Fit Out Cost Guide 2025 OFFICE



EMEA



Introduction

THE EUROPEAN ECONOMY FACED A CHALLENGING LANDSCAPE THROUGHOUT 2024.

Although interest rates had been cut several times in the second half of the year, they remain elevated compared to longer run averages, continuing to impact economic activity. In more positive news, economic growth is forecast to pick up in the year ahead as inflation continues to be reined in. Together these factors should allow for more broad-based growth, driven by greater levels of corporate investment. Should the regional economy follow this baseline scenario, it suggests net absorption of a little over 2.2 million square metres (sqm) in 2025.

While construction cost increases are easing, they have not fully abated; rather they are expected to grow at a slower pace. Consequently, companies need to consider allocating greater capital expenditure budgets to accommodate the fit out of their choice.

SCOR INSURANCE



This guide now encompasses 53 key cities across Europe, the Middle East and Africa, providing comprehensive insights into average costs for various fit out standards. Designed to assist occupiers in the early stages of defining their office relocation budgets, it serves as a valuable resource for informed decision-making. Our guide also provides an 'all-in' section that includes furniture, audio visual, professional fees and contingency on the total costs associated with a potential internal fit out project.

EMEA Office Fit Out Cost Guide 2025

Macroeconomic Review and Market Outlook

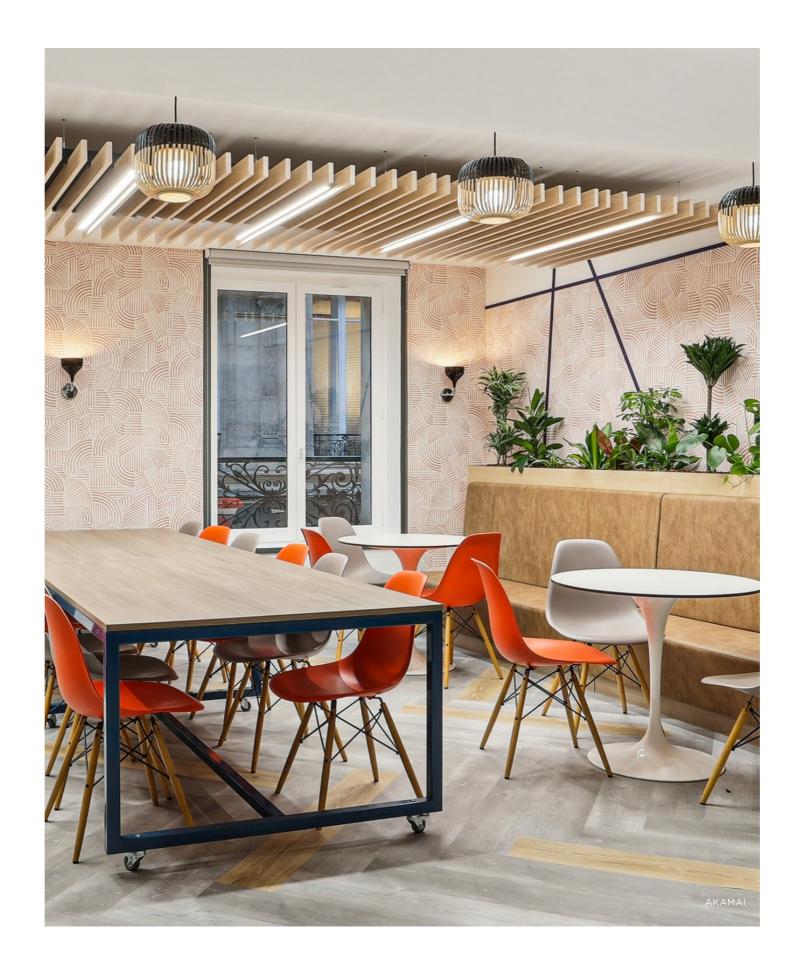
Economy

OVER THE PAST YEAR, ECONOMIES ACROSS EUROPE, THE MIDDLE EAST AND AFRICA HAVE FACED VOLATILE CONDITIONS, LEADING TO SUBDUED GROWTH.

While interest rate cuts became a reality in the second half of 2024, with the European Central Bank cutting a cumulative 135 basis points (bps), the reality is that interest rates still remain elevated in comparison to the low-interest rate environment following the Great Financial Crisis (GFC). This has subdued both household spending and corporate investment. The strength of the U.S. dollar has also been a complicating factor for some economies due to foreign exchange pressure. This has been evident in fit out costs, which have risen less than 1% year-over-year (YOY) in U.S. dollar terms, but by 4% in euros.

The outlook for the year ahead is promising, with economic growth poised to pick up through 2025. Central to this momentum are ongoing interest rate cuts, which are helping drive greater investment and spending alike.

Globally, businesses are starting the year on a considerably more optimistic note than seen in recent years with sentiment up.



Of course, there are risks to this outlook. Ongoing geopolitical tensions both in Europe and around the world have the potential to reignite inflation. In addition, the Trump administration is a potential wildcard. Tariffs are a key concern, which have the potential to disrupt trade relations and impact various sectors through higher inputs and limiting market access.

ULTIMATELY, THE DEGREE TO WHICH THE ECONOMY, INFLATION AND THE FINANCIAL MARKETS ARE IMPACTED DEPENDS ENTIRELY ON THE SCOPE OF POLICIES ADOPTED, THEIR TIMING, MAGNITUDE AND DETAIL.

Office Market

THE EUROPEAN OFFICE MARKET HAS REMAINED REMARKABLY RESILIENT DESPITE THE PREVAILING ECONOMIC UNCERTAINTY.

Interest rate cuts in the second half of the year have given a boost to business confidence, which has resulted in 10.3 million sqm of office space being leased in 2024, up 5% from the year prior. Demand remains highest for high quality buildings located in areas with excellent amenity in close proximity to transport infrastructure. With that, Grade A buildings now account for 50% of all leasing activity, a significant rise from just over 40% in 2019. Although leasing activity for Grade A space grew in 2024, a number of markets, including London, reported a modest drop reflecting a mismatch between demand and supply for larger requirements in excess of 10,000 sqm. Longer lead-in times mean we see leases being extended.

Leasing activity for best quality space was up in half of Europe's markets, including Barcelona, Berlin, Brussels and Madrid.

Although there has been a pickup in demand, new completions have pushed regional vacancy upwards with the European average now at 9.2%. With completions expected to peak this year, further increases in vacancy can be expected before receding into 2026 as construction levels slow.

Solid demand for space has supported rental growth of 5.4% in 2024, in line with the 5.5% growth achieved in 2023. The outlook for 2025 remains largely optimistic, though the pace of rental growth is expected to slow to 2.1% over the year ahead. This slowdown is partly attributed to the high volume of new supply completions, which will place further upward pressure on vacancy rates.

ALL UP, THIS SUGGESTS ONGOING DEMAND FOR QUALITY FITTED OUT SPACE, WHICH SHOULD KEEP UPWARD PRESSURE ON COSTS OVER THE NEAR TERM, GIVEN LIMITED CONTRACTOR AVAILABILITY.



