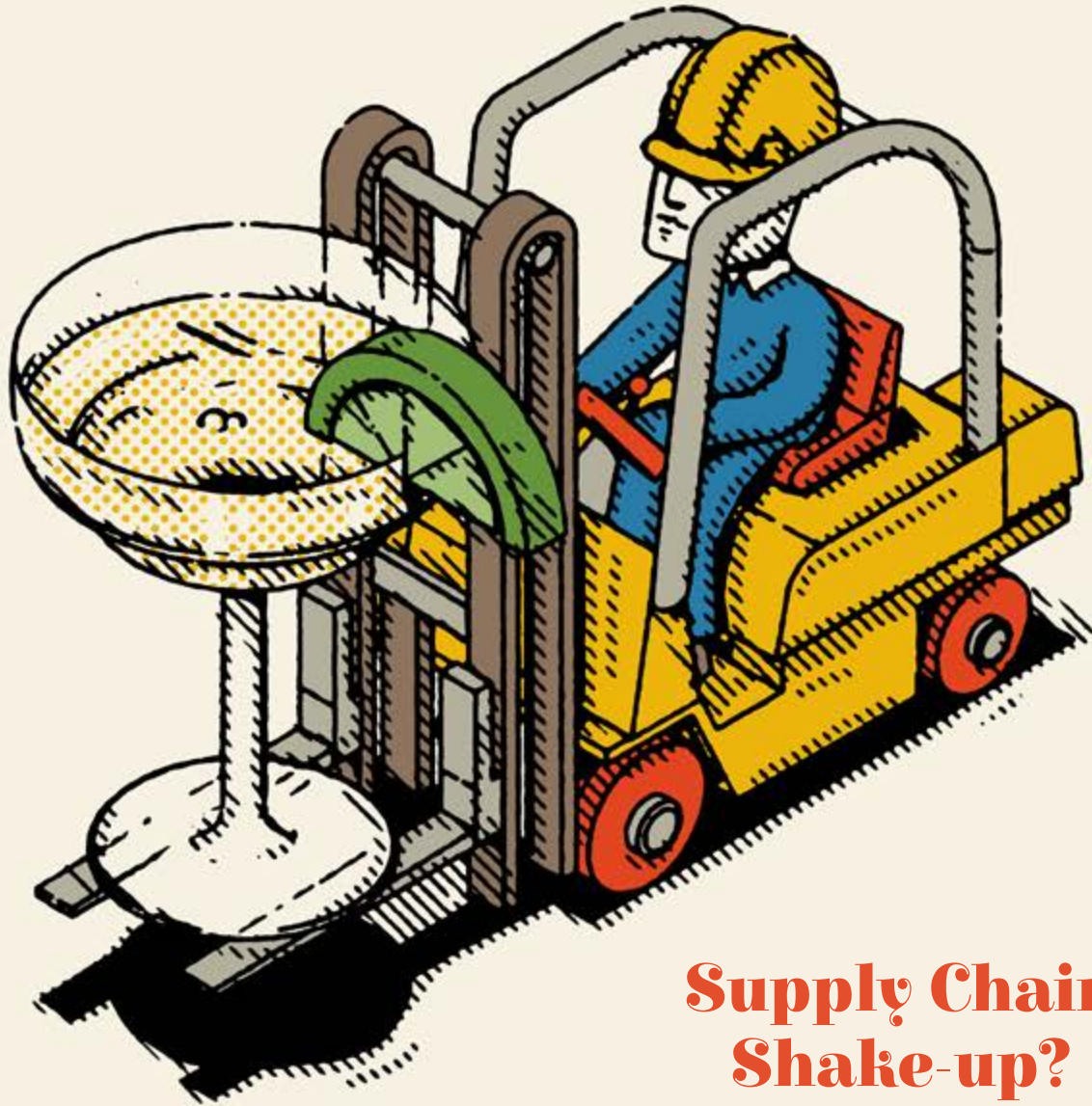


GRID⁶



Supply Chain Shake-up?

.....
2020 Under
Construction

10

.....
CTP Movers
& Shakers

20

.....
It's the People,
Stupid

24

.....
Community
Efforts

38

02

.....

Word Up!
A tricky but
successful 2020
by the CEO

06

.....

Number crunching!

H1 explained,
through people
& processes

38

.....

**Community
Efforts!**

Get integrated!

43

.....

High Flyer
Interview with
Nicoleta, the skydiving
Community Manager

44
.....
**Forest Myths
& Legends**
First in a series of CEE /
SEE woodland tales

46
.....
Class of 2020
Meet the brand new
members of CTP's
ever-growing team

08

.....

Regional Round-Up

Facts-n-Figures
from around
the region

10
2020 Under Construction
Building like never before

20

CTP Movers
& Shakers

Get to know our
BizDev leaders

24
.....
It's the People, Stupid!
People solve
challenges in property
management.

30

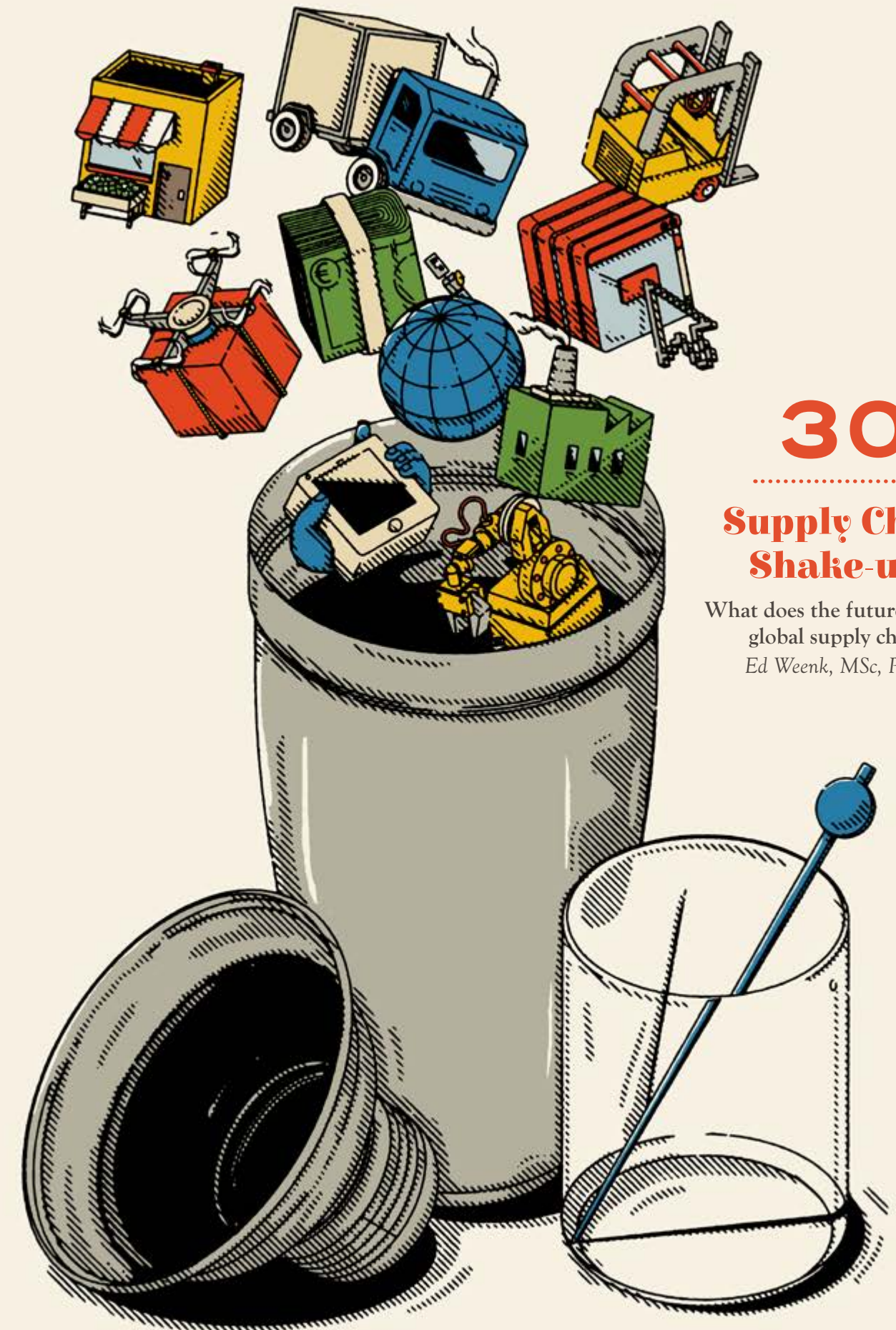
.....

Supply Chain Shake-up?

What does the future hold for
global supply chains?
Ed Weenk, MSc, PDEng

*“2020
will go
down as
one of the
toughest
years on
record”*

Remon L. Vos



Enjoy
GRID⁶

LARGEST ctPARKS

ctPark Bucharest West 660,000 m ² by year end, with potential to grow to 1 million m ²	RO 23 km from Bucharest city centre on main motorway to the west
ctPark Brno 500,000 m ² by year end, with potential to grow to 650,000 m ²	CZ 7 km from city centre on ring road and close to the main Czech D1 motorway
ctPark Bor 420,000 m ² by year end, with potential to grow to 600,000 m ²	CZ 10 km to German border on D5 motorway

14.5

Average number of
years of real estate
experience among
CTP's Top 30 leaders.

Confidence Building Results

Despite the economic disruption caused by the Covid-19 pandemic, CTP achieved strong financial results in the first half of 2020. Our audited financial results for H1 2020 show that profit reached EUR 99 million. Total asset value during the period reached EUR 5.5 billion, with debt of EUR 2.8 billion. Net asset value increased to EUR 2.7 billion.

Rental income levels remained strong, and we collected over 97% of rent charged. Occupancy levels remained high, at 95%, with strong demand from existing clients—often in the FMCG and e-commerce sectors, but also coming from re-shoring strategies and companies increasing local supply levels. E-commerce activities in particular—already on the rise in CEE in recent years—grew considerably in 1H 2020 because of the pandemic, and we expect this trend to continue. Our construction activities continued unabated during the period, and we expect the size of our portfolio to grow to 6.5 million m² by end 2020.

Over the past three years we have focused a significant portion of our activities around the capital cities and major urban areas of CEE, in reaction to the rising demand from logistics and e-commerce players for facilities in these prime locations. As an example, we recently launched our fourth ctPark on the Bucharest ring road, ctPark Bucharest North, and ctPark Bucharest West will soon become our largest park in CEE by year's end. This rapid rate of growth clearly demonstrates market demand—and our foresight to focus on capital cities—as we began ctPark Bucharest West only a few years ago.

Looking ahead, we are prepared to grow. We have invested to develop an 8.5 million m² landbank within our existing parks, with infrastructure and permits in place. These parks are mostly located around capital cities, and are now available for the construction of additional A-class properties. To ensure that our existing clients have more choice and can reach more markets, we are planning to launch our first ctPark in a new SEE market.

Because we remain the long-term owner of our buildings, we build them to the highest quality so that they last for decades, retain their value over time, and are energy efficient. Our up-front investment and on-going service brings down operating costs for our clients, who benefit from a lower cost of occupancy over the long term.

While our growth strategy has proven successful, we would not have been able to achieve these successes without the right people. We have made and continue to make significant investments not only in our teams, but also in the surrounding communities in the areas where we operate. Our teams bring local expertise about market conditions and are personally invested in their local communities. We believe that investment and integration into our people and their communities is a key factor for our success going forward.

That the prevailing market trends—which were already underway prior to H1 2020—have been accelerated by the Covid-19 crisis underpins my conviction that CTP is in the right place at the right time, with the right strategy, corporate culture and plan to seize the opportunities currently on the market. We work tirelessly to prepare our company for future growth. We are aware of the challenges ahead and look forward to tackling them.



