



2023 Impact Report

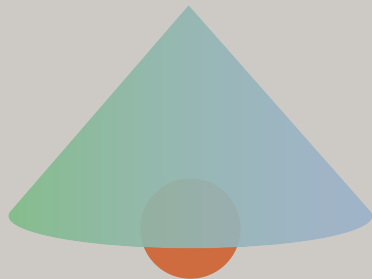
**WHERE PROMISE
MEETS
PROGRESS**



CIC Warsaw
Varso Place, ul. Chmielna 73
+48 22 375 99 00

2023 Impact Report Team:
Rafał Tondera & Tamara Wachal
Graphic Design:
Anna Roguska

Graduated from the Graphics Department of the Academy of Fine Arts in Warsaw. Anna is involved in various forms of visual design, animation, drawing, and ceramics in her spare time. A big fan of mythology, music, and midnight snacks.



Copyright© 2024 CIC.
All rights reserved. Nothing in this report (information, pictures, images) may be copied or reproduced without prior written permission from the current General Manager of CIC Warsaw.

LETTER FROM THE GM	3
FIXING THE WORLD THROUGH...	5
OUR ECOSYSTEM	7
GLOSSARY	9
SUCCESS STORIES	11
SUSTAINABILITY	25
CONFERENCES AND EVENTS	27
THURSDAY GATHERINGS	28
CARING FOR DIVERSITY	29
LIMITLESS	31
NURTURING THE COMMUNITY	33
TREND HOUSE	35
VENTURE CAFÉ	39
WE ARE HERE FOR YOU	41
IN THE HEART OF WARSAW	43
CIC WARSAW TEAM	45

"Thank you for proofreading this year's report, *English Breakfast*"

Letter from the GM



Dear Reader,

Jerzy Brodzikowski

GM of CIC Warsaw

It is with great pleasure and pride that we present to you the CIC Warsaw Innovation Campus 2023 Impact Report. In the face of challenges that tested our resilience over the last couple of years, we find inspiration in the spirit of our global community and collectively striving for a future full of entrepreneurial opportunities that underpin human progress.

In the midst of a shifting landscape marked by the aftermath of the pandemic and the changing global economy, the CIC Warsaw Innovation Campus has emerged as a key business center in the CEE Region. Throughout 2023, we hosted over 900 events at our event space, and our flexible office offering exceeded 90% occupancy - a testament to the vibrant community that calls CIC Warsaw home. In 2023, we welcomed two prestigious accelerators which support entrepreneurship, innovation, and the development of young tech companies, thus taking another step forward in our vision to foster growth and innovation in Poland.

CIC is committed to fixing the world through innovation. We believe in creating environments that empower startups, scale-ups, corporations, and NGOs to address local and global challenges, which is why in 2023 we also supported competitions for innovators and great minds. The CIC Warsaw Innovation Campus stands as a beacon, where growth and connection converge to pave the way towards positive change.

This report is not just a reflection of our numbers and statistics; it is a celebration of the exceptional contributions of the outstanding CIC Warsaw Innovation Campus teams and the thriving ecosystem that exists within our spaces. I would like to extend my heartfelt gratitude to each CIC-er for their ongoing dedication to making our Campus a hub of innovation, collaboration, and human progress.

To our current clients, it is a pleasure that you are a part of everything that happens at our Campus. This report encapsulates the myriad of development and networking opportunities we've strived to provide, ensuring that you are part of a remarkable community.

For prospective clients and investors, I would like to invite you to explore the vast possibilities of getting engaged with and at our Campus. Discover how CIC Warsaw is not just a flexible real estate market leader but a catalyst for innovation - a space where ideas flourish, and connections thrive.

As we navigate into 2024, we do so with a promise and hope for a future marked by collaboration, growth, and positive impact. Join us in building a tomorrow where innovation knows no bounds. Welcome to the CIC Warsaw 2023 Impact Report — where promise meets progress.

Fixing the world through...

To give you an idea of just how long CIC has been around, when we were first founded, the computers we used still required cathode ray tube monitors. Getting the Internet required you to plug a physical cable into the wall and the most common cell-phone was the Nokia 3210.

In the past 25 years, much has changed. We have faster computers and more multifaceted phones (computers that fit in our pockets, really). Internet connectivity is not only wireless but much easier to access; users globally have grown by more than tenfold. We even have increasing support from developing tools that the general population could hardly understand the real-life applications for, such as artificial intelligence.

While the tools we use to innovate have changed, our belief in how innovation happens has been unwavering. We can think back to plenty of inventors and entrepreneurs who worked solely in isolation. Disney, Hewlett and Packard, and Steve Jobs all notoriously worked out of their garages. But at CIC, we have built communities with a foundational idea in mind: the most pressing global issues will be solved by innovators working together. We know that innovation occurs in carefully curated hot spots, where the focus is on learning, collaboration, and speed. Not secrecy.

That has never been more true. In a moment when time is of the essence – fighting global pandemics, climate change, or pressing wars and humanitarian crises – and our tools allow us to be all over the world and collaborate or research while thousands of miles apart – we can really feel the power of our togetherness when we lean into its need. I feel confident that our commitment to supporting innovators by building warm, collaborative, and respectful communities truly bolsters innovation and makes our world a better place.

CIC is a global community built up of individuals and companies across the globe, that are working to solve the world's most pressing problems, and are inspired and challenged to do so by their environments. Being on the journey of innovation together is what keeps our campuses vibrant and dynamic.

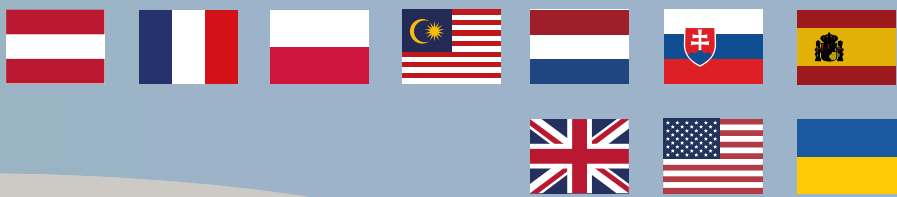
What a privilege and an honor it has been to be part of this ride – I am inspired daily by the commitment our communities have to constant improvement, to working toward a better world for us all. I hope you enjoy this glimpse into our network of innovators, embracing the moment and propelling us all forward, together.

