





This is about you now.
About you, who bring life into our buildings.
This is about you.
To you, to whom the future is grateful.

This is a word of gratitude to you, who enthusiastically shape the world.
Thank you for dreaming of a more liveable future while creating in our buildings.
Thank you for doing the impossible while a whole nation is there to support you.
And to you who say: I'm home.

... because you care for each other.

... because you are cared for.

Thanks for the laughter of the smallest ones as it echoes off our unique facades. Grateful are the halls, the spacious chambers, and the calming corridors.

The highest roofs and complex joints,

the monumental steel structures and the tiniest scraps of iron.

We build on each other, we create together.

Because the only way to create a viable future is through gratitude. To be grateful to those who create it and to those who experience it. This is a farewell to the past and a message for the future.

The end of a construction. And the beginning of a new one.

40 years together.

KÉSZ Group



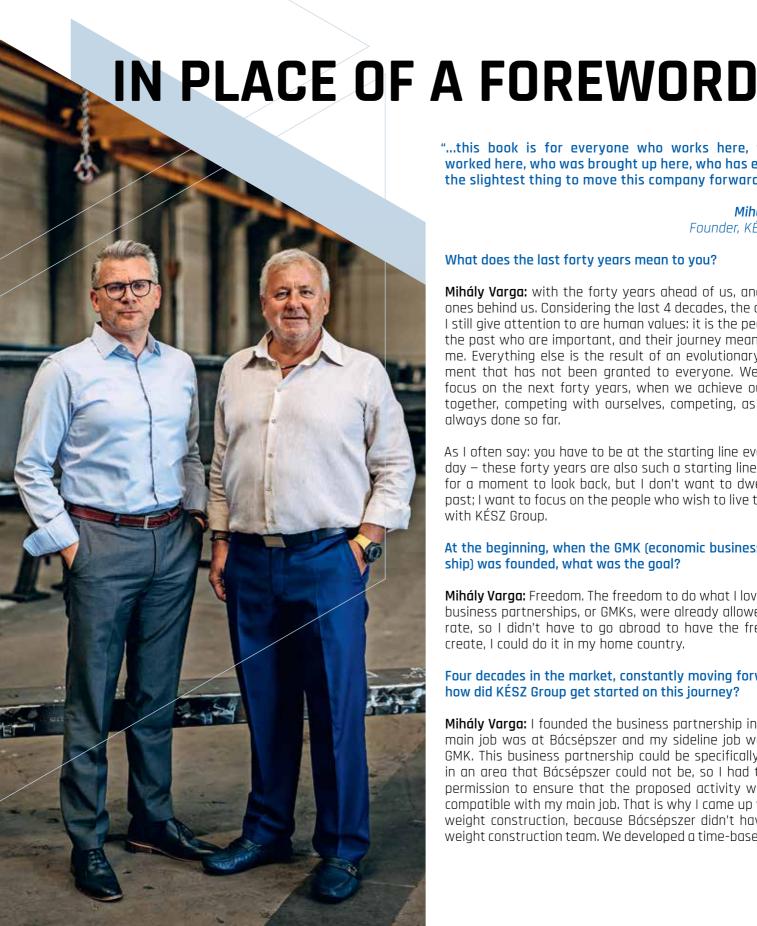
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"...this book is for everyone who works here, who has worked here, who was brought up here, who has ever done the slightest thing to move this company forward."

> Mihály Varga, Founder, KÉSZ Group

What does the last forty years mean to you?

Mihály Varga: with the forty years ahead of us, and not the ones behind us. Considering the last 4 decades, the only thing I still give attention to are human values: it is the people from the past who are important, and their journey means a lot to me. Everything else is the result of an evolutionary development that has not been granted to everyone. We need to focus on the next forty years, when we achieve our visions together, competing with ourselves, competing, as we have always done so far.

As I often say: you have to be at the starting line every single day – these forty years are also such a starting line. We stop for a moment to look back, but I don't want to dwell on the past; I want to focus on the people who wish to live the future with KÉSZ Group.

At the beginning, when the GMK (economic business partnership) was founded, what was the goal?

Mihály Varga: Freedom. The freedom to do what I love. In 1982, business partnerships, or GMKs, were already allowed to operate, so I didn't have to go abroad to have the freedom to create, I could do it in my home country.

Four decades in the market, constantly moving forward. But how did KÉSZ Group get started on this journey?

Mihály Varga: I founded the business partnership in 1982. My main job was at Bácsépszer and my sideline job was at the GMK. This business partnership could be specifically involved in an area that Bácsépszer could not be, so I had to ask for permission to ensure that the proposed activity was not incompatible with my main job. That is why I came up with lightweight construction, because Bácsépszer didn't have a lightweight construction team. We developed a time-based system

of payment: the amount of money was divided by the total hours invested; whether physical or intellectual, and the hourly rate was the same for everyone. I was the contractor, the designer, and in fact, I was also the one who handled the back office completely. After graduating, I also trained for and passed the trades exams for carpentry, locksmithing, and then masonry.

I had seen that there was a need for this kind of work in agricultural facilities, whether in grain storages or livestock farms. I planned at night, worked during the day in my full-time job and then assembled these halls after working hours and on public holidays, and even during my time off. On several occasions, I also worked on Christmas Eve. There was a time when at the OMV stations, the whole team had to do tiling work, because they had to open on 3 January. It was a beautiful sunny day, I will never forget it.

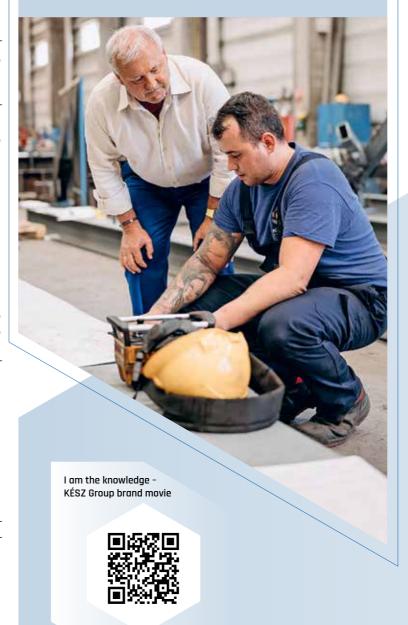
When did the company start to expand?

Mihály Varga: In 1987, when the consolidated income tax system was introduced in Hungary. That was the time when I moved from being an employee, to having my own company, now a small cooperative. I said at the time nonetheless, that I would ride one horse instead of three, but I would work the same amount of time nonetheless and that is all I would do. That was one of the steps. The other step was that from 1991, along with the change of regime, a lot of services started to be developed in Hungary—the petrol station construction market, followed by the department store construction, which gave us a big boost. Western customers brought a new way of thinking, higher standards, and a new working culture, and it was possible to develop alongside them. We recognized the opportunity and in 1991 we founded the Könnyűszerkezet-építő és Szolgáltató Kft. (Lightweight Construction and Services Ltd), called KÉSZ in short. Even then, it was important for us to quickly get to grips with jobs that required specialised knowledge, as the company's main profile at the time was petrol station construction, and a project like this involves civil engineering, tank installation, and interior design also, Volumes increased, so we expanded. From 1987 to 1991, I mainly targeted agricultural buildings. I went there, I designed it free of charge, and I said if we win the tender at the Ministry of Agriculture, I'll want to do the construction work in return, And they did give it to us. I shook hands with a man—that sealing

CORPORATE VALUE

WE RELY ON EACH OTHER

You can't do it alone. We share knowledge and information, relying on each other's strengths. We support and understand each other, respect individual opinions, strive for consensus and stand together for our decisions. We listen to and hear each other. As a group of companies, we work together towards common goals, and we experience and celebrate our successes together.



the agreement at the time. The contracts were simple, they paid the advance immediately, sometimes they gave it to us in cash. Once, in a hurry for a green branch celebration, I put my staff's salary on the top of my little Polski, set off, and only when I got there did I notice that the money was gone. That was when I learned that I should never carry money again. We promptly opened bank accounts for everyone at Duna Bank. We were among the first companies in the country to pay wages by bank transfer after the change of regime.

The opportunity for evolutionary development has always been granted for us. The World Expo, for example, was a great boost for us. What I can tell you is that whatever we felt was drowning or ruining us, usually resulted in some kind of enlightenment. We felt we would not survive, but in the end, we found a business solution that proved to be even better in the long run. This was true for our Budapest office building, the Hexagon Offices in Cluj-Napoca, and it was also true for the cancellation of the World Expo. The saying which says what does not kill you makes you stronger, is true.

How has the company ensured its expansion, its growth, its ever-widening range of activities, and its increasing number of employees?

Mihály Varga: I have a simple answer to that too, I built on talent, meeting more and more talented people, who I considered to be worth building our own network with. And talent and diversification go hand in hand. If you see someone talented in a different area, you'll either attract them to you and you'll be even better together, because one plus one may be more than two sometimes. Or you consider them talented and just keep observing them. I never only observed them, but I said that we have to attract this talent and do something together. We have always been an innovative company.

I have systematically looked at our purchases and determined that if we purchase items worth more than 300 million forints a year in one area, we have to do it ourselves: be it suspended ceilings, switch cabinets, or steel structures. We adjusted our capabilities to this, developed them in this direction, or started to build them from scratch, or even acquired them, as we did with Fémmunkás and MMG in Kerskemét.

We operate differently from others. In a crisis, others centralise, we diversify. We have entered new lines of business; and as luck can never be taken for granted. There are companies where there are losses, there are companies where there are surpluses, but overall it is this diversification approach that keeps the company secure. We did the opposite of what was expected during



C O R P O R A T E V A L U E

WE ARE OPEN TO NEW IDEAS

We always improve our performance by doing things better, faster, and more efficiently, by applying innovative solutions. We are open, creative and proactive. We are constantly learning and encouraging each other to embrace novelty, and we incorporate our experiences into our operations in a transparent way. We strive to stay ahead of the market with our creativity and innovative thinking and to be an inspiration to the world around us.

the 2008 global crisis, too. Others were downsizing, and we started to build things up on an even broader scale. Instead of being frightened, we faced the challenges— we saw them as a reality instead of a crisis.

This was also true in the early nineties, when large stateowned enterprises went bankrupt and were shut down. My philosophy has always been: don't do what others do, and don't do it like others. It might be the benchmark, but let's do it differently. What I achieved with this approach was that the companies downsized, while I expanded: that is when I hired the entire electrical installation team of Bácsépszer, including uncle Józsi Tóth, or even entire teams of mechanics. Moreover, in the early 1990s, Hungary was a country of two poles. There was still the state sector, but the private sector had already emerged. In the latter, there were more of the wheeler-dealer type than of the clever type—we wanted to be among the clever ones. But to think long-term, you have to develop and build up reserves, so we couldn't just take everything home. The returns have to be reinvested so that the company can really grow, so that you can convince people to work here and not elsewhere.

Tamás Vida (CEO, KÉSZ Group): The basic concept and corporate philosophy has remained the same to this day, and we have followed the proven formula. We are still expanding our knowledge base and portfolio, and we are constantly getting to know and learning new areas. We must keep looking for opportunities if we are not only to maintain our role in the industry, but also to grow. At KÉSZ Group, our need for development means that we not only have a clear view of our resources and capabilities but are constantly striving to develop them and operate them in a sustainable way. I believe that with our recent acquisitions, we can offer complex solutions and services of which we can not only be proud of in our own country but also internationally.

How did you start to enter the foreign market? What were the first successes and experiences, what unexpected difficulties did KÉSZ Group face?

Mihály Varga: The first test of strength was the construction of METRO stores and petrol stations. The foreign investor of the METRO stores asked if we could also do construction beyond the national borders. We saw that the moment had come, so I said sure, we can. The first was Romania, and we nearly "crashed". I didn't even realise what I had undertaken. At the time, despite the difficulties, we were experiencing a robust economic boom and a growing appetite for investment, so in 2001, we established our first subsidiary in Cluj-Napoca. Ukraine



was next, where we arrived more prepared, now together with partners. We set up a subsidiary with ASA and Ferrobeton, hence the name 3Betony. Then came Serbia, where we also built METRO stores and petrol stations. We had exported before, it was not new for us. The novelty was that you had to go out and do something there, especially at a general construction. We did suffer some losses, but we never gave up. We knew that we were going abroad for a boxing match where we were going to get punched and suffer a bloody nose, but we were sure that we had enough blood to survive.

Now our colleagues are becoming more and more familiar with the international arena; they speak languages well, so in that respect, it is much easier for them than it was for me. We are international as Hungarians, so we can provide our staff with international experience.

How do you see the Group's position in the domestic market today?

Tamás Vida: We are proud to offer a wide range of services to both the domestic and the international market. Over the vears, our objective has become not only to continuously expand our portfolio, but also to strengthen and consolidate our presence in more and more areas. Today, in addition to our prime focus on the construction sector, we have services and solutions ranging from hotels and catering to hydraulic engineering, energetics, transportation, and fleet management. However, engineering and architecture remained the flagship sectors of the company. Today, we can proudly showcase iconic projects such as the SkyCourt Terminal of Ferenc Liszt Airport, the renovation of Kossuth Square, the steel structure of the Ferenc Puskás Stadium, the buildings completed as part of the Hungexpo revitalisation project, the steel structure of the National Athletics Stadium, and numerous industrial facilities both at home and abroad—to name but a few. In addition, we have already shipped steel structures to almost every continent. Within the company, we have the necessary in-house resources in a number of areas, so that we can serve our partners from design to construction, in a fairly unique way in the market, in a variety of industries, be it automotive, energetics, pharmaceuticals or even the public sector.

Which projects are your favourite achievements of the recent years?

Mihály Varga: We are proud of our many references, but if you ask me what I am most proud of, I would say those, that serve a national cause. The Main Sauare of the Nation, or the renova-

tion of St Michael's Church in Cluj-Napoca, or even the construction of the SkyCourt at the airport. These facilities have a different spiritual hold on you. We didn't treat them as business first and foremost, but as something that could represent and show something to our grandchildren, too. Besides these, I am particularly close to projects where our added value has crossed different business domains, that were based on a broad collaboration from design to manufacturing, installation, and even operation. One example is our Kecskemét Hotel Four Points By Sheraton. We put our personal values and our valuable work into it, together with the whole community that belonged to us, welders, locksmiths, skilled workers, and labourers; all, who made it happen after the design work. This is a truly remarkable collaboration, an orchestra where genuinely great sounds and harmonies can be created. That is what I would like to build the future on, to create and sustain an orchestra where every musician has their place and plays some really beautiful music.