C&W OFFICE

Contractor Sentiment

RESULTS FROM CUSHMAN & WAKEFIELD'S INAUGURAL EUROPEAN CONTRACTOR SENTIMENT SURVEY, WHICH OBTAINED THE VIEWS OF OVER 50 GENERAL CONTRACTORS FROM AROUND THE REGION, CONFIRMS THAT WORKBOOKS REMAIN HEALTHY AND THE WORST OF PRICING PRESSURES ARE NOW IN THE PAST.

Overall, respondents reported that sales activity had remained stable YOY, with just over one-third stating that their workload activity had similarly stayed consistent.



INDICATED THAT STAFF WORKLOADS HAD INCREASED IN 2024 COMPARED TO 2023



EXPECT THEIR PRICING TO INCREASE OVER THE NEXT 6 MONTHS



EXPECT OVERALL LABOUR COSTS TO INCREASE OVER THE NEXT 6 MONTHS

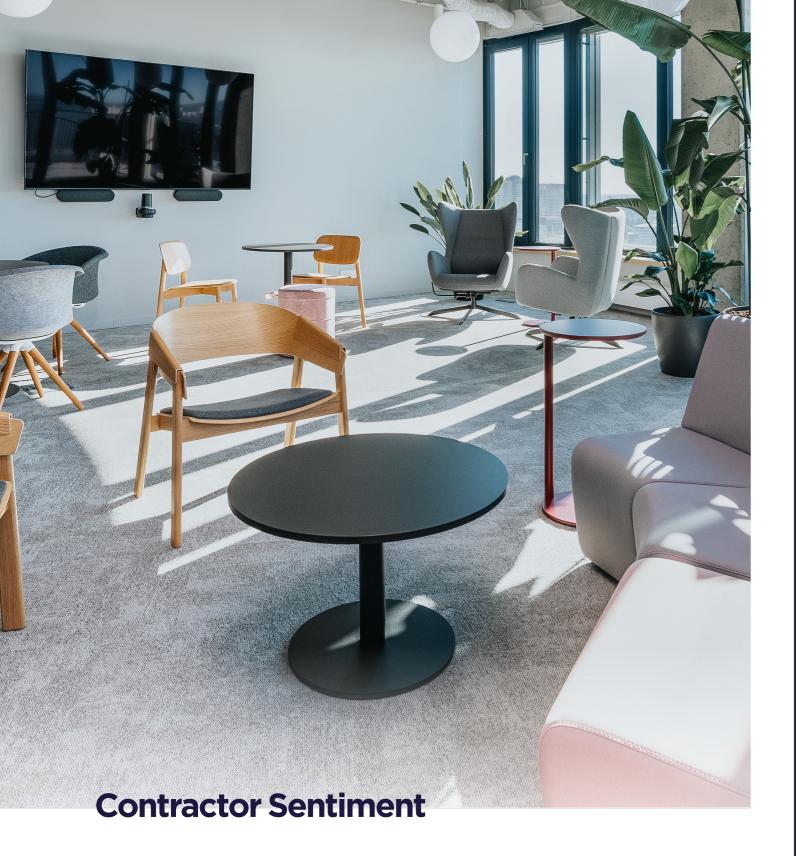
62%

EXPECT MATERIALS COSTS TO INCREASE OVER THE NEXT 6 MONTHS



INDICATED THAT CLIENTS SPENT MORE ON ESG IN 2024 COMPARED TO 2023

With workloads mostly remaining stable or increasing slightly, there has been less pressure on company pricing in the past six months to date with most contractors reporting neutral to slight increases in their pricing and that of their vendors. A slight exception to this was in the Netherlands, where a third of respondents reported a slight or significant increase in pricing.



Over the next six months, most contractors expect similar trends to continue, with input costs expected to increase slightly as inflationary pressures gradually ease. Interestingly, despite labour markets remaining strong, there is very little variation in opinions on the trajectories of costs for labour, materials and trades with approximately two-thirds of respondents expecting slight increases for each. Notably, almost no respondents expect a reduction in input costs, underscoring the reality that while inflation is slowing, it remains positive In other words, prices are still increasing, just at a slower rate than seen in the recent past.

This sentiment is echoed in independent forecasts, separate to the contractor survey. According to Moody's Analytics, real wage growth is projected to reach just below 3% in the year ahead, with a further slowdown anticipated in 2026. The forecast rate of growth in 2025 is approximately half that seen in 2023. More tellingly, pricing for energy, metals and oil are all forecast to decline through 2025, which is consistent with the price normalisation trends seen through 2024.

In further positive news, project timelines also appeared to have stabilised. Respondents reported little change in both lead times and execution times, suggesting most contractors have been able to successfully navigate recent fluctuations in supply chain stress.

WHILE THE RISKS REMAIN SKEWED TOWARD AN INCREASE IN LEAD TIMES, VERY FEW EXPECT A SIGNIFICANT CHANGE IN THIS DIRECTION, WITH APPROXIMATELY 6% ERRING TOWARD A SLIGHT DECREASE.

These results from contractors "on the ground," confirm the wider macroeconomic view that markets are successfully navigating their way through what has been a complex and uneven cycle. Combining these views with forecasts of the regional office market suggests that workbooks are likely to remain healthy.

WHILE THE WORST OF PRICING PRESSURES ARE OVER, CORPORATES SHOULD ALLOW FOR MODERATE COST INCREASES WHEN PLANNING THEIR FUTURE CAPITAL EXPENDITURE BUDGETS.

Average all-in costs at a glance in euro per square metre



SOUTHEASTERNSOFIA860ZAGREB750ATHENS1,150BUCHAREST1,056BELGRADE800LJUBLJANA900ISTANBUL1,550

| NORTHERN | |
|------------|-------|
| COPENHAGEN | 1,661 |
| TALLINN | 1,350 |
| HELSINKI | 1,588 |
| RIGA | 1,323 |
| VILNIUS | 1,432 |
| OSLO | 1,770 |
| STOCKHOLM | 1,608 |

| SOUTHERN | |
|-----------|-------|
| PARIS | 1,161 |
| MILAN | 1,200 |
| ROME | 1,200 |
| LISBON | 1,127 |
| BARCELONA | 1,138 |
| MADRID | 1,083 |

| UK&I | |
|------------|-------|
| DUBLIN | 2,100 |
| BIRMINGHAM | 2,199 |
| GLASGOW | 2,110 |
| LONDON | 2,671 |
| MANCHESTER | 2,311 |

| AFRICA | |
|--------------|-------|
| GABORONE | 519 |
| CAIRO | 1,769 |
| RABAT | 1,250 |
| CAPE TOWN | 1,700 |
| JOHANNESBURG | 1,615 |
| | |

| MIDDLE EAST | |
|-------------|-------|
| MANAMA | 1,250 |
| TEL-AVIV | 1,575 |
| AMMAN | 750 |
| KUWAIT | 1,950 |
| DOHA | 1,950 |
| RIYADH | 1,900 |
| ABU DHABI | 1,450 |
| DUBAI | 1,450 |

| EASTERN | |
|---------|-----|
| YEREVAN | 880 |
| BAKU | 960 |
| TBILISI | 880 |
| ASTANA | 800 |
| BISHKEK | 800 |

| CENTRAL | |
|------------|-------|
| BRUSSELS | 1,661 |
| PRAGUE | 1,235 |
| | |
| BERLIN | 2,333 |
| FRANKFURT | 2,408 |
| HAMBURG | 2,512 |
| MUNICH | 2,432 |
| BUDAPEST | 1,224 |
| AMSTERDAM | 1,250 |
| WARSAW | 1,275 |
| BRATISLAVA | 1,140 |

