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CUSHMAN & WAKEFIELD

SURVEY BY ANTAL AND CUSHMAN & WAKEFIELD

Investment potential of Wrocła

Edition 4

Strategic Partners:

City partner:

Honorary Patrons:

VASTINT

Baker McKenzie.

🖻 PAIH

Pro Progressio

Patrons:



Polskie Forum HR Scandinavian-Polish

POLISH CANADIAN



Netherlands

CAMERA DI COMMERCIO E INDUSTRIA ITALIANA IN POLONIA



ADVANTAGE

SURVEY BY ANTAL AND CUSHMAN & WAKEFIELD



WROCŁAW

The project is a valuable tool for all entrepreneurs and investors interested in developing their business in Poland.

ARTUR SKIBA

ANTAL AND CUSHMAN & WAKEFIELD

Foreword

Ladies and Gentlemen,

expert commentary.

The project is a valuable tool for all entrepreneurs and investors interested in developing their business in Poland.

The report reflects the current situation in the market and provides a business perspective, identifying the main trends in the economic development of companies in **Poland's largest** cities.

We are very pleased to present the series of reports from the fourth edition of the Business Environment Assessment Study. This is a comprehensive compilation of data and analysis, enriched with

The project once again came about through close cooperation between Antal, a leader in HR consulting, and Cushman & Wakefield, a recognized real estate expert and leading international real estate services consultancy.

Our knowledge and experience were crucial in analysing the survey results and creating the report, which is not only a comprehensive compilation of data, but also a tool for strategic business decision-making.

1,290 decision-makers

The survey included 1,290 decision--makers, representatives of companies active on the Polish market.



The project includes an analysis of the business environment in nine cities, and takes into account important areas such as:

- 1. the city's overall assessment,
- 2. infrastructure,
- 3. office space,
- 4. government support,
- 5. education potential,
- 6. employment potential,
- 7. business potential and
- 8. evaluation of the location as a place to live.

The report accurately describes the specifics of the Wrocław market.

It contains key market information for investors, including:

- the cost of living,
- housing prices on the secondary and primary markets,
- office rental rates,
- wages offered by employers,
- the number of students and graduates,
- the number of employed people in the region by sector.

We hope that this report will become a valuable source of knowledge and inspiration for all those interested in business development and investment in the Polish market.

Enjoy your reading.

Artur Skiba ANTAL PRESIDENT

Krzysztof Misiak EXECUTIVE PARTNER, HEAD OF POLAND, CUSHMAN & WAKEFIELD

66

The report is not only a comprehensive compilation of data, but also a tool for strategic business decision-making.

KRZYSZTOF MISIAK



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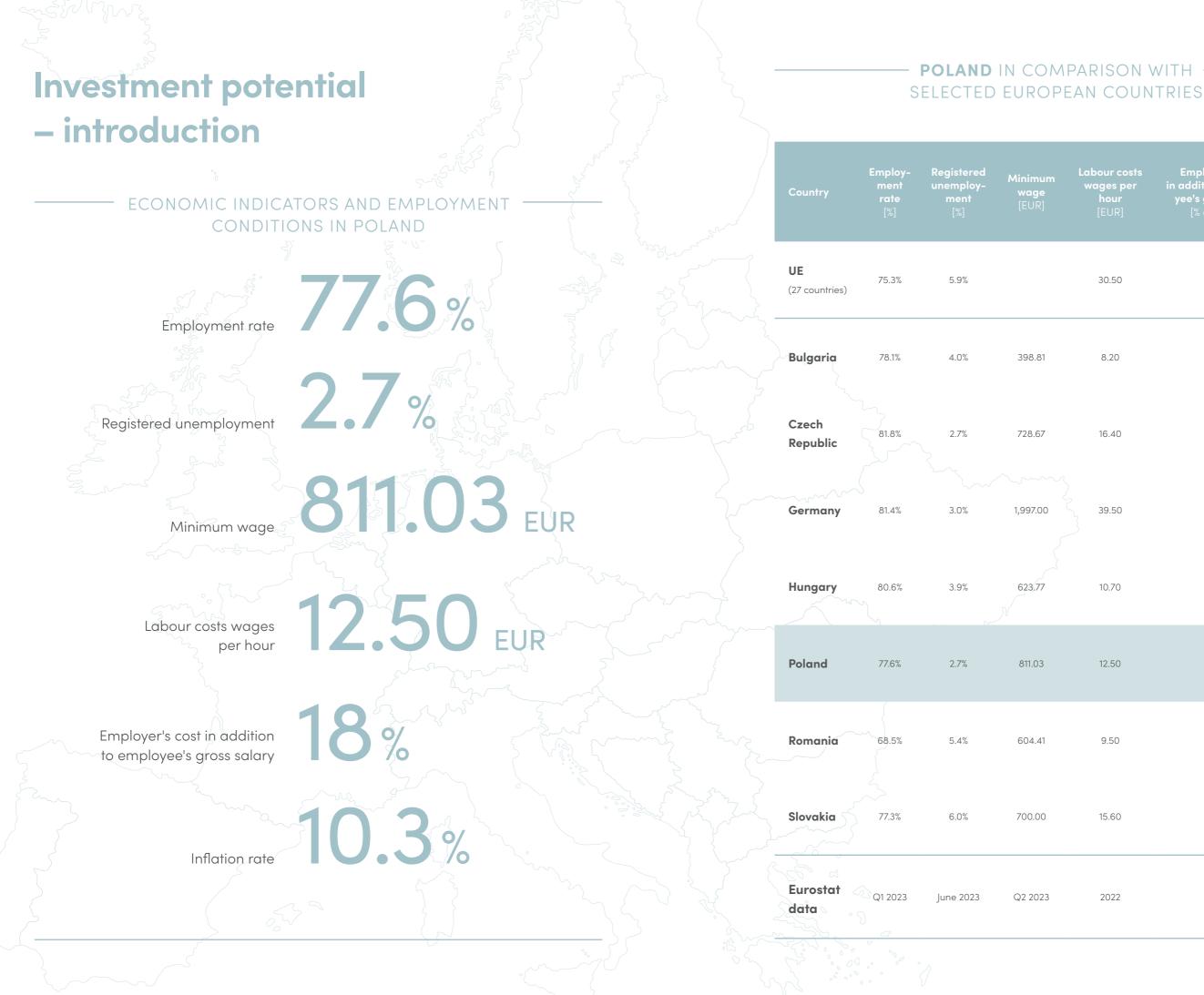
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Antal and Cushman & Wakefield

