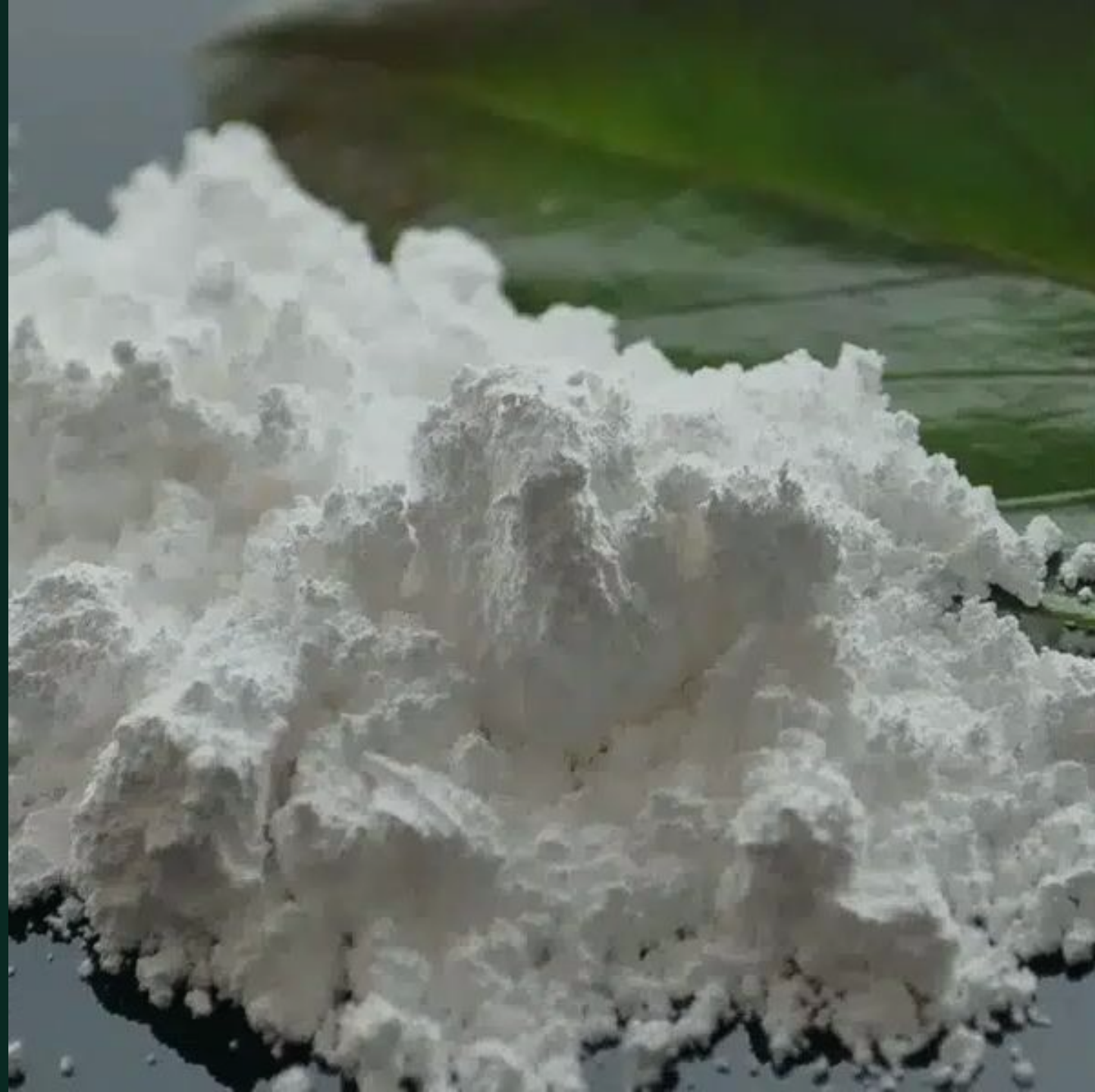
INVESTOR RELATIONS

# Aluminium Dross Upcycling

Commercially demonstrated recovery of ultra-fine aluminium hydroxide from secondary aluminium dross

**SJ MONOTECH**

Technology validated through one year of demo plant operation



# A demonstrated technology ready for commercial scale-up

The investment case is built on operating evidence, product validation and a defined expansion pathway.

**150 t/y**
DEMO PLANT CAPACITY

**~12 months**
ACTUAL OPERATION

**~30 t**
PRODUCT PRODUCED

**~5 t**
PRODUCT EXPORTED

## Why this matters

- Technology verified beyond the laboratory
- Actual secondary aluminium dross processed
- Ultra-fine aluminium hydroxide manufactured and evaluated
- Operating data used as the basis for the planned 15,000 t/y commercial facility

## Commercial evidence

**Plant operation**
**Product quality**
**Customer evaluation**
**Export experience**
**Scale-up engineering basis**

# Aluminium dross still contains value after metal recovery

The non-metallic fraction is often landfilled or sold into low-value applications.

