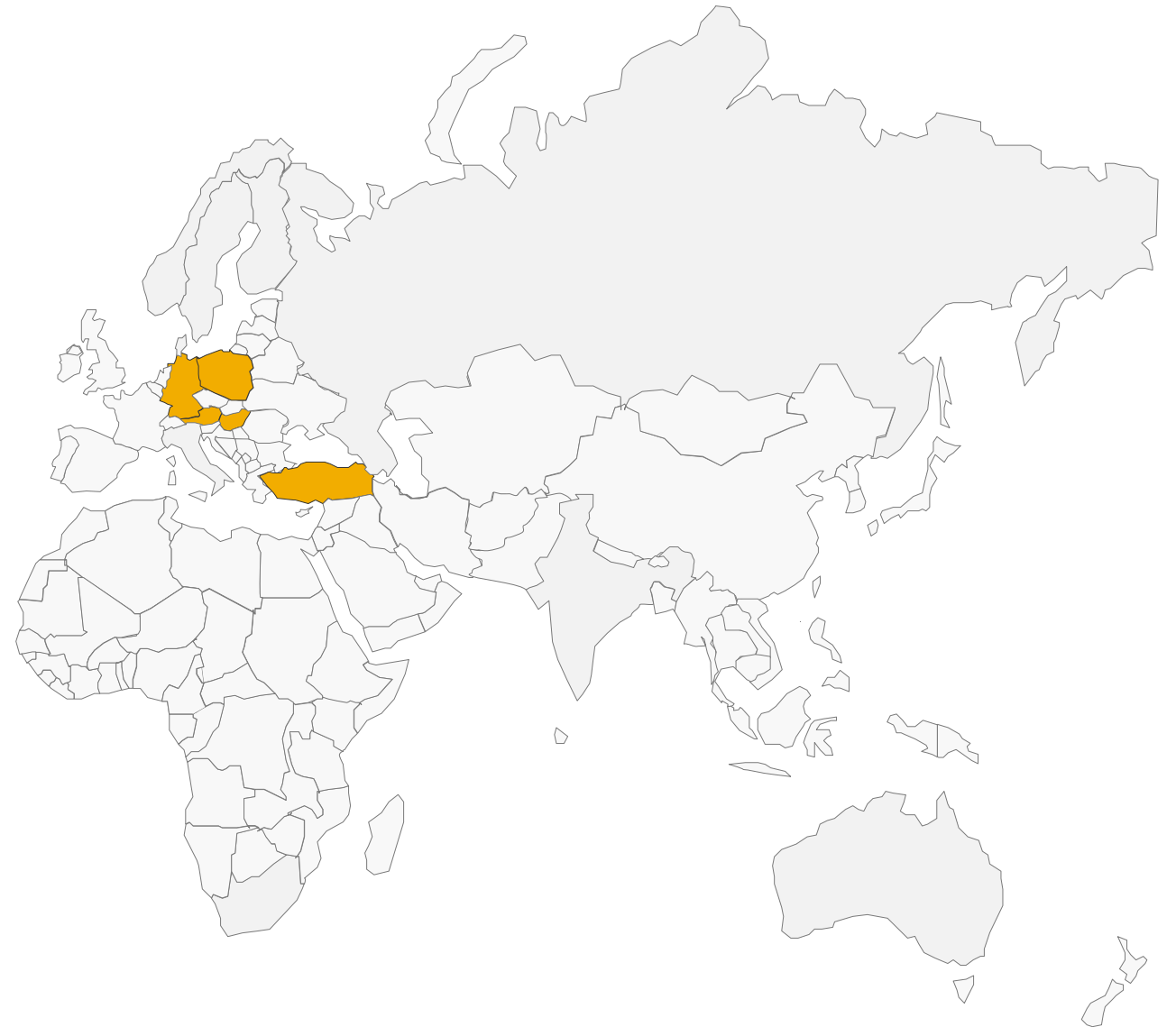


TENTUSGROUP

Company presentation



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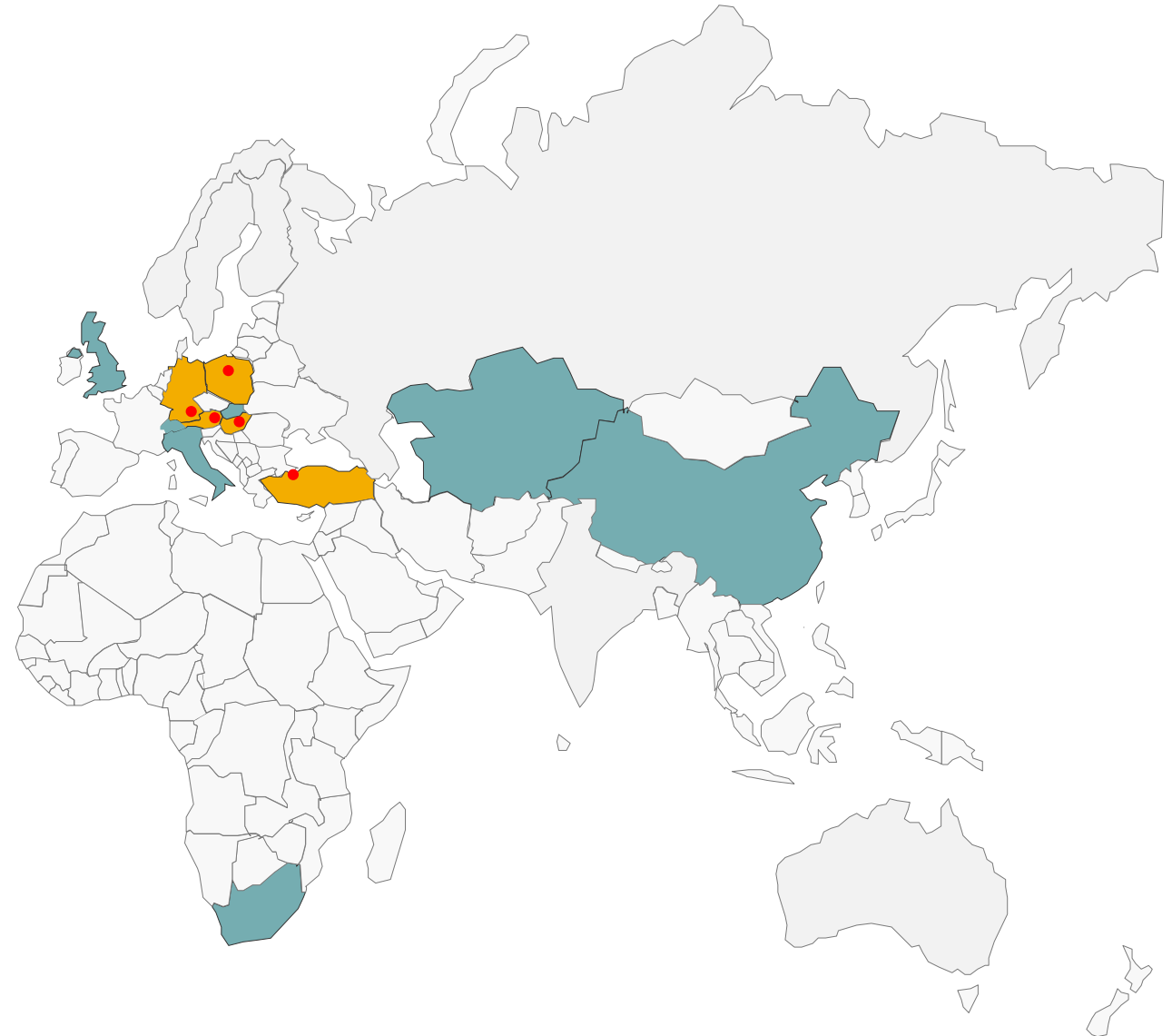
> Offices

● Project experience

● TENTUSGROUP offices

- Austria
- China
- Germany
- Hungary
- Italy
- Kazakhstan
- Poland
- Slovakia
- South Africa
- Switzerland
- Turkey
- UK

- Austria
- Germany
- Hungary
- Poland
- Turkey



> What we believe in. How we do it.