INVESTMENT POTENTIAL

Introduction





WROCŁAW

l	Labour costs wages per hour [EUR]	Employer's cost in addition to emplo- yee's gross salary [% of salary]	Inflation rate [%]
	30.50	24.8%	6.1%
	8.20	13.3%	7.8%
	16.40	24.0%	10.2%
	39.50	23.3%	6.5%
	10.70	14.2%	17.5%
	12.50	18.0%	10.3%
	9.50	5.3%	8.9%
	15.60	27.0%	10.3%
	2022	2022	July 2023

The immediate future for FDI inflows to Poland looks optimistic, but nevertheless maintaining a competitive investment climate has been, is and will always be a challenge.

RADEK PITUCH

INVESTMENT POTENTIAL

Expert commentary

Radek Pituch

MANAGER BSS & TECH PROJECTS, DIRECT INVESTMENTS DEPARTMENT POLISH INVESTMENT AND TRADE AGENCY (PAIH)

portfolio of the Polish Investment and Trade Agency.

terms of investment outlays and the number of declared, newly created jobs supported

The passing months of 2023 were particularly exceptional in this regard. We can speak of effective support for the placement of 47 new carried out by well-known global brands from various sectors of the economy, from financial services, through the automotive industry, to semiconductors. In addition, PAIH's portfolio agency is seeking to locate in Poland.

A number of factors are contributing to the continued growth of investment rates in Poland. First of all, it is necessary to point to the human resources potential - the wide availability of qualified and experienced talent. Poland has the largest population potential among CEE countries, and is one of the largest academic 15

Poland has been maintaining and strengthening its leading position in attracting foreign investments in the CEE region for a long time. This positive trend is reflected in the investment

undeniable asset. Second, Poland is a country open to innovation and new technologies. This and IT investments over the past two years. excellent range of forms of business support in Poland. Thanks to an amendment to the Program for the Support of Investments of for 2011-2030, applying for a cash grant, of which PAIH is the operator, is even more transparent than before.

The immediate future for FDI inflows to Poland a competitive investment climate has been, is to remain open to new industries, read well the needs and expectations of business and new

Wrocław - introduction

PART 1

1



Average rating



1.01. Wrocław assessment

The Business Environment Assessment Study highlighted the main aspects influencing companies' investment decisions.

CHART 1.1.

Average rating of all factors for Wrocław



Wrocław is a leading economic, technological and cultural centre and one of the most dynamically developing metropolises in the country.

Find out more at <u>www.investmentpotential.pl</u>

Respondents were asked to assess the business environment in the cities in which they operate. By compiling several indicators for each area, the report presents a comprehensive rating expressed on a scale of 0-10, where 0 is the worst possible rating and 10 is the best.