Our
efforts
to
build
robust
commu-
nities
is
key

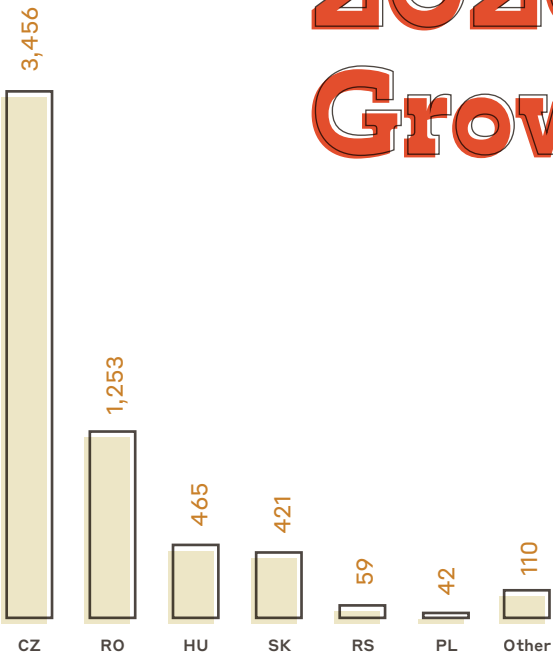


Remon L. Vos,
FRICS, CEO

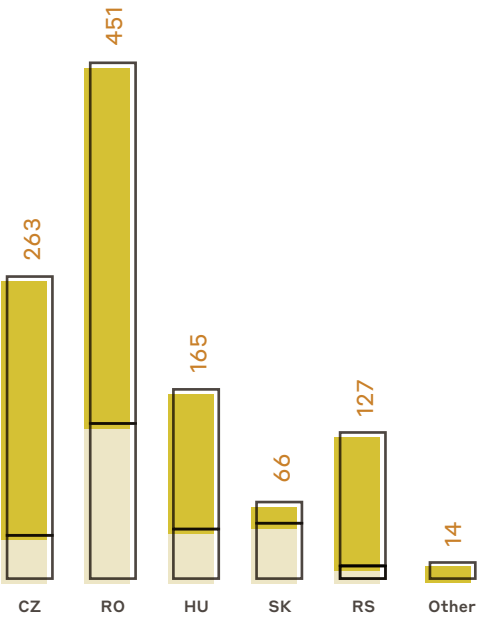
2020 Portfolio Growth

Planned portfolio growth (m²) 2020

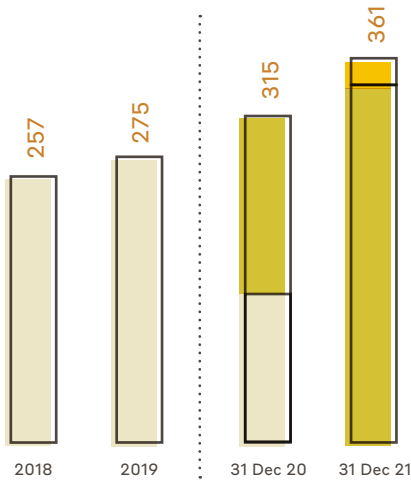
979,000



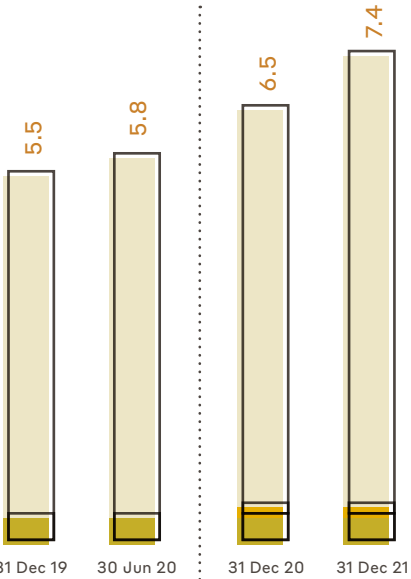
CTP PORTFOLIO BY COUNTRY, 1H 2020 (in '000 M²)
CTP continued to grow its portfolio across the region, adding over 276,000 m² of newly built premises. At end 1H, the CEE portfolio stood at 5.8 million m².



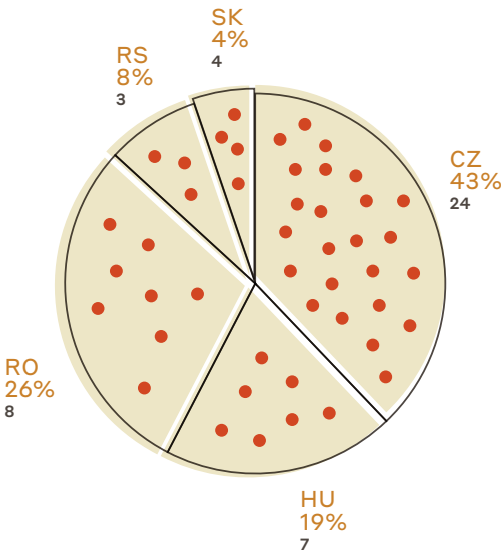
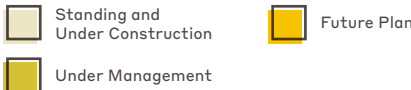
CTP PORTFOLIO GROWTH BY COUNTRY, 2020 (in '000 M²)
Demand remained strong in 1H, particularly in Romania, where we expect to grow by over 450,000 m² by year's end through both new construction and acquisitions, despite planning to finalise divesting non-core assets during the second half of the year.



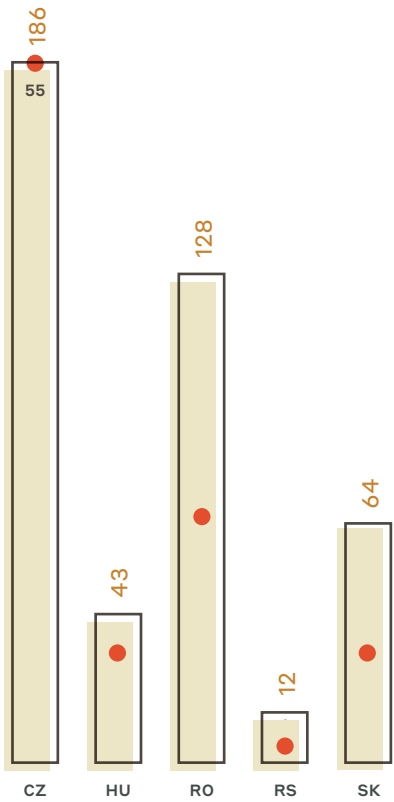
GROSS RENTAL INCOME (EUR MILLION)
In line with portfolio growth, gross rental income (including from hotel operations) amounted to 145 EUR million in 1H, and is projected to reach EUR 315 million by year end, a 14% increase y-o-y.



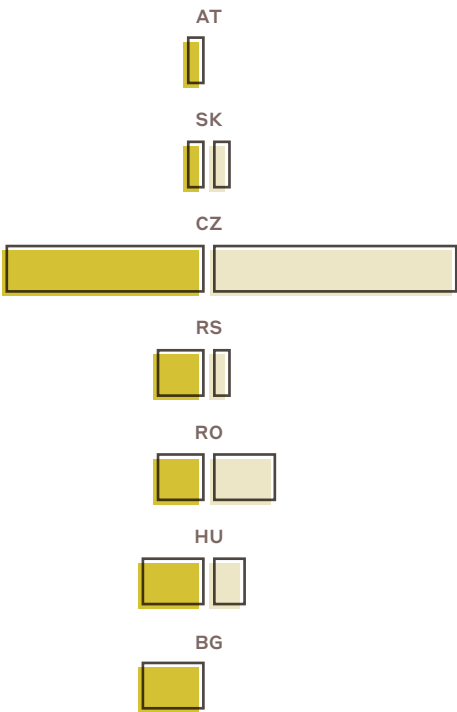
PORTFOLIO GROWTH PLAN (in million M²)
At the end of 2020 we expect the portfolio to reach 6.5 million m², and with continued strong demand we forecast a portfolio of 7.4 million m² by end-2021.



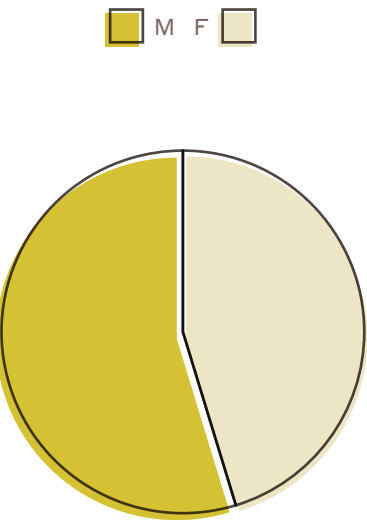
TOTAL M² UNDER CONSTRUCTION BY COUNTRY, 1H 2020 (in %, and number of projects)
Project development continues on plan, with 801,000 m² under construction at 46 sites as of 30 June 2020.



DEALS COMPLETED, 1H 2020 (number of deals and M² covered)
As an indicator of demand, CTP closed 93 lease agreements with clients in 1H, covering over 432,000 m² of space, with an annual rental value of over EUR 26.8 million.



NEW PEOPLE AT CTP BY COUNTRY, 1H 2020
To ensure continued smooth operations for our clients, we hired significantly across the region, mostly in the Czech Republic where we are consolidating some group back-office operations.



NEW HIRES, 1H 2020
In line with our track record of maintaining equitable gender balance in our workforce, we hired only slightly more men than women during 1H.

While much of the world was locked down...



Richard Wilkinson,
CFO

Beefing Up Teams & Processes

While much of the world was locked down, at CTP we used the time constructively to both improve the company for long-term success, but also to continue toward our 2023 goal of reaching a 10 million m² portfolio.

During the first half of the year we completed over 253,000 m² of new construction and acquired an additional 57,000 m² of income-producing properties. We finished 1H with a 5.8 million m² portfolio, an 8% y-o-y growth, due to continued demand from the e-commerce and warehousing sectors. Net rental income in Q2 alone reached EUR 72 million, a 16% increase compared to Q2 2019. Net rental income is expected to reach EUR 292 million at end 2020.

Also during 1H, we implemented new reporting procedures and will go forward with regular half-year results from now on. As Covid-19 made us put on hold our search for a strategic partner, we are now restarting that process and hope to close the deal in Q2 2021. Throughout the Covid-19 crisis, we continued to get financing from our long-term banking partners, and to further secure our future financing we are investigating the issuance of green bonds.

To pursue these projects, we have beefed up our finance teams in all countries, hiring new CFOs in Romania, Hungary and Bulgaria and strengthening our team based in the Netherlands, led by Jan-Evert Post.

We continued to invest in our internal systems, improving and streamlining our reporting at all levels of the company, integrating previously disparate sections of our IT systems. We launched our new property and leasing databases, which allows us to work much more efficiently. When the lockdown began, our IT team was able to allow the whole company, across seven countries, to work from home, all within the span of a weekend. Many of our people realised that they can be even more productive at home than at the office, and we agreed that they could continue this practice going forward, if required.

Looking ahead, we will remain focused on our existing clients, who expand with us as a long-term partner across the region as they increase their footprint to accommodate greater e-commerce requirements or need to rethink their global supply chains. Over 74% of our pipeline is already pre-let, and we are gaining market share in almost every country where we operate.

Looking forward to a busy, productive, and healthy second half of the year!



Berlin ✱

Warsaw ✱



Development highlights from our teams in the field

Regional Round-Up

Key

- ctPark
- ctZip
- ctHub
- Construction
- Deal
- Acquisitions
- Award



7 COUNTRIES
102 LOCATIONS
5.8 MILLION M² GROSS LEASABLE AREA
500 TENANTS
95% OCCUPANCY

Czech Republic

Aš
Blatnice
Blučina
Bor
Brno
Brno Lišeň
Brno South
Cerhovice
České Budějovice
Česká Lípa
České Velenice
Cheb
Divišov
Hlubočky
Holubice
Hradec Králové
Hranice
Hrušky
Humpolec
Humpolec II
Jihlava
Kadaň
Karviná

Kralupy nad Vltavou
Kutná Hora
Kvasiny
Liberec
Lipník nad Bečvou
Louny
Lysá nad Labem
Mladá Boleslav
Mladá Boleslav II
Modřice
Most
Nošovice
Nový Jičín
Okříšky
Ostrava
Ostrava Poruba
Pardubice II
Planá nad Lužnicí
Podbořany
Pohodčice
Prague Airport
Prague East
Prague North

Prague West
Přeštice
Stříbro
Teplice
Teplice II
Ústí nad Labem
Zákupy
Žatec
Žatec II

Hungary

Arrabona
Budapest East
Budapest South
Budapest West
Győr
Kecskemét
Komárom
Székesfehérvár
Szombathely
Tatabánya

Romania

Arad
Arad II
Bucharest ZIP
Bucharest Chitila
Bucharest North
Bucharest West
Cluj
Deva
Deva II
Ineu
Pitești
Salonta
Sibiu
Timișoara
Timișoara II
Turda

Poland

Ilowa
Opole
Zabrze

Slovakia

Bratislava
Hlohovec
Košice
Krásno nad Kysucou
Nitra
Nové Mesto nad Váhom
Prešov
Trnava
Voderady
Žilina

Serbia

Belgrade North
Belgrade West
Kragujevac
Novi Sad

ctHubs

Ponávka
Vlněna
Spielberk
IQ Ostrava

Czech Republic

- Loxness took an additional 67,000 m² at ctPark Bor, the largest new building on the market this year.
- XXXLutz will soon move into a new 16,000 m² facility at ctPark Prague East.
- Ball Corporation, the first tenant at ctPark Blatnice, moved into its new 16,000 m² facility in July.
- Mol Logistics moved into a new 15,000 m² energy efficient building at CTPark Plzeň in June.
- ctPark Ostrava to welcome Lomeo (1,300 m²), GMS Velkoobchod (ctBox) & Helcel (10,500 m²) in Q3&4.
- Started construction of a 30,800 m² building at our second park in Ostrava, ctPark Ostrava Poruba, during June.
- Started construction of a second building at ctPark Brno Lišeň, with completion in spring 2020, partly speculatively. E-commerce client, Rohlik.cz, is scheduled for move-in in autumn.

Austria

- CTP brought in a seasoned professional to research opportunities in the country, especially around the capital, Vienna.

Hungary

- In 1H we welcomed three new clients: Scandi, JV Europe Zrt and Huncargo Forwarding Logistics.
- Also in 1H we handed over three buildings totalling over 62,000 m² of space.
- In Q2 CTP delivered more than 35% of new supply to the market and signed 32% of all leases during the period.
- CTP Hungary completes BREEAM certification of the entire Hungarian portfolio with 14 buildings achieving Very Good and four achieving Excellent.
- One building ctPark Arrabona achieved the highest BREEAM rating in Hungary, outperforming even office buildings on the market.
- CTP recorded the largest lease in Q2 of 28,500 m² at ctPark Budapest South.
- CTP to launch a new ctPark in Kecskemét, next to the Mercedes assembly plant, an ideal location for automotive logistics clients or OEM's, with up to 30,000 m² development opportunity.