Tamás Vida: From a personal point of view, I would also definitely highlight the development of the Four Points by Sheraton, which is particularly dear to my heart: when I was Business Development Manager, I was able to oversee the project from the tender management, through franchisee selection, and financing to implementation and operation, as part of a really competent and strong team. This project was a milestone not only in my life, but also in the life of KÉSZ Group, as it marked the beginning of the Group's involvement in accommodation development, a field that was completely new to the Group. Projects that we have implemented/are implementing ourselves, with our own resources, are particularly precious to me, whether it is the development of our Kecskemét site, the Plat4m project, or the Hexagon Offices.

Why is it good to be part of KÉSZ Group?

Tamás Vida: We rely on each other. We build on knowledge. For us, it is not just a slogan, but we try our best to make sure it is true in the daily life in our work. We are constantly looking for and trying to motivate professionals who want to create something unique, who have a desire for continuous development and whose attitude, ambition and commitment are in line with the goals of KÉSZ Group. We are always looking for new solutions, we innovate, and although there are many challenges that we face on a daily basis, I can promise you that, as was the case during the pandemic, whether it is a professional or personal challenge, no one at KÉSZ Group will be left alone. Our community will always be a protective umbrella for our colleagues.



Mihály Varga: Starting from zero, on this scale, over this long term, there is no other company in this industry that is more transparent than us, of that I am sure. A company that has never got something for nothing, not even opportunities in many cases, yet has managed to get to this level. Who other than the community that has been involved in this so far could be credited with this?

This book is written not only for those who are currently working with us but also for those who were formerly members of our staff but are no longer part of our community, no matter what the reason for their leaving. Maybe they will pick up this book and see the time they spent together with us even more valuable. Many of them are welcome to return if they ever feel like it. We are also proud of the people who participated in trainings and gained professional experience with us. The professional brand of KÉSZ Group is very strong. Those who grow up with us are perceived a little bit as UFOs and are highly valued in the market. Everyone who has ever lifted a single finger at any level in this company to help it grow is important, because they have already improved the lives, the future and the image of the community that this company has taken on.

Do you have role models?

Tamás Vida: I could not and would not like to single out any particular person. The strengths and positive qualities of each person inspire me and serve as a good example for me in my everyday life, which I also try to incorporate into my own operations. I was brought up professionally in a German multinational business environment, in a German corporate culture, where organisation, precision and accuracy were the guiding principles, so I still have a very strong memory of my first "big boss's" passion for perfection. In his words: "The maximum is the minimum."

Mihály Varga: I have a lot. I have to mention Uncle Pista Balázs because I was the front line and he was the back front. It also meant that we were not afraid to turn our backs on each other at any time. He was a great role model, in that perspective that we were both sure that we could blindly believe what the other said. He was the only person who could hold me back, who could pull me back down to earth. He was an example to me, I did and could listen to him.

The lightweight construction line is something I owe to my father, and that is how everything grew. It was through him that I learned about lightweight construction and that you can build

CORPORATE VALUE

WE DON'T COMPLICATE THINGS

We build efficient, simple, clear and well-functioning systems that ensure effective operations. We communicate clearly, concisely, with respect and humility. We make no excuses, and we always look for the best solution.



spectacularly and quickly this way. Unfortunately, he passed away too early and did not live to see the age of the limited company. When I filed the incorporation documents with the court, his name was still included, but unfortunately not thereafter. My mother is also an example for me, I inherited my sense of purpose and my attitude from her. Common sense, a strong will – or should we call it perseverance, I hope I can describe myself with this in both a positive and negative sense. As far as the company is concerned, I am very proud of many of the people who work for it. I don't want to single out individual people, because it would be very difficult, I could mention so many. It is such a good feeling when you see that you are in a meaningful environment where you can accelerate with increased speed, in a powerful way, and lay down and get up again in a state of mental health that makes sense. Even if there are many difficult cases.

I cannot emphasise enough the role of my family, my wife, and my children, in my life. It is them, their flexibility, their willingness to give up our time together, to give up joint activities, that made it possible for KÉSZ Group, my first-born child, to grow up to this level by the age of 40.

How do you see the future of KÉSZ Group?

Mihály Varga: Recent times are characterised by a crisis of values and humanity, from which we must help each other out. It is a big challenge: our next forty years will be defined and decided by the next two to four years. We need to lay down the foundations now, so our attitude and mindset is key to this. This requires strong and determined people. I believe that everything is a question of attitude, because "Attitude monitors talent." ¹

We don't want to be preachers. We want to be credible and see the next step of where to go. You certainly cannot see floors ahead here now, without the stairs. Perhaps we don't even need to, it is always enough to make at least one step, take one step a day, and that step should be taken quickly. A lot will depend on this. We must always be in motion, we must take action. Sometimes we may take a wrong step and the stairs collapse, but only one stair collapses, not the lift or the whole floor. You must act like a shark: swimming in the water day and night, in constant motion, for as long as you



CORPORATE VALUE

WE ALWAYS STRIVE FOR BETTER

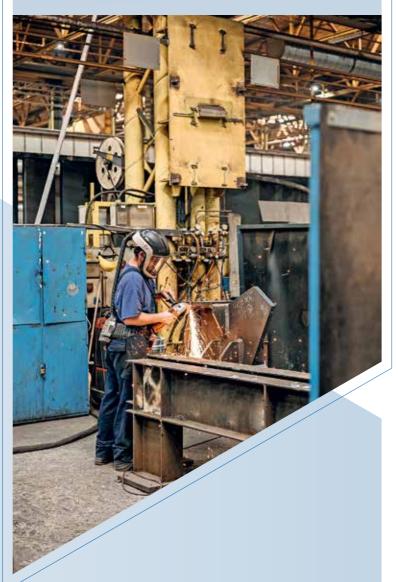
We work to deliver the highest quality and the best results, and we do our utmost to ensure an impeccable customer experience every day. Our knowledge, attitude and skills are outstanding and exemplary, which is a source of strength to the outside world, and provides positive energy and inspiration within the company.

¹ A popular saying by Milton Katselas, American director and producer.

CORPORATE VALUE

WE DO IT, NOT JUST TALK ABOUT IT

We are ready to act, we take responsibility for our work and our actions. We focus on the solution, not on making excuses. We get the job done quickly, efficiently and with high quality. We discuss problems openly and constructively so that they can be resolved as quickly as possible.



live. I think my saying is also important here, that on the way up the ladder we have to greet everyone, because we will come down again, and then we will meet all of them again.

Tamás Vida: We are open to new developments and constantly monitoring market opportunities, trying to plan ahead in all areas, even under the current uncertainties. We are committed to value-based collaboration, resource-focused operations and continuous improvement and innovation. We have taken significant steps on several fronts to retain them, all of which will form the basis of KÉSZ Group of the future. Digitalisation and the importance of data are now a reality in the construction industry, by which I mean not only an overview of workflows but also a change in mindset and attitude, a shift towards a data and measurement-based way of thinking. Digital transformation is now part of our everyday lives, and it enables us to take things to the next level. All of this also helps us to achieve our other major goal: to make our operations as sustainable as possible, not only by reducing our ecological footprint but also by being a socially responsible group of companies. An excellent example of this is our prominent role and achievements in vocational education and training in the construction industry and the maintenance of our transparent operating model. These focus areas are all designed to help us plan for the long term, think ahead, and keep our progress uninterrupted but sustainable.

Mihály Varga: We are very proud to have been able to experience these forty years. It is an active lifetime, as far as work is concerned because people don't usually work for more than forty years.

Now we are starting another learning process, and at the end of theses forty years we need another period like this. The next two to four years will certainly determine the fate of the next forty years, that is my feeling.

Networking at the international level is particularly important, one which acts as a real net that will catch us if we fall, with people and companies behind it that you can really count on. The past forty years have taught me how to lose money—I'm not proud of it—but we can't keep quiet about it either. However, we do not wish to compromise on our credibility. Credibility is an important building block of a company. And it is based on the community who are here from the past and who are with us in the present. We need to inspire them, and together with them, we can inspire.

The success of every company lies in its systems. We need to get to the level where we have systems and processes in

place, where we act on the skills level—not because our processes are scripted that way, but because we say it is right, and because it suits us. At the same time, we must strive to maintain the family atmosphere of KÉSZ Group in some form, even if we have to bring together this large group of people and companies one cell at a time.

I am indeed a beloved child of God. I had so many troubles, so many trials, so many accidents, and so many falls, but somehow He always saved me, He always took care of me. I do not want to abuse this. Therefore, I would like to calm down a bit, but be in constant motion. My main goal is to create security for our community. By this I mean—first and foremost—the predictability of what we do. Colleagues should not be mentally burdened by unresolvable issues. In addition to the attitude already mentioned, this requires humility, honesty, and the teaching and reinforcement of a culture that sees failure as an opportunity for improvement, where the community works together to rectify the failure that the individual is not afraid to reveal.

What are your wishes for the coming decades for KÉSZ Group and your colleagues?

Tamás Vida: A peaceful environment for creativity, fruitful and creative collaboration, and the never-ending enthusiasm, perseverance and adaptability we have shown over the past forty years to overcome obstacles.

Mihály Varga: If we are in good health, we will be able to solve everything else. Health applies to human beings and to companies alike. It is important to have sound and transparent processes, a healthy system and thinking, and a clean, clear and honest appearance. I wish good health, for the people and for the company as well.





Photos: Gergely Kaszás







MERCEDES FACTORY

Years of construction: 2017-2018

Location: Kecskemét Surface area: 60,000 m²







LEGO FACTORY

Years of construction: 2013-2014, 2021-

Location: Nyíregyháza Surface area: 96,000 m²

LEGO Group, the world's most famous toy manufacturer, is a returning customer of KÉSZ Group in Hungary. During the first factory construction in 2013, LEGO Manufacturing Ltd commissioned our group of companies to build the injection moulding halls and the waste storage building. We carried out the complete architectural, mechanical, technological, electrical and control engineering tasks. With only 10 months available for the construction of the technical parts, KÉSZ Group completed the project in record time, to the satisfaction of the management of the Nyíregyháza LEGO factory. Another contract was signed for the construction of the ENB energy centre as part of the 2018 factory expansion. In the latest development, the Group is playing a key role by expanding the injection moulding halls and the energy centre. A particular challenge is that KÉSZ Group is also responsible for the technological development of the energy supply required for production as part of the general construction.





PENNY MARKET LOGISTICS CENTRE

Year of construction: 2017

Location: Veszprém Surface area: 28,615 m²

The construction of the logistics centre for Penny Market was a complex and coordinated project involving several different sectors. The task included a large amount of excavation work, foundations, precast reinforced concrete construction, building roofing, internal walls, windows and doors, interior design, cold room insulation and cooling technology building services engineering, building electricity and low-voltage systems, and the development of the sprinkler system. In addition to the hall, a sprinkler tank and an engine house, a transformer and switchgear room, as well as fuel filling technology and station were also built. Smaller service facilities, external paving, road and utility networks have also been constructed, and a complex landscaping scheme has been implemented.





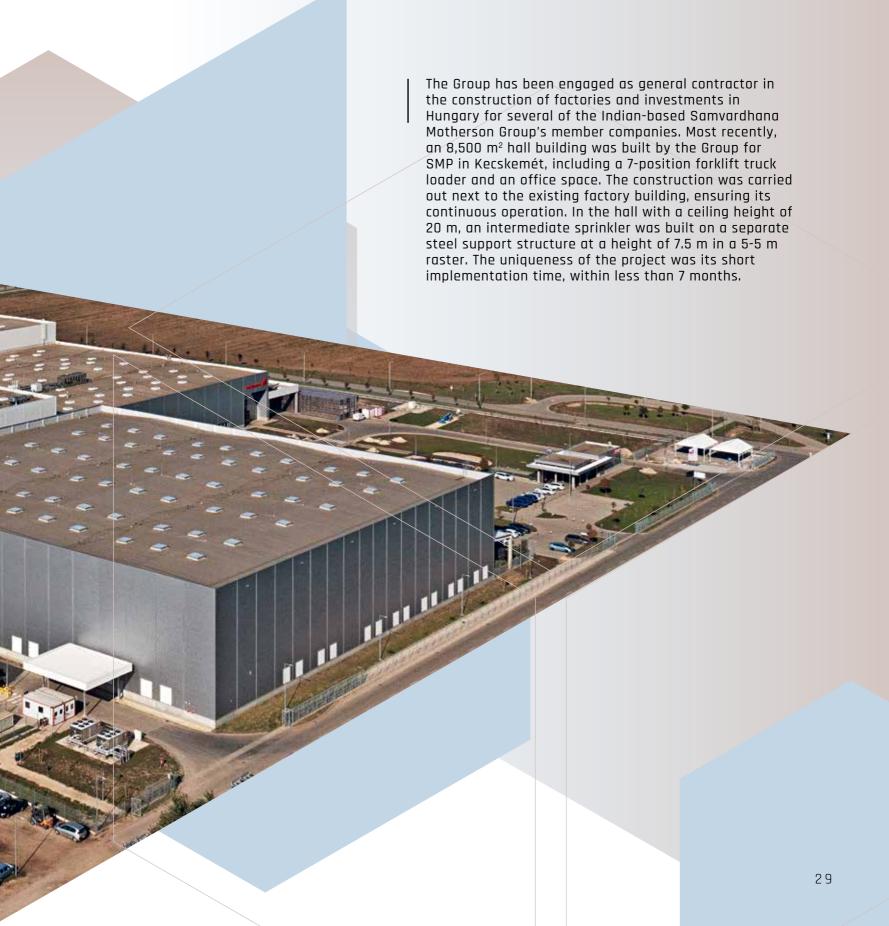
IKEA STORE, SOROKSÁR

In the largest IKEA store in Eastern Europe, with an area of 21,000 m² in Soroksár, the Group's electrical engineering experts provided the complete implementation of the heavy current electrical installation.









