

Art Works

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News & Views for the CTP Community
CEE Publication | Spring 2017

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Growth in New Markets

Portfolio expansion outside the Czech Republic

Preliminary Financial Highlights: Year End 2016

In 2016, our main priority was to continue to grow in the markets outside of the Czech Republic—mainly in Romania and Slovakia. We had a successful year in these new markets and were also able to strongly enter into the Hungarian market.

Since we made our push into Romania back in 2014, we have become the number-one developer, with 35% market share. In Hungary we grew both by acquisition and organically. Our portfolio there stands currently at around 300,000 m², making us the second-largest developer in the country after only one year of activity.

In Slovakia—we focused on our clients in the automotive industry—and extended into locations which are key to the suppliers of the Volkswagen, KIA and Peugeot-Citroen plants. Additionally, we are in the final stages of discussions with several clients regarding locations near the Jaguar plant. For some, we have already started development.

Looking ahead, we see a trend of continued concentration in the industrial real estate segment, reflecting the same trend in Western European markets. Greater scale allows us to provide better prices to our clients. This positive trend, clear in both Western Europe and in the more developed markets in the Czech Republic and Poland, will impact also Hungary and Romania.

At the same time, we see opposite price pressure due to greater complexity and difficulty in acquiring necessary permits. The additional requirements, longer approval processes and additional time required increases costs and therefore our prices. Therefore we see a need

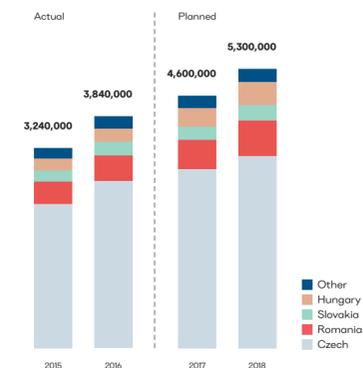
for legislation aimed at streamlining the process and avoiding delays—time is money. Additionally, we see a trend in the significant increase in the price of land as a direct result of these permitting issues, because land with appropriate permits is becoming scarce, and it takes much more time to issue permits. All these factors will work to increase market prices.

Despite these trends, we were able to reach our 2016 revenue targets by taking advantage of the low interest rate environment and successful hedging transactions. Additionally, we successfully refinanced 43% of our portfolio and extended loan maturity beyond 2022, with an average of 6 years compared to 4.5 years in 2014.

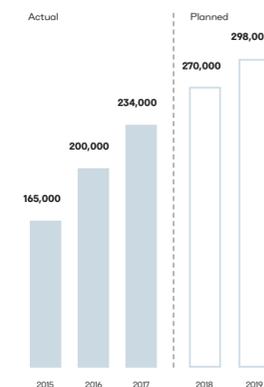
In 2017, we will continue to strengthen our position in our four core markets, primarily through new development because of strong demand for premium space. In 2016, vacancy continued to drop to nearly 4% in the Czech Republic, and we expect that this trend will continue in 2017, possibly even decreasing further.



Radek Zeman
CFO
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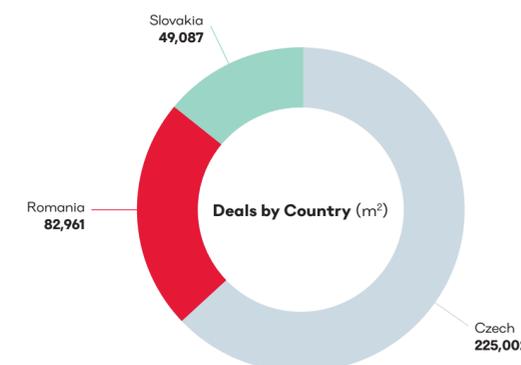
Total Lettable Area (m²)



Gross Rental Income (EUR thousands)

New Deals

Since the September issue of the CTP News our sales and leasing teams have been actively filling up vacant space across the region while closing deals on new premises in all markets. From September 2016 through January 2017, we have agreed deals covering nearly 360,000 m².



11 for 770 mil.

In terms of refinancing, we conducted 11 transactions during 2016, refinancing approximately EUR 770 million of our debt, as we continued to leverage the low interest rate environment, and improving our overall debt position. As the company has grown, we have also diversified our loans among more lenders, cooperating with four new financing partners: MONETA Bank Czech Republic, Raiffeisenbank Hungary, Raiffeisenbank Romania, and K&H Bank Hungary.



entral and Eastern Europe remains our primary focus and it is no overstatement to say that we dramatically strengthened our regional role during 2016. Our business model identifying opportunities and investing into our portfolio just fueled our further growth. CTP reached about 3.7 million m² of premium lettable space in 2016. Thanks to a number of factors, including market demand, the low interest rate environment, and strong financial fundamentals, we shifted forward the target date for achieving 5 million m² goal from 2020 to 2018, which we believe is both realistic and achievable.

As we consolidate our leadership position in the region, we see further growth opportunities, in particular at CTPark Prague North with an e-commerce and logistics/distribution center for Prague and the wider central European region with continuing focus on Romania, Hungary and new projects in Poland.