Crown industries Bahrain
Warehouse

## The current loss of value

- Residual aluminium-bearing compounds remain after metal separation
- Disposal costs and environmental liabilities continue to rise
- Conventional routes often focus on metal recovery, not final residue upgrading
- A circular solution must create marketable products from the remaining fraction

**The opportunity**

**Convert aluminium-bearing waste into specialty-grade material rather than treating it only as a disposal problem.**

INDUSTRY GAP

# Metal recovery alone does not complete the circular economy

Many existing routes improve metal yield but leave a difficult final residue.

## 01

### Recover metal

- Mechanical separation
- Melting and alloy recovery
- Value concentrated in metallic fraction

## 02

### Manage residue

- Bulk oxide outlets
- Cement or construction use
- Continued disposal exposure

## 03

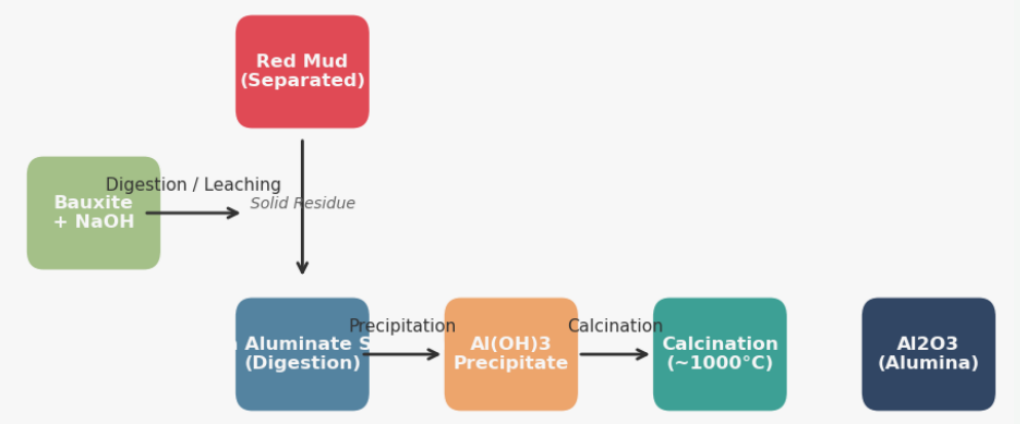
### Upgrade the residue

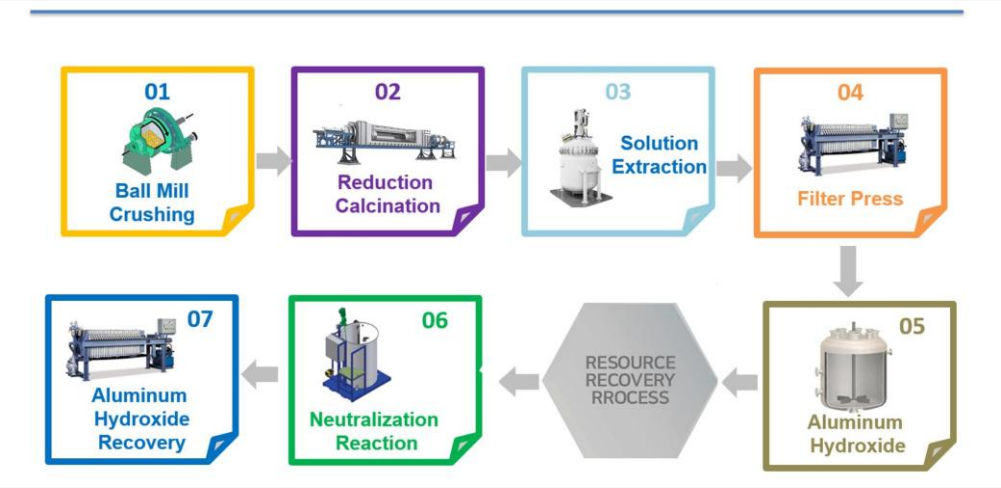
- Recover aluminium compounds
- Control purity and particle size
- Produce higher-value ATH

**SJ Monotech focuses on the third step.**

# A reverse approach to the conventional bauxite-to-alumina route

Instead of importing a natural ore, the process recovers aluminium value already present in industrial waste.




## Conventional pathway

**Bauxite → $Al(OH)_3$ → $Al_2O_3$**

## SJ Monotech pathway

**Secondary dross → purified Al-bearing solution → $Al(OH)_3$**

A circular feedstock pathway designed to recover material value and reduce landfill dependence.

# The process controls each step from feed preparation to product finishing

The operating sequence was tested at the demonstration facility.

**1** Feed preparation → **2** Controlled reaction → **3** Solid-liquid separation → **4** Precipitation and refining → **5** Drying and classification

# The project has moved beyond laboratory development

Commercial scale-up follows a completed sequence of development, operation and market validation.

| | | | |
|---|---|---|---|
| 01 | **Laboratory development** | **Completed** | Patent development and process testing |
| 02 | **150 t/y demonstration plant** | **Completed and operated** | Approximately one year of actual operation |
| 03 | **Product and export validation** | **Completed** | Product production, analysis and export experience |
| 04 | **15,000 t/y commercial plant** | **Scale-up stage** | Engineering and financing for commercial deployment |

# One year of plant operation created the scale-up data

The demonstration facility processed actual feedstock and validated the integrated operating sequence.

