

Fit Out Cost Guide 2025

OFFICE



TÜRKİYE

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Introduction



In the first half of 2025, the Turkish economy continued to feel the effects of tight monetary policy, while inflation showed a limited decline. In particular, the gradual normalization in the construction and material supply chains has slowed the rate of cost increases in fit out projects. However, fluctuations in exchange rates and high financing costs continue to put pressure on companies' capital expenditures.

With the hybrid work model becoming permanent, some companies are downsizing their physical office space to optimize costs, while others are choosing to invest in social areas, collaborative spaces, and technological infrastructure to attract more employees to the office. This dual trend is driving a focus on approaches that prioritize both functionality and user experience in Fit Out projects.

In the first half of 2025, while there were no sharp increases in labor and material costs in major markets such as Istanbul, Ankara, and Izmir, differences in project-based bids became more pronounced. In particular, energy efficiency, acoustic comfort, flexible furniture solutions, and smart office technologies are now essential components of budgets.

This guide aims to provide companies planning fit out in Türkiye with up-to-date cost data, market trends, and strategic insights. It is designed as a guiding resource to help them plan their budgets more strategically, especially in the early stages of the relocation or restructuring process. Additionally, it includes a special section detailing the total costs of “Turnkey” fit out projects, which encompass furniture, audiovisual systems, professional service fees, and unforeseen expenses.