CTP headcount growth between 2015 and 2016 has reached 40% and currently we employ more than 250 professionals throughout CEE.

We are the new CTP. We have stepped into our regional role. Growing more than ever before, we made a significant mark on the map of Europe in 2016. Full speed ahead in 2017!

Remon L. Vos, FRICS
CEO
remon.vos@ctp.eu

SUCCESS AT AWARDS SEASON

CTP was awarded "Best Warehouse Development and Warehouse Developer of the Year" at the annual CIJ Awards Ceremony in Bucharest, Romania.

Additionally, CTP was awarded 1st place in the hospitality category for Courtyard by Marriott Brno Hotel at Spielberk at CIJ Czech Republic and won the Environmental Social and Sustainability Award for CTPark Voderady at CIJ Slovakia.

SEE US AT MIPIM

CTP top management will attend the world's leading property market MIPIM 2017 in Cannes, France on March 14-17, where, for the third time, CTP will have its own stand. Visit us in Riviera Hall 7 at stand R7.E66.

“What is art?” and “What is it good for?” The answers to these questions are as nearly varied as mankind’s opus of artwork through the ages. Today there is a growing body of scientific research that adds new meaning to the old adage “Art for art’s sake”—with real-world implications for 21st century business.

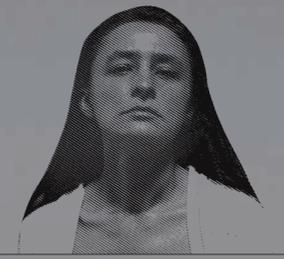
Art Works!

Georgia O’Keeffe - “Abstraction”, 1946
Collection of the Georgia O’Keeffe Museum



“Filling a space in a beautiful way. That’s what art means to me.”

Georgia O’Keeffe
American painter
(1887–1986)



Art is smart
Art makes us smarter. Not just making it, but also—and this is the takeaway for business—simply looking at art makes people think better, solve problems faster, and have generally higher levels of cognitive abilities. That is just one of the important findings from an eight-year study carried out by researchers at the University of Toronto involving participants from seven countries. The study, published in the journal *Brain and Cognition* in 2014, shines new light on how looking at works of art stimulate the brain’s anterior temporal lobe, which, according to the report, is “involved in [...] higher-order conceptual integration of information in relation to objects (e.g. how does a knife function).” In layman’s terms, that means looking at art stimulates the problem-solving and creative-thinking part of our brains.

Research shows that visual art in particular gets the neurons in the brain firing away. Art, in a very real way, is teaching us how to see and how to understand and analyse what we are seeing. These findings are upending the presumption that we are conditioned by culture to appreciate art. The results show that our impulse to engage emotionally with art is biological, not cultural. We are literally wired for art.

Art gets down to business
Evidence from an increasing number of international research projects points to the same result: Art at work increases productivity, enhances office morale, strengthens company identity, and generally makes life at the workplace better for employees, for executives and for customers.

An in-depth survey of more than 100 top UK companies carried out for the British Council on Offices in 2012 underscores this point: the majority of respondents see art as part of 21st century best business practices to improve the workplace experience, boost productivity and strengthen corporate identity—all with a view toward maximising bottom-line results.

People power
Given that for many companies 80% of costs relate to human resources, it’s not rocket science to know that it makes good business sense to ensure that employees feel comfortable, welcome, and inspired at work. This is particularly true for knowledge-based industries, where a company’s reputation and profit is inextricably bound to the talents, energies and commitment of its people.

A case in point: Scientists at the University of Exeter’s Identity Realization (IDR) research group recently published the results of a twelve-year study involving more than 2,000 office workers to measure the tangible effects of space design and aesthetics at the workplace.

In an article published in *Scientific American Mind*, Dr. Craig Knight, the head of IDR, explains how their research shows that paying attention to aesthetics at work has a multi-faceted impact on employees and “influences how much they accomplish, how much initiative they take and their overall professional satisfaction.” Critically, the report concludes: “Employers rarely consider these psychological ramifications—but they should, because paying more attention to workspace design can boost employees’ well-being and productivity at minimal cost.”

Hands-on results
The IDR team discovered that the more involvement staff have in decisions about things like workplace design and the inclusion of art in the office, the happier, healthier and more productive they become. The research involved teams of people asked to do an hour’s work in various types of office environments:

- **Lean:** containing only items necessary for work.
- **Enriched:** including art and plants that have been pre-arranged.
- **Empowered:** the same art and plants, but participants could choose where to place them.
- **Disempowered:** participants could arrange the art and plants themselves, but researchers undid these changes and reverted to the enriched layout.

The results are startling: People who worked in the empowered office were not only happier and healthier than the other groups, they were up to 32% more productive. Those who worked in the enriched office were around 15% faster and more efficient at their tasks than those in the lean office, and they had fewer health-related complaints. Perhaps most telling of all, those in the disempowered group had had the same, lower performance levels of the lean group.

Art for everyone
Of course, in this seemingly endless age of austerity, outlays for art are seen to be difficult to justify. But, the old conception that corporate art has to be expensive is just one more myth being tossed out the window. There is an enormous amount of diverse high-quality and affordable art on the market, often by emerging artists.

