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CEO Remon Vos lays down company results and future plans, along with some rubber

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Q&A with the newest member of the Executive Management team

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REGIONAL UPDATE

Facts, figures, and project updates from around CEE

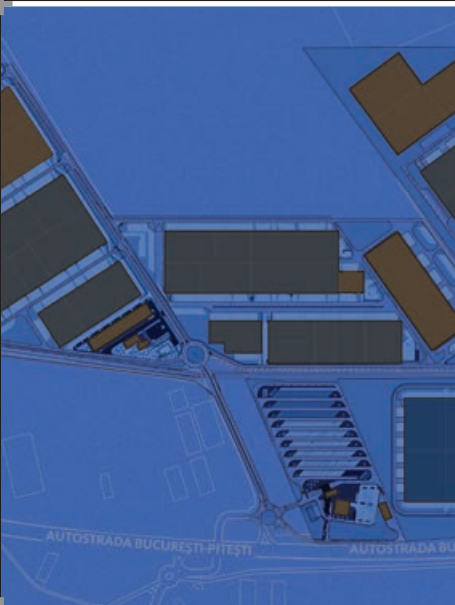
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FOCUS: ROMANIA

In-depth look into the country, our parks and plans, with a spotlight on CTPark Bucharest West

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POWER WOMEN

Research on workplace gender equality proves strong returns for teams and companies

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Need a break? Explore the best of Romania: wild mountains, hip beer halls, romantic castles, and theme parks in places you'd never expect

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CHANGING THE LANDSCAPE

CTP Art Wall: painting the largest canvas in Europe

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Remon Vos inspects construction progress at new Raben premises at CTPark Prague East in his 1925 Vauxhall, December 2017



WELCOME TO GRID

In 2017, we grew our portfolio by nearly 680,000 m², and it now stands at 4.5 million m². We expanded primarily from new construction—either new buildings or extensions—which resulted in the average age of the buildings in our portfolio remaining stable at eight years. High client satisfaction led to strong lease renewals, positively impacting overall WAULT, which now stands at seven years. We also significantly reduced our LTV from 56% to 51% during the year.

The majority of portfolio expansion in 2017 took place in our newer markets of Romania and Hungary, which together made up 66% of overall portfolio growth. We continued our expansion in Slovakia and began construction of two buildings at CTPark Opole in Poland for two of our long-term clients. As in previous years, existing clients are our biggest asset, driving two-thirds of our growth.

Due to the strong overall economic performance of CEE markets in 2017, the industrial real estate sector posted the highest occupancy rates on record. CTP core occupancy hit 97.7%. Low vacancy, coupled with strong new demand, has resulted in total rental income rising to EUR 233 million for the year, and we expect this to increase 17% y-o-y in 2018.

We continue to be committed to improving the quality of our buildings and have introduced a number of new technologies into our '2020 Whitebook'—the standard specifications on which all of our five property types are based. We upgraded over 70 items in the specifications, including remote consumption metres for utilities, more efficient air handling units with a greater heat recovery ratio, as well as our LED exterior lighting units, with even lower consumption specifications than the previous generation.

In 2017, we continued with our 'LED everywhere' efforts, and invested EUR 1.9 million to retrofit 34 buildings with low-energy consumption LED lighting covering 420,000 m² of space. These energy consumption improvements are verified by local authorities and usually result in an upgraded energy certification (EPC) from C to B. We plan to continue this throughout 2018 and beyond, upgrading at least 400,000 m² per year. We also target smaller investments into HVAC and Building Management Systems (BMS), which have a noticeable impact on building efficiency. This year we aim to upgrade 40 buildings from C to B, which provides direct cost savings and long-term value for our clients.

As the region continues to attract a diverse mix of international companies, we see continued growth in 2018 as well as through the next five years. To ensure enough space for future growth, we have invested significantly into our land bank, which now exceeds 700 hectares and can currently accommodate another 3.5 million m² of A-class industrial space.

To manage our growth and keep our clients satisfied, during 2017 we extended our platform of young, ambitious professionals to nearly 350 people. The average age of our team is 36, and we continue to seek young talent to constantly improve our services. To encourage a healthy lifestyle, we also sponsor our employees' participation in the Czech Doksy and Pálava half iron-man competitions, and support any employee who wishes to take part in the many half- and full marathons taking place throughout the region.

We continued to professionalise the company and strengthen our top leadership team. Robert Pitt joined CTP in December as COO, and Rudolf Nemes joined as Country Head for Hungary. These new additions have significantly improved our organisation and added depth and experience at key positions. We look forward to continuing our quarterly 'top-30' meeting, where executive management meets with our 'top 30' employees to share insight and feedback concerning on-going projects and future plans.

Not only have we improved our KPIs during the year, we also innovated on a number of fronts. In CTPark Bor in the Czech Republic, we built more worker housing and facilities for related services, part of our pilot project that we

plan to replicate at other large parks to better serve our clients and their employees, who now number over 60,000 across our developments. At Ponávka, we launched the first housing project in Brno for students and young professionals, incorporating best-in-class rooms, common areas and amenities for residents.

CTPersonnel, which provides job-matching services for our tenants, continues to grow. Through this personnel agency, we hire, train, and allocate workers to clients based on their workflow needs. In this way, clients can increase their workforce to meet seasonal demands without having to take new people onto their payroll. Employees gain secure employment through CTPersonnel, while clients gain the benefit of flexibility.

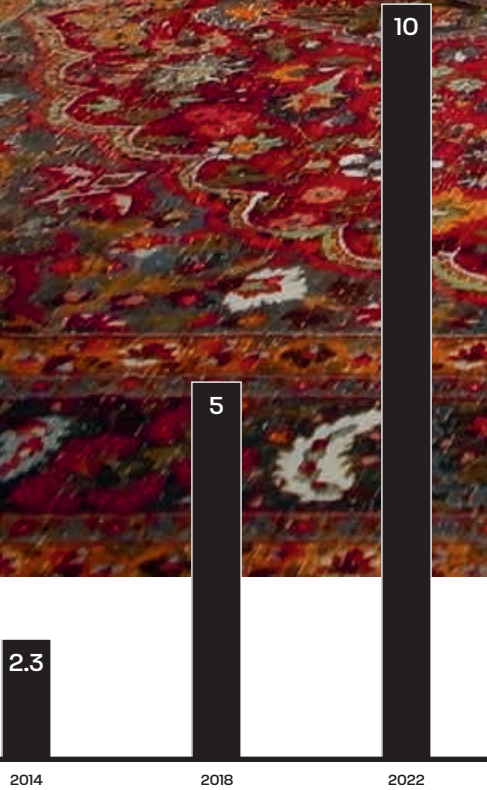
As a long-term investor in our markets, we know the value of giving back to the community where we work and live. In 2017, CTP made charitable donations of EUR 1.8 million to support children homes, education, and young adults. In Voděradý, Slovakia, we helped build an extension to the local kindergarten because many new families were moving to the area for work. We are pleased to contribute to the further development of the needs of young families and their children.

Looking back over our nearly 20 years of experience in the region, it's clear that our instincts were correct in identifying CEE as a market for growth. At that time, companies chose to move to CEE primarily for low-cost production. Over time, they saw the benefits of the location: a highly educated workforce with a long history of manufacturing. These same companies are now moving their design centres, R&D facilities, and other value-add operations to the region. We expect this trend to continue, particularly in the e-commerce, manufacturing, and ICT service sectors.

We look forward to accommodating our clients as they adapt to new market conditions, such as industry 4.0, increasing automation, IOT, and other new technologies. These trends will require smarter buildings, higher standards and greater customisation. CTP is uniquely suited to the challenge, with the right team, our dedication to professionalism, our personal approach, and our commitment to the high-quality, custom-built solutions that our clients need.

Full Speed!


Remon L. Vos, FRICS
CEO



4.5 mil. 233 mil. 97.7%

Rentable area (m²)

Gross Rental Income (EUR)

Occupancy

Big Goals
By 2022, we plan to double our speed of growth compared to the last four years, expanding our portfolio to EUR 10 million m².

PRELIMINARY FINANCIAL RESULTS: 2017

Markets across CEE in 2017 continued to show growth as manufacturers and e-commerce occupiers took advantage of historically low interest rates.

CTP also took advantage of this window, continuing our strategy of refinancing major portions of our portfolio. Part of this strategy included forging new relationships with Western European banks to finance further expansion in CEE countries. In four major transactions, we refinanced over EUR 590 million of debt and increased our outstanding loans to just over EUR 2 billion. These new relationships bring the number of our financial partners to 22, further diversifying our creditor base and mitigating risk for all parties. Refinance negotiations resulted in improved terms and extended the residual maturity of outstanding loans to beyond five years.

In 2018, we plan to continue refinancing appropriately, with the intent to release EUR 110–140 million of equity to strengthen our cash-flow position. At end 2017 we completed approximately 85% of our plan to raise EUR 83.5 million through the sale of selected noncore assets. We intend to divest the remainder during 2018.

Market demand in 2017, together with strong company KPIs—including our seven-year WAULT, the low, eight-year average age of our buildings, our continued investment into older assets, and our strong client base—resulted in total asset value growing to EUR 4.3 billion. Through refinancing and the increasing value of our properties, we were able to reduce our LTV by approximately 5% during the year.

4.3
Value of assets (EUR billion)

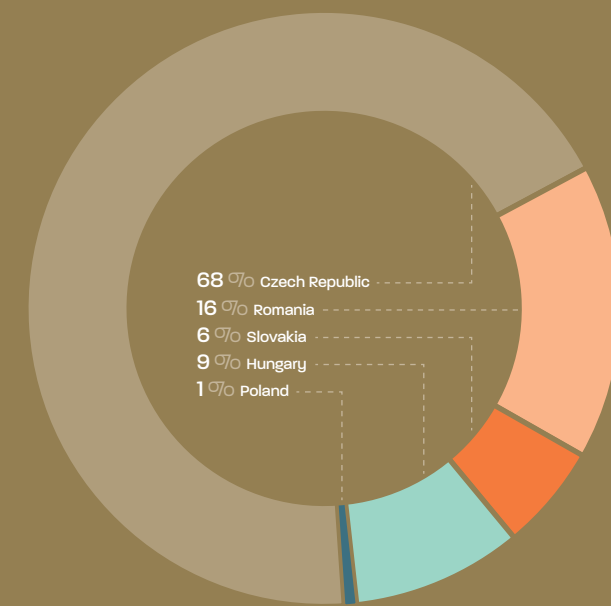
51%
LTV (Loan to value ratio)

7
WAULT (years)

705+
Land bank (ha)

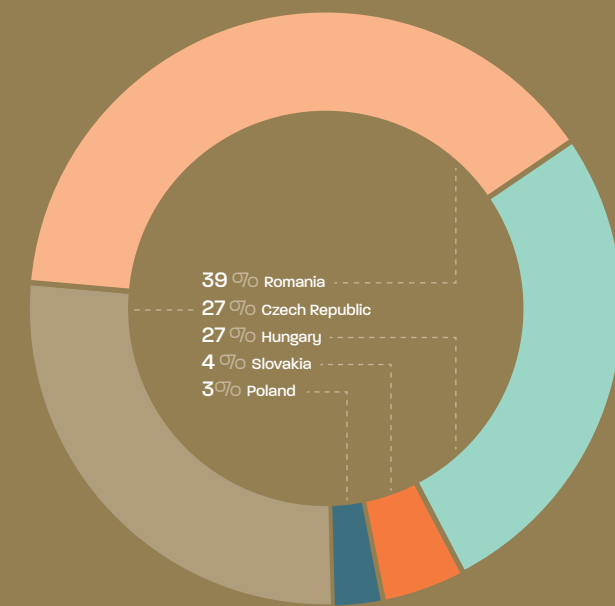
8
Size of potential build-up area utilising current land bank (million m²)

8
Average age of buildings (years)

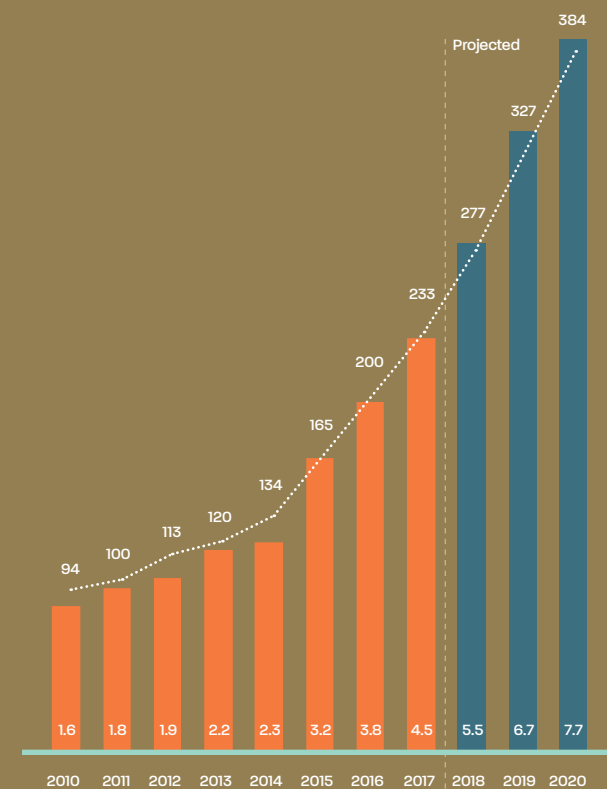


Regional Breakdown of Core Portfolio, 2017

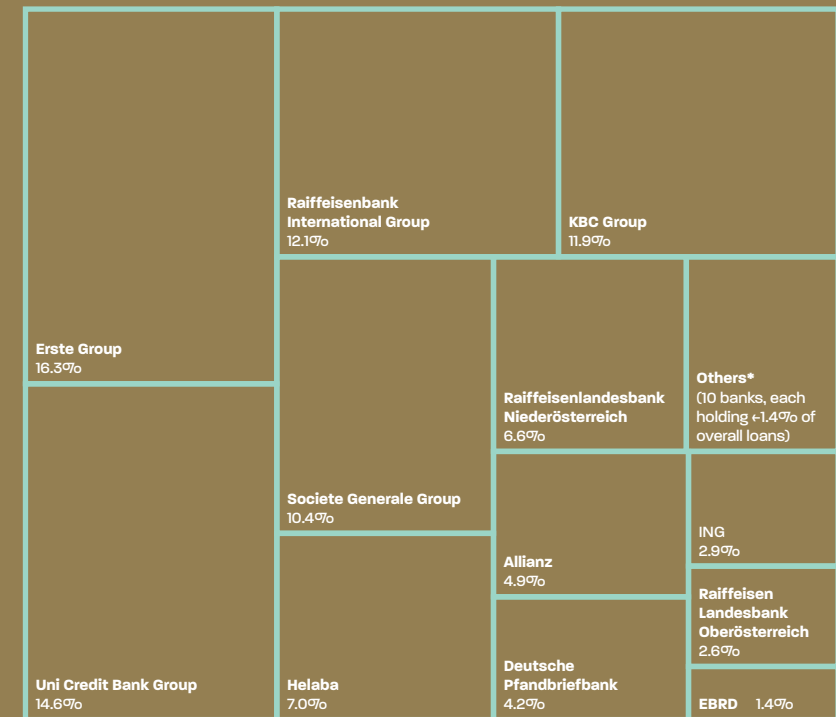
2017 was the first year in which we grew our portfolio by more outside of our home market of the Czech Republic. While we grew in all markets, new construction in Romania and Hungary made up the lion's share of portfolio expansion during the year.



