

LIKO-STORIES

2018

365 DAYS OF STRIVING TO BE THE BEST.

WE ARE LIKO-S

A Czech family business. We are a top european partition producer and our goal is to create better cities with our **living buildings**. We also focus on specialised stainless steel welding and machining for various industries. Our products are the result of our **own development and manufacturing**.

Since 1992, we have established branches in the Czech Republic, Slovakia, Hungary, and India as well as **export partnerships in 16 countries** around the world.

LIKO-S
international



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LEADING THE MARKET

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FAMILY BUSINESS

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INDIAN ADVENTURE

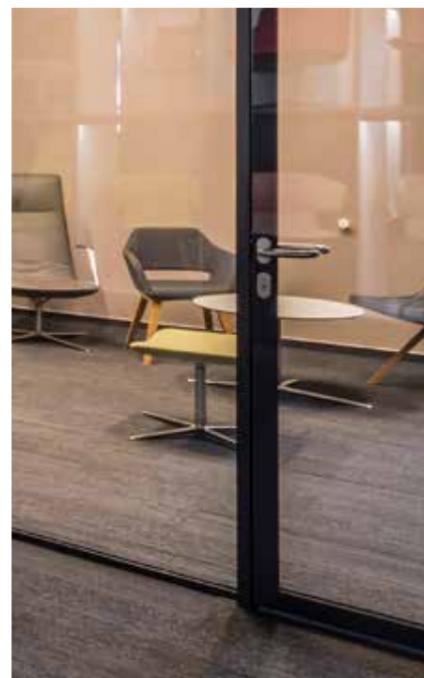
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BACK TO THE ROOTS

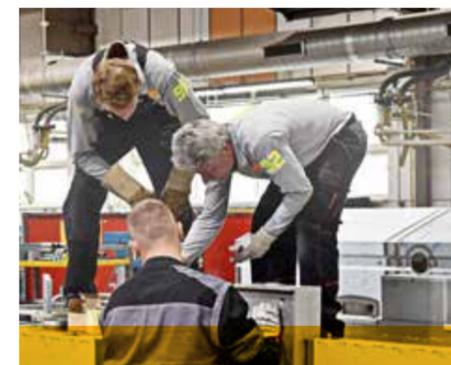
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WELDING AND MACHINING

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OUR PEOPLE

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Dear partners and friends,

we have been issuing our monthly company magazine LIKO-Sáček for the past 20 years. It is written and created by our people in order to reflect an authentic, everyday life in LIKO-S. LIKO-Sáček is appreciated amongst its readers, our employees and customers, but we also wanted to share our story with our foreign friends. And thus, on the next 112 pages, you will find a selection of all the important news and small details which defined LIKO-S in 2018.

We had a turbulent year with many changes and that is how we like it! Every time we do something, we try to do it differently, better. It is not always a success right away but in the long run it helps us and our company grow. We believe that you either grow or deteriorate, nothing in between.

That is why we love to work on foreign markets, that is where we see the immense potential. However, at the same time, it is also crucial to take the best care of the foundation we have built in the past 26 years – our customers as well as our company values. That is what you will also get to read about in this special edition of LIKO-Stories.

Welcome to the world of LIKO-S!

EDITORIAL

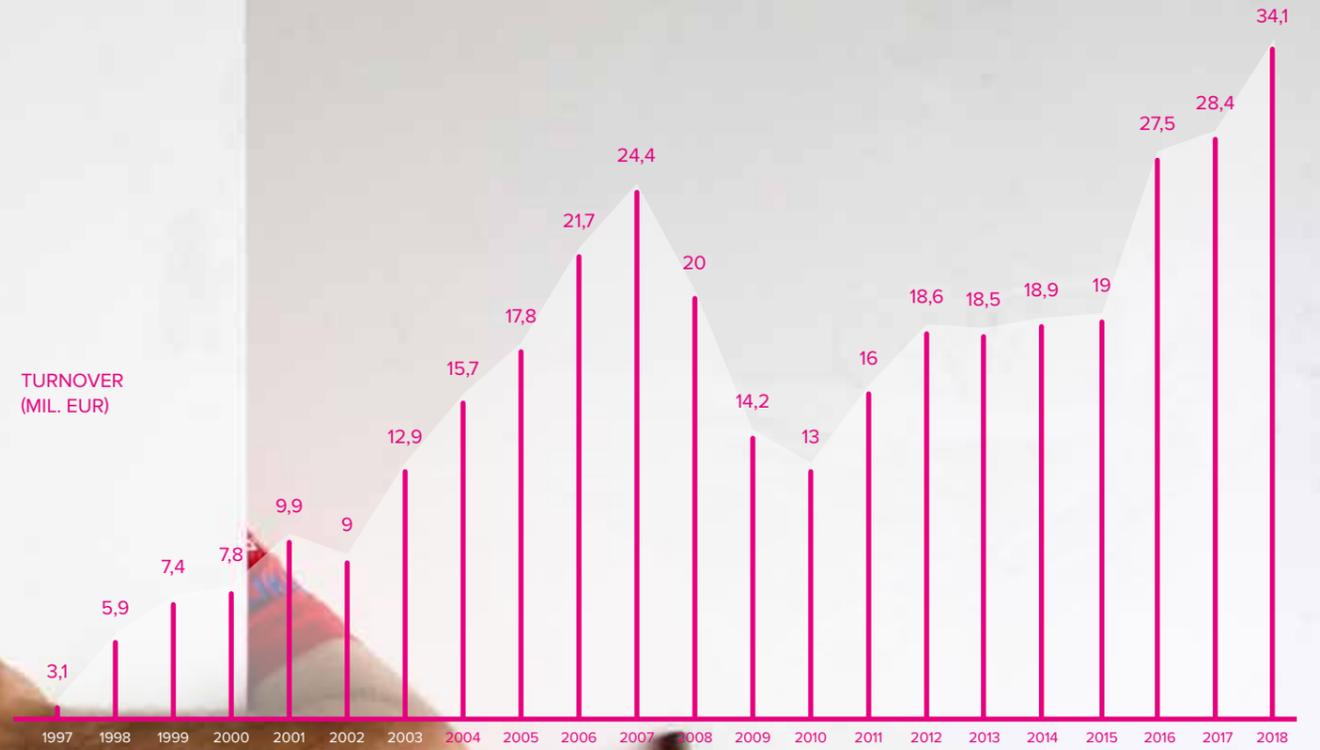
Jan Musil

Jan Musil
Vice-Chairman of the Board

SUCCESS CAN BE MEASURED

A look back at our year in numbers.

TURNOVER
(MIL. EUR)



74 189

M² OF GLASS INSTALLED



362 995

KG OF ALUMINIUM PROFILES INSTALLED



468 855

KG OF STEEL PROCESSED



1 263

FINISHED PROJECTS
IN 2018



255

EMPLOYEES



1 573 348

EMAILS RECIEVED



1 822

SKYPE MEETINGS



1 480 364

KILOMETERS DRIVEN



3 090

KG OF FRESH ORANGES SQUEEZED



16 132

CUPS OF COFFEE DRUNK



WE ARE A FAMILY BUSINESS

We are building
a **Happy and Green** company.

How do we work on a daily basis? Dive into our company culture and find out about our values.

INTERVIEW

OUR CZECH ENTREPRENEURIAL FOUNDATION

Bata's approach to entrepreneurship should also be taught to future generations.

When did you get acquainted with Tomáš Baťa and the principles of his business?

I got acquainted with Baťa towards the end of the 1990s, when I received the book "Saga" about the life and death of Jan Baťa and his brother Tomáš. It was very inspiring, so much so that I read it in one night, even though it is a relatively thick book. I suddenly saw that the things we were doing in the company were done naturally by Baťa too. That was a great discovery and I became firmly convinced that we were doing things that were naturally good.

What specifically were you enchanted by in the manner of Baťa's way of doing business? What lessons did you apply to your own business?

Baťa cared for his people. He realized that the company would not grow if people didn't work in a way that was required by circumstances. That is why he tried to deepen his corporate philosophy and to convince his co-workers that this was the most professional way of working, as well as the right way of living. He was convinced that through hard work and good work habits, a man could exalt his soul. And that motivated me. It was his belief that even in difficult business times a man can become a better person.

So, you are treating your employees in a way that strengthens their sense of pride for the company they work in?

I'm trying to instill in my staff the idea that "you reap what you sow." And that's not just about taking personal responsibility. I cannot create an ideal atmosphere at work without their help, and neither could Baťa. They themselves influence their work. It's not something you can order people to do at once. You have to guide them. That is why we invest a lot of money in education and training of both professional and soft skills including communication skills, team management, conflict resolution, etc. If they are cultivated from the inside, they will also transfer this culture to the work environment.

We can label profit sharing as one of the most interesting management principles of Tomáš Baťa's model. The success of the company should benefit not only the owner and management but also the employees themselves. Can this work in practice?

Every company is judged by its performance. And if an already good performance can be further enhanced by happy and productive employees, the company can

At a conference that was shedding light on the historical heritage of Baťa's family, Libor Musil talked enthusiastically and with much admiration about the great Czechoslovak businessman who inspired him early on in his career.



Jan Antonín Bata in historic photo - Moravian Regional Archive in Brno

think of being the best in its field. In order to reach this higher operation efficiency, the employees must feel loyalty and responsibility for the company, which in turn can be achieved by profit sharing. I am convinced that this is the way to do things, although I know many entrepreneurs who do not agree with my point of view.

In LIKO-S we are divided into several economic units. These units, although a part of a large whole, are responsible for their own performance. This means that they bill each other for products and services, effectively creating our own micro-economy. There are, of course, certain rules but in the end each unit generates its own profit, which forms the base of its employees wages and bonuses. Yes, it is complicated. And you often find yourself in a situation where a division is losing money but you still have to pay the workers' wages. This is because the profit is not solely affected by how hard or how much people work but also by market trends, which is what so often determines the overall company performance.

How do you put the profit sharing into action? Is it based on job category or percentage allocation?

Every worker receives wage for the current month, whose amount consists of a base, a percentage of the profits, and non-economic indicators, such as a development of a particular product.

Besides profit sharing, Baťa's employees were also affected by the company's losses. Would it still work today?

I do not consider it to be a good solution. All of our projects, the good ones and the bad ones, will contribute something in the end, either in the form of profits or as a lesson. We do not punish people for trying because once you start to do that, people lose courage to innovate. If a setback is encountered we work hard on figuring out why it happened, instead of assigning blame. By making mistakes and learning from them we are opening the door to innovation.

Top corporate positions, particularly in the state-owned enterprises, are held by company outsiders. In contrast, Tomáš Baťa had his managers try all the occupations in the company first, so that they acquired an understanding of how the company worked. How do you staff your management?

We adhere to the Bata principle religiously. We have a very low unemployment in the Czech Republic these days and it is difficult to find qualified workers. That is why we focus on educating our employees from the ground up. We have been doing it for years and it has proven to be very effective practice. Once in a while it is necessary to bring someone from the outside because they have different experience and provide a fresh approach and new perspectives. However, 99% of our management positions are staffed by our people.

Bata's company was built between the two world wars and was founded on a few key values. On what values was your business founded?

Our values are written in our corporate culture. They consist of seven points and

start with the slogan "It is best to be the best" and end with "Profit generation with joy." We tell people that a company must be profitable because it is profit that funds new development and pays taxes that pay for our healthcare and education.

Tomáš Baťa, with his approach to entrepreneurship and life in general, has been inspiring people for decades. Does his heritage have the potential to remain relevant in the future? Will it have something to offer businesses in the next 20 or 50 years?

I think Baťa did not invent anything new. He simply followed what businessmen had already been doing for thousands of years. However, he was the first one to spread his philosophy and company culture abroad, defying the mental boundaries of Czech and Slovak businessmen of his era. I think his example is still relevant today. Our entrepreneurs should not be afraid to establish branches in other countries, and export their business practices, as it was once done by Tomáš Baťa and Jan Antonín Baťa.

Libor Musil

was born in Jihlava in 1963. After graduating from the Mechanical Engineering School in Jihlava, he went on to receive a graduate degree from the Faculty of Mechanical Engineering of Brno University of Technology. Shortly before the revolution of 1989, he worked as a technologist at MEZ Brno.

He has been in business since 1990. In 1992 he founded LIKO-S, a.s., which won the Family Business of the year award in 2014.

Libor Musil was also awarded the prestigious Josef Vavroušek Prize for ecological contribution.



WE ARE INVESTING IN OUR FUTURE, WITH OR WITHOUT SUBSIDIES

Although commonly used for purchasing machinery, there is more than one way to use subsidies.

A conversation with Our Chief Financial Officer, Martin Zlatniček, and the Chairman of the Board of Directors and owner of LIKO-S Libor Musil.

Martin, what kind of European subsidies have we received in recent years?

In last six years, we received subsidies totalling 0,7 million EUR for a wide variety of purposes: from the development of IT infrastructure, purchase of computers, IT technologies, machines or a new information system, to employee training, workshops, and supporting our activities abroad. This, among other things, allowed us to participate in foreign trade shows and to start cooperating with universities.

This property is both physical and mental. We have reached the farthest with subsidies in technology.

The programs that are “hard” – like acquiring manufacturing infrastructure – are simple. You file an application, receive an invoice, buy the machine, and when an inspector comes, he sees that the machine is in or out of operation. Then there are “soft” subsidies for which there aren’t any tangible outputs.

Material subsidies also imply a prerequisite for an increase in employment. That means you have to watch if people are really employed.

In general, the rules for granting subsidies are

becoming increasingly stringent and conditions are being updated all the time. If I look at the subsidy programs that were in place in 2012 and 2013, they were easier to secure and, in general, encouraged buying machines, expanding production, and increasing productivity. Today, they are very much tied to innovation and an increase in efficiency. The terms often impose a degree of innovation that you have to achieve based on your business size. You have to make sure that the end result is a sale of a certain quantity of brand new or upgraded products, which is of course more challenging.

And the challenge is even greater when you consider that the market is constantly changing. At the time of filing the request, you are trying to predict what the market will look like in three years but you might as well be getting it from a crystal ball.

Another weakness of these programs is the process of preparation and approval. It can be up to two years before a project moves from the initial application stage to implementation. That is enough time for the market situation to change radically and you have to respond by changing procedures.

We also had subsidies for intellectual property that we used in this manner. What is your experience with them?

These were subsidies that served to increase the qualifications of our employees. The

“The infrastructure concept was too innovative and unorthodox because it came from a building company, which is something unprecedented.”

benefits of these type of subsidies are difficult to measure. We had to deal with so much administration for this purpose that we had to create a part-time position to deal with all the paperwork and keeping training and attendance records.

But the most important consequence of the educational subsidy was actually a drop in attendance. It was because we had to choose the cheapest educational agency, which wasn't able to meet the equality standards we were used to.

It meant that the course participants were no longer allowed to contribute any means toward their tuition. Everything had to be fully covered by us and subsequently subsidized. Once the courses became free of charge the students' motivation evaporated. That was evident by lower attendance rates and less time they spent preparing for the lessons at home.

So it is safe to say we will not be applying for another educational grant in the future?

Definitely no. In addition, training grants are now over-complex and to reach the desired project rating you must train all the positions specified in the rules.

On the other hand, the subsidies we acquired for the development of intellectual property had a positive impact.

We have had a great experience with the so-called “innovative vouchers”. Within the first batch, three projects aimed at synergies with universities and research institutions were approved. We came up with an assignment and they made measurements and developed solutions in areas such as acoustic and thermal insulation. Their effort pushed us further in our own product development. Although these were relatively small-scale projects limited to 10 thousand EUR, they provided value thanks to the fast adminis-

tration process, quality results, and quick reimbursement.

Can you tell us more about one of the last intellectual subsidies, the green roofs and facades?

In cooperation with several universities, we succeeded in getting the approval for a research grant from the Technology Agency of the Czech Republic under its Epsilon program, which will help us with the development of green roofs and green facades. These are very interesting financial resources and support. Collaboration with universities will bring us synergy effects that will move us forward in the new product development.

Will we try to cooperate with universities at a higher level?

Here we speak about a far more extensive project. Let me mention one slightly negative experience. We wanted a subsidy from the OPPIK program for the acquisition of development infrastructure that would follow up on the project of green roofs and facades. We were not fully understood by the evaluators and after more than a year we keep sending appeals and waiting for an approval. The infrastructure concept was too innovative and unorthodox because it came from a building company, something no one has heard of until now. The bottom line is these programs are tailored for the conventional purchase of microscopes and other laboratory equipment but not for the development in the construction industry, which is our field of expertise.

Martin Zlatniček
CFO of LIKO-S

HOW TO PASS A FIRM TO THE SECOND GENERATION?

Or should the family's treasure not be sold?



The Centre for Family Businesses of the University of Economics in Prague and the Association of Small and Medium-Sized Enterprises and Tradesmen of the Czech Republic held a conference on "How to Pass a Family Business to the Second Generation".

The conference was focused on the issue of the transfer of first-generation companies, the generation of the founders, to the second generation. The conference was attended by our Prime Minister Mr Andrej Babiš, Chairman of the Board of Directors Libor Musil, Minister for Regional Development Klára Dostálová and representatives

of major Czech family enterprises as well as representatives of the Czech and foreign academic sphere.

