



**SUSTAINABILITY
REPORT**

2021

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 CEO'S ADDRESS

CEO'S ADDRESS

Dear Reader,

I am very proud to announce the next milestone the Market Group has reached, soliciting the first issue of our Sustainability Report. While environmental protection and social responsibility have been a strong focus of our operations from the very beginning, we are now embarking on a journey that holds new opportunities for our Group, requiring at the same time conscious efforts and great responsibility on our side.

2021 was the year about change and overcoming challenges across the world, and 2022 will be no different. It is perhaps not an exaggeration to say that we live in an era of crises: the corona virus pandemic, climate crisis, inflation crisis, energy crisis, and a war in a neighbouring country. As I am writing these lines, the domestic construction industry is also facing unprecedented difficulties. Rising energy prices, ever-changing, rising export costs and increased interest rates, shortages of raw materials in the supply chain, unpredictability in building materials, long delivery times and a shortage of skilled labour are just some of the challenges the sector must face.

We need to realise that the construction industry is in a state of transition and, like all changes, it entails both opportunities and risks. It is an opportunity, because the sector plays a prominent role in both Community level and global sustainability efforts. A risk, since turning off the beaten track and paving a new path is always risky. However, since its inception, the Market Group has always adapted to changes well and I am confident, that this will continue to be the case in the years to come. We're busy innovating, improving efficiency, protecting the environment, listening to global industry trends and, when we come across new, useful, clever ideas, we grasp them and incorporate into our practices.

However, current difficulties must not distract us from the most complex global problem of our time: climate change. The Market Group has therefore put sustainability in the focus of its business strategy for 2021. In line with the UN Sustainable Development Goals, the objectives of our sustainability strategy up to 2025 have been defined around three pillars: environment, society and governance.

In the **environmental dimension**, our climate protection efforts include reducing emissions and increasing energy efficiency. We are committed to achieve a 30% reduction in our overall direct and indirect greenhouse gas emissions by 2025, and to cut energy consumption of new buildings in our own projects below 80 kWh/m²/year. Wherever we have the opportunity, we aim to construct AA-rated buildings. We will start replacing our car fleet with electric cars. Our newest home, the Market 6.0 office building - which won a Special Award in the Office of the Year 2020 competition - is full of green ideas, sustainable and people-centred solutions. We are present in the construction industry as an investor, designer and builder alike. As an investor, we only invest in buildings where we can fully meet the most stringent environmental standards. As designers - if we are not designing for ourselves - we will always strive to direct the Customer towards a path paved with environmentally friendly solutions. As a construction company, we have set up a dedicated team to support the Market Group's work in the field of green, innovative and environmentally conscious solutions. In line with this, in 2021, we launched a major tree planting project: we undertook, on a voluntary basis and at our own expense, each year to double the number of trees we must plant according to the construction plans. We are also integrating a zero waste approach into our corporate culture and redesigning our use of materials from the sustainability perspective - whether it's optimising the production process of prefabricated elements, recycling waste or using alternative building materials.

Along the **social pillar**, while we continue to play an active role in helping communities and foundations, - like we did in the past 20 years, - give priority to the well-being of our employees, health and safety at work, equal opportunities for women and the development of our talented employees. Our aim is to create a diverse and inclusive working environment that provide benefits to all our colleagues, seen as an umbrella, a house, a second home for Market employees. Our ambition was reinforced by the Randstad Employer Brand Research 2021 results, which ranked Market as the most attractive employer in the property development sector.

Transparency is at the heart of **responsible corporate governance**. This is why we have prepared our first Sustainability Report, addressing the challenges for the period, our strategic sustainability targets and achievements in 2021, in line with the GRI International Reporting Standard. In order to bring sustainability not only to our own operations, but also to our customers and stakeholder communities, we are determined to build sustainability criteria into contracts all along the value chain, develop our stakeholder relationships and launch awareness-raising campaigns.

Coming back to the challenges of our time, whatever their dimensions, sustainability must be a priority for all of us in the times ahead. It is a long-term, shared goal that requires commitment. The first steps on this journey are outlined for our stakeholders on the following pages.

Budapest, November 2022



Scheer Sándor
Chief Executive Officer



ABOUT THE MARKET GROUP

ABOUT THE MARKET GROUP

WE LOVE TO BUILD

[GRI 2-1] [GRI 2-6] [GRI 201-1] [GRI 305-4]

The Market Group is active in the construction sector. It has grown to become one of the leading players in the Hungarian construction industry, combining professionalism, dedication and the strength of its experiences. Market does not just deliver, it does not just build, but represents peace of mind, precision and security to its clients.

Within the group, **Market Építő Zrt.**, as a general contractor, brings together the various branches of the construction industry and ensures an appropriate workflow and the involvement of the various branches in the course of the construction works. During the general contracting process, the client hands over the entire construction to the general contractor which, in return for a payment, provides it with a building ready for use. Market Építő Zrt. carries out some of the construction work through its subsidiaries.

As the first step in the workflow, **Lean Tech Kft.** would design the building according to the Client's ideas. Once the contract has been signed and the plans approved, the construction work begins, with **OKM Kft.** first being involved in the land levelling, soil stabilisation works and in the construction of the temporary roads and utilities to make the site suitable for the start of construction. **Vilati Szerelő Zrt.** will provide the temporary electricity for the construction works, after which the structural works will be started by **Moratus Szerkezetépítő Kft.** Construction can be accomplished using two different technologies: either premixed concrete produced by **MCM Beton Kft.** or precast elements produced by **Prebeton Zrt.**

After the completion of the work performed by the contractors, the remaining tasks related to the electrical installation are carried out by **Vilati Szerelő Zrt.** After the work on the infrastructure construction and of other external contractors has been carried out, the task within the group will be continued by **OKM Kft.** with the utilities construction, and then **Vilati Szerelő Zrt.** will complete the electrical installations.

Market Épületszerviz Kft. is responsible for the repair and construction work during the warranty period. **MCM Beton Kft.** is responsible for the production of premixed concrete to support the structural construction process.



MARKET 6.0

The Market Group is headquartered in Budapest. It is now the sixth stand-alone, self-designed and built central office building for the Group, which moved in during the summer of 2020. The Market Group has built some of the most outstanding office buildings in the country in recent years, and has drawn on the experience, benefits and innovations of these buildings to create its new home. The building has a transparent design that is ahead of its time, with a strong emphasis on the honest use of natural materials.

Market Group's 2021 operations in figures

25 completed projects
 1 230 employees
 44 241 HUF million profit after tax
 2 145 160 hours worked
 30 379 employees on construction sites

Key awards received in 2021:

- MOMÉ Campus wins the 'House of the Year 2021' award in the public building category
- Market's 6.0 headquarters won the special prize in the 'Office of the Year' competition
- Randstad Employer Brand Research 2021 results named Market the most attractive employer in real estate development
- Paris Courtyard won the gold medal in two categories - heritage and hotel - in the FIABCI World Prix d' Excellence National Real Estate Development Excellence Awards
- The MOMÉ Campus won the Golden Award in the category 'Architecture, Building and Structure Design' at the A 'Design Award, one of the most prestigious design competitions in the world

| Key Market Group ESG indicators for 2021 | # | 2018 | 2019 | 2020 | 2021 |
|--|--------------------------------------|-------|-------|-------|------------------|
| Environmental pillar | | | | | |
| Scope 1-2 emissions (CO ₂) | tons | 8 416 | 9 832 | 9 006 | 14 073 |
| Revenue-proportional GHG intensity indicator | tonnes CO ₂ e / 100 M HUF | 4,8 | 4,1 | 3,9 | 3,9 ¹ |
| Social pillar | | | | | |
| Number of employees ² | person | 929 | 1 057 | 1 131 | 1 231 |
| Average salary of women as a percentage of average salary of men | % | 84,7 | 79,2 | 93,8 | 97,8 |
| Responsible corporate governance pillar | | | | | |
| Sustainability Strategy | | | | | ✓ |
| Preparation of a Sustainability Report | | | | | ✓ |

| Member company | Scope of activities | Net sales revenue (HUF m) | Workforce (persons) |
|------------------------------------|--|---------------------------|---------------------|
| Lean Tech Mérnökiroda Kft. | Architectural and engineering design, BIM modelling | 2 009 | 20 |
| Market Építő Zrt. | General construction, project management | 289 020 | 496 |
| Market Épületszerviz Kft. | Warranty and guarantee assurance | 1523 | 82 |
| MCM Beton Kft. | Concrete production | 6 438 | 28 |
| Moratus Kft. | Monolithic reinforced concrete construction | 13 997 | 159 |
| OKM Építőipari és Szolgáltató Kft. | Civil engineering, road construction, earthworks | 21 470 | 286 |
| Prebeton Zrt. | Prefabrication of reinforced concrete elements, reinforcing steel production | 5 093 | 85 |
| Vilati Szerelő Zrt. | Building electrical installation | 19 573 | 75 |

¹ 1 Market Építő Zrt. operated a third-party owned building for 3 months in 2021. This was a one-off event; the operation does not fall within the scope of the Group's activities. Exclusive of the resulting GHG emissions, the revenue proportional GHG intensity indicator for 2021 is 3.7 tonnes CO₂e/100 mHUF.

² Based on year-end 2021 data.

ABOUT THE REPORT

[GRI 2-2] [GRI 2-3]

The Market Group wants to put its buildings and its operations on a stable, sustainable footing. As one of Hungary's leading real estate development groups, it aims to integrate sustainability into its operations, in addition to providing outstanding quality to its customers. In the Group's first Sustainability Report, interested readers can get acquainted with Market's sustainability strategy and performance in 2021, as well as the key milestones of the year.

This document is the first sustainability report of the Market Group, covering the calendar year 2021. As part of its strategy, the company aims to report hereinafter on its sustainability performance annually, thus making the Group's operations even more transparent. Market's report has been prepared in accordance with the internationally recognised Global Reporting Initiative. The data and information contained in the report are generally reported on a group basis, with the exception of the member companies concerned. Key features of the Sustainability Report are as follows:

| | |
|--------------------|-------------------------|
| Coverage | Market Group |
| Reporting period | 2021.01.01 – 2021.12.31 |
| Reporting standard | GRI Standards 2021 |
| Reporting period | Annual |

With a view to the sustainability principles, this report is published online only.

Companies covered by the report:

- Lean Tech Mérnökiroda Kft.
- Market Építő Zrt.
- Market Épületszerviz Kft.
- MCM Beton Kft.
- Moratus Kft.
- OKM Építőipari és Szolgáltató Kft.
- Prebeton Zrt.
- Vilati Szerelő Zrt.

The companies covered by this report are referred to as Market Group or Group of Companies. The scope of the report does not include the following member companies: Property Market Ingatlanfejlesztő Kft., Inerttt Kft., Valép Padló Kft., Market Asset Management Zrt.³

Key topics

[GRI 3-3] [GRI 2-14] [GRI 2-29]

In compiling this report, the Group has focused on the heart of the matters, stakeholder engagement, completeness, accuracy, comparability, timeliness, reliability, balance and sustainability context, in line with the GRI standards.

The Market Group also conducted an online survey with stakeholders to support the preparation of the Sustainability Report. The identification of appropriate target groups was carried out through multiple consultations. The following groups were identified during the process: employees, customers, NGOs, representatives of the future generation. The research was carried out among the relevant stakeholder organisations and the identified stakeholders. Stakeholder groups were involved and their views on sustainability were sought in order to ensure that Market's future sustainability efforts take into account the interests and suggestions of the relevant groups.

The Market Group materiality analysis helps to identify the sustainability issues that are important and topical for the group and its stakeholders, and to guide the interests of stakeholder groups through business processes and strategic objectives.

The Market Group has taken into account the results of the stakeholder survey and the sustainability strategy targets draw up in 2021 to identify and rank the substantial issues.

| HIGH PRIORITY | MEDIUM PRIORITY | LOW PRIORITY |
|--|-------------------------------|---|
| Responsible corporate governance | Risk and crisis management | Energy mix |
| Innovation Management | Low-carbon strategy | Fleet management |
| Operational ecohazards | Health and safety at work | Fenntartható finanszírozás |
| Building materials | Social impacts on communities | Environmental policy and management systems |
| Climate strategy | Stakeholder involvement | Resource savings and resource efficiency |
| Attracting and retaining talent | Gender equality | Raw material procurement |
| Sustainability in the supply chain | Information for customers | Transport and distribution |
| Sustainable use of raw materials | Human rights | Human capital development |
| Continuous training of staff, awareness raising | | Sustainable coordination |
| Waste management | | Corporate compliance |
| Co-operative activities on environmental and social issues | | Risk management |
| | | Supplier relations |
| | | Local purchases |
| | | Customer satisfaction |
| | | Innovative, sustainable service for customers |
| | | Sustainable operation |
| | | Innovation for sustainability |
| | | Involving staff in social engagement |
| | | Social inclusion, dialogue |

³ The core business of Market Asset Management Zrt. and Property Market Ingatlanfejlesztő Kft. is completely different from the core business of the other member companies of the Market Group: they are engaged in construction projects and investment activities. The activity of Inerttt Kft. is currently in transition and Valép Padló Kft. is a new member of the group, so the data collection processes are still being synthesized.

Alapértékeink



SUSTAINABILITY STRATEGY



WE LOVE TO BUILD...

and just like our buildings, we want to put our company on a stable, sustainable footing.

... SO OUR GOAL IS TO LAY THIS SECURE FOUNDATION BY 2025.

„The Market Group grows consciously and responsibly. This awareness is reflected in our long-term strategy. However, responsible thinking is not just about the good causes we serve in social, environmental and economic terms, but more about the responsible, properly controlled choices we make to achieve our results.” - Balázs Báthory, Deputy CEO of Market Építő Zrt., responsible for innovation and strategic developments.

[GRI 2-22]

Market's vision is to maintain the position of the largest domestic sustainable building construction group. To achieve this, the required priorities and focal points facilitating the achievement of these goals were defined.

Sustainability is an important element of the Group's business strategy, extending across all of its operations. The preparation of Market's first ESG assessment has helped to put this in a framework. The survey identified areas of the business where the company is already actively working to promote sustainability, but also highlighted segments where its performance is still below the high standards it has set for itself.

Corporate sustainability is a very complex strategic and operational process that involves the whole company, but step by step, with persistent work, Market can create value in the long term, not only for the Group, but also for its customers and society as a whole. During 2021, the Market Group's management approved the focus areas of the company's first Sustainability Strategy, which aims to ensure that sustainability principles are applied in decision-making and in day-to-day operations.

Some of the focus areas identified cover activities that have already received special attention.

The areas identified are along the three pillars of sustainability:

| Environmental dimension | Social dimension | Corporate governance dimension |
|--|-----------------------------------|---|
| Reducing direct (Scope 1) and indirect (Scope 2) emissions | Health and safety at work | Developing customer relations, shaping awareness |
| Assessment of other indirect emissions (Scope 3) | Attracting and retaining talent | Sustainable supply chain management |
| Managing water-related risks | Diversity and equal opportunities | Sustainability report |
| Improving resource efficiency | | Stakeholder relations, sustainability communication |
| Sustainable use of raw materials | | |
| Alternative building materials use | | |
| Operational eco-efficiency | | |
| Protecting biodiversity | | |

Climate and environmental commitments

Reducing direct and indirect emissions

By 2025, the Market Group will reduce its direct (Scope 1) and indirect (Scope 2) GHG emissions by 30% and will phase out the majority of its petrol and diesel vehicles. In addition, power-consumption derived emissions will also be reduced by at least 32% in the strategic period.

Reducing other indirect emissions

The Group will complete its GHG inventory by 2025 and determine its other indirect (Scope 3) emissions. It commits to reduce the energy consumption of new buildings under its own investment below 80 kWh/m²/year. From 2025, it will include a zero-energy option in the offer submitted to the client for all major new projects. Provide technical advice to its investors as part of its sustainability awareness raising.

Managing water-related risks

For new investments, the Market Group offers its customers water saving solutions to improve the water efficiency of buildings and their environment (e.g. rainwater harvesting, grey water use).

Improving resource efficiency

Internal policies will be developed to improve resource efficiency and the Group's data collection processes will be reviewed and improved

Sustainable use of raw materials

By 2025, the Group will review and make more sustainable the production of prefabricated elements used in construction.

Use of alternative building materials

As a first step in getting prepared for a global shortage of raw materials, the Group will review its use of building materials by 2025 and will introduce alternative, sustainable solutions wherever possible.

Operational eco-efficiency

By 2025, the Group will reduce the amount of waste generated by its operations by 10% and recycle 50% of the waste from demolition work at other sites. The company will integrate a zero waste approach into its corporate culture, making it a priority in both the office activities and projects.

Protecting biodiversity

By 2025, the Market Group will have developed a corporate policy that represents a united commitment to environmental protection. It will maintain and, wherever possible, improve its current processes for the protection of biodiversity and the natural environment. It will plant twice the amount of trees requested by the client and increase the amount of green space at the project sites.

Social responsibility

Health and safety at work

Occupational health and safety is an industry-specific issue for the Market Group and is an important element of its sustainability strategy. A significant proportion of its employees work in hazardous conditions and it aims to keep the number of work-related accidents to a minimum. The target for 2025 is to have no more than 700 days/year lost working time due to work-related accidents at the Group level.

Attracting and retaining talent

The Market Group is adding new training courses on sustainability to its training programs. The aim is to reach 30 hours of training per person per year at group level by 2025. Provide mentoring and scholarships for young talented students and young people starting their careers in higher education.

Diversity and equal opportunities

The Group has set a target to increase the number of female executives by 2025, doubling the proportion of female executives at Market Építő Zrt. compared to the base year (2020). It will launch internal sensitisation programs to make the company climate more inclusive.

Economic objectives

Responsible corporate governance, sustainability coordination

In parallel with the creation of the strategy, the Market Group has decided to take sustainability decisions to a new level. It has integrated sustainability into the innovation area and has started to create an operational model based on sustainability coordination. It will be responsible for the validation of the objectives of the sustainability strategy and their monitoring over the life of the strategy.

Development of Customer relations, awareness raising

The Market Group recognises that the only way to improve its focus on sustainable material use and resource efficiency is to involve its customers in the process. It offers a „green menu” of sustainable building solutions and their complex implementation to investors.

Sustainable supply chain management

To make its procurement more sustainable, the Market Group aims to integrate sustainability principles more deeply into its supply chain management processes. Group level policies will be extended to suppliers and partners. A due diligence process will help the sustainability assessment of suppliers from 2025 on.

Sustainability reporting

As part of its efforts to improve transparency in its operations, the Market Group reports its sustainability performance annually in the form of a Sustainability Report, which is prepared in accordance with the guidelines of the internationally accepted GRI standard framework. It aims to publish an integrated report certified by a third party in 2025.

Stakeholder engagement, sustainability communication

In 2021, the Group conducted a stakeholder survey to provide an input to the development of the sustainability strategy. The resulting feedback and expectations were used to develop and rank strategic objectives. The survey will be repeated every two years. At the same time, the Group will continuously improve its sustainability communication to ensure that its stakeholders have up-to-date information on the Group's sustainability activities and that the Group is up-to-date with their needs.

Contribution to the UN Sustainable Development Goals

The Market Group is committed to support the UN Sustainable Development Goals. In developing its sustainability strategy, the Market Group has defined its goals to contribute to the achievement of the SDGs that are relevant to its operations. As a responsible corporate citizen, it considers this particularly important in an era in which humanity is facing a number of crises that fundamentally threaten the living conditions of future generations.

Through its activities, the Group made the largest contribution to the following Sustainable Development Goals in 2021:



SDG4 - Quality education

Preparations for the establishment of a Secondary Education Centre⁴, organisation of study competitions, practical support for university education and joint courses (MOME).



SDG6 - Clean water and sanitation:

Financial support and awareness raising.



SDG9 - Industry, innovation and infrastructure:

Research into aggregate cement substitutes, prefabricated wall panels to reduce emissions, optimising material use, reducing transport emissions.



SDG11 - Sustainable Cities and Communities:

Preparation of tree planting projects, energy efficiency improvement in own investments, 2 certified green buildings: Market Headquarters (BREEAM Excellent), Szeged Youth Centre (LEED Silver)



SDG12 - Responsible consumption and production:

Preparing projects to be implemented in 2022. For example: cooperation with Járókelő.hu

⁴ In 2021, the Market Group decided to participate in the foundation of a secondary vocational training centre to address the problem of the supply of skilled workers in the country.

UN SUSTAINABLE DEVELOPMENT GOALS

In 2015, UN member states developed the 2030 global sustainable development goals for peace, development and prosperity along 17 main lines. Achieving the SDGs requires global cooperation, with countries and major companies working together to eradicate poverty and hunger, protect the natural environment - including climate, terrestrial ecosystems and wetlands - reduce social inequalities and build an economy based on sustainable and innovative solutions.

Progress is continuously monitored by the UN and reported in an annual report. The latest report draws attention to the fact that the successive and escalating crises are threatening not only the achievement of the Sustainable Development Goals (SDGs) but also the very survival of humanity. The coronavirus pandemic, climate change and war conflicts are affecting food supplies, ecology, the environment and health, but are also fundamentally undermining efforts to maintain peace and security. The role of companies in reducing these negative impacts is more important than ever, which is why the Market Group is committed to the SDGs today.





CLIMATE AND ENVIRONMENTAL PROTECTION

CLIMATE AND ENVIRONMENTAL PROTECTION



As one of Hungary’s leading construction companies, the Market Group is committed to climate and environmental protection. Climate change and the concomitant ecological crisis are among the greatest challenges of our time, and individual and global commitments are needed to address them. Climate change is not a threat of the distant future, but a process taking place here and now, getting stronger every day. Time to act. As the slogan of the Group’s sustainability strategy suggests: „It’s now or never!”

The effects of climate change are also being felt in our country. In recent years, it has become extreme, with prolonged summer droughts alternating with sudden downpours of rain, often causing flash floods. In addition, there are more and more summer heat waves, which are becoming more intense and longer. This not only poses a significant health risk, but also changes the expectations on buildings: designing for a changing climate is slowly turning from an option into a requirement. In addition to the need to make buildings increasingly sustainable to construct and operate, they will also have to cope with increasingly violent storms and prolonged heat waves over their lifetime.

But we cannot limit our environmental efforts to reducing emissions, as responsible water and waste management, and the preservation and restoration of natural habitats are also an important part of ensuring that future generations can benefit from ecosystem services in the same way we do.

ATMOSPHERIC EMISSIONS

[GRI 3-3] [GRI 305-1] [GRI 305-2] [GRI 305-3] [GRI 305-4] [GRI 305-5] [GRI 305-6]

Globally, the buildings and construction sector is responsible for 39% of greenhouse gas (GHG) emissions⁵, making decarbonisation efforts in the sector a key to achieving not only the Paris Agreement targets but also the UN Sustainable Development Goals.

Reducing Market Group’s emissions efficiently and as quickly as possible is therefore the starting point of the Group’s sustainability strategy. In developing this strategy, Market Group has developed a GHG inventory and has formulated its emission reduction targets on this basis. The inventory was prepared using the GHG Protocol⁶ roadmap, which divides emission sources into three distinct categories: Scope 1 (direct), Scope 2 (indirect) and Scope 3 (other indirect). The emissions are defined in carbon dioxide equivalents, where the mass of each greenhouse gas emitted is taken into account adjusted to its warming potential on the atmosphere.

Direct emissions include those emitted by assets and buildings owned or directly managed by the Group – derived from fossil fuels - while indirect emissions include emissions from energy sources that are physically produced elsewhere but used or supplied by the Market Group. Other indirect emissions include, inter alia, emissions from the building portfolio sold during their life cycle. However, data on these emissions are not yet available in sufficient quality and are therefore not included in the Group’s reporting.

The Market Group’s strategic goal is to reduce its direct (Scope 1) and indirect (Scope 2) GHG emissions by 30% overall by 2025 (base year: 2019). In addition, it will assess its other indirect (Scope 3) emissions and, based on this, set commitments to reduce them.