Serbia

- CTP is completing construction of three projects in Serbia—in Novi Sad, Belgrade and Kragujevac—totalling 75,000 m² and plans to finish more than 100,000 m² during 2020.
- CTP opened its new office in Belgrade and is expanding the team, as there is no slow down on the market and we must continue to build to meet client demand.
- Delivery of phase 1 (12,000 m²) of a 25,000 m² project at ctPark Novi Sad.
- Launch of construction of a new 20,000 m² facility at ctPark Belgrade North for Serbian market leader Tehomanija.
- Two new deals signed with Yanfeng Seating and the launch of a new 30,000 m² facility at ctPark Kragujevac.

Romania

- CTP launched the new ctPark Bucharest North, our fourth major park around the capital.
- In March–August CTP signed leases with 18 clients in six of our parks covering nearly 120,000 m² of space.
- CTP delivered 56,000 m² on time for Profi to move in at ctPark Bucharest West.
- Bucharest West expected to become the largest ctPark in our portfolio and in CEE in Q4 2020, with over 626,000 m² of total leasable area.
- In March, CTP Romania acquired Equest park, with nearly 60,000 m² of fully leased industrial buildings.
- Key deals include those with DSV (10,000 m², ctPark Bucharest North); MSL Pharmaceutical (7,000 m², ctPark Chitila); Pro-Packing (11,000 m², ctPark Bucharest West).
- ctPark Bucharest welcomes Farmasi, GTS Pharma and Olimp, who together agreed to lease over 27,000 m².
- New construction highlights: 100,000 m² at ctPark Bucharest North; 17,000 m² at ctPark Timisoara III; 12,000 m² at ctPark Turda II.

Slovakia

- Three new deals signed—one at ctPark Košice and two at ctPark Trnava.
- Start of construction at ctPark Košice, ctPark Prešov North and ctPark Bratislava.
- We are looking to develop more land at two locations around Bratislava to support growing demand

Bulgaria

- CTP has increased staff, including a new CFO, as the launch of our first park is imminent. Watch this space!





UNDER
CONSTRUCTION

by
CTP.

BOR
94,460 m²

BLUČINA
8,151 m²

PLZEŇ
22,119 m²

OSTRAVA
54,006 m²

OSTRAVA
PORUBA
30,859 m²

ŽATEC
7,921 m²

MLÁDA
BOLESLAV
17,826 m²

PRAGUE
WEST
18,682 m²

PRAGUE
EAST
28,389 m²

BRNO
LÍŠEŇ
21,608 m²

VLNĚNA
24,461 m²

BLATNICE
16,042 m²

TRNAVA
15,764 m²

BRATISLAVA
7,925 m²

PREŠOV
NORTH
11,156 m²

ARRABONA
5,613 m²

BUDAPEST
WEST
40,750 m²

BUDAPEST
SOUTH
62,835 m²

BUDAPEST
EAST
40,676 m²

TURDA
12,300 m²

TIMISOARA II
18,300 m²

NOVI SADI
12,195 m²

BELGRADE
NORTH
19,850 m²

KRAGUJEVAC
29,600 m²

Slovakia

34,845 m² under construction

4 projects in 3 parks

Park Name	Total Projects	m ²
ctPark Bratislava	1	7,925
ctPark Prešov North	1	11,156
ctPark Trnava	2	15,764

Hungary

149,874 m² under construction

7 projects in 4 parks

Park Name	Total Projects	m ²
ctPark Arrabona	1	5,613
ctPark Budapest West	2	40,750
ctPark Budapest South	3	62,835
ctPark Budapest East	1	40,676

Romania

209,900 m² under construction

8 projects in 4 parks

Park Name	Total Projects	m ²
ctPark Bucharest North	1	20,000
ctPark Bucharest West	4	159,300
ctPark Timisoara II	2	18,300
ctPark Turda	1	12,300

Serbia

61,645 m² under construction

3 projects in 3 parks

Park Name	Total Projects	m ²
ctPark Kragujevac	1	29,600
ctPark Belgrade North	1	19,850
ctPark Novi Sad	1	12,195

46 projects covering almost
801,000 m² are currently under
construction across the region

BUCHAREST
WEST
159,300 m²

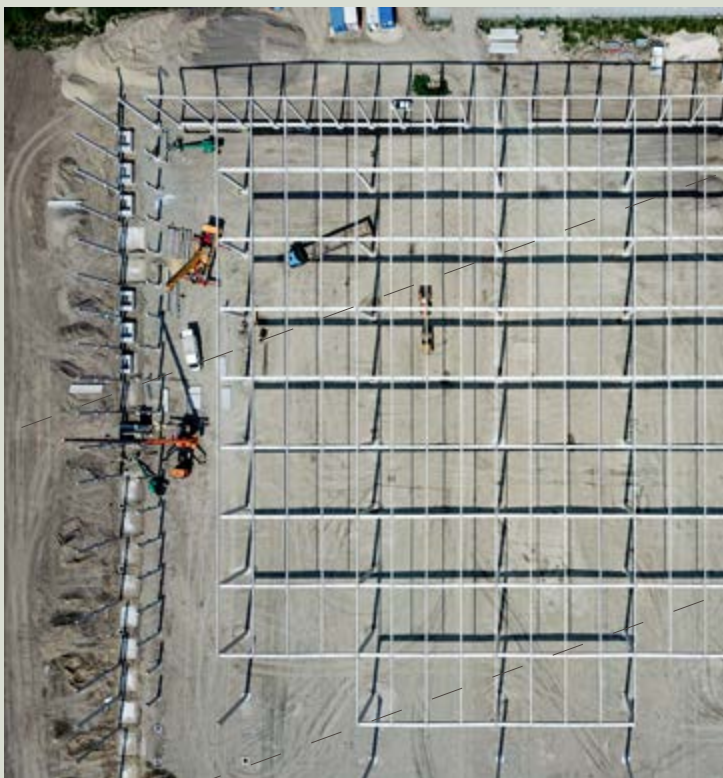


Building ...



Supply Chain
14

RO During 1H, our team in Romania grew the portfolio to over 1.2 million m² at blazing speed. While we are currently building outside our capital city parks, most of the activity has been taking place at ctPark Bucharest West, our flagship park. Planned to provide over 1 million m² when complete—making it the largest park in the region—we are currently building one facility which will be over 100,000 m² facility. In line with our focus on the major capitals, we have acquired a fourth park on the ring road, ctPark Bucharest North, and further expanded ctPark Bucharest by acquiring fully leased buildings adjacent to the park.



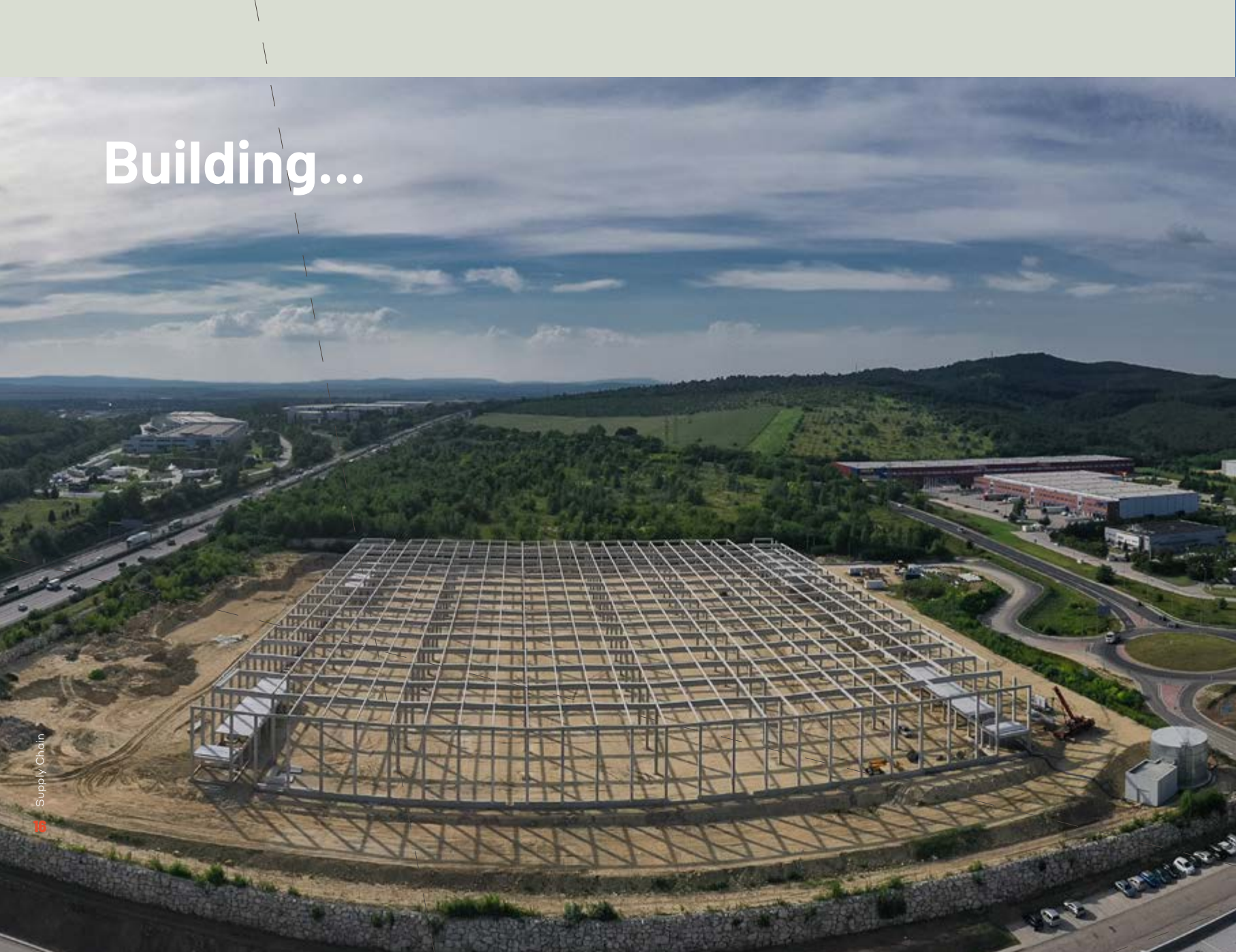
Supply Chain
15





Building...

Supply Chain



SK The country continues to pique investor interest, and the market has picked up, and with construction starting at ctPark Prešov North, and Trnava, our teams are getting busy across Slovakia, making CTP the market leader in the country.



HU CTP continued to dominate the Hungarian market, winning the largest deals and starting construction on 7 major projects, that we believe will grow the portfolio there to over 650,000 m² by year's end.



Supply Chain



RS The Serbian team has been moving at full speed, delivering major projects to clients on-time and on-budget. Proving again the importance of taking care of current clients, the team will deliver the second of two facilities to the same client within as many years, and will triple the size of the Serbian portfolio this year alone.



Building like never before...



CZ The Czech Republic remains a powerhouse among its CEE neighbours, continuing to draw in high-value-add industries and international logistics and e-commerce players. Having completed one of the most successful parks in terms of economic impact, ctPark Ostrava, earlier in the year, we are starting groundworks on our second major park in the city. ctPark Bor continues to grow and with recent new deals signed is slated to become our largest park in the country. With 23 new projects underway, the Czech portfolio is slated to grow to nearly 3.7 million m² by year's end.





I joined CTP coming from a real estate background, working in both the residential and industrial sectors. I am originally from north-east Romania but moved to Sibiu nine years ago. Now at CTP I focus on Business Development in the Transylvania region, looking for good locations for future ctParks. I think its important to think before acting, so for example each morning I like to take an hour to plan my day, think things over, make some calls and take care of some emails. I like to leave work with zero unread! With clients, I think it's important to listen and understand them first. Each client is usually passionate about their business, and that's infectious. I also get inspired by their project, which earns trust. At meetings I like to ask a LOT of questions, to make sure that we are all on the same page. During negotiations—which I think I'm pretty good at, but fair—I also like to bring with me a technical or legal support person, depending on the project. I find this builds client confidence, as our team in Bucharest is excellent.

