

# Katowice



Polish Cities  
– unlocking  
the potential



Polish Investment  
& Trade Agency  
PFR Group



# Introduction

**Radek Pituch**

Manager  
Investment Support Department  
The Polish Investment and Trade Agency

Dear Readers,

We are pleased to present another publication from the Investment Potential of Polish Cities series, prepared by the Polish Investment and Trade Agency in cooperation with local government and regional partners. The aim of this publication is to highlight the key strengths of selected urban centers and their importance in the context of investment development.

In the latest edition, we focus on Katowice – a dynamically developing economic hub in southern Poland and the heart of the Upper Silesian-Zagłębie Metropolis. The city stands out for its excellent location in the center of Europe and strong transport accessibility, including an extensive road network, railway connections, and proximity to an international airport, making it an attractive destination for both regional and global investments.

Katowice continues to strengthen its position as one of Poland's leading centers for the modern business services (BSS) sector, attracting projects in IT, shared services, and research and development. At the same time, the city is rapidly developing its gaming sector and creative industries, building a modern ecosystem for technology companies and innovative ventures.

Access to a highly qualified workforce, a strong academic base, modern office infrastructure, and a partnership-oriented approach of local authorities towards investors create a stable and competitive environment for business development. Katowice effectively leverages its potential, becoming an important point on the investment map of Central and Eastern Europe.

We encourage you to explore the publication and to discover in more detail the opportunities offered by Katowice – a well-connected, innovative city open to new investments.



**Bogumił Sobuła**

First Deputy Mayor  
of the City of Katowice

Katowice is a city that knows how to turn change into an advantage. Over the past years, we have built one of the most important technological ecosystems in Poland by developing knowledge-based services, investing in infrastructure, and creating space for businesses of the future.

Our Metropolis is home to over two million residents, and the largest academic base in the country and supplies thousands of new specialists every year. This is the foundation that enables us to attract global companies from the IT, R&D, modern business services, energy, and creative industries sectors.

In Katowice, investments benefit from stable development conditions – from support provided by the Katowice Special Economic Zone, through access to talent, to projects such as the New Technologies District and the Katowice Gaming and Technology Hub. We are building a business-friendly city that is open, modern, and ambitious.

I invite you to Katowice – a city that builds its future based on people, technology, and partnership-driven cooperation.



# Basic data

Katowice is the central city the Upper Silesian–Zagłębie Metropolis – the largest metropolitan area in Poland, with a population of 2.1 million. The city itself is home to 278.9 thousand residents (Statistics Poland, June 2025). Thanks to its strategic location in the centre of Europe, excellent transport accessibility, and a business-friendly environment, Katowice ranks among the most important investment locations in Poland.

The city stands out for its strong human capital base and one of the most diversified talent pools in the country, particularly in IT, finance, engineering, medicine, analytics, and business services.

Katowice is also one of Poland's leading centres for modern business services. The Metropolis hosts 156 BPO, SSC/GBS, IT, and R&D centres, employing 36,800 specialists. Over 42% of these centres are technology-focused – the highest IT share among Poland's largest BSS markets. This confirms that the Metropolis is one of the most dynamically developing technological ecosystems in Central Europe.