Tim
Rowe

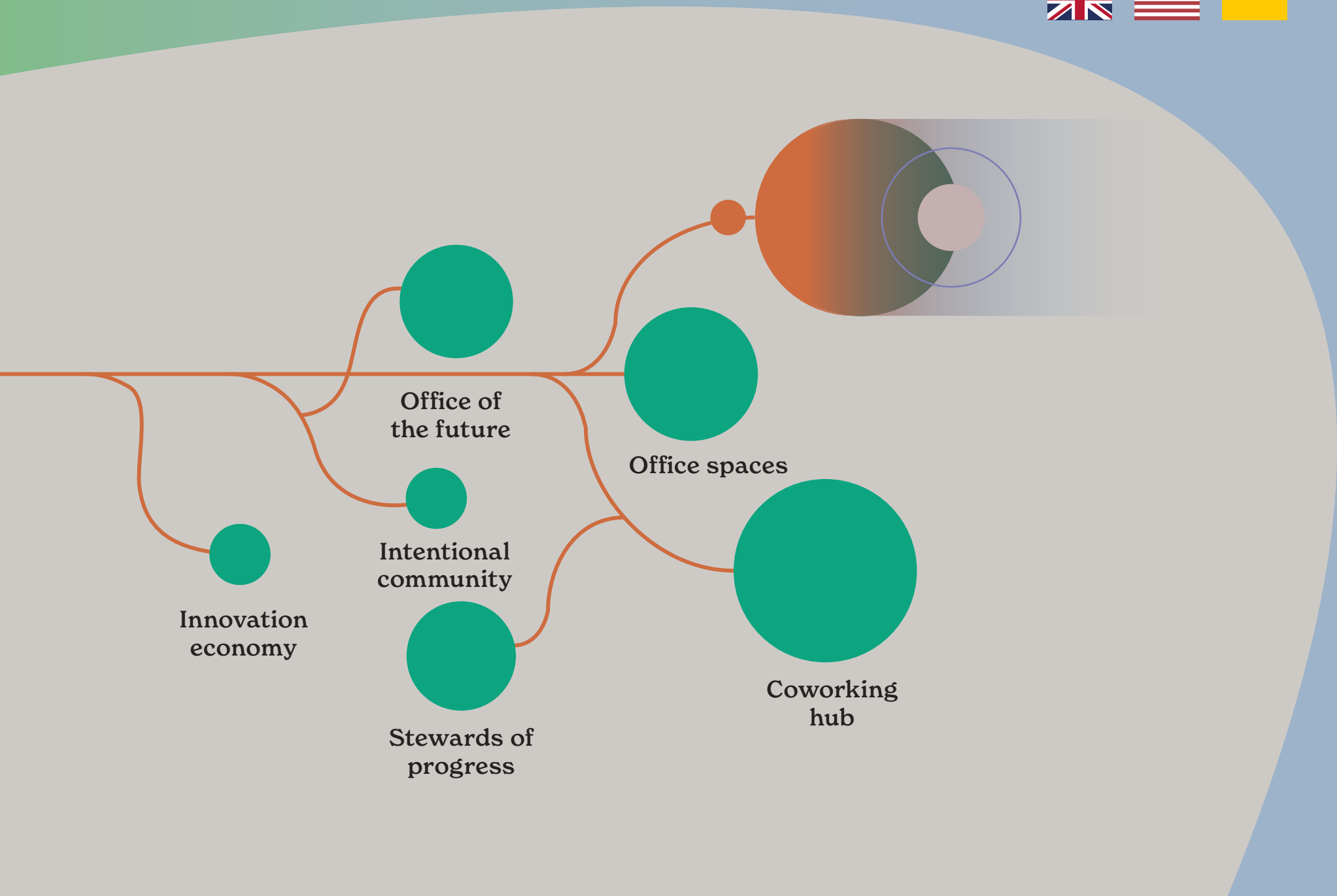
Founder and
CEO of CIC



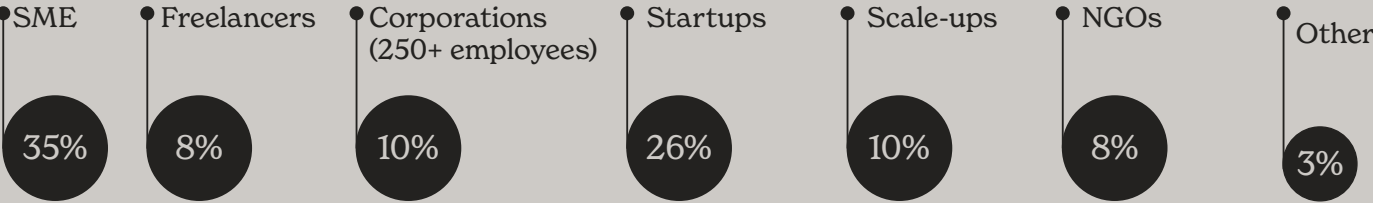
Our Ecosystem



CIC Warsaw Innovation Campus is a place for innovators, thinkers, and entrepreneurs where connections spark and relationships are built at every step. It is a platform for growth and the development of local and global communities alike; an ecosystem of office, coworking, and event spaces which fosters collaboration and opens doors to fantastic opportunities. Our Campus includes flexible workspaces, Chmielna73 conference center, Venture Café Warsaw Foundation, and District Hall - a free coworking space, open for everyone. Located in the heart of Warsaw, we combine the city's cultural heritage with innovation and global business.



OUR CLIENTS



Glossary

Accelerator - a program or entity that helps startup companies grow and scale quickly by providing a combination of mentorship, funding, resources, and networking opportunities.

Angel Investor - a high-net-worth person who invests their own money in a company, typically in the form of early-stage funding
- not necessarily with wings.

Coworking [co- + working] - in our view, it is not only a shared workspace, but a place that gives the opportunity to create something together. Where you can meet your potential business partners, seek inspiration and inspire.

Equity [latin *aequitas*, from *aequus* 'equal']. - the quality of being fair and just. It focuses on distributing resources based on the needs of each individual to achieve equal outcomes.

Innovation - the alchemy of human ingenuity, the oxygen we breathe, and both the goal and the means. It is the combination of imagination and execution which shatters the glass of convention, rearranging them into kaleidoscopic patterns of endless possibilities. It's crucial.

Scale-up [Latin *scāla*, *scālae* "steps, stairs, ladder"]- a scale-up is simply a successful startup. It has to meet certain criteria to become a scale-up though, such as annual growth, turnover, and annual raise.

Startup - a company in the first stages of operations planning to develop a product or service for which they believe there is demand.

Unicorn [latin *uni*- 'single' + *cornu* 'horn'] - not only a legendary creature! In economics, it refers to an unlisted company valued at over \$1 billion.

Venture Capital [vc] - capital invested in a project in which there is a substantial element of risk, typically a new or expanding business.