MOL PETROCHEMICALS BUTADIEN PLANT

Year of construction: 2014-2015

— Location: Tiszaújváros
Storage capacity: 5,000 m³





HANKOOK TIRE FACTORY

Years of construction: 2009-2015

Location: Rácalmás Surface area: 85,000 m²

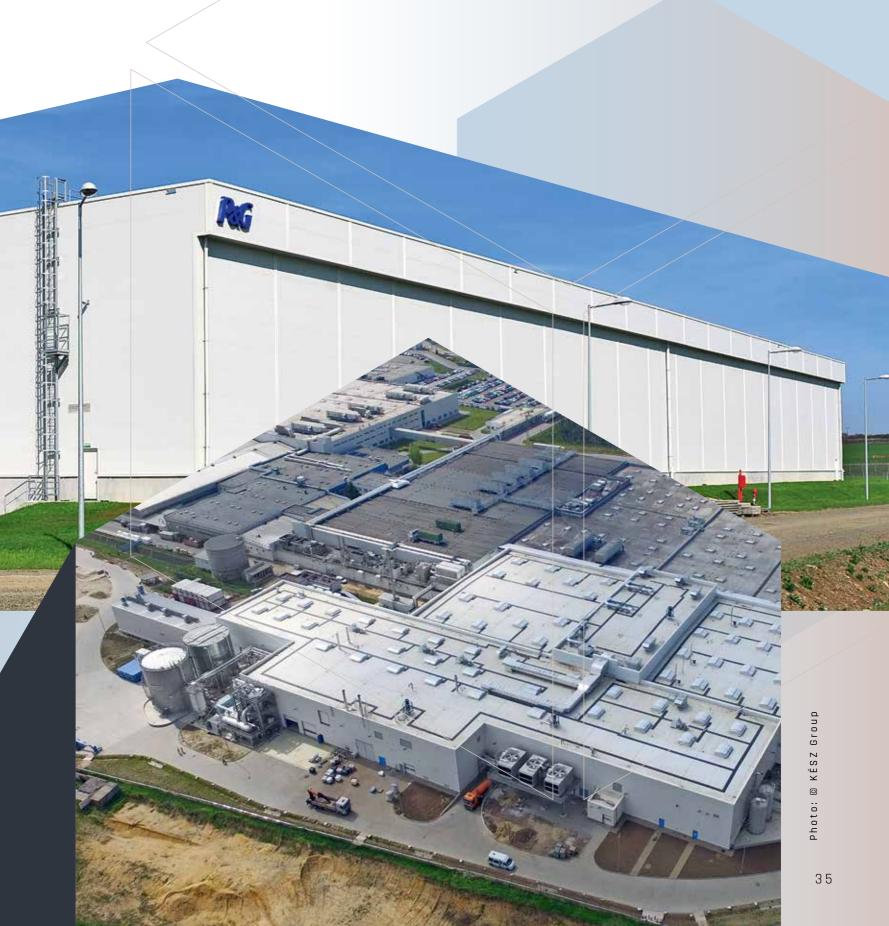


KÉSZ Group participated in the investment of the second and third phase of the Hankook Tire Hungary Ltd tyre factory in Rácalmás. The Group was responsible for the mixing building, the general construction of the workers' hostel, the structural construction and the earthwork during Phase II. In Phase III, it carried out the mechanical engineering, steel structure, cladding and finishing activities.

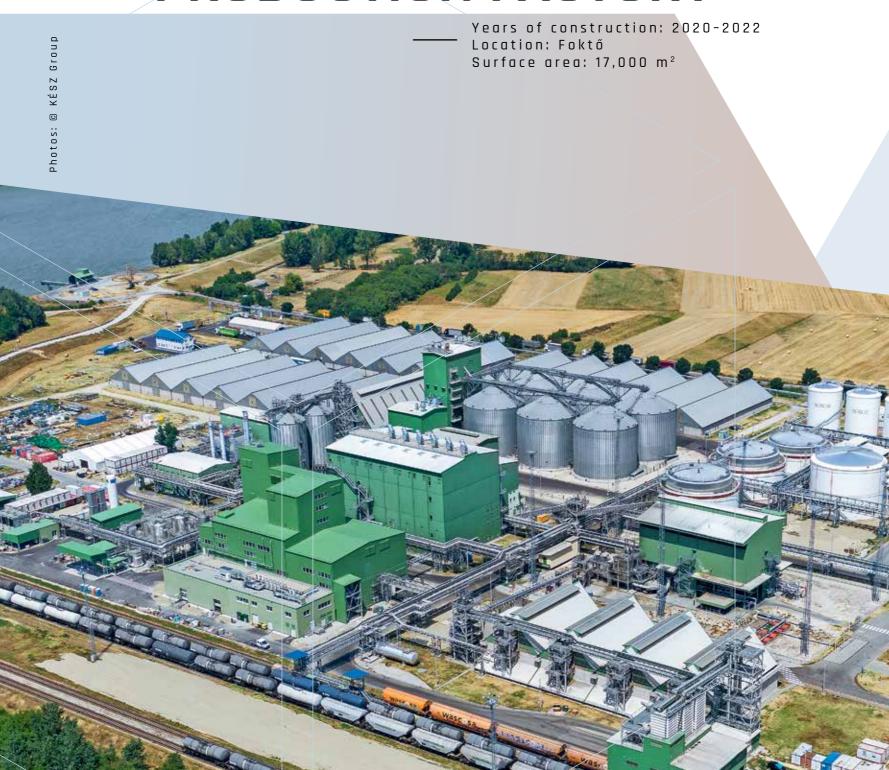




Commissioned by Procter&Gamble, KÉSZ Group has carried out factory construction projects under the Design&Build scheme, including the preparation of permit and construction plans. The Babycare plant was completed in Phase 1 of the Gyöngyös plant, which received a LEED Silver certification as an industrial facility. The construction of Phase 2 (Aster-OralCare) was the first project in which the Group used a projected 3D model for technical coordination at the construction site.



VITERRA VEGETABLE OIL PRODUCTION FACTORY



The oil refinery technology building commissioned by Viterra Vegetable Oil Production Ltd occupies a special place in the life of the builder and main contractor Matech Ltd and the entire KÉSZ Group, as it is the largest and most complex EPC project, spanning from design to procurement, production and on-site construction. The investment is one of the region's most prominent projects, as the technological facility creates new jobs and adds significant value through the technology it implements, by turning crude vegetable oil into refined oil ready for use in the food industry.

Nothing demonstrates the scale of the investment better than the more than half a million working hours on site, the tens of thousands of cubic metres of earth and reinforced concrete moved, the 1,200 tonnes of steel structure manufactured and installed, the oil storage facility built, the 300 pieces of technological equipment installed, the 25 km pipeline system installed with 25,000 welding seams, and the electrical and control system built using 170 km of cable.

Taking all this into account, the project perfectly represents the direction that KÉSZ Group envisages for the future of Matech Ltd, for which the knowledge and expertise of the Group's member company in specific fields are essential. The key to success concerning this and many other projects is the knowledge we build on, working closely with our member companies.



AUDI FACTORY

Years of construction: 2011-2012

Location: Győr

Surface area: 200,000 m²

At the time of its implementation, Audi's project was Hungary's largest investment of national economic importance and prestige. KÉSZ Group was involved in the construction of the modern factory buildings of the plant, working on buildings G9, G50, G80, G12, G11, G10 and G61.



MATECO PREMISES







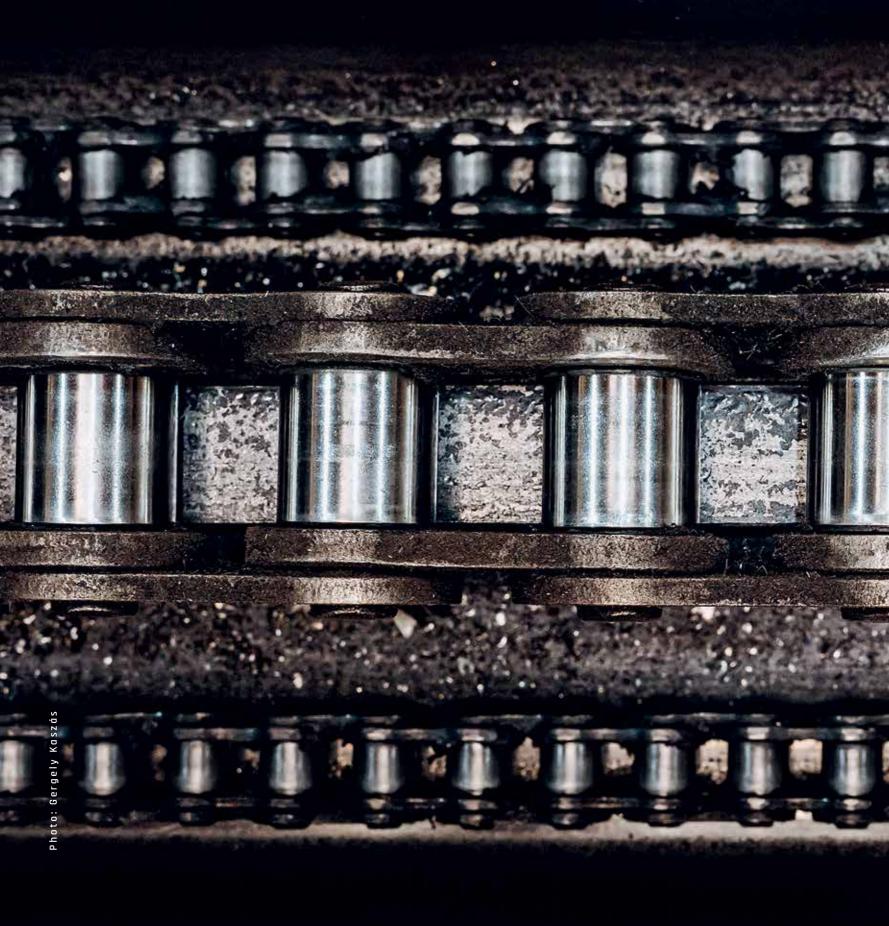


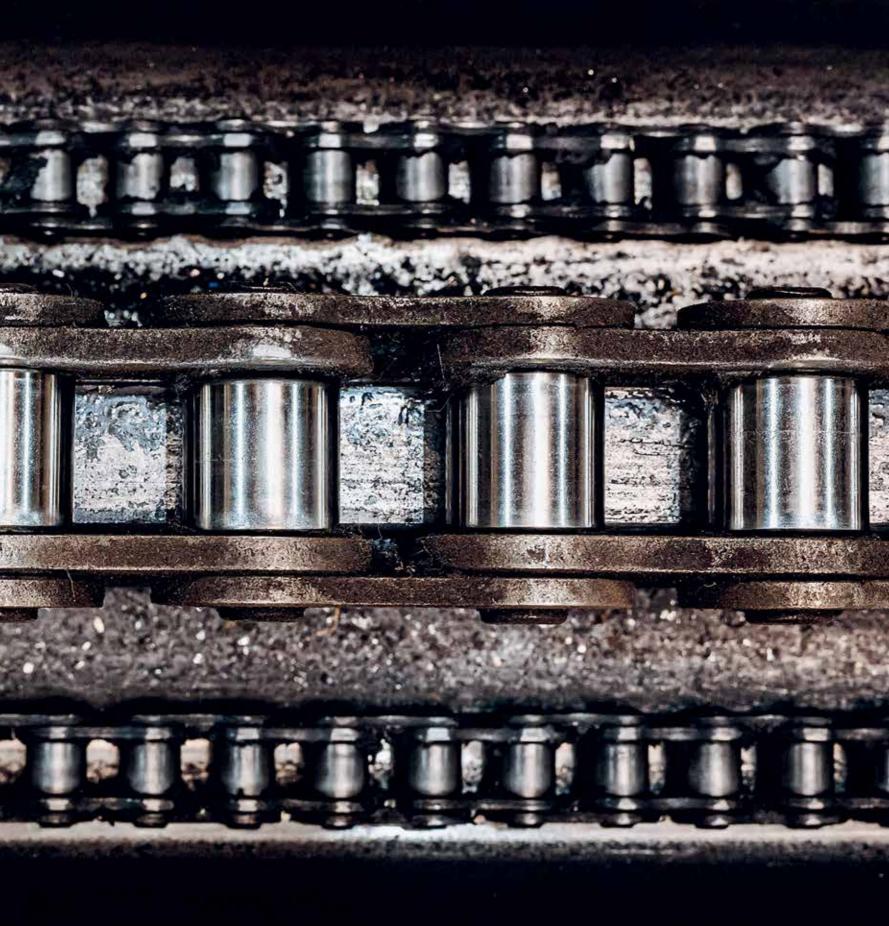
LYNX COMBAT VEHICLE FACTORY

Year of construction: 2022 Location: Zalaegerszeg Surface area: 30,000 m²









WHEN WORRIED FACES ARE LOOKING SMOOTHER, THAT IS PROGRESS THE SEGÍTŐKÉSZ FOUNDATION

"Our most important assets are people." – Based on Mihály Varga's motto, the SegítőKÉSZ Foundation was set up in 2006 to provide assistance to colleagues whose living conditions—whether due to their work or for reasons unrelated to work—have changed in a negative way. The scope of public benefit activities covers health protection, disease prevention, therapeutic and medical rehabilitation, as well as several social activities such as family support and care for the elderly.

The private foundation, a pioneer of its kind, provides support and a safety net for colleagues and their families, with support available in health, social and training areas.

The focus of SegítőKÉSZ is primarily on colleagues who have suffered an accident at work, who have been diagnosed with a long-term illness, who possess reduced capacity to work, or who have suffered a serious financial loss and need help because of their vulnerable social situation. In addition, the Foundation also provides social assistance to the relatives of people who have died in an accident at work.

In addition to the above, the Foundation's objectives also include education, training and skills development, awareness raising and improving equal opportunities for disadvantaged groups, whether it is organising health screenings, fundraising or motivating colleagues to donate blood. During the war situation in Ukraine, the Foundation also played an important role in helping our colleagues in Ukraine and organising accommodation for them.

The scope of the Foundation's activities has recently broadened, allowing it to support more causes every year.

JÁNOS WESELY KINDERGARTEN, OR AS MORE PUBLICLY KNOWN, "THE KINDERGARTEN OF THE HOMELESS"











Year of construction: 2013

Location: Budapest Capacity: 22,000 people

The construction of Groupama Arena was carried out in the first stage of the stadium construction programme in Hungary, in which KÉSZ Group participated thanks to its expertise in steel structures. In addition to the manufacture and installation of steel structures, the Group also played a significant role in roof cladding and facade construction. The successful construction of the FTC Stadium was the first milestone, thanks to which the expertise and resources of KÉSZ Group played a decisive and often indispensable role in subsequent stadium constructions. With more than 22,000 seats, the facility is considered the second largest football stadium in the country. At The Stadium Business Awards 2015, it was awarded first place in the category of newly-built stadiums.



