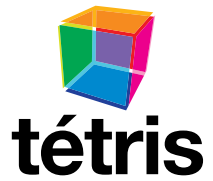
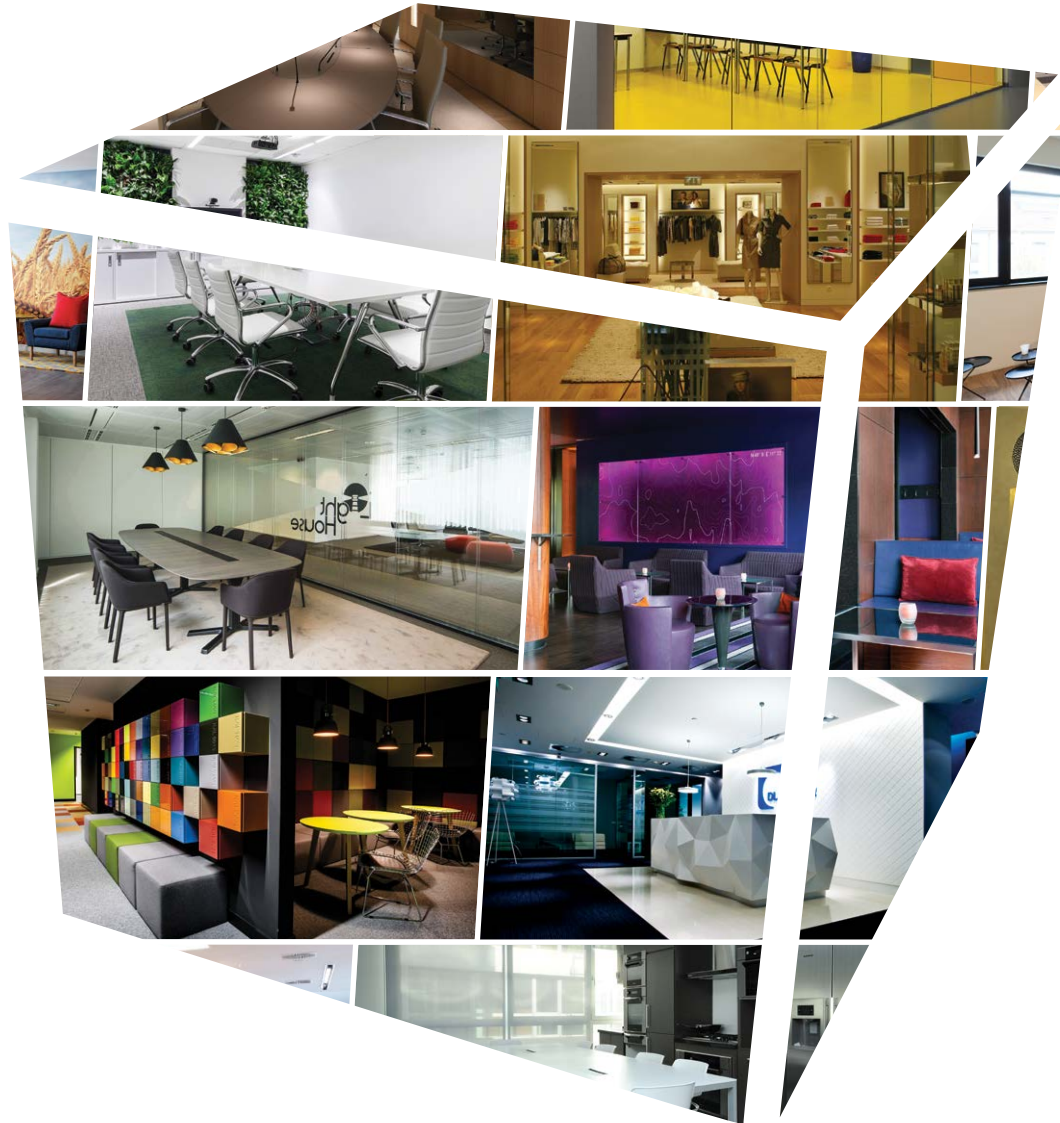


Office
Retail
Hotel
Industrial

Design & Build





Discover all the projects presented on www.tetris-db.com



Edition : February 2016
 Marketing contact and publication Director :
 Karine Lathulière, klathuliere@tetris-db.com



«Since Tétris was established in 2003, we have experienced significant development of the business each year.