The group’s direct (Scope 1) emissions in 2021 were 8 618 tCO₂e at group level. A significant portion of the emissions, 78 percent, was attributable to two member companies, Market Építő Zrt. and OKM Építőipari és Szolgáltató Kft. Direct emissions increased by 64 percent between 2020 and 2021. This is partly due to the fact that in the year under review there were several large-scale projects underway involving the operation of large machinery, and partly due to the fact that in 2020 there were much fewer fleet-related emissions due to the COVID-19 lockdown, increasing again in 2021 with the return of workers. In addition, the increase was partly due to the fact that, in a departure from previous years, the Market Group took over the full operation of a third-party owned building for 3 months, so that the emissions from the natural gas used by the building were also accounted for by the Group.

The indirect (Scope 2) emissions in 2021 were 5 445 tCO₂e at the group level, 93 percent of which were related to the operation of Market Építő Zrt. Compared to the previous year, emissions in this category increased by 45 percent, partly due to the excess in electricity use from the real estate operation referred to above.

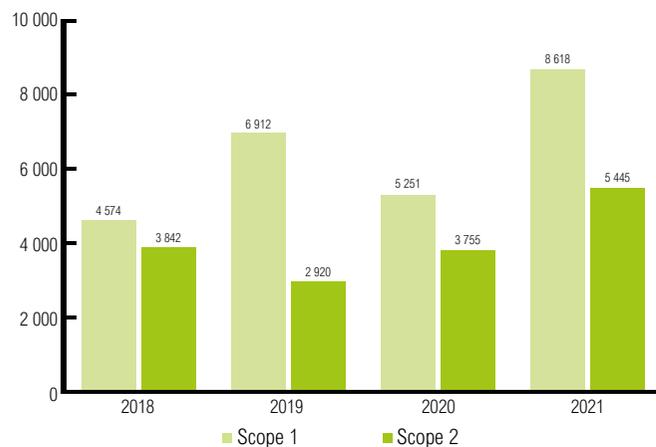
Trends in direct and indirect GHG emissions by group 2018- between 2021 (tCO₂e)

| | 2018 | 2019 | 2020 | 2021 |
|------------------------|--------------|--------------|--------------|---------------|
| Scope 1 | 4 574 | 6 912 | 5 251 | 8 618 |
| Scope 2 | 3 842 | 2 920 | 3 755 | 5 445 |
| Scope 1 & 2 | 8 416 | 9 831 | 9 006 | 14 062 |



⁵ IEA: Global Status Report for Buildings and Construction 2019
⁶ https://ghgprotocol.org

Trends in direct and indirect GHG emissions at group level



Source of GHG emissions at group level over the reporting period (tCO_{2e})

| | 2018 | 2019 | 2020 | 2021 |
|---------------------------------|--------------|--------------|--------------|--------------|
| Electricity consumption | 3 044 | 2 067 | 2 369 | 3 402 |
| Gas consumption | 196 | 182 | 97 | 550 |
| Energy use for district heating | 797 | 853 | 1 386 | 2 043 |
| Use of fuel oil | nincs adat | nincs adat | nincs adat | 537 |
| Total fuel | 4 378 | 6 730 | 5 154 | 7 530 |
| <i>Fuel (petrol)</i> | 585 | 827 | 906 | 1 321 |
| <i>Fuel (diesel)</i> | 3 793 | 5 902 | 4 248 | 6 210 |

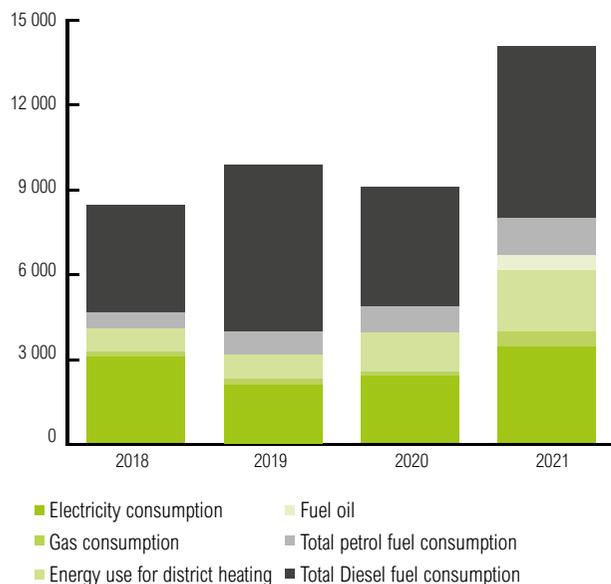
As part of its sustainability strategy, the Group will restructure its vehicle fleet and phase out the majority of petrol and diesel fuelled passenger cars by 2025 to reduce direct emissions. In the second half of the decade, electric and hybrid vehicles will be purchased for personal use.

Composition of the vehicle fleet in 2021 (units)

| | Petrol | Gas oil | Hybrid | Electric |
|------------------------------------|------------|------------|-----------|----------|
| Lean Tech Mérnökiroda Kft. | 6 | 2 | 0 | 0 |
| Market Építő Zrt. | 112 | 42 | 60 | 1 |
| Market Épület-szervíz Kft. | 8 | 29 | 0 | 0 |
| MCM Beton Kft. | 4 | 14 | 0 | 0 |
| Moratus Kft. | 47 | 23 | 3 | 0 |
| OKM Építőipari és Szolgáltató Kft. | 56 | 87 | 0 | 0 |
| Prebeton Zrt. | 5 | 11 | 0 | 0 |
| Vilati Szerelő Zrt. | 31 | 7 | 0 | 0 |
| Total | 269 | 215 | 63 | 1 |

Market Group's construction projects include vans, trucks and uses both owned and leased machinery and equipment, which significantly increase the consumption of diesel oil by OKM Építőipari és Szolgáltató Kft. and Vilati Szerelő Zrt.

GHG emission trends by source category at group level (tCO_{2e}/year)



Distribution of fuel consumption for Vilati and OKM in 2021

| Member company | Passenger car | | | | Vans | | Lorry | | Machinery, tools | |
|------------------------------------|---------------|---------|-----------|-----------|----------|-----------|----------|---------|------------------|--------|
| | Fuel (l) | | Mileage | | Fuel (l) | Mileage | Fuel (l) | Mileage | Fuel (l) | |
| | Gas oil | Petrol | Gas oil | Petrol | | | | | Gas oil | Petrol |
| Vilati Szerelő Zrt. | 1 299 | 42 692 | 1 500 | 606 886 | 7 818 | 80 876 | - | - | 32 067 | - |
| OKM Építőipari és Szolgáltató Kft. | 124 403 | 105 034 | 1 279 326 | 1 274 566 | 142 299 | 1 677 306 | 565 680 | 906 830 | 687 372 | 11 071 |

ENERGY

[GRI 3-3] [GRI 302-1] [GRI 302-2] [GRI 302-3] [GRI 302-4] [GRI 302-5]

40 percent of the European Union's energy consumption comes from the heating of buildings. The drastic increase in energy prices in recent years has made it increasingly important for economic operators to improve the energy efficiency of buildings. For the Market Group, this need has a dual relevance: on the one hand, it must reduce the energy costs of the buildings it builds for its clients, and on the other, it must reduce the energy costs of the buildings it uses itself.

The Group's energy consumption can be basically divided into two parts: direct energy consumption is from the operation of its own buildings, the production of building materials and construction activities, while public energy consumption is from the energy use over the lifetime of the completed projects in operation.

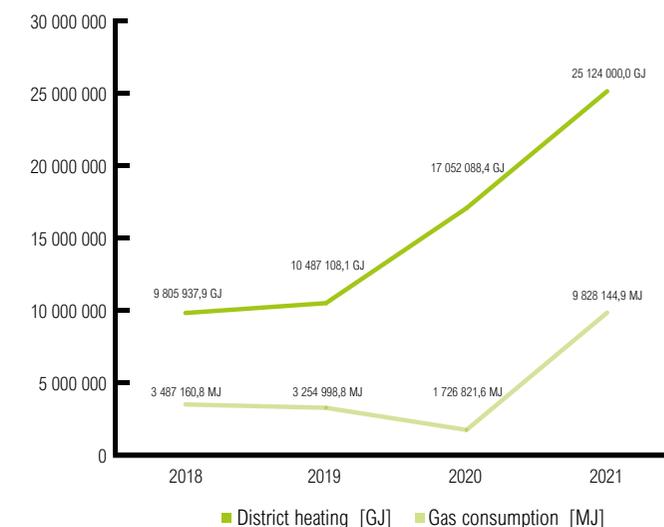
Direct energy consumption is made up of three items: electricity consumption, gas consumption and district heating.

A significant part of the gas consumption, which amounted to 9 828 GJ in 2021 at group level, is consumed in the operation of Market Zrt. and Moratus Kft. The significant increase between 2020 and 2021 is due to the operation of a third-party owned building, similar to the increase in indirect emissions.

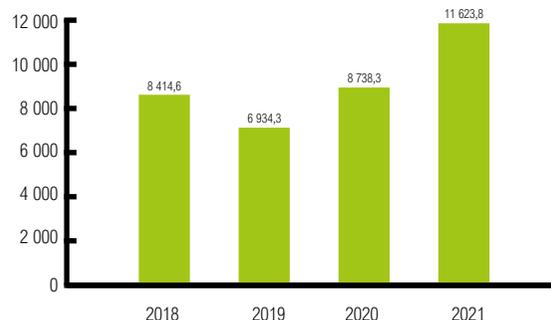
For district heating, the Market Group's energy consumption 25 124 GJ was in 2021. The vast majority of this was used by Market Hall. In addition, district heating is used by OKM, Vilati, LeanTech and Moratus. The increase compared to 2020 is explained by the operation of a third party owned building, similar to gas consumption.

In 2021, the Group used 185 286 litres of fuel oil in the construction of the on sites for heating purposes. Data for previous years are not available, as the data collection process for fuel oil has been completed by 2021 only.

Energy consumption of gas and district heating in the reporting period



Electricity consumption during the reporting period (MWh)



Evolution of energy use in the reporting period

| Energy use | 2018 | 2019 | 2020 | 2021 |
|---|-------|--------|--------|---------|
| Electricity consumption [MWh] | 8 415 | 6 934 | 8 738 | 11 624 |
| Proportional electricity consumption [MWh / 100m HUF] | 4,8 | 3,0 | 3,8 | 3,2 |
| Gas consumption [GJ] | 3 487 | 3 255 | 1 727 | 9 828 |
| Proportional gas consumption [MWh / 100m HUF] | 1,9 | 1,4 | 8,0 | 2,7 |
| Energy consumption for district heating [GJ] | 9 806 | 10 487 | 17 052 | 25 124 |
| Fuel oil [litres] | n.a | n.a | n.a | 185 286 |

The group's electricity consumption was 11 624 MWh in 2021. More than 90 percent of this is related to Market Építő Zrt. The increase in absolute values compared to previous years is explained by the volume and volume of projects running in the year under review.

In 2021, we have not achieved energy reductions in any of our member companies compared to 2020. However, increasing energy efficiency is part of our sustainability strategy, so we have developed different scenarios to reduce our energy consumption in the future:

- Use of energy-saving hybrid or electric cars.
- Use of renewable energy sources.
- Preference for energy-efficient and low or zero carbon machinery for all large-scale machinery purchases.
- Continuous monitoring of consumption in our office building, optimisation of consumption.

SUSTAINABLE USE OF MATERIALS

[GRI 3-3] [GRI 301-1] [GRI 301-2] [GRI 301-3]

The use of building materials and the reduction of the carbon footprint associated with their production is a key focus of the Market Group's operations.

REDUCING THE USE OF MATERIALS

In its own investment projects, the Group strives to use as few building materials as possible in the design of buildings. LeanTech Mérnökiroda Kft., the Group's design office, creates clean, minimalist buildings that require fewer building materials. Significant savings in building materials can be achieved by designing with the „design out” principle. LeanTech's practice is to omit various interior elements, such as suspended ceilings or plasterboard walls, and to use painted concrete interior wall finishes instead.

By using fewer materials, the buildings built by the Market Group significantly reduce their built-in carbon dioxide emissions. The Group expects to achieve BREEAM Excellent or LEED Gold certification for all of its own investment projects, where material credits are targeted in all cases. This means that the value of all building materials must include 20% recycled material. This also reduces the carbon content of buildings. In addition, the Group obtains Environmental Product Declarations (EPDs) for 20 different products used in construction (e.g. plasterboard or insulation materials), which are prepared by independent agents. The purpose of obtaining Life Cycle Declarations is to demonstrate the impact of manufacturing processes on the environment and thereby encourage manufacturers to use cleaner and less polluting production technologies.

The Market Group launched its partner program in 2021 intending to set up mutual relations with 120 subcontractors who have worked on Market projects over the years. As part of its sustainability strategy for the coming years, the Market Group wants to work with companies that are committed to protect the environment and to be socially responsible.

The first such resource that Market shared with its partners was the knowledge and toolkit available on the BimForShare platform, which entrepreneurs can use freely and which also includes Market's previous experience. One of the main focuses of the application of BIM (Building Information Modelling) is to increase the efficiency of material use. By using BIM, it is possible to determine more accurately the quantity of materials to be ordered, avoiding the accumulation of surpluses. During the procurement process, partners are expected to reduce the amount of waste and to accommodate returned packaging of construction materials by manufacturers.

The Market Group also pays attention to material savings in the construction process. Materials that are easily damaged by weather conditions, such as plasterboard, various insulation materials and wood-based materials are stored indoors. A large proportion of construction waste is made up of packaging materials. The packaging materials that can be returned (pallets, cable trays) are taken back to the manufacturers by the subcontractors.

The Group also places great emphasis on quality. All subcontractors are expected to complete any given work properly in the first place, without the need for repairs or replacement work, so that no additional building materials are used and no poorly installed materials are left as waste on the construction sites.

On projects where demolition waste is generated, in most cases it is demolished on site and some of it is used as road base or fill on nearby projects.

Materials left over from construction sites are sent to the central logistics warehouse, from where they are reused in other projects. At the end of the projects, office furniture and other equipment is also stored in the logistics centre before being used for another project.

An Innovative Building Materials Group has been created within the Group, comprising members from the sustainability and design department, who will help to increase the use of sustainable building materials across the Group.

USE OF MATERIALS

The building materials we buy come in different sizes and packaging, depending on the type and variety. The packaging and bundling of these products is carried out by the manufacturer or distributor of the product concerned. Market Group procures all its raw materials from external sources. Exceptions to this rule are prefabricated reinforced concrete elements produced by **Prebeton Zrt.** and concrete produced by MCM Beton.

One of the most important and centrally purchased product is reinforcing steel. 40 080 tonnes of rebars and 1 873 tonnes of reinforcing steel coils were procured in 2021 at Group level. The Group is moving towards a circular economy by using recycled scrap metal in all cases. At the project sites, scrap metal is collected selectively and recycled into rebar or other steel products.

In the case of **MCM Beton Kft.**, the main raw materials used for the production of ready-mixed concrete are washed sand, graded gravel of different sizes (aggregates), cement and admixtures. All these are purchased from external sources.

Aggregates are delivered in bulk, cement in a closed silo system, and the additives in 1000 litre IBC tanks, which are transferred to **MCM Beton Kft.'s** own tanks on site. Used IBC tanks are cleaned and refilled. No additional packaging material is used in connection with production and transport.



Concrete usually cannot be recycled, but in some cases when it has been delivered but not used in the place of destination the product can be returned to our own site. Returned concrete and set concrete is used to make fraction separating walls and concrete aggregate (crushed concrete), respectively. Re-use of this product is covered by the chapter on waste.

OKM Építőipari és Szolgáltató Kft. is engaged in the construction of utilities and roads. The company buys construction materials from external partners. These can be regarded as a mixture of raw materials and semi-finished products in the sense that the company uses them in the construction service process in its construction activities. None of these materials is recycled material and they are not packaged. The pallet of products coming on pallets is a deposit refundable material returned by our partner.

OKM does not have its own service department, the repair of the power machines used for the works is outsourced to a subcontractor. The waste generated (rags, spent oil, grease) will be removed by the subcontractor.

Main materials types bought by OKM Építőipari és Szolgáltató Kft. include: kerbstones, paving stones, cement, CKT concrete, pipe material, spreading material and asphalt material.



WATER MANAGEMENT

[GRI 3-3] [GRI 303-1] [GRI 303-2] [303-3] [303-4]

The Market Group has a significant impact on water. Increasingly extreme rainfall patterns across Europe, including in our country, are key drivers of responsible water management practices in the construction industry. Therefore, the Group's sustainability strategy includes guidelines for water use until 2025, develops water saving solutions for customers, and assesses weak points of water consumption, setting up a strategy to eliminate them. A part of our commitments calls for a 10% water consumption across the group by 2025 compared to 2019.

WATER USE

The Market Group fully complies with the legal requirements for water management. Water permits are applied for from the relevant official bodies for all projects.

Waste water from construction sites is discharged into the sewerage system. In Budapest, the operator is Fővárosi Csatornázási Művek, and the Group will contact the relevant sewerage works and the municipalities concerned. Before obtaining the permits, a calculation must be made for the authorities of the expected water use throughout the construction period. The calculation is based on the number of workers and the use of community facilities. (There is no data collection protocol in place for process water consumption on construction sites.)

The Group as a whole monitors water use on a continuous basis, checking it monthly and evaluating it annually against the previous year's water use.

The headquarters and the subsidiary sites and offices (Market Építő Zrt., Moratus Kft., Vilati Szerelő Zrt., OKM Építőipari és Szolgáltató Kft.) have water use and waste water discharge permits. Water consumption values in the offices are recorded and checked monthly.

Prebeton Zrt. and MCM Beton Kft. are considered as manufacturers. As such, they have the necessary water permits and review their water use on a monthly basis. For the two member companies, water use depends on the volume of concrete produced. Both Prebeton Zrt. and MCM Beton Kft. use water sparingly, as the water from the washing of the concrete tanks is reused in the production process.

In the case of OKM projects, groundwater may surface during soil extraction. Water volumes cannot be controlled and depend on the geological properties of the land. If contaminated, it will be pumped out and transported, if not, it will infiltrate into the soil or be drained away.

Water intake and discharge for some member companies in 2021 (litres)

| Offices / Locations | Water | Waste water |
|---|------------|------------------------|
| Prebeton Zrt. (factory) | 2 432 000 | 2 432 000 |
| MCM Beton Kft. (factory) | nincs adat | nincs adat |
| OKM Építőipari és Szolgáltató Kft. (office) | 174 000 | 174 000 |
| OKM Építőipari és Szolgáltató Kft. (projects) | 11 545 000 | 11 545 000 |
| Moratus Kft. | 142 000 | 142 000 |
| Market Épületszerviz Kft. | 191 000 | 191 000 |
| Vilati Szerelő Zrt. | 216 000 | 216 000 |
| Market Építő Zrt. (headquarters) | 8 659 000 | 3 244 000 ⁷ |
| Market Építő Zrt. (projects) | 5 886 000 | 3 028 000 ⁸ |

A separate data collection process to monitor water intake and wastewater disposal has been set up for the two largest member companies, Market Építő Zrt. and OKM Építőipari és Szolgáltató Kft. Own consumption in the company's buildings (headquarters and premises) and water and wastewater use and disposal, respectively, during projects are accounted for separately.

⁷ Municipal water is used for the Market Hall. The discrepancy in the amount of water and waste water used is due to billing reasons.

⁸ For Market Építő Zrt.'s projects, the difference in the amount of water used and wastewater generated is due to irrigation and billing reasons.

If the amount of water destined for discharge exceeds the authorised amount at any one time, the Market Group will make sure that it is retained and water rights limits are respected. The quantity of rainwater run-off from paved surfaces that is discharged into drains on construction sites is reported to the authorities beforehand. The water run-off limits authorised by the authorities must be complied with during construction. In many cases, it is therefore necessary to delay or infiltrate the water.

All stormwater run-off from parking lots is led through an oil trap before being discharged into the drains. This practice ensures compliance with the pollution limit of 5 ml/litre in place for hydrocarbon contamination.

REDUCING WATER USE

The development of a water use policy is part of the Group's sustainability strategy. The permanent offices are already equipped with water-saving sanitary facilities to reduce water use, and on-site container offices are being upgraded with water-saving sanitary fittings.

WATER AS A COMMON RESOURCE

In order to protect water bodies, the Market Group requires that all sub-contractors using fuels provided secondary containment during projects. Only workers who have received environmental training are allowed to refuel small and large machines. The integration of environmental considerations into contracts with partners is currently being developed.

Among the member companies, MCM Beton Kft. and Prebeton Zrt. use larger quantities of well water for concrete production. As water quality is of paramount importance for concrete production, 87 percent of the well water used is of drinking water quality. The Market Group has no process water use and does not carry out construction activities in water stressed areas.

STORMWATER MANAGEMENT

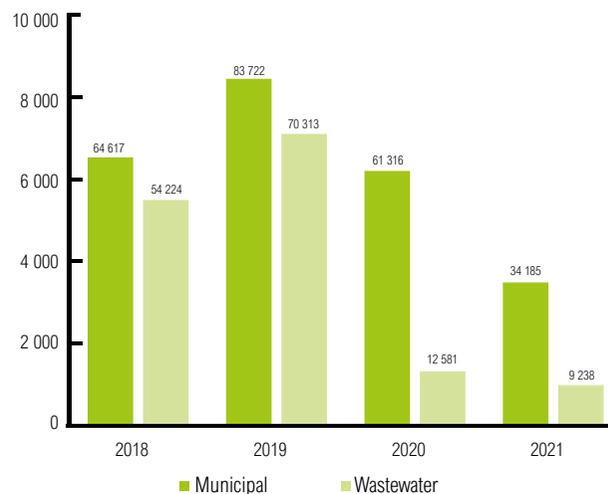
Climate change is changing the annual distribution and intensity of precipitation. Therefore, rainwater management is of particular importance, and the Market Group will pay special attention to it from 2021 on. This is essentially a design competence, but Market, as a contractor, is also involved in awareness-raising with specialist consultants, and favours sustainable, water-retaining stormwater management instead the previous bad practices of run-off management in plan reviews and professional forums. In the future, the Group plans to use more and more rain gardens, urban tree planting systems that allow for proper water management, and so-called „sponge city” solutions (e.g. BudaPart).

The Market Group's total water use was reduced by 47% between 2018 and 2021, attributed to the different water needs of the projects.

Group water use during the reporting period (m³)

| Water use | 2018 | 2019 | 2020 | 2021 |
|-----------------------|--------|--------|--------|--------|
| Municipal | 64 617 | 83 722 | 61 316 | 34 185 |
| Amount of waste water | 54 224 | 70 313 | 12 581 | 9 238 |

Group water use during the reporting period (m³)



PROTECTING BIODIVERSITY

[GRI 3-3] [GRI 304-1] [GRI 304-2] [GRI 304-3] [GRI 304-4]

Climate change and human activity are rapidly reshaping natural habitats and a severe global ecological crisis is unfolding. Construction and building materials production have a significant impact on natural habitats and often negatively affect the activities of native flora and fauna. With this in mind, the Market Group places great emphasis on biodiversity conservation and is determined to reduce its negative impact on natural habitats.

The most significant negative impact at present is the Group's greenfield investments, which are essentially transforming the existing environment by building on land that was previously undeveloped or used for agriculture. In such cases, the entire infrastructure usually has to be built, which involves noise, vibration, earthmoving and dust. In the case of a greenfield project, it is beyond the scope of Market's authority to carry out a prior assessment of the habitat on the site and to protect it where necessary. The completion of a preliminary wildlife survey (EVD) is usually carried out at the pre-tender stage well before construction, and is the responsibility of the Contracting Authority. In addition, the Market Group is preparing a protocol to ensure that, in the future, in the case of greenfield projects, the more valuable protected plant species that may be found on the site are surveyed, transplanted or at least collected in a seed bank. The group's greenfield projects include, but are not limited to, the Iváncsa SKI project, the Jysk and Lidl logistics centre in Ecser and the Maglód project to build a logistics hall. Almost half of the 72 ongoing projects can be considered as greenfield investments. Another negative impact is the possible introduction of invasive species, which is possible when customers request the supply of various trees and ornamental plants from abroad, possibly causing the domestic spread of a non-native insect species.

The Market Group seeks to screen out these negative impacts in its projects or, if this is not possible, to reduce them.

During the plan review process, the Group's expert will filter out invasive species, remove them from the plans and try to plant native, indigenous species in the affected areas. It also seeks to raise awareness among planners, and the Group's specialist technical advisers share their relevant knowledge with project participants, thereby raising awareness. In doing so, the Market Group also draws attention to the concrete steps to be taken to conserve biodiversity and acts accordingly.