Cafe 21°E



Masterminds
restaurant



Trend House



Venture Cafe
Foundation



District
Hall

The background is a light gray with several large, abstract shapes. A large orange semi-circle is in the top left. A large blue semi-circle is in the bottom right. A large blue circle is on the left side, containing a smaller orange circle with a black dot inside it. There are also various smaller circles and curved lines in orange, blue, green, and black scattered across the page.

SUCCESS STORIES

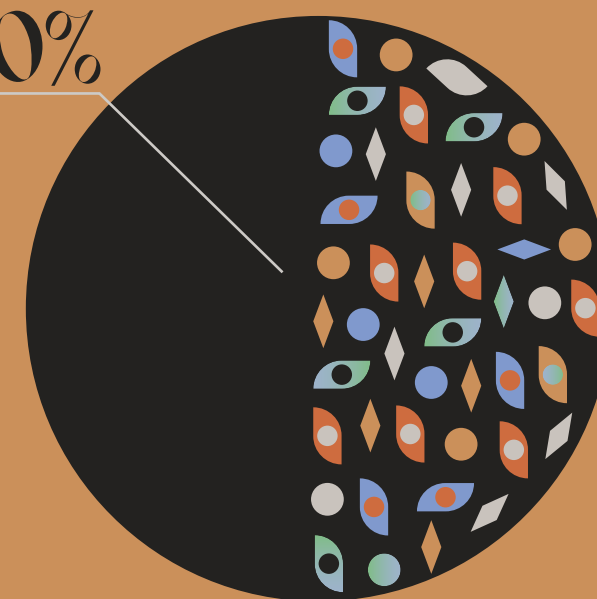
EcoBean

In 2023, we expanded our team **by almost 50%**, opened a **state-of-the-art** lab in Nadarzyn, filed a patent application, and much more! EcoBean was also granted financial support of nearly 7M EUR which will allow us to develop an advanced process for processing coffee grounds, including the construction of the EcoBean Technology Center - our first biorefinery to fully extract the value of coffee grounds.



CIC provides us with everything we need to run a cool office: comfortable offices, conference rooms, amenities, the opportunity to network with other innovators... and delicious coffee :) We appreciate the openness and willingness to answer our various needs, and the multiple events are a great source of inspiration and best practices.

50%



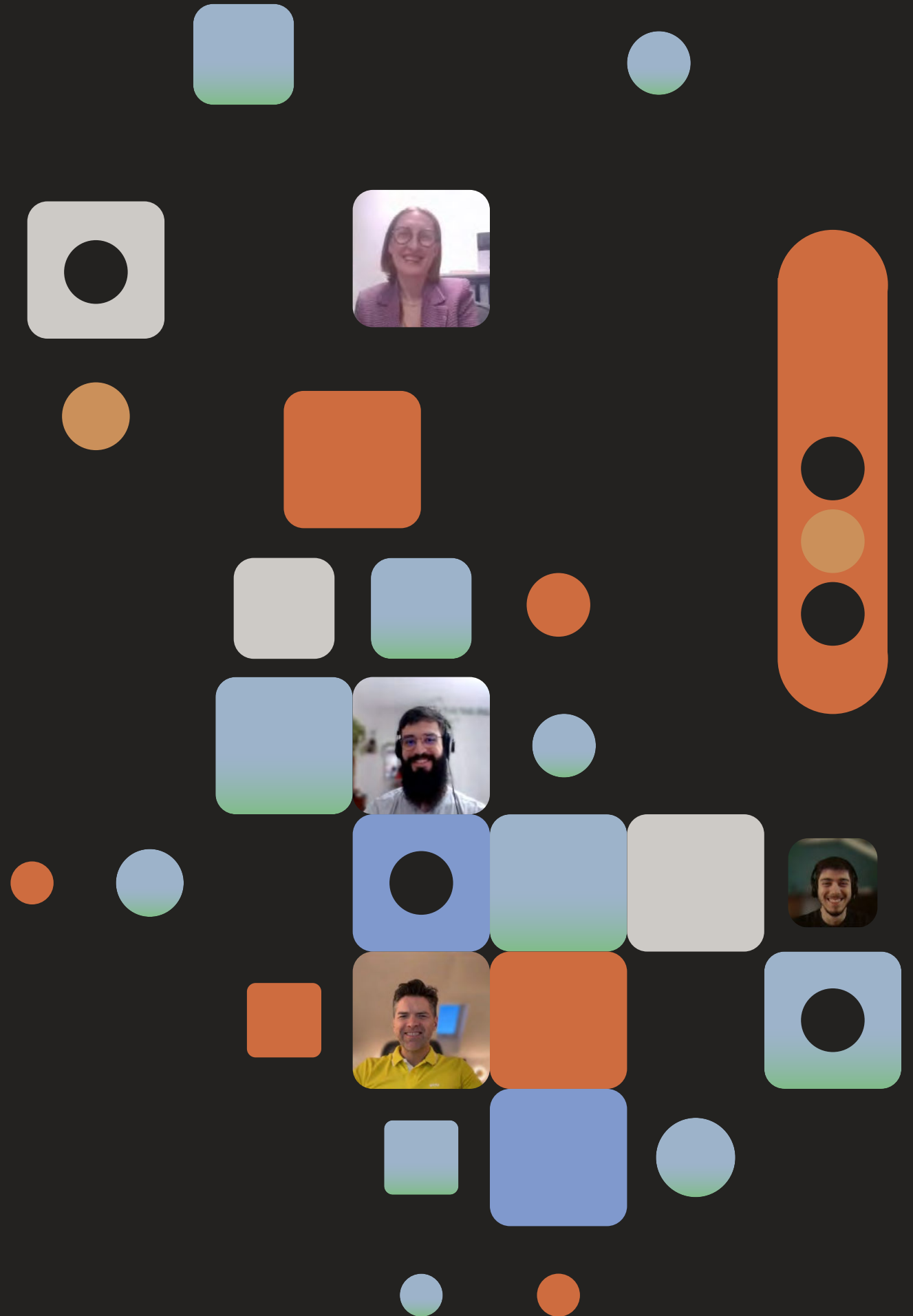
Go big or go home - For us, **innovation is the ability to see potential where others see only waste.** It is the determination to extract the maximum value from raw materials, relying on the most talented people creating the best technology to shake up the market. In the face of the current climate crisis, our innovation also aims to **contribute to improving the state of our planet.** Without innovative solutions and questioning the current status quo, we will not achieve this goal.

Quantumz.io

This year could be described as a **bumpy road surrounded by beautiful landscapes** - despite some challenges, we took a risk and decided to invest our own funds in a project. It paid off. In May, we signed a major contract and completed it! One of this year's highlights definitely has to be the performance of the team: **in 12 months we created a truly world-class tool** for optimizing resource management and scheduling in situations of dynamic changes and disruptions - mainly for the aviation and transportation industries... We also had **0 server fires**, which is always nice!

