

THE ADVISIOR

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SIOR®

EUROPEAN REGIONAL
CHAPTER

PRESIDENT'S LETTER

It has been a busy start to the year with plenty going on. The highlight in January was the inaugural ski trip to Chamonix which was attended by almost 30 people with members, family and friends and was a great event. Thank you, Matthew, for organising and hosting – the dates for next years' ski weekend are already in the diary.

A big thank you to Nicola Mottershaw as Treasurer for setting up new systems and helping with bedding in with Liana our administrator who is doing a great job putting together and helping organise events/ operations for the year.

We have trialled our first monthly call looking at pan European investment opportunities with members active in that sector with the property investment forum led by Brian Gaffney and Chris Donabie which started on 1st March. This is open to all members and will start at 10.00am UK time / 11.00am CET every first Wednesday of the month. For those tenant rep experts, a similar call is agreed for the third Wednesday of the month. Contact Liana for details.

March was a busy month for those that attended MIPIM. You will remember we have a stand and we hosted our SIOR Influencers drinks reception on the Thursday evening. At the end of the month we held our first Mind Your Own Business event of the year in Berlin, attended by 23 members in addition to invited guests. It was an active event to again help promote cross selling and business within our European chapter and beyond.

Those that have not paid please kindly arrange to pay the subscriptions that are due. If you have any problems, please contact Liana who will help with this, but remember that your Chapter subscription dues are paid with your annual membership through HQ, and this simply by logging on to MySIOR on the global website.

Also, a thank you to Tobias for stepping up as both Chair of the Sponsorship Committee, as well as the Conference Committee for #SIORBerlin2024. We are keen to find opportunities for new sponsors as well as our existing partners, and if you would like to get involved with organising our 4th International European conference, please let me know. I look forward to catching up as we move in to the spring.

Thank you all for your support.

Best regards,
Andy SMITH, FRICS, SIOR.
SIOR Europe Chapter President



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**THE FIRST – AND CERTAINLY NOT THE LAST
- EUROPEAN CHAPTER SKI WEEKEND TO
CHAMONIX MONT-BLANC, FRANCE.**

After many years of talk within the committee, the Chapter held its first ski weekend towards the end of January, in the host town of Chamonix Mont-Blanc in the French Alps. If you missed all the fuss on the Chapter’s LinkedIn page and ignored the emails leading up to this four-day event, please pay better attention or you will suffer from the dreaded FOMA.

The first participants of 25 arrived from Ireland, Poland and the USA two days in advance of the official “long weekend” dates and the last guest left ten days later! During that time, with particular thanks to our sponsors, we enjoyed:

- Four full days of skiing around the numerous ski areas of the Chamonix valley.
- Following a train ride to the village of Argentière, a (mildly) adventurous walk in the forest (Matthew’s back garden) to reach the restaurant “Crémérie du Glacier” for wine, fondue and the local liquor named “Génépi” (made from worm wood).
- Numerous days of “après-ski”, enjoyed by skiers and non-skiers alike, in too-many-bars-to- name in and around the town centre:
- Dancing on the tables of the Cap Horn restaurant, orchestrated in part by their DJ, having enjoyed a superb three-course meal and wine.
- Some ski therapy, provided by Edward Matthews, who introduced some of the team to his cures and remedies to improve their skiing.
- The “Vallée Blanche”, locally named the “VB”, Europe’s longest off-piste ski run of 24 kilometres, accompanied by a qualified mountain guide.
- Many laughs ! Check-out the Chapter’s YouTube channel to find out more



“It’s always nice to see old friends in the SIOR community and see how this community grows with new people; a special applause to the young girls and boys of these days who with their smiles have given a beautiful family atmosphere to our trip”

“Many thanks for a great weekend and for providing the opportunity to get me back on a pair of skis after 20 years! We really enjoyed the weekend and appreciate all the work put into making it a fantastic few days.”

“It was lovely to also spend time with fellow SIORs and their families/friends and meet so many people in person. It was the great company that made it all the more memorable- thank you all!”

“Thanks for sharing your beautiful homeland with us, Chamonix is a very special place and the company of so many guests just makes it that much better”

“Making memories...thanks to everyone for making this trip one of the best few days ever and also for being so welcoming to Sarah and Rory. We thank you for putting on an amazing show in Chamonix. Roll on Ski Trip 2024”

“Thanks everyone for a fantastic long weekend full off amazing food, falling over and brilliant company! Great fun making history with you all by being at the first (of many more) SIOR Europe Ski Trips!”

What an awesome trip!!!!

“It was a wonderful, prolonged weekend, fantastic group (as always), great sites and fun!”

“Thank you ... You are absolutely wonderful people and I hope to see you soon again!”

“Perfect days with great people.”

“Thank you for wonderful skiing, an absolutely great party and to all for super company!!!!”