DUNA ARENA

Years of construction: 2015-2016

Location: Budapest Capacity: 12,500 people





PUSKÁS ARENA

Years of construction: 2017-2018

Location: Budapest Capacity: 67,215 people

The Puskás Arena is considered one of the largest stadiums in the world, with a capacity of almost 67,000 people. KÉSZ Group carried out the structural steelwork for the stadium—which opened in 2019—, from design to manufacture and on-site installation in just over a year, and was also responsible for installing the building surveillance system. A logistical peculiarity is that the Group had the special lifting equipment needed to build the steel structure—which has a capacity of more than 1,200 tonnes and there are only eight of them in the world—, delivered to the site by more than 50 trucks. The Group also provided automated solutions for the building surveillance of the Arena. We manufactured and installed more than 150 field distribution cabinets, 15 km of cable trays and 140,000 m of cable to connect more than 10,000 data points in the Arena, to organise them into a system and to achieve a smooth operation serving all needs.











MVM DOME

Year of construction: 2020
—— Location: Budapest
Surface area: 2,000 m²

The steel roof structure of the hall, weighing 4,500 tons, was designed by the engineers of our strategic partner, bim.GROUP, its elements were manufactured by KÉSZ Ipari Gyártó Ltd, while KÉSZ Metaltech Ltd was responsible for the precise implementation.

















"SUPPORTING LIFE IS WHAT KEEPS US ALIVE. WE BUILD ON KNOWLEDGE IN A SUSTAINABLE WAY."

Mihály Varga

One of today's great challenges is the issue of sustainability, which encompasses not only environmental protection but also social and economic aspects. The construction industry has a major impact on all three areas, and as a major player in the domestic construction industry, we feel it is our duty to lead by example and do our utmost to reduce the negative impacts it causes.

As Mihály Varga put it: "One of the keys to the Group's future is to dedicate its activities to improving lives. The value of everything we do should be measured by the number of people we help, the quality of the help we give, the way we protect the natural environment as well as human, animal and plant life.

We should strive to achieve harmony between nature and the built environment, thus improving the quality of life. Whether it is a factory, a hotel or an amusement park, energy-efficient and sustainable buildings must be built that enhance the quality of life, both in terms of functionality and aesthetics—because living in a beautiful environment is better, beauty inspires, gives experience and stimulates.

We must serve life and sustainability through our investments and the Group's activities. The scale of how much of this could we achieve shows that how much better we are today than we were yesterday, that is what we need to develop, that is the right direction, that is what will give value to everything."

An important and initial milestone in our sustainability efforts was the Naturban 2021 interactive exhibition, which show-cased the diversity of our planet through the photographs of world-famous nature photographer Bence Máté in the Duna Terrace Grande area, which is under construction next to the Újpest Bay. In addition to promoting an environmentally











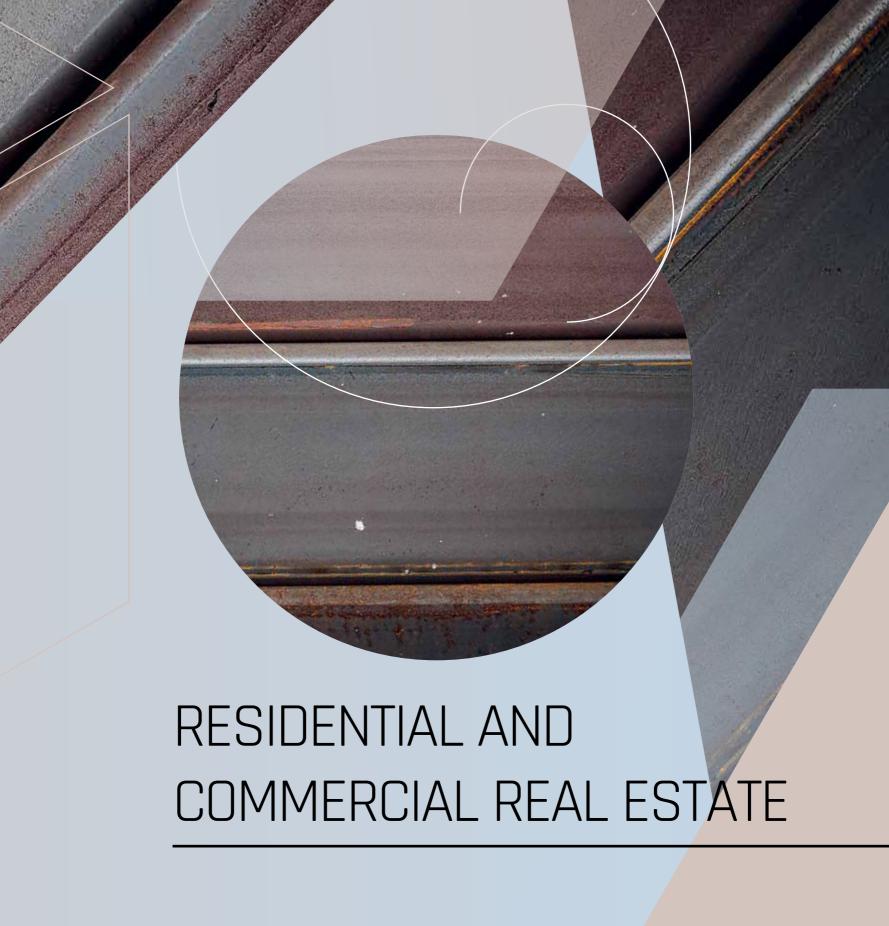
conscious approach, the aim of the exhibition was to show that the construction industry can do a lot for a more sustainable future. As a responsible group of companies, we are committed to reviewing and shaping our own operations, and to proactively forming the way the industry thinks.

The zero-emission, 790-apartment project, located along the Foka Bay in District XIII, has been designed with a focus on green, sustainable solutions: quality materials, community gardens and roof terraces, smart solutions and environmentally friendly heating and cooling technology.

In 2022, we started to develop a sustainability strategy, preceded by ESG (environmental, social and governance) based screening, carbon footprint calculation and materiality analysis. As a result of this screening, we have identified areas where we can make the biggest positive change and improve our operations from a sustainability perspective. A long-term internal communication campaign has been launched to educate and activate all employees in order to achieve a complete change of mindset for all our colleagues. One element of the campaign is the Green Office Programme, which aims to create an office environment that is not only sustainable, but also inspiring for our employees.

In 2022, KÉSZ Holding Zrt. became a member of the Hungary Green Building Council (HuGBC), a professional community that has brought together all areas of the construction industry since 2009. HuGBC supports the transformation of the construction industry towards a more sustainable future through joint and concerted thinking, knowledge and experience exchange and sharing of good practices.





PILLAR OFFICE BUILDING

Years of construction: 2019-2021

Location: Budapest Surface area: 44,100 m²

The Pillar Office Building was built as part of the Váci street office corridor, on Dózsa György street, as a turnkey project by KÉSZ Group. The majority of the facility's more than 44,000 m² of total floor space has been designed to meet the needs of the US multinational company ExxonMobil for highquality rental space as the office of the future. The building, with its dynamic mass shaping, colourful slats, greenery and water surfaces, was designed with the participation of the Group's major companies and is one of the jewels of the office market. The facility gained a LEED Gold certification.





DUNA TERASZ GRANDE

Year of construction: 2022

Location: Budapest

Surface area: 92,599 m² (790 flats)









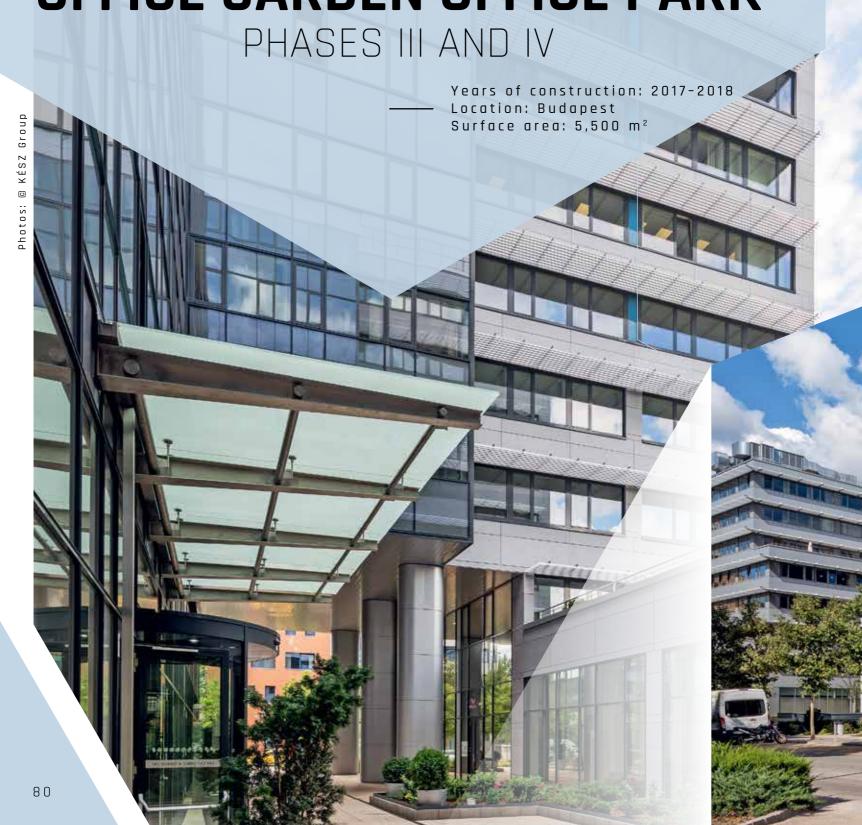








OFFICE GARDEN OFFICE PARK









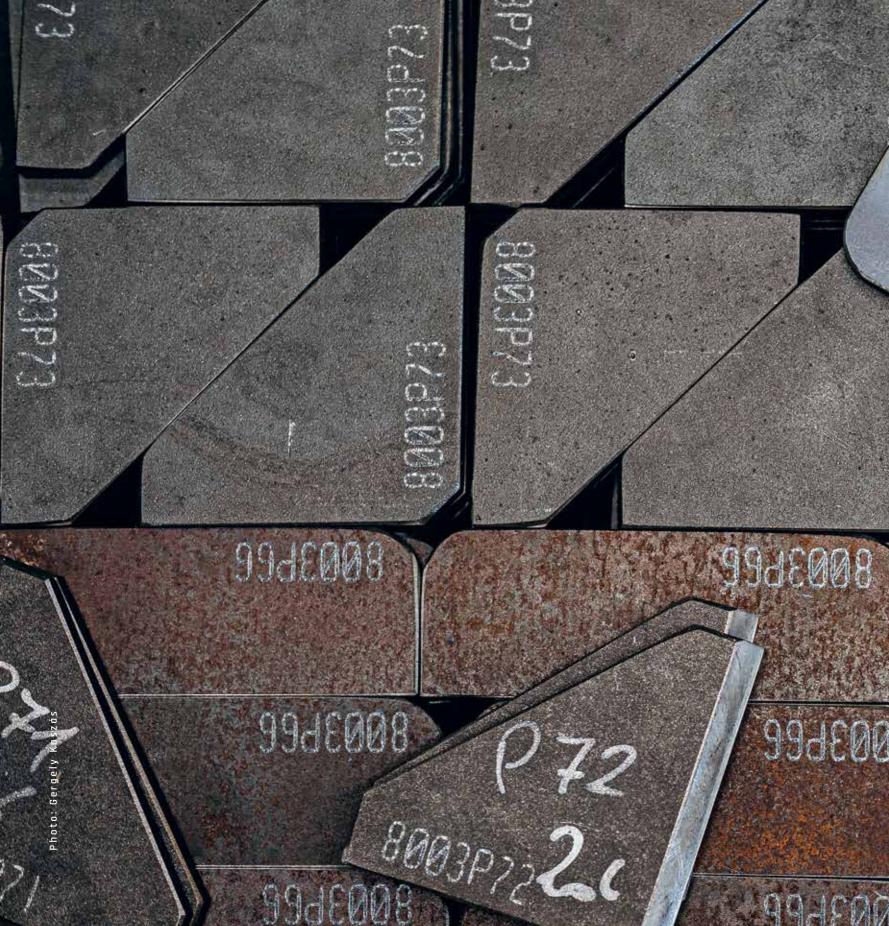
MOL CAMPUS



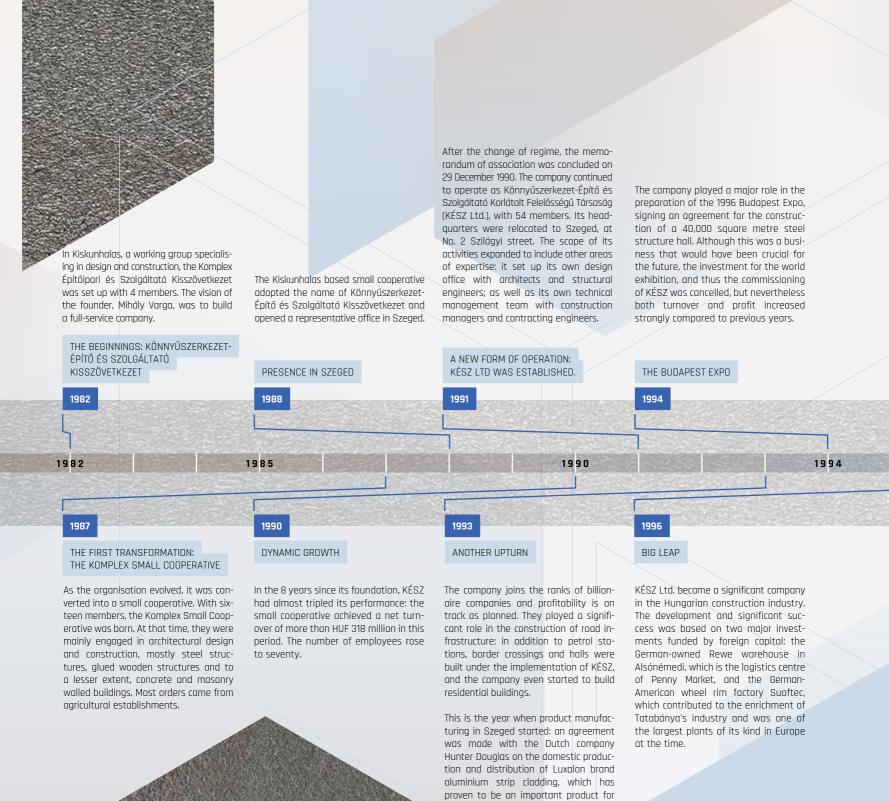












lightweight buildings.

