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CEEQA 2019

16TH ANNUAL CEEQA GALA

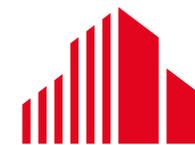
15th May 2019
Minska 65, Warsaw

NEW EUROPE REAL ESTATE IN FULL COLOUR

CEEQA.com

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CAPITAL MARKETS

EUR 5.5 BILLION
volume of investment transactions

RETAIL

350 000 sq m
leased

PROPERTY MANAGEMENT

5 500 000 sq m
under management

OFFICE

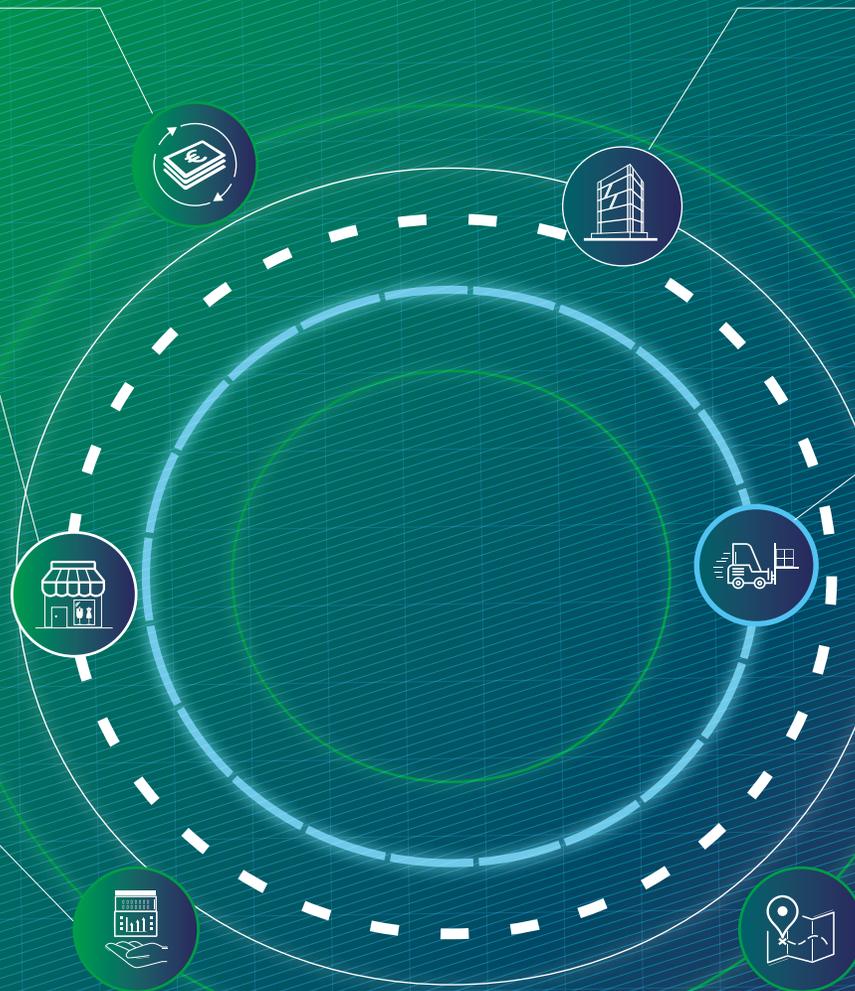
815 000 sq m
leased

INDUSTRIAL

1 080 000 sq m
leased

DEVELOPMENT SERVICES

2 000 000 sq m
technical due diligence



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Equilibrium Bucharest

Welcome to Futureproof workplaces by Skanska

We shape the space, so you can shape the future



PHOTOGRAPH BY RAFAŁ NOWAK

STRENGTH IN NUMBERS

So we thought the 2017 market numbers were strong. Yet real estate investment transaction volumes across the CEE & SEE property sector in 2018 to 2019 simply smashed all previous records, including the 2006 peak, and show no signs of abating in the near future. And on the product side, a marked and probably inevitable slow-down in the delivery of new retail schemes over the past 18 months appears to be more than offset by rapid growth in other segments, notably hotels, but also the emergence

of monstrous place-making mixed-use schemes that are beginning to roll out with momentum in the region's major cities, transforming the centre of gravity as well as the liveability of the cities, and indicating a new level of population and market wealth that augurs well for the future as well as the present. All aided and abetted by advancements in technology and AI, from design to construction, and from asset valuation to property management. Great for developers, great for investors, great for everyone in between. What could possibly go wrong? >



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Poland

The Park Warsaw
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In other news, the end of the world is nigh. If the melting ice caps and perma-cyclones don't get us the super-intelligent, super-human, fully autonomous robots surely will, and they won't even pause for reflection because logic says ex-ter-mi-nate, even if we think we can contain them. So eat, drink and be merry, and dance to The Boomtown Rats. Mondays were always over-rated, as were Wednesdays. Plenty of gin available at the Elite Partners Bar...

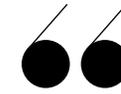
CELEBRATING VALUE

The underlying point being that we can only look so far ahead, and celebrating what we've achieved – and could achieve – can be just as important as the achieving of it.

This year's overall harvest is better than in any previous year, many more millions of people across the 18 countries of "New Europe" have better and more productive places to work, better shopping and leisure facilities supported by more efficient logistics networks, and nicer places to live, which is the main mission. Money has changed hands for sure, which is the world we live in, but we also have to keep our fingers on the pulse of the impact of all this on the environment, on social inequality, on the advancement of AI, all of which are ultimately risks for these investments and the world at large. The question is, is that money taking this fully into account and doing what it can to help extinguish that risk before it extinguishes us?

The truth is, as the recent Extinction Rebellion protests tell us for one, we need to work a lot harder at getting that balance right. We can do more, more quickly; this sector can be proud, relatively speaking, of its deep and cutting-edge commitment to sustainable building, as well as its social impact. But we can do better, for sure. And we must. Time is certainly running out.

In the meantime we still have a lot to celebrate. The competition across the board



Celebrating what we've achieved – and could achieve – can be just as important as the achieving of it



in this year's awards is stronger and fitter than ever before, some truly world class projects and some even truly astonishing business performances; plenty of interesting battles to keep us on the edges of our seats, for sure. Which is what this is all about, celebrating the successes and the success stories of the sector as well as our own successes and achievements. All will be revealed this evening, which we look forward to as much as you do. We wish all shortlisted nominees the best of luck and continued success.

TOWERING FORCE: PAWEL DEBOWSKI

If it hasn't reached your desk yet there must be something wrong with your internet connection.

The only award to be announced in advance of the CEEQA Gala, an award given only to a select few that have made a truly durable imprint on the market over time and which is widely regarded as the sector's highest accolade, is the award for Lifetime Achievement in Real Estate.

Anyone who has been involved in this sector for any length of time, as a born local or an integrated international, knows three things about Pawel Debowski. Firstly, that he is a "market local" in the true sense of those words. Secondly, that despite the name tag he is no ordinary corporate lawyer. And thirdly, that to be joining a select band of real estate leaders and entrepreneurial empire builders >

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of global and regional stature to receive the "New Europe" property sector's highest accolade, is by no means over-stating his impact and influence on the sector over the past two and half decades, and also today. Many would describe him without pausing for breath as the sector's single most influential figure overall since the fall of the Iron Curtain in 1989. There is little more to say except that we look forward to sharing this moment with you all in recognising one of the great stories of this storied sector. Congratulations Pawel.

BTR AND MORE

In case you didn't know, BTR is the band's own abbreviation for The Boomtown Rats. Sensible.

The number of emails I've received saying what a coup to get them for this year's event is astonishing, but you have to be of a certain vintage to really get the enormity of it, and probably not living under the blanket of communism in 1979 when I Don't Like Mondays stormed the global music charts and reshaped the "New Wave" sound of the period in BTR's image. Or living under a bushel when the band's frontman, Bob Geldof, took over the air waves in the 80s – largely with expletives – to get the world engaged with famine in Africa with his Band Aid and Live Aid projects.

We've enjoyed many iconic bands and performers at CEEQA over the years, but I venture to say nothing quite like this. I hope you enjoy it as much as I do. Along with many of the other treats we have in store this evening – be honest, it's not really the networking and accolades you come for is it, it's the entertainment, the bars, the lounges, the no-limits CEEQA after party. For more about that go to pages 17-19.

THE ZOO PEOPLE

Somewhere in this little book is a story about a story about a group of people that have done absolutely extraordinary



The competition across the board
in this year's awards is stronger
and fitter than ever before



things. All you need to know for now is that at some point this evening you will meet some of them, and hopefully be as blown away as I was by this story, and by the current state of play. Watch this space, transformative ideas are afoot and the CEE real estate crew are in the front row!

More on that later, but many thanks to the key protagonists for joining us this evening for what promises to be a very special and memorable moment.

ONWARDS AND UPWARDS

So we come to the end of our own cycle. In a few hours time it will all be over for another year, the judges will have done their work for which we are immensely grateful as always. The presenters, stewards, catering and production teams will have set up, delivered, torn down and gone home. The sponsors, partners and guests will be staking out the next after-party joint across town, and the award winners themselves will be wondering how to get the award statue through airport security, and if their press release has gone out yet or if they've received their stage photo.

What we will be left with is the memories. So thanks from all of us to all of you, we hope you have a truly memorable time and wish you all the best in the year ahead. The only way is up. 📸

Richard Hallward, Founder & CEO,
CEEQA



We wish you
a pleasant evening

PANATTONI EUROPE

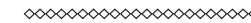
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MENU

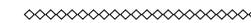
STARTER

Octopus carpaccio and passion fruit caviar with Tamagoyaki omelette and salmon poke, topped with tomato salsa, caramelized sesame seeds and squid mayonnaise



SOUP

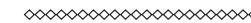
Corn cream soup with coriander cappuccino and popcorn, caramelized in butter curry



MAIN COURSE

Duck and eel cuts served with ravioli stuffed with goose liver, duck tongue confit, colourful mini beets, yellow mini pattypan squash and foie gras terrine

Vegetarian: Eel cuts in kabayaki sauce with colorful mini beets, yellow mini pattypan squash, broccoli and fried polenta



DESSERT

Served passaround and at dessert buffet table

Macaroons: Coffee, raspberry, vanilla

Jelly: Mango, coconut, kiwi fruit

Truffles: Raspberry, blackcurrant, Malibu pistachio, coffee

Chocolate moulds: Grand Marnier, salted caramel, nougat

Candy Bars: Chocolate opera cakes, milk tart with cinnamon, strawberry tartlets, raspberry mousse with dark chocolate, pavlova cake (meringue)

Cookies: Passion fruit with mango, coconut panna cotta, raspberry mousse with dark chocolate, tiramisu with

Amaretto liqueur, halva mousse with sponge cake, mascarpone with salted caramel, white chocolate mousse with cherry, lemon tartlet with meringue, coloured meringues in jars, colourful marshmallow in jars

SERVED WITH HORS D'OEUVRE



WINE & SOUL
Pintas Character

Deeply coloured, this presents a wonderful blend of violet and rose, cherries and berries, with a persistent seam of herbs and minerals.



JEAN CHARTRON
Bourgogne Hautes
Cotes De Beaune

Classic and rich Chardonnay with Burgundy aged in French oak. It complements palette of fruit notes- lemon and young hazelnuts. In the mouth it gives the silky impression and leaves a fresh fruity finish with light peaty gentian.