We chose CIC because **we were looking for a caring place**. Furthermore, we fully trust the CIC Team, and since we keep our heads rather deeply in deep tech - we need to be able to freshen up and relax, and CIC Warsaw does just that. The events organized for other tenants, their success stories full of passion, as well as the work-life balance, contribute to the inspiring and motivating atmosphere.

As for the future, we are **launching a pre-seed funding round**, expanding the team with new and talented individuals, signing a consortium agreement with a major computing center... We will be busy, that's for sure! And we always keep our motto in mind: **Live like there is no entropy!**

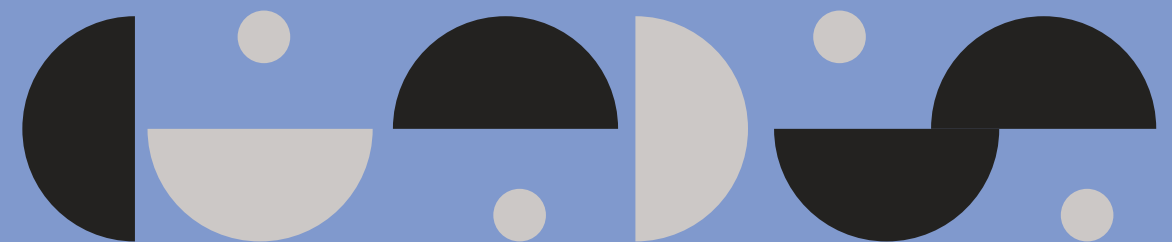
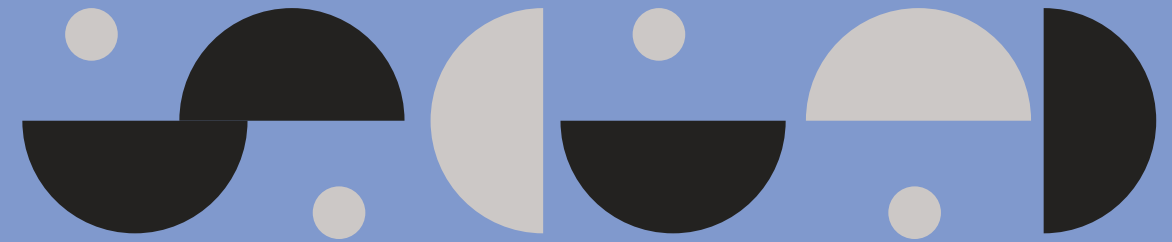


Yodiss

Our company is scattered all around Poland, so **the location of the CIC Warsaw Campus was essential** for us - when our employees arrive at the Warsaw Central Station for a team meeting, they literally have to cross just one street to enter the Innovation Campus. The physical address in the very center of Warsaw **legitimizes the company and makes it more trustworthy** for our Clients who are also impressed every time they visit. Of course, we were also meeting online. In fact, in 2023, we held exactly 365 online meetings!

We are a team with a mission, and we aim to leave a mark in building a solution to the global climate catastrophe, however, our **Virtual Heat and Power Plant** was also inspired by 'energy blackmail' - a phenomenon we became aware of after the Russian invasion of Ukraine. The project involves setting up a system that will automate processes and help integrate the platform with heat storage facilities for local communities utilizing renewable energy sources who face issues with unstable supply.

We like to compare innovations with oxygen. A company will either be innovative or it will cease to exist. Established organizations can follow or repeat certain patterns, but new ones and startups cannot afford this - **we must keep observing the world.**



Project 42

We liked CIC Warsaw even before we became a part of this community in November 2022 - the **flexibility of contracts and the speed** of matters being taken care of caught us by surprise, and we really appreciate the client-forward attitude the CIC Team adopted.

The CIC Warsaw Innovation Campus is full of inspiring people, there is always something going on, and **your mind can always welcome a new idea** - and yet on the other hand, there are zones, conference rooms, and even special nooks where you can be alone with your thoughts or crunch some numbers.

2023 exceeded our expectations; **within one year, we managed to complete a 2- or 3-year plan** including the further development of the diabetes, IBS, and depression medications or our biased signaling analysis software. We are also very proud of our own machine learning tool as well as peptide modeling - we are the only ones in the world to do that, actually! There were also two patent applications, and we plan to enter the pre-clinical trial phase with at least one drug in the near future.

And innovation... **Innovating entails solving the unsolved.** Everyone can make an app, but the spirit of a true innovator lies in finding a key to a persisting problem.



Respo

Respo started with one dietician, Michał Wrzosek, PhD, and one developer, Paweł Witkowski. **We quickly grew to a team of 150 people** - dieticians, trainers, developers, marketing and customer service specialists - and we needed an office which would align with our needs. A place easy to reach from any location in Poland where you could hold a brainstorming session, organize workshops, or record some social media content. That is how we found ourselves at CIC Warsaw Innovation Campus because innovation has always been a part of our DNA.

In 2023, we really flourished, as **we managed to help 31,037 people** achieve their health and fitness goals, reached over 10 million social media users, and had over 3 million visitors to our website. We also introduced a new fitness training module and added a new feature to the app that allows for an even more flexible and satisfying diet.

We entered 2024 with ambitious plans of reaching every Pole - and beyond - but our mission stays the same: we make it easier for people to live healthier lives regardless of their age, sex, professional or financial situation. The year has just begun and you can already listen to our newest Respo podcast!



English Breakfast

We are thrilled to call CIC our home since summer 2022. CIC's commitment to fostering collaboration aligns with our own values and connected us with an IT pioneer with whom we are now developing a set of cutting-edge AI-powered tutoring tools!



Youth Business Poland

The Incubator brings together over 100 experienced mentors! It offers mentoring, acceleration, and training support as well as assistance in raising capital for entrepreneurs.



Youth Business
Poland

Atlas Ward

Amazing growth!
In April 2023, Atlas Ward rented CIC office spaces for 14 people and now... they occupy four offices for 40 employees!



Tidio

Tidio joined CIC Warsaw a week after we opened in 2020, and their CEO, Tytus Golas, has been featured thrice on the Forbes '30 under 30' list!



Foundation for Technology Entrepreneurship



StartSmart
Central & Eastern Europe

Sustainability

Sustainability has always had our undivided attention, shaping core values and guiding our plans. At CIC Warsaw, we are aware that there will always be new solutions and areas to improve, that's why we keep taking initiative!