While companies like Deutsche Bank have made large investments into world-class art collections, even relatively small investments in office design that places at least as much emphasis on art and aesthetic considerations as on maximising head-count per square metre has been shown to have measurable return on investment.

Like art itself, its benefits in the workplace are multi-faceted, diverse and sometimes hard to quantify. Integrating art into the workplace is one of the tools that an increasing number of companies are finding helps make them stand out amongst competitors, attract and retain the best talent, and boost productivity, team cohesion and corporate identity—all at the same time. Of course, there are always those for whom no explanation or rationale for art is necessary. It is simply enough to know that art makes the world a more beautiful place to be.

Art and Architecture at CTP
CTP has long collaborated with Czech-born architect Václav Hlaváček, of the Czech-Dutch architecture firm—Studio Acht. Václav has been instrumental in bringing art into CTP building concepts and together with up-and-coming Czech artist Marek Čihál has created a number of works that enhance our office and industrial premises. Below are some projects where art has taken on an important role in our developments.



1—Large scale painting in the lobby, Courtyard Marriot Hotel, Brno
2—Interactive light painting in underpass, IQ Ostrava

Vlněna Street Art Event
In November, CTP partnered with renowned visual atelier Draweta., which organized local artists to paint the retaining walls while construction is underway at our new Vlněna office development in Brno.



CTP ArtWall Project
This spring, CTP will be launching an ArtWall competition, whereby artists compete with the best concept to illustrate our large industrial halls in the parks of CTPark Bor, Pohofelice, Ostrava and Humpolec.

Seven smart reasons companies are getting into art:

1 IDENTITY AND BRANDING
Integrating art into the workplace makes a statement: namely, that you value your people and the work environment that you create. This attitude and approach to art becomes part of overall company branding in the minds of its employees and the wider public.

2 ART AND VALUES
Some companies take art to the next level, using it in various ways to celebrate and reflect its identity and values. A company may find a kindred vision in the work of a particular artist, or the diversity of art on display is, itself, part of the broader message.

3 HIRING AND RETENTION
As evidenced in multiple studies, companies that invest in art in the workplace find it paying dividends in many ways. One of the most important is its impact on attracting and retaining the best people, particularly when art is part of a company’s comprehensive approach to employee satisfaction at the workplace.

4 PRODUCTIVITY BOOSTER
People who work in offices with art—and even better—who have some say in what art is displayed and/or how it is integrated at work, are more than 30% more productive than people who sit in cookie-cutter cubicles with computer screens as their only source of visual stimulation.

5 ART FOR CSR
Unsurprisingly, companies are finding that sponsorship and patronage of the arts is good for their Community and Social Responsibility profile. There are many ways to do this, including collecting art, sponsoring prizes and competitions, and working with social outreach groups to help foster arts education among the disadvantaged.

6 ART MAKES WORK INTERESTING
This is not something that smart companies are taking lightly. The established trend of flexible work hours and the ability to work not just from home, but literally almost anywhere, adds new pressures on employers to find ways to make coming to work attractive. Having art integrated in the workplace has proven to be a low-cost way to make people want to be in the office.

7 ART INSPIRES
It shouldn’t be surprising that art inspires us. Now we have scientific proof. Companies that want the best from their people are finding that art at work doesn’t just make people work faster, it helps to inspire new ideas and solutions.



C: The Studios

Refurbished historic properties that are ideal for showrooms, start-ups and creative teams.



D: Student Residence

Ponávka D is a new living concept providing affordable and stylish accommodation within a dynamic social community. The stylish and well-appointed rooms at D were designed to help Brno's top students jump-start their careers, and expand their networks—both personal and professional.



B: CTBox Units

Smaller-scale, mixed-use facilities that offer the three-in-one functionality of shop floor, warehousing and office facilities under one roof. Ideal for R&D, light industrial, last-mile logistics, wholesale and distribution activities.



A: The Offices

Ideal for a wide range of uses, including regional headquarters, IT development and R&D, sales offices, advisory and professional business services, and customer support centres. Buildings features include underground parking, secure front desk reception, and stylish design that makes use of natural light and natural building materials such as wood and brick.



Ponávka's unique mix of businesses and buildings creates a dynamic campus, fostering workplace innovation and a community spirit.

