembly to logistics and cooperation in the development of new products.

For our company, EMS+ represents an opportunity to reach new customers and enter additional industrial sectors that are not directly dependent on the automotive industry, **as well as the chance to manufacture products not developed within the ALPS ALPINE Group.**

The future brings challenges,
but also new opportunities.

With **EMS+**, we want to be
ready to make the most
of them.

**TRANSFORMATION.
GROWTH.
STABILITY.**

Thanks to this, we can make better use of our know-how, production technologies, and the experience of our employees, while also strengthening the company's long-term stability.

Transformation is not a one-time change, but a long-term process. EMS+ is one of the important steps that will allow us to expand our service portfolio, increase our competitiveness, and create new business opportunities.

At the same time, it demonstrates our ability to adapt to changing market conditions and find new ways to support our continued development.

PARTICIPATION IN THE DEFENCEO CONFERENCE: FROM CARS TO DEFENSE

Our company participated in the DEFENCEO conference, which focused on current trends, innovations, and new opportunities in the defense and security industry.



Taking part in the event gave us the opportunity to establish valuable contacts with industry professionals, learn about the latest technologies, and discuss potential opportunities for future cooperation.

The conference also confirmed that our long-standing experience in precision manufacturing, high-quality standards, and technical know-how provide a strong foundation for expanding into new market segments.

Our participation in DEFENCEO was one of the steps to help us better understand customer needs and identify new opportunities for further growth.

REGION SUPPORT

BOSKOVICE RUNS

The Boskovice Runs is a sports and cultural event designed for the whole family. The event offers Children's Runs for preschool and school-age children, the Gatema City Run – an 800-metre race open to the general public with no age restrictions, the Castle Run covering 2.5 km, and the main Seven-Toothed Ridge Run covering 12 km.



JAPANESE CENTRE BRNO

As a Japanese company, ALCZ regularly supports the Japanese Centre Brno. The Centre regularly participates in organizing the nationwide Japanese-language **Nihongo Benron Taikai** (Japanese Speech Contest), as well as a Japanese writing contest.

The competitions are organized by the Association of Teachers of Japanese in cooperation with the Embassy of Japan in the Czech Republic and other institutions.



Not just financial support, but above all about being an active part of the region and the local community.

FESTIVAL OF CRAFTS AND THE BEAUTY OF NOBLE HORSES

This popular historical and traditional crafts festival takes place every year in the Panská zahrada in Kunštát, in the Blansko region.

The event features demonstrations of traditional folk crafts, a craft market, bread baking, and a rich equestrian programme.



ART-TEP ART CENTRE

The ART-TEP Art Centre in Blansko is a non-profit organization that opens the doors to art for people of all ages. It has been operating since 2013 and works closely with the Blansko State School of Arts, where it also holds classes at the Blansko Chateau.

You may have seen their performances at our Christmas party in Blansko.



BLANSKO REGIONAL CHARITY – BETANY

This organization supports people with mild to moderate intellectual and multiple disabilities who wish to live independently. It helps them live fulfilling lives and pursue the activities they enjoy and are capable of doing. The organization runs therapeutic workshops and supported housing. Through financial contributions, ALCZ seeks to support people for whom becoming part of everyday life, something many of us may take for granted, is not always easy.



CHURCH ROOF RENOVATION – ROMAN CATHOLIC PARISH OF SEBRANICE

The renovation of the historic Church of the Assumption of the Virgin Mary in Sebranice is a long-term and costly project. It includes extensive repairs to the roof structure and the complete replacement of the roof covering. The restoration of the tower roof and façade was recently completed. During the renovation work, several historical artefacts were discovered inside the church.



WHAT CAN WE LOOK FORWARD TO...

COOPERATION WITH A NEW ALKO COLLEAGUE

From September 2026, our SCM team will be joined by a colleague from our sister company, ALPS Korea (ALKO), **Mr. Seokho Seo**. He will be based in the SCM department at ALCZ for approximately three years.

His main role will be to support and coordinate the expansion of production for our customer HKMC. As part of his role, he will act as a link between ALCZ, ALKO, and the customer, helping to ensure smooth cooperation between all parties.

In one of the upcoming issues, you can look forward to an interview with him.



TEAM-BUILDING ACTIVITIES

Great teamwork doesn't happen only at our desks and production lines – it is also built beyond the walls of our company. Since we want to give you more opportunities to meet and connect informally, we have decided to revive the tradition of company events, trips, and team-building activities.

We will keep you informed about all planned activities in advance.



CHRISTMAS PUNCH

Since the first edition of our Christmas Punch gathering was such a success, we have decided to continue the tradition this year.

Once again, you will have the opportunity to take a break from the pre-Christmas rush, enjoy a chat with your colleagues, and share a pleasant festive atmosphere together.

Further details and the exact date will be announced in due time.



WHAT IS IT LIKE TO WORK IN ALCZ?

What we like and what we need to improve

Thank you to everyone who took part in the survey and openly shared their opinions, experiences, and suggestions for improvement. We have carefully reviewed and evaluated your responses. You showed us what you appreciate about working at ALCZ and in which areas you expect changes to make your everyday work experience even better.

