

POLAND YOUR PLACE TO INVEST

20



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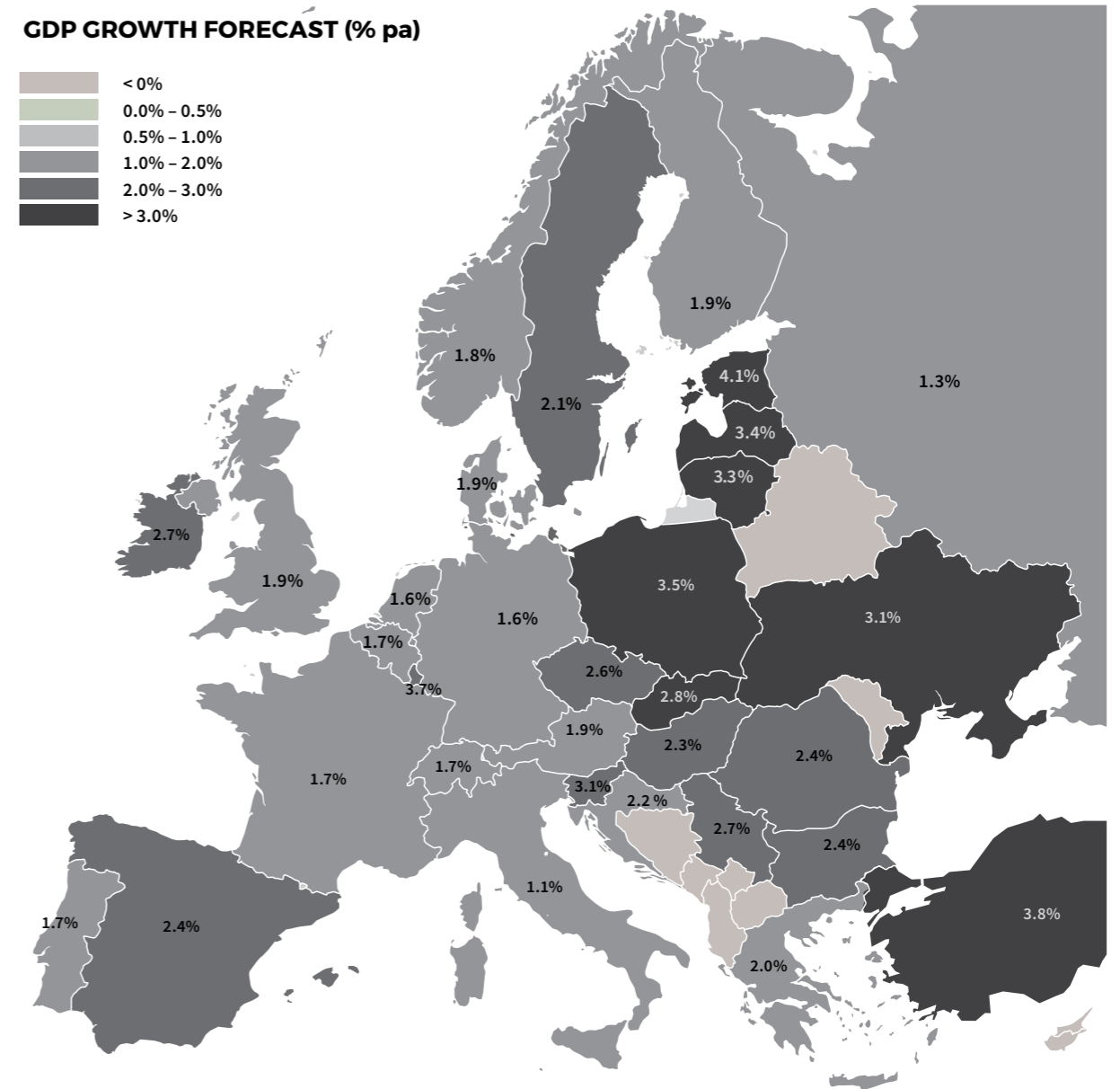
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Photos:

Gdansk: S. Składanowski and Archives of the City of Gdansk
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GDP GROWTH FORECASTS SOLID, PARTICULARLY ACROSS CEE

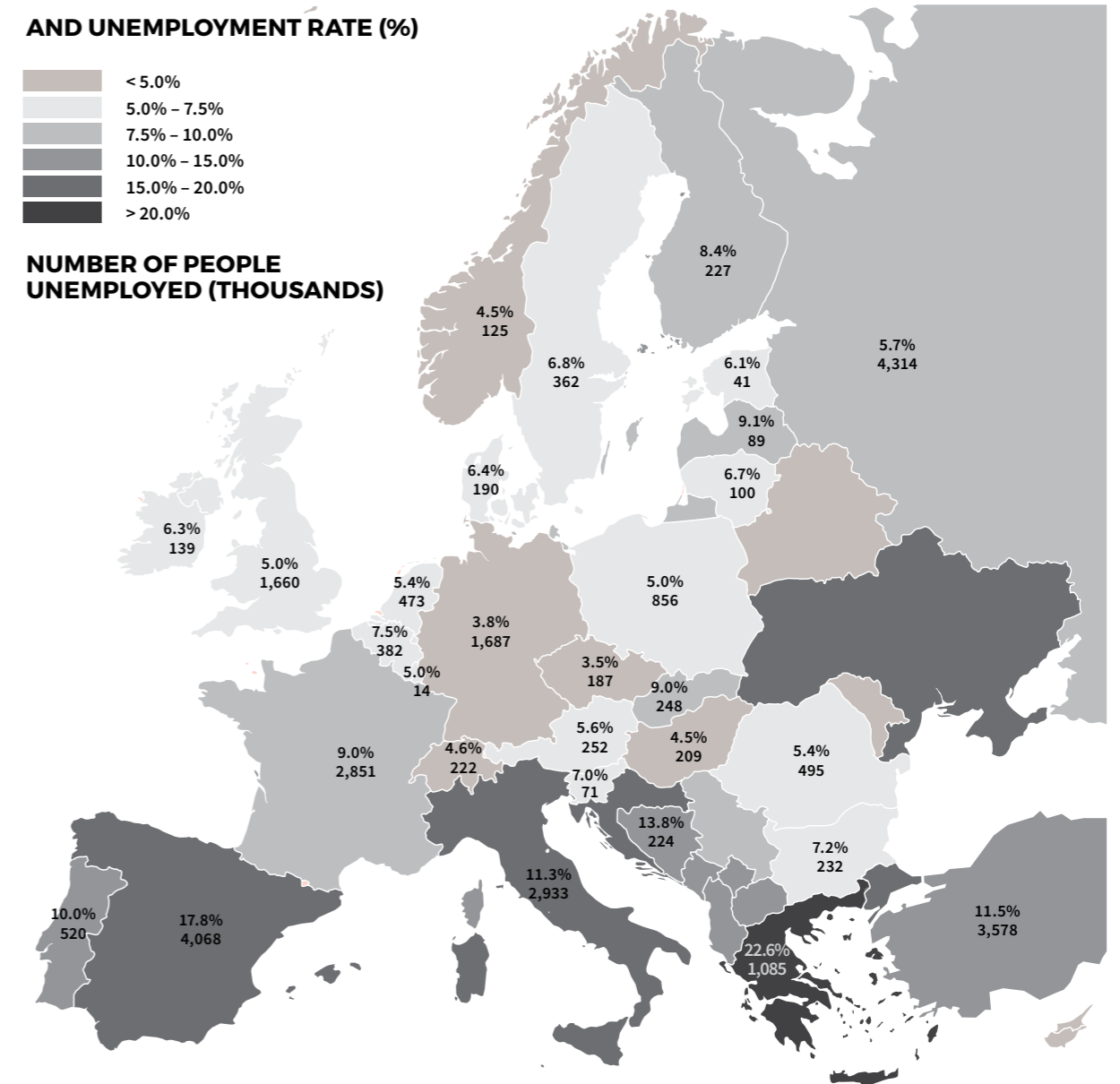
GDP GROWTH FORECAST 2017-2021



Source: Oxford Economics, January 2017

HIGH UNEMPLOYMENT REMAINS AN ISSUE ACROSS SOUTHERN EUROPE

UNEMPLOYMENT RATE (%)



Source: Oxford Economics, January 2017



LABOUR MARKET IN BUSINESS SERVICES CENTERS SECTOR

**WITH A STABLE MARKET AND A FAVOURABLE
MACROECONOMIC SITUATION THE POLISH LABOUR
MARKET SHOWS A HIGH DEMAND FOR NEW HIRES.
AT THE SAME TIME, AN INCREASING NUMBER
OF ENTREPRENEURS MOVE THEIR BUSINESSES
TO POLAND. IN Q1 2017 THE EMPLOYMENT AT BUSINESS
SERVICES CENTERS IN POLAND IN THE LAST YEAR
GROWTH ABOUT 15% (ABSL 2017).**

GDP GROWTH IN 2017

According to the National Bank of Poland the forecast for 2017 GDP growth will be 4.0% with a CPI inflation of 1.9%.

4.0 GDP (%)

RATE OF REGISTERED UNEMPLOYMENT IN POLAND

In June 2017 the unemployment rate decreased by 1.6 percentage points compared to the corresponding period of 2016.

7.1 (%)

TOTAL NUMBER OF JOBS AT BUSINESS SERVICES CENTERS

Services were provided in 38 languages. The most popular - other than English - were German (most challenging to find), French, Spanish and Italian.

