METROSTAV

# profile.

# contents



**1**

leader in the Czech construction market

**3000**

employees

**800**

million EUR turnover

**50**

years in the market

**250**

projects under implementation

**9**

countries where Metrostav a.s. operates

**8**

divisions

**20**

certificates, patents, attestations or utility models

**18**

specialized centres

# Metrostav a.s.

Fifty years of good work. Hundreds of successfully completed projects for both private and public investors. Financial stability. This is Metrostav. The largest Czech building company and the leading member of Metrostav Group, comprising over 50 entities operating in 16 countries worldwide.

We specialize in:

- underground construction including urban metros,
- transport construction,
- industrial projects,
- civic construction,
- ecological construction.

Our history of success has taught us to look to the future. This is why we continue to modernize and improve our skills while placing great emphasis on respect for the environment. In addition, our history has taught us something else: to value everyone who has participated in it. Therefore, we are increasingly investing in the professional development of our people, in our company culture, and in the care of our former colleagues.

# we stand by each of our projects.

It makes no difference whether it is a large transport construction project, an industrial compound, an office complex, a hospital, an underground tunnel or a school for your children. We approach each construction project with the same responsibility. We seek new methods and technologies that not only save the investors' money, but also the environment and the health of our employees. This has made us a key player on a European scale.

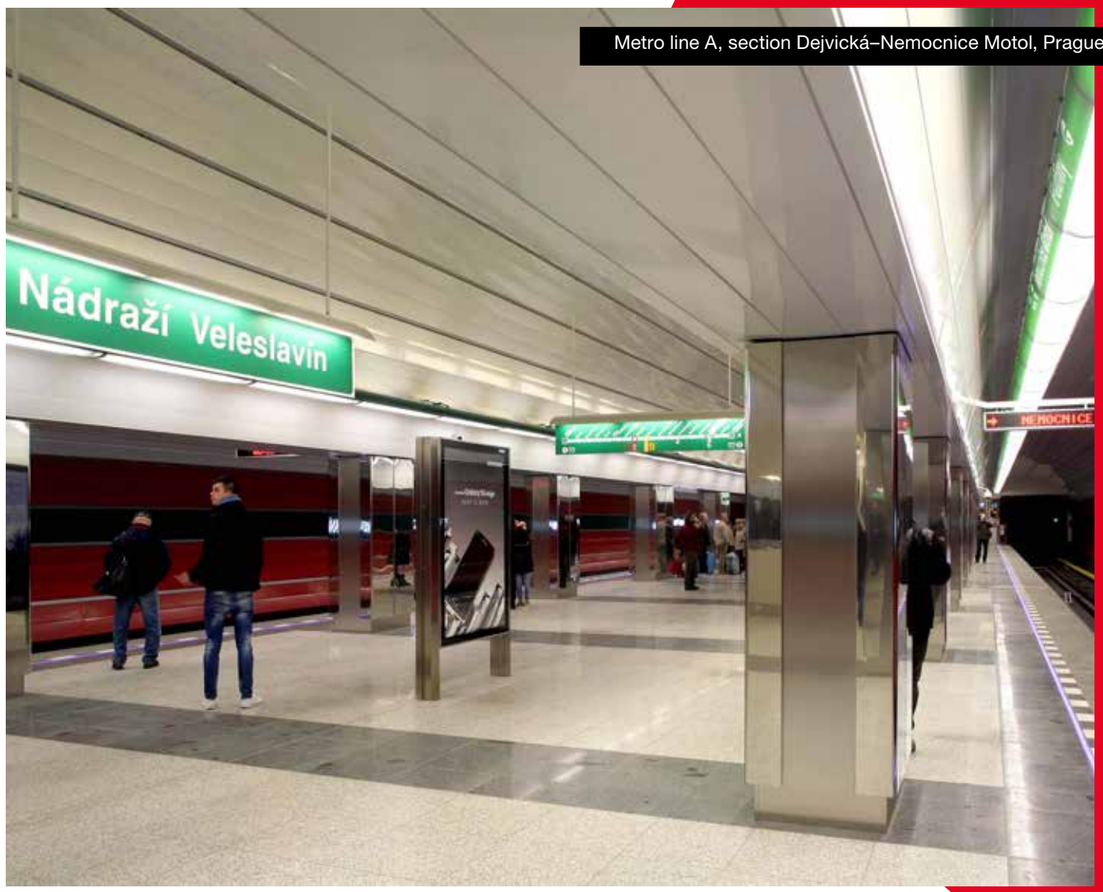

Unless stated otherwise, the buildings presented in the publication are realized in the Czech Republic.

01

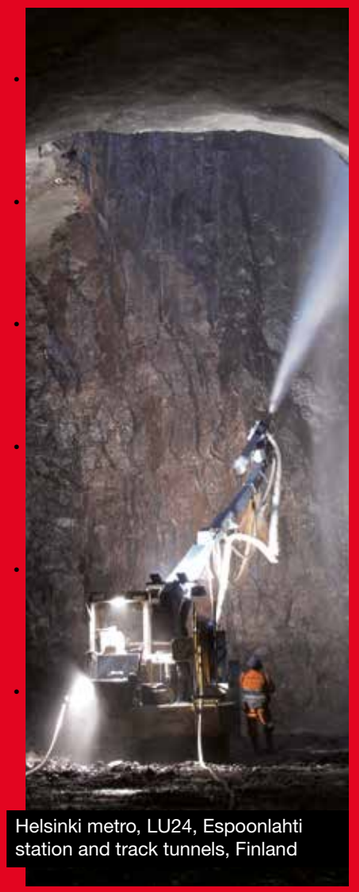
# underground.

Transport projects are the circulatory system of every city, and the metro is its most important artery. We are proud to have built all the Prague metro lines since 1971. In Helsinki, Finland, we excavated a section leading under the seabed. In Istanbul, Turkey, we worked on the construction of a depot for a new metro line.  And, in 2019, we returned to Prague and began the excavation of exploratory shafts of the new metro line D. Our experience enables us to offer solutions that are unique even by international comparison, such as the floating tunnels under the Vltava River. We are the only company in the Czech Republic that uses TBM excavating machines. In short, the metro is something we are passionate about.

TBM excavation machine, metro line A




Metro line A, section Dejvická–Nemocnice Motol, Prague



Helsinki metro, LU24, Espoonlahti station and track tunnels, Finland

Helsinki metro, LU6E, Karhusaari track tunnels, Finland

Střížkov metro station on line C, Prague

Disabled access to Můstek metro station, Prague

02

# tunnel construction.

The most effective way of overcoming difficult terrain is a tunnel. Our specialists are accomplished excavators and concrete workers and that´s not all; when necessary, they can also be miners. They have shown their mastery in the complex geological conditions of the Czech metropolis, in the Slovakian foothills during the excavations of motorway tunnels, in the rough Scandinavian terrain, and in the extremes of Iceland‘s ice-cold waters. They are no strangers to any of these excavation technologies. The underground is not for everyone.