However, no year has been as eventful and successful as 2015: Our success with leading hotel businesses has underlined our efforts to conquer this market; the launch of our businesses in Brazil and South Africa has allowed us to access new continents; the acquisition of Neo Swiat in Poland has helped consolidate our presence in Eastern Europe; and finally, the acquisitions in the UK and Germany have reinforced our existing business, confirming that Tétris can rise to the challenge of these markets. 2016 is already full of promise and our growth will continue with the launch of Tétris Turkey.

Thanks to their talents, vision and culture, these new teams will have the opportunity to enrich our offer and to improve client satisfaction. »

Franck Eburderie,
Founder, Chief Executive Officer EMEA

GIVING SENSE TO YOUR PROJECTS

Tétris is the European «Design & Build» specialist for the fit out of your business premises.

Choosing Tétris means that you are guaranteed to **transform your real estate project into an asset that drives business success.** It also provides assurance that you will deliver a project that will make a long-term contribution to improving the quality of life of your employees and customers, while respecting the environment.

In order to rise to the challenge, we have anticipated the changes to the real estate management function and are pioneers in delivering projects through our turnkey Design & Build offer.

We keep track of global trends and constantly listen to our clients. When making our recommendations, we take into account everything from new ways of working, lifestyles and consumer behaviour, to new technologies and environmental and societal challenges. This ensures **we bring you the best possible solutions for the needs of you and your customers.**



For the eighth consecutive year, JLL - including Tétris subsidiary has been named a 2015 "World's Most Ethical Company®" by The Ethisphere Institute, the global leader in defining and advancing the standards of ethical business practices.

Whatever the nature, size or location of the project you entrust with us, we guarantee the best solution for your needs, on time and on budget. No matter where they are, our teams work with the same high level of professionalism to ensure we meet these commitments.

Thanks to a strong local presence and an intimate knowledge of the business sectors we work in, we are the privileged partners of SMEs and major national companies alike. Our international coverage and understanding of global challenges also make us a favourite supplier to multinational groups.



387
Million
2015 turnover



Over **530**
team members globally
at the start of 2016
Including project management
and design teams dedicated to
Office, Retail and Hotel

4,000 projects completed
from **30 sqm**
(Asian lab restaurant, Portugal)
to **55 000 sqm**
(Vodafone, Spain)

 **12**
languages

Over **275** fit out projects
showcased on our website
www.tetris-db.com

CREATING AND FITTING OUT ALL YOUR PREMISES

DESIGN...

During the briefing and design phases, our teams of architects, interior designers, graphic designers and space planners pool their skills and talents in order to design your new fit out. This includes:

- Analysing the needs of your organisation and those of your customers,
- Project scheduling,
- Defining and scoping the space for your future workplace,
- Proposing technologies, innovations and functionalities to improve the quality of the workplace and the performance of employees,
- Translating your corporate design standards, business values and the positioning of your brand into an architectural concept.