244 thousand

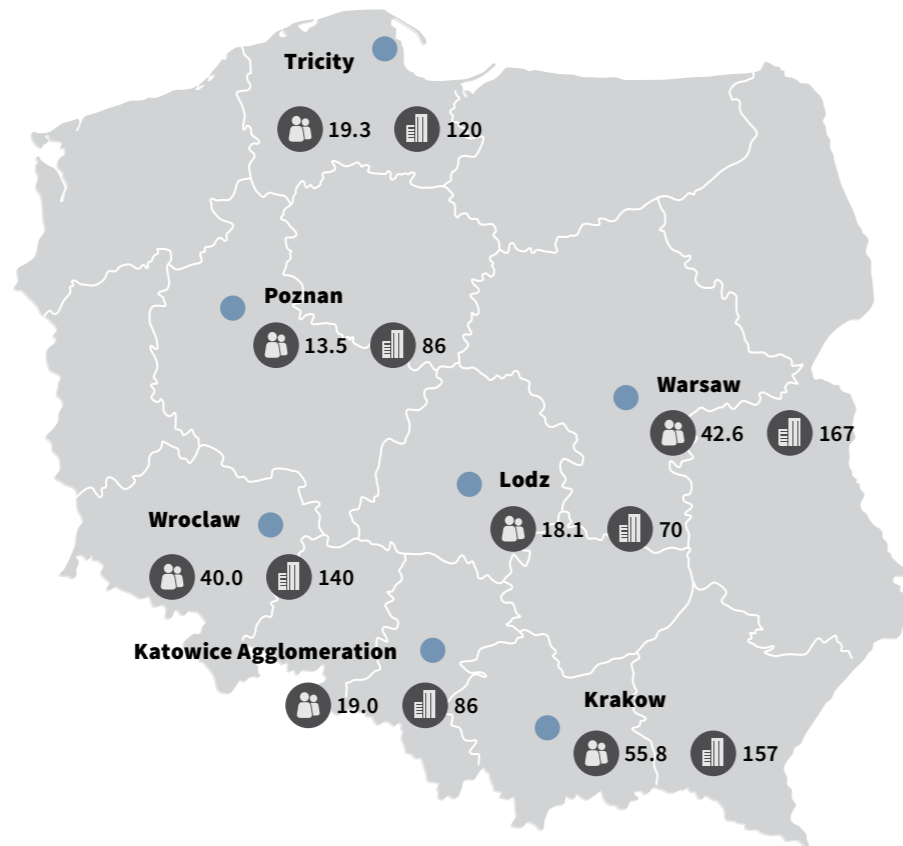
TOTAL NUMBER OF BUSINESS SERVICES CENTERS IN POLAND

The largest category was shared services centers (SSC) (35%) and IT centers (30%).

1.078

Source: Central Statistical Office, National Bank of Poland, ABSL Publication "Business Services Sector in Poland 2017"

HEADCOUNT AND NUMBER OF BUSINESS SERVICES CENTERS IN POLAND (IQ 2017)



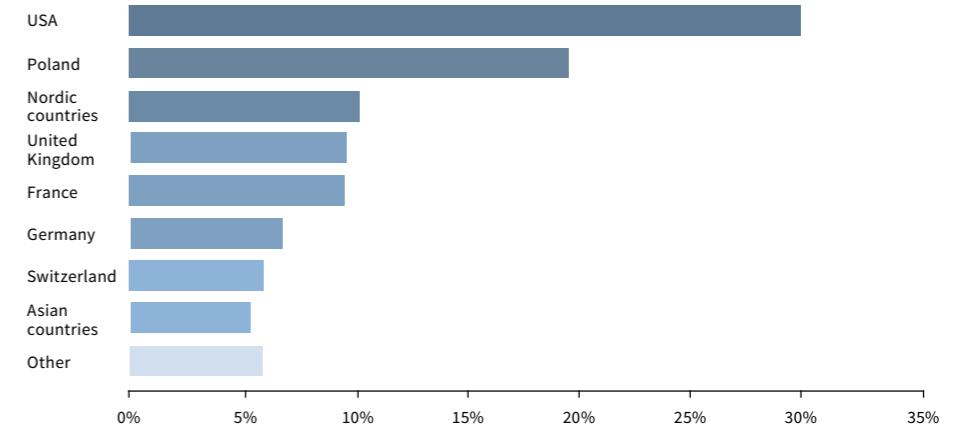
headcount
 number of centers

Source: ABSL report: "Business Services Sector in Poland 2017"

COUNTRIES OF ORIGIN OF BUSINESS SERVICES CENTERS

In terms of headcount the United States' centers have the largest share (30%).

STRUCTURE OF FOREIGN CENTERS BY PARENT COMPANY HEADQUARTER LOCATION



Our analysis of Business Service Centers includes:
 - business process outsourcing centers (BPO)
 - shared services centers (SSC)
 - IT centers and research and development centers (ITO and R&D)

* Nordic countries: Sweden, Finland, Denmark, Norway
 * Asian countries: India, Japan, South Korea, China, Israel, Qatar, Turkey, Singapore, Australia
 Source: ABSL report "Business Services Sector in Poland 2017"

SALARIES AND LANGUAGES USED AT BUSINESS SERVICES CENTERS

For the last years Poland has been home for business service centers of global, multi-national organizations what resulted in rapidly growing demand for bilingual talent. The palette of languages in which the services are delivered is wide, where German and Nordic language skills in combination with English skills are the most sought-after. In the largest BSS hubs in Poland 15% to 20% of total industry headcount are native speakers. The growing demand determined significant salary differences between jobs requiring English skills and these where bilingual candidates fit the best.



10th place

Poland's standing among other European countries in terms of English language proficiency in the 2016 English Proficiency Index survey.

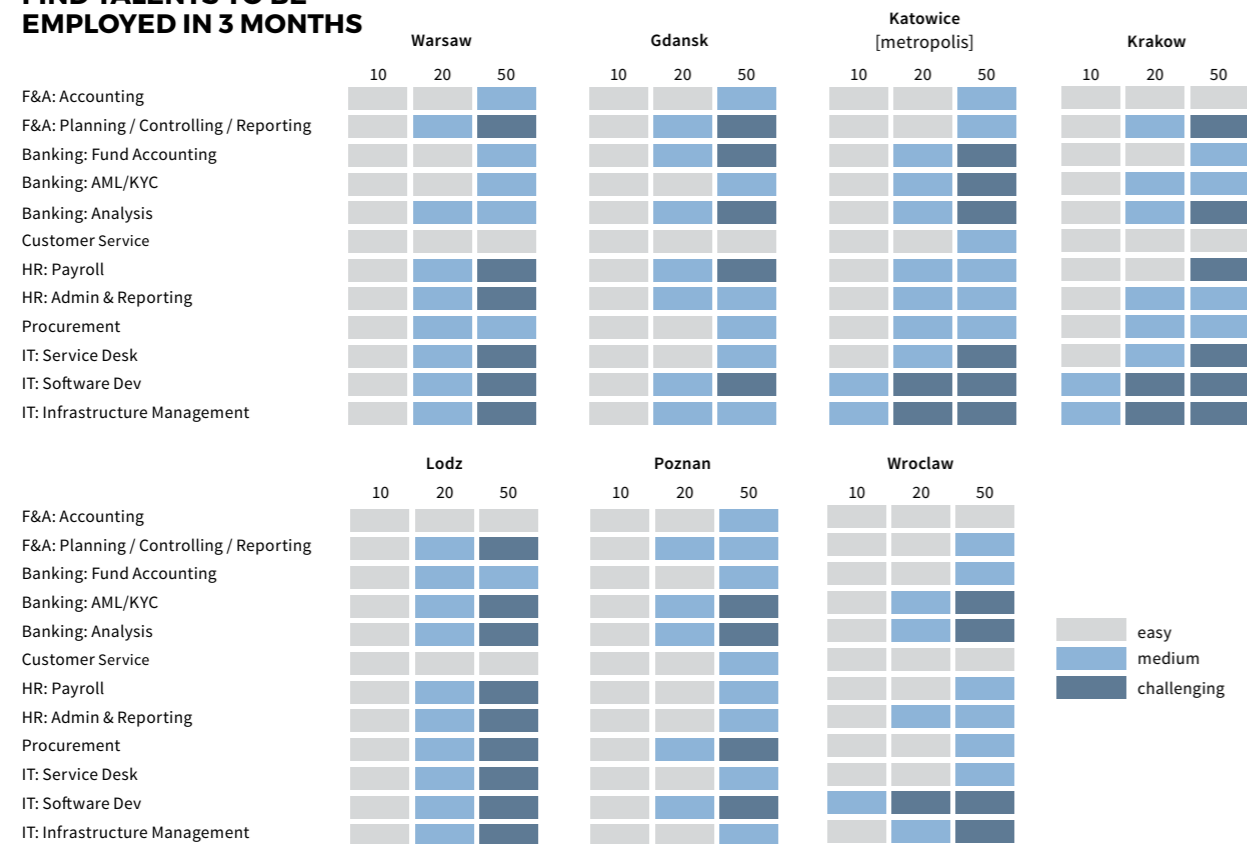
**AVERAGE SALARIES
- EUR PER ANNUM
(2-3 YRS OF EXPERIENCE.
ENGLISH B2/C1)**

Poland versus other locations of the Business Services Sector companies

	Warsaw	Katowice [metropolis]	Krakow	Lodz	Poznan	Tricity	Wroclaw	London	Dublin	Frankfurt
F&A: Accounting	18,000	14,000	16,000	14,000	14,000	15,000	15,000	44,000	40,000	45,000
F&A: Planning / Controlling / Reporting	20,000	19,000	19,000	16,000	18,000	19,000	18,000	57,500	42,500	60,000
Banking: Fund Accounting	15,000	13,000	14,000	13,000	14,000	14,000	14,000	51,500	34,500	50,000
Banking: AML/KYC	15,000	12,000	15,000	11,000	14,000	15,000	14,000	50,000	32,500	50,000
Banking: Analysis	19,000	16,000	16,000	15,000	15,000	15,000	15,000	60,000	37,500	60,000
Customer Service	15,000	12,000	14,000	11,000	11,000	11,000	12,000	35,000	27,500	30,000
HR: Payroll	18,000	12,000	14,000	15,000	14,000	16,000	15,000	47,500	37,500	40,000
HR: Admin & Reporting	15,000	12,000	12,000	11,000	12,000	13,000	12,000	36,000	27,500	35,000
Procurement	18,000	15,000	16,000	15,000	14,000	14,000	16,000	42,500	37,500	45,000
IT: Service Desk	16,500	14,000	15,000	11,000	11,000	12,000	14,000	38,000	35,000	35,000
IT: Software Development	36,000	25,000	27,000	27,000	25,000	25,000	27,000	75,400	65,000	65,000
IT: Infrastructure Management	25,000	20,000	22,000	20,000	20,000	20,000	22,000	75,400	65,000	85,000

Source: Randstad internal data for Q4 2016 based on conducted recruitment projects

**NUMBER OF EASY TO
FIND TALENTS TO BE
EMPLOYED IN 3 MONTHS**



Source: Randstad internal data for Q4 2016 based on conducted recruitment projects

**BONUS FOR LANGUAGE
SKILLS - EUR PER ANNUM**

Spanish / Portuguese / Italian / Russian	2,000
French	2,000
German	3,300
Dutch / Swedish / Finnish / Danish / Norwegian	4,000

**NUMBER OF STUDENTS
(CITIES)**

	Warsaw	Tricity	Katowice [metropolis]	Krakow	Lodz	Poznan	Wroclaw
Number of universities	69	19	20	21	20	21	27
Number of students - total	246,000	86,000	90,000	155,000	85,000	120,000	121,000
Number of students - technical and engineering	22,100	12,300	10,400	21,200	7,300	11,000	17,500
Number of students - information and communications technologies	14,000	3,600	5,500	8,200	6,300	4,300	7,700
Number of students - language studies	9,400	4,200	5,300	8,300	4,200	8,900	6,600

Source: Central Statistical Office (preliminary data as of November 30, 2016).