In the areas affected by the construction, the Group tries to use part of the displaced humus in the area during redesign (working drawings) - thus reducing the environmental impact of transport. If this is not possible, it will try to reuse it on another construction site or to dump at the Soroksár site for further appropriate use. The properties and usability of the humus topsoil will be assessed by an external expert and used for horticultural purposes.

In 2021, Market Építő Zrt. started to test the soil excavated during construction activities - in addition to the usual soil test report - according to new criteria. In the past, no one had examined the quality parameters of the topsoil used for landscaping, constituting the basis for green infrastructure in urban or industrial environments, as there are no standards or regulations for this. The quality of the green space created depends on this. Rooting and long-term survival of the plants planted depend on it. Therefore, Market Építő Zrt. has contracted an external soil testing and nutrient management expert in 2021 to test the soil in all projects.

Prior to the afforestation works, the Market Group will seek the opinion of the local forestry organisation on the species of trees and other technical issues (planting plan) appropriate to the area, and will also entrust the afforestation works to them.

In order to offset the Group's emissions and to preserve biodiversity, a tree planting project has been launched, with the basic objective of planting twice the contracted amount of trees for each project at its own expense. Where the project site allows, biodiversity is also enhanced through the planting of

a mini forest. If sufficient land is not available at the project site, a Miyawaki forest of fast-growing, native species with low space requirements will be established in an urban environment, in consultation with local authorities. The Market Group is currently exploring the possibility of planting its own forest of several hectares to offset its emissions. A private forest would also allow Market to plant the remainder on its own forest area if there is not enough land available on the project site to plant twice the number of trees.

The Group pays special attention to the protection of birds. Several types of nesting boxes are installed during projects. The vegetation planted by the Group also has many advantages: the thorny shrubs provide ideal and protected nesting sites for certain species of birds, and the fruits and berries of many plants provide food, which is particularly important in winter, when birds have a harder time surviving (e.g. the edible fruits of ornamental apples, pears, ornamental gourds, etc., sustaining in winter). Predominantly insect-pollinated plants are planted, the flowers of some species attracting a wide variety of pollinators. There are some projects where the Market Group is already consciously planting so-called bee-pastures, and a wildflower meadow (e.g. Sárvár Hotel), but even without a specific designation, many perennial seedbeds and other flowering vegetation perform the function of bee-pasture for long snowy days. Some species are the only source of „food“ (e.g. nectar and pollen) for early riser insects, with their very early winter flowering, and their planting is of particular importance and positive impact on insect diversity and survival (e.g. Salix species, i.e. willows).

The Market Group does not operate, own, lease or manage a site in an area valuable for its biodiversity or in the immediate vicinity of such an area (for example, its Soroksár site is located in a former mining pit, a former landfill site on the outskirts of the capital, in an area of low biodiversity value).

The Group will not invest or establish any sites in Natura 2000 areas. There have been several cases where investments have been made in the vicinity of a protected area, but these activities have not negatively affected the natural values of the protected area.

WASTE

[GRI 3-3] [GRI 306-1] [GRI 306-2] [GRI 306-4] [GRI 306-5]

The Market Group's core business requires a large amount of building materials, which also generates waste. With this in mind, the Group pays particular attention to waste management and is constantly looking for ways to reduce waste.

During its own investments, its member company, Lean Tech Mérnökiroda Kft. carries out the design tasks, keeping in mind that the principle of the least possible use of materials is applied in all cases. The most effective way to reduce waste is to minimise the use of materials, which can significantly reduce the amount of waste generated throughout the construction process.

TYPES OF WASTE GENERATED

Four main types of waste are generated during construction:

Material generated by excavation: displaced soil is generated by excavation of building and structural foundations, the amount of which cannot be reduced. However, 100 percent reuse of this material is feasible and is standard practice in the Market Group. The storage, testing and transport of topsoil to projects is handled by a dedicated environmental specialist within the Group.

Demolition waste: demolition waste is generated during the demolition of buildings. The amount of demolition waste can only be reduced if the investor reuses the structure of an existing building. On projects where demolition waste is generated, in most cases it is demolished on site and some of it is used as road surfacing and backfill on the project or nearby projects. The use of recycled inert materials in concrete mixes is not yet widespread in Hungary. This is due to material quality certification reasons, which would affect the structural guarantee of the building.

With the increased uptake of circular construction, the use of recycled inert materials (insoluble in water, non-combustible or otherwise physically or chemically non-reactive, non-biodegradable) is expected to become more feasible in the future.

Construction waste: construction waste is generated during the construction process. Most of it is generated from the packaging of materials. Packaging materials are necessary to protect products during transport and storage. The main recyclable packaging materials are returned by subcontractors to manufacturers for recycling. Examples of such packaging materials are pallets, cable drums and metal stillages used for the transport of flat glass. At present, packaging materials that cannot be returned to manufacturers are shipped from projects as mixed waste with construction and demolition waste. The waste management division further separates the mixed demolition and construction waste for recycling at its site.

The second largest amount of waste is generated during the cutting to size of the materials and the design of the surfaces to be produced. The Market Group sees an opportunity to reduce this type of waste in the future, both at the design stage and through collaboration with material manufacturers. For example, plasterboard waste could be eliminated as a type of waste if the height of wall surfaces could be tailored to the size of the plasterboard. The use of modular elements in construction would also reduce construction waste. Materials not properly stored and thus losing their shelf life can also increase the amount of waste. Hence, on construction sites, great attention should be paid to the transport of materials on a just-in-time basis and to storage, which would avoid the generation of significant amounts of waste.

On projects located in and around Budapest, which accounts for around 80 percent of the company's work, the construction and demolition waste is managed by a subcontractor partner. For the remaining projects in rural areas, local waste management companies are contracted.

Municipal waste: Municipal waste is typically generated on construction sites and in the headquarters during office use. Separate waste collection is introduced both at the headquarters and at the construction offices.

In the case of OKM Építőipari és Szolgáltató Kft., the largest amount of waste generated and recycled in the construction and demolition waste sector is the subsoil, which can be used as backfill once it has been extracted from the waste stream. In 2021, the amount of this was 43,500 tonnes.

The Market Group also occasionally uses crushed concrete aggregates in its construction projects, but its amount can only be given as a rough estimate. The concrete rubble is recycled at the Kopaszi dam using machines of OKM Építőipari és Szolgáltató Kft.

Materials classified as hazardous waste (around 16 tonnes generated at Group level in 2021) (oil derivatives or highly contaminated soil) are not treated or recycled by the Group and are always disposed of.

WASTE MANAGEMENT

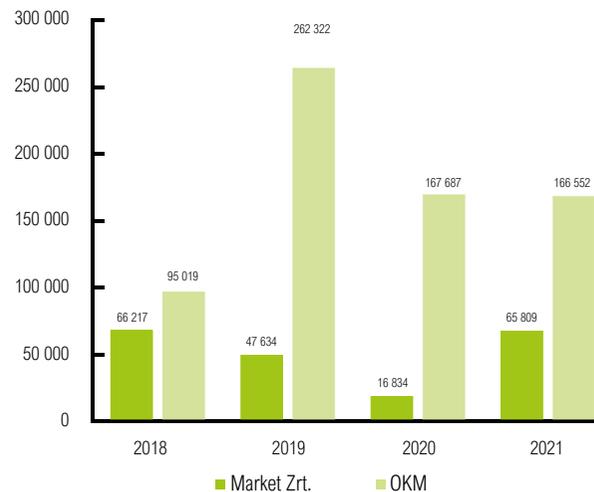
The partner companies (specialised companies) responsible for waste management in the Market Group undergo the following checks:

1. Verification of waste management capacity
2. Request quotations
3. Obtaining waste shipment and waste management permits
4. Obtaining / verifying ISO 14001 certification
5. Occasional site audits
6. Control the process of collecting and monitoring data on waste.

In addition, the Group receives monthly data from companies that manage demolition and construction waste.

As to the member companies, a large amount of waste is generated during the operation of Market Építő Zrt. (the waste of subcontractors is also accounted for here) and OKM Építőipari és Szolgáltató Kft. (due to earthworks). The waste generated by the other member companies can therefore be considered marginal in terms of quantity, so that a comparative comparison is not justified.

Distribution of non-hazardous waste by weight for Market Építő Zrt. and OKM Építőipari és Szolgáltató Kft. (tonnes)



The amount of waste sent to landfill is shown below:

Distribution of waste going to landfill by company in 2021 (tonnes)

| Member companies | Landfilled waste | |
|------------------------------------|------------------|---------------------|
| | Hazardous waste | Non hazardous waste |
| Market Építő Zrt. | 15,5 | 23 339 |
| MCM Beton Kft. | 0 | 15 |
| Moratus Kft. | 0 | 313 |
| OKM Építőipari és Szolgáltató Kft. | <0,5 | 1 644 |
| Prebeton Zrt. | 0 | 559 |
| Market Épületszerviz Kft. | 0 | 8,5 |
| Vilati Szerelő Zrt. | 0 | 0 |

Waste that cannot be recycled on projects is handed over by the Market Group to waste transporting companies for collection and/or recycling. If recycling of a given quantity is not possible, it is sent to a landfill.





STAKEHOLDERS

STAKEHOLDERS

Groups having an impact on or involved in the achievement of the company's objectives are considered stakeholders by the Market Group. As a first step in the development of its sustainability strategy, a comprehensive survey to identify opinions was conducted and suggestions on how to implement its sustainability activities collected. Key stakeholders are customers, staff, suppliers and partners, NGOs and members of the future generation.



STAKEHOLDER SURVEY

In addition to direct contacts, stakeholder engagement was carried out through a stakeholder survey on sustainability in the summer of 2021. From this time on, the survey will be repeated periodically by Market every two years to monitor changes in stakeholders' expectations of the Group.

In addition to the requirements of the industry arising from its core business and to the strategic objectives of the Group, Market has taken into account the focus points identified by the stakeholders when defining relevant topics for the sustainability report. Stakeholders were asked to provide their views on a range of sustainability issues through an anonymous online survey. In the survey, Market asked various stakeholders to rate the Group's sustainability performance and to suggest ways to improve the sustainability of its operations.

The survey shows that for the majority of Market Group stakeholders, sustainable use of raw materials, resource efficiency and waste management are key environmental priorities. Customer satisfaction, continuous training and awareness-raising of employees, health and safety at work, employee involvement in CSR, and environmental and social partnerships were highlighted as important social issues. In terms of corporate governance, the importance of making the supply chain more sustainable was identified.

Stakeholders found that the Market Group can best contribute to SDG9: Industry, Innovation and Infrastructure, SDG 6: Clean Water and Sanitation, SDG11: Sustainable Cities and Communities, SDG4: Quality Education, and SDG12: Responsible Consumption and Production. The Group will continue to engage and collaborate with its stakeholders and encourages everyone to share their comments, ideas and opinions at fenntarthatosag@market.hu.



WORKSHOPS

[GRI 2-7] [GRI 2-8] [GRI 401-1] [GRI 401-2] [GRI 401-3]

WORKING ENVIRONMENT

Most popular employers in this country were granted the Randstad Award for the eighth time in 2021. Based on the results of the Randstad Employer Brand Research 2021, a survey of the world's largest independent employer brands in 34 countries –conducted this January –, Market Group won the special prize for the real estate development sector. The Group has always made special efforts to build the best possible relationship with its employees, knowing that employees are key to any success.

At the end of 2021, the Market Group had 1231 employees. This includes full-time and part-time employees, as well as temporary and permanent employees. Of these, 1001 are men (81% of the total workforce) and 230 are women (19% of the total workforce). The ratio of fixed-term and part-time employees is not significant compared to the workforce as a whole. In 2021, 18 colleagues worked part-time and 8 had fixed-term contracts. In addition, there were 40 contractors working with Market who were not employed by the company.

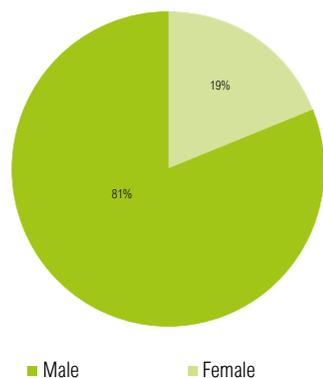
A total of 302 new employees started their careers in the Group during the year. Market's equal opportunities policy does not discriminate between male and female employees in terms of remuneration, which is always determined on the basis of position and professional skills. Newly recruited colleagues are assisted in their integration through an onboarding process. This will enable newcomers to familiarise themselves with the Group, its internal processes, colleagues, the benefits system and to obtain the tools and training they need to do their job. The Market Group also continuously monitors turnover trends in its member companies. In 2021, the turnover rate was the highest for Prebeton Zrt.

Eighth of Market Group colleagues absent for a longer period due to maternity or maternity leave returned in 2021. Market considers a success that all the eight returners were still working for the Group after 12 months.

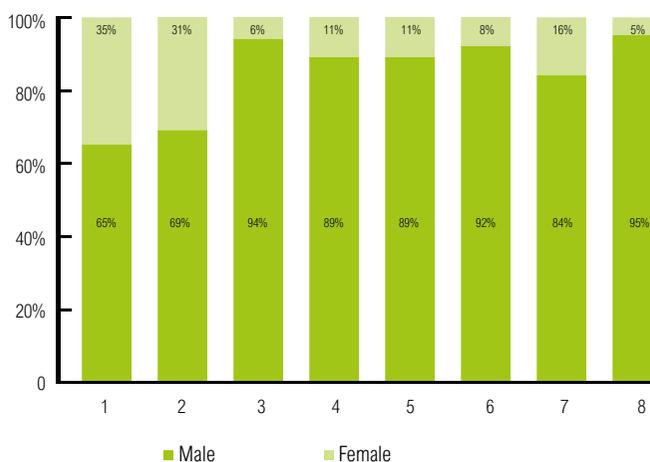
Breakdown of staff by gender

| | Male (main) | Male (%) | Female (main) | Female (%) | Total (main) |
|------------------------------------|-------------|------------|---------------|------------|--------------|
| Lean Tech Mérnökiroda Kft. | 13 | 65% | 7 | 35% | 20 |
| Market Építő Zrt. | 340 | 69% | 156 | 31% | 496 |
| Market Épületszerviz Kft. | 77 | 94% | 5 | 6% | 82 |
| MCM Beton Kft. | 25 | 89% | 3 | 11% | 28 |
| Moratus Kft. | 142 | 89% | 17 | 11% | 159 |
| OKM Építőipari és Szolgáltató Kft. | 262 | 92% | 24 | 8% | 286 |
| Prebeton Zrt. | 71 | 84% | 14 | 16% | 85 |
| Vilati Szerelő Zrt. | 71 | 95% | 4 | 5% | 75 |
| Total | 1001 | 81% | 230 | 19% | 1231 |

Gender breakdown of employees for the whole Market Group



Gender breakdown of employees by member company (%)

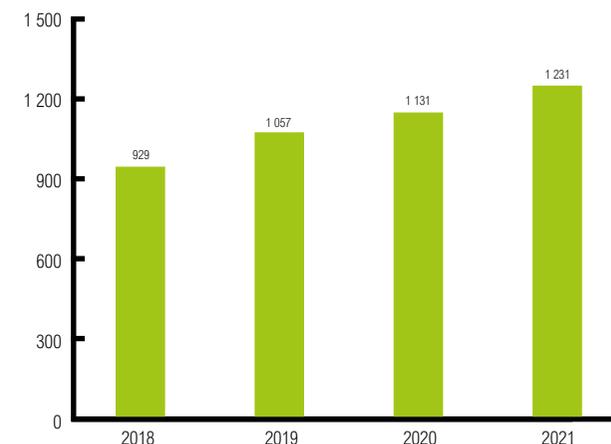


- 1 Lean Tech Mérnökiroda Kft.
- 2 Market Építő Zrt.
- 3 Market Épületszerviz Kft.
- 4 MCM Beton Kft.
- 5 Moratus Kft.
- 6 OKM Építőipari és Szolgáltató Kft.
- 7 Prebeton Zrt.
- 8 Vilati Szerelő Zrt.

Number of contractual partners (not employed by the group) (persons)

| | 2018 | 2019 | 2020 | 2021 |
|------------------------------------|-----------|-----------|------------|-----------|
| Lean Tech Mérnökiroda Kft. | 2 | 2 | 2 | 3 |
| Market Építő Zrt. | 21 | 27 | 101 | 27 |
| Market Épületszerviz Kft. | 1 | 0 | 0 | 0 |
| MCM Beton Kft. | 0 | 1 | 0 | 0 |
| Moratus Kft. | 25 | 29 | 3 | 6 |
| OKM Építőipari és Szolgáltató Kft. | 6 | 10 | 3 | 2 |
| Prebeton Zrt. | 0 | 1 | 1 | 2 |
| Vilati Szerelő Zrt. | 0 | 0 | 0 | 0 |
| Total | 55 | 70 | 110 | 40 |

Total number of employees over time (persons)⁹

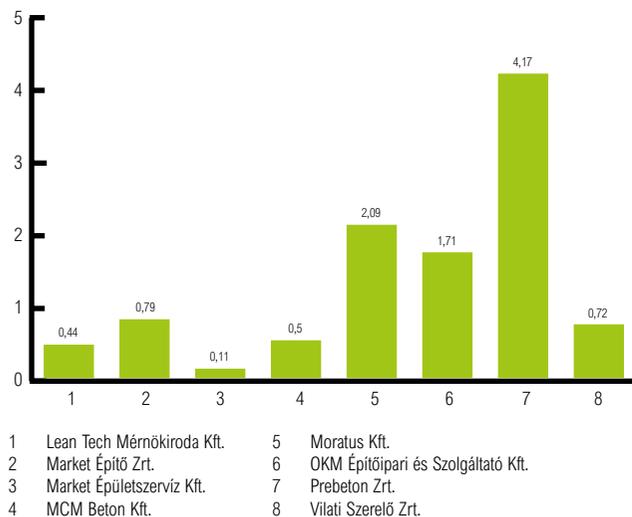


Number of full-time employees over time (persons)

| | 2018 | 2019 | 2020 | 2021 |
|------------------------------------|------------|-------------|-------------|-------------|
| Lean Tech Mérnökiroda Kft. | 13 | 15 | 16 | 20 |
| Market Építő Zrt. | 357 | 428 | 439 | 496 |
| Market Épületszerviz Kft. | 67 | 73 | 75 | 82 |
| MCM Beton Kft. | 7 | 11 | 11 | 28 |
| Moratus Kft. | 188 | 179 | 171 | 159 |
| OKM Építőipari és Szolgáltató Kft. | 234 | 283 | 276 | 286 |
| Prebeton Zrt. | 0 | 4 | 81 | 85 |
| Vilati Szerelő Zrt. | 63 | 64 | 62 | 75 |
| Total | 929 | 1057 | 1131 | 1231 |

⁹ The number of part-time and fixed-term employees has not been taken into account in the calculation.

Rate of turnover for each member company in 2021 (%)



Over the past years, the Market Group has focused on expanding the number of employees in the Group consciously building up its workforce. The professionalism that the Market Group expects of itself and the complexity of its projects have made it necessary to increase the number of both Market Építő Zrt. and its subsidiaries year on year. The number of full-time employees increased by 32 percent during the period under review. In line with its long-term strategy, the Group has grown to a higher level with the addition of new affiliates and colleagues. Synergy effects are maximised by member companies strengthening each other. The need for new types of competencies emerged due to recent developments, the Group expanded further and new areas such as BIM design, digitalisation and data analysis appeared. These new areas require skilled manpower; therefore growth refers to higher standards in addition to numbers only.



SAFETY AT WORK ON CONSTRUCTION SITES

At the Market Group's construction sites the following apply:

- Individual risk assessment for each site
- Development of a health and safety plan
- Health and safety inspections, health and safety coordinator in the work area
- Guard-defence and access (medical certificate check)
- Checking safety training certificates

During their safety inspection tours Market assigned safety coordinators draw up daily safety reports on the deficiencies found, which are sent to construction management, who draw the attention of the subcontractors concerned to the need to remedy the deficiencies. Market produces statistical indicators based on the number of defects found in the reports, which are then used to monitor the safety performance of the construction sites.



HEALTH AND SAFETY OF STAFF

[GRI 403-1] [GRI 403-2] [GRI 403-3] [GRI 403-4] [GRI 403-5] [GRI 403-6] [GRI 403-7] [GRI 403-8] [GRI 403-9] [GRI 403-10]

Safety at work is critical to the Market Group. Construction works entail a number of potential hazard sources, which must be identified and managed during project implementation. In addition to regulatory compliance, industry trends are monitored on an ongoing basis and best practices adopted to ensure the safety of employees.

Safety at work

The Group is fully compliant with occupational health and safety legislation and the requirements of the MEBIR (Occupational Health and Safety Management System) standard. In hazardous work processes and technologies, where prevention is not sufficient, Market provides its employees with personal protective equipment to protect them against the hazards and to reduce the adverse effects. Employees must use the protective equipment and devices issued to them as intended and continuously monitor its quality and protective capacity.

If any working equipment, when used as intended, causes a direct risk to the health and safety of the worker or is likely to cause an accident at work, local managers are to take action and investigate as a matter of urgency.



Health and safety risk management at the workplace

During construction activities on site, the Market Group would assess risks associated with all the working processes. The occupational health care service provider is involved in the process. Risk levels are calculated as the product of the severity of the accident and the probability of its occurrence. The level of risk is assessed on a scale of 0 to 400.

In all cases, where the risk is minimal, acceptable, moderate or substantial, work should only be started after appropriate protective equipment and training have been provided. If the level of risk is unacceptable, the work must not be started.

Risk levels: (K)

- (0 – 20) – minimum
- (21 – 40) – acceptable
- (41 – 60) – moderate
- (61 – 100) – substantial
- (101 – 400) – unacceptable

The risk management process

- 1 *Managing risks*
- 2 *Hazard identification*
- 3 *Determination of the rules, measures, protections to reduce risks*
- 4 *Identification of the person(s) responsible for the action*
- 5 *Identification of the person(s) responsible for the audit*

All Group employees are expected to stop work immediately in the event of emergency or danger (malfunction) and report the emergency to the manager. However, employees must also eliminate or reduce hazards to the extent they are reasonably expected to do. Any work accident suffered or observed must be reported immediately to the respective line manager. No disadvantage must be imposed on the worker within the Group when acting accordingly.

An accident at work is investigated jointly by the manager of the workplace and the head of health and safety. The investigation includes a review of the site, the work equipment, the working conditions, the behaviour of the injured person and of his/her colleagues, the technical specifications, instructions given for the activity concerned. As a result of the investigation, the causes of the accident, the circumstances and behaviour which caused and contributed to it, and the measures to be taken by the employer to prevent similar accidents, must be identified. The workers concerned shall be informed by means of a follow-up training.

The following hazards are typically the most dangerous within the Group¹⁰: driving on uneven ground, using stairs, using hand tools, cutting tools, and handling materials manually.

The health and safety management system at the workplace

The following member companies of the Group are ISO 45001 certified: Market Építő Zrt., OKM, Vilati, Épületszerviz, Prebeton. The standard is regularly renewed and the compliance of the member companies is audited annually by a third party.

Certain rules also apply to the employees of the partners on the construction sites (certificate of medical aptitude, fitness to work as checked by security, appropriate personal protective equipment, appropriate protection measures in the work areas taken over).

Moratus plans to introduce the MEBIR standard in 2022. In the case of Lean Tech Mérnökiroda Kft., the implementation of the standard is not of great importance, as they are doing design work.

Workplace safety and health representation

The Market Group ensures the reconciliation of interests in the field of safety and health and safeguarding of safety and health interests of employees in compliance with the Safety at work Act. The Group's representatives for safety and health – subject to prior agreement with the employer – are entitled to call upon the services of an expert in matters relating to safe and healthy working conditions and to consult with the safety and health authority on such matters.

Health and safety training

The Market Group provides mandatory health and safety training for all new employees, assist them to adapt through an onboarding process and provides information on relevant training materials. Outcome of trainings is assessed by a short exam. Those who fail to achieve a satisfactory grade will have to review the training package and retake the exam. Every year, all workers are required to repeat the health and safety training. If additional training is required to carry out a job safely (e.g. fire safety qualification), this will be provided by the company in all cases.