The Joberg tunnel on the Rv. 13 Road, Norway

The Svrčinovec tunnel on the D3 motorway, section Svrčinovec–Skalité, Slovakia

The Blanka tunnel complex, Prague

The Ejpovice tunnel on the railway track Rokycany–Pilsen

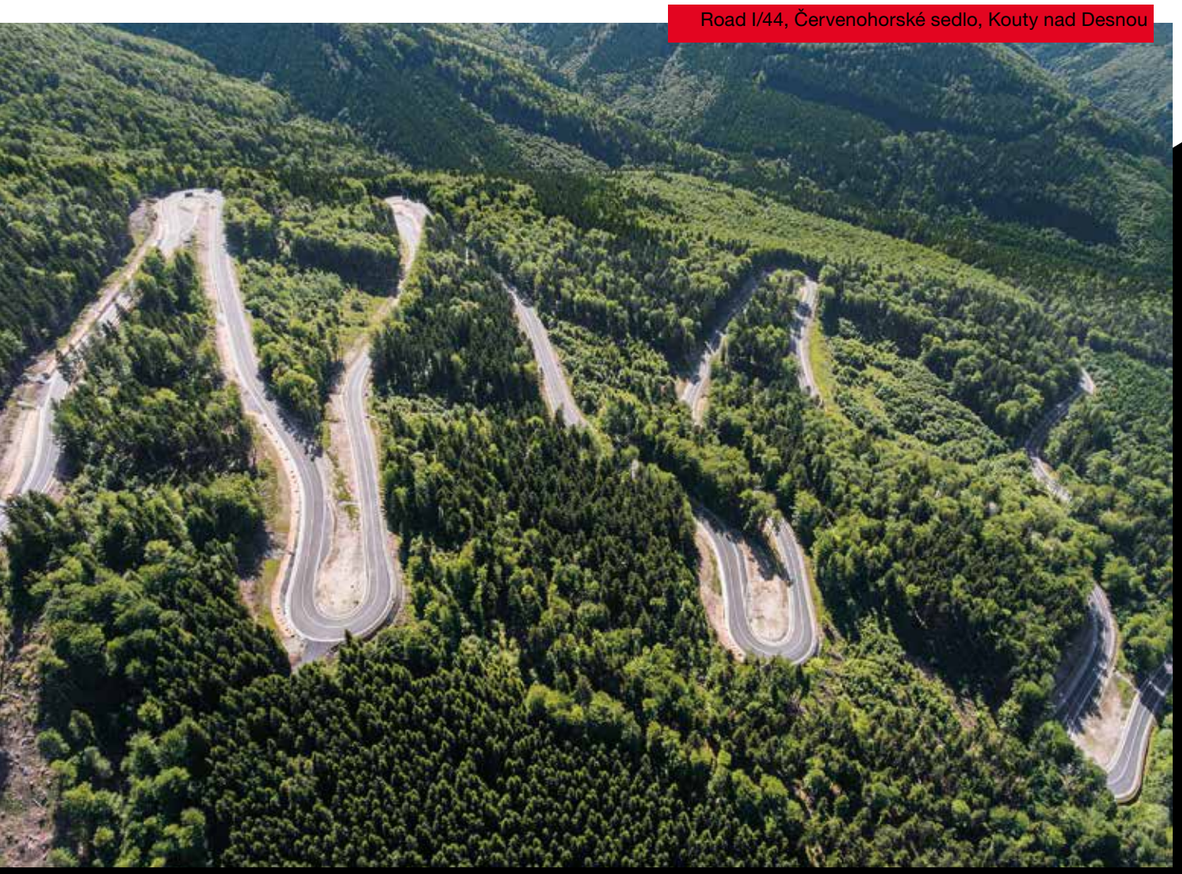
The Dýrafjörður tunnel on Road 60, Iceland

The Norðfjörður tunnel on Road 92, Iceland

03

# road construction.

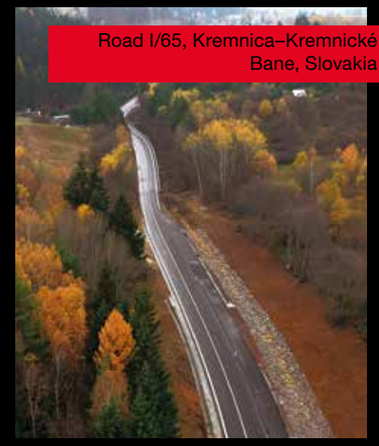
Each road requires something different. Sometimes it must be laid in a tunnel, and other times, on a bridge. Often, it has to withstand higher speeds, and sometimes it must meander up mountains. With our top-quality technologies, we can lay both asphalt and concrete surfaces. We have built miles of new motorways and roads of all categories.



Road I/44, Červenohorské sedlo, Kouty nad Desnou

Modernization of the D1 motorway, section 06, Psáře–Soutice

The D35 motorway, completion of a flyover, Sedlice–Opatovice



Road I/65, Kremnica–Kremnické Bane, Slovakia

The North-Eastern tangential trunk road, Mladá Boleslav

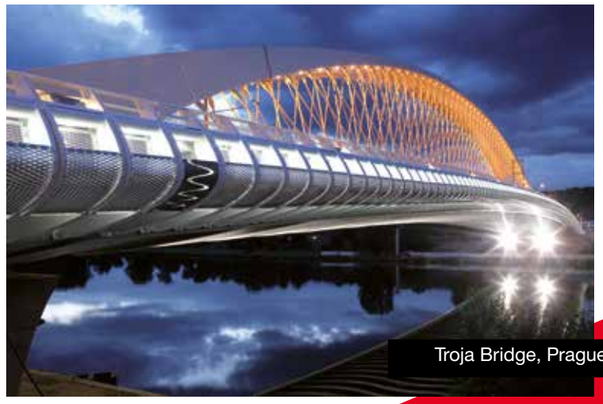
The D1 motorway feeder road, Lietavská Lúčka–Žilina, Slovakia

04

# bridges.

Without bridges, functional transport infrastructure would be unthinkable. We build bridges that are both beautiful and technologically unique. We can deliver elegant solutions, as in the case of the Troja Bridge or the unique foldable structure used in Sobieszewo, Poland. We are professionals with extensive knowledge of monolithic and steel structures. We also know how to make composite steel-concrete bridges. Our goal is to build high-quality and reliable structures.