INNOVATION IN POLAND

IN LINE WITH THE FAST ECONOMIC GROWTH POLISH ECONOMY BECOMES MORE AND MORE INNOVATIVE. OVER THE PAST 20 YEARS, POLAND HAS MADE A HUGE IMPROVEMENT IN INNOVATION. PRODUCTIVITY IN ICT SECTOR HAS INCREASED SIGNIFICANTLY AS WELL AS SPENDING ON R&D. INNOVATION IS SUPPORTED BY THE GOVERNMENT WHICH HELPS BY FUNDING NEW TECHNOLOGIES. THESE FACTORS MAKE POLAND A RIGHT PLACE TO INVEST

SINCE 1995 GDP PER CAPITA (PPS) HAS GROWN FROM 42% OF THE EUROPEAN UNION AVERAGE TO 69% BY 2016. IN ORDER TO MAINTAIN THIS HIGH ECONOMIC GROWTH, IT IS CRITICAL TO FOCUS ON INNOVATION.

Improving levels of innovation in Poland are backed by the record high ranking in the Global Innovation Index which is one of the best tools to compare the levels of innovation between economies. In the 2017 edition Poland ranked the 38th out of 127 countries; a significant improvement from the 56th place out of 107 countries in 2007. The progress of Poland in the Global Innovation Index is backed by the data on the Gross Value Added (GVA) and Employment by sectors. A share of the Information & Communication Technologies (ICT) sector in GVA has significantly increased since 1995 when it stood at 2.7% compared to 4.7% in 2016.

A further increase to 5.2% in 2025 is forecast by Oxford Economics. In the same period, employment in the sector rose from 235,000 to 362,000 employees increasing its share in employment from 1.6% to 2.3%. Further increase to 392,000 (2.4%) in 2025 is forecast. It is crucial to notice that labour productivity in the ICT sector rose by 141% between 1996 and 2016; 55 p.p. more than the rest of the economy. The strength of the Polish ICT sector is proved by skyrocketing export of ICT goods which in 2012 was almost ten times larger than in 2000 (OECD data).

GVA AND LABOUR PRODUCTIVITY



Source: Oxford Economics



ACCORDING TO OECD DATA GROSS DOMESTIC SPENDING ON R&D IN 2015 STOOD AT 1.00% OF GDP, 44 BASIS POINTS MORE THAN IN 2007 (0.56% OF GDP). THE RESULT OF INCREASED SPENDING ON R&D THAT IT IS SKYROCKETING WITH REGARDS TO A NUMBER OF TRIADIC PATENT FAMILIES WHICH HAS MORE THAN TRIPLED SINCE 2007

Strength of innovation in Poland is also proven by a demand for office space. In the last three years an average of ca. 18% of the yearly total take-up in Warsaw was generated by companies from the ICT sector. Some of the most wellknown companies from the sector are present in Warsaw including: Google, Samsung, HP, Microsoft, Oracle, Cisco, IBM and Huawei. Innovation in Poland is strongly supported by the Government. In 2007 the National Centre for Research and Development (NCRD) was established which helps to develop innovation i.a. by partially funding new technologies. In 2016 the NCRD served projects of a total value of PLN 11.6 billion (EUR 2,7 billion). The largest and the most important

projects are: the drone detection and neutralization system, energy-efficient metro of enhanced comfort and safety, non-invasive monitoring in early detection of silent atrial fibrillation, Zika virus vaccine, team simulator of unmanned aerial vehicle, printing ultra-thin conductive lines. As the Polish economy is growing at a fast pace and becoming more innovative, Poland is a good place to invest. In Doing Business 2017 Poland ranked a record high 24th place proving to be an excellent investment opportunity. The record high rank of Poland in Doing Business is backed by high inflows of foreign direct investment (FDI) which in 2016 stood at EUR 12,567 million.



OFFICE MARKET IN POLAND

**POLAND HAS CONSOLIDATED ITS POSITION
AS AN ATTRACTIVE LOCATION FOR INVESTMENT,
MAINTAINING OPPORTUNITIES FOR THE DYNAMIC
GROWTH OF THE OFFICE SECTOR.**

AT THE END OF H1 2017, THE TOTAL OFFICE STOCK IN POLAND WAS ESTIMATED AT OVER 9.6M SQ M WITH A DIVERSE RANGE OF OFFICE BUILDINGS ON OFFER MAINLY IN THE SEVEN LARGEST CITIES. IT IS WORTH EMPHASIZING THAT THE POLISH OFFICE MARKET IS UNIQUE IN TERMS OF NUMBERS OF OFFICE LOCATIONS WHEN COMPARED WITH OTHER CEE COUNTRIES, WHERE ALMOST ALL THE STOCK IS CONCENTRATED IN ONE CITY, WHICH IS TYPICALLY THE CAPITAL. WARSAW REMAINS THE DOMINANT MARKET WITH A TOTAL MODERN OFFICE STOCK AMOUNTING TO 5.16M SQ M, WITH A FURTHER 3.8 M SQ M OF MODERN OFFICE STOCK LOCATED IN SIX MAJOR REGIONAL CITIES: KRAKOW, WROCLAW, TRICITY, KATOWICE, POZNAN AND LODZ. THE REMAINING OFFICE STOCK IS LOCATED IN THE EMERGING OFFICE MARKETS.

Warsaw is the largest and the most expensive office market in Poland. Monthly asking rents range from EUR 20 to 23 per sq m in the prime buildings in the Central Business District, while other central locations varied from EUR 13 to EUR 21 per sq m per month. The asking rents in buildings outside the city centre were quoted at EUR 10.5-16.5 per sq m per month. The capital city is, at the same time, the most dynamically developing market, where the rapid growth of office stock currently outpacing the relatively stable demand resulting in the increasing availability of office space.

The largest regional cities, including Krakow, Wroclaw, Tricity, Katowice, Poznan and Lodz, are also rapidly developing office markets, which offer well-developed business infrastructure and provide a competitive level of investment costs. While in Warsaw it is the financial, public, telecommunication and IT sectors that traditionally make up the largest share of lease agreements volume, in regional cities in the last five years tenants from the growing business services sector have played the essential role. According to our estimates, they currently occupy from 20% of office

space in Tricity to nearly 50% in Krakow, and the percentage will increase together with projected employment growth in the sector, and the opening of other business services centres in Poland.

In comparison to the capital city, the regional cities allow investors to generate savings from lower labour costs while offering a large supply of well-qualified employees and tax incentives in special economic zones. Asking rents in A-class and B-class buildings in most major regional cities range from 8.5 to 15/sq m/month.

Increasing developers' activity has been observed in Poland over previous years and the trend is going to be continued due to the growing amount of entities choosing Poland as the location for their investments. The Polish real estate market is currently in an exceptionally dynamic development phase with 1.7M sq m under construction. According to developer's schedules, nearly 863,000 sq m of office space is due to be delivered in 2017.

Ever improving quality of office space goes hand in hand with the growing expectations of tenants.

Over recent years, partly because of great demand from Polish and international investors from the BPO/SSC, IT and R&D sectors for the highest class modern office buildings, in each of regional cities we can find at least several A-class projects representing the highest global quality, which were completed in the last five years or are currently being developed.

Developers compete strongly amongst themselves not only in terms of location or rent exemptions. Environmental awareness of tenants is causing an increasing emphasis to be placed on energy-efficient buildings, water savings, reduction of heat production and loss, and operating costs optimization. LEED or BREEAM certificates are standard in the majority of new A-class projects, while the owners of older schemes are also trying to retro-certify, or at least implement some green solutions on the occasion of modernization of existing buildings.