**150 t/y**

NAMEPLATE CAPACITY

**~12 months**

OPERATING PERIOD

## Data generated

- Mass balance and recovery performance
- Reagent and utility consumption
- Equipment operating conditions
- Product quality and consistency
- Labour and maintenance requirements

# Products were manufactured, evaluated and exported

The project has already completed the first commercial steps beyond pilot-scale experimentation.


**~30 t**

ACTUAL PRODUCT PRODUCED

**~5 t**

PRODUCT EXPORTED

## Evidence package for due diligence

- Production logs and batch records
- Particle-size and whiteness test results
- Customer sample evaluations
- Commercial invoices and export documentation
- Operating photos and equipment records

# Recovery and production metrics must be defined separately

Product output can exceed feed weight because reagents and co-product components are incorporated into the final material streams.

**Up to 92%**

RECOVERY OF RECOVERABLE ALUMINIUM-BEARING CONSTITUENTS

**~1.15 t**

COMBINED PRODUCTS AND CO-PRODUCTS PER TONNE OF DRY DROSS

**15,000 t/y**

PLANNED COMMERCIAL DRY-DROSS FEED CAPACITY

## Recommended investor interpretation

The 92% figure describes recovery performance, while the approximately 1.15 t/t figure describes total saleable products and co-products after reaction and material addition. These figures should not be presented as the same metric.

# The demonstrated product matches the required fine-particle range

Product positioning should be supported by analysis data, not only by promotional claims.

**3.02 µm**

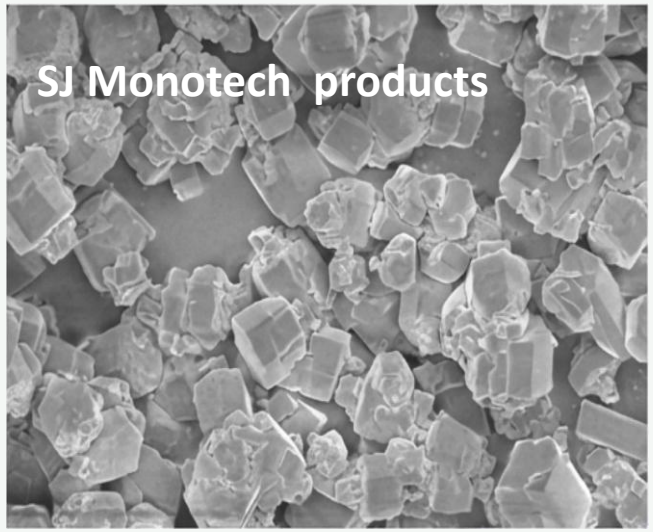
SJ MONOTECH MEAN PARTICLE SIZE

**99.6%**

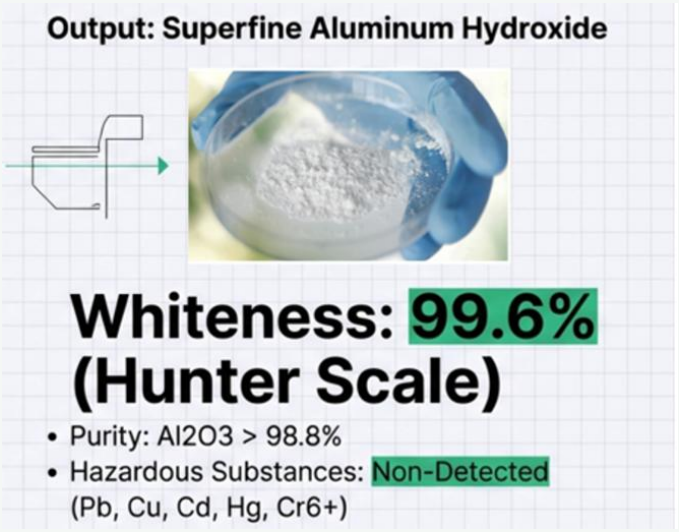
SJ MONOTECH WHITENESS

**3.79 µm**

REFERENCE COMPETITOR PARTICLE SIZE




Uniform Cubic Crystal Structure | Size: 3.02 µm





Irregular Particle Shape | Size: 3.79 µm | Whiteness: 95.0%

## Commercial meaning

- Controlled particle size
- High whiteness
- Potentially easier formulation
- Broader specialty-filler applications

# Ultra-fine ATH is the primary commercial product

Higher-value alumina products are treated as expansion opportunities, not as base-case revenue.