8.0	7.1	7.5	7.5	7.5
ri-City	Lublin	Poznań	Katowice	Szczecin

The city is known for its business-friendliness: many renowned Polish companies have been established here, and foreign investors have recognized Wrocław as one of the best locations in Europe.

Wrocław and i surroundings are an attractive city for foreign direct investment, enjoying popularity among entrepreneurs.

MAGDALENA OKULOWSKA

WROCŁAW - INTRODUCTION

Expert commentary

Wrocław, despite the outbreak of war in Ukraine and the experience of the negative effects of the pandemic, proved to be a resilient city thanks to long-term strategic measures. Both the start-up ecosystem and investors developing their businesses in and around the Lower Silesian capital have seized opportunities that favour their growth.

Certainly among the most important events that took place this year was the announcement of the largest and most expensive investment in Poland. U.S. company Intel plans to build a Semiconductor Integration and Testing plant. The planned investment will be built in

In May, the opening ceremony of the PepsiCo in Wrocław was announced by, among others, BNY Mellon and BASF.

It is worth citing the results of the latest global ranking of the best cities for direct investment (FDI), compiled by the Financial Times' monthly "fDi Intelligence" magazine.

21



In this ranking, Wrocław once again took 1st place in the category of small and medium-sized cities

popularity among entrepreneurs.

PART 2

Infrastructure



Average rating



2.01. Infrastructure

CHART 2.1.

Average infrastructure rating for Wrocław



Wrocław is located in a strategic triangle between Warsaw, Berlin and Prague.

Each of these cities can be reached from Wrocław in less than 4 hours by car. Thanks to its excellent infrastructure - modern motorways, an ever-expanding airport and

25

a dense rail network - the city is superbly connected to the entire continent.

Numerous bus and tram lines, as well as the city's bicycle system, make it possible to move efficiently around the city and encourage residents to choose environmentally friendly means of transportation.

Find out more at <u>www.investmentpotential.pl</u>

66

The city has convenient transportation links, an airport, access to the motorway network and an ever-expanding rail network.

MARCIN SIEWIERSKI

INFRASTRUCTURE

Expert commentary

One of the most important elements that attract global investors to Wrocław is its well-developed infrastructure.

and an ever-expanding rail network.

In addition, Wrocław is one of the largest rous universities and research institutes attract companies from the modern business services sector, which are the main drivers of the office market in the regions.

Good conditions for doing business in Wrocław are appreciated worldwide.

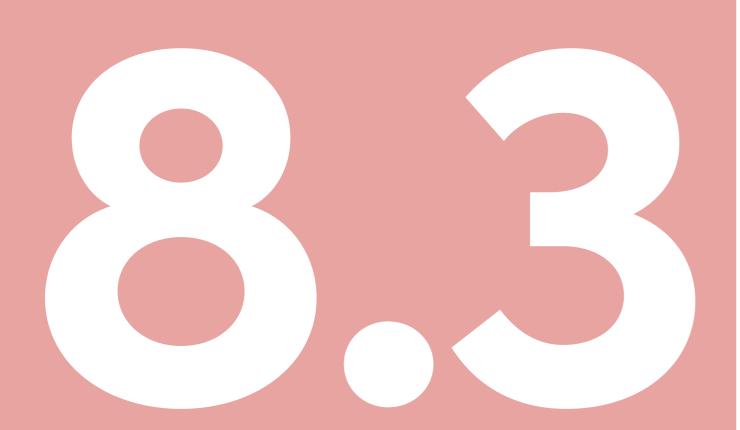
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In the prestigious European Cities & Regions of the Future 2022/23 ranking compiled by "fDi Magazine," Wrocław ranked first in the ness friendliness and third among all medium--sized cities.