& BUILD

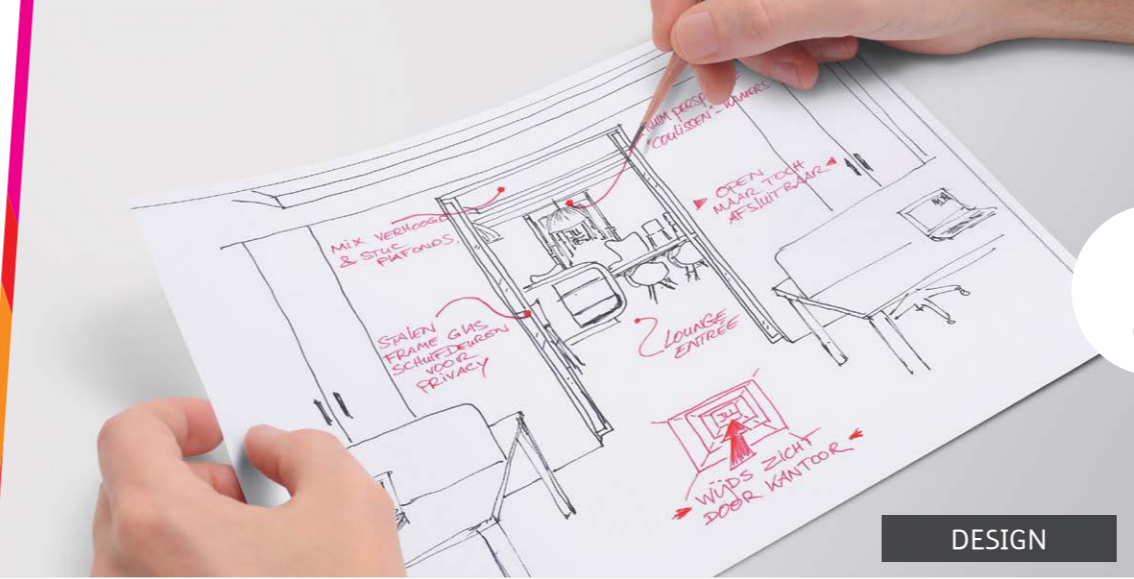
Throughout the construction of your fit out, we provide a fully integrated delivery approach. Our engineers, technicians and site managers are led by a project manager who coordinates all activities including:

- Managing administrative procedures,
- Managing tenders and order placement,
- Coordinating all the trades,
- Guaranteeing that the technical regulations and standards are applied,
- Managing relations with all parties involved in the project,
- Managing furniture installation,
- Organising the handover.

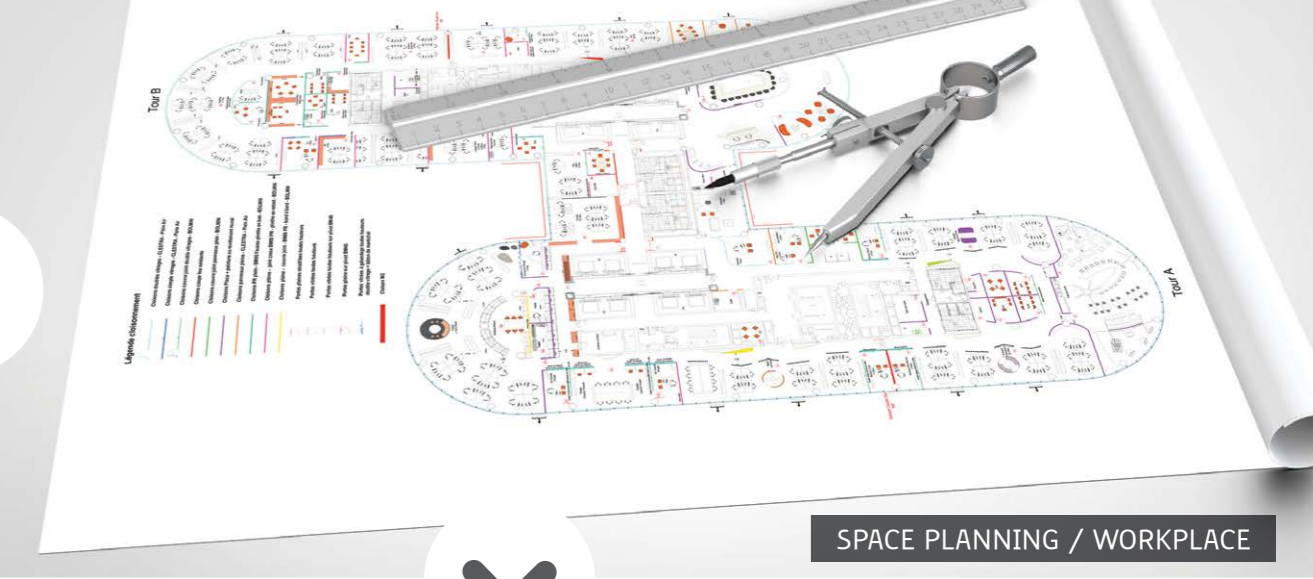


THE BENEFITS OF THE TURNKEY MODEL:

- Services, prices and deadlines guaranteed
- Single point of contact
- Simplified administration and invoicing
- Reduced financial and legal risks
- Optimised timetable



DESIGN



SPACE PLANNING / WORKPLACE



PROJECT

360° VISIT



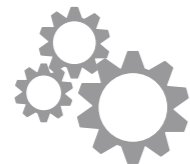
Read the flashcode with your tablet or your smart phone to start the virtual visit

WORKSPACES WHICH SUPPORT YOUR BUSINESS STRATEGY



YOUR REQUIREMENTS

- ✓ Performance
- ✓ Agility
- ✓ Innovation
- ✓ Image



OUR EXPERTISE

We **create** inspiring and dynamic spaces that improve synergies between different teams.

We **design** flexible spaces that adapt to changes in your business and your employees' mobility needs.

We **place** connectivity and digital technology at the heart of our design proposals.

We **ensure** that your offices showcase your values and corporate culture to improve employees' well-being, attract new talents and charm your clients.

We **help you** visualise your future workspaces using a 360° virtual tool which produces one or several design simulations.



OUR TEAMS

Directors and Project Managers, Office project specialists

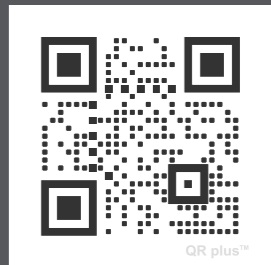
Architects, Interior Designers, Space Planners, Graphic Designers, 3D Designers

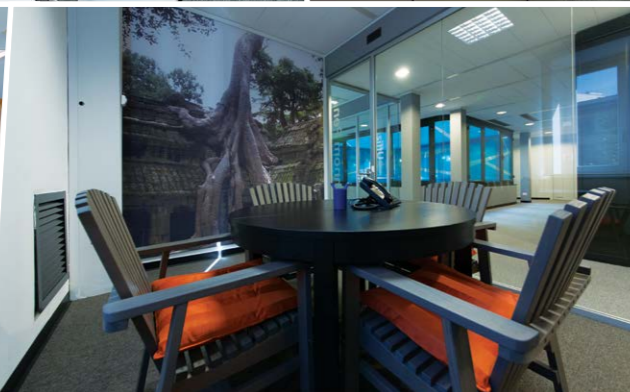
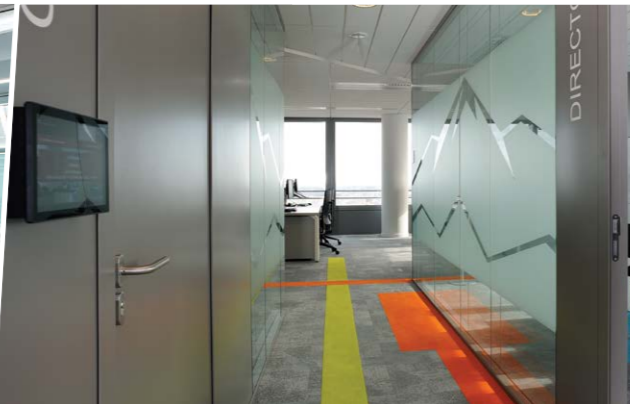
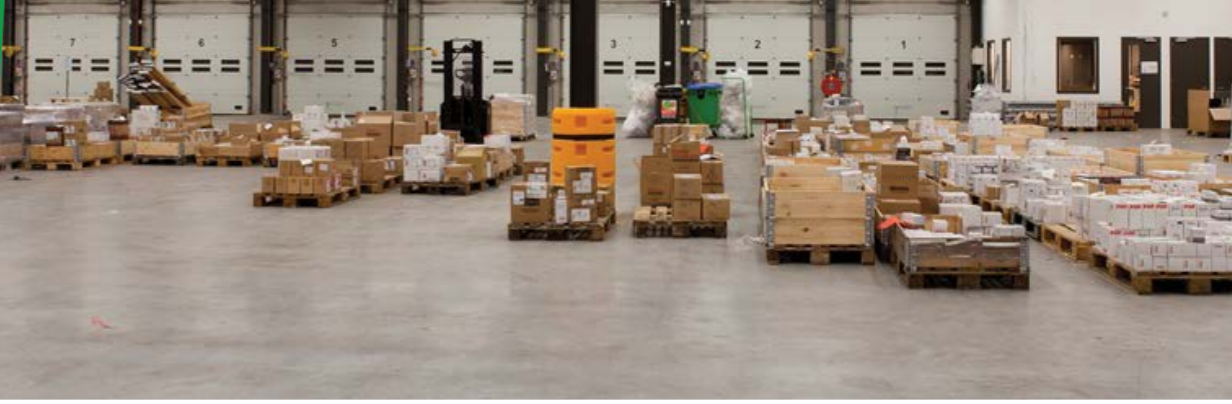
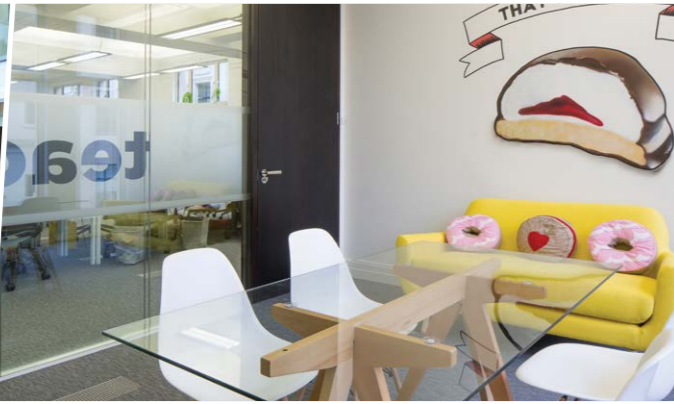
Works Supervisors, Engineers, Quantity Surveyors