SERVED WITH SOUP & MAINS



FRESCOBALDI
Massovivo Ammiraglia 2018

The name refers to the enormous yellow rocks shaping the landscape surrounding vineyards of Tenuta dell'Ammiraglia, mild aromas of flowers and candied fruit but also with a distinct minerality typical of the grape and the region of origin.



MAZZEI
Poggio Badiola

A lively and ambitious wine based on tobacco-cherry Sangiovese with a dash of Merlot adding the vigour, raspberry juiciness and clean, mild tannins.

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MEET THE JURY



THE ENTRIES FOR THE CEEQA AWARDS ARE JUDGED BY A GROUP OF THE MOST EXPERIENCED AND INFLUENTIAL OPERATORS ACROSS THE CEE AND SEE PROPERTY MARKETS.

Each year, a panel of judges is selected from senior management representatives of market leading companies active in the sector who are charged with nominating candidates in 23 award categories, before inviting them to submit entry forms. The jury then assesses all the entries to decide on the short list and eventual winners through a rigorous procedure closely monitored by Deloitte.

JUDGING FROM EXPERIENCE

The year's judges are selected to ensure balanced geographical and segmental market coverage in collaboration with the CEEQA Agent Partners group of

international agents currently comprising BNP Paribas, CBRE, Cushman & Wakefield, JLL and Savills.

Once the jury is selected they are asked to make their nominations for the year's awards in all categories, the nominees are then invited to submit an entry form.

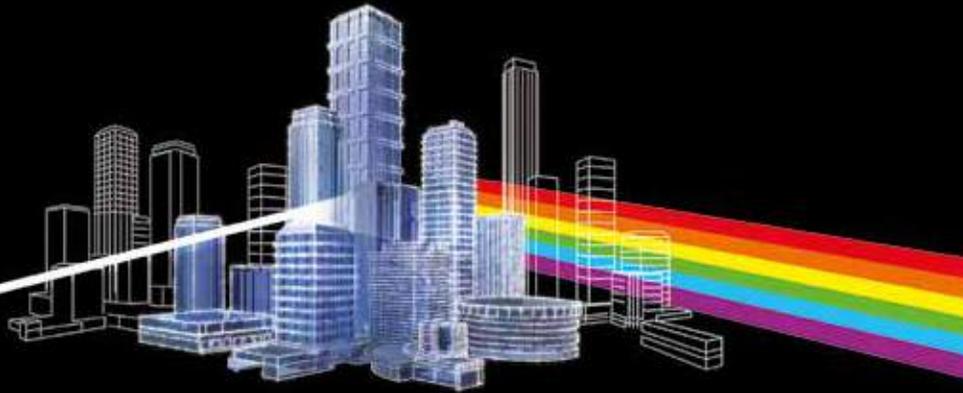
All entry forms are reviewed and scored in an online voting process (first round of voting) to provide the awards short list. The winners in each category are selected from the short list at a meeting of the jury on 14th May, the day before the CEEQA Gala (final voting round). All voting and results are kept strictly confidential prior to the announcement at the CEEQA Gala.

The annual CEEQA Gala attracts 900 of the sector's most influential business leaders and decision makers in commercial real estate investment from more than 50 countries and is the sector's flagship annual gathering.

We're pleased to present the members of this year's CEEQA Jury. >



JURY MEMBERS



CEEQA 2019

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 CEEQA Gala 15th May, Warsaw
 SPECIAL GUEST: **THE BOOMTOWN RATS**
 Bob Geldof, Garry Roberts, Pete Briquette & Simon Crowe

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First Title

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 Head of International Real Estate Finance for Central and Eastern Europe,
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*See pages 56-64 for more information about this year's jurors

GRAND AWARDS

Lifetime Achievement in Real Estate



A Towering force

Paweł Dębowski

Chairman European Real Estate
Dentons

POLISH REAL ESTATE LAWYER PAWEŁ DĘBOWSKI IS THE RECIPIENT OF THIS YEAR'S CEEQA LIFETIME ACHIEVEMENT IN REAL ESTATE AWARD, THE HIGHLIGHT AWARD OF CEEQA WHICH WILL BE PRESENTED AT THE 2019 CEEQA GALA ON MAY 15 IN WARSAW.

The award is given to individuals who have made a transformative and durable contribution to the "New Europe" property sector in their own right. Past winners have included illustrious industry figures such as Eugene Golub of Golub & Co, Cor Zadelhoff of DTZ, Carl Panattoni of Panattoni, Otto Werner of ECE Projektmanagement, Sandor Demjan of Trigranit, Paul Gheysens of Ghelamco and Gordon Black of Heitman, as well as locally born leaders David Mitzner of Apollo Rida and Radim Passer of Passerinvest Group.

A Partner and Chairman of European Real Estate at the international law firm Dentons, Dębowski is no ordinary corporate or real estate lawyer. That he has been chosen to join a select band of entrepreneurial empire builders of global

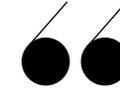
and regional stature and to receive the "New Europe" property sector's highest industry accolade will surprise few that really know and understand the sector and its recent history since the fall of the Iron Curtain in 1989.

It isn't often that a single individual comes to exert a level of grip and influence on a marketplace as to dominate and, in some ways, define it. Heavily engaged in structuring investments in the early days of the free market economy following Poland's entry into the international capital markets post-communism, Dębowski is now the longest-practicing, most experienced and most in-demand property lawyer in Poland.

He is equally at home in the office, retail, logistics and hotel sectors, and is the unquestioned legal leader in the property market, with his name appearing on almost every truly major commercial real estate transaction in Poland. He also leads the most dominant and influential legal team in the region, advising institutional clients and major international companies operating across Central and Eastern Europe, including investors, developers, lenders and construction companies.

Dębowski is the only real estate lawyer that Chambers Europe ranks a "Star" in Poland and in Band 1 in CEE, as well as the leader of a top ranked real estate team. Leading Polish daily newspaper Rzeczpospolita recently named him "Lawyer of the 30 Years of Polish Transformation," having listed him and his practice as the sector's leading law firm for multiple years.

The extraordinary aspect of this is that, under the flags of a succession of global, blue chip corporate legal corporations including Arthur Anderson, Nabarro Nathanson, CMS, Clifford Chance and Salans (now Dentons), he has built not just a formidable and unrivalled team, but also a business network and a degree of influence in the sector that is unique. Dentons is the dominant legal firm in the sector today and a team containing Dębowski has won CEEQA's "Legal and Financial Firm of the Year" award 13 times in the 15 years since its inception, the current winning streak



Today Dębowski is, by all measures, the single most powerful force and influential figure in the CEE real estate marketplace

standing at eight years in a row. He is also the only individual in the sector to have won CEEQA's "Industry Professional of the Year" award twice.

Today Dębowski is, by all measures, the single most powerful force and influential figure in the CEE real estate marketplace, and probably its single most influential figure to date. A towering force, his contribution to the development of the trajectory of the commercial real estate sector in his home country and beyond is immeasurable.

To have achieved this as a locally born and trained legal advisor, in a marketplace as multi-national and internationally structured as the emerging Europe real estate sector, among a roll call of international brands and reputations, is worthy of very high recognition. But to have achieved this from within – while at the same time reputationally superseding – a series of blue chip international corporate structures along the way, is an unusual and extraordinary achievement and entirely worthy of the stature of the award.

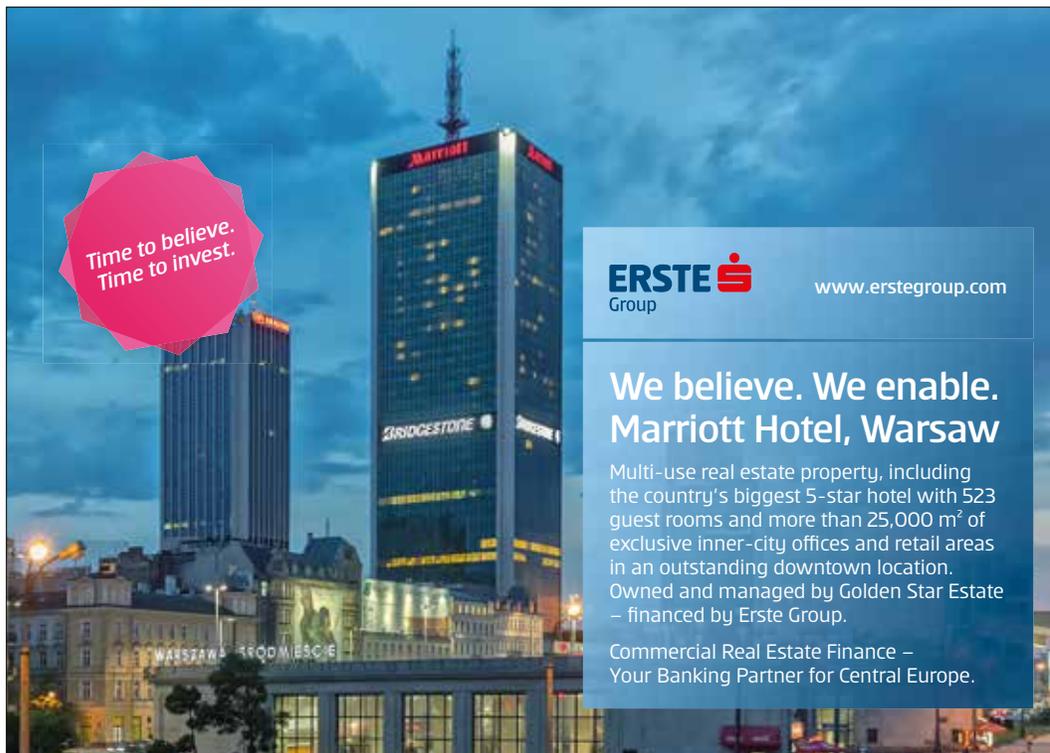
The organizers are delighted and proud to welcome Dębowski to the stable of CEEQA Lifetime Achievement winners, and they look forward to presenting the award on May 15 at the CEEQA Gala.

"I am humbled by this recognition by my professional peers, and to be invited to join this group of immensely successful and influential figures for doing a job I simply enjoy in a business environment I have a passion for, leading a team of which I can be immensely proud and grateful," Dębowski said. "The rebuilding of the built and commercial infrastructure of Central & Eastern Europe post-communism has been, and continues to be, one of the greatest economic stories in European history. Paweł Dębowski is at the centre of that story and it is time to salute him as the single most engaged and influential force and figure, in the history of the CEE real estate marketplace. We are honoured to do so," said CEEQA's founder and organizer Richard Hallward. 

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ENTERTAINMENT



Rats Are in Town!

Boomtown Rats

THE BOOMTOWN RATS, LED BY FRONTMAN BOB GELDOF, WILL PERFORM AT THIS YEAR'S CEEQA GALA

From the glamour of the champagne reception and gala dinner to the legendary CEEQA after-party including bars, bands and more, the climax of the sector's most prized and trusted industry awards is a must-attend for anyone involved in "New Europe" real estate. CEEQA has long enjoyed a well-deserved reputation for



being a source of world-class entertainment, with recent editions of the event having attracted live performers such as Morcheeba, Macy Gray, Bonnie Tyler, Kim Wilde, Bananarama and Hot Chocolate.