WARSAW

//

Total stock:

5.16M sq m

Offices under construction:

750,000 sq m

Asking rents:

EUR 10.5-23/sq m/month

KRAKOW

//

Total stock:

992,200 sq m

Offices under construction:

299,300 sq m

Asking rents:

EUR 10-15.5/sq m/month

WROCLAW

//

Total stock:

873,000 sq m

Offices under construction:

207,000 sq m

Asking rents:

EUR 10-15/sq m/month

TRICITY

//

Total stock:

645,550 sq m

Offices under construction:

150,300 sq m

Asking rents:

EUR 10-13/sq m/month

KATOWICE

//

Total stock:

546,000 sq m*

Offices under construction:

44,400 sq m

Asking rents:

EUR 8-14.5/sq m/month

POZNAN

//

Total stock:

443,300 sq m

Offices under construction:

98,000 sq m

Asking rents:

EUR 9-15.5/sq m/month

LODZ

//

Total stock:

397,500 sq m

Offices under construction:

152,500 sq m

Asking rents:

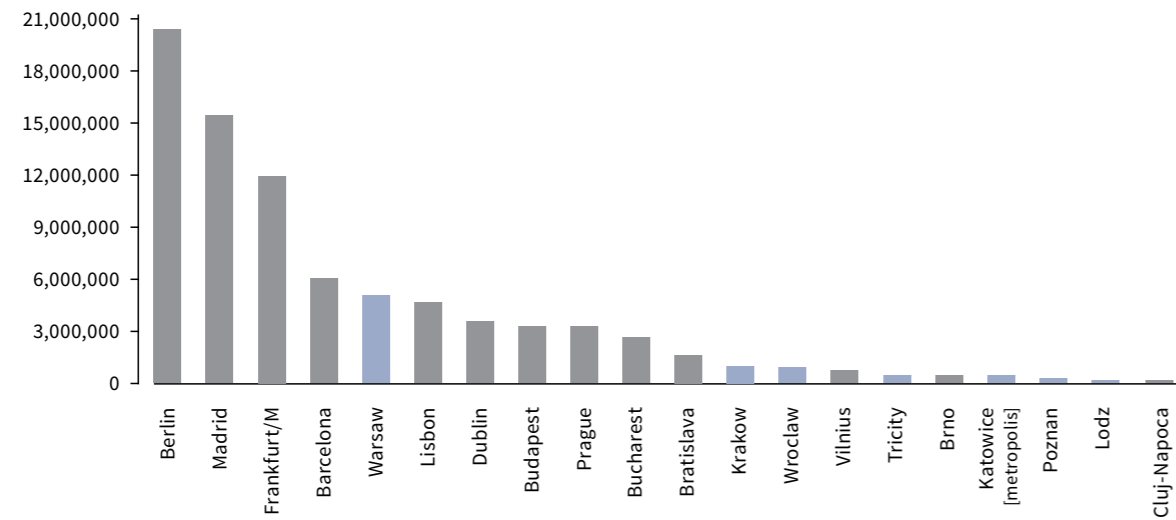
EUR 9-13.5/sq m/month

* Katowice (metropolis)

POLAND HAS A LEADING POSITION IN CENTRAL AND EASTERN EUROPE IN TERMS OF MODERN OFFICE STOCK, WITH A TOTAL OF MORE THAN 9.6M SQ M AT THE BEGINNING OF JULY 2017. WHAT MAKES POLAND SO UNIQUE AMONG ALL OF THE COUNTRIES OF THE CEE REGION IS UNDOUBTEDLY ITS LARGE NUMBER OF URBAN HUBS, SUCH AS WARSAW, KRAKOW, WROCLAW, THE TRICITY, KATOWICE, POZNAN AND LODZ, TO NAME ONLY THE MAIN ONES.

Other cities which offer well-developed infrastructure and trained workforces are also being given a closer look by potential tenants that are looking for high quality office space. The diversified range of properties available is certainly a significant asset of Poland.

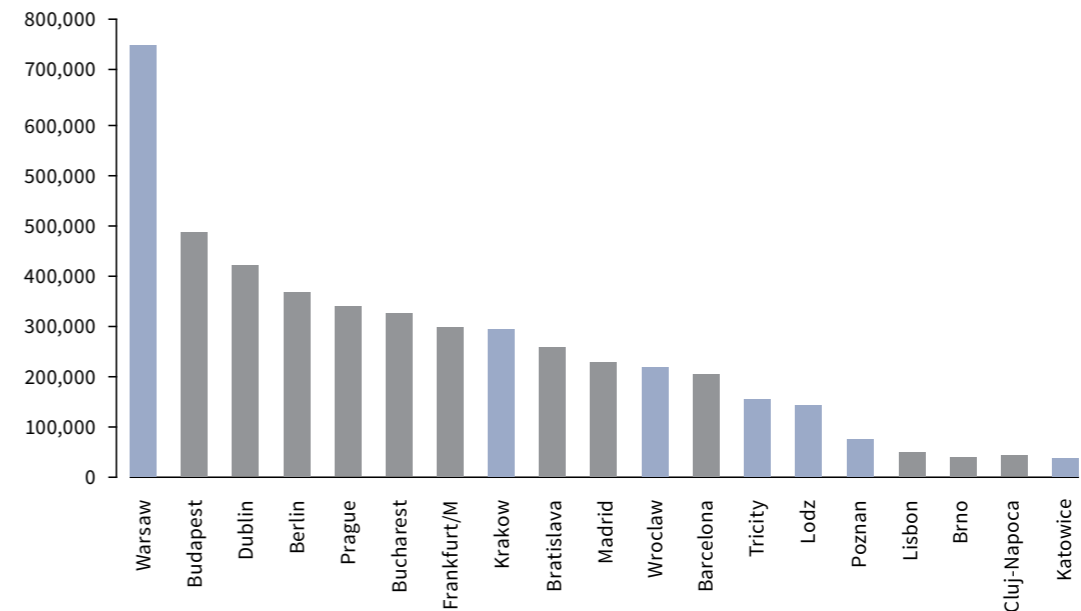
**OFFICE STOCK
(SQ M) H1 2017**



Source: PORF, JLL, Q2 2017

The office market in Poland is not slowing down. Currently, there is approximately 1.7M sq m of new office space under construction, of which 42% is located in Warsaw. These record-breaking volumes have been seen for several quarters now, which shows that new offices are constantly being opened and that new office projects are being started.

**OFFICE SPACE UNDER
CONSTRUCTION (SQ M) H1 2017**



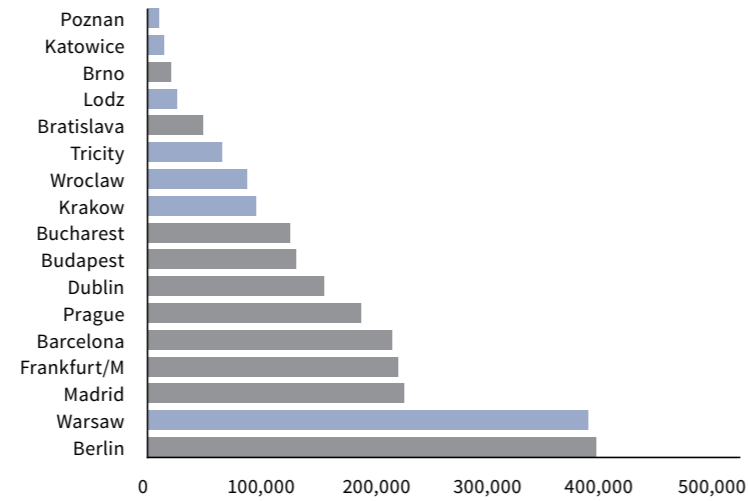
Source: PORF, JLL, Q2 2017

Note: more than 50% of the commenced in Warsaw office projects is to be delivered no sooner than in 2019-2020

The extensive amount of developer activity is mirrored by the high level of occupier activity on the Polish office market. In particular, tenants from the modern business services sector have in the last couple years become important market players in terms of occupied office space, mainly in the regional markets. In H1 2017, companies from that sector were responsible for almost 60% of all take-up registered in Poland (excluding Warsaw). Poland is one of the top countries in Europe when it comes to employment growth (currently holding eighth position in financial and business services). This increase in headcount should have a positive impact on take-up levels and boost the expansion of services in Poland.

It is worth noting that in H1 2017 Warsaw surpassed Madrid, Frankfurt am Main, Barcelona, Dublin and Lisbon – each of which are more mature and well established office markets – in terms of the amount of occupier activity registered. Krakow also outstripped Lisbon in that respect.

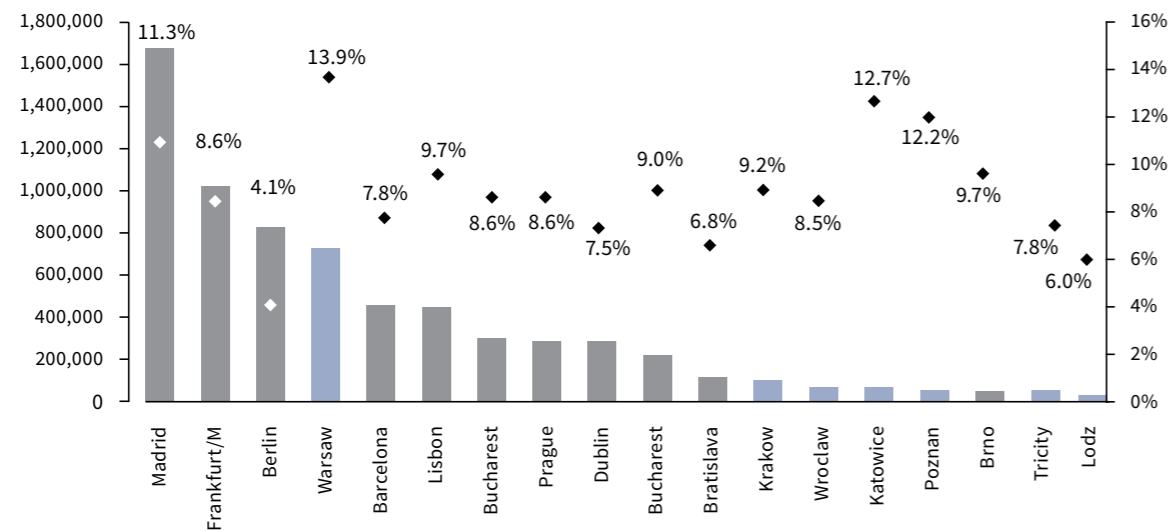
**OFFICE DEMAND
(SQ M) H1 2017**



Source: PORF, JLL, Q2 2017

The analysed seven major Polish office markets offer approximately 1.11M sq m of vacant space available for potential tenants, which is almost the same amount of the available office space in the whole of Frankfurt am Main. The variety of destinations (in terms of both cities and the office projects available within the boundaries of each city) gives potential tenants a good number of options to choose from.

