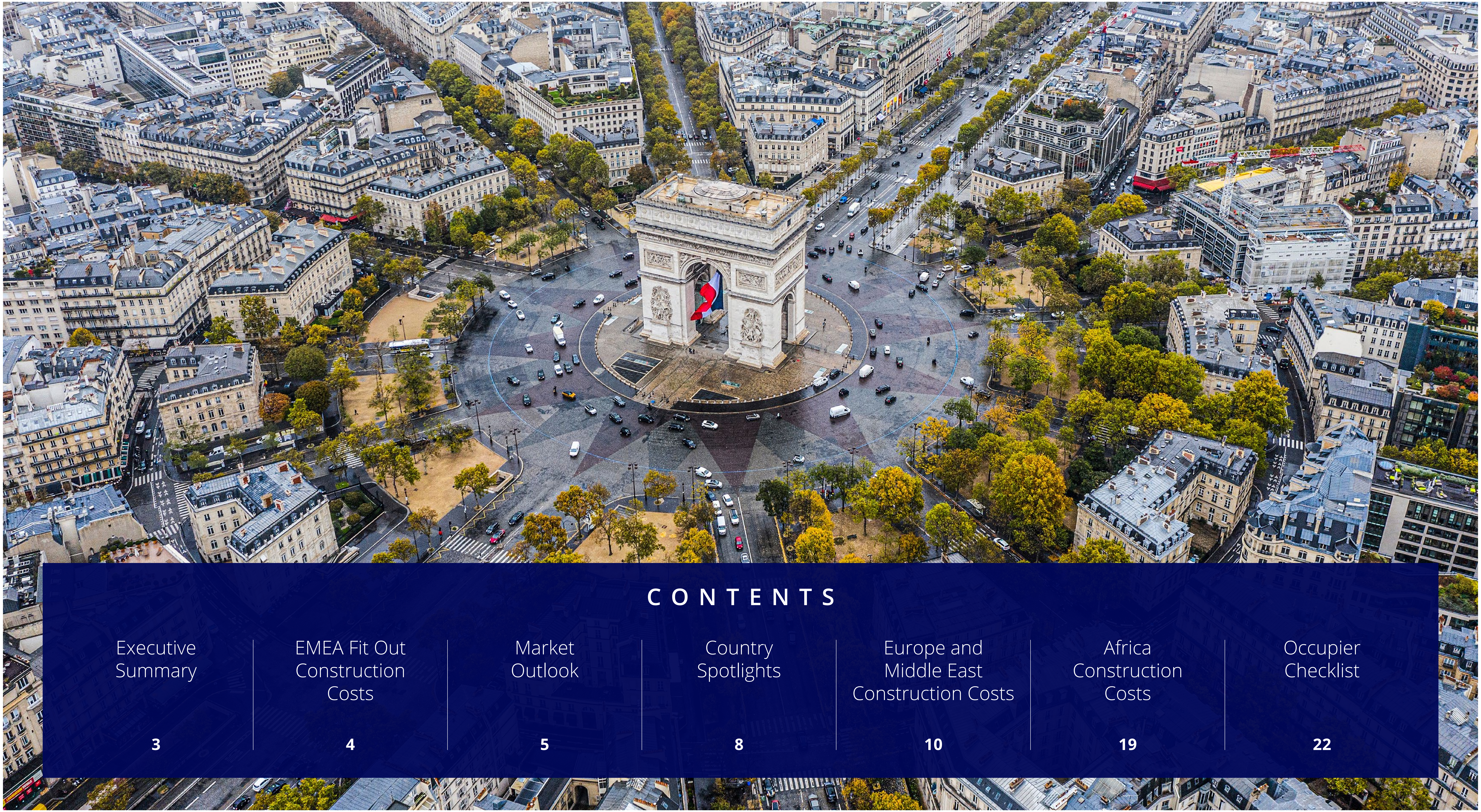
EMEA

Occupier Fit-Out Guide

2026



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Executive Summary

Rahul Bhundia
Head of Project Delivery
EMEA Occupier Services

The EMEA office fit-out landscape in 2026 will be defined by recalibration and refinement rather than recovery. After four years of disruption across material supply, pricing, and labour markets, we are now entering a stabilised yet structurally higher-cost environment. Inflation has plateaued, but the effects of sustained wage growth, tighter ESG regulation and capital cost of energy efficiency remain embedded in market pricing. For occupiers, the focus is increasingly strategic. Portfolios are contracting in size but expanding in specification quality. Organisations are deploying capital selectively, prioritising locations that attract talent and spaces that perform both operationally and environmentally.

The next 12 months will see continued focus on adaptability and cost predictability. Successful occupiers will approach fit-out as a business transformation tool - balancing cost, quality, and speed within an increasingly complex regulatory and geopolitical context.

EMEA Fit Out Guide

The 2026 Occupier Fit out Guide provides Cat-B fit outs costs across 40 locations in EMEA.

The guide provides a detailed breakdown of the fit out rates into the categories most pertinent to Occupiers: Construction, Furniture, IT/AV and Professional Fees.

The costs included are indicative and will vary depending on the specification required. If a more detailed cost estimate is required based on design information, please contact Rahul Bhundia, Head of Project Delivery EMEA.

The different fit out specifications are low, medium and high which can be described with the following characteristics.

Low Specification

- Open plan, simple design
- Minimal enclosed meeting spaces
- Functional furniture
- Minimal enhancement to base build MEP
- Basic technology solutions

Medium Specification

- Flexible / agile design
- Some enclosed meeting spaces and private offices
- Modern furniture
- Good quality finishes
- Integrated technology solutions

High Specification

- Complex design
- More enclosed meeting spaces and private offices
- High quality furniture throughout
- Bespoke joinery / items
- High acoustic performance
- High end integrated technology solutions

Market Outlook

Macroeconomic & Inflation Trends

- After peaking in the post covid period, construction inflation has moderated to approximately 3% - 4% annually across Europe. Central and Eastern Europe continue to experience slightly higher rates due to wage alignment and imported material exposure. In the Middle East, cost growth is more subdued, supported by state-managed energy prices and a well-developed logistics network.
- Key inputs such as specialty finishes and MEP will remain exposed to global commodity cycles.
- Energy costs is some markets are relatively moderate when compared to 2022 peaks however costs continue to impact manufacturing, and onsite utilities.
- Uncertainty due to interest rate policies, geopolitical risks and implementation of tariffs may cause re-scoping and delays.