Primary product

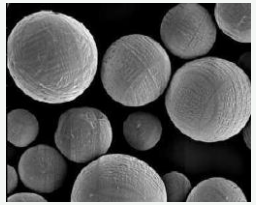
## Ultra-fine aluminium hydroxide

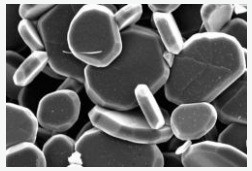
Flame-retardant fillers, cables, polymers, coatings and adhesives

Standard grade

## Aluminium hydroxide

Chemical intermediates, zeolite, glass fibre and catalyst carriers





Development product

## Hemispherical alumina

Heat-management, ceramic and specialty applications

Specialty opportunity

## Platelet alumina

**Platelet alumina** (also known as tabular or plate-like alumina) is a highly specialized form of alpha-aluminum oxide ($\alpha$-$Al_2O_3$) engineered to have a **flat, hexagonal, disk-like crystal morphology**.
Advanced Aesthetics & Cosmetics
High-Precision Semiconductor Lapping & Polishing

# SJ Monotech targets residue upgrading, not only metal recovery

The differentiation is the conversion of the aluminium-bearing fraction into specialty-grade material.

| Primary focus | Conventional dross recycling | SJ Monotech |
|---|---|---|
| Value recovered | Aluminium metal | **Metal + aluminium-bearing compounds** |
| Residue outlet | Disposal or bulk-grade use | **ATH and usable co-products** |
| Product position | Commodity / bulk input | **Specialty functional material** |
| Technology status | Established metal recovery | **Demonstrated integrated upgrading** |

# The process is designed for high resource utilization with controlled risk

Claims are stated as demonstrated design objectives rather than absolute “zero-risk” promises.

Crown industries Bahrain
Warehouse

## Design priorities

- Reduce landfill dependence
- Avoid highly hazardous leaching reagents
- Control water-reactive feedstock risk
- Recover saleable material streams
- Use suitable co-products in cementitious applications

### Responsible wording

**“Designed for near-total resource utilization” is more credible than an unsupported claim of absolute zero waste.**

# A modular 15,000 t/y facility follows the demonstrated process

The commercial design uses demo operating data as the engineering basis.

**15,000 t/y**

DRY-DROSS FEED CAPACITY

**17,250 t/y**

COMBINED PRODUCT OUTPUT USED IN THE FINANCIAL MODEL

## Scale-up basis

- Demonstrated unit operations
- Operating mass balance
- Measured product specifications
- Commercial equipment sizing
- Local utility and feedstock conditions

# The Gulf region offers concentrated industrial feedstock

Commercial deployment should begin with representative sampling and a verified long-term supply plan.

Crown industries Bahrain Warehouse

## Required before final design

- Annual available volume
- Metallic Al and $Al_2O_3$ content
- Salt and moisture content
- Particle-size distribution
- Impurity profile
- Current disposal cost
- Target product specification
- Offtake and co-product outlets

# Product evaluations confirm market interest

Commercial claims are separated clearly from sample evaluations and non-binding purchase intentions.

CellMark

## Validation achieved

- Facility and process reviews
- Primary product sample evaluation
- Positive feedback on whiteness and bulk density
- Requests for larger commercial samples
- Purchase interest subject to stable quality and supply

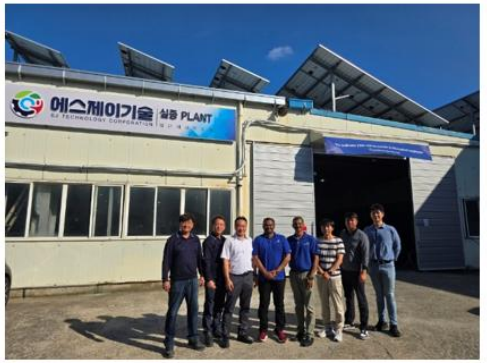
**Position all LOIs as non-binding unless a binding offtake agreement has been executed.**

# Product evaluations confirm market interest

Commercial claims are separated clearly from sample evaluations and non-binding purchase intentions.

**Facility process check**

**Technical Meeting**




## Sample Evaluation

- Malaysia sample production available confirmed
- Product recovery rate check

## Commercialization Strategy

- Simultaneous construction of demo and commercial plant
- 300 kg samples sent
- Consultation on commercialization conditions

## Business Conditions

- Phase 1- 15,000 tons/year facility construction
- A total of 40,000 tons/year of raw materials can be secured
- Final products specification and sales agreement

# The regional plan combines local feedstock with Korean process know-how

A phased structure reduces execution risk while building toward commercial capacity.


**Phase 1** Local pilot / feedstock verification

**Phase 2** 15,000 t/y aluminium dross facility

**Phase 3** Expansion into spent-catalyst resource recovery

# Korean facilities provide the demonstration and scale-up foundation

The Muan demonstration plant supports process validation; the Gangjin site supports commercial expansion.


## Muan

**Demonstration facility**
**2,000 m²**
**150 t/y**

## Gangjin

**Industrial complex site**
**Approx. 8,000 m²**
**15,000 t/y planned facility**

# Commercialization combines technology, local operation and product sales

The model is adaptable to Korea, the GCC and other regions with concentrated dross generation.