Office Market



Informa, Nidakule Levent, İstanbul, Türkiye

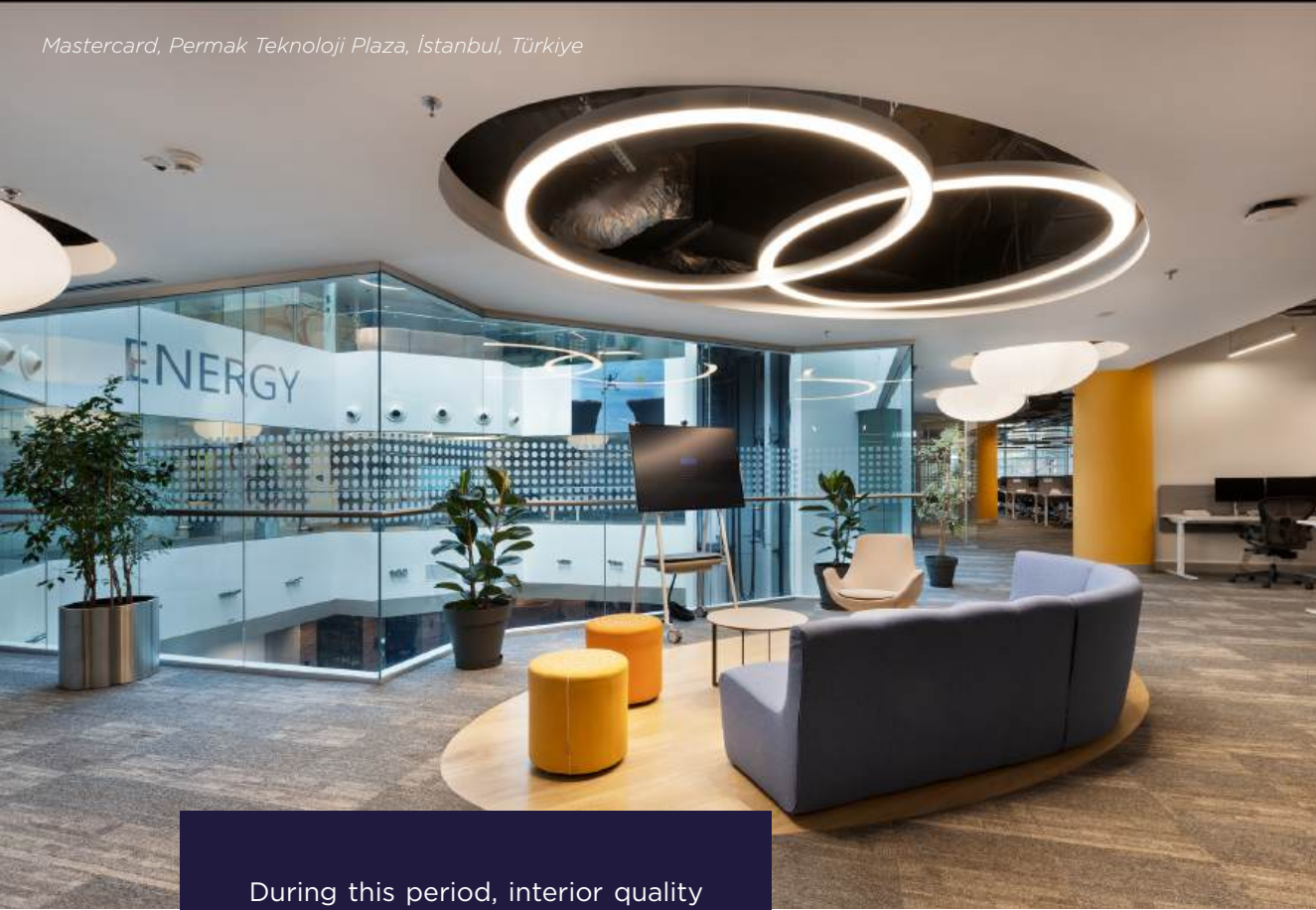


EagleBurgmann, Tuzla OIZ, İstanbul, Türkiye

The European office market remained extremely resilient despite the current economic uncertainty. Interest rate cuts in the second half of the year led to increased confidence in the business world, resulting in 10.3 million square meters being leased in 2024, a 5% increase over the previous year. Demand is highest for high-quality buildings with excellent amenities located near transportation infrastructure. In this regard, Class A buildings account for 50% of leasing activity, up from just over 40% in 2019. Although Class A leasing increased in 2024, there was a slight decline in some markets, including London, due to a mismatch between supply and demand for spaces over 10,000 square meters. Long waiting periods are leading to lease extensions. More than half of European markets, including Barcelona, Berlin, Brussels, and Madrid, reported an increase in leasing of the highest-quality spaces. Despite the increase in demand, newly completed projects have pushed the regional vacancy rate to 9.2%. Completions are expected to peak this year, indicating that vacancy rates will rise slightly further until construction slows down.

The 5.4% rental increase was in line with the 5.5% growth achieved in 2023. While the outlook for 2025 is generally optimistic, the rental growth rate is expected to slow to 2.1%; this slowdown is due to the pressure on vacancy rates from high-volume new supply.

All these developments indicate that demand for high-quality Fit Out space will continue to exert upward pressure on costs in the near term, given the limited availability of contractors.



During this period, interior quality and comfort elements also gained priority. Acoustic solutions, natural light, ergonomic furniture, and biophilic design* elements were integrated into projects with the aim of increasing employee productivity. Offices are no longer just workspaces; they have become experienced areas that represent the brand, support employee loyalty, and encourage social interaction.

*Biophilic Design: Biophilic design is an architectural and interior design approach that aims to strengthen the connection between humans and nature. Biophilic design seeks to improve people's psychological and physiological health by integrating natural elements (light, plants, water, natural materials, airflow, etc.) into artificial environments."

Overall Assessment

The first half of 2025 and 2024 was a period of rapid adaptation to transformation, redefining needs, and prioritizing adaptation to new working models for the fit out sector in Türkiye. The hybrid working model, which became permanent after the pandemic, fundamentally changed companies' understanding of offices, while flexibility, functionality, and sustainability became the basic design criteria in fit out projects.

Office designs have moved away from fixed, personalized desk systems and have been reshaped with hot-desking reservation systems, social areas, and structures that offer multi-purpose use. Companies have turned to spaces that offer more functionality with less square footage. This approach has played a critical role in both cost optimization and improving the employee experience.



Informa, Nidakule Levent, İstanbul, Türkiye

Sustainability is no longer a choice, but a necessity.

Multinational companies operating within the scope of the European Union's Green Deal process and ESG reporting have begun to implement environmentally friendly practices in their office projects in Türkiye. Green-certified materials, energy-efficient lighting systems, heating, ventilation, and air conditioning (HVAC) solutions, and waste management have become indispensable components of these projects.

On the other hand, exchange rate fluctuations and rising material/labor costs forced investors and implementers to act more cautiously. As a result, in the first half of 2025 and 2024, companies focused more on early planning, quick decision-making, and budget discipline.

In office designs, an approach was adopted that reflects not only functionality but also the brand's values and corporate culture. **Offices are no longer just physical workspaces; they have become experiential spaces that establish an emotional connection with employees, convey a first impression to visitors, and tell the brand story.** This approach has increased employee belonging, motivation, and satisfaction levels, directly contributing to both talent acquisition and employee retention strategies.