Labour & Skill Availability

- Labour availability remains a key determinant of cost. Skilled mechanical and electrical trades are in short supply, particularly in markets with high regulatory standards such as the UK, Germany and the Nordics.
- Construction companies continue to compete for qualified technicians, which sustains wage pressure even as inflation cools.
- Investment in digital construction methods and modular prefabrication is improving efficiency but will not offset to offset the underlying wage increases.
- In Western Europe, ageing workforce demographics and slower entry of new apprentices will constrain labour availability. Parts of Eastern Europe and the Middle East will benefit from more flexible labour pools. However, in both regions, quality assurance and compliance monitoring require stronger project management oversight.

Supply Chain & Logistics

- Several European and Gulf markets have expanded local manufacturing of modular partitions, lighting and furniture. This localisation is helping to shorten lead times and reduce foreign currency exposure. In Africa, limited manufacturing infrastructure continues to necessitate import dependency, contributing to higher landed costs.
- Imported MEP, AV and IT technology equipment will remain key risk areas. Disruption in Asia, tariff shifts and shipping delays will ripple quickly into European fit-outs.
- Commodity materials such as steel, aluminium, and glass have stabilised since mid-2024, but finished products continue to carry embedded logistics costs.

Global Trade & Tariff Implications

- Shifts in global trade policy, including renewed tariffs between major economies, are influencing the availability and cost of imported components. The indirect effect across EMEA is felt most acutely in electronics, lighting control, and specialist metalwork packages that rely on Asian manufacturing.
- Contractors increasingly favour EMEA-based manufacturers or hybrid procurement, mixing core components from China with European final assembly.
- Occupiers can mitigate exposure through dual-sourcing strategies and the use of regional distributors. Early commitment and framework agreements provide cost certainty.

ESG and Sustainability Drivers

- EU taxonomy for sustainable activities and national carbon reduction mandates is tightening cost and compliance obligations.
- Many jurisdictions now require carbon performance disclosure at lease level. The emphasis on operational efficiency and certification (e.g. BREEAM, LEED, WELL) continues to align fit-out expenditure with asset value retention. Some landlords expect occupiers to contribute to sustainable retrofit investment as a condition of lease.
- The preference for sustainable materials - low-VOC paints, recycled content, FSC timber and energy-efficient lighting - has increased baseline fit-out cost by up to 10% in premium specifications. These costs are now widely accepted as part of standard practice rather than optional enhancements.
- Circular economy principles (reuse of raised floors, lighting, and ceiling grids) are being actively implemented in the Nordics and Netherlands.

Market Demand & Workplace Strategy

- Hybrid working has become a settled norm. Occupiers are consolidating into smaller, higher-quality offices with improved amenities. This trend drives a “flight to quality” across both mature and emerging markets.
- Flexibility, acoustics, natural light, and wellness are now central design parameters. The integration of technology, collaborative zones and hospitality-inspired finishes continues to raise specification levels per square metre.
- Overall, the workplace continues to evolve from a functional asset into a strategic brand environment. This shift increases cost intensity but improves alignment between capital expenditure and organisational purpose.

Programme Risk and Delivery Challenges

- Programme management discipline, early procurement, and close consultant integration are the decisive factors in cost predictability and timely delivery. Two-stage tenders, early contractor involvement, and digital project management platforms are best practice.
- Local authority approval times vary widely. France, Italy, and Belgium often add 10–15% programme overrun compared to the UK.
- Fire safety and accessibility codes are under stricter enforcement, especially in Germany and Sweden.
- Occupiers are advised to maintain 8–10% contingency on programme duration.

Country Spotlights

France

- Fire safety regulation and acoustic control continue to impose cost premiums
- Authority permitting remains a key delay factor; early liaison with local fire consultants is essential

