



MORE [THAN] SPACE



**YEARS
HAVE
PASSED**

20 years - is it a lot or not? From a global perspective, for the world, and the humankind, it might seem a mere moment only. However, the past two decades have undoubtedly witnessed a time of remarkable technological advancement, a time of the raising awareness of the needs of the human and natural environment. For Poland, and the Tricity Metropolis alike, this time meant a clear opening to the world, economic development, and numerous investments. Some certain contribution has also been made by a real estate developer which was established in Gdańsk 20 years ago. The company was set up to erect a small office building, yet it has become one of the leading commercial developers in the country, boasting a recognizable brand. It is well known for its quality, and is considered a trendsetter on the office estate market. The company has turned into a significant and socially engaged investor, employer, market educator, ambassador, sponsor of the local sport, and also a creator of original and signature events.

Familiarize yourself with the history of our company. TORUS stands for the 20-year-long extensive work of many people, bold investing decisions, determination in realization of goals, long-standing partnership programs, and numerous successes. But above all, for a well-thought-out vision of creating a modern, human-friendly city.

Discover what MORE THAN SPACE means in real life.



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TORUS

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 **Torus**

20 years have passed...

Conversation with Małgorzata Dobrowolska, Torus co-owner, and with Sławomir Gajewski, Torus CEO

When Torus was being established, Gdańskie Wydawnictwo Oświatowe was already a thriving company. Where did the idea come from, twenty years ago, to invest in the real estate market?

Małgorzata Dobrowolska: It was quite complicated. It began with the need to find a new head office for GWO. When my husband, with whom I had been running the publishing office, passed away in 1998, it was necessary to diversify revenues. In the beginning, we bought a building in Sopot, but it turned out it did not fully meet the needs of GWO, and we decided to turn it into a hotel – the present-day Villa Sedan. The reconstruction and adaptation to the new requirements took a long time, and we learnt on the mistakes we made all along the way. We purchased another building for renovation some time later, located at the corner of Grunwaldzka and Kołobrzaska streets. Nowadays, the very place is occupied by Argon, an office building, one of the stages of Alchemia. We originally renovated it – already as Torus – and that is where the publishing office moved to. Afterwards, in the neighbouring area, next to the Chemia facilities, still in operation at that time, Torus erected the first A-class office building in Tricity, which GWO then moved into. We were observing the construction process from our windows with excitement, however, the building is no longer standing there today. It was replaced by Neon, the last stage of Alchemia.

I also remember, while staying in Australia, when Sławek called me back in 2005. He told me about an attractive area located along Arkońska street, and I was actually taking a decision to purchase that ground over the phone. A few years later, on that very ground, Torus erected the first modern office compound in Gdańsk – Arkońska Business Park. What is curious is the fact there used to be a printing house operating in that area, and this is where we printed our first books under the logo of Gdańskie Wydawnictwo Oświatowe. This is how it all began.

In what circumstances did your cooperation start?

Sławomir Gajewski: I joined the group of companies that belonged to Małgorzata Dobrowolska in 1996. Before that I worked in companies related to the real estate market, and when an opportunity arose to further develop within the sector,

Małgorzata Dobrowolska offered me space for taking action. And so it continues to this day.

Małgorzata Dobrowolska: Sławek, who was initially working as a legal advisor in GWO, got quickly involved in searching for new real estate investments. When we purchased the above-mentioned Villa Sedan building, he took an active part in the process, and this is where he gained his first construction experiences.

'Torus' is a mathematical notion; it indicates a particularly-shaped solid, which resembles a bagel. Why was this very solid, and not any other, chosen as the company's name?

Małgorzata Dobrowolska: It happened somewhat naturally. We were looking for something related to mathematics, as it was this very science GWO was based on at that time. It accounted for a lion's share of the publishing business, as is still the case to this very day. I relate closely to this domain of science. My dog answered to the name of Sigma, which is also a mathematical symbol. It is not actually easy to search for a name for a company. I do not remember now whether there were any other proposals for the name. It is possible that 'Torus' was my idea. It is a brilliant name, intriguing, a bit mysterious.

You have been Torus CEO since the very beginning. When you took up this position, you were only 30 years old! What emotions did you experience back then? And what emotions are you experiencing today, after twenty years at the helm of the company?

Sławomir Gajewski: Twenty years ago the times were more fit to challenge things, go beyond your limits, take risks. I remember, at first, I felt an authentic desire to experience the business adventure, to rise up to the challenge. We had ventured into business – a branch that was completely new to us, related more to well-established international corporations. We were a small entity, starting from nothing. We did not assume, however, it was bound to fail. We lacked the proper awareness, and we were not familiar with all accompanying risks. And this is what laid foundations for the future success.

Now, twenty years on, things look differently. The greater awareness sometimes yields worse scenarios. Simultaneously, we bear certain responsibility – for the people, above all, but also

for a large company. We are also operating in a different competitive surrounding, and it is much more difficult to succeed these days. We are very much aware to what extent our activity affects the city, and I do not mean the business potential only. It is about creating the urban tissue, functional space, and environmental aspects. Today our goal is to maximise the positive influence while lowering the negative one at the same time.

What do you appreciate the most in business relations?

Małgorzata Dobrowolska: Sincerity, openness, and honesty, obviously.

Sławomir Gajewski: For me it is a situation when both parties try to achieve a common goal, mutually overcoming obstacles. While sitting on the opposite sides of the table, we can still go beyond our own 'me'. When even in exceedingly difficult circumstances, we can work out a win-win, successful solution. It also opens people up, thanks to which it is possible to get to know each other better, which in fact, presents an interesting experience in business. Because at the end of the day, regardless of the mechanisms and fears that drive us, no matter the individual goals and experiences, there are the same people like us sitting on the other side of the table.

GWO was established in 1991, and was one of the first private educational publishing offices in Poland. In order to operate and develop on this market, you need to have solid and substantive foundations, and a non-negotiable attitude to quality. It all shows in Torus, which operates on a completely different market. Was it a consciously managed process – a vision to build a real estate developer based on the same foundations?

Małgorzata Dobrowolska: I always believed in quality, and I still believe to this very day. Even though it does not always win, at least not in each and every business setting, such an approach is the main ingredient of success in the long run. I think Sławek has a similar personality, and thinks alike. He never needed any persuasion to maintain quality or to go beyond the market standard, though crazy ideas tended to pop up, such as a swimming pool in an office building. It was obvious it would not yield substantial profits, and the space could be used in a different manner. Therefore, it was not an easy decision. However, at the back of the mind, there was an idea to do something good, something positive for people, and this called for quality. Naturally, it must be well thought out, it must be appealing, something we can relate to – as it is also of certain importance.

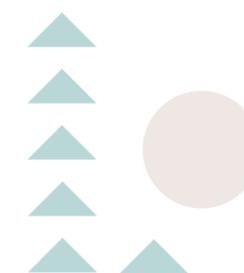
Even though we operate on the market dominated by large, multinational corporations with dispersed capital, Torus is essentially a family company, and displays many of such features. Despite this significant difference, it manages to successfully compete against much bigger entities. What lies behind this success?

Sławomir Gajewski: The fact that we approach the market differently is an advantage. We are able to fit better into the local market as we understand its nuances. The intimate and family-like nature makes it easier for us to act and take decisions. When representing the owners, I act in harmony with myself. The trust and proximity among decision makers yield strength, provide greater flexibility and agility. At times, the pragmatic ones respond faster to the changes happening in the dynamic world. On the other hand, the employees know who they work for. The owner is real, is a person known by name and surname, and not some dispersed capital. In consequence, it is easier to understand the guiding rules of the whole com-



MAŁGORZATA DOBROWOLSKA

Torus co-owner



For me, the key driving force to work was always a desire to do something good and beneficial, a need to sustain what we have already managed to create.



pany, its character – a human side of business. Additionally, there is no such pressure to maximise profits. The attitude proves to be more pragmatic, as the company that makes a long-term profit is more likely to survive, and search for opportunities to develop further. It was clearly tangible especially during the pandemic, as we were wondering in the beginning how to survive, and not just as a company, but a group of people. The matter of profits was relegated to the background then.

Thanks to this, we can pay more attention to the non-business local activity. We find it easier to relate to the community in which we not only work, but live as well. It is a commitment – CSR or sponsoring do not need to be calculated in numbers, nor bring measurable benefits. Either way, in a relation-based business it is not that simple at all. Thus, our non-business activity is genuine, it results from the fact of being and working in this very place. One of the examples comes in the form of the titular sponsorship of Wybrzeże Gdańsk handball players. Creating standards that concern products and interpersonal relations, our ambitions, and the fact we built everything from the foundations, it all gave us opportunities to challenge ourselves. There were no pre-imposed numbers and goals during presentations, no templates to be adapted into our day-to-day activity. We have created everything ourselves. I consider it to be one of the reasons why I have been in this company for more than twenty years, and in the whole group for more than twenty-six years. Although there have been tough times, after all these years it is still an ongoing challenge.

From the perspective of a 20-year-long activity of Torus, what do you consider most valuable, consider company's greatest success? What are you most proud of? And what was, or still is, the greatest challenge?

Małgorzata Dobrowolska: The team of people who make up Torus presents the greatest value. Sławek is the main driving force of the team, selecting co-workers in a wonderful manner. He does an excellent job, and I have great confidence in him. It is being associated with professionalism and experience, which I like a lot. In all 'torus' meetings, when I deal with people, I am always filled with pride. It is an analogous situation as in GWO. We have gone through various situations, we have experienced stressful and tough moments

– with credits, and crises, but thanks to the structure of Torus, we have dealt with all of them. There was never a moment of threat, in which we might have thought it would all crumble down, though, market troubles come thick and fast. There are some circumstances you cannot foresee – changes in tax regulations, pandemic, and now the war. There is no shortage of stress, however, we can always handle it, and it is no small feat by any means. A great advantage is a fact that we are not a so-called corpo. We are not a small company, but the non-existence of some of the corporate features definitely helps. For example, we take decisions in an easier and faster manner, which in many moments proves to be of key importance.

Sławomir Gajewski: For me, the greatest success was to build a conscious team of people, who can conduct the most ambitious projects in Poland. We are aware that we remain an example for many to follow. As for the challenge – sustain the hunger for success within the team, and also within myself. Not give in to the routine; keep considering working in Torus an adventure, rather than an obligation.

When we met a few years ago, while you were giving an interview to one of business journals, I got captivated by the pride with which you were talking about being an active chief editor of GWO. Today, though in a bit different roles and functions, you are still involved in numerous key decision-making processes. What gave, and what still gives you the motivation to carry on?

Małgorzata Dobrowolska: It is a difficult question. In large part, I believe it is a sense of responsibility, but also of satisfaction. I was always driven to work by a desire to do something good and beneficial, and by the need to maintain what we had already managed to create. When I was a chief editor, actively partaking in the creation works of textbooks, I did enjoy it a lot. And every single person that likes their work has their own internal driving force.

I would like to ask you about the business line of succession – a relatively new phenomenon on the Polish market, which now – so to speak – is just being learnt by the owners of big companies. Your sons are already involved in the development of GWO, and in the future – more likely from the owner's tier – will also show up in Torus. Did you adapt any special model according to which you prepared them

to get involved in business, take over the helm?

Małgorzata Dobrowolska: I wouldn't say I had it all worked out. One of my sons was more into family business, with the other one less so. The older one has already found his path, the other one is still looking, and I try not to interfere. However, we are all involved in embracing this vast activity. There are many matters and duties we try to handle jointly as a team. And I greatly appreciate the opportunity of having business ties with my sons. They are learning, and so am I. They are much younger, more knowledgeable about new technologies, and I believe they will handle everything just fine. But the succession is not a straightforward matter. I think a lot of Polish companies are struggling in this respect. For the company to keep existing, it must carry on developing. The company development demands that the owners be engaged in action, or they need to find a decent – or better – a fantastic, committed manager. In any case, it is advisable for the owner to be familiar with the company's dealings.