Mastercard, Permak Teknoloji Plaza, İstanbul, Türkiye



Informa, Nidakule Levent, İstanbul, Türkiye

Remote, Hybrid, or Time to Return to the Office?

During the period from the pandemic to 2025, remote working was first tried, followed by hybrid working systems, and **by the beginning of 2025, many organizations announced their decision to return to full-time office work.** While some companies implemented this change directly, others reprioritized physical office use by increasing the number of days employees come to the office in a hybrid system.

With this transition, designs that evoke a sense of “home comfort,” warmth, intimacy, and a living space feel are expected to gain prominence in offices. Features such as lounge areas, quiet work corners, and wellness rooms are enhancing the social aspect of the office.

In addition, the permanence of the online meeting culture after the pandemic has increased the need for in-office teleconferencing infrastructure. In this regard, organizations are responding to new generation communication needs by investing in solutions such as advanced technology video conferencing systems, soundproof meeting rooms, and digital reservation systems.

To adapt more quickly to changing needs, modular furniture, portable partition systems, and flexible solutions will continue to be preferred. The need for companies downsizing their square footage to use their offices more effectively has increased interest and curiosity in flexible solutions.

Mastercard, Permak Teknoloji Plaza, İstanbul, Türkiye





Smart Offices on the Rise

Corporate Companies Invest in Digitalization

While investment in digital solutions for office spaces is expected to become widespread worldwide by 2025, corporate companies in Türkiye will also invest in digital tools such as smart building systems and reservation applications. Although the initial costs of these systems are high, they are preferred due to their potential to reduce operating costs in the long term.

Finally, investors seeking to save time and budget while ensuring quality will increasingly opt for project management models that offer integrated design, implementation, and consulting services. In 2025, with uncertain supply chains and ongoing price fluctuations, collaborating with experienced and multidisciplinary teams is becoming a safer option for companies.

Fit Out Cost Trends in Türkiye

Fit out costs in Türkiye are undergoing significant changes as of 2024, in line with global economic fluctuations, exchange rate volatility, high inflation rates, and developments in the material/labor market. Budget planning for fit out projects now encompasses not only design and implementation processes, but also much broader strategies such as supply chain, logistics, and operational efficiency.

Increasing square meter rental costs are pushing companies to use their office space more efficiently, creating a need for more creative solutions in terms of space design and technological integration. In this regard, multi-purpose solutions that can serve more functions in a small space are causing unit prices to rise.



The main factors contributing to the increase in fit out costs can be listed as follows:

- Mechanical systems have become one of the largest cost items due to both energy efficiency criteria and increases in the prices of imported parts.
- The increasing use of smart building technologies, such as building management systems, sensors, and reservation applications, has significantly increased electrical infrastructure costs.
- Due to the increase in exchange rates, costs have risen, particularly for materials (ceramics, lighting, floor coverings, special glass systems).
- The difficulty in finding qualified labor and the increase in labor costs have driven up fit out budgets, especially for fixed furniture manufacturing and applications requiring fine craftsmanship.
- Additionally **the rise in financing costs** has directly impacted supplier relationships, **leading to increased advance payment rates and shorter payment terms.** This situation has made cash flow management more critical in fit out projects.



Flexible and experience-oriented office solutions that move away from the traditional office concept also bring about increases in certain cost items.

- The increasing need for sound control in open offices requires investments such as sound-absorbing panels, acoustic ceiling systems, telephone booths, and double-glazed partition systems.
- Meeting room reservation systems, AV systems with remote access support, and contactless access systems increase initial investment costs but have the potential to reduce long-term operating expenses.
- Ergonomic furniture, height-adjustable desks, biophilic design elements (green walls, use of natural light), and relaxation areas are creating new areas in budgets.
- For companies aiming for green building certifications (LEED, BREEAM), energy-efficient systems, environmentally friendly materials, and waste management practices are no longer optional but mandatory.