The attendees heard the experience of the speakers at the conference like the world-renowned expert on family businesses Prof. Mattias Nordqvist from Sweden and **Roberto Brazzale** - the owner of the family company **Gran Moravia**, who is doing business in the Czech Republic in Haná and who is representing already the seventh generation of an Italian family business with a tradition dating back to 1784.

The key questions of this conference were:

- How to successfully transfer a family business to the second generation?
- What are the most common problems faced by family businesses in transferring to the second generation?
- What kind of critical situations associated with the second-generation successors is a family exposed to?

Libor Musil, the owner of LIKO-S, which was named as the Family Business of 2014, as well as a Member of the Board of Directors of AMSP Czech Republic, commented on the topic as follows:

"Most family businesses follow a similar model here. In the 1990s, these families added another child - offspring - their own company. It was another child, who first had to get out of its diapers and then grow up. The company grew up and the children grew up together with it.

Without purposefully leading our children toward entrepreneurship, they perceived their "sibling" and closely watched our everyday efforts. Their family became a business incubator for them. Today, they are grown-up children and we see that they simply take to the work. The arrival of children to the company changes their parents' lives. New joys enter the family firm when success is shared across generations, and setbacks are met with fresh perspectives. A family that has been earning profit and money needs family gratification.

And this is where conflicts arise. The education of the company owners, their social respect and their government's support can help overcome the complex process of handing the business down to the next generation, thereby preserving the "family's treasure".

INNOVATIVE PERSPECTIVE FROM THE NEXT GENERATION

“Czech offices should be more flexible and more staff-oriented. Let’s do something about it and work in a healthier environment...”

Interview taken from E15.cz and abbreviated. Editor Karel Pučelik asked our Director of the Interiors Division of LIKO-S, Jan Musil, a few questions about offices and how we see it.

Your enterprise is not a conventional construction or technological company. What do you do?

LIKO-S is a family business. From the beginning, it focused on engineering and construction. In these disciplines we are looking to specialize in areas where we are able to devise something new.

You promote healthy offices. What should such an office look like?

Conventional halls and buildings have a negative impact on the environment – the greenery and water disappear, while the halls and modern glass buildings function as giant radiators that increase the ambient air temperature. Our buildings not only reduce this negative impact but have a positive influence on their surroundings. There is more greenery because the entire vicinity of the building is constituted by a biotope, while the roof and the walls are also green. In this greenery we can even grow cucumbers or strawberries. We also work with water and we clean all waste water with a root water treatment facility. The temperature around our building is up to three degrees lower than in the case of a conventional hall.

Do the staff appreciate it as well?

People work better in a healthier environment. Research confirms that a majority of mental illnesses originate from city life and a lack of greenery.

An important question is the price. Such a building is certainly more expensive.

Of course it is more expensive. But good insulation and effective management of heat and energy will save operating costs. In our building we do not even have air conditioning.

You have seen many offices in your profession. Can you see any clear trends?

We have long been seeing the open-space arrangement, nowadays it cannot be otherwise as cooperation is important. However, such a space can be both comfortable and efficient. I often encounter the fact that companies invest huge amounts of money into representative parts of their office space - receptions, meeting rooms, canteens. There are pieces

of art and table tennis tables in the corridors but it's really bad in the places where people actually work. I also visited one of the most exclusive buildings in Prague, where the air conditioning did not work, so it smelled like a garage or canteen. It is necessary to work with the acoustics. We have terrible acoustics here (*the conversation is taking place in a café – editor's note*) – hard walls and a hard ceiling, so the sound reverberates here. Basically, it is a hazardous workplace and in such an environment, people should be wearing earmuffs according to the Labour Code. And in offices it is similar, while several absorbers would solve these problems.

Your office is under reconstruction. Are you going to set an example?

Our office serves as a showroom, but of course we have also made it so that our people feel good here. However, in Prague we have only a small office compared to our central office in Slavkov u Brna.

Isn't it a handicap, having a central office outside the capital?

A major part of our business takes place in Prague, so it is a requirement for us to have an office here. But the problem is rather that the company's main activity takes place in the central office. But we also have branches in Prague, Bratislava, and Budapest. The question is how to link the branches with the headquarters so that they are not so far off the beaten path.

We're going to link our central and branch offices with a live stream. It is not that we want to check on employees, but we would like to make them feel that they are part of one company and to be able to say "Hi!" to their colleagues on the other side of the country.

What will an office look like in ten years' time?

I hope better than today. Much has been already said about home-office but in the last year, it has become a little more off topic. Physical contact cannot be replaced, people invent most when they work together. Offices will certainly be more flexible in order to respond better to changes.

A FACELIFT OF THE SLOVAK BRANCH

Our Slovak branch has been relaunched with a new look. How are the new premises seen by their designers from the ENDORFINE studio?

“A perfect thing is the **interactive wall for presentations, ratings, planning with the team and relaxing pictures to make the day more pleasant.**”

ENDORFINE



Ing. arch. Matúš Repka, ENDORFINE studio:

We have been cooperating with LIKO-S already for more than 10 years. I was a bit surprised that the space in which the Slovak team of LIKO-S, such a successful company, was sitting was a relatively constrained space. At the beginning of 2017, Mr. Macko (*the executive head of the Slovak Branch*), asked us if we could come and have a look at their new space. As soon as we came to the new premises, I told Mr. Macko that they could enjoy a greater amount of comfort there. Then, Mr. Macko pointed out that he would not want to break the budget, so we would use the existing furniture in the new space and make sure to use as many products as possible from the LIKO-S range. Well, we finally tackled the topic of combination and creativity.

We divided the office concept into three “zones.” The entrance into the company is dominated by a beautifully glazed door with glass-engraved graphics, which is a completely new type of laminated glass that the company offers. The first space is welcoming, consisting of a reception and the company management areas. The central space has

a social function as a meeting room where visitors and clients are received.

The SMART-i-WALL® is an indispensable part of the meeting room! A perfect thing is the interactive wall for presentations, ratings, planning with the team and relaxing pictures to make the day more pleasant. The kitchen for employees is for refreshments, where there is also a waste recycling corner to support the trend that the company is fighting for in the Slavkov parent central office: “Think green!” The third part is for production. It consists of two spaces that are separated by the functional Vacuwall® sample. By opening the mobile wall, it becomes one large office space where the center is dominated by the relaxation zone for a cup of coffee with colleagues or a short production meeting.

We believe that we too, the architects of ENDORFINE, have been able to contribute to creating a relaxing, comfortable work space for LIKO-S employees in Bratislava. Finally, I would like to congratulate the management of LIKO-S, which is, in my view, a very family-oriented and friendly company and wish them, on the occasion of their 25th anniversary, many creative, innovative products and great employees as part of the LIKO-S team.

Project title
SHOWROOM, LIKO-S office

Site of implementation
Bratislava

Year of implementation
2017

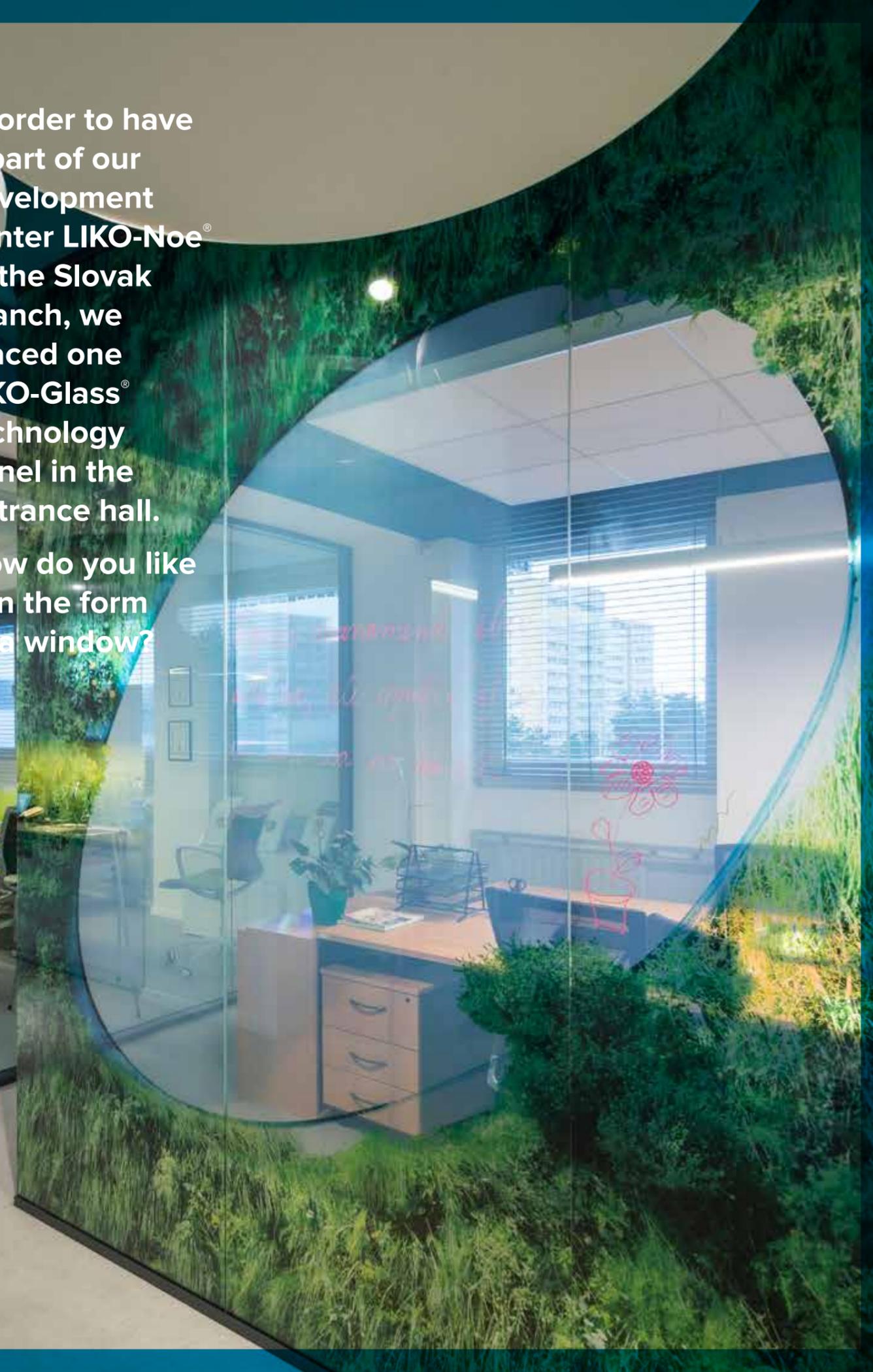
Products
RAVA®, MICRA I, MICRA II, SMART-i-WALL®, LIKO-Space®, LIKO-Glass®

Our offices also act as a showroom. You will find all the products here.



In order to have a part of our development center LIKO-Noe® at the Slovak branch, we placed one LIKO-Glass® technology panel in the entrance hall.

How do you like it in the form of a window?



In 2019 we are celebrating 25 years in Slovakia!

The Slovak branch is headed by Roman Macko.

Born in Ruzomberok, he graduated from the Faculty of Engineering of the Slovak Technical University in Bratislava and he imagined he would be a designer.

Now, for a quarter of a century, he has been implementing interior projects in Slovakia, and he is taking care of its ever growing team of project managers and technicians.

Thanks to his commitment and great interest in detail, he's always nominated for employee of the year and often gets the title.

If you realize an office project in Slovakia, Roman is the right one.



MEASURE TWICE CUT IT ONCE

The heart of LIKO-S is the headquarters in Slavkov u Brna. You will find there offices, production of partitions, warehousing, metal production, and the LIKO-Noe® development center, where all ideas are tested multiple times and then transformed to life...



Acoustic chamber

We are equipped with our own acoustic chamber, where we regularly test our partitions, and measure new acoustic solutions. Last year we were able to undertake over 30 acoustic tests where we were able to boost the acoustic value of our Micra II partition to 45 dB and Glass Design Door to 39 dB.

Our chamber has also played a large role in testing the influence and performance of SilentPET® as it relates to our products and overall acoustical comfort of a room.



European Certification

We take pride in detail, and we are diligent in our work. So, after countless hours of testing and measurement, 28 signatures from all European countries, we were pleased to attain the European CE certification, for our MICRA systems!

In addition, we have attained:

OMEGA 100 RC2 - security certification

New standard for fireproof partition according EN13501-2 for next 5 years

For more certifications, visit our technical library at tok.liko-s.cz

NEW DEVELOPMENTS

3D printing changed our prototyping process

The printer accelerates the development of new components for our interior systems. We do not have to wait weeks to make a mock-up, but in a few hours we have the designed elements ready for testing.



PROTOTYPING OF NEW PRODUCTS



LOWER PRODUCT'S PRICE



ACCESSORIES FOR EXISTING PRODUCTS



New technical library

We have created a new central library for our team and partners. It contains all the drawings and details, and stores their changes and developments over time to keep up with the current documentation. It also contains reference photos that can be added to collections and shared with customers.

tok.liko-s.cz



MORE THAN JUST A PARTITION

Seamless integration

SMART-i-WALL® has always been an eye catcher. The original design and configuration was based on our core interior partition products, so as we developed new products and improve our core products there was a need to also expand the integration across the product range. Today SMART-i-WALL® is available and configurable in OMEGA, MICRA and our new frameless partition RAVA®.

Touch stabilization

With the rapid development of technologies now a days, we finetuned touch capabilities by using capacitive touch technology. Capacitive touch allowed us to improve touch accuracy and lower latency. Thanks to this advancement we are now offering nine standard gesture controls. So imagine, raising your volume by rotating five fingers clockwise.

Simplified installation

While we seek the latest technologies we also understand the need to simplify the complexities of installation. This has been a focus for us and for our branches and partners outside of Czechia. Now we have standardized our OMEGA display module for easier installation.



Orraine Williams, Head of R&D, LIKO-S

"We prepared our own gestures for better and faster control - below are some examples..."



Refresh page



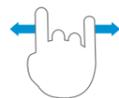
Close apps



Previous tab



Volume down



...and much more!



Interactive partition **SMART-i-WALL®** has evolved over the past couple years. Our latest version features several new features: **integrated 4K display**, 4K conference camera and **specialized gesture commands** to name a few.



SMART-i-WALL® is designed to fit your space and configured for your needs. Even if its 5 m wide.



RECYCLED PLASTIC NEVER SOUNDED SO GOOD

Better atmosphere for bigger comfort

Premises with good acoustics are more pleasant, provide greater comfort, and reduce the stress factor generated by noise. Noise levels are reduced and noise emissions from the office equipment and staff communication are significantly restricted. The result is that the specific part of the room becomes more comfortable for both work and concentration.

The right acoustics

It is not simply a matter of the problem being solved by having as many sound-deadening materials in one place, however. By adding acoustic materials to right places, the noise is absorbed instead of being reflected back into the room. This eliminates undesired crosstalk, noises, and the echo is reduced. However, we cannot always "calculate" and plan everything in advance. Searching for the ideal acoustics of a space requires a certain level of experience.

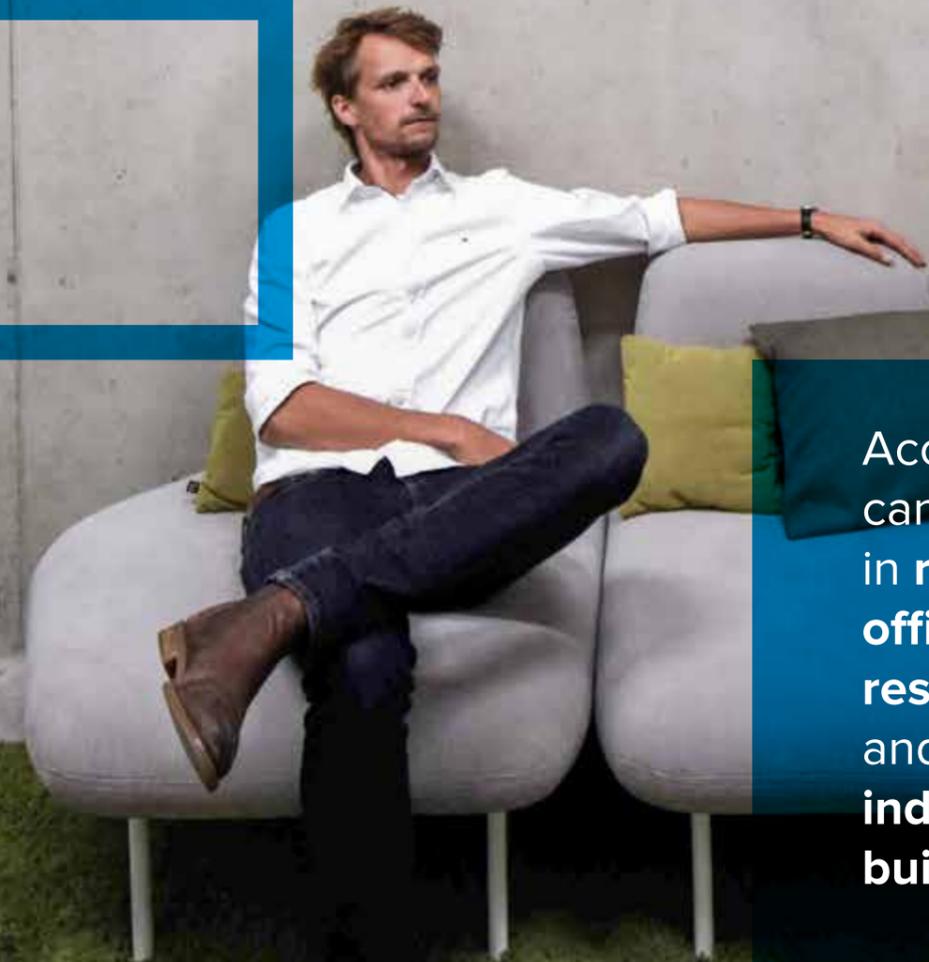
Possible use?