How do you envisage Torus in 20 years?

Małgorzata Dobrowolska: If somebody had told me twenty years ago that we would erect such amazing buildings, I would have most likely disbelieved. However, as it shows, everything is possible. I believe that Torus develops at a good, safe pace. We operate in the industry in which a lot can happen, but after all, once the country has been saturated with office buildings, we will build something else. I hope Torus will last and evolve. I am proud of the company's accomplishments, and I am convinced we are still on the rise, able to keep utilising this potential. Nowadays, the activity on the office market is extremely difficult and competitive, however, the way our business partners speak of Torus, the way they perceive the company, it all allows me to think optimistically about its further development. I derive much pleasure from what we have already accomplished, as we have changed a sizeable chunk of our city. Gdańsk is becoming increasingly attractive, and it is the process to which we contribute. And I do hope that it will be still the case for the years to come. At this point I would like to give a huge thanks and congratulations to the whole Torus team, wishing them wonderful further development.

Sławomir Gajewski: The entire economy, with our company included, is going to change significantly in light of the adaptation to the challenges related to renewable energy resources, and the buildings' zero emissions policy, among other things. We are operating in the market branch that is about to face massive challenges, for example, reducing the influence on natural environment. Our task is then to keep delivering modern spaces, optimal working environment, but at the same time, we need to take a leadership role with regard to these changes. It will be difficult and testing, but doable as well. We have been undertaking a great deal of actions in this matter for many years. We certify our buildings, search for new solutions, and introduce them into our facilities. What also lies ahead is a search for a new model of expression as a developer, and not only in the office building area, but also in other segments of the ever-changing market. I would like Torus to discover new areas of the real estate market in the future, and to keep displaying an equally ambitious approach to development.



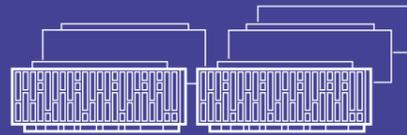
SŁAWOMIR GAJEWSKI

Torus CEO

For me, the greatest success was to build a conscious team of people, who can conduct the most ambitious projects in Poland. We are aware that we remain an example for many to follow.



ARKOŃSKA BUSINESS PARK



● MAY 17, 2002



Torus emergence

● 2006–2010

Total leasable area:
29 898,1 m²

Delivered into service:
Q1 2010 (last stage)



ALCHEMIA

● 2011–2019

Total leasable area:
122 444,7 m²

Certificate:
4 x LEED PLATINUM

Delivered into service:
Q4 2019 (last stage)

OFFICYNĄ



● 2018–2022

Total leasable area:
12 326,5 m²

Certificate:
Officyna A- LEED PLATINUM
Officyna B- Pre-certificate LEED GOLD

Delivered into service:
Q1 2022 (last stage)

hotels



- 2002 : Villa Sedan, Sopot
- 2007 : Villa Aqua, Sopot
- 2011 : Arkon Park, Gdańsk
- 2021 : Vesper House, Gdańsk
- 2022 : Altus Palace, Wrocław
- ≈ 2025 : Pankiewiczza, Warszawa

FORMAT



● 2019–2022

Total leasable area:
15 999,6 m²

Certificate:
Pre-certificate LEED GOLD,
Facility without Barriers
(Obiekt bez Barier)

Delivered into service:
Q1 2022

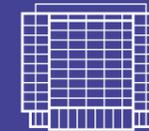
MILESTONES OF OUR DEVELOPMENT

apartaments



- 2005 : Jaškowa Dolina 75, Gdańsk
- 2006 : Otwarta 38, Gdańsk
- 2011 : Piotrkowska 27, Gdańsk

KOMPAS



≈ 2022–2025

Total leasable area:
32 444,4 m²

Certificate:
LEED v4, Facility without Barriers
(Obiekt bez Barier)

Delivered into service:
Q1 2025

DOKI OFFICE



≈ 2022–2024

Total leasable area:
37 805,3 m²

Certificate:
LEED v4, Facility without Barriers
(Obiekt bez Barier)

Delivered into service:
Q4 2024

PUNKT.



● 2021–2023

Total leasable area:
12 780,7 m²

Certificate:
Pre-certificate LEED v4 GOLD

Delivered into service:
Q3/Q4 2023

warehouses



- 2016 : Kowale
- ≈ 2023 : Gdynia, Pólnocna

Arkońska Business Park

Back in 2006, while starting the Arkońska Business Park investment, we had only sixty thousand square metres of office space in the whole Tricity. Now, we are approaching one million square metres, with thirty thousand people working for business in the service sector. Arkońska was the first office building of the A-class in Gdańsk, a genuine business compound. We did blaze the trail.



WHAT HAPPENED 20 YEARS AGO

2002



In 2002 (in July) Steve Fossett, as the first man ever, travelled in a balloon around the globe with no mid-landing

Torus was established in 2002 in Gdańsk, with a goal to realize one particular project - to build a new head office for Gdańskie Wydawnictwo Oświatowe

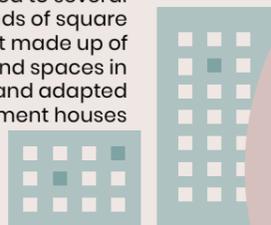


In 2002 (in February) Adam Małysz won two medals for Poland (bronze and silver) at the winter Olympic Games in Salt Lake City

In 2002 (in September) a bill on electronic payment instruments was passed

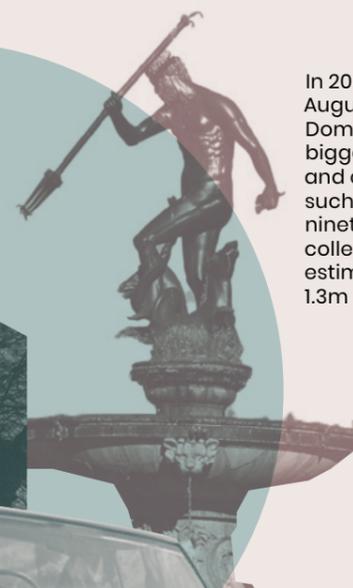


In 2002 the office building market in Gdańsk was virtually non-existent, its resources amounted to several tens of thousands of square metres, with the market made up of company head offices, and spaces in substandard buildings and adapted tenement houses



In 2002 (in December) the Copenhagen summit saw the conclusion of negotiations between the European Union and ten candidate states: Cyprus, Czech Republic, Estonia, Lithuania, Latvia, Malta, Poland, Slovenia, Slovakia, and Hungary

In 2002 (in June) a grotesque moral comedy - Dzień Świra - had its premiere, with Marek Kondrat starring in the lead role



In 2002 (at the turn of July and August) the seventh edition of Saint Dominic Street Fair was held - the biggest trade-culture event in Poland, and one of the biggest events of such nature in Europe. Eight-hundred nineteen traders, artists, and collectors took part in the event. It is estimated the fair was visited by c.a. 1.3m people that year

Deawoo-FSO suspended the production of Polonez. In real terms, it marked the end of production



In 2002 the last episode of Disco Polo Live was aired on Polsat

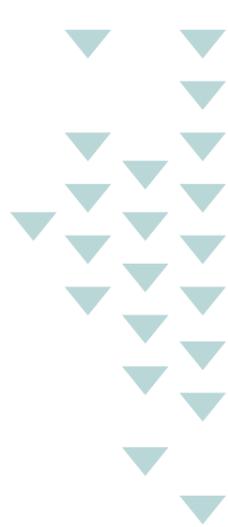
In 2002 the unemployment rate registered in Poland was nearly 18%, with 21% recorded in Pomerania, and close to 13% in Gdańsk alone



Alchemia

When we were setting out with the construction process of the first stage of Alchemia, alongside an office space, we planned swimming pools, a gym, and a sports hall. And it was all met with a slight disbelief by the branch peers. We showed a different outlook in terms of office buildings as facilities that emerge in city centres, with regard to their accompanying functions, space quality, and technological advancement. The market showed its appreciation - both from a commercialization perspective, and in the form of the interest shown by investment funds.

WHAT THEY SAY ABOUT US



fot. mat. prasowe

ALAN ALEKSANDROWICZ

Gdańsk Deputy Mayor for Investments

Torus, over twenty years of their business activity, made a great contribution to the economic development of Gdańsk. Its office investments gave a significant impulse for the evolution of the business service sector in our local market. Numerous international corporations established their local head offices in modern buildings which offered a high-quality working space. Consequently, thousands of new jobs were provided to the residents of Gdańsk, and in a larger scale, to the dwellers of the Tricity Metropolis. Without the office buildings of that quality class, which met standards and high expectations of global companies, the development of the BSS sector would not have been possible in Gdańsk.

Torus is not only a big investor and reliable employer, but also a company that is strongly associated with the local market and its community. The company has been a sponsor and ambassador of the local sport for many years. It supports the professional handball head team of Gdańsk Wybrzeże, competing in the top league in Poland, but also, what cannot be stressed enough, the development of the youth.

From a viewpoint of the modern city development, it is the great attention placed to the quality of the new development of city space that proves to be of extraordinary value. The revitalization of post-industrial areas in central spots of Gdańsk, unique building architecture, creation of public utility facilities that accompany various investments – e.g. a recreation-sport centre in Alchemia, or an underground passageway from the SKM Przymorze-Uniwersytet train station – are just a few of the elements which improve the quality of life for city residents. Torus is a socially-sensitive company, which understands well the challenges and needs of the evolving city.

The company also initiated socially important campaigns; it managed to integrate and mobilise thousands of employees of local companies to plant trees in the areas of Lipusz Forest District, hit by the worst natural disaster in decades.

Torus is important to Gdańsk, it lays a contributing block in the city development. Congratulations on the anniversary, and I wish the entire team future successes, and further amazing investments.

I think the people of Torus are not fully aware how much they have accomplished. Because it happened step by step, or within an ongoing struggle, which only at times allows you to stand aside and take a look at how much you have done? Or maybe because they are a team of the spirit that leaves space for new challenges, and not for hubris? I don't know, it is a kind of magic. I do not know the answer, even though I have been watching them for a dozen of years, most likely since 2006, when we set out to design Arkońska Business Park.

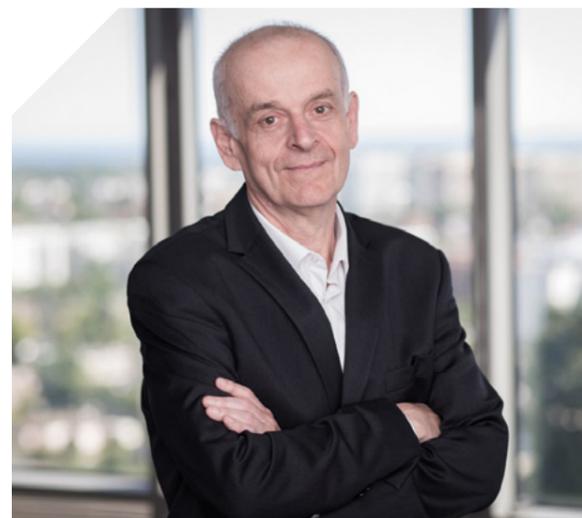
I remember their first visit in our old head office on Domeyki street in Warsaw. Right after the first conversation about our concept we knew that we were well-matched, that within both our teams there was a passion to create things increasingly better. Obviously, this passion on both sides makes things rough at times, with occasional sparks flying around. However, after a few silent days we resume to paddle energetically in the same direction again ...