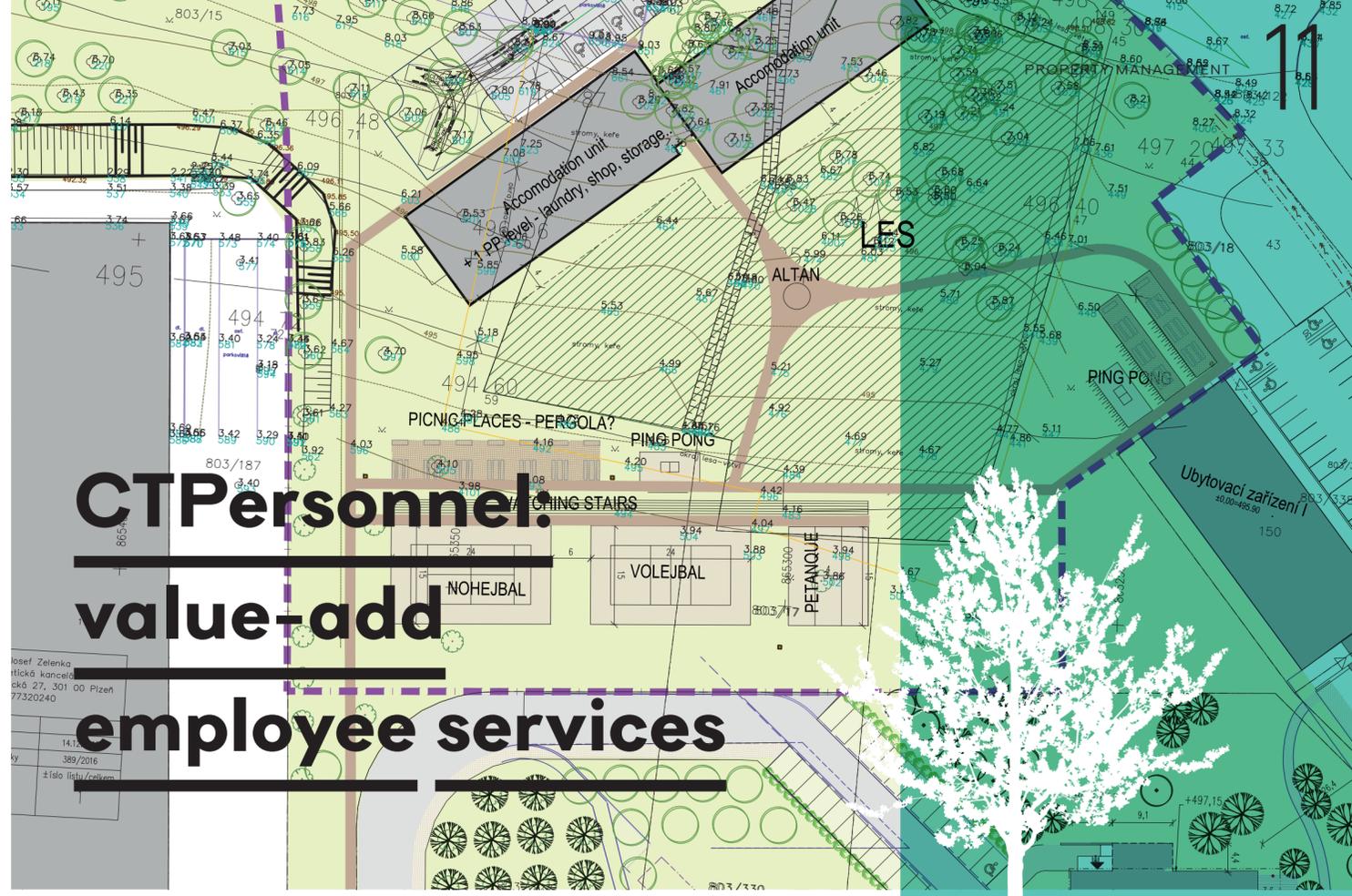


- Ponávka: Central location**
- Close to the Brno historic centre
 - Main railway station only 5 minutes walk
 - 3 minute walk to Vaňkova shopping centre
 - Main bus station only 2 minutes walk
 - 5 minute drive to D1 and D2 highways



Office A3 (Q4 2017)

New CTBox (10/2017)



While companies have moved to CTPark Bor to leverage the wage gap vis-à-vis western European countries, the recent economic growth in the Czech Republic has driven unemployment to historic lows while increasing wage levels. In direct response to these concerns of our clients and provide a solution to cope with seasonal labour requirements, we built an accommodation facility for 400 workers—which turned out a resounding success. We are now planning Phase II.

While answering client needs, the projects at CTPark Bor also attend to employee needs. Apart from increased wages, workers also are demanding more on-site amenities, and we built an onsite convenience store and medical centre, as well as improved the landscape with recreation & exercise areas, and invested in greenery to make the park a more enjoyable workplace.

To help our clients with staffing needs, we created a purpose specific company, CTPersonnel. On the other end, we developed an online job-matching platform, skvelaprace.cz, which acts as a portal for job seekers to discover available jobs at our CTParks. The portal is beginning to show great results, and use by clients is increasing, not only at CTPark Bor, but across the country.

With client response to the pilot project in CTPark Bor so positive, we will seek to replicate these successfully-tested projects at other locations in CEE based on local economic conditions and client requests.

To contact CTPersonnel: jobs@ctp.eu



Jakub Teplý
Greenery Manager

GREEN IS THE NEW BLACK

"The amount of greenery and its various forms provide a positive aesthetic, softening the edges of our large halls and the industrial activities that take place within. Green areas around the buildings act as an oasis of calm, where people meet and relax, clear their mind, and return to work refreshed, and more efficient.

Incorporating best practices learned in the development of the award-winning Spilberk office centre in Brno, we landscape our CTParks with the same principles: with greenery such as trees, shrubs and grasses, and water features, enabling water recycling and preventing erosion.