Average Fit Out costs in 53 cities across EMEA

| COUNTRY | СІТҮ | EURO PER SQUARE METRE | | |
|----------------|------------|-----------------------|--------|-------|
| | | LOW | MEDIUM | HIGH |
| ARMENIA | YEREVAN | 650 | 880 | 1,320 |
| AZERBAIJAN | BAKU | 720 | 960 | 1,440 |
| BAHRAIN | MANAMA | 950 | 1,250 | 1,600 |
| BELGIUM | BRUSSELS | 1,038 | 1,661 | 2,535 |
| BOTSWANA | GABORONE | 378 | 519 | 718 |
| BULGARIA | SOFIA | 490 | 860 | 1,320 |
| CROATIA | ZAGREB | 450 | 750 | 1,110 |
| CZECH REPUBLIC | PRAGUE | 785 | 1,235 | 1,950 |
| DENMARK | COPENHAGEN | 1,038 | 1,661 | 2,525 |
| ESTONIA | TALLINN | 850 | 1,350 | 2,000 |
| EGYPT | CAIRO | 1,699 | 1,769 | 2,225 |
| FRANCE | PARIS | 966 | 1,161 | 2,303 |
| FINLAND | HELSINKI | 1,008 | 1,588 | 2,058 |
| GEORGIA | TBILISI | 650 | 880 | 1,320 |
| | BERLIN | 1,847 | 2,333 | 2,814 |
| GEDMANY | FRANKFURT | 1,908 | 2,408 | 2,904 |
| GERMANY | HAMBURG | 1,991 | 2,512 | 3,030 |
| | MUNICH | 1,906 | 2,432 | 2,934 |
| | | | | |

| COUNTRY | СІТҮ | | EURO PER SQUARE METRE | | |
|-------------|-----------|-------|-----------------------|-------|--|
| | | LOW | MEDIUM | нідн | |
| GREECE | ATHENS | 850 | 1,150 | 1,450 | |
| HUNGARY | BUDAPEST | 765 | 1,224 | 1,785 | |
| IRELAND | DUBLIN | 1,410 | 2,100 | 2,950 | |
| ISRAEL | TEL-AVIV | 1,200 | 1,575 | 2,075 | |
| | MILAN | 800 | 1,200 | 1,550 | |
| | ROME | 800 | 1,200 | 1,550 | |
| JORDAN | AMMAN | 400 | 750 | 1,000 | |
| KAZAKHSTAN | ASTANA | 650 | 800 | 1,020 | |
| KUWAIT | KUWAIT | 1,250 | 1,950 | 2,650 | |
| KYRGYZSTAN | BISHKEK | 650 | 800 | 1,020 | |
| LATVIA | RIGA | 833 | 1,323 | 1,960 | |
| LITHUANIA | VILNIUS | 901 | 1,432 | 2,120 | |
| MOROCCO | RABAT | 850 | 1,250 | 1,900 | |
| NETHERLANDS | AMSTERDAM | 850 | 1,250 | 1,900 | |
| NORWAY | OSLO | 1,320 | 1,770 | 2,730 | |
| POLAND | WARSAW | 785 | 1,275 | 1,945 | |
| PORTUGAL | LISBON | 831 | 1,127 | 1,518 | |
| QATAR | DOHA | 1,250 | 1,950 | 2,650 | |

| COUNTRY | СІТҮ | EURO PER SQUARE METRE | | |
|--------------|--------------|-----------------------|--------|-------|
| | | LOW | MEDIUM | HIGH |
| SAUDI ARABIA | RIYADH | 1,300 | 1,900 | 2,450 |
| SERBIA | BELGRADE | 500 | 800 | 1,400 |
| SLOVAKIA | BRATISLAVA | 760 | 1,140 | 1,766 |
| SLOVENIA | LJUBLJANA | 600 | 900 | 1,500 |
| SOUTH AFRICA | CAPE TOWN | 1,430 | 1,700 | 2,150 |
| | JOHANNESBURG | 1,350 | 1,615 | 2,040 |
| SPAIN | BARCELONA | 777 | 1,138 | 1,483 |
| JFAIN | MADRID | 739 | 1,083 | 1,409 |
| SWEDEN | STOCKHOLM | 1.258 | 1.608 | 2.608 |
| TURKEY | ISTANBUL | 1,150 | 1,550 | 2,350 |
| | BIRMINGHAM | 1,333 | 2,199 | 3,266 |
| UK | GLASGOW | 1,278 | 2,110 | 3,133 |
| | LONDON | 1,618 | 2,671 | 3,966 |
| | MANCHESTER | 1,401 | 2,311 | 3,433 |
| UNITED ARAB | ABUDHABI | 1,050 | 1,450 | 2,000 |
| EMIRATES | DUBAI | 1,050 | 1,450 | 2,000 |



| AVERAGE FIT OUT COST (EURO PER SQUARE METRE) | | |
|---|-----------------------|---|
| LOW | MEDIUM | HIGH |
| 1,021 | 1,453 | 2,046 |
| 3% | 3% | 4% |
| | (EURC LOW 1,021 | (EURO PER SQUARE LOW MEDIUM 1,021 1,453 |



AVERAGE REINSTATEMENT COST (EURO PER SQUARE METRE)

| LOW | MEDIUM | HIGH |
|-----|--------|------|
| 78 | 128 | 177 |
| 7% | 3% | 2% |

EMEA Office Fit Out Cost Guide 2025

SMALLEPAD

How do we classify fit outs?