I remember the talks about the future shape of Alchemia when we tried to figure out something that had not been available on the market yet: office buildings with a wide accompanying program. I remember our efforts to fit Oficyna into the urban tissue of Wrzeszcz. To prevent these bulky office buildings from stretching too much into the surrounding cosy space, and to follow the elegant manner in which Format took shape. I also remember that our best joint projects are the ones on which we are working at present, the ones that are yet to emerge. We keep learning from them, and I hope they learn from us as well. Torus is very important to us, and I hope we are important to them, too.



SZYMON WOJCIECHOWSKI

Chairman of Board, Co-founder,
Architect-Associate
in APA Wojciechowski Architekci



ŁUKASZ ŻELEWSKI

Chairman of Board,
Agencja Rozwoju Pomorza

We consider the cooperation with Torus to be both inspiration and pleasure. Thanks to an unprecedented development of business centres erected by Torus, our investors have been able to benefit from the state-of-the-art solutions, which provide comfortable working conditions.

Our cooperation lasts for over fourteen years now, and its prospects seem highly promising. Embracing challenges of the XXI century, Torus not only enhances an offer for office space, but at the same time refines the service quality, while delivering optimal working and relaxation conditions to prospective users.

The development of Torus proves that modern business centres should be erected based on the ideas such as ecology and sustainable growth. The high standard of completed office investments contributes to the increase of investment attractiveness of Tricity alone, but also boosts the overall brand of the Pomeranian voivodship as a wonderful place to work, learn, and live.

We are awaiting next projects thanks to which our investors might find their new home in here. We wish Torus all possible successes, and victories in battles against the circumstances that do not always turn out favourable! We are sure our cooperation is just the beginning; we are just getting warmed up!

When I began cooperation with Torus back in 2009, the Tricity office market was made up of c.a. 270,000 square metres of modern space. When I was signing off in 2017, the resources rose to nearly 650,000 square metres, with around 100,000 metres of the state-of-the-art offices delivered by Torus. Arkońska Business Park or Alchemia proved to have been breakthrough projects. After several years upon completion, they are still functioning remarkably well. It just means they were well planned, designed, and erected. After all, this is what a real estate development company is all about.

The success did not come easy, though. We held hundreds of meetings with clients, brokers, and advisors. We participated in numerous prestigious conferences, seminars, and branch get-togethers. We spent countless hours negotiating lease and sales agreements. In 2016 we won the most valuable award – 'Nowy Biurowiec Roku 2016' – issued by the Eurobuild CEE journal. We have implemented several novel CSR projects – Operation RH or Torus Triathlon in Da House. They serve as great examples how business can create and support various social or sport initiatives. We also had great fun. The grand opening of the first stage of Alchemia made history with respect to the organization of such a branch event. The team expanded from twenty employees to nearly a hundred. I am in constant contact with a lot of people to this day, having very close friendly relationships with some. I am proud I could be part of the team which was writing history of a modern office market in our metropolis.

Today, from the perspective of the largest tenant in Alchemia, I can attest the offices have passed the exam. The employees of the Gdańsk-based branch office of State Street Bank, in which I have the pleasure of running the Asset Management Department, are satisfied with both the location, and with the facilities they have at their disposal in the building. Concurrently, the technical department employees speak highly of the quality of systems, which are still modern and reliable five years after their implementation. Our Gdańsk-based office building is one of the best buildings the Bank has in its portfolio in Europe.



MACIEJ BROŻEK

State Street Bank,
Head of Asset Management GRS,
Vice President

My company has been cooperating with Torus since 2011. Torus, as one of the first companies in Poland, showed interest in the sustainable building processes, and was very quick to introduce a wide range of demanding rules of the prestigious LEED certification. It resulted in the highest – platinum – certificate issued to the very first building that was erected in compliance with these principles – Alchemia.

In successive years, Torus expanded certification onto all newly-erected facilities. The company not only receives new 'platinums', but its buildings also score record-high points, which makes them join a narrow group of leaders in sustainable construction in Poland. Working with a visionary team of Torus is a great pleasure. I salute the company for the admirable ecological accomplishments, I congratulate them on the 20-year anniversary, and I wish them a great many successes in the future.



AGNES VORBRODT

Consultant in LEED VVs
Architects & Consultants

Torus is a partner of ABSL of many years. Over time, on many occasions, we've had the pleasure and first-hand opportunity to observe how solutions offered by the company impacted what we know as today's real estate. Torus is a truly local developer and by saying "local" I don't mean to belittle their achievements. Quite on the contrary – the company shows strong connections to Gdańsk – the city it comes from – and takes pride in delivering the best possible quality and solutions to the citizens of Tri-City. Torus was one of first developers to understand that offices are no longer simply places where people come to work and started offering mixed-use buildings that met the needs of modern office employees (and employers) who want to work and spend time in friendly, esthetic and sustainable spaces. But let us not forget the role that Torus plays in developing Tri-City's urban fabric, their close cooperation with municipal authorities and deep understanding that sustainable and green buildings are critical to improving any city's quality of life and attracting investments.



PAWEŁ PANCZYJ

Strategy Business Development Director ABSL

My professional cooperation with Torus covers the period between 2008 and 2015. It is worth highlighting that my personal acquaintance with the Torus owners, managers, and employees, stretches to this very day. For me, Torus is not only associated with office projects, but also with wonderful experiences from the joint social, sport, and outgoing undertakings.

But coming back to the 'core' – our project, capped off with the first lease of around two thousand square metres in Arkońska Business Park back in 2011, and later expanded on multiple occasions (up to around ten thousand square metres), coincided with the period of thorough changes in Jeppesen Poland, a company I was in charge of. In 2007, our small, yet globally unique company – C-Map – was taken over by Boeing. It gave an impulse for a rapid growth, and for changes in the company's activity profile. Torus played a significant role in that undertaking by enabling us to launch our new office. They did it in an extraordinarily professional, open, and elastic manner. One might say with a Benedictine-like patience. It proved to have been a symbolic event for us. On the one hand, we moved from our 'historical', hospitable offices in Gdańsk Technology University, housed by the ship technology department. On the other hand, we created space – physically, but also, in a broader meaning; the space that was creative, innovative, and enabling fast development. Within the period between 2010 and 2019 our company increased headcount six-fold, reaching the level of 750 people, becoming one of the key players on the global market of digital navigation.

It might not have been possible, had we not met, at the beginning of our cooperation, the team run by Sławek Gajewski, featuring the likes of Maciej Brożek, Monika Brzozowska, and many other wonderful people 'on board'. Our project was characterized by a massive 'reconciliation' of several conditions: corporate requirements, costs, technical capabilities (the project was being conducted in ready-made buildings), and also a not-fully-completed orthodox vision of myself and my team (managed by Tomek Polidowski).

In my opinion, what made it all possible, was Torus business empathy of a kind – something that cannot be replaced with trainings, procedures, norms, etc. To some extent, Jeppesen/Boeing and Torus have accompanied each other over the last few years in the developmental process in Gdańsk Przymorze. I believe that our joint success, of two companies that no longer work side by side, results from a unique, goal-oriented, empathic, sustainable, and always fair-played culture which has been implemented in our organizations. It is the people, not companies, that decide about the final outcome. Thank you, Torus!



RAFAŁ STEPNOWSKI

Director of Government
Affairs Boeing Poland

I have had a pleasure of cooperating with Torus for over a decade. It is an example of a company which is not just good at what it does – most likely everybody related to Gdańsk knows how wonderful office facilities Alchemia or Officina compounds are – but it also strongly binds with the environment in which it operates.

Torus not only erects amazing buildings, with perfect office spaces (and much more), but also sets its sights on the preservation of natural environment. I must admit I have been under impression since the very first edition of the 'Do Nasadzenia' campaign. It is incredible how one company could mobilize hundreds of people to save forest stands in Lipusz, a forest district destroyed by one of the greatest natural calamities in the history of Polish forests.

It is not the only initiative which Torus, as a Tricity-based company, supports and relates to. And here comes a great round of applause for the social accountability of this company, and its contribution in the promotion of sport.

My heart is closest to the Torus office environment. Spaces adapted to the needs of tenants. Nothing too little, nothing too much – floors planned out just on point, with optimal usage of each square metre. Plus the creativity, flexibility, and aesthetics. Every time I hear about a new office project of Torus, I know the offices will come out just fine. I cheer on the new investments Torus is going to unveil in the third decade of their business activities.

Finally, I will add I had a great pleasure of hosting an opening ceremony of the Argon building, with most important people from the Tricity business world, its institutional and self-governmental ambience, in attendance. I remember this event, and the related emotions, to this very day.



TOMASZ PSZCZÓŁKA

Board member
ERGO Technology & Services S.A.



WIKTOR DOKIÓR

Pro Progressio Ceo

On behalf of the ERGO Technology & Services board, I would like to sincerely congratulate Torus on the 20th anniversary. It is an incredible success, and a reason for pride. We are glad that companies which originate from our home region of Tricity prosper so well, and develop their portfolios.

Torus is not only a team of experienced professionals, being followed by the ever-increasing numbers of managed space, number of transactions, or successive, new investments. Undoubtedly, it is also one of the most recognizable brands on the Tricity market. Finally – it is the relations and commitment, meaning the people that stand behind this success. We are moving into a new office on Droszyńskiego street, which is being prepared for us by Torus. We are incredibly excited about the new space dedicated to more than six hundred ET&S employees, for whom one of the most modern and pro-ecological office spaces in Pomerania is being put together. Our cooperation, however young it seems, also yielded fruits in joint campaigns within corporate social responsibility (we have planted together thousands of trees), and in inspirational meetings and relations as well.

Once again, we wish the Torus team many more successes!

We got together with Torus representatives on multiple occasions (at branch or media meetings) to talk about development of the office market, or of particular areas of Gdańsk. What sets this company apart? My first association, the emphasis laid on the precisely-defined business field – office buildings located in convenient areas of the city, close to the line marked by Szybka Kolej Miejska (commuter train), and when addressing the surrounding, highlighting the meaning of transportation (including the public one) throughout the development of its business. My second association concerning Torus is of a completely 'non-business' nature – it concerns Torus' brilliantly-executed social events. 'Do Nasadzenia' or 'Torus Triathlon in Da House' are the examples of events in which I had an opportunity to participate myself, and which left me utterly impressed. These events, while integrating the local environment, supported the all-important local ideas.

As for the cooperation with Torus, I appreciate the fact that in spite of occasional differences in opinions or views, I can place my trust in the people who work there as they make up a great, competent, and tightly-knit team.

To sum it up, I wish the Torus team numerous business successes in your next projects. I also hope the respective projects will blend into the city development, as each investment leaves a permanent trace, which stays in the city for many years. Thus, I wish you more successful projects.



DR HAB. INŻ. ALEKSANDER ORŁOWSKI

Gdańsk Technical University professor,
expert in smart city, member of Forum
Rozwoju Aglomeracji Gdańskiej

When the TORUS word comes up, instantaneously I see a human being in my mind. There is no more beautiful formula from the one that spreads magnetic waves from the bottom of the heart. And we find it literally in everything. I experience a very similar pattern trigger off when I think of the Torus company. This company is all about the people. Their expertise and creative force, looking beyond fixed limits, perceiving energy and its flow everywhere, and in everything. Thanks to this, a driving business motive of this company is the ever-present harmony. Consequently, the Tricity space is changing in a beautiful and smart manner (and in every place where it starts to work).

These are not just mere office buildings. These are spaces filled with the timeless technological thought, and reliable workmanship. These buildings represent passion, open attitude, and vast awareness. The awareness that it is every human's life that matters the most, that harmony represents a way to fulfilment, to a happy life. Therefore, the companies which chose such facilities as the Alchemia compound for their head offices, give their employees more than just a working space. They provide people with the space and time to remain themselves in every dimension – professional, family-related, and personal.