Mastercard, Permak Teknoloji Plaza, İstanbul, Türkiye

All-In Fit Out Costs in Türkiye

Low

- Meeting areas are limited
- Enclosed rooms covering less than 10% arrangements
- Painting all walls
- Low-quality flooring and carpeting
- Vinyl flooring in cafeterias
- Minimal alterations to air conditioning and ventilation systems
- An equal number of wired internet (Ethernet) connection outlets for each workstation

Medium

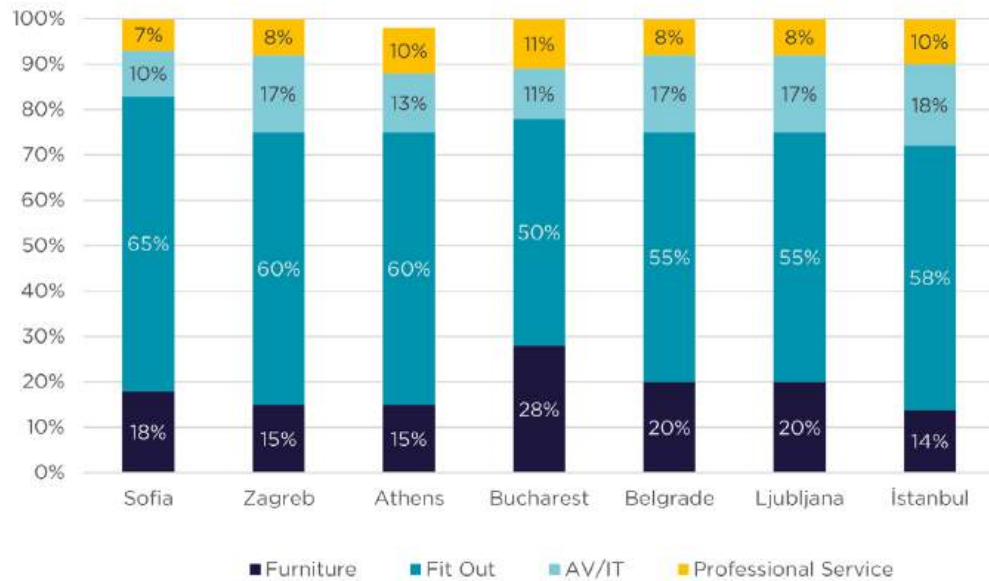
- Meeting areas between 10–20% of the area, partially with single-glazed partitions.
- Less than 25% of the ceiling renovated.
- Plasterboard ceilings in meeting rooms.
- Decorative wall coverings in reception areas and cafeterias.
- Medium-quality carpets and coverings.
- Hard floor covering in the reception area.
- Air conditioning and ventilation renovations suitable for dividing open office areas (cell-based layout)
- Multiple wired internet (Ethernet) connection sockets for each workstation

High

- Meeting areas covering more than 25% of the area, double-glazed partitions
- Renovations covering more than 25% of the ceiling
- Plasterboard ceilings and special ceiling applications in reception areas and offices
- Decorative coatings in meeting rooms/offices
- High-quality carpet flooring

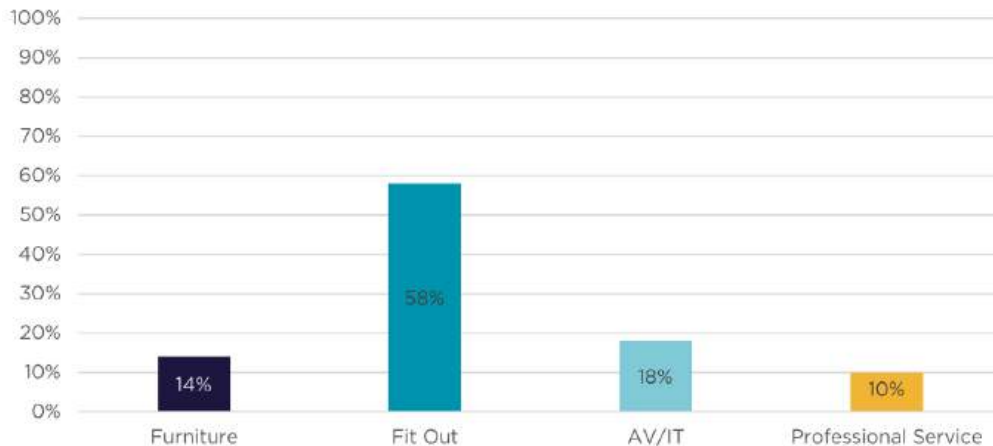
Source: Cushman & Wakefield EMEA Fit Out Cost Guide 2025

2024 «All-In» Fit Out Cost



Source: Cushman & Wakefield EMEA Fit Out Cost Guide 2025

«All-In» Fit Out Costs (%)