LOW	MEDIUM	HIGH
€ 1,200	€ 1,500	€ 2,450

United Kingdom

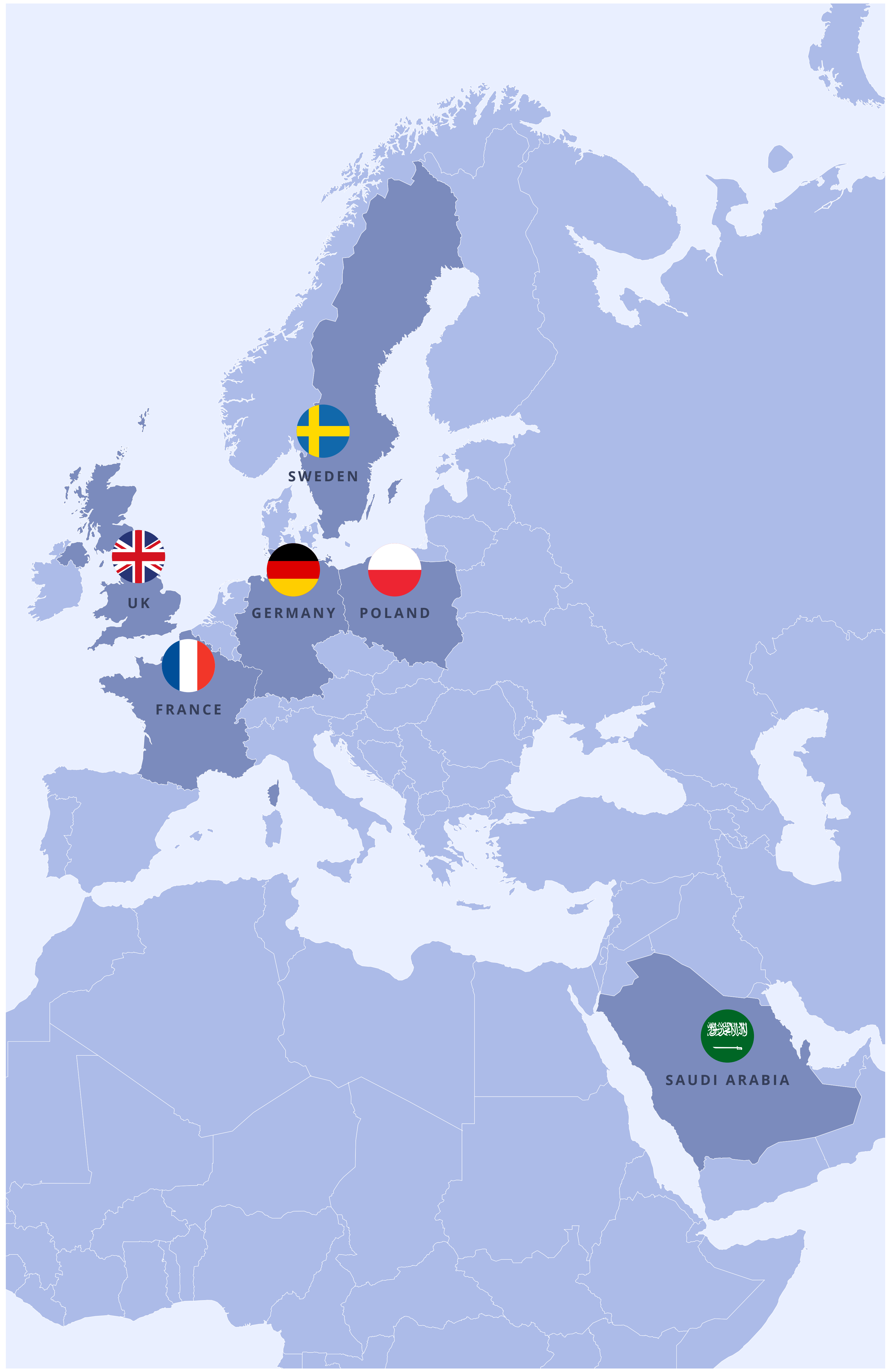
- London remains the most expensive fit-out market in EMEA, with average CAT B fit-outs ranging at the top end of the cost spectrum
- Labour shortages persist despite improved post-Brexit stability
- Landlords increasingly pre-deliver CAT A+ and plug-and-play offerings to accelerate lease uptake, blurring the line between occupier and base build costs

LOW	MEDIUM	HIGH
€ 1,500	€ 2,500	€ 3,500

Sweden

- Stockholm continues to deliver premium-quality fit-outs driven by sustainability and design innovation
- Labour rates are the highest in the region but offset by efficient modular construction practices
- Landlords are increasingly adopting “Design for Disassembly” methodologies for future flexibility and ESG reporting

LOW	MEDIUM	HIGH
€ 1,150	€ 1,600	€ 2,100



Country Spotlights

Germany

- Technical compliance requirements and labour protection regulations drive cost intensity
- Berlin and Munich remain capacity-constrained markets; Frankfurt offers slightly better contractor availability

LOW	MEDIUM	HIGH
€ 1,300	€ 1,800	€ 2,600

Saudi Arabia

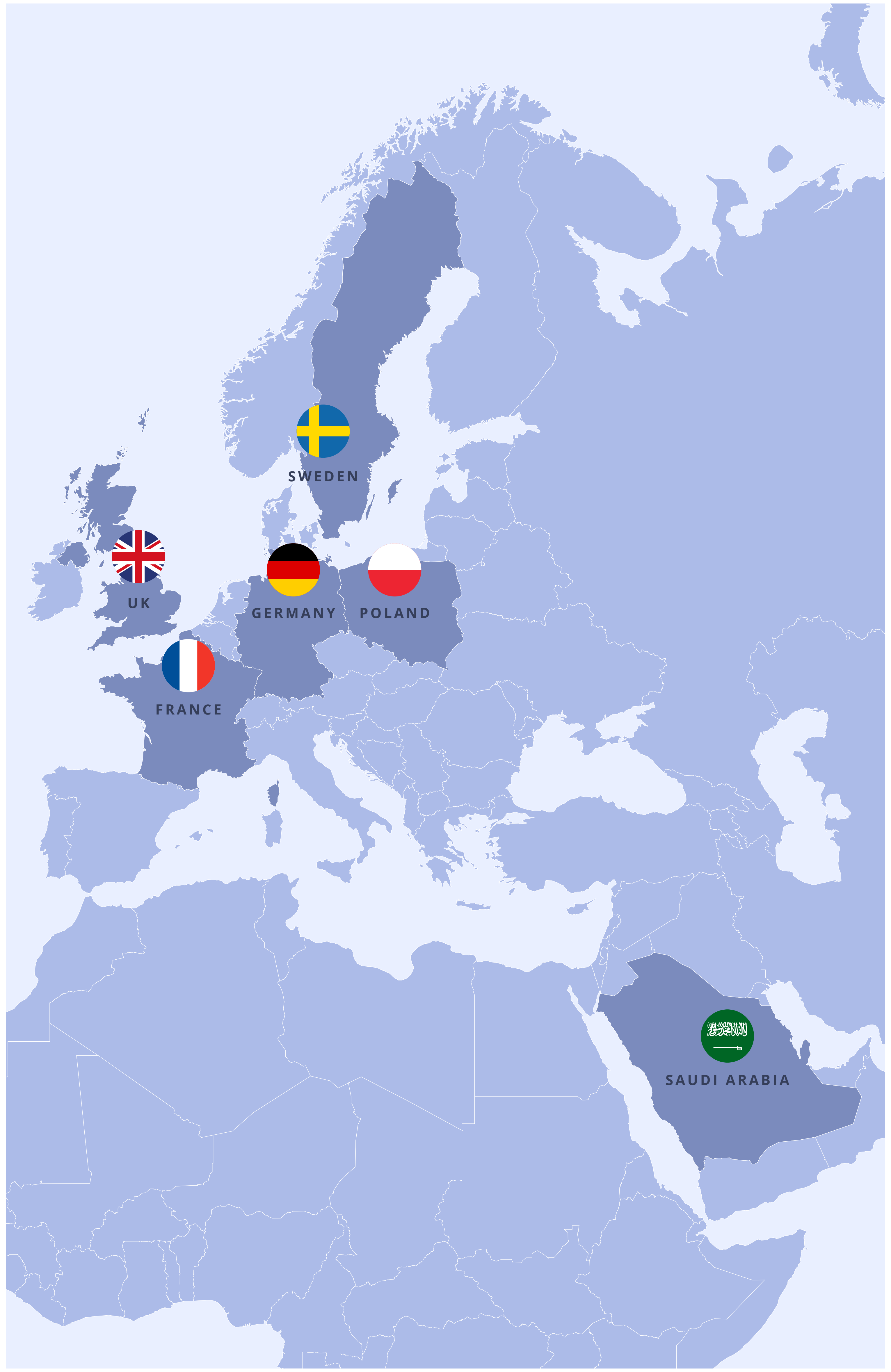
- Riyadh remains the epicentre of fit-out activity driven by corporate relocations and government-led developments under Vision 2030
- Local manufacturing capabilities for finishes and partitions is expanding, but advanced MEP and lighting systems are still predominantly imported
- High specification fit-outs are the norm, reflecting international design standards and elevation workplace experience expectations