Some of the steps we take towards creating less harmful impact on the environment might be difficult to notice, such as going local - **79% of the products** available in our CIC Kitchens come from Poland. Thanks to this, we not only limit the undeniable impact of transportation, but also support local suppliers and promote local goods within our international community. Another of such easy-to-miss steps with a profound impact is providing vegetarian catering at the events we organize for the community. It is our attempt to promote the meat-less lifestyle and to show that the vegetarian diet can be diverse and tasty!

Moreover, we are aware that **cooperation is the key to positive change** and the journey towards sustainability is a shared one. That's why we use the know-how of our partners and sustainable suppliers - such as circular cosmetics **DOT** who provide us with detergents produced locally that come in refillable containers. We did not stop there and gave a similar opportunity to our clients - at CIC Warsaw, there is a dedicated space where our community members can leave the containers to be refilled with cosmetics at a discounted price. **We believe that making sustainable choices easy and accessible is the best way to impact change.**

Within the Community Operations department, we strongly believe that even the smallest changes for the better can make a significant difference when they accumulate critical mass. We demonstrate this commitment by following the Kaizen principles of continuous improvement and embracing the philosophy that 'no change is too small.'

Consider coffee, the lifeblood of every office, as an example. Our clients collectively consume an amount comparable to a busy coffee shop in the city center—up to 250 kg of beans per month. Recognizing the environmental impact, we made conscious choices: opting for a single-origin coffee, ensuring traceability to a specific plantation; collaborating with a local roastery to process beans and support local businesses; and delivering the product in reusable buckets to minimize waste.

Moreover, we've taken steps to address the life cycle of our coffee. The spent coffee grounds are recycled through another partnership, transforming them into new recyclable products.



Our coffee comes in refillable buckets. Thanks to this system, we managed **NOT** to produce **over 2500 coffee packages** that are made of plastic, paper and polyethylene making them really difficult to recycle.



79% of the products available in our kitchens at CIC Warsaw come from Poland

Jakub
Józwicki

Director of Operations
for EU & Asia, CIC



Conferences and Events

Chmielna73 goes beyond the definition of an event space – it's an immersive experience born from innovation, advanced technology, and a dedicated team. Our modern, elegantly designed venue harmonizes with the local character, exceeding the boundaries of traditional events. Adaptable to various needs, our space is equipped with the latest technological solutions, emphasizing the innovative nature of each gathering. We tailor our space to any event, ensuring our team takes care of every detail for an unforgettable experience.



Agnieszka (Quynh Giang) Phan

Event Manager

V Sekson Confernece

This annual educational and social conference aims to initiate a broad social debate and debunk myths related to sexuality and parenting of people with disabilities. We are happy we could partner in this important event and support the mission of the Avalon Foundation.



CEBioForum

Organized for over 20 years, this conference brings together enthusiasts, scientists, and companies from the biotechnology industry. It connects professionals from the world of business and science, contributing to the development of this industry in the region.



2nd birthday of the IT Girls Foundation

The event is addressed to both children and adults and provides the opportunity to learn about the latest technological solutions and broaden their horizons



Thursday Gatherings

Venture Café's weekly Thursday Gatherings serve as a vibrant hub for innovators and entrepreneurs. With an average of 275 weekly visitors, they stand as the largest innovation community gathering in Warsaw, offering a freely accessible program featuring diverse sessions with mentors and experts.

At their core, Thursday Gatherings forge connections, cultivate relationships, and facilitate sharing knowledge. The impact extends beyond individual interactions, creating crossover-connections among professionals from various industries. By providing a welcoming space for diverse individuals to meet, we catalyze collaboration, inspiring them to co-create and collaborate on novel ideas. Join us every Thursday for an evening of inspiration, networking, and collaborative innovation at CIC Warsaw Campus.



Youth Innovators



Vive La Cooperation



Blockchain & Emerging Technologies



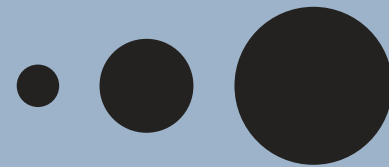
Caring for Diversity

We believe that diversity drives innovation and that an inclusive business ecosystem is foundational in driving change and sustainable growth. We are passionate about accelerating impactful ideas, supporting committed founders, and building sustainable organizations.



Aisling Hunt

Project Lead



In October, we hosted Avalon Foundation's 5th Sekson Conference focusing on the experience of disabilities in relationships. The event received record-breaking attendance, with over 800 online participants and 300 in-person visitors to CIC. Our team worked tirelessly to ensure that our event spaces were accessible and supportive for the event.

In January, we partnered with Diversity PL to screen a documentary *W tym wieku można być szczęśliwym*, which highlights the lives of the silver community in retirement. Technology can enhance an aging individual's agency and grace; however, ageism is prevalent in the innovation arena and we are eager to build stronger intergenerational bridges.

In April, CIC sponsored the Neuroróżnorodne Miejsca Pracy conference organized by Fundacja Neuroróżnorodni and HR4future. Our own CIC community member, 10Clouds, ranked as a top neurodivergent-friendly employer, was also a partner of the event. CIC employee Daria Zawadzka, co-facilitator of CIC's Neurodivergent ERG, shared CIC's strategies for creating Neurodivergent-friendly work environments.

Other events:

CIC Warsaw continued its commitment to making the business environment safer for the queer community through our annual sponsorship of the Pride Parade in Warsaw and our partnership with Diversity PL. This year we hosted the Transition in the Workplace event discussing the ways companies can make their organizations more equitable for trans employees. Aisling from CIC Warsaw, joined the final panel to share insights from our LGBTQ ERG on how CIC makes our spaces and teams more inclusive.

Limitless

● Between Venture Café and CIC, we held more than 30 events and initiatives focused on making our spaces safer and more inclusive in 2023.

● Read the full interview with Bartek - scan the QR code



● In total, CIC Innovation Campus Warsaw (including District Hall and CIC Warsaw) donated over 100,000 PLN in event space and sponsorship money for local NGOs focusing on creating more equitable communities in Poland.

Bartek Zielski

*IT Help Desk
Team Lead*



Embarking on the path to inclusivity, we have to recognize that disability is created when individuals face barriers. These barriers encompass both architectural and communication aspects. Articulating needs in the workplace can be a nuanced skill, and not everyone finds it easy. It's a challenging art, but if you want to help a person with a disability, it's best to ask and trust them. They will tell you if they need help and how you can assist. Remember, it is people and space that create disability. Fortunately, this is not the case at CIC. Read the full conversation with Bartek, a Team Lead from CIC Poland, who uses a wheelchair and speaks about disability within the workplace.

Nurturing the Community

Workplace is first and foremost dedicated to business development. We know it. But we cannot stop ourselves from looking at it our way - as a place to grow, learn, create bonds and have fun! Our events agenda is created in a way that facilitates nurturing the variety of needs that every human being has. You can find there:

Language opportunities that we offer consist of monthly Polish and English classes open for each and everyone. Sessions are led by professional teachers and give an opportunity to use a break at work while doing something for yourself! It also creates bonds and creates a group of same-goal oriented individuals.