PART 3 Office space



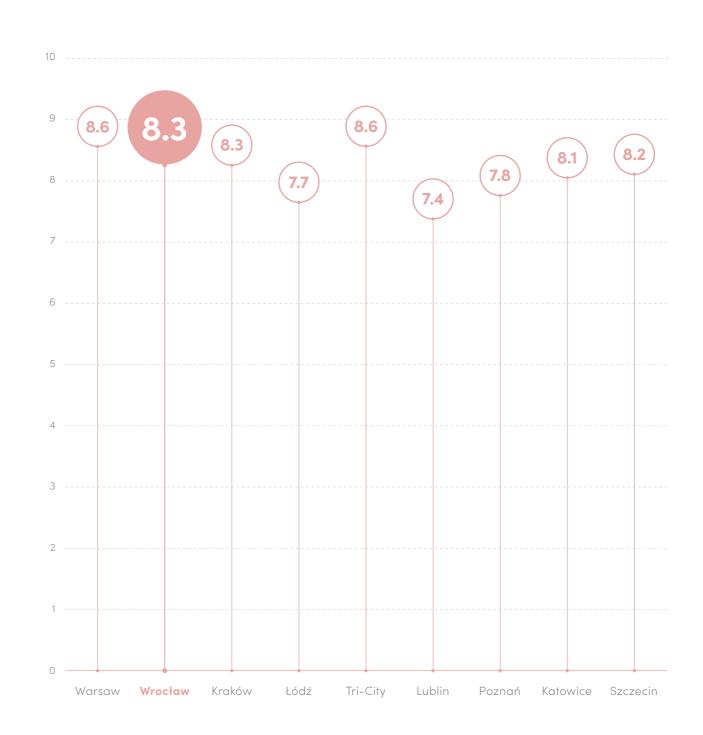
Average rating



3.01. Office space

CHART 3.1.

Average office space rating for Wrocław



31

Find out more at <u>www.investmentpotential.pl</u>

3.02. **Real estates in Wrocław**

BASIC DATA ABOUT THE REAL ESTATE MARKET

13.50-15.50 EUR/ m²/ month

Asking rents

54,000 m² Office space under construction

88,100 m² Gross demand

1,314,600 m² Total stock of office space

161

Number of existing office buildings

32,600 m² New supply

16.1% Vacancy rate

OFFICE SPACE STOCK BY AGE

321,700_{m²} **484,100** m² 508,800 m²

0-5 years

6-10 years

over 10 years

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square feet of property under management and 50,000 employees in 60 countries, we make an impact around the world. Explore more at cushmanwakefield.com.



66

Despite a 1.3 p.p. yearon-year increase in the vacancy rate to 16.1% at the end of June 2023, we may see a reduction on a quarterly basis.

MARCIN SIEWIERSKI

OFFICE SPACE

Expert commentary

Wrocław is invariably the second largest regional office market in Poland. Over the past several years in the capital of Lower Silesia we have been able to observe a very dynamic growth in the volume of modern office space, and an important catalyst for this development has been investments by large international companies.

In the first half of 2023, the Wrocław office levels of activity among regional markets, both from tenants and developers.

By the end of June, more than 30,000 sqm of new office space had been delivered to the market, accounting for nearly 30 percent of the space completed in all regional markets.

More than 150,000 sqm of office space remains under construction and will hit the market in 2023-2024.

On the other hand, the volume of lease transactions in the first half of 2023 stood at more than 88,000 sqm, up more than 40% year-on--year. Thus, Wrocław accounted for about 26 percent of all transactions finalized in regional markets in the first half of 2022.

35

Despite a 1.3 p.p. year-on-year increase in the vacancy rate to 16.1% at the end of June 2023, we may see a reduction on a quarterly basis. December will be lower than last year, and that the downward trend in the Wrocław office market will continue in the long term.

Such a situation allows us to look to the future with optimism. However, we must not forget This is because in the 2024 and 2025 outlook, we can expect a significantly lower supply of new office space, rising prices for services, operating costs and utilities, high financing costs for new office investments, while at the from tenants and office building owners.

Public administration support

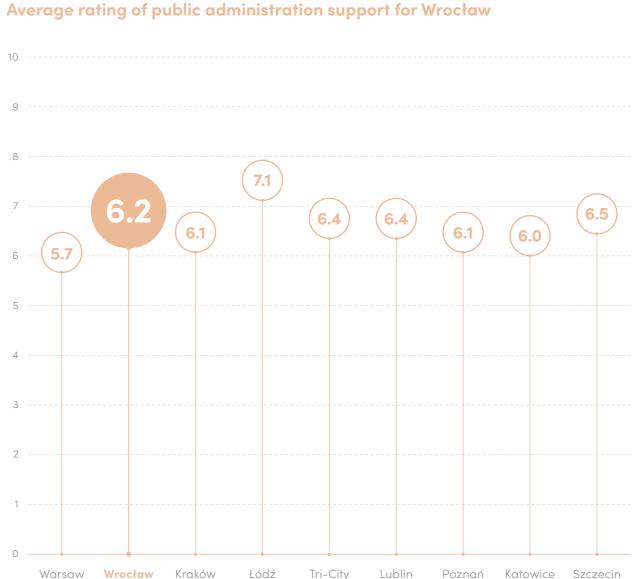
PART

Average rating



4.01. **Public administration support**

CHART 4.1.