Inspiration.

Opening up new perspectives for people and organisations in Facility and Corporate Real Estate Management.
Supporting Change Management.

Standardisation.

Standardisation of consulting services, methods and tools.
Develop market specific services and standards.

Technology.

Using technology and automation to increase efficiency and effectiveness of processes.

Individualisation.

Offering customer specific solutions based on “good practice” approaches. Partnership as bases of the cooperation.



Internationalisation.

Support customers in their internationalisation projects.
Evolution of cross-cultural management skills.

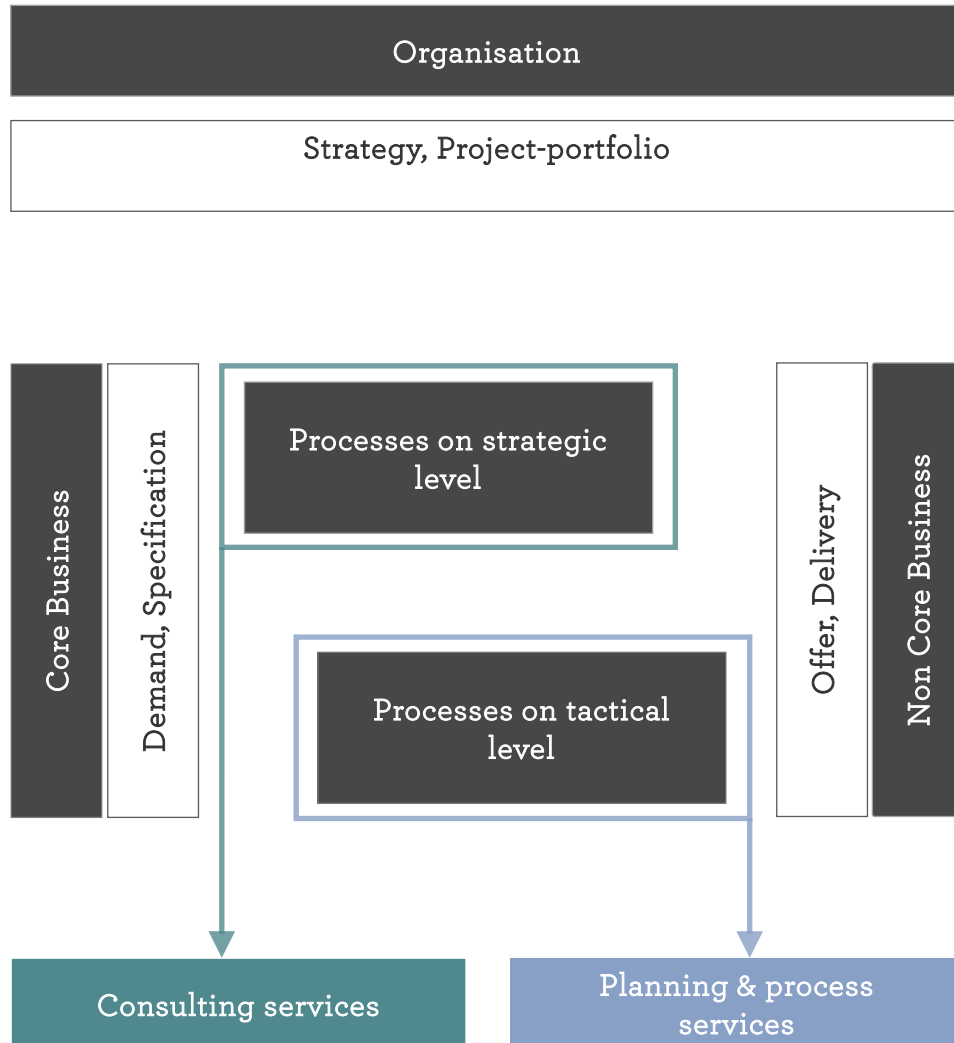
Localisation.

Closeness to customer (nationally, internationally). Establish offices in target markets. Short reaction times.