Creativity which manifests itself in Torus-made spaces seem to boil, and it goes off automatically. I know it as I experienced this myself when I saw for the first time the emerging components of Alchemia. Suddenly, standing on a makeshift gangplank, over a concrete-filled pit of the future swimming pool, I experienced an epiphany. In an instant an idea for an indoor triathlon competition was born. The chairman opened his eyes in pure disbelief. He opened up his mind immediately as well, and one thought turned into matter. More than four years of cooperation at Torus Triathlon in Da House was a fantastic time. Combining business with passion lead to supporting others. There is no other place like that in Poland to this very day. I also know for a fact, from professional experience, there are few companies like Torus around. With great appreciation, I hope Torus keeps changing the world for the better.



IWONA GUZOWSKA

Multiple European and world champion in
professional boxing and kick-boxing



DAMIAN WLEKLAK

Club Manager,
Torus Wybrzeże Gdańsk

The Wirtualna Polska group has been present in Gdańsk for many years. Our story had its beginning in a rented flat which served a purpose of a working and meeting place. It soon turned out, though, we needed a genuine head office, which actually also proved insufficient after several years. We then struck cooperation with Torus, whose offer best met our expectations, especially with regard to the location, building standard, and flexible approach to our needs. The cooperation turned out good enough that we expanded the occupied space after a short time, and we incorporated another company from our Group into Alchemia.

Torus has proved to be a partner we could rely on, also during the time of the greatest test - the COVID-19 pandemic, which thoroughly changed the manner in which we work, and use the office. The remote and hybrid forms of work will most likely remain popular also once the pandemic is over. We do believe, however, that the possibility to work and contact directly in a common space constitutes an essential value in every company. It means the majority of us will soon return to the office. In this light, we are particularly content, thanks to cooperation with Torus, to have a spot on the Tricity map which keeps drawing in our Employees, Associates, and Contractors.

I do remember the moment when our humble handball club - Wybrzeże Gdańsk, a club with a great past, but even greater aspirations, joined forces with Torus, a Tricity development real estate market leader. Succeeding, both in sport, and business alike, requires a great deal of commitment and work, and is fuelled by a continuous decades-long desire to develop.

Twenty years spent on the commercial real estate market, one of the most competitive of all, is a testament to the company's expertise, work, perseverance, and refinement, but - above all - to the passion of creating remarkable things from scratch. Without this passion, there is no chance to succeed, and the same goes for handball. A long-standing cooperation between our club and Torus allows us to reach much higher, and set sights much further than just today, tomorrow, or even a few years from now. The future depends on the present and, as sportsmen, we are learning how to shape it today, hand in hand with the best specialists from the business world.

We have a unique privilege to live and play in the most beautiful city - Gdańsk, which ranks right in the top tier in each ranking of attractiveness with regard to places worth living in. This edge, in economic spectre, and within the labour market, is also spurred by investments that the Torus 'team' have carried out throughout many years of its activity. As a result, an increasing number of important locations on the Gdańsk map become increasingly beautiful - in Oliwa, Wrzeszcz, or Przymorze. Soon, the former Gdańsk Shipyard, right at its heart, will witness the erection of some extraordinary buildings which will be fused into an industrial nature of this place. History is changing right before our eyes, and it is shaping up beautifully.

Both our club, and Torus, are particularly committed to investing for the future, and to envisaging development. Therefore, we find it of utmost importance to support and refine the young generations of sportsmen, who will become a part of the Torus Wybrzeże Gdańsk project. Raising brand awareness through the support of the senior team is just a mere piece of what we benefit from this cooperation. By observing Torus, learning professionalism, and multi-level respect, we have also managed to remodel our attitude to how an efficient organization should look, which in our case is a handball team. It is a value which we are not able to put a price on.



MARCIN GOTKIEWICZ

Legal advisor, Legal Office Director
in Wirtualna Polska Holding

Nec temere, nec timide - without arrogance, but also without fear. The old motto of the city of Gdańsk fits, like hardly any of the other Latin phrases, into the last twenty years of Torus.

Our paths crossed in 2007 when I visited several cities in Poland together with my friends. We were looking for a proper place to set up a Shared Services Centre, with Gdańsk making a short list. Whatever was being written in the reports drawn up those days, finding a suitable location and office space was far from easy. We visited several offices, alongside one construction site, and launched negotiation processes right afterwards.

I did not take part in all talks in person, but those that I remember proved to have been very hard indeed. Both sides, as always, presented their own requirements and expectations. Each business negotiation process can be evaluated from various standpoints. What is most often brought up is the achieved outcome, and a subjective sense of satisfaction. R.Fisher, W.Ury, and B.Patton, recommend three criteria to assess negotiations: rationality, effectiveness, and constructiveness.

When it comes to rationality, it is often the case that negotiators tend to set wishful demands, being driven more by emotions, rather than rational thinking. The same applies to negotiating strategies - exorbitant demands, at the expense of interests of one of the parties. Effectiveness of negotiations means not only a manner and outcome, but also 'productivity', and the efficiency of holding talks in a given moment. The outcome can be satisfactory, but is reached at an excessive expense, or also too late, which makes it basically redundant. We tend to forget about it. As for constructiveness, it concerns the influence of the negotiations on the general state of relations between parties. The actual profit remains vital, but one needs to consider future dealings as well. The passing time allows to separate the important and constant from the worthless and fleeting, present in each business and everyday life, but turning out meaningless in the long run.

At the time, we all learnt something to some extent. Today, the agreement we reached seems to be relatively permanent, independent of temporary and variable ambient factors. It also accounted for the interests of the wider community (rationality). We concluded it in a swift manner, without unnecessary delays, at the time when both parties needed it (effectiveness). We also took under consideration future dealings of either party, or their long-lasting relations (constructiveness).

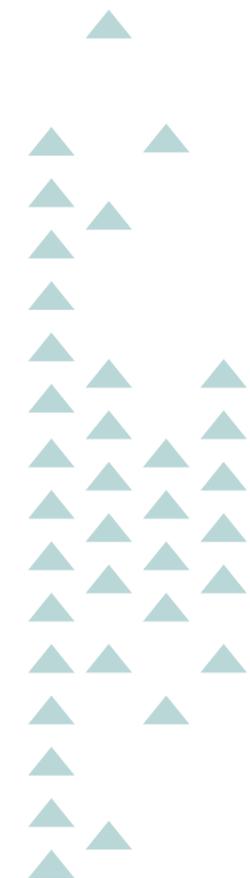
Did we choose available offices, or a 'hole in the ground'? We chose rationality, effectiveness, and constructiveness, all located in Gdańsk, at the address of Arkońska 6, in the future building made by Torus. When I visit Gdańsk, at times I bump into the people who showed me around the construction site back in 2007, those who worked hard to bring into life everything we included in the contract. Most of them still work in Torus, and I always try to have at least a few words with them.

Without arrogance, but also without fear - that is what our negotiations, and the future long-standing cooperation looked like.
Nec temere, nec timide



KRZYSZTOF LUTY

CIECH Services Sp. z o.o., Board Member



TORUS DNA -WHAT SETS US APART

We distinguish ten elements which have become the foundation of Torus, our DNA. We keep developing them while acquiring more knowledge and experience.

1. **Revitalisation of buildings and post-industrial city areas**
- city-forming investment nature
2. **Diverse portfolio**
(office buildings, hotels, storage facilities, residential buildings, cowork)
3. **Locating investments in areas well-served by public transportation, along the main thoroughfare of Tricity, with access to numerous means of public transport**
4. **Timeless, elegant architecture**
(even after many years the buildings look like new modern facilities)
5. **High quality and advanced construction technologies** (effectiveness and a long cycle of product life)
6. **Creating space with a human in mind**
- MORE THAN SPACE, 'Obiekt bez Barier' ('Facility without Barriers') certificate
7. **Green construction, building certification in the restrictive American LEED system**
(quality guarantee)
8. **Sustainable growth that considers the influence of an activity on the close and distant surrounding**
9. **Responsible attitude to business - concern for the development of the region and local community**
10. **Partnership, long-term relations built on respect, trust, and transparency.**

Officyna

We hope our actions will set off a new trend in Tricity of pulling down unattractive and uncomfortable buildings located by the main arteries of Tricity, and erecting new facilities of modern architecture. As a result, the streets will have a chance for a rebirth. Officyna constitutes another developmental component of Grunwaldzka Avenue, as the main business street, along which multiple commercial and office facilities find their location. We believe that this very office building will send another impulse into a resurgent district of Wrzeszcz, which still holds a large investing potential within.

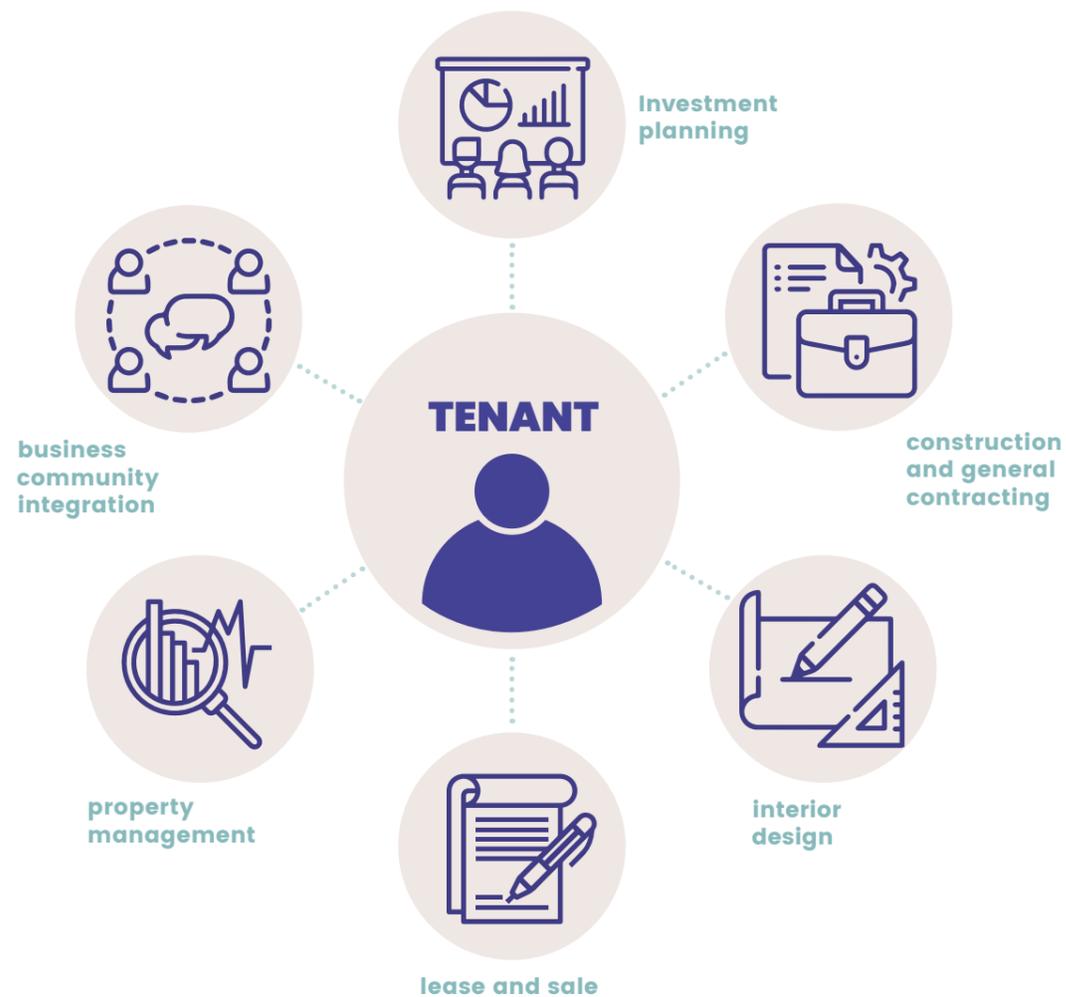


OUR BUSINESS MODEL

There are two competitive advantages that result from a comprehensive offer (developer from A to Z):

- meeting all client's needs, and providing him/her with comfort
- quality control over each process and final product.