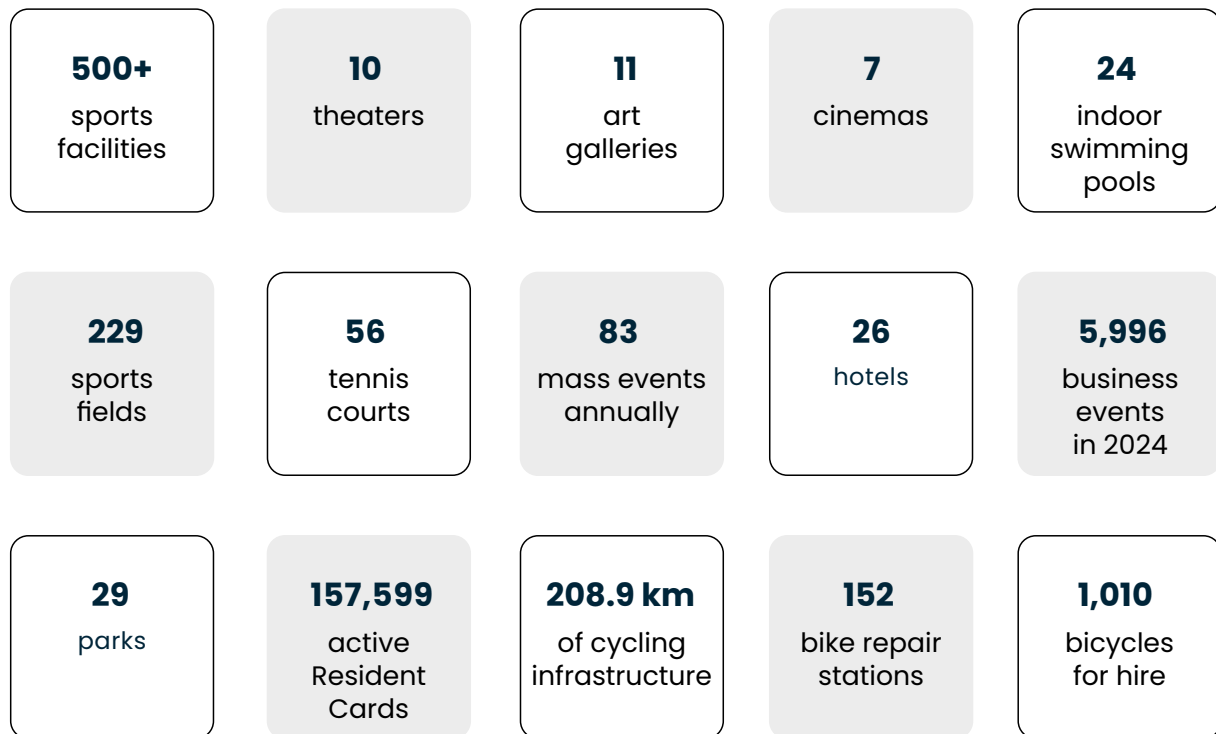
Knowledge-Intensive Business Services play an exceptionally strong role here. Centres operating in Katowice deliver advanced technological, analytical, financial, cybersecurity, cloud, and operational processes on a global scale. The region consistently leverages its transformational character – flexibility, experience, and competencies – as a competitive advantage in servicing complex international operations.

A major growth driver is the emerging Katowice Gaming and Technology Hub – a flagship project of the New Technologies District. The Hub integrates global companies, start-ups, and universities, creating a collaborative space across four strategic areas: Gaming/e-sports, AI Knowledge Exchange, Digital Bridge, and Network Acceleration. This investment strengthens Katowice's position as a city of innovation, new technologies, and future industries.



At the same time, Katowice offers an increasingly high quality of life. Over 40% of the city's area consists of green spaces, with numerous recreational and sports facilities available. The development of eco-friendly transport and social investments enhances residents' living comfort.

## Quality of life in numbers:



## Eco-friendly transport:



The city implements all 17 UN Sustainable Development Goals in line with the "Katowice 2030" Strategy.

Katowice is a city where investments are stable, modern, and future-oriented – a place that combines competencies, technologies, innovation, and a high standard of living, creating exceptional conditions for business and a comfortable environment for residents.



Photo: T. Smogulski\_SkyVision



## Capital

of the śląskie region



## Citizens

Katowice:

**278,900**

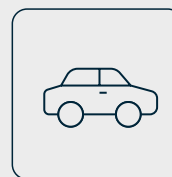
Metropolia GZM:

**2,128,000**



## Airport

Katowice International Airport  
– Wojciech Korfanty / Katowice Airport



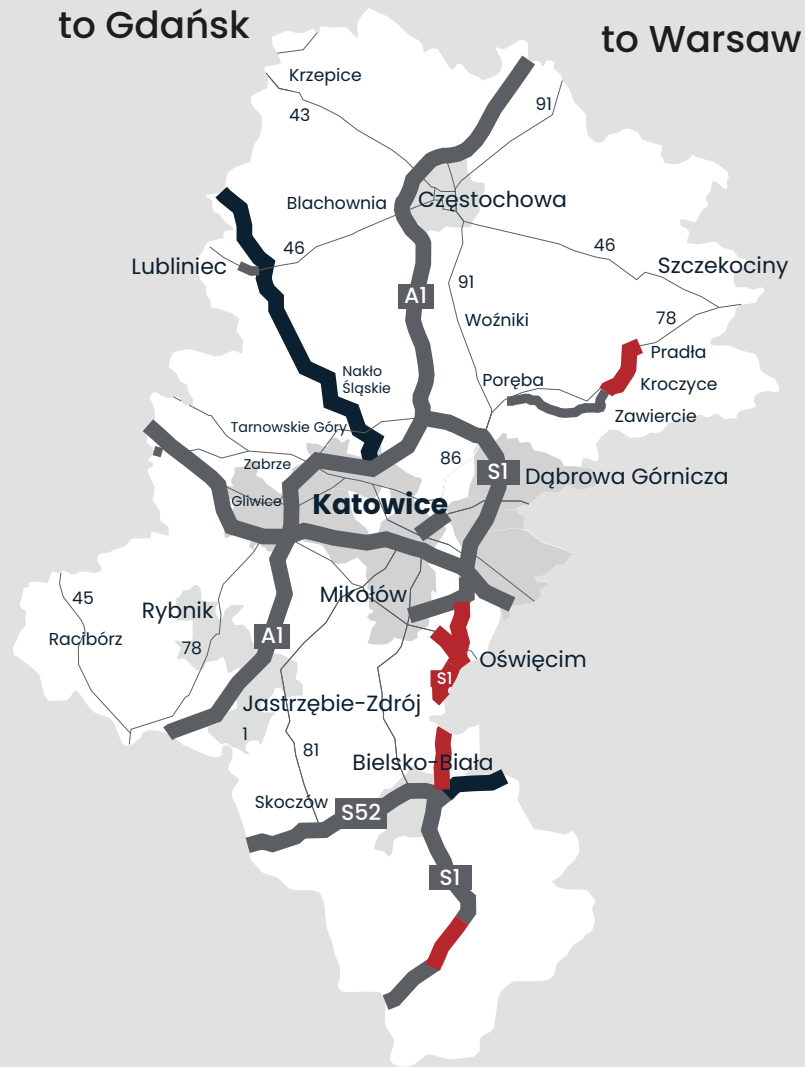
## A1, A4

motorways

## S1, S86

expressways

# Road infrastructure



**Key**

- existing
- under construction
- out for tender
- planned
- existing national roads

# Air Travel

Katowice has one of the most important airports in Central Europe for charter and cargo traffic. Katowice Airport (KTW) is Poland's third-largest regional airport by passenger numbers and ranks first nationally in charter and cargo segments. Katowice Airport (Pyrzowice) is now a key regional hub – in 2024. In 2025, it handled 7.2 million passengers, and 2026 is expected to be a record year – passenger numbers are estimated to exceed 7.9 million. In November 2025, passenger numbers exceeded 6.89 million.

Thanks to an extensive network of regular and charter connections, KTW offers excellent accessibility to major European destinations as well as popular holiday and business routes. The airport serves both tourist and business traffic, making Katowice a strategic logistics and connectivity point for investors.

Tak dynamiczne wyniki potwierdzają, że Katowice Airport to nie tylko lotnisko to istotna część infrastruktury biznesowej Metropolii, która zwiększa jej atrakcyjność dla firm z całego świata.

## Value for investors / residents / business visitors:

fast connections to key European markets, the ability to combine business travel with comfort for employees and international visitors, strong support for logistics and supply chains, and ease of access to Katowice for conferences, events, and international cooperation.