This year will be no less exciting. Iconic band **The Boomtown Rats**, with Bob Geldof, Garry Roberts, Peter Briquette and Simon Crowe, will perform at this year's CEEQA Gala. Originally from rural Ireland, The Boomtown Rats entered the music scene in the mid-1970s and soon after released such chart hits as "Rat Trap" and "I Don't Like Mondays." In the following decades, Geldof's anti-poverty activism brought him global icon status. He was behind the Band Aid and Live Aid initiatives of the 1980s, which raised money for famine relief in Ethiopia, and the Live 8 benefit concerts of 2005. The Boomtown Rats split in 1986 but reformed in 2013 without two former members. >

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Chambers Europe 2019, Real Estate

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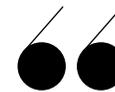
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Electric Girls



Me Myself and I



CEEQA has long enjoyed a well-deserved reputation for being a source of world-class entertainment



“The rebuilding of Central and Eastern Europe after the successive ravages of the Second World War and Communism is an important cause as well as a capitalist opportunity. We’re delighted to be invited to perform for this crowd and look forward to this great event,” Geldof said. “We’re excited and hugely honoured this year to welcome a global icon of Geldof’s stature, together with original Boomtown Rats members, to lead the entertainment that makes the CEEQA Gala the European real estate calendar date it is,” said CEEQA’s founder and managing director Richard Hallward.

Other live performers at this year’s CEEQA Gala will include **Me Myself And I**, a band comprised of two vocalists and a human beatboxer. They last performed at the Gala in 2011. Due to its use of vocal processors (harmonizers), the band turns into

a multi-person choir on stage. They are open to all influences and their music has become a mixture of styles. The singer, singing scat, introduces to the band a jazz-rock trip vibe. Classically educated opera singer (bass-baritone), Majeran, is also a composer, arranger and producer of most works. The beatboxer adds a pinch of hip-hop-drum-and-bass flavor to it. They perform primarily the original repertoire, sometimes enriching it with standards and re-composed classical and traditional music. In their repertoire they also have a set of processed works by Fryderyk Chopin.

The Gala will also feature **Electric Girls**, a highly popular Polish cover band that comprises four charismatic club artists – a DJ, a vocalist, an electric violinist and a saxophonist – and performs club and pop songs known from music stations. One of the most appreciated bands in the country’s event industry today, Electric Girls call themselves “an energy bomb in heels.”

Techno DJ Jake Jephcott (by day director of business development at the Olivia Business Center office complex in Gdańsk, by night known as **DJ Hypno**) will – along with **DJ Fresh** – be doing a late night set at the Gala. CEEQA’s “house DJ,” **DJ Trent**, will also perform there. Last but not least, **Mimello** – a group of artists representing such artistic fields as fire dancing, clownery, pantomime, gymnastics, stilt walking, ground and aerial acrobatics, stage magic and juggling – will make sure that the event is real fun, like it always is. CEEQA’s stalwart mime group, Mimello brought so much colour and audience discipline to the proceedings during the previous editions of the Gala.

Many unexpected surprises are in store, too, but we cannot reveal more at this point. You have to be there to see! 📺

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REAL ESTATE

Real Estate
for a changing
world

WE ARE
CREATING
DESTINATIONS

MIXED-USE PROJECTS COVER
**45% OF ECHO INVESTMENT'S
PIPELINE**



ECHO
investment

CEEQA INSIGHTS

Artificial intelligence (AI) has been making inroads into the commercial real estate industry, with more and more of the market's stakeholders now testing the potential uses of AI-based applications in all kinds of property-related processes. What kind of opportunities and risks will those applications bring? Which obstacles stand in the way of the implementation of this revolutionary technology?

Meanwhile, a number of other serious challenges lie ahead. Deloitte has shared with us some of their predictions regarding major real estate-related trends. Data-driven business models will change the property industry by improving performance and profitability. Who will benefit from them? Modern buildings are more and more interconnected and dependent on technology, but how to make sure they are resistant to cyber risks?



DATA DRIVEN BUSINESS MODELS WILL CHANGE THE REAL ESTATE INDUSTRY

As technology keeps developing and becomes more affordable—for both new and existing structures—and collaboration platforms, sensors, and smart devices continue to advance, the amount of data produced by buildings is increasing exponentially. This data can give real estate market participants (investors, asset managers, property managers, and tenants) a competitive advantage and help them avoid disruption if they use it effectively to develop data-driven services and new business models focused on the specific needs of users, owners, or the property itself. But only a joint effort among all real estate stakeholders (constructors, investors, owners, tenants, and service providers) can optimize data to create insights that improve performance and profitability.

Written by Hendrik Aholt, Jörg von Dittfurth and Volker Wörmann (DE)



In the day-to-day business of asset and property management, the increasing amount of data available offers a range of opportunities. For example, big data can help automate due diligence as the technical records and current conditions of building components can now be generated real-time and reliably (with such technologies as building information modeling (BIM) and blockchain playing a role).

Predictive analytics is also becoming the standard sooner than many might have expected. This includes activities such as using information from the past to predict when technical components might need maintenance or repairs. Service providers that tackle these opportunities faster will become more efficient and provide better services. Business models based on success fees will be more common for those digital servicers, which will increase their margins. This development can change the landscape of service providers and consequently lead to market elimination and/or consolidation in that sector.

Predictive analytics for the tenancy-side of the building will probably take more time to develop but offers additional potential and will be even more relevant in the light of co-working spaces. If investors and asset managers can assess the optimal usage of a rental space for tenants based on data collected (e.g., utilization and services used), a perfect win-win situation can emerge for all three parties.

Looking ahead, the emergence of artificial intelligence and machine learning can also have an impact. For example, these technologies can address some of today's questions in regards to cybersecurity and enable additional analytics and benefits which will be used in many aspects.

To generate these digital benefits, real estate stakeholders will need to find different ways to collaborate. Instead of discussing who has to pay for technical enablement and what data belongs to whom, real estate players should recognize that digitization means integration and networking. Success in big data will come with breaking up existing data silos.

Decisionmaking based on combined data from inside and outside the building (technical, tenancy, service, and market level) provided by different stakeholders will create the competitive edge. In particular, a "digital twin" of the real estate asset that encompasses all the benefits outlined above (and more) has to use a collaborative platform to ensure acceptance of the data, transparency, and mutual involvement. In short, tenants, investors, and servicers have to be strategic partners in the future.

Given the huge business potential, new market entries from the technology sector will most likely try to take their share of this real estate data market. Drawing on their own business models for the profitable use of data, those financially and well-equipped technology leaders can offer standardized global service strategies that could disrupt real estate investment managers and service providers. To avoid this competition, real estate stakeholders will need to move quickly and make themselves familiar with the potential of big data and how to convert it into smart data—no matter if investor, asset manager, or property manager.

Similarly, for a tenant, big data can help define future target real estate locations, required space, and needed technology. This not only enables tenants to compete in the war for talent but also generate the benefits from cost efficient future real estate assets. And just as with other real estate stakeholders, tenants must embrace collaboration with landlords and servicers. 

CYBER RISK IN THE BUILDING LIFECYCLE: SMARTER BUILDINGS WILL KNOW MORE ABOUT US

With modern buildings depending more and more on technology and becoming more and more interconnected, numerous questions are arising about their resistance to cyber risks. To optimize management and increase cost-efficiency while ensuring access to adaptable and comfortable living and working space, buildings are collecting and processing information not just about the structure itself, but about us – including such technical and private data as names, IDs, photos, and videos. Protecting this data – from generation to storage to disposal – must be a critical part of the new, smarter building management systems. To do this, real estate companies, third-party suppliers, and IT companies must embed secure by design and privacy by design rules into their building development lifecycle.

Written by: Marcin Ludziszewski (PL)



THREAT LANDSCAPE

In their strategic planning, real estate companies need to understand their business risk profile and threat landscape. Smart buildings and building management interfaces may be exposed on the Internet, attracting not only the attention of the occasional hackers who may only "check" if systems are vulnerable (not necessarily knowing if they cause any disruption) but also of financially motivated criminal groups that act to extort money. They could simply change the way the building operates, making it unavailable to tenants, visitors, or third parties, or even affect health and safety. Including a threat intelligence and risk analysis in strategic planning will be fundamental for real estate companies in recognizing such threats and in responding to them through the development and adaptation of their security perimeters.

CLOUD SECURITY

Traditional on-premise systems like CRM, ERP, sales, finance, budgeting, or reporting are all being transitioned to cloud, which can improve long-term forecasting and planning processes. But while the cloud offers numerous advantages—such as centralized management, scalability, reliable data storage, and enhanced automatic processing—the transition can pose cyber risks. A cloud security analysis should be

part of the cloud transition strategy, and a security risk analysis should be performed in case of any major changes in the business or in the supporting technology.

INTERCONNECTIVITY

New buildings may incorporate standard protocols that will facilitate data exchange with other smart buildings, smart city ecosystems, third parties, suppliers, or even tenants, extending the potential attack surface. This clearly raises questions about how this information is protected in transit, how the connected systems or interfaces are protected, or even whether the connected suppliers increase the risk profile. Tenants and suppliers alike will need to adhere to specific security requirements to be connected so that real estate companies are capable of managing their risks throughout the contract lifecycle. What is more, real estate companies will need to develop mature capabilities and cooperate with third parties and tenants not only to prevent but also to detect and respond to cyberattacks.

CYBER RESILIENCE

Buildings will know not only what we do but how and when we do it. We will be recognized by the building every time we appear in the office (facial biometric recognition for commercial and office space is now a fact). The question is, what happens if a visitor is not recognized by the building? Would anyone be able to control the way the building reacts to specific people? How can tenants be sure the building is resilient to cyberattacks?

To respond to these real concerns real estate companies will have to adopt security practices that until now have mainly only been followed by the financial industry and other risk-sensitive sectors. Activities such as red teaming or cyberattack simulations can help real estate companies verify whether they are resistant to cyberattacks and whether their personnel is alert to such threats, properly trained, and capable of responding effectively. 

AI MEETS CRE

ARTIFICIAL INTELLIGENCE (AI) HAS ALREADY STARTED REVOLUTIONIZING THE COMMERCIAL REAL ESTATE MARKET GLOBALLY. IN THE CEE/SEE REGION, THE PROCESS IS JUST BEGINNING BUT IT IS SET TO GAIN MOMENTUM IN THE NEAR FUTURE



The increasingly rapid evolution of AI carries many opportunities but also threats, the end of the spectrum being the real, if so far manageable, risk that super-intelligent, self-determining and self-duplicating AI (fully autonomous robots) could swiftly dispense with these pesky human beings – by this point maybe human slaves – that need places to live, work and play, need food and water in an over-heating climate, and are the closest thing they have to a survival threat. Imagine what that would do to real estate asset values. In the more immediate term, the positive potential of AI-driven innovations for commercial real estate is growing clearer, from construction innovation to property management systems and asset valuations... Deeper changes lie ahead. “This technology is bigger than anything that has come before, apart from the First Industrial Revolution,” argued Tina Paillet, chair of the European board at RICS. In her opinion, we will continue to see a shift in the way real estate professionals do business in the years to come.