## 01

### Technology and engineering

Process design
Operating know-how
Quality control

## 02

### Local project company

Feedstock contracts
Permitting and operations
Utilities and logistics

## 03

### Product market

ATH sales
Co-product outlets
Specialty-material expansion

**Potential structures: joint venture | technology licensing | equipment supply | project development**

# Commercialization requires both technical depth and regional execution

The team combines aluminium materials, process engineering, operations and international business development.

**Hyung Kyu Park**

Chairman / Global Business

**Kyu Pyoung Lim**

Co-Founder / Operations

## Core execution capabilities

- Aluminium materials and chemical-process development
- Demonstration plant operation and scale-up engineering
- Quality analysis and specialty-product development
- International project development and regional partnerships
- Finance, administration and market development

**Governance, titles and current responsibilities should be updated before each investor distribution.**

# Patents support the process - operating data strengthens the moat

The most defensible advantage is the combination of IP, demonstrated know-how and product-quality control.

## Patent position

- Registered dross-recycling technology
- Supplementary process applications
- Product-related patent strategy
- Ongoing technology certification

## Operating know-how

- Feedstock conditioning
- Reaction control
- Impurity management
- Precipitation control
- Drying and particle classification

## Commercial evidence

- One-year demo operation
- Actual product production
- Quality analysis
- Customer evaluations
- Export experience

# The next milestone is repeatable commercial operation

Each stage should be tied to a measurable technical and commercial gate.

**1**

### Feedstock qualification

Representative samples and supply MoU

**2**

### Basic engineering

Mass balance, equipment list and site utilities

**3**

### Project financing

JV terms, CAPEX package and permitting

**4**

### Construction and commissioning

Commercial plant installation and performance test

**5**

### Market expansion

Long-term offtake and specialty-product portfolio

PROPOSED NEXT STEP

# Validate the feedstock.
# Define the commercial project.

SJ Monotech can proceed with sample analysis, preliminary mass balance, product targeting, equipment configuration and a project-specific commercial proposal.

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## Required inputs

- Annual feedstock volume and source
- Representative chemical composition
- Current treatment and disposal cost
- Target product specification and market
- Preferred cooperation structure

## SJ MONOTECH

Technology demonstration • Commercial scale-up • Global partnership

**Turn industrial waste into verified material value.**

APPENDIX

# Financial Analysis

The following pages are reproduced from the original IR material without changing the financial figures or assumptions.

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**Original financial pages retained as provided**

# Super Fine Aluminium Hydroxide

## Application Perspective

### Opportunity Overview

📌 **What is Super Fine Aluminium Hydroxide?**
Super Fine Aluminium Hydroxide is a high-purity, ultra-fine particle variant of standard $Al(OH)_3$, with particle sizes typically below 5 μm.

### End-Use Application

ATH widely used in
- A flame retardant in plastics, rubber, and wires
- A filler in papers and synthetic marbles
- A polishing agent in semiconductors
- A precursor for advanced alumina ($Al_2O_3$)

### Feedstock Requirement

- Aluminium dross waste
- Calcium Oxide
- Sodium Carbonate(Soda Ash) Na2CO3

## Market Sizing

The global aluminum hydroxide market size was estimated at **USD 12.05 billion in 2024** and is projected to grow at a CAGR of **4.1% from 2025 to 2030**. The increasing demand for products is mainly driven by its uses in pharmaceuticals, water treatment, and flame retardants.

**4.1%**
Global Market CAGR, 2025 - 2030

## MENA Demand

**Industrial and Infrastructure Expansion:** Countries like Saudi Arabia and the UAE are witnessing substantial demand for aluminum hydroxide, primarily propelled by the construction industry. This surge is attributed to the material's applications in flame retardants and fillers used in building materials.

## Growing Global Demand

•**Flame retardants** are increasingly required in **automotive**, **construction**, and **electronics** industries.
•The **Middle East and Asia-Pacific** are emerging markets for advanced filler and flame retardant materials.
•Green transition trends and regulations are **phasing out halogen-based retardants**, driving the demand for $Al(OH)_3$.

## Key Global Producers

**of Super Fine Aluminum Hydroxide**

**USA /Huber Engineered Materials (HEM)**
One of the largest global suppliers; strong in flame retardants and electrical insulation

**Japan / Sumitomo Chemical**
High-performance ATH and boehmite for electronics,

**China/ Zibo Honghe Chemical**
Specializes in ultrafine and precipitated ATH; strong presence in Asia

**Germany Nabaltec.AG**
High-purity, ultra-fine ATH and boehmite for technical ceramics and EV batteries

**KC Corp.**
Korean supplier targeting domestic and Southeast Asian markets. Ultrafine.

Today, the global aluminum hydroxide (ATH) industry relies heavily on the Bayer process.