Occupational Health Care

The Group carries out an annual fitness for work tests, so if the occupational physician finds a limiting factor, he or she sets the next test date (which is within a year). All employees are provided a biannual allowance for glasses at the contracted partner, and receive an additional permanent discount on all glasses and lenses.

Screenings are organised annually and eye screenings every two years at the headquarters, which all employees can attend. All confidential health documents and data are handled in accordance with the GDPR.

There is no risk of occupational disease in the Market Group, and therefore none occurred during the reporting period. Welding is part of Prebeton's fitter shop operations, air quality is tested here therefore regularly as part of the process.

| Key indicators from 2021 |
|---|
| 30 379 workers on construction sites |
| 2 145 160 hours worked |
| ISO 45001 (Market Építő Zrt., OKM Építőipari és Szolgáltató Kft., Vilati Szerelő Zrt., Market Épületszerviz Kft., Prebeton Zrt.) |
| 0 fatal accidents |

¹⁰ The Group has no records of accidents at work sites involving non-employees.

Health and well-being of workers

The Market Group, in cooperation with Colonnade Insurance and Dr. Rose Private Hospital, has taken out a group health insurance policy for its employees, the basic function of which is to provide outstanding protection in the event of illness, thereby reducing the time spent on sick leave.

Dr. Rose Private Hospital's care management services significantly shorten patient journeys, and their fast and professional care helps staff to recover more efficiently and stress-free. In contrast to waiting lists of up to several months in the public care system, Dr. Rose organises healthcare services in up to 10 working days from the time of claim.

In addition to the group health insurance, there are compulsory annual check-ups such as ophthalmology (free of charge) and optional check-ups (dermatology, laboratory, ultrasound), half of which are paid by Market. An online stress management course is also available for colleagues, which anyone can join, and which the Group has launched in response to increased demand following the coronavirus epidemic.

The Market Health Program has been a great success - now in its fifth year. Colleagues can get medical check-ups on the spot, during working hours, without queuing and without a referral. These are partly fully subsidised and partly subsidised up to 50%. In addition, the Group has provided office workers with a free spinal assessment, after which they have the opportunity to take part in a spinal exercise class.

In 2021, several wellbeing programs for Market Group employees were prepared in the framework of the work-life balance program and implemented in 2022. Move Market is a challenge where colleagues can show their skills in different sports. The sporting performance is used to collect points, which are used to select the best performers at the end of the year in a results announcement. The Conscious Market program aims to balance mental health and combat stress, depression, anxiety and sleep deprivation. Its motto: „Life is a wonderful game, the key to which is in our hands.”

TRAINING AND DEVELOPMENT

[GRI 404-1] [GRI 404-2] [GRI 404-3]

The Market Group seeks to develop its employees in a wide range of competencies, depending on their needs and areas for development. Colleagues at all levels of the company have access to training opportunities.

Those already in senior management positions receive leadership skills and competency training. Those who aspire to become leaders or who are identified as leadership candidates will receive a series of training sessions to help them prepare for leadership. These include Market Leadership Academy and the series of Leadership and Organisation. The Leadership Academy is a set of modules containing development sessions for established future or current leaders. A wide range of topics are covered (e.g. communication, self-awareness, project management) with the common point of relating to leadership competencies. Leadership and Organisation is a series of lectures for top managers with invited experts. The themes of the lectures are also varied, with topics on market, social and organisational management.

In 2021, as every year, different communication trainings were organised: some were general, others focused on a specific area of communication science (communication and argumentation techniques, communication with colleagues and clients).

In addition to the above-mentioned trainings, colleagues were also trained in conflict management, time management, presentation skills and stress management. For those who find it difficult to cope with stress and the difficulties of everyday life, Market also provides mindfulness training.

Through the „This is me” competence development program, colleagues can identify their strengths and weaknesses and get tips and tricks for self-development.

Career programs provide training courses, training sessions and coach support to assist staff in changing positions.

Number of training hours per person per member company in 2021

| Member companies | hours |
|------------------------------------|-------|
| Lean Tech Mérnökiroda Kft. | 4,1 |
| Market Építő Zrt. | 6,5 |
| Market Épületszerviz Kft. | 3,5 |
| MCM Beton Kft. | 0,0 |
| Moratus Kft. | 3,7 |
| OKM Építőipari és Szolgáltató Kft. | 2,2 |
| Prebeton Zrt. | 2,5 |
| Vilati Szerelő Zrt. | 6,9 |
| Market Csoport | 4,5 |

Performance assessment is carried out twice a year when colleagues are given feedback on areas where there is room for improvement. Market always offers individual, personalised advice, whether it is about a professional or competence development proposal. Managers can request development training for their team throughout the year, which can include presentations, training, team building and individual sessions.

The Market Group also offers the possibility for employees to approach their superiors with individual training needs, either in-school or out-of-school. They are offered study contracts, subject to the approval of their managers.



DIVERSITY AND EQUAL OPPORTUNITIES

[GRI 405-1] [GRI 405-2] [GRI 406-1]

The Market Group values the diversity of its employees and rejects all forms of discrimination. At the same time, it is important to highlight the fact that the construction industry is characterised by a sector-specific feature being most employees men. Although the real estate development sector has become somewhat more attractive to women in recent years, there is still a significant male predominance. This can also be observed in the case of the group: in 2021, the share of male top managers at group level was 96.1 percent. Market Építő Zrt. employs the largest number of women among its member companies, the vast majority in office positions. In the same position, female and male employees are distinguished by their professional experience only. During the period covered by this report, the pay gap has gradually narrowed and this trend is expected to continue in the coming years thanks to the Group's efforts to promote equal opportunities.

Percentage of managers on the boards of member companies by gender and by age group (%)

| Tagvállalatok | Férfi | | | Nő | | |
|------------------------------------|-----------|---------------|------------|-----------|---------------|------------|
| | 30 alatti | 30-50 közötti | 50 feletti | 30 alatti | 30-50 közötti | 50 feletti |
| Lean Tech Mérnökiroda Kft. | 0 | 50 | 50 | 0 | 0 | 0 |
| Market Építő Zrt. | 0 | 50 | 37,5 | 0 | 0 | 12,5 |
| Market Épületszerviz Kft. | 0 | 100 | 0 | 0 | 0 | 0 |
| MCM Beton Kft. | 0 | 100 | 0 | 0 | 0 | 0 |
| Moratus Kft. | 0 | 71,5 | 28,5 | 0 | 0 | 0 |
| OKM Építőipari és Szolgáltató Kft. | 0 | 50 | 50 | 0 | 0 | 0 |
| Prebeton Zrt. ¹¹ | 0 | 0 | 0 | 0 | 0 | 0 |
| Vilati Szerelő Zrt. | 0 | 100 | 0 | 0 | 0 | 0 |

A Average female salary as a percentage of average male salary (%)

| Tagvállalatok | 2018 | 2019 | 2020 | 2021 |
|------------------------------------|-----------------|-----------------|-----------------|-------|
| Lean Tech Mérnökiroda Kft. | 76 | 84 | 98,9 | 93,2 |
| Market Építő Zrt. | 76,7 | 81,6 | 103,3 | 99,7 |
| Market Épületszerviz Kft. | 88,7 | 71,5 | 78,8 | 82,2 |
| MCM Beton Kft. | - ¹² | 37 | - ¹² | 132,7 |
| Moratus Kft. | 88,6 | 93,3 | 93,1 | 88,3 |
| OKM Építőipari és Szolgáltató Kft. | 113,1 | 114,6 | 102 | 95,3 |
| Prebeton Zrt. | - ¹² | - ¹² | 88,3 | 91,8 |
| Vilati Szerelő Zrt. | 65,1 | 72,7 | 92 | 99,1 |

Equal opportunities

In 2021, the Group launched a series of awareness-raising programs for its employees in the framework of the ELTE „Doctoral Projects” consortium research grant program. The aim of the program was twofold: to develop reliable and good practices based on scientific evidence and to contribute to the formation of society's perception of people with disabilities. Market supported the Department of Special Needs Education at the ELTE Bárczi Gusztáv Faculty of Special Needs Education to carry out the awareness-raising program and the accompanying research. The program was participatory, i.e. it involved people with disabilities. It not only helped to raise awareness among the company's employees, but also supported the research associated with the program.

When designing the headquarters, the Group paid attention to creating a barrier-free working environment with equal access. Accessible and usable spaces were created for people with reduced mobility. In 2019 and 2021, the Market Group supported the Bodor Tibor Cultural Association, which brings together the visually impaired and sighted persons to share the experience of reading books through audiobooks.

Family-friendly atmosphere

In 2021, several of the measures introduced by the Group were aimed at creating a family-friendly workplace that better supports the reconciliation of family, private and work commitments. An integral part of this is the flexible working system, one element of which is flexible working hours, which divide the working day into 6 hours of core working time and 2 hours of fringe working time. This allows employees to organise their private lives. For colleagues with children, teleworking is available, as well as part-time work upon request.

Based on their internal referral system, family members and friends of employees can also apply for open positions if they meet the requirements set out in the vacancy notice.

Generations meet

The Market Group pays particular attention to exploiting the differences between generations. It constantly measures the number of generations and works to align the 4 generations present in the Group. It also seeks to ensure that all four generations find something to suit their interests when designing programs and events.



¹¹ There were no top managers working in Prebeton Zrt. in 2021.

¹² There was no basis for comparison in that year: men and women in the same job.

CUSTOMERS

[GRI 3-3] [GRI 416-1] [GRI 416-2]

As a leading player in the domestic construction sector, Market Group works with a number of clients on a regular basis, who each turn to the Group with specific requirements. Meeting the expectations of customers at all times is therefore a complex task. However, it is fair to say that since its foundation, the Market name has become synonymous with reliability and high quality.

As part of its sustainability strategy, the Market Group gradually transforms its proposals and prefers the sustainable use of materials. Customers are offered options of higher energy efficiency and smaller environmental footprint across the entire lifecycle of their buildings. The process also includes awareness raising and involving Market's customers: the Group provides ongoing professional assistance on emerging sustainability issues in the course of planning and co-design.

PRIORITY PROJECTS

Market's clients are typically companies and public institutions, so there are two categories of project financing, private investment and public procurement.

SK Innovation, Iváncsa

SK Innovation is implementing the largest greenfield investment in Hungary's history in Iváncsa: the South Korean company is building a new battery factory in the Fejér County settlement with a HUF 681 billion development.

The project started in spring 2021 and will erect a battery factory on 135 hectares, with Market working on around 80 hectares in the first phase. The work will involve 28 tower cranes for overground construction work, and piling was accomplished with a record 14 machine chains. The project is progressing smoothly and sufficient quantities of concrete are being supplied by the largest mobile concrete mixer in the country, which can fill up to 17 mixers per hour.

The new battery factory will be built in three phases, each phase consisting of several sub-assemblies. The first phase will consist of a lithium-ion battery production plant with a production capacity of 30 GWh per year and a gas-fired combustion plant with a thermal capacity of 48 MW (megawatts) per year - four gas boilers and one steam boiler - expected to be completed by June 2023.

MOL Campus, Budapest

The building was designed by one of the world's most renowned architect's office, Foster+ Partners, in collaboration with its Hungarian partner FintaStudio. MOL selected Market Építő Zrt. as the contractor for the MOL Campus from a number of Hungarian and foreign bidders in a four-round tender.

The new MOL Campus will be Budapest's most innovative and greenest office building, which will fit seamlessly into the renewed Kopaszi Dam landscape and, based on the previously published visual plans, will become one of Budapest's iconic buildings. The office building will be built with the aim of achieving both LEED Platinum and BREEAM Excellent certification, demonstrating energy efficiency, environmental awareness and sustainability.

BudaPart, Budapest

Property Market Ingatlanfejlesztő Kft., a subsidiary of Market Építő Zrt., has launched its first project, BudaPart, to create a new Budapest city quarter on a 54-hectare site in Lágymányosi Bay. The BudaPart project will end up in a unique neighbourhood providing a sense of tranquillity and a modern, urban 21st century feel to residents, workers and visitors.

The BudaPart development next to the Kopaszi Dam is more than just a residential and office development: shops will be built on the street level of the buildings, thus constantly increasing the range of services and recreational opportunities available. The South Buda district will include restaurants, cafés, fitness centres, banking services, supermarkets, pharmacies, kindergartens and consulting rooms, as well as a dog run, a jogging track, sports fields, playgrounds and a sunbathing beach, offering a wide range of activities for BudaPart residents and visitors.

THE HEALTH AND SAFETY OF CUSTOMERS

The health and safety of customers and of persons who actually use the buildings constructed for customers is one of the Market Group's fundamental objectives, and no fines, penalties or internal warnings were imposed in this respect during the period under review.

The safety of the works carried out by the group is ensured by, among other things, full compliance with the legislation, the built-in controls and the professionalism of the staff. The Market Group will continue to do its utmost to ensure that no such or similar sanctions are imposed and, more importantly, that the protection of life and health is guaranteed at all times during the construction work and in respect of the construction work carried out.

The Group takes great care to ensure that it uses materials that are not harmful to health and safety. When using paints, varnishes and adhesives, preference is given to products with low VOC and formaldehyde content. Air handling systems are installed to ensure that sufficient fresh air is supplied to the buildings to guarantee good air quality. In all cases, Market uses plumbing systems that do not leach harmful substances in the long term. In the design process, it is always a priority to maximise the amount of natural light entering the interior and to design the buildings in such a way that the occupants/users use the stairs instead of the lifts. In addition, as described in [the chapter on Climate and Environment](#), Market pays particular attention to the creation of green areas and surfaces (gardens, roof gardens, interior gardens). This not only promotes biodiversity but also has a positive impact on people's mental health.

SUPPLIERS

[GRI 3-3] [GRI 204-1] [GRI 308-1] [GRI 308-2] [GRI 414-1] [GRI 414-2]

It is a specific feature of the construction sector that the environmental footprint of the raw materials used in construction is often realised in the supply chain rather than by the property developers. Therefore, efforts should be made to promote responsible and sustainable business practices not only within the group but also beyond the company. Accordingly, the reduction of the Market Group's socio-environmental impacts along the supply chain will be a key focus of the sustainability strategy in the coming years. It will extend its policies to its suppliers and partners. It is developing transparency processes to assess its suppliers against sustainability criteria from 2025.

The Market Group's expectations of its suppliers are currently set at two levels: group-wide requirements are expected from all suppliers, and individual member companies have their own supplier policies for certain cases.

At the group level, Market relies on its existing relations within the sector to select suppliers, and for the most part works with stable, reliable partners. With a focus on sustainability guidelines, domestic production is preferred and projects with the smallest possible ecological footprint, i.e. sourced as close as possible to the place of use are favoured. This is verified by requesting the CE documents (manufacturer's declaration of conformity required by product legislation) and the supplier's declaration of conformity.

In all cases, subcontracts have an annex explicitly referring to compliance with the rules on health and safety. A Health and Safety Plan is drawn up for each site, and subcontractors are required to accept it.

The assessment of suppliers and the risks associated with them is carried out – in addition to group-level measures – at the subsidiary level. This is due to the diversity of subsidiaries and the resulting diversity of suppliers. At present, no comprehensive environmental and social assessment is carried out for any of the subsidiaries, but a complex set of sustainability criteria will be developed as part of the new sustainability strategy by 2025.

Moratus selects its suppliers of sawn fir timber and wood-based plywood on the basis of whether the products they sell are Forest Stewardship Council (FSC) certified, i.e. whether the raw materials originate from a sustainable forest management system.

Due to its role in the group, **Market Épületszerviz Kft.** cooperates mainly with suppliers who have been involved in the construction processes of the projects in question, because these companies have the necessary professional and on-site knowledge for the given works. Looking to the future, the recently launched DIGMA (Digital Market) database will greatly contribute to the screening and selection processes.

Partner Program

In September 2021, after careful preparations, the Market Group launched the Partner Program, an initiative to increase the efficiency of the sector and support its priority partners. The program currently involves 120 Partners.



FUTURE GENERATIONS

The future of the Market Group lies in the young talents that are studying in higher education. This is why it is important for the Group to provide young people with up-to-date and usable professional knowledge as part of their university education, so that they can help to develop the construction sector when entering the labour market. From 2021, the Group has started to work more closely with schools and universities. Not only did it participate in job fairs, but colleagues also delivered lectures at several universities. The Group also works closely with the Chamber on the implementation of the new VET 4.0 dual training system.

Market 21 Days

The main aim of the initiative is to nurture talent and provide competitive, internationally recognised knowledge in Hungary. To achieve this, it is essential to raise awareness of the importance of BIM (Building Information Management) for future engineers and to motivate students to pursue professional training and development in the building information modelling process.

In recent years, Market has implemented a number of digitalisation developments as part of its innovation efforts. It attaches particular importance to the use of BIM to ensure a continuous flow of information between design and construction, simulating and optimising the design and construction processes of buildings using digital models. Awareness of such benefits should be disseminated among a wide range of construction industry players. The Market 21 Days student competition is an excellent way of getting this message through, as the students of today are the planners, builders and operators of tomorrow.

In 2021, the participants' task consisted of two parts: in the first part, they had to design a building information model in 3D for a creative arts and recreation space for 10 people, while in the second part they had to focus on the practical application of BIM. During the three weeks of the program, the young people were given an insight into the diversity of engineering tasks and the coordination of different disciplines. More than 80 teams registered for the 2021 competition, significantly more than the number of entries in 2019, but the number of papers evaluated was lower than expected.

The results showed that while interest in BIM is growing and young people are looking for opportunities to benchmark their skills, Market also detected gaps in their overall knowledge of BIM and plans to take steps towards improvement.

Prefabricated building armour

In 2021, Market Group and the Moholy-Nagy University of Art and Design (MOME) launched a joint course entitled Precast Building Envelopes, in which four teams of students had to create a concept for a novel, innovative and aesthetic precast concrete façade cladding system. In the first round, two teams were selected to participate in a 12-week research-development-innovation (RDI) course. Finally, a jury of experts from Market and MOME evaluated their work and selected the winner.

A special feature of the course was that students from architecture, design, media and object design worked together on a specific problem. MOME and Market got a glimpse into each other's way of thinking, and the two fields - the university and a market player - came closer together. Building on the success of the course, the two partners are planning more joint projects in the future.



NGOs

As a responsible company, the Market Group strives to build good relations with key civil society organisations in Hungary. Their hopes and comments were also assessed in the stakeholder survey and taken into account in the creation of the sustainability strategy. In addition to professional cooperation, it also contributes to their operations through donations and financial support. Cooperation focuses on NGOs of public usefulness. (For more details on cooperation with NGOs, see [the chapter on social engagement.](#))



 SOCIAL ENGAGEMENT

[GRI 413-1]

The Market Group's values include a commitment to society, the environment and improving people's lives. To this end, it provides support to NGOs, ranging from simple material goods and building materials up to multi-million donations, equipment and strategic partnerships. It also participates in industry associations that contribute to the development and sustainability of the domestic construction sector.

SUPPORT, SPONSORSHIP

As a major player in the Hungarian economy, Market Group has been focusing on embracing initiatives that have a positive impact on Hungarian society since its inception. In its support and sponsorship activities, it is increasingly involved in helping organisations in its local area (3rd district of the capital and the area around its construction projects).

The objectives of the Group's support policy are wide-ranging. On the one hand, it believes that responsibility goes beyond marketing communication and is therefore deeply committed to creating social values. On the other hand, it strives to ensure that as many of the Group's profitable processes as possible are socially and ecologically sustainable. Its aim is to train its partners and employees, thus promoting a shift towards responsible operations and behaviour.

The Group tries to involve its employees in as many layers of corporate responsibility as possible. In 2021, employees donated to healthcare workers and bought gifts for families living in extreme poverty at Christmas.

The Market Group does not support any initiative or organisation that may be associated in any way with environmentally damaging activities, may be morally offensive or may be subject to any form of social discrimination.

THE MARKET GROUP PREFERS THE FOLLOWING VALUE-ADDING ACTIVITIES IN ITS FUNDING POLICY DECISIONS:

- Preservation of universal values, protection of the built cultural heritage
- Health institutions, with a particular focus on supporting health workers
- Promoting equal opportunities (helping disadvantaged people, people living in poverty)
- Recognition of construction-related skills
- Supporting talented young people from the next generation in the construction industry, and encouraging the next generation
- Funding activities implemented in the vicinity of or affecting projects
- Support for cultural initiatives, helping contemporary Hungarian artists
- Well-being, healthy lifestyle, sport (wellbeing)
- Commitment to sustainable development and environmental protection

STRATEGIC PARTNERSHIPS

Bátor Tábor Foundation

In 2006, the Market Group was one of the first to commit to the work of the Camp Bátor Tábor Foundation, and in 2021 it signed a new long-term grant agreement with the organisation. In the framework of the strategic partnership, the charitable organisation, which provides assistance to seriously ill children and their families, will receive HUF 57.5 million in various building, renovation, maintenance and construction works until 31 December 2023.

The Bátor Tábor Foundation, in partnership with various child health institutions in the Central European region, organises experiential therapy programs for more than a thousand seriously ill children and their families every year at its camps in Hatvan, in health care and other institutions as well as online. All the facilities of the Hatvan camp, such as the barrier-free houses that serve as accommodation for the children, the child-friendly medical building and the central building of the camp, were built by Market. In the later years of the long-term partnership, self-catering accommodation, an indoor hall, an artificial football pitch and an indoor riding arena were also built.

Long due renovations and maintenance actions such as the complex replacement of 11 boilers, the production and installation of powder-coated mosquito nets and the maintenance of windows and doors, have been carried out year after year with the help of the group. Thanks to Market's continuous support over the years, a modern camp that meets 21st century standards and the most stringent health requirements now welcomes visitors to Hatvan.

Smile Foundation

For many years, the Mosoly Foundation and Market Építő Zrt. have been working together to ensure that sick children receive appropriate psychological support. Both the civil society and the private sector have had to deal with serious challenges during the pandemic. Despite the difficulties, thanks to the consistent professional work of the Mosoly Foundation, as well as the support of committed donors such as Market Építő Zrt., the number of Smile Therapy sessions has increased dramatically: by 2021, the volume of therapy increased by 80 percent. While in 2020 there were 437 therapy sessions, by 2021 this number had increased to 784. The number of long-term therapies quadrupled and the number of in-patient therapies increased by 80 percent. The foundation recorded 1,058 participants in story and art therapy sessions for seriously or chronically ill children in 2020 and 1,873 in 2021.

„Last year we experienced growth beyond our expectations. We have been able to match this in terms of both the number of therapies and funding, and we have also made the necessary infrastructural and technical improvements to carry out our tasks.

This stable and safe operation would not be possible without partners like Market Építő Zrt.” - said Katalin Adorján, head of the foundation, evaluating the year 2021.

The Hungarian Ecumenical Relief Organisation

The Market Group supported the Ecumenical Relief Organisation's national logistics centre for the storage of relief goods and donations with a new EU-compatible pallet racking and shelving system in 2021. The 750 m² central warehouse, responsible for the operation of 45 institutions, was modernised at a cost of thirteen million forints. Thanks to the shelving system installed by the group, the storage capacity has been increased from the previous 100-130 pallets stored on the ground floor to 350-400 pallets.

This solution has allowed for the reception, storage and preparation for delivery of a significant increase in relief goods, equipment, supplies and protective equipment during the corona virus epidemic, and has also provided more space for related record-keeping and other administrative activities.

ROM Vándor (Wandering the Ruins) Program

An exciting and pioneering initiative was launched by Market in May 2021. As a key player in the construction industry, the aim was to develop a complex social responsibility program that

- is linked to the construction industry;
- fits Market's „We love to build” credo;
- it creates value and enriches our environmental heritage;
- is not a local initiative but can be extended to the whole national horizon;
- pioneering idea, unique idea; sustainable in the long term,
- provides the opportunity to be implemented with the involvement of Market staff.

Throughout the country, hundreds of historic ruins are mystical landmarks that enrich the cultural map of our environment. Many of these ruins, with their magical atmosphere, are places to visit, attracting hikers and explorers.

The aim of the ROM Traveller Program is to preserve, highlight, represent, care for, conserve and reinterpret these architectural heritage sites in order to offer a quality leisure program for all ages.

The Market Group treats the ruins with respect in every intervention, making every addition in a proportionate, stylish architectural gesture in keeping with the historic legacy, respecting the integrity of the building's inherited details. It seeks to create a renewed aesthetic that will ensure the rehabilitation and continued life of these spaces with their unique atmosphere.