Core Portfolio Growth, 2017



Lettable Area Development (million m²) Gross Rental Income (EUR million)



Financing
By refinancing over EUR 590 million of long-term loans, we were able to diversify risk among a larger number of creditors while opening up new opportunities for financing future growth.

* Banca Transilvania, PPF Banka, Intesa Group, MONETA Bank, Alpha Bank, Bancpost, Pekao, OTP Bank, Garanti Bank



ROBERT PITT
COO

Hailing from Ireland, Robert Pitt (47) first came to the Czech Republic in 1992. He has held top management positions at Lidl (CZ), Tesco (CZ), and INM PLC (IRE). Along with his wife and four daughters, he is happy to be back in CZ, the country he considers home.

Continued growth throughout the region brings unique challenges to CTP. There is a need for more people to handle the increased workload, greater co-ordination across a wider geographical territory, and smarter IT infrastructure to both speed up decision-making and to enable collaboration on the project management and financial level. To ensure smooth operations while pushing through the transition, and to take advantage of the new opportunities presented, CTP has brought in the senior management and international experience of Robert Pitt to the new position of COO. GRID sat with him to discuss his approach and plans.

GRID: What does your job as COO at CTP entail?

As COO, I'm responsible for the company's operations across all markets. The functions I look after are very focused on construction, which includes design, procurement, permitting, and both project and property management. A lot of responsibilities fit in with that. First, HR: we must have the best people in the company, very well-trained and motivated—which I think they are. And regarding IT, we need to be using IT systems that enable maximum efficiency. It's a big company, so anybody who does anything here has a big job, and I'm really excited about it.

What are some of your goals at CTP?

Well, my short-term goals at CTP are to make sure that the company keeps on going as it has done previously, which is very quickly, efficiently, and customer-focused. I don't want to disrupt that. I'm not here to fix anything; this is a company that is doing really well, so it's mainly about keeping it going. Long-term, Remon has a very clear vision about wanting CTP to be a model company in the area it operates in. He wants us to be the property development company of the future, and I'm here to make sure it's all very well-defined and well-mapped, and we get there with as little pain as possible.

What do you see as the main challenges facing CTP?

At the core of everything we do is having the best people, and providing them with the best tools—the best IT systems—that they could possibly work with. There's a very big challenge coming to all industries that is going to affect property and CTP as well: digital transformation. Digitalization offers us both risk and opportunity. The risk will come with a change in how things get done, how customers behave, and how services are provided, all of which will affect our products: the location, the size, the purpose of them. To make sure that we remain relevant, we have to understand what's going to be the building of the future.

Internally, CTP will change as well. Our competitors will bring in new tools; if we don't do the same, we'll be left behind, and I don't think that's a part of CTP's culture. We're pioneers, we're aggressive, we're fast-moving. So it's really important that we work very hard to transform this into a digital property company.

What is digitalization as it relates to industrial real estate, and CTP?

At the moment, we are bringing in new platforms that help us manage our property a lot more efficiently: heating, lighting, repairs to the building, and availability of information which will let you know how your building behaves. A building is a living thing. It moves, it warms up, it cools down, it has issues, its purpose needs to be redirected... When tenants come into the building, we need to gather information about how they use it. Digital tools allow us to measure activity and produce a much more efficient building.

What brought you to CTP?

I knew about CTP for quite a while, it's obviously a great brand and a great company in the region. I met Remon through a mutual acquaintance, and we just clicked; there was a need in the company for the kind of skills I had, we agreed very quickly, and here I am.

What do you see outside of the real estate world that might affect CTP, both positively and negatively?

The move to e-commerce will increase demand for well-located, modern

fulfilment centres, and that's something which CTP can definitely take advantage of. We're able to produce facilities for people who have very bespoke processes or very specific requirements. And as technology and robotics become very important in the production process, we can deliver what you need to be able to create value as a manufacturer or as a logistic company.

What is your approach to decision-making?

In decision-making, I work with information and data. At a company the size of CTP, it's essential that you're not doing something only on instinct. I consult with people, I listen quite a lot and I'm very open to new ideas. But I do have 27 years of experience behind me, so I bring a certain track record as well.

How do you prioritize your time and responsibility?

The position of COO is a new position at CTP, so with that comes a certain amount of mapping, or deciding how you're going to prioritize and where you can have the most impact. I have to be very careful that I don't get dragged into troubleshooting all the time. I sit down to plan my week, my quarter, my six months. Something I learned during my time at Tesco, where I led 15,000 people, was that although I could not speak to every single one of them individually, I still had to make sure that my plan was clear to everyone. You need to be very focused in this job. You need to be the person who holds the course, even when things go slightly wild around you.

How do you acquire feedback, and in what ways do you believe it to be beneficial?

Communication is irreplaceable; we are spread out across many countries, so it's important for me that I'm getting feedback on how my plans are affecting them. My working week is starting off here in Prague on Mondays, but then I spend quite a few days in other countries. Face-to-face meetings are best because you can check the outputs of what you're doing. It's also really important that you're not just speaking to people who are leading the countries, but also to those who are actually doing the job. I speak Czech, Slovak and a little bit of Polish, so I can get the real story from people in this company. They aren't afraid to say their opinion, so you'll always get the right feedback or the right information on how things are going.

Speaking specifically of IT, explain its significance and how it can push the company forward.

The company has been using platforms that suited CTP's focus on the Czech market. Now, as an international company, standardized ways of working are crucial. The new IT platforms will give us a financial picture of how we're operating on our cash flow, they'll give us a picture of our assets and how those assets are structured. We'll be able to make better predictions about how our assets behave, or how they could possibly perform. Information will lay bare the real performance of where the company is, which may scare some people. Nonetheless, what can't happen is that we refuse to work with that information. That would be a lost opportunity.

My role is to engage people in this company to understand that this is a really good chance for us to move CTP to a very, very advantageous place. Google works on information to understand peoples' intent, what people are trying to do. Facebook is a form of insight. We have to understand the behaviour and performance of our property portfolio and our tenants, so we can identify opportunity for ourselves.

Automobiles are becoming more infused with electronics with each new release. Gone are the days when you could open the hood and fix a problematic ‘noise’ with a standard socket wrench. Cars nowadays are stuffed with electronic sensors checking the tire pressure, tire grip, and temperatures of everything from the weather outside to how warm our butt cheeks are.

Today’s vehicles are generating tons of data and are increasingly being connected to our electronic devices. Built-in GPS units are old news; it’s now all about the connection with our phones’ apps. The next step is to implement communication between the cars themselves. This form of connection means cars will adjust speed simultaneously while avoiding obstacles, which will guarantee greater safety. And with new technology and an abundance of sensors, cars will begin communicating with traffic lights, roads, toll booths, and emergency services. That’s a lot of data to store. It is estimated that an autonomous vehicle (AV) can generate 1GB (Gigabyte) of data per second. That amount of data would have the average iPhone at capacity in about 30 seconds.

Who is interested—and why?

McKinsey recently came out with a report stating that the global automotive data industry could be worth up to EUR 600 billion by 2030. They foresee that within two years, automakers could be pulling in more money selling vehicle data than they do by selling cars—current-

ly a EUR 1.6 trillion market. Some predict that by 2030, the ‘autonomous taxi’ market alone could be worth a whopping EUR 8 trillion—five times more than the current value of all automotive sales today per year. That gives merit to the theory that data is the new oil. With automobile accidents costing over EUR 200 billion/year in the US alone, industry analysts predict not just significant monetary savings—which could then be re-invested into smarter infrastructure, causing a virtuous circle—but the immeasurable saving of human lives. Currently, nearly 20% of new cars sold globally are internet connected, according to BI Intelligence; by 2020, that is expected to reach 75%. GM, the leader in this field, is expected to have some 12 million internet-connected vehicles on the road by the end of this year. This trend is upending the entire industry, affecting the auto-supply chain, and forcing OEM

Driving Data

manufacturers to incorporate more electronics and communications software. It is also expected to change manufacturers’ business models: for example, Cisco-Jasper, a leader in IOT solutions, believes that automakers who currently charge monthly data fees much like your ISP does—which can be especially steep for cars—will move to monetizing the service by selling data. This allows the internet costs to be split among various data users who want to connect to the cars, like insurers, music providers, or your local tax authority. As it stands now, manufacturers allow end users to ‘sign up’ to different service plans and data packages to suit their needs. For instance, with the \$34.99/month GM OnStar Guidance Plan, GM will automatically call emergency services after a crash, track and slow down a car if it’s stolen, and provide hands-free calling. By eventually making it free for the driver to ‘share’ his or her car’s data, more drivers would sign up. Think Facebook on wheels.

Because not all cars are made from the same parts, there is also a need to create novel data-sharing standards. If every manufacturer—and their supply-chain partners—made investments

into bespoke systems, costs would spiral out of control. And there are many companies already competing to become the ‘manufacturer-agnostic’ data platform of choice. Otonomo, an Israeli company, claims to be “dedicated to enabling the onset of the connected car ecosystem,” and their platform “powers the first Connected Car Data Marketplace.” The company has developed an ‘agnostic data-collection’ aimed at acting as a broker between automakers and third parties. This is attractive to automakers because Otonomo’s platform ingests and aggregates data from multiple manufacturers, providing a one-stop shop for comprehensive data for interested third parties and thereby allowing to forgo the time and money required to integrate their raw data for every interested party.

Much like the PC industry’s attempts at settling on a single data cable to connect any and all peripherals at high speed, Valens is developing the technology to speed up data transfer within vehicles up to six times faster than current technology allows.

But can we trust them with the data?

The legal ramifications and privacy concerns regarding data sharing are much the same—if not more delicate—as with social media. Is it simply ‘car event data’, or should it require the owner’s consent? Current cars often have “black boxes”, which capture a vehicle’s crash information. That ‘event data’ is usually considered private; to gain access, the police and insurers either need a court order, or the driver’s consent. No laws address data being transmitted from the car to third parties via the internet.

It’s clear that the future is data-oriented, and cars are only one source of our behavioural information. Our personal driving data reveals consumer trends and is therefore extremely valuable. Yes, it can be used to decrease insurance rates, improve AV safety, or help the police find a stolen vehicle. It can also be used to inundate us with ads while driving by a shopping mall. Whether the pros ultimately outweigh the cons is debatable. But companies across all industries are scrambling to capitalize on this data revolution, and it’s rapidly changing the industrial landscape.

79 %
of those interviewed
in the U.S., China and
Germany are willing to
share personal data

75 %
of cars will be
connected to the
web by 2020

10

11

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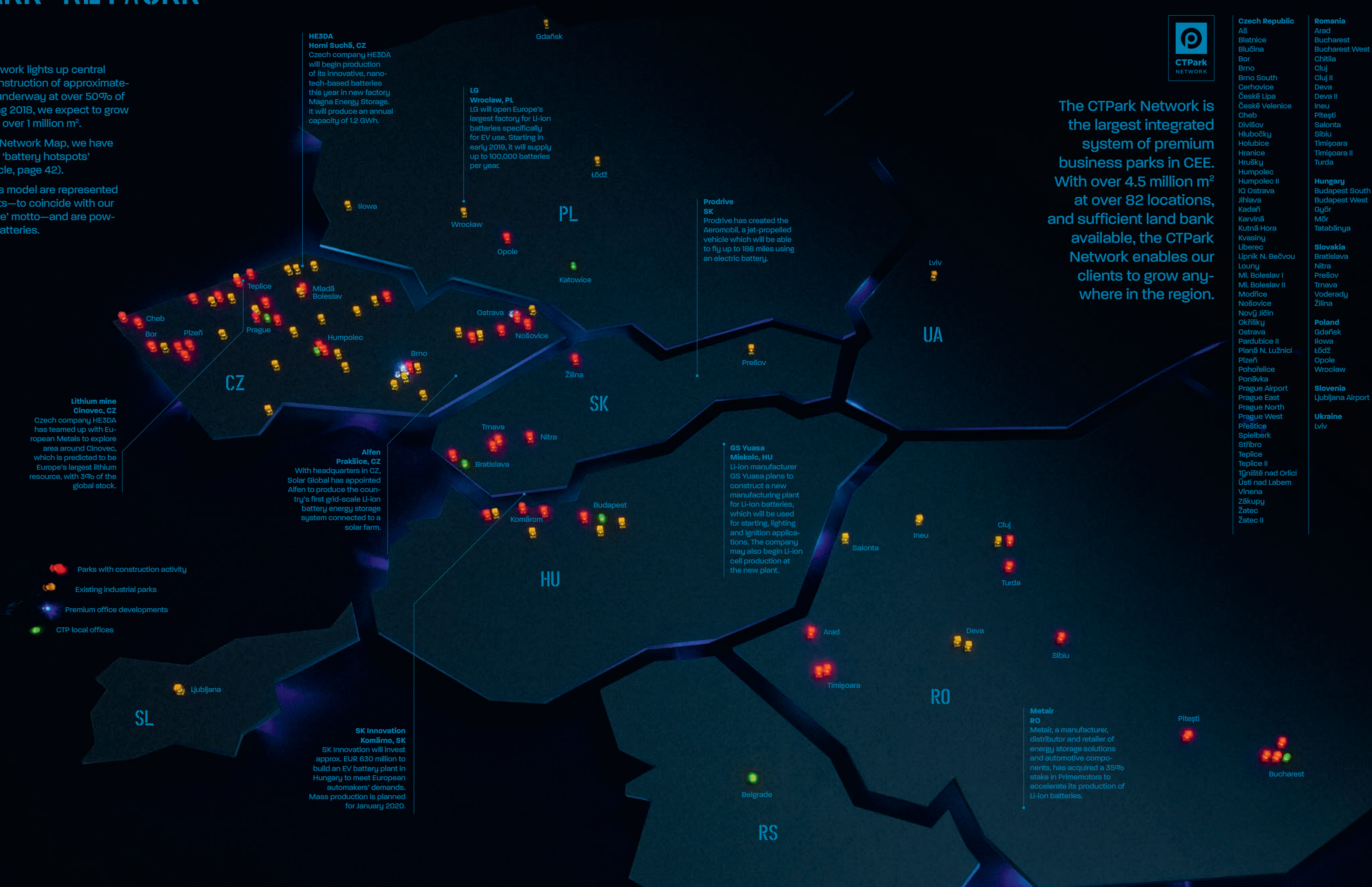
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CTPARK NETWORK

The CTPark Network lights up central Europe with construction of approximately 650,000 m² underway at over 50% of our parks. During 2018, we expect to grow the portfolio by over 1 million m².