Another education opportunity is provided by **CIC Skills** - a **series of workshops** co-created with the members of the community. Over the past year, those sessions covered a wide range of topics - from softer areas like Active Listening and Empathic Leadership, to very specific workshops on DEI Fundamentals, Engagement Model or Tool for Diagnosing Potential.

Per aspera ad astra, or so they say. Together with the Polish Space Agency, we have organized an event dedicated to observing the stars and the rain of Perseids. On the 10th of August, our Rooftop changed into a real observation deck - with huge telescopes and specialists explaining what we see on the skyline.

Did you know that we organized a **summer event at the rooftop** of the highest building in the European Union? We really did! It was an opportunity not only to appreciate the amazing views and enjoy fresh drinks, but also to establish new connections and meet people while having fun.

To nourish the connection of our bodies and minds, our agenda is filled with **wellbeing events**. In 2023 we offered yoga classes twice a week, morning meditation sessions in the summertime.

Tamara Wachal

Community Coordinator



Trend House

Trend House stands at the intersection of innovation and inspiration, forging a distinctive space devoted to contemporary trends and events. As a dynamic center of creativity, it offers an effective platform for a range of events, authorial meetings, conferences, and premieres. Additionally, it serves as a compelling arena for engaging encounters with accomplished individuals who generously share their experiences. The atmosphere within Trend House stimulates the free flow of thoughts, sparks creative endeavors, cultivates community bonds, and immortalizes unique, lasting moments in our collective memory.



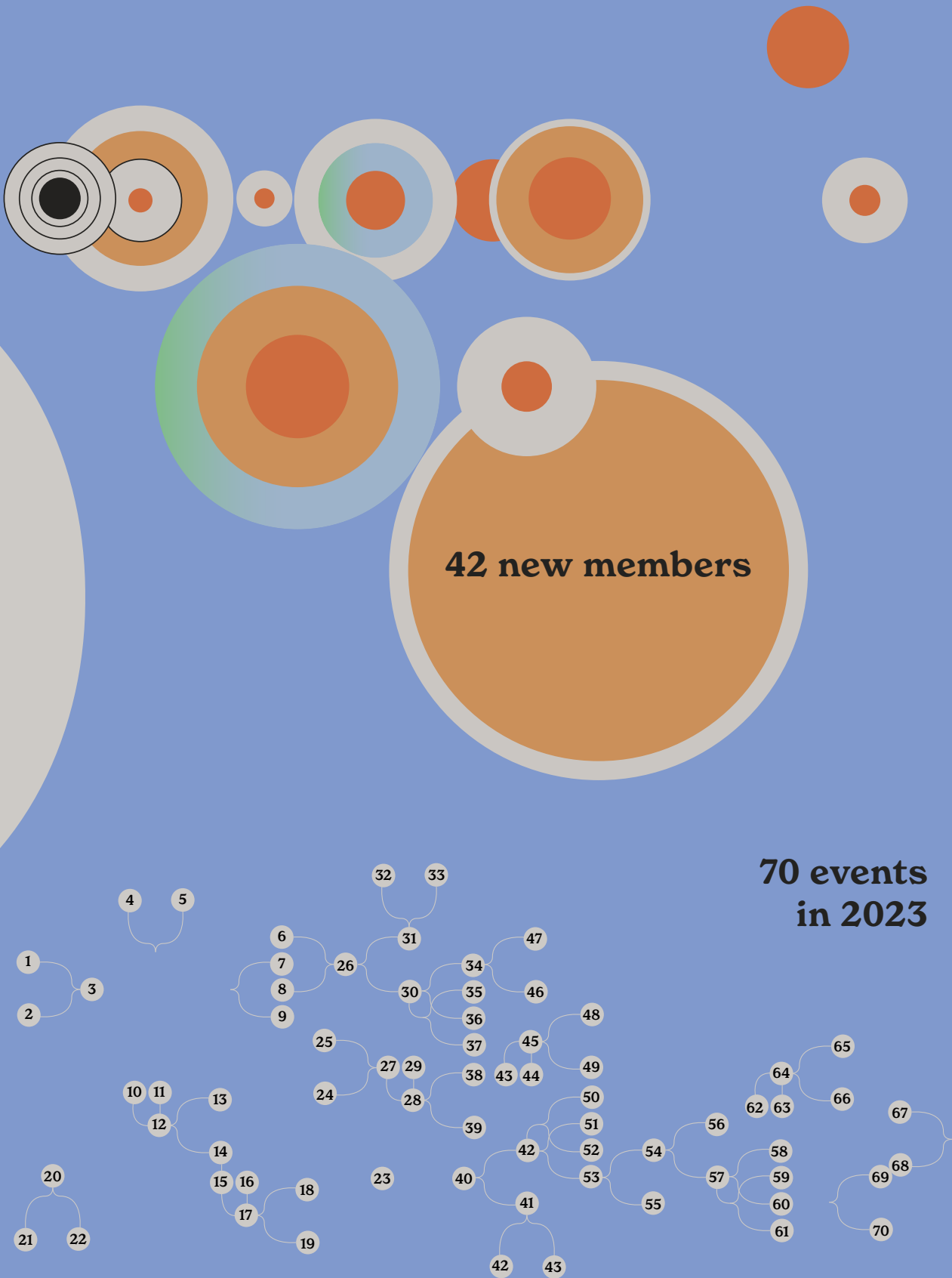
Natalia Sinillo

Trend House Manager

Dominika Duda

Programming Director of Thursday Gathering & Trend House

It is more than just a building - it is a space and community where trends become reality



Leader of the Future Academy (3rd edition)

The leadership competency development plan, implemented by Małgorzata Jakubicz in the form of monthly workshops and meetings with special guests, is based on a dialogue about future leadership. It aims to support leaders in defining and developing competencies for managing teams that combine AI with the human factor.

CyberAlert 2023

A meeting on the topic of threats related to cybersecurity and compliance in the context of current political events. Among the invited guests were leading experts in the cybersecurity industry, as well as representatives from government and business administration, including Dan Shomon, an expert in geopolitics and geostrategy and the director of the political office of former U.S. President Barack Obama, currently collaborating with the administration of President Joe Biden.

Closer Together - Mental Health and Empathy at Work

Trend House was a partner of a nationwide educational campaign called "Closer Together - Mental Health and Empathy at Work" with the Polish Social Insurance Institution, the Ministry of Family, Labour and Social Policy, Rossmann, the State Labour Inspectorate, the Department of Psychology at the University of Warsaw, TedX Women, Forbes, and Rzeczpospolita.