Modern materials such as concrete, glass or metal combined with the open space create a place where any noise simply spreads and, in addition, reflects in all directions.

Panels are suitable for any type of interior, but mostly use is a open office space, hotels, restaurants, residences and industrial halls to eliminate machine noise.

SilentPET panels can be installed on ceilings, walls, or as stand alone paravans. The universal tones white / grey / black fit to any interior design.

SilentPET® revitalized look features **new standard shapes** and three basic neutral tones - white, gray and black. The pureness of the material plays a significant role in **performance and ecological benefits**. Installation is optimized for the ceiling as **clouds** or **baffles**, **on wall** as cladding or **3D effect**, or as **paravans**.



Acoustic panels can be used in **residences, offices, hotels, restaurants,** and also in **industrial buildings.**



REVITALIZATION FOR WORKING COMFORT

The architectural design was prepared by A PLUS studio. They focused mainly on the illumination as well as aeration of the entire space. According to the authors of the proposal, the MICRA II glazed walls, OMEGA partition walls with glass modules and LIKO-Space® sliding walls proved to be once again successful for its "fresh up".

This realization of office space was created in Brno and it is obvious that it was something to play with. The glazed partitions created plenty of room for design wall stickers, which also acted as an orientation system and marked the purpose of the rooms.

The pure design of the MICRA II partition walls in a darkened design accentuates the colour contrasts used in the upholstery and on the walls.

The interior contains LIKO-Space® sliding walls, which can split or unify the entire interior in a simple manner through their motion on rails. Thanks to their neutral white colour, they do not disturb the space but on the contrary, they complement one another.



This interior contains LIKO-Space® - our movable walls. They can split or unify an office space in one simple motion.



Project title
Campus Science Park

Site of implementation
Brno

Year of implementation
2018

Products
MICRA I, MICRA II, LIKO-Space®

PRODUCTS IN UNISON



A look at the offices in the National Palace, Prague, where form and function are complimentary.



Rounded corners made from single glass partition system MICRA I makes corridors more comfortable and open.

A recent implementation took place in the industrial style in Prague. The key element of the whole space are the visible concrete ceilings that accentuate the footnote of the entire interior.

It can be noticed that the main colors are grey, blue and brown, which are complemented by their shades and a neutral white color.

They appear primarily on round acoustic panels located on the ceiling. They are absolutely necessary in this interior and thanks to their sound absorption capability, they are not only one of the design elements that make up the whole, but also a great contributor to the correct functionality of the acoustics in such a large building facility without excess textiles.

The interior uses MICRA I and MICRA II frameless glass partitions to enhance the lightness and airiness of the room. In some parts, the partitions are covered with simple but practical foils. They seem to split the space into smaller rooms, thus offering privacy to office users.

Nowadays, not only sharp corners are modern. Rounded edges and corners also enjoy their popularity. It has to be said that this solution is not suitable for just any interior, but as it is clear at first glance, this is not the case here.

A very interesting and creative element is the sturdy wooden door incorporated in our glass partition.

The office space is very light thanks to the omnipresent glass, allowing the wooden door to be forefront.

On the ceiling of the offices, our SilentPET® panels are used to adjust the acoustics in an open space. The shape of the SilentPET® elements nicely compliments the elliptical shape of the concrete ceiling.

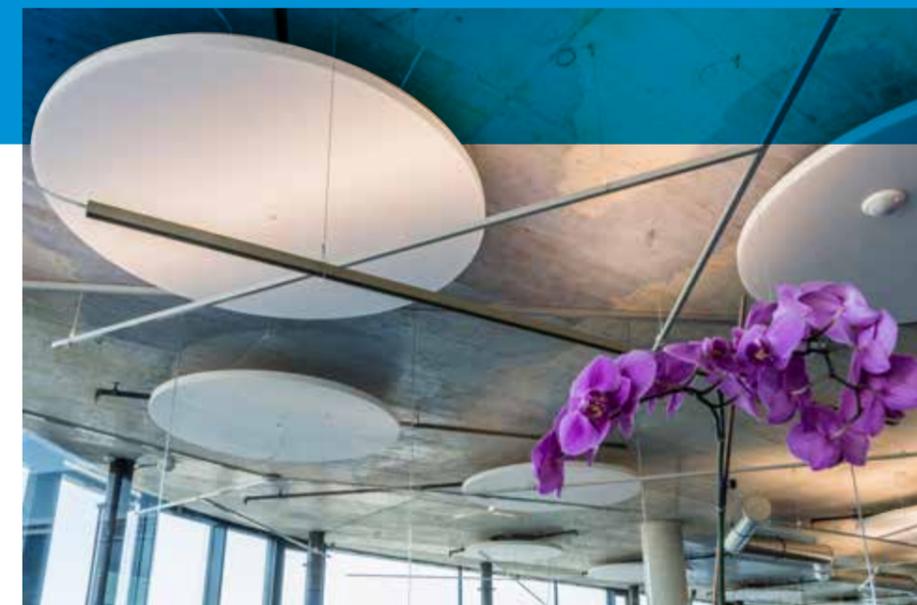
Project title
Shire

Site of implementation
Prague

Year of implementation
2018

Products
MICRA I, MICRA II, SilentPET®

A very interesting and creative element is the sturdy wooden doorframe incorporated with our glass partition.



THE ONLY WAY IS FORWARD

**We believe it's best
to be the best.**

Media, awards, architects, fairs.
We love when we can be right in the scene.



BEST OFFICES IN THE CZECH REPUBLIC

CBRE Meeting Room of The Year announced 2017's winner SAP.
A project consisting of our partitions...

CBRE MEETING ROOM OF THE YEAR has become a LIKO-S tradition.

A competition in which the best offices compete in different categories is something we never miss. Partly, because our partitions are often a key element of the awarded spaces.



About the competition:

The competition is announced and overseen by CBRE, the world leader in the area of commercial real estate services. The first year of the competition was in 2014. Since then, nearly 300 companies have joined the competition and the jury selected 135 finalists.

The competition has gained an international reputation and currently takes place in Slovakia, Austria, Poland, Romania and Belgium. The general partners are Microsoft, Philips, and Skanska, while the main partners are AV MEDIA, Dimension Data, ELAN Interior, LIKO-S, NESPRESSO and Siemens.

Other partners include 4WORKS, AI-DESIGN, AmCham, Cocuma, Moser, Czech Green Building Council, the Department of Architecture of the Czech Technical University, e-kolo.cz, and the National Council of People with Disabilities.

Over the years a great deal of amazing implementations and office space facilities were represented, and this competition brings you the best of the Czech and Slovakia.

On average, approximately 100 companies entered the CBRE Meeting Room of the Year competition yearly. Typically prevailing were the IT companies, 17% of which were among the finalists, while other represented businesses included e-commerce, the financial sector, co-working centres, media and marketing companies, business companies, law firms and manufacturing companies.

The participants were predominantly companies from Prague and Brno. There are also companies from other regions such as Tipsport, De Heus, Sonnentor, ABB, TESCO SW, Vault 42 and ERA. A total of 19 architects were involved in the new category of Architectural Design.

The expert juries featured members such as Eva Jiříčková – AI-DESIGN, Biljana Weber

– Microsoft, Marie Passburg – Skanska, Richard Curran – CBRE, Tomáš Jindříšek – Dark Side, Jiří Tourek – Philips and Pavel Maurer – Maurer's Grand Restaurant decided based on the evaluation criteria in terms of design, originality, innovation, practicality, and the attractiveness of the working environment for employees.

As the competition evolved over the years. It can be said that modern offices are no longer just a privilege of the capital cities. I am very pleased that even small towns across the Czech Republic are becoming increasingly interested in the office environment and the comfort and satisfaction of their employees.", said Petra Lávičková, Head of Marketing & PR of CBRE.





**AND THE WINNER IS...
FITTED WITH OUR PARTITIONS.**

SAP SERVICES

WINNER OF THE MAIN CATEGORY OF THE COMPETITION MEETING ROOM OF THE YEAR

The author of the Metronom building, the headquarters of SAP, is S.H.S architekti. It derived from the visions and wishes of employees who defined the characteristics of the work environment, the equipment, the design or the names of individual floors as well as the meeting rooms.

The goal was to create a common future for SAP as the biggest cloud company on the market. The entire building has a number of interesting, comfortable and informal workspaces as well as meeting rooms which are interconnected by screens, allowing for a smart and flexible way of working.

With mobile furniture, it's easy to change the layout of the interior and tailor it to the current needs of each team.



SAP Services, the winner of the Main Category, also has an office environment taken from a well-known film saga. Acoustic comfort is guaranteed by our OMEGA partitions.



Combination of modern and classic materials makes the offices unique.



The world-renowned UK based architect Eva Jiřičná was, as always, a respected guest of the committee.

INTERVIEW

BEST OFFICES IN SLOVAKIA

The winner of the competition for the most inspiring work environment in Slovakia was **Profesia, which is the best HR company** there.

The **architectural design** of the offices was born in the Rudohradsky studio. Marek Rudohradský, owner, who has successfully used our interior systems for many of his projects gave us his perspective.

PEOPLE ALMOST CAN'T RESIST THE IDEA OF STAYING IN A GOOD OFFICE AND NOT GOING HOME.

“We allow ourselves be inspired by Slovak folklore... It's a way of life, it's people, customs, traits and last but not least, architecture...”

Profesia was a very interesting project. We were addressed directly by Ms. Molnárová, the managing director of Profesia, to prepare a design in a contemporary trends at the highest level. During the design process, we tried to understand what Profesia is doing, what kind of company it is, who are the people that work there. These are very important inputs for designing a quality space.

Profesia is a company of Slovak origin, which has been operating in Slovakia already for twenty-five years. It focuses on looking for work for all people or helping someone get a job. These were the essential attributes that we derived: a Slovak company providing and doing hard work.

A Slovak company – this first attribute was quintessential, we tried to impersonate the most typical Slovak spirit in the design. We let ourselves be inspired by Slovak folklore. It's not just dancing and costumes. It's a way of life, it's people, customs, traits and last but not least, architecture. One of the most striking aspects for me is the architecture in Čičmany, which is known for their folk rhetoric, lace and the painted patterns on wooden houses. There are several of these patterns. We chose an X-shaped pattern that we customized for the design. We used X-shaped patterns on the walls and in the hallways. It was applied on tiled white panels backlit in red. We made an interesting decorated wall that completes the space of the corridor and accentuates it.

The second attribute was Profesia itself. Profesia's logo is a pictogram. It consists of two arrows turning around, symbolizing change. The yellow, orange and red colors change according to the mood. We tried to reflect the exact symbolism of refresh in some elements.

For example, in the shape of the reception, in the meeting room itself, which is a display window of the company. It is situated directly opposite the entrance. Here, alongside the perimeter wall, we placed rotating panels with a circular base in a gradient of colors ranging from yellow to red, supporting interactivity and reminiscent of the refresh symbolism. Working people are active and creative. They have the opportunity to change their working environment – the color of the meeting can change according to the mood.

We also focused on how people will be arranged within the space itself. Of course, Profesia defined its priority here, answering questions like what are its teams, how many teams are there and what space do they need. It was very important to create an office space so that it does not disregard work while at the same time being comfortable, not just an ordinary gray office space.

The walls of the offices were equipped with glazed partitions linking to the corridor. It's not just because of the penetration of light in the corridor but mainly because of the effort to create a so-called “relationship environment” which is an important function of glass. It allows for eye contact, so people can see and perceive one another. For meetings with colleagues, we have also set up a public space. People meet, talk or solve work assignments here... The entrance lobby functions as a living room, playroom and dining room. It's a communication point.

In our offices, we've created recesses - colorful corners serving, for example, for telephone calls or for a small meeting of four people in a closed area. There is also a free area where people can sit and relax

in an informal setting. It is very important for people to be able to discuss work and other topics in the workplace, without disturbing their colleagues. Each person spends more time at work than at home and therefore we strive to create a working environment not only suited for working but also for leisure time so that people feel good at work.

You chose to use our interior systems in the project. What's your experience with them?

We had a very good experience with them. During my work, I've used them several times, mainly because of their simplicity and the speed of assembly. Last but not least, a great advantage is that it is possible, for example, to split, modify, reassemble or transfer and use the partitions in another space.

Do you like cooperating with colleagues from LIKO-S?

I've known LIKO-S for a very long time, as well as some of your colleagues. I know what to expect from LIKO-S and I know that I can rely on you. Typically, unless very complex systems and complex details are devised, the installation will take place quickly and without any problems. I think that the cooperation is very good.

Which criteria do you think a modern office should meet?

The current trends are exactly what I already spoke about: creating a space not only for work, but also for leisure time at work. It is very important to create playful, cozy, inspiring premises where people really feel good. In other words, make them resist the drive to go home.

Relationship environment?

The walls of the offices are formed by glass partitions linking them to the corridor. These partitions allow light to pass through but mainly serve to create the so-called “relationship environment,” where there is eye contact between people. On the side walls, the patterns of the X-shaped Chiquan architecture are used.





What role do you think greenery and light play in modern offices?

It is very important to work with greenery. Greenery softens the space, making it cozy. It is important to create as many natural elements as possible, not only for administrative and office space but in general. Greenery and light are very important. They are very important in all architectural elements.

Can you tell us some of your sources of inspiration?

They always result from the assignment, from the client itself. I need to know for whom and where I design and what I design, what the company is all about. It was such a great synergy with Profesia. It is not a common thing where an architect will sit with a client or an investor. We knew right from the beginning what we were supposed to do, what was expected of us. Ms. Molnárová, the Director of Profesia, gave us the exact assignment and we tried to meet her requirements.

What are the biggest mistakes made by clients when they think about their interior?

In my opinion, the biggest mistake is when a client finds an architect but does not let him do his job.

Secondly, especially in the case of large companies – each director tries to involve his employees as much as possible in the design. Of course, it is important to give employees space, letting them correct the assignment at the beginning, but sometimes it is necessary to say enough is enough.

Is it difficult to complete the project from the initial assignment and drawing up the final implementation?

I think it depends very much on the cooperation of individual partners and suppliers. If there's a will, everything goes smoothly.

We have recently been encountering the term "designer office." What does "designer office" personally mean for you?

Designer office... I would rather replace the name with the term "smart office." A space that thinks of the people working there, who spend most of their day in their workspace. The design office meets the requirements of the people for whom it was created. It is trendy, timeless in terms of the use of colors, it must meet the maximum requirements for functionality and typology, all the conditions that people need to be able to work there, so that the environment does not disturb and again on the other hand, it must look cozy.

Can you, besides Profesia, name some of your most interesting joint projects with LIKO-S?

The first project where I learned about LIKO-S was with ESET, where we worked with my colleagues under the baton of the Endorfine studio. It was the most extensive project in terms of space and the number of people I tackled with LIKO-S. Together with LIKO-S, we have done even more sophisticated things, such as the Discovery showroom at BBC 5 in Bratislava. We are now implementing, for example, very interesting premises in the

Zuckermandel multifunctional city center under the Bratislava Castle or a technological and training center with administrative facilities for Hilti in Bratislava.

Thank you very much for this very interesting and professional interview and I wish you a lot more creative achievements.



RUDOHRADSKY ARCHITECTS

Marek Rudohradský and his wife Martina founded the Rudohradský s.r.o. studio in 2007 in order to present a different view of conceptual design in the field of interior, architecture and urbanism.

By combining exceptional ideas and people, a creative process is being formed in architectural, technical and economic aspects that are implemented in collaboration with external consultants and professionals to meet client requirements to the maximum possible extent.



OTHER FINALISTS WITH LIKO-S PARTITIONS

Winners will be announced soon. Stay connected to our News at liko-s.com



OUR PARTITIONS MEET THE HIGHEST SWISS QUALITY STANDARDS

“The flexibility of the partition walls allows creating unique solutions under consideration of individual customer demands and needs.”



We have had business ties with the Swiss company, AMINA Products, our exclusive movable partition sales representative in Switzerland, for over thirteen years.

Its founder and former owner, Rolf Ritter, sold the company to Thomas Stutz last year. Mr. Stutz's expertise is predominantly outside construction and he also has business experience in China. After taking over, Mr. Stutz not only continued our successful collaboration, but under his leadership AMINA Products significantly increased turnaround and started pursuing larger projects.

You decided to change your profession entirely and you started business in interior construction, why?

I have gained a lot of experience during my career, which I definitely wanted to apply profitably in a company. Since my childhood, I have been very enthusiastic about the building sector and in particular interested in interior fitting. I have always felt the need to advise people and companies who value individual solutions and good interior design.

With AMINA Products GmbH, I have found a company that offers unique and fantastic products for the interior fitting. A company that has potential to develop and grow in the market, with a team empowered with a long and profound experience.

What were your impressions when you first time visited our company in Slavkov by Brno?

Of course, I informed myself very well in advance about LIKO-S and was quite aware that LIKO-S is a highly ambitious and innovative company. However, during my

first visit the drive and spirit of LIKO-S team has highly drawn my attention as well the clear vision and corporate philosophy. In addition I was highly impressed about the great hospitality.