LOW	MEDIUM	HIGH
€ 1,450	€ 2,000	€ 3,250

Poland

- Key cities in Poland maintain a strong pipeline of fit-out activity driven by shared services and technology occupiers
- Wage growth and skilled labour shortages are narrowing the historical gap that historically existed with Western Europe
- Material availability has stabilised but imported MEP components remain sensitive to EUR/PLN fluctuations

LOW	MEDIUM	HIGH
€ 800	€ 1,250	€ 2,000



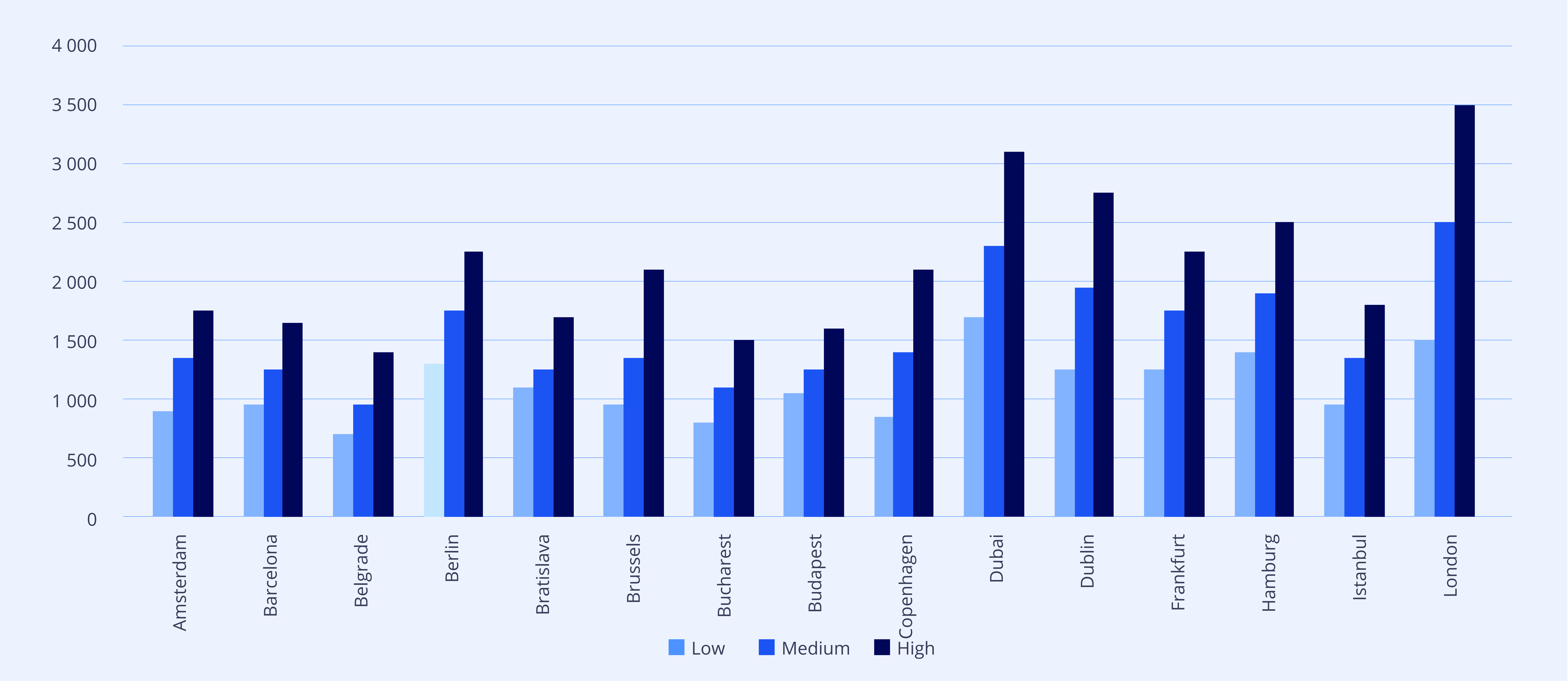
Europe and Middle East | Construction Fit Out Cost (€) per m2