Greenery also captures carbon dioxide and dust from the air and reduces noise pollution. This is not only good for the people who work in the park, but also the surrounding population—an important stakeholder in our projects.

In 2016, we planted some 200 trees and 6,500 shrubs at CTPark Modřice, CTPark Brno, Spilberk, and Blučina. In 2017, we will plant around 1,000 trees and 34,000 shrubs, mostly in our parks in Slovakia."

WITH GROWTH COMES RESPONSIBILITY

According to the latest numbers, more than 53,000 people currently work in CTP's industrial areas and office parks in the CEE region. The total number of jobs created within the CTP portfolio increased nearly 13%—up from 47,000 in 2015—not to mention the thousands of indirect jobs that arise as a result of CTP and its clients' investments. In response to this increasing number of employees, we have a responsibility to continually improve services in all our developments.

To assist this growth, we have increased our staff in the property management department to better service our clients and take care of any request swiftly. We aim to improve on our goal to resolve 95% of all service requests within five working days. And during this year, we are working on a new service desk application for better documentation of requests, while at the same time keeping the personal approach that clients require.



Barbora Yousseff
Head of Property Management, Brno Region

Ponávka Blooming

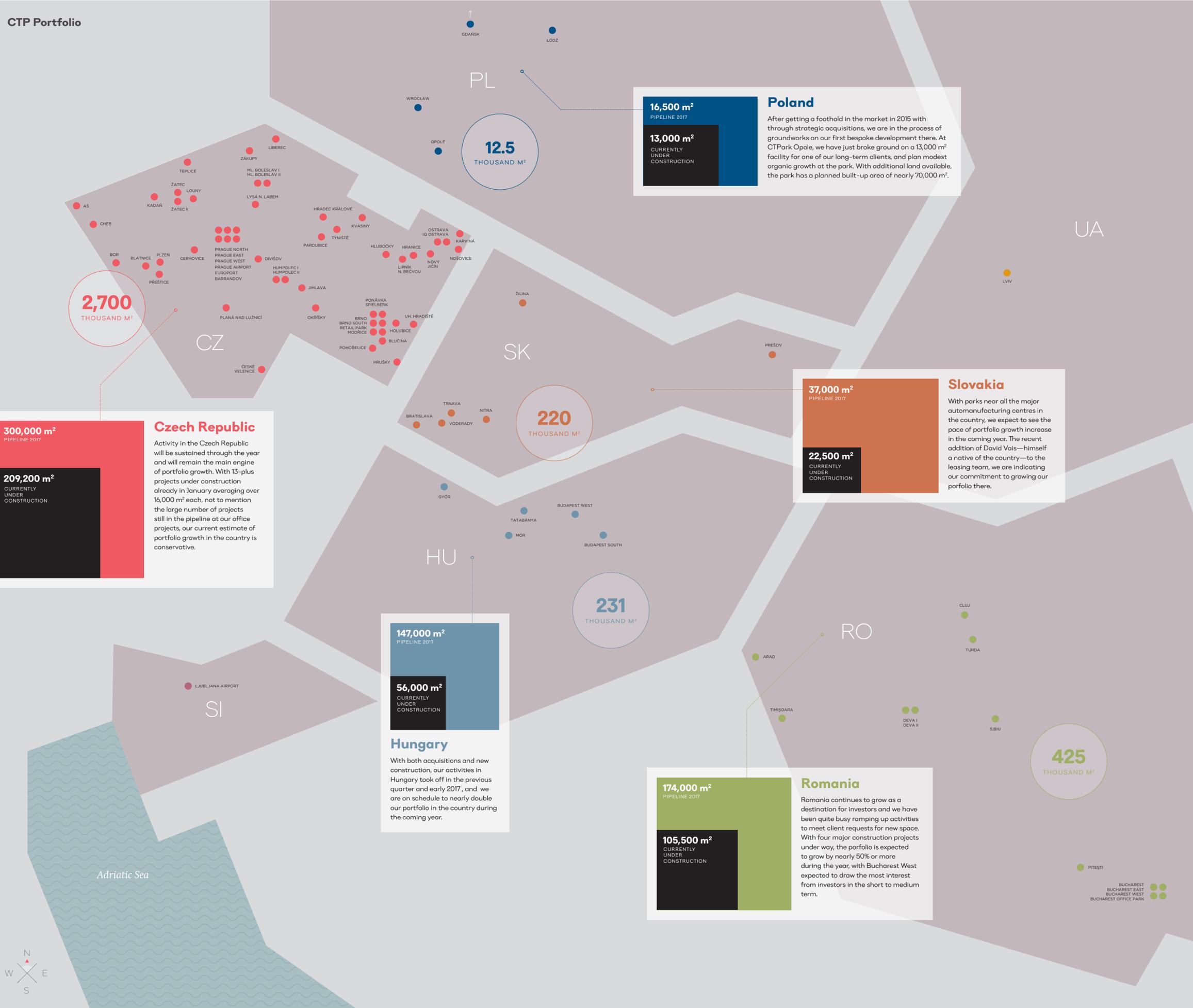
Ponávka is in constant flux: the dynamic business park is adding a new student housing complex, additional amenities, CTBox units as well as more offices—all of which are planned for completion before end 2017.