"I ask a lot of questions"

Emilia Tepes

F

29

2020

Business Development Manager

RO

Emy

Translyvania

BEST DEAL / TOP TIP:

We all are capable of great things when we focus on our own goals and don't allow any distractions to interfere. Always compete against your own limits!

emilia.tepes@ctp.eu

BIZDEV Meet the Movers & the Shakers

Jakub Kodr
Senior Business Developer, Bohemia
jakub.kodr@ctp.eu

CZ

Vojtěch Peřka
Business Developer, North Moravia
vojtech.perka@ctp.eu

CZ

Michal Bujárek
Business Developer, Greater Prague
michal.bujarek@ctp.eu

CZ

Jiří Kostečka
Business Developer, Brno offices
jiri.kostecka@ctp.eu

CZ

Petr Jurza
Business Developer, Brno offices
petr.jurza@ctp.eu

CZ

Pavel Blažek
Business Developer, South Moravia
pavel.blazek@ctp.eu

CZ

Stanislav Pagáč
Regional Director
stanislav.pagac@ctp.eu

SK

Ana Dumitrache
Country Head
ana.dumitrache@ctp.eu

RO

David Huszlicska
Business Development Director
david.huszlicska@ctp.eu

HU

Ivan Pastier
Senior Business Developer
ivan.pastier@ctp.eu

SK

Andrei Koszti
Regional Commercial Manager
andrei.koszti@ctp.eu

RO

Milla Kalmár
Business Developer and Marketing Manager
milla.kalmar@ctp.eu

HU

Vladimír Gurdjiev
Country Manager
vladimir.gurdjiev@ctp.eu

BG

Emilia Tepes
Business Development Manager, Transylvania
emilia.tepes@ctp.eu

RO

Vlatko Djuricek
Country Head
vlatko.djuricek@ctp.eu

RS

Maciej Feliks
Regional Development Director
maciej.feliks@ctp.eu

PL

Nicoleta Gavrilă
Asset and Community Manager
nicoleta.gavrila@ctp.eu

RO

Jovan Dobric
Junior Business Developer
jovan.dobric@ctp.eu

RS

Anna Piasecka
Deputy Country Manager
anna.piasecka@ctp.eu

PL



I am originally from Prague which is quite rare: most of my colleagues come from all over CZ. I'm with CTP three years already, and it has been an extremely fast ride. I love it at CTP because as I like to say - here we play the Major League. Always eager to win the deal and hate to lose (luckily that happens very rarely :)). Listening and speaking to the clients (existing and new) is what I enjoy most. Looking very much forward to see ctPark Bor becoming the largest park in the country, the finalising of ctPark Prague West, and beginning construction in CTPark Aš, etc. In my spare time I do all kinds of sports, especially football, but also floorball, badminton, squash, golf, skiing, etc. I like to keep learning and just finished an MBA focusing on Real Estate, Development and Property Valuation.

Jakub Kodr

M

29

2017

Senior Business Development Manager

CZ

The King

Bohemia

BEST DEAL / TOP TIP:

The more effort you put in, the more luck you will have. We have the best-in-class product—**utilise it!!!**

jakub.kodr@ctp.eu



I am originally from Havířov, so I know the Moravian-Silesian region well. My day starts at the office with a cup of coffee and making the daily "to do" list. What I promise to clients, I deliver. When I talk to a potential client, I make sure that I understand what their priorities are. CTP has a successful track record across CEE, and I make sure to reference relevant examples of our experience. My recent deals include with new client Škoda Vagonka, which chose CTP for a new production facility as we have pre-zoned land ready to develop near their current facility, and new client Lomeo, a Czech healthy snacks maker, which had a 150 m² production space and has now signed for 1,200 m² customised space, including an experimental kitchen and production lines. CTP's expertise in food production facilities and our dedication helped the project come to fruition. I can honestly say that CTP offers beyond-standard client support.

Vojtěch Peřka

M

29

2019

Business Developer

CZ

Vojta

Moravia

BEST DEAL / TOP TIP:

Work transparently and together with the client as a partner.

vojtech.perka@ctp.eu

Pastier

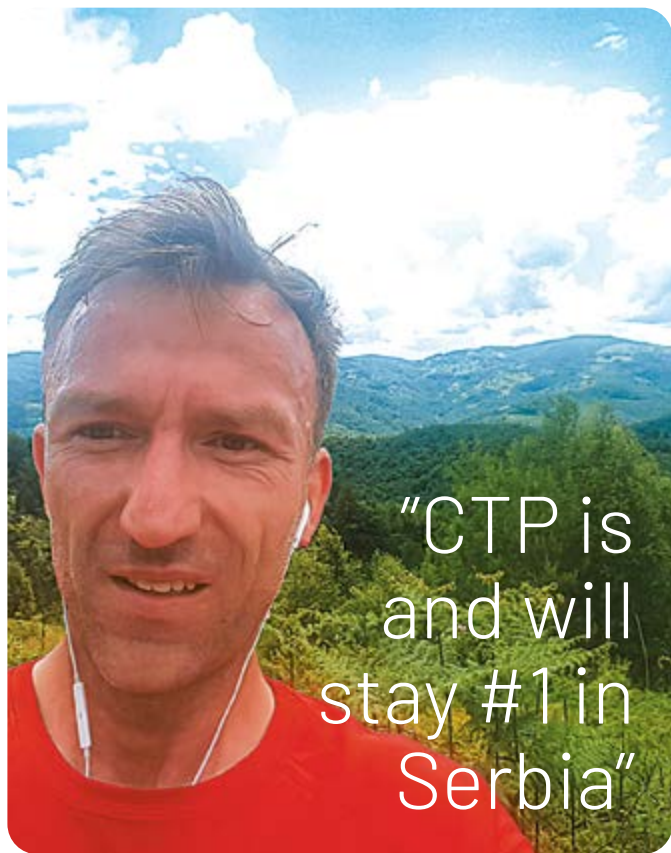


"All we have is now"

I try to put my best effort in every activity I do. Over the long term, you will get the best results. In my free time I do martial arts or other sports like biking, wakeboarding, and skiing. On weekends I like to hangout with friends and family. I enjoy travelling through the beautiful Slovak countryside. Slovakia has much to offer, not just for nature lovers but also for international business: cost-effectiveness, location and smart people. CTP has parks in all the right places: Bratislava, Trnava, Žilina, Košice and other key locations in the east and west. I'm proud to be a part of CTP. We have a strong technical team to support clients from start to finish. We act as our own general contractor, which means that we are not dependent on third parties to get the job done. I have a background in construction, so I know how important that is. My passion is to offer the perfect solution for my clients and then to work with them to see their project through to completion.

Ivan Pastier	M	33	2019
Senior Business Developer			SK
Professor	Slovakia		
BEST DEAL / TOP TIP:			
I am super pleased with HAVI Logistics choosing to use an ecologically-friendly cooling solution, because we can partner on sustainability and environmental responsibility goals.			
ivan.pastier@ctp.eu			

Vlatko



"CTP is and will stay #1 in Serbia"

When not at work, I am happy to spend time with my family. I also like to jog and in general I do what I can stay physically fit. When I'm at work, I give 100%. I pride myself on being honest and straight to the point. I'm proud to be a part of CTP. In Serbia CTP has built a solid track record, and we are the market leader with a well-known corporate background. We understand the local market and know how to solve problems to achieve the desired results. In my role as a Country Head, I take an active, hands-on approach. I like to visit potential clients' existing operations to get a feel for how they work and what they need to run their new facility in Serbia. Once we went to China to better analyse a potential client's operations, to be able to deliver a demanding, built-to-suit solution. Monday's are meeting days at the office, where we plan the agenda for the week. My policy is straightforward: Call me anytime!

Vlatko Djuricek	M	36	2017
Country Head			RS
Just Vlatko	Serbia		
BEST DEAL / TOP TIP:			
Belgrade North for sure. This sets the benchmark for our future projects in Serbia and pushed us towards being leaders on the market.			
vlatko.djuricek@ctp.eu			

Milla

I grew up in the mountains and still love to spend time in the countryside and to travel during my time off. Even at work I enjoy being outside, as we have a lot of nice greenery here. One of my favourite places is ctPark Budapest West, which is my office and my work family. During the Covid lockdown I took up running, spent time with my dog, Conor (I'm a dog lover). I enjoy learning new things and am planning get my MBA soon. When talking to potential clients, I do my best to understand their current situation and their motivation behind their new requirements. My job is to listen (and I am a good listener) to the client's needs and offer solutions that work. I'm always interested to know more about the client/potential client, how they work and how CTP can help. Because our team in Budapest is top-notch and great collaborators, we are able to make sure that our clients are happy.

Milla Kalmár	F	25	2019
Business Developer & Marketing Manager			HU
N/A	Hungary		
BEST DEAL / TOP TIP:			
Say 'No' to stereotypes! The more women in industrial real estate, the better it is for the industry. It's not as hard as it seems.			
milla.kalmar@ctp.eu			



David



"Spending time with my son"

As you can see, my favorite thing to do is spend time with my son. Of course, I like trying out new restaurants, traveling with my family and strangely, I like working at CTP :-). Hungary is a special microcosm, with a mix of a very business/FDI-supportive government, a unique location bridging four of the TEN-T corridors and a strong emphasis on industry in general. Each park has its own allure: Budapest West for its eclectic mix of new buildings and upgraded older ones creating CTP's largest park in the country; Budapest South for its rebirth from land we bought for a tender (which ultimately never happened), to the great success it is today; Budapest East for the lessons arising from acquiring a park with tenants, gaining their trust, and helping them grow; and finally the new park which will soon announce. Watch out!

David Huszlicska	M	36	2017
Business Development Director			HU
Dave	Central Hungary		
BEST DEAL / TOP TIP:			
Do your homework and know your client's business. There is no way to fake it. CTP is the best in client service and the client needs to know that...			
david.huszlicska@ctp.eu			



Bert Hesselink
RDM Director



Martin Vaidis
Head of Design
& Development

Saving costs

(and the Planet)

It's the people, stupid!



Václav



Bert

Meet our property specialists



Martin

The world is changing at an ever-faster pace. At CTP we vigorously analyse the impact of trends on the demand for real estate. We challenge the function, location, size and specifications of our buildings and innovate continuously. We want to make sure that the right buildings are in the right place at the right time. This means that we need to understand what businesses require from our buildings and how we can adjust them to meet their needs—today as well as in the future.



Václav Krasanovský
Head of Property Management for
the Czech Republic and Slovakia

Because we are long-term owners of our buildings, we invest up front into solutions that will keep running and maintenance costs low over the lifetime of our buildings. We have a shared interest with our clients in understanding how a building is performing and doing preventative maintenance where necessary. This ensures that our buildings support our tenants’ businesses and that their employees are happy, healthy and productive. We do this both locally and at Group portfolio levels.

No doubt and no wonder that cost savings are for many companies a top priority in today’s world. Even to the extent that sustainability initiatives are pushed to the background for the moment. Having said that, the EU is going to make funds available for the recovery of the economy. However, these will only be made available subject to approval of a strategic plan that will have to include initiatives fighting climate change. In other words, we expect sustainability to be high on companies’ agendas again sooner rather than later.

Total costs of occupancy

In reaction to the trend of cost savings combined with a focus on sustainability we are currently deploying an initiative to be much more transparent and proactive in our communication with existing and potential tenants about their “total cost of occupancy”. What we mean is that all costs linked to “occupying” a building: rent, service charges and energy costs. The latter can be reduced by combining energy-efficient buildings with lower costs of energy and smarter operations. In other words, renting the most energy-efficient building in the world will be meaningless if your energy costs will be comparatively high and you operate it in a very non-energy-efficient way. Unfortunately, from our experience, this is all too often the case. This is a missed opportunity. However, the good thing is that this can be fixed.

Hardware-software-people

So what are we doing about it? First of all, we use our size to negotiate better utility prices across large parts of our portfolio. In this way our tenants can benefit from our scale with lower energy costs. Secondly, in all of our new buildings we are installing smart Building Management Systems (BMS) as a standard feature. We aspire to do the same in our existing buildings. In cases where this is not feasible, at a minimum we install smart metering systems to measure energy consumption. We basically invest a bit more money into technology and setting up the hardware with the goal of reducing energy costs for all.

Investing in hardware is one thing, but with so much data to process, using the right software—and using it correctly—is crucial. At CTP we realised, especially in today’s economic circumstances, that companies may not have the resources to recruit or train facility managers to understand and work with building data to reduce energy consumption, even though it will save costs and add points to their sustainability agenda. That’s why we decided to be pro-active by providing trained people and by reaching out and working together with our tenants to get the most benefit out of renting a CTP building or space.

Our clients can look forward to our openness and straightforward approach. We share information regarding our plans and strategy in the hope that this will help us to better understand each other. In return we expect open communication and a willingness to cooperate. Expect to be contacted shortly by one of our property managers to support you in your effort to minimise total costs of occupation and to help you in making your contribution towards saving the planet.



In businesses where margins are thin, like logistics, every cost savings is actually money earned. Shaving 5-10% off energy costs alone can result in significant savings over the length of a lease term, especially when managed across multiple facilities.

€ TCO Total Cost of Occupancy

While no occupier's operations are exactly the same, a statistical analysis of companies doing similar operations of similar sizes like logistics results in a rough breakdown of their total cost of occupancy (TCO) as shown below. Taking a holistic approach, by using best-in-class energy-saving standards, smart technology, on-site solar power, and end-user training, CTP works with you to reduce your TCO!



Property Management: The Human Factor

Property management involves the administration of an enormous amount of details that enable owners, users and third parties to reach their goals related to a specific property. Effective property management also positively affects the long-term quality of the building, maintaining and further increasing the value of the property. It also helps to create a healthy business environment between all involved parties by managing their needs and expectations.

Buildings that are managed by an experienced property manager are different. They look better. They provide a safe and eco-friendly environment. And of course, a tenant in such a building feels differently. They can focus 100% on their own business. They are not bothered by issues that should have been managed by the landlord. They don't face unpleasant surprises because of unexpected repairs or maintenance. Unexpected issues are reduced to the minimum possible because of proactive maintenance.