Foldable bridge on the DW 501 road, Sobieszewo, Poland



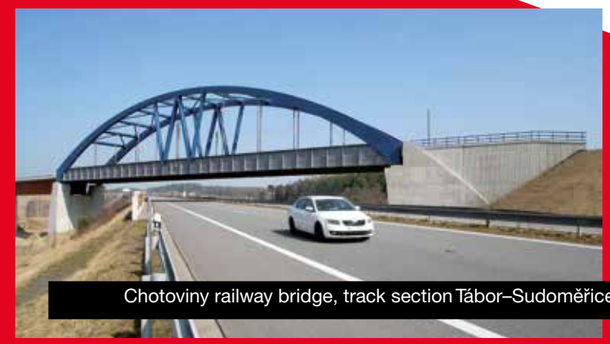
Troja Bridge, Prague

Railway bridge on the 0112 track Chomutov–Cheb

Dagmar Šimková footbridge, Písek

Bridge across the Åstfjord, road Fv. 714, Norway

Bridge across the Koberný pond, D3 motorway, Planá nad Lužnicí



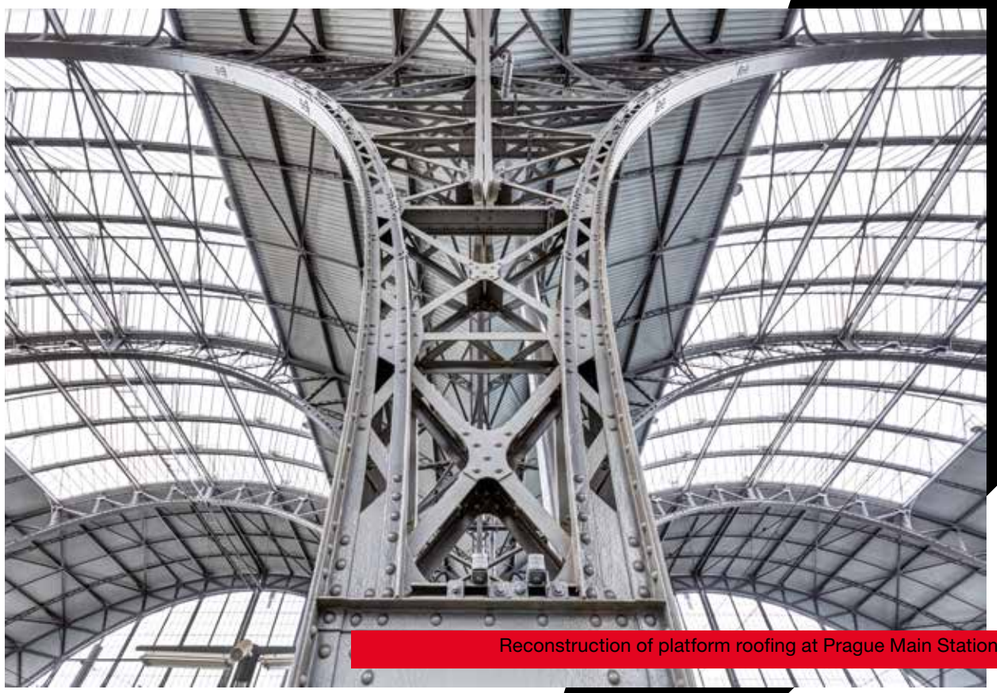
Chotoviny railway bridge, track section Tábor–Sudoměřice

D8 motorway bridge, Oparno

05

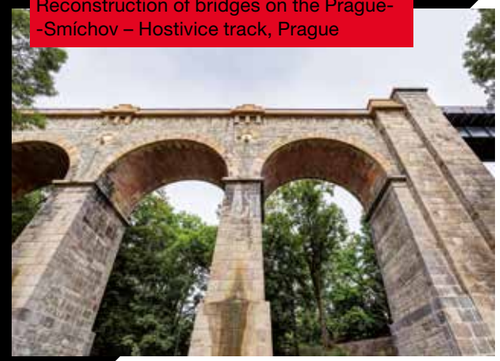
# railway construction.

Transport engineering is about connecting people. The railway is the best example of this. In cooperation with local partners, we implement monumental infrastructural projects, railway corridors, tracks and railway stations. We use our own professional equipment to perform modernization, reconstruction and optimization work. On our tracks, trains can move faster while providing passengers with the comfort they deserve. In the Czech Republic, we have built the longest railway tunnel to make people´s journeys to work and home shorter.



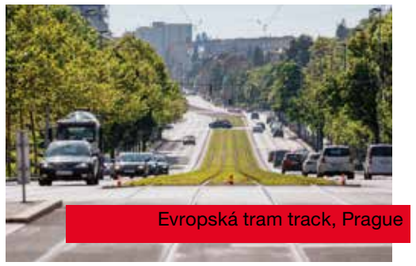
Reconstruction of platform roofing at Prague Main Station

Reconstruction of bridges on the Prague--Smíchov – Hostivice track, Prague



Optimization of the Bubeneč–Holešovice track, Prague

Railway bridge on the 081 track, Děčín



Evropská tram track, Prague

Modernization of the Prague–Rokycany track, Ejpovice tunnels

06

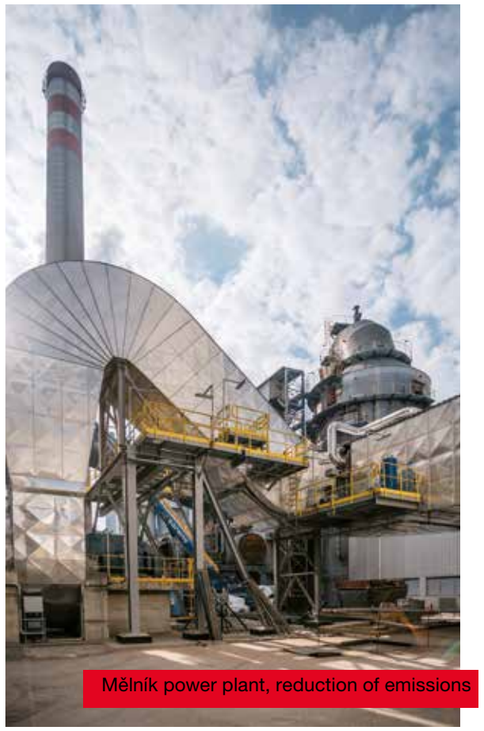
# construction for the energy industry.

Energy is a word derived from the Greek word “energeia”, which means will, power or ability to act. Energy and willingness to act come naturally to us. We participate in modernizing nuclear power plants, and we build and reconstruct thermal power plants. We deal with both the construction and the technological side contracts. One example of a successful realization is the replacement of three giant boilers at the Prunéřov II power plant. Our CHP plants and incinerator projects attest to our high standard of quality. We don't run out of energy easily.

Prunéřov II power plant, OB 11

Ledvice power plant, new source 660 Mwe

Prunéřov power plant II, OB 05 engine room



Mělník power plant, reduction of emissions

Trmice CHP plant, gas boiler room

07

# hydropower plants and renewable sources.

We are environmentally conscious. With regard to the protection of the environment, we build construction works that use renewable energy sources, especially small hydropower plants (SHP). We have built these not only on Czech and Moravian rivers but also on the Hron River in Slovakia, where the Želiezovce SHP won the award Foreign Construction Work of the Year 2017. We care about the quality of life.

SHP Želiezovce, Slovakia

SHP Litoměřice

SHP Štětí

SHP Troja, Prague

SHP Roudnice nad Labem

08

# construction for industry and logistics.

Our work can be seen all across the Czech Republic. We build production capacities for the automotive industry and for the manufacture of building materials, logistics parks, production halls, data centres, wood processing plants and agricultural construction. We know how to do this too.

Construction of a boiler room at Mondi Štětí, project EcoFlex

Central oil pump station at MERO ČR, Nelahozeves

Production plant of the Nexen Tire Corporation, Bitozeves

Assembly building H3a and body shop of Volkswagen Slovakia, Bratislava, Slovakia

Production hall and warehouse of the Lasselsberger company, Chlumčany

Prologis Park DC19, Rudná u Prahy

Production plants and warehouses of the Lincoln company, Chodov

Blovice Silo

09

# trunks, pipelines and WWTPs.

We build invisible structures without which the large structures could not exist at all. We achieve all this while respecting the environment. Sewage and water supply systems improve the everyday lives of the inhabitants of even the smallest villages. Here, too, we rank among the very best in the field. Building waste water treatment plants (WWTPs), new water supply systems, and sewage systems – these are the activities in which we have proven successful.

Wenceslas Square sewage system, Prague


Poděbrady WWTP


Pelhřimov WWTP


Water supply system at Koliště, Brno


Hořany corridor, Vršany u Mostu

10

# water economy construction.

We tame the elements so that they serve us and do not pose a threat to us. We specialize in weir building, water flow control, anti-flood measures (AFM) and the modernization of locks. We conduct the biggest reconstruction projects in the Czech Republic, Slovakia, and Poland.