How do you and your Swiss customers rate our interior systems?

Our partners and customers appreciate the wide and high-quality product range. The flexibility of the partition walls allows creating unique solutions under consideration of individual customer demands and needs. The user friendliness of the partitions is appreciated. Besides, does the high innovation level allow new solutions and creating steadily added value.

What do you value most on our collaboration?

The continuous friendly and prompt support provided by the LIKO-S team is highly appreciated. Inquiries, orders and claims are efficient and solution oriented processed.

What are your next business plans?

LIKO-S partition walls are high quality products which allow us to realize unique and fantastic solutions within the interior design. We are strongly working on raising customers awareness of the added value which can be provided and deepening the knowledge of the product range.

Main target is to maintain and expand existing customers and last but not least attract new customers to gain market share.

Thomas, thank you for the interview and I wish us a great deal of success...

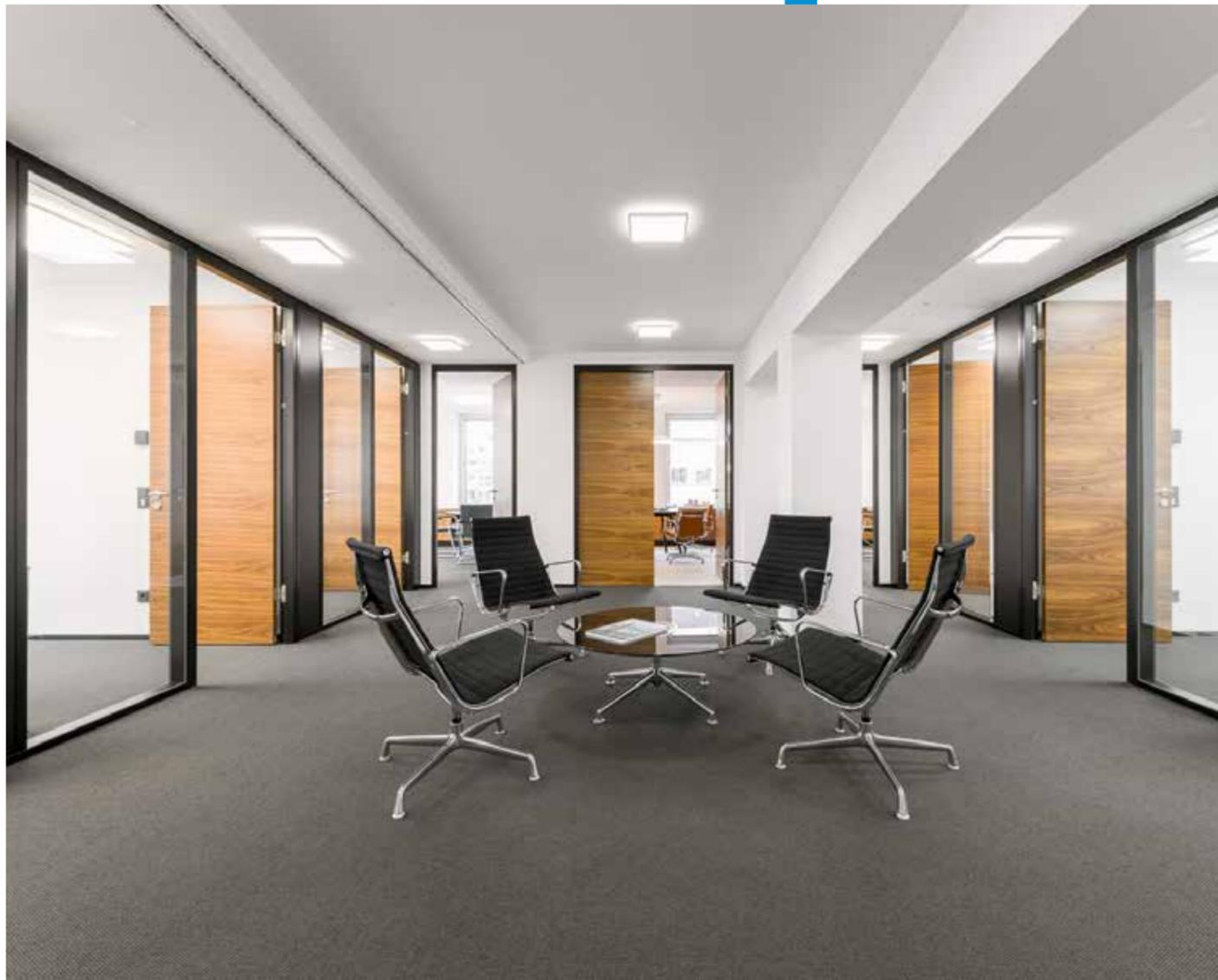
The teams of our Swiss partners and installers visited us in Slavkov U Brna for strategic meetings and training. They all received personalized LIKO-Style® gear.

PREFERRED CHOICE FOR A LEADING GERMAN REAL ESTATE FUND

Thanks to the wide range and quality of our interior systems, our export department found a new sales partner in Germany, Art-Invest Real Estate.

We asked **technical-investment manager Christina Wendland** a few questions about collaborating with our company.

“Mostly it was the combination of good **sound insulation** and powder coated aluminium profiles with **beautiful veneered doors.**”



Have you been surprised by the fact that you have received interior partitions offer into your new object at Enggasse in Köln from LIKO-S? As this was at that time an unknown firm for you...

For us indeed, LIKO-S was a completely unknown firm. Once we have been visited by Export Manager Michal Chudacek and we got familiar with the products. We liked various product possibilities and the invitation for visit to Slavkov. After our visit, we saw quite some nice innovations – like the interactive SMART-i-WALL® or Vacuwall®. In the end we decided for LIKO-S for our brand new offices at Cologne headquarters.

How did Art-Invest members of the board like the factory visit and headquarters tour in the Czech Republic? How did they like projects that they saw?

In general, we have been surprised by very high standards in quality and organisation. Also we have been amazed by the LIKO-Noe® object as green buildings and green roofs are becoming hot topic in Europe. We also been surprised by the quality of the office projects that LIKO-S does in the Czech Republic. The projects comply with highest A class office standards.

What was mostly appreciated on our partitions and doors by your architects when they were designing your new office spaces?

Mostly it was the combination of good sound insulation and combination of pow-

der coated aluminium profiles with beautiful veneered doors. LIKO-S was able to react on the high quality standard required.

How do you like your new office and what do you appreciated the most as users?

Planning the new Art-Invest headquarter we took special care to ensure the use of innovative, contemporary and userfriendly materials. The main focus was increasing employee satisfaction. Recent feedback of our employees shows us, choosing LIKO-S as a partner was the right decision. Everybody working at the headquarter feels very comfortable and is stoked about the look and the acoustic protection of the walls.

How did you like cooperating with the company VAD Trennwandsysteme (LIKO-S partner) that has been doing the works and installation?

VAD Trennwandsysteme was able to react fast to our requirements, especially with delivery terms. Also we have been so satisfied with the service that we have assigned further services for other dry walling works.

How do you see our future cooperation?

We would like to arrange framework arrangement with LIKO-S and offer the partitions into catalogue for our tenants as a standard for particular office class.

We are very happy and we look forward to working together...

INSPIRATION FROM GERMANY

We had the opportunity to represent our company at another international trade fair in Germany. This time, it was a trade fair focused mainly on glass and all the possible technologies associated with it. And when we were there, we also visited the nearby Orgatec fair - the biggest european event for office interior design.



In Germany, two fairs were held concurrently. In addition to an exhibition in Glasstec in Germany with our partner Glasio, which produces glass acoustic tiles, our colleagues also visited the Orgatec trade fair just a few kilometers from the exhibition ground.

We asked what the experience was like for Mr. Ladislav Ravas, our technical director, who participated in both of the fairs.

"The Glasstec fair was a great experience and opportunity for us to capture the trends on the glass market. Even after seeing the first pavilion, it was clear that we have to be divided into groups because seeing and managing everything would not be possible within a single day.

The guys brought home not only a bunch of interesting experiences, but also a lot of

inspiration and ideas for future projects. I believe that some of these novelties will soon be feasible even in LIKO-S."

Another trade fair took place only a short distance from Glasstec, called Orgatec. It was a trade fair focused on offices and their interior fittings, with an emphasis on ergonomics as well as a healthy working style. We did not exhibit there and we participated only as visitors in the trade fair. To see everything was equally and perhaps even more unrealistic as the day before at Glasstec. We resolved it in the same manner - by dividing into groups with a focus on different segments of this market.

"I was personally very interested in how the fairs, even though close to one other, seemed perfect from the point of view of the organization. Just like in Germany. Everything is perfectly prepared. And besides this detail, which I liked and I was surprised at, I mainly watched for similar acoustic elements as we have in SilentPET® at the trade fair.

I could tell from the fair that space acoustics are increasingly being emphasized as a big problem for open offices, and we need to focus on it," added Ladislav Ravas.

So, it seems that the mission to Germany was very successful and we can look forward to some news in our country as well.



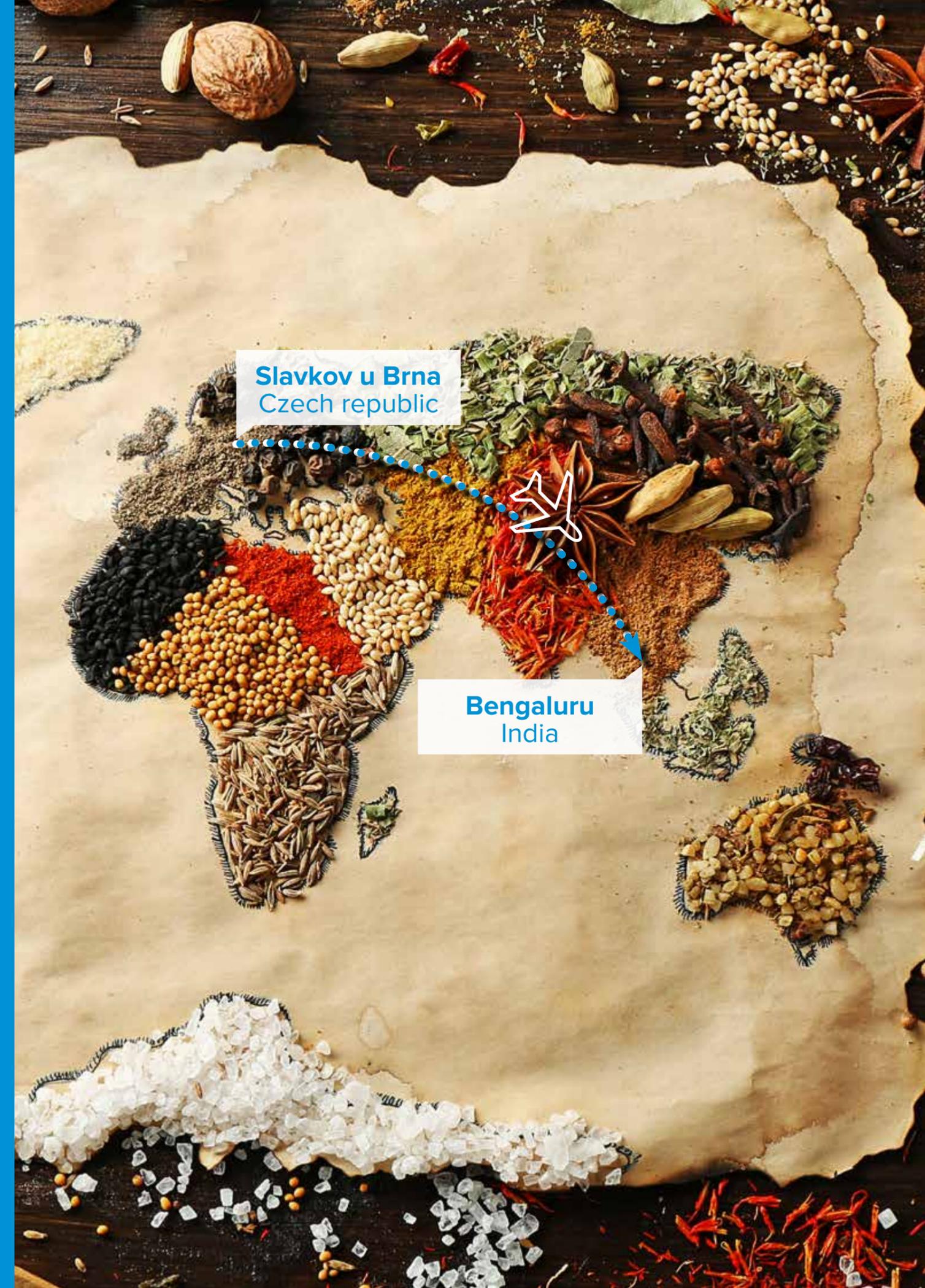
Our team across the company participated in both German trade fairs. Our stand is pictured in the photo, which we prepared in cooperation with the Glasio acoustic glass manufacturer.

Impressions and new inspirations from the exhibition are best shared in a good company and with a good food and a tasty drink.

INDIAN JOURNEY

**Designed in Europe,
made in India.**

How did we start the Indian adventure seven years ago, where did we get and what's waiting for us?



INVESTING IN INDIA IS WORTH IT

Business in India brings us, alongside new opportunities, a lot of life lessons. Business and life in India is a source of great inspiration for us, and therefore we want to develop it further. Each of our journeys to India is the source of energy we can use for projects for many weeks.

Our goal is to be the largest manufacturer of partitions in India and Southeast Asia. The experience and quality we have gained in Europe are now gradually being transferred to our Indian branch and production.

Thanks to our own production hall, we can monitor production to the last step and be flexible enough for our customers' needs.



ACETECH FAIR

We could not miss the biggest engineering and construction fair in India - AceTech.

MEMORANDUM SIGNING

On a different fair IESS 2018 in Chennai we also signed the Memorandum of Understanding between the Association of Small and Medium Enterprises and Entrepreneurs of the Czech Republic (AMSP) and the Indian Engineering Export Promoting Council (EEPC).



LIKO-S INDIA TEAM

Eliška Doležalová, who was the first brave one to go to India, is now taking care of business development of the Indian branch

and

Antonín Řičánek, our best project manager, sets high technical standards even when dealing with Indian orders.



"THE THOUGHT OF THE DAY"

arrives every morning from the Indian city of Bangalore to our headquarters in Slavkov. The people in India, in turn, learn a new Czech word every day.



CZECH HUB

Our company stood at the founding of an incubator for Czech entrepreneurs in the South Indian state of Karnataka, in Bangalore. Incubator has greatly increased our business support in the local market, as it has created very close relationships with the local business environment and Karnataka state government.



“Smaller firms have a chance to succeed in the market too..”



From left to the right: **Libor Musil** (Chairman of the Board, LIKO-S, a.s.), **Richard Hlavaty** (Director of the Department of Foreign Economic Policies, Ministry of Industry and Trade of the Czech Republic), **Milan Hovorka** (Ambassador of the Czech Republic) and **K. J. George** (Minister of large and medium sized industries of a government state Karnataka)

On 26 - 30 November 2018, the delegation of Czech companies and institutions visited the Indian Union of Karnataka. In the capital of Bangalore were held a series of meetings with professional associations, local entrepreneurs, government representatives and government institutions as well as Indian consultancy and development companies.

Ambassador Milan Hovorka, who was the head of the business mission, said: "The mission has been an opportunity to realize a whole range of new contacts for Czech SMEs and to discuss further details of the Czech Industrial Cluster project. It contributed to assuring that India's foreign economic cooperation is not the exclusive domain of large

and multinational companies, but that even smaller firms have a chance to succeed in the market. This is evidenced by the fact that two new business contracts have been signed in its course. "

**MR. PRAKASH
A HONORARY CONSUL**

In November of 2018 we were witnesses to the inauguration and a celebration for our Indian partner Mr. Prakash who has been declared a honorary consul.

A day full of emotions has ended with an excellent dinner, and we look forward to the achievements of Mr. Prakash.



**“WHEN I CAME TO LIKO-S,
I WAS NOT WHO I AM NOW.”**

A great adventure and even greater experience for Abhishek Prakash was a trip to LIKO-S. This young man is the son of our Indian partner and definitely did not come to LIKO-S for a break. About four weeks spent in our country were full of intense teaching, work, experience and newly acquired experience.

Moreover, when he was done, he prepared for his Czech colleagues a farewell treat full of Indian flavors and aromas.



Abhishek Prakash

During our cooperation with India our primary focus was always to exchange knowledge. That's why we welcomed employees of our

branch "LIKO-S India Pvt Lmtd" Imtiyaz Khan and Dinesh Soundararajan in our headquarters in the Czech Republic for technical train-

ing and to learn more from one another. We find Indian culture extremely interesting and they felt the same about us. A great month!



Imtiyaz Khan



Dinesh Soundararajan

INDIAN SILICON VALLEY

LIKO-S India is running at full throttle. We are still tuning our own offices and production, but we have already produced our first projects. The most significant was in the very centre of India's third largest city - Bangalore.

The Indian city of Bangalore with a population of more than ten million is the capital of the State of Karnataka and the third largest city in India. It is a home of many universities and multinational companies focused primarily on computer technology and hence also its nickname - the Indian Silicon Valley.