Source: Cushman & Wakefield EMEA Fit Out Cost Guide 2025

Average Fit Out Costs in İstanbul (€/m²)

2024



LOW

€980



MEDIUM

€1,370



HIGH

€1,780

2025



LOW

€1,150



MEDIUM

€1,550



HIGH

€2,350

Average Fit Out costs in 52 cities across EMEA

	COUNTRY	CITY	COSTS (€/m ²)		
			LOW	MEDIUM	HIGH
1	UNITED KINGDOM	LONDON	1,618	2,671	3,966
2	GERMANY	HAMBURG	1,991	2,512	3,030
3		MUNICH	1,906	2,432	2,934
4		FRANKFURT	1,908	2,408	2,904
5		BERLIN	1,847	2,333	2,814
6	UNITED KINGDOM	MANCHESTER	1,401	2,311	3,433
7		BIRMINGHAM	1,333	2,199	3,266
8		GLASGOW	1,278	2,110	3,133
9	IRELAND	DUBLIN	1,410	2,100	2,950
10	QATAR	DOHA	1,250	1,950	2,650
11	KUWAIT	KUWAIT CITY	1,250	1,950	2,650
12	SAUDI ARABIA	RIYADH	1,300	1,900	2,450
13	NORWAY	OSLO	1,320	1,770	2,730
14	EGYPT	CAIRO	1,699	1,769	2,225
15	SOUTH AFRICA	CAPE TOWN	1,430	1,700	2,150
16	BELGIUM	BRUSSELS	1,038	1,661	2,535
17	DENMARK	COPENHAGEN	1,038	1,661	2,525
18	SOUTH AFRICA	JOHANNESBURG	1,350	1,615	2,040
19	SWEDEN	STOCKHOLM	1,258	1,608	2,608
20	FINLAND	HELSINKI	1,008	1,588	2,058
21	ISRAEL	TEL AVIV	1,200	1,575	2,075
22	TÜRKİYE	İSTANBUL	1,150	1,550	2,350
23	UNITED ARAB EMIRATES	ABU DHABI	1,050	1,450	2,000
24		DUBAI	1,050	1,450	2,000
25	LITHUANIA	VILNIUS	901	1,432	2,120
26	ESTONIA	TALLINN	850	1,350	2,000

*Cities are ranked based on the average cost of medium-level Fit Out per square meter in euros.

Source: Cushman & Wakefield EMEA Fit Out Cost Guide 2025



	COUNTRY	CITY	COSTS (€/m ²)		
			LOW	MEDIUM	HIGH
27	LATVIA	RIGA	833	1,323	1,960
28	POLAND	WARSAW	785	1,275	1,945
29	BAHRAIN	MANAMA	950	1,250	1,600
30	MOROCCO	RABAT	850	1,250	1,900
31	NETHERLANDS	AMSTERDAM	850	1,250	1,900
32	CZECH REPUBLIC	PRAGUE	785	1,235	1,950
33	HUNGARY	BUDAPEST	765	1,224	1,785
34	ITALY	MILAN	800	1,200	1,550
35		ROME	800	1,200	1,550
36	FRANCE	PARIS	966	1,161	2,303
37	GREECE	ATHENS	850	1,150	1,450
38	SLOVAKIA	BRATISLAVA	760	1,140	1,766
39	SPAIN	BARCELONA	777	1,138	1,483
40	PORTUGAL	LISBON	831	1,127	1,518
41	SPAIN	MADRID	739	1,083	1,409
42	AZERBAIJAN	BAKU	720	960	1,440
43	SLOVENIA	LJUBLJANA	600	900	1,500
44	ARMENIA	YEREVAN	650	880	1,320
45	GEORGIA	TBILISI	650	880	1,320
46	BULGARIA	SOFIA	490	860	1,320
47	KAZAKHSTAN	ASTANA	650	800	1,020
48	KYRGYZSTAN	BISHKEK	650	800	1,020
49	SERBIA	BELGRADE	500	800	1,400
50	CROATIA	ZAGREB	450	750	1,110
51	JORDAN	AMMAN	400	750	1,000
52	BOTSWANA	GABORONE	378	519	718
AVERAGE FIT OUT COST			1.021	1.453	2.046

*Cities are ranked based on the average cost of medium-level Fit Out per square meter in euros.