Modernisation of the Nisa reservoir, Poland


Hněvkovice lock


České Vrbné lock


Gabčíkovo dam lock, Slovakia


Hořín lock

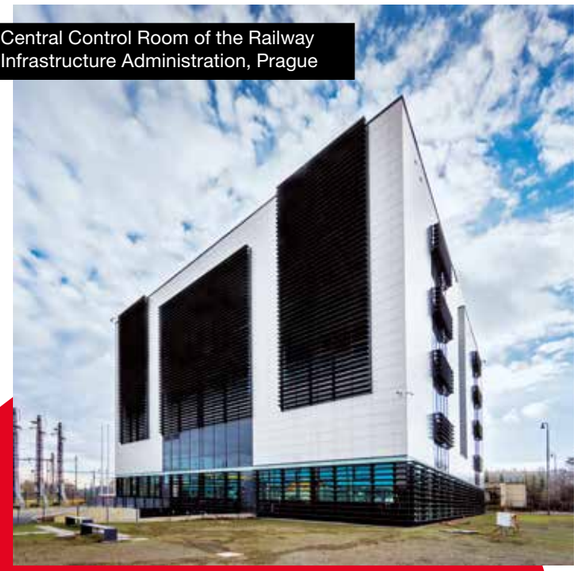

Weir and fish passage on the Berounka River, Černošice

11

# office buildings.

We meet investors' requirements concerning layout, equipment, and fit-outs. It´s quite common for these buildings to be awarded at architectural competitions. The Palmovka Open Park complex won the award Best of Realty 2018 in the category New Office Projects.

Piano Business Center, České Budějovice



Central Control Room of the Railway Infrastructure Administration, Prague

Service Training Center Škoda Auto, Mladá Boleslav

Palmovka Open Park III and IV, Prague

Argentinská Business Center, Prague

Millennium Crystal, Prague

12

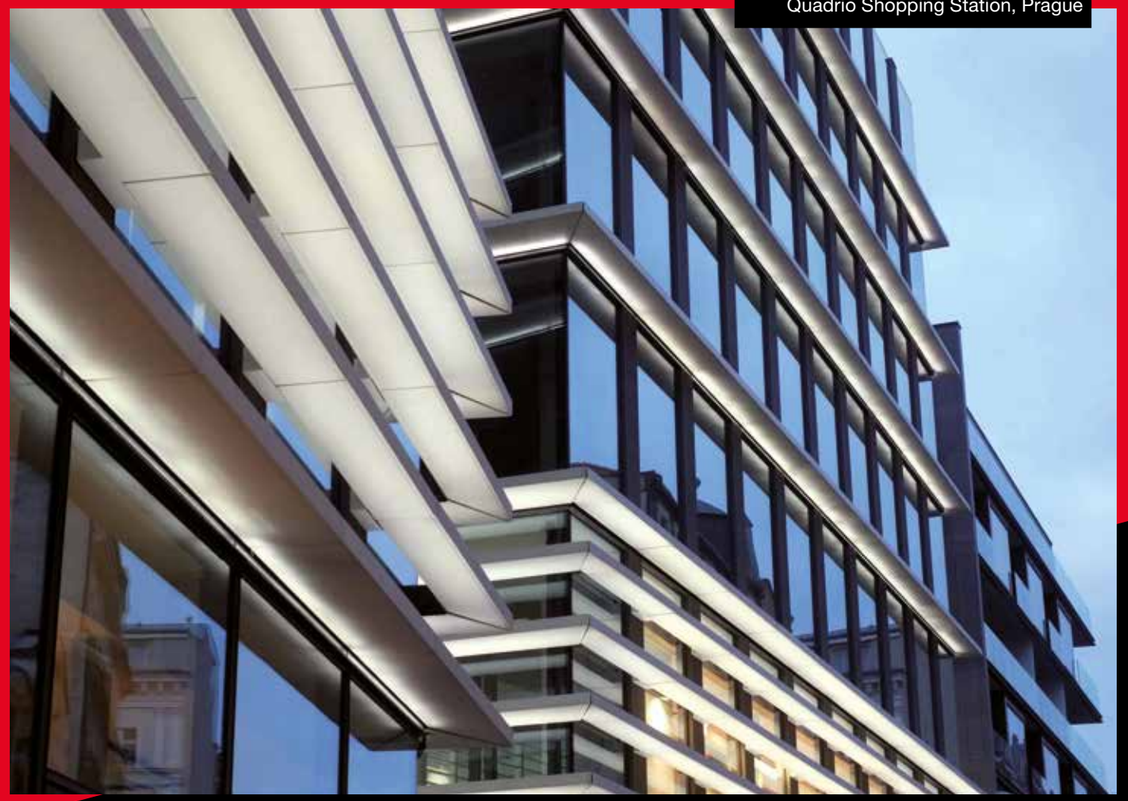
# business and shopping centres.

We build business centres as architecturally unique works. By combining state-of-the-art technologies and modern architecture, we bring people a new level of comfort. These buildings complement civic amenities and are a major contribution to the city district involved.

IGY I and IGY II, České Budějovice

Šantovka Gallery, Olomouc


Martin Gallery, Slovakia



Quadrio Shopping Station, Prague

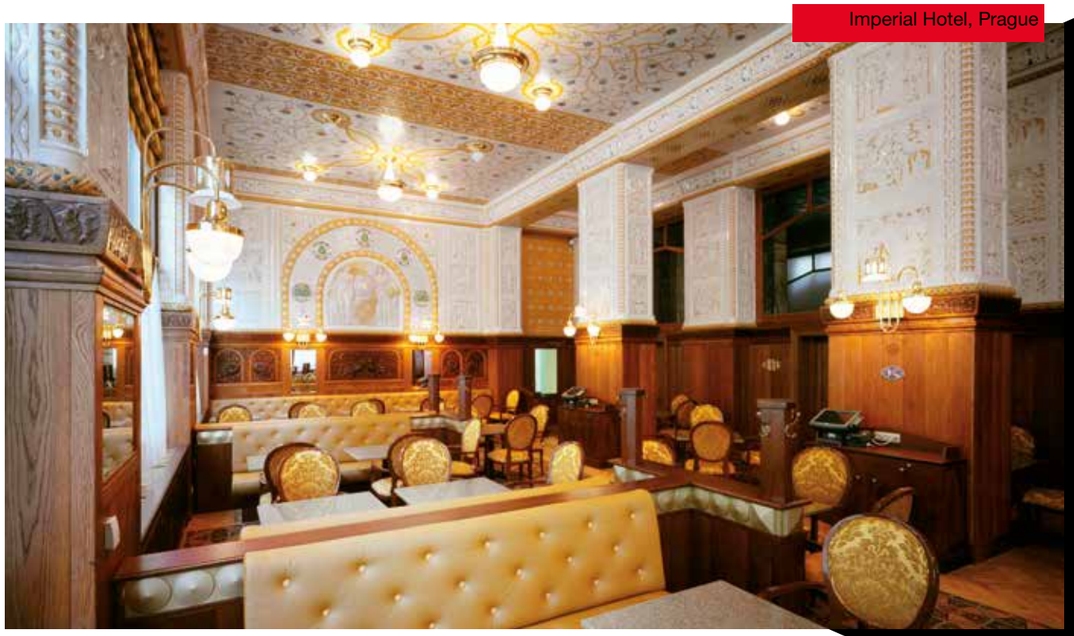
Teplice Gallery

Lexus showroom, Prague

13

# hotels and apartment houses.

Some hotels tend to be city landmarks. These are the ones we like to build. We respond to the wishes of multinational chains, which often have specific requirements as to luxury and design. Whether building from scratch or renovating, we can always find the best solution while maintaining construction deadlines, quality, and economy.