“Great weather, great food, great people, great time!”

Who knows what 2024 will hold for us all? One thing is as certain as can be – the dates for the second SIOR European Chapter Ski Weekend! Mark your diaries for 25th to 28th January 2024 (plus or minus two or three days before and after!) for a return trip to Chamonix Mont-Blanc, France.

Report and Chamonix host: Matthew Leguen de Lacroix, SIOR, FRICS.SIOR HQ, Head of Business Development, EMEA.



Thanks to our sponsors



MEET LIANA TOUMAZOU, THE NEW
CHAPTER ADMINISTRATOR & MANAGER
SINCE JANUARY 2023



During 2003-2020, Liana spearheaded business development, improved recognition and influence of RICS brand among professionals, regulators, government, and other stakeholders based in Greece and Cyprus. Since 2020 she works as a business consultant and is co-founder of a sustainability start-up. Liana can be contacted at Liana@sioreurope.com

Where are you based?
Nicosia – Cyprus. I lived in the US for five years during my studies.

Which personal values lead your life choices?
Creativity, authenticity, sustainability and I would also add humour.

What was the latest book you enjoyed reading?
Ministry of the Future by Kim Stanley Robinson, Doughnut Economics by Kate Raworth, The Hidden Life of Trees by Peter Wohlleben.

What is your favorite sport?
Mountaineering, running and sailing.

Do you collect anything?
Stones, from the top of Mount Kilimanjaro, from under the ice in Antarctica, from volcanic lava in Iceland, beach pebbles from the Greek islands and mineral rocks from copper mines in Cyprus.

What are you passionate about?
Trees, I have ventured into reforestation a family piece of land and founded a startup for creating digital identities for newly planted trees.

I also find inspiration from exploration travels in extreme environments like for example Antarctica, Wadis in Middle East, volcanoes in Iceland, scuba diving for wrecks or climbing Meteora in Greece.

What motivates you joining the SIOR team?
I seek to add real value to SIOR members by facilitating networking, initiating opportunities for knowledge sharing and enhancing an environment for increased business cooperation.

SIOR EUROPE CHAPTER “MINDS ITS OWN
BUSINESS” IN BERLIN, GERMANY.

For two days at the end of March, 20 SIOR members from all over Europe, as well as Africa, met in Berlin, Germany for the fourth “Mind Your Own Business” event, kindly hosted by and in the offices of law firm Bryan Cave Leighton Paisner LLP. This is the European Chapter’s exclusive member-only deal making & leadership event that is now in its third year.

The event provided a great platform to talk about current market conditions and how to create business together in challenging times.

The event kicked off with a market summary by each member and Armin Völlnagel SIOR of Blackbird Real Estate gave a detailed presentation about the German office real estate investment market.

The Chapter’s tenant rep & investment groups then discussed business opportunities and the challenges facing brokers now and in the future. The five key take-aways from were:

- Running to Standstill - investment markets are “in transition” with large scale buyers only willing to commit when value is priced in by vendors. While in Anglo-Saxon countries this may already be the case, Germany is lagging behind.
- Off-Market opportunities in the investment market will create fees for brokers in 2023.
- The use of joint pitches across European borders branded as SIOR can help win mandates.
- Occupiers are taking less space but it’s a combination of WFH and a more realistic outlook on challenges that may lie ahead. The good news is they are still committing but floor by floor is the most active. Tech is retreating across Europe.
- Office rents in Berlin are great value. 10 or 15 year lease - new CBD Grade A ESG LEED Platinum etc. with “Cat B” fit-out offered by landlord, equating to €45-50 / sq.ft per annum [US\$50-55 / sq ft pa] or €485 - €540 / sq m pa [US\$ 530 - 590 / sq m pa].

The customary site visit was hosted by Matthias Schmidt and his team at CA Immobilien Anlagen AG. Members visited the “Cube” and KPMG’s soon to be completed office building close to the Hauptbahnhof (central station). The surrounding area has undergone substantial redevelopment over the years. An impressive presentation proved that CA Immobilien really is the leading German/Austrian developer in Berlin if not the country.

Members and prospective SIORs enjoyed a delicious dinner at the roof top restaurant of the German Reichstag (parliament building) overlooking stunning views of Berlin.

The Chapter’s next business generation event will be held in Ljubljana, Slovenia on the 24th & 25th May. All members are



welcome and further details can be found at www-sioreurope.com/upcoming-events

The 4th SIOR Europe International Conference will be held in Berlin from 17th to 19th July 2024. Save the dates!

NEW MEMBERS

We have the pleasure in announcing the following new designee and affiliate members of SIOR and welcome them into the European Chapter.



Guillaume Turcas
Primary Delegate, France

Guillaume has 18 years of experience in the real estate industry and is Managing Partner at Faro Capital Partners, a boutique real estate firm based in Paris.