Since the last CTP News, Ponávka has registered high client interest, and has welcomed Českomoravský cement and Easit to the park, who together took up approximately 2,700 m² of office space. Due to the increased interest, we will be adding a new office building, A3, which will be connected by skybridge to A2 enabling a 4,000 m² floorplan: ideal for large clients. Completion is scheduled to Q4 2017.

As all CTBox units are occupied, we will be developing an additional 3 units, planned for move in by October this year.

With all the activity and new clients—as well as the student housing (see back page)—additional parking, new restaurants, as well as greenery improvements are all in the works to make the whole park a convenient and pleasant place to work.

Watch a video about Ponávka at ponavka.eu

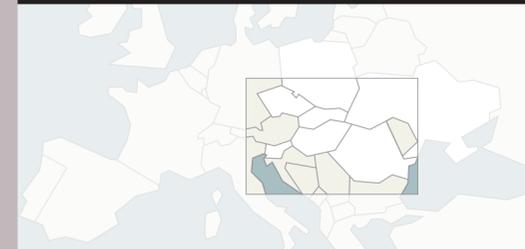


The largest integrated network of premium business parks in Central Europe.

www.ctpark.eu

FIVE UNIQUE DEVELOPMENT TYPES

- 
CTBox
 (450-800 m²)
 The three-in-one functionality of the CTBox concept provides showroom, warehousing and office space in one efficient unit.
- 
CTFlex
 (1,150-3,000 m²)
 CTFlex buildings are multi-purpose facilities pre-built throughout CEE to support diverse business activities.
- 
CTSpace
 (3,000-20,000 m²)
 High-quality, modern warehouses to accommodate the storage, distribution and supply-chain needs of global business.
- 
CTFit
 (From 5,000 m²)
 CTP specialises in custom-built properties and fit-outs to meet even the most demanding, industry-specific requirements.
- 
CTOffice
 (From 195 m²)
 A-class, cost-effective office space developed in strategic locations to support a range of activities.



Get the App

This map presents our portfolio as of Sept. 2016. For up-to-date availability and news updates, download the CTP app for iPad or iPhone.



Adriatic Sea

Black Sea



Growth in New Markets

We ramped up activity in our markets outside the Czech Republic in response to both client demand and market opportunities.

Hungary

In Hungary, most activity is the result of strategic acquisitions, focused on regions with a strong industrial heritage. We grew our team to nine to care for the acquisitions across the country and oversee the construction projects underway at these new CTParks. CTP Hungary moved its offices to the new acquired CTPark Budapest West.

CTPark Budapest West

- ▶ CTP acquired the strategically located Westlog facilities and nearby buildings just west of the capital city, totalling 82,000 m², with additional land for expansion opportunities. Tenants include DHL, Tatarpekeg, Huawei, and Delphi.
- ▶ 10,000 m² acquisition and an additional 55,000 m² neighboring land, where we have already begun construction of a 16,000 m² building for GSI, with handover scheduled for May 2017.

CTPark Tatabánya

- ▶ We are currently constructing a 27,000 m² facility for Coloplast with handover scheduled for May 2017.

CTPark Győr

- ▶ For our client Dana, we are constructing a 13,000 m² facility which is currently under preparation; handover is scheduled for October 2017.



CTPark Tatabánya



Csaba Hegedűs
Asset Manager



László Madas
Project Manager

Slovakia

Business in Slovakia is also moving swiftly, with nearly 35,000 m² of deals done or pending by the end of January this year. To assist our clients looking at Slovakia, CTP recently assigned Senior Business Development Manager, David Vais, in charge as the point man for new business, supporting Tomáš Budař, who will focus on Hungary and other new markets. A selection of key deals done:

CTPark Bratislava

- ▶ We handed over an 11,000 m² facility to HP Peltzer in early December and handover of a small extension for Hella will conclude in January 2017.
- ▶ Handover is scheduled for September of a 6,500 m² facility for Grupo Antolin.

CTPark Trnava

- ▶ We agreed with Ladvenica for a 4,200 m² facility which is scheduled for handover in July 2017.

CTPark Voderady

- ▶ We are constructing a 13,500 m² facility for Lear which will be handed over in November 2017
- ▶ Handover of an office extension for Lear is planned this January.



CTPark Voderady



David Vais
Senior Business Development Manager



Stanislav Pagáč
Regional Director



Karol Škorík
Project Manager

Romania

In Q1 2017 we will begin construction in many parts of the country, including at CTPark Cluj, CTPark Sibiu, CTPark Turda and CTPark Bucharest West totalling nearly 130,000 m².

CTPark Sibiu

- ▶ We are building an 8,000 m² facility for Grupo Antolin.

CTPark Turda

- ▶ A 6,000 m² facility for Fränkische.

CTPark Bucharest West

- ▶ A 60,000 m² building which is already 40% preleased and an 8,000 m² facility for Quehenberger.