On this issue's Network Map, we have indicated some 'battery hotspots' in CEE (see article, page 42).

The parks in this model are represented by real LED lights—to coincide with our 'LED everywhere' motto—and are powered by Li-ion batteries.



The CTPark Network is the largest integrated system of premium business parks in CEE. With over 4.5 million m² at over 82 locations, and sufficient land bank available, the CTPark Network enables our clients to grow anywhere in the region.

5

BUILDING TYPES

To meet the requirements of major industries, CTP has developed five bespoke building types ranging in size and functionality to support diverse business activities, including high-tech manufacturing, supply-chain and distribution centres, advanced R&D, and back-office operations. Our five property types are based on our standard specifications, thereby ensuring consistent construction quality and short build times. This allows our clients to simply plug-and-play with the certainty that the facility will support them over the lifetime of their operations.

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

From 3,000 m²

High-quality, modern warehouses to accommodate the storage, distribution and supply-chain needs of global business.



CTOffice

From 195 m²

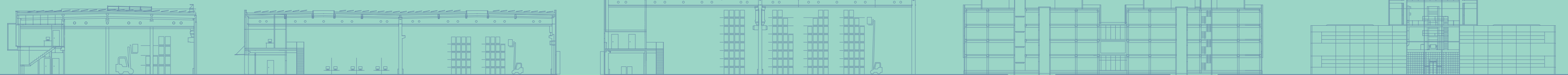
A-class, cost-effective office space developed in strategic locations to support a range of activities.



CTFit

From 5,000 m²

CTP specialises in custom-built properties and fit-outs to meet even the most demanding, industry-specific requirements.



CTP STANDARDS

CTP standards set our properties apart from the competition. From floor to ceiling, our technical specifications exceed industry standards. Each year, we upgrade our standards to incorporate the latest technologies and materials to both lower operational costs and increase the overall value of the building. We review new technologies, solicit new suppliers, and research new materials. We also look to include materials that help reduce the overall carbon footprint of our buildings. We consider how much energy is used in the production of selected material, and how easily it can be recycled at the end of life. By 'greening' our standards, we aim to contribute to the long-term health of our planet. As the basis for all our construction projects, the CTP standard specifications ensure a consistent build quality of our buildings, in every country where we operate.

ISO 14001
CERTIFIED



Precast reinforced concrete frame, with flexible column grid of 12 x 24 m; standard clear height: 10.5 m



Insulated 150 mm facade sandwich panels with mineral wool core, 120 minutes fire resistance



Fire alarm, smoke detectors and sprinkler system covering all rented areas; fire extinguishers with regular inspection



All areas of the hall, offices, meeting rooms, break and sanitary areas are covered by energy-efficient LED lights



Kitchenettes equipped with high-quality appliances including sink, microwave, refrigerator and dish washer



Outside areas are well-lit with LED lights, and organized with truck-accessible asphalt roads



All CTParks are landscaped and planted with pleasant trees, grass and shrubbery; separated concrete paving for foot and bike traffic



Fully equipped showers and lavatories; completed with high-quality, long-lasting fittings



Steel fibre reinforced concrete floor with 5 t/m² load capacity



Dock levellers with hydraulic, motorised control



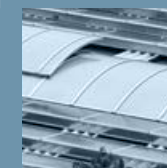
Drive-in ramps with overhead door for truck, employee access



Heating units and air ventilators in halls; HVAC in office areas



Roof deck with load reserve for 20 kg/m² to accommodate client-required technologies; 240 mm thermal insulation and UV protection



Roof-mounted skylights provide natural lighting; openable flaps provide ventilation



Openable office windows with long lasting aluminum strips; exterior roller-blind shading for office areas facing east, south or west



CAT 6 cables and double data socket (RJ45) per each 8 m² in offices

Built

CTP's standard specifications lead the industry in terms of quality and energy efficiency, but many of our clients require more. Whether it is massive floor loading that supports large technology installations, a 14 m clear-height for greater racking storage, or clean rooms for high-tech manufacturing, we can do it. Our in-house design and engineering team works directly with you to build according to your exact requirements. CTP is CEE's largest full-service commercial developer focusing on high-tech, custom-built solutions, no matter the scale.



CTPark Prague North
Brand new semi-automated distribution centre for international wholesaler

to

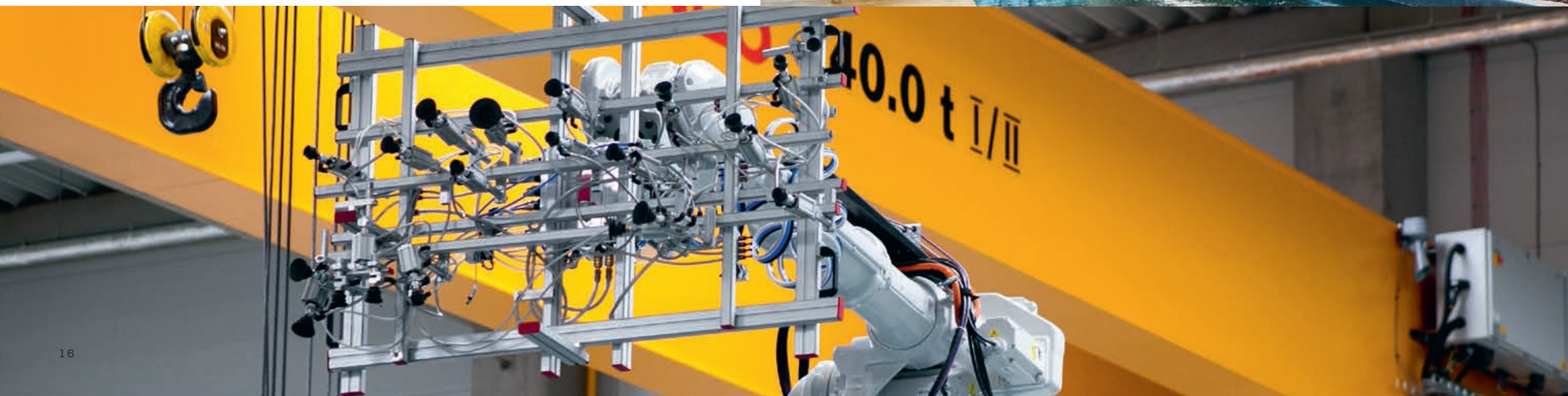
CTPark Brno
Multi-functional production hall with clean rooms, vibration-dampening flooring, modern offices, and outdoor gardens for international electron microscope manufacturer

CTPark Bor
Large-scale, cross-border logistics hub and order fulfillment centre for international e-commerce player



CTPark Přeštice
Specialised climate control systems, clean assembly facility, and heavy crane-loading capacity for high-tech manufacturer in the auto-supply chain

Suit



Solutions

CONSTRUCTION OUTLOOK H1—2018

CTP is building massively in all our markets and we plan to complete up to 1 million m² of lettable area during this year. Despite historically low vacancy, CTP continues to build primarily based on client demand, releasing only a small amount of speculative shell and core space onto the market.

| Key Projects Under Construction by Size | | |
|---|-----------------------|------------------------|
| RO | CTPark Bucharest West | 80,400 m ² |
| RO | CTPark Bucharest West | 73,200 m ² |
| CZ | CTPark Prague North | 51,000 m ² |
| RO | CTPark Bucharest | 49,900 m ² |
| CZ | CTPark Cheb | 32,600 m ² |
| CZ | Vlněna Office Park | 31,000 m ² |
| CZ | CTPark Aš | 21,900 m ² |
| PL | CTPark Opole | 21,800 m ² |
| RO | CTPark Pitești | 20,100 m ² |
| CZ | CTPark Nošovice | 19,300 m ² |
| CZ | CTPark Prague West | 18,700 m ² |
| CZ | CTPark Most | 15,200 m ² |
| HU | CTPark Győr II | 13,900 m ² |
| CZ | CTPark Žatec | 13,000 m ² |
| SK | CTPark Nitra | 13,000 m ² |
| CZ | CTPark Kvasiny | 12,800 m ² |
| PL | CTPark Opole | 11,700 m ² |
| HU | CTPark Komárom | 11,700 m ² |
| HU | CTPark Tatabánya | 11,500 m ² |
| HU | CTPark Budapest West | 10,600 m ² |
| | Other projects | 121,500 m ² |
| Total | | 654,600 m ² |

HIGHLIGHT PROJECTS

Bucharest West
Over 150,000 m² is under construction at two projects in our fastest growing market.
Page 26

Vlněna
The newest addition to our premium office development portfolio is under way in Brno. The first phase of 31,000 m² is taking shape, with large client pre-leases already in place.
Page 30

CTPark Cheb
We are looking to complete approx. 65,000 m² for a major client, with nearly 33,000 m² currently under construction.

Construction continues apace at CTPark Žilina, while a soft winter scene tempers the hard work for our team on the ground. Beautiful.

Our home market remains in the spotlight, with Q4 2017 GDP growth coming in at 5.1%, and 4.5% for the year—the 2nd highest GDP in Europe, behind only Romania. The country continues to be a magnet for the high-tech industry, demonstrated by three of the country’s regional cities—Plzeň, Ostrava and Brno—having ranked in the top 10 FT FDI cities-of-the-year indexes. The Czech industrial market also grew in 2017, with over 660,000 m² being built during the year—the highest since 2008.



REGION FACTS

- ▶ Czech exports totalled a record EUR 1.6 trillion in 2017
- ▶ The state debt/GDP ratio decreased 1.6%, from 33.8% to 32.2%, as of the end of 2017
- ▶ The South Moravia Region has decided in favor of shifting Brno’s main train station south. Political stalemate on the issue has been blocking development of an enormous swath of land for almost a century
- ▶ 50% of CZ companies are focusing at least 10% of their 2018 investment budgets into industry 4.0

HIGHLIGHT PROJECTS

- CTPark Nošovice**
(pictured)
We are completing the first building at this park, directly across from the Hyundai plant. New client Posperplast is on plan to launch operations in March; 10,000 m² of new spaces will be available.
- CTPark Prague East**
Construction is moving swiftly for long-term client Raben, with hand-over planned mid-April. The CTFit project is unique in its combination of a large distribution warehouse, cross-dock facilities, large offices, and parking garage.



REGION FACTS

- ▶ The auto industry accounts for 44% of the country’s total industrial production
- ▶ 4 major car manufacturers
- ▶ 350+ automotive suppliers
- ▶ Highest number of cars produced/1,000 people

Our efforts in Slovakia are paying off, with CTP recently achieving 30% market share, making us one of the most successful in the country. Continued activity in the auto industry is driving growth, and we are building in Žilina and Nitra—with more in the pipeline for 2018.

With the launch of the new Jaguar Land Rover plant in Nitra, and the expansion of e-commerce, Slovakia is expected to have another strong year in 2018 in industrial real estate. 2017 saw take-up rise in regional cities, and almost reached parity with Bratislava, the historically largest market. CTP’s strong presence in these areas will help us continue to gain market share—especially in places like Nitra and Trnava (pictured).

CTP continues to consolidate our presence on the Hungarian market, opening parks on the strategic international transport corridor linking Budapest–Bratislava–Vienna. With newly appointed Rudolf Nemes as country head, CTP Hungary is poised to deliver.



Hungary is often touted as the gateway to central and southeast Europe due to it sitting at the crossroads of three 10T international transport corridors. With a highly educated and skilled labour force, the country consistently ranks above its CEE rivals in scientific research and in the quality of its institutions.

With an education system that emphasises engineering, medicine, and economics, Hungary has a 99.1% literacy rate and has been a magnet for companies looking for ICT services and manufacturing.

The country is also part of the greater central European auto-manufacturing network, with four major manufacturers in the country. Audi—the country’s largest foreign investor—will begin the production of the Audi Q3 Crossover in 2018 at a new 80,000 m² plant at Győr, with 700 robots already in operation.

Strong growth has resulted in record low vacancy, and the country recorded 618,000 m² of new leases in 2017—44% higher y-o-y, and the highest ever for the Budapest market.

REGION FACTS

- ▶ CEE’s most productive electronics industry
- ▶ ICT: 400,000 employed
- ▶ 5: global rank of Hungarian software developers among all ‘hacker challenges’

#1
CEE rank in terms of quality of scientific research institutions

HIGHLIGHT PROJECTS

- CTPark Komárom**
The newest addition to our Hungarian network is strategically located on the Slovak-Hungarian border. The premises are ideal for auto-logistics and electronics manufacturing.
- CTPark Budapest West**
The largest of our Hungarian parks straddles the M1 and offers facilities from 8,000 to 30,000 m², ideal for producers in the Audi auto supply chain.



In 2017, we began construction of our first major park in Poland at the historical crossroads city of Opole (pictured), which has a long industrial heritage and four higher-education institutions. With the first 16,000 m² building finished—and long term client IAC moved in—we are already constructing the second 12,000 m² facility, with plans to begin the third 22,000 m² facility later this year. In early 2018, we agreed with the city of Iłowa to launch our second park in Poland. In February, construction began on the road connecting the A1 highway to the future CTPark Iłowa, where we plan to build over 100,000 m².