Imperial Hotel, Prague

Marriott Hotel, Prague Airport

Spa & Kur Hotel Harvey, Františkovy Lázně

Casino King's Hotel, Rozvadov

Spa & Kur Hotel Prague, Františkovy Lázně

Medvědín Apartments, Špindlerův Mlýn

# construction for medical purposes.

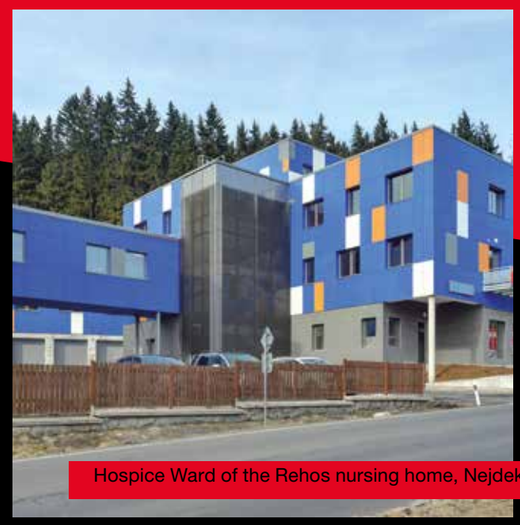
Doctors should primarily treat patients. To enable them to focus on saving lives rather than being distracted with other things, we create high-quality facilities for them. Under our qualified management, both modernized and new wards of university, district, and municipal hospitals are built. In addition, we provide the complete supply of equipment. With our help, these facilities can provide the best care possible.

Regional hospital in Karlovy Vary


Children's ward of the University Hospital in Motol, Prague

E.R. of L. Pasteur University Hospital, Košice, Slovakia

Ward Z, České Budějovice Hospital


Hospice Ward of the Rehos nursing home, Nejdek

15

# construction for the education system.

We also build for those who will inherit the future, ranging from kindergartens to university campuses and college compounds, including catering, accommodation and sports facilities. We want to set an example for future generations, which is why we deliver work of the highest quality. A future visionary may well be studying in one of our buildings.

Building L, Technical University in Liberec

Za Branou kindergarten, Pacov

Líbeznice Primary School

Pavilion of the Faculty of Forestry and Wood Processing, Czech University of Agriculture in Prague

Biotechnological Pavilions M and X, Mendel University in Brno

National Technical Library, Prague

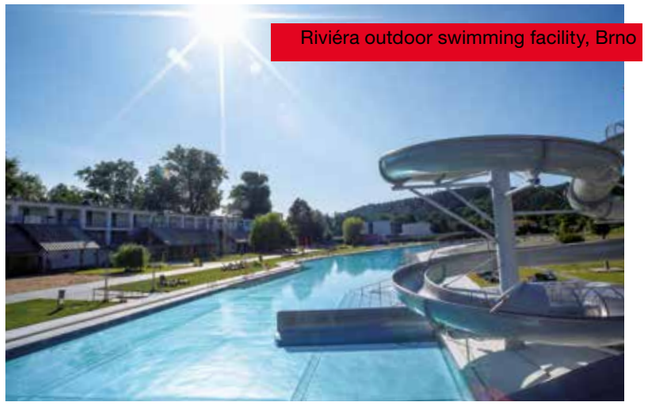
# construction for sports.

Many sports facilities in the Czech Republic are products of our work. We build multi-purpose playgrounds, halls, stadiums, outdoor swimming pools, and shipyards, from Pilsen to Ostrava. Anytime you go cheering into the stadiums of leading Czech football, ice-hockey, basketball, and other sports teams, we will be there. Everywhere we go, we try to create the best conditions not only for athletes, but also for their fans.

Doosan Arena, Štruncovy sady, Pilsen

Multi-functional sport hall, Pilsen

Smíchov shipyard, Prague



Riviéra outdoor swimming facility, Brno

Vítkovice Aréna stadium, Ostrava

Sparta basketball hall, Prague

National Olympic Centre of Water Sports, Račice


Gymnastics hall, Hradčany Sports Club, Prague

17

# science and research.

We create the best conditions for scientists to carry out their research. We have built and restored many buildings of the institutes of the Czech Academy of Sciences, on whose premises discoveries are made. One unique building among others is the seat of the top-class research centre ELI Beamlines, where one of the world's most efficient lasers can be found. This kind of science is something we enjoy.

Smart Innovation Center Ostrava

University Centre of Energy Effective Buildings, Czech Technical University in Prague, Buštěhrad

Krkonoše Centre of Environmental Education, Vrchlabí

Laser Centre ELI Beamlines, Dolní Břežany

Sustainable Energy Industry Centre, Nuclear Research Institute Řež

# residential housing.

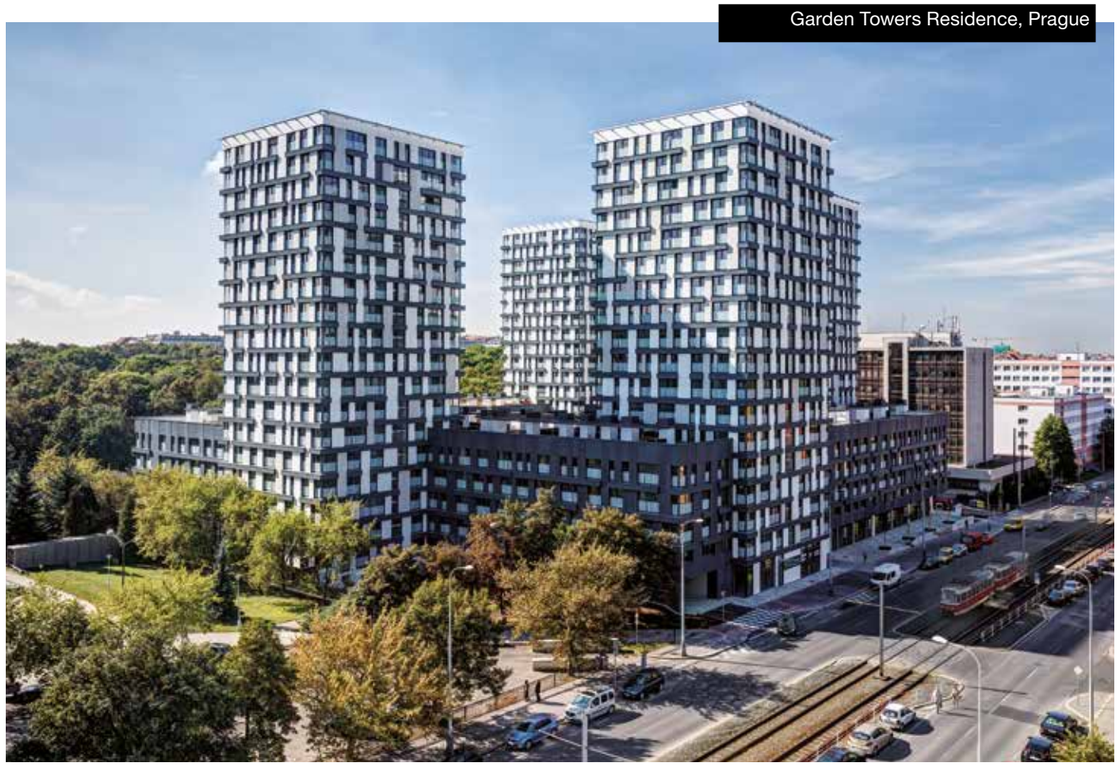
Thanks to us, you can choose from a wide range of apartments. It's no problem for us to build five residential tower blocks in one go. We meet developers' requirements on price, quality, size, and deadlines. The houses we build offer a wide array of high-standard apartments. Increasingly, we are establishing ourselves in the sector of energy-saving housing. Living according to your desires is more than just a dream.