Because of their knowledge and experience, dedicated property managers are also quick to spot trends and forecast operational processes. Clients can benefit from the deep market knowledge of experienced property managers, as this gives them direct access to existing solutions, recommended vendors and external experts, possible cooperation with other clients, and many other benefits.

One trend that is clear is that the use of new technologies is becoming increasingly important for property management. The biggest game-changers are mobile technologies, especially the upcoming 5G technology, and 3D Building Information Modelling (BIM) software. But even as new technologies are becoming more important, the key element for property management remains unchanged: the human factor.

Our people are able to gather, analyse and correctly implement data, but at the same time they understand what our clients do, what they need, and how we can help them to optimise the costs related to their operations. This is why we build our property management on the twin pillars of expertise and technological innovations.

We want to bring property management to a completely new level of customer experience. We want to be a good partner to all our clients during the length of their lease, and we want to help them to make their operations in our buildings more efficient and thus, more profitable.

Clients value partners that can provide reliable services and understand their business. This is not related only to space requirements but mainly to their day-to-day operations. This is going to be the preferred choice for a majority of clients going forward.

→ CTP's new BMS system is now incorporated into our buildings as a standard. Our BMS solution allows tenants to monitor their entire building's energy performance in real time 24/7 and to adjust processes to lower operating costs and energy consumption—either manually or through machine learning.

BMS

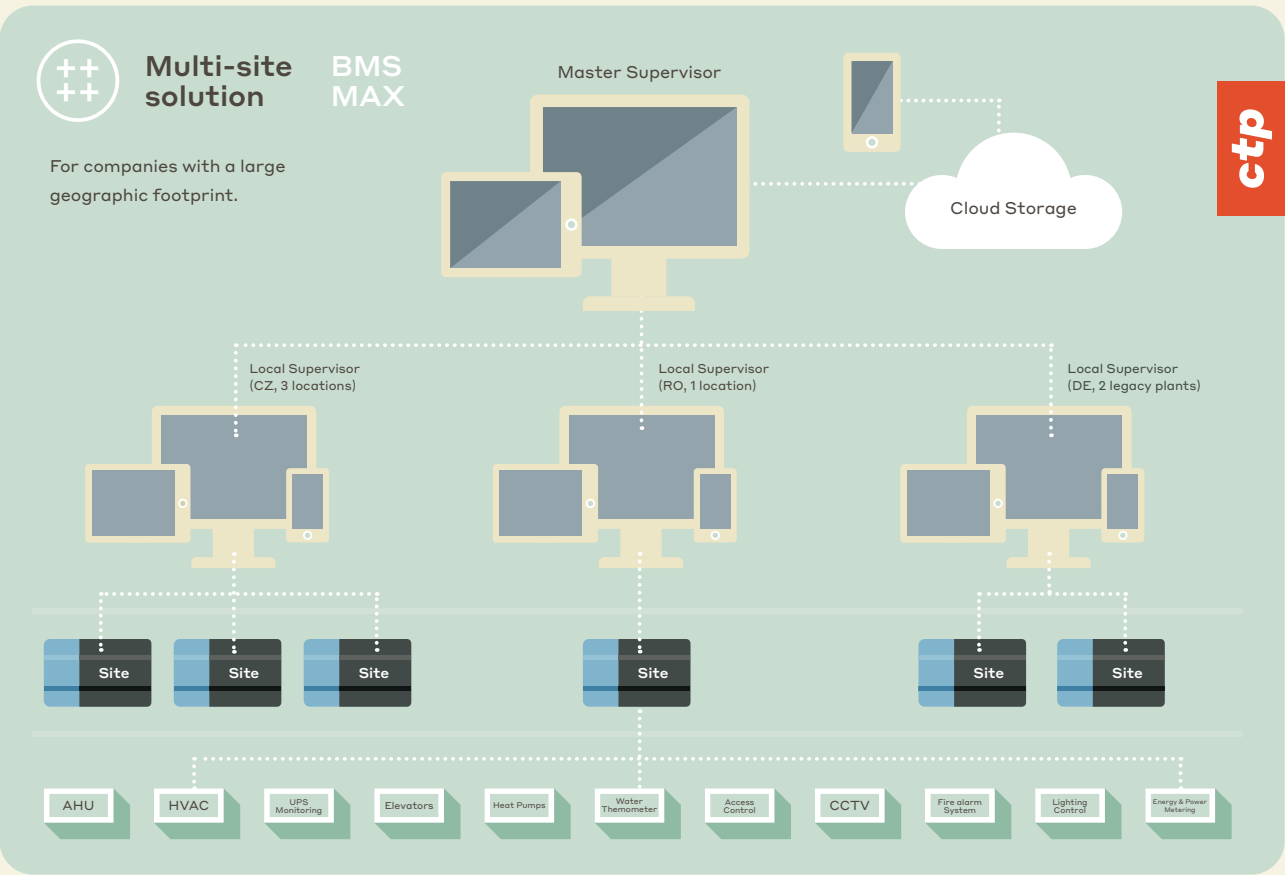
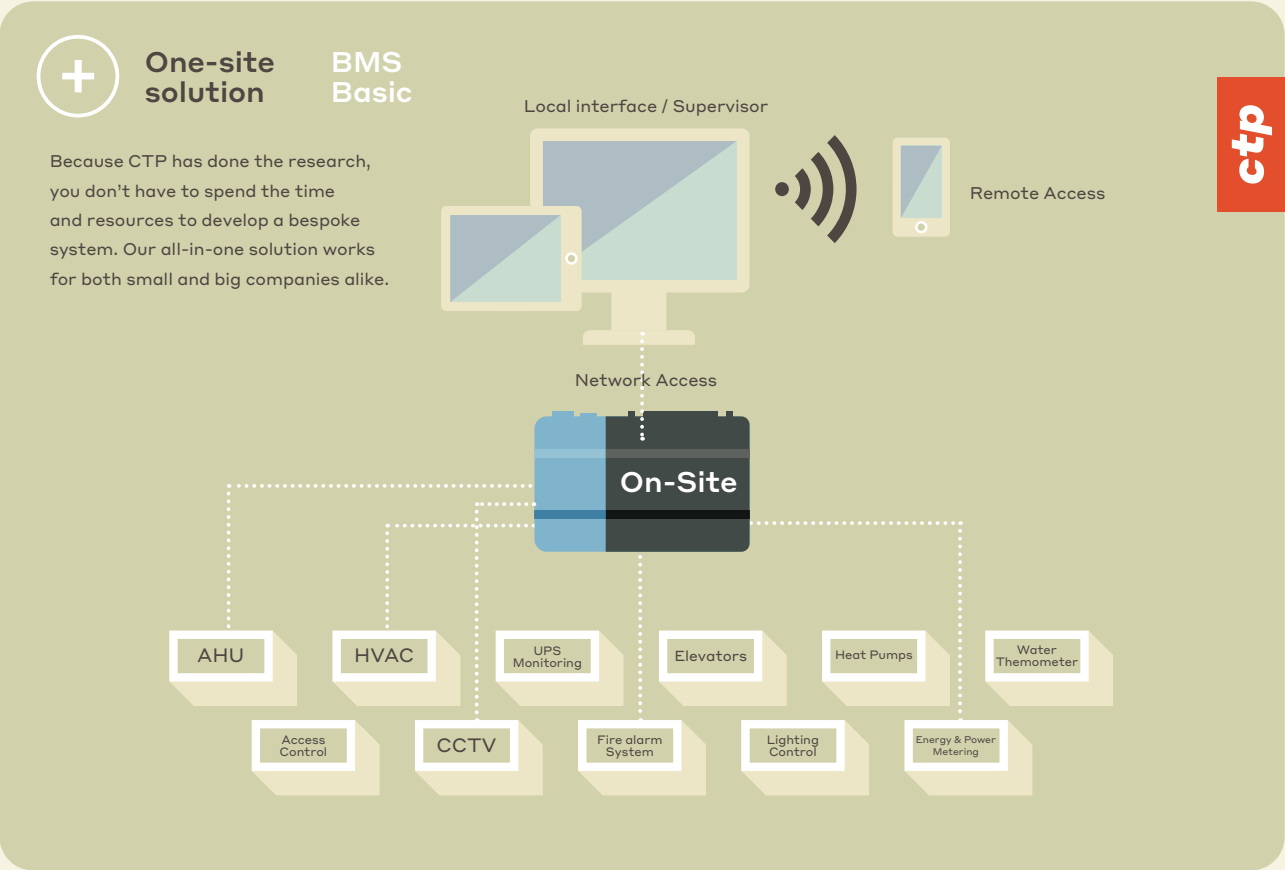
BMS (Building Management Systems) are responsible for the control of all integrated building systems, including their status and parameters. What are some of the new BMS trends?

Artificial Intelligence: One of the latest trends in BMS machine learning is the integration of the user as a parameter of the system. In other words, the system learns to improve itself based on artificial intelligence analysing user behaviour. This enables even better predictive maintenance.

Buildings on the cloud: Thanks to internet cloud services, it is now possible to collect data and use a single BMS system for multiple sites. The challenge here is to choose the right platform and protocols. With the right set-up, the user is not even aware that they are working on a multi-site platform, and there are huge advantages to comparing measured values and behaviour.

Minding the gap: With a better understanding of energy usage and interconnections among building systems, BMS can also fight against the phenomenon known as the “energy performance gap”—the difference between the potential high-efficiency performance of a building and the actual underperformance due to incorrect usage. This is why at CTP we place increased emphasis on educating users.

→ For companies operating across the region, the BMS system can be scaled to monitor various facilities in different countries allowing them to benchmark building performance and improve performance by applying best practices across leased facilities.



Footprints of the Future

About crystal balls and scenarios

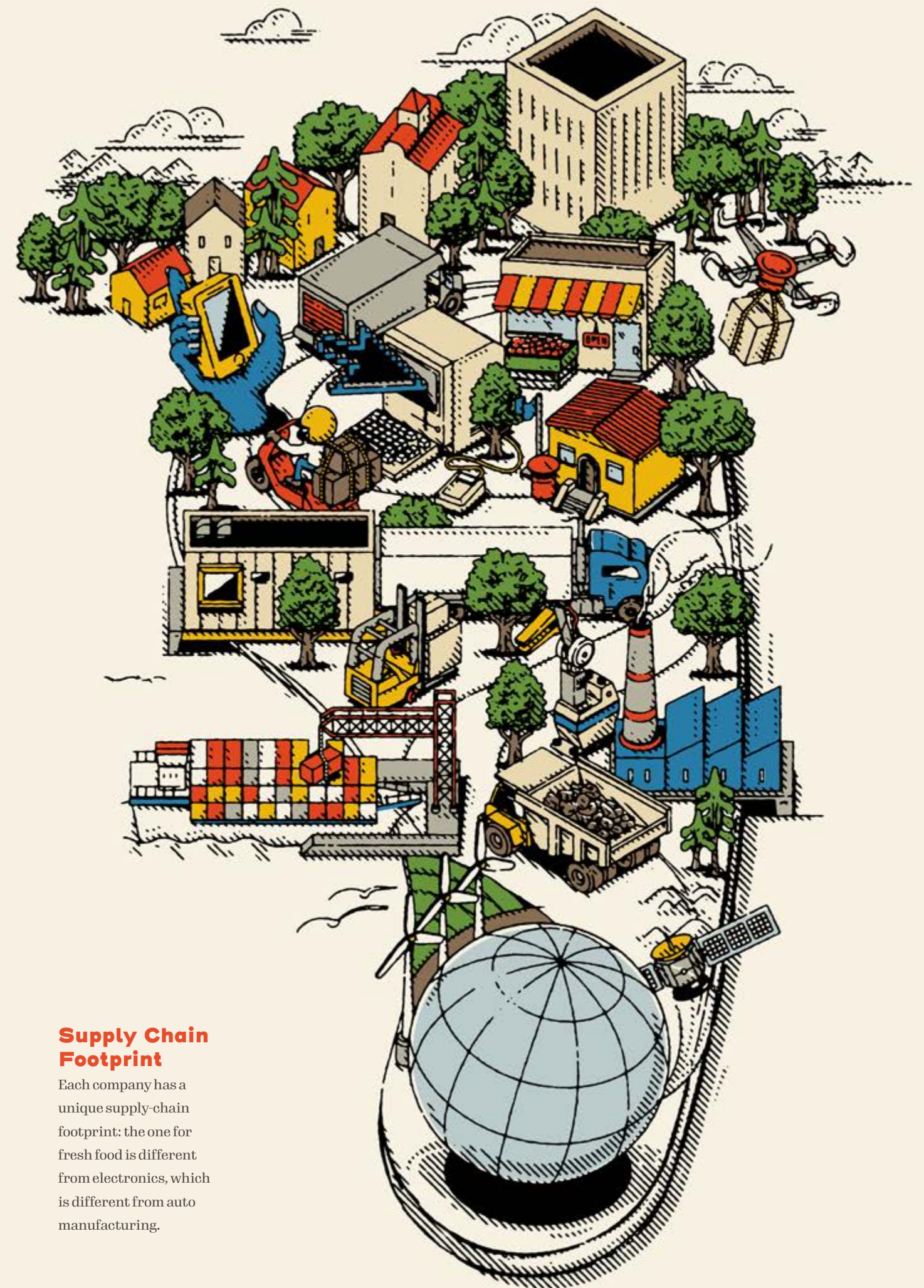
“A wakeup call for the world”, or “the end of globalisation as we know it”. These are the phrases used by some people to express that after Covid-19 the world will never be the same again. Business leaders are forced to look into their crystal balls and rethink the way their companies’ industrial and logistics footprint are currently shaped and if they are resilient and well-prepared for the medium - to long-term future.