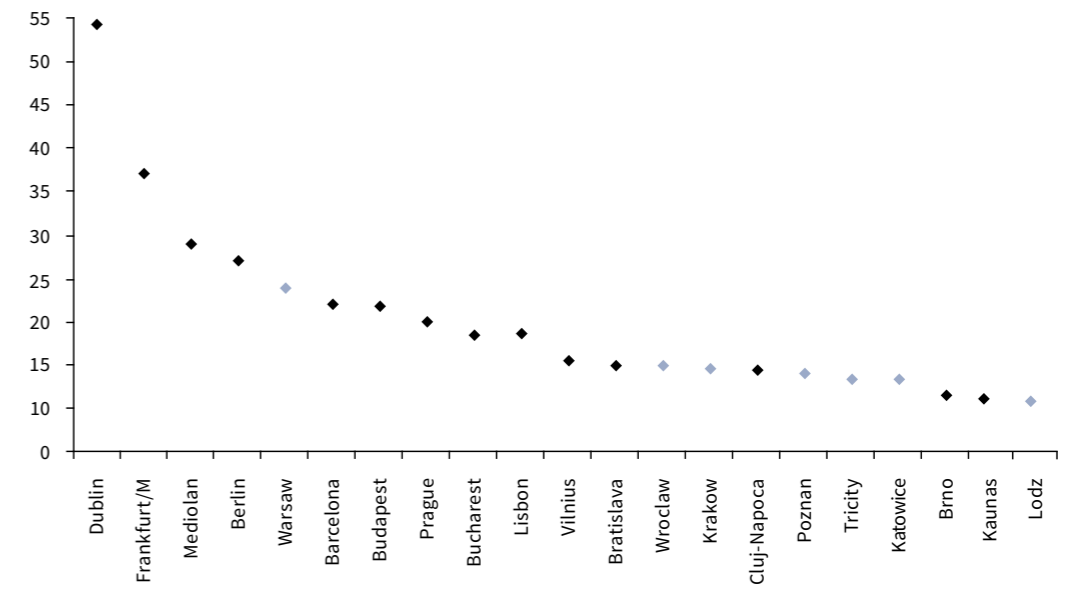
**OFFICE VACANCY RATE (%)
AND VACANT SPACE (SQ M)
COMPARISON, H1 2017**



Source: PORF, JLL, Q2 2017

Prime headline rents in Poland are some of the lowest amongst comparable European cities, providing convenient lease terms for occupiers. Nonetheless, due to the very large pipeline some rental pressures can be seen. The pressure is, however, more likely to be reflected in more generous incentive levels (usually rent-free periods and contributions towards fit-out expenses) rather than reductions in headline rents.

**PRIME HEADLINE RENTS
(EUR/SQ M/MONTH) H1 2017**



Source: JLL, Q2 2017





INFRASTRUCTURE IN POLAND

OVER THE PAST DECADE, POLAND HAS SIGNIFICANTLY UPGRADED ITS INFRASTRUCTURE NETWORK AFTER A RAPID RISE IN PUBLIC INVESTMENTS.

THIS IMPROVEMENT IS EXPECTED TO BOOST THE INFLUX OF OVERSEAS CAPITAL, WHICH HELPS TO DRIVE ECONOMIC GROWTH.

POLAND NOW BOASTS 3,160 KM OF MOTORWAYS AND EXPRESS ROADS, WITH 400 KM OF NEW ROADS IN THE PIPELINE FOR 2017. THE OUTLOOK AT MID-TERM SHOWS AN INCREASE IN ROAD COMPLETIONS BETWEEN 2018 AND 2019.

FLIGHT TIME BY PLANE

The country's airport infrastructure is relatively well-developed with 15 passenger airports handling more than 26 million passengers during the first three quarters of 2016 (a 10% increase from the total for the same period in 2015). The airports of Warsaw, Krakow and Gdansk dominate the country's air traffic.

With almost 20,000 km of railroads, Poland's rail network is the third largest in the EU. More than EUR 15bn is earmarked for track modernization from 2017 until 2020. The Śląskie, Dolnośląskie and Wielkopolskie Voivodships are the districts most well-served by railways.



ROADS AND SEAPORTS

Poland's 11 major seaports on the Baltic coast accommodate both passengers and an international freight. Six container terminals operate within the three main port complexes of Gdansk, Gdynia and Szczecin-Swinoujście. In 2016, Gdansk handled 37M tonnes of cargo (a 3.8% increase year-on-year), and with planned investment of EUR 1.8bn, it is aiming to be Eastern Europe's biggest port.

In the coming years, further improvements are expected, funded in part by a EUR 1.9bn subsidy for 16 Polish transport projects from the EU's Trans-European Transport Networks (T-ETN) fund.



Motorways, express roads

- completed
- under construction
- in a tender
- planned



INVESTMENT INCENTIVES

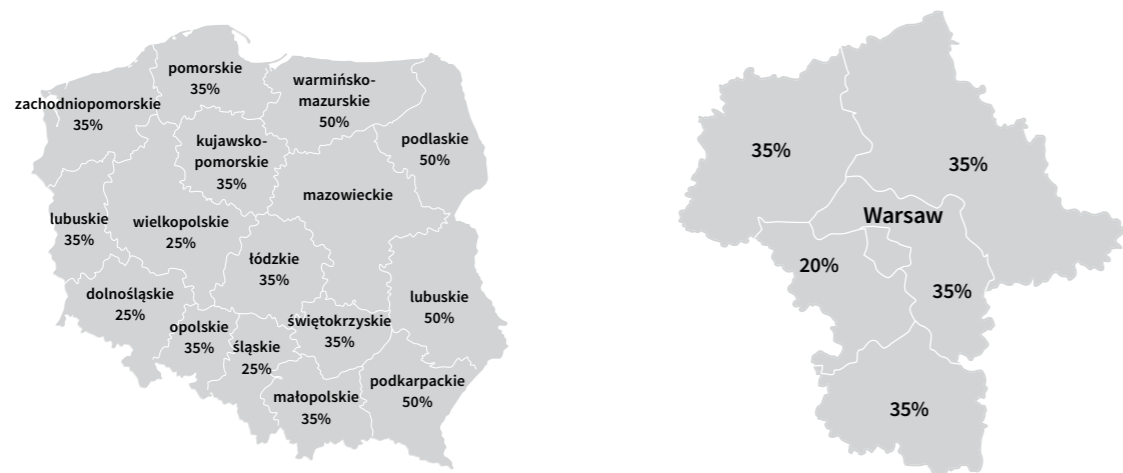
**WITHIN REGIONAL AID IN POLAND
GENERAL CONDITIONS**

INVESTMENT INCENTIVES FOR PROJECTS CONNECTED WITH NEW INVESTMENTS AND JOBS CREATED HAVE TO BE GRANTED ACCORDING TO REGULATIONS CONCERNING THE STATE AID TO COMPANIES¹.

Regional aid is only available for the initial investment². In principle, the investors may join different forms of regional aid but the sum of support may not exceed given limits – the maximum intensity of regional aid. The maximum sum of aid is therefore calculated as the product of an intensity of aid in a given region and the eligible costs of the investment. The eligible costs of the investment include: investment expenditure or a biennial costs of recently employed workers – depending on which category is higher. The investor who is granted the support within regional aid is also obliged to keep the investment for 5 years from the date of its completion (3 years for SMEs³) and keep the jobs created for 5 years from the date of creation of a given job (3 years for SMEs).

A MAP OF REGIONAL AID

Region	Maximum intensity of aid for large enterprises
Warsaw	15% till 2017 10% from 2018
A part of Mazowieckie Province	20%
Provinces: Dolnośląskie, Śląskie, Wielkopolskie	25%
Provinces: Kujawsko-Pomorskie, Pomorskie, Zachodniopomorskie, Lubuskie, Łódzkie, Małopolskie, Opolskie, Świętokrzyskie, a part of Mazowieckie	35%
Provinces: Lubelskie, Podkarpackie, Warmińsko – Mazurskie, Podlaskie	50%



The maximum intensity of aid for small and medium-sized enterprises is 20 and 10 percentage points higher respectively.

¹ The Commission Regulation (EC) no. 651/2014 of 17th June 2014 declaring certain categories of aid compatible with the common market in application of Articles 107 and 108 of the Treaty and the Guidelines on regional State aid for 2014-2020.

² Initial investment means: (a) an investment in tangible and intangible assets related to the setting-up of a new establishment, extension of the capacity of an existing establishment, diversification of the output of an establishment into products not previously produced in the establishment or a fundamental change in the overall production process of an existing establishment; or (b) an acquisition of assets belonging to an establishment that has closed or would have closed had it not been purchased, and is bought by an investor unrelated to the seller and excludes sole acquisition of the shares of an undertaking.

³ Small and Medium- Sized Enterprise according to the definition in the Appendix no 1 to the Commission Regulation no 651/2014.

THE TWO MOST IMPORTANT COMMUNITY LEGAL ACTS REGULATING THE STATE AID ARE:

- Commission Regulation (EC) no. 651/2014 of 17th June 2014 declaring certain categories of aid compatible with the common market in application of Articles 107 and 108 of the Treaty - the support granted on the basis of these regulations does not require notification to the European Commission and
- the Guidelines on regional State aid for 2014-2020 – the aid on the basis of these regulations requires notification to the European Commission every time.

AID INSTRUMENTS FOR THE INVESTORS IN POLAND

GOVERNMENTAL GRANTS

Governmental grants are provided on the basis of Programme for supporting investments of major importance to the Polish economy for years 2011-2023 (further as the Programme), adopted by the Council of Ministers on July 5, 2011 (with further changes). Support is provided in the form of a grant on the basis of a bilateral agreement concluded between the Minister of Economic Development and the investor. The agreement lays down the conditions for the payment of the grant, which, in principle, is paid proportionately to the degree of fulfilling investor's commitments. Support can also be applied for by companies planning the so called significant investments - in various sectors if a project's minimum eligible costs are 750M PLN and creating at least 200 new jobs or 500M PLN and creating at least 500 new jobs; or with minimum eligible costs of 500M PLN and minimum 500 new jobs. Moreover, the investors planning investments in the following priority sectors: automotive, electronic including household appliances, aviation, biotechnology, agricultural and food processing, modern services sector and research and development (R&D) may apply for the grant on the basis of lower entry criteria.