		TOTAL CONSTRUCTION COST		
Country	**City**	LOW	MEDIUM	HIGH
Austria	Vienna	950	1,450	2,000
Belgium	Brussels	950	1,350	2,100
Bulgaria	Sofia	650	1,150	1,450
Czech Republic	Prague	950	1,200	1,850
Denmark	Copenhagen	850	1,400	2,100
France	Paris	1,200	1,500	2,450
Germany	Berlin	1,300	1,750	2,250
Germany	Frankfurt	1,250	1,750	2,250
Germany	Hamburg	1,400	1,900	2,500
Germany	Munich	1,500	2,000	2,700
Hungary	Budapest	1,050	1,250	1,600
Israel	Tel Aviv	1,100	1,450	2,200
Italy	Milan	1,000	1,200	1,500
Italy	Rome	950	1,100	1,350

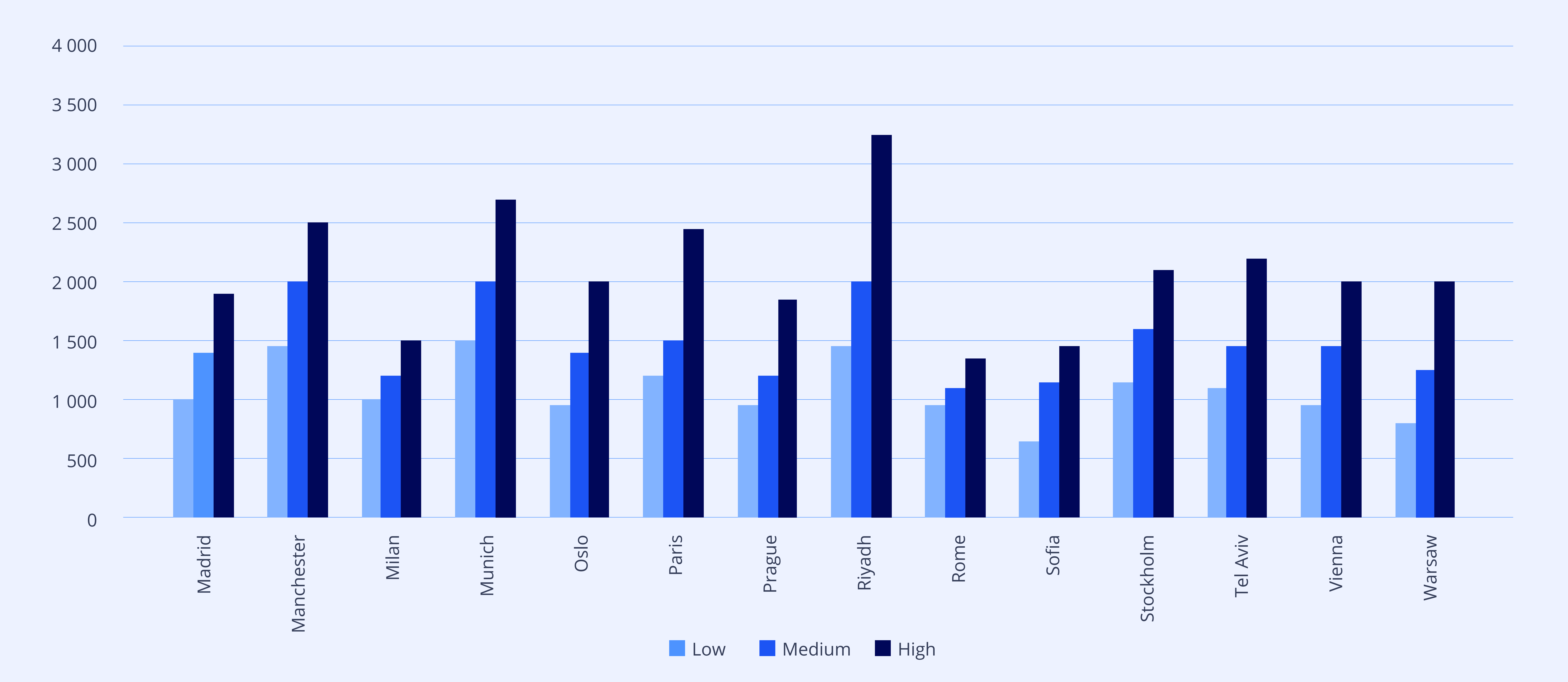
Europe and Middle East | Construction Fit Out Cost (€) per m2

		TOTAL CONSTRUCTION COST		
Country	**City**	LOW	MEDIUM	HIGH
Netherlands	Amsterdam	900	1,350	1,750
Norway	Oslo	950	1,400	2,000
Poland	Warsaw	800	1,250	2,000
Romania	Bucharest	800	1,100	1,500
Republic of Ireland	Dublin	1,250	1,950	2,750
Saudi Arabia	Riyadh	1,450	2,000	3,250
Serbia	Belgrade	700	950	1,400
Slovakia	Bratislava	1,100	1,250	1,700
Spain	Barcelona	950	1,250	1,650
Spain	Madrid	1,000	1,400	1,900
Sweden	Stockholm	1,150	1,600	2,100
Turkey	Istanbul	950	1,350	1,800
United Arab Emirates	Dubai	1,700	2,300	3,100
United Kingdom	London	1,500	2,500	3,500
United Kingdom	Manchester	1,450	2,000	2,500