One of these companies is Automation Anywhere, for whose branch we supplied the MICRA I glass partitions. And they could not choose a more attractive place than one of the largest administrative buildings, the Prestige Trade Tower situated in the very centre of Bangalore. 24 floors, a height of 115 m, with a heliport on the roof and partitions by LIKO-S.



The reception room of Automation Anywhere. Their new office in Bangalore, India establishes European trends in one of the fastest-growing cities in the world.



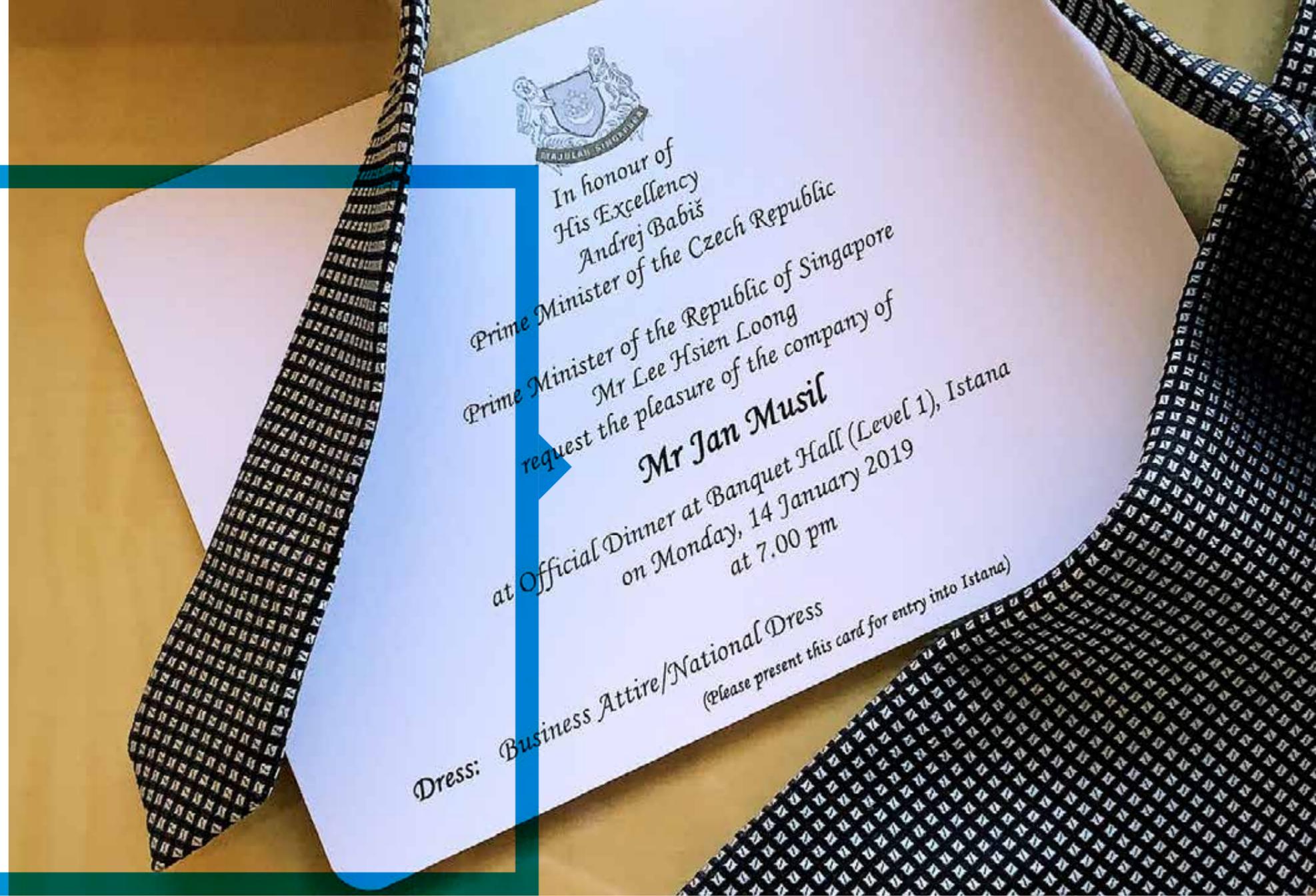
Prestige Trade Tower situated in the very centre of the city. 24 floors - a height of 115 m - with a heliport on the roof.



A PLACE OF NEW CHANCES

A selection of 30 Czech entrepreneurs representing their companies went on a business trip through Singapore, Thailand, and India accompanied by the Czech Prime Minister Andrej Babiš.

Among those companies was, surprise, none other than LIKO-S, represented by our very own Jan Musil, Director of the Interiors Division.



Perseverance is a key to success

We have been developing activities in India for several years and saw this as an opportunity to improve, learn new things and continue to innovate our products for our customers.

Another equally important opportunity was to learn how to further strengthen mutual relations with India and other countries. In short, a path towards knowledge.

DAY 1

"We set off on Sunday night. Two government airplanes stood ready on the tarmac to fly all of us (35 Czech companies, Minister of Industry - Mrs. Nováková, and the Prime Minister - Andrej Babiš) to our destination. The Prime Minister and his delegation flew in one of the aircraft and the rest of us in the other. During a brief stopover in Delhi, the Czech ambassador to India and our good friend Mr. Hovorka and his wife welcomed us.

After arriving in Singapore, we were accommodated. I was subsequently very pleased to be selected as one of the 10 Czech entrepreneurs to accompany our Prime Minister, Mr. Babiš, to a gala dinner with the Prime Minister of Singapore. Singapore's top officials, along with representatives of top local businesses, were also in attendance at the event. In short, it was an evening full of experience and making acquaintances...



DAY 2

The next day, we completed the programme in Singapore. In the morning, the **Singapore-Czech Business Forum** took place, during which our government officials gave speeches, which was followed by **B2B meetings with potential Singaporean partners.**

The Czech entrepreneurs in the delegation subsequently met up with our **Prime Minister and Minister of Industry.** Together with several companies operating in India, we discussed support for our **Czech Industrial Cluster project, which you may have already heard about in connection with us.** In the evening, we flew to Bangkok to continue the next day!



DAY 3

The day after and second stop on the journey of the Czech mission - pulsating Bangkok. The business delegation headed by the Minister of Industry started the day with negotiations with the Thai governmental organisation supporting foreign investments. I used the afternoon to negotiate with local companies involved in interior design and office fit-outs. I was very happy because the Thais showed a great deal of interest in our products and there are beautiful administrative buildings currently being built. With regards to proximity to India, we are planning to produce partitions for local orders at our Bangalore branch. We are already looking forward to the first projects!



DAY 4

Everything was gaining momentum. After Bangkok, we flew to the state of Gujarat. Gujarat is the native town of the present Indian Prime Minister Narendra Modi and for this reason a global summit Vibrant Gujarat was held there.

This conference was attended by state leaders from all over the world including Modi. Our business delegation headed by the Prime Minister was lucky to be there. After the conference, I took part in a meeting with the president of the state of Gujarat and then presented our experiences in India, as well as of the Czech Industrial Cluster project, at the Czech-India Business Forum.

It seems unbelievable, but the Czech Industrial Cluster has become a reality and we are very pleased by the fact that it is supported by the Prime Minister and the Minister of Industry.



Time to look around

Even in a very tight schedule full of travelling, meetings and exhaustion, Jan Musil found a little time to bring home something more than just "official" pictures.

If you like Singapore at night go to our NEWS section at www.liko-s.com



The final feelings?

"I am delighted that the entire mission was challenging, but very successful and helped us to discover further business opportunities in South-East Asia. Of course, we were also very much supported by the participation of the Prime Minister, Andrej Babiš, and the Minister of Industry, Mrs. Nováková, who had a really busy schedule from the early morning until late at night and who at all times intensively promoted the interests of Czech companies. In Asia, the support of government officials is greatly valued, so we were received with a warm welcome everywhere. I am very grateful that I could take part in this unique journey and represent LIKO-S..."

CZECH INDUSTRIAL CLUSTER 2020

LIKO-S is the initiator of Czech Industrial Cluster, which has become a new official governmental support for Czech companies expanding to India. CIC is an independent building which concentrates multiple companies at one place. The companies are leasing manufacturing, storage and office areas as per their needs.



CIC is a separate building in the heart of India in Bangalore. It is the most dynamically developing city in the world, also known as the "Silicon Valley of India". And CIC will be the base where more than one Czech company is concentrated in one place.

Companies rent halls and office space according to their needs. The construction-mounted building system allows for high flexibility. There will also be facilities for laboratories and a research center to support VVI.

During construction, the state-of-the-art Czech construction technologies will be used. The building will be equipped with photovoltaic panels with electricity storage and top class wastewater treatment system. HVAC systems, including EPS, will meet the highest European requirements.

Offices will be designed in a quality standard A, with an emphasis on a healthy working environment and the possibility of relaxation during working hours.

Says Ivan Kupilik of LIKO-S, responsible representative for CIC.



Benefits for your company:

- STATE SUPPORT
- Advisory services
- Legal and accounting services, accountants, customs services
- Security service
- Sharing technical and manual capacities
- Sharing of handling equipment
- Incubator for incoming services
- Reception services
- Common representative spaces
- Presentation of companies, showroom
- Promoting common interests
- Help for families of workers

Suggestions for state aid:

- Joint seat with state agencies (Czech Trade)
- Negotiation of investment incentives for Czech investors at the intergovernment level
- State Starter Fee from CRA
- Advantegous financing of technology supply and equipment from CEB
- Insurance of Czech companies' investments by EGAP
- Special Visa for employess
- Support of companies focused on VVI (TAČR)
- Promotion of CIC companies in state export publications and on websites
- Special travel insurance for Czech workers and their family members
- Collaboration of Czech universities with schools in India

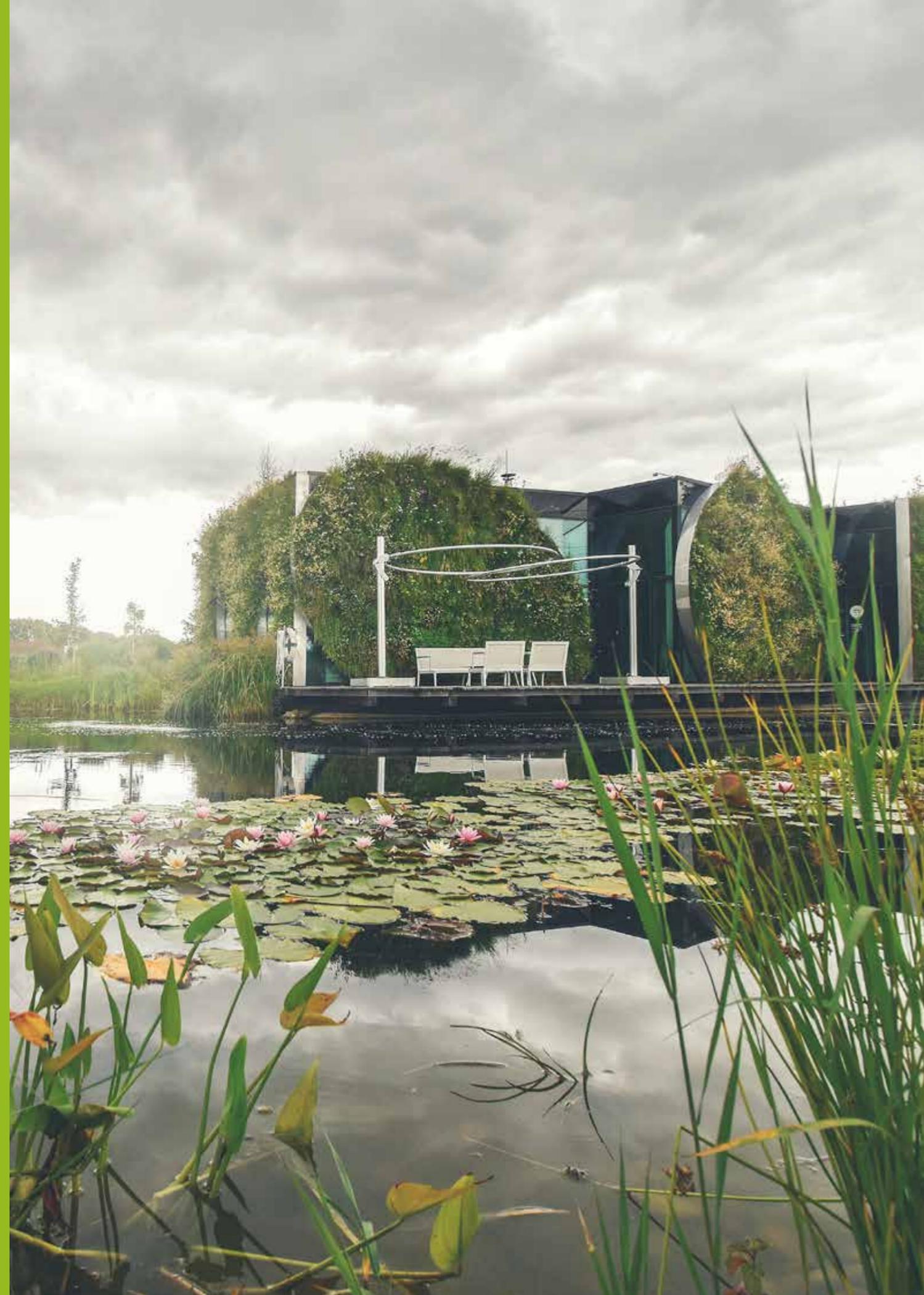


- Parking lot
- Reception and lobby
- Shared meeting rooms
- Cafeteria and common room
- Archives
- Technical background
- Washrooms
- Gatehouse

BACK TO THE ROOTS

**Save water and
cool down the planet.**

Our green roofs, facades and root waste water treatment solutions are here to help our environment.



INNOVATION OUT OF NECESSITY

“Give back to the environment that which was taken from it...”

How do you differ from other construction companies?

I was a mechanical engineer who ended up working in a construction company. It turned out to be an opportune moment to enter the construction business and I liked it. However, there are some things that bother me about construction engineers. When an industrial designer sits behind the board and draws something it fits to a tenth of millimeter. On the other hand, when a construction engineer draws something and you ask about certain details you get an answer that it will sort itself out at the site. It is not acceptable for me to operate in this way. I cannot sign a contract and say that we will sort out the details later. I have found systems that are accurate to millimeter and can be well assembled with precision. They are prefabricated buildings, into which we install partitions that can be changed and adjusted without the need for building from scratch.

You are also different in that you try to use green facades and roofs whenever it is acceptable for the customer.

Yes, these are green facades and roofs and we call this system „Living Buildings”.

The inspiration came to me when my wife and I were planning to build our new house. We wanted to preserve the natural landscape and one of the biggest issues was water conservation. And I started thinking about treating the sewage water right on the property and using the recycled water for irrigation, about providing a small oasis for animals, and about building something self-sustaining and esthetic. And in the end we build a root water cleaning system with a pond and after seeing the effect the building had on the animals and land, I thought to build something bigger. And it so happened that at the time we needed a new building for our development division. So we built a wooden structure with a green roof on a dry meadow, put up green walls on all sides, designed a new root cleaning plant, and put in a pond, of course. It was done experimentally, we have never done green facades before. And now we are making green roofs and facades routinely.

What does a green building cost compared to an ordinary structure?

And why are you asking me about costs?

That's what investors always ask.

That is wrong. We all want to know about costs. But it has nothing to do with costs. People want to build a house and it should not be a question of spending some extra money. Plus, green technologies mean savings over the long run. In the summer, you do not need air conditioning, and you also save on heating in the winter. We have to ask what is important and good for the people and for the neighborhood. All those traditional sheet-metal or glass buildings are destroying the environment. They are wasting energy by radiating heat to the surroundings.

How do you convince an investor to choose a more expensive but eco-friendly building?

Our building has 300 square meters of vertical gardens and 220 meters of green roof. Such a garden is also quite expensive. We will connect two things and make a triple benefit of it. That means we will put the garden on the facade and the roof, so in the summer we will cool the house and heat it in the winter. What is important - you have to deal with like-minded people who don't count every penny. They focus instead on the value these buildings bring into the lives of people working in them. These people think it important to give back to the environment that which was taken from it by making a space for a man-made structure.

Interview taken and abbreviated from "Vlastní cestou" - a magazine owned and operated by BERNARD Family Brewery. Text: Boris Dočekal Photo: Markéta Navrátilová

NATURAL THERMAL STABILIZATION OF BUILDINGS

EVERY YEAR
THE AVERAGE
TEMPERATURE
RISES.