It was in this year that KÉSZ acquired the Kecskemét steel structure manufacturing base of the former Fémmunkás Company in Kecskemét. At the site, the KÉSZ Industrial Park was established, and in parallel, the First Szeged Industrial Park was set up in Szeged, the seat of Csongrád County. A modernisation programme was launched in Kecskemét for the complete renewal of production.

This year they developed the ConSteel steel structure calculation and dimensioning software in cooperation with BME university's Department of Bridges and Structures. ConSteel Solutions Ltd. has been developing and successfully marketing and distributing the software to date internationally, which has become an indispensable tool in the software market for designing and sizing steel and composite structures.

GAINING GROUND IN KECSKEMÉT AND SZEGED

1998

the ConSteel on and dimenioperation with ment of Bridges

I Solutions Ltd.

KÉSZ Group was formed with five member companies. The first phase of the Group's office complex in Budapest, the KÉSZ Mester Udvarház, was built by the Group's own investment and was opened in December in the following year.

THE FORMATION OF KÉSZ GROUP

Thanks to this dynamic development, the expansion of KÉSZ continued abroad, and the first foreign subsidiaries were established: In 2001, KÉSZ Romania and, at the end of the year, KÉSZ Ukraine became operational. The following year, KÉSZ started its general contracting activities in Serbia.

ENTRY OF KÉSZ GROUP TO FOREIGN MARKETS

2001, 2002

Hungary's accession to the European Union gave a new impetus to KÉSZ Group. In addition to maintaining its position in the domestic market, the period was marked by the strengthening of the company's foreign subsidiaries and an increase in exports. KÉSZ Ltd. changed its name to KÉSZ Central European Construction and Installation Ltd.

ACCESSION TO THE EUROPEAN UNION

2003-2004

The aim of this pioneering private foundation is to provide assistance and support to all colleagues of KÉSZ Group, whose living conditions are permanently changed, whether due to work, or other personal or health-related reasons.

ESTABLISHING THE SEGÍTŐKÉSZ FOUNDATION

2006

On the 25th anniversary of its founding, the parent company and its subsidiaries were merged into a holding company to increase efficiency and streamline its profile. KÉSZ Holding Enterprise Development and Asset Management Ltd. was established.

KÉSZ GROUP IS 25 YEARS OLD

2007

2008 was a difficult year for the construction industry. With the winning of the SkyCourt project at Budapest Ferihegy International Airport and the Mercedes project in Kecskemét, KÉSZ was able to overcome this challenging period. The circumstances forced the Group to restructure and modernise its operations and activities: fiscal austerity, organisational development, controlled and disciplined operations and corporate governance were introduced.

GLOBAL ECONOMIC CRISIS,
DIFFICULTIES IN THE CONSTRUCTION
SECTOR

2008-2010

1996 2000 2005

2000

RENEWAL OF THE STEEL STRUCTURE MANUFACTURING CENTRE IN KECSKEMÉT

KÉSZ Ltd. started a development programme to enrich its activities with a production base under the name "Saint Stephen 2000": the premises and hall buildings of the former MMG Automatika Művek, located in the neighbourhood of the KÉSZ Industrial Park, were purchased. The consolidated industrial base had grown to an area of 13.4 ha, which over the years has become the most important production centre for building components for KÉSZ Group. As a result of the investment, the new covered warehouse, the new painting workshop and the CNC-controlled chopping, drilling, cutting and cleaning machines pool were built. On 15th March 2000, structures. the renewed steel structure production centre in Kecskemét was inaugurated at a ceremony. With a capacity of more than 10,000 tonnes per year, the plant started production as one of the most modern production facilities in Europe.

2002

KÉSZ GROUP IS 20 YEARS OLD

By that time, KÉSZ Group consisted of twenty-three member companies. The company also participated in the construction of several significant sports facilities, such as the Szusza Ferenc Stadium of the Újpest Gymnastics Club, the Újszeged Sports Hall, the Papp László Budapest Sports Arena, and the figure skating hall in Budapest. They played a major role in the redevelopment of Bereg, building residential parks, healthcare facilities, border stations, department stores and manufacturing plants, and were also prominent in the production of heavy-duty engineering steel structures.

2008

ESTABLISHING THE K-ARTS ART LTD.

K-ARTS Arts Ltd. was established to implement the long-term art sponsorship programme of KÉSZ Group, and has been operating as a foundation since 2017. It maintains and develops the K-ARTS Art Collection, and has organised the KASZ - Kecskemét Steel Sculpture Symposium for the nineteenth time now with great success.

In addition to the fine arts programme, the organisation manages KÉSZ Group's creative industrial, applied arts and design projects, and also creates public art works, installations and works of art.

2012

KÉSZ GROUP IS 30 YEARS OLD

The Directorate of Civil Engineering of KÉSZ Construction and Installation Ltd was established. From the very start, the organisation took on significant tasks and soon became a serious and respected player in the civil engineering sector.

2011

NEW STRATEGIC COMPANIES

MATECH Hungarian Technological Manufacturing and Assembly Ltd. was established, whose main focus is the implementation and full management of engineering and technological investments.

KÉSZ has also expanded its activities by acquiring water construction and river navigation assets - MA-HARD Shipbuilding and Water Construction Ltd. started its operations.

KÉSZ Group was involved in the reconstruction of some of Hungary's most famous public spaces. After the main squares of Pannonhalma and Orosháza, it reconstructed the Main Square of the Nation, Kossuth Lajos Square, and subsequently Széll Kálmán Square in Budapest.

The Group has expanded its portfolio in a strategic partnership with DVB Kft., a manufacturer of reinforced concrete structures established in 1991 as the successor of the former Szeged housing factory, and has successfully competed with much larger competitors with its innovative solutions.

The IQ Kecskemét Industrial Innovation Centre was opened. The facility was set up as an open, intellectual and technological workshop to promote innovation in the region.

IMPLEMENTING ICONIC PROJECTS, ADVANCES IN INNOVATION ACTIVITIES

2014-2015

The Kecskemét steel structure factory expanded by more than 2,400 m² and nearly two hundred new tools and machines. In addition to the increase in capacity, the new machines and equipment made it possible to produce larger steel structures, process tubes and introduce new, innovative production technologies.

Within PROVIM Ltd., the general building electrical engineering activities in the field of high and low current and medium voltage systems were further strengthened, including the development of design and international licence-based manufacturing capabilities.

THE EXPANSION OF THE KECSKEMÉT FACTORY, THE GROWTH OF BUILDING ELECTRICAL AND ELECTRICAL BUSINESS

2017

With the acquisition of the Greenergy Group, KÉSZ Group expanded its activities to include renewable energy production, energy trading, power plant servicing and the management of virtual power plants.

This year, Baumetall Design Ltd. joined KÉSZ Group. As a result of the cooperation between KÉSZ Metaltech and Baumetall, the building cladding capabilities have been expanded with unique, complex industrial and aesthetic façade cladding solutions. As a result, KÉSZ Group gained a market position in the Hungarian and international market for ventilated façade cladding both as a manufacturer and as a distributor.

ENTRY INTO THE ENERGY MARKET, MARKET PENETRATION IN THE BUILDING CLADDING SECTOR

2020

KÉSZ Group became a nearly 20% shareholder of Megakrán Plc, a company listed on the Budapest Stock Exchange, which provides specialised lifting and assembly line installation services.

KÉSZ Metaltech doubled its production area and production capacity in the façade manufacturing sector and expanded its portfolio in the plastic and aluminium window and door manufacturing sector.

FURTHER EXPANDING THE SCOPE OF ACTIVITIES

2021

2010 2020 2022

2016

EXPANSION IN GERMANY

Following its success in Central and Eastern Europe, KÉSZ Group established a new subsidiary in Germany - KEMAG Deutschland Gmbh. Berlin.

2013

FOUR POINTS BY SHERATON HOTEL AND CONFERENCE CENTRE OPENING

The development, design and construction of the business hotel and multifunctional conference centre was carried out by KÉSZ Group through its own investment, with the support of EU funding and with the participation of the Group's subsidiaries. The hotel has been Kecskemét's only four-star hotel of international brand level ever since, and the opening and operation of the hotel marked the start of the Group's hotel and catering business.

2019

KÉSZ GROUP BECOMES A KEY EXPORTER IN HUNGARY

KÉSZ Group was one of the first, and from the construction sector the only one, to join the Priority Exporter Partnership Programme (PEPP) initiated by the Ministry of Foreign Affairs and Trade.

2018

NEW COOPERATION IN VOCATIONAL TRAINING

In September 2018, the value-based and practice-oriented vocational training and education programme for the construction industry was launched in cooperation with the Technical and Vocational School of Gál Ferenc University. Today, in Szeged, Kecskemét and Budapest, in a modern workshop environment, more than three hundred and fifty students can learn their chosen profession in ten construction trades under the professional supervision of KÉSZ Group and with the support of experienced, highly qualified instructors.

2021

SUCCESSFUL BOND ISSUANCE

KÉSZ Group issued securities worth almost HUF 40 billion under the Hungarian National Bank's Growth Bond Programme.

During the credit rating process for the bond issue, KÉSZ Group received a BB rating both as a company and for the bond, which is the best corporate rating in the construction industry.

2022

KÉSZ GROUP IS 40 YEARS OLD

With the professional support of KÉSZ Metaltech, the Faculty of Engineering and Information Technology of the University of Pécs was the first in Hungary to launch a facade design engineering course, which has only four of its kind in Europe.

As a result of the acquisition of the FRONTAL Group, one of the most important aluminium-glass façade technology companies in Central and Eastern Europe had been created, further strengthening the international presence of KÉSZ Group.

KÉSZ Metaltech is expanding its production capacity by 1,146 m² with a new façade cladding element production unit under PLAT4M II, which expands the Group's capacity to manufacture complete elements.

WE BUILD ON KNOWLEDGE IN INNOVATIVE WAYS

As a leading player in the construction market, we are committed to continuous development and knowledge building, both at industry level and within KÉSZ Group. In today's fast-paced world, it is particularly important that we keep developing our portfolio with up-to-date, innovative solutions, services and products in order to stay ahead of the competition.

Over the years, we have continuously expanded our scope of activities, which has allowed us to develop new and inspiring initiatives and thus contribute to the more efficient operation of the company. IQ Kecskemét Ltd was established in 2015 as an open, intellectual and technological centre to promote engineering development, and as of 2021 it also covers further innovation activities across the entire technical domain of the Group. Its main task is innovation project management, and its primary objective is to create an innovation ecosystem that brings together innovation initiatives as a complex collaborative system, with a partly bottom-up and a partly top-down approach. In addition to maintaining and running this system, it is also responsible for evaluating the technical, environmental and economic feasibility of ideas originating from outside the organisation, examining the possibility of their integration, and then supporting their implementation.

The "Innovator Community" is a key element of our innovation ecosystem. Innovators are liaison colleagues delegated from different business areas, who are themselves involved in innovations in the respective business area and are open





to innovation in the profession on the one hand, and in their own activities on the other. At present, one such colleague per sector plays the role of innovator. IQ Kecskemét's colleagues—in cooperation with the innovators—are able to provide assistance throughout the entire innovation process, from the initial enquiry and the question of technical feasibility, through business analysis and decision support, to implementation and finally follow-up.

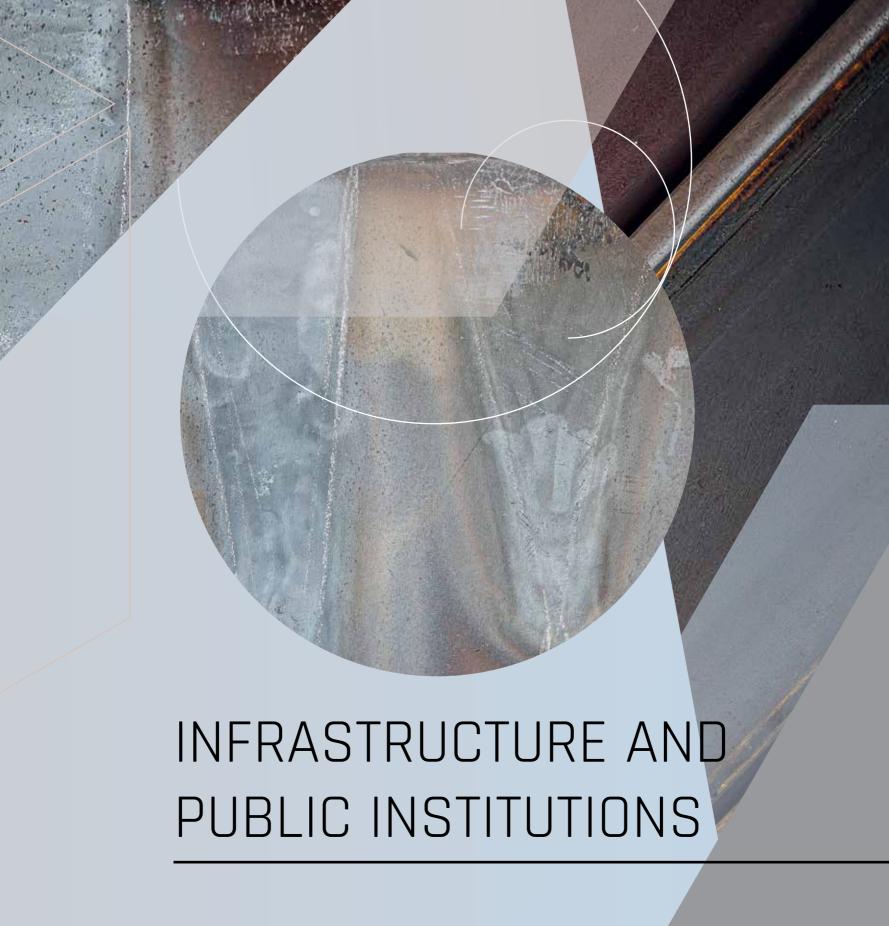
In addition to coordinating innovation activities, their tasks include ongoing education, organising professional workshops, supporting and building the innovator community (through innovation days), and maintaining various incentive and support programmes. One of these is the HEURÉKA programme, which provides a regulated framework for financial rewards for ideas that improve efficiency, rationalise, develop and bring economic benefits in the short or long term.