HEALTH SUBSIDIES

The Market Group community has shown its strength and resilience in the face of the challenges posed by the corona virus epidemic in 2021. With the collection of the employees of the company group and exemplary employee cooperation, a total of HUF 19,650,000 in donations were handed over to three health care institutions - the Uzsoki Street Hospital, the Városmajor Heart and Vascular Clinic of Semmelweis University and the Infectiology and Intensive Care Unit of the South Pest Central Hospital.



With these donations, the Group once again wished to acknowledge the work of nursing staff in health care institutions in the epidemic situation. The total amount of the grants was used to provide extra allowances for nursing staff at all three hospitals, in recognition of the extra sacrifice made by frontline health workers during an emergency.



Campaigns carried out by staff working together

LIKE Foundation

Market Építő Zrt. has been cooperating with the LIKE Foundation since 2015, which helps families and children living in extreme poverty in Szabolcs-Szatmár-Bereg County.

In December 2021, as in previous years, Market employees sent out gift packs to make some children's Christmas dreams come true and make their holidays a little brighter. The packages included remote control cars, puzzles and dolls.



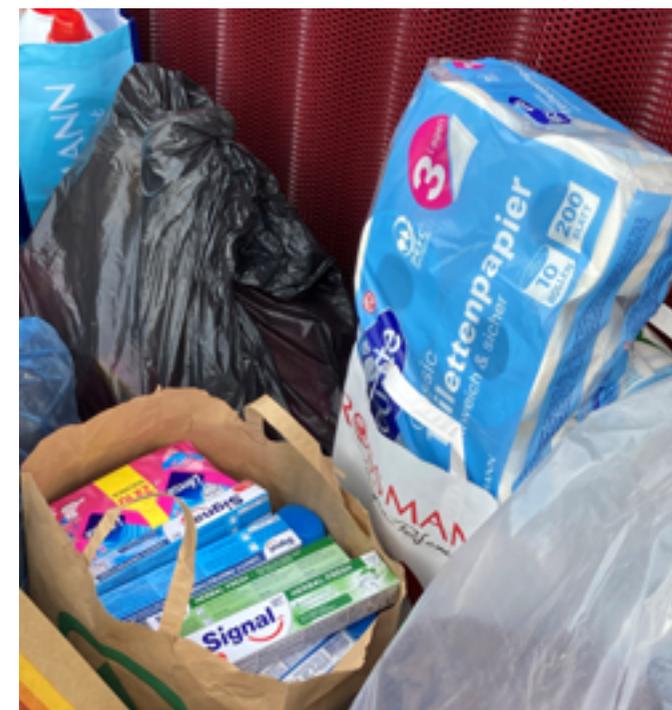
„Loving attitude, reliability, respect. These are the words that come to mind when I think of the relationship I have had with the employees of Market Építő Zrt since 2014. The Christmas gifts they buy and carefully wrap with their own hands are not just given to an organisation, they are given to us because they care about the children we care about. On several occasions, the construction company's employees have personally visited Tiszadob, 2.5 hours from Budapest, just to personally deliver the gifts to the children and witness the eyes gleam themselves. We are grateful that we can count on the support of Market employees year after year.” Mrs. Aranka Illésné Áncsán, President, Tűzcsiholó (Fire Strikers) Association



„RÉS” (GAP) Social and Cultural Foundation

When we think of homeless people, we tend to think of hairy, worn-out, men in oversized coats, but at least one in four people experiencing homelessness are women. The Rés Foundation provides shelter for homeless women.

Market Group employees collected a significant amount of warm women's clothing, footwear, toiletries, detergents and „luxury items” such as chocolate, deodorant and fabric softener during a charity collection for women without a roof above them, which were handed over to the RÉŠ Foundation, which runs the shelter. The donated products - beyond the one-off and quick help - will help the homeless women in the long term to maintain their health, physical and mental condition, thus significantly increasing their chances of finding a job, which can be a milestone in getting a place to live.



SPONSORSHIP, SUPPORT

Culture, art

Through the MarketArt program, the Group supports local artists to focus on their work in the early stages of their careers. One of the big winners of this initiative is Miklós Gábor Szőke, a world-famous sculptor whose career was launched with the help of Market. The works of Miklós Gábor Szőke are also regularly featured in Market-related projects. Gábor Baráth, a rubber sculptor and recipient of the Young Master of Folk Art award, is now a well-known artist in Hungary. The integration of environmentally friendly thinking and lifestyle into art is clearly visible in Gábor Baráth's rubber sculptures. Since 2019, Market has been supporting the young, creative artist's career by commissioning outdoor and indoor works. In 2021, the Market Group supported Gábor Baráth with construction materials and human resources, and this time he wanted to create a „bus-like” puppet theatre and play house in Mohács. This initiative will make it possible to launch a new traditional, community-based, educational and cultural activity in Mohács.



Shaping mindsets

The ELTE Bárczi Gusztáv Faculty of Special Education's research program series

In 2021, a series of disability awareness programs for Market Group employees was implemented. Within the framework of the ELTE „Doctoral Projects” consortium research grant, the aim was to develop a project plan for the creation and testing of a vision-forming program for a typical adult population, accompanied by research. The aim of the project was twofold: to develop a reliable and good practice based on scientific evidence and to contribute to the development of a society's perception of people with disabilities. The Market Group provided support for the implementation of the awareness-raising program and the accompanying research to the ELTE BGGYK number.



The program was participatory, involving people with disabilities. Through this program, the Group not only helped to raise the awareness of its employees, but also supported research related to the program.



Kham Drom Roma Integration Association

In cooperation with the association, the Market Group has raised awareness of the need to protect against Covid and to vaccinate. The aim of the series of events, running between 25 October 2021 and 31 December 2022, is to raise awareness among the poorest, Hungarian-speaking, predominantly Roma population in Hungary and in Hungarian-speaking areas of neighbouring countries about the need for and the possibilities of protecting themselves against the Covid epidemic.



INDUSTRY ASSOCIATIONS

[GRI 2-28]

National Federation of Building Contractors

The National Federation of Hungarian Building Contractors (ÉVOSZ) was founded in October 1989. It currently has around 210 member organisations, including Market Építő Zrt. ÉVOSZ is a major player in the Hungarian construction sector, with a large number of small and medium-sized enterprises among its members, in addition to Hungary's most important construction companies. Its tasks include representing the interests of Hungarian construction contractors at national and international level, maintaining contacts and exchanging information between member organisations and national and international organisations (chambers, associations, authorities). It reviews legislation and initiatives affecting the construction industry and informs member organisations about the opportunities offered by the European Union.

Sándor Scheer, the founding partner, owner and CEO of Market Építő Zrt. is a member of the board of the Federation.

Knowledge Building Team

The Market Group - through Market Építő Zrt. - is a member of the Knowledge Building Team, an organisation formed by Market Építő Zrt., Bayer Construct Zrt. and KÉSZ Group. Its mission is to provide vocational training to students and vocational training to adults. In addition to the transfer of modern technological skills, they also support the studies with a student wage of HUF 100,000, a contribution towards meals and work clothes. Once the apprenticeship contract is signed, the training starts, during which the apprentices must attend vocational training and acquire the necessary professional skills, and then pass a vocational examination. Following successful completion of the apprenticeship, jobs are offered to help newly qualified people to find employment and to develop their professional skills.

Business Council for Sustainable Development in Hungary (BCSDH)

The Business Council for Sustainable Development in Hungary (BCSDH) is a sub-organisation of the World Business Council for Sustainable Development. The Hungarian national organisation was founded in 2007 and has 124 member companies, including Market Építő Zrt. The Hungarian Business Council for Sustainable Development actively promotes the implementation and application of the three pillars of sustainable development: economic efficiency, ecological balance and social quality of life, thus increasing competitiveness with new and innovative solutions and contributing to the sustainable development of the Hungarian economy and society.

Hungarian Green Building Council (HuGBC)

The Group is a member of the Hungary Green Building Council (HuGBC), a professional platform and community covering all areas of the building industry. The Council provides professional advocacy on current and future-oriented issues aimed at achieving a sustainable built environment and, as a member of the World Green Building Council international community, it provides a knowledge base, conducts awareness-raising and educational activities based on forward-looking international practices and the knowledge, experience and innovative solutions of its members.

Scientific Society for Building (ÉTE)

The objective of the Society - of which Market Építő Zrt. is a member - is to inform its members, to increase their knowledge on professionally related topics, and to be a professional platform for common thinking on issues concerning the construction industry.





RESPONSIBLE CORPORATE GOVERNANCE

The Market Group is committed to responsible and transparent governance and to strengthening fair business practices. In addition to its existing effective organisational structure, well-defined responsibilities and compliance with legal requirements, Market has integrated sustainability into its corporate governance processes. This includes making its operations more transparent and publishing an annual sustainability report in line with the GRI Standards from 2022 onwards to better inform stakeholders.

CORPORATE GOVERNANCE STRUCTURE

[GRI 2-9] [GRI 2-10]

The governance structure of **Market Építő Zrt.** is described in its Articles of Association and its Rules of Organisation and Operation, last updated in August 2020. The latter document is due for revision at the end of 2022.

The General Meeting is the supreme body of the company, which exercises the supervisory and decision-making rights of the owners in a unified manner.

The **Board of Directors** is the managing body of the company, manages the company's finances and defines the company's business concept. The Board of Directors consists of three members, and the Chairman of the Board of Directors also performs operational tasks as Chief Executive Officer. The members of the Board of Directors are selected by the General Meeting on the basis of their professional qualifications and experience. These positions were taken by Sándor Scheer (owner, Chairman of the Board, Chief Executive Officer), Péter Csicsáky (independent) and Zsolt Ikrényi (independent) in 2021. There are no dedicated areas of expertise on the Board of Directors, decisions are always taken by three members.

The **Supervisory Board** supervises the management of the company. In this capacity, the Supervisory Board is required to evaluate the proposals to be submitted to the General Meeting and to present its position taken on them at the General Meeting. The members of the Supervisory Board are independent and no Market-affiliated employees are among them. In the year of 2021-ben the positions were taken by dr. Péter Telek, László Tamássy és Zsolt Bencze.

The company is managed by the Chief Executive Officer, who is also the Chairman of the Board of Directors. He exercises his rights and duties within the limits of the law and the Articles of Association and in accordance with the decisions of the General Meeting and of the Board of Directors. The Chief Executive Officer is the operational manager of the operations and is responsible, together with the Management Board, for reviewing and taking decisions on the economic, environmental and social impacts of the company's activities. The CEO is assisted in this task by the Deputy Chief Executive for Governance and the Deputy Chief Executive for Innovation and Strategic Development.

The subsidiaries **Moratus Kft.**, **OKM Építőipari és Szolgáltató Kft.** and **Vilati Szerelő Zrt.** are governed by the same governance structure as the subsidiaries, but the main difference is that the general meeting of members is the supreme governing body, which exercises the uniform supervisory and decision-making rights of the owners.

The companies are managed and controlled by the managing directors and the deputy managing director responsible for the subsidiaries, who are the operational managers of the operations. The managing directors of each subsidiary are selected on the basis of their professional qualifications and experience by Market Építő Zrt. Board of Directors.

The member companies do not have a supervisory board, but the supervisory board of the majority owner Market Építő Zrt. monitors the management of the individual companies. The internal auditor of Market Építő Zrt. is also empowered to audit their operations.

No Rules of Organisation and Operation have been issued for the other member companies of the Market Group, and as a rule, the articles of association of the respective subsidiaries regulate the organisational structure of the companies within the framework of the provisions of the Civil Code in general, with Market Építő Zrt. as the owner of the companies playing an important role in the development of the respective corporate strategy and the control of operations.

MANAGING ECONOMIC, ENVIRONMENTAL AND SOCIAL IMPACTS

[GRI 2-12] [GRI 2-13]

The highest level of decision making authority in the management of the Market Group's economic, environmental and social impacts rests with the operational senior management. For each sustainability-related area, responsibilities are decentralised. Sustainability issues are addressed at the highest level of corporate governance by the Board of Directors on the basis of quarterly reports. Sustainability issues are brought to the attention of the operational senior management on a monthly basis and are managed by the Deputy CEO for Development and Innovation.

| Levels of responsibility | |
|------------------------------------|----------------------|
| Sustainability strategy | Deputy CEO level |
| Environment and climate protection | Deputy CEO level |
| Safety at work | Chief Engineer level |
| Ethics | Legal Director |
| Talent Management | HR Director |
| Diversity | HR Director |
| Innovation | Deputy CEO level |
| Social engagement | CEO level |
| Supply chain management | Chief Engineer level |
| Customer relations | Deputy CEO level |

As part of its sustainability strategy, the Group has started to assess industry-specific climate risks and is mapping areas where intervention may be needed in the coming years, either in its operational processes or in its real estate development activities.

BUSINESS ETHICS

In 2021, the Market Group revised its Code of Ethics, which serves as a kind of roadmap to the internal rules in force within the Group, while complementing their content with the general expectations required in the day-to-day work. In this respect, most of the chapters of the Code of Ethics contain a reference to the relevant internal rules and regulations, which provide details of the Market Group's specific expectations. In all cases, the Code of Ethics also identifies those departments which have the most comprehensive knowledge of the issue concerned and can therefore assist in the interpretation and implementation of the Code of Ethics and related regulations.



THE MAIN ISSUES DISCUSSED IN THE CODE OF ETHICS:

- Conduct expressed in relation with business partners and other third parties
- Rights of workers and their limits
- Sustainable development
- Fair and law-abiding market conduct
- Role of managers in the enforcement of the Code of Conduct

The explicit aim of the new Code of Ethics is to increase the number of ethical breaches detected by employees, and the Group has therefore placed great emphasis on reviewing and simplifying the whistleblowing procedure. Accordingly, as of 1 December 2021, a whistle-blower lawyer will assist in the detection of ethical violations, to whom employees may write even if they do not wish to disclose their identity to the Market Group. The whistle-blower protection lawyer is acting on behalf of Market Építő Zrt. but will treat employees' personal data as an attorney-client secret.

Compliance with the Code of Ethics is monitored by the four-member Ethics Council, whose permanent members are the Chairman of the Board of Directors, the Group Internal Auditor, the Market Group Legal Director and the Group HR Director.

The person responsible for the periodic review of the Code of Ethics is the Chief Legal Officer, but the Ethics Board and senior Group executives may also initiate an extraordinary review at any time.

ANTI-CORRUPTION ACTION

[GRI 3-3] [GRI 205-1] [GRI 205-2] [GRI 205-3]

The Market Group condemns all forms of active and passive corruption. The principles of its anti-corruption policy are set out in the corporate by-laws and in the Code of Ethics.

Considering that the selection of the partners to work on a given project is, as a rule, decentralised within Market (the technical director in charge of the project decides which subcontractor will carry out the work), the Group considers that the greatest risk is that partners may offer their colleagues an undue advantage in exchange for accepting contractual terms that are favourable to them. Accordingly, the internal rules require Market Group employees to notify gifts exceeding HUF 55,000 (or EUR 150) to the Employer's Representative for prior approval. Likewise, if any employee of the Market Group contracts with a partner, he or she must also declare it.

In 2021, no targeted corruption risk survey was carried out within the Group, and no incidents are known for previous years. In 2021, no anti-corruption training was provided to members of the management bodies or Market Group employees, as it is planned that employees will receive such training in the context of the training related to the implementation of the new Code of Ethics, which will take place in autumn 2022.

REMUNERATION POLICY

[GRI 2-19]

The Market Group does not discriminate between male and female employees when determining the remuneration of its colleagues, but only on the basis of professional experience and internal salary scales.

Senior operational management earn fixed salaries and supplementary bonuses. There are currently no other entitlements other than salary-related payments. The variable pay rate is high and depends on individual and group performance. When assessing the performance of senior managers, their performance in relation to sustainability issues is taken into account. A bonus/malus scheme based on sustainability performance is not yet in place and is part of the Group's longer-term plans.

The Board of Directors has a fixed remuneration.

IMPLEMENTATION OF POLICIES

[GRI 2-24] [GRI 2-26]

The Market Group considers it important that the policies adopted are actually implemented within the timeframes foreseen and will always ensure that the appropriate human and material resources are available.

The Group's commitments are codified in binding internal rules and CEO instructions. These policies are available to all employees and must be taken into account by employees during the performance of their duties. The Market Group provides several training courses for its employees to learn and apply the operating principles (policies) in practice. The Legal Department provides regular legal training, as does our IT Department, which regularly trains our colleagues on the technical requirements for secure data and information handling and on the actions that may compromise data security. A separate e-learning course is being prepared to teach our updated Code of Ethics at the end of 2021, which all staff will be required to complete regularly (every 2-3 years), probably from September 2022.

The Group regularly reviews the success and implementation of new policies (rules). A review period is also usually set for the policies, typically 1-2 years.

RESPECTING HUMAN RIGHTS

[GRI 3-3] [GRI 408-1] [GRI 409-1]

The Market Group respects the human rights enshrined in the Fundamental Law and international legal conventions. The Group will not contract with any company that does not ensure that its employees or agents are bound by these constitutional principles. At the same time, as part of its social commitment, it actively supports the promotion of the rights to which we are all entitled as human beings, both at home and abroad.

It pays particular attention to quality of life at work. It ensures that its employees can work in a relaxed working environment, free from all forms of harassment, discrimination and practices that infringe their privacy rights. The Market Group has confirmed its commitment to this through its Code of Ethics.

The Market believes that „Nothing about you without you!“ which means that any measures, developments or other processes involving people with disabilities should only be carried out with their involvement. This is why the Group attaches great importance to the cooperation with the Bárczi Gusztáv Faculty of Special Education at ELTE and the series of programs held by various speakers with disabilities.

Market has no operations or suppliers where there is a risk of child labour, exposure of young workers to hazardous work or even forced labour. Almost all of the Group's partners are companies operating in the European Union.

TAX POLICY

[GRI 3-3] [GRI 207-1] [GRI 207-2] [GRI 207-3]

The Market Group places a high priority on the prompt and full settlement of tax liabilities in accordance with applicable laws, directives, treaties and court rulings. The Accounting Department is responsible for filing tax returns, liaising with tax authorities and other relevant entities on tax matters. The Deputy Chief Financial Officer represents the highest level of management in the tax area within the Group, directs and controls tax-related activities, is responsible for ensuring that professional knowledge and changes in legislation are applied in practice.

Market has a Group-wide risk management process, which includes the effective and appropriate management of tax risks. This ensures that tax risks are identified, analysed, assessed, monitored and minimised. Processes are in place and regularly monitored in the field of taxation to ensure that all areas for which this is essential in their day-to-day operations are aware of tax legislation and any changes to it.

The Market Group's relationship with the tax authorities has been balanced for many years. The Group is treated as a privileged taxpayer, which is why it has a dedicated contact person at the Tax Authority with whom it can discuss all tax-related matters. It is important to stress that this contact is a two-way street, with the Authority contacting Market through the Accountant General, should any questions arise.

Taxation is basically dealt with by the Accounting department, but there are specific issues related to controlling. Tax issues relating to Customers are dealt with directly at the level of the Accountant General. The group's suppliers can also send their tax-related questions via their technical contacts to the Accounting area, where in most cases the further processing is also carried out under the guidance of the Accounting Officer.

According to Hungarian tax legislation, there is a real-time connection between the Authority and the taxpayers in the case of invoicing systems, and this is also the case with Market. In addition, the usual return forms are submitted and processed electronically between the parties.

The Market Group is fully transparent in its operations, which the Authority can verify through comprehensive investigations.

DATA PROTECTION

[GRI 418-1]

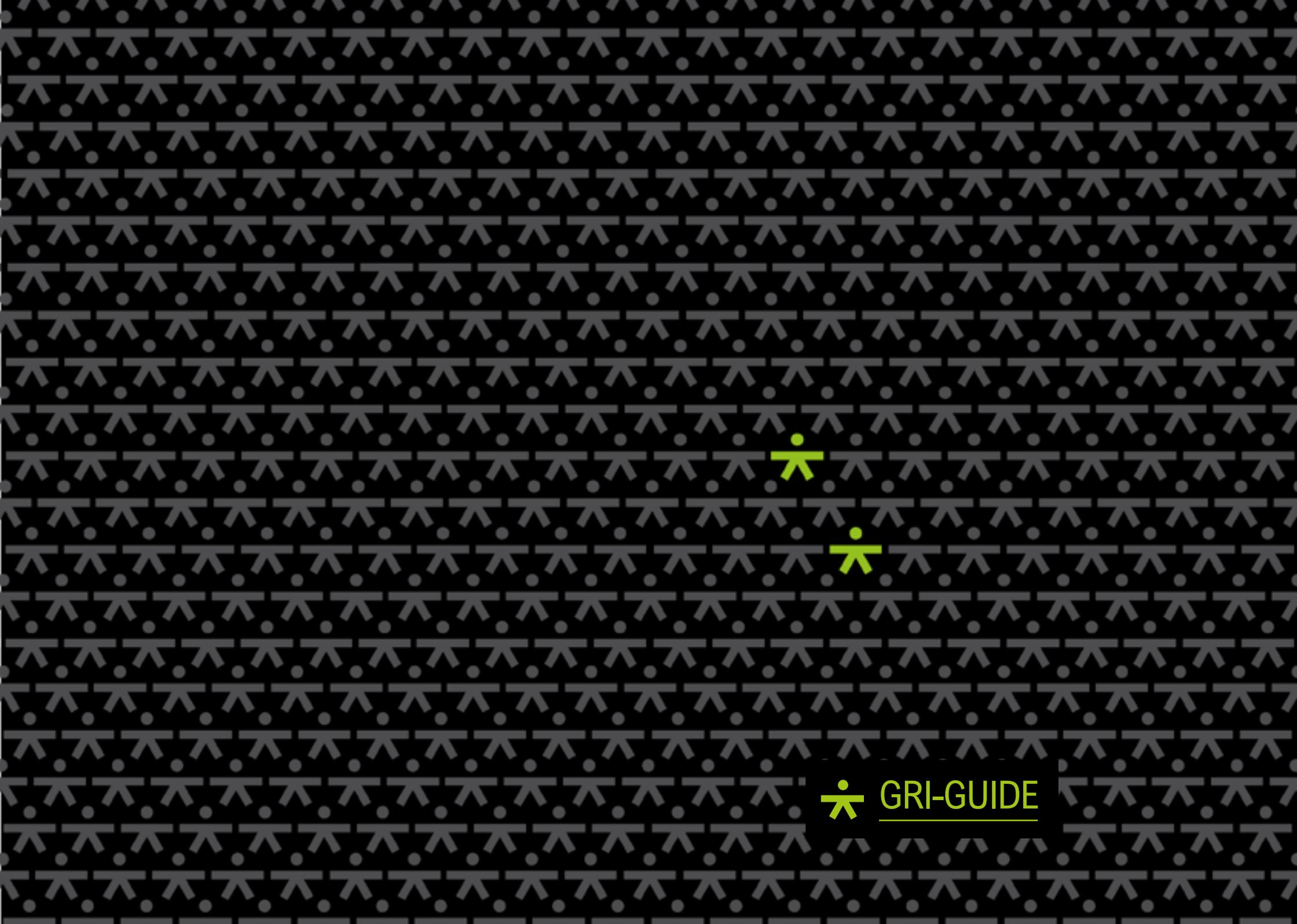
The Market Group processes personal data on a limited basis, as its customers are almost exclusively commercial companies. Accordingly, the personal data available to the Group are mainly employee data and data from the site access system.

The member companies act as joint data controllers, the details of which are set out in a separate agreement between the parties. A list of the companies concerned is available at the [link below](#).

Although the Market Group is not required to appoint a Data Protection Officer, a Data Protection Officer has been appointed to ensure compliance with national and Community legislation (primarily the GDPR). The Business Group has set up a dedicated e-mail address (gdpr@market.hu) to receive requests and notifications concerning data processing, to which no complaints were received in 2021.

Within the Market Group, there are several policies on data management and a data management information leaflet is distributed to employees. The information on data management at the site can be downloaded [from the website](#), but a sign with the same content has also been placed at the points of entry.