He also serves as Senior Advisor at SFO Group, a leading multi-family office, as Real Assets Independent Advisor at CIC Conseil, M&A subsidiary of Alliance Federates Crédit Mutuel, international Advisor for two funds managed by NOVAXIA and acts as independent advisor for McCourt Global in Europe.

He held senior positions at AEW and CBRE Global Investors from 2006 to 2017.

When at AEW, he was head of office asset management, in charge of AM and disposals for France, Benelux and Spain. He managed a pan-European portfolio with a total value of circa. €7 bn with a team of 14 professionals. Guillaume was notably involved in acquisition strategies, investment committees, investors’ relations and was a member of the firm’s European Management Committee.

Prior to joining AEW, Guillaume was a Director/Fund Principal at CBRE Global Investors within the Strategic Partners Europe Funds series, opportunistic/value added real estate funds over the Eurozone countries.

Before that, Guillaume was an analyst at Deloitte Finance, within the Real Estate Advisory and M&A departments.

Fellow member of the Royal Institution of Chartered Surveyor, Guillaume holds a Master’s Degree in Civil Engineering from ESTP School and a Master’s Degree in Finance and Real Estate from Paris Dauphine University – where he is also a lecturer.

Faro Capital Partners is a company regulated by RICS and is a SIOR affiliate member.



Gianluca Sinisi SIOR
Office Specialist, Italy

Gianluca is one of the founders of Engel & Völkers Commercial in Milan, Italy, and he is currently managing a team of 30 agents. Gianluca Sinisi graduated in Engineering from the Milan Polytechnic and has more than twenty years of experience in the real estate sector with specialization in the consulting and capital markets sectors. Thanks to his previous professional experiences (Ernst & Young & JLL), Gianluca has

developed an important network of national and international knowledge with real estate investors. He has a track-record and expertise in the origination and execution of transactions across Italy, with particular focus on logistics real estate. He currently operates in the real estate market with particular attention to the office, retail, logistics, Industrial and hospitality asset classes.



Mark Bradshaw
Primary Delegate, UK

Based in the north west of England, Mark is a co founder of iPWC Ltd, a workplace consultancy established in 2016, focused on developing real estate strategies, workplace solutions, and supporting clients with their change management needs, all of which help transform the way that organisations and their employees perform.

He has been supporting clients with the development of unique workplace strategies for over 20 years, working across many sectors both within the UK and overseas within Europe, the Middle East and USA for clients such as Network Rail, Aldi, Zendesk, Cummins, MBDA, ROSHN and many others. In that time Mark has built up a great depth of knowledge across a wide spectrum of essential business, workplace and change skill sets. His particular skills lie in the development of workplace solutions for large organisations, providing a leading role in the delivery of complex activities such as the implementation of Hybrid Working, strategic real estate planning and business change programmes.



Pierre Couderq SIOR
Office Specialist, Poland

Founding member of Couderq & Partners and Couderq & Kubas.

Active in the Corporate Real Estate Market in Poland since January 1990, and in Ukraine since 1996, among other things responsible for signing leases on more than 90% of the 110,000 m2 of the Mokotów Business Park, the largest office center in Central Europe, developed by Globe Trade Centre.

Worked directly as an advisor on leasing transactions involving over one million m² of developed space as well as more than 100 Fortune 500 companies. He also sold several office buildings to international investors such as AIG, Adgar or Deutsche Bank. Pierre Couderq assisted at its start Woodsford Properties on the Polish market, which became the main shareholder of "Dom Development".

He is a member of the board of directors of Premier Polska, owned by Les Nouveaux Constructeurs SA, one of the largest French development companies.

Pierre Couderq has had direct contacts with all the boards of directors of the largest agencies, both residential and commercial in Poland. He is a member of the Real Estate Club, which brings together the largest French companies active in the construction sector in Poland as well as a member of the French Chamber of Commerce in Poland.



Christopher Aquilina SIOR MRICS
Office Specialist, UK

Christopher joined Spring4 in 2006 and qualified as a Chartered Surveyor in 2008. Spring4 provides professional real estate, project management and portfolio services to commercial occupiers with a particular expertise in the office sector.

Christopher has extensive experience in commercial real estate leasing transactions across all major UK cities. In addition to leasing, Christopher advises clients on both investment and development. He can also advise on rent reviews, lease renewals and dilapidations amongst other professional disciplines. He acts for a wide range of clients including major corporate occupiers and charities.

Christopher has a BA in Politics; an MA in Property Valuation and Law and an MSc in International Finance, Investment and Banking.

MATTHEW LEGUEN DE LACROIX PROMOTED TO HEAD OF BUSINESS DEVELOPMENT, EMEA.