We consider quality control particularly important both with regard to the lease, and to the creation of an attractive investment product. It also enables us to come up with an attractive investment product for the funds which invest in commercial real estate. The purchase of our investments by funds, alongside the lease of space, remain key financing sources for further projects.



Format

We are introducing, yet again, a new city function into a post-industrial area, which was virtually out of use. We are implementing there additional facilities to increase comfort and safety, both with reference to employees, and local residents as well. Thus, we use the surrounding potential in an optimal manner, following the idea of a 15-minute city, where everything is located nearby, where everything we need for our daily life is within walking distance. It is also in line with the Gdańsk policy - building a compact, inward-facing city. As a matter of fact, it is not our final 'performance' in this very district.



WE ARE STRONGLY IN ENGINEERING

We are not just a developer, but also a general contractor on our investments. Right from the very beginning of our business activity we focus on building vast technical and engineering competences within our internal team. It allows us to control each stage of the investment process, optimise solutions, and streamline the functioning of the office building. Consequently, which is the paramount goal, we are able to create high-quality buildings.

Back in May 2021, in response to the pandemic, we introduced a solution that was unique in the country. After months of work, our in-company Research and Development Team, in cooperation with external experts, e.g. representing Gdynia-based VBW Engineering, thoroughly redesigned the system of air handling units, which is of critical importance in office buildings. The change embraced a modification of the unit structure, and the use of UV-C lamps (UV-C flow lamps using ultraviolet light are among the most effective devices capable of disinfecting the air passing from the outside in). It was a novelty on the commercial property market, one of many we proposed in the past, and will offer in the future.

Our Torus Research and Development Team is currently working on nearly thirty technological novelties, some of which will likely become a future standard, and perhaps not only in our buildings. It is our people, our employees that create competences and the market know-how. Here are some of our engineers.

The Management Board of Torus have always underlined the importance of searching for innovative technical solutions, the ones that allow us to take a market leadership position. Of course, the key remains to apply a solution which is best-suited to our client. Each project undergoes a very precise technical and financial analysis, which indicates the investing and maintenance advantages.

The basic goal is to lower the maintenance costs while keeping the maximum comfort for the user. Thus, we are on the lookout for the solutions which will provide the user with top efficiency at work, as well as allow to create the environmental conditions worth returning to.

All the applied solutions, which we came across at various fairs or individual presentations, are tested by a technical group made up of engineers who boast vast professional experience, and later directly, on the Torus' surfaces.

This is how we collect information, and also obtain the real confirmation for the solutions that are labelled as innovative. One of such solutions comes in the form of the building management system (BMS), which we continuously develop and refine, and which today makes it possible to:

- collect information and get a quick update on the state of the buildings, and the performance of its most important systems, including a device status and tracking system,
- monitor power supply on a regular basis (so-called power keeper) – a 30-second trend allows for a precise analysis of irregularities in the power grid performance, indicates external anomalies, grid power surges,
- monitor and control temperature in each room – we are able to identify irregularities in the system performance, and also forecast the demand for heat/cool, and decrease temperature spikes, enhancing the user's comfort
- constantly analyse the consumption of energy, utilities, based on over 500 gauges attached to the system,
- provide power safety, and lower redundancy, which means consuming more energy than necessary,
- surveil and detect possible leaks in critical spots of the building, which in turn, increases overall safety,
- lower heat losses, thanks to an advanced nature of the heating unit, and to a special temperature calculation algorithm,
- monitor air handling units through advanced automation – we compare readouts from VAV and measurements on a ventilation unit; subsequently, we track the amount of ventilating air,
- integrate building automated facilities with appliances provided by manufacturers of the cooling equipment.



ROMAN SOKOŁOWSKI

Torus Chief Engineer

Power safety, maintaining work continuity, and uninterrupted realization of processes, these are the aspects the tenants consider of fundamental importance. Power supply, and the in-building energy-related solutions, emerge among the very first matters at the outset of the investment process, and later get thoroughly verified by the market. The clients' needs vary, each company has their own internal requirements, resulting from the nature of the performed business activity. We need to meet these expectations.

Depending on the type of building/investment, we introduce various solutions, varying in complexity, responding directly to the nature and requirements of the tenants. Alchemia or DOKI Office, in this respect, are placed in the top tier on the Polish office market (and as we are told, we are ranked among the best on the international stage as well). Power safety, and everything we offer within power supply, sets us apart from the rest. This matter is always raised as early as in the very first meeting with a prospective office space tenant.

Alchemia – a 'Mercedes' in its class, has two independent power lines, alongside power generators and UPSs. Depending on the type of building, and tenant alike, the system is adjusted to individual needs. The generators are used to maintain the performance of the most important systems in the building: ventilation, UPSs protecting server rooms and DATA outlets, lifts, and fire equipment. Each of our buildings has four types of supply. Basic (lighting fixtures and general outlets), second

– Alchemia back-up (supply on the generator, in the event of power loss on supply lines), third – guaranteed (supply on UPS), fourth – fire protection (for fire equipment).

If, for reasons beyond our control, there is a power outage, a generator supplies the UPS, and maintains the system performance. There is enough fuel in the generator to ensure eight hours of uninterrupted work. However, while keeping up its performance, we are able to fill it up directly from a cistern or emergency tank located in the garage. Thus, the building is energetically independent.

What's important, we set off generators in a synchronised manner – we are able to produce energy in case of any limitations arising on the distributor's side, which happened before, and will keep happening. We began works on this type of synchronised system already back in 2011; we were a trendsetter, and we carry on the developmental works to this very day. Various contractors and designers, involved in other facilities under construction or expansion at that time, used to come and visit us, to see how it all worked at our place. We hold partnership talks with energy distributors, being asked whether we can lower the pre-ordered power volume in the moments of high power loads.

All tenants, including global corporations, are very much appreciative of our power-safety solutions, as we are also standard-bearers for multiple office developers. People of the North do not show weakness while the whole Poland is watching us.



JAROSŁAW BŁASZKOWSKI

Torus Head of Electric Department



MARCIN FROZYNA

Torus Investment Director

We are a demanding investor, and we value long-standing partnerships throughout design and execution processes. We have well-worked-out design and technological standards. We get thoroughly involved in most of areas of the developing process – starting with a purchase of real estate, through designing to execution. We order most equipment and materials ourselves, with the execution of particular works held under our management and supervision, in close cooperation with the respective contractor. Therefore, we hold full control over the course of events, assessing quality in every stage of the investment process. Our trusted partners (designers and contractors) know our standards, which brings mutual benefits. As we maintain buildings in technical areas ourselves, and in most cases in the managing fields as well, we gain experience from the ongoing maintenance, and later transfer it onto new projects. We introduce managing and maintenance improvements in each successive investment, continuously raising the bar ... During regular meet-ups among technical staff and designers, we collect feedback and tips, also from technicians and tenants, which we later implement in the form of various particular modifications. We consistently introduce them in subsequent projects, or perform updates in the existing buildings.

We turned our technical-designing meetings into a much wider project a year ago, and in the result, a multi-departmental Research and Development Team was established. The project embraces persons related to designing and execution, as well as the representatives of other operational departments from our company: Marketing, IT, Technical, and Property Management. The goal of the project, besides collecting observations and their further implementation, is to broadly analyse the construction market, conduct technical tests, and verify multiple solutions which either emerge physically on the market, or are just mentioned in business literature. We show interest in everything which can streamline our investing and building processes, or can improve the performance of the ready-made building. The pandemic, photovoltaic, energy savings, closing (sensuously) the gap between artificial and natural light, servicing building users – these are not mere notions, but actual projects which we try to turn into particular solutions. At present, our team is carrying out nearly thirty similar micro processes.

With regard to the construction technology, we rely on proven solutions. In addition to the staircases themselves, our

buildings are concrete-poured wet, thanks to which, they are more stable, more durable, and easier in adaptation to the needs of prospective tenants. We also remain in full control over the execution process of the core and shell.

We focus greatly on everything that our client sees or uses directly. It refers to the comfort control system (cooling, heating), internal carpentry, revolving doors – we take a close look at everything, and keep searching for ever-improving solutions.

We make great efforts to develop the building management area, to ensure an increased intelligence of each successive building – as there is still some room for improvement. We enhance the security level, with sights also set on protection tools against cyber crime (we have already introduced several changes to mitigate this type of risk). We succeeded in combining the building management and service systems – now we can surveil all facilities and alarm systems from one place. We are also able to manage buildings remotely having a running insight. Thus, we shorten the reaction time, necessary to address possible breakdowns or threats, related to the weather conditions, among others. We learn from the already-gained experience; we are going to implement building applications which will give multiple advantages to direct users. The benefits will not only relate to the access control in the actual building, but also to the sense of belonging to an office building community of employees.

Meteorological stations are one of the novelties we are working on, and are already being implemented in particular buildings. Ultimately, they are to warn the users about a strong upcoming wind or storm, and inform about the need to have windows closed, among other things. Many changes have also been enforced on by the pandemic. We have introduced modifications in air handling units with the use of UV lamps, thanks to which we minimise the spread of pathogens inside the building. On top of that, touch-free taps, doors wherever possible, and a wide use of photoelectric cells.

The office market is changing rapidly, with tenants putting forward ever-growing requirements. There is a need for an increased customisation of the offer and particular solutions, for the implementation of additional facilities, to make the office itself increasingly attractive and friendly to the worker. We are not slowing down. We keep moving forward.



PROF. ANDRZEJ AMBROZIAK

Technical University professor,
investor supervision inspector, Torus

Constant investor supervision which we conduct at each investment, due to its range and nature, is undoubtedly a distinguishing feature on the development market. But above all, it is a guarantee of quality, durability, and property value – both in reference to the newly-built office facilities, and to the revitalised buildings as well, as we carry out such investments, too.