In 2021, the National Authority for Data Protection and Information Security did not initiate any proceedings involving the Market Group. In the period under review, there was one data breach in which the correspondence of an employee of Market Építő Zrt. was obtained by unauthorised persons as a result of a virus attack. The incident was reported to the National Authority for Data Protection and Information Security.



 GRI-GUIDE

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission |
|-----------------------------|---|--|-------------|---|---------------------|
| GRI 2: General publications | GRI 2-1 Organisational details | About the Market Group | 6 | The headquarters of the group are located in Budapest (1037 Budapest, Bojtár u. 51.) Area of operation: Hungary. | |
| | GRI 2-2 Entities covered by the Sustainability Report | About the report | 7 | | |
| | GRI 2-3 Reporting period | About the report | 7 | | |
| | GRI 2-5 External rating | | | The report does not have an external rating. | |
| | GRI 2-6 Activities, value-chain and other business relationships | About the Market Group | 6 | | |
| | GRI 2-7 Employees and other workers | Stakeholders - Staff | 24 | | |
| | GRI 2-8 Employees who are not employed by the company | Stakeholders - Staff | 24 | | |
| | GRI 2-9 Governance structure | Responsible corporate governance - Corporate governance structure | 39 | | |
| | GRI 2-10 Selection and designation of the highest governance body | Responsible corporate governance - Corporate governance structure | 39 | | |
| | GRI 2-11 Chair of the highest governance body | Responsible corporate governance - Corporate governance structure | 39 | | |
| | GRI 2-12 The role of the highest governance body in managing impacts | Responsible corporate governance - Corporate governance structure | 39 | | |
| | GRI 2-13 Senior management responsibility in managing impacts | Managing economic, environmental and social impacts | 39 | | |
| | GRI 2-14 The role of the highest governance body in sustainable development reporting | Responsible corporate governance - Corporate governance structure Managing economic, environmental and social impacts | | In 2021, sustainability activities were reviewed by the responsible Deputy CEO in consultation with senior management. In 2022, Market Építő Zrt. established a steering committee responsible for reviewing sustainability information and identifying relevant issues. This document has been approved by them. | |
| | GRI 2-15 Conflict of interest | Responsible Corporate Governance - Business Ethics | | The Board of Directors receives monthly reports on the transactions of the so-called critical actors and the range of actors. These reports also cover the members of the Board of Directors and other interests of the owners. | |
| | GRI 2-16 Informing the highest governance body | Responsible corporate governance - Corporate governance structure Managing economic, environmental and social impacts | 39 | | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission |
|-----------------------------|---|--|-------------|---|---------------------|
| GRI 2: General publications | GRI 2-17 Collective knowledge of the highest governance body on sustainability issues | | | A sustainability presentation is given to the Board of Directors and senior management on a quarterly basis. | |
| | GRI 2-18 Understanding the performance of the highest governance body | | | The performance of the highest governance body is not currently assessed from an environmental, economic and social perspective. For the achievement of the sustainability strategy objectives, a remuneration assessment will be introduced in the coming years, mainly at the level of Deputy CEO. | |
| | GRI 2-19 Remuneration policies | Responsible Corporate Governance - Business Ethics | 40 | | |
| | GRI 2-20 The remuneration of the the process of deciding | | | In matters of remuneration, the decision is taken by the CEO, taking into account the proposal of the HR area. Where relevant to a position, the comments and interests of stakeholders are also taken into account when determining remuneration. No external expertise is involved in the process. | |
| | GRI 2-21 Total annual compensation rate | | | For member companies, the median of the remuneration of the highest paid senior managers and all employees in 2021 (expressed in gross annual income) was as follows: <ul style="list-style-type: none"> • Market Építő Zrt.: 9% • OKM Építőipari és Szolgáltató Kft.: 13% • Moratus Kft.: 16% • Vilati Szerelő Zrt.: 22% • Market Épületszervíz Kft.: 24% • Prebeton Zrt.: 19% • MCM Beton Kft.: 48% • Lead Tech Mérnökiroda Kft.: 40% | |
| | GRI 2-22 Statement on Sustainable Development Strategy | CEO welcome; Sustainability strategy | 4 | | |
| | GRI 2-23 Political Commitments | | | The Market Group sets out its general and specific policy expectations for responsible and sustainable business conduct, which are binding for its employees, in internal policies and CEO instructions. The most important of these is the Code of Ethics, which is published on the internal network. The Market Group communicates its internal standards to third parties only on an ad hoc and exceptional basis, but they are available to its employees on the internal network without restriction. The Market Group ensures respect for fundamental human rights for its employees and partners in accordance with the relevant chapter of the Code of Ethics. | |
| | GRI 2-24 Implementation of political commitments | Responsible Corporate Governance - Business Ethics | 40 | | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission |
|-----------------------------|--|--|-------------|---|---------------------|
| GRI 2: General publications | GRI 2-25 Processes for the restoration of negative impacts | | | <p>The Market Group is committed to creating value and avoiding all forms of harm in its activities. Accordingly, any negative impacts (e.g. environmental) arising from its activities will never exceed the limits required by legislation or industry standards.</p> <p>In cases where, for whatever reason, a third party is harmed for reasons attributable to the Market Group, the Group will make every effort to repair the negative effects and restore the original situation.</p> <p>The Market Group has set up a dedicated e-mail address and a web interface for reporting construction site incidents: https://www.market.hu/karjelento and karsemeny@market.hu respectively. This ensures that the responsible Market Group employees are directly informed about negative effects (damage incidents) and that the damage claims are dealt with as soon as possible.</p> <p>The Market Group is constantly improving these processes, taking into account changes in the legal environment (e.g. new data protection requirements) and feedback and complaints from victims.</p> | |
| | GRI 2-26 Mechanisms used when concerns arise | Responsible Corporate Governance - Business Ethics | 40 | | |
| | GRI 2-27 Compliance | | | In the period under review, the Market Group operated in accordance with the legal and other regulatory requirements, and no circumstances arose in connection with its activities that could call into question its lawful operation. | |
| | GRI 2-28 Industry or other associations | Social engagement - Industry associations | 37 | | |
| | GRI 2-29 Stakeholders approach to engagement | Stakeholders - Stakeholder survey | 23 | | |
| | GRI 2-30 Collective agreement | | | <p>Market Group employees are covered by a collective agreement for the construction sector, which can be accessed via the link below:</p> <p>https://www.evosz.hu/hirek/2-entries/62-epitoindustrial-agazati-collective-collective-collective-zodes-eaksz</p> | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|--------------------------------------|----------------|---|---------------------|-----------------------------|------|------|------|------|---------------------------------|----------------------------|-----|-----|-------|-------|-------------------|---------|---------|---------|---------|---------------------------|-----|-------|-------|-------|----------------|-------|-------|-------|-------|--------------|--------|--------|--------|--------|------------------------------------|--------|--------|--------|--------|---------------|---|---|-------|-------|---------------------|--------|--------|-------|--------|--------------|----------------|----------------|----------------|----------------|--|-------------------------------|------|------|------|------|---|----------------------------|-----|-----|-----|-------|-------------------|---------|---------|---------|---------|---------------------------|-----|-----|-----|-----|----------------|-------|-------|-------|-------|--------------|--------|--------|--------|--------|------------------------------------|-------|--------|--------|--------|---------------|----|----|-------|-------|---------------------|-------|--------|-------|--------|--------------|----------------|----------------|----------------|----------------|--|---|------|------|------|------|---|----------------------------|-----|-----|-----|-----|-------------------|-------|-------|-------|--------|---------------------------|-----|-----|-----|-----|----------------|----|----|----|-----|--------------|-------|-------|-------|-------|------------------------------------|-------|-------|-------|-------|---------------|---|----|-----|-----|---------------------|-----|-----|-----|-----|--------------|--------------|---------------|---------------|---------------|--|
| GRI 201: Economic performance | GRI 201-1: Economic value directly produced and transferred ^{1/3} | About the Market Group | 6 | <table border="1"> <thead> <tr> <th></th> <th>Total revenue (million HUF)</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td rowspan="8">Economic value generated</td> <td>Lean Tech Mérnökiroda Kft.</td> <td>357</td> <td>869</td> <td>1 244</td> <td>2 009</td> </tr> <tr> <td>Market Építő Zrt.</td> <td>141 556</td> <td>191 690</td> <td>191 463</td> <td>296 340</td> </tr> <tr> <td>Market Épületszervíz Kft.</td> <td>913</td> <td>1 245</td> <td>1 218</td> <td>1 525</td> </tr> <tr> <td>MCM Beton Kft.</td> <td>1 779</td> <td>2 426</td> <td>2 820</td> <td>6 476</td> </tr> <tr> <td>Moratus Kft.</td> <td>11 695</td> <td>10 870</td> <td>13 463</td> <td>14 239</td> </tr> <tr> <td>OKM Építőipari és Szolgáltató Kft.</td> <td>12 395</td> <td>23 346</td> <td>17 821</td> <td>21 615</td> </tr> <tr> <td>Prebeton Zrt.</td> <td>1</td> <td>0</td> <td>1 074</td> <td>5 211</td> </tr> <tr> <td>Vilati Szerelő Zrt.</td> <td>10 377</td> <td>11 505</td> <td>8 992</td> <td>19 653</td> </tr> <tr> <td>Total</td> <td>179 072</td> <td>241 950</td> <td>238 095</td> <td>367 068</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>Operating costs (million HUF)</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td rowspan="8">Suppliers <i>(total revenue related payments + less other operating expenses)</i></td> <td>Lean Tech Mérnökiroda Kft.</td> <td>164</td> <td>462</td> <td>691</td> <td>1 383</td> </tr> <tr> <td>Market Építő Zrt.</td> <td>126 743</td> <td>173 421</td> <td>153 767</td> <td>239 870</td> </tr> <tr> <td>Market Épületszervíz Kft.</td> <td>691</td> <td>438</td> <td>349</td> <td>431</td> </tr> <tr> <td>MCM Beton Kft.</td> <td>1 723</td> <td>2 257</td> <td>2 569</td> <td>5 612</td> </tr> <tr> <td>Moratus Kft.</td> <td>11 674</td> <td>10 055</td> <td>10 950</td> 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Kft.</td> <td>26</td> <td>47</td> <td>93</td> <td>213</td> </tr> <tr> <td>Moratus Kft.</td> <td>1 176</td> <td>1 471</td> <td>1 595</td> <td>1 918</td> </tr> <tr> <td>OKM Építőipari és Szolgáltató Kft.</td> <td>1 825</td> <td>2 406</td> <td>2 507</td> <td>2 792</td> </tr> <tr> <td>Prebeton Zrt.</td> <td>0</td> <td>40</td> <td>315</td> <td>712</td> </tr> <tr> <td>Vilati Szerelő Zrt.</td> <td>686</td> <td>746</td> <td>702</td> <td>912</td> </tr> <tr> <td>Total</td> <td>9 800</td> <td>12 811</td> <td>14 594</td> <td>17 939</td> </tr> </tbody> </table> | | Total revenue (million HUF) | 2018 | 2019 | 2020 | 2021 | Economic value generated | Lean Tech Mérnökiroda Kft. | 357 | 869 | 1 244 | 2 009 | Market Építő Zrt. | 141 556 | 191 690 | 191 463 | 296 340 | Market Épületszervíz Kft. | 913 | 1 245 | 1 218 | 1 525 | MCM Beton Kft. | 1 779 | 2 426 | 2 820 | 6 476 | Moratus Kft. | 11 695 | 10 870 | 13 463 | 14 239 | OKM Építőipari és Szolgáltató Kft. | 12 395 | 23 346 | 17 821 | 21 615 | Prebeton Zrt. | 1 | 0 | 1 074 | 5 211 | Vilati Szerelő Zrt. | 10 377 | 11 505 | 8 992 | 19 653 | Total | 179 072 | 241 950 | 238 095 | 367 068 | | Operating costs (million HUF) | 2018 | 2019 | 2020 | 2021 | Suppliers <i>(total revenue related payments + less other operating expenses)</i> | Lean Tech Mérnökiroda Kft. | 164 | 462 | 691 | 1 383 | Market Építő Zrt. | 126 743 | 173 421 | 153 767 | 239 870 | Market Épületszervíz Kft. | 691 | 438 | 349 | 431 | MCM Beton Kft. | 1 723 | 2 257 | 2 569 | 5 612 | Moratus Kft. | 11 674 | 10 055 | 10 950 | 11 229 | OKM Építőipari és Szolgáltató Kft. | 9 825 | 18 165 | 13 992 | 18 037 | Prebeton Zrt. | 20 | 21 | 1 172 | 5 401 | Vilati Szerelő Zrt. | 9 674 | 11 286 | 7 462 | 17 829 | Total | 160 514 | 216 104 | 190 953 | 299 792 | | Employee wages and benefits (HUF million) | 2018 | 2019 | 2020 | 2021 | Employees <i>(employee-related costs)</i> | Lean Tech Mérnökiroda Kft. | 126 | 189 | 235 | 301 | Market Építő Zrt. | 5 388 | 7 154 | 8 335 | 10 168 | Market Épületszervíz Kft. | 573 | 757 | 811 | 924 | MCM Beton Kft. | 26 | 47 | 93 | 213 | Moratus Kft. | 1 176 | 1 471 | 1 595 | 1 918 | OKM Építőipari és Szolgáltató Kft. | 1 825 | 2 406 | 2 507 | 2 792 | Prebeton Zrt. | 0 | 40 | 315 | 712 | Vilati Szerelő Zrt. | 686 | 746 | 702 | 912 | Total | 9 800 | 12 811 | 14 594 | 17 939 | |
| | Total revenue (million HUF) | 2018 | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Economic value generated | Lean Tech Mérnökiroda Kft. | 357 | 869 | 1 244 | 2 009 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Építő Zrt. | 141 556 | 191 690 | 191 463 | 296 340 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Épületszervíz Kft. | 913 | 1 245 | 1 218 | 1 525 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | MCM Beton Kft. | 1 779 | 2 426 | 2 820 | 6 476 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Moratus Kft. | 11 695 | 10 870 | 13 463 | 14 239 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | OKM Építőipari és Szolgáltató Kft. | 12 395 | 23 346 | 17 821 | 21 615 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Prebeton Zrt. | 1 | 0 | 1 074 | 5 211 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Vilati Szerelő Zrt. | 10 377 | 11 505 | 8 992 | 19 653 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 179 072 | 241 950 | 238 095 | 367 068 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Operating costs (million HUF) | 2018 | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Suppliers <i>(total revenue related payments + less other operating expenses)</i> | Lean Tech Mérnökiroda Kft. | 164 | 462 | 691 | 1 383 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Építő Zrt. | 126 743 | 173 421 | 153 767 | 239 870 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Épületszervíz Kft. | 691 | 438 | 349 | 431 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | MCM Beton Kft. | 1 723 | 2 257 | 2 569 | 5 612 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Moratus Kft. | 11 674 | 10 055 | 10 950 | 11 229 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | OKM Építőipari és Szolgáltató Kft. | 9 825 | 18 165 | 13 992 | 18 037 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Prebeton Zrt. | 20 | 21 | 1 172 | 5 401 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Vilati Szerelő Zrt. | 9 674 | 11 286 | 7 462 | 17 829 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 160 514 | 216 104 | 190 953 | 299 792 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Employee wages and benefits (HUF million) | 2018 | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employees <i>(employee-related costs)</i> | Lean Tech Mérnökiroda Kft. | 126 | 189 | 235 | 301 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Építő Zrt. | 5 388 | 7 154 | 8 335 | 10 168 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Épületszervíz Kft. | 573 | 757 | 811 | 924 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | MCM Beton Kft. | 26 | 47 | 93 | 213 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Moratus Kft. | 1 176 | 1 471 | 1 595 | 1 918 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | OKM Építőipari és Szolgáltató Kft. | 1 825 | 2 406 | 2 507 | 2 792 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Prebeton Zrt. | 0 | 40 | 315 | 712 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Vilati Szerelő Zrt. | 686 | 746 | 702 | 912 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 9 800 | 12 811 | 14 594 | 17 939 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|--------------------------------------|--------------|--|---------------------|-----------------------|------|------|------|------|---|---------------|----|----|-----|-----|--|-------------------|-------|-------|-------|-------|--|---------------------------|----|---|----|---|--|----------------|----|---|---|---|--|--------------|---|---|---|---|--|------------------------------------|-----|-----|-----|-----|--|---------------|----|---|---|---|--|---------------------|-----|---|---|-----|--|--------------|--------------|--------------|--------------|--------------|--|--------------------------|------|------|------|------|--|---------------|---|----|----|----|--|-------------------|-----|-----|-------|-------|--|---------------------------|----|----|----|----|--|----------------|---|----|----|----|--|--------------|----|----|-----|-----|--|------------------------------------|----|-----|-----|-----|--|---------------|---|---|---|----|--|---------------------|----|----|----|----|--|--------------|------------|--------------|--------------|--------------|--|-------------------------------------|------|------|------|------|---|----------------------------|---|---|---|---|--|-------------------|-----|-----|-------|-------|--|---------------------------|---|---|---|---|--|----------------|---|---|---|---|--|--------------|---|---|---|---|--|------------------------------------|----|-----|---|---|--|---------------|---|---|---|---|--|---------------------|----|---|----|----|--|--------------|--------------|------------|--------------|--------------|--|
| GRI 201: Economic performance | GRI 201-1: Economic value directly produced and transferred 2/3 | About the Market Group | 6 | <table border="1"> <thead> <tr> <th></th> <th>Payments to investors</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Investors <i>(dividends paid)</i></td> <td>(million HUF)</td> <td>26</td> <td>42</td> <td>100</td> <td>200</td> </tr> <tr> <td></td> <td>Market Építő Zrt.</td> <td>5 350</td> <td>4 700</td> <td>5 305</td> <td>5 700</td> </tr> <tr> <td></td> <td>Market Épületszervíz Kft.</td> <td>30</td> <td>0</td> <td>15</td> <td>0</td> </tr> <tr> <td></td> <td>MCM Beton Kft.</td> <td>30</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td></td> <td>Moratus Kft.</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td></td> <td>OKM Építőipari és Szolgáltató Kft.</td> <td>180</td> <td>202</td> <td>600</td> <td>270</td> </tr> <tr> <td></td> <td>Prebeton Zrt.</td> <td>25</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td></td> <td>Vilati Szerelő Zrt.</td> <td>505</td> <td>0</td> <td>0</td> <td>200</td> </tr> <tr> <td></td> <td>Total</td> <td>6 146</td> <td>4 944</td> <td>6 020</td> <td>6 370</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>Payments to the treasury</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>State <i>(profit tax+industry tax+innovation contribution, rehabilitation contribution+other taxes and contributions accounted for in remittances)</i></td> <td>(million HUF)</td> <td>6</td> <td>17</td> <td>29</td> <td>36</td> </tr> <tr> <td></td> <td>Market Építő Zrt.</td> <td>638</td> <td>865</td> <td>1 597</td> <td>3 877</td> </tr> <tr> <td></td> <td>Market Épületszervíz Kft.</td> <td>16</td> <td>21</td> <td>35</td> <td>37</td> </tr> <tr> <td></td> <td>MCM Beton Kft.</td> <td>7</td> <td>13</td> <td>23</td> <td>76</td> </tr> <tr> <td></td> <td>Moratus Kft.</td> <td>57</td> <td>51</td> <td>108</td> <td>118</td> </tr> <tr> <td></td> <td>OKM Építőipari és Szolgáltató Kft.</td> <td>96</td> <td>223</td> <td>145</td> <td>179</td> </tr> <tr> <td></td> <td>Prebeton Zrt.</td> <td>1</td> <td>0</td> <td>9</td> <td>34</td> </tr> <tr> <td></td> <td>Vilati Szerelő Zrt.</td> <td>42</td> <td>60</td> <td>65</td> <td>63</td> </tr> <tr> <td></td> <td>Total</td> <td>865</td> <td>1 249</td> <td>2 012</td> <td>4 420</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>Community investments (HUF million)</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Communities <i>(donations, support)</i></td> <td>Lean Tech Mérnökiroda Kft.</td> <td>4</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td></td> <td>Market Építő Zrt.</td> <td>940</td> <td>755</td> <td>1 037</td> <td>1 023</td> </tr> <tr> <td></td> <td>Market Épületszervíz Kft.</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td></td> <td>MCM Beton Kft.</td> <td>3</td> <td>4</td> <td>0</td> <td>0</td> </tr> <tr> <td></td> <td>Moratus Kft.</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td></td> <td>OKM Építőipari és Szolgáltató Kft.</td> <td>15</td> <td>162</td> <td>0</td> <td>6</td> </tr> <tr> <td></td> <td>Prebeton Zrt.</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td></td> <td>Vilati Szerelő Zrt.</td> <td>40</td> <td>0</td> <td>30</td> <td>22</td> </tr> <tr> <td></td> <td>Total</td> <td>1 003</td> <td>922</td> <td>1 067</td> <td>1 051</td> </tr> </tbody> </table> | | Payments to investors | 2018 | 2019 | 2020 | 2021 | Investors <i>(dividends paid)</i> | (million HUF) | 26 | 42 | 100 | 200 | | Market Építő Zrt. | 5 350 | 4 700 | 5 305 | 5 700 | | Market Épületszervíz Kft. | 30 | 0 | 15 | 0 | | MCM Beton Kft. | 30 | 0 | 0 | 0 | | Moratus Kft. | 0 | 0 | 0 | 0 | | OKM Építőipari és Szolgáltató Kft. | 180 | 202 | 600 | 270 | | Prebeton Zrt. | 25 | 0 | 0 | 0 | | Vilati Szerelő Zrt. | 505 | 0 | 0 | 200 | | Total | 6 146 | 4 944 | 6 020 | 6 370 | | Payments to the treasury | 2018 | 2019 | 2020 | 2021 | State <i>(profit tax+industry tax+innovation contribution, rehabilitation contribution+other taxes and contributions accounted for in remittances)</i> | (million HUF) | 6 | 17 | 29 | 36 | | Market Építő Zrt. | 638 | 865 | 1 597 | 3 877 | | Market Épületszervíz Kft. | 16 | 21 | 35 | 37 | | MCM Beton Kft. | 7 | 13 | 23 | 76 | | Moratus Kft. | 57 | 51 | 108 | 118 | | OKM Építőipari és Szolgáltató Kft. | 96 | 223 | 145 | 179 | | Prebeton Zrt. | 1 | 0 | 9 | 34 | | Vilati Szerelő Zrt. | 42 | 60 | 65 | 63 | | Total | 865 | 1 249 | 2 012 | 4 420 | | Community investments (HUF million) | 2018 | 2019 | 2020 | 2021 | Communities <i>(donations, support)</i> | Lean Tech Mérnökiroda Kft. | 4 | 0 | 0 | 0 | | Market Építő Zrt. | 940 | 755 | 1 037 | 1 023 | | Market Épületszervíz Kft. | 1 | 0 | 0 | 0 | | MCM Beton Kft. | 3 | 4 | 0 | 0 | | Moratus Kft. | 0 | 0 | 0 | 0 | | OKM Építőipari és Szolgáltató Kft. | 15 | 162 | 0 | 6 | | Prebeton Zrt. | 0 | 0 | 0 | 0 | | Vilati Szerelő Zrt. | 40 | 0 | 30 | 22 | | Total | 1 003 | 922 | 1 067 | 1 051 | |
| | Payments to investors | 2018 | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Investors <i>(dividends paid)</i> | (million HUF) | 26 | 42 | 100 | 200 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Építő Zrt. | 5 350 | 4 700 | 5 305 | 5 700 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Épületszervíz Kft. | 30 | 0 | 15 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | MCM Beton Kft. | 30 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Moratus Kft. | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | OKM Építőipari és Szolgáltató Kft. | 180 | 202 | 600 | 270 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Prebeton Zrt. | 25 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Vilati Szerelő Zrt. | 505 | 0 | 0 | 200 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Total | 6 146 | 4 944 | 6 020 | 6 370 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Payments to the treasury | 2018 | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| State <i>(profit tax+industry tax+innovation contribution, rehabilitation contribution+other taxes and contributions accounted for in remittances)</i> | (million HUF) | 6 | 17 | 29 | 36 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Építő Zrt. | 638 | 865 | 1 597 | 3 877 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Épületszervíz Kft. | 16 | 21 | 35 | 37 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | MCM Beton Kft. | 7 | 13 | 23 | 76 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Moratus Kft. | 57 | 51 | 108 | 118 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | OKM Építőipari és Szolgáltató Kft. | 96 | 223 | 145 | 179 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Prebeton Zrt. | 1 | 0 | 9 | 34 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Vilati Szerelő Zrt. | 42 | 60 | 65 | 63 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Total | 865 | 1 249 | 2 012 | 4 420 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Community investments (HUF million) | 2018 | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Communities <i>(donations, support)</i> | Lean Tech Mérnökiroda Kft. | 4 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Építő Zrt. | 940 | 755 | 1 037 | 1 023 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Épületszervíz Kft. | 1 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | MCM Beton Kft. | 3 | 4 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Moratus Kft. | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | OKM Építőipari és Szolgáltató Kft. | 15 | 162 | 0 | 6 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Prebeton Zrt. | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Vilati Szerelő Zrt. | 40 | 0 | 30 | 22 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Total | 1 003 | 922 | 1 067 | 1 051 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|--------------------------------------|---------------|--|--|---------------------------------|------|------|------|------|---|----------------------------|----|-----|-----|-----|-------------------|-------|-------|--------|--------|---------------------------|----|----|----|-----|----------------|----|-----|-----|-----|--------------|--------|------|-----|-----|------------------------------------|-----|-------|-------|-----|---------------|---|-----|------|------|---------------------|-----|------|-----|-----|--------------|--------------|--------------|---------------|---------------|--|
| GRI 201: Economic performance | GRI 201-1: Economic value directly generated and transferred 3/3 | About the Market Group | 6 | <table border="1"> <thead> <tr> <th></th> <th>Retained earnings (HUF million)</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td rowspan="8">All interested parties in the future <i>(profit after tax+depreciation- dividends paid)</i></td> <td>Lean Tech Mérnökiroda Kft.</td> <td>85</td> <td>239</td> <td>388</td> <td>489</td> </tr> <tr> <td>Market Építő Zrt.</td> <td>1 813</td> <td>2 771</td> <td>12 672</td> <td>31 383</td> </tr> <tr> <td>Market Épületszervíz Kft.</td> <td>65</td> <td>28</td> <td>37</td> <td>131</td> </tr> <tr> <td>MCM Beton Kft.</td> <td>49</td> <td>103</td> <td>148</td> <td>565</td> </tr> <tr> <td>Moratus Kft.</td> <td>-1 283</td> <td>-770</td> <td>765</td> <td>845</td> </tr> <tr> <td>OKM Építőipari és Szolgáltató Kft.</td> <td>759</td> <td>2 630</td> <td>1 569</td> <td>831</td> </tr> <tr> <td>Prebeton Zrt.</td> <td>5</td> <td>-78</td> <td>-232</td> <td>-381</td> </tr> <tr> <td>Vilati Szerelő Zrt.</td> <td>446</td> <td>-600</td> <td>692</td> <td>490</td> </tr> <tr> <td>Total</td> <td>1 940</td> <td>4 323</td> <td>16 038</td> <td>34 354</td> </tr> </tbody> </table> | | Retained earnings (HUF million) | 2018 | 2019 | 2020 | 2021 | All interested parties in the future <i>(profit after tax+depreciation- dividends paid)</i> | Lean Tech Mérnökiroda Kft. | 85 | 239 | 388 | 489 | Market Építő Zrt. | 1 813 | 2 771 | 12 672 | 31 383 | Market Épületszervíz Kft. | 65 | 28 | 37 | 131 | MCM Beton Kft. | 49 | 103 | 148 | 565 | Moratus Kft. | -1 283 | -770 | 765 | 845 | OKM Építőipari és Szolgáltató Kft. | 759 | 2 630 | 1 569 | 831 | Prebeton Zrt. | 5 | -78 | -232 | -381 | Vilati Szerelő Zrt. | 446 | -600 | 692 | 490 | Total | 1 940 | 4 323 | 16 038 | 34 354 | |