For now, the available solutions often remain less advanced than they could potentially become in the future as many of them need programming and are not capable of fully autonomous action. Yet even with such limitations, they are already exerting a major impact. AI can mean many different things, but if one thinks of sophisticated task-oriented applications then its presence is clearly growing, especially in new assets, said Tomasz Buda, a senior business analyst and database architect, corporate finance and valuation, at Savills. >

OPTIMIZING COSTS

The area of property management, where the latest software enables owners to make cost savings, is a good case in point. Solutions have appeared that allow for the reduction of energy costs through real-time monitoring and adjustment of energy consumption. Applications using AI help to save both time and money, argued Krzysztof Mogielski, associate director, digital transformation, at CBRE. He added that his company mostly takes advantage of AI-based solutions while analyzing data.

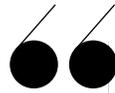
Developer Skanska, too, is now looking at ways of using AI to analyze data coming from building management, parking and access control systems employed in the company's office buildings, revealed innovation manager Anna Tryfon-Bojarska. "We see a lot of potential in artificial intelligence," she said, adding that AI will make the work of facility and property managers more efficient. Skanska and Microsoft have recently signed a cooperation agreement regarding the use of PropTech, including AI technologies.

In the warehouse property sector, buildings are already being equipped with AI-based solutions that allow for the optimization of logistics processes. This is about choosing the most efficient ways of storing and packing items, as well as planning the best shipment routes. Robert Dobrzycki, CEO Europe at industrial space developer Panattoni Europe, pointed to one of his company's most important clients – Amazon – as a prime example. The e-commerce giant uses robots and other automatic equipment in its distribution centres.

GETTING AUTONOMOUS

The employment of AI-based technologies is still at an early stage, but as confidence in AI capabilities grows, the impact of artificial intelligence will inevitably continue to rise, Buda argued. "In fact, there are no limits to what can be achieved," he claimed. In his opinion, we will reach the moment in real estate when AI is able to make autonomous decisions based on collected data. "This will improve or replace the current standards, which have been in place for years," Buda maintained.

The digitalization and contextualization of all documentation will translate into obtaining valuable data that will help with asset management. Additionally, the ongoing



This technology is bigger than anything that has come before, apart from the First Industrial Revolution

development of the Internet of Things means that more and more data will be available in the future. Of a similar opinion was Mogielski, who predicts that in the future AI will be able to create comprehensive reports on the development of the commercial property market by analyzing archives, information available on the internet and pictures provided by drones.

Decision-making processes will change, with AI able to reduce uncertainty and the cost of prediction. Paillet pointed out that AI technologies mean subjective assessments are replaced by actual data and insights, resulting in sound, property-specific decisions. As a result of this improvement, more risks can be taken at less risk. Yet, as Paillet noted, humans will not be removed from the picture altogether. "As the cost of prediction falls, the value of judgment will go up," she said.

DRIVING VOLUMES?

According to Buda, artificial intelligence will also support investors by helping them recognize patterns and predict trends. New technologies will point to emerging investment opportunities and create new business models. There are already AI platforms that allow customers to locate deals and rank properties in terms of their development potential. AI technologies also make it possible to estimate the anticipated return on investment of a particular property.

How will all of this influence capital markets and investment volumes? In previous years, CEEQA focused on such phenomena as the massive inflow of new capital into the CEE/SEE region and the unique, extended length of the current investment cycle. As new technologies are expected to translate into a faster processing of deals and a better understanding of

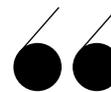


investment opportunities, could AI become part of this bigger macro-economic picture? Investors could arguably be some of the main beneficiaries of its growth.

LAGGING BEHIND

At the moment, such questions are still difficult to answer. As much there are forecasts envisioning a very quick adoption of AI solutions across CEE/SEE, some experts see them as unrealistic, pointing to the different levels of development in the region's countries. Besides, compared with a number of other industries – including banking – which reacted to the technological revolution early on, the commercial real estate market (or at least some of it) has been embracing AI-based solutions rather slowly.

"Commercial real estate has historically lagged behind other industries when it comes to incorporating advanced technology into everyday practices and has been considered as a traditional sector, but moving forward this may no longer be the case,"



This will improve or replace the current standards, which have been in place for years

Paillet said. In Europe, the trend towards using artificial intelligence in the commercial real estate market is not yet as strong as it is in the US, with cost and know-how requirements constituting major entry barriers for many of the industry's players.

However, many of the biggest real estate companies in the CEE/SEE region already invest significant sums in property technology, including in AI-related research. In many cases, this is done through supporting start-ups that offer innovative solutions for the property market. The reason for this is often real estate companies' lack of sufficient technical competences needed for the implementation of AI solutions. Some of those companies have already begun to develop such competences internally, which bodes well for the future, Mogielski said.

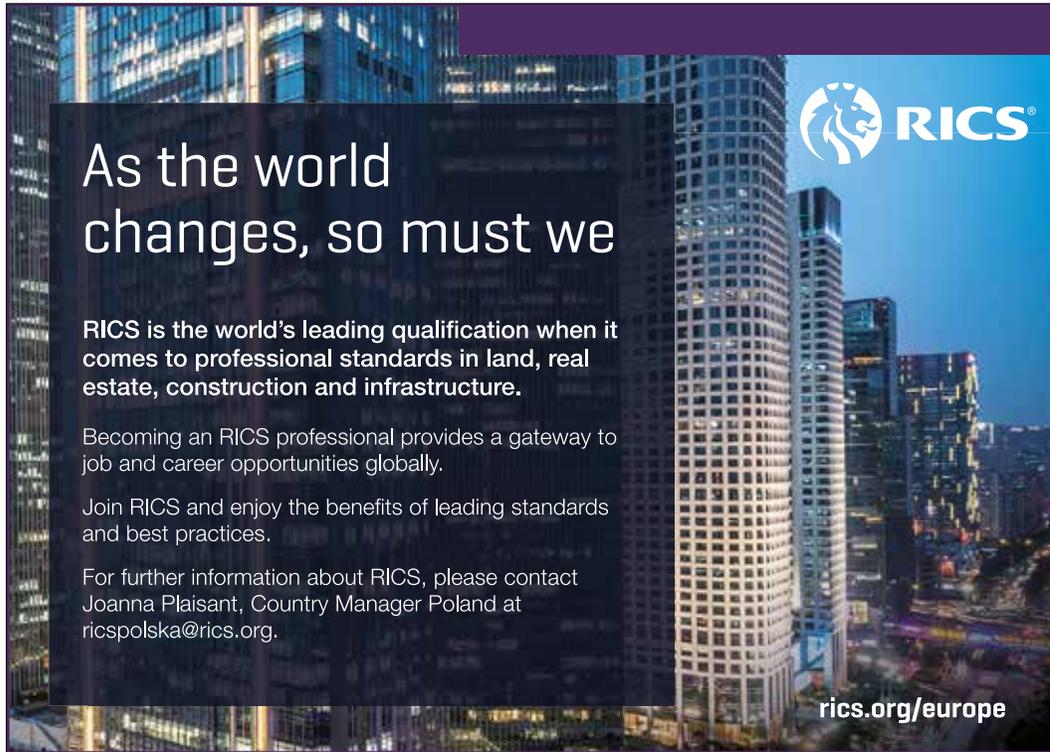
Another problem is the strongly individualistic approaches of some of the market's players, who have been focused on devising unique solutions rather than on using widely accepted standards. This has been an obstacle when it comes to obtaining comparable information. The implementation of AI technologies in commercial real estate is, therefore, still encountering difficulties. The limited availability of standardized data remains a major hindrance. "The transparency of data is also an issue," Buda said.

FACING DILEMMAS

According to Paillet, the situation will improve with time as demand for real-time information from all ends of the industry – investors, landlords, occupiers and brokers – grows and the market continues to be defined by intense competition. Admittedly, the growth of AI will continue to arouse controversy and pose serious dilemmas for the entire real estate industry, ranging from concerns of an ethical and moral nature to very practical issues such as job security.

"It should be clear that all services, including those that we have long regarded as the preserve of established professions, will be affected by AI, which will bring fundamental changes in the way that the expertise of specialists is available to the rest of society," Paillet said. Also, there is the question of the credibility of AI technologies. As in the future such technologies will not be directly supervised by people but will rather be autonomous in their execution of most tasks, spotting mistakes will be very difficult, Mogielski admitted.

Perhaps in the years to come, as we learn to live with the inevitable changes brought about by the development of artificial intelligence, such fears will be allayed. Unless, of course, things get out of control and we find ourselves overpowered by the technologies we have created. The most pessimistic scenarios envision a future world ruled by superior machines with humans reduced to an auxiliary, if not a slave-like status. If that were to happen, though, who would care about commercial real estate anymore? 🤖



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This year's short lists include finalists in 19 out of a total of 23 categories, with the winner of the Lifetime Achievement in Real Estate award having already been revealed and short lists for the three remaining categories to be unveiled at the CEEQA Gala. CEEQA Awards short lists always reflect current market trends and this year is no different. At 577, the combined number of entries is only a slight decrease on the figures recorded in previous years, but it represents quite a significant drop in the number of submitted new and refurbished office and retail projects. However, this is offset by a major increase in the quality and scale of the shortlisted schemes from these two sectors, which evidences the drive towards excellence in an increasingly competitive market.

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THE ZOOKEEPER'S VILLA

MANY PEOPLE HAVE HEARD OF JAN AND ANTONINA ZABINSKI, OR HAVE SEEN THE MOVIE "THE ZOOKEEPER'S WIFE" STARRING JESSICA CHASTAIN.

But a great many more haven't, and are completely unaware of the extraordinary tale of incredible personal heroism, bravery and human kindness that took place within the grounds of Warsaw Zoo during World War II, and their enormous legacy and lessons for wider humanity. And that the little zookeeper's villa at the centre of the story, in the middle of the Warsaw Zoo, still stands today; a powerful but hidden and largely neglected symbol of human unity and shared purpose, cared for over the years by small group of people associated with the zoo and with the Zabinski family, on something less than a shoe-string budget.

When asked why he and his family had placed themselves at such great personal risk to help so many strangers as well as people they knew, Jan Zabinski said simply that it was "the right thing to do."



Antonina and Jan Zabinski



The 'House under a wacky star' in Warsaw Zoo



Jessica Chastain and Johan Heldenbergh as the Zabinskis in "The Zookeeper's Wife"



Ryszard Zabinski played by Val Maloku, and in real life



Teresa Zawadzka-Zabinski and Jessica Chastain at the movie premiere in 2017



Born in the villa in 1944, Teresa Zawadzka-Zabinski in the villa drawing room

PROTECTING AND PROJECTING THE ZABINSKI LEGACY

On the 80th anniversary of the beginning of that narrative, the organisers and partners of CEEQA are extremely proud and honoured to be able to present to gala guests this evening the "soft opening" of the Jan & Antonina Zabinski Foundation and to help lead its development.

The mission of the new foundation is to protect and project the legacy and the lessons of the wartime deeds of the Zabinskis in Poland and internationally, focusing on the restoration of the villa and its establishment as a fittingly world class educational exhibit and monument to humanitarian duty, including building an extension to the villa for educational, profile building and fundraising activities.

Other goals of the foundation include a campaign to change the name of the zoo to the Zabinski Warsaw Zoo, and to support and partner with other organisations, nationally and globally, aimed at uniting humanity and honouring humanitarian deeds, including the eventual launch of an annual Jan & Antonina Zabinski award for humanitarian achievement.