67,3 %

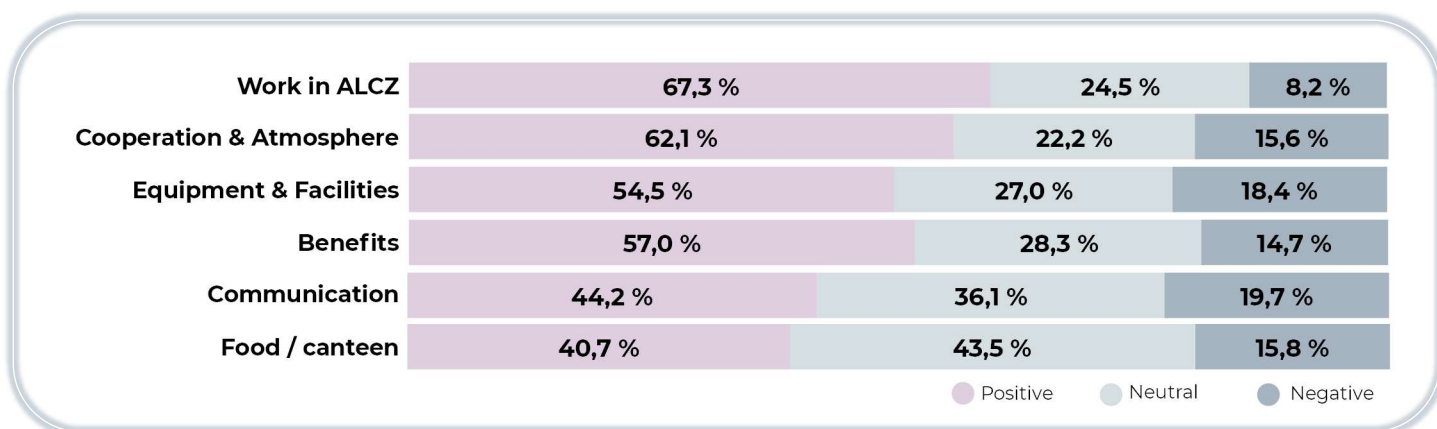
of us enjoy working at ALCZ

69,1 %

plan to continue working at ALCZ in the future

13,7 %

employees shared their opinions in the survey



What you value positively

Teamwork, atmosphere and benefits: Many of you appreciate the good team spirit, positive working relationships, job stability, and the interesting and varied nature of the work. The benefits offered by the company are also viewed

What needs improvement

Communication:

The flow of information between management, departments, and production does not always seem to be effective. Important information should be timely, clear, and accessible to everyone.

Quality and ways of working:

Many employees pointed out that we need to find a better balance between performance, productivity, and quality. The focus should be on quality training, following standards, and, above all, addressing the root causes of problems.

Leadership and fairness:

The responses indicate that employees perceive differences in approach and fairness. Expressing dissatisfaction openly is not always received positively, which can make people hesitant to share their opinions.

Work tools and IT:

Computers, networks, Wi-Fi, software, scanners, and other work tools – recurring outages and various technical issues make people's work more difficult, not only in the office but especially in production.

Working conditions and benefits:

Although the benefits themselves were rated positively, various suggestions were raised regarding working-hour flexibility, catering, air conditioning, transportation, and the working environment.

What we will do with the survey results

Your feedback does not end with the completion of the survey. We have reviewed the results and identified the areas we want to focus on. Where something can be changed or improved immediately, we have prepared specific action steps. Their implementation will take place gradually over the coming period.

You can find more details about what we have learned and what actions will follow in the detailed report, which will be shared on the Intranet. We will also keep you regularly informed about the progress we are making and the areas we are continuing to work on.

Some changes take time

Your responses highlighted not only specific comments and suggestions, but also recurring themes such as respect, trust, recognition, and relationships. We know that changes in these areas will not happen overnight. They are part of a long-term process that requires time, consistency, and above all, the involvement of all of us.

This is an important topic for management. We want to gradually create an environment where people feel respected, heard, and appreciated. We believe that such an environment creates better conditions for cooperation, motivation, and the overall stability of the company.

We also want to make better use of your ideas and suggestions for improvement – from collecting and evaluating them to their actual implementation. Those of you who are directly involved in our processes every day often know best what makes your work unnecessarily difficult, where problems arise, and what could be done better.

An important final note

Constructive criticism is important to us. It helps us see things that we may not notice ourselves. That is why we would like to thank you not only for your positive feedback, but also for your critical comments and specific suggestions.

Some feedback may not be easy to hear. That makes it even more important to be able to accept it and act on it. Our goal is to create an environment where problems can be raised openly, addressed fairly, and turned into real improvements.

Thank you for caring about what it is like to work at ALCZ.

SOLAR ECLIPSE

On August 12, 2026, we had the opportunity to observe a partial solar eclipse. From the Czech Republic, it was visible in the early evening, shortly before sunset.

And because we have an enthusiastic astronomer right here on our team, we didn't have to settle for simply looking up at the sky.

The photograph of the eclipse was taken by our colleague whom we introduced in the previous issue – the owner of his own observatory.