> Clients

- Admetam
- Allianz SE
- Allianz Turkiye
- Asseco Poland S.A.
- Atos Polska S.A.
- Audi AG
- Audi Hungaria Zrt.
- Audytel S.A.
- BMW (UK) Ltd
- BMW AG
- BOSE Sp. z o. o.
- Continental Automotive GmbH
- Daimler AG
- DB Schenker Arkas
- DXC TECHNOLOGY POLSKA sp. z o.o.
- Enterprise Services Polska sp. z o.o.
- Ericpol sp. z o.o.
- FESTOOL GmbH
- HARIBO GmbH & Co. KG
- Heidelberg Polska Sp. z o. o.
- Hewlett-Packard Enterprise Polska Sp.z o.o.
- Hunter Douglas Europe B.V.
- Turk.Net
- Immofinanz AG
- JAF Polska Sp. z o.o.
- KiM GmbH
- Kube Gayrimenkul Yonetim Isletme ve Pazarlama Sanayi A.S.
- MAN Energy Solutions SE
- MAN Truck & Bus AG
- Mercedes Benz Manufacturing Hungary Kft.
- Mercedes Benz Turk
- OMV Enerji Ticaret A.S. (OMV Turkiye)
- OPITZ CONSULTING Polska Sp. z o.o.
- Park Lane Ltd.
- PGNiG
- Prokuratura Krajowa
- Prologis Germany Management GmbH
- PWC
- R+V Lebensversicherung AG
- Red Bull Turkiye
- REDS S.A.
- Rolls-Royce Motor Cars Ltd.
- RSG Group / McFit Turkiye (John Reed Fitness)
- Unizeto Technologies SA
- VARTA AG
- voestalpine Standortservice GmbH
- WINGU sp z o.o. FVAT
- WKO Istanbul
- Zakład Ubezpieczeń Społecznych
- ZeroChaos Sp. z o.o.

> What we do.



Vision.

We understand Facility & Real Estate Management as an essential function within an organisation, to engineer its evolution sustainably.

We know the business and the requirements of our customers; with our services we deliver the support to achieve their targets.

One Stop Shop.

We have the ability to deliver all consulting and planning services in the field of FM and CREM from one source and to create an essential benefit for our clients.

Methods and tools.

We possess a multitude of methods and tools, enabling us to deliver our works target oriented and in a high quality. The continuous improvement of our methods and tools is our omnipresent target.

Experts and masters.

Our consultants working on your projects know exactly what they are doing, they possess the right qualifications and they bring the required project experience with them.

Success.

Our team has successfully delivered 99% of all projects in the past ten years, which makes us very proud.

> Our services.

Consulting services.

Organisational development.

Business organisation.

Project development & programming.

Scouting, strategic real estate decisions.

Process development & optimisation.

Strategic space management.

Development of standards.

Evolution & coaching of staff.

Evolution of planners and service providers.

Planning & Process services.

Project management for interior works, conversions.

Workplace concepts & occupancy planning.

Communication & change management.

FM adjusted construction planning.

Tendering of facility and industrial services.

Management of service providers.

Continuous improvement processes.

Move management.

Management of commissioning & handover processes.

> References. Selected Projects



> Allianz Headquarters Istanbul.



Mandate and services:

- Communication & change management.
- Move management.
- Guidance of the change process from the old to the new workplace concept interlinking the architect, the internal project team and the communication department
- Creation of a welcome booklet and the office policy.
- Strategic and tactical move management.

Results:

- Move concept and realisation.
- Increased employee satisfaction by managed integration and information throughout the whole project.

Facts an figures:

- FGFA: 27.000 m². / Workplaces: 1.750/ Project year: 2015.

Methods and tools:

- Web based communication tool to share project information and to integrate all employees.

Considerable achievements:

- By the hour logistical planning of the movement into the „Allianz Tower Istanbul“.
(Avoidance of rush hours, opening hours of Bosphorus bridges)
- Movement of 1,750 employees from 5 origin sites on 2 weekends one public holiday
- Biggest load moved 650 workplaces



> DB Schenker Arkas Headquarters Istanbul.