WHAT REALLY HAPPENED AT THE ZOO

One or two Hollywood alternative facts aside, the movie is a largely accurate portrayal of how the Zabinskis coped with the challenges thrown at them during the war and Nazi occupation, using the zoo grounds and the villa itself to engage in clandestine activities to support the underground Home Army and managing to hide and help save more than 300 Jewish people "in plain sight" in the basement of the villa and in the zoo grounds, as well many others in great peril. Unlike in the movie, they were never found out.

Co-founder of the Warsaw Zoological Gardens, and its director from 1929, Dr Jan Zabinski was highly regarded in zoological circles for developing the institution into one of Europe's most celebrated and diverse zoological gardens, and lived an idyllic life with his wife Antonina and their young son Ryszard in the zookeeper's villa, where their daughter Teresa was born during the war. The couple had met at the Warsaw University's Institute of Zoology and Antonina shared Jan's passion for animals, and was also a recognised author of children's books.

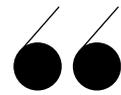
At the outbreak of the war in 1939 they were thrown into the role of protectors of the zoo's history,

knowledge bank and community, but in the ensuing bombardment of Warsaw they were forced to kill many of the animals, largely for public safety reasons, and eventually to turn the zoo into a pig farm to provide food rations for the occupying forces. Some of the most valuable animals were transported to zoos in the Reich for "safe-keeping", including public favourite "Tuzinka", only the 12th elephant to be born in captivity and the first in Poland.

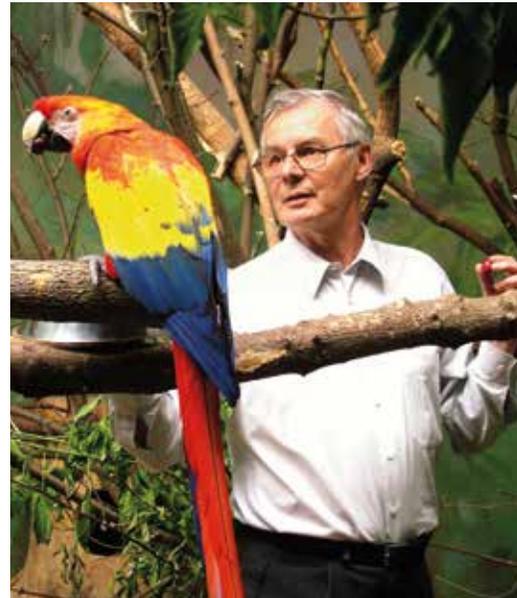
Responsibility for the pig farm, and the subsequent allotment garden following the pig farm's closure due to a dysentery epidemic, together with Jan's appointment as Superintendent of the city's public parks - as well as Jan's less public role as a lieutenant in the underground Home Army - provided the Zabinskis with the access, networks and pretext to smuggle Jews out of the Warsaw Ghetto and provide them with refuge in the villa's basement and in abandoned animal enclosures around the zoo. Some stayed for months, some for only a few days, as the Zabinskis helped to arrange counterfeit papers and safe houses for the fugitives to transit to. All crimes for which they and their whole family would have been summarily executed.

An accomplished pianist, Antonina would play the piano in the drawing room of the villa: Offenbach to warn the fugitives of any danger, and Chopin when it was safe, among a series of coded messages to maintain the highly organised conspiracy. All the while fending off the curiosity of their housekeeper, who was a vehement anti-semitic.

All but two of the people they were able to help survived the war. And despite the occupying forces having a munitions store within the zoo grounds under constant surveillance, they also managed to conceal a weapons store for the underground Home Army there for eventual use in the Warsaw Uprising in which Zabinski himself participated, and was taken as a prisoner of war after being injured and captured.



The villa has never had its own financial or management platform to truly harness the interest in it and its universally resonant message



Maciej Rembiszewski, Director of the Warsaw Zoo 1981-2009

Returning to Warsaw in 1945, Zabinski eventually resumed his duties and the couple set about rescuing what remained of the zoo's assets and rebuilding it, officially re-opening the zoo in 1949 and continuing to live with their children Ryszard and Teresa in the little villa in the middle of the zoo grounds until 1951.

RECOLLECTION AND RECOGNITION

While both Jan and Antonina have received high recognition and honours in many quarters over the decades, including recognition of Jan by the State of Israel as "Polish Righteous Among Nations" in 1965 and, more recently, the posthumous award of the "Commander's Cross of the Order of Polonia Restitu-



Ewa Rembiszewska, President of the Panda Foundation and former vice-director of the Zoo

ta" to both of them by the Polish government in 2015, the full tale and message of their deeds was suppressed for decades under the previous communist regime along with many stories of Polish heroism.

In fact, after rebuilding the zoo following the war, Jan Zabinski was forced to resign his post as director in 1951 amid politically motivated accusations by the communist authorities of collaboration with the Nazis during the war.

But among the many positive stories beneath that narrative is the story of

a young boy that Jan Zabinski found strolling around the zoo grounds one day during school hours and, when asked why he wasn't at school, the boy responded that the only thing that interested him was animals and that he planned to run the zoo one day. The boy, Maciej Rembiszewski, was eventually appointed director of the Zoo in 1981 and until 2009 presided over extensive modernisation of the zoo's assets, facilities and social engagement, including establishment of the Panda Foundation to support and promote the zoo's activities.

Maciej's wife, Ewa Rembiszewska, is responsible today for the upkeep of the little villa at the heart of the zoo, known as the Zabinski Villa. Also an important figure in the story is Janusz Owsiany, professor of history at the Warsaw Technical University. The Zabinski's daughter, Teresa Zawadzka-Zabinski remains closely connected with the villa and its work, as does her son and the Zabinski's grandson, Dominik Zawadzki. Unfortunately the Zabinski's son Ryszard, whose childhood was spent at the villa and is remembered fondly by survivors for smuggling food to them around the zoo grounds, passed away only a few weeks ago.

And while there has been a surge of interest in the villa and the story of the Zabinskis since the Hollywood movie released in 2017, the villa has never had its own financial or management platform to truly harness this interest and its universally resonant message, or the history that it has seen.

NEXT STEPS

The first step in the development of new foundation will be the recruitment of a group of "founding sponsors" to help finance, advise and support the first phase of its development objectives. The registration of the foundation is already in progress.

Recalling the piano playing of Antonina Zabinska to send coded messages to the fugitives they harboured, this coming September we plan to invite a small group of 30 interested parties to attend a special concert in the drawing room of the villa to get the ball rolling, the invited pianist will be Janusz Olejniczak.

At next year's CEEQA Gala we plan the formal launch of the Jan & Antonina Zabinski Foundation and the unveiling of the first phase of the development project and campaign. Interested companies or people are invited to contact Richard Hallward, the director of CEEQA. 

BUILDING AWARDS

Office Development of the Year

Sponsored by  **BNP PARIBAS
REAL ESTATE**



Project | **AFI Vokovice**
 Location | Prague, Czech Republic
 GLA | 14,000 sqm
 Completed | Q3 2018
 Developer | AFI Europe
 Green Cert. | LEED Platinum - certified, New Construction



Project | **Browary Warszawskie
The Gatehouse Offices**
 Location | Warsaw, Poland
 GLA | 15,000 sqm
 Completed | Q4 2018
 Developer | Echo Investment



Project | **Campus 6.1**
 Location | Bucharest, Romania
 GLA | 22,000 sqm
 Completed | Q3 2018
 Developer | Skanska Commercial Development Europe



Project | **EC Powisle B4 & B5**
 Location | Warsaw, Poland
 GLA | 18,000 sqm
 Completed | Q2 2018
 Developer | White Star Real Estate / Tristan Capital Partners



Project | **GTC White House**
 Location | Budapest, Hungary
 GLA | 22,000 sqm
 Completed | Q2 2018
 Developer | GTC



Project | **HighFive
- Buildings D & E**
 Location | Krakow, Poland
 GLA | 23,000 sqm
 Completed | Q2 2018
 Developer | Skanska Commercial Development Europe



Project | **CEDET - Refurb**
 Location | Warsaw, Poland
 GLA | 22,000 sqm
 Completed | Q2 2018
 Developer | IMMOBEL Group



Project | **Centrum Praskie
Koneser Office - Phase 1**
 Location | Warsaw, Poland
 GLA | 88,000 sqm
 Completed | Q4 2018
 Developer | Liebrecht & wood Group/ BBI Development



Project | **Dynamica**
 Location | Prague, Czech Republic
 GLA | 13,000 sqm
 Completed | Q1 2018
 Developer | Penta Real Estate



Project | **Nowogrodzka Square**
 Location | Warsaw, Poland
 GLA | 11,000 sqm
 Completed | Q2 2018
 Developer | Yareal



Project | **Proximo II**
 Location | Warsaw, Poland
 GLA | 20,000 sqm
 Completed | Q1 2018
 Developer | Hines



Project | **Tower 2 Globalworth
Campus Bucharest**
 Location | Bucharest, Romania
 GLA | 28,000 sqm
 Completed | Q2 2018
 Developer | Globalworth

BUILDING AWARDS

Retail Development of the Year

Sponsored by  CUSHMAN & WAKEFIELD



Project Atrium Promenada - Splendid Transformation
Location Warsaw, Poland
GLA 13,000 sqm
Completed Q4 2018
Developer Atrium European Real Estate



Project Atrium Targowek - New Face
Location Warsaw, Poland
GLA 9,000 sqm
Completed Q4 2018
Developer Atrium European Real Estate



Project Centrum Praskie Koneser Retail
Location Warsaw, Poland
GLA 88,000 sqm
Completed Q4 2018
Developer Liebrecht & wood Group/ BBI Development



Project Gemini Park Tychy
Location Tychy, Poland
GLA 36,000 sqm
Completed Q1 2018
Developer Gemini Holding



Project Outlet Arena Moravia - Phase 1
Location Ostrava, Slovakia
GLA 11,700 sqm
Completed Q4 2018
Developer TK Development



Project Prague The Style Outlet - Phase I
Location Prague, Czech Republic
GLA 19,600 sqm
Completed Q2 2018
Developer Kaprain Group / Neinver



Project Designer Outlet Croatia
Location Zagreb, Croatia
GLA 15,000 sqm
Completed Q2 2018
Developer IKEA Centres / Swiss Mutschler Outlet Holding



Project Forum Gdansk
Location Gdansk, Poland
GLA 62,000 sqm
Completed Q2 2018
Developer Multi Development



Project Galeria Libero
Location Katowice, Poland
GLA 45,000 sqm
Completed Q4 2018
Developer Echo Investment



Project Promenada Novi Sad
Location Novi Sad, Serbia
GLA 49,000 sqm
Completed Q4 2018
Developer NEPI Rockcastle



Project Shopmark - Refurb
Location Budapest, Hungary
GLA 24,000 sqm
Completed Q4 2018
Developer Diofa Alapkezelő



Project Shopping City Satu Mare
Location Satu Mare, Romania
GLA 37,900 sqm
Completed Q4 2018
Developer NEPI Rockcastle

BUILDING AWARDS

Hotel, Leisure & Residential Development of the Year

Sponsored by **WARSAW BUSINESS JOURNAL**



Project | **BW Residences**
 Location | Belgrade, Serbia
 GLA | 296 units
 Completed | Q3 2018
 Developer | Belgrade Waterfront / Emaar



Project | **DOCK River Watch III**
 Location | Prague, Czech Republic
 GLA | 84 units
 Completed | Q3 2018
 Developer | CRESTYL real estate



Project | **Fuxova**
 Location | Bratislava, Slovakia
 GLA | 276 units
 Completed | Q4 2018
 Developer | J&T Real Estate



Project | **Intercontinental Sofia 5***
 Location | Sofia, Bulgaria
 GLA | 194 rooms
 Completed | Q2 2018
 Developer | Covivo



Project | **ONE Charles de Gaulle**
 Location | Bucharest, Romania
 GLA | 33 units
 Completed | Q2 2018
 Developer | ONE United Properties



Project | **Puro Krakow Kazimierz 4* plus**
 Location | Warsaw, Poland
 GLA | 100 rooms
 Completed | Q2 2018
 Developer | H.E.S.A.