Legal Advisers

Our clients

Sab Miller, Booking.com, Hogan Lovells, Ray service, ICEX, Covéa, Brown Forman, Ferier, Euronext, AstraZeneca, Baker & McKenzie, Tweeter, L'Occitane, Ringier Axel Springer, Jack Link's, Bayer, City Interactive Games, Dreamworks, Buzz Feed, Condé Nast, Caisse d'Épargne, Traveport, Emhart, Alliance Healthcare



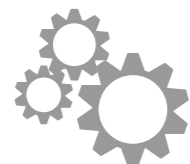


SPACES WHICH ATTRACT OCCUPIERS AND INCREASE YOUR PROPERTY'S VALUE



YOUR REQUIREMENTS

- ✓ Profitability
- ✓ Positioning
- ✓ Speed to market



OUR EXPERTISE

We transform your property so that it fully meets occupiers' needs in terms of design, technology and flexibility.

We design and build Marketing Suites which show your asset's full potential, increasing your speed to market.

We help your clients visualise their future workspaces using a 360° virtual tool which produces one or several design simulations.



OUR TEAMS

Directors and Project Managers, Office project specialists

- Architects, Interior Designers, Space Planners, Graphic Designers, 3D Designers

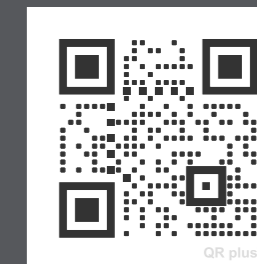
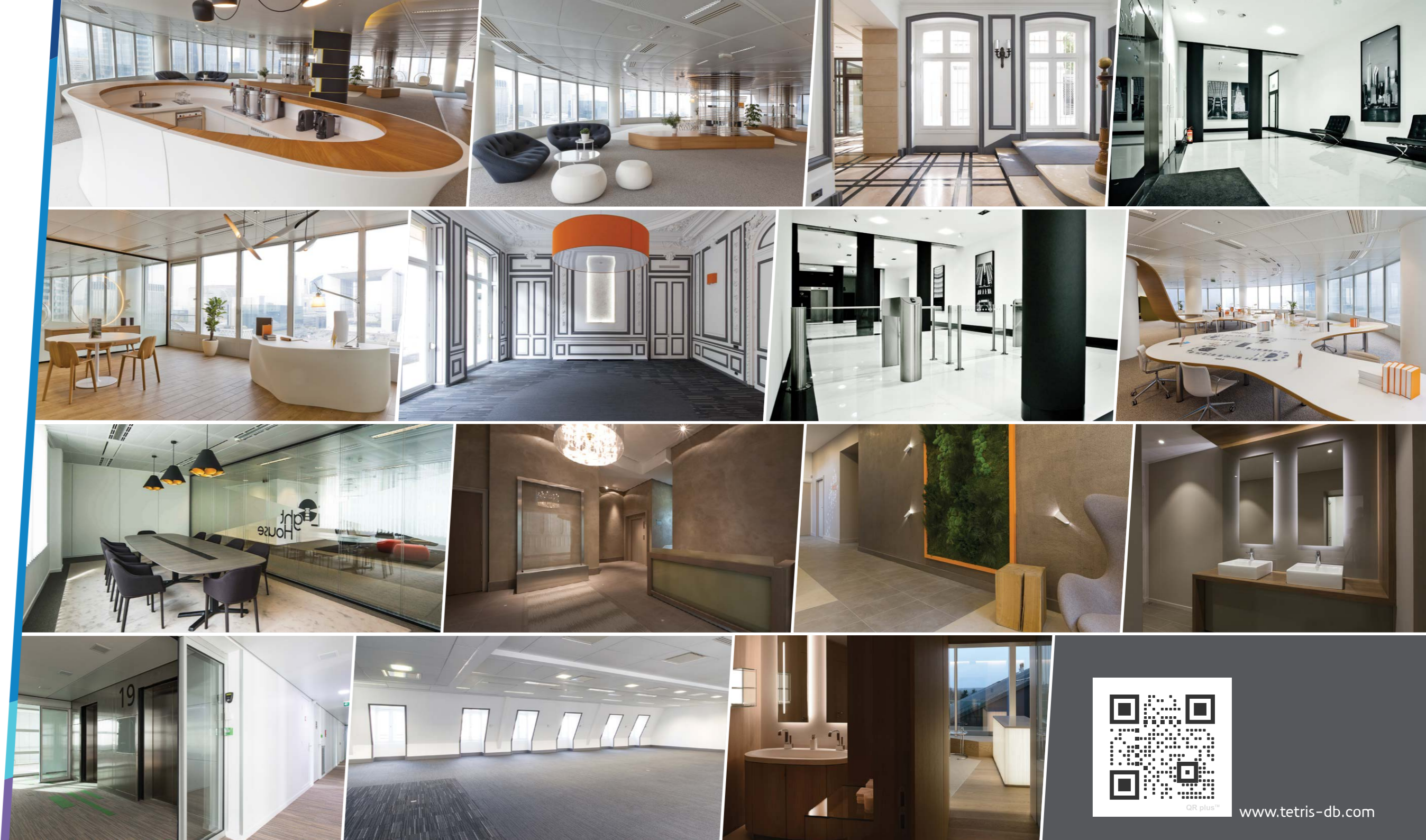
- Works Supervisors, Engineers, Quantity Surveyors

- Legal Advisers

Our clients

Scaprim, AXA Telmma,
Basques Investments, Hansainvest,
Deka, La Française AM

Meet us

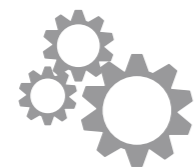


EXPERIMENTAL SPACES WHICH **WOW** CUSTOMERS AND **PROMOTE** YOUR BRAND



YOUR REQUIREMENTS

- ✓ Appeal
- ✓ Image
- ✓ Quick turnaround
- ✓ Appeal
- ✓ Speed to market



OUR EXPERTISE

- We develop** your brand concept and adapt it perfectly to each intended location.
- We strictly adhere** to your quality and aesthetic standards.
- We work** on all types of location: high street retail, shopping centers, retail parks...
- We guarantee** our deadlines in order to comply with your launch schedule.
- We support** your expansion across 16 countries worldwide, ensuring the same quality of service throughout.