The entry criteria to apply for the grants are as follows:

Sector	Employment	Investment expenditures	Maximum level of support
Employment Grant			
Manufacturing:*	250	PLN 40M	from 3,200 to 15,600 PLN***
BSS	250	PLN 1.5M**	
R&D	35	PLN 1M**	
Significant investment in other manufacturing sectors	200 or 500	PLN 750M or PLN 500M	

* The support is not granted to investment projects located in districts where the unemployment rate is lower than 75% of the country average.

** Excluding costs of office space rent.

*** Plus 20% for location in Eastern Poland.

**** Additionally, 5 percentage points for location in Eastern Poland.

Sector	Employment and Investment expenditures		Maximum level of support
Investment Grant			
Manufacturing:*	50	PLN 160M	from 1.5% to 7.5%**** eligible costs
Significant investment in other sector	200 or 500	PLN 750M or PLN 500M	
R&D	35	PLN 10M**	up to 10% eligible costs

* The support is not granted to investment projects located in districts where the unemployment rate is lower than 75% of the country average.

** Excluding costs of office space rent.

*** Plus 20% for location in Eastern Poland.

**** Additionally, 5 percentage points for location in Eastern Poland.

Within the *Programme*, the aid is provided exclusively for the investment projects which completion in Poland is conditional on receiving a financial grant from the State budget, which is connected with fulfilment of the so-called incentive effect. The operator of the *Programme* and the authority granting state aid is the Minister of Economy. The Polish Information & Foreign Investment Agency (PAIIZ) is responsible for preparing and providing the Interministerial Committee for Investments of Major Importance to the Polish Economy with the dossier of investment projects and for preparing all documents required to carry out the entire procedure of providing financial support. Each project is subject to an individual assessment by the Committee on the basis of detailed criteria laid down in the *Programme*.

TAX EXEMPTION WITHIN SPECIAL ECONOMIC ZONES (SEZ)

The Special Economic Zones are the separated parts of the country where the investors may be given tax exemption (CIT or PIT). There are 14 Special Economic Zones in Poland, each of which is in charge of a number of the so-called subzones. The total area recognized as SEZ in Poland may not exceed 25 thousand ha. At the moment, this area covers 19 thousand ha.

SEZ HEAD OFFICES



In accordance with the rules in force the SEZ will operate till 2026.

Income tax exemption is granted only for operating a business on the territory of one of the 14 SEZ on the basis of permission. The duration of tax exemption is limited to the period of functioning of SEZ (currently till the end of 2026), and the amount of eligible costs and the maximum intensity of regional aid in a given location.

The minimal level of investment enabling a company to utilize the public aid under a SEZ is EUR 100k.

REAL ESTATE TAX EXEMPTION

Some of the municipal councils offer the investors a real estate tax exemption.

The municipal council (gmina council) may, by way of a resolution, establish exemption from real estate tax for entrepreneurs. The resolution defines detailed conditions (usually the requirement is to bear certain capital expenditures or creation of a certain number of jobs) on the basis of which such exemption is offered and its duration.

The period of tax exemption is generally dependent on the investment expenditures and a number of jobs created.

This year changes are planned in the system of investment incentives under regional aid in Poland in terms of the government's investment support programme and within the Special Economic Zones.



WARSAW



“

Warsaw is the most attractive investment location in central and eastern Europe and is hailed for its quality of life achievements. A highly qualified labour force, entrepreneurial spirit and openness make Warsaw a perfect choice for business opportunities from across Europe.

HANNA GRONKIEWICZ-WALTZ
MAYOR OF WARSAW

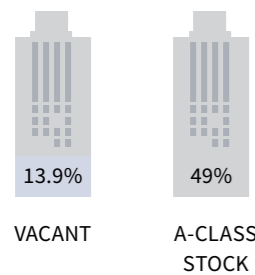
SELECTED TENANTS:

- | | | | | |
|-----------------------|-------------------|------------|--------|-----------|
| - Polkomtel | - Raiffeisen Bank | - Deloitte | - KPMG | - Nestle |
| - Samsung Electronics | - PZU | - EY | - PWC | - Allegro |

STRENGTHS & OPPORTUNITIES:

- The most recognized business destination in the CEE region and the biggest agglomeration of Poland
- Constantly developing transportation infrastructure
- Developed road and public transportation infrastructure
- Considerably high pipeline planned for delivery throughout 2017 - 2018
- Cultural and administrative centre of the country
- High absorption of young population from other agglomerations
- Very high availability of office space, students and graduates
- Rental levels in the non-central markets comparable to other regional cities

OFFICE STOCK (SQ M):



5,161,100
EXISTING

750,000
UNDER
CONSTRUCTION

380,000
PIPELINE BY THE END
OF 2018

OFFICE DEMAND (SQ M):

391,400
TAKE-UP H1 2017

135,000
ABSORPTION H1 2017

350,000
OCCUPIED
BY BPO H1 2017

INVESTMENT MARKET:

5.25%
PRIME OFFICE YIELDS
H1 2017

EUR
285,920,000
VOLUME H1 2017

**REICO, GENERALI,
CROMWELL**
INVESTORS H1 2017

ECONOMY:

Population	1.74M
GDP Growth	4.0%
Unemployment Rate	2.5%
Average Salary	EUR 1,330
Students	257,000
Graduates	64,000
Universities	78
Distance to the airport	15 min
Rating S&P	BBB+

QUALITY OF LIFE / ADVANTAGES OF CITY:

- 72% of Warsaw citizens have a higher education
- 420 hotels operate in Warsaw giving 36.000 beds
- Warsaw took the 9th place in the world in English proficiency
- More than 1M sq m of retail space
- According to the TIAA Henderson report Warsaw is among top ten cities with the forecasted fastest growing GDP for the period 2010 – 2030
- More than 400 km of cycle paths
- 28% of the city is covered by the green areas

CONTACT TO THE CITY COUNCIL



Deputy Mayor of Warsaw: Michał Olszewski
Mail: molszewski@um.warszawa.pl
Phone: +48 22 44 31 017



KRAKOW



Krakow, a centre of modern technologies, growing economy, science and culture, continuously strengthens its image of a competitive and dynamically developing European metropolis. City's investment capital lies in its comprehensiveness, favourable location, developed infrastructure and human resources. Sustainable development policy and business-friendly, multicultural environment are the key factors, that make investors perceive Krakow not only as an ideal location for new ventures, but also as a good place to live in.

JACEK MAJCHROWSKI
MAYOR OF KRAKOW

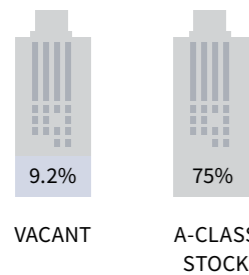
SELECTED TENANTS:

- Delphi
- Cisco
- State Street
- HSBC
- Motorola Solutions
- AON
- ABB
- Euroclear Bank
- Shell Business Operations
- Philip Morris

STRENGTHS & OPPORTUNITIES:

- Strategic and favourable geographical location at the intersection of major tourist and transit routes
- Krakow Airport – 1st place among Polish regional airports – 4,98M passengers supported in 2016, connection with more than 60 airports
- European leader of the IT/SSC/BPO sector – the 8th place in the "Tholons Services Globalization Index 2017" list – ca 160 companies with more than 60,000 employees
- 1/7 of the business meetings (over 5,100) held in Poland took place in Krakow
- Business Services Sector - EUR 1,86BN of generated economic value, 90% employees with university degree, 29 languages used each day
- Krakow for business – the City Office structure includes Investor Support Centre, Entrepreneurs Growth Centre and Entrepreneurs Service Point
- European Cities & Regions of the Future 2016/17 - Financial times fDi - Top 10 Large European Cities - Business Friendliness

OFFICE STOCK (SQ M):



992,200
EXISTING

299,300
UNDER
CONSTRUCTION

247,000
PIPELINE BY THE END
OF 2018

OFFICE DEMAND (SQ M):

98,300
TAKE-UP H1 2017

51,000
ABSORPTION H1 2017

74,600
OCCUPIED
BY BPO H1 2017

INVESTMENT MARKET:

6.25%
PRIME OFFICE YIELDS
H1 2017

EUR
23,000,000
VOLUME H1 2017

FIRST PROPERTY
INVESTORS H1 2017

ECONOMY:

Population	765.3k
GDP Growth	4.9%
Unemployment Rate	3.2%
Average Salary	EUR 1,152
Students	171,000
Graduates	50,000
Universities	23
Distance to the airport	25 min
Rating S&P	BBB+ (stable outlook)

QUALITY OF LIFE / ADVANTAGES OF CITY:

- 12.1M – total number of visitors in Krakow, including 2.9M foreigners
- Main event venues: ICE Krakow Congress Centre – 3.2K spectators, Tauron Arena Krakow – 15K seats and 9K standing places
- Krakow is a UNESCO City of Literature with The Old Town listed as a World Heritage
- Rich cultural offer – more than 2,500 various performances and concerts annually, including 100 festivals
- Excellence in implementation of the clean city transport solutions (Civitas Transformations Award 2016)
- 792 cafes & restaurants in the city center
- A well-developed hospitality market – over 650 facilities providing ca 37.6K beds
- 4.8K ha – total area of city greenery

CONTACT TO THE CITY COUNCIL



Director of the City Development Department: Rafał Kulczycki
Mail: wr.umk@um.krakow.pl
Phone: +48 12 616 15 48



WROCLAW



“

Wroclaw is the top quality destination for businesses, innovators and startups, known to be the city with the best work-life balance in Poland. Education, modern infrastructure, technology driven economy and culture of openness to new people and ideas are the cornerstones of our future development.

RAFAŁ DUTKIEWICZ
MAYOR OF WROCLAW

TRICITY

GDANSK | GDYNIA | SOPOT

“

Tricity is an extremely attractive seaside location which can offer not only high quality of life and urban infrastructure, but also a well-developed and mature market for shared services, which employs nearly 22,000 different types of professionals. This places us not only among national leaders, but also among other locations on the European market - especially in the Baltic Sea Region.