Frankly speaking, I think it is unlikely that one new single dominant footprint will emerge. As in the past, footprints in the future will be determined by a complex mix of different elements: a cocktail shaker is required in which specific ingredients such as countries, markets, industries, politics, technology, company characteristics and so on have to be mixed. And depending on the specific combination of ingredients, blends of specific flavors, textures and colors will come out of the shaker: these are the scenarios for future industrial and logistics footprints.



Let me take you on a little journey some of the ingredients that go into the cocktail shaker of creating footprint scenarios. I will try to shed some light on what may be ahead of us and the questions we need to keep asking.

Special Contributor, Ed Weenk, MSc, PDEng, is a freelance trainer and consultant, and collaborates as Senior Lecturer in Supply Chain Management with a number of business schools around the world



Supply Chain Footprint

Each company has a unique supply-chain footprint: the one for fresh food is different from electronics, which is different from auto manufacturing.

Ingredients of the demand side of footprints

Starting at the so-called downstream end of the supply chain, what are the main observable trends and developments in consumer behaviour? Because supply chains mainly focus on physical goods. Essentially, we are speaking about potential scenarios for the future of food and grocery consumption, of shopping, of leisure, of travel and mobility and so on.

Accelerated adoption of e-commerce

As I write this, in many places citizens are still discouraged from leaving their homes, due to lockdown restrictions. This is causing an important increase in online sales, particularly for groceries. The phenomenon of e-commerce itself is of course not new, but the Covid crisis is considerably speeding up online sales adoption. Some sources even say that this is finally the tipping point for grocery e-commerce, which has historically lagged behind other online sales. On the one hand, we can see the emergence of new, specialised online retailers in the retail landscape who are taking on a bigger role. Due to their online nature, these have a different logistics footprint than their brick-and-mortar counterparts (100% consumer-based picking-and-packing at the warehouses, no physical stores, relative importance of physical proximity to urban areas).

Also, there is the growing emergence of sophisticated omni-channel approaches by incumbent brick-and-mortar grocery retailers. For example, concepts like BOPIS (Buy Online, Pickup In-Store) are growing fast. This leads to different types of shipping patterns from the warehouses to existing stores: more and smaller shipments, already prelabelled and prepacked for the final consumer but delivered to the retail store, parallel to ongoing store replenishment.

As a consequence of the increased complexity on the retailer end, it can be expected that these retailers then will be interested in pushing part of the complexity back upstream into the chain towards logistics providers or to their suppliers, subsequently leading to changed requirements towards warehousing and distribution facilities.

Awareness about the use of resources

Particularly in relation to agriculture, many initiatives can be observed that intend to find new ways of generating the same output with less burden on natural resources. Examples are “kilometer zero” initiatives, promoting local bio-organic produce from local farmers, lab-grown meat and protein products, but also the concept of vertical farming, reducing the need for soil and water, which may have a large impact on the footprints of crop production chains.

Increasing attention is also given to the concept of “circularity”, in which new business models such as “product-as-a-service” or shared-user schemes emerge. Sectors related to mobility (bikes, motorcycles, cars), as well as furniture and household appliances and even fashion are currently making large efforts to explore circular business models. This may shift the focus from first-time production to maintenance, refurbishment and the recycling of goods and materials, thus causing important changes in their industrial and logistics footprints.

Low-cost culture

In many markets, from groceries to fashion to travel and so on, low-cost operators have successfully achieved firm competitive positions. It seems likely that the expected recession due to Covid-19 will only reinforce this trend. However, to maintain low prices, either technological innovation or pure scale will be the determining factors. Both factors directly relate to industrial and logistics footprints.

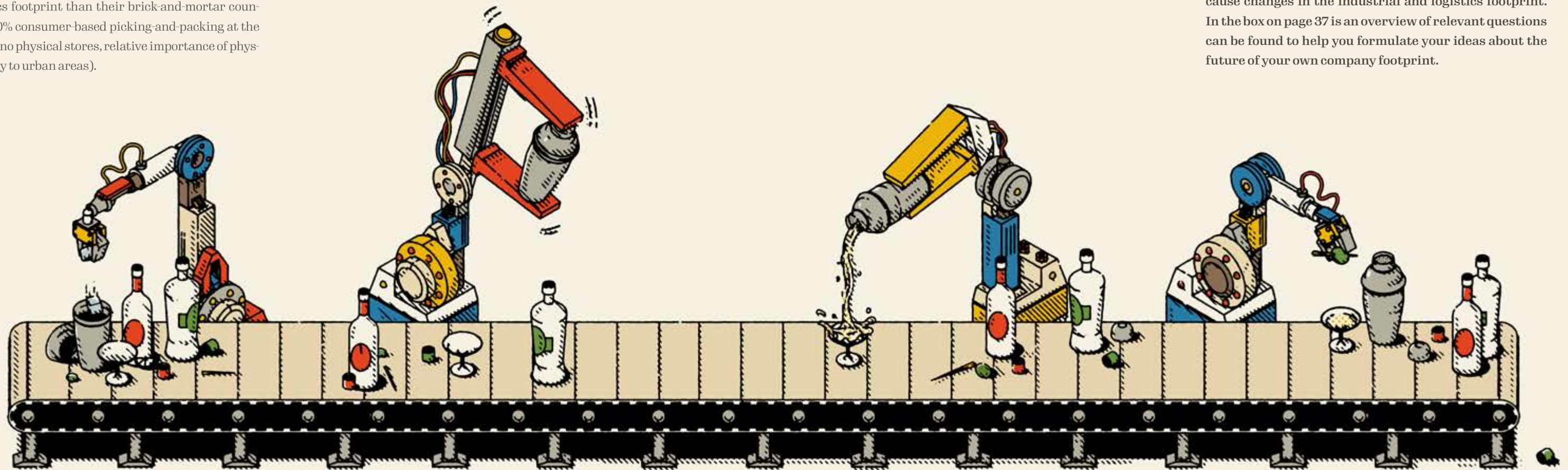
Mobility

Most ongoing initiatives in terms of mobility don't seem to have lost relevance due to Covid. The transition to electric or even hydrogen driven cars, which require very specific infrastructure, the increase in e-bikes, the plans for high-speed passenger rail connections and the emergence of car-sharing platforms are examples. Given the very close relationship between mobility and infrastructure, there will most likely always be a governmental dimension to this, making it, in most cases, a specific national topic.



Summary of the “new normal” of demand

As can be noted, all of the above-mentioned trends and developments related to the consumer side are likely to cause changes in the industrial and logistics footprint. In the box on page 37 is an overview of relevant questions can be found to help you formulate your ideas about the future of your own company footprint.



Ingredients of the supply side of footprints

As the next step in our journey, let's shift our attention to aspects related to upstream activities such as sourcing, transportation, production, logistics and distribution.

Reshoring

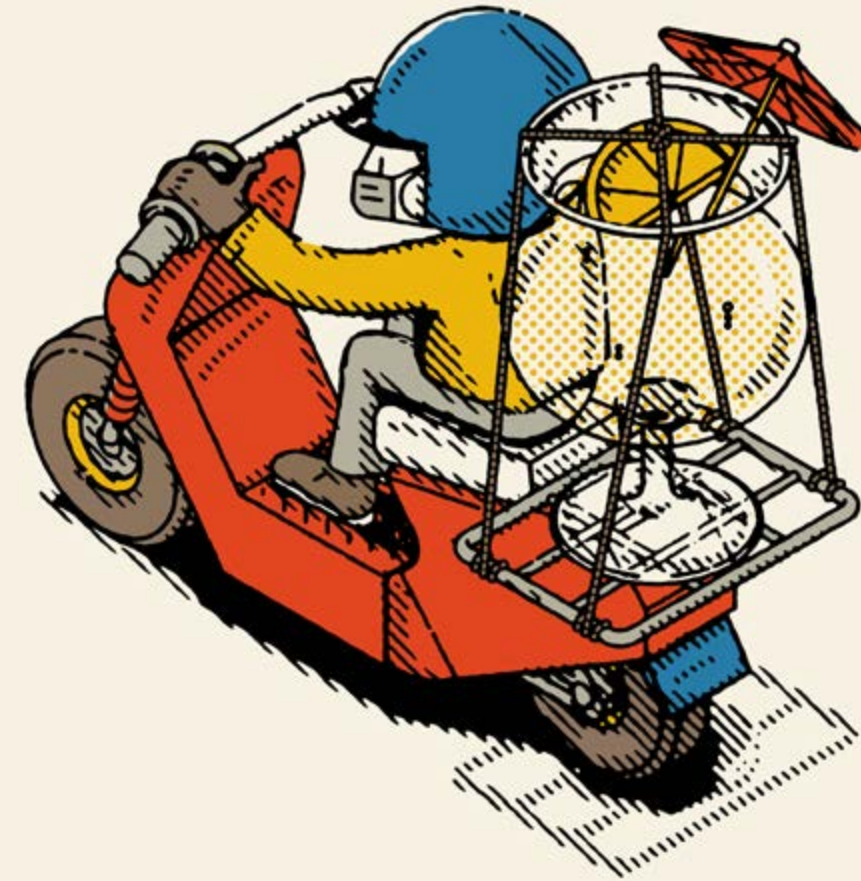
The Covid-19 crisis is showing in a painful way that there are important risks to so-called “single-sourcing”. For example, the closing of the Chinese borders led to large product shortages in many of countries. Many companies are now reconsidering their supplier base and are investigating the feasibility of dual-sourcing and sourcing on a more regional or even local level, which can cause important changes to the corresponding industrial and logistics footprints.

Some argue that the reshoring strategy may underestimate the importance of existing clusters or ecosystems in certain industries and geographies, where the dependency is not so much on one single supplier but also on the whole local network they are part of. High-tech electronics component production or fashion ecosystems are good examples of this. In re-

sponse to this, some governments in Europe are taking steps to support the establishment of regional or local brain parks and ecosystems, leading to new footprint requirements.

Adoption of robotization

Accelerated due to the requirement for “social distancing”, many companies throughout the supply chain (manufacturers, logistics operators, retailers) are now implementing robots at larger scale. This is true not only for product handling at factories and warehouses: testing is also done in home delivery, even for shelf replenishment at retail outlets. As with e-commerce, some people are already talking about passing the tipping point for the large-scale integration of robots. If robotisation is indeed going to be implemented at large scale in production and warehousing, this will very likely have important consequences for location choices (no need to be close to an available workforce) as well as for facility design (more narrow aisles, no need for locker rooms and extensive emergency routes and so on).

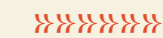


Macro aspects

For most of the topics mentioned thus far, companies can to a large extent make their own choices. However, there are also some macro factors which are much less under the direct influence of individual companies. For example, geopolitics has proven to have a large impact on global trade flows: think of recent tensions between China and the USA, potentially impacting industrial and logistics footprints across the globe.