SJ Monotech company holds the **world's only proprietary technology that recovers high-purity aluminum hydroxide from secondary aluminum waste.**

## Business Perspective

### Plant Level Estimates

Capacity
**10-15 ktpa**

Investment Estimate
**15- 20 USD Mn**

Land Requirement
**15,000-20,000 Sqm**

Net GDP Contribution from Operation
**3.1 USD Mn**

Employment Impact
**30**

IRR
**40%**

Investment Model
**Joint Venture**

## Scalability Potential

Saudi Arabia offers high scalability for Aluminium Hydroxide ($Al(OH)_3$) production due to:

1. Abundant Industrial Base
2. Feedstock Availability
3. Downstream Market Growth
   - -Expanding domestic industries
   - -Flame retardants in construction materials.
   - -Water treatment chemicals.
   - -Ceramics, fillers, and polishing compounds..
4. Energy Advantage

## Sustainability Implications

- Sustainability Implications of Recycling Aluminium Dross.

1. Landfill Diversion & Waste Minimization
2. Carbon Footprint Reduction
3. Circular Economy Integration
4. Environmental Compliance & ESG Rating
5. Social and Economic Impact

Source : from MA'ADEN Local Content Downstream Investment Opportunities

# 15,000 tons/year plant expected profit and loss

| 15,000 ton/year Plant | | Thousand U$ |
|---|---|---|
| Civil and Structural Works | | |
| Architectural Works | | |
| MEP & Utility Works Total | | 13,000 |
| | Calcination Facility | 4,028 |
| | Reaction Tank | 1,571 |
| | Storage Tank | 1,428 |
| | Filter Press | 1,786 |
| | Precipitation Tank | 786 |
| | dry/Concentration /Carbonation Neutralization | 1,429 |
| | Packaging Facilities | 357 |
| | Utility | 414 |
| | Electricity, Instrumentation | 429 |
| | Environmental Facilities | 310 |
| | Mechanical / Piping | 400 |
| | Factory Licensing | 72 |
| Working capital | | 1,428 |
| Total Amount | | 14,428 |

"This cost analysis is based on the Korean case, in which dross waste is collected with a treatment charge of USD 100 per ton."

Unit : Korean Won

| Description | Category | 2026(F) | 2027(F) | 2028(F) | 2029(F) |
|---|---|---|---|---|---|
| Sales | Production (Tons) | 10,350 | 17,250 | 17,250 | 17,250 |
| | Sales | 12,896,443,620 | 21,902,460,081 | 22,318,606,823 | 22,742,660,352 |
| Production Cost | Raw material cost | - 495,298,197 | - 841,181,438 | - 857,163,885 | - 873,449,999 |
| | Subsidiary Material Cost | 717,576,814 | 1,218,684,622 | 1,241,839,629 | 1,265,434,582 |
| | Electricity bill | 492,172,604 | 835,873,139 | 851,754,728 | 867,938,068 |
| | Fuel | 1,188,846,011 | 2,019,056,808 | 2,057,418,887 | 2,096,509,846 |
| | By-product disposal fee | 160,692,836 | 272,910,000 | 278,095,290 | 283,379,101 |
| | Logistics Costs | 1,027,863,773 | 1,745,655,308 | 1,778,822,759 | 1,812,620,392 |
| | Packing fee | 322,411,091 | 547,561,502 | 557,965,171 | 568,566,509 |
| Fixed Cost | Labor | 3,212,222,166 | 3,324,649,941 | 3,441,012,689 | 3,561,448,133 |
| | Depreciation | 2,629,166,667 | 2,629,166,667 | 2,629,166,667 | 2,629,166,667 |
| | Repair fee | 872,223,240 | 888,795,482 | 905,682,596 | 922,890,565 |
| Cost of goods sold subtotal | | 10,127,877,003 | 12,641,172,030 | 12,884,594,531 | 13,134,503,864 |
| Gross margin | | 2,768,566,617 | 9,261,288,051 | 9,434,012,292 | 9,608,156,489 |
| Gross margin | | 21.5% | 42.3% | 42.3% | 42.2% |
| cost | | 1,379,031,975 | 1,405,233,582 | 1,431,933,021 | 1,459,139,748 |
| Operating Profit | | 1,389,534,642 | 7,856,054,469 | 8,002,079,271 | 8,149,016,741 |
| Operating margin | | 10.8% | 35.9% | 35.9% | 35.8% |
| EBITDA | | 4,018,701,309 | 10,485,221,135 | 10,631,245,938 | 10,778,183,408 |
| EBITDA Margin Rate | | 31.2% | 47.9% | 47.6% | 47.4% |

# Cost of Production Estimate from Dross to Al(OH)3 (15,000T/yr Dross Drybase)

Aluminum Hydroxide (Al(OH)3)

| DESIGN BASE | CAPACITY | 15,000 | TON /yr dross |
|---|---|---|---|
| TOTAL CAPPITAL COST (ISBL) | | 15,000,000 | USD |

| Cost | | | |
|---|---|---|---|
| Cost of Production | 328.24 | USD/ton Al(OH)3 | Sales: w/o sales expense (④+⑤)/capa.) |