## Katowice Airport

### | Domestic flights

Warsaw:  
50 minutes  
Frequency:  
once a day

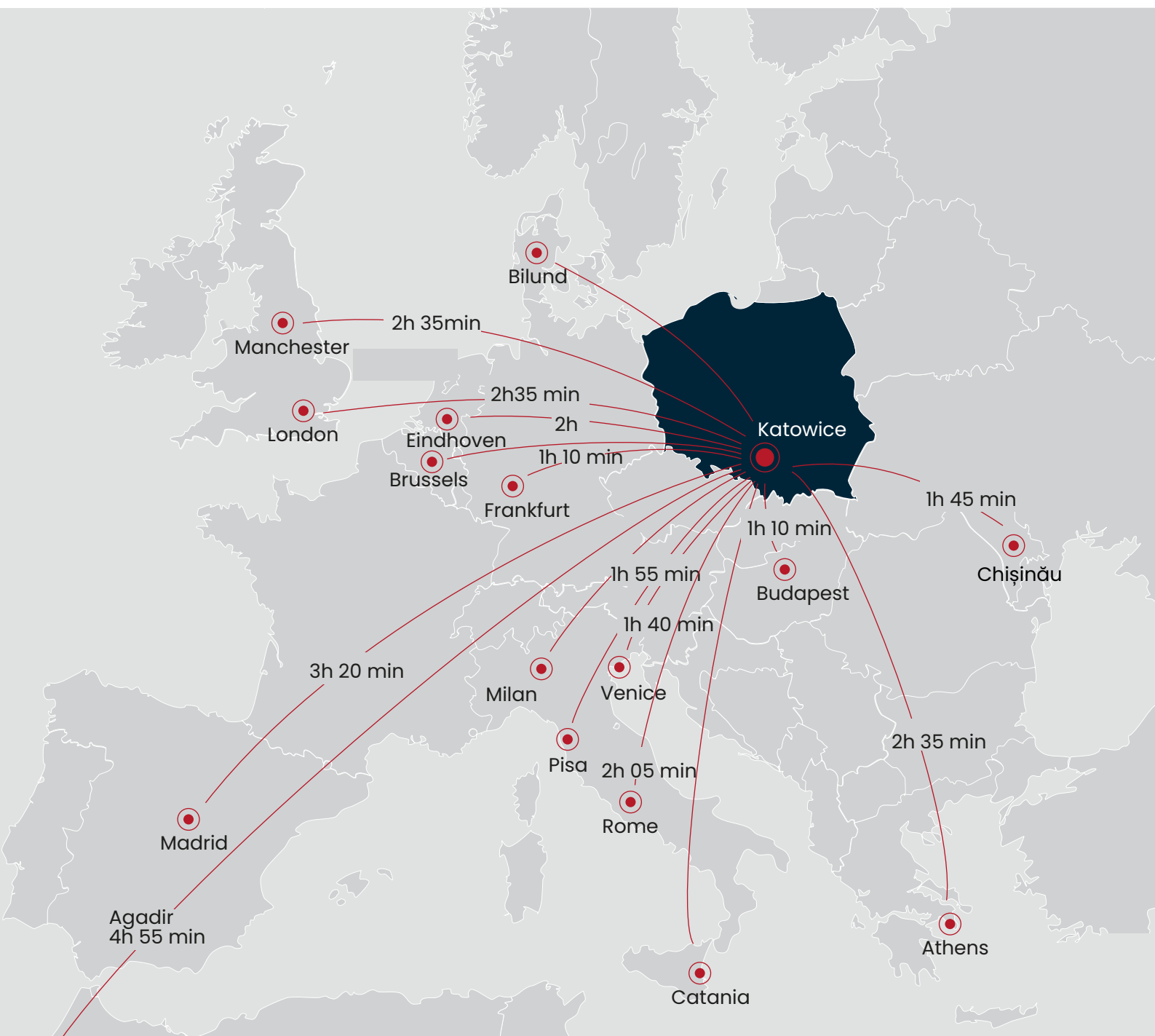


**| International flights**

Summer 2026 includes: **128** routes (scheduled and charter) to **102** airports in **33** countries, including **18** new destinations.

Thanks to the dynamic development of its route network and a stable position among Poland's largest regional airports, Katowice Airport is one of the city's key assets for investors, ensuring fast access to key European markets and flexible business and logistics travel options.

Most popular scheduled destinations:



# Education

Katowice is one of Poland's most important academic centres and a natural talent base for the entire Upper Silesian–Zagłębie Metropolis. There are 19 higher education institutions operating in Katowice and the Metropolis, with 95.8 thousand students (over 50 thousand in Katowice alone) and approximately 23 thousand graduates each year. This is one of the largest and most diversified talent pools in the country, especially in IT, finance, engineering, medicine, analytics, and business.

A key advantage of the Metropolis is its broad range of STEM, engineering, financial, language, and business programs, well aligned with the needs of global organizations. As a result, Katowice has long attracted investors from the modern business services, IT, R&D, and medtech sectors.

An important element of the local ecosystem is close cooperation between universities and business. The city actively co-creates educational programs preparing young people for work in the most future-oriented sectors of the economy.