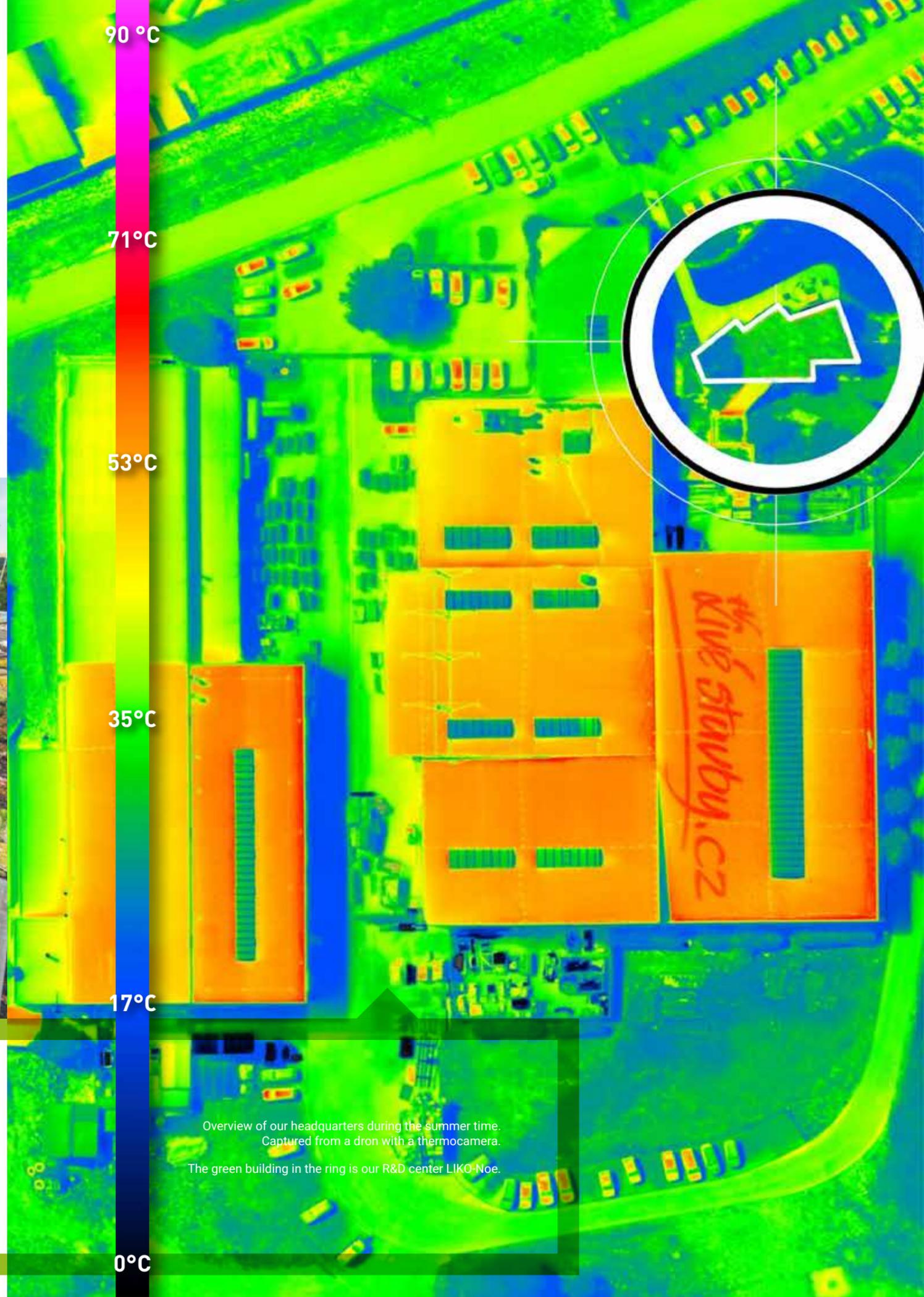
EVERY DAY 10 HA
OF LAND IS BUILT
UPON IN CZECH

WHY DO WE NEED MORE LIVING BUILDING?

How do we combat the emerging heat island phenomena and cool down the interiors while also positively affecting the entire neighborhood?

Everyone feels the climate change, rising temperatures, severe droughts, and practically non-existent spring and autumn seasons. All these issues are caused by a common denominator - water. Urban areas and their surroundings are unable to retain rainfall water, due to this water being discharged into sewers and away from the locality. When the sun starts to shine again, the water is not there to be absorbed, thus a rise in temperature.

When buildings are adorned with green roofs and green facades, they retain the water right on their surface, naturally. When the water starts to evaporate through the vegetation, it cools not only the building's structure and interior but it's surroundings as well.



The roof temperature under the vegetation layer usually does **not exceed 25°C**, and is **55° lower** than the temperature of the standard surface exposed to direct sunlight, which may heat up to 80°C in the summer.

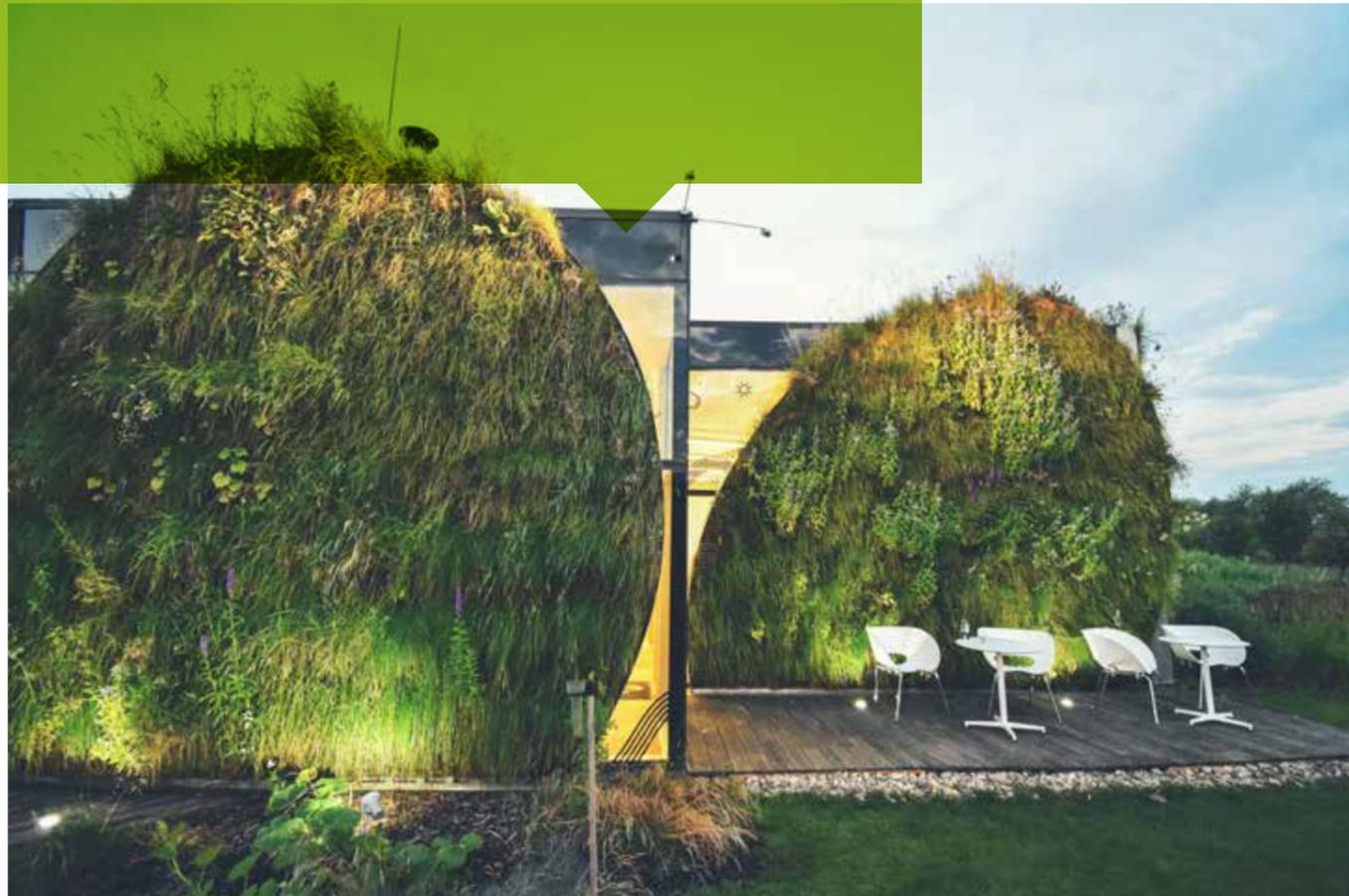
Overview of our headquarters during the summer time. Captured from a drone with a thermocamera. The green building in the ring is our R&D center LIKO-Noe.

How do the green roofs and facades work?

The green roof acts as a natural eco-friendly air conditioner. Not only does it cool and humidify the surrounding air disrupting the urban thermal island phenomena; it also captures dust, oxidizes the environment, and protects the construction and insulation of the roof, thus significantly prolonging its lifespan.

We typically classify green roofs into two types, extensive and intensive. The classification is based on the types of vegetations and the desired height of the substrate.

A green building is not just about the roof. The continuous fight against overheating of cities forces us to think further. We have been developing a proprietary green facades solutions of vertical gardens, which can be anchored to perimeter walls, or self-supporting structures. The advantages of the green facades include capturing airborne dust, air purification, and overall noise absorption. LIKO-Noe®, our development center, demonstrates the functionality and benefit of our green system. We have been taking careful measurements of its performance for more than 4 years and we will use the knowledge to build another revolutionary Living Building in the form of our new production hall „LIKO-V6“. This project, combining efficiency and eco-friendliness, represents our vision of the 21st century construction industry.

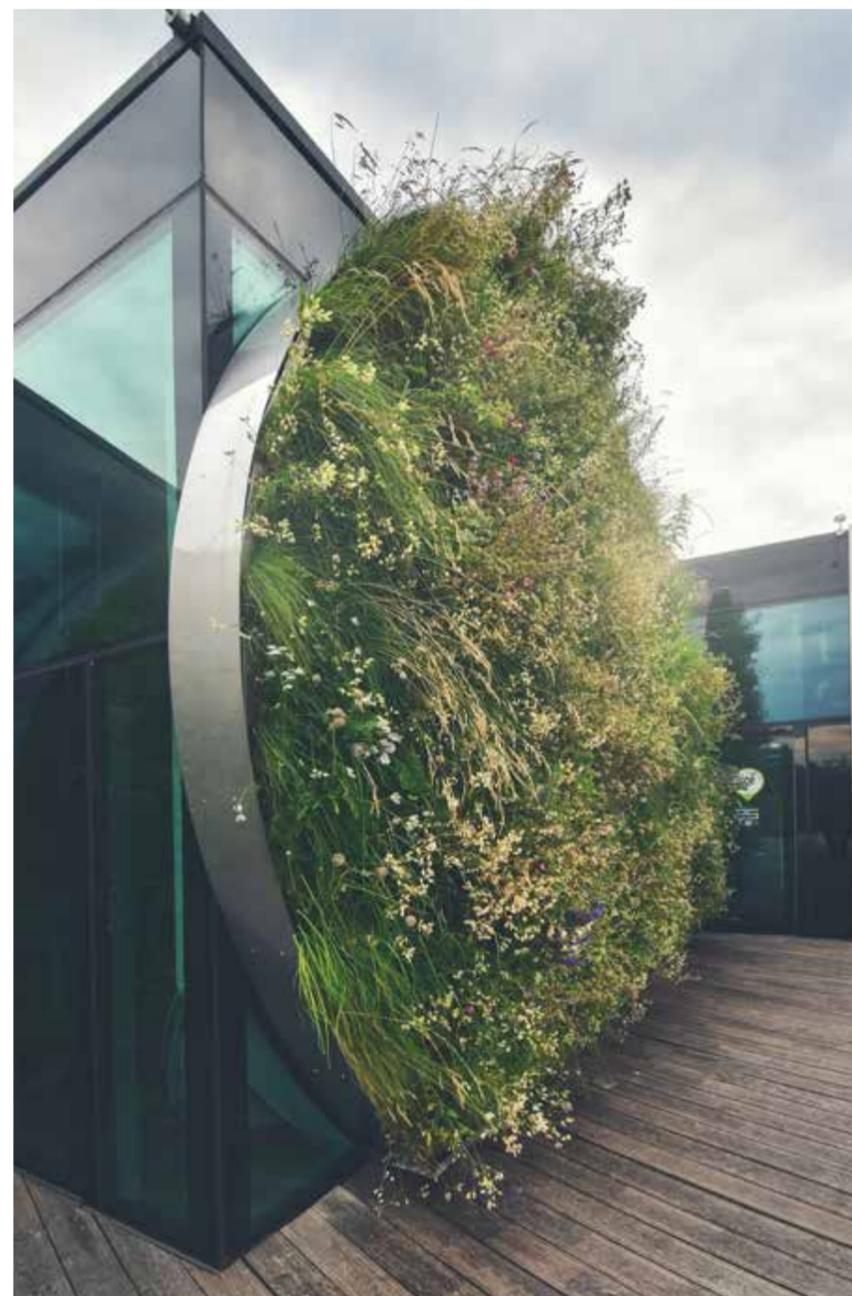
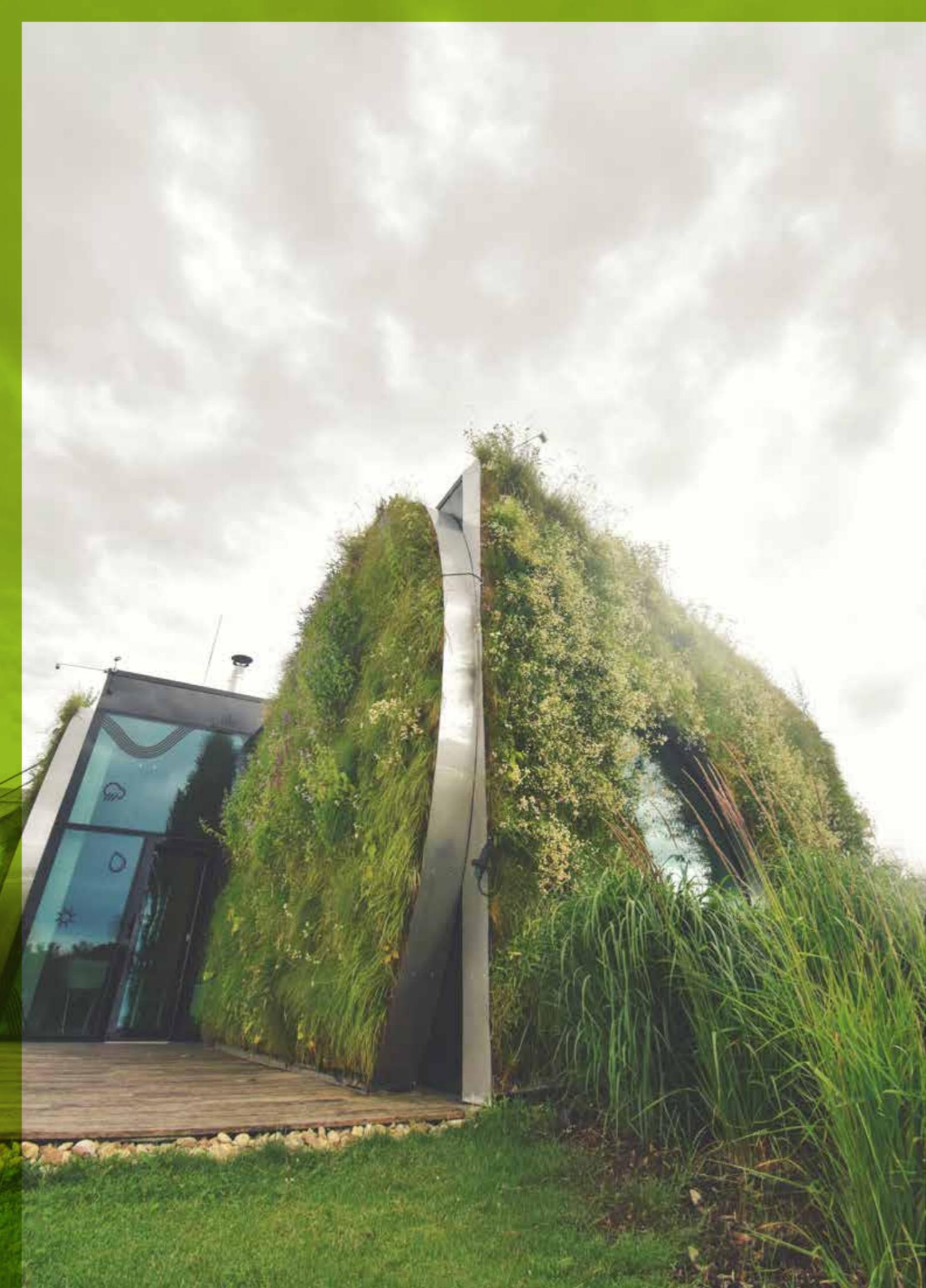


A new kind of construction detail

MICROCLIMATE AROUND LIKO-NOE

In the upcoming pages you can see how LIKO-Noe® and its surroundings look like after 4 years.

PHOTO GALLERY



Our lake attracts various visitors.



To be completed:
05/2019



The heat is beginning to seriously torment us. For a period of four years, we have been studying the effects of the LIKO-Noe® experimental building - not only the surroundings of the building but also on the interior as well as the people working in this operation. Find out more information about this pilot project at www.liko-noe.com.

Conventional buildings, clad by standard materials, act as heat radiators. They add more heat to the hot atmosphere and create a desert-like climate. That is not good for people. The results of our first green building LIKO-Noe® are so stunning for us that we have decided to design our next production hall in the same style.

This project will also be done by Franek Architects. The hall will contain a special steel welding shop and the assembled inLiko®

in hall will be the place for the Metalworking Division management offices.

We assume that the cooling as well as temperature stabilising effects of green facades and roofs will again have a major impact on the minimised use of heating and cooling technologies for the entire facility.

During night-time operation in the summer, the hall will be automatically cooled by ventilation from the surrounding greenery and water-cooled areas.