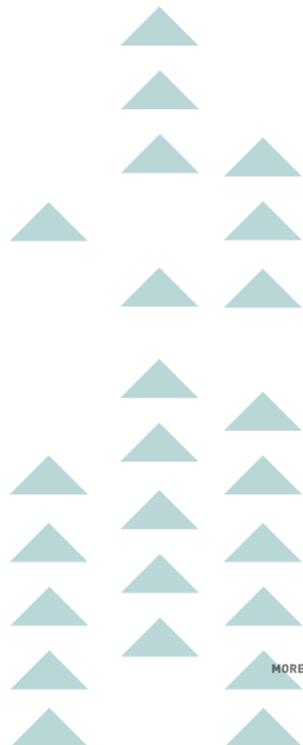
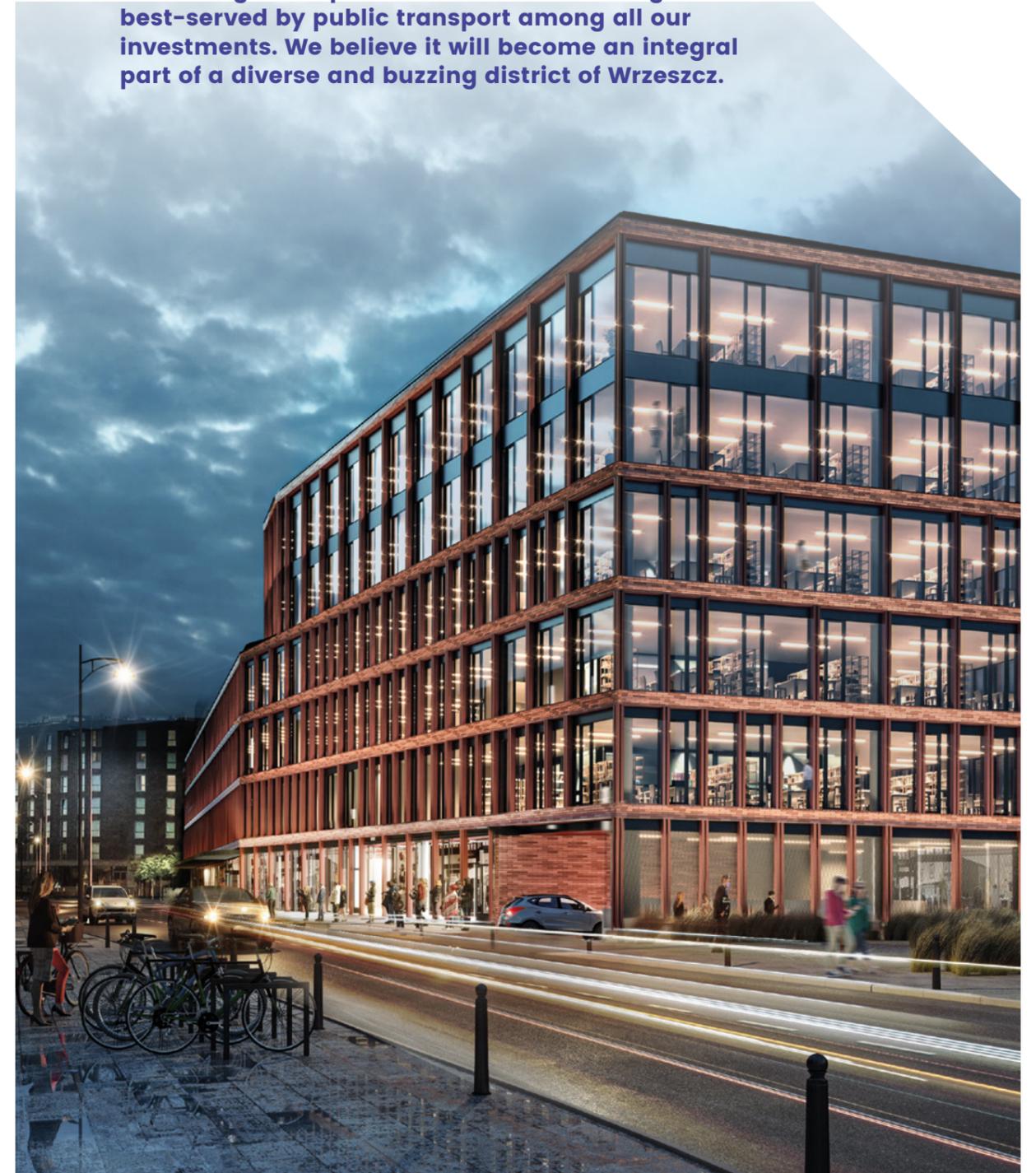
We analyse the bidding and execution projects, introduce our comments and amendments as early as during the design stage. Then, we control the compliance between the execution of particular work stages with the execution blueprints. Regular and thorough supervision allows us to increase the quality of performed works, and of the final product itself.

Everything we do is backed up by vast knowledge and experience. As a Technical University professor I do possess proper scientific and research facilities, competences, and a building license (valid not only in the general construction field, but also within road- and bridge-building). It makes it possible for me to verify each aspect, and solve technical and engineering problems, including laboratory examination. And this is the case at times. One of such examples comes in the form of mounting facades with aluminium consoles, which in our opinion, required reinforcement. First came the theoretical analysis of the project, and the proposal of a correcting solution. Later, in research conditions, we attested that our assumptions and solutions were not only accurate and necessary, but guaranteed a proper level of security, and the load-bearing parameters of the given consoles. We conducted similar analyses when examining the properties of the old concrete in Pałac Leipziger in Wrocław. It is a beautiful, historic building, which we are thoroughly refitting, and which we will soon turn into a five-star hotel.

Contractors have a hard time with us, but the high quality, durability, and value of our properties, do not just happen in a vacuum.

Punkt.

It is for a reason that we locate our investments along the main thoroughfare of Tricity, marked by the SKM commuter train railway. It is of essential importance not only from the user comfort standpoint, but also taking into account the ecological aspects. Punkt is the building best-served by public transport among all our investments. We believe it will become an integral part of a diverse and buzzing district of Wrzeszcz.



CSR AN ELEMENT OF OUR DEVELOPMENT STRATEGY

ECOLOGY - WITH HUMAN IN MIND - EDUCATION

three of the CSR pillars deeply rooted in our business strategy. They show both in the product field, and also in multiple business-related activities:



Do Nasadzenia
tree planting campaign



PlasticOver
removing plastics from the office



Rowerowe love
promotion and education within commuting to work by bike



Sponsoring local sport
multi-annual support of Torus Wybrzeże Gdańsk



Torus Triathlon In Da House
House integrating business and employees' communities on the 'indoor' triathlon competition platform, in the sport zone of the Alchemia compound



Responding to the current needs of local communities
e.g. financing the purchase of respirators for a local hospital in the face of the pandemic; providing children care for tenants' employees during a teachers' strike

THERE IS NO TIME TO WASTE, TREES ARE 'TO BE PLANTED'

A few years ago we initiated the 'Do nasadzenia' campaign, which aimed at planting trees in the Lipusz forest district (Pomerania), hit hard by a hurricane wind back in 2017. Over two October Saturdays of 2019, nearly fifteen hundred people, employees of various Tricity companies and institutions, supported by foresters, restored eleven hectares of the forest. We planted close to one hundred ten thousand birches, larches, pines, and other tree species. On October 16, 2020, nearly eight hundred fifty people took part in the successive edition, representing companies from outside of Tricity as well. We collectively planted ninety thousand young trees, adding another eighty thousand on April 23, 2022. In total, across all editions, around three thousand one hundred fifty people took active part in planting, representing more than fifty different companies. We have collectively planted two hundred eighty thousand saplings, foresting a post-hurricane terrain of nearly thirty hectares in size. A dense, soaring forest will arise there in dozens of years.

The involvement of the business environment in the forest restoration is highly valuable, displaying in multiple dimensions. The first one, as in this very case, is obvious - planting new trees, caring for the uncontaminated air, and compensation of carbon footprint. On top of that, our campaign - the fact which is underlined by foresters - for many 'city-originating' people also provides a wonderful opportunity to further explore the forest, and learn its functioning rules. Additionally, there is a chance to take a closer look at the foresters' work, to integrate, and educate the young generations on how a forest emerges. This history is not drawing to a close, as it will have its continuation. Numerous companies got interested in this initiative, and we will try to move this activity, in a somewhat different format, onto the city ground.



SPORT CENTRE IN OFFICE BUILDING

MORE THAN SPACE - is a motto which has been accompanying us for many years. When over ten years ago we set off the construction of the first stage of Alchemia - an office building with the largest recreation-sport centre in Tricity (with swimming pools, saunas, fitness hall, sports arena with a full-size basketball/volleyball court, and climbing wall), the market looked on with a slight disbelief. Many people found that idea overly courageous for the market reality of that time. Nonetheless, several years upon building this facility, nobody gets surprised anymore with fitness centres, gyms, or yoga halls located directly in office buildings, or in their close vicinity. Indeed, it was a bold business decision, but it was also well-thought-through, and - what is equally important - it was in line with our paramount value, to build with a human in mind. To build in order to consider their comfort, needs, health, and the well-being in a workplace. The wellbeing trend within the office market proves to be the continuation and expansion of that approach. As a matter of fact, we might have been the precursors of this trend ...

The greatest measure of our success actually comes in the way in which particular Alchemia facilities thrive while offering physical activities, in the number of people who utilize these facilities every day (alongside employees, also local residents, children, school goers), and in the form of particular events that are held within. However, Alchemia is not just sport and recreation, it is also a group of nearly twenty other gastronomic and commercial premises.



PASSAGEWAY AND WAVE YOU CAN SIT ON

Between the Argon and Neon buildings (in the Neon's ground floor parts), there are numerous commercial premises, including food-serving points, which collectively create a space in the open passage style. It is a spot for meet-ups, consumption, and relaxation, unique in densely developed city areas, located in a commuter passageway linking the railway station platform with al. Grunwaldzka. The passageway became a focal point of Alchemia, a space which blends paths of office building employees, students, local residents, and random passers-by. Therefore, we decided to carefully design this space, and fill it with elements of small architecture - with specially designed benches on which you can take a rest, with greenery, and small-sized trees.

Everything has been made of an exotic tree, Bangkirai, which grows in India, Malaysia, and the Philippines, among other places. In result, the passageway is resistant not only to weather changes, but also to the continuous human activity. Designers opted for a concept of a wave (ribbon) - uninterrupted and ever-changing in shape, making up a functional space. From the floor level it morphs smoothly into benches, with the benches forming an inclined space which one can sit or lay down on.

From the very outset, the goal for the designers was to create an original and appealing public space, a friendly place you would like to go to. And the goal has been accomplished, as is best recognized on warm, sunny days.



WE CERTIFY OUR BUILDINGS

We originate from Gdańsk, and we specialise in erecting modern office buildings. In such an industry it is not easy to achieve spectacular successes in the area of decarbonisation, i.e. limiting the CO2 emission into the atmosphere. It is a long-term process, however, we do not remain indifferent to the matter.

We keep on certifying our buildings within the restrictive, American LEED system for many years now. It means, among other things, the fulfilment of strict environmental norms, and a high power and water efficiency, which lowers the maintenance costs. The application of high-quality building materials, with low content of volatile organic compounds, alongside a high overall functionality, provide comfort and safety to the user. It is for this reason, in the certification process point-scoring charts, our office buildings come out on top in national ratings. As a matter of fact, we had been erecting buildings in line with this philosophy before the certification processes became popular in Poland. Additionally, we educate and initiate multiple actions, e.g. we promote the use of bicycles to commute to work, or campaign for the elimination of plastic bottles from the in-office circulation.

Our buildings also receive the 'Obiekt bez barier' certificate ('Facility without barriers'), meaning they are fully adopted to the needs of people with disabilities, and of limited mobility, e.g. parents with small children in baby carriages.

TRIATHLON AND INDOOR OFFICE BUILDING INTEGRATION

In 2015 we initiated a triathlon competition, entirely held indoors - the first ever event of that nature in Poland. Over the successive years, for one day the sport-recreation part of the Alchemia compound became a rivalry stage, hosting primarily company relay race teams, daredevils facing the distance all by themselves, and even regular pros.

A swimmer, cyclist, and runner, optionally also a coach - such were the roles assigned to particular members of each company team that entered into competition. Additionally, the team had to comprise at least one woman. The contestants covered in succession: 750m swimming in the pool, 20km riding a bicycle mounted on a bike trainer, and 5km running on a treadmill. The athletes prepared for the competition individually, or in specially-organized training workouts, which ramped up the sport level of the rivalry.

The popularity of the event was massive. Throughout six editions of the event, a few hundred contestants, in total, covered nearly eight thousand kilometres, cheered on by thousands of fans. Each event was accompanied with a charitable goal, to which we dedicated all the proceeds from entry fees. Thus, we were churning out all the kilometres for people who needed our support. The competition was always capped off with an integration party, during which we handed out awards to the winners.



CYCLING TO WORK

We have been supporting and campaigning for the use of alternative means of transportation, other than cars. Nevertheless, it is a proper and well-thought-out development of infrastructure that remains key. The infrastructure dedicated to cyclists, and encouraging people to use a bike as a means of transportation while commuting to work, constitutes an important element when planning our particular investments.