Europe and Middle East | Breakdown - Construction Fit Out Cost (€) per m2



Europe and Middle East | Breakdown - Construction Fit Out Cost (€) per m2



Europe and Middle East | Construction Fit Out Cost (€) per m2

		COLLIERS FIT OUT COST BREAKDOWN (COST)											
		LOW				MEDIUM				HIGH			
Country	City	Construction	Furniture	AV/IT	Professional Services	Fit-Out	Furniture	AV/IT	Professional Services	Fit-Out	Furniture	AV/IT	Professional Services
Austria	Vienna	570	162	124	95	870	247	189	145	1,200	340	260	200
Belgium	Brussels	570	143	133	105	810	203	189	149	1,260	315	294	231
Bulgaria	Sofia	423	91	72	65	748	161	127	115	943	203	160	145
Czech Republic	Prague	618	143	114	76	780	180	144	96	1,203	278	222	148
Denmark	Copenhagen	510	145	111	85	840	238	182	140	1,260	357	273	210
France	Paris	720	204	156	120	900	255	195	150	1,470	417	319	245
Germany	Berlin	780	221	169	130	1,050	298	228	175	1,350	383	293	225
Germany	Frankfurt	750	213	163	125	1,050	298	228	175	1,350	383	293	225
Germany	Hamburg	840	238	182	140	1,140	323	247	190	1,500	425	325	250
Germany	Munich	900	255	195	150	1,200	340	260	200	1,620	459	351	270

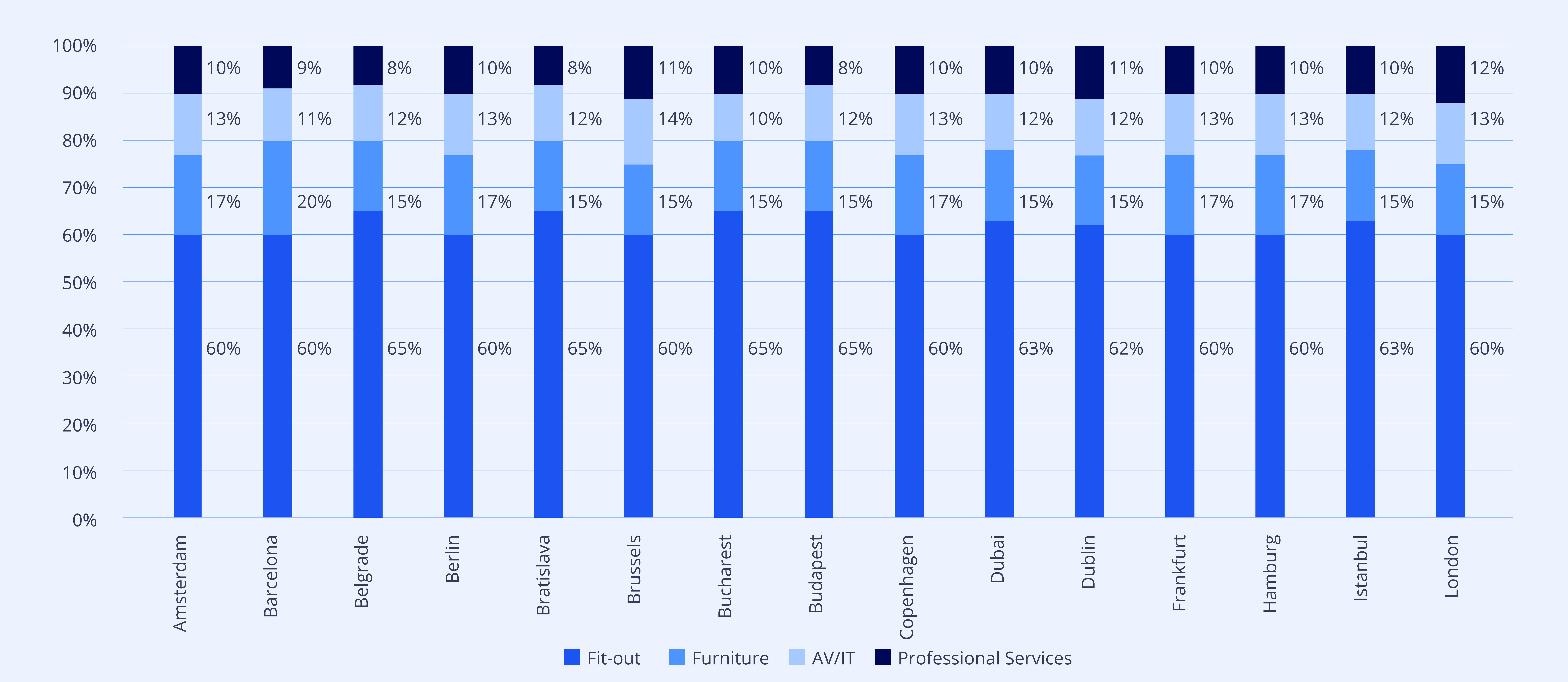
Europe and Middle East | Construction Fit Out Cost (€) per m2

		COLLIERS FIT OUT COST BREAKDOWN (COST)											
		LOW				MEDIUM				HIGH			
Country	City	Construction	Furniture	AV/IT	Professional Services	Fit-Out	Furniture	AV/IT	Professional Services	Fit-Out	Furniture	AV/IT	Professional Services
Hungary	Budapest	683	158	126	84	813	188	150	100	1,040	240	192	128
Israel	Tel Aviv	715	165	110	110	943	218	145	145	1,430	330	220	220
Italy	Milan	600	170	130	100	720	204	156	120	900	255	195	150
Italy	Rome	570	162	124	95	660	187	143	110	810	230	176	135
Netherlands	Amsterdam	540	153	117	90	810	230	176	135	1,050	298	228	175
Norway	Oslo	599	143	114	95	882	210	168	140	1,260	300	240	200
Poland	Warsaw	480	136	104	80	750	213	163	125	1,200	340	260	200
Romania	Bucharest	520	120	80	80	715	165	110	110	975	225	150	150
Republic of Ireland	Dublin	775	188	150	138	1,209	293	234	215	1,705	413	330	303
Saudi Arabia	Riyadh	841	247	218	145	1,160	340	300	200	1,885	553	488	325