Project | **Grand Poet Hotel by Semarah 4* plus**
 Location | Riga, Latvia
 GLA | 168 rooms
 Completed | Q1 2018
 Developer | Independent



Project | **Holiday Inn Warsaw City Center 4***
 Location | Warsaw, Poland
 GLA | 256 rooms
 Completed | Q1 2018
 Developer | UBM / IHG



Project | **Hotel Warszawa 4* plus**
 Location | Warsaw, Poland
 GLA | 142 rooms
 Completed | Q4 2018
 Developer | Likus Group



Project | **Raffles Europejski Hotel - Refurb 5***
 Location | Warsaw, Poland
 GLA | 100 rooms
 Completed | Q2 2018
 Developer | H.E.S.A.



Project | **Sarecky Dvur**
 Location | Prague, Czech Republic
 GLA | 7 units
 Completed | Q3 2018
 Developer | CRESTYL



Project | **The Chedi Lustica Bay 5***
 Location | Tivat, Montenegro
 GLA | 111 rooms
 Completed | Q3 218
 Developer | Orascom Development



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GRAND AWARDS

Lifetime Achievement in Real Estate



Pawel Debowski

Chairman
European
Real Estate
Dentons

See pages 16-17 for more information about Pawel Debowski

Industry Professional of the Year

Sponsored by RICS



Adrian Karczewicz

Head of Divestments, Skanska Commercial Development Europe



Arkadiusz Rudzki

Managing Director Poland, Skanska Commercial Development Europe



Dieter Knittel

Head of CEE, pbb Deutsche Pfandbriefbank



Hadley Dean

Chief Executive Officer, EPP



Jeroen van der Toolen

Managing Director CEE, Ghelamco



Jonathan Hallett

Managing Partner for Central Europe, Cushman & Wakefield



Marian Herman

Chief Executive Officer, HB Reavis



Nicklas Lindberg

Chief Executive Officer, Echo Investment



Noah M. Steinberg

Chairman & CEO, WING



Remon Vos

Chief Executive Officer, CTP



Robert Dobrzycki

Chief Executive Officer, Panattoni Europe



Tomasz Trzoslo

Managing Director Central & Eastern Europe, JLL



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Prague & Bratislava Law Firm

GRAND AWARDS

Overall Building of the Year CEE

Sponsored by **大成 DENTONS**

Shortlist to be revealed at the CEEQA Gala from category winners in the 9 Company Awards categories with the winner decided by live electronic vote by CEEQA Gala guests.

Overall Building of the Year SEE

Sponsored by **WHITE & CASE**

Shortlist to be revealed at the CEEQA Gala from category winners in the 9 Company Awards categories with the winner decided by live electronic vote by CEEQA Gala guests.

Green Leadership Company of the Year

Sponsored by **savills**

AFI Europe
Arcadis
BuildGreen
Globalworth Real Estate Investment
Hines
Liebrecht & wood Group

Portland Trust
REINO Partners
S IMMO
SEBRE
Skanska Commercial Development Europe
WSP Group

Overall Company of the Year

Sponsored by **GRI Club**
REAL ESTATE

Shortlist to be revealed at the CEEQA Gala from category winners in the 9 Company Awards categories with the winner decided by live electronic vote by CEEQA Gala guests.

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CATERING BY DESIGN

GRAND AWARDS

Green Leadership Building of the Year

Sponsored by C/M/S/



Project AFI Vokovice
Location Prague, Czech Republic
GLA 14,000 sqm
Completed Q3 2018
Developer AFI Europe
Green Cert. LEED Platinum - certified, New Construction



Project CEDET - Refurb
Location Warsaw, Poland
GLA 22,000 sqm
Completed Q2 2018
Developer IMMOBEL Group
Green Cert. Green Certification BREEAM Excellent - certified, New Construction



Project Centrum Praskie Koneser
Location Warsaw, Poland
GLA 88,000 sqm
Completed Q4 2018
Developer Liebrecht & wood Group/ BBI Development
Green Cert. Green Certification BREEAM Excellent - certified, International New Construction 2013



Project The Mark
Location Bucharest, Romania
GLA 26,000 sqm
Completed Q4 2018
Developer S IMMO
Green Cert. Green Certification BREEAM Excellent - certified, New Construction



Project Tower 2 Globalworth Campus Bucharest
Location Bucharest, Romania
GLA 28,000 sqm
Completed Q2 2018
Developer Globalworth
Green Cert. Green Certification BREEAM Excellent - certified, Existing Building



Project Trimaran
Location Prague, Czech Republic
GLA 18,000 sqm
Completed Q2 2018
Developer S+B Gruppe / Plan n Bau
Green Cert. Green Certification LEED Platinum - certified, New Construction



Project High5ive - Buildings D & E
Location Krakow, Poland
GLA 23,000 sqm
Completed Q2 2018
Developer Skanska Commercial Development Europe
Green Cert. Green Certification LEED Platinum - certified, Building without Barriers



Project Orchideea Towers
Location Bucharest, Romania
GLA 38,000 sqm
Completed Q1 2018
Developer CA Immo
Green Cert. Green Certification LEED Gold - pending, New Construction



Project Sagittarius Business House
Location Wroclaw, Poland
GLA 25,000 sqm
Completed Q2 2018
Developer Echo Investment
Green Cert. Green Certification BREEAM Outstanding - pre-certified, New Construction



Project Vaci Greens D
Location Budapest, Hungary
GLA 14,000 sqm
Completed Q1 2018
Developer Atenor
Green Cert. Green Certification BREEAM Excellent - certified, New Construction



Project Visionary
Location Prague, Czech Republic
GLA 23,000 sqm
Completed Q2 2018
Developer Skanska Commercial Development Europe
Green Cert. Green Certification LEED Platinum - certified, New Construction



Project Wronia 31
Location Warsaw, Poland
GLA 16,000 sqm
Completed Q2 2017
Developer Ghelamco
Green Cert. Green Certification BREEAM Outstanding - certified, Existing Building

JURY BIOS

INDUSTRY OPERATORS



Arkadiusz Rudzki,
Managing Director Poland,
**Skanska Commercial
Development Europe**

Arkadiusz has over 20 years of experience on the real estate market that he has gained through his work with leading financial institutions, advisory firms, and private equity funds operating in the real estate sector. He was appointed Managing Director at Skanska Property Poland in January 2016 with responsibility for the company's operations and strategic decisions in Poland. He is currently temporarily serving as the company's regional leader. Since his appointment as Managing Director, the company has continuously achieved record-breaking results in development and leasing, and continues to expand its land parcel portfolio with the most attractive areas in key markets across Poland, with special focus on city centres. Skanska's Poland unit sets the standards for innovation in the building industry and developing innovative workplaces, and has consistently led the way in sustainable development

and business practices. The company has introduced its proprietary software, Connected by Skanska, which will be integrated with all new office projects in the area of Central and Eastern Europe.



Arvi Luoma,
Managing Director,
Head of European
Investments, **W. P. Carey**

Arvi is based in London and is responsible for W. P. Carey's European investment activities. His experience extends to approximately €4 billion of sale-leaseback, net lease and build-to-suit investments in 18 European countries and across all major asset classes. He holds a degree in Materials Science, Economics and Management (MEng) from Oxford University.



David Yearn,
Business Development
Manager CEE, **First Title**

David is Business Development Manager for CEE for First Title covering Poland, Czech Republic, Hungary, Slovakia, Romania, and Bulgaria. He has worked for First Title for over ten years and has extensive experience in securing insurance solutions for clients ranging from investment funds, developers, banks and PE funds. David is responsible for client relations across the region and is the key contact for all First Title business in CEE.



Dieter Knittel,
Head of International
Real Estate Finance
for Central and Eastern
Europe, **PBB Deutsche
Pfandbriefbank**

Dieter is responsible for the bank's lending portfolio in the region. The regional focus is on Poland, Czech Republic, Slovakia, Hungary and Romania. Dieter has been active in the CEE market for more than twenty years, including five years based in Warsaw between 1997 and 2002 as Head of Credit and Senior Risk Management.



Evan Lazar,
Co-Chairman, **Global Real
Estate, Dentons**

Evan is Co-Chairman of the Global Real Estate Group at Dentons. He is in the top tier group of attorneys specializing in cross-border and emerging markets property investment and finance matters, and is widely recognized as one of the leading real estate investment and property finance lawyers in Europe.

Evan handles major real estate mergers and acquisitions for international real estate funds and private equity organisations, as well as joint ventures, developments and financings throughout Europe and on other continents. His extensive experience in all areas of cross-border transactions has placed him at the forefront of many of the region's most important property and finance deals, including major retail, hotel, office, logistics and residential developments, financings and institutional investments. Evan acts for numerous leading institutional clients, including ALG Global Real Estate, Blackstone, Deutsche Pfandbriefbank, Heitman International, Morgan Stanley, Round Hill and Starwood

Capital Group. He served as the Co-Chair of Salans' Global Real Estate Group for ten years before Dentons was founded. Prior to that, he was the founder of the Central European Real Estate Practice at Weil, Gotshal & Manges and later Co-Chairman of their European Property and Finance Group. Before moving to Europe in 1993, Evan was a real estate lawyer in Philadelphia with Wolf, Block, Schorr & Solis-Cohen LLP.



**Ferdinand
Baggeroer,**
Board Member, **cmT**

Ferdinand graduate in engineering from Hanover University with international experience in construction management; founder and President of the cmT Group consisting of: cmT Sp. z o.o. specializing in construction and project management, GerPlan Sp. z o.o. responsible for mechanical and electrical design as well as for architectural design services and GerProp company which is accountable for property management and minor project execution. Mr Baggeroer is managing the big variety of significant

and demanding projects of different nature executed by all companies.



Gijs Klomp,
Investment Director,
NEPI Rockcastle

Gijs joined NEPI Rockcastle in 2016 to cover the CEE markets, having previously worked for CBRE and JLL in capital markets advisory from 2013, following over a decade with ING REIM in the Hague, Prague, Bucharest and Budapest in varying roles from research analyst to acquisitions and investments, and asset management, since graduating in real estate management from the Eindhoven University of Technology in 2002. NEPI is one of the largest retail property landlords in CEE with assets in Bulgaria, Croatia, the Czech Republic, Hungary, Lithuania, Poland, Romania, Serbia and Slovakia.