What is more, we observe a continuous and steady raise of the number of new investments, what brings noticeable development in the employment market (at the end of 2011 the sector employed less than 10,000 people).

MIECZYŚLAW STRUK
MARSHAL OF THE POMERANIAN
PROVINCE

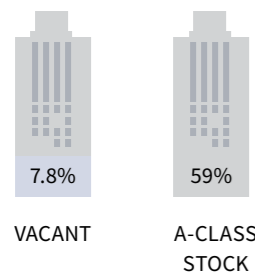
SELECTED TENANTS:

- Thyssenkrupp
- Wipro
- Sony Pictures
- Thomson Reuters
- Kemira
- Arla Foods
- Bayer
- State Street
- Staples
- Alexander Mann Solutions

STRENGTHS & OPPORTUNITIES:

- Major economic hub in the northern Poland
- Stable, developed labour market and skilled workforce
- A well-developed road network
- Friendly investment support network including *Invest in Pomerania* initiative
- Cultural and educational centre of the northern Poland
- High quality of life
- City Outsourcing Star – the largest % growth of economy and IT graduates (January 2014)
- The third largest regional airport in Poland (after Warsaw and Krakow) – over 3.7M passengers in 2015, – over 56 European destinations including all major hubs such as: London, Frankfurt, Munich, Berlin, Amsterdam
- CEE Shared Services and Outsourcing Award for the most dynamically developing city (2017)
- Best connectivity to Nordic countries (eg. up to 4 direct flights per day to Oslo only)
- Growing presence of modern services sector: BPO/SSC investments (120 services centers)

OFFICE STOCK (SQ M):



645,550
EXISTING

150,300
UNDER
CONSTRUCTION

165,300
PIPELINE BY THE END
OF 2018

OFFICE DEMAND (SQ M):

73,850
TAKE-UP H1 2017

51,050
ABSORPTION H1 2017

193,000
OCCUPIED
BY BPO H1 2017

INVESTMENT MARKET:

6.75%
PRIME OFFICE YIELDS
H1 2017

EUR
170,100,000
VOLUME 2016

PHN. INTEL
INVESTORS 2016

ECONOMY:

Population	750k
GDP Growth	2.9%
Unemployment Rate	3.0%
Average Salary	Gdansk EUR 1,160.08 Gdynia EUR 1,028.79 Sopot EUR 1,089.64
Students	93,391
Graduates	24,072
Universities	27
Distance to the airport	15 min
Rating S&P	BBB+

QUALITY OF LIFE / ADVANTAGES OF CITY:

- High quality of life – the convenient communication network, attractive residential areas – reinforcing inflow of talents' acquisition from other locations and also employees relocation
- Major cultural & sports hub hosting numerous significant events
- Healthy living conditions - the sea, numerous city parks, green forrests surrounding the city
- According to Deloitte, Gdansk is the least congested city in Poland
- Mature and developed ICT/BPO/SSC environment (companies, talent pool, education, infrastructure, office space)
- Tricity is ranked 3rd (after Koszalin and Szczecin) with the cleanest air (source: the Ministry of Enviroment)
- 700 km of cycle paths

CONTACT TO INVEST IN POMERANIA INITIATIVE



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Deputy Director of Invest in Pomerania
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Mail: marcin.grzegory@investinpomerania.pl



KATOWICE

(METROPOLIS)



“

As Katowice is the heart of the metropolis, the investors here have access to over 2.2M people characterized by flexibility and adaptivity.

The conveniently located city with 3 international airports in close proximity is an important educational, cultural and economic centre in Poland open to innovations and new investment projects.

MARCIN KRUPA
MAYOR OF KATOWICE

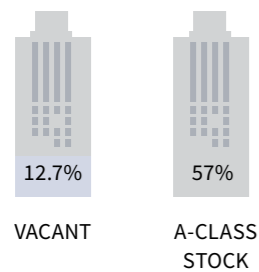
SELECTED TENANTS:

- IBM
- Accenture
- Capgemini
- Rockwell Automation
- Unilever
- PwC
- Groupon
- Sapiens
- Arvato
- Guardian Industries

STRENGTHS & OPPORTUNITIES:

- The leading city of the investment-attractive metropolis constituted by 41 cities and towns
- Important fair and conference centre
- Huge human potential: access to over 2.2M people in the metropolis and to 5M people in the Silesian Province
- Large academic centre with a well-developed network of research centres
- A well-developed road and public transportation infrastructure, 3 international airports in close proximity
- The 5th largest office market in Poland

OFFICE STOCK (SQ M):



546,000
EXISTING

44,400*
UNDER
CONSTRUCTION

10,900*
PIPELINE BY THE END
OF 2018

* KATOWICE

* KATOWICE

OFFICE DEMAND (SQ M):

17,000*
TAKE-UP H1 2017

19,800*
ABSORPTION H1 2017

6,400*
OCCUPIED
BY BPO H1 2017

* KATOWICE

* KATOWICE

* KATOWICE

INVESTMENT MARKET:

7.50%*
PRIME OFFICE YIELDS
H1 2017

EUR
27,750,000*
VOLUME H1 2017

**ECHO POLSKA
PROPERTIES***
INVESTORS H1 2017

* KATOWICE

* KATOWICE

* KATOWICE

ECONOMY:

Population	2.2M
GDP Growth	n/a
Unemployment Rate	5.6% (Silesian Voivodeship)
Average Salary	EUR 1,061 (Silesian Voivodeship)
Students	94,000
Graduates	25,500
Universities	20
Distance to the airport	30 min
Rating Fitch	A-

QUALITY OF LIFE / ADVANTAGES OF THE CITY:

- Green city – more than 46% of the city's area is covered by forests and parks
- Centre and the Spodek Arena, the modern Silesian Museum
- Host city of the United Nations Climate Change Conference COP 24
- The city of great events: Rawa Blues Festival, Tauron Nowa Muzyka Festival, Mayday, OFF Festival, Intel Extreme Masters etc.
- Culture Zone consisting of one of the best concert halls worldwide NOSPR, the impressive International Congress
- Katowice has been declared a Creative City of Music by UNESCO

CONTACT TO THE CITY COUNCIL



Investors Assistance Department
Mail: oi@katowice.eu
Phone: +48 32 259 38 26



POZNAN



“

The biggest asset of Poznan is its diversity. Our city has become the centre of not only an automotive, electromechanical, pharmaceutical production, but also business services and IT. That is why We are able to develop in many directions. Satisfied investors, who decided to set up and extend their activity in Poznan, are our best signature.

JACEK JAŚKOWIAK
MAYOR OF POZNAN

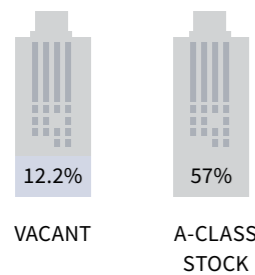
SELECTED TENANTS:

- Franklin Templeton
- McKinsey
- Jeronimo Martins
- IKEA
- MARS
- Roche
- MAN
- GSK
- Bridgestone
- Duni

STRENGTHS & OPPORTUNITIES:

- Fitch Ratings: "A-" with stable outlook
- Efficient public transport and low traffic congestion in the city roads
- High availability of multilingual and well-educated employees
- The most recognizable centre of congresses and conferences (Poznan International Fair)
- A convenient geographical location, halfway between Berlin and Warsaw, easily accessible from all over Europe
- "Outsourcing Star" award in the category "City" – the largest % growth of IT and economy graduates (in the years 2014, 2015, 2016)
- Diversified economy including advanced production, F&A, IT and other services
- "City attractive for business" title – top ranked city in Poland in 2017 by Forbes
- An academic city with 25 higher education institutions and 32,000 graduates per year
- Business-friendly city according to fDi Intelligence by Financial Times – Polish Cities of the Future 2017/18' ranking
- Frequent flight connections with biggest European hubs: London and Munich. New routes recently opened, among other Kiev and Lviv
- City support at every stage of the investment process

OFFICE STOCK (SQ M):



443,300
EXISTING

98,000
UNDER
CONSTRUCTION

66,700
PIPELINE BY THE END
OF 2018

OFFICE DEMAND (SQ M):

12,700
TAKE-UP H1 2017

19,200
ABSORPTION H1 2017

6,700
OCCUPIED
BY BPO H1 2017

INVESTMENT MARKET:

6.75%
PRIME OFFICE YIELDS
H1 2017

EUR
65,000,000
VOLUME H1 2017

**UNION
INVESTMENT**
INVESTORS H1 2017

ECONOMY:

Population	550k
GDP Growth	3.3%
Unemployment Rate	1.9%
Average Salary	EUR 1,200
Students	116,500
Graduates	32,000
Universities	25
Distance to the airport	15 min
Rating Fitch	A-

QUALITY OF LIFE / ADVANTAGES OF CITY:

- The second highest GDP per capita in Poland (EUR 20,600)
- Bicycle-friendly city. Facilities for cyclists include 88 rental locations and 923 bicycles for rent
- 130 accommodation operate in Poznan giving over 10,000 beds, both big brands hotels and independent facilities
- First city in Poland to launch car sharing system with 200 hybrid and electrical cars, starting October 2017
- The hotel market is booming: Hampton by Hilton, Moxy by Marriott, Curio by Hilton, Hotel Park Inn by Radisson are under construction. The city also offers another attractive real estates for the hotel industry
- 4 lakes within the city limits of Poznan give a number of possibilities for leisure time activities (Malta, Kierskie, Strzeszyńskie, Rusałka)
- A great variety of restaurants with excellent regional and worldwide cuisine (run by the winners of Polish edition of Top Chef)
- Leader in terms of culture and creativity in Poland according to the European Commission's "Cultural and Creative Cities Monitor"

CONTACT TO THE CITY HALL



Head of Investor Relations Department: Marcin Przyłębski
Mail: inwestor@um.poznan.pl
Phone: +(48) 61 878 54 28

POZnan*



LODZ

“

Lodz is a city with character. Each year it becomes a more and more attractive place to locate investments. The opportunities that appear in connection with the revitalization process and the New Centre of Lodz project as well as the Poland's candidacy to host the Expo 2022 are the factors that distinguish us from other regional cities.