CTPark Bucharest

- ▶ A 30,000 m² speculative with 30% already preleased.

CTPark Cluj

- ▶ A 10,000 m² facility for Profi.

In total, we have agreed with 11 clients for a total takeup of 62,000 m² between last September through January 2017.



CTPark Bucharest West



Ana Dumitrache
Co-Country Head
CTP Romania



Marian Orzu
Head of Leasing and
Business Development
Department



Florin Stroe
Senior Project
Manager

Poland

Due to client demand and market conditions, CTP has been able to grow our position in Poland and has intensified our business development activities in 2016. We successfully completed the acquisition of strategically located cross-dock facility currently leased to long-term client, DHL, and we were investigating opportunities across Poland for both acquisition and development opportunities.

In Q4 2016, we concluded our first lease agreement at CTPark Opole with long term client, International Automotive Components. Construction has already begun on the 13,000 m² facility. CTPark Opole has additional land for further development for nearly 78,000 m² of premium industrial space.

Having broke ground on our first bespoke CTPark in Poland in Q1 2017, CTP continues to seek opportunities in strategic Polish cities to strengthen our presence in this key CEE market.



CTPark Gdańsk



Dariusz Glowacki MRICS
Project Management,
& Construction



Piotr Klank
Regional Director

North Moravia Round-up

Northern Moravia, known for its historical heavy industry, has over the past few decades reinvented itself as a hub not only for the automotive industry but also the high-tech manufacturing, R&D and software development industries. The history of technology and science in the area has created a technologically savvy, and high value-add workforce.

CTPark Nový Jičín is fully occupied, and we are looking at extension opportunities with the local authorities. In downtown Ostrava, IQ Ostrava is also 100% occupied, with the last free 600 m² being taken up by Individual Fitness. Additionally, the anchor tenant Tieto recently renegotiated and extended their long-term contract.

Key Deals		
CTPark Ostrava	Hanwha	5,000 m ²
CTPark Ostrava	Wincott	1,500 m ²
CTPark Ostrava	Waldaschaff	6,000 m ²
CTPark Nový Jičín	Hydrosand	1,500 m ²
CTPark Hranice	Grupo Antolin	3,000 m ²
CTPark Hranice	Antaka	5,200 m ²



CTPARK OSTRAVA

CTP began construction of a 7,000 m² facility for Stant, an international supplier of fuel systems for the automotive industry, with handover scheduled for June 2017. BREMBO, who already occupy a 40,000 m², is extending an additional 5,000 m² of production and sanitary space, with start of operations scheduled in March 2017. Incomtrans and ASSA Ablon took up respectively 3,500 and 2,500 m² space, and both began operations at CTPark Ostrava in January.



CTPARK NOŠOVICE

8,000 m² of new space is under construction with completion expected in March. Nošovice, situated between Ostrava and Žilina in Slovakia is the ideal solution for an automotive industry supplier, working in either manufacturing or logistics.

CTPARK NOVÝ JIČÍN

CTPark Nový Jičín is fully occupied, and we are looking at extension opportunities with the local authorities. Long-term client DHL is extending their 20,000 m² footprint by 6,000 m² with handover scheduled for April 2017.



CTPARK KARVINÁ

We recently completed a 16,000 m² phase I STOW, who have been given early access and are now installing production equipment. The building will be fully completed and operations will start later in February 2017. We are in the design and preparation phase of an additional 10,000 m² facility, with construction scheduled between March and July 2017, with handover shortly thereafter.



GALA 2016

In a fitting end to a successful year, CTP brought together over 150 of its employees from all markets to celebrate together in style. The event was held at the newly opened Courtyard by Marriott Brno at Spielberk, and the teams were able to meet newcomers and enjoy old, and celebrate the winners of the annual awards ceremony. With over 250 employees, 2016 saw such an influx of new, young talent into the company, that CEO Remon Vos called it the 'new CTP'.



THIRSTY THURSDAY: MASSIVE TURNOUT IN BOTH CZECH AND ROMANIAN EVENTS

Last year CTP introduced a professional agenda to semi-annual ThirstyThursday networking event, and with cooperation with RICS in both markets, the new format drew large numbers of the real estate community who participated in the panel discussions and evening of light entertainment. A shout out to all who attended and will see you again in September.



CTP CULTIVATES HEALTHY LIFESTYLES

To encourage a healthy work-life balance, CTP is promoting a 'half-marathon challenge' to all its employees and will sponsor any employee to take part in any of the upcoming half-marathons throughout the region. Headed by marathon goddess, Pavlína Ibrahímová the challenge includes the four major half-marathon races in the 4 capitals of Central Europe where CTP is active.

- Bratislava (02/04)
- Prague (07/05)
- Budapest (10/09)
- Bucharest (08/10)

Ana Dumitrache

Co-Country Head
CTP Romania

Mrs. Dumitrache will be responsible for funding, finance & accounting, focusing on business development in particular, and will support the overall operations of CTP in Romania. Her target within CTP will be to replicate her success in the banking industry, bringing strength and professionalism to the team, creating bridges with partners and supporting the dynamic growth of the company. She believes that a champion will always be a champion with the right support, and says her decision to join CTP in a new career was quite easy.