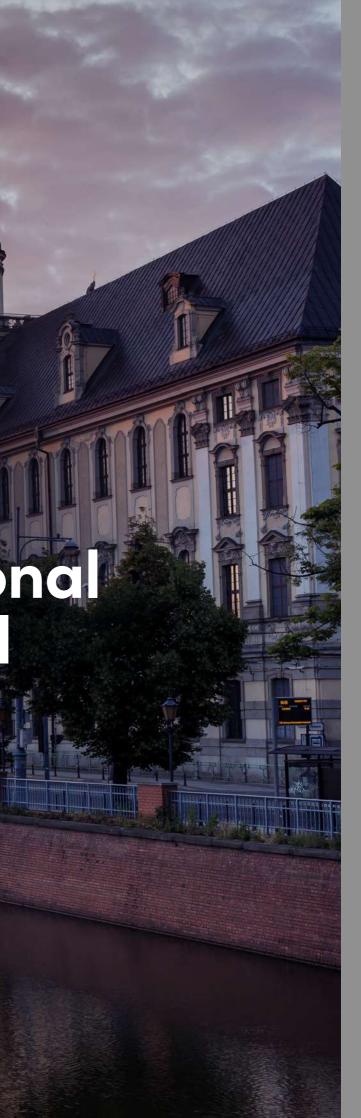
There are a number of business environment institutions actively operating in the Wrocław agglome-

ration, which are at the disposal of entrepreneurs.

Among them are the Wrocław Agglomeration Development Agency, international chambers of commerce, as well as technology and industrial parks.

39

Educational potential



EDUCATIONAL POTENTIAL

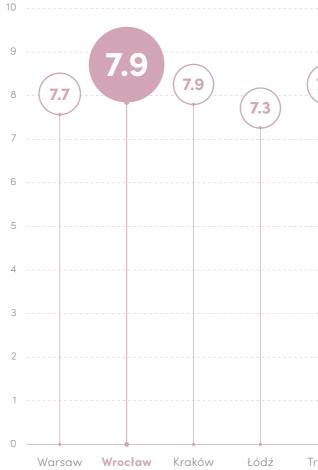
Average rating



5.01. Educational potential understood as the availability of future employees

CHART 5.1.





Wrocław is a strong academic centre, educating 105,000 students annually, represented, among others, by Wrocław University of Technology – the leading technical university in Poland.

Find out more at <u>www.investmentpotential.pl</u>

43

lonti	al for	Wro.	cław
CIIII			CIUW

7.9	7.4	7.5	7.6	7.3
i-City	Lublin	Poznań	Katowice	Szczecin

With its intellectual base and state-of-the-art laboratories and advanced technological infrastructure, the city is the country's most popular location for R&D and Knowledge Process Outsourcing centres.

AVAILABILITY OF FUTURE EMPLOYEES



Number of universities

105,482

Number of students

26,989

Number of graduates

NUMBER OF STUDENTS BY AREA

4,668 Finance

8,930 IT

10,579 Engineering

3,092 Philologies







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Vastint Poland is part of the Vastint Group, an international real estate organization operating on the European market for over 30 years. The cornerstones of our operations are the management of portfolio properties and the development of office, residential and hotel projects that provide comfortable and sustainable living, working and leisure environments.



The result of the university's thriving cooperation with business is the adaptation of its educational offerings to the galloping development of economic trends.

KATARZYNA SŁAWIŃSKA

EDUCATIONAL POTENTIAL

Expert commentary

Wrocław has been thriving in terms of business and infrastructure for several years. We are seeing closer cooperation and the creation of synergies between business and universities.

private, collaborates with business in various

- internship programs,
- research,
- training programs,
- hiring graduates.

This year's candidates for studies in Wrocław for first-degree studies in 202 full-time and

lopment of economic trends.

47

- The didactic offer of Wrocław's public universities has expanded to include 27 new majors,

- electronic and computer engineering,
- environmental quality management,

- medical molecular biotechnology,
- business law,
- and project management.

Employment potential



Average rating



6.01. **Employment potential**

CHART 6.1.