Irrigation water will be obtained from the rainwater retention lake and from the operational waste water of the hall. This waste water will be treated by the root water treatment facility, which occupies a part of the roof of the hall and decorates the perimeter envelope

The workers in the hall will have constant contact with living nature - through a view from the hall to the greenery; the inner walls of the hall will be planted with climbing plants and the relaxation zones and offices will be directly connected to the green surroundings of the hall.

The hall and water management will include a lake with a crater garden, which will provide a good micro climate for growing herbs, edible bushes and trees as well as for rest or the pleasant working space for people.

The construction has already begun and the expected completion date is in May 2019.

NEW GREEN PRODUCTION HALL



"LIKO-Vo is a totally original project.

It is the first industrial building that is almost completely covered with greenery. We consider greenery to be the best insulator against overheating and drying up of our planet. Even Le Corbusier, the great Swiss thinker and visionary of modern architecture, who is considered to be the greatest architect of the 20th century, was using greenery as an integral part of his designs. But only now there are technologies that allow us to safely scale the use greenery".



Prof. Ing. arch. Zdeněk Fránek
author of the LIKO-Vo project

Planned metal processing hall,
visualisation by vasi-architekti.cz studio

WELDING IN AUSTERLITZ

Quality is the key.

Our advanced technological lines require the highest possible know-how, and fulfilling demanding certification processes.



Machines and tools. All of these only work when operated by professionals.

These hands are what transforms materials into the final product. That is why we hold our employees in high esteem and value their loyalty. This mutual respect then leads to the tangible high quality of our products and customer satisfaction.

We put everything that is necessary into our products. We are experts, we work diligently, and purchase only the best materials, from

which we manufacture our products using the latest technologies. We strive for customer satisfaction with the final product, with a view towards generating repeat customers.

We manufacture efficiently in order to offer our customers the best prices.

Our technological lines require our welders to have the highest professional expertise.

This relates to product design, materials used, and the required certification and authorisations. We sustain order and a system in the manufacturing process, which is reflected in the manner in which we communicate with the customer and how we accomplish their requirements.

METAL
PROCESSING

WE ARE EXPERTS

The products we deliver to our customers represent everything we can do. This includes our expertise, experience with the production of various products and 20 years of operation on the market. The customer can be sure that our products will work. They can also rely on our professional service, which is an integral part of our production process.



Our production fulfils the demanding requirements for welding – we are certified in compliance with:
CSN EN ISO 3834-2 | CSN EN 15085-2 | CSN EN 1090-1

PRODUCT FROM SCRATCH

Our metal production is excellent as it relates to customer engagement. From the model to its complete production, we are proud to lend our expertise throughout the project.



We are not just a welding shop. We care for an order as a whole which is one of our main focuses. This is the process:

ORDERING DEPARTMENT

The customer sends a request with terms and drawings. On this basis, our business team will create a price calculation and will offer the customer the closest possible term in co-operation with the production manager. Once agreed, you will receive an order.

TECHNICAL PREPARATION

The Technical Specialist prepares a detailed breakdown of material, production times at individual technological sites, prints technical drawings, and transmits them to the production process. In the meantime, the purchasing department will provide supplies. Then it passes through individual offers from our suppliers and evaluates the best price and delivery dates for the customer. The material is subsequently ordered, stored and processed within the 5 working day limit at the splitting center.

WORKMANSHIP

If the order involves material machining it is sent to a machining center. In most cases,

burnt metal sheets are processed on a crimping press, and after finishing machining and bending, the order is picked up and handed over to the welding teams.

SURFACE TREATMENT

After the welding works are completed, welds are sent for surface treatment like sand blasting, pickling and / or polishing. These adjustments are followed by final quality control, which releases the order and is handed over for shipment.

DISPATCH

The whole process ends with the safe packing of the product and the transport itself.



Our biggest advantage are **the people**.
We hire only the best.
 And they need **top class technologies**.
This is what they work with...



BROADEST RANGE OF PROCESSES

Usage of modern technologies is a prerequisite for products to attain the highest possible quality. All the necessary technologies in-house allow us to keep a control of every detail in the production.



CNC PRESS BREAK

Displacement **320 t**
Maximum bending length **4 m**
Option to bend up to a thickness of **12 mm**



BLASTING CHAMBER

Chamber dimensions **15 x 6 m**
blasting medium **Balotina** at a fraction of 100 – 150 mic
resulting surface **roughness Ra 1.4.**

WATER JET

Cutting up to a **thickness of 200 mm**
45° 3D tilting head
3 x 2 m work desk

CNC LASER

Burning of stainless steel to a **thickness of 6 mm** (steel 12 mm)
Fiber technology suitable for **burning thin metal plateswork**
desk **4 x 2 m**



BROADEST RANGE OF REFERENCES

We take pride in what we produce. We satisfy the needs of a range of industrial sectors, but most importantly we seek to challenge our capabilities daily.



CONVEYORS

For pharmaceutical industry



TANKS

A part of technological lines

FRYING MACHINE

A part of the food industry line

NUCLEAR

A part of a nuclear research facility



WE CARE FOR OUR PEOPLE

At the heart of all our products is craftsmanship. It is art, which is in the hands of our workers.

We invest in our welders. They are the key element behind the products. It is important our workers are in appropriate clothes. Not only the look, but also the properties of the material and design. Each piece is therefore not only comfortable to wear but also highly functional. The clothing from our LIKO-Style® collections is always tailored to

every employee. As an additional benefit, we provide laundry services several times a week to ensure comfort and cleanliness for our colleagues.

The collection of unique workwear LIKO-Style® is always prepared for our employees twice a year, and they are accom-

panied by new technologies or equipment. Recently, our welders were equipped with unique helmets that improved comfort, safety, and efficiency.

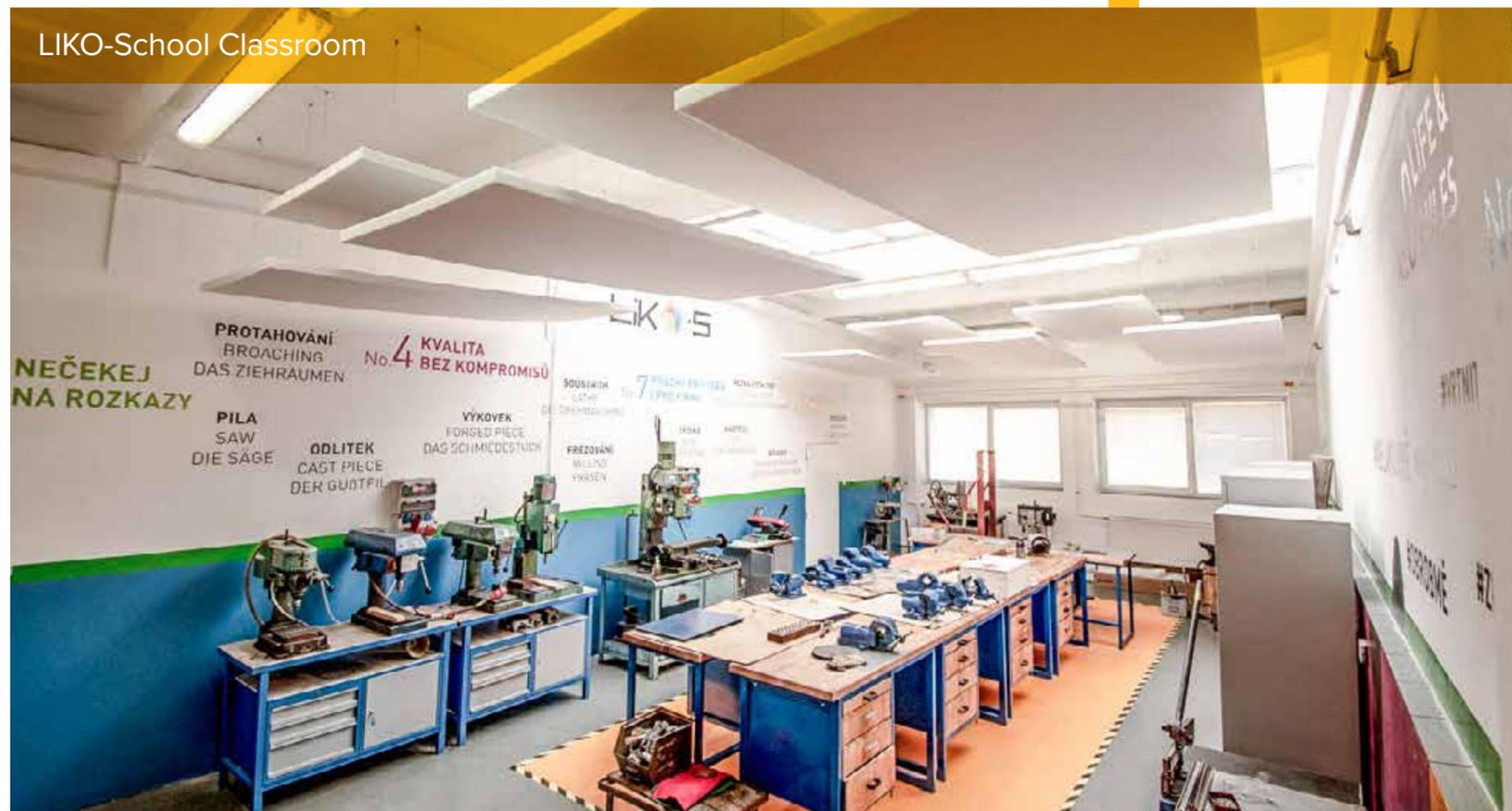


SAVING THE INDUSTRY

We support craftsmanship. That's why we closely work with local schools, students, and teachers. We offer students internship or other opportunities to gain necessary skills and practical work experience by working at our company. Last year we worked with a local high school and upgraded their classroom.



LIKO-School Classroom



We always try to inspire the young people and that is why we often co-work with schools in our area. Sponsoring specialized subjects, excursions for the kids, payed internships and even job opportunities after graduation help the young generation find love and passion in their craftsmanship. Because only with great people we can at least try to save the industry.

So how did we help them this time? It all started with a sponsoring for a local school when the intermediary of the whole project Mr. Karel Čípek approached us with a little wish. To take a part of the financial gift and help them fit out a new classroom for mechanical engineering with necessary tools, machines, lockers and so on. And because we were just preparing a new concept of acoustic solutions for classrooms with this type of usage we welcomed the opportunity and even decided to give them something extra.

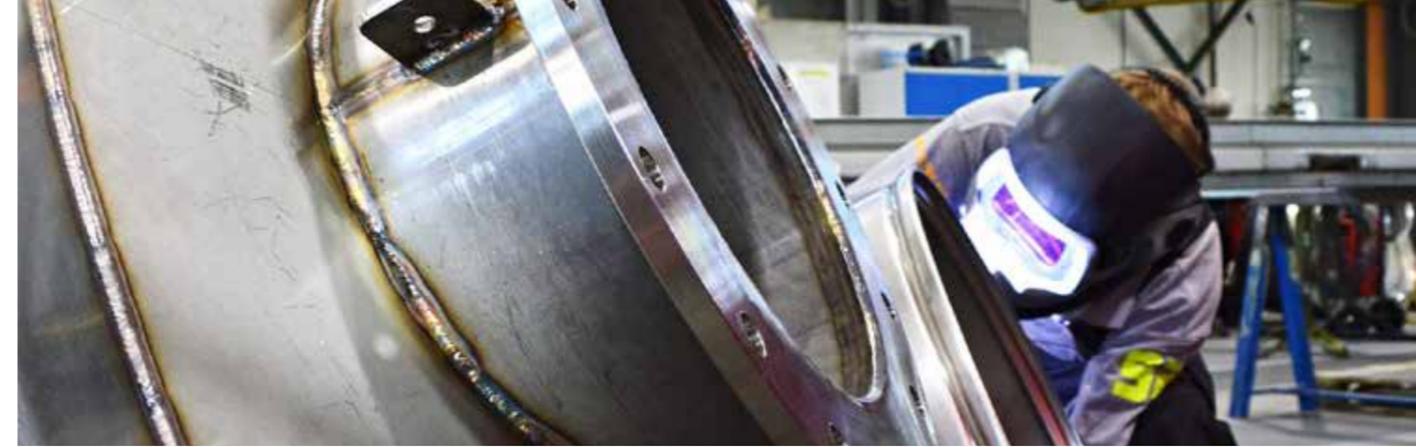
We took the old classroom as a whole and prepared a new fresh concept. A space that is challenging, entertaining but at the same time has a good spacial acoustics. Colors and funny motives for the playfulness and our acoustic research technologies that are usually used for solutions in top-class offices for a proper acoustics in the room.

The colors you see in the classroom are our brand colors. You can even find a big logo near the ceiling. Our idea was to enhance the knowledge of students about our brand. About a partner who has their back. At the same time we tried to customize the feeling of the room to their age. That is why you can find funny hashtags on the walls, silhouettes and stylish lockers with big numbers.

For the acoustic solution we decided to use our acoustically absorbing material SilentPET®. Carefully selected placing for different panels of different thicknesses provided great results. The reverb before made conversation in such space while working almost impossible. Now, it is a completely different story.

We hope that these upgrades will make this learning space more effective. So far, opinions of the students are clear. It's so much more than a regular classroom and they are actually looking forward to spend time there.

A BRIGHT FUTURE AWAITS



We have decided to part ways with carbon steel. Why?

In 2018 we made the last carbon steel orders. We have prepared our production hall for stainless steel production only.

This involved the purchase of new products, the training of welders who had just welded carbon steel using the MIG method. The re-training took place on stainless steel materials with the TIG method. The transition to stainless steel production is the right direction from the point of view of unification of the production portfolio as well as from the point of view of acquiring new customers.

An advantage is also to prevent contamination with stainless steel material and bar material to replace with carbon material.

We love to innovate. Especially when having our employees in mind. What will the new green hall bring?

20 % CAPACITY GROWTH

New and larger spaces will allow us to expand production lines and our welding teams. According to our calculations, we will increase the production capacity for our customers and also improve the working conditions of our staff.

MORE NATURAL LIGHT

The situation of the building allows us to bring more natural light into the production area. Such a solution will bring comfort to our welders and will also be more energy efficient.

ERGONOMIC ENERGY SUPPLIES

Welding gases, electricity and compressed air will be solved with a completely new supply system. This will allow our people to work faster and more efficiently.

REVOLUTIONARY AIR-CONDITIONING SYSTEM

The new sophisticated manifold system will meet expectations for the technology and the size of the hall.

UPGRADED BACKSTAGE

Unique, state of the art backstage areas for welders, especially in dressing rooms and showers, will be equipped with floor heating and powerful air conditioning.

GREEN RELAX ZONE

Closer to nature. Forget breaks in a room or outside on a designated spot. Breathe in a clean air, feel the sun on your face and a smell the unique scents of our green facades.



With new materials we will need new technologies.

Bending machine

We will purchase two new technologies this year. One of which is a press brake that will increase our production capacity for sheet bending. It is a machine with a working length of 2 m. Bending of shorter sheets will be more efficient on this machine than on the existing 4 m bending press. An advantage is also the use of existing tools.

Deburring machine

Buying this machine will increase our efficiency in preparing the material for the welder. Now we iron out using hand tools. The operator of this machine places the sheets on the vacuum belt conveyor that holds the sheets fixed and the system of the grinding heads inside the machine ensures the perfect splinter release. This technology also allows metal sheets to be brushed, which we had to do manually earlier.

BEHIND THE STORIES ARE OUR PEOPLE

We believe in individualities.

A company composed of individualities is a company which is sharply differentiated in all its activities.



TIME OFF

TIME FOR A BREAK



Our jobs are important but there is always space for some fun with your colleagues. Bonding means better relationships and better relationships make your job better! That's why we like to do grill parties or even race Go-Karts!

TIME OFF

Czech Republic is known for its love of ice hockey. And we're pretty good at it too.

You can even find our best players in many NHL teams.

So when our national team competes for medal at the World Cup, we get together, cheer and support our heroes.