Vivus Uhříněves, Prague

Sacre Coeur II Residence, Prague

Kajetánka Residence, Prague

Green Triangle, Pilsen



Garden Towers Residence, Prague

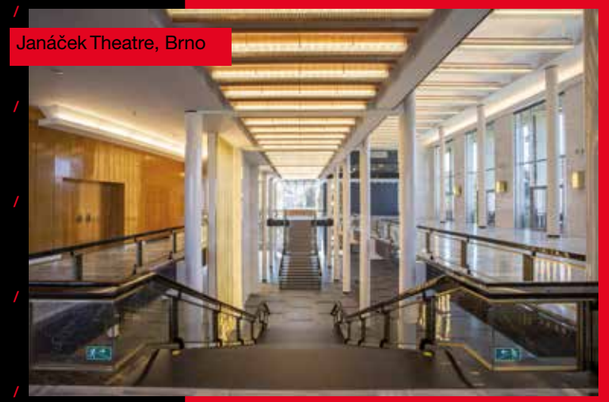
Vackov apartments, Prague

Tulipa City, Prague

19

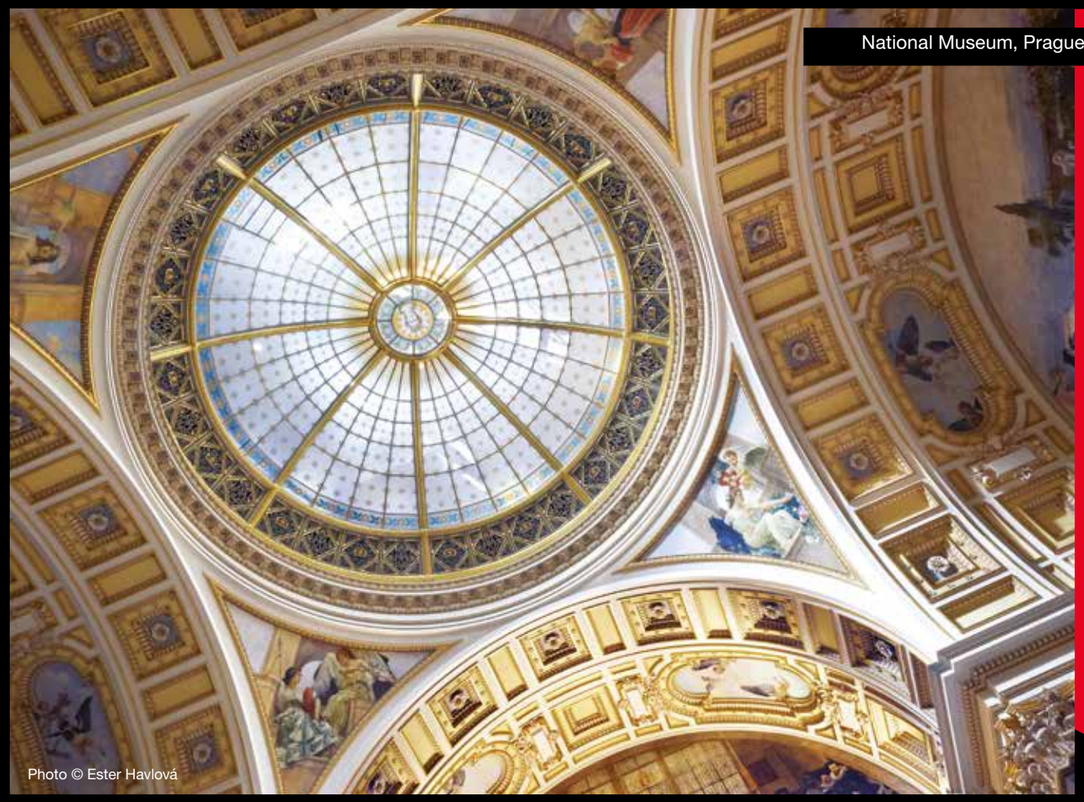
# reconstruction of historical and cultural buildings.

We make history come alive. We can restore architecturally valuable and interesting buildings to their original quality. We extend their lifetime and preserve their beauty for future generations. We have a wealth of experience, which is why we're not afraid to use procedures and materials traditionally used by our ancestors. At the same time, we work with state-of-the-art technologies in accordance with conservation requirements.



Janáček Theatre, Brno

Goethe´s Lookout, Karlovy Vary



National Museum, Prague

Photo © Ester Havlová

Vihorlat Museum, Humenné, Slovakia

The Jeusit College compound, Kutná Hora

Fanta Building at Prague Main Station

t e c h n o l o g i e s .

# steel structures.

When people discovered how to make high-quality steel, it sparked a revolution in industry. We work with steel of the highest quality, and we supply durable steel structures with complete service. In addition to manufacturing documentation and the manufacture itself, we also provide anti-rust protection, delivery, and assembly.

Unique structures are made in our production plants. Our cranes, with a lifting capacity of 25 tons, can easily handle 80-metre long assembly sets. Our manufacturing technologies include, among others, sandblasting, plasma and oxy-fuel cutting, material separation with a bandsaw and welding work.

Chotoviny railway bridge, track section Tábor–Sudoměřice

Mělník Power Plant

Prunéřov Power Plant

Congress and Cultural Centre 02 Universum, Prague

# reinforced concrete structures.

Our reinforced concrete lasts for centuries. In the field of reinforced concrete structures, we are professionals with vast experience. We use only proven systems and make use of a strong technological background in all construction segments, especially civic, industrial, water economy, and residential constructions. However, our greatest wealth is in our stable, time-tested team of technicians and workers, designers – structural engineers, formwork specialists or material suppliers.

Laser Centre ELI Beamlines, Dolní Břežany

Manufacturing plant Nexen Tire Corporation, Bitozeves

Nivy Station, Bratislava, Slovakia

# excavation technologies.

Neither rock nor water will stop our excavators. Using full-profile excavating machines (TBM), we excavate large-profile tunnels. Comprehensive machinery sets make it possible to excavate a round, cross-section area of the required size and fix it firmly. We use the New Austrian tunneling method (NATM) for construction of tunnels in softer rocks, while we employ the Drill & Blast method using explosives with harder rocks.

The New Austrian Tunneling Method (NATM)

TBM excavation shield

Drill & Blast

# concrete and asphalt mixtures.

In addition to roads, we lay cement-concrete (CC) coverings at airports, parking places, cycle paths and handling platforms. The solid foundation of the work consists in progressive technologies, our own manufacturing capacities and specialized workers, on whom we can also rely during the assembly of anti-noise panels or guard rails, during the installation of monolithic drainage profiles or the machine grinding of cement-concrete coverings.

We have ample experience in laying asphalt-concrete (AC) mixtures, including quiet asphalt. In addition to motorway and road construction, we also focus on road milling, cold and hot recycling or machine laying of foundation layers.

Laying of an AC covering

Laying of an CC covering

A travelling shutter on the D1 motorway, Ivachnová–Hubová, Slovakia

# bridges.

We also successfully use state-of-the-art technologies in the construction of motorway, road and railway bridges. We are professionals, and this is how we approach the concreting of monolithic concrete structures, the construction of coupled steel-concrete bridges and the manufacturing and assembly of steel bridge structures. We possess equipment of the highest quality. In the construction of support structures and shutters, our technologies are an integral part of the whole process.