Average employment potential rating for Wrocław



LABOUR MARKET INDICATORS OF THE LOWER SILESIA VOIVODESHIP



Population

503,694

Average employment in the enterprise sector



4.5%

Unemployment rate

7,418.09 PLN

Average gross monthly salary in the enterprise sector

6.02. Sample salaries in Wrocław

GROSS MONTHLY SALARIES (PLN)

Manufacturing and Logistics Sector	min.	max.
Production worker (unskilled)	4,200	5,000
Production worker (skilled)	4,500	6,000
Shift Manager	6,500	12,000
Logistics specialist	6,000	9,500
Logistics manager	11,000	18,000
Production engineer	7,500	13,000
SSC/BPO Sector	min.	max.
GL Accountant (2-3 years of experience)	8,000	9,000
GL Senior Accountant (over 3 years of experience)	9,000	11,000
GL Team Leader (team of,5-15 people)	12,000	15,000
AP/AR Accountant (2-3 years of experience)	7,500	9,000
AP/AR Senior Accountant (over 3 years of experience)	8,500	10,000
AP/AR Team Leader (team of,5-15 people)	10,000	13,000
CS Junior Specialist (no experience)	4,500	5,500
CS Specialist (over 1 year of experience)	6,000	8,000
CS Team Leader (team of,5-15 people)	9,500	11,500
Payroll Specialist (1-3 years of experience)	7,000	9,500
Senior Payroll Specialist (over 3 years of experience)	9,000	11,000
Payroll Team Leader (team of,5-15 people)	11,000	15,000
IT Sector	min.	max.
1st Line Support (2 years of experience)	7,000	10,000
2nd Line Support (2 years of experience)	10,000	12,000
3rd Line support (2 years of experience)	12,000	15,000
IT Administrator (3 years of experience)	13,000	17,000
Business / System Analyst (3 years of experience)	14,000	20,000
Fullstack Developer (3 years of experience)	19,000	23,000
Frontend Developer (3 years of experience)	18,000	22,000
Backend Developer (3 years of experience)	17,000	22,000
Devops (3 years of experience)	17,000	21,000
Manual Tester (3 years of experience)	9,000	12,000
Automatic Tester (3 years of experience)	15,000	18,000
Team Leader (dev) (team of,5-15 people)	25,000	33,000

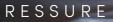
Find optimal salary zone!

AND SAY NO TO SALARY PRESSURE

🔰 🗧 antal

VNI

According to research, on average an employee who is changing jobs expects a 22% pay rise. Check the salaries which your company offers against those of the competition and find a safe zone which will prevent staff turnover. We will be more than happy to provide you with details on the full range of Market Research services.



66

In 2023, we note a slight reduction in the dynamics of employment needs in specific industries. 806

JOANNA WRÓBEL

EMPLOYMENT POTENTIAL

Expert commentary

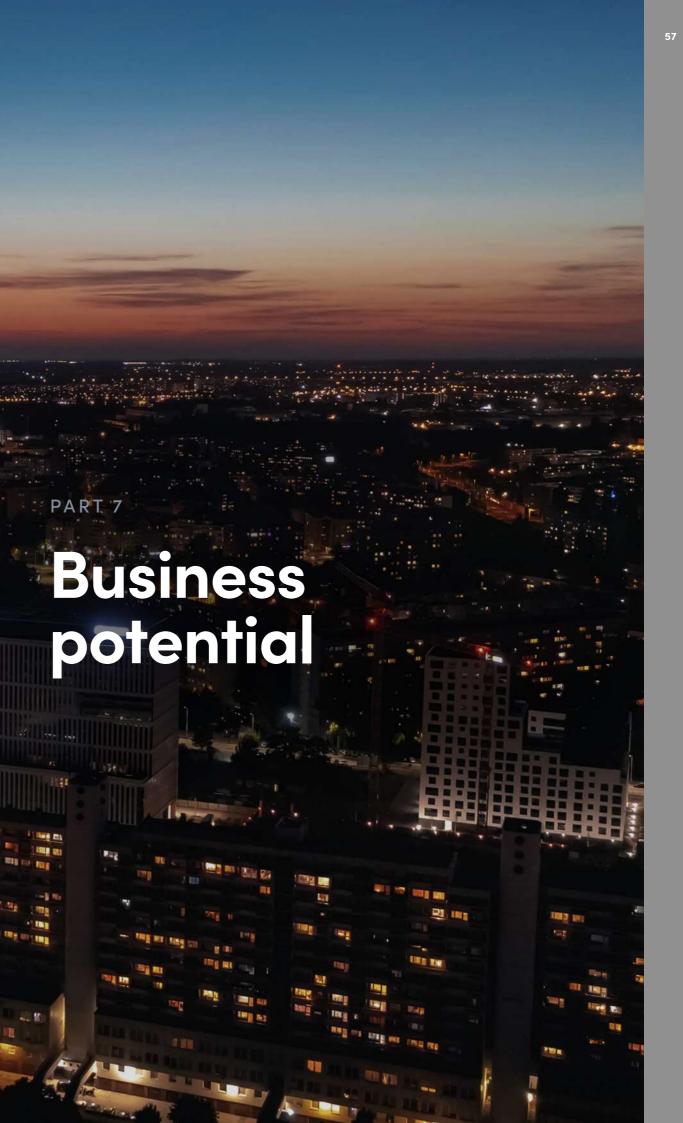
The spectacular development of the Wrocław agglomeration in terms of investment potential has been observed for many years, laying the groundwork for the continuation of this trend.

nities to reap the benefits of being a business leader in southwestern Poland.