| | Retained earnings (HUF million) | 2018 | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| All interested parties in the future <i>(profit after tax+depreciation- dividends paid)</i> | Lean Tech Mérnökiroda Kft. | 85 | 239 | 388 | 489 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Építő Zrt. | 1 813 | 2 771 | 12 672 | 31 383 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Market Épületszervíz Kft. | 65 | 28 | 37 | 131 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | MCM Beton Kft. | 49 | 103 | 148 | 565 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Moratus Kft. | -1 283 | -770 | 765 | 845 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | OKM Építőipari és Szolgáltató Kft. | 759 | 2 630 | 1 569 | 831 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Prebeton Zrt. | 5 | -78 | -232 | -381 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Vilati Szerelő Zrt. | 446 | -600 | 692 | 490 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 1 940 | 4 323 | 16 038 | 34 354 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | GRI 201-2: Financial impacts and other risks and opportunities from climate change | | | | The Market Group does not currently have a data collection process in place. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | GRI 201-3: Obligations related to specific benefit and retirement plans | | | The Market Group continuously analyses the age of its employees in order to plan the retirement costs of those who will reach retirement age in a few years. There are no benefits linked to pension fund membership and health insurance membership in the Group. A health insurance benefit is available to employees to provide them with the necessary medical services at a private clinic to ensure their health. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|----------------------------|--------------------------------------|---------------|--|---|------|------|------|----------------------------|---|---|---|-------------------|---|---|---|---------------------------|---|---|---|----------------|---|---|---|--------------|---|---|---|------------------------------------|---|---|-----------|---------------|---|---|---|---------------------|---|---|---|---|------|------|------|----------------------------|---|---|---|-------------------|--------|---------|-----------|---------------------------|---|---|---|----------------|---|---|---|--------------|---|---|---|------------------------------------|--------|---|---|---------------|---|---|---|---------------------|---|---|---|--|------|------|------|----------------------------|---|---|---|-------------------|---|---|---|---------------------------|---|---|---|----------------|---|---|---|--------------|---|---|---|------------------------------------|---|---|---|---------------|-------------|---------------|---------------|---------------------|---|---|---|--|
| | GRI 201-4: State subsidies | | | <table border="1"> <thead> <tr> <th data-bbox="987 228 1406 256">Tax relief for energy saving investment (HUF)</th> <th data-bbox="1406 228 1498 256">2019</th> <th data-bbox="1498 228 1590 256">2020</th> <th data-bbox="1590 228 1682 256">2021</th> </tr> </thead> <tbody> <tr><td data-bbox="987 264 1406 288">Lean Tech Mérnökiroda Kft.</td><td data-bbox="1406 264 1498 288">0</td><td data-bbox="1498 264 1590 288">0</td><td data-bbox="1590 264 1682 288">0</td></tr> <tr><td data-bbox="987 296 1406 320">Market Építő Zrt.</td><td data-bbox="1406 296 1498 320">0</td><td data-bbox="1498 296 1590 320">0</td><td data-bbox="1590 296 1682 320">0</td></tr> <tr><td data-bbox="987 328 1406 352">Market Épületszerviz Kft.</td><td data-bbox="1406 328 1498 352">0</td><td data-bbox="1498 328 1590 352">0</td><td data-bbox="1590 328 1682 352">0</td></tr> <tr><td data-bbox="987 360 1406 384">MCM Beton Kft.</td><td data-bbox="1406 360 1498 384">0</td><td data-bbox="1498 360 1590 384">0</td><td data-bbox="1590 360 1682 384">0</td></tr> <tr><td data-bbox="987 392 1406 416">Moratus Kft.</td><td data-bbox="1406 392 1498 416">0</td><td data-bbox="1498 392 1590 416">0</td><td data-bbox="1590 392 1682 416">0</td></tr> <tr><td data-bbox="987 424 1406 448">OKM Építőipari és Szolgáltató Kft.</td><td data-bbox="1406 424 1498 448">0</td><td data-bbox="1498 424 1590 448">0</td><td data-bbox="1590 424 1682 448">4 773 000</td></tr> <tr><td data-bbox="987 456 1406 480">Prebeton Zrt.</td><td data-bbox="1406 456 1498 480">0</td><td data-bbox="1498 456 1590 480">0</td><td data-bbox="1590 456 1682 480">0</td></tr> <tr><td data-bbox="987 488 1406 512">Vilati Szerelő Zrt.</td><td data-bbox="1406 488 1498 512">0</td><td data-bbox="1498 488 1590 512">0</td><td data-bbox="1590 488 1682 512">0</td></tr> <tr> <th data-bbox="987 520 1406 549">Tax effect of tax base reduction due to donations (HUF)</th> <th data-bbox="1406 520 1498 549">2019</th> <th data-bbox="1498 520 1590 549">2020</th> <th data-bbox="1590 520 1682 549">2021</th> </tr> <tr><td data-bbox="987 557 1406 580">Lean Tech Mérnökiroda Kft.</td><td data-bbox="1406 557 1498 580">0</td><td data-bbox="1498 557 1590 580">0</td><td data-bbox="1590 557 1682 580">0</td></tr> <tr><td data-bbox="987 588 1406 612">Market Építő Zrt.</td><td data-bbox="1406 588 1498 612">84 600</td><td data-bbox="1498 588 1590 612">246 600</td><td data-bbox="1590 588 1682 612">1 594 736</td></tr> <tr><td data-bbox="987 620 1406 644">Market Épületszerviz Kft.</td><td data-bbox="1406 620 1498 644">0</td><td data-bbox="1498 620 1590 644">0</td><td data-bbox="1590 620 1682 644">0</td></tr> <tr><td data-bbox="987 652 1406 676">MCM Beton Kft.</td><td data-bbox="1406 652 1498 676">0</td><td data-bbox="1498 652 1590 676">0</td><td data-bbox="1590 652 1682 676">0</td></tr> <tr><td data-bbox="987 684 1406 708">Moratus Kft.</td><td data-bbox="1406 684 1498 708">0</td><td data-bbox="1498 684 1590 708">0</td><td data-bbox="1590 684 1682 708">0</td></tr> <tr><td data-bbox="987 716 1406 740">OKM Építőipari és Szolgáltató Kft.</td><td data-bbox="1406 716 1498 740">54 000</td><td data-bbox="1498 716 1590 740">0</td><td data-bbox="1590 716 1682 740">0</td></tr> <tr><td data-bbox="987 748 1406 772">Prebeton Zrt.</td><td data-bbox="1406 748 1498 772">0</td><td data-bbox="1498 748 1590 772">0</td><td data-bbox="1590 748 1682 772">0</td></tr> <tr><td data-bbox="987 780 1406 804">Vilati Szerelő Zrt.</td><td data-bbox="1406 780 1498 804">0</td><td data-bbox="1498 780 1590 804">0</td><td data-bbox="1590 780 1682 804">0</td></tr> <tr> <th data-bbox="987 820 1406 849">Grants received from other government agencies (HUF)</th> <th data-bbox="1406 820 1498 849">2019</th> <th data-bbox="1498 820 1590 849">2020</th> <th data-bbox="1590 820 1682 849">2021</th> </tr> <tr><td data-bbox="987 857 1406 880">Lean Tech Mérnökiroda Kft.</td><td data-bbox="1406 857 1498 880">0</td><td data-bbox="1498 857 1590 880">0</td><td data-bbox="1590 857 1682 880">0</td></tr> <tr><td data-bbox="987 888 1406 912">Market Építő Zrt.</td><td data-bbox="1406 888 1498 912">0</td><td data-bbox="1498 888 1590 912">0</td><td data-bbox="1590 888 1682 912">0</td></tr> <tr><td data-bbox="987 920 1406 944">Market Épületszerviz Kft.</td><td data-bbox="1406 920 1498 944">0</td><td data-bbox="1498 920 1590 944">0</td><td data-bbox="1590 920 1682 944">0</td></tr> <tr><td data-bbox="987 952 1406 976">MCM Beton Kft.</td><td data-bbox="1406 952 1498 976">0</td><td data-bbox="1498 952 1590 976">0</td><td data-bbox="1590 952 1682 976">0</td></tr> <tr><td data-bbox="987 984 1406 1008">Moratus Kft.</td><td data-bbox="1406 984 1498 1008">0</td><td data-bbox="1498 984 1590 1008">0</td><td data-bbox="1590 984 1682 1008">0</td></tr> <tr><td data-bbox="987 1016 1406 1040">OKM Építőipari és Szolgáltató Kft.</td><td data-bbox="1406 1016 1498 1040">0</td><td data-bbox="1498 1016 1590 1040">0</td><td data-bbox="1590 1016 1682 1040">0</td></tr> <tr><td data-bbox="987 1048 1406 1072">Prebeton Zrt.</td><td data-bbox="1406 1048 1498 1072">667 922 737</td><td data-bbox="1498 1048 1590 1072">1 985 954 220</td><td data-bbox="1590 1048 1682 1072">1 818 077 486</td></tr> <tr><td data-bbox="987 1080 1406 1104">Vilati Szerelő Zrt.</td><td data-bbox="1406 1080 1498 1104">0</td><td data-bbox="1498 1080 1590 1104">0</td><td data-bbox="1590 1080 1682 1104">0</td></tr> </tbody> </table> <p data-bbox="981 1129 1429 1158">For 2018, data were not available for the breakdown above.</p> | Tax relief for energy saving investment (HUF) | 2019 | 2020 | 2021 | Lean Tech Mérnökiroda Kft. | 0 | 0 | 0 | Market Építő Zrt. | 0 | 0 | 0 | Market Épületszerviz Kft. | 0 | 0 | 0 | MCM Beton Kft. | 0 | 0 | 0 | Moratus Kft. | 0 | 0 | 0 | OKM Építőipari és Szolgáltató Kft. | 0 | 0 | 4 773 000 | Prebeton Zrt. | 0 | 0 | 0 | Vilati Szerelő Zrt. | 0 | 0 | 0 | Tax effect of tax base reduction due to donations (HUF) | 2019 | 2020 | 2021 | Lean Tech Mérnökiroda Kft. | 0 | 0 | 0 | Market Építő Zrt. | 84 600 | 246 600 | 1 594 736 | Market Épületszerviz Kft. | 0 | 0 | 0 | MCM Beton Kft. | 0 | 0 | 0 | Moratus Kft. | 0 | 0 | 0 | OKM Építőipari és Szolgáltató Kft. | 54 000 | 0 | 0 | Prebeton Zrt. | 0 | 0 | 0 | Vilati Szerelő Zrt. | 0 | 0 | 0 | Grants received from other government agencies (HUF) | 2019 | 2020 | 2021 | Lean Tech Mérnökiroda Kft. | 0 | 0 | 0 | Market Építő Zrt. | 0 | 0 | 0 | Market Épületszerviz Kft. | 0 | 0 | 0 | MCM Beton Kft. | 0 | 0 | 0 | Moratus Kft. | 0 | 0 | 0 | OKM Építőipari és Szolgáltató Kft. | 0 | 0 | 0 | Prebeton Zrt. | 667 922 737 | 1 985 954 220 | 1 818 077 486 | Vilati Szerelő Zrt. | 0 | 0 | 0 | |
| Tax relief for energy saving investment (HUF) | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lean Tech Mérnökiroda Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Építő Zrt. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Épületszerviz Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MCM Beton Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Moratus Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OKM Építőipari és Szolgáltató Kft. | 0 | 0 | 4 773 000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Prebeton Zrt. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Vilati Szerelő Zrt. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Tax effect of tax base reduction due to donations (HUF) | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lean Tech Mérnökiroda Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Építő Zrt. | 84 600 | 246 600 | 1 594 736 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Épületszerviz Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MCM Beton Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Moratus Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OKM Építőipari és Szolgáltató Kft. | 54 000 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Prebeton Zrt. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Vilati Szerelő Zrt. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Grants received from other government agencies (HUF) | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lean Tech Mérnökiroda Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Építő Zrt. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Épületszerviz Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MCM Beton Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Moratus Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OKM Építőipari és Szolgáltató Kft. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Prebeton Zrt. | 667 922 737 | 1 985 954 220 | 1 818 077 486 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Vilati Szerelő Zrt. | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|------------------------------------|--|--|-------------|--|--|------|------|------|------|----------------------------|-------|--------|-------|-------|-------------------|-------|-------|-------|-------|---------------------------|-------|--------|--------|--------|----------------|-------|-------|--------|--------|--------------|--------|-------|-------|-------|------------------------------------|-------|-------|-------|-------|---------------|--------|-------|-------|-------|---------------------|-------|--------|--------|--------|--|
| GRI 202: Market presence | GRI 202-1: Starting wages per gender compared to local minimum wages | | | As opposed to the minimum wage, the Market Group pays its employees a significantly higher basic salary. The salary of new entrants is determined by taking into account the salary of the employees in the respective job, taking into account the internal salary structure with a view to the principle of equal pay for equal work. There is no gender differentiation for new entrants, with an internal payment bracket determining the offer. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | GRI 202-2: Share of senior managers coming from local communities | | | Market Group's senior management is exclusively Hungarian in all member companies. The Group does not define who is "local" or what percentage of senior management must be Hungarian. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GRI 203: Indirect economic impacts | GRI 203-1: Infrastructure investments and supported services | | | | The Market Group does not currently have a data collection process in place. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | GRI 203-2: Significant indirect economic impacts | | | <ul style="list-style-type: none"> The Market Group supports the industry as a whole in improving production efficiency, with digitalisation as one of the pillars. It supports the digitalisation of the on-site storage of construction materials in collaboration with several construction partners. Seeks sustainable sources of raw materials, continuously analysing the available options By organising work efficiently, promoting pre-production, and requiring strong preparation and planning, the aim is to reduce the amount of human labour employed. It aims to marginalise the grey economy. Its aim is to get the most marginalised sections of society into work. Strengthening vocational training is an industry objective, promoted by the establishment of the Knowledge Building Centre together with 2 competitors. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GRI 204: Purchasing practices | GRI 204-1: Share of local suppliers | Stakeholders - Suppliers | 30 | <table border="1"> <thead> <tr> <th>Helyi beszállítók értékaránya (%)</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Lean Tech Mérnökiroda Kft.</td> <td>93,5%</td> <td>100,0%</td> <td>97,0%</td> <td>99,7%</td> </tr> <tr> <td>Market Építő Zrt.</td> <td>98,6%</td> <td>95,8%</td> <td>95,0%</td> <td>96,9%</td> </tr> <tr> <td>Market Épületszerviz Kft.</td> <td>99,0%</td> <td>100,0%</td> <td>100,0%</td> <td>100,0%</td> </tr> <tr> <td>MCM Beton Kft.</td> <td>99,8%</td> <td>99,1%</td> <td>100,0%</td> <td>100,0%</td> </tr> <tr> <td>Moratus Kft.</td> <td>100,0%</td> <td>99,1%</td> <td>97,9%</td> <td>99,1%</td> </tr> <tr> <td>OKM Építőipari és Szolgáltató Kft.</td> <td>99,7%</td> <td>99,0%</td> <td>99,9%</td> <td>99,9%</td> </tr> <tr> <td>Prebeton Zrt.</td> <td>100,0%</td> <td>79,2%</td> <td>71,0%</td> <td>89,0%</td> </tr> <tr> <td>Vilati Szerelő Zrt.</td> <td>99,8%</td> <td>100,0%</td> <td>100,0%</td> <td>100,0%</td> </tr> </tbody> </table> | Helyi beszállítók értékaránya (%) | 2018 | 2019 | 2020 | 2021 | Lean Tech Mérnökiroda Kft. | 93,5% | 100,0% | 97,0% | 99,7% | Market Építő Zrt. | 98,6% | 95,8% | 95,0% | 96,9% | Market Épületszerviz Kft. | 99,0% | 100,0% | 100,0% | 100,0% | MCM Beton Kft. | 99,8% | 99,1% | 100,0% | 100,0% | Moratus Kft. | 100,0% | 99,1% | 97,9% | 99,1% | OKM Építőipari és Szolgáltató Kft. | 99,7% | 99,0% | 99,9% | 99,9% | Prebeton Zrt. | 100,0% | 79,2% | 71,0% | 89,0% | Vilati Szerelő Zrt. | 99,8% | 100,0% | 100,0% | 100,0% | |
| Helyi beszállítók értékaránya (%) | 2018 | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lean Tech Mérnökiroda Kft. | 93,5% | 100,0% | 97,0% | 99,7% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Építő Zrt. | 98,6% | 95,8% | 95,0% | 96,9% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Épületszerviz Kft. | 99,0% | 100,0% | 100,0% | 100,0% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MCM Beton Kft. | 99,8% | 99,1% | 100,0% | 100,0% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Moratus Kft. | 100,0% | 99,1% | 97,9% | 99,1% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OKM Építőipari és Szolgáltató Kft. | 99,7% | 99,0% | 99,9% | 99,9% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Prebeton Zrt. | 100,0% | 79,2% | 71,0% | 89,0% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Vilati Szerelő Zrt. | 99,8% | 100,0% | 100,0% | 100,0% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GRI 205: Anti-corruption actions | GRI 3-3: Addressing of the relevant issues | Responsible Corporate Governance - Business Ethics | 40 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | GRI 205-1: Areas assessed for corruption risk | Responsible Corporate Governance - Business Ethics | 40 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission |
|--|--|--|-------------|--|---------------------|
| GRI 205: Anti-corruption actions | GRI 205-2: Communication and training on anti-corruption policies and procedures | Responsible Corporate Governance - Business Ethics | 40 | | |
| | GRI 205-3: Number of confirmed corruption cases and actions taken | Responsible Corporate Governance - Business Ethics | 40 | | |
| GRI 206: Conduct likely to distort competition | GRI 206-1: Legal action on anti-competitive behaviour, anti-trust and monopoly practices | Responsible corporate governance - Business ethics | 40 | During the period covered by the report, there were no circumstances relating to the Market Group's activities that would have indicated anti-competitive behaviour, so no competition supervision proceedings were initiated and no fines were imposed. | |
| GRI 207: Tax | GRI 3-3: Addressing of the relevant issues | Responsible corporate governance - Tax policy | 41 | | |
| | GRI 207-1: Leadership approach | Responsible corporate governance - Tax policy | 41 | | |
| | GRI 207-2: Tax governance, control and risk management | Responsible corporate governance - Tax policy | 41 | | |
| | GRI 207-3: Stakeholder involvement and addressing tax concerns | Responsible corporate governance - Tax policy | 41 | | |
| GRI 301: Materials | GRI 3-3: Addressing of the relevant issues | | 16 | | |
| | GRI 301-1: Mass or volume of materials used | Climate and environment - Sustainable use of materials | 16 | Accurate data on the weight and volume of materials used on construction sites is confidential information, and Market Group reports on the types of materials it uses and its sustainable material use efforts. | |
| | GRI 301-2: Use of recycled input materials | Climate and environment - Sustainable use of materials | 16 | | |
| | GRI 301-3: Recovered products and their packaging materials | Climate and environment - Sustainable use of materials | 15 | | |
| GRI 302: Energy | GRI 3-3: Addressing of the relevant issues | Climate and environment - Energy | 15 | | |
| | GRI 302-1: Energy consumption within the organisation | Climate and environment - Energy | 15 | | |
| | GRI 302-2: Energy consumption outside the organisation | Climate and environment - Energy | 15 | | |
| | GRI 302-3: Energy efficiency | | 15 | The Market Group has committed to reduce the energy consumption of new buildings under its own investment below 80 kWh/m2/year. An energy efficiency indicator for own operations has not yet been developed. | |
| | GRI 302-4: Energy consumption reduction | Climate and environment - Energy | 15 | | |
| | GRI 302-5: Reducing the energy demand of products and services | Climate and environment - Energy | 15 | | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission |
|--------------------------------|---|---|-------------|-----------------|---------------------|
| GRI 303: Water and Waste water | GRI 3-3: Addressing of the relevant issues | Climate and environmental protection - Water management | 17 | | |
| | GRI 303-1: Interactions with water as a shared resource | Climate and environmental protection - Water management | 18 | | |
| | GRI 303-2: Wastewater treatment | Climate and environmental protection - Water management | 18 | | |
| | GRI 303-3: Water extraction | Climate and environmental protection - Water management | 18 | | |
| | GRI 303-4: Water discharge | Climate and environmental protection - Water management | 18 | | |
| | GRI 303-5: Water consumption | Climate and environmental protection - Water management | 18 | | |
| GRI 304: Biodiversity | GRI 3-3 Addressing of the relevant issues | Climate and environment - Protecting biodiversity | 19 | | |
| | GRI 304-1: Operational site property, leased, managed or adjacent land in an area of biodiversity value within a protected area | Climate and environment - Protecting biodiversity | 19 | | |
| | GRI 304-2: Significant impacts of activities, products and services on biodiversity | Climate and environment - Protecting biodiversity | 19 | | |
| | GRI 304-3: Protected or restored areas | Climate and environment - Protecting biodiversity | 19 | | |
| | GRI 304-4: Habitats of IUCN Red List and nationally protected species affected by operations | Climate and environment - Protecting biodiversity | 19 | | |
| GRI 305: Discharges | GRI 3-3 Addressing of the relevant issues | Climate and environment - Atmospheric emissions | 13 | | |
| | GRI 305-1: Direct (Scope 1) GHG emissions | Climate and environment - Atmospheric emissions | 13 | | |
| | GRI 305-2: Indirect energy (Scope 2) GHG emissions | Climate and environment - Atmospheric emissions | 13 | | |
| | GRI 305-3: Other indirect (Scope 3) GHG emissions | Climate and environment - Atmospheric emissions | 13 | | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission |
|--|--|---|-------------|---|--|
| GRI 305: Emissions | GRI 305-4: GHG emissions intensity | About the Market Group | 6 | | |
| | GRI 305-5: GHG emissions reduction | Climate and environment - Atmospheric emissions | 13 | | |
| | GRI 305-6: Reduction of ozone depleting substances (ODS) | | | The Market Group does not emit any ozone depleting substances. | |
| | GRI 305-7: Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant atmospheric emissions | | | | The Market Group does not currently have a data collection process for this purpose. |
| GRI 306: Waste | GRI 3-3: Addressing of the relevant issues | Climate and environment - Waste | 20 | | |
| | GRI 306-1: Waste generation and waste-related impacts | Climate and environment - Waste | 20 | | |
| | GRI 306-2: Managing the impacts associated with waste | Climate and environment - Waste | 20 | | |
| | GRI 306-3: Waste produced | Climate and environment - Waste | 20 | The Market Group's operations generated a total of 233 373 tonnes of waste in 2021 (Lean Tech Mérnökiroda Kft. is not included in the calculation, as its waste generation is marginal at Group level). | |
| | GRI 306-4: Recycled waste not sent to landfill | Climate and environment - Waste | 21 | | |
| | GRI 306-5: Waste dumped in landfills | Climate and environment - Waste | 21 | | |
| GRI 308: Environmental assessment of suppliers | GRI 308-1: New suppliers assessed for environmental performance | Our stakeholders - Our suppliers | 30 | No comprehensive environmental assessment is currently carried out by any of the member companies. | |
| | GRI 308-2: Negative environmental impacts in the supply chain and actions taken | | | | The Market Group does not currently have a data collection process in place. |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|------------------------------------|---|--------------------------------------|-------------|--|---------------------|---------------|----------|-----------|---------------|-----------------|--|--|-----------------|----------|---------------|----------|----------|---------------|----------|----------------------------|---|---|---|---|---|---|---|---|-------------------|----|----|---|----|----|---|---|----|---------------------------|---|---|---|---|---|---|---|---|----------------|---|---|---|---|---|---|---|---|--------------|----|----|---|----|----|---|---|----|------------------------------------|----|----|---|----|---|---|---|----|---------------|----|----|---|----|---|---|---|---|---------------------|---|---|---|----|---|---|---|---|--------------|-----------|------------|-----------|------------|-----------|-----------|----------|-----------|--|------|------|------|------|----------------------------|------|------|------|------|-------------------|------|------|------|------|---------------------------|------|------|------|------|----------------|-------|-------|------|------|--------------|------|------|------|------|------------------------------------|------|------|------|------|---------------|---|---|------|------|---------------------|------|------|------|------|--|
| GRI 401: Employment | GRI 401-1: New entrants and turnover | Stakeholders – Staff | 23 | <p>Number of new entrants by age and gender for each member company in 2021:</p> <table border="1"> <thead> <tr> <th rowspan="2">Member companies</th> <th colspan="3">Male</th> <th rowspan="2">Number of Men</th> <th colspan="3">Female</th> <th rowspan="2">Number of Women</th> </tr> <tr> <th>under 30</th> <th>between 30-50</th> <th>50 Above</th> <th>under 30</th> <th>between 30-50</th> <th>50 Above</th> </tr> </thead> <tbody> <tr> <td>Lean Tech Mérnökiroda Kft.</td> <td>0</td> <td>1</td> <td>1</td> <td>2</td> <td>2</td> <td>1</td> <td>0</td> <td>3</td> </tr> <tr> <td>Market Építő Zrt.</td> <td>25</td> <td>41</td> <td>6</td> <td>72</td> <td>10</td> <td>9</td> <td>1</td> <td>20</td> </tr> <tr> <td>Market Épületszerviz Kft.</td> <td>4</td> <td>2</td> <td>2</td> <td>8</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>MCM Beton Kft.</td> <td>0</td> <td>5</td> <td>2</td> <td>7</td> <td>0</td> <td>2</td> <td>1</td> <td>3</td> </tr> <tr> <td>Moratus Kft.</td> <td>25</td> <td>41</td> <td>6</td> <td>72</td> <td>10</td> <td>9</td> <td>1</td> <td>20</td> </tr> <tr> <td>OKM Építőipari és Szolgáltató Kft.</td> <td>14</td> <td>18</td> <td>4</td> <td>36</td> <td>6</td> <td>4</td> <td>0</td> <td>10</td> </tr> <tr> <td>Prebeton Zrt.</td> <td>10</td> <td>14</td> <td>3</td> <td>27</td> <td>5</td> <td>2</td> <td>0</td> <td>7</td> </tr> <tr> <td>Vilati Szerelő Zrt.</td> <td>8</td> <td>6</td> <td>1</td> <td>15</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total</td> <td>86</td> <td>128</td> <td>25</td> <td>229</td> <td>33</td> <td>27</td> <td>3</td> <td>63</td> </tr> </tbody> </table> <p>Staff turnover (%)¹³</p> <table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Lean Tech Mérnökiroda Kft.</td> <td>0,70</td> <td>0,64</td> <td>1,99</td> <td>0,44</td> </tr> <tr> <td>Market Építő Zrt.</td> <td>0,79</td> <td>1,27</td> <td>1,17</td> <td>0,79</td> </tr> <tr> <td>Market Épületszerviz Kft.</td> <td>1,10</td> <td>0,82</td> <td>0,56</td> <td>0,11</td> </tr> <tr> <td>MCM Beton Kft.</td> <td>14,19</td> <td>12,47</td> <td>4,47</td> <td>0,50</td> </tr> <tr> <td>Moratus Kft.</td> <td>5,98</td> <td>5,05</td> <td>2,32</td> <td>2,09</td> </tr> <tr> <td>OKM Építőipari és Szolgáltató Kft.</td> <td>2,67</td> <td>1,96</td> <td>1,74</td> <td>1,71</td> </tr> <tr> <td>Prebeton Zrt.</td> <td>0</td> <td>0</td> <td>7,60</td> <td>4,17</td> </tr> <tr> <td>Vilati Szerelő Zrt.</td> <td>1,08</td> <td>0,52</td> <td>0,82</td> <td>0,72</td> </tr> </tbody> </table> | Member companies | Male | | | Number of Men | Female | | | Number of Women | under 30 | between 30-50 | 50 Above | under 30 | between 30-50 | 50 Above | Lean Tech Mérnökiroda Kft. | 0 | 1 | 1 | 2 | 2 | 1 | 0 | 3 | Market Építő Zrt. | 25 | 41 | 6 | 72 | 10 | 9 | 1 | 20 | Market Épületszerviz Kft. | 4 | 2 | 2 | 8 | 0 | 0 | 0 | 0 | MCM Beton Kft. | 0 | 5 | 2 | 7 | 0 | 2 | 1 | 3 | Moratus Kft. | 25 | 41 | 6 | 72 | 10 | 9 | 1 | 20 | OKM Építőipari és Szolgáltató Kft. | 14 | 18 | 4 | 36 | 6 | 4 | 0 | 10 | Prebeton Zrt. | 10 | 14 | 3 | 27 | 5 | 2 | 0 | 7 | Vilati Szerelő Zrt. | 8 | 6 | 1 | 15 | 0 | 0 | 0 | 0 | Total | 86 | 128 | 25 | 229 | 33 | 27 | 3 | 63 | | 2018 | 2019 | 2020 | 2021 | Lean Tech Mérnökiroda Kft. | 0,70 | 0,64 | 1,99 | 0,44 | Market Építő Zrt. | 0,79 | 1,27 | 1,17 | 0,79 | Market Épületszerviz Kft. | 1,10 | 0,82 | 0,56 | 0,11 | MCM Beton Kft. | 14,19 | 12,47 | 4,47 | 0,50 | Moratus Kft. | 5,98 | 5,05 | 2,32 | 2,09 | OKM Építőipari és Szolgáltató Kft. | 2,67 | 1,96 | 1,74 | 1,71 | Prebeton Zrt. | 0 | 0 | 7,60 | 4,17 | Vilati Szerelő Zrt. | 1,08 | 0,52 | 0,82 | 0,72 | |
| Member companies | Male | | | Number of Men | | Female | | | | Number of Women | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | under 30 | between 30-50 | 50 Above | | under 30 | between 30-50 | 50 Above | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lean Tech Mérnökiroda Kft. | 0 | 1 | 1 | 2 | 2 | 1 | 0 | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Építő Zrt. | 25 | 41 | 6 | 72 | 10 | 9 | 1 | 20 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Épületszerviz Kft. | 4 | 2 | 2 | 8 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MCM Beton Kft. | 0 | 5 | 2 | 7 | 0 | 2 | 1 | 3 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Moratus Kft. | 25 | 41 | 6 | 72 | 10 | 9 | 1 | 20 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OKM Építőipari és Szolgáltató Kft. | 14 | 18 | 4 | 36 | 6 | 4 | 0 | 10 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Prebeton Zrt. | 10 | 14 | 3 | 27 | 5 | 2 | 0 | 7 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Vilati Szerelő Zrt. | 8 | 6 | 1 | 15 | 0 | 0 | 0 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 86 | 128 | 25 | 229 | 33 | 27 | 3 | 63 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | 2018 | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lean Tech Mérnökiroda Kft. | 0,70 | 0,64 | 1,99 | 0,44 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Építő Zrt. | 0,79 | 1,27 | 1,17 | 0,79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Market Épületszerviz Kft. | 1,10 | 0,82 | 0,56 | 0,11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| MCM Beton Kft. | 14,19 | 12,47 | 4,47 | 0,50 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Moratus Kft. | 5,98 | 5,05 | 2,32 | 2,09 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| OKM Építőipari és Szolgáltató Kft. | 2,67 | 1,96 | 1,74 | 1,71 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Prebeton Zrt. | 0 | 0 | 7,60 | 4,17 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Vilati Szerelő Zrt. | 1,08 | 0,52 | 0,82 | 0,72 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | GRI 401-2: Benefits for full-time employees not provided to fixed-term or part-time employees | Stakeholders – Staff | 23 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | GRI 401-3: Prolonged absence due to child birth | Stakeholders – Staff | 23 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