Mandate and services:

- Project Management
- User Communication Analysis
- Occupancy Planning, Design Planning
- Communication & Change Management
- Relocation Management
- Guidance of the change process from the old to the new workplace concept with the architect, the project team and the Client
- Creation of a welcome booklet and the office policy.
- Strategic and tactical move management.

Results:

- Move concept and realisation.
- Increased employee satisfaction by managed integration and information throughout the whole project.

Facts an figures:

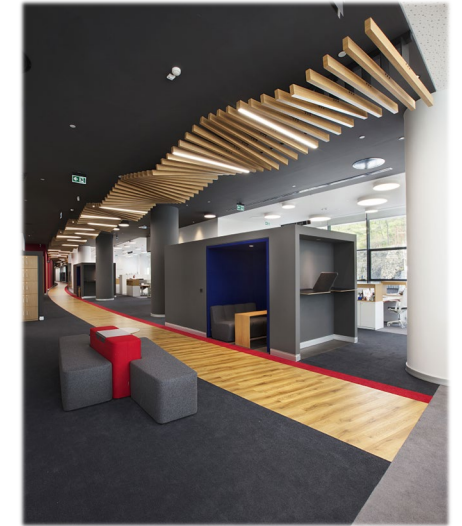
- FGFA: 3.600 m². / Workplaces: 225 / Project year: 2017-2018.

Methods and tools:

- Web based communication tool to share project information and to integrate all employees.

Considerable achievements:

- Holistic project management approach for DB Schenker Arkas with cost and schedule controlling
- Supervision of project as prime agent of the Client



> Loomis Istanbul / Izmir / Malatya

PLANNING AND PM CONSULTING. Turkey



Managing **cash** in society.

Orders and Services:

- Preparation, tendering and support of framework contracts in maintenance (construction services and technical services of service providers outside the technical building management).
- Organization and implementation of workshops / employee involvement on all planning and sourcing topics.
- Preparation of specifications / EP catalogues incl. technical preliminary remarks
- Support in creating bidder lists
- Evaluation of bidding offers, preparation of a professional, factual and technical evaluation, summary of award recommendations, etc.
- PM over the entire construction process
- Acceptance and handover support

Results:

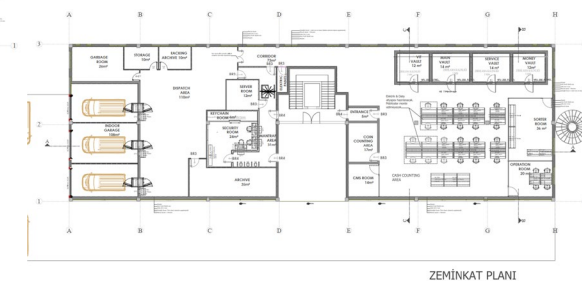
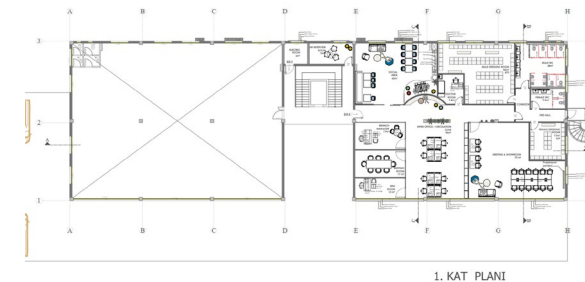
- Successful planning and tendering process with the architect, the project team (electrical and mechanical disciplines, CCTV and safety experts) and the customer.

Facts & Figures:

- Loomis Istanbul: 2000 m²
- Loomis Izmir: 1500 m²
- Loomis Malatya: 400 m²

Considerable success:

- Holistic project management approach for Loomis with cost and schedule controlling.