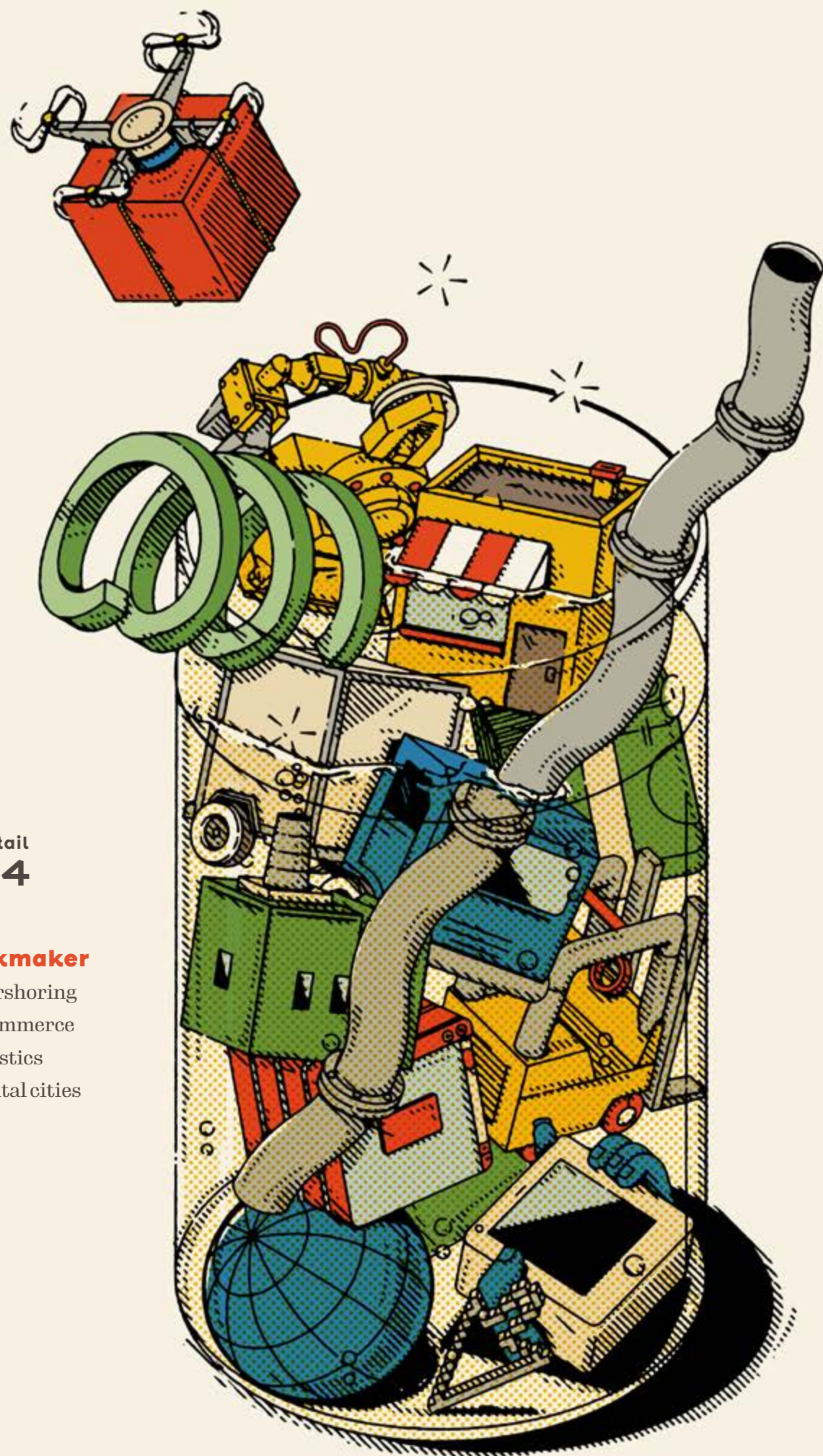
Also, the increasing scarcity of critical raw materials, particularly certain precious metals and minerals for high-tech products, leads to important challenges in sourcing (and may ultimately even lead to more geopolitical tension). In addition, climate change with rising average temperature levels and impacted levels of rain is leading to unprecedented harvest issues, with manufacturers seeking new locations to source produce from, potentially also shifting their logistics and production facilities.

A last example is mobility and transportation, where self-driving truck legislation, the New Silk Road and initiatives like the hyperloop system are expected to affect future footprints in many places.



Summary of the “new normal” of supply

Similar to the trends and developments related to demand, all those related to the supply side are also likely to cause changes in industrial and logistics footprints.



Cocktail #54

The Parkmaker

- » Nearshoring
- » E-commerce
- » Logistics
- » Capital cities

The cocktail shaker of scenario building

What I hope has become clear is that condensing the footprint of the future into one simple single overall image is a challenging task. For as far as I can judge, even the experts have a crystal ball similar to the one I have: it shows many different ingredients, but not the single final recipe. So we still need a cocktail shaker in which specific countries, markets, industries, politics, technology and so on are to be mixed into a number of meaningful and valuable scenarios.

I invite you to dust off your cocktail shaker, start mixing your ingredients and develop recipes for your own future footprints.

The footprint questions we need to keep asking ...

... on the demand side

How fast the discussed trends and developments will emerge and how big their impact will be is in some cases difficult to foresee and it will probably also depend to a large extent on the specific type of products and the markets which are addressed. Therefore, the main relevant questions to be asked here are:

- To what extent can our current product portfolio be expected to change in terms of volumes, product variety and demand variability?
- To what extent should we introduce new products, new services or even new business models? To what extent can we serve new consumer segments or address new retail channels?
- How fast can we expect changes to take place? To what extent do opinions differ between opinion leaders? How much uncertainty is there still about the potential changes ahead?
- What does the overall picture of future demand now look like and what could be the implications for the downstream end of our footprint (finished goods warehousing, final distribution)?

Your answers?

... on the supply side

Like in the case of the aspects related to consumer demand, how fast these aforementioned developments will emerge and how big their impact will be is difficult to foresee and will probably once again depend to a large extent on the type of products, the geographical markets, as well as the specific industry and company context (fashion items are not the same as microchips, which are not the same as fresh vegetables). Therefore, the main relevant questions to be asked here are:

- To what extent are our current operations people intensive and to what extent can technological alternatives such as robotisation be expected to be a valid and desirable alternative?
- To what extent are dual and/or local sourcing scenarios a serious option for us? What would the implications be in terms of cost, quality and delivery lead times? What would the selection, implementation and phasing-in of a new supplier be like?
- Which macro trends (geopolitics, climate change, technology, legislation and so on) are relevant to us and in what way?
- How fast can we expect changes to take place? To what extent do opinions differ between opinion leaders? How much uncertainty is there still about the potential changes ahead?
- What does the overall picture of future supply now look like and what could be the implications for the upstream end of our footprint (suppliers, transportation, raw materials warehousing, production)?

Send your recipee to
marketing@ctp.eu



Community

*Communities make
us who we are.*

They surround us in all forms: our family, our work and colleagues, the sports teams we play on, our circle of friends, our business partners, our clients and their employees... it's a very long list. We are a social species, but you get out only as much as you put in. We are committed to integrating with our local communities, creating new opportunities to learn, socialise, and educate. Creating lasting relationships means doing together, making friends through shared experiences, be they art, sport, or leisure activities. And creating spaces where both the young and old can learn from and be inspired by each other. Because our own people are an integral part of local communities, we can work together to create a more equitable society, for everyone.



"Thousands of people from different professions work in our parks and hubs every day. Each has their own unique knowledge, talents, interests and needs. We realise more and more that only by understanding our clients—who use our parks on a daily basis—can we improve the quality of parks and thus their lives. We know that our clients expect both premium services and facilities from us, but they also want to eat well, have a great coffee, have a great place for business meetings or to organise an event once in a while. They need places where they can represent their company, learn something interesting at a lecture or get more involved in local events. That's why we organise public events, bring interesting local retailers into our parks, form partnerships with regional universities and institutions, and connect clients with each other."

Lenka



Childrens site tours
 DOMEQ Academy
 Leave a book, take a book library
 Brno University of Technology

Education

We believe education is a key to growing healthy strong communities. Sometimes we invite local school kids into our parks to let them see what goes on, to learn about fascinating processes and encourage their young minds to explore the world



40



Think Local

At another park in Brno, we encouraged the sourcing of locally grown food at our cafeteria, helping to build relationships with local producers. In addition, we reached out to local food purveyors to bring healthy, hip food trucks onto our office sites, which sparks a new social atmosphere.



People

People are the key! We have taken on both educating our employees and encouraging their personal and professional growth. Two of our team have recently finished their real-estate MBA—Lukáš Hajduk and Jakub Kodr, pictured below—and another four are set to start classes when they begin again this year.



2 MBA Graduates
 4 new MBA students
 Leadership training courses
 Business development training courses

YourChance
 Tereza Maxova Foundation
 HOSPICE Casa Sperantei

Charity

CTP's charity efforts focus on assisting those who are underprivileged, particularly young kids. We work with many strong foundations who provide services to young kids from broken homes, helping them to learn the skills needed in the workplace, among others.



CzechiTAS

Empowerment

Last year we began a partnership with an inspiring team of entrepreneurs and educators, CzechITas, in Brno, who provide computer literacy and other IT training to young girls, women and kids. They opened CzechITas house in one of our buildings and carried out nearly 240 educational courses during the course of 2019.

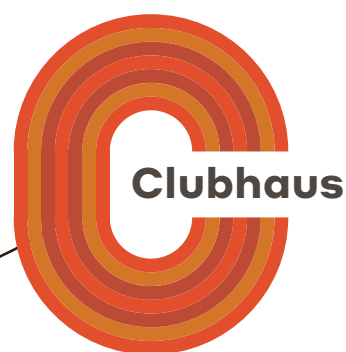
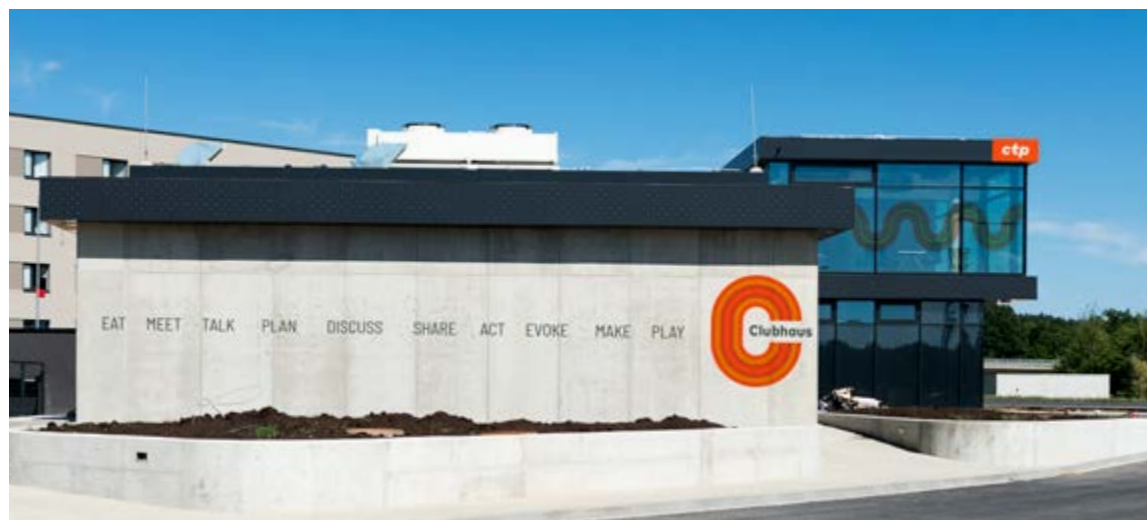


Sport

Sport is healthy for both mind and body, and teaches both respect for others and challenges each to higher performance. Not only do we encourage all our employees to take part in some sports together, but we also sponsor youth sports teams around the region.

41

Supply Chain



As part of our commitment to local communities, we are introducing a new Clubhaus concept at selected parks. The Clubhaus will be a place to meet with our clients in a casual setting, but it will also serve the local surrounding towns as we plan to hold events, educational lectures, sport competitions, local town meetings or just stop by for a coffee or socialising. With hip interior design and great food, we expect they will be a hit!

In your own words, what does “community” mean to you?

Community means the environment where I work, live and spend my time. It means all the people that surround me, either at work, in my family, in my city, in my country, and so on. As social beings, we are always in need of a “community” and of being part of a larger group, having in common various goals, hobbies and supporting each other.

What community support or activity are you working on now?

At the moment I'm not involved in something specific, but I am looking forward to continuing the work CTP has already done in the local communities by developing new projects in our parks.

mean to Nicoleta
What does community



Are you personally active in your local community? If so, give some example of what you do and why.

I am always active as a community member, either in my family or in my work environment, and I'm always ready to provide my support either by spending time with some of the most disadvantaged community members, or by providing products and services to the best of my possibilities. Although considered to bring self-esteem and a feeling of well-being, I consider that doing charity should be aimed at the benefits for other people or communities and not on oneself. Besides that, on a daily basis, I remain the most active member in the most important community in my life, my family!

I plan to actively bring together our tenants, to introduce each other, talk about our business, needs, goals and ambitions, which I think can converge at some point and create synergies. As we build for the future, it is very important to maintain good relationships and to learn from the experience of our tenants and our partners in general, so that we can grow together in a sustainable manner. During last year we had several meetings at our office where we invited our

tenants to join and communicate and spend some quality time in a more casual environment. With the development of our Clubhaus at ctPark Bucharest West we aim to make such events more frequent and popular and to encourage our partners to do the same.

What are some of CTPs community plans in the future?

Thanks for reading

On the professional side, CTP is a well-known and valued member of the local community. The company has taken an active role in a range of community events, from charity racing events to planting trees to providing support for Hospice – Casa Sperantei, which provides palliative care for patients and their families. Hopefully, in my new role I will be able to enhance CTP's participation in these types of activities.

Describe two community events that CTP has participated in in the past.



Forests have shaped the culture and history of Europe since time immemorial. The source of innumerable myths and legends, forests were long seen as enchanted realms filled with wild animals and gangs of outlaw bandits. While the vast majority of Europe's primeval forests have long vanished, there are still many enclaves of pristine woodlands where you can experience the magic and beauty of the forest untouched by human hands. To give a sense of the diverse impact of forests on culture and history, we've put together a short survey of forest facts and forest fiction from across the CEE/SEE region.



186

Once upon a time, in the small town of Dobrinishte, near the Pirin Mountains, lived a shepherd named Ivalyo. Thus begins one of Bulgaria's oldest and best-known folk stories, about a lovestruck shepherd and the wild Samodiva of his affection. Samodivi (plural) are mythical forest deities that take the shape of beautiful young maidens with long blond hair and bright blue eyes. They wear white gowns made of moonbeams, wreaths of wildflowers in their hair, and can often be seen riding on the backs of deer using twisted snakes as reins. According to legend, Samodivi are said to enjoy dancing to the music of a shepherd's pipe and would often lure and kidnap unsuspecting young men to play for them until they would die from exhaustion. Ivalyo, however, would meet a different fate. According to the story, one evening Ivalyo heard some Samodivi in the forest. It was said that if any man could steal a Samodiva's dress, she must become his wife. So Ivalyo set off to find his bride. Drawn by their voices, he came upon them dancing in a field. He watched them through the night. At dawn the Samodivi stripped off their moonbeam gowns and jumped into a nearby river. Ivalyo made his move and grabbed one of the magical garments before its owner, Marika, returned. Already in love, Ivalyo asked her to marry him on the spot, and without her magical dress, she was powerless and consented. Ivalyo hid the dress, and soon they were married, and three years later they had a son. At a celebration, Marika was asked to dance "like a Samodiva". She said that she cannot dance without her magic dress. Ivalyo, who was no longer afraid that his wife would run away, took the magic dress from its hiding place and gave it to Marika. She put it on and turned to Ivalyo and said "I told you a house was no place for a Samodiva" and vanished, returning to the forest and her Samodiva sisters.