¹³ The values are based on the average monthly turnover (monthly turnover = average statistical headcount / monthly number of leavers).

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission |
|--|--|--------------------------------------|-------------|---|---------------------|
| GRI 402: Employee-management relations | GRI 402-1: Minimum notification period for organisational changes | | | The Market Group informs its colleagues of any changes affecting the organisation, either in person or online, depending on the scale and complexity of the change - 5-15 days in advance for minor changes and up to several months in advance for major changes. A communication platform is being implemented to facilitate an even more efficient and faster flow of information. An app will keep colleagues informed of changes and up-to-date information, so that all colleagues have immediate access to the latest data. The testing phase is already underway. | |
| GRI 403: Health and safety at the work-place | GRI 403-1: Health and safety management system | Stakeholders - Staff | 26 | | |
| | GRI 403-2: Hazard identification, risk analysis and incident investigation | Stakeholders - Staff | 26 | | |
| GRI 403: Health and safety at the work-place | GRI 403-3: Occupational health and safety services | Stakeholders - Staff | 26 | | |
| | GRI 403-4: Employee participation, consultation and communication in the field of occupational health and safety | Stakeholders - Staff | 26 | | |
| | GRI 403-5: Health and safety training for workers | Stakeholders - Staff | 26 | | |
| | GRI 403-6: Promoting workers' health | Stakeholders - Staff | 27 | | |
| | GRI 403-7: Prevention and reduction of health and safety impacts directly related to the business | Stakeholders - Staff | 26 | | |
| | GRI 403-8: Workers covered by the health and safety management system | Stakeholders - Staff | 26 | | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--------------------------------------|-------------|--|---------------------|------------------------|---|---|----------------------------|--------|---|-------------------|---------|---|---------------------------|---------|---|----------------|--------|---|--------------|---------|---|------------------------------------|---------|---|---------------|---------|---|---------------------|---------|---|
| GRI 403: Health and safety at the workplace | GRI 403-9: Workplace accident | Stakeholders - Staff | 26 | Number of accidents at work per hour worked per company in 2021 (persons) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | <table border="1"> <thead> <tr> <th>Member company</th> <th>Number of hours worked</th> <th>Number of accidents at work¹⁴</th> </tr> </thead> <tbody> <tr> <td>Lean Tech Mérnökiroda Kft.</td> <td>34 108</td> <td>0</td> </tr> <tr> <td>Market Építő Zrt.</td> <td>857 264</td> <td>1</td> </tr> <tr> <td>Market Épületszerviz Kft.</td> <td>131 934</td> <td>3</td> </tr> <tr> <td>MCM Beton Kft.</td> <td>50 423</td> <td>1</td> </tr> <tr> <td>Moratus Kft.</td> <td>304 923</td> <td>5</td> </tr> <tr> <td>OKM Építőipari és Szolgáltató Kft.</td> <td>508 754</td> <td>2</td> </tr> <tr> <td>Prebeton Zrt.</td> <td>133 661</td> <td>2</td> </tr> <tr> <td>Vilati Szerelő Zrt.</td> <td>124 093</td> <td>0</td> </tr> </tbody> </table> | | Member company | Number of hours worked | Number of accidents at work ¹⁴ | Lean Tech Mérnökiroda Kft. | 34 108 | 0 | Market Építő Zrt. | 857 264 | 1 | Market Épületszerviz Kft. | 131 934 | 3 | MCM Beton Kft. | 50 423 | 1 | Moratus Kft. | 304 923 | 5 | OKM Építőipari és Szolgáltató Kft. | 508 754 | 2 | Prebeton Zrt. | 133 661 | 2 | Vilati Szerelő Zrt. | 124 093 | 0 |
| | | | | Member company | | Number of hours worked | Number of accidents at work ¹⁴ | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Lean Tech Mérnökiroda Kft. | | 34 108 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Market Építő Zrt. | | 857 264 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Market Épületszerviz Kft. | | 131 934 | 3 | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | MCM Beton Kft. | | 50 423 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | Moratus Kft. | | 304 923 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | OKM Építőipari és Szolgáltató Kft. | | 508 754 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | |
| Prebeton Zrt. | 133 661 | 2 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Vilati Szerelő Zrt. | 124 093 | 0 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GRI 403-10: Occupational diseases | Stakeholders - Staff | 26 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| GRI 404: Education and training | GRI 404-1: Annual average training hours per person | Stakeholders - Staff | 27 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | GRI 404-2: Skills development programs for employees and assistance in changing jobs in the event of redundancy | Stakeholders - Staff | 27 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | GRI 404-3: Percentage of employees receiving regular performance assessment and career management | Stakeholders - Staff | 27 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

¹⁴ Recovery time of more than 3 working days (no accidents involving 1-3 working days lost in 2021) No data are available on accidents at work sites that do not involve Market Group's own employees.

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission |
|---|--|---|-------------|--|---------------------|
| GRI 405: Diversity and equal opportunities | GRI 405-1: Diversity in governing bodies and staff | Stakeholders - Staff | 28 | | |
| | GRI 405-2: Women's basic pay and remuneration relative to men | Stakeholders - Staff | 28 | | |
| GRI 406: Well-Avoiding undue discrimination | GRI 406-1: Discrimination cases and actions taken | Stakeholders - Staff | 28 | In 2021, the Market Group did not receive any complaints of equal treatment violations and therefore no intervention (action) was justified. | |
| GRI 407: Right of association and collective bargaining | GRI 407-1: Operational areas and suppliers where the right to organise and collective bargaining are at risk | | | The Group does not see any risk in the right to collective bargaining in its operational area or among its suppliers. | |
| GRI 408: Children's labour | GRI 3-3: Addressing of the relevant issues | Responsible corporate governance - Respect for human rights | 41 | The Market Group respects the human rights enshrined in the Fundamental Law and international legal conventions and will make every effort to ensure that human rights violations do not arise in connection with its activities. Accordingly, the Market Group condemns all forms of child labour and takes firm action against it. Within the Market Group, persons under the age of 18 may only work in exceptional cases, subject to the provisions of the Civil Code, while neither the Market Group nor its partners employ minors in the construction field. This will be verified during entry control. | |
| | GRI 408-1: Operational areas and suppliers at risk of child labour | Responsible corporate governance - Respect for human rights | 41 | | |
| GRI 409: Forced and compulsory labour | GRI 3-3: Addressing of the relevant issues | Responsible corporate governance - Respect for human rights | 41 | The Market Group respects the human rights enshrined in the Fundamental Law and international legal conventions and will make every effort to ensure that human rights violations do not arise in connection with its activities. Accordingly, the Market Group condemns all forms of forced labour and takes a firm stand against it. The risk of forced labour is negligible in view of the Market Group's activities and the scope of its partners (companies registered in the European Union). Within the Market Group and among the Market Group's partners forced labour was not suspected during the reporting period. In view of the above, there is no reason to intervene in the group's processes. | |
| | GRI 409-1: Forced labour operational areas and suppliers at risk from the point of view of risk and mandatory work | Responsible corporate governance - Respect for human rights | 41 | | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission |
|--|--|--------------------------------------|-------------|---|---|
| GRI 410: Security drills | GRI 410-1: Human rights training for security staff | | | The Headquarters building has its own security guard service. Guards do not receive human rights training in addition to the mandatory training. | |
| GRI 413: Local communi-ties | GRI 413-1: Local commu-nity involve-ment, impact assessments and devel-opment programs | Social engagement | 33 | | |
| | GRI 413-2: Existing or potential negative impacts of operations on local communities | | | Negative impacts were only identified in the BEM project during the reporting period, where local communities perceive that the Market Group's activities have a negative impact on their lives. In this case, the houses are lo-cated in close proximity to the con-struction site and understandably, dust and noise are more difficult to tolerate. For the Bem Project, the Group has created a dedicated website where residents can find information about the project and contact Market. Complaint letters will always be answered within 3 working days. Generally speaking, for projects where the Client allows communication, Market Group will post about the projects on its social media platforms from time to time. | |
| GRI 414: Social assess-ment of suppliers | GRI 414-1: New suppliers as-sessed for social requirements | Our stakeholders - Our suppliers | 30 | A comprehensive social assessment is not currently carried out for any of the member companies. | |
| | GRI 414-2: Negative social impacts in the supply chain and actions taken | | | | The Market Group does not cur-rently have a data collection process in place. |
| GRI 415: Public policy | GRI 415-1: Participation in politics | | | Political involvement is not typical of the Market Group. | |
| GRI 416: Cus-tomer health and safety | GRI 3-3: Addressing of the relevant issues | | | A Market Csoport a jogszabályi kötelezettségeihez igazodva mindent megtesz tevékenysége során annak érdeké-ben, hogy időtálló értéket teremtsen, mely ügyfelei, illetve az építmények tényleges használói egészségére vagy biztonságára a legkisebb veszélyt sem jelenti. Ez az elköteleződés végig kíséri a tervezés és kivitelezés minden munkafolyamatát, de a jótállási (kellékszavatossági) időszak alatt is mindent megtesz ennek érdekében. | |
| | GRI 416-1: Evaluation of the health and safety impacts of product and service categories | | | Due to the nature of its activities, the Market Group attaches great importance to the health and safety of not only its customers but also of its contractors' employees, which is ensured by the safety and health protection plan developed for each project in accordance with the Joint Decree 4/2002 (II. 20.) of the Ministry of Labour and Social Affairs of Hungary on the minimum safety requirements for workplaces and construction processes, as well as by the document entitled „Construction Site Regulations”, which is also consulted by our partners.i. | |
| | GRI 416-2: Incidents of non-compliance with health and safety requirements for products and services | | | No such incidents occurred during the period covered by this report. | |

| GRI standard | GRI indicator | Chapter in the Sustainability Report | Page number | Direct response | Reason for omission |
|---|--|--|-------------|---|---------------------|
| GRI 417: Labelling of products and services | GRI 417-1: Labelling requirements for products and services | | | <p>The member companies that undertake construction works (OKM, Moratus, Vilati) produce technological instructions and sampling and compliance plans for each work process they carry out, which include a description of the work process and the measurements to be taken for verification. These documents ensure that the work is carried out to the correct quality, with due regard for the environment and in a safe manner. The documents are also checked by Market Építő Zrt.</p> <p>Prebeton Zrt. has factory production control system certificates (for prefabrication and concrete production), on the basis of which it issues (in compliance with the law) a declaration of performance for the finished products. They certify that the products meet the requirements of national and international standards.</p> <p>These are the technical parameters for concrete:</p> <ul style="list-style-type: none"> • compressive strength • consistency at delivery • concrete durability • concrete body density <p>These are the technical parameters for precast elements</p> <ul style="list-style-type: none"> • geometric properties • concrete compressive strength class • environmental class • min. value of tensile strength of reinforcing steel • reinforcing steel yield strength min. value • load capacity • fire resistance • fire protection department • surface properties • water intake • frost resistance <p>In the case of products to be incorporated into buildings, the detailed rules of the Act on the design and incorporation of construction products into buildings and the verification of performance in the process, Decree 275/2013 (16 July 2013), which only allows the incorporation of products that have a declaration of performance, are always complied with.</p> | |
| | GRI 417-2: Incidents of non-compliance with labelling of products and services | | | No such incidents occurred during the period covered by this report. | |
| | GRI 417-3: Incidents of marketing communications non-compliance | | | In 2021, no GVH proceedings were pending against any of the Market Group's member companies. The Market Group pays close attention to the compliance with national and European Union competition law, in particular Act LVII of 1996 on the prohibition of unfair market conduct and restriction of competition. | |
| GRI 418: Customer privacy | GRI 3-3: Addressing of the relevant issues | | | <p>The Market Group will make all reasonable effort to prevent unauthorised access to investor (customer) data, whether personal data or confidential business secrets, as set out in its Privacy and Information Security Policy. This is ensured through the Group's Privacy and Information Security Policy and strict data and information security measures.</p> <p>To protect the data of the Group's clients, a dedicated Data Protection Officer and IT Security Manager have been appointed to continuously review and improve systems.</p> | |
| | GRI 418-1: Substantiated complaints about data breaches and data loss | Responsible corporate governance - Data Protection | 42 | | |

LIST OF ABBREVIATIONS

| Summary | Full name |
|----------------|--|
| BCSDH | Business Council for Sustainable Development in Hungary |
| BIM | Building Information Modelling (BIM) |
| BREEAM | Green Building Rating System (Building Research Establishment Environmental Assessment Method) |
| CKT concrete | cement-bonded load-bearing (foundation material) |
| DIGMA | Digital Market |
| UNITED NATIONS | United Nations |
| EPD | Environmental Product Declaration (Environmental Product Declaration) |
| ESG | Environment, Social, Governance |
| ÉVOSZ | National Federation of Hungarian Building Contractors |
| FSC | Forest Stewardship Council |
| GDPR | General Data Protection Regulation (GDPR) |
| GHG | Greenhouse gases (GHG) |
| GJ | Gigajoule |
| GRI | Global Reporting Initiative (GRI) |
| HuGBC | Hungarian Green Building Council |
| IBC | Intermediate Bulk Container |
| IEA | International Energy Agency |
| LEED | Green Building Rating System (Leadership in Energy and Environmental Design) |
| MEBIR | Occupational Health and Safety Management System |

| Summary | Full name |
|---------|------------------|
| MJ | Megajoule |
| MWh | Megawatt-hour |
| GHG | Greenhouse gases |

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