> DB Schenker Europe

Implementation of CAFM system European locations

Locations • > 330

M² managed area • > 2,500,000

Project period • 2021 – 2023

SERVICES

- Strategy for IT concept TGM/IGM
- Translation of company-specific processes into feasible requirement profiles
- Structure and implementation of CAFM systems
- On-site support and data acquisition / concretization
- Define KPI requirements
- Service provider integration (concept and training)



LESSON LEARNT | IMPLEMENTATION

Despite the large geographical extent and the country-specific differences, land is managed according to the essential qualitative principles.

A comparable database is being established.

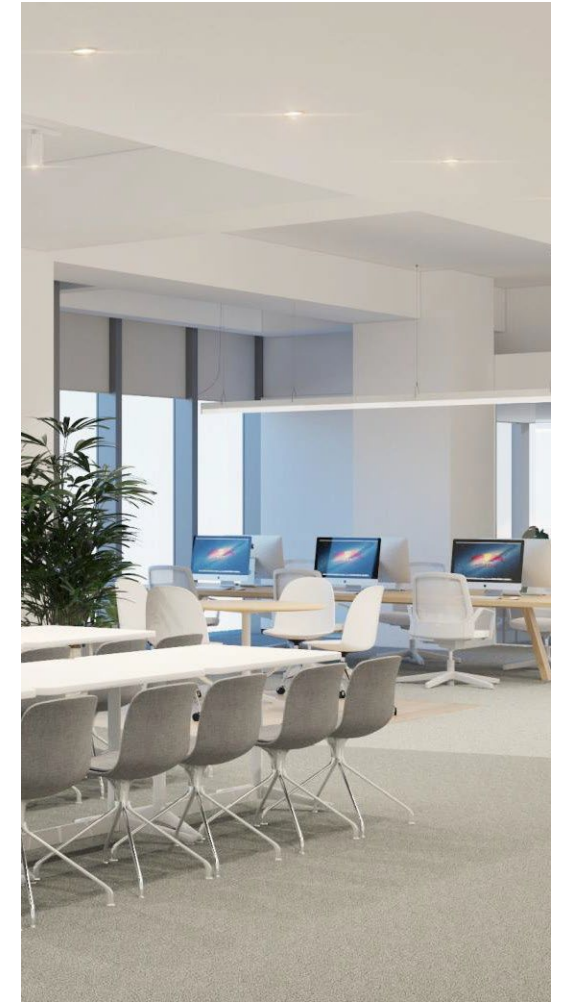
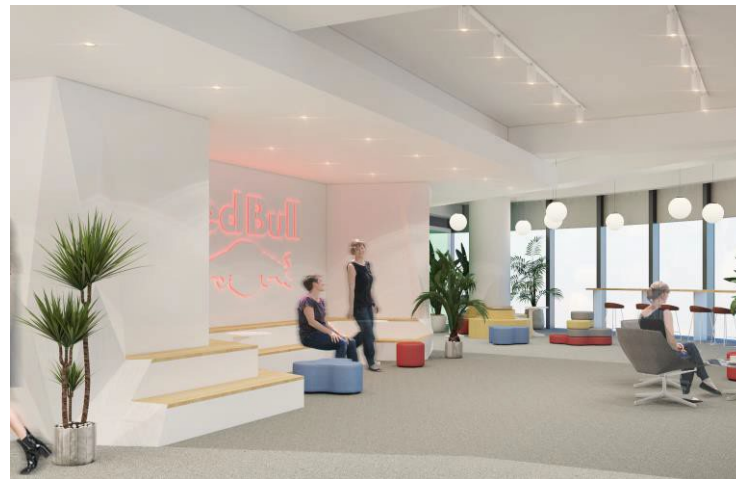
Easier control and higher quality on the user side

Legally compliant operation enabled

> Red Bull Turkiye












-  Layout planning
-  Change management
-  Interior design
-  Project management
-  Relocation management
-  2.800 m²
-  120 workplaces



> OMV Turkiye



-  Real estate strategy
-  Real estate search & selection
-  Layout planning
-  Change management
-  Interior design
-  Project management
-  Relocation management
-  1.350 m²
-  60 workplaces



> BMW Group | Plant Debrecen



Mandate and services:

- FM planning services for the greenfield project “new vehicle plant”
- Management of the CAH (Commissioning, Acceptance, Handover) process on the contractor side
- Planning and management of the re-tender process for facility services.
- Development of a methodology to manage service providers.