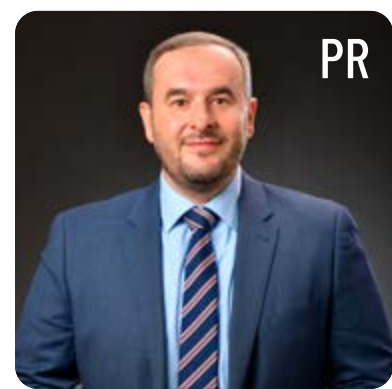
The Slovak Robin Hood

5K

Juraj Jánošík was a real-life, early-18th century “Robin Hood” figure born in what is today the Žilina region of Slovakia. Although his career as a highwayman was short-lived, his life inspired numerous legends, books and films, and his name and exploits (both real and imaginary) are well known not only in Slovakia but also in Poland and the Czech Republic. The real-life Jánošík began as a soldier in the failed uprising of the Estates of Francis II Rákóczi against the Hapsburgs. In 1711, he changed from soldier to bandit in the forests of the Slovakian mountains. He and his gang would ambush wealthy merchants and dignitaries. While records are sketchy, it seems Jánošík and his band of “merry men” would often distribute their plunder among the people of nearby villages, winning their favour. In 1713 Jánošík’s luck ran out: he was captured, tried for his crimes and executed at the age of 25. The legend of Jánošík as a rebel outlaw with a heart of gold was later formed by 19th century writers who attributed numerous acts of daring and chivalry to Jánošík, who became stylised as a “Johnny Outlaw” who fought against the wicked and helped those in need. Such was Jánošík’s fame as a rebel that during WW2, there was a partisan group that bore his name. In 1962, a Czechoslovak film brought Jánošík to the big screen, and in 1974 a Polish film and TV series cemented his legend as a dashing do-gooder. Acclaimed Polish director Agnieszka Holland directed a Polish-Czech-Slovak co-production of the Jánošík story in 2009. The legend lives on!

Class of 2020

We asked our latest batch of new employees a few serious and not so serious questions. See if you can figure out what they really are like :-). Good luck and welcome aboard!



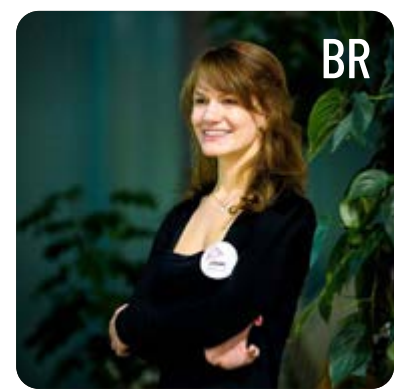
PR

Václav Krasanovský
Head of Property Management, CZ&SK



PRAGUE

Heart, Spain, Olive Oil, ?



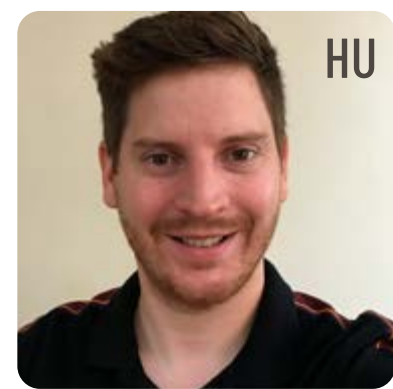
BR

Lenka Franců
Head of Partnership & Community Management ctHubs



BRATISLAVA

Heart, Alps, Honey Mustard, ?



HU

Bence Gyürky
Senior Controller



BUDAPEST

Heart, Tartare, ?



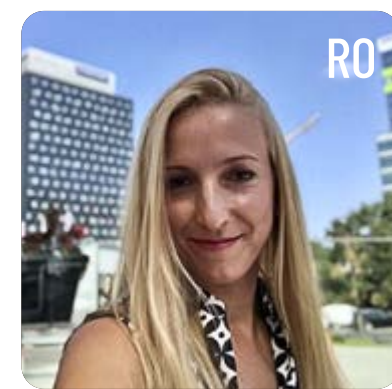
RO

Emilia Tepes
Business Development Manager Transylvania



BICAZ

Heart, Buzău, Balsamic Vinaigrette, ?



RO

Alina Trifan
Financial analyst



BUCHAREST

Heart, DUBAI, Caesar dressing, ?



BR

Petr Jurza
Business Developer, Brno, Offices



BRNO

Heart, Canada, Olive Oil, ?



PR

David Hons
M&A Investment Analyst



HAVLÍČKŮV BROD

Heart, Sriracha, ?



PR

Lukáš Jezbera
Head of Group Controlling



JABLONEC n. NISOU

Heart, Balsamic Vinaigrette, ?



HU

Adél Németh
Corporate Lawyer



SZOMBATHELY

Heart, Bangkok, Rare Pumpkin seed, ?



RO

Eleonora Amariutei
CFO, Romania



PIATRA NEAMT

Heart, French Breakfast, NEVER, ?



RO

Adrian Cotoc
Regional Development Director, Transylvania



BISTRITA

Heart, Lamb Chops & corn, ?



PR

Petr Feierfeil
Senior MEP Electrical Engineer



PRAGUE

Heart, French, French mustard, olive oil, vinaigrette or lemon, honey or sugar, salt, pepper thats all., ?



PR

Bradley Houston
Senior Controller



DURBAN

Heart, ?



PR

Klára Kindlová
Group Head of Lease Management



LITOMERICE

Heart, one month, Olive Oil lime, TOO OLD, ?



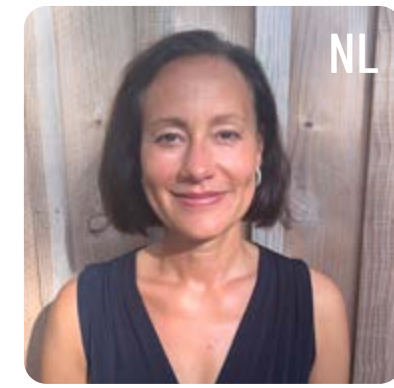
AT

Karl Brückner
County Manager Austria



VIENNA

Heart, Stockholm, French, ?



NL

Claudia Bernoski
Senior Finance Lawyer



HAARLEM

Heart, Active, Typical woman:), Swiss Vinaigrette, ?



Name Position Nationality & Place of Birth

Favourite Holiday places & activities Favourite Food & salad dressings Best Party day Age when first got drunk

KEY



Ana Dimatrache
The main lady



Vali Rosu
The builder



Anna Piasecka,
Rockin' in PL

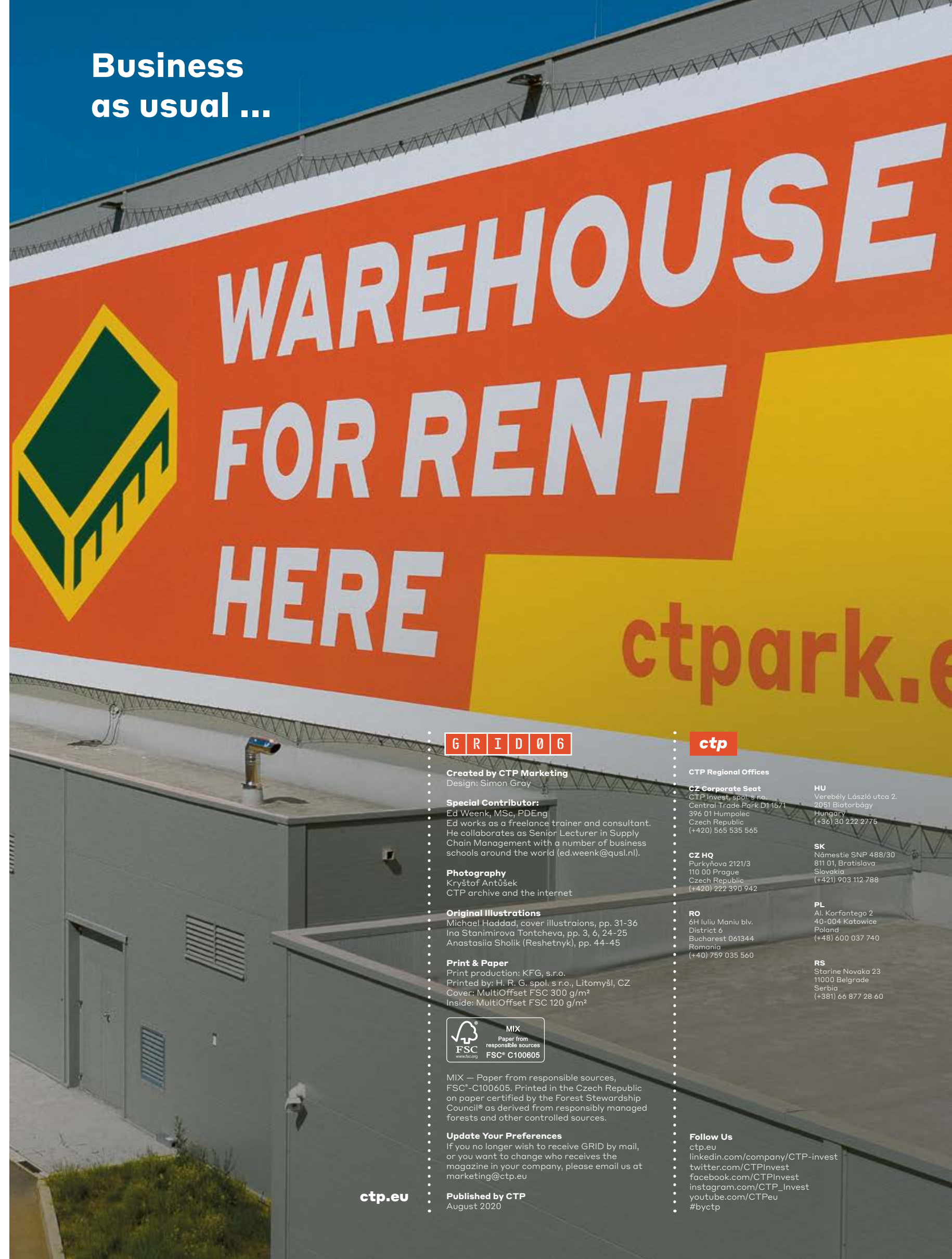


Dragana Djordjevic
Keepin' Finance cool

a bit different

by
CTP.

**Business
as usual ...**



GRID 06

Created by CTP Marketing
Design: Simon Gray

Special Contributor:

Ed Weenk, MSc, PDEng
Ed works as a freelance trainer and consultant.
He collaborates as Senior Lecturer in Supply
Chain Management with a number of business
schools around the world (ed.weenk@qmul.nl).

Photography

Kryštof Antošek
CTP archive and the internet

Original Illustrations

Michael Haddad, cover illustrations, pp. 31-36
Ina Stanimirova Tontcheva, pp. 3, 6, 24-25
Anastasia Sholik (Reshetnyk), pp. 44-45

Print & Paper

Print production: KFG, s.r.o.
Printed by: H. R. G. spol. s r.o., Litomyšl, CZ
Cover: MultiOffset FSC 300 g/m²
Inside: MultiOffset FSC 120 g/m²



MIX — Paper from responsible sources,
FSC®-C100605. Printed in the Czech Republic
on paper certified by the Forest Stewardship
Council® as derived from responsibly managed
forests and other controlled sources.

Update Your Preferences

If you no longer wish to receive GRID by mail,
or you want to change who receives the
magazine in your company, please email us at
marketing@ctp.eu

Published by CTP
August 2020

ctp

CTP Regional Offices

CZ Corporate Seat
CTP Invest, Spol. s r.o.
Central Trade Park D1 1571
396 01 Humpolec
Czech Republic
(+420) 565 535 565

CZ HQ
Purkyňova 2121/3
110 00 Prague
Czech Republic
(+420) 222 390 942

RO
6H Iuliu Maniu blv.
District 6
Bucharest 061344
Romania
(+40) 759 035 560

HU
Verébely László utca 2.
2051 Biatörbágy
Hungary
(+36) 30 222 2775

SK
Námestie SNP 488/30
811 01, Bratislava
Slovakia
(+421) 903 112 788

PL
Al. Korfanteo 2
40-004 Katowice
Poland
(+48) 600 037 740

RS
Starine Novaka 23
11000 Belgrade
Serbia
(+381) 66 877 28 60

Follow Us

ctp.eu
linkedin.com/company/CTP-invest
twitter.com/CTPInvest
facebook.com/CTPInvest
instagram.com/CTP_Invest
youtube.com/CTPeu
#byctp

ctp.eu



Bottoms up!

Keep safe
and see you
in 2021