OUR TEAMS

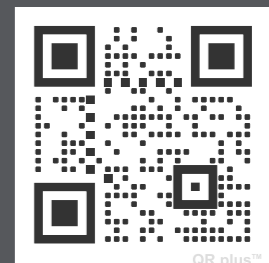
- Directors and Project Managers, Retail project specialists
- Architects, Interior Designers, Space Planners, Graphic Designers, 3D Designers
- Works Supervisors, Engineers, Quantity Surveyors
- Legal Advisers



Our clients

7 for all Mankind, Paul, BMW Mini, Costa Coffee, Davis Rosas, Ericceira Surf, Bocage, Atol, Mercado Campo de Ourique, Ceviche Bar, Deutsche Bank, Burger King, Montblanc, Burberry, NYX

Meet us



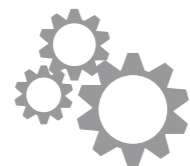
Discover our Retail Portfolio

LIVING SPACES WHICH CHARM VISITORS AND WIN THEIR LOYALTY



YOUR REQUIREMENTS

- ✓ Appeal
- ✓ Image
- ✓ Quick turnaround
- ✓ Business continuity



OUR EXPERTISE

We strictly adhere to your quality and aesthetic standards.

We can work on active sites if needed, maintaining the same high-quality welcome for your customers.

We guarantee our deadlines in order to comply with your launch schedule.



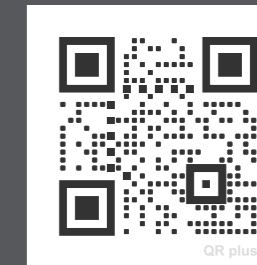
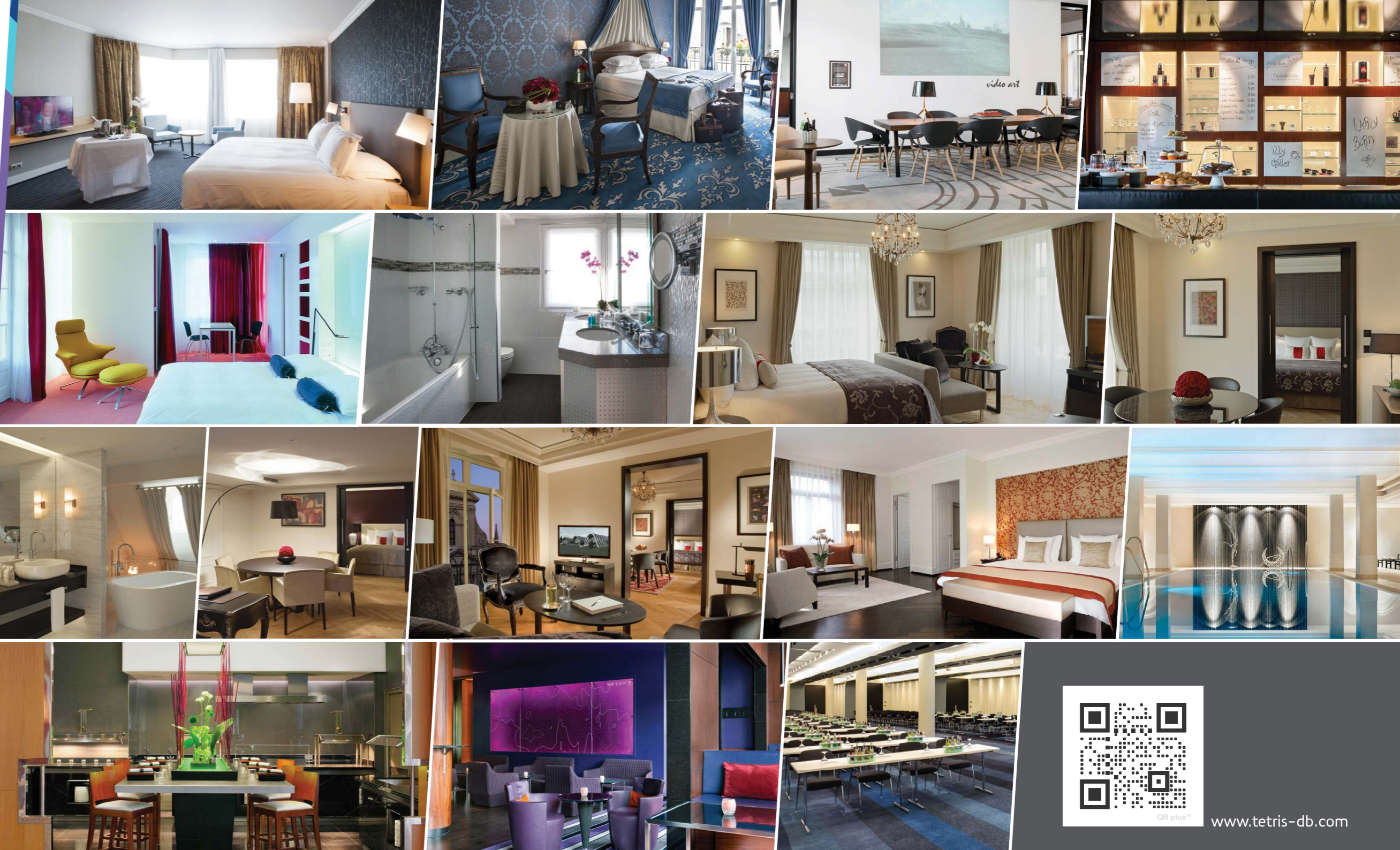
OUR TEAMS