PL

REGION FACTS

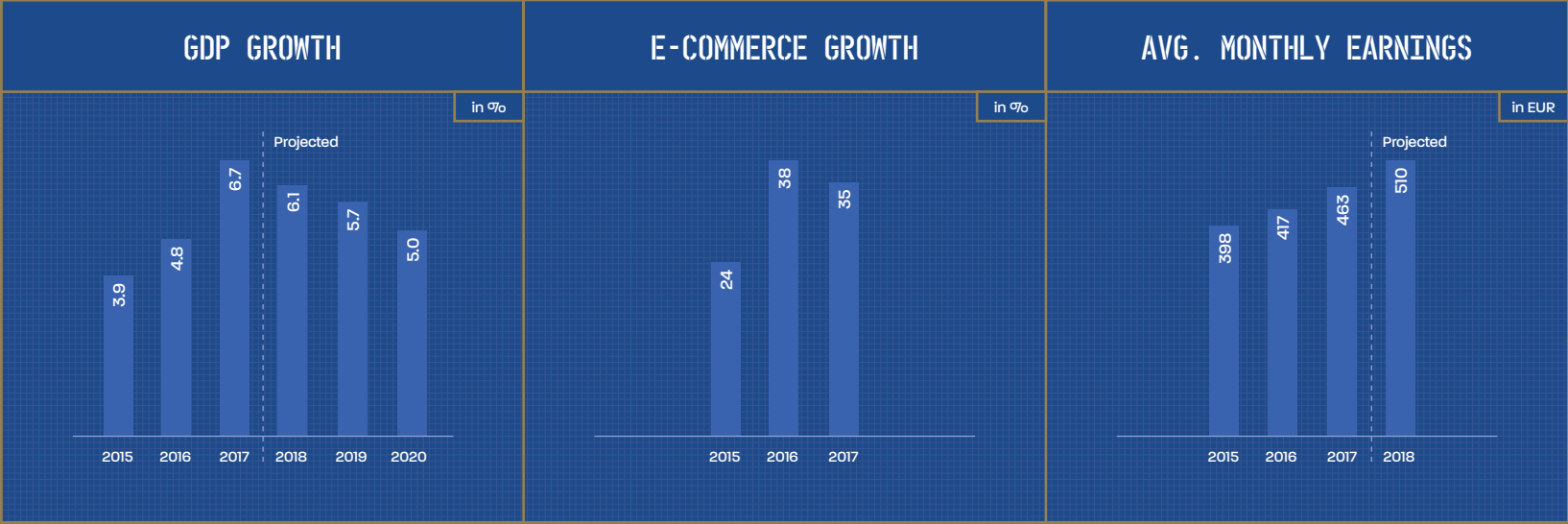
- ▶ Economic growth remained buoyant in 2017. GDP grew by an estimated 4.6% in 2017 as a whole, but is expected to decline somewhat over time, with 4.2% growth projected for 2018, and 3.6% in 2019
- ▶ Growth is driven by consumption, making up 75% of GDP growth—the highest since 2008
- ▶ Poland is CEE's largest industrial market, having grown to 12.86 million m² last year, a rise of 18% y-o-y

2.36
million m² of new
industrial space
added in 2017

Sources: CBRE, Colliers International, Cushman & Wakefield, Economist EU, FDI Markets NewsWire, Hipo, IMF, JLL, SARIO



Romania's economy continues to impress, with the nation's GDP growth leading Europe for two years running, and is forecast to reach 6.1% due to continued expectations of high domestic consumption and investment.



Source: Romania's National Prognosis Commission (CNP)

Romania experienced the groundbreaking real GDP growth of 6.7% in 2017. Projections beyond 2018—while still the highest in the EU—are trending below 6%, which may relieve any anxiety over potential overheating.

| PARKS | CTP IN ROMANIA | |
|-------------------------|---|---|
| | Total built up (m²) Total build opportunity (m²) Total land bank (ha) | |
| ① CTPark Arad | 45,600 | Total GLA |
| | - | 695,729 m² |
| ② CTPark Bucharest | 196,900 | Number of parks |
| | 125,800 | 15 |
| ③ CTPark Bucharest West | 575,200 | Land bank |
| | 478,800 | 1,381,000 m² |
| ④ CTPark Chitila | 38,800 | FMV (EUR thousands) |
| | 13,600 | 384,600 |
| ⑤ CTPark Cluj | 24,300 | Market position |
| | 9,700 | 1 |
| ⑥ CTPark Cluj II | 8,000 | Number of customers |
| | 29,000 | 70 |
| ⑦ CTPark Deva | 20,300 | Average occupancy rate |
| | 8,100 | 94.2% |
| ⑧ CTPark Deva II | 26,000 | Romania team |
| | 11,600 | 56 |
| ⑨ CTPark Ineu | 22,500 |  |
| | 5,400 | |
| ⑩ CTPark Pitești | 14,200 | |
| | - | |
| ⑪ CTPark Salonta | 13,900 | |
| | - | |
| ⑫ CTPark Sibiu | 47,700 | |
| | 1.0 | |
| ⑬ CTPark Timișoara | 9,900 | |
| | - | |
| ⑭ CTPark Timișoara II | 23,600 | |
| | 9,700 | |
| ⑮ CTPark Turda | 3,400 | |
| | 13,100 | |

66
Romania has a healthy business environment and strong human capital: a well-educated, creative, and multi-lingual population.

Iuliana Busca
Commercial and Business
Development Manager

The country’s average GDP growth over the last five years has been one of the fastest in the EU. This forward push comes as no surprise; with one of the biggest consumer markets in CEE, active expansion of manufacturing, and investments in infrastructure, many astute developers and investors have long had their eyes on Romania’s potential. A 20-30% growth of demand for warehouse space is predicted over the next year, while the current vacancy rate in existing buildings is 4-5%. Most of the demand in 2017 came from logistics, transport, and distribution companies, which leased more than 55% of total space. Leading occupier sectors include FMCG, retail operators, e-commerce, manufacturing/production, electronics, 3PL, and automotive. Approximately 80% of the total rented area in 2017 was a result of fresh demand: new lease agreements, extensions, and pre-leases.

As the leading industrial park developer in Romania and the CEE region, CTP plans to add at least 300,000 m² of new logistics facilities in Romania this year, thus surpassing 1 million m² of lettable area. Of the major projects, CTPark Bucharest West has a total existing space of 575,200 m², with plans to develop over 1 million m² of top-of-the-class, energy efficient industrial space. The park is expected to become the largest logistics park in Romania and, eventually, the largest in Eastern Europe. CTP’s plans for 2018 also include the completion of the developments already underway in parks Cluj-Napoca and Timișoara, which takes second place in regards to demand (after Bucharest), as well as continuing the development of CTPark Pitești, which is third in demand.

“Romania has some specific advantages when compared to other countries in the region: it is a very large country with low barriers to entry, a healthy business environment and strong human capital: a well-educated, creative, and multi-lingual population.” said CTP’s Iuliana Busca, CTP’s Business Development Manager. The country has attracted EUR 66.8 billion in FDI since 2003, bringing in investors like IBM, Microsoft, Siemens, Ford, and Renault. There are over 70 economic zones providing investment incentives in the form of local tax exemptions on land, urban planning, and many others. Available EU funding in 2016-2020 amounts to EUR 11.8 billion.



Rising consumer demand from the 20 million-strong population is one of the primary forces cited as driving the country’s growth. Dominant factors behind this demand are an increase in gross salaries and a relatively stable 4-6% unemployment rate. Retail sales are seeing one of the highest growth rates in the EU; modern retail is now an EUR 11 billion market, with the number of stores surpassing 2,000 for the first time after more than two decades. Significantly, the retail sector amounted to a whopping 40% of total investment volume in 2017. The increase in sales, particularly online (35% growth in 2017), directly impacts the development of the industrial and logistics sector.

The IT services sector, as well as FDI into electronics and car production, demonstrates Romania’s comparative advantage over other countries in the region. Additionally, the country also has the highest proportion of workers in agriculture out of the entire EU.

To coincide with Romania’s progress, 200 km of the country’s highway network are under

construction and are expected to be completed by 2019. By 2026, the General Transport Master Plan foresees an additional 1,000 km being added to the network. The construction of a high-speed railway between Cluj-Napoca (NW Romania) and Budapest has also been recently approved. Furthermore, because it is crossed by three major Pan-European transport corridors, Romania has an enormous advantage in shipping transport. Enhancements for Constanta, one of the largest deep-sea ports in the region and the most notable of Romania’s three maritime ports, include the construction of a deep-water quay, Ro-Ro, and passengers’ terminals (2020).

“2017 showed the level of macroeconomic indicators well: foreign direct investment increased to a record level, GDP has had an unexpected upward trend, driven by consumption,” said Costin Bănică, Associate Director, Head of Industrial Agency JLL Romania. “This picture has encouraged market development even more than we had anticipated last year.”

COUNTRY OVERVIEW

| | |
|-----------------------------------|--------------|
| Total area | 238,397 km² |
| Capital | Bucharest |
| Total population | 19.6 million |
| Labour force | 7.9 million |
| Adult literacy | 98.8% |
| GDP growth 2017 | 6.7% |
| GDP per capita | EUR 9,600 |
| Gross domestic expenditure on R&D | 0.5% |
| GDP composition by sector | |
| Services | 52.1% |
| Industry | 36.1% |
| Agriculture | 11.8% |



20 46,300 m² 21 42,600 m² 22 32,300 m² 23 32,300 m² 14 73,200 m² CTFit Available 25,000 m² 17 127,700 m² 16 80,500 m² 15 22,500 m² 19 5,000 m² CTBox OFFICE CANTEEN 1,390 m² 13 8,000 m² 10 60,000 m² Cross Dock Available 3,000 m² 11 27,000 m² 9 41,000 m² 8 49,150 m² 7 49,150 m² 24 37,400 m² 25 52,200 m² 26 48,800 m² 27 45,300 m² 28 46,400 m² 29 46,400 m² 30 46,400 m²

AUTOSTRADA BUCUREȘTI-PITEȘTI

A1 / E81

Pitești 96 km

Bucharest city centre 24 km
Constanța 266 km

TRUCK WASH & SERVICE CENTRE
720 m²

SUPERMARKET
1,200 m²

GAS STATION & RESTAURANT
380 m²

truck parking

new roundabout

AUTOSTRADA BUCUREȘTI-PITEȘTI

AUTOSTRADA BUCUREȘTI-PITEȘTI

AUTOSTRADA BUCUREȘTI-PITEȘTI

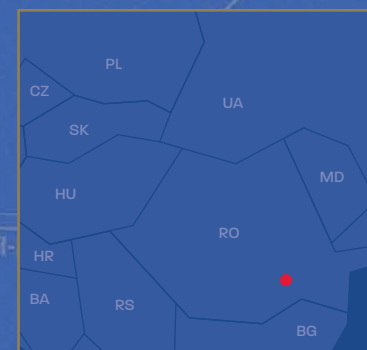
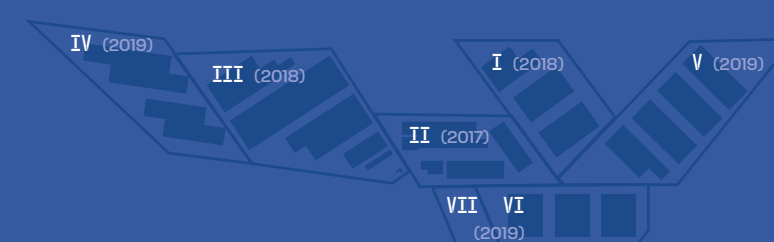
4 9,000 m²

5 51,000 m²

6 8,500 m²

- Available for lease
- Occupied
- Future phases

DEVELOPMENT PHASES



ABOUT BUCHAREST

- High level of FDI
- Strong GDP growth
- 33 universities with over 300,000 students/year
- Major automotive and high-tech/IT hub
- Lower wages than western Europe

CTPark Bucharest West:
The tax-advantageous location just 23 km outside the city centre is ideally suited for companies who want superior connectivity to the capital city, the local labour pool, and the main A1 motorway connecting Romanian seaports to the rest of Europe.

CTPARK BUCHAREST WEST

BLUEPRINT OF THE IDEAL PARK

CTPark Bucharest West aims to become CEE's premier industrial park. The masterplan combines on-site services, amenities, and connectivity with best-in-class, built-to-suit premises—accommodating any scale of business. CTPark Bucharest West is planned to become the largest industrial park in CEE, with over 1 million m² of lettable area. CTP's blueprint for the park will include best-of-breed premium buildings, services, accessibility, and infrastructure—features we have perfected over the years, and which our clients now fully expect and rely on.