Low

- Limited meetings facilities, less than 10% of space
- Paint to all walls
- Low specification finishes and carpet throughout
- Vinyl flooring to cafeterias
- Minimal alterations to air conditioning and ventilation
- Data points to equal desk positions



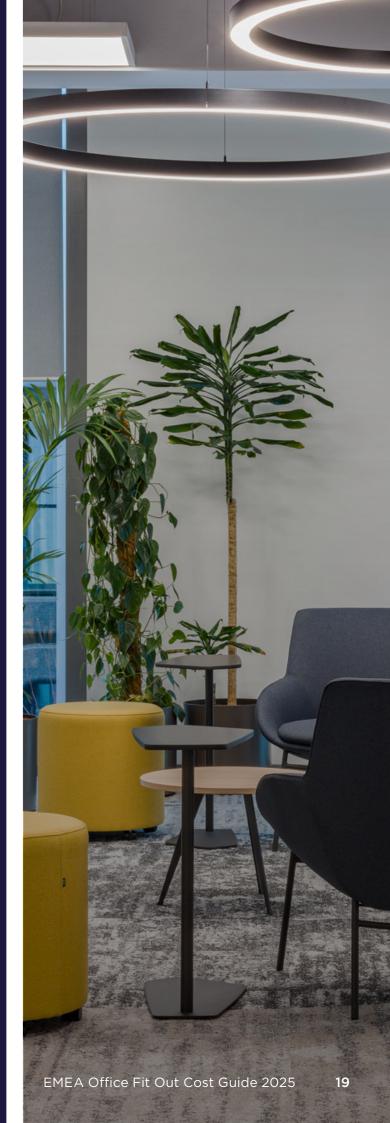
Medium

- Meeting facilities around 10-20% of space, with part single glazed partitions
- Alterations to less than 25% of ceiling
- Plasterboard ceiling to meeting rooms
- Feature wall finishes to reception and cafeterias
- Medium specification carpet and finishes
- Hard flooring to reception
- Alterations to air conditioning & ventilation to suit cellurisation
- Multiple data points to each desk position



High

- Meeting facilities to over 25% of space with double glazed partitions
- Alterations to over 25% of ceiling
- Features & Plasterboard ceiling to reception and offices
- Feature finishes to meeting rooms/offices
- High specification carpet



European all-in fit out costs by market

Using the guide

ESTIMATED COSTS PROVIDED HEREIN ARE ALL-IN COSTS, INCLUDING FURNITURE, FIT OUT, AUDIO VISUAL AND I.T. EQUIPMENT AND PROFESSIONAL SERVICE FEES, INDICATIVE OF MARKET AVERAGES BASED ON CERTAIN ASSUMPTIONS. EXACT COSTS FOR SPECIFIC PROJECTS MAY DIFFER TO THOSE PRESENTED HERE.

We recommend engaging a Project & Development Services professional to advise on precise costings based on your unique construction requirements.

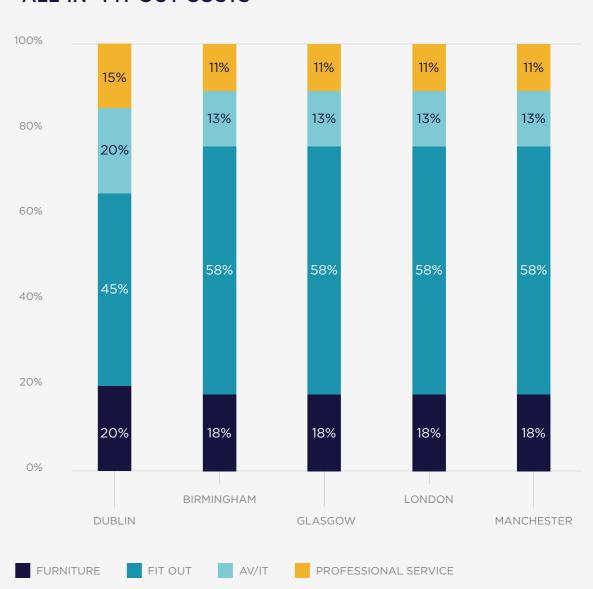




| FIT OUT COST (EUR PER SQUARE METRE) | | | | | |
|--|------------|-------|--------|-------|--|
| COUNTRY | СІТҮ | LOW | MEDIUM | нібн | |
| IRELAND | DUBLIN | 1,410 | 2,100 | 2,950 | |
| | BIRMINGHAM | 1,333 | 2,199 | 3,266 | |
| | GLASGOW | 1,278 | 2,110 | 3,133 | |
| UK | LONDON | 1,618 | 2,671 | 3,966 | |
| | MANCHESTER | 1,401 | 2,311 | 3,433 | |

| REINSTATEMENT COST (EUR PER SQUARE METRE) | | | | | |
|--|------------|-----|--------|------|--|
| COUNTRY | СІТҮ | LOW | MEDIUM | нібн | |
| IRELAND | DUBLIN | 120 | 190 | 280 | |
| UK | BIRMINGHAM | 89 | 166 | 243 | |
| | GLASGOW | 90 | 168 | 233 | |
| | LONDON | 126 | 215 | 317 | |
| | MANCHESTER | 101 | 177 | 266 | |

"ALL-IN" FIT OUT COSTS





(EUR PER SQUARE METRE)

| COUNTRY | СІТҮ | LOW | MEDIUM | нідн |
|----------|-----------|-----|--------|-------|
| FRANCE | PARIS | 966 | 1,161 | 2,303 |
| ITALY | MILAN | 800 | 1,200 | 1,550 |
| | ROME | 800 | 1,200 | 1,550 |
| PORTUGAL | LISBON | 831 | 1,127 | 1,518 |
| SPAIN | BARCELONA | 777 | 1,138 | 1,483 |
| | MADRID | 739 | 1,083 | 1,409 |

REINSTATEMENT COST (EUR PER SQUARE METRE) COUNTRY CITY LOW 63 FRANCE PARIS

| ITALY | MILAN | 80 | 130 | 200 |
|----------|-----------|-----|-----|-----|
| HALI | ROME | 80 | 130 | 200 |
| PORTUGAL | LISBON | 109 | 163 | 212 |
| | BARCELONA | 110 | 143 | 175 |
| SPAIN | MADRID | 105 | 137 | 168 |

MEDIUM

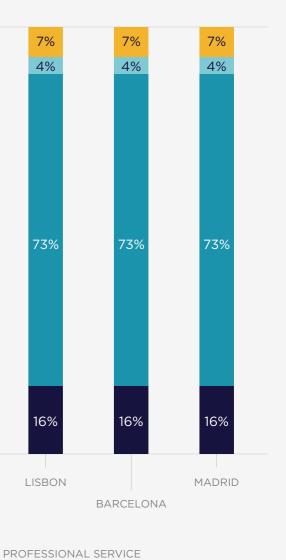
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HIGH

190

"ALL-IN" FIT OUT COSTS





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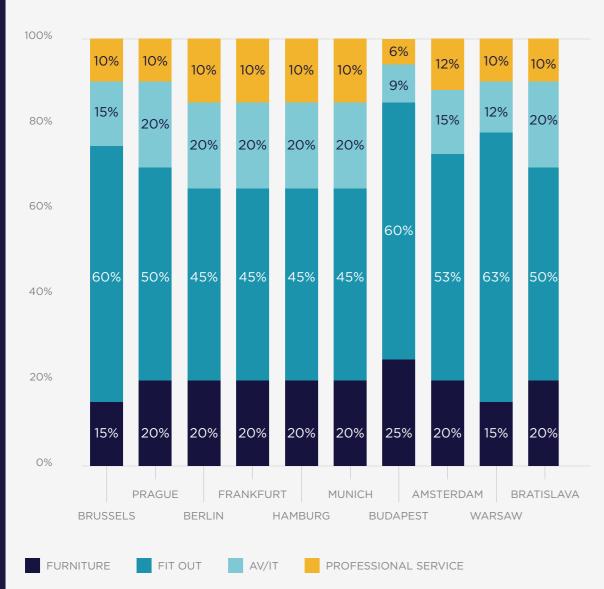