19

higher education institutions  
(Katowice and the Metropolis)  
Broad range of technical, medical,  
business, and artistic programs

95,817

students (Metropolis)

50,321

students (Katowice)

Source: CSO

## The most popular educational programs:

**Corporate Readiness Certificate (CRC)** – a nationwide program developed with BSS companies, enhancing business and technological competencies.

**Fujitsu Tech** – a four-year program for secondary school students, focused on practical digital and technology skills.

**Kyndryl Future Achievers** – an initiative combining project-based learning, mentoring, and IT and language skills development.

Through cooperation between Academia, business, and public administration, Katowice is building an ecosystem that genuinely supports young people – from secondary school, through university, to their first professional experience in global service centres.

# Office Availability

**742,000 m<sup>2</sup>**

Available Office Space (m<sup>2</sup>)

**17** buildings and office complexes  
(28 buildings if counted separately)  
– Class A

Number of Modern Office  
Buildings

**EUR 10.00–14.50 m<sup>2</sup>/month**

asking rent

Monthly Office Rental Cost  
(PLN and EUR)

**PLN 14.00–26.00 m<sup>2</sup>/month**

service charge

**21.6%**

Vacancy Rate (%)

## | Selected office buildings

Building Name	Year of Completion	Address	Rental area (m <sup>2</sup> )	Occupancy Rate(%)
.KTW I	2018	Roździeńskiego 1A	18,245	96.5
.KTW II	2020	Roździeńskiego 1B	39,900	62.3
Global Office Park	2020 -2022	Zabrska 17,19,20	59,188	91.3
Grundmanna Office Park	2024	Żelazna 10	20,650	61.2
Face2Face Business Campus	2020	Żelazna 2,4	46,620	100



# IT Sector

Katowice and the Upper Silesian–Zagłębie Metropolis are among Poland's most important IT hubs. The sector is developing exceptionally dynamically, with a scale of technological specialization that distinguishes the region nationally and internationally.

The dominant type of centre in Katowice and GZM is IT. These centres account for 42% of employment within 156 BPO, SSC/GBS, IT, and R&D centers. Total employment in the modern business services sector reaches 36,800 people, with as many as 15,900 working directly in IT.

Companies operating in the region deliver advanced processes including software development, cloud computing, cyber-security, AI/ML, data analytics, system architecture, and global infrastructure support.

A strong competence ecosystem, combined with academic resources and growing specialization in AI and gaming/tech, makes Katowice one of Poland's most future-oriented technology locations.





**15,900**

total employment  
in the sector



**6,000**

number of IT students

**1,300**

number of IT graduates

## | Selected IT companies

- Capgemini Cloud Infrastructure Services,
- ING Hubs Poland,
- Kyndryl Customer Innovation Center,
- Sopra Steria,
- Keywords Studios,
- Fujitsu Technology Solutions,
- Accenture Advanced Technology Center,
- EPAM, Sii, Stats Perform,
- COIG,
- Euvic,
- Sapiens,
- Aebi Schmidt,
- Vaillant Group Business Services Poland
- Scalco,
- Soflab Technology,
- Outokumpu.



# Investments

Katowice is one of the most attractive places to invest in Poland – a city with stable economic foundations, developed infrastructure, strong academic and competence base, and exceptionally favorable business conditions.

A key investment advantage is cooperation with the Katowice Special Economic Zone (KSSE), repeatedly awarded as the best industrial zone in Europe and one of the world's leading zones. Thanks to KSSE, investors can benefit from tax exemptions, administrative support, and a wide range of investment sites.

Katowice attracts investors from IT, BPO/SSC/GBS, high-tech manufacturing, energy, electromobility, medtech, gaming/e-sports, and R&D sectors. The city actively promotes innovation and a knowledge-based economy, symbolized by the Katowice Gaming and Technology Hub – the largest technology project in the city's history and the foundation of the New Technologies District.

The City of Katowice, together with Wrocław and Łódź, is creating the "Polish ICT Triangle" initiative—a strategic project aimed at attracting investments from global leaders in the electronics, IT, and semiconductor sectors to Poland. This project is intended to serve as a platform for cooperation between the three urban centers in order to develop a modern economic ecosystem for the high-tech industry.



## Cumulative value of investments

### Revitalisation of post –industrial areas

total  
estimated  
value:

New Technologies District – Katowice Gaming and Technology Hub.

PLN 888.5M

### Sustainable urban mobility

Expansion of the road network along with the construction of a tram line from Brynów Loop to the planned Kostuchna Loop + Katowice Integrated Transfer Hub System – “Kostuchna” hub.