241.2 ha
Total park size

575,200 m²
Total built-up area

478,800 m²
Planned construction

PARK BENEFITS

Premier destination ideal for large logistics operators

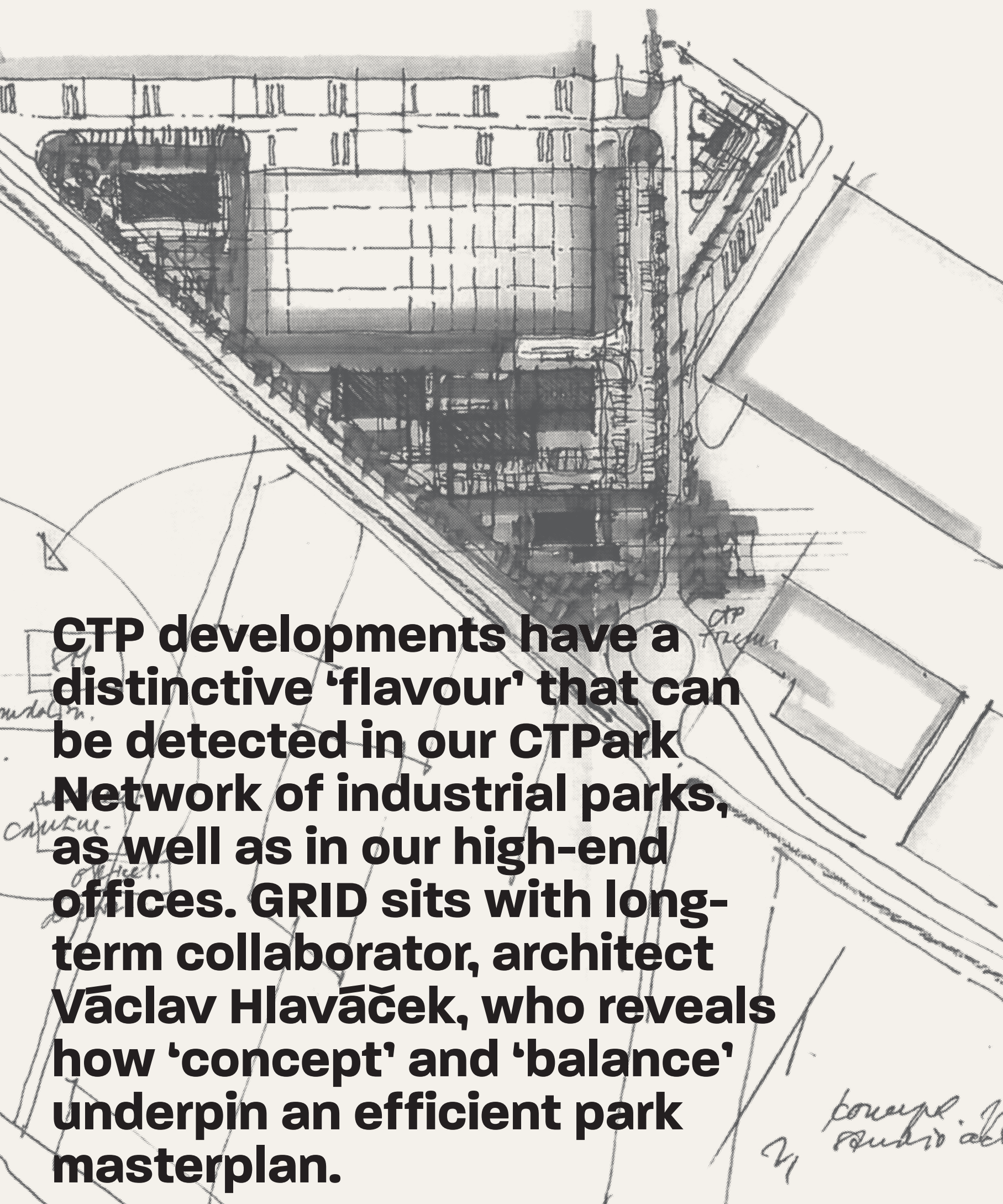
Shuttle bus from city centre

No property tax location

Medical point and canteen nearby

MAJOR INVESTORS

| | |
|-------------------|--|
| Altex | Romanian retailer of consumer electronics and appliances |
| Calberson | Freight transportation and logistics services |
| Cargo-Partner | Austrian provider of worldwide logistics services |
| DSV A/S | Danish worldwide multi-modal transport and logistics company |
| Ekol Logistics | Turkish provider of full-service, integrated logistics and supply chain management services |
| Gefco | Peugeot Citroën subsidiary providing car and vehicle logistics services on land, air and sea |
| KLG | Multi-modal, worldwide logistics service provider and value-added on-site warehousing services |
| Kühne + Nagel | Swiss-based global transport and logistics provider specialising in IT-based solutions |
| NOD | Leading Romanian electro-IT products distributor |
| Profi | Belgian discount retailer network |
| Ouehenberger | High-quality contract logistics services provider |
| DB Schenker | Deutsche Bahn subsidiary providing air, land, sea and rail freight, and contract logistics |
| Tibbett Logistics | Leading Romanian 3PL service provider |
| Van Moer | Belgian provider of bespoke logistics services |



CTP developments have a distinctive 'flavour' that can be detected in our CTPark Network of industrial parks, as well as in our high-end offices. GRID sits with long-term collaborator, architect Václav Hlaváček, who reveals how 'concept' and 'balance' underpin an efficient park masterplan.

What are, and have been, your primary architectural ambitions?

My architectural ambition has always been to fulfil my task. But the task is not the same as an assignment. You must look at the task in context. To fulfil it blindly is wrong. An architect should analyze the task and immediately raise his hand and say, 'Wait a moment, the assignment, in this case, is wrong. This is the wrong task.' In the roughly 17 years that I've been working with Remon, I've never been afraid to say this to him. He is the type of investor who has a vision, so he is open to discussion. He has never prevented me from revising a task. In fact, he encourages me to do so, to create a concept. The true beginning of my task is a concept. In our field, we do not use this term enough. A concept is already a fully-formed child; it's the embryo, it already has the gene. You can alter and improve it, but it must first be established.

What are the main characteristics of good architecture?

In architecture, aesthetics, functionality, and money must always be in balance. There are tasks that require one of the three attributes to be more accentuated, but one can never fully exist without the other two. Even in industrial architecture – or, perhaps, especially in it – we must start with a concept, and a clear outline of aesthetics. The aesthetic in industrial architecture is in the logic, the simplicity, the efficiency. Efficiency is something beautiful. Especially in industrial architecture, and in the balance of space within industrial zones, it is imperative to balance emotion and reason. Context never awaits human intervention; it will always be ahead, and we sort of lag behind. I remember when, five years ago, Amazon came in with its 100,000 m²-sized halls, and everyone thought it was the end of the world. Today, we've got 300,000 m² halls. These are good concepts that make the task even more difficult.

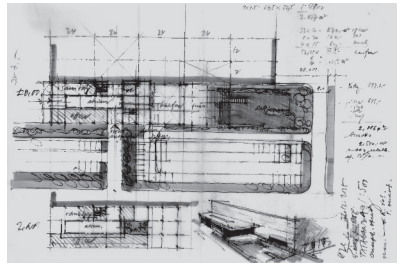
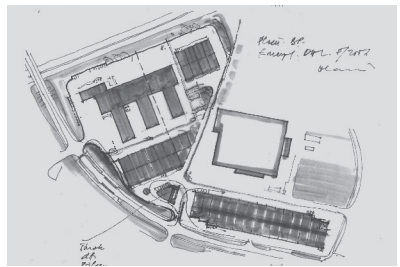
What is the significance of logistics?

I will use Dutch logistics as an example. The Netherlands is a beautiful, balanced country where its development and economy are in large part based on logistics. Logistics can be intellectual; it can be an industry that unites. Considering the Czech Republic's location in the middle of Europe, and the tradition of industrialization and industrial architecture in our regions, we should have realized a long time ago that logistics has its own professional specialization. Logistics is not only 'warehouses'. I wonder, why there are no corridors allocated in territorial and state plans that would be dedicated to logistics – by the highways, by airports. I keep hearing, 'We have a valid territorial plan, but it's not a good fit for the area.' Who decides what fits in where? A territorial plan is a living organism, and should change based on the evolution of technology, of logistics.

Why is landscaping important in an industrial zone?

The industrial aesthetic lies in not destroying that which is available to us. It requires a certain approach. An architect – and this is something I learned in the Netherlands – should bring in a professional landscaper almost immediately, and not just someone who will draw circles around the hall, calculate coefficients of the greenery, and will think that is sufficient. It is not sufficient. Quality landscaping forces me to work with the land I am given in a smarter, more effective way. It is always more practical to utilize the minimum that I have. The effectiveness is seen not only in the finances, but also in the plan which governs the movement of people, cars, material... The primary outcome of this efficiency is that it is faster, quicker, cheaper, more practical, more functional, and more beautiful. It's the same in life; If something does not have a limit, that's a problem. Having a limit is always good.

Colour and structure is secondary. It requires skill, a sort of artistic idea, which can be conceived by the architect along with an artist, or solely by that artist. Sometimes we have incorporated children's art, which provides an abstract quality. That abstract, combined with well-chosen colours, will blend in with each seasonal landscape. To produce this is a skill and a responsibility, but it cannot be the starting point. It's not about decorating; it's about continuing with the balance of the aesthetic, functional, and economical equation. (Continued)



Concepting Efficiency
The embryo of a park originates in a concept sketch, where the main features are laid out—by hand. Reworked and updated over time, it provides the foundation of a new development project.
Top: Ponávka's organised streets meet a meandering stream.
Middle: A cross-dock redistribution hub is softened with natural land forms.
Bottom: A grid anchors the office layout with the adjacent garden and parking.



Václav Hlaváček in his studio, Prague

| | | | |
|-----------|--------------------|--------|--------------------------------|
| 12 | 90,000 | 4 | 100 |
| Buildings | Rentable area (m²) | Phases | Total investment (EUR million) |



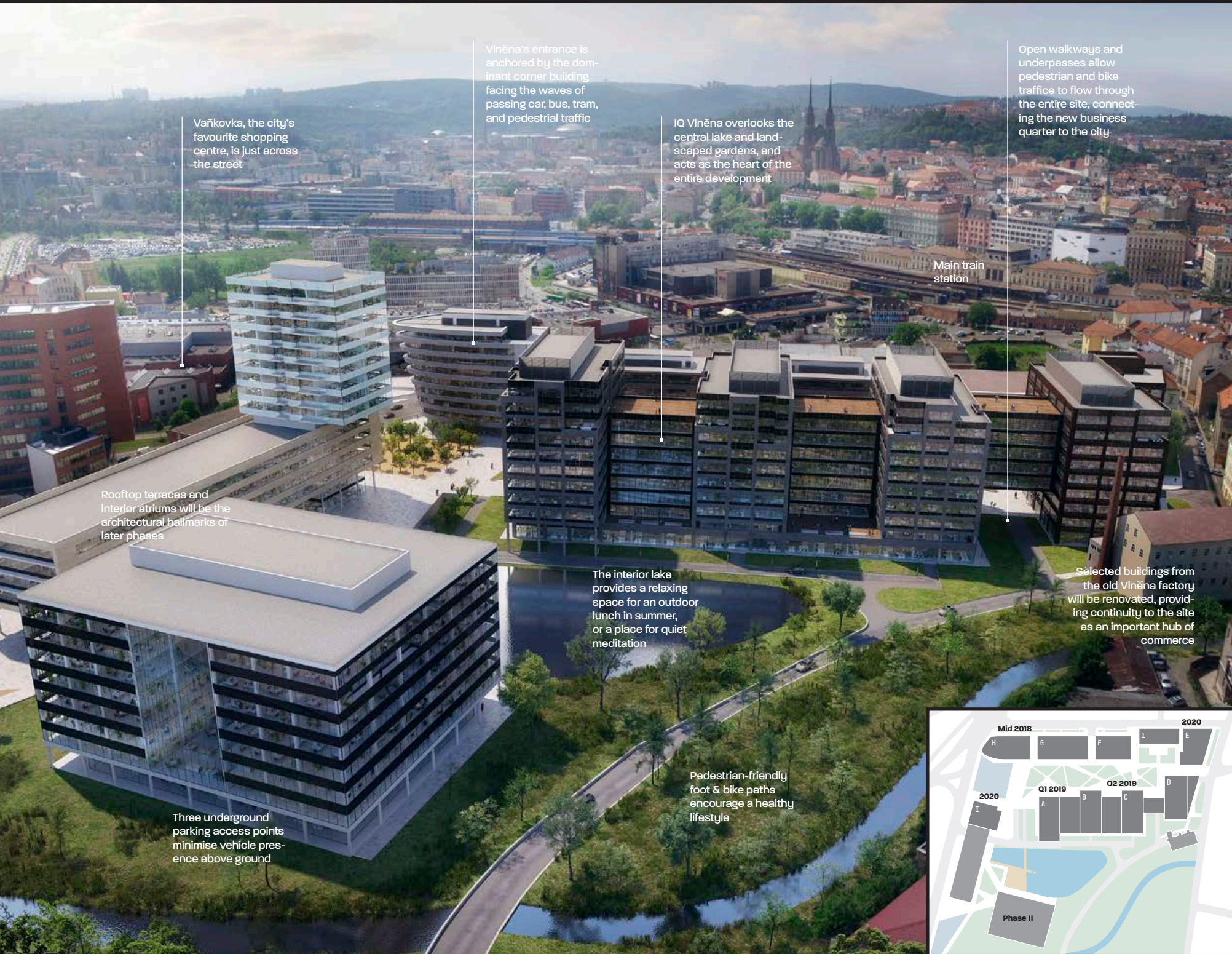
Vlněna is a bold new venture intended for the modern knowledge worker, and master-planned for collaboration. With its premium design, the space will be a self-contained city quarter of bustling retail shops, an ‘old town’ atmosphere, and a park that will unite not only the buildings, but the people. Beautified by a stream-fed lake, grassy gardens, and the graciously refurbished ‘Bochner Palace’, Vlněna will connect historical charm with the convenience of the present.

As an office, retail, and lifestyle campus, Vlněna bridges Brno's historical centre with the now-developing commercial zone of south Brno. The modernity and high technical specifications at Vlněna are ideal for corporate HQs, R&D, BPO operations, software development, or back-office operations, all of which are crucial to a city often referred to as the Silicon Valley of the Czech Republic.

The central location, walking distance to the main train and bus stations, and proximity to shopping and entertainment centres all ensure that Vlněna will become a go-to destination—not just for businesses, but for their employees and Brno's locals. Vlněna builds on the successful business park concept introduced at Spielberk, where we incor-

porated various office types and floorplans to suit a wide array of businesses. The well-received IQ buildings unify the Vlněna site plan, and are ideal for businesses that require large, flexible floorplates or expansion options across multiple floors. Currently under construction—with pre-leases already agreed with two technology companies—the IQ buildings will be ready for move-in in Q2 2018.

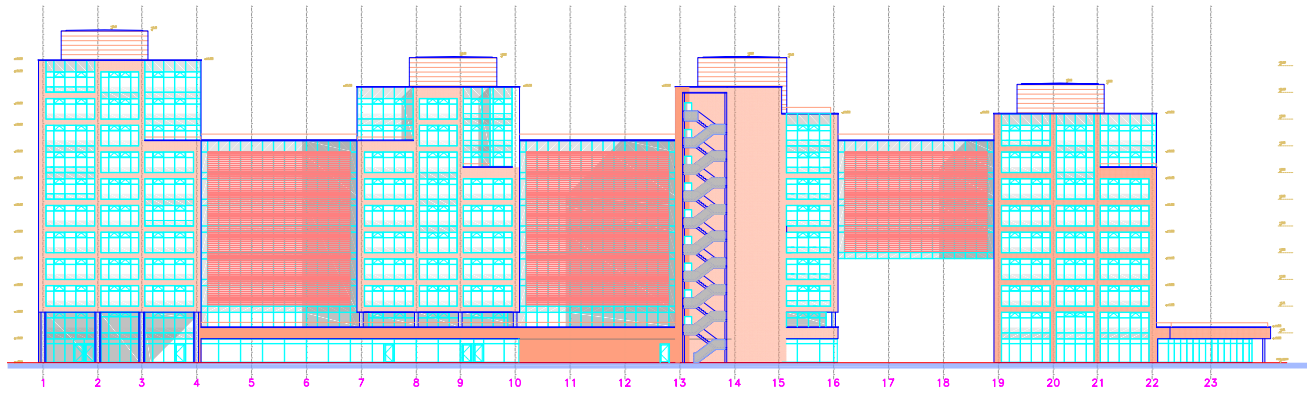
The restored and cleverly utilised space of ‘Bochner Palace’ is suited for smaller operations, such as legal or consulting services. From the very beginning, it was important that this mix of old and new Brno does not overwhelm; as exemplified by the original Vlněna HQ building, the park aims to support a sense of place and community.