Family Time at the Dwórzno Vineyard

The first off-site "Family Time" meeting of the Trend House community and a joint Saturday trip to Dwórzno Vineyard - a partner of Trend House.

HumanTech Meetings

HumanTech Meetings: Redefining Work in the Era of Automation. An event co-organized with the HumanTech Center for Social and Technological Innovation (SWPS University), comprising a series of meetings bringing together scientists and technology industry experts from around the world. Among the guests were Prof. Tamila Triantoro (Quinnipiac University), Artur Modliński, PhD (Łódź University), Konrad Maj, PhD (SWPS University), and Michał Boni, PhD (HumanTech Centre).

Venture Café

In the dynamic realm of innovation, Venture Café Warsaw Foundation is a catalyst, unifying a community dedicated to transformative progress. Our mission, to Connect Innovators and #MakeThingsHappen, transcends boundaries, aligning with democracy, market reform, and gender equality. We champion inclusivity, strategically broadening access to various forms of capital for all Innovators, fostering economic mobility and prosperity. Our flagship program, the Thursday Gathering, disrupts industry norms, bringing together diverse stakeholders weekly. This chapter of the Impact Report unfolds the narrative of our journey, illustrating our role as Innovation Ecosystem Activators, breaking isolation's grip on innovation, and painting a picture of thriving landscapes where connections and collaborations flourish.

Miłosz Lindner

Thursday Gathering
Program Manager



As a representative of the Venture Café Warsaw Foundation, I'm very proud to share that 2023 was characterized by remarkable growth and collaboration. Committed to education, networking, and strengthening community growth, we've solidified Poland's position in the global knowledge-based economy.

We have responded with an increased number and diversity of topics in our educational initiatives, during which we created an arena for groundbreaking ideas. During Thursday Gatherings, we hosted experts in AI, quantum computing, biotech, smart cities, sustainable energy, and many startup demo days or pitching sessions. We also welcomed 4.3 thousand new innovators into the community, and every week of our Thursday Gathering programming has brought us on average 285 guests. Our networking initiatives have proven impactful, fostering cross-sector collaborations that accelerated innovation and facilitated the exchange of knowledge and resources between startups, established companies, academia, NGOs and government agencies.

As we celebrate our 2023 accomplishments, we are inspired by the potential for even greater strides in the years to come. Through continued education, networking, and collaboration, we envision a future where Polish innovation thrives and is accessible to all.

Dominika Duda

Programming Director
of Thursday Gathering
& Trend House



We are here for you



Our core goal is to **create a sense of belonging** in order to make our Campus much more than a physical space - to create a community. Our team is available for the clients 5 days a week and is always happy to help and assist!

Being a CIC client, you have the possibility to attend diverse activities that allow smooth and interesting networking. To create new, both business and private, or to nurture those already existing.

We are open to answer the diversity of needs our community might have. And we know that there will always be a place for change! That's why in our space you will find a prayer and meditation room, yoga classes open for the community and wellness space fully equipped with anything you might need shower-wise. To allow you and your team to vent between the meetings, we prepared a Game Room where you can play table tennis, football and many more!

Also kitchens, as we all know, are social places. Each day we make sure that they are filled with delicious coffee, sweet and savory snacks, and fresh products. We always keep in mind different needs that's why we also offer vegan or gluten free options.



Ewa
Malinowska

Community Lead

Kitchens

• coffee • snacks • fruits
granola • vegetables • yogurts



Wellness Space

• showers • towels
• ear plugs • hand cream
• cosmetics



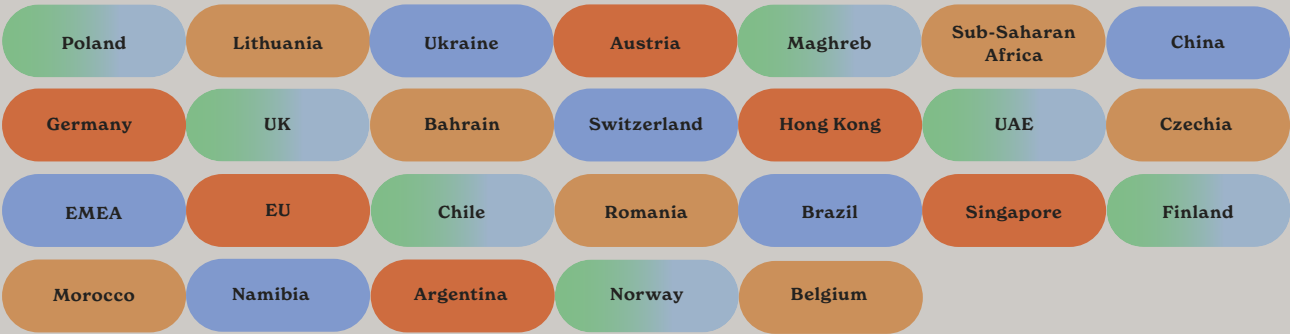
Game Rooms

• table tennis • yoga



In the Heart of Warsaw

Our Clients are active in...



In terms of sales, 2023 was fruitful for the entire Sales and Relationship Management Team. We reached 100% occupancy of our office spaces on the first floor and 82% for the second floor, meaning that our Clients were innovating and developing their businesses in 102 out of 105 offices available at CIC Warsaw. In order to reach this level of occupancy, we walked over five marathons-worth of kilometers on 259 tours with our prospective Tenants!

Innovation has always been the cornerstone of CIC, which is why we are proud that almost 35% of our Clients are Startups and Freelancers. The design of CIC Warsaw Innovation Campus itself fosters cooperation and encourages networking - and it shows. Over 91% of CIC Clients evaluated CIC Warsaw's performance in relation to job creation as positive, with almost 25% of companies growing by at least 11 employees.



Katarzyna Demircioglu

Assistant Director of Sales and Relationship Management



76% of our Clients generated higher revenue in 2023 than in 2022!