HANNA ZDANOWSKA
MAYOR OF LODZ

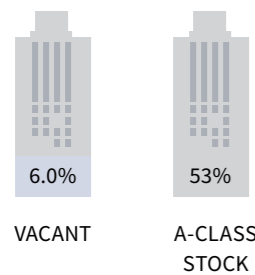
SELECTED TENANTS:

- Infosys Poland
- Fujitsu Technology Solution
- TomTom
- DHL
- Cybercom
- Barry Callebaut
- Nordea Operations Centre
- Flint Group
- Takeda
- Clariant Services

STRENGTHS & OPPORTUNITIES:

- Best-communicated city in Poland (A1 – A2 crossroads); S8 expressway
- Constantly growing supply of modern office space
- Biggest revitalization project – New Centre of Lodz with the most modern underground railway station in Europe – Lodz Fabryczna and availability of modern office space
- Competitive rental rates compared to other regional cities; office space concentrated in the city centre
- Excellent cooperation with local authorities – 1st place in this category according to the annual ABSL report – in 2016 and 2017
- Improving image of the city due to a number of new investors and infrastructure improvements
- Unique programme for employers and students – „Młodzi w Łodzi” (Youth in Lodz)
- The access to 1.2 million people in the agglomeration thanks to the Lodz agglomeration railway
- Official candidate to host EXPO 2022
- Investor Service and International Cooperation Bureau supportive at every stage of the investment

OFFICE STOCK (SQ M):



397,500
EXISTING

152,500
UNDER
CONSTRUCTION

125,000
PIPELINE BY THE END
OF 2018

OFFICE DEMAND (SQ M):

29,700
TAKE-UP H1 2017

35,900
ABSORPTION H1 2017

27,300
OCCUPIED
BY BPO H1 2017

INVESTMENT MARKET:

7.50%
PRIME OFFICE YIELDS
H1 2017

EUR
66,000,000
VOLUME 2016

**GTC (LONE STAR)
ECHO POLSKA
PROPERTIES
BENSON ELLIOT
INVESTORS 2016**

ECONOMY:

Population	696.5k
GDP Growth	2.3%
Unemployment Rate	7.3%
Average Salary	EUR 980
Students	80,000
Graduates	22,000
Universities	21
Distance to the airport	15 min
Rating S&P	BBB+

QUALITY OF LIFE / ADVANTAGES OF CITY:

- Close proximity to two international airports – Lodz (Reymont) – 15 min; Warsaw (Chopin) – 60 min
- Several festivals recognized in whole Poland and Europe – e.g. Light Move Festival, Łódź Design Festival, Transatlantyk Festival, Fotofestiwal, Soundedit, Fesitwal Komiksu i Gier
- Public bike in Lodz – started in the end of April 2016
- 30% of the city covered with green areas
- New Centre of Lodz with office, residential, commercial, cultural and entertainment functions
- Agglomeration railway – easy access to cities in the region (1.2 million people)
- Spatial revitalization – large-scale renewal

CONTACT TO THE CITY COUNCIL



Director of Investor Service and International Cooperation Bureau: Adam Pustelnik
Mail: boi@uml.lodz.pl
Phone: + 48 42 638 59 39





CONTACT DETAILS

POLISH OFFICE RESEARCH FORUM (PORF)



Consists of six real estate services firms: **CBRE, Colliers International, Cushman & Wakefield, JLL, Knight Frank and Savills.**

The representatives of these companies aim to standardize indices published through collection and comparison of quarterly data.



CBRE COLLIERS CUSHMAN & WAKEFIELD



Joanna Mroczek
Senior Director, Research & Marketing
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Mail: joanna.mroczek@cbre.com



CBRE Group, Inc. a Fortune 500 and S&P 500 company headquartered in Los Angeles, is the world's largest commercial real estate services and investment firm (in terms of 2015 revenue).

In Poland the company is present since 2000 and currently employs almost 1,000 staff in 9 offices located in Warsaw, Gdansk, Krakow, Poznan and Wroclaw. By developing a long-term relationship with a CBRE service team, you can be sure that you have a network of talented and committed people all working towards a common goal: the success of your business.

CBRE offers strategic advice and execution for property sales and leasing, corporate services, property, facilities and project management, mortgage banking, appraisal and valuation, development services, investment management, and research and consulting. Please visit our website at www.cbre.pl.



Dominika Jędrak
Director Research and Consultancy Services
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Colliers International is a global leader in commercial real estate services with 16,000 professionals operating from 554 offices in 66 countries. With an enterprising culture and significant insider ownership, Colliers professionals provide a full range of services to real estate occupiers, owners and investors worldwide. Services include brokerage, global corporate solutions, investment sales and capital markets, project management and workplace solutions, property and asset management, consulting, valuation and appraisal services, and customized research and thought leadership. Colliers has been active on the Polish market since 1997 and operates through offices in Warsaw, Krakow, Wroclaw, Poznan, Gdansk Katowice and Lodz with over 250 employees in total. The company has been often honored for its achievements by industry organizations such as Eurobuild, CIJ Journal, CEE Quality Awards and the International Property Awards. Colliers has also been recognised in "Gazele Biznesu" ranking for being one of the most dynamically developing companies in Poland.



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Cushman & Wakefield is a leading global real estate services firm that helps clients transform the way people work, shop, and live. Our 43,000 employees in more than 60 countries help investors optimize the value of their real estate by combining our global perspective and deep local knowledge with an impressive platform of real estate solutions. Cushman & Wakefield is among the largest commercial real estate services firms with revenue of \$5 billion across core services of agency leasing, asset services, capital markets, facility services (C&W Services), global occupier services, investment & asset management (DTZ Investors), project & development services, tenant representation, and valuation & advisory. To learn more, visit www.cushmanwakefield.com or follow @CushWake on Twitter.

JLL KNIGHT FRANK SAVILLS



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JLL (NYSE: JLL) is a professional services and investment management firm offering specialized real estate services to clients seeking increased value by owning, occupying and investing in real estate. JLL is a Fortune 500 company with, as of December 31, 2015, revenue of \$6.0 billion and fee revenue of \$5.2 billion, more than 280 corporate offices, operations in over 80 countries and a global workforce of more than 70,000. On behalf of its clients, the company provides management and real estate outsourcing services for a property portfolio of 372 million square meters, and completed \$138 billion in sales, acquisitions and finance transactions in 2015. As of September 30, 2016, its investment management business, LaSalle Investment Management, has \$59.7 billion of real estate assets under management. Active since 1994, JLL is the leading advisory company operating on Poland's commercial real estate market. For further information, visit www.jll.pl



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Knight Frank Poland has a quarter of a century of experience and is one of the longest running local international real estate advisory teams. We're proud to be a part of a global network of independent advisors. We employ over 150 experts in Warsaw and 6 regional branches (Gdansk, Katowice, Krakow, Lodz, Poznan, Wroclaw). We specialize in advisory services in investment and developer consulting, property valuations, property management and lease of commercial spaces. Our team of experts analyses the real estate market thoroughly, ensuring our advice is always based on the most actual data. Phone us at +48 22 596 50 50 or visit our website www.knightfrank.com and find out what we do and why you should work with us.



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Head of Research
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Savills is a leading global real estate advisory. The company operates from over 700 owned and associated offices, employing more than 31,000 specialists throughout the world. Savills has operated on the commercial real estate market in Poland since its inception in 2004. The company services the needs of real estate occupiers, developers and investors. Our people combine entrepreneurial spirit and a deep understanding of specialist property sectors with the highest standards of client care. Our range of services includes: leasing services for office, retail, industrial and logistic properties; advisory to occupiers in the process of relocation, consolidation or renegotiation of lease term, acquisition and disposal advisory for office, retail and industrial properties, as well as investment sites; property and asset management, project management (fit-out works, due-diligence reports, ect.); BREEAM and LEED certifications, property valuation and consulting, research and market analysis.

RANDSTAD PAIH RICS



Magdalena Celmer

Randstad Professionals Regional Manager
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E magdalena.celmer@randstad.pl



Randstad Polska is the largest personnel consulting and temporary staffing agency on the Polish market. We are a part of Randstad Holding nv., that was founded in 1960 in the Netherlands. Since then we have expanded our operations to 39 countries, representing more than 90 percent of the global HR services market.

Each day, we support companies seeking the best employees as well as help candidates find an attractive workplace. Teams of highly qualified consultants work in more than 140 offices all over Poland. We provide services to around 1700 employers. We carry out 2000 permanent placement projects annually and employ 26,000 people on a temporary basis every day. Randstad is the winner of "Outsourcing Stars 2016" in the category HR/Recruitment.

More about our offer at: www.randstad.pl



Maria Leszczyńska

Lawyer
Head of Public Aid Group
Foreign Investment Department
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Polish Investment and Trade Agency works to increase the inflow of investments to Poland, develop Polish foreign investments and intensify Polish export. Supporting entrepreneurs, the Agency assists in overcoming administrative and legal procedures related to specific projects as well as helps to develop legal solutions, find a suitable location, reliable partners and suppliers.

The Agency implements programmes dedicated for expansion in promising markets: Go China, Go Africa, Go Arctic, Go India, Go ASEAN and Go Iran. In direct support of Polish companies on the site, the Agency successfully launches foreign branches. Detailed information about the services offered by the Polish Investment and Trade Agency are available at: www.paih.gov.pl/en.



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RICS promotes and enforces the highest professional qualifications and standards in the development and management of land, real estate, construction and infrastructure. Our name promises the consistent delivery of standards - bringing confidence to the markets we serve. We accredit 125,000 professionals and any individual or firm registered with RICS is subject to our quality assurance. With offices covering the major political and financial centres of the world, our market presence means we are ideally placed to influence policy and embed professional standards. We work at a cross-governmental level, delivering international standards that will support a safe and vibrant marketplace in land, real estate, construction and infrastructure, for the benefit of all. www.rics.org.