We now have many well-educated new workers in Wrocław coming from countries across Poland's eastern border, further strengthening the region's attractiveness.

55

- pandemic have been and are being implemented in 2022 and 2023 in specific industries, mainly with a manufacturing profile.
- mics of employment needs in specific industries, but this is done in favour of other industries, which in the macroeconomic assessment of



BUSINESS POTENTIAL

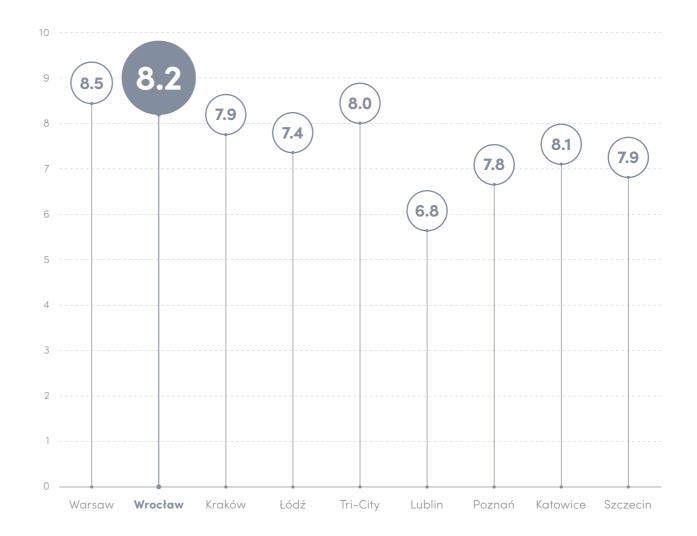
Average rating



7.01. **Business potential**

CHART 7.1.

Average business potential rating for Wrocław



Wrocław is not only beautiful, but it is also an excellent business location.

The city is characterised by a variety of industries, with well-developed sectors such as IT, automotive and engineering.

59

Thanks to its academic potential, the number of highly skilled workers and its industrial and technological traditions, Wrocław is an innovative place and attracts investors from all over the world.

Find out more at <u>www.investmentpotential.pl</u>

From the perspective of the technology industry, both Wrocław and Lower Silesia have ample access to specialists. This is a market rich in talent.

JAN ŻARSKI

BUSINESS POTENTIAL

Expert commentary

Ian Żarski

Hicron originated in Wrocław, and it was here in 2006 that we began to write the history of our company. Since then, the city has changed beyond recognition. Today it is a modern European metropolis that can compete with the largest centres in terms of development opportunities.

From the perspective of the technology industry, both Wrocław and Lower Silesia have ample access to specialists, both because of the high level of universities operating there as well as the high population density. This is a market rich in talent.

Excellent transport links with Poznań, Katowice, Kraków, as well as proximity to the Czech Republic or Germany, the development of large companies, and their presence – more

61



Communication and the economic aspect are values that are also valued in the era of remote work and online meetings.

itself - rich history, wide cultural offerings, green parks. All this makes Wrocław a meeting

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7.02. Selected companies in and around the city

anking	COMARCH
IDUSTRIAL BANK OF KOREA	CONSULT RED
JROPEJSKI FUNDUSZ LEASINGOWY	CSHARK
ANTANDER CONSUMER BANK SA	ETTEPLAN
SC/BPO	GLOBAL LOGIC
XA XL	GOOGLE
OGNIANCE	HEMOLENS
ONTROLANT	HICRON
RISIL IREVNA	INFOR
SS CORP	INFOSYS POLAND SP. Z O.O.
ELAVAL OPERATIONS	KYNDRYL (IBM)
OLBY LABORATORIES	LUXOFT
LOPAK	NOKIA SOLUTIONS AND NET
TTEPLAN	OXYGEN
Y GLOBAL DELIVERY SERVICES	SATISFLY
RESENIUS MEDICAL CARE	SENTE
LOBALLOGIC	
IM GLOBAL SERVICES DELIVERY CENTRE	SIGMA IT POLAND
APEL BUSINESS SOLUTIONS	SIILI SOLUTIONS POLAND
BIL INC.	SOFTSERVE
IERCK	SPYROSOFT
EUROSOFT	SYGNITY
YANAIR TRAVEL LABS	TASK SOFTWARE
CHAEFFLER GLOBAL SERVICES EUROPE	ULAM LABS
1	Industrial production
SAB	ЗM
BS	ALIGN TECHNOLOGY
F & Telecommunications	BASF
SOFT	
TOS	BOSCH
XXIOME	BSH
APGEMINI	COLLINS AEROSPACE
IKLUM	CRYO SCIENCE