Results:

- Consideration of the operational requirements in the CAH process.
- Sustainable service provider and performance management.

Facts and figures:

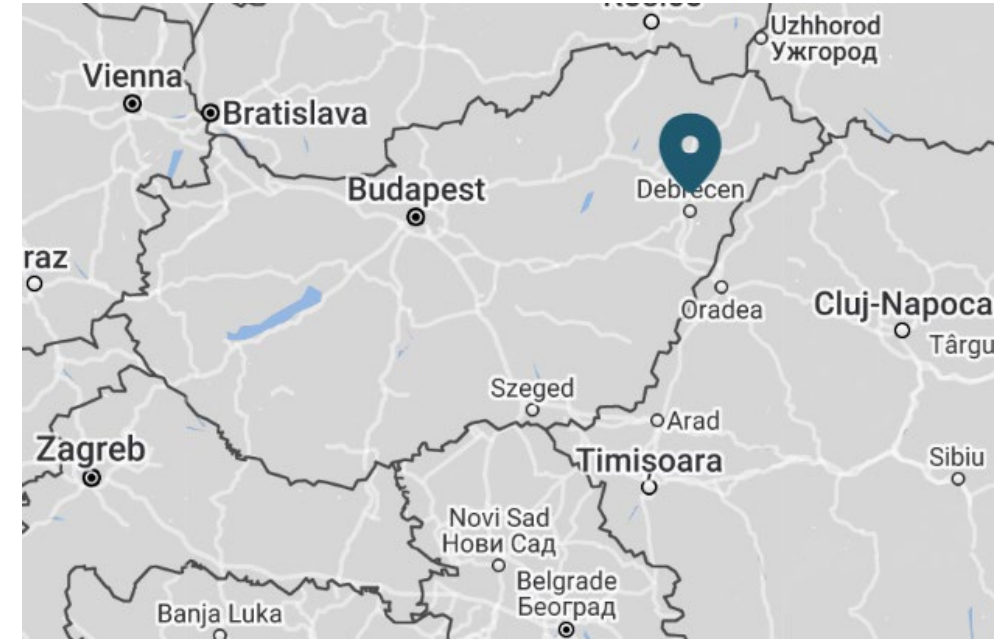
- Area: approx. 520,000 m² GFA engine plant, approx. 440,000 m² GFA vehicle plant.,.

Methods and tools:

- Web based CAH project management tool.
- Tender and implementation tools.

Considerable achievements:

- Development and agreement of the CAH process as well as the cooperation model with the construction department.





Mandate & services:

- Development of a facility management strategy for the production areas of the voestalpine steel division, at its production site in Linz/ Austria.
- Stakeholder analysis.
- Analysis of the organisation and processes to create an external picture.
- Formation of a project team of internal employees and members of teamgnesda to jointly develop the FM strategy.

Results:

- Submission of a decision memo with various alternatives, evaluation and recommendation to achieve the following:
 - Ensure and administrate the owner`s responsibility.
 - Ensured and efficient operation of the production buildings and technical infrastructure..
 - Realisation of cost savings.
- Implementation of the new FM organisation.

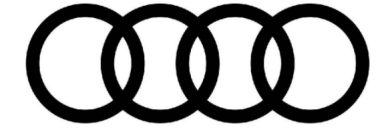
Facts and figures:

- Production volume of steel: 5,3 Mio t/a
- Number of employees: approx. 7.000

Methods and tools:

- Stakeholder analysis.
- Organisational models.

> AUDI HUNGARIA Zrt. – Győr.



Mandate and services:

2012-2013:

- FM planning services for the greenfield project “new vehicle plant”
- Tendering and implementation of FS (engine and vehicle plant)
- Management of the CAH (Commissioning, Acceptance, Handover) process on the FM side

2018-2020:

- Planning and management of the re-tender process for facility services.
- Development of a methodology to manage service providers.