Ian Booth,
Partner, Head of Poland,
BuroHappold Engineering

Under Ian's leadership the practice has earned a leading position on the Polish market proven by prestigious project portfolio and high client opinions. Ian promotes the concept of sustainable construction that positively affects the health of its users. BuroHappold's Warsaw office is the first WELL Building Standard certified project in Poland and the CEE. Ian is a clients' needs orientated building services engineer with over twenty years of international experience in the office, retail, residential and industrial sectors. The leader of such prestigious projects as Q22 in Warsaw, the British Embassy in Warsaw and the new venue of the National Polish Radio Symphony Orchestra in Katowice.

JURY BIOS (continued)



Ioana Niculeasa,
Head of Real Estate,
NNDKP

Ioana leads NNDKP's Real Estate practice and is a seasoned lawyer with 18 years of professional experience. A partner of the firm since 2009, she has outstanding experience in real estate projects involving the full spectrum of assets from office buildings and shopping centres, to residential, logistic and industrial developments. Ioana is acknowledged as a Leading Lawyer by reputed international legal guides that describe her as "always trying to find solutions" as "she really knows what she's talking about".



Kirsten Felden,
Senior Investment Manager
for CEE Region, **Union
Investment Real Estate**

Kirsten Felden graduated at the EBC University of Applied Sciences, Hamburg with Master Degree for International Management in 1993. She has 10 years experience in development, restructuring and leasing of shopping-centers. She joined Union Investment in 2004 and was responsible for investments in Turkey, Benelux and Mexico until 2007. Since 2008 she is responsible for property acquisitions and sales in CEE region.

Union Investment is a leading international property investment company specialising in open-ended real estate funds for private and institutional investors and has assets under management of some € 35 billion in 20 real estate funds. The current portfolio comprises 365 properties and projects throughout Europe, the Americas and Asia/Pacific. Union Investment operates as an institutional investor, landlord and developer in 23 countries around the world, with approximately 60% of property assets located outside Germany.



Liad Barzilai,
Group CEO, **Atrium
European Real Estate**

Liad joined Atrium Group in 2008; until 2015 Liad was the Group Chief Investment Officer responsible for the Group's pipeline of acquisitions and divestments, and from November 2015 until December 2016 he was Chief Investment Officer at Gazit-Globe. He has a BA in Business Economics & Management from Guilford Glazer School of Business & Management, Ben-Gurion University and an MBA from Reccanati Business School, Tel Aviv University. Atrium European Real Estate is a leading owner, operator and redeveloper of shopping centres and retail real estate in Central Europe. The Group's portfolio includes 34 shopping centres and retail properties in four countries, with the market value of €2.8 billion and gross leasable area of over 900,000 square meters. Atrium is listed on the Vienna Stock Exchange and Euronext Amsterdam under the ticker ATRS.



Mark Rea,
Managing Partner, **Sentient**

Sentient is one of the largest Project & Cost Management Consultants operating throughout Central & Eastern Europe and beyond. Following 22 years with Gardiner & Theobald, rising to Equity Partner, in 2013 Mark led the successful buyout of the G&T CEE operation together with the other regional partners. With the rebranding completed in October 2013, Sentient is now firmly established throughout the region with offices in Poland, Czech Republic, Slovakia, Hungary, Romania, Montenegro and Croatia, together with extensive experience in many of the neighbouring countries, including into Italy and Austria – all based on the provision of high quality, client-focused services. Mark has been based in CEE for over 20 years and has experience throughout the region. He is a Member of the Institute of Royal Chartered Surveyors. Martin Erbe, Head of International Real Estate Finance Continental Europe, Helaba Martin is responsible for real estate lending across continental Europe for Helaba Landesbank Hesse-Thuringia, which belongs to the German savings bank network. Based

at the bank's Frankfurt headquarter, he manages the origination for Central Europe and Benelux. Martin has worked on a wide range of financing transactions in the past and has more than 22 years of real estate experience in the European markets. Helaba currently manages a loan book of around EUR 34 bn in commercial real estate, almost half of this amount representing the bank's international business in Europe and the US. Helaba's relationship-oriented strategy has remained unchanged for years and is consistently directed towards its target markets.



Martin Erbe,
Head of International Real
Estate Finance Continental
Europe,
Helaba

Martin is responsible for real estate lending across continental Europe for Helaba Landesbank Hesse-Thuringia, which belongs to the German savings bank network. Based at the bank's Frankfurt headquarter, he manages the origination for Central Europe and Benelux. Martin has worked on a wide range of financing transactions in the past and

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Nicklas Lindberg,
CEO, **Echo Investment**

Nicklas Lindberg joined Echo Investment in the first half of 2016 and, as chief executive officer, is responsible for all areas of the company's activity. In 2001–2015, Nicklas was with Skanska, where he worked as President for Skanska Commercial Development Europe (CDE), Skanska's business unit that develops properties in Central and Eastern Europe, and as the head of Skanska Property Poland, a unit within Skanska Commercial Development Europe. Prior to that, he had worked with Residential Development in the Nordics and for Skanska Russia as both CFO and CEO.



Peter Heckelsmueller,
Head of Acquisition CEE,
Deka Immobilien

Peter is responsible for all acquisitions and sales across CEE, Switzerland and Austria on behalf of Deka Immobilien GmbH. Deka Immobilien is one of Europe's leading real estate investment managers. In his role, he has acquired a comprehensive portfolio of office, logistic, hotel and retail properties around the region. He is based in Frankfurt, has a wealth of experience in real estate and an 18-year track record of closing successful transactions.



Peter Morris,
Owner & Managing Director,
Gage Partners

Peter has developed and acquired over 200 million Euros worth of real estate in

Estonia, Lithuania, Czechia and Portugal. Through its subsidiary Golden Visa Property Investment, Gage Partners is investing in and developing Portuguese properties to be sold to foreigners seeking to benefit from Portugal's unique visa and personal tax incentive programs, as well as Portugal's surge in popularity as a tourism destination. The most recent investments are the five star Lumiares Hotel and Spa in Bairro Alto neighbourhood of Lisbon, and the five star Vintage Lisboa Hotel, as well as a handful of 18th and 19th century residential properties in Lisbon under redevelopment as apartment buildings.

Gage Partners owns retail real estate in the Baltic States, including Sikupilli Shopping Center in Tallinn. Gage Partners sold NØRDIKA Shopping Valley in Vilnius in 2016. Peter managed Ober-Haus Real Estate Advisors in four countries from the company start-up in 1994 through its sale in June 2007. At the time of its sale, Ober-Haus Real Estate Advisors was the largest property brokerage and advisory firm in Central and Eastern Europe with more than 35 offices and 350 real estate professionals in Estonia, Latvia, Lithuania, and Poland, offering asset acquisition and disposal, property valuations, property asset

JURY BIOS (continued)



Peter Szamely,
(MRICS) Head of CEE & SEE,
Hypo Noe

Peter is a trained economist by background having graduated in Budapest in 1988. He holds an MPhil degree in Land Economy from the University of Cambridge and a joint MSc degree in Real Estate from the Budapest Technical University and the Nottingham Trent University. He started his career some 30 years ago and gained a wealth of experience in the field of property agency, development, valuation and investment & banking with local and international firms such as Price Waterhouse, Kuwait Petroleum, Jones Lang Wootton and Eurohypo. He is currently responsible for the CEE & SEE Region at HYPO NOE Landesbank für Niederösterreich und Wien Bank AG. Peter has been a member of RICS since 1999 and served as Chairman of RICS Hungary for six years and was also a member of the RICS Europe board for six years. He has recently completed his 6 year term on the Board of RICS Austria.



Petr Panek,
Head of CEE Real Estate,
White & Case

Petr Panek is a Czech and US law-qualified deal leader heading the CEE real estate team at White & Case. He acts for a wide range of sponsors, developers, banks and other clients on real estate matters across all market segments, with a particular focus on large ticket deals, portfolio and cross-border transactions. Over the years he has advised on some of the most significant real estate deals in CEE.



Rafal Nowicki,
CEO Poland & Russia,
Apollo Rida

Rafal Nowicki holds the position of CEO of Apollo-Rida Poland. With nearly 25 years of experience in commercial real estate he is responsible for company's business in Poland, Russia, and Germany. Throughout his career he has been involved in many benchmark setting investment, financing and leasing transactions. Most recently Mr. Nowicki led the EUR 1bn disposition of the Metro retail portfolio as well as the leasing of a portfolio of 12 DIY stores to the OBI Group.



Richard Wilkinson,
Chief Financial Officer, CTP

Richard started his role as Group CFO for CTP in July 2018, which includes looking after the refinancing of CTP's portfolio of over 4.5 million sqm of premium industrial property. Prior to joining CTP,

Richard ran the CRE business of Erste Group across CEE for 14 years, turning it into one of the leading CRE banking franchises. He has a Law degree from the London School of Economics.



Robert Dobrzycki,
Chief Executive Officer
Europe, Panattoni Europe

Robert Dobrzycki oversees the operations in the United Kingdom, Germany, Poland, Czech Republic and Slovakia. He set up Panattoni Europe's headquarters for the CEE region in Poland in 2005 and in 2014 was appointed CEO for Europe. In 13 years under Robert's management the company has developed over 5.5 million sqm of warehouse space out of existing stock of 14 million sqm in Poland. Both in 2017 and 2018 Panattoni Europe was listed first in the TOP DEVELOPERS ranking in Europe by Property EU title. Robert began his career with Menard Doswell & Co., an industrial real estate development company, has over 17 years of experience in the real estate business. He is a Warsaw University graduate and has a Masters in Business Management degree.



Tomasz Stasiak,
Partner, Wolf Theiss

Tomasz is a Partner and the Head of the Real Estate and Construction practice group of Wolf Theiss in Poland. He has 20 years of experience on the Polish real estate market, acting for international investors and developers, and participating in a number of landmark transactions. He has been involved in all stages of property projects, from purchasing land, through commissioning contractors and consultants and arranging for funding and leasing, to the sale of completed projects. Prior to joining Wolf Theiss, Tomasz worked at other prominent international law firms in Warsaw and Kyiv. He is admitted to the Warsaw Bar of Legal Advisers. Tomasz's specialisations are Construction & Infrastructure Projects, Corporate and Commercial & M&A, Real Estate and Retail.



Victor Constantinescu,
Partner, Head of Real
Estate SEE, Kinstellar

Victor is a Partner based in the Bucharest office of Kinstellar and co-head of the firm's real estate practice and is responsible for the SEE region. He has been ranked for several years as a Band 1 lawyer in the Romanian real estate sector by the leading international legal directories Chambers, Legal 500 and other benchmark publications. In recent editions, clients recommend him as "an outstanding practitioner for his commercially-oriented approach", as well as for "his commercial and precise advice, flexibility and international experience". He is further described as "experienced, active and well-connected", with clients appreciating the "very easy communication" with him. Born and raised in Canada, he is a native English speaker. He began his career practicing in the United States before moving to Romania full-time in 2004. He is admitted to the New York and Bucharest Bars. Kinstellar is the leading law firm in Central and Eastern Europe, with offices in 10 countries and over 200 lawyers. Victor represents institutional investors, funds

and developers in all classes of real estate, with a particular specialty in investment transactions (both buy- and sale-side), joint ventures, and development and asset management matters. He has over 15 years of experience in Romania and the wider region in organising and leading complex transactions to meet the required objectives and deadlines.