For example, we have set up more than fourteen hundred parking spots for cyclists in the Alchemia compound (several hundred more than for cars), with each building housing dedicated changing rooms with shower facilities. Each year in springtime we have organized a free-of-charge bike service at the investment site, combined with an educational campaign, and the promotion of a healthy lifestyle (Rowerowelove).

Establishing a vast, shrewd, and friendly infrastructure yielded tangible results. According to the survey conducted by the PBS Sp. z o.o. polling agency, as many as 40% of employees that work in Alchemia in Gdańsk commute to work by SKM, and those using a bike account for a 21%, as compared to 23% using a car. It sets us apart against the background of other Gdańsk-based office centres, which are predominantly characterised by the car use. It also results from a fantastic location of our offices.





TUNNEL SHORTENED THE WAY AND ENHANCED SAFETY

In May 2014 we solemnly opened a new underground passageway that leads from the SKM Przymorze-Universytet train station onto the Alchemia area, toward the Gdańsk University premises. The investment, which also encompassed a new lift, built with the elderly, disabled, and parents with small kids in mind, enhanced comfort and safety for all people who travel in this area. The whole investment, whose cost amounted to 2.8m PLN, was financed from our own financial resources.

It soon turned out that the new passageway made it so much easier, on a day-to-day basis, to commute to college, work, sports activities, or to move casually around the neighbourhood. It is curious to know that the idea to build an additional tunnel in this very place was born years before, at the outset of the Alchemia investment. Preparatory works, owing to the necessity for consultations with numerous entities, having formal and technical arrangements confirmed, took several years, which in fact was much less than the construction itself. At the end of May 2013 a final, trilateral investment realization agreement was signed (Torus, SKM, PLK), with the construction works beginning two months later. The whole construction process was wrapped up at the end of April 2014.

EMPLOYEES WITH CHILDCARE - WE RESPONDED TO A NEED

In April 2019, for the duration of a teachers' strike, we provided the tenants' employees with immediate childcare. We responded spontaneously to an urgent need, sympathizing with the parents, many of whom work also in our company.

We organized help, within typical working hours, on the third floor of the Argon office building in Alchemia. Besides dedicating space and ensuring caretakers, we also organized games and plays for children under the supervision of animators. The respective information spread out rapidly among the compound employees, and in the result, dozens of parents from multiple companies residing in Alchemia responded in an immediate manner.



TORUS BEEZZZ - BEEHIVES ON ALCHEMIA ROOFTOP

There are no vast populations of bees in cities, so it is easier to collect pollen and honey. Moreover, honey-yielding plants are not sprayed, which makes the whole process more straightforward. For these reasons, the city beekeeping took Polish agglomerations by storm. When we began our adventure with beehives on Alchemia rooftops, being amongst the pioneers of this solution in Tricity, there were already hundreds of beehives in Warsaw alone.

This trend, like many others, came to Poland from the west. In comparison with other European capital cities we still have a lot to catch up on, as in Berlin or London beehives come in thousands. Bee yards are also located in extraordinary sites of Paris, set up on the rooftops of the Paris Opera House, or in the vestry of Notre Dame, among other places.

Initially, in each of the tree hives we set up on the Argon rooftop, there were 100,000 bees, peaking to 500,000 in some moments of time. The project quickly caught interest of the tenants, who started to set up their own hives next to ours. The bees that found home in the hives were of a specially raised species - Buckfast. They were not aggressive, yet very strong and diligent, which resulted in an abundant harvest of delicious honey, as much as 70kg per annum! The honey, accommodated in small jars, was later handed out among our friends and partners. We plan on establishing more bee yards on the rooftops of our successive investments in the future.



operacja rh

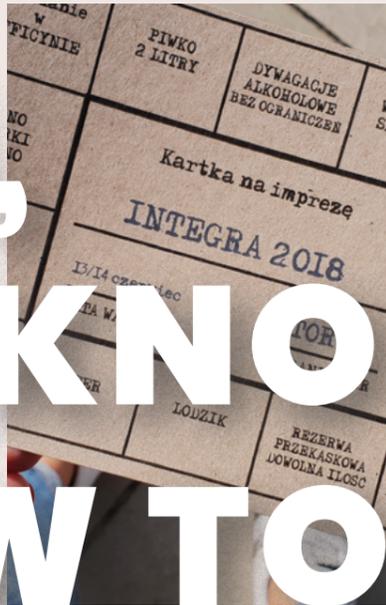
OPERATION RH

A decade ago, back in 2012, in cooperation with the Regional Blood Donation and Haemotherapy Centre in Gdańsk, we launched a blood donating campaign among the people employed in our office buildings. We called it Operation Rh. A red, specially-adapted bus regularly pulls up nearby our buildings, with those willing to donate blood never in short supply. This campaign 'travels' with us around our investments; we began in Arkońska Business Park, later moving to Alchemia, delivering new stages of the investment into use. And there are more places in which we are currently executing construction works: Gdańsk Wrzeszcz, Młode Miasto, and in the future Gdynia as well. Over the last 10 years we have collected more than three hundred litres of blood, thus helping various people in need.





YES, WE KNOW HOW TO HAVE FUN



Nowy biurowiec w centrum Wrzeszcza już z wieżą



W centrum Wrzeszczy powstanie nowy biurowiec. Wzrost wieżowca w centrum Wrzeszczy już z wieżą. Projektantem jest firma...

Połączenie biznesu, rekreacji i sportu cieszy się dzisiaj zainteresowaniem

● Deweloperzy oferują szalonych siedzib firm nie tylko na biurach, ale również szeroki program usług... Najmiej powierzeni biurowych i pracownicy bardzo sobie cenią to, że wszystkie atrakcje dostępne są w jednym miejscu

Zabytkowy pałac przy fosie zmienia się w luksusowy hotel



W centrum Gdyni przy fosie zabytkowy pałac zmienia się w luksusowy hotel. Projektantem jest firma...

Torus buduje skrzyżowanie



Torus buduje skrzyżowanie. Projektantem jest firma...

ELASTYCZNE BIURA W BIUROWCU NEON



ELASTYCZNE BIURA W BIUROWCU NEON. Projektantem jest firma...

Ludzki wymiar biura



Ludzki wymiar biura. Projektantem jest firma...

Nowy PUNKT na biznesowej mapie Gdańska



Nowy PUNKT na biznesowej mapie Gdańska. Projektantem jest firma...

ODPOWIEDZIALNI I SOLIDARNI, NIE TYLKO DZISIAJ



ODPOWIEDZIALNI I SOLIDARNI, NIE TYLKO DZISIAJ. Projektantem jest firma...

Ponad 90 milionów euro za budynek Argon w Alchemii



Ponad 90 milionów euro za budynek Argon w Alchemii. Projektantem jest firma...

Euro Styl i Torus razem zrealizują mieszkalno-biurowe Doki



Euro Styl i Torus razem zrealizują mieszkalno-biurowe Doki. Projektantem jest firma...

Dlaczego warto pracować w zielonym biurowcu?



Dlaczego warto pracować w zielonym biurowcu? Projektantem jest firma...

TORUS STAWIA NA BEZPIECZNY POWRÓT DO BIUR



TORUS STAWIA NA BEZPIECZNY POWRÓT DO BIUR. Projektantem jest firma...

Nowe mieszkania, biura i food hal



Nowe mieszkania, biura i food hal. Projektantem jest firma...

KAMIEŃ WĘGLAN W PUNKCIE



KAMIEŃ WĘGLAN W PUNKCIE. Projektantem jest firma...

WE HAVEN'T ATTRACTED SOME COVERAGES

Własny biznes jest jak... Projektantem jest firma...

Antywirusowa wentylacja w biurach Torusa... Projektantem jest firma...

Bank State Street otworzył się w Alchemii... Projektantem jest firma...

Latający biurowiec... Projektantem jest firma...

Alchemia najlepsza... Projektantem jest firma...

NEON I OFFICYNIA OFICJALNIE OTWARTE W GDAŃSK... Projektantem jest firma...

Torus dorósł... Projektantem jest firma...

Własny biznes jest jak... Projektantem jest firma...

Antywirusowa wentylacja w biurach Torusa... Projektantem jest firma...

Jakość ma kapitalne znaczenie, dzięki niej buduje się przewagę... Projektantem jest firma...

Torus sprzedaje ostatni budynek... Projektantem jest firma...

Tunel do Alchemii... Projektantem jest firma...

POLEPSZAJĄCA SIĘ KONIUNKTURA SPRZYJA INWESTYCJOM NA POMORZU... Projektantem jest firma...

Foundations laid for Format... Projektantem jest firma...

Własny biznes jest jak... Projektantem jest firma...

Torus Sells Final Arkońska Building... Projektantem jest firma...

Kolejny biurowiec w Gdańsku... Projektantem jest firma...

POTROJNE UDERZENIE... Projektantem jest firma...

POBINCZANIE... Projektantem jest firma...

READY TO EXPAND INTO ANOTHER MARKET... Projektantem jest firma...

Foundations laid for Format... Projektantem jest firma...

FUTURE BELONGS TO US

The office market is changing and evolving constantly, and we are moving along. Up come new technologies which we implement in our buildings, simultaneously inventing our own innovations enhancing comfort and employee safety, many of them ranked as pro-ecological. We have been playing by the rules of green construction for many years, with each investment process being currently defined by the LEED building certification.

We have developed our own 'torus standard' over two decades of business activity. Our standard is appreciated by tenants and their employees, alongside investment funds which buy our office buildings. As a matter of fact, we consider it the best measure of success. The pandemic, which greatly affected the office market, is considered amongst new drivers that trigger changes, shaping a new perspective toward a working place. There are new models of work; there is a need for greater elasticity and service availability, and also for a different arrangement, however, one thing remains unchanged. Office spaces will still be regarded as a focal point of business development, especially those that will be well-located (in city centres), well-served by public transportation, of high quality, and adjusted to the individual needs.