(EUR PER SQUARE METRE)

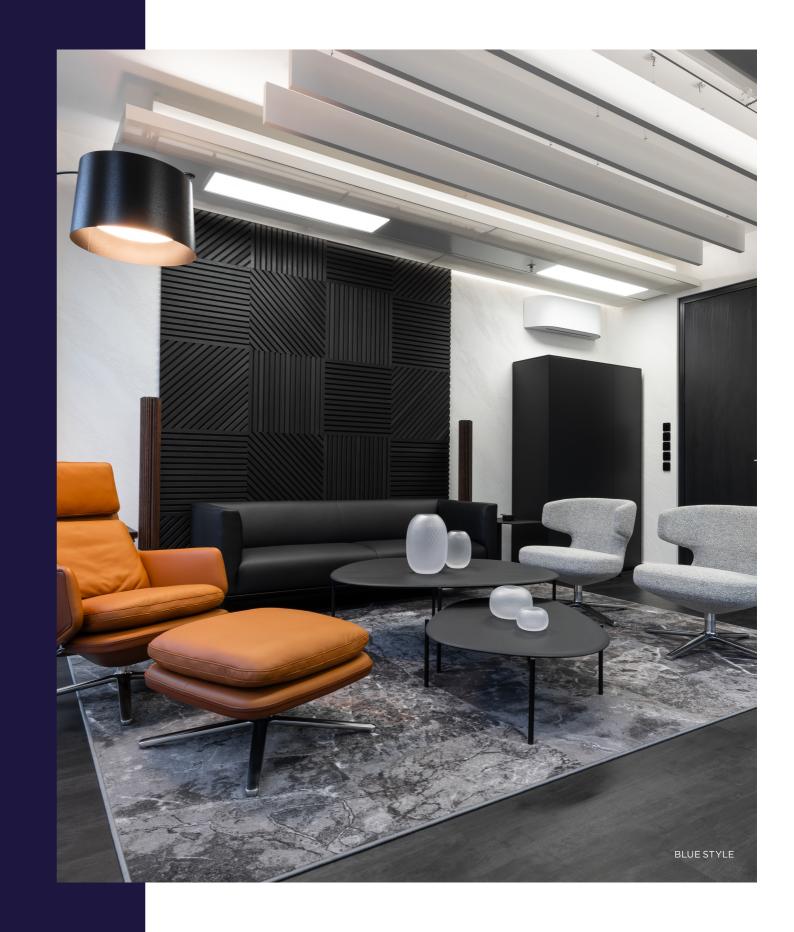
| COUNTRY | СІТҮ | LOW | MEDIUM | нідн |
|----------------|------------|-------|--------|-------|
| BELGIUM | BRUSSELS | 1,038 | 1,661 | 2,535 |
| CZECH REPUBLIC | PRAGUE | 785 | 1,235 | 1,950 |
| | BERLIN | 1,847 | 2,333 | 2,814 |
| GERMANY | FRANKFURT | 1,908 | 2,408 | 2,904 |
| GERMANY | HAMBURG | 1,991 | 2,512 | 3,030 |
| | MUNICH | 1,906 | 2,432 | 2,934 |
| HUNGARY | BUDAPEST | 765 | 1,224 | 1,785 |
| NETHERLANDS | AMSTERDAM | 850 | 1,250 | 1,900 |
| POLAND | WARSAW | 785 | 1,275 | 1,945 |
| SLOVAKIA | BRATISLAVA | 760 | 1,140 | 1,766 |

REINSTATEMENT COST (EUR PER SQUARE METRE)

| COUNTRY | СІТҮ | LOW | MEDIUM | нідн |
|----------------|------------|-----|--------|------|
| BELGIUM | BRUSSELS | 66 | 187 | 241 |
| CZECH REPUBLIC | PRAGUE | 60 | 103 | 151 |
| | BERLIN | 80 | 201 | 283 |
| GERMANY | FRANKFURT | 80 | 201 | 283 |
| GERMANT | HAMBURG | 80 | 201 | 283 |
| | MUNICH | 80 | 201 | 283 |
| HUNGARY | BUDAPEST | 50 | 92 | 163 |
| NETHERLANDS | AMSTERDAM | 90 | 150 | 225 |
| POLAND | WARSAW | 77 | 133 | 194 |
| SLOVAKIA | BRATISLAVA | 60 | 108 | 153 |









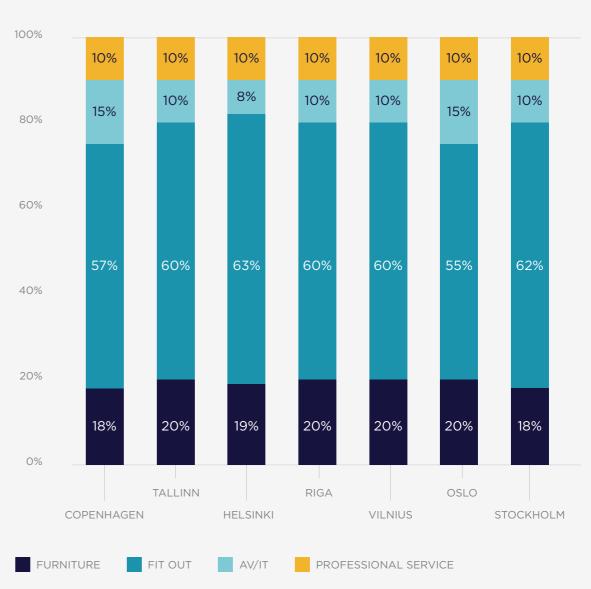
(EUR PER SQUARE METRE)

| COUNTRY | СІТҮ | LOW | MEDIUM | HIGH |
|-----------|------------|-------|--------|-------|
| DENMARK | COPENHAGEN | 1,038 | 1,661 | 2,535 |
| ESTONIA | TALLINN | 850 | 1,350 | 2,000 |
| FINLAND | HELSINKI | 1,008 | 1,588 | 2,058 |
| LATVIA | RIGA | 833 | 1,323 | 1,960 |
| LITHUANIA | VILNIUS | 901 | 1,432 | 2,120 |
| NORWAY | OSLO | 1,320 | 1,770 | 2,730 |
| SWEDEN | STOCKHOLM | 1,258 | 1,608 | 2,608 |

REINSTATEMENT COST (EUR PER SQUARE METRE)

| COUNTRY | СІТҮ | LOW | MEDIUM | нідн |
|-----------|------------|-----|--------|------|
| DENMARK | COPENHAGEN | 84 | 105 | 168 |
| ESTONIA | TALLINN | 80 | 135 | 180 |
| FINLAND | HELSINKI | 100 | 170 | 230 |
| LATVIA | RIGA | 78 | 132 | 176 |
| LITHUANIA | VILNIUS | 85 | 143 | 191 |
| NORWAY | OSLO | 50 | 70 | 90 |
| SWEDEN | STOCKHOLM | 66 | 117 | 152 |