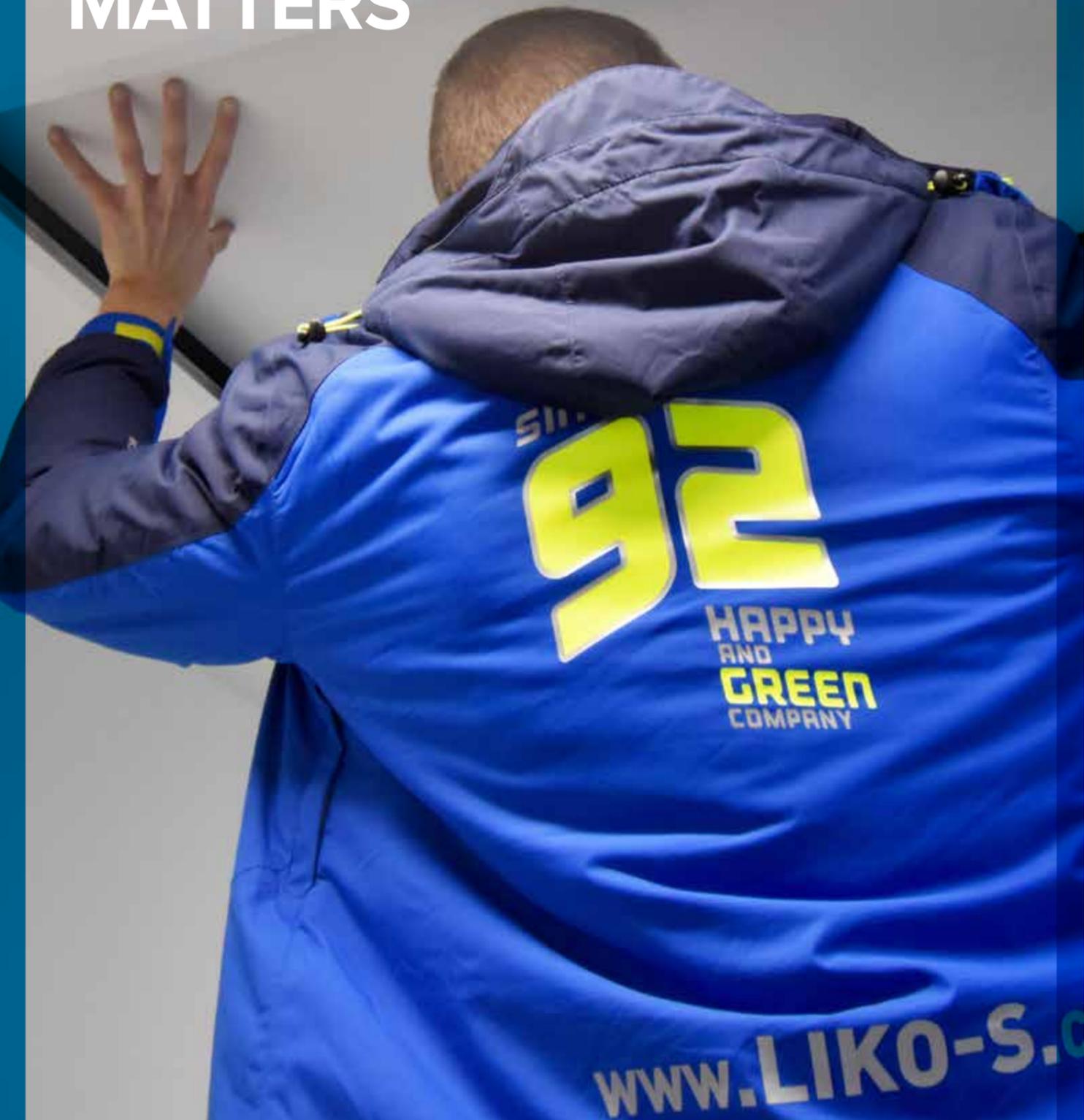


It has become a tradition that every year right after professional training of our technical specialists the whole INTERIORS division goes to a local go-kart race track and competes for various prizes.

This event is always fun. You never know who will win but that makes you want to win even more.



EVERY DETAIL MATTERS



We care about our people. That means providing them (among other things) with quality work clothes. Our own LIKO-Style® clothing line.

There is no way you can ignore LIKO-Style® clothing when you see it. Main focus of every collection is comfort and of course our brand colors. And this time we would like to present our new winter jackets and hats...

"In this collection, we have always focused primarily on the comfort of our staff and overall quality of the clothing", says Michal Jelínek, the quality manager responsible for the new winter equipment.

"We have also decided to continue with HI-TEC jackets because of the excellent previous experience. Essentially, it is a light, breathable winter jacket with a special snow protection. And to make our co-workers very visible, the green parts of the print are made from reflective materials..."

And how do the installers like the jackets? "The boys praise them and they particularly talk about the fact that there is no movement restriction while working."

But it is not only about winter jackets. In addition to the new gloves and caps, our guys also received LIKO-Style® thermal underwear and new colorful and warm hats.

How do you like them? :)



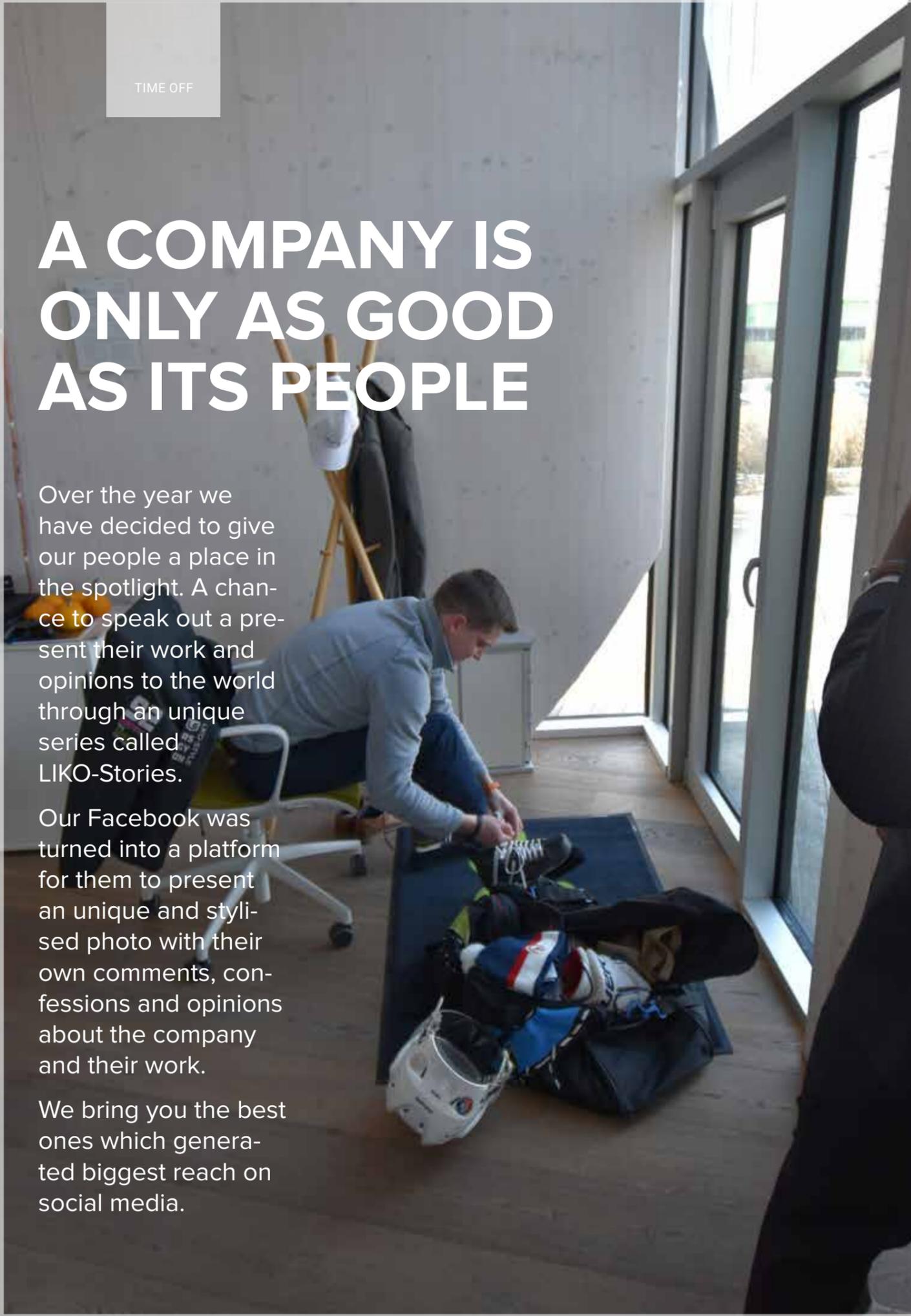
TIME OFF

A COMPANY IS ONLY AS GOOD AS ITS PEOPLE

Over the year we have decided to give our people a place in the spotlight. A chance to speak out a present their work and opinions to the world through an unique series called LIKO-Stories.

Our Facebook was turned into a platform for them to present an unique and stylised photo with their own comments, confessions and opinions about the company and their work.

We bring you the best ones which generated biggest reach on social media.



KAREL HUDEC



5 YEARS



R&D TECHNICIAN



FIGHTER



“I learned not to let anybody put me into the corner, the customer, management and my girlfriend... (laughs). Just like in ice hockey – you can not score from the bench ... ”

Karel is the best colleague you can wish for. He is reliable, responsible, and always fulfills his promises. That's why he was the first person in history to ice skate on our retention lake :) And what does he think of himself?

“Originally I became an expert technician and for almost four years I have been

engaged in contracts abroad. The most interesting place I have seen while working on a project was right after the first year in the U.S. - the MEOPTA project, which was one of the most complex projects I've ever dealt with. We had to break out of every situation that had occurred or could have come. We had to be prepared.

I am especially proud of KONTORHAUS in Hamburg. This was my first „sharp“ job after joining LIKO-S. And it went like this: “Here's the project and now order the material for it. You've been here for three months so you know what to do...” (laughter) It was an entire floor of the MICRA partitions, with atypical angles and other complicated elements. And the only thing that did not work out was one single piece of glass, and that was only due to the final change in the profiles we used.

And it's really gotten to me because I hate losing. Small mistake or a large one? It does not matter to me. I hate them all the same. Whatever I do, I do at 200%. Because if I am to lose, I want to lose knowing that I gave my best shot. I just have the joy of fighting. You are in the war, so fight, no matter if it's

at work, hockey or elsewhere. People often complain but do not change anything. That is just useless.

You have to get a grip and deal with the situation. That is success to me.

In my spare time, I try to relax. Ice Hockey in winter and a motorbike in summer help me get away from it all and relax. There is no time on the ice to think about whether the project is going well or not.

In LIKO-S I learned that I can find my own system in everything. Personalize it and it will work. I am now working in our research and development department and I am looking forward to the future and to be able to change things. For example some processes in our company have frozen in time. Our division has grown to double size in recent years, and we need to innovate and optimize. Our products but ourselves too. Things can always be or work better. And that is my motivation...”



**PAVEL
MATYÁŠ**



17 YEARS



**SALES
MANAGER**



BIKER



“When you’re doing something, you constantly want to improve in it. No one wants to stay in one place for life... ”

Pavel joined LIKO-S as an installer, but worked his way up to a business manager. And his prominent progress turned out to be a great advantage. Why?

“I’ve always liked to travel and therefore I have decided to do a job that will allow me to not stay in one place. As an installer, I traveled throughout the Czech republic. And a few years later as a chief installer I have seen a half of the world.

Countries such as Malta, Sweden, Norway, Russia, United Arab Emirates, India, Georgia and many others). I have always had to build a team of local people for the job. And it required a proper dose of flexibility and courage. When you find yourself in a foreign country, it is not easy to orientate, let alone create something.

But thanks to my experience, I gradually started to work as a project manager and then also as the head of the installation center. After a year of this work, Mr. Musil offered me the opportunity to start as a business manager in Prague which I accepted. But after a long time spent outside

of Slavkov I was homesick and I missed my family so I returned to the base but as a business manager of a new team in Slavkov u Brna.

For my work, the fearlessness and, above all, the earnestness is most important.

As an installer I could not imagine myself leading people with high positions. Now I see it differently. And to be serious, it was just because of my progress from the installer. This is very important. Customers feel and appreciate when they can communicate with someone who knows the issues of the contract from all sides. Which is an asset for me, but for them too ... ”



**MARTIN
ZLATNÍČEK**



9 YEARS



CFO



**ETERNAL
TEENAGER**



“In 2010, I got into the company, started learning a job I never did before, I got married, moved and I had to learn how to be a father. All this during my first 6 months in LIKO-S... ”

Martin Zlatníček has a huge amount of responsibility on his shoulders. Finance, Employees, Property... But he approaches everything with his typical humor! How is that possible?)

“I was originally an assistant to the then Chief Financial Officer. After half a year - I was 28 years old - I was offered the position of Chief Accountant. I never led a team of people before and I did not know anything about accounting. A team of 4 women, all older than me, has turned out to be a big management challenge. From the point of view of accounting, LIKO-S is a tough one - 4 divisions, foreign branches and partners in 16 countries all around the globe. Each one with different law system and so on...

It is funny that all of these women around me have gone to maternity leave since my appointment. When I later became the CFO and moved to the management office, an assistant there has ended up on maternity leave too. I once told myself that I was going to move to metalworks (laughs).

No women there! This type of stories always follows me...

LIKO-S was a challenge to me. It still is. Whether it was the work I have never done before or the responsibility I had to take with my growing position. I would say that everything was even harder thanks to the cross-border merging with Croatia, which we successfully completed as the first Czech company ever! And I was supposed to lead it? Talk about stress. Unfortunately, even Croatian lawyers did not know how to do it. So we just had to find a way on our own. To do it LIKO-S way. And we succeeded!

6 months after these events, my phone rang. Konica Minolta was calling me because we were the only Czech company to complete this merger and asked me if I could not help them with it. It was a great feeling.

Otherwise, I have 3 official kids (laughs), I love movies about war, good books and the GTA game series! ”



PETR HRABOVSKÝ



25 YEARS



HEAD OF PRODUCTION



HARD WORKER



“I would have never thought that 25 years after I joined LIKO-S as a regular electrician in the old hall, I will be in charge of all the technologies and the work of dozens of employees...”

The LIKO-S legend Petr Hrabovský has made his way out of nothing. And how did he do it? It really cost him a lot...

“I’ve been through few positions before. An electrician, a welder, a painter and in 2009 I was given the chance to advance to a technical position. That was a clear choice for me. Everyone in LIKO-S, even a worker at the “lowest” position, has the potential to change things.

But not everyone has a desire to leave what he knows and what he is good at to take a greater share of responsibility.

But for me, it was a natural development, because I just love it. I like to influence the direction of our metal processing division. It’s embedded deep in my heart since day one. I am looking forward to the future that awaits us and mostly to the opportunities associated with the new production hall ...”



MARTIN JELÍNEK



5 YEARS



SUPPORT TECHNICIAN



FLASH



“I love the stress and the high tempo. They are just a natural part of my work. I am used to it so much, that if anybody offered me a different position I would refuse. Little or nothing to do just kills me.”

Without „The Flash” there is no installations. He is the one who is responsible for properly ordered and prepared material for our production and dispatch of partitions. How does he always negotiate a quick term and a good price? :)

“My job in LIKO-S is my first. During the first two years after the start, I felt it did not suit me, but later I found out that I needed the rush to live. And without it I can not get anywhere. I feel it in my personal life too and I can not do it any other way. But I realise that it is not such a good thing.

Even though I always try to be as thorough as possible, errors will always happen. This is when your approach comes to play - just fix the problem quickly and you can move on.

No pain no gain. In the end, life will force you to act whether you want it or not. Order in everything is the basis. And I’m glad I have people around me who share the same view. Our Support Team stays strong together, although we have different personalities. If we were all the same, it would be just boring. Don’t you agree? The people around us make us what we are :)

OUR VALUES

1. We believe it is best to be the best
2. We believe that details matter
3. We believe in individuality
4. We believe in the highest quality of products and services
5. We believe in innovation
6. We believe in informal communication
7. We believe in growth and profit with joy

„Our company has become a thriving company by taking care of these values for over 25 years. And the next years are ahead of us...“

Become our fan and be a part of our story.



FACEBOOK



YOUTUBE



LINKEDIN



LIKO-S: FAMILY OWNED AND OPERATED BUSINESS

We are LIKO-S, a Czech family business. We have a clear vision, corporate philosophy and culture. Our products are the result of our own development and manufacturing. Since 1992, we have established branches in the Czech Republic, Slovakia and Hungary, as well as export partnerships in 16 countries around the world.

Our range is represented by 3 divisions:



LIKO-S headquarters

LIKO-S, a.s.
U Splavu 1419
684 01 Slavkov u Brna
Czech Republic

+420 5 44 22 11 11 | info@liko-s.cz

PRODUCTION

Our pure engineering operation produces technological lines for food, pharmacy and metallurgy. Our advanced technological processes require the highest possible know-how and meet demanding certification processes. This is the only way to meet sophisticated requirements for the production of welded structures and assembly parts, for example from austenitic materials.



INTERIORS

The space of your offices with our partitions can be divided easily and quickly. We have been developing and manufacturing partitions and dividing walls since 1992. We offer frames, frameless frames, glazed partitions as well as full, sliding walls and, most recently, interactive walls. The design of the partition suits the most demanding requirements for aesthetics, practicality and acoustics.



ENERGY

Thanks to innovation, we are the leaders in Living Buildings, Prefabricated Halls, Insulation Systems. We create production halls, warehouses, customized commercial buildings and other prefabricated turnkey halls that save energy, time and money. Dress your building in green thanks to the green façade system we have developed. Even a green roof with a root filtration system is not a problem.



LIKO-S branches

CZ PRAGUE

V OLŠINÁCH 2300/75
100 00 PRAGUE 10
CZECH REPUBLIC

+420 272 774 183
PRAHA@LIKO-S.CZ

SK BRATISLAVA

POLIANKY 5
841 01 BRATISLAVA
SLOVAK REPUBLIC

+421 903 727 152
INFO@LIKO-S.SK

HU BUDAPEST

BARÁZDA U.42
1116 BUDAPEST
HUNGARY

+36 1 433 42 68
INFO@LIKO-S.HU

IN BANGALORE

NO.303, MES RING ROAD
JALAHALLI, BANGALORE
560013, KARNATAKA, INDIA

+91 91484 43437
INFO@LIKO-S.IN

Prepared by the LIKO-S Marketing team:
Graphic concept & design: Adam Kolbábek & Jan Morbacher
Concept & content supervision: Orraine J. Williams

Printed in Czech republic on paper certified by the Forest Stewardship Council as derived from responsibly managed forests and other controlled sources.





www.liko-s.com