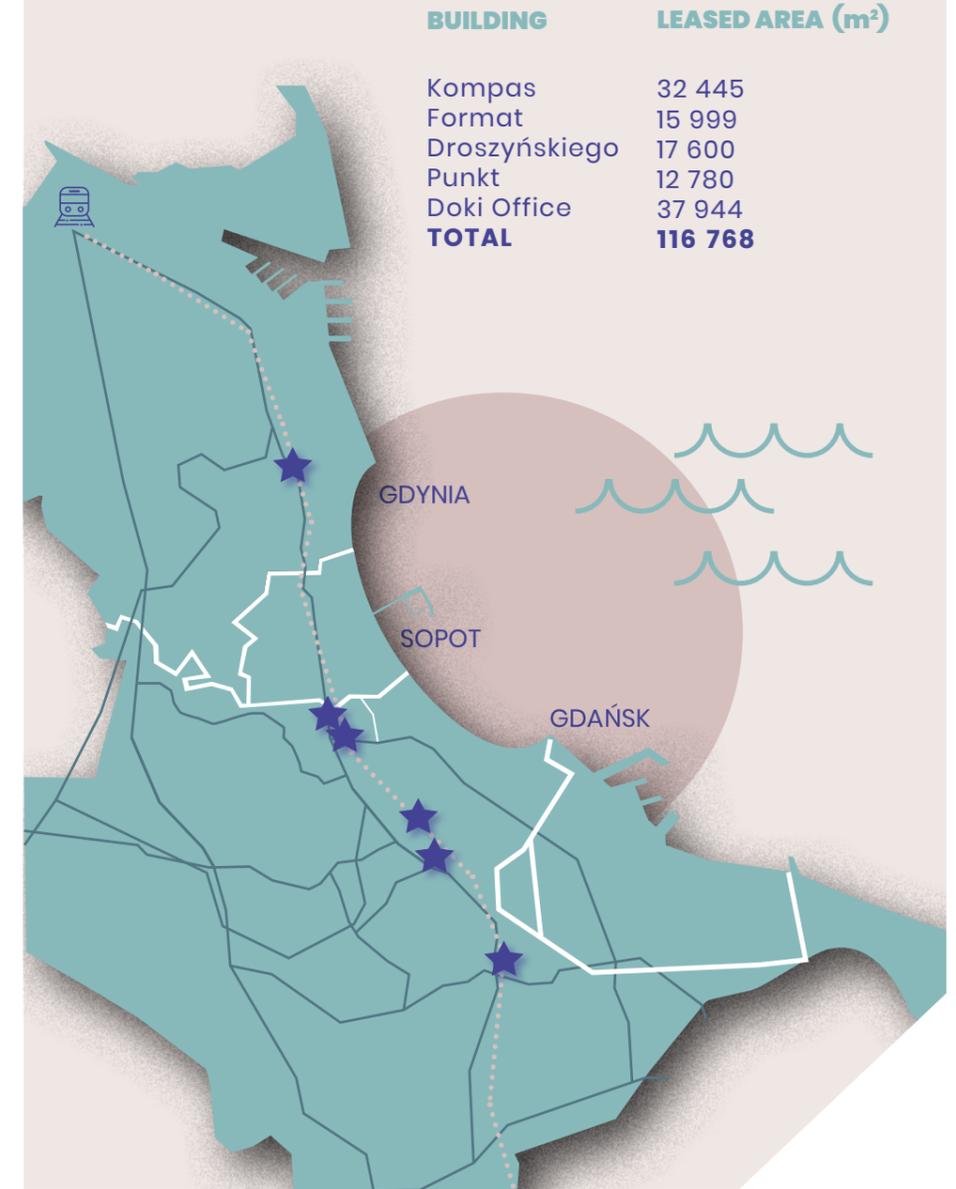
COMPREHENSIVENESS AND ELASTICITY

Neon Flex is our original concept of flexible office solutions, launched at the beginning of 2021 in the Neon office building in Alchemia. Thus, we have widened our offer, responding to the expectations of tenants, and to the ever-changing trends. We invited Sebastian Rączkowski and Marta Burak for cooperation, specialists with the vast market experience. And even though it was our first undertaking of such type, Neon Flex hit the bull's eye. To such an extent, that we shall launch and develop our signature network of serviced offices called COLLAB in successive investments.

Comprehensives and diversity of the offer is something we are incessantly aiming at. We are increasing the number of the investments we conduct in parallel, entering consistently into new locations. In consequence, we can offer ofices in different parts of the metropolis, the ones that always reside close to the client - in Gdańsk: Oliwa-Przymorze-Wrzeszcz-Młode Miasto, and in the near future we shall also turn up in Gdynia. A diverse nature and scale of investments allow us to flex the surface offer - starting with single workstations in serviced offices, through middle-sized modules, to larger spaces dedicated to big corporations, based on the long-term lease. We want our offer to be 'agile', for every entity - regardless of the size - to be able to find something adequate within



MORE [THAN] SPACE



CITY-FORMING FUNCTION

We are aware our investments change the landscape of the metropolis; therefore, we pay great attention to their city-forming function. We insert our buildings into the urban tissue, and we also create it at the same time. It occurs on many levels - from revitalising post-industrial areas, and assigning them with new city functions, through the multi-functional character of the investment, to the timeless, elegant architecture. It is for a reason that we consistently invest along the main communication thoroughfare of Tricity, marked by the SKM commuter train railway. These are places best served by public transportation, convenient to employees, and additionally, in harmony with an idea of developing the central strip of services, most visible now between the districts of Wrzeszcz and Oliwa.

MORE [THAN] SPACE



MULTIFUNCTIONALITY

The largest Tricity sport-recreation centre (with swimming pools, saunas, fitness zone, sports hall, and climbing wall), accompanied by a dozen or so food-serving and commercial premises – this is an offer we put together within the framework of the Alchemia compound in Oliwa. It serves not only the office building workers, but also local residents, students, and even school groups during sports activities. We design service premises on the ground floors of other office buildings, which are to supplement the ambient offer of a particular location. We are going a step further with our DOKI investment in Młode Miasto, which we carry out in cooperation with Euro Styl, and which we will jointly turn into a small, multifunctional district. Euro Styl is erecting the residential part (DOKI Living), together with the commercial part in a historic, revitalised building (MONTOWNIA), whereas we are adding the office-service component (DOKI Office). This project genuinely fascinates us – a historic, post-shipyard area in the city centre of Gdańsk, with our contribution, is finally undergoing a change. Probably it is for a reason that this investment, despite being in an initial phase, has already won several awards, e.g. in the European Property Awards competition, in the mixed-use projects category, advancing to the European level stage of the contest.

ECOLOGY

The LEED system certification, which we have been performing for over a decade, is one of the determinants of the sustainable construction in Poland. Our consideration for natural environment starts as early as in the concept and design stage of new buildings. Thus, it means the highest office quality, based on the minimisation of power and water consumption, and subsequently, it leads to the lower maintenance costs. LEED is ever-present literally in each stage of the construction process. It also determines the use of proper construction materials (with low saturation of volatile organic compounds), which in result, ensures that the final office spaces are also healthy and friendly for the employee.



Doki Office

The location of this place, its history, surrounding, and significant importance for Gdańsk and its residents, hold us - local developers - particularly accountable. We are obliged to create a special place, open to people - to employees, residents, local communities, and tourists alike. In Doki, the city-formation aspect must be realistically reflected in architecture, quality, and functionality. One must take care of every detail. This is the beginning of a new era for Młode Miasto. For us, it presents an opportunity to tap into the potential and experiences we collected over the years; an evolution of development based on our unwavering values.



TORUS IN NUMBERS

> 1 billion PLN

– how much we have invested so far on the Tricity market

> 20

number of various development investments we have completed in nearly 20 years (offices, hotels, storage facilities, apartments)

146,000 sq.m.

size of the office space we delivered onto the local market by the end of 2021, with additional 11,100 square metres of service-commercial areas

135,000 sq.m.

office space and service areas we commercialised by the end of 2021

390

number of lease agreements we concluded with various entities by the end of 2021, vast majority of which are foreign companies, often operating on the global market (five biggest transactions: State Street Bank - 14,159 sq.m.; IT company 12,112 sq.m.; Lufthansa - 7,862 sq.m.; Ergo Technology & Services - 5,919 sq.m.; GE Money Bank - 5,796,1 sq.m.)

370 million €

total value of all seven sales transactions of our properties (five buildings in Arkońska Business Park, and three stages of Alchemia) with six different investment funds

17 hours

duration of the longest, final sales negotiations of our property; talks were wrapped up at 3am, with the entire process – from establishing contact to signing agreement – taking six months

591

number of pages of the longest sales agreement of Alchemia IV office building (Neon), with each page covered with initials – in total there were 1773 initials signed

> 120

our company's current headcount, over the last few years the employment rate growth (year to year), in percentage points, amounted to a dozen or so

> 10 000

number of jobs created by companies that leased office spaces in our buildings

7 m

distance covered by an 'IF YOU JUMP I JUMP' construction, from a 6-metre high ramp, with our brave employees inside, during 5th Red Bull Flight Contest held on Aug 16, 2015, in Gdynia

280 000

number of trees we have planted with partners and event participants of 'Do Nasadzenia' – a campaign we organized in woodlands of Lipusz Forest District

8 000 km

total distance swum, cycled, and run, by participants of five editions of Torus Triathlon In Da House competition, which we organized in the sports zone of Alchemia

> 1,5 million PLN

how much we have invested so far in sponsoring local sports (e.g. in titular sponsorship of Wybrzeże Gdańsk handball team), and a variety of actions in corporate social responsibility

300 000

number of bees that initially settled into three hives located on the Argon office building rooftop, within the Torus Beezzz project establishing a city bee yard; initiative will be developed in future Torus investments (Officina, DOKI) – there will be a minimum of two Torus beehives in either investment, plus the hives of the tenants that will decide to join in the campaign



WE HAVE INTERESTING PLANS AND AMBITIONS TO MAKE THEM HAPPEN

TENANT COMES FIRST

It is one of the elements of our development strategy to provide tenants with the widest offer possible, and it happens on multiple levels. First of all, the location - within Tricity; we strive to utilize the potential of attractive, well-located sites, in the city centre of Gdańsk, Wrzeszcz, Oliwa - which is already a business hub, neighbouring Przymorze, where we plan also non-office investments, and in Gdynia Redłowo in the future. Second of all, the product - diversification of products, a diverse scale of buildings, and the related available space, allow us to meet the expectations of both international corporations, and slightly smaller entities as well. Third of all, the elasticity - a conscious entry into the area of serviced offices, and the development of our original concept to open our spaces up to various start-ups or projects, constituting back-up for ever-fluctuating needs of larger tenants. Fourth of all, the technology - our Research & Development Team, arm in arm with our partners, analyse market technological novelties.

COLLAB - GREATER FLEXIBILITY

We had been analysing the market segment of serviced offices before the pandemic broke out, however, as a matter of fact, the pandemic did accelerate our actions. In consequence, we opened up to smaller entities or projects, for whom large space modules, or long-term lease agreements, represented a barrier. Neon Flex, launched in Alchemia at the beginning of 2021, was our dress rehearsal in the segment of flexible offices. We examined the offer, and drew conclusions while working on the final concept, which we called Collab. Our proprietary brand emerged in cooperation with market pundits - Sebastian Rączkowski and Marta Burak. Collab will constitute a part of our offer in future investments. Tenants can expect in Collab top ergonomic solutions, above-the-average space dedicated to a single workstation, perfect acoustics, and a vast common area. On top of that, the business class Internet, and equally important, delicious coffee available in one of several kitchens.

NEW INVESTMENTS AND DIRECTIONS OF DEVELOPMENT

We have increased the number of investments we conduct in Gdańsk in parallel over the last few years. We have just delivered into use the second stage of Oficyna, and Format. Punkt remains under construction, and the building process of DOKI Office will soon get underway. We are looking into subsequent investments in Przymorze, nearby the Format office building - we are analysing different functional possibilities, which can be of business and social attractiveness in this part of the city. We have been making efforts for a long time to turn up in Gdynia with Kompas, an office building destined to rise in Redłowo.

We have completed refitting works of a historic building in Wrocław - Pałac Leipcigera, which we turned into a 5-star hotel. We are planning to keep developing in the hotel sector, also in Warsaw. We are an active player on the warehouse market as well, investing in Gdańsk and Gdynia in this respect.

The real estate market has been changing dynamically, especially over the last few years, and it requires an adequate response. The whole industry is facing serious challenges, among others, related to extracting energy from renewable resources, zero-emission buildings, and to further social and cultural changes, including the new models of work. In order to become a leader on this market, we must create solutions and set trends, as we have shown on multiple occasions. We are going to utilize the experience and know-how we gained on the office market, alongside our specialist standing, in other segments of the ever-changing property market. There are barriers in some areas, and opportunities we want to seize in others. We will definitely not run out of ambition. We have hard work ahead, but also - in which we strongly believe - further successes.



Kompas

By concentrating office buildings in various districts of Tricity, we offer people opportunities for a free choice of the working place, also with regard to the location. We believe that KOMPAS - a high-standard office building we are planning to erect by the main street, close to the SKM Gdynia Redłowo train station, will add great value, and further increase the business attractiveness of the city. We consider it to be a symbolic venture, moving with the office space offer outside of Gdańsk.





**THANK YOU FOR THE
20 YEARS
WE HAVE SPENT
TOGETHER!
WE STILL HAVE
A LOT AHEAD OF US ...**