PLN 212.3M

Katowice Cycling Infrastructure (supporting sustainable multimodal urban mobility, velostrada system, and Regional Cycling Routes).

PLN 104.1M

Modernizacja infrastruktury na terenie Lotniska Muchowiec.

PLN 33.6M

### Attractive leisure opportunities

Katowice City Stadium (facility currently being equipped).

PLN 370.4M

Jerzy Kukuczka Himalayan Centre.

PLN 88.8M

Katowice Music Education Centre “Kilar House”.

PLN 21.1M

### A new quality of education

High-end photomedia facilities – redevelopment of the school building at the Technical and General Education School Complex No. 3 in Katowice.

PLN 23.8M

Thermal modernisation of the Economic Schools Complex building in Katowice.

PLN 15.4M

łączna  
szacunkowa  
wartość:

Thermal modernisation of School Complex No. 02 in Katowice.

PLN 11.7M

Thermal modernisation of the Gastronomy School Complex building in Katowice.

PLN 12.4M

Thermal modernisation of Technical and General Education School Complex No. 2 in Katowice

PLN 13.9M

Expansion and modernisation of vocational education facilities for students and trainees – Technical and General Education School Complex No. 2

PLN 20.6M

Future technologies – establishment of modern laboratories at the Technical and General Education School Complex No. 3 named after Edward Abramowski, Harcerzy Września Street 2, Katowice

PLN 37.8M

## Comprehensive energy modernisation

Comprehensive energy modernisation of multi-family residential buildings located at 11 Listopada Street 6 and 8.

PLN 13.9M

Comprehensive energy modernisation of multi-family residential buildings located at Obr. Westerplatte Street 13, 13a, 15, 15a, 15b in Katowice

PLN 10.4M



# Katowice – Talent Booster

## BSS

Katowice are the heart of a metropolitan area of over two million people, boasting excellent infrastructure, which makes them an ideal location for international investors. For several years, the city has remained among the leading regions with a strong specialization in business services – currently, more than 36,000 people are employed across 156 centers in the sector. Among these, over half are IT and R&D centers (57.1%). Alongside them, there are also BPO, Call Centre, SSC/GBS, and hybrid model operations (42.9%).



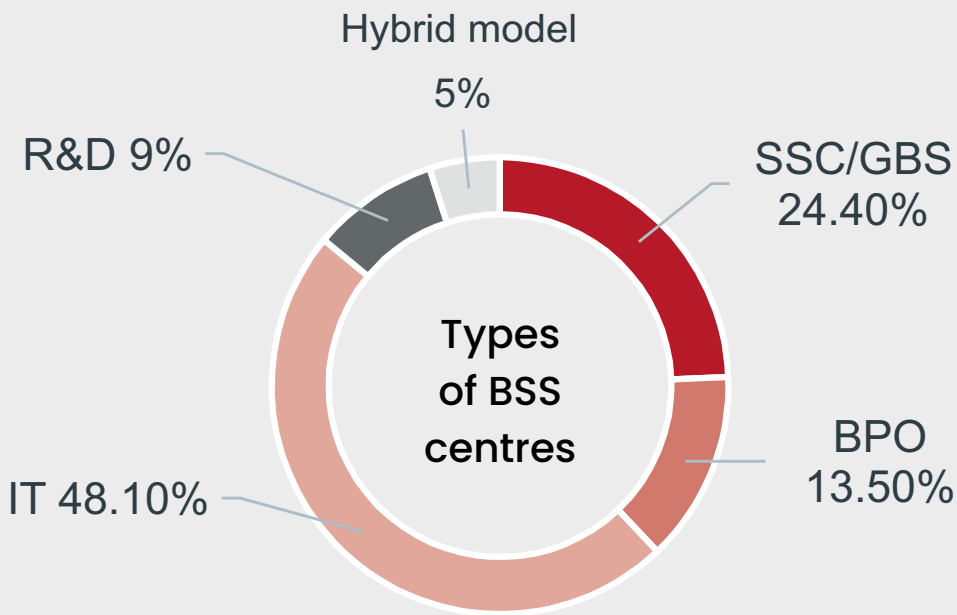
**36,800**

total employment in the BSS sector (IT & non-IT)