Vladimír Bolek,
Member of the Board, IAD
Investments

Vladimír has been a member of the Management Board of IAD Investments since 2015. He is responsible for all of the company's portfolio management activities, having joined the company in 2010 as portfolio manager for its "First Real Estate Fund", where he was also involved as deputy of several real estate companies incorporated in the structure of the fund. Vladimír began his career in 1994 in public administration at central state administration level in Bratislava. Later, after the transition to the private sphere, he became asset manager specialising in real estate investments. After the establishment of

specialised real estate mutual funds in Slovakia in 2006, he became portfolio manager of a specialised real estate fund in Erste Asset Management in Slovakia. He also created and managed portfolios for a private banking department. Later, he participated in portfolio management of the corporate real estate company Slovnaft a.s., before joining IAD Investments.

Vladimír is also a contributor to professional publications dealing with the issue of investment and asset management of real estate in Slovakia. He studied social sciences at Comenius University in Bratislava and later law and economics at Nottingham Trent University and Brno International Business School in the Czech Republic.

JURY BIOS (continued)

AGENT & STRATEGIC PARTNERS



Ben Maudling,
CEO Czech Republic & Slovakia, **Savills**

Ben Maudling leads Savills activities in the Czech & Slovak Republics. He is a Fellow of the Royal Institution of Chartered Surveyors with over 26 years working experience in Central Europe. In the year 2000, Ben sold to CBRE a Czech property consultancy that he owned and had built since 1995. Ben went on to establish and head up the CEE operations of INVESCO Real Estate and Palmer Capital. In January 2017, Ben established Savills Czech and Slovak operation with the clear goal of making it a market leader within three years. Surprising a few doubters, after just 18 months the company has 50 high-quality employees, and is well established with growing service lines. Noteworthy achievements to date of Savills CZ include the acquisition of SB Property Services property management company, securing sale instructions for property with a value over EUR 700 million,

establishing a property management department which manages buildings with a value over EUR 750 million and creating an industrial leasing department which has acted on 65,000 sq m of leasing instructions in less than a year.



Charles Taylor,
Managing Partner Poland, **Cushman & Wakefield**

A Partner at Cushman & Wakefield with over 20 years of experience in the property profession, Charles is currently Managing Partner of the firm's Polish offices. He was previously Managing Director of Hungary and Head of Capital Markets for the CEE region, having been based in Hungary for 15 years. He has a significant track record of closing successful transactions across the region.



Daniel Bienias,
(MRICS) Managing Director Poland, **CBRE**

Daniel leads the team of over 450 professionals for CBRE in Poland. He joined CBRE in 2010. Previously, Daniel headed the Tenant Representation division in the CBRE's Office Agency. Daniel has over 20 years of real estate experience. During his career, he has provided advice to many local, international and global companies. Daniel graduated from the University of Szczecin and postgraduated from the Warsaw University of Technology and Sheffield Hallam University. He is a Member of RICS (Royal Institution of Chartered Surveyors) and holds a Real Estate Broker and CCIM (Certified Commercial Investment Member) licenses.



Erik Drukker,
Managing Director Central and Eastern Europe, **BNP Paribas Real Estate**

Erik holds the position of Board Member and Managing Director for Central & Eastern Europe overseeing the company's services in the region in the areas of Capital Markets, Property Management, Transaction, Consulting and Valuation. He is responsible for all Agency & Valuation service lines. During his 23-year-long career in Poland, he mostly worked for DTZ in the position of Deputy Managing Director and board member, where his day-to-day duties also included the running of the Office and Industrial Agencies. Erik represented numerous developers and corporate occupiers in the acquisition and disposal of their real estate. He uses his vast experience in implementing new services and solutions in the rapidly changing real estate market throughout CEE.



Jonathan Hallett,
(MRICS) Executive Partner, Head of Central & Eastern Europe, **Cushman & Wakefield**

As Head of Central & Eastern Europe, Jonathan oversees Cushman & Wakefield's operations across the region, with over 1100 staff in six countries (Czech Republic, Slovakia, Hungary, Poland, Russia and Turkey) and Cushman & Wakefield Alliance partners in further nine countries across the CEE region. Jonathan is a European Executive Committee Member of Cushman & Wakefield and the Managing Partner of Cushman & Wakefield in the Czech Republic. He is a member of the RICS, IBF Board Member (International Business Forum), and BGMC Board Member.



Marcin Klammer,
Chief Executive Officer for Central and Eastern Europe, **BNP Paribas Real Estate**

Marcin is the Chief Executive Officer for Central and Eastern Europe at BNP Paribas Real Estate, a consultancy specialising in real estate advisory services, including transactions, leasing, valuations, market research, investment advice and property management for all types of real estate. Prior to joining BNP Paribas Real Estate, Marcin spent six years in the position of President of the Management Board at Arcadis, one of the leading global consultancy and design companies in the area of infrastructure, real estate, environment and water management. At the same time as working in his role as the President of the Management Board, he was the European Market Sector Leader for Manufacturing and Technology at Arcadis. He was responsible for the development of clients' capabilities within the manufacturing and new technologies sector across Europe. Before joining Arcadis, Marcin was the managing partner at EC Harris in Poland and a member of the European

Management Team responsible for Central and Eastern Europe and Russia. Marcin is a licensed architect, member of RICS and the National Chamber of Polish Architects.



Mike Atwell,
Lead Director Capital Markets CEE, **JLL**

Eastern Europe, overseeing JLL's Capital Markets business across the region. With a total headcount of over 40, JLL's capital markets team is one of the largest in the region and is considered the leading transactional team in CEE, across all sectors. Having recently joined JLL, Mike is enhancing the team with his regionally diverse experience, giving him a unique perspective on real estate markets today. Mike brings to JLL more than 30 years of experience in the real estate market, including 13 years in Central Europe, during which he was involved in some of the highest profile transactions across the region. He spent his initial years in London and also has spent nine years in the Middle East, in countries such as Dubai, Abu Dhabi, Qatar, Bahrain and Saudi Arabia. Following that, Mike joined CBRE in 2012 as

Head of Capital Markets CEE, based in Warsaw. In January 2016, CBRE transferred Mike to Paris to become Head of Capital Markets.



Richard Curran,
(MRICS) Managing Director Czech Republic, **CBRE**

Richard Curran, the Managing Director of CBRE in the Czech Republic, has over 19 years of experience in the Czech commercial real estate market. He has led the CBRE Czech office since 2008, having joined the company in 2004 to lead the Agency side of the business. During this time, he has overseen the growth of the office from 35 people to over 300, and has been involved in the establishment of the industrial, retail and project management business lines. He has also overseen the acquisition of the EMCM and Impact Corti businesses, and their subsequent mergers into the CBRE Czech business. Richard has an honours degree from the National University of Ireland and is a Member of the Royal Institution of Chartered Surveyors (RICS).

JURY BIOS (continued)



Tina Paillet,
(MRICS) Chair of the Board,
Europe, **RICS**

Tina is currently Chair of the RICS Europe Board, where she will focus her tenure on preparing the profession for the PropTech revolution. She holds a Master's degree from ESSEC School of Management, Paris, and graduated as Architecte DPLG from the Ecole d'Architecture de Versailles.

Tina is an international real estate executive and brings to the table a wealth of real estate experience, including most recently the completion of a 420 000 sq ft office development in the City of London for Generali Real Estate (€26 billion AUM), where over the past nine years she has held the positions of Global Head of Asset Management, Head of UK and North America and Global Head of Projects and Technology. Across these roles, Tina has overseen major projects for the Group, including office and retail developments in France, Italy, Germany, Portugal and Spain. Tina sits on GRE's Investment Committee and has also sourced deals for the group's UK and North American pipeline.



Tomasz Buras,
CEO Poland, **Savills**

Tomasz joined Savills in 2011 as Head of Office Agency and Board Member. He was further promoted to Head of Country in 2014. Under his leadership, Savills business in Poland grew from over 50 to almost 130 staff members and its revenue more than doubled. Savills is active in all main real estate asset classes, i.e. offices, industrial and retail, where its experts provide advisory services to clients in leasing, investment, property management and building consultancy. From 2018, Savills has expanded its services in the capital markets section, adding Corporate Finance & PRS Advisory, and setting up Industrial Investment team, building on the strong e-commerce growth and Poland's strategic location as a gateway between Western Europe and Asia. Prior to Savills, Tomasz spent over 5 years at King Sturge. Before that, he worked at Corporate Solutions at JLL. He is a graduate of the Warsaw School of Economics, a member of the Royal Institution of Chartered Surveyors, MRICS and a CCIM specialist.



Tomasz Trzosło,
Managing Director Central
& Eastern Europe, **JLL**

Tomasz is now Managing Director for JLL in the CEE, having taken over the role in the CEE at the end of 2018. He oversees JLL activities in the region (offices in Bucharest, Budapest, Bratislava and Prague, and JLL activities across all countries in the CEE/SEE region). He also continues as the Managing Director of JLL Poland. Tomasz has over 20 years of experience in the Central European real estate markets. He has run Polish capital markets team since 2005, and the wider CEE capital markets from 2008 to 2013. He has participated in numerous transactions across the CEE, including investment, structured equity, fund raising and debt deals. One of his recent accomplishments in his MD role at JLL is the acquisition of REAS, a residential consultancy based in Warsaw, thus allowing JLL to cover all sectors of real estate in Poland, with the plan to roll out the residential advisory services across the region.

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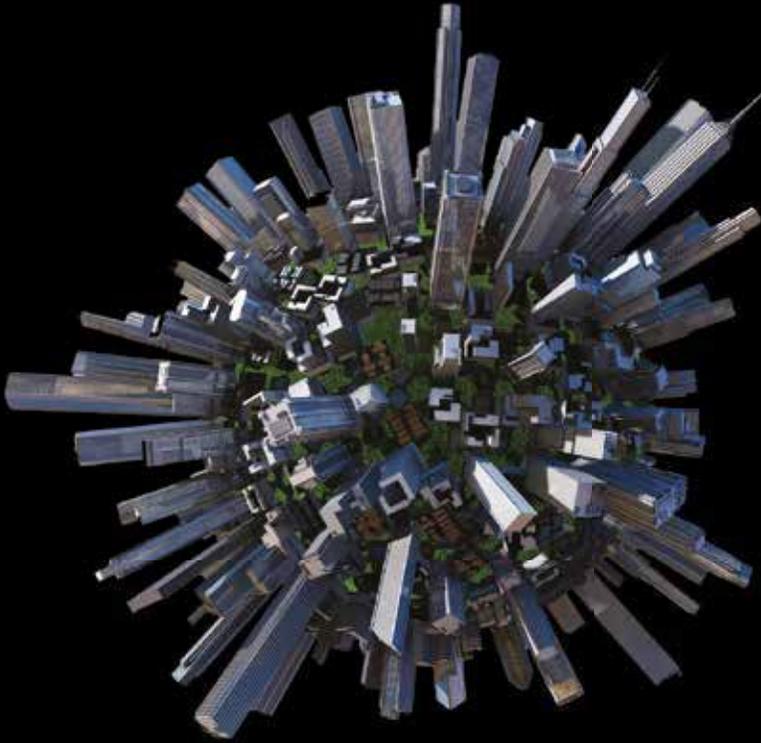


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