PROJECT OVERVIEW

| | |
|-----------------------------------|---------------------|
| Location | Brno, CZ |
| Lettable space under construction | 31,000 m² |
| BREEAM rating | excellent (planned) |
| Phase I completion | Q2 2018 |

- Floor plans with “unlimited” flexibility for growth
- On-site property management
- BMS for energy efficiency
- Bike sharing service
- Ample on-site amenities: ATM, fitness, newsstand etc.
- Multi-level underground parking



Why are materials so important in architecture, and what are your preferred trends?

I am not embarrassed to be a strong supporter of the Dutch architectural tradition within Europe. In my opinion, it is incredibly tasteful and both central and eastern Europe can benefit from it. I've always had a strong familiarity with the north, from Hamburg all the way to Normandy. However, if I need a marble countertop, I will go to Carrara to get it: I can't get Carrara marble in Pardubice. I don't blindly follow Dutch traditions and aesthetics.

Choosing the correct material is essential. I put great emphasis on the material used during every step of the process. Every architect contemplates not only size and functionality at the start of the project, but also the material and the colours. What all architecture should provide is surprise, the excitement that something has happened, that something new has been created.

As a whole, what does architecture mean to you?

I believe that in life, there is a certain natural flow, and then there are impulses. You run, you live, you perceive, and then comes an impulse—whether internal or external—and it is at those crossroads that you must decide. Deciding, balancing, examining the situation, the connectivity – that is architecture.

66

The area near ‘Bochner Palace’ defines a zone that invites possibilities: a hotel, housing, café life, a pub or outdoor meeting. It neither destroys nor stifles, but rather motivates and advances the surrounding residential areas. It is built on a smaller, human scale, inviting people to walk in from the larger-scale offices, and the city beyond.

Václav Hlaváček
Architect



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Ponávka is a Cinderella story. What was once a cursed area of rusty warehouses and a destroyed river in the middle of the city was brought back to life, and it continues to evolve according to its own impulses. Being able to further the aesthetic with a unique feature like Domeq was a true pleasure.

Václav Hlaváček
Architect

DANGEROUSLY
COMFORTABLE
SERIOUSLY
PRACTICAL

158

Rooms

24/7

Reception & security

2

Rooftop terraces

100%

Cool

Domeq

From the very beginning, it was essential that Domeq, the newest addition to CTP's popular business park Ponávka, be as forward-thinking as its future residents. And with the many events and gatherings under Domeq's roof in the past months, Brno has welcomed this project with open arms.



Since going live in November, Domeq has proven its value as a unique solution to a challenging demand: higher housing standards for Brno's multinational students and young professionals. These well-travelled men and women have seen what innovation across the globe can provide, and their expectations for housing have understandably grown. Domeq was designed to meet—and surpass—those very expectations.

Domeq is an innovative concept of modern communal living structured around more: more comfort, more space, more networking, more options. It is the first of its kind in Brno, having taken inspiration from similar, highly well-received projects in Western Europe. One of Domeq's stand-out attributes is the expansive, versatile ground floor, which was designed to offer a mixture of private nooks—for studying, working, or small meetings—and open spaces that encourage socializing and collaboration. With modern, high-quality furniture, a large projector, a speaker system, a library, a billiards table, and generous seating all around, this is exactly the sort of environment geared to the inception of start-ups and other creative projects.

Another irreplaceable element is the proximity to the essentials: work, univer-

sity, shopping, restaurants, transportation. Domeq's location ticks all boxes. The surrounding area includes the most prominent universities in Brno (MUNI, VUT etc.) and large, multinational companies. The shopping center Vaňkovka is a short walk away, and Domeq's residents can take advantage of the shared-bicycle program, the parking spots, or the public transportation (right outside!) at any time.

Domeq offers 130 rooms with a double bedroom, four handicap-accessible apartments, 15 marital rooms, and nine single rooms. Each room is fully furnished and comes with its own kitchen and bathroom. Want a balcony? No problem. Don't need one? The building has two spacious terraces, which you can visit anytime to look over at the city from a one-of-a-kind vantage point. There is an abundance of additional services available to all residents, including a laundromat and room cleaning. To ensure safety, the reception is open 24/7 and the premises are equipped with security cameras.

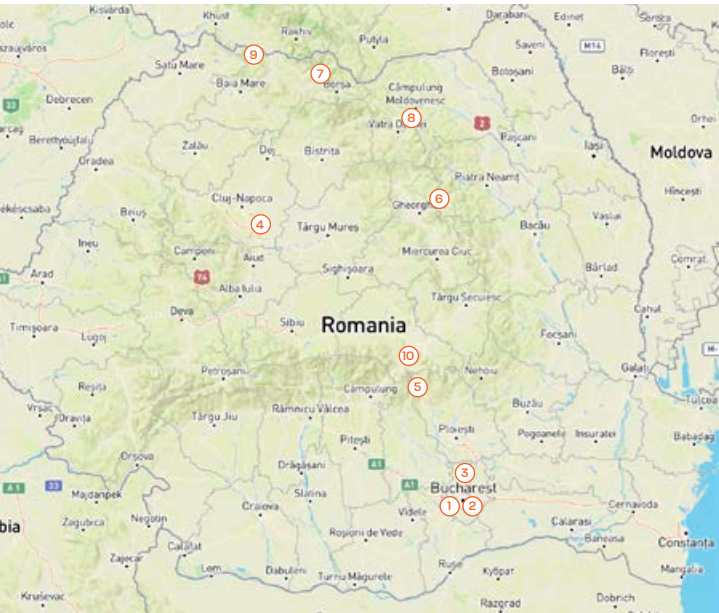
As one tenant so eloquently put it, Domeq is simply "a wonderful combination of co-working and living. And the view of Brno is not something you can find anywhere else." Or, in another tenant's words: "Dope, Original, Magical, Economic, Quality." No argument there.

domeq.cz

My Great

There's no better way to welcome a new season than with a little vacation. For this year's spring escape, we highly recommend you check out Romania. Whether you're a history buff, a thrill-seeker, or a beer enthusiast, Romania's got you covered. Architecture? Check. Music? Check. A salt mine theme park 120 m below ground? Absolutely, check. You may think you know what to expect, but this remarkable country is full of surprises.

📍 Location
👤 Recommended by



Awesome

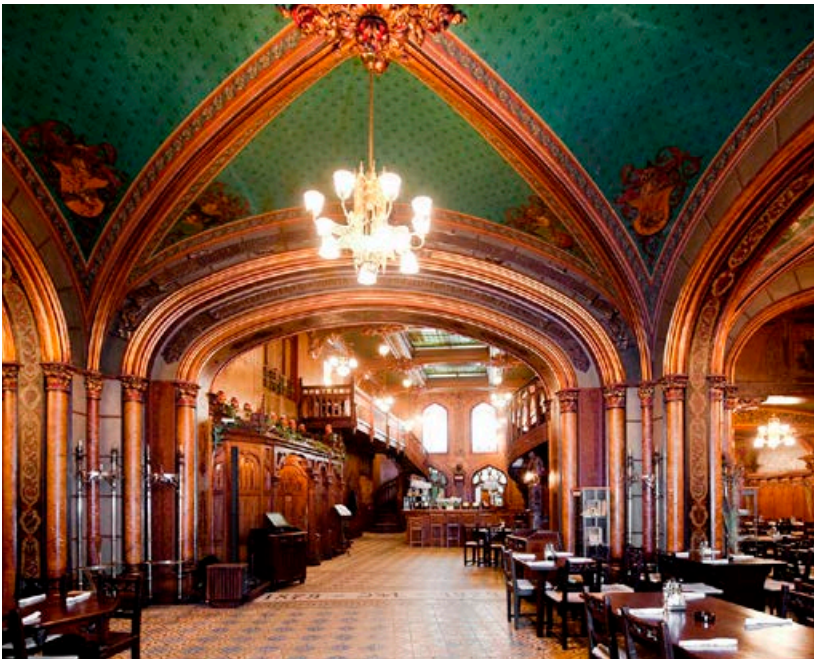


① 📍
Berăria H
(a.k.a. **The Lively City**)
Tailor-made for music maniacs and beer enthusiasts

📍 Bucharest
👤 Mădălina Manolache

The largest beer hall in Europe didn't always attract with its sold-out concerts and one-of-a-kind live shows. Back in the 50s, this architecturally impressive space was used for art exhibitions, where the famous sculptor Ion Jalea exhibited his masterpieces. Today, it's more about lively conversation and the promise of a good time. With 1700 seats inside—and 800 outside—the vibe is one of sitting back with juicy grilled steaks, pitchers of crisp beer, and catching up with friends as you wait for your favorite band to hit the stage. Imagine the backyard of a comfortable cottage owned by a beer enthusiast, multiply the size by a few hundred, add a live performance – and you've got Berăria H!

Cool



② 📍
Caru' cu bere
Satisfy your belly and cultural curiosity

📍 Bucharest
👤 Ion Dumitrascu

Known as the soul of Bucharest, this restaurant hits all your senses with a delightful, delicious cultural experience. Every evening offers hours of Romanian music—both traditional and modern—in a setting that seems to transport you to a different time, when a good brew could change history... In 1899, a young man took inspiration from his Transylvanian uncle's passion for brewery and began the construction of Caru' cu bere, a building so unique that King Carol I of Romania gave it the highest honours. Today, after decades of fighting off destructive renovations, the building is recognized as an architectural and historical monument. Thanks to the wooden décor, twisted staircases, and tall, arched ceilings, the old-timey yet grandiose charm of the building remains unchanged. As does the original beer recipe, which has become a legacy of Caru' cu bere's founder. The brew is best paired with some of the restaurant's traditional recipes, like slowly roasted pork with classically Romanian braised sour cabbage and polenta.



③ 📍
Therme Bucuresti
The ultimate reward for putting up with your boss

📍 Balotesti, 30 min from Bucharest
👤 Mădălina Manolache

While recreation in Budapest, Hungary, and the Czech Republic's Karlovy Vary may be world-renowned, Romania is home to the largest thermal water-based wellness center in Europe. This place does not mess around. It has three separate sections based on your needs, a variety of pools (indoor, outdoor, aromatherapy, wave), saunas, massages, cocktails, top-notch food, and the largest indoor slide system in Central and SE Europe. Because the thermal water is extracted from a depth of over 3,100 m, the water temperature is a stable 33 °C, while the air temperature is 29-30 °C. Oh yeah...there's a botanical garden, too, the largest in Romania. All around is an array of over 25 types of palm trees and 800,000 plants, of which 1,500 are orchids. Amongst the green is the 120-year-old Tree of Life, retrieved from China and known as the tree under which Buddha found enlightenment.

Romanian



⑤
Peleş Castle
You've seen castles before, but never one like this

📍 Sinaia, Walachia

Reaching for the sky at the foot of the Bucegi Mountains is this new-renaissance piece of architecture, considered by many as the most enchanting castle in Europe. Commissioned by King Carol I in 1873, the castle served as the summer residence of the royal family until the mid-20th century. Its 160 rooms are adorned with grand European artwork, Murano crystal chandeliers, German stained-glass windows and Cordoba leather-covered walls. The Music Room has furniture carved of teak and was a gift to King Carol I from the Maharajah of Kapurtala in India, while handmade silk embroideries adorn the ceiling and walls of the Turkish Salon. The ceiling paintings and decorative frescoes in the Theater Hall were designed by the renowned Austrian artists Gustav Klimt and Frantz Matsch. Over 4,000 European and Oriental pieces dating from the 15th to the 19th centuries are on display in the armories. It is glamorous and grandiose, and absolutely one-of-a-kind.

④
Salina Turda
Fall 120 meters deep into a world of fun

📍 Turda
👤 Corina Sandulescu

Combining the old and the new, Salina Turda is home to an underground theme park, built inside one of the world's oldest salt mines (which dates back to the 17th century). Previously used as a cheese storage centre and a bomb shelter during WWII, the salt mine is now dedicated exclusively to pure fun. 120 m below ground lies a thrilling concoction: an amphitheater, Ferris wheel, bowling alley, lake with paddle boats, mini golf, and ping pong. The rugged caverns—a result of mining that extracted over three billion tons of salt—give the space an otherworldly vibe.

Spectacular



Images: ozb.ro; lejeon-travels.com; metropotam.ro; mrtripp.tours; Yurly Buriok (pizzatravel.com.ua); franks-travelbox.com; unusualpieces.org; aroundthecompass.com

My Great Romanian Vacation

The Red Lake
Immerse yourself in mystical waters
♦ Eastern Carpathian Mountains
👤 Ion Dumitrascu

Located in the foothills of the Hășmașul Mare Mountain, the largest barrier lake in the Eastern Carpathian Mountains was formed after the collapse of a slope during an earthquake in 1838. Its position in a valley blocks strong winds, and an air of serenity allows for absolute relaxation in the calm waters. The lake's ominous name comes from the nearby Red Creek, reddish in color due to the various red alluvia—like iron oxides and hydroxides—within its waters. Although whether this is true depends on who you ask... Though there are many versions to the story, the legend of the Red Lake, also known to locals as the Killer Lake, says that the redness comes from the blood of those who dared to swim in the forbidden waters, and were viciously killed by a dragon that once lived there. The tree trunks that extend through the water's surface are the frantic arms of the victims once gasping for air. A bit haunting, but still absolutely beautiful.



“Mocanita” steam train
Travel like it's 1932
♦ The Vaser Valley in the Maramureș Mountains
👤 Corina Sandulescu

An outstanding example of technical cultural heritage, the last remaining forestry steam train offers a unique trip on the Mocănița railway from Viseu de Sus. Initially meant for transporting harvested wood, the railway was built back in 1932. Today, the vintage train invites its passengers to sit back and observe the Maramureș Mountains' pristine forests and dynamic rivers, before letting them out at Paltin station to explore and enjoy a picnic or to hunt for seasonal mushrooms.



400
The Carpathian Mountains are home to one of the largest virgin forests in Europe, with 400 unique species of mammals



The Merry Cemetery
Where vibrant history meets vibrant art
♦ Săpânța, Maramureș County
👤 Corina Sandulescu

There is no better display of Romanian creative expression through wooden art than in Maramureș County. It was there that artisan and local tombstone sculptor, Ioan Stan Patras, decided that repetitive wooden crosses did not do justice to the celebration of life after death. As was tradition for some, Ioan believed that the wake is the last and joyful event before the deceased depart. He began writing epitaphs on his crosses, often using humorous irony to describe flaws



the deceased may have had. Later, he began incorporating bright paintings that depicted memorable scenes from the life of the deceased. A baker's tombstone showed him making bread, for example; and if someone passed on in a unique way, the death was painted onto the cross. Ioan used vivid colors obtained from natural pigments and always carved the wooden crosses in oak. His career lasted 50 years, and his work not only commemorates those that have passed, but also tells the story of his town.