Results:

- Consideration of the operational requirements in the CAH process.
- Sustainable service provider and performance management.

Facts and figures:

- Area: approx. 520,000 m² GFA engine plant, approx. 440,000 m² GFA vehicle plant., Employees: approx. 12.000.
- Production volume engine plant: 2 M/a., vehicle plant: 500 u/d.

Methods and tools:

- Web based CAH project management tool.
- Tender and implementation tools.

Considerable achievements:

- Simultaneous and successful implementation of 2 service providers.
- Development and agreement of the CAH process as well as the cooperation model with the construction department.



> Mercedes-Benz Manufacturing Hungary Kft. – Kecskemét.



Mandate and services

2016-2017: existing plant

- Planning and management of the tender process for facility services and industrial cleaning.
- Development of site specific tender documents.
- Management of the implementation phase.

2018-2019: greenfield plant

- Programming of the FM Planning (Scope, Interfaces, part projects, deliverables, project handbook, etc..)
- Supporting the local team in all part projects: project management, organisation and processes, FM adjusted planning, authority management, commissioning/ acceptance/ hand over.

Results:

- Successful service provider implementation.
- Greenfield results will follow as the project progresses.

Facts and figures:

- Existing vehicle plant: approx. 440,000 m² GFA, 3,500 employees, 160,000 u/a.
- Greenfield plant: approx. 450,000 m² GFA

Methods and tools:

- Web based project management tool.

Considerable achievements:

- Simultaneous and successful implementation of 2 service providers.





New World of Work & Move Management Framework

Employees • 2.500 – 3.500 p.a.

Workplaces • approx. 1.000 – 3.000 p.a

Project delivery • 2019

SCOPE DELIVERED

Project Management, User analysis, Occupancy Planning, Design Planning, Communication & Change Management, Relocation Management

Initial Situation: BMW frequently requires relocation management due to ever changing facilities

The fundamental requirements are always worked out and discussed with the user him-/herself. Built on that, different design proposals are prepared and the relocation itself is always managed on site. Most employees worked in the same working environment for a very long time, change management usually is required to introduce employees to their new working environment. Therefore, TENTUSGROUP gets directly in touch with the employees on site.

LESSON LEARNT | APPLICATION

Relocation of a high number of employees and workplaces to a new environment can be challenging. With the experience of a large number of projects, **TENTUSGROUP** has worked out very precisely which project participants are to be integrated at which level in the different project phases.

Furthermore, the communication to the users could be improved and mediated during Change-Management events.

All this has been documented in order to be implemented in future projects.

Size • 18.000 m²

Employees • 1.420

Workplaces • 995

Project delivery • 2015 - 2018



SCOPE DELIVERED

Property Search & selection, Project Management, Occupancy Planning, Design Planning, Communication & Change Management, Relocation Management

Initial Situation: PwC required a new modern location, expressing professionalism and quality as well as a modern and agile work environment

The fundamental requirements were worked out in close collaboration with the employees. Based on the “Activity Based Working” concept, the working environment was made suitable to the individual activities and work requirements. Meanwhile, a steady process helped the employees to

> SOCIETE GENERAL | Hamburg

Size • 15.000 m²

Employees • 1.400

Workplaces • 1.300

Project delivery • 2016 – 2020

SCOPE DELIVERED

Workplace strategy and space demand profile, data gathering & workshops for workplace development, Total setup of Communication & Change Management strategy, team, measures, etc.

In Hamburg, SG Group entities Bank Deutsches Kraftfahrzeuggewerbe (BDK), Hanseatic Bank (HB) and ALD AutoLeasing D GmbH (ALD D) occupy 7 locations within 5km of each other totaling 26.727 m² of office space accommodating 1.675 workstations.. All sites will be consolidated in 2022. TENTUSGROUP delivered together with a local partner the following stages:



LESSON LEARNT | APPLICATION

To accompany two organizations with two different cultures and behaviors is always challenging. The project setup was key for this project. The initial phase was very intense

Our website is available for further information. You will find detailed documentation on our projects that have been successfully accomplished.

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TENTUS GROUP

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