**Raw Material Cost**

| Raw Material | Basic Unit | Unit | Annual | Unit | Unit | Annual Cost | note |
|---|---|---|---|---|---|---|---|
| DROSS ASH | 1.000 | ton/ton | 15,000 | 50 | USD/ton | 750,000 | |
| CaCO3 | 1.000 | | 7,500 | 115 | USD/ton | 862,500 | Oman Chemical $100/ton |
| Na2CO3 | 0.300 | | 450 | 270 | USD/ton | 121,500 | |
| Water | 0.840 | | 12,600 | 0.67 | USD/ton | 8,442 | $0.5~1.35/m3 |
| Total Raw Material Cost( USD/year) - ① | | | | | | 1,742,442 | |

**Utility Cost**

| Utility | Basic Unit | Unit | Annual | Unit Cost | Unit | Annual Cost | note |
|---|---|---|---|---|---|---|---|
| LPG | 80 | m3/ton | 1,656 | 280.000 | USD/m3 | 463,680 | $280/Ton/ LPG (Saudi) |
| Electric | | kwh/ton | 438,000 | 0.050 | US$/kwh | 21,900 | $0.05/KWh |
| Total Utility Cost(USD/year) - ② | | | | | | 485,580 | |

**Fixed Cost**

| Item | Description | | | Annual Cost | note |
|---|---|---|---|---|---|
| Maintenance & Repair | 3% of OSBL+ISBL | | | 450,000 | |
| Operational Labor Cost | 45 | work force | 17,903 USD/yr | 805,635 | |
| Plant Overhead | 20% of Maintenance & Repair | | | 90,000 | |
| Total Fixed Cost (USD/year) - ③ | | | | 1,345,635 | |

| Annual Production Cost -④ | ① +② +③ | 3,573,657 | |
|---|---|---|---|

**Depreciation Cost**

| Depreciation Cost -⑤ (USD/year) | 10 | yrs ((OSBL+ISBL)/Dep. Yrs) | 1,350,000 | straight-line depreciation for 10 years |
|---|---|---|---|---|

## Financial Projection for Business

| PRICE | Al2O3 | 900 | USD/ton |
|---|---|---|---|

| Year | | CAPEX | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Production (TON/yr) | Al2O3(Super Fine AHD) | | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 | 15,000 |
| Sales(USD/yr) | Al2O3(Super Fine AHD) | | 13,500,000 | 13,500,000 | 13,500,000 | 13,500,000 | 13,500,000 | 13,500,000 | 13,500,000 | 13,500,000 | 13,500,000 | 13,500,000 |
| **Total Sales(USD/yr)** | | | **13,500,000** | **13,500,000** | **13,500,000** | **13,500,000** | **13,500,000** | **13,500,000** | **13,500,000** | **13,500,000** | **13,500,000** | **13,500,000** |
| COST of production( USD/ton) | | | 328 | 328 | 328 | 328 | 328 | 328 | 328 | 328 | 328 | 328 |
| Cost of Goods Sold (USD/yr) | | | 4,923,657 | 4,923,657 | 4,923,657 | 4,923,657 | 4,923,657 | 4,923,657 | 4,923,657 | 4,923,657 | 4,923,657 | 4,923,657 |
| Gross profit (USD/yr) | | | 8,576,343 | 8,576,343 | 8,576,343 | 8,576,343 | 8,576,343 | 8,576,343 | 8,576,343 | 8,576,343 | 8,576,343 | 8,576,343 |
| SG&A(Selling,General & Administration Expenses) Total sales x 5% | | | 675,000 | 675,000 | 675,000 | 675,000 | 675,000 | 675,000 | 675,000 | 675,000 | 675,000 | 675,000 |
| **EBIT(USD/yr) Earning Before Interest & Taxes** | | | **7,901,343** | **7,901,343** | **7,901,343** | **7,901,343** | **7,901,343** | **7,901,343** | **7,901,343** | **7,901,343** | **7,901,343** | **7,901,343** |
| **NOPAT(TAX 20.0%) Net Operating Profit After Tax** | | | **6,321,074** | **6,321,074** | **6,321,074** | **6,321,074** | **6,321,074** | **6,321,074** | **6,321,074** | **6,321,074** | **6,321,074** | **6,321,074** |
| Depreciation | | | 1,350,000 | 1,350,000 | 1,350,000 | 1,350,000 | 1,350,000 | 1,350,000 | 1,350,000 | 1,350,000 | 1,350,000 | 1,350,000 |
| Free Cash Flow | each year | (15,000,000) | 7,671,074 | 7,671,074 | 7,671,074 | 7,671,074 | 7,671,074 | 7,671,074 | 7,671,074 | 7,671,074 | 7,671,074 | 7,671,074 |
| | sumation | | 7,671,074 | 15,342,149 | 23,013,223 | 30,684,298 | 38,355,372 | 46,026,446 | 53,697,521 | 61,368,595 | 69,039,670 | 76,710,744 |
| **IRR** | | | | **50%** | | | | | | | | |