**156**

total number of business service centers



# Katowice – Talent Booster

## BSS non-IT

The Silesian modern business services market is stable and mature, and in recent years it has been undergoing a transformation towards greater technological advancement and increased process specialization. Alongside IT services, areas such as finance and accounting, customer service, supply chain management, and HR are also developing dynamically. The structure of investments in the sector is evolving towards competence centers, where the complexity of tasks is increasing, while at the same time the pace of growth in quantitative terms is slowing down. Katowice actively supports the development of the sector through partnerships with universities and programs such as the Corporate Readiness Certificate, Fujitsu Tech, and Kyndryl Future Achievers, which help develop the skills of secondary school students.

The modern business services sector in non-IT processes faces the challenge of adapting to changing conditions that have so far shaped the BSS market. A key priority is maintaining high service quality amid increasing automation and cost pressure. One of the major shifts requiring continuous adaptation is the rapid development of advanced technologies, which necessitates the upskilling of employees—particularly in technical competencies combined with flexibility and readiness to work in a digitalized environment. It is also essential to prepare for changes in the investment approach—rather than large-scale, high-employment projects, companies are increasingly likely to focus on building smaller, more specialized structures and locating roles in Poland as part of distributed teams.

### Most in-demand skills

#### Excel

Demand: high

Availability: moderate

#### ERP Systems

Demand: high

Availability: moderate

#### Data analysis

Demand: high

Availability: moderate

#### Change management

Demand: high

Availability: moderate

#### Foreign languages

Demand: high

Availability: high

### Gross salary table (PLN/month)

Job position	Min.	Max.
Senior GL Accountant	10,000	13,500
Financial Planning & Analysis Specialist	8,500	11,500
Customer Service Specialist	7,000	9,000
Customer Service Specialist	10,000	13,000
Payroll Specialist	7,500	9,500
Talent Acquisition Specialist	8,500	12,000

### What percentage of centers handle a given process?



# Katowice – Talent Booster

## BSS IT/R&D

Katowice are rapidly developing as an IT competence hub. The IT sector accounts for nearly half of total employment in the industry, largely driven by software development, infrastructure management, and process digitalization. In the past two years, the industry has faced challenges and a reassessment of companies' recruitment needs. Currently, the IT sector is stabilizing, with demand shifting toward new areas such as AI technologies, data processing, and cybersecurity. In the Katowice market, we observe highly advanced technological investments requiring top-level competencies. One of the fastest-growing sectors in Silesia is knowledge-intensive business services (KIBS), which provide operational support for advanced business processes. As a result, KIBS employment structures consist mainly of scientists, engineers, experts, and specialists. The strong presence of IT and R&D companies, access to talented graduates from technical universities, and the development of the Katowice Gaming and Technology Hub make the city an attractive location for IT projects. Additional advantages include ongoing infrastructure investments and access to a highly skilled workforce—19 higher education institutions, over 90,000 students, nearly 23,000 graduates annually, as well as access to a growing startup ecosystem.

### Key challenges:

The main challenge for the IT sector in the current environment is meeting EU regulatory requirements and further developing infrastructure in the field of cybersecurity. Additionally, rapid technological advancement is driving the need to source highly specialized talent, particularly in areas such as AI, cloud solutions, and data processing. The growing demand in these fields is increasing candidates' salary expectations, which poses a significant challenge for companies that are simultaneously striving to optimize costs.

## Most in-demand skills

### AWS/Azure

**Demand:** high  
**Availability:** moderate

### Python

**Demand:** high  
**Availability:** moderate

### AI Tools

**Demand:** very high  
**Availability:** low

### Java

**Demand:** moderate  
**Availability:** high

### Javascript

**Demand:** low  
**Availability:** high

### .NET

**Demand:** moderate  
**Availability:** high

### SAP

**Demand:** moderate  
**Availability:** moderate

### Linux

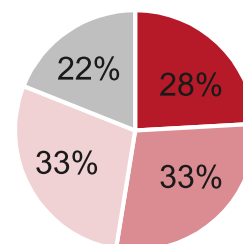
**Demand:** moderate  
**Availability:** moderate

# Gaming and Technology Sector in Katowice

Katowice is strengthening its position as a leader of technological transformation in Poland, responding to the dynamically evolving needs of modern business. At the heart of these efforts is the Katowice Gaming and Technology Hub, which will become the central element of the emerging New Technology District. This innovative collaboration platform brings together global and local technology companies, start-ups, and the education sector, creating an environment that fosters growth and synergy. The Hub is built around four key pillars: Gaming/e-sports, AI Knowledge Exchange, Digital Bridge, and Network Acceleration.