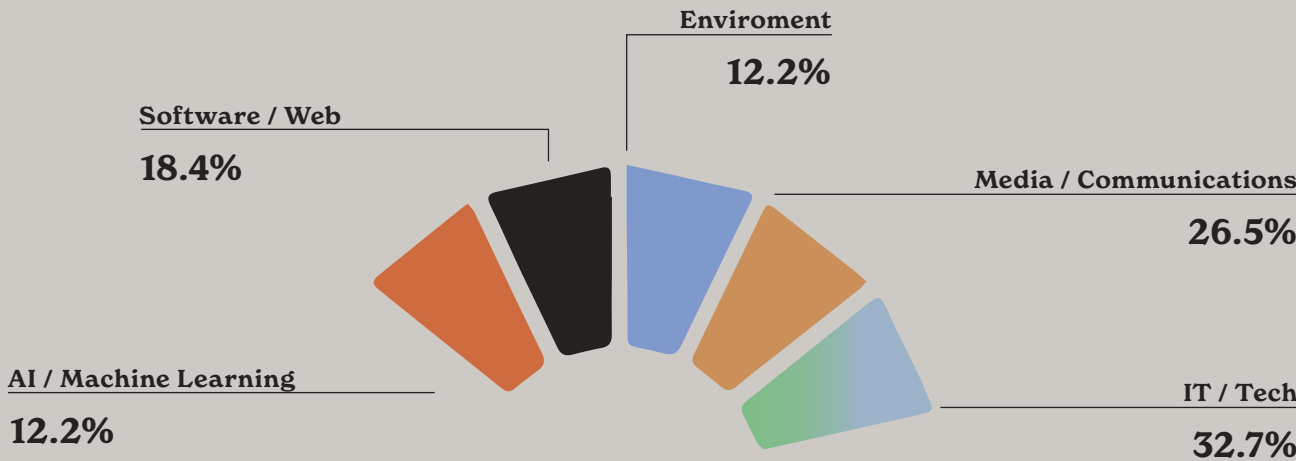
46 new companies added to the portfolios of our Investors!

69% of our Clients received outside funding!

75%+ of our Clients increased the size of their team!

1 in 4 formed a local partnership with another CIC-er!

What keywords best describe your company?



CIC Warsaw Team

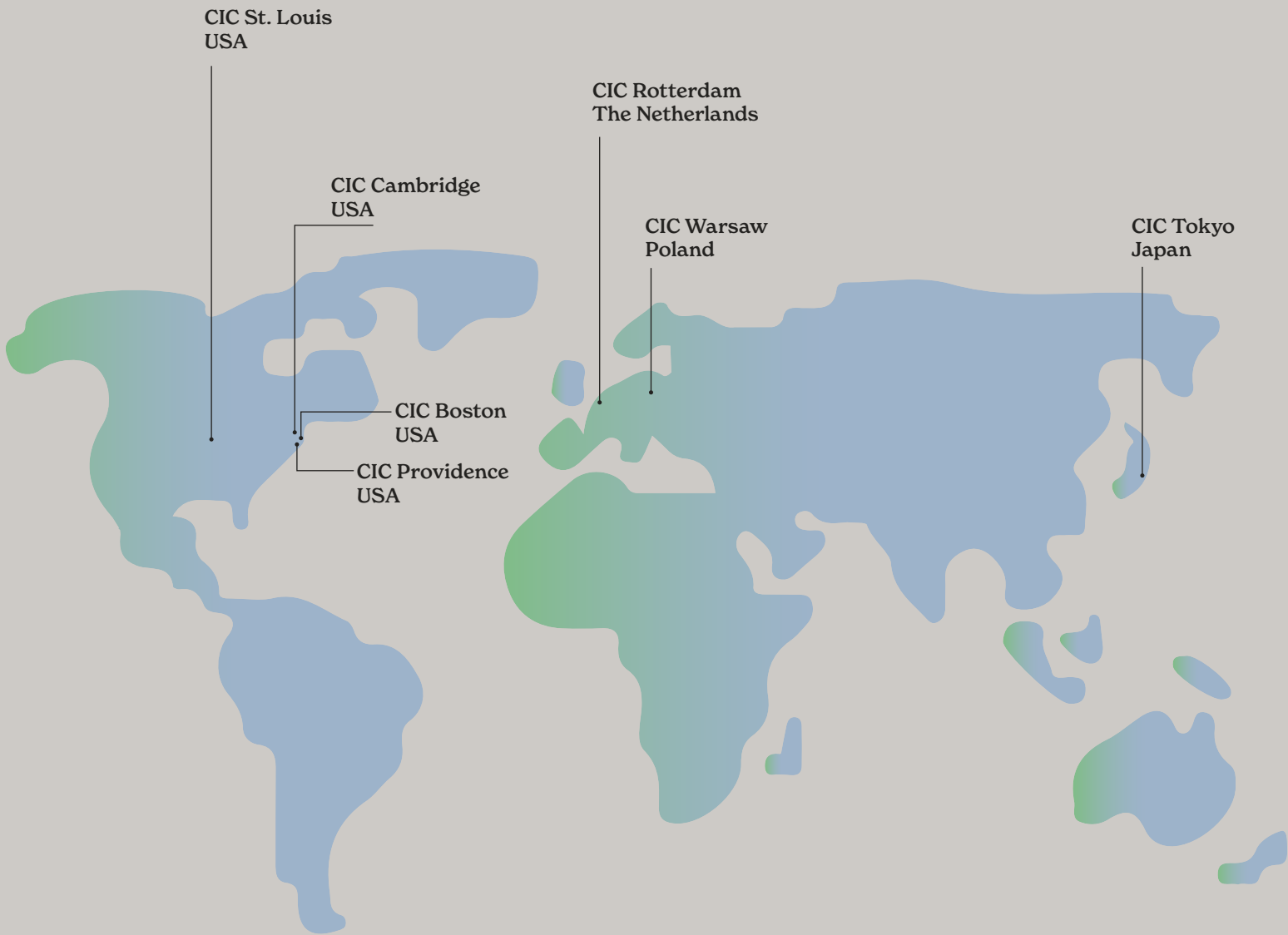
We managed to achieve several important milestones in 2023, and I would like to extend my heartfelt gratitude to each member of the CIC Warsaw and Venture Cafe Warsaw teams. Your dedication, commitment and hard work have fueled our success and shaped the CIC Warsaw Innovation Campus into a thriving innovation platform with a vibrant community. Thank you for your efforts in ensuring a diverse and supportive environment for our clients and partners. Together, we've cultivated a space that fosters collaboration, growth, and excellence. Your work propels us forward, and I am privileged to lead such a remarkable team.



Jerzy Brodzikowski
GM of CIC Warsaw

CIC Around the World

CIC was founded in 1999, in Cambridge, and since then has grown to a global leader driving innovation in eight centers across North America, Europe, and Asia, developing networking, mentoring, growth and development programming, enabling industry clusters, and creating the best possible environment for startups, scale-ups, corporations, and public entities to tackle global challenges and thus - fix the world through innovation.





**SCAN THE QR CODE
TO BOOK A TOUR!**

The logo for Cic Warsaw, featuring the word "cic" in a white, lowercase, sans-serif font with three dots above the "i", and the word "WARSAW" in a smaller, white, uppercase, sans-serif font below it, all set against an orange square background.

cic
WARSAW