# BIM.

## building information management

# building information management

# BIM.

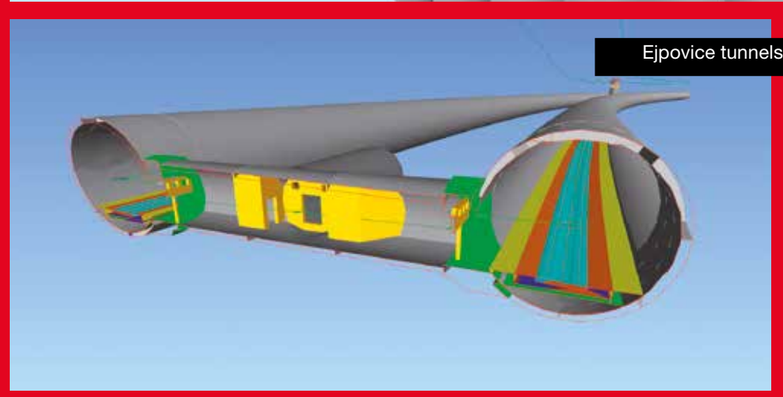
Building information management is a digital model as well as a database of information about a building. It facilitates the exchange of information within the process of the design, construction and use of a building.

## Ejpovice tunnels

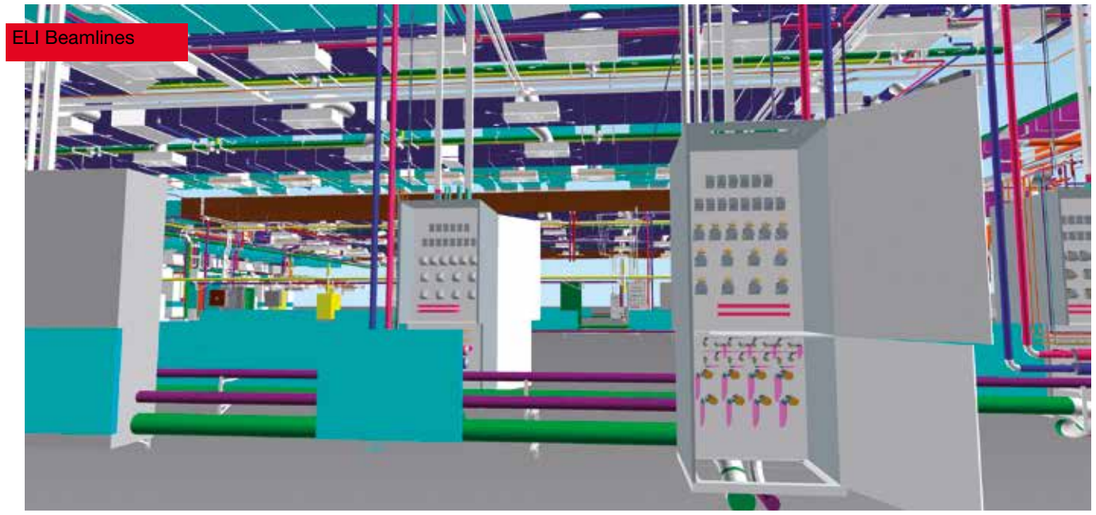
The most extensive pilot project in the sphere of underground and railway construction in Czech territory was designed, by us, for the Railway Infrastructure. Its aim, however, was not the preparation and subsequent implementation, but the creation of relevant BIM background materials for the final administration of the construction work, which promises the highest utility value in a project of this size.



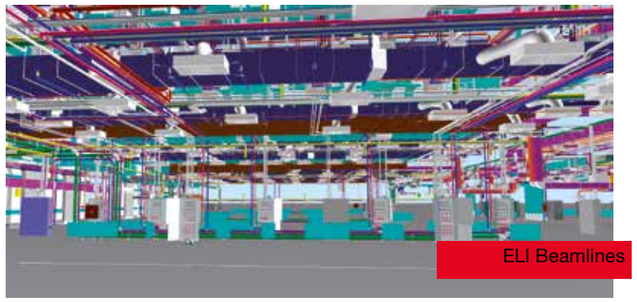
Ejpovice tunnels



Ejpovice tunnels



ELI Beamlines



ELI Beamlines

## ELI Beamlines

The research centre model is the most complex project ever accomplished in the Czech Republic. In 2015, it was the first project where we applied the wide range of possibilities which BIM technologies provide. Experience and outputs from the information models significantly helped to prepare and complete Palmovka Open Park project.

## Palmovka Open Park

We completed this magnificent office building as our first developer project in the BIM environment. During the preparation and the construction itself, we tested the individual possibilities of utilizing BIM technologies, from collision control to making the model accessible to external suppliers.

An interesting part of the project was the reconstruction of the historical hall (POP 0) with an emphasis on the preservation of the original structures.

Palmovka Open Park

# division.

## .division 1

The work of Division 1 appears in almost every construction segment. You will find it in civic, residential, as well as industrial construction work, including the reconstruction of listed buildings. In addition, Division 1 runs a specialized centre of small-profile mined and excavated shafts for sewerage systems.

## .division 3

Division 3 performs construction work from design to construction itself. It concentrates on civil engineering, especially in the segment of energy, industrial, civic and residential constructions. It runs a specialized steel structure facility, which also operates in industry and energy industry, and is successfully establishing itself among the well-known ECP suppliers in the above-mentioned sphere.

## .division 4

Transport construction is a specialization of Division 4. Using cutting-edge technological procedures and equipment, it builds hundreds of miles of roads and motorways. Above all, it performs the function of the chief supplier of major infrastructure projects, including bridges and related buildings intended for transport.

## .division 5

Division 5 is primarily focused on underground construction. It has experience using the NATM, Drill & Blast, and TBM methods. In addition, it can handle the construction of complex reinforced concrete bridge structures, railway construction or tram tracks. It also delivers line constructions in infrastructure.

## .division 6

Water economy, industrial, civic and residential constructions are the specialization of Division 6. It also provides services within the complete supply of reinforced concrete monolithic structures, as well as the services of the fittings plant, carpentry and formwork, and scaffolding rental.

## .division 8

In addition to metro construction, Division 8 successfully participates in construction work for energy, industry and ecology. It is also branching out to the civic amenities segment. Furthermore, it focuses on manufacturing and technological units, infrastructural projects, and construction for agriculture.

## .division 9

Division 9 deals with civil engineering, especially in the sphere of civic, residential and industrial construction. It focuses on difficult reconstruction work involving historical and listed buildings. It runs a specialized facility for the restoration, replica-making and renovation of wooden components. It also concentrates on building medical and educational facilities and other specialized operations.

## .division 11

Division 11 is responsible for the purchase and lease of all investment property involving machinery. Thanks to this, all the manufacturing divisions work with state-of the-art technology available in the market. The services provided also include the complete equipment of construction sites.