The Society of Industrial and Office Realtors (SIOR), the leading global professional office and industrial real estate association, has promoted Matthew Leguen de Lacroix, SIOR, FRICS, as Head of Business Development, a new role within SIOR.



Leguen de Lacroix previously held the role of Director of the SIOR European Chapter, and prior to that, within his role as an active member of SIOR, he was president of the SIOR European Chapter and a trustee of the SIOR Foundation. He has more than 30 years of commercial real estate market experience in both Switzerland and France. Before joining SIOR, he was president of DTZ (now Cushman & Wakefield) in French-speaking Switzerland.

"I am excited to be an integral part of SIOR's bold strategic initiative to make our organisation truly global," said Leguen de Lacroix. "My focus is to strengthen our existing relationships Internationally and build new ones. I am looking forward to increasing our coverage in Europe and gradually expanding our network into other countries like Africa, where, incidentally, we have just gained two new members."

In Leguen de Lacroix's role, he will ensure that SIOR has a highly visible presence at MIPIIM, Shedmasters, CoreNET, EXPO REAL and SIMI as well as potentially other national events around Europe in Austria, Germany, Ireland, Italy and Portugal. This position will also be integral in identifying the next generation of real estate professionals around Europe, working with colleges and universities to attract trainees into SIOR (named Member Associates.)

"We are privileged to include Prologis and Panattoni as SIOR's Global Industry Partners and in Europe, the first Industry Partner for the Chapter is TSL, a leader in technical construction. I am keen to develop additional partnerships where SIOR and industry companies can develop synergy and align on common interests." notes Leguen de Lacroix

"Matthew has been a loyal and trusted member of SIOR since 2009," said SIOR CEO Robert Thornburgh, SIOR, FRICS. "His

position within the Chapter and his professional network of real estate friends and colleagues internationally have put him at the forefront of SIOR European business and we are thrilled to welcome him to the team at SIOR HQ."

The press release was published on 10th January 2023 on the sior.com website.



4TH SIOR INTERNATIONAL EUROPEAN CONFERENCE.

In partnership with SIOR Global, the next conference to be held in Europe will take place in Berlin, Germany at the Intercontinental Hotel, from 17th to 19th July 2024.

Block the dates in your calendar now!

#SIORBerlin2024



SIOR FOUNDATION:

Providing opportunities for up and coming members of our commercial real estate community. Educate, Enhance & Expand.

The Chapter runs the SIOR Foundation Real Estate Experience Programme, giving opportunities to students to attend SIOR Global and Chapter events; the Foundation covers 50% of the costs!

The SIOR European Chapter and other participants attending last year's conference in Dublin raised €40,000 for Ukraine. The funds have been divided and 50% has been donated to the Disasters Emergency Committee for Ukraine and the remainder has been ring-fenced for helping Ukrainian real estate students in the future.

The Foundation is looking for additional trustees and would welcome the opportunity to include more European members. Contact Matthew Leguen de Lacroix, Foundation Trustee, for more information.

SAVE THE DATES IN 2023

26th – 29th April

SIOR Global Spring Conference, Montréal, Quebec, Canada

8th June

SIOR Global at the Special Forces Club, London, by invitation only.

9th June

SIOR Europe Networking: London Lunch at The Ivy, open to all members who invite a prospective member.

14th September

Mind Your Own Business, Milan, Italy.

4th – 6th October

Expo Real, Munich, Germany.

11th – 14th October

SIOR Fall Event, Chicago, USA.

For the latest information on SIOR events, please refer to www.sioreurope.com/upcoming-events.



UPCOMING EVENTS



Thursday 20th April 2023

17:00 BST

18:00 CEST

Virtual networking & drinks via Zoom now presenting market reports from around Europe.

This week we feature the French market by Guillaume Turcas

Registration is not required.

Contact admin@sioreurope.com for the Zoom link



25th - 26th May 2023

Conference day will be a mixture of Slovenian/Croatian/Serbian entrepreneurs with their interesting cases of best practice in their domain, real estate and D&I.

Saturday and Sunday sightseeing tours will be organized in City of Ljubljana and will be optional for those for members and guests.

For full details, check out Upcoming events on the SIOR Europe website.

Hotel reservations:

Each attendee of the SIOR (REconsult) conference will be able to book a special negotiated room by sending an enquiry to: ljublana.reservations@ihg.com, using a special event reservation code: E9B



If you are reading this and have not entered your 2022 transaction deals please do so NOW.

It's too late for the prizes from HQ but at the Chapter level, you can still win wine. PLEASE COMPLETE BY 30th April 2023.

It only takes a few minutes to complete the information online.

Go to sior.com / Transactions & Data / Submit Transaction

Deals do NOT have to be with another SIOR. Enter all your deals!

The winner will be announced at a future Chapter event.