Source: Cushman & Wakefield EMEA Fit Out Cost Guide 2025



Project & Development Services (P&DS)

Working in collaboration with our customers, we offer an end-to-end process that maximizes the efficiency of their workspaces.

From complex new projects to daily relocation processes, our expertise and infrastructure enable us to complete tasks on time, within budget, and predictably. With our flexible team models and Project Management Office (PMO) oversight, we deliver consistent and reliable results across the portfolio.

ADVANTAGES OF OUR SERVICE

- Customer-focused approach
- Easy access to global trends through our extensive network
- Transparent and accountable management approach derived from global strength
- Effective management mechanism through a single point of contact
- Flexibility for your projects with different supply solutions
- Uninterrupted support at every stage, from project location selection to turnkey delivery.

Project & Development Services

PROJECT MANAGEMENT



With our project management team consisting of architects and engineers with extensive experience in their field, we offer high-quality technical support and consulting services throughout all stages of your project.

How Can We Help?

- Identification of project-based technical requirements
- Provision of technical support during the leasing or purchasing process
- Determination of the project team and contract management
- Creation and management of the project schedule
- Budget management
- Risk assessment and risk management
- Design process control and coordination
- Technical support during the procurement and tendering process
- Technical control and coordination during the construction process
- Execution of the project closure process

BUILDING CONSULTANCY



The Building Consulting Team provides advice to developers, users, and investors on construction processes. Our expertise focuses on renovation, engineering systems, and other consultancy advice.

Project Development Phase

- Project progress tracking
- Construction progress tracking
- Technical condition assessment and reporting
- Land condition surveys

Purchase Phase

- Building survey work
- Technical condition assessment reporting
- Land condition surveys
- Environmental impact analysis
- Seismicity analysis

Leasing Phase

- Preventive technical maintenance planning
- Management of technical contracts
- Management of maintenance and repair processes
- Development of technical strategy for exit process
- Budget planning for exit process

Sales Phase

- Technical evaluation of the sale and lease process
- Technical evaluation of existing suppliers

COST MANAGEMENT



The Budget Consulting team provides professional cost management services to our clients. Starting from the feasibility phase of the project, our team provides support for the entire process, including strategic, procurement, and contract recommendations, to ensure that the process is managed within the correct budget.

How Can We Help?

- Budget management
- Establishment of procurement strategy
- Determination of project scope and specifications within budget constraints
- Technical management of tender processes
- Feasibility process support
- Development process support
- Contract management
- Project progress monitoring

Project & Development Services

WORKSPACE STRATEGY



Our workspace experts conduct detailed analyses of your current workspace and workforce, identify your business's real needs and work types, and create design inputs that best match your company's vision.

How Can We Help?

- Understanding corporate culture and objectives
- Defining vision and strategy
- Reviewing existing architectural plans
- Conducting employee surveys (Remote Work Experience Survey) Conducting focus group workshops
- Conducting manager interviews
- Developing real estate strategy and scenarios
- Conducting space allocation studies and square footage distribution based on scenarios
- Conducting commercial analysis based on scenarios
- Change management

ARCHITECTURAL DESIGN SERVICES



Our design team creates design solutions that truly express corporate values in the workplace environment and help increase employee satisfaction, productivity levels, and staff safety.

How Can We Help?

- Workplace strategy development
- Feasibility studies
- Site technical infrastructure adequacy studies
- Site adequacy planning
- Concept and schematic design processes
- Construction drawings
- Furniture selection and procurement management
- 3D visualization
- Comprehensive project packages for different needs
- Site coordination and control according to the design

DESIGN + BUILD



C&WI TR International Design + Build offers our clients a unique turnkey delivery model. As an integral part of our service line, our team will ensure that you are fully supported and informed at every stage of the project. Through this managed process, we work in collaboration with other professionals within our team to ensure that the design, management, and execution of the spaces meet the standards and quality our clients expect.

Why C&W I TR International?

- Turnkey service from a single source
- Effective solutions for limited project times
- Single-source management of procurement processes
- Effective analysis of project requirements from a single source
- Minimal labor requirements on the customer side
- Transparent and accountable management process
- Execution of the entire process through a single, manageable contract
- Construction process in accordance with international standards and quality
- Engineering and testing/commissioning processes in accordance with international standards

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This content was prepared using the "Office Fit Out Cost Guide 2025 | Europe" report published by Cushman & Wakefield.

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ABOUT TR INTERNATIONAL

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