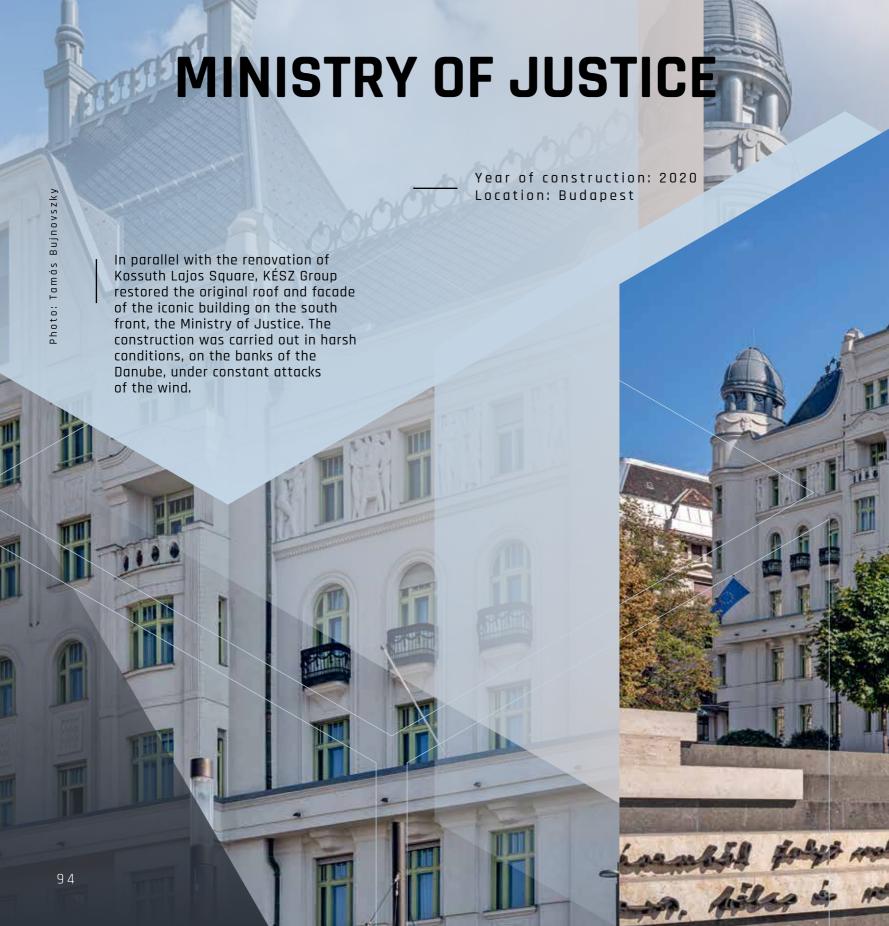
The technical development activities of IQ Kecskemét Ltd are concentrated in the Innovation Workshop, which has state-of-the-art design and modelling software, as well as tools and equipment supporting prototyping and product development. In addition, the Innovation Workshop also focuses on digitalisation in the construction industry. Colleagues are highly skilled in disruptive technologies, with significant achievements across a range of areas, such as the implementation of AR/VR developments that can take manufacturing and construction to a higher level.

One of the areas of KÉSZ Group's digitalisation programme that will become a major focus in the future is the adaptation of BIM, meaning the building information management approach, which is already used by many of our member companies, but the time has now come to extend it to our entire Group. We have created a strategy that brings construction member companies together to prepare for the challenges that the industry will face. BIM offers numerous advantages over traditional investment methods throughout the lifecycle of a building, from the property development phase of a project, through engineering design, to implementation and management. The BIM methodology will be integrated into the training programme and targeted training materials will be developed for the specialised areas.

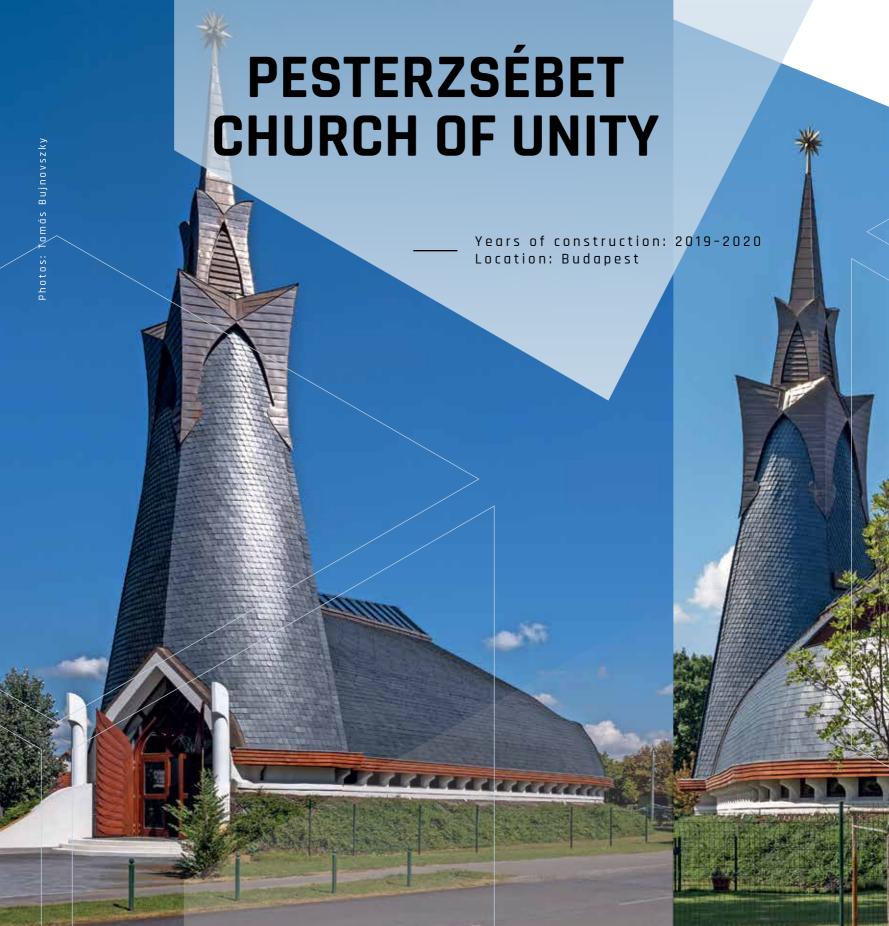
Showcasing and networking abroad also plays an important role in innovation. Since 2020, the MIÉNK Cluster has been an active member of the Brilliant European Cluster Partnership project, which aims to enable participants to work collaboratively to promote the advancement of construction innovation.













BUDAPEST FERENC LISZT INTERNATIONAL AIRPORT

Years of construction: 2007, 2017-2018 Location: Budapest

It was a great pleasure and challenge when we won the contract to build the now iconic SkyCourt at Liszt Ferenc International Airport, and subsequently the renovation of the T2A and T2B Terminals, and a few years later the general construction of the new T2B side passenger concourse as well. The investments have given our capital city an outstanding airport, both in terms of security technology and in terms of design and passenger expectations. The use of architecturally spectacular and well thought-out solutions, with plenty of large glass surfaces, bright and transparent spaces, state-of-the-art passenger information, cluster management and passenger safety systems, has allowed us to create a building complex that meets all the current and future requirements. The project included the replacement of the 10 MVA and the associated 10 kV substation at terminal T2A, the replacement of 3 existing 1.6 MVA transformers and a 0.4 kV main distribution substation at terminal T2B, and the extension of the existing 10 kV equipment. A new cat7 structured cabling system with nearly 2,500 endpoints was installed in the building. The total weight of the steel structure installed was 1,500 tonnes. KÉSZ Group was awarded the Construction Industry Award of Excellence in the category of Transport Facilities for its fast and precise implementation.





BALALAND FAMILY HOTEL & RESORT

Year of construction: 2023

— Location: Szántód Surface area: 10,000 m²





FOUR POINTS BY SHERATON KECSKEMÉT HOTEL AND CONFERENCE CENTRE

Years of construction: 2011-2013

Location: Kecskemét Surface area: 8,500 m²







HUNGARIAN UNIVERSITY OF PHYSICAL EDUCATION AND SPORTS SCIENCES, MULTI-PURPOSE SPORTS HALL

Photo: Tamás Bujnovszky Year of construction: 2022 Location: Budapest









BUDAPEST PUBLIC SPACES

KOSSUTH LAJOS SQUARE

Years of construction: 2013-2014

The Main Square of the Nation, Kossuth Lajos Square, is a prominent and emblematic site, and one of the most important references of KÉSZ Group. As part of the Imre Steindl Programme, the square was completely reconstructed, a three-storey underground car park and visitor centre were built in the immediate vicinity of the Houses of Parliament, and a 28-square-metre national flag, 33 metres high, was placed next to the water basin that closes the square. One of the great challenges of the project was the protection against the Danube flood risk that had emerged in the meantime, in which the future underground car park, filled with water, proved to be a supporting wall and secured the bank, which was reinforced by the Group's fleet of hydraulic engineering fleet. Over 3,000 people worked to upgrade the square in the course of one year. Sustainability was also one of our main quidelines during the renovation: 85,000 shrubs and 132 trees have replaced the previous asphalt pavements, creating a greener, more liveable space for visitors. The construction of Kossuth Lajos Square has won one of the most prestigious awards of the construction industry in Hungary, the Construction Industry Excellence Award.





Years of construction: 2014-2015

Széll Kálmán Square is one of the capital's most iconic, complex and compact squares, as well as a meeting point where everything is within easy reach. Throughout the entire renovation project, KÉSZ Group ensured the smooth flow of traffic for 200,000 people a day. The reconstruction of the square, which could also be called the centre of Buda's infrastructure, took around 2 years and resulted in a modern, high quality, accessible and liveable community space.