- Directors and Project Managers, Hotel project specialists
- Architects, Interior Designers, Space Planners, Graphic Designers, 3D Designers
- Works Supervisors, Engineers, Quantity Surveyors
- Legal Advisers

Our clients

Astor Saint Honoré, Schweizer Hof, Le Méridien, Castell Zuoz, Hotel Terre Blanche, Radisson Blu, Dolder Hotel, Mercure, Trend Hotel, Waldhotel, Ambassador

Meet us



A PARTNER WORKING ALONGSIDE YOU

SOCIAL RESPONSIBILITY

We understand the responsibility that comes with being an economic and social stakeholder in the various countries where Tétris does business. That means we aspire to build long-term relationships with the people and companies that we work with. To do so, we base all our decisions on the principles of honesty and integrity:

- **For our customers,** we guarantee professionalism, rigour and transparency. We will act with the utmost respect for laws and regulations, whether they are technical, social or financial.
- **For our suppliers,** we guarantee a stable and healthy commercial and financial relationship.
- **For our employees,** we guarantee working conditions based on respect. We encourage their personal development by providing life-long training plans, for our mutual benefit. We are strong supporters of internal mobility and career progression.

ENVIRONMENTAL APPROACH

When delivering your project we not only address your needs, but also keep the environment in mind every step of the way. This approach means designing projects that are not only visually attractive but also efficient in terms of soundproofing and indoor air quality (IAQ), in order to meet the requirements of environmental certification schemes such as LEED, BREEAM In-use, Cerway, HQE and Ska Rating...

- We encourage the use of "healthy" building and decorative materials. This benefits end users through low VOC and formaldehyde emissions, and protects the environment because of their recycled content. These products have ecolabels and certifications such as an Environmental Product Declaration (EPD) or Declaration of Performance (DoP). They are internationally recognised and contribute to improved workplace certification.
- We recommend economical solutions for powering lighting, air-conditioning and heating.
- We support manufacturers whose production processes favour the use of renewable energies and are ISO 14001 certified.
- We favour suppliers who have the waste they produce during the works collected and recycled. Our customers receive confirmation of this process in the form of traceability certificates



A PROJECT? CONTACT US!

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+33 4 78 89 26 26

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