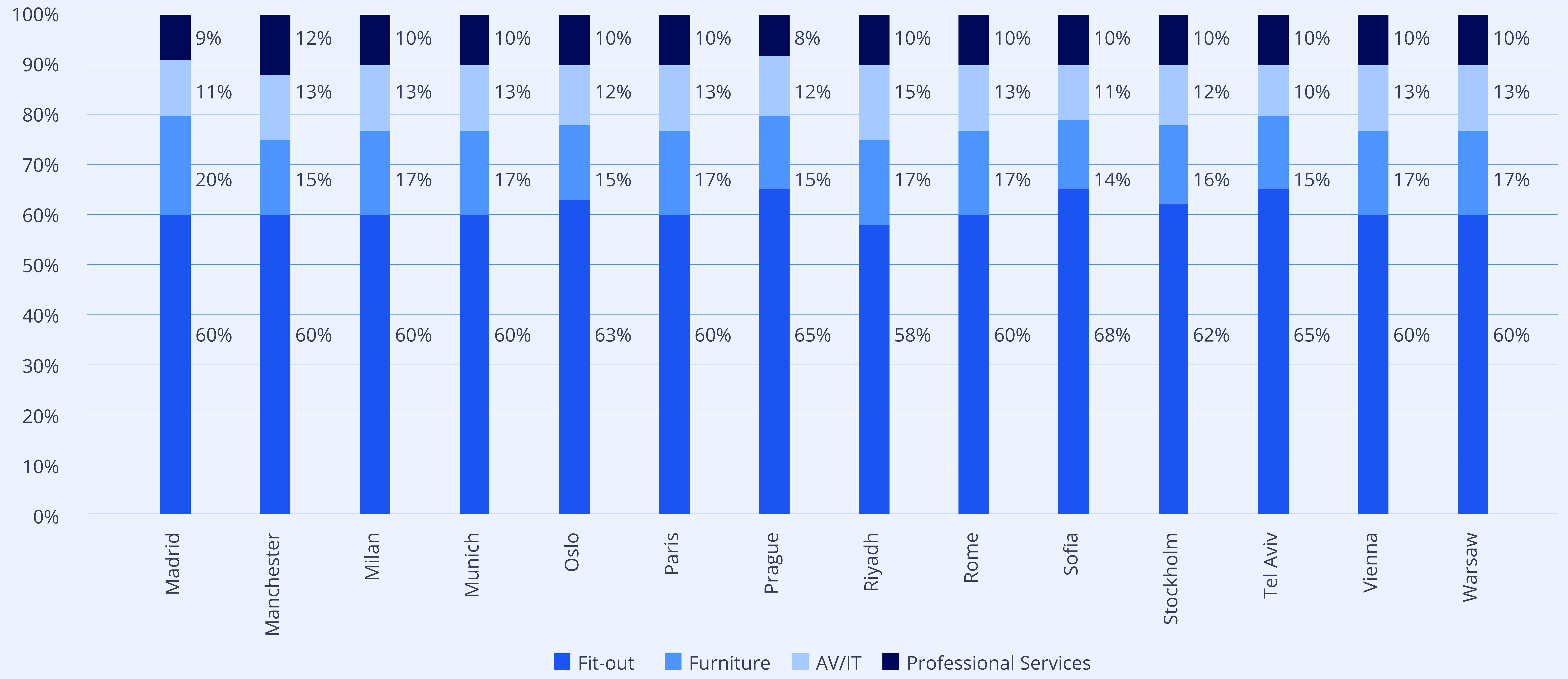
Europe and Middle East | Construction Fit Out Cost (€) per m2

		COLLIERS FIT OUT COST BREAKDOWN (COST)											
		LOW				MEDIUM				HIGH			
Country	**City**	**Construction**	**Furniture**	**AV/IT**	**Professional Services**	**Fit-Out**	**Furniture**	**AV/IT**	**Professional Services**	**Fit-Out**	**Furniture**	**AV/IT**	**Professional Services**
Serbia	Belgrade	455	105	84	56	618	143	114	76	910	210	168	112
Slovakia	Bratislava	715	165	132	88	813	188	150	100	1,105	255	204	136
Spain	Barcelona	570	190	105	86	750	250	138	113	990	330	182	149
Spain	Madrid	600	200	110	90	840	280	154	126	1,140	380	209	171
Sweden	Stockholm	713	184	138	115	992	256	192	160	1,302	336	252	210
Turkey	Istanbul	599	143	114	95	851	203	162	135	1,134	270	216	180
United Arab Emirates	Dubai	1,071	255	204	170	1,449	345	276	230	1,953	465	372	310
United Kingdom	London	900	225	195	180	1,500	375	325	300	2,100	525	455	420
United Kingdom	Manchester	870	218	189	174	1,200	300	260	240	1,500	375	325	300