Photo: Tamás Bujnovszky



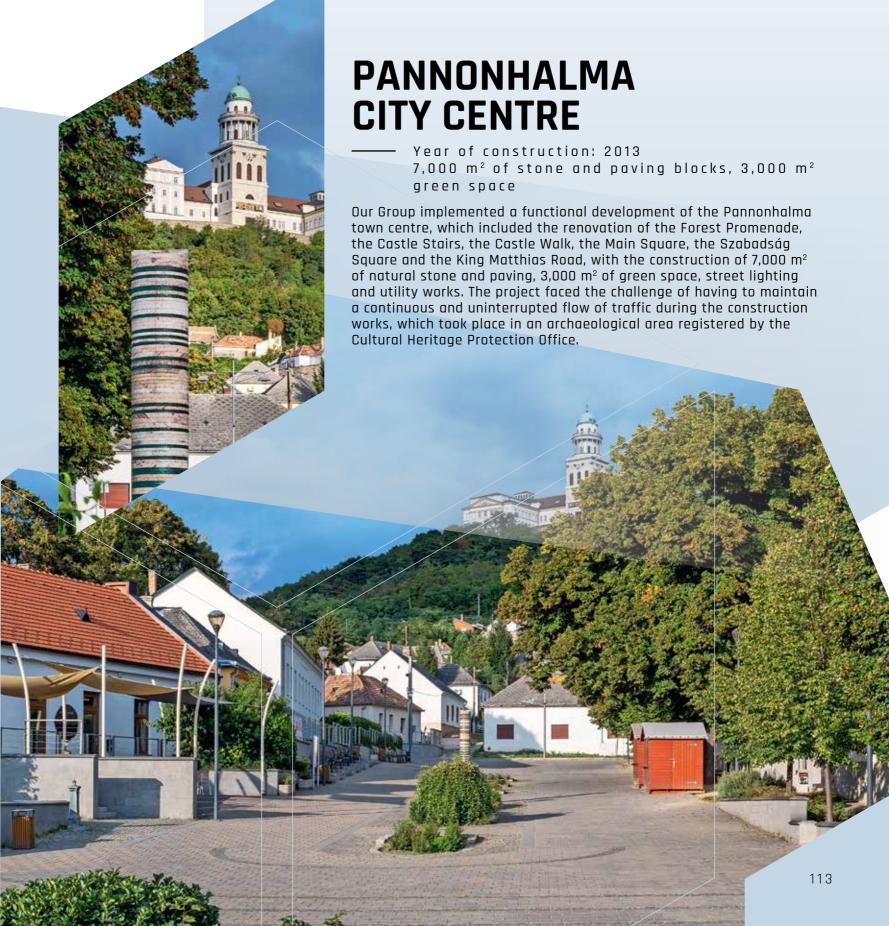
JÁSZAI MARI SQUARE

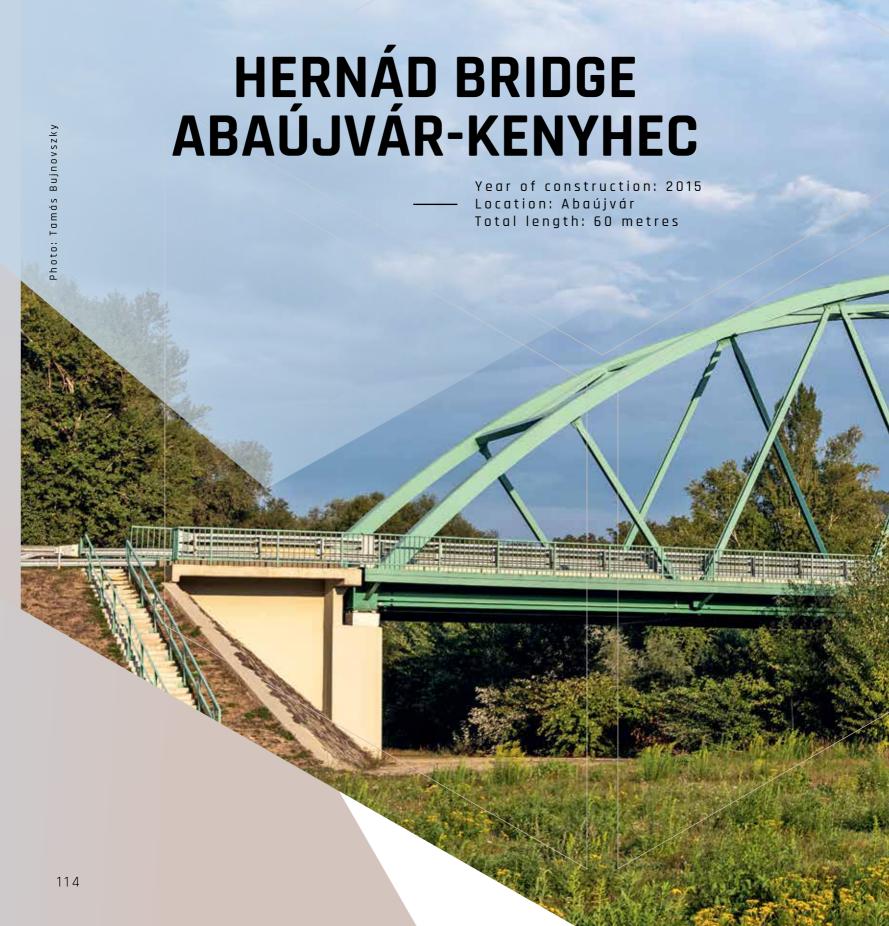
Year of construction: 2019

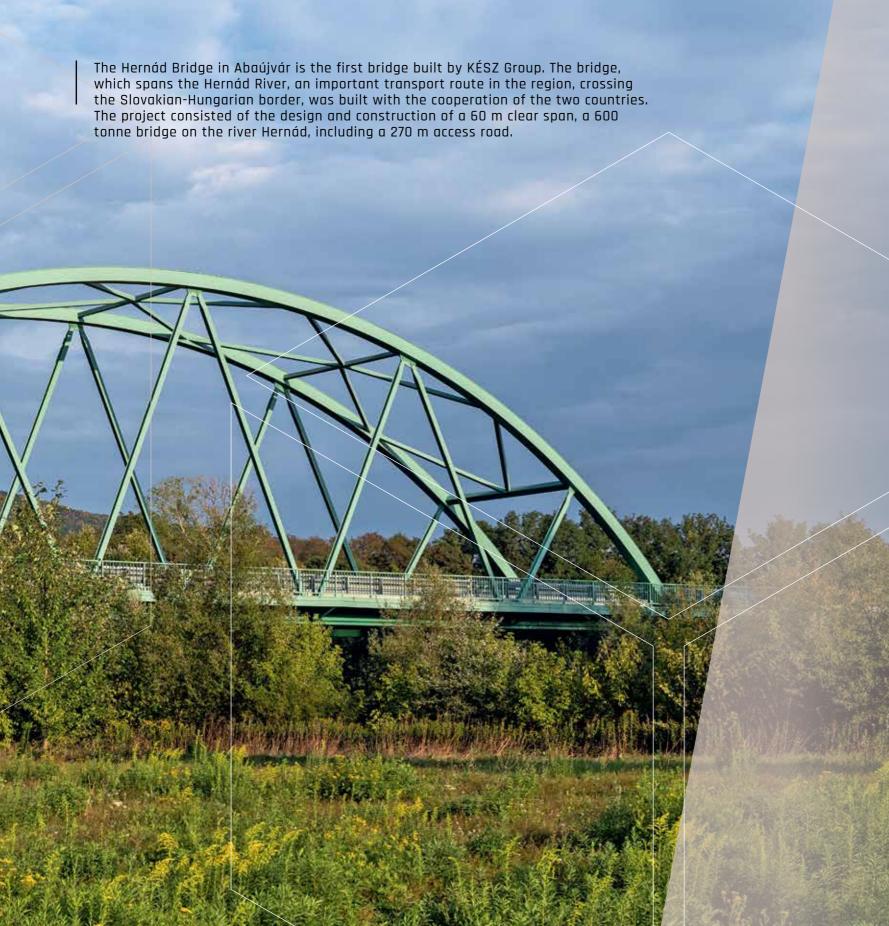
The complete renovation of Jászai Mari Square was carried out by our group of companies, during which the statue of Imre Nagy was successfully placed in an illustrious environment.

Photo: © KÉSZ Group











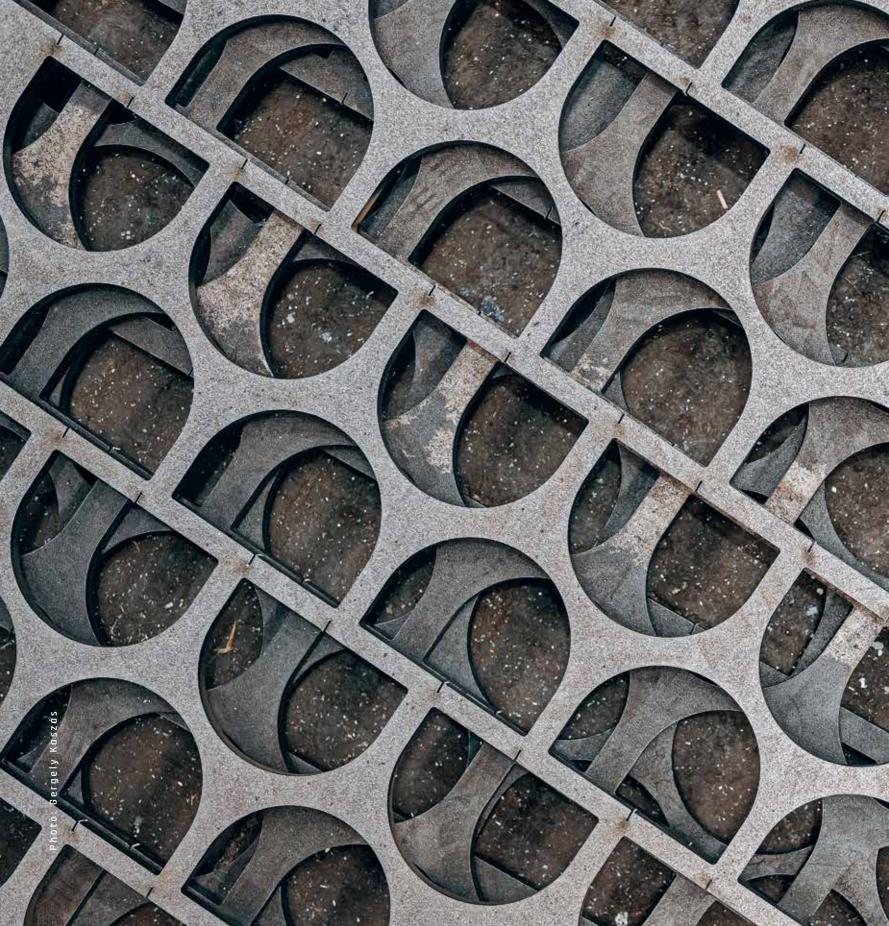
Years of construction: 2008-2021.

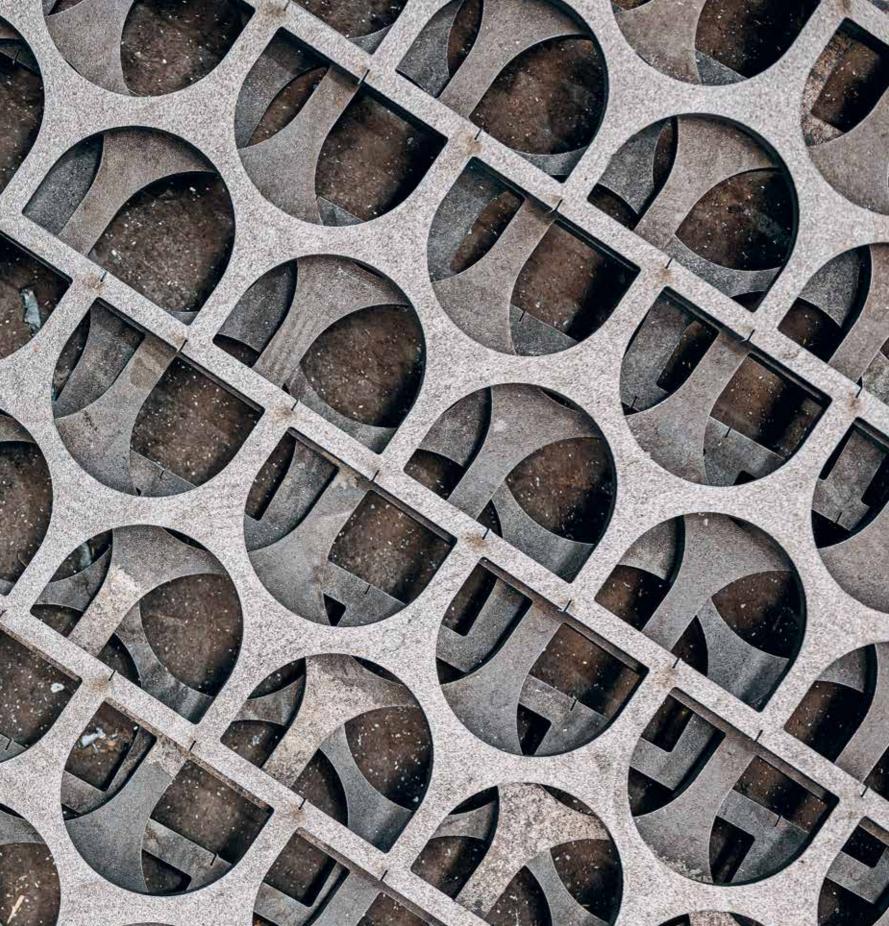
Location: Tiszalök Surface area: 4,450 m²



In the framework of the project, KÉSZ Group built a penitentiary institution in Tiszalök, which is able to accommodate 700+ prisoners and complies with EU standards, and which meets the security requirements of all three levels of penitentiary (minimum, medium and maximum security prison). The project was implemented by the Group as a PPP project: after the construction, the Group provided full building operation and maintenance services, provided the institute's vehicle fleet, operated the security systems, organised and provided education and training as well as healthcare for the inmate population.







ART AND SPORT IN THE LIFE OF KÉSZ GROUP

ART SPONSORSHIP

KÉSZ Group has been at the forefront of supporting the arts for decades. In 2017 we established the K-ARTS Art Foundation, with a mission to promote contemporary visual art in Hungary and abroad, working with steel and other industrial materials. The foundation supports the contemporary generation of artists by organising exhibitions and art camps, by providing them with opportunities to participate in competitions as well as through the purchase of work of art, and is committed to developing the K-ARTS Art Collection into a recognised private corporate collection.

By today, the K-ARTS Art Foundation has built up a significant collection of contemporary art and crafts, currently holding more than 500 works of art, which can be presented to the public at exhibitions and events. This evolving contemporary collection consists primarily of metal sculptures and installations, as well as graphic art, photographs and paintings. The artists include not only renowned Hungarians but also emerging foreign sculptors.

The Foundation's mission also includes supporting artists in the fields of industrial arts and crafts and applied design. This is why K-ARTS has been organising the metal art camps (Kecskemét Steel Sculpture and Fine Arts Symposium, International Metal Art Camp) in the KÉSZ Industrial and Innovation Park for years—in 2022 for the 19th time. It regularly organises exhibitions of the works created there, and has been invited to present them at various venues. KÉSZ Group not only provides the space for the artists to work there, but it also involves its own specialists, such as welders, locksmiths and painters, in the creative process and provides the materials and tools needed to create the works.





K-ARTS is also the creative industry facilitator of KÉSZ Group: in cooperation with artists and interior designers, it realizes the unique ideas of investors and designers. In recent years, it has also been involved in the creation of various public sculptural and applied art works, installations and other design elements, and has acted as an intermediary between the artists and the implementers.

So far, the K-ARTS Art Collection of paintings, prints, photographs, steel sculptures and other works of art has been presented in more than forty exhibitions, most recently at the contemporary art exhibition Metszéspont in Kecskemét in early 2022. On the occasion of KÉSZ Group's 40th birthday, a special installation was created: forty steel discs, each weighing 460 kg and bearing the handprints of KÉSZ Group colleagues, were brought from the KÉSZ Industrial Production Plant to Deák Square in Kecskemét, arranged in a hexagonal shape.

SUPPORTING SPORT

From the wide range of possible sports support options, KÉSZ Group has chosen to support the promising future of youth education and lesser-known sports, as an authentic local patron in Szeged. In addition to supporting the Pick Szeged Handball Junior Team, the "Good Student – Good Athlete" program, established jointly with the sports club, rewards every year those children who excel in sports and learning alike, having exceptional results both on the playing field and at the school desks.

Also as a title sponsor, we support the St. Mihály FC women's football team, also based in Szeged, who finished top of the women's second division in 2022. Thanks to the excellent performance of the girls, we can now cheer the team in the first division in the 2022/23 season.

Photos: © KÉSZ Group









KÉSZ ROMANIA

YEAR: 2018 Location: Arad

Surface area: 20,000 m²

One of KÉSZ Romania's most significant projects was the detail design and construction of the **Systronics-Cicor** industrial facility in Arad, which manufactures and distributes microelectronic components. The project involved the creation of a highly complex, modern industrial facility with complex mechanical and electrical work, creating almost 20,000 m² of production space and 1,500 m² of office space.





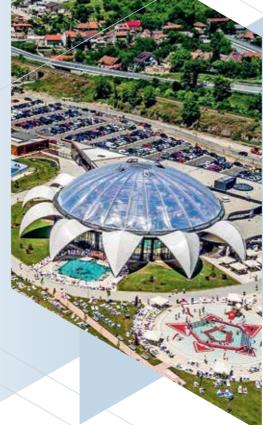
Location: Cluj-Napoca Surface area: 25,700 m²

Our first investment in Romania is the BREEAM Excellent rated, category "A" Hexagon Offices office building in Cluj-Napoca. The facility was originally built as a hospital by KÉSZ Romania, which we were forced to take over from the client, and then, looking for a new business use and function for the structurally ready building, we converted it into an office building. The impressive establishment is located on one of the busiest transport arteries of the city, close to the city centre and major transport hubs, and is also home to the more than 120-strong team of KÉSZ Romania. With its 21st century facilities and environmentally friendly solutions using renewable energy sources, the office building is a worthy candidate to play an emblematic role in Cluj-Napoca's rapidly developing business scene.



YEARS: 2015-2016 Location: Oradea Surface area: 68,000 m²

Inaugurated in 2015, the Nymphea Aquapark thermal water wellness centre in Oradea is one of the most spectacular facilities in the country. The 82 m diameter flower of the central building, in the shape of a lotus flower, is made of a translucent Teflon ETFE membrane stretched over glued wooden poles. It includes indoor and outdoor slides with a green roof mimicking a smoothly landscaped hill, indoor and outdoor pools, sports and leisure facilities, a restaurant, bars, a wellness area, as well as a spa and Turkish baths.