7
Romania has seven Unesco World Heritage Sites

Parc Aventura Brașov
Release your inner daredevil
♦ Brașov
👤 Ion Dumitrascu

Had enough sitting down and walking around? Visit this park and enter a world of ropes, ladders, wires, and swings at a maximum height of 20 m. Both beginner and advanced thrill-seekers will come into their own, with 15 different above-ground routes and progressive levels of difficulty. Upon arrival, you will receive safety equipment composed of two carabines, which are to be on at all times for your safety. You can climb a 16 m ladder and jump right back down into the void, climb up practically everything in sight, and fly over a 111 m lake as though your feet will never touch the ground. There are 186 games and endless challenges, and a guarantee that you will feel like Tarzan for the day.



Personal Soundtrack

As leasing manager in Romania, I don't sit still very often. Luckily, I'm pretty good at packing travel bags, since I used to pack one almost every day back when I was a flight attendant. I try to keep it very basic, but I make sure I always have my music with me. I love powerful songs and remixes that energize me for the day. Listening to the right song at the right moment can really change my mood.

Corina Sandulescu
Leasing Manager, RO



Special Lenses

I travel out of my Bratislava office a lot, and I always bring my iPad—to look important at meetings—and my swimming goggles—to see all the ladies in the swimming pools. Or is it the other way around? I mean, I do look very important in my goggles... And whenever I am able to, I also bring my family.

Stanislav Pagáč
Regional Director, SK

What do you take when you travel?

David Huszlicska
Senior Business Development Manager, HU

Flóra Badacsonyi
Financial Manager, HU

“Signing” Socks

I am based in Budapest but move around east/west Hungary all the time. At my previous workplace, I started the tradition of my “Signing” Socks – a pair of socks I always put on when signing big deals. I closed about €20 million worth of transactions with them, and now at CTP I've already signed a few million € worth of acquisitions and some larger leases with them. They've never let me down.



Briefcase 2.0

My job requires I travel to/from many CTParks within Hungary, and I always want to be prepared to sit down and do some work on my laptop. So, no matter where I go, I have my silver backpack with me. It's a unique bag designed by my friend, which makes it extra special, and fits everything I need. It's like a compact office – my little CTP office to go.



UPCOMING EVENTS

Meet CTP at these events:

Mipim 2018
March 13–16
Cannes, FR
Hall: Riviera 7
Stand: R7.E66

HOF Awards
April 5
Prague, CZ

IDEEM
April 10
Copenhagen, DK

SEE Awards
April 19
Bucharest, RO

Czech Logistics Day
April 17
Prague, CZ

Log-In
April 19
Bratislava, SK

Eastlog
May 17–18
Prague, CZ

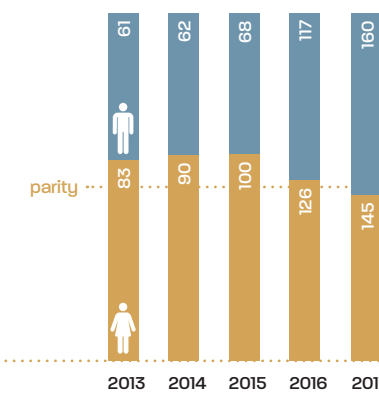
CEE Manufacturing
June 21
Warsaw, PL

SIOR
June 27–29
Warsaw, PL

Drinks Before Home
September 9
Prague, CZ

CEDEM
September 26
Prague, CZ

Research has shown that diversity in the workplace has a discernable positive impact, but deep-rooted stereotypes are always difficult to overcome. Difficult, but not impossible. Just ask the determined women paving the way for a future of equality.



50:50

CTP has always had a diverse, gender-balanced work environment to ensure the best performance results. We are proud to have maintained a near 50:50 male-to-female ratio over the years.

Power Women

In the past years, women have gradually been attaining more leadership positions, creating change that is long overdue. This progress is no coincidence; it is an endeavor that requires effort from not just tenacious women, but all leaders. Institutional investors have begun incorporating quantitative recruitment goals to support gender equality, as well as initiatives in the form of mandates that include innovative ways of guiding and educating both male and female recipients.

Moral obligations aside, the payoff comes through reaping the benefits of a diverse environment. Increased performance, speed of innovation, and effectiveness have been proven to occur when decisions are based on a wide array of viewpoints and follow broader discussions. McKinsey & Company successfully showed that diverse teams are also top financial performers. By examining the executive board composition, returns on equity (ROE), and margins on earnings before interest and taxes (EBIT) of 180 publicly

traded companies, researchers found that ROE of companies ranking in the top quartile of executive-board diversity were 53% higher than they were for those in the bottom quartile. EBIT margins at the most diverse companies were 14% higher than those of the least diverse companies.

The real estate industry has caught on. According to KPMG's Women in Alternative Investments Report, 42% of women in the real estate sector feel it is not more difficult for women-led funds to obtain capital, compared to 19% of women in other, similar sectors examined in this study. The study shows that the real estate sector is better positioned than other alternative sectors, like hedge funds and private equity, when it comes to supporting and developing female professionals. Though the journey is littered with hurdles—only 6% of real estate funds represented in the KPMG survey are led by women—there is a higher percentage of women in C-suite and portfolio management roles than other alternative sectors.

"If results generated by women equal those of men, there should be equality in treatment of the two genders as well," said CTP's Iuliana Busca. The problem is, women often do not get a chance to prove their worth.

“

I wake up at 5 a.m. and begin preparing a checklist for the day, drawing the transactions on paper and checking each step to make sure I have everything under control. It pays off; CTP is probably the first company in CEE to finalize RE financing with an insurance company, which is a novel financing strategy for the future.

Markéta Vešeňová
Senior Corporate Lawyer

“

Managing design for all Hungarian projects means constant contact with clients, subcontractors, authorities, and heads of construction on our team. Weekly site supervision is imperative, as is tendering and contracting. With this schedule, a good lunch and coffee are a must.

Enikő Várhelyi
Design Manager

“

Being in charge of securing financing for all CTP project in Romania comes with pressing deadlines. Last year, I managed to increase the bank portfolio by starting a cooperation with new banks, securing EUR 150 million of new financing. If you have a clear goal and refuse to compromise, you can achieve anything.

Andra Bizon
Senior Treasurer

“

My primary focus is providing first-class service to my clients, managing and supporting my team, finding ways for improvement, and setting up goals and expectations. This ensures a constant string of success, which means satisfied clients and a stable team.

Barbora Youssef
Head of Property Management,
Brno Region



“

Travelling has become a big part of my job, as I've been supporting the team in Romania and Hungary. It is important to push all teams to finalize their goals as soon as possible, especially at the beginning of a new year, which is a complex period of closing and audit.

Hana Šimonová
Chief Accountant

The gender pay gap reveals what hides behind the curtain of every industry: women are less likely to hold high-level, high-paying jobs than men. This is called the uncontrolled gap, and it is a more complex challenge than the “equal pay for equal work” issue—known as the controlled gap—which often garners more attention. A high uncontrolled gap is usually characteristic of a labour market that is exceedingly segregated, meaning that women are more concentrated in a restricted number of sectors and/or professions (i.e. Czech Republic), or in which a significant proportion of women works part-time. The gender pay gap within the EU fluctuates from below 10% (Poland, Romania, Slovenia) to over 20% (Hungary, Slovakia, Czech Republic).

The Gender Gap Index—which rates national gender gaps based on economic, political, educational, and health criteria (with 1 being the best)—shows that CEE countries have an average rating of 55, while western Europe's average is 20 and the Nordic countries' average is 6. The ratings strongly coincide with the populations' core gender beliefs. According to a survey from the European Bank for Reconstruction and Development, eastern Europeans tend to believe that “it is better for everyone involved if the man earns the money and the woman takes care of the home and children,” and they are predominately in favor of more traditional gender roles. In a similar survey, Nordic countries strongly disagreed; 75% of Swedes believe that a woman earning more money than her husband does not cause problems.

Based on current trends, the overall global gender gap can be closed in 100 years in first-world countries. Last year's prediction was 83 years. Due to the economic gender gap's widening, it now appears that the reality may soon be 217 years. Worldwide, today's average man's annual earnings are EUR 16,300 for 7 hours of work, and unpaid work amounts to 1.5 hours. The average woman's earnings are EUR 9,000 for 8.5 hours, and unpaid work amounts to over 4.5 hours.

“I feel that it is high time women speak up about how suppressed they are, both professionally and in their private lives,” said Enikő Várhegyi, CTP's Design Manager. “An open, receptive and continuous dialogue needs to exist.”

People have made many errors throughout history. It is crucial to accept that even deeply ingrained norms may need revisions. The real estate industry is a prime example: Women have been in the industry since its establishment in the 19th century, yet they were excluded from real estate boards for decades. Today, there are many role models in which real estate hopefuls can find inspiration. Dorothy Herman, President and CEO of distinguished brokerage firm Douglas Elliman, is the richest self-made female millionaire in American real estate. Her #1 productivity tip?

“If you have a vision, follow it.” Coming from a woman who led Douglas Elliman's sales to exceed EUR 18 billion—technically a closing every 19 minutes—that advice truly resonates.

14%

EBIT margins at the most diverse companies were 14% higher than those of the least diverse companies

53%

performance increase in diverse teams

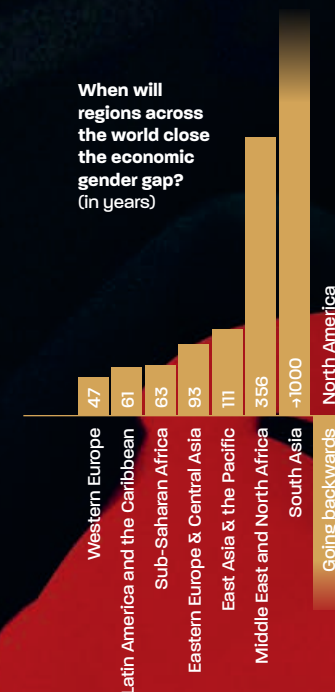
85%

of companies with over EUR 400 million in revenue believe a diverse workforce drives innovation



Same qualifications, different outcomes
Disparities in skills and qualifications alone cannot account for the continued workplace inequality. More and more highly-educated women are entering the workforce, but they are not represented to a similar degree in the labour market.

When will regions across the world close the economic gender gap? (In years)



A working day for the average man and woman
An average man's annual earnings are EUR 16,300 for 8 hours of work; unpaid work averages 1.5 hours. The average woman's earnings are EUR 9,000 for 9 hours; plus an additional 4.7 hours of unpaid work

“

Every day includes meetings with clients, conducting negotiations, and problem-solving. The rewards have been accomplishments like closing over 75,000 m² of lease agreements in my first six months at CTP, with no prior RE experience.

Iuliana Busca
Commercial and Business
Development Manager

CHARGED

Before making your morning coffee, you plug your car in. By the time your brew's prepared, the car's charge goes from zero to 100, ready for hundreds of km of you sitting back and being driven to your business meetings. This scenario is an incipient reality stemming from recent battery tech breakthroughs. From electric vehicles (EVs) to smartphones and large-scale storage, adjustments and alternatives to the current leading battery model, lithium-ion (Li-ion), have been gaining traction. Why? Because this stuff is destined to change the world.

The Evolution of Batteries

150 BC – 223 AD

Baghdad Battery
Discovered in modern Iraq, this set of three artifacts—a ceramic pot, a tube of copper, and a rod of iron—is hypothesised to have been an attempt at forming a galvanic cell, which derives electrical energy from spontaneous redox reactions within a cell.

1799

Voltaic Pile (1799)
Physicist A. Volta (IT) created the first electrical battery that could provide a continuous electrical current to a circuit. The voltaic pile used zinc and copper for electrodes, with brine-soaked paper for an electrolyte. This invention disproved the common theory that electricity could only be created by living beings.

1836

Daniell Cell
About 40 years later, J.F. Daniell (GB) created a cell that used a copper pot filled with copper sulfate solution, which was further immersed in an earthenware container filled with sulfuric acid and a zinc electrode. The cell's electrical potential became the basis unit for voltage, equal to one volt.

1859

Lead-acid
The first rechargeable batteries, invented by G. Planté (FR), are very low cost and supply high surge currents. This makes them suitable for automobile starter motors even with today's technology, and it's part of the reason EUR 36.3 billion of lead-acid batteries were sold globally in 2014.

1899

Nickel Cadmium
Invented by W. Jungner (SE), the batteries were first "wet-cells" similar to lead-acid batteries and used a liquid electrolyte. Though they helped pave the way for modern technology, they are being used less and less due to cadmium's toxicity.

1950s

Alkaline Batteries
Invented by L. Urry (CA) and popularized by brands like Duracell and Energizer, alkaline batteries are used in household devices like remote controls. Using zinc and manganese oxide in the electrodes, they are inexpensive and typically non-rechargeable. Over 10 billion have been produced in the world.

1989

Nickel-Metal Hydride
The NiMH formulation uses a hydrogen-absorbing alloy instead of toxic cadmium, making it more environmentally safe. It is used in power tools, digital cameras, and other electrical devices. They were also used in early hybrid vehicles, such as the Toyota Prius, and their development spanned two decades.

1991

Lithium-ion
First released by Sony, these batteries have high energy density and several specific cathode formulations for different applications. For example, lithium cobalt dioxide cathodes are used in laptops and smartphones, while lithium nickel cobalt aluminum oxide cathodes are used in car batteries.

2010s

Silicon-graphite composite electrodes
In 2014, sample production of batteries using a silicon-graphite composite electrode started by Amplus, and Enevate presented a battery using a monolithic silicon-composite anode with a low cell resistance, winning an Innovation Award Honoree in three categories at 2016's Consumer Electronics Show.

What's on the horizon?

There is a growing list of new technologies that may unlock the future of batteries—some more viable than others. One enhancement to lithium-based batteries is the development of what is known as solid state Li-ion batteries, the most promising of which make use of graphene. This technology provides superior stability, longer storage life, and greatly enhanced charging speeds.

Samsung has announced that they are developing a graphene-based battery that has the potential to increase battery capacity by nearly 50% and increase charge speeds

by 500%, to around 12 minutes for a full charge. The implications are also promising for the EV market, where graphene batteries could deliver charge-up speeds similar to smartphone and a power range of 500 km.

An innovative modification of current lithium batteries utilizes sand instead of graphite to achieve results that are three times better than traditional lithium batteries. Because they use sand, they are also significantly cheaper to produce and are non-toxic and eco-friendly.