# Capital Costs Estimating – Operational Manpower Cost



**Aluminum Dross Recycling**

**Admin Staff**

Amount in USD

| Particulars | Status | Nos | B.Sal PP | B.Sal PM | Visa | GOSI | Air Fare | AL | Indemnity | Med. Ins | Year -1 | Acc. & TRN |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Managing Director | Expat | 1 | 4,602 | 4,602 | 77 | 184 | 44 | 384 | 192 | 44 | 66,308 | |
| General Manager | Expat | 1 | 3,945 | 3,945 | 77 | 158 | 17 | 329 | 164 | 44 | 56,798 | |
| Operation Managers | Expat | 1 | 2,630 | 2,630 | 77 | 105 | 17 | 219 | 110 | 44 | 38,414 | |
| Purchase Managers (GCC) | Saudi | 1 | 2,630 | 2,630 | 77 | 421 | 17 | 219 | - | 44 | 40,886 | |
| Purchaser officers (Local) | Saudi | 1 | 1,841 | 1,841 | 77 | 295 | 8 | 153 | - | 44 | 29,014 | |
| Sales Manager /Exporting | Expat | 1 | 2,367 | 2,367 | 77 | 95 | 8 | 197 | 99 | 44 | 34,637 | |
| QA/QC/ Laboratory | Expat | 1 | 1,052 | 1,052 | 77 | 42 | 8 | 88 | 44 | 44 | 16,253 | |
| Accountants | Expat | 1 | 1,315 | 1,315 | 77 | 53 | 8 | 110 | 55 | 44 | 19,930 | |
| Admin & Documentation Staff | Expat | 1 | 931 | 931 | 77 | 37 | 8 | 78 | 39 | 44 | 14,555 | 1,105 |
| Office Secretaries | Expat | 1 | 1,052 | 1,052 | 77 | 42 | 8 | 88 | 44 | 44 | 16,253 | 1,105 |
| Cashiers | Expat | 1 | 920 | 920 | 77 | 37 | 8 | 77 | 38 | 44 | 14,408 | 1,105 |
| Puplic Relation Officer | Saudi | 1 | 1,578 | 1,578 | 77 | 252 | 8 | 132 | - | 44 | 25,090 | |
| HR Manager | Saudi | 1 | 2,104 | 2,104 | 77 | 337 | 8 | 175 | - | 44 | 32,938 | |
| Warehouse Controller | Expat | 2 | 789 | 1,578 | 153 | 63 | 17 | 132 | 66 | 88 | 25,153 | 2,209 |
| Office Boy & Office Cleaner | Expat | 1 | 342 | 342 | 77 | 14 | 8 | 29 | 14 | 44 | 6,328 | 1,105 |
| Yard Cleaner and Housekeeping | Expat | 1 | 342 | 342 | 77 | 14 | 8 | 29 | 14 | 44 | 6,328 | 1,105 |
| **Total** | | 17 | 28,440 | 29,229 | 1,304 | 2,148 | 202 | 2,436 | 878 | 745 | **443,295** | 7,732 |

**Operation Staff**

Amount in USD

| Particulars | Status | Nos | B.Sal PP | B.Sal PM | Visa | GOSI | Air Fare | AL | Indemnity | Med. Ins | Year -1 | Acc. & TRN |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Plant Manager | Expat | 2 | 2,367 | 4,734 | 153 | 189 | 44 | 395 | 197 | 32 | 68,926 | 2,209 |
| Plant Supervisor | Expat | 3 | 1,578 | 4,734 | 230 | 189 | 66 | 395 | 197 | 47 | 70,298 | 3,314 |
| Machine Operator | Expat | 6 | 920 | 5,520 | 460 | 221 | 132 | 460 | 230 | 95 | 85,404 | 6,628 |
| Machine Operator Assistant | Expat | 6 | 592 | 3,552 | 460 | 142 | 132 | 296 | 148 | 95 | 57,891 | 6,628 |
| Labour | Expat | 6 | 395 | 2,370 | 460 | 95 | 132 | 198 | 99 | 95 | 41,367 | 6,628 |
| Heavy Drivers | Expat | 1 | 473 | 473 | 77 | 19 | 22 | 39 | 20 | 16 | 7,985 | 1,105 |
| Light Driver | Expat | 2 | 420 | 840 | 153 | 34 | 44 | 70 | 35 | 32 | 14,488 | 2,209 |
| Securities | Expat | 2 | 473 | 946 | 153 | 38 | 44 | 79 | 39 | 32 | 15,970 | 2,209 |
| **Total** | | 28 | 7,218 | 23,169 | 2,147 | 927 | 614 | 1,931 | 965 | 442 | **362,329** | 30,929 |

Note:

Assuming Annual Leave & Indemnity paid along with Salary **45**

**TOTAL** **805,623**

# Thank You

- Presented by
- Hyung Kyu Park, Monotech Korea
- Date: Aug 01, 2026

We sincerely request your active support and cooperation in establishing Bahrain as a regional hub for eco-friendly aluminum recycling.

Let's create new environmental value together.

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