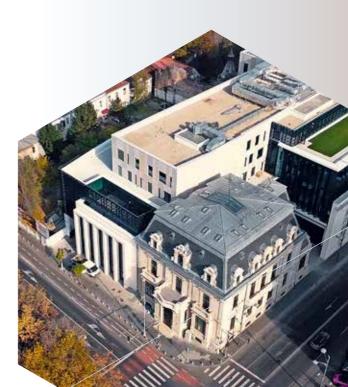
YEARS: 2019-2022 Location: Cluj-Napoca Surface area: 40.000 m²

Another outstanding BREEAM Excellent rated project of KÉSZ Romania is the construction of the Transilvania Bank headquarters in Cluj-Napoca, which started in 2019 and was completed in 2022. The walls of the Central Office of the Transilvania Bank in Cluj-Napoca are adorned with a large surface area of on-site exposed concrete with a wood grain pattern. In addition to the challenges of the partial post-tensioning of the structure, the implementation of the heating and cooling system and the embedding of the electrical network in the concrete support structure was a real challenge and required highly precise cooperation. As a result, the elegant office building of 40,000 m², with a total of 8 floors, 260 parking spaces and a 3-storey underground garage, will be home to more than 1,400 employees.

YEARS: 2019-2021 Location: Bucharest Surface area: 30,000 m²

Atenor Dacia ONE office building: where the past meets modern architecture. KÉSZ Romania has continued the story of the Cesianu House in Bucharest: the building, which was once a theatre for the Soviet community, has been re-purposed as an office building, together with the former German Embassy and a listed building, as an investment of the Belgian Atenor Group. The project was challenging not only because of the historic status of the buildings and the need to replace the damaged artistic decorations, but also because of its location; at the intersection of the busy Victory Road and Dacia Avenue. As a result of the successful implementation, the building was awarded a certificate of recognition in the category of Completed Buildings/ Public Buildings at the Architectural Gala of the Romanian Order of Architects.





KÉSZ SERBIA



Location: Odžaci, Serbia Surface area: 6,700 m²

The construction of the 6,700 m² MAGNA II car parts factory in Odžaci was carried out by KÉSZ Serbia in the years 2016–2017. We upgraded an existing industrial site with its associated facilities. The project was assigned to KÉSZ Group's Serbian subsidiary following the successful cooperation and the timely completion of the Magna I project.



The **Dr. Oetker food factory** in Šimanovci was constructed in 2015 by KÉSZ Serbia. The industrial complex was built on an area of 7,390 m² with an administrative building, a technical block and a warehouse.







YEARS: 2018-2020 Location: Zrenjanin,

Serbia

Surface area: 3,800 m²

Between 2018 and 2020, KÉSZ Serbia was the main contractor for the renovation of the former Girls' Training Institute, which was reclaimed by the Poor School Sisters of Our Lady (now the Sisters of the Blessed Virgin Mary). The Cloister of Zrenjanin has been renovated in accordance with the principles of monument conservation, preserving the values of the building. After the renovation, the building became home to the Karolina Satu Mare Catholic Girls' College.

YEARS: 2020-2021 Location: Novi Sad,

Serbia

Surface area: 16,000 m²

A joint investment by the Serbian government and the provincial government of Vojvodina, the exemplary development of the NTP project in Novi Sad became fully operational in the second half of 2021, providing space for large business development centres and a number of innovative companies. It won a certificate of recognition.

KÉSZ UKRAINE

YEARS: 2006-2007, 2017-2018 Location: Uzhhorod, Ukraine Surface area: 48,911 m²

The JABIL microelectronics factory

in Uzhhorod was our first
Design&Build construction project in
Ukraine. Phase I took place between
November 2006 and November 2007
and Phase II between November 2017
and December 2018.





YEARS: 2010-2013 Location: Vinnitsa,

l Ukraine

Surface area: 60,000 m²

The 60.000 m² **ROSHEN confectionery factory** in Vinnitsa, established in the early 2010s, was the largest project in Ukraine implemented by KÉSZ Ukraine.



YEAR: 2019
Location: Zaporizhzhia
region, Ukraine
26 wind turbine
foundations

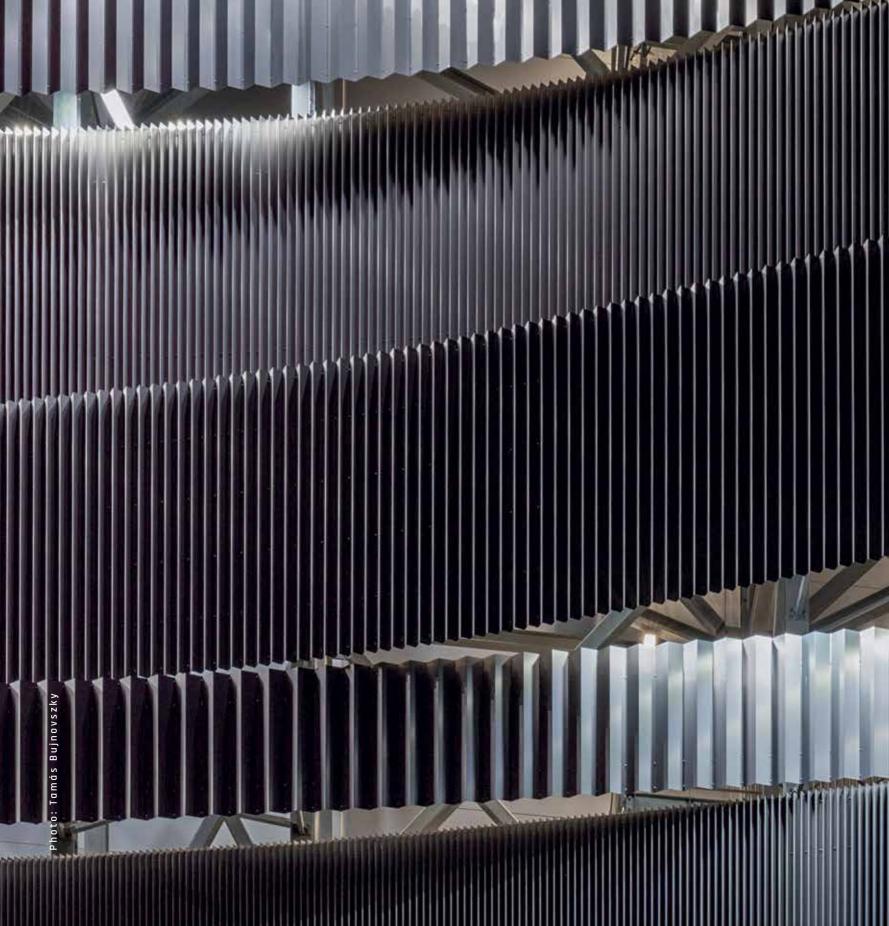
The construction of the first **wind turbine farm** in the Zaporizhzhia region was completed in 2019. 10 kilometres of roads, 10 paved parking lots, a 700 m² administration building and 26 wind turbine foundations were completed during the large-scale construction project. Each of the latter was built on 20 to 24 piles, using around 450 m³ of concrete and 64 tonnes of reinforcing steel.

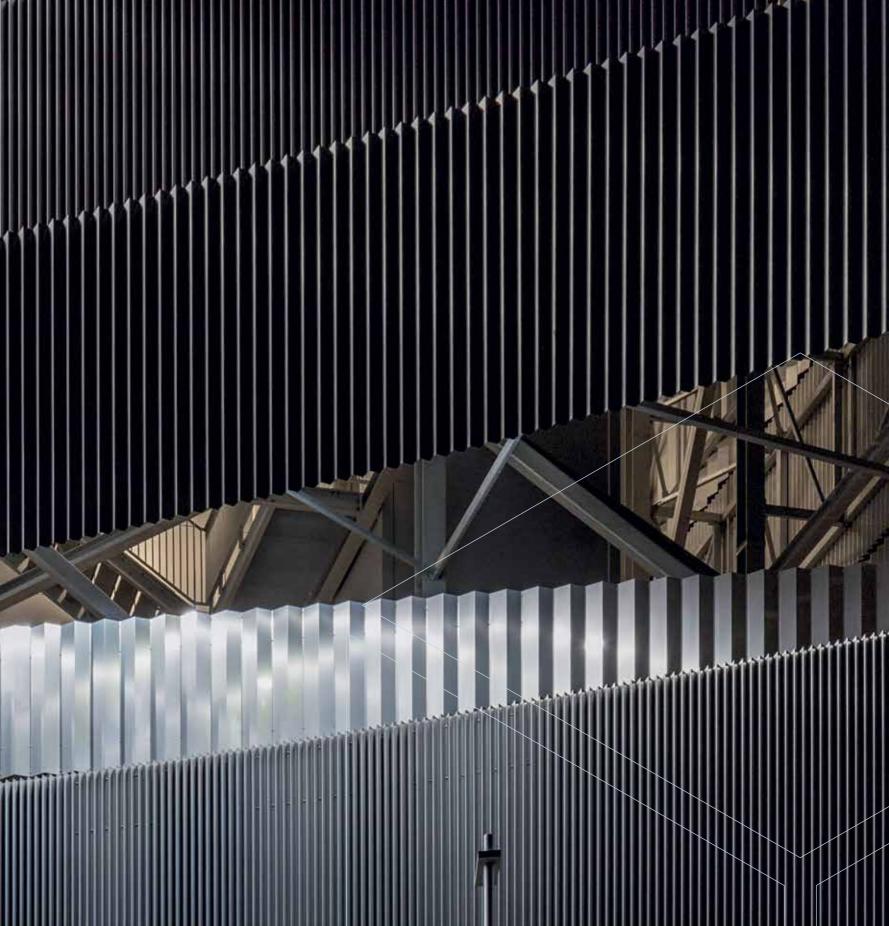
YEARS: 2016-2017, 2017-2018 Location: Kolomyya, Ivano-Frankivsk region,

Ukraine

Surface area: 30,000 m²

KÉSZ Ukraine participated as a general contractor and general designer in the construction of the electrical cable manufacturing complex of **LEONI**, a world-renowned automotive parts manufacturer. The first and second phases of construction took place between 2016 and 2018.





SPOTLIGHT ON VOCATIONAL EDUCATION AND TRAINING

Competitiveness in the industry is a key priority for us, so in addition to retaining current staff, we are paying particular attention to reaching out to young people and providing appropriate professional training to address the persistent skills shortages in the construction industry. We are taking an active role in the education and training of professions related to the construction industry by operating and expanding dual vocational training and increasing the number of vocational training contracts. In recent years, not only have we created training facilities that can serve as an example for others, but we have also built a comprehensive, renewed vocational training system, achieving significant results in construction vocational training. These activities in Szeged, Kecskemét and Budapest are carried out by the experts and trainers of EDUPARK Nonprofit Ltd.

Dual training is an excellent opportunity for participants to gain the knowledge and work experience they need to practice their profession in state-of-the-art workshops, in a real productive, value-creating environment. In order to ensure long-term employability and labour market flexibility, we support participants in preparing for a conscious career choice, for the expected change of occupation and job, self-improving, and the continuous self-learning techniques needed throughout their career. We also believe that it is critical that our graduates are ready for the digital transformation of the industry and the challenges it presents.



The most important measure of the success of vocational education and training is how well graduates do in practice. As one of the leading players in the Hungarian construction industry, we can provide young people in vocational training with real work experience and practical application in the workplace, already during their training period. After obtaining their qualification, young professionals are given, as a career model, long-term opportunities to work for our companies and partners, primarily in Hungary, but also for longer or shorter periods of time in jobs abroad.

One of the outstanding and innovative elements of our vocational education system is our practice-oriented vocational training and education programme, created in 2017 together with the Technical and Vocational School of Gál Ferenc University, which is fully adapted to market needs. Through our partnership, we have created a church-run vocational training institute for the construction industry, jointly operated by the partners. The Group provides ongoing financial and professional support for the vocational training institution, while the church maintains a professional programme to ensure a value based education for students.

In 2019, we modernised our training workshop in Kecskemét, with the support of the Hungarian State and the Ministry of Innovation and Technology. Our training workshop in Kecskemét received an Innovation Award from the Bács-Kiskun County Chamber of Commerce and Industry in 2019.

In Szeged, we have been developing our training workshops from our own resources in recent years. Today, as a result of the close professional cooperation with the vocational training institute, the number of students has increased so significantly that we were able to start a comprehensive workshop modernisation programme in 2022–2023. Within the framework of a complex development strategy for Szeged, we plan to further expand the range of professions taught and to involve the cross-border areas in the education of young professionals.

2021 marks another milestone in our vocational training activities. Together with our strategic partners, we have also participated in several Sectoral Training Centres (in Szeged, Kecskemét and Budapest), thus contributing to the availability of competitive professional knowledge with skills and competences that meet the needs of the economy.

The development and training of the professional knowledge capital of the construction industry and its future employees is not possible without broad cooperation. We maintain close partnerships with vocational training centres, vocational training institutions, local chambers of commerce and industry, the Hungarian Chamber of Commerce and Industry, representatives of the ministries responsible for the sector and vocational training, sectoral and vocational training professional organisations, farmers, other training centres and other stakeholders.

We are proud of what we have achieved over the past five years:

- in the 2022/2023 school year, we are involved in the vocational training of more than 350 students and 180 adults;
- Dual training is offered in 6 sectors (mechanical engineering, building services engineering, construction, electronics and electrical engineering, specialised machinery and vehicle manufacturing, tourism and catering);
- · Student satisfaction is above 85 %;
- · 35 corporate partners were involved in the dual training;
- 51 % of our graduates continue their studies and 39 % go on to work (22 % at KÉSZ Group).

Our longer-term goal is for our vocational education and training units to become centres of educational excellence with extensive national and international connections. At the same time, the acceptance of the sector and vocational training should improve among young people, and more and more of them should choose the construction industry and build a successful career in this field.

Photos: © KÉSZ Group



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BOOOK Publishing is a member of KÉSZ Group, celebrating its 40th anniversary this year.





"...this book is for everyone who works here, who has worked here, who was brought up here, who has ever done the slightest thing to move this company forward."

Mihály Varga, Founder, KÉSZ Group