Another eco-friendly solution is water. Liquid flow batteries use pH neutral water to store energy over long periods of time and can also be used to generate power. A company in Australia is working to create the world's largest battery using a natural lake and a system of turbines and tunnels. Smartphone makers also see potential in using this technology for small-scale applications.

Sodium-ion batteries are another noteworthy contender. These salt batteries could be up to seven times more efficient than their Li-ion counterpart. While commercialisation is still perhaps a decade away, salt-based batteries could replace lithium batteries completely, as they would be vastly cheaper to produce while offering better performance.

Other technologies actively being researched and developed for batteries include photosynthesis, gold nanowires, fuel cells, solar batteries, foam batteries, and wearable batteries.

What's the situation today?

Already the largest buyer of Li-ion batteries, Tesla is on track to becoming the largest producer thanks to Tesla Gigafactories. The first—in Nevada, USA—will produce Li-ion batteries, of which Tesla needs roughly the equivalent of the current worldwide supply. The factory is a joint project between Tesla and Japan's Panasonic and by 2020, Tesla hopes for the production of battery packs at less than EUR 80 per kWh. Driving down the cost of Li-ion batteries means incentivizing the use of alternative energy sources, and CEO Elon Musk plans on building many more Gigafactories in the near future. For the proposed Tesla Gigafactory Europe, he has reportedly considered the Czech Republic and Finland, among others.

The most well-known battery suppliers include Samsung and LG Chem, but China is right behind. Due to the magnitude of projected demand—a result of the evolving EVs and storage systems—battery cell manufacturing demands have been unprecedented. In the past three years, battery cell manufacturing capacity has more than doubled largely thanks to China's cell production, which already has a greater share of global production than Japan's.

One worthy adversary can be found right in the Czech Republic: HE3DA Ltd. A self-proclaimed innovator in applied research and commercialization of battery technologies, HE3DA is utilizing the high charge and discharge speed of nanotechnology-based batteries; after numerous tests, researchers found a way to increase battery safety and lower production costs by about 1/20th of the current norm.

HE3DA has teamed up with European Metals, which holds exploration rights around the Czech village Cínovec. The place is so rich in lithium that it could amount to about 3% of the global lithium stock, making it Europe's largest resource. With its close proximity to the border with Germany, long tradition of mining, and high unemployment rate, it has attracted many producers. Daimler, owner of Mercedes-Benz, is building its second factory for lithium batteries in a German town only 90 km from the village.

Driving the future

Competition for the perfect battery is most prevalent in the automotive sphere. According to analysts, EVs will be a EUR 195 billion global industry by 2040, and will account for up to 40% of global vehicle purchases in 20 years. That is, 40 million EVs will be sold annually even if the global vehicle market sees zero increase.

Currently, EVs run primarily on rechargeable Li-ion batteries. Their high energy density ensures lifetimes sufficient for most EVs, and they are becoming increasingly affordable. Yet Li-ion cells are also relatively fragile, temperature-sensitive, and—although boasting a great lifespan—gradual deterioration can be observed almost immediately, even after zero use.

One solution may be to replace fluid with a solid. The fluid electrolyte in current Li-ions allows charged particles to flow through. Certain solids also allow this flow, but not at the speed needed for high-powered devices. However, Toyota has claimed that by 2020, it will launch a new EV that will be powered by a solid-state lithium battery. Should this solid form of battery come to fruition, it would negate the risk of fire and would open the doors to a full-metal anode, which offers greater energy capacity. This would be groundbreaking.

There is also the option that the reign of batteries will end, with companies like General Motors (GM), Toyota, Volkswagen, and even UPS developing hydrogen-powered EVs, which beat other EVs' range per fuelling. Hydrogen offers clean energy, the only end products being heat and water. A hydrogen fuel cell EV has an electric motor, but it produces electricity on board from stored hydrogen fuel. However, the collection of hydrogen is problematic: it must be pressurised and stored in tanks much larger than an energy-equivalent tank of gasoline, and it is highly time-consuming. Further advancements are therefore imperative in propelling this technology ahead.

CHANGING THE LANDSCAPE

When passing Humpolec on the drive between Prague and Brno, take a moment to admire the largest painting in Central Europe. Since October 2017, the walls at CTPark Humpolec have been adorned with original art made by Dzia, the winner of the CTP Art Wall competition. Take a look behind the scenes.



1

PREPARATION

A project of this scope takes months of preparation. Apart from permits and scheduling, we had to secure thousands of cans of spray paint, lighting, and numerous equipment. The building's façade was then rid of all signage and every last trace of filth and dust.



2

DRAWING THE OUTLINES

The painting began with the concept's foundation. The outline of the artwork was projected onto the walls for a number of nights, and thirteen dedicated artists traced the contours with black spray paint from sunset to sunrise.



"The Art Wall in Humpolec is the biggest art piece I have ever created. I am thrilled!"

Dzia
Accomplished and multi-talented Belgian artist. His creations range from paintings to sculpture, installations, and street works.



A big thank you to DRAWetc. studio for their collaboration.

3

FILLING WITH COLOR

During the day, the artists incorporated the flora and fauna inspired bold colors, breathing life into the black framework's abstract shapes. Just imagine the coolest, biggest colouring book in the world.



4

THE UNVEILING

This one-of-a-kind project has been appreciated not only by locals, but also by drivers zooming by on the highway. CTP is the first company to have undertaken a project of this format and scope within the Czech Republic, and the positive feedback has been incredibly rewarding.



COMING UP NEXT:
Preparations are already under way for production of CTP Art Wall's second winning entry at CTPark Prague Airport this spring. As you fly in or out of the country via Terminal 1A, you can see this take shape just beyond the main international runway.

3,200

cans of spray paint

1,600

m² painted within 10 days and nights

6

months of preparation

13

committed artists

With 350 players and counting, our team is killin' the game. Our confidence grows with each new addition, and we've never been stronger. So bring on the competition. We're ready.

New All-Stars



RUDOLF NEMES

Country Manager, Hungary

| | |
|--------------------|-------------------------|
| AGE | 38 |
| MUSIC TO LISTEN TO | Deep and loud |
| HOBBIES | Running and socializing |
| PLACE TO VISIT | Port Lockroy |
| FAVORITE FOOD | Pasta & steak (rare) |

As CTP's Country Manager in Hungary, my main focus is setting up the Hungarian team and improving the current structure and communication with various departments outside of Hungary. I'm also involved in HR and business development. Prior to joining CTP I gathered experience as head of numerous departments at financial institutions and real estate development companies. In other words, I've scored some goals, and I'm excited to have joined a winning team!



VLATKO DJURICEK

Country Head, Serbia

| | |
|--------------------|--------------------------|
| AGE | 34 |
| MUSIC TO LISTEN TO | Kings of Leon |
| HOBBIES | Family, friends & soccer |
| PLACE TO VISIT | Barcelona |
| FAVORITE FOOD | Serbian |



KVĚTA VOJTOVÁ

M&A, Corporate and Financing Lawyer

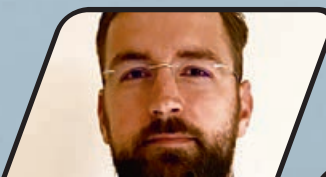
| | |
|--------------------|-----------------|
| AGE | 47 |
| MUSIC TO LISTEN TO | The Killers |
| HOBBIES | Skating |
| PLACE TO VISIT | Siena (Tuscany) |
| FAVORITE FOOD | Sushi |



JANA NOVÁKOVÁ

Junior M&A Financing Analyst

| | |
|--------------------|---------------|
| AGE | 10,079 days |
| MUSIC TO LISTEN TO | Spotify |
| HOBBIES | Obstacle runs |
| PLACE TO VISIT | Melbourne |
| FAVORITE FOOD | Sushi |



GEORGE MAN

Regional Manager, Transylvania

| | |
|--------------------|---------------------------|
| AGE | 38 |
| MUSIC TO LISTEN TO | Queen |
| HOBBIES | Spending time with my kid |
| PLACE TO VISIT | Archaeological sites |
| FAVORITE FOOD | Anything :-) |



ISTVAN POZDERKA

Senior Business Development Manager

| | |
|--------------------|------------------------------|
| AGE | 30 |
| MUSIC TO LISTEN TO | Muse |
| HOBBIES | Futnet (2010 world champion) |
| PLACE TO VISIT | Warsaw |
| FAVORITE FOOD | Fish soup |



JŮLIUS HÁJEK

Head of Marketing

| | |
|--------------------|-----------------------------|
| AGE | Young enough to kick ass |
| MUSIC TO LISTEN TO | Electronic |
| HOBBIES | Dog walking, canine therapy |
| PLACE TO VISIT | Prague |
| FAVORITE FOOD | Thai |



LUKASZ KUTYBA

Regional Manager for Rzeszow

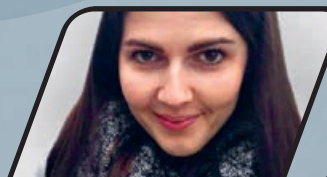
| | |
|--------------------|-----------------|
| AGE | 34 |
| MUSIC TO LISTEN TO | Imagine Dragons |
| HOBBIES | Off road |
| PLACE TO VISIT | Mexico |
| FAVORITE FOOD | Sushi |



EMANOIL DASCALU

Construction Director, RO

| | |
|--------------------|-----------------------|
| AGE | 45 |
| MUSIC TO LISTEN TO | Oscar Benton |
| HOBBIES | Motorcycling |
| PLACE TO VISIT | Edinburgh |
| FAVORITE FOOD | Anything & everything |



MONIKA ŠIMOVÁ

Designer & Project Coordinator

| | |
|--------------------|------------------------|
| AGE | 28 |
| MUSIC TO LISTEN TO | Rock and alternative |
| HOBBIES | Cross-country skiing |
| PLACE TO VISIT | Absolutely Paris |
| FAVORITE FOOD | Vietnamese and Chinese |



JURAJ BUKRAN

Regional Procurement Manager

| | |
|--------------------|----------------------|
| AGE | Ripe with experience |
| MUSIC TO LISTEN TO | Silence |
| HOBBIES | Procuring stuff |
| PLACE TO VISIT | Machu Picchu |
| FAVORITE FOOD | Peruvian Leftovers |



ONDŘEJ KUČERA

Digital Marketing Specialist

| | |
|--------------------|----------------|
| AGE | Forever young |
| MUSIC TO LISTEN TO | Radiohead |
| HOBBIES | Snowboarding |
| PLACE TO VISIT | Skye, Scotland |
| FAVORITE FOOD | Řízek |



VLADIMÍR MÜLLER

Head of Planning and Permitting, CZ

| | |
|--------------------|----------------------------|
| AGE | 46 |
| MUSIC TO LISTEN TO | Alabama 3 |
| HOBBIES | Theatre & summer festivals |
| PLACE TO VISIT | Bretagne |
| FAVORITE FOOD | Mediterranean, Lebanese |



ANDREEA ENESCU

Transactions Manager

| | |
|--------------------|-------------------------|
| AGE | 36 |
| MUSIC TO LISTEN TO | Tropical house and funk |
| HOBBIES | Running |
| PLACE TO VISIT | Singapore |
| FAVORITE FOOD | Nougat Glace |

Some more cool team members:
Razvan Voinescu Financial Analyst
Lucie Šimůnková Tax Specialist
Cristina Hamza Head of Accounting
Andrea Englichová Corporate lawyer

Join the team!

[Click here](#)

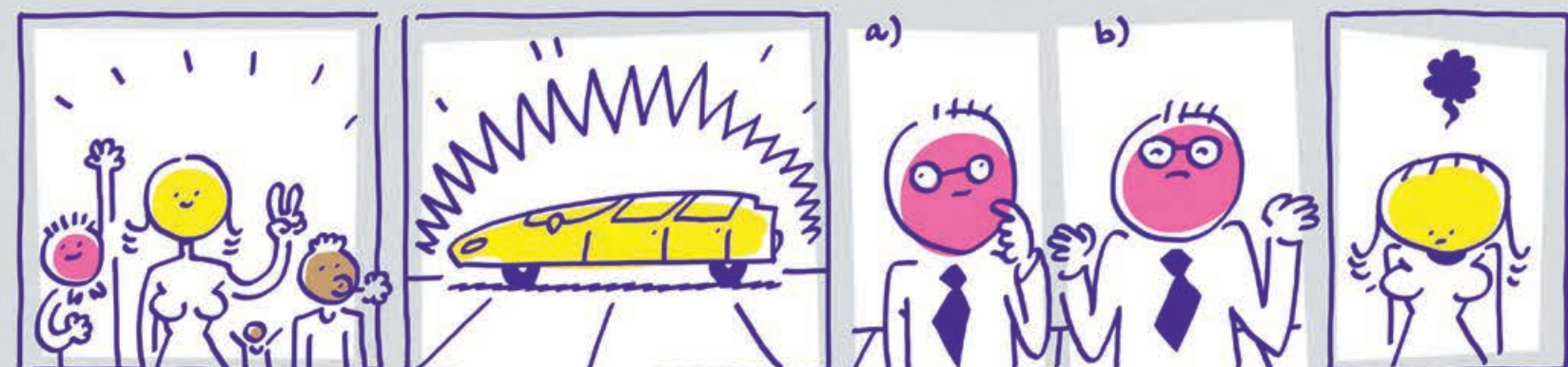
THE MAGIC OF INNOVATION



LADIES AND GENTLEMEN!
WE MUST INNOVATE!

OUR CAR SEEMS A BIT
ARCHAIC TO ME! FIX IT!

HMMM...



WE'VE GOT IT!

MODEL MEGASPEED 3000!
...FROM 0 TO 100 IN 3 SECONDS!
ONLY 1 LITER PER 100 KM!

HMMM...

I DUNNO...
NOT INNOVATIVE
ENOUGH!

HMPFFF...



LET'S THINK ABOUT THIS...

EUREKA!

PLEASE LET ME
INTRODUCE TO YOU.

DREAMROAD 7000!
ELECTRICAL ENGINE,
FROM 0 TO 100 IN 1 SECOND.



HMMM... I DUNNO.

STILL NOT INNOVA-
TIVE ENOUGH!

... BUT...

HAVE YOU TRIED
IMPROVING...

THE WHEEL?!?
SO THAT IT'S NOT SO
BORINGLY ROUND?!?

HM?

COMICS BY VLADIMÍR
DRAW etc. 2018

GRID 01

CREATED BY CTP MARKETING TEAM

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Linda Krestánová,
Michal Hlucháň, Cyril Kríž

ILLUSTRATIONS

Jonathan Vermersch "Driving Data"
Jan Šrámek "Charged"
Vladimír Strěžek Comics

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