# organizational structure of the company.

Applicable from 1 July 2019

**GENERAL MEETING**

**SUPERVISORY BOARD**

**BOARD OF DIRECTORS**

**PRESIDENT**

**VICE-PRESIDENT**

**VICE PRESIDENT'S SECTION**

. Vice President's Office
. Department of Real Estate
. Department of Finance
. Department of Financial Strategy
. Department of Controlling

**CHIEF EXECUTIVE OFFICER**

**PRESIDENT'S SECTION**

. Metrostav Group International Department
. Department of the Spokesperson
. Department of the Internal Audit of the Metrostav Group
. Department of the Security Director
. Department of the Secretary of the Metrostav Group
. Department for Transport Infrastructure in the Slovak Republic

**CHIEF EXECUTIVE OFFICER'S SECTION**

. Secretariat
. Legislative and Legal Department

**CHIEF SALES OFFICER**

**CHIEF SALES OFFICER'S SECTION**

. Department of Marketing
. Department of Pre-production Planning
. Department of Public Relations

**CHIEF FINANCIAL OFFICER**

**CHIEF FINANCIAL OFFICER'S SECTION**

. Department of Economic Management Tools
. Department of the Chief Accountant
. Department of Information Technologies and Equipment
. Department of Purchasing
. Department of Treasury

**CHIEF PRODUCTION AND TECHNICAL OFFICER**

**CHIEF PRODUCTION AND TECHNICAL OFFICER'S SECTION**

. Department of Technology and Materials
. Department of Project Management Control
. Department of Technical Project Planning
. Department of Organizational Health and Safety
. Department of Quality Management Systems

**CHIEF HUMAN RESOURCES OFFICER**

**CHIEF HUMAN RESOURCES OFFICER'S SECTION**

. Department of Integrated Management Systems
. Department of Human Resources and Wages Controlling
. Department of Human Resources Services
. Department of Human Resources Marketing
. Department of Learning and Development of the Metrostav Group

**DIVISION 1** **DIVISION 3** **DIVISION 4** **DIVISION 5** **DIVISION 6** **DIVISION 8** **DIVISION 9** **DIVISION 11**

# Metrostav Group diagram.

Situation as of 1 November 2020

**Metrostav a.s.**

- **Subterra a.s.**
  - Subterra – Raab Kft.
  - SBT SVERIGE AB
  - Nad Kamínkou s.r.o.
- **Metrostav Slovakia a.s.**
  - MTS SVK Development 01, s.r.o.
  - MTS SVK Development 02, s.r.o.
  - MTS SVK Development 03, s.r.o.
  - MTS SVK Development 04, s.r.o.
  - MTS SVK Development 05, s.r.o.
  - MTS SVK Development 06, s.r.o.
  - MTS SVK Development 07, s.r.o.
  - PRO TP 08 s.r.o.
- **Metrostav Infrastructure a.s.**
- **Metrostav DIZ s.r.o.**
- **PRAGIS a.s.**
- **BES s.r.o.**
- **Údržba silnic s.r.o.**
- **BeMo Tunnelling GmbH**
  - BeMo Tunnelling GmbH, Deutschland
  - Beton- und Monierbau USA, Inc.
  - BeMo Tunnelling Canada Inc.
  - BEMO TUNELLING UK LTD
- **Metrostav Deutschland GmbH**
- **Metrostav Ísland ehf.**
- **PK Metrostav a.s.**
- **Metrostav DS a.s.**
  - Industrial Property services, s.r.o.
- **Metrostav Polska Spólka Akcyjna**
- **Metrostav Norge AS**
- **METROSTAV ANKARA İNŞAAT TAAHHÜT SANAYİ VE TİCARET ANONİM ŞİRKETİ**
- **Metrostav stavebniny, s.r.o.**
- **SQZ, s.r.o.**
- **CCE Praha, spol. s r.o.**
- **M3 Fasády s.r.o.**
- **M4 Road Design s.r.o.**
- **Jihlavská obalovna s.r.o.**
- **Metrostav Development a.s.**
  - Metrostav Alfa s.r.o.
  - Metrostav Epsilon s.r.o.
  - Na Vackově, s.r.o.
  - Na Vackově 2, s.r.o.
  - Metrostav Rezident a.s.
  - Metrostav Vackov a.s.
  - Vilapark Klamovka s.r.o.
  - IMU s.r.o.
  - Nad Belárií s.r.o.
  - Rezident Park 1 s.r.o.
  - Triangl Hloubětín s.r.o.
  - Rezident Park 3 s.r.o.
  - Rezident Park 4 s.r.o.
  - DÍVČÍ HRADY PRAHA s.r.o.
  - U Malešického lesa s.r.o.
  - Rezident Park 5 s.r.o.
  - Rezident Park 6 s.r.o.
  - Rezident Park 7 s.r.o.
- **PRO TP 06 s.r.o.**
- **Metrostav Nemovitostní, a.s.**
  - Pánská pasáž s.r.o.
- **Metrostav Facility s.r.o.**

# code of Ethics and Ethical Line.

The Metrostav Group Code of Ethics is a binding document that outlines the moral principles of the Metrostav Group. It sets out the guidelines of conduct for the Group's companies, its employees and associates.

The Metrostav Group is a business group of legal entities operating in the construction industry according to Section 79 of Act No. 90/2012 on Business Corporations and Cooperatives. www.skupinametrostav.cz.

## Moral Principles of the Metrostav Group

1. We ensure full compliance with all applicable laws of the Czech Republic and the countries in which we operate or intend to operate. We continuously monitor and respond to legislation and ethical standards of the countries in which we operate or intend to operate. We respect relevant laws and rules and prevent any inappropriate procedures.

2. Credibility, expertise and stability are our shared, core values. We constantly seek to create a safe, creative and stable work environment. We always act professionally and with high-level standards. Both inside and outside the company, we build relationships based on trust. We cooperate with natural persons and legal entities that are qualified and trustworthy. We charge our prices for economic transactions fairly. We provide reliable data on our economic activities. We pay taxes, social security, health insurance and other mandatory payments duly and in due time.

3. Customer satisfaction is our primary goal but never at the cost of violating ethical or legal regulations. We tolerate no corruption, bribery or unfair competition. We provide and accept no direct or indirect payments and rewards that could violate laws or ethical standards. We cooperate only with those who show no apparent or real conflict of interests, and whose funds come from legitimate sources. We pay attention to information security and data protection.

4. We are aware of our social responsibility towards citizens of the countries, regions, cities and municipalities where we operate or intend to operate. We seek to minimize negative impacts of our construction and business activities on the environment and communities. We respect the needs and interests of natural persons and legalentities outside the Metrostav Group. We respect the legacy of previous generations and act responsibly towards future generations.

5. We respect the rights and duties of all our associates. We allow no discriminatory behaviour. We guarantee equal opportunities to all regardless of their gender, skin colour, ethnicity, race, nationality, religion or other distinct characteristics. We allow no harassment or discrimination. We behave in friendly and respectful manners, especially towards the handicapped, seriously ill, seniors and families with children. In accordance with the law, we respect the employees´ right to establish or join a union.

6. We allow no conflict between personal interests and the interests of the Metrostav Group. We protect movable, immovable and intellectual property like it is our own. We protect and carefully maintain movable, immovable and intellectual property as well as trade secrets of the Metrostav Group companies. Work decisions are taken impartially without undue influence by individual, family or friendly interests.

7. We tolerate no violation of the moral principles in the Metrostav Group. It is the responsibility of all employees to follow the Metrostav Group Code of Ethics. In every case of the Code of Ethics´ violation, the employee shall be notified of his or her unacceptable behaviour. At the same time, the employee´s supervisor, director or the director of the Metrostav Group Internal Audit Department shall be informed too. Retaliation from others against anyone, who reports what s/he suspects to be illegal or unethical activities, is unacceptable.

# contacts.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Contact details of the individual representations may change.

# profile

Published by:
Public Relations Department
Metrostav a.s.
2019

Photo:
Metrostav archives

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