The adopted strategic direction will enhance the competitiveness of Katowice and the region, reinforcing the city's position as a dynamic center of innovation and modern technologies. Thanks to this initiative, Katowice is becoming not only an attractive location for investors and entrepreneurs, but also a place to pursue professional ambitions, offering a high quality of life. A strong presence of IT and R&D companies, access to talented graduates from technical universities, and the development of the Katowice Gaming and Technology Hub make the city an attractive destination for IT projects

## Supported processes



- Service Desk
- Software development
- IT maintenance and administration
- Business Intelligence

## Gross salary table (PLN/month)

Job position	Min.	Max.	Demand
AI Developer	18,000	24,000	very high
Senior Machine Learning Engineer	21,000	27,000	wysoki
Senior Cybersecurity Engineer	16,000	24,000	very high
Data Engineer	16,000	21,000	high
DevOps Engineer	16,000	22,000	high
Fullstack Developer	13,000	18,000	moderate
Senior SAP Consultant	20,000	28,000	moderate
Infrastructure Engineer	12,000	18,000	moderate
Manual Tester	9,000	12,000	low
Frontend Developer	11,000	17,000	low

# Case study

## EY GDS Poland

EY Global Delivery Services (EY GDS) is an international network of competence centres supporting EY's global operations. GDS units operate in eight countries, providing services in technology, finance, accounting, HR, procurement, risk management, and creative marketing support.

The decision to launch a new centre in Katowice reflects EY GDS's confidence in the region's economic potential and dynamic transformation toward modern business services.

At the EY GDS center in Katowice, more than 150 people are already employed, ranging from project managers, business analysts, and software architects to infrastructure engineers and IT process specialists. The organization plans to further expand its team over the coming years. Knowledge of foreign languages is highly desirable—especially English, German, French, or Italian—as well as independence and a proactive approach to work. Further growth is planned in the coming years.



### **Ajay Anand**

Global Vice Chair,  
EY Global Delivery Services

*Poland is a strategic market for EY GDS in Europe, and Katowice is a natural next step in further development. The region offers strong technological potential, an academic base, and highly qualified specialists whose competencies align well with our global needs. This investment reflects our long-term confidence in the Polish market. We believe that diverse and talented professionals from Upper Silesia will significantly strengthen our regional presence. We invest in future skills, both technical, such as AI and data analytics, and soft skills, while also supporting employee well-being and work-life balance. We believe that well-prepared and motivated people are the key to an organization's success. Together, we drive innovation and create solutions that support our clients in digital transformation and global growth.*

# About PAIH's Investment Support Department

PAIH's Investment Support Department supports the inflow of foreign direct investment to Poland and the implementation of Polish investments domestically. An experienced, business-oriented team provides comprehensive and free of charge support to investors, ensuring a smooth investment process with the assistance of a dedicated Project Manager and a range of tools such as:



Location advisory



Organisation of site visits for potential investors



Information on investment incentives



Preparation of information packs



Identification of potential business partners



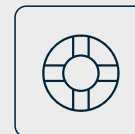
Cooperation with startups and technology providers – B2B meetings



Building connections with research institutes and innovation centres



Support in dealings with administrative authorities



Post-investment support



Polish Investment  
& Trade Agency  
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Contact us:  
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[paih24@paih.gov.pl](mailto:paih24@paih.gov.pl)

# Grafton

Grafton Recruitment is an international recruitment and HR consulting agency. It supports companies and candidates in the recruitment of specialists and mid-level managers across permanent and temporary employment, outsourcing, IT contracting, and RPO services. Its portfolio is complemented by investment advisory, as well as the preparation of analyses and regular market reports. Grafton Recruitment is also the exclusive provider of Thomas International tools in Poland.

The brand was established in 1982 in Ireland and has been present on the Polish market for 30 years. Since 2018, it has been part of Gi Group Holding, an international staffing agency and one of the global leaders in recruitment solutions, operating in 37 countries across Europe, Asia, and the Americas. More information: [www.grafton.pl](http://www.grafton.pl).





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