OTHER KEY HIRES



Dariusz J. Glowacki MRICS
Project Management,
& Construction, Poland



Tomáš Tesař
Head of Marketing Dept.



Radu Ciobanu
Sales Leasing Assistant,
Romania



Lukáš Egrt
Group Financial Controller



Iveta Brujová
Consolidation Specialist



Daniel Čermák
Junior Business Developer

CZECH REPUBLIC

Denisa Baloghová
CTPersonnel HR Operations
Specialist

David Bartoněk
Junior Project Manager of
Construction Department

Ladislav Fikar
Project Manager

Jana Geršová
Senior Accountant

Jakub Hercík
Junior Accountant

Lukáš Klein
Project Manager

Martin Košťál
Junior Project Manager

Radka Kroupová
Accountant

Martin Kunz
Junior Accountant

Jiří Linhart
Permitting Specialist

Tomáš Paňko
Accounting Manager

Markéta Roubíčková
Accountant

Marek Šrubař
Accountant

Jakub Teplý
Greenery Manager

Iveta Vrátná
Senior Accountant

Ladislav Žižka
Senior Accountant

Maria Kokešová
Receptionist Spielberk

Kristýna Jokešová
Receptionist Spielberk

Kristýna Koubová
Receptionist Spielberk

Martina Chovancová
Receptionist Panávka

Zuzana Lajová
Receptionist, IQ Ostrava

Marek Zeman
Project Manager

Martina Štraufová
Consolidation Specialist

HUNGARY

Kinga Ács
Site Manager

Rózsa Bihari
Head of Accounting

Rudolf Patai
Facility Manager

ROMANIA

George Dragan
Park Manager

Mírea Mihai
Park Manager

Andrei Docan
Project Manager

Valentin Ighian
Project Manager

Marián Miko
Project Manager

Alexandra Popa
Investment Manager

Mihai Stratica
Project Management
& Construction

Mariana Tudor
Head of Accounting
& Controlling

160
BED CAPACITY24/7
RECEPTIONCare
ON THE WORLD CLASS**CALL FOR
AMBASSADORS!**

CTP is searching for a local student or two to act as the Ponāvka D ambassador who will be in charge of taking care of resident's

Ponāvka, CTP's dynamic business park in Brno city centre, is about to become more so. CTP has already broke ground on a new venture: student accommodation—inspired by similar schemes in London, New York and Barcelona—will already be available for the Autumn university semester.

Ponāvka D: The Place to be!

With 160 rooms, and beds for up to 200, the new student accommodation will include amenities such as a minimarket, restaurant/bar lounge, fitness centre and free 'all around' WiFi. The accommodation will add a new life to this already exciting development. To ensure a great place to live, the rooms will be equipped for both single and double occupancy with inbuilt kitchenettes and modern bath & sleeping utilities. The 24/7 reception, security cameras, and LED surrounding park will ensure a safe place to live for both foreign and local students. CTP will be landlord and facility manager, bringing world-class care to not only the surrounding park but the building itself. The surrounding green areas in Ponāvka are to be reinvigorated with more walk/bike paths as well as outdoor fitness and recreation areas for petanque, volleyball, football among others.

Visit d.ponavka.eu

UPCOMING EVENTS

March 14–17, Cannes
Mipim 2017

Meet CEO Remon Vos, CFO Radek Zeman and other CTP representatives at:

Hall: Riviera 7
Stand: R7.E66

April 6, Bucharest
SEE Real Estate Awards

Radisson Blu Hotel
Bucharest

Keep up to date and visit our events page:
ctp.eu/en/company/events

COMPANY ANNOUNCEMENTS



Official opening ceremony, January 2017

COURTYARD
Marriott

Special Conference Offer

To encourage companies to visit the brand new conference facilities, between now and March 31, the Courtyard by Marriott Brno is running a special offer: when you book 10 people into the hotel for a conference, you only pay for nine. Take advantage of this offer by visiting marriottgroupoffer.com.

CTP supports Children's home at Gala

Head of Construction, Karel Smejkal and designer Radek Maar organized a fundraising event at the company year-end Gala which raised CZK 55,000 from CTP employees for the Chovánek Children's centre in Brno.

**Spielberk Reloaded**

With the recent completion of Courtyard by Marriott Brno hotel to Spielberk, the office park is complete, after first breaking ground in 2005. To assist the growing number of new visitors, CTP is updating the visual style and signage for clarity and ease of use, as well as making it more aesthetically appealing.

New Corporate Website

In February CTP launched a new corporate website which includes a modern property finder and a new modern interface. The redesign was planned to make the user experience much more enjoyable and to make information easier to find, and digest.
ctp.eu

ABOUT THE ARTIST

**Longiy**

This issue's illustration was drawn by Longiy, a Prague based freelance illustrator with education from the Faculty of Design and Art in Plzeň. He likes strong colors, crazy compositions and potato chips. He has worked for Economica, Ogilvy, DRAWetc., Stilling films, Loom on the moon, Playground, among others.
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