"ALL-IN" FIT OUT COSTS





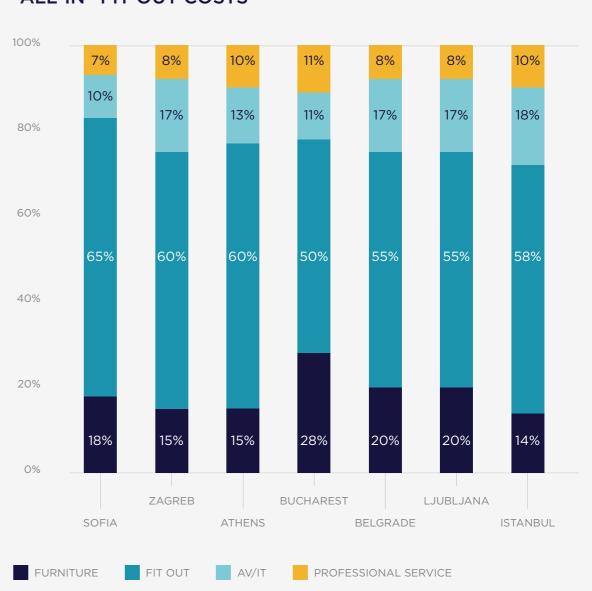
(EUR PER SQUARE METRE)

| COUNTRY | СІТҮ | LOW | MEDIUM | HIGH |
|----------|-----------|-------|--------|-------|
| BULGARIA | SOFIA | 490 | 860 | 1,320 |
| CROATIA | ZAGREB | 450 | 750 | 1,110 |
| GREECE | ATHENS | 850 | 1,150 | 1,450 |
| ROMANIA | BUCHAREST | 793 | 1,056 | 1,571 |
| SERBIA | BELGRADE | 500 | 800 | 1,400 |
| SLOVENIA | LJUBLJANA | 600 | 900 | 1,500 |
| TURKEY | ISTANBUL | 1,150 | 1,550 | 2,350 |

REINSTATEMENT COST (EUR PER SQUARE METRE)

| COUNTRY | СІТҮ | LOW | MEDIUM | нібн |
|----------|-----------|-----|--------|------|
| BULGARIA | SOFIA | 65 | 90 | 120 |
| CROATIA | ZAGREB | 75 | 110 | 150 |
| GREECE | ATHENS | 70 | 110 | 160 |
| ROMANIA | BUCHAREST | 33 | 95 | 105 |
| SERBIA | BELGRADE | 80 | 100 | 120 |
| SLOVENIA | LJUBLJANA | 80 | 100 | 120 |
| TURKEY | ISTANBUL | 70 | 150 | 230 |

"ALL-IN" FIT OUT COSTS

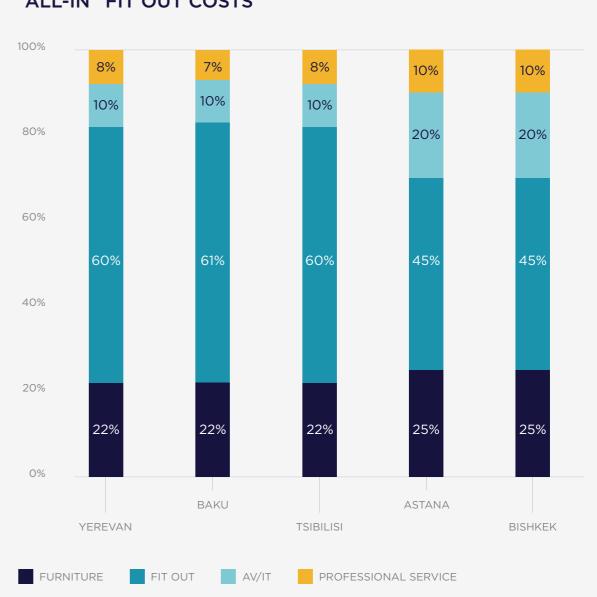




| FIT OUT COST (EUR PER SQUARE METRE) | | | | |
|--|-----------|-----|--------|-------|
| COUNTRY | СІТҮ | LOW | MEDIUM | нідн |
| ARMENIA | YEREVAN | 650 | 880 | 1,320 |
| AZERBAIJAN | BAKU | 720 | 960 | 1,440 |
| GEORGIA | TSIBILISI | 650 | 880 | 1,320 |
| KAZAKHSTAN | ASTANA | 650 | 800 | 1,020 |
| KYRGYZSTAN | BISHKEK | 650 | 800 | 1,020 |

| REINSTATEMENT COST (EUR PER SQUARE METRE) | | | | |
|--|-----------|-----|--------|------|
| COUNTRY | СІТҮ | LOW | MEDIUM | нідн |
| ARMENIA | YEREVAN | 80 | 80 | 110 |
| AZERBAIJAN | BAKU | 85 | 108 | 120 |
| GEORGIA | TSIBILISI | 80 | 90 | 110 |
| KAZAKHSTAN | ASTANA | 40 | 68 | 95 |
| KYRGYZSTAN | BISHKEK | 40 | 68 | 95 |

"ALL-IN" FIT OUT COSTS

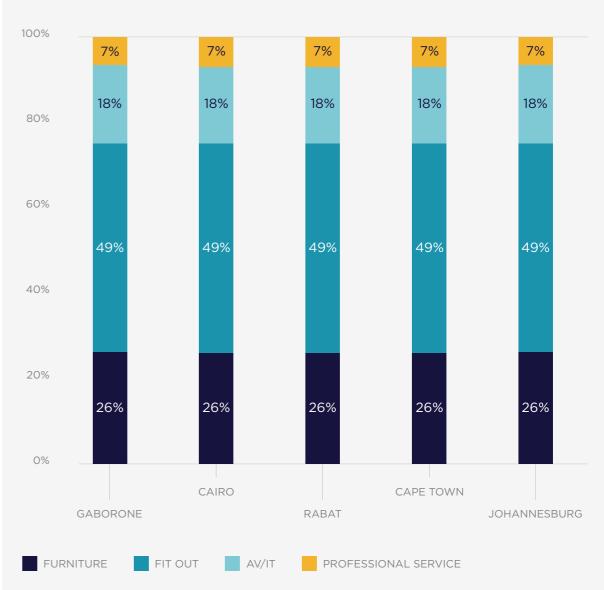




FIT OUT COST (EUR PER SQUARE METRE) COUNTRY CITY LOW MEDIUM HIGH BOTSWANA GABORONE 378 519 718 EGYPT CAIRO 1,699 1,769 2,225 MOROCCO RABAT 850 1,250 1,900 CAPE TOWN 1,430 1,700 2,150 SOUTH AFRICA JOHANNESBURG 1,350 1,615 2,040

| REINSTATEMENT COST (EUR PER SQUARE METRE) | | | | | | |
|--|--------------|-----|--------|------|--|--|
| COUNTRY | СІТҮ | LOW | MEDIUM | нідн | | |
| BOTSWANA | GABORONE | 57 | 97 | 112 | | |
| EGYPT | CAIRO | 100 | 158 | 209 | | |
| MOROCCO | RABAT | 111 | 132 | 195 | | |
| | CAPE TOWN | 80 | 118 | 195 | | |
| SOUTH AFRICA | JOHANNESBURG | 76 | 110 | 179 | | |