ELECTROLUX

GARMIN

GOVECS

INDUSTRIAS ALEGRE

KOMSA POLSKA

LG ENERGY SOLUTION

MERCEDES-BENZ

PEPSICO

WAGO ELWAG

XEOS

Services

GK IMPEL

BAMA

AMREST HOLDINGS SE

Food industry

BULK POWDERS

AND NETWORKS

MCCAIN

CARGILL

NESTLE PURINA

PPO SIECHNICE

SONKO

TARCZYNSKI

WRATISLAVIA

uction

Pharmacy

HASCO-LEK

HERBAPOL

MACOPHARMA

OLEOFARM

S-LAB

USP ZDROWIE

Assessing the location as a place to live

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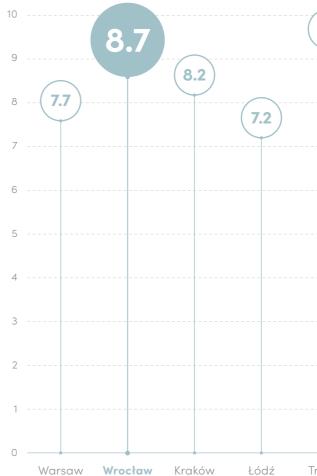
Average rating



8.01. Assessing the location as a place to live

CHART 8.1.

Average rating of Wrocław's location as a place to live



Wrocław's location on 12 islands on the Oder River and its tributaries makes it known as the Venice of the North.

The oldest part of the city is Ostrów Tumski, a former stronghold surrounded by the waters of the Odra River, which today houses many architectural monuments.

9.2				(8.9)
	7.8	7.9	7.8	
·i-Citv	Lublin	Ροτραή	Katowice	Szczecin

Rebuilt after wartime damage, the Gothic Cathedral of St. John the Baptist and the Church of the Holy Cross are landmarks of the city.

You can also find a rich cultural offer in Wrocław; every year it hosts one of the most famous film festivals, the New Horizons, which draws people from the whole country.

8.02. Wrocław as a place to live

DATA ON TOURISM AND CULTURAL DEVELOPMENT

BICYCLE PATHS

100^{TH PLACE}

130 BRIDGES AND FOOTBRIDGES

5.8 MILLION PEOPLE

1.54 MILLION PEOPLE

366,000 VISITORS

in 2022 (excluding December) – more than

WROCŁAW AS A PLACE TO LIVE **Basket of goods and services** in comparison with other urban centres

	Warsaw	Wrocław	Kraków	Łódź	Tri-City*	Lublin	Poznań	Katowice	Szczecin
Prices of apartments on the primary market [PLN/1 sqm] ¹⁾	13,135	11,397	11,669	8,810	11,384	8,856	10,067	9,226	10,748
Prices of apartments on the secon- dary market [PLN/1 sqm] ¹⁾	12,199	10,234	11,018	6,366	10,899	8,016	8,346	6,482	7,733
Average rental price for the city [PLN] ²	5,037	3,130	3,147	2,247	3,499	2,448	2,437	2,347	2,630
Price of a 1-person room for a student [PLN] ³⁾	1,450	1,400	1,200	950	1,450	900	1,000	1,000	1,100
Number of children in nurseries and children's clubs per 1,000 children under 3 years of age ⁴	314	360	362	242	244	342	291	376	285
Monthly cost of public transport ticket for an adult, without concessions and discounts, for Zone I in case of division [°] [PLN]	110	110	159	168	117	128	149	109	140

¹⁾ Residential real estate price database, NBP, 2nd quarter of 2023 ²⁾ Based on the data available at Otodom.pl, average rent prices in selected cities in July 2023 ³⁾ PKO BP: PULS NIERUCHOMOŚCI: AAAAA STUDENT SZUKA MIESZKANIA September 28, 2022. – Average market rental prices per room in large-panel blocks of flats (data for the Tri-City is for Gdansk in this case) ⁴⁾ Statistics Poland, 2019 (Tri-City, excluding Gdynia and Sopot) * Tri-City, excluding Gdynia and Sopot

Methodology





Methodology

The Business Environment Assessment Study was conducted using the CAWI method among 1,290 decision-makers of companies in Poland from 31.07-25.08.2023.

Sources of data used in the report on the website: www.investmentpotential.pl

THE VALUE OF SPECIALIZED TALENTS

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