Europe and Middle East | Breakdown - Construction Fit Out Cost per m2



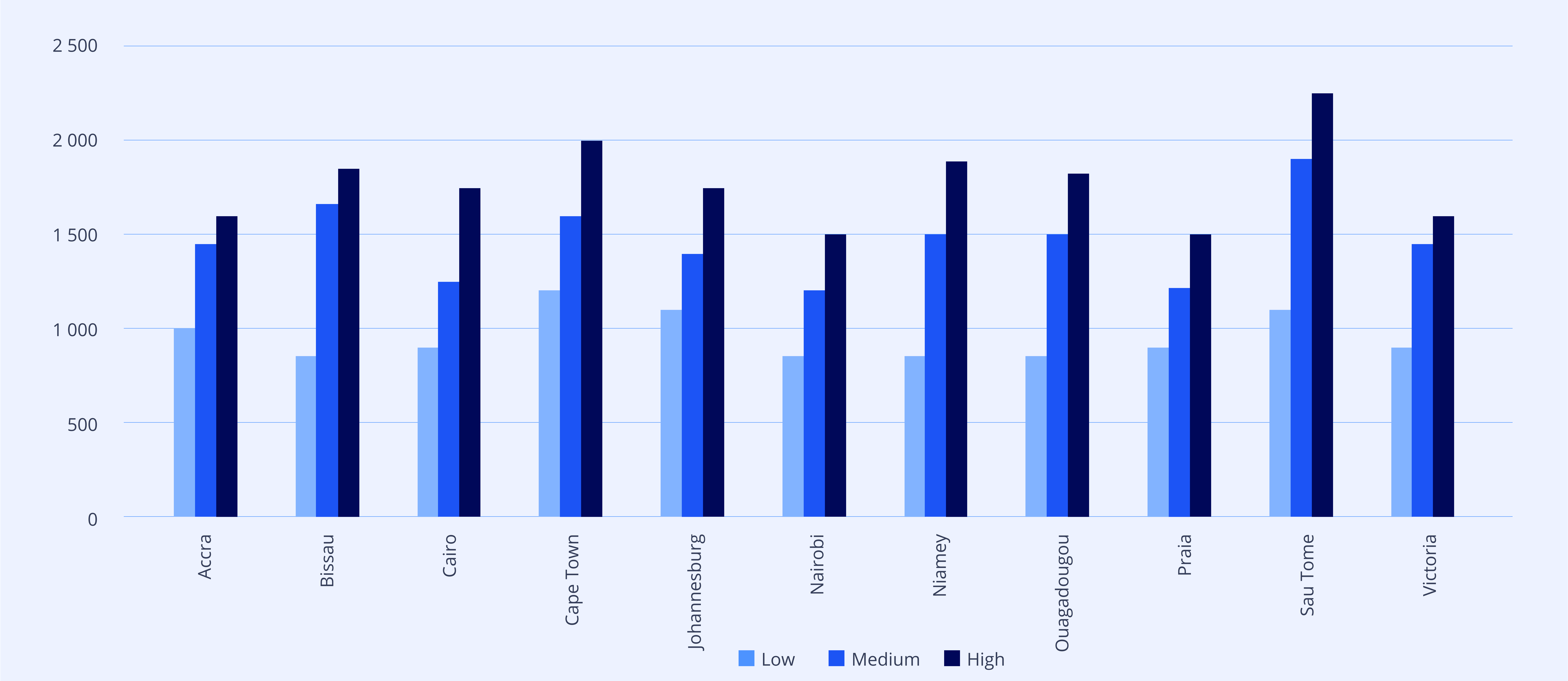
Europe and Middle East | Breakdown - Construction Fit Out Cost per m2



Africa | Construction Fit Out Cost (€) per m2

		TOTAL CONSTRUCTION COST		
Country	**City**	LOW	MEDIUM	HIGH
Burkina Faso	Ouagadougou	850	1,500	1,828
Cabo Verde	Praia	900	1,213	1,500
Egypt	Cairo	900	1,250	1,750
Ghana	Accra	1,000	1,450	1,600
Guinea Bissau	Bissau	850	1,661	1,850
Kenya	Nairobi	850	1,203	1,500
Niger	Niamey	850	1,500	1,889
Sau Tome	Sau Tome	1,100	1,900	2,250
Seychelles	Victoria	900	1,450	1,600
South Africa	Johannesburg	1,100	1,400	1,750
South Africa	Cape Town	1,200	1,600	2,000

Africa | Breakdown - Construction Fit Out Cost (€) per m2



Africa | Construction Fit Out Cost (€) per m2

		COLLIERS FIT OUT COST BREAKDOWN (COST)											
		LOW				MEDIUM				HIGH			
Country	City	Construction	Furniture	AV/IT	Professional Services	Fit-Out	Furniture	AV/IT	Professional Services	Fit-Out	Furniture	AV/IT	Professional Services
Burkina Faso	Ouagadougou	595	111	85	60	1,050	195	150	105	1,280	238	183	128
Cabo Verde	Praia	621	117	90	72	837	158	121	97	1,035	195	150	120
Egypt	Cairo	522	171	135	72	725	238	188	100	1,015	333	263	140
Ghana	Accra	680	130	70	120	986	189	102	174	1,088	208	112	192
Guinea Bissau	Bissau	519	128	94	111	1,013	249	183	216	1,129	278	204	241
Kenya	Nairobi	587	102	77	85	830	144	108	120	1,035	180	135	150
Niger	Niamey	493	102	136	119	870	180	240	210	1,096	227	302	265
Sau Tome	Sau Tome	671	154	143	132	1,159	266	247	228	1,372	315	292	270
Seychelles	Victoria	612	117	99	72	986	189	160	116	1,088	208	176	128
South Africa	Johannesburg	660	187	165	88	840	238	210	112	1,050	298	263	140
South Africa	Cape Town	720	204	180	96	960	272	240	128	1,200	340	300	160

Occupier Checklist

Design to Budget

Early budget formation based on accurate benchmark information is critical to managing the design throughout the construction cycle. Having a robust budget with clear definition of what's included/excluded will ensure the design is produced within the cost envelope set.

Early Market & Contractor Engagement

Understanding the fit out market to better plan for early economic risks, material price inflation and political uncertainty which may impact procurement and cost.

Enhance cost certainty and reduce procurement risk by proactively involving contractors during early design to assess programme robustness.

Change Control & Risk Management

Having a costed risk register at the outset of the project will inform contingency levels and keep all parties aware of live risks.

Implementing a stringent change control process to manage pre and post contract changes will allow for better cost management – keeping the project within budget.

Cashflow & Forecasting

Collaborate with appointed cost manager and in house finance teams to manage cashflow forecasts and actual expenditure tracking, ensuring alignment with fiscal year-end targets.

Client Direct Packages

We have seen a recent trend in over spend on client direct packages as requirements are generally not clear at an early stage. Making sure there is clear definition on quality of client direct packages such as furniture and IT/AV will enable a more accurate budget at inception, using accurate benchmarks based on previous projects delivered.

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CONNECT WITH OUR EXPERTS

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