"ALL-IN" FIT OUT COSTS



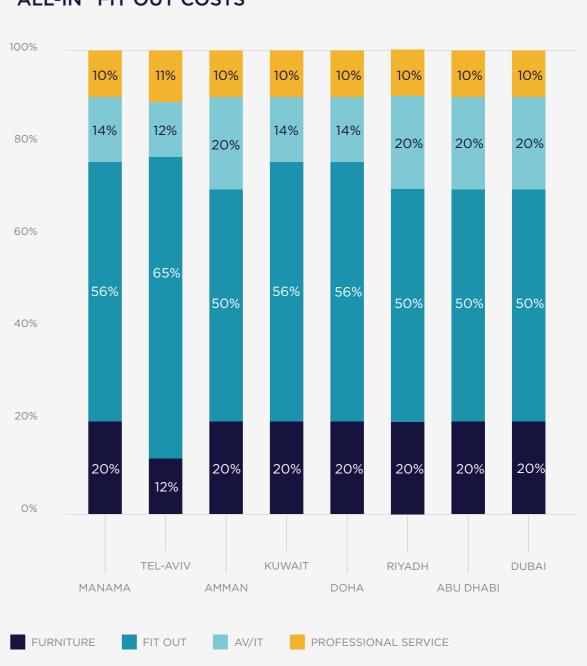


| (EUR PER SQUARE METRE) | | | | | | |
|------------------------|-----------|-------|--------|-------|--|--|
| COUNTRY | СІТҮ | LOW | MEDIUM | нібн | | |
| BAHRAIN | MANAMA | 950 | 1,250 | 1,600 | | |
| ISRAEL | TEL-AVIV | 1,200 | 1,575 | 2,075 | | |
| JORDAN | AMMAN | 400 | 750 | 1,000 | | |
| KUWAIT | KUWAIT | 1,250 | 1,950 | 2,650 | | |
| QATAR | DOHA | 1,250 | 1,950 | 2,650 | | |
| SAUDI ARABIA | RIYADH | 1,300 | 1,900 | 2,450 | | |
| UNITED ARAB | ABU DHABI | 1,050 | 1,450 | 2,000 | | |
| EMIRATES | DUBAI | 1,050 | 1,450 | 2,000 | | |

REINSTATEMENT COST (EUR PER SQUARE METRE)

| COUNTRY | СІТҮ | LOW | MEDIUM | нідн | | |
|--------------|-----------|-----|--------|------|--|--|
| BAHRAIN | MANAMA | 75 | 100 | 125 | | |
| ISRAEL | TEL-AVIV | 60 | 110 | 150 | | |
| JORDAN | AMMAN | 50 | 75 | 100 | | |
| KUWAIT | KUWAIT | 75 | 100 | 125 | | |
| QATAR | DOHA | 75 | 100 | 125 | | |
| SAUDI ARABIA | RIYADH | 75 | 100 | 125 | | |
| UNITED ARAB | ABU DHABI | 75 | 100 | 125 | | |
| EMIRATES | DUBAI | 75 | 100 | 125 | | |

"ALL-IN" FIT OUT COSTS



Average all-in costs at a glance in euro per square metre

| COUNTRY | СІТҮ | FIT OUT | REINSTATEMENT |
|----------------|------------|---------|---------------|
| ARMENIA | YEREVAN | 880 | 90 |
| AZERBAIJAN | BAKU | 960 | 108 |
| BAHRAIN | MANAMA | 1,250 | 100 |
| BELGIUM | BRUSSELS | 1,661 | 187 |
| BOTSWANA | GABORONE | 519 | 97 |
| BULGARIA | SOFIA | 860 | 90 |
| CROATIA | ZAGREB | 750 | 110 |
| CZECH REPUBLIC | PRAGUE | 1,235 | 103 |
| DENMARK | COPENHAGEN | 1,661 | 105 |
| ESTONIA | TALLINN | 1,350 | 135 |
| EGYPT | CAIRO | 1,769 | 158 |
| FINLAND | HELSINKI | 1,588 | 170 |
| FRANCE | PARIS | 1,161 | 114 |
| GEORGIA | TBILISI | 880 | 90 |
| | BERLIN | 2,333 | 201 |
| | FRANKFURT | 2,408 | 201 |
| GERMANY | HAMBURG | 2,512 | 201 |
| | MUNICH | 2,432 | 201 |
| GREECE | ATHENS | 1,150 | 110 |

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|---|---|---|----------|---|-----|
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| FIT OUT | REINSTATEMENT |
|---------|---------------|
| 1,224 | 92 |
| 2,100 | 190 |
| 1,575 | 110 |
| 1,200 | 130 |
| 1,200 | 130 |
| 750 | 75 |
| 800 | 68 |
| 1,950 | 100 |
| 800 | 68 |
| 1,323 | 132 |
| 1,432 | 143 |
| 1,250 | 132 |
| 1,250 | 150 |
| 1,770 | 70 |
| 1,275 | 133 |
| 1,127 | 163 |
| 1,950 | 100 |
| 1,056 | 95 |
| 1,900 | 100 |



EMEA Office Fit Out Cost Guide 2025

| COUNTRY | СІТҮ | FIT OUT | REINSTATEMENT |
|--------------|--------------|---------|---------------|
| SERBIA | BELGRADE | 800 | 100 |
| SLOVAKIA | BRATISLAVA | 1,140 | 108 |
| SLOVENIA | LJUBLJANA | 900 | 100 |
| SOUTH AFRICA | CAPE TOWN | 1,700 | 118 |
| SOUTH AFRICA | JOHANNESBURG | 1,615 | 110 |
| SPAIN | BARCELONA | 1,138 | 143 |
| SPAIN | MADRID | 1,083 | 137 |
| SWEDEN | STOCKHOLM | 1,608 | 117 |
| TURKEY | ISTANBUL | 1,550 | 150 |
| | BIRMINGHAM | 2,199 | 166 |
| UK | GLASGOW | 2,110 | 168 |
| UK | LONDON | 2,671 | 215 |
| | MANCHESTER | 2,311 | 177 |
| UNITED ARAB | ABU DHABI | 1,450 | 100 |
| EMIRATES | DUBAI | 1,450 | 100 |

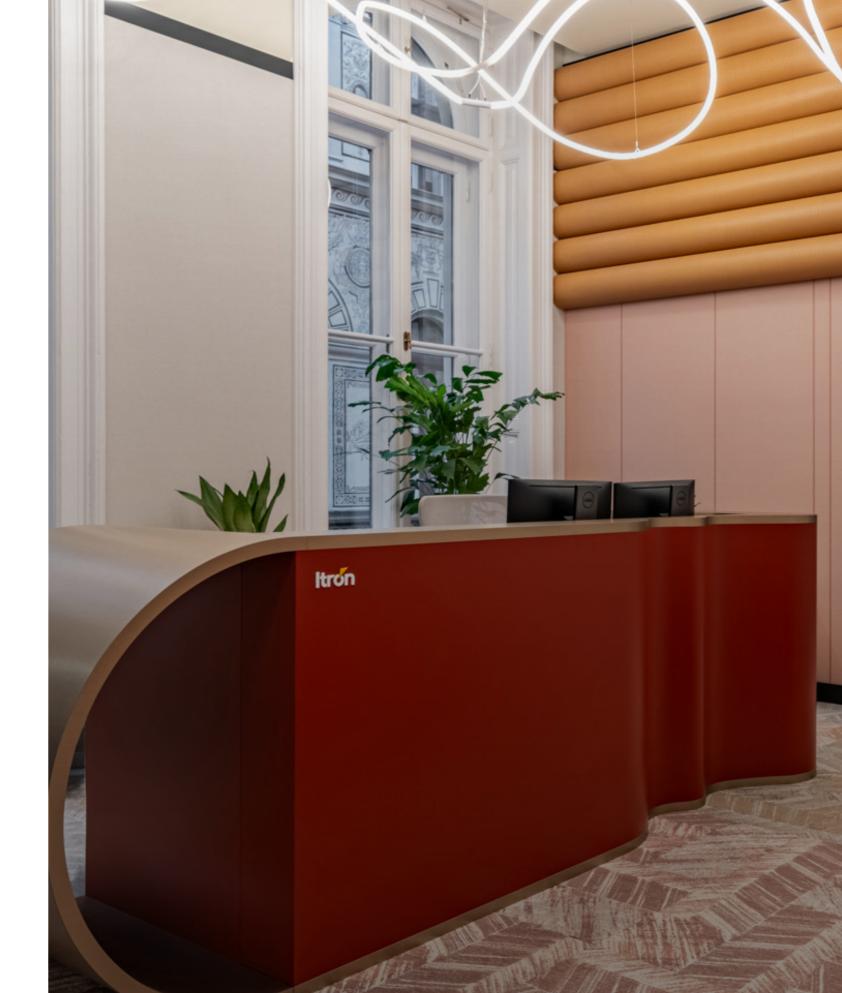


Average all-in costs at a glance in U.S. dollar per square foot

| COUNTRY | СІТҮ | FIT OUT | REINSTATEMENT | COUNTRY | СІТҮ |
|----------------|------------|---------|---------------|--------------|--------|
| ARMENIA | YEREVAN | 85 | 9 | HUNGARY | BUDA |
| AZERBAIJAN | BAKU | 92 | 10 | IRELAND | DUBLI |
| BAHRAIN | MANAMA | 120 | 10 | ISRAEL | TEL-AV |
| BELGIUM | BRUSSELS | 160 | 18 | | MILAN |
| BOTSWANA | GABORONE | 50 | 9 | ITALY | ROME |
| BULGARIA | SOFIA | 83 | 9 | JORDAN | AMMA |
| CROATIA | ZAGREB | 72 | 11 | KAZAKHSTAN | ASTAN |
| CZECH REPUBLIC | PRAGUE | 119 | 10 | KUWAIT | KUWAI |
| DENMARK | COPENHAGEN | 160 | 10 | KYRGYZSTAN | BISHKE |
| ESTONIA | TALLINN | 130 | 13 | LATVIA | RIGA |
| EGYPT | CAIRO | 170 | 15 | LITHUANIA | VILNIU |
| FINLAND | HELSINKI | 103 | 16 | MOROCCO | RABAT |
| FRANCE | PARIS | 112 | 11 | NETHERLANDS | AMSTE |
| GEORGIA | TBILISI | 85 | 9 | NORWAY | OSLO |
| | BERLIN | 224 | 19 | POLAND | WARSA |
| | FRANKFURT | 232 | 19 | PORTUGAL | LISBON |
| GERMANY | HAMBURG | 242 | 19 | QATAR | DOHA |
| | MUNICH | 234 | 19 | ROMANIA | BUCHA |
| GREECE | ATHENS | 111 | 11 | SAUDI ARABIA | RIYADI |
| | | | | | |

| FIT OUT | REINSTATEMENT |
|---------|---------------|
| 118 | 9 |
| 202 | 18 |
| 151 | 11 |
| 115 | 13 |
| 115 | 13 |
| 72 | 7 |
| 77 | 7 |
| 188 | 10 |
| 77 | 7 |
| 127 | 13 |
| 138 | 14 |
| 120 | 13 |
| 120 | 14 |
| 170 | 7 |
| 123 | 13 |
| 108 | 16 |
| 188 | 10 |
| 102 | 9 |
| 183 | 10 |

| COUNTRY | СІТҮ | FIT OUT | REINSTATEMENT |
|--------------|--------------|---------|---------------|
| SERBIA | BELGRADE | 77 | 10 |
| SLOVAKIA | BRATISLAVA | 110 | 10 |
| SLOVENIA | LJUBLJANA | 87 | 10 |
| SOUTH AFRICA | CAPE TOWN | 163 | 11 |
| SOUTHAFRICA | JOHANNESBURG | 155 | 11 |
| SPAIN | BARCELONA | 109 | 14 |
| SPAIN | MADRID | 104 | 13 |
| SWEDEN | STOCKHOLM | 192 | 11 |
| TURKEY | ISTANBUL | 149 | 14 |
| | BIRMINGHAM | 211 | 16 |
| UK | GLASGOW | 203 | 16 |
| UK | LONDON | 257 | 21 |
| | MANCHESTER | 222 | 17 |
| UNITED ARAB | ABU DHABI | 139 | 10 |
| EMIRATES | DUBAI | 139 | 10 |



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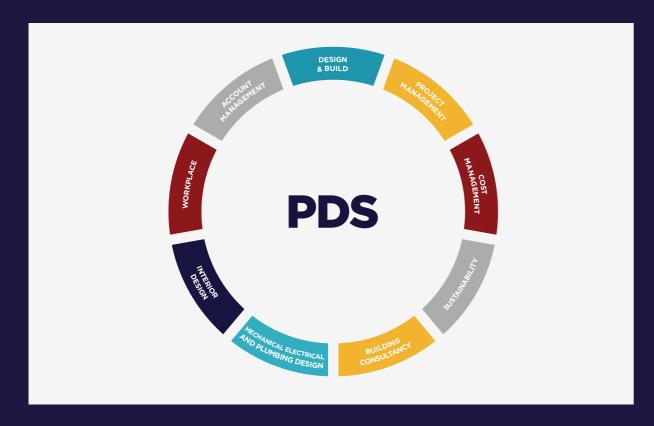
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