

Tricity



Polish Cities
– unlocking
the potential



Introduction

**Radek Pituch**

Manager

Investment Support Department

The Polish Investment and Trade Agency

Dear Readers,

The Tricity – Gdańsk, Gdynia and Sopot – is a unique metropolitan area and one of Poland's most important economic, cultural and educational centres. Its strategic location on the Baltic Sea, excellent infrastructure and dynamically growing sectors, including Business Services (BSS), IT and logistics, make the Tri-City an attractive destination for investors from around the world.

A high quality of life, access to a skilled workforce and strong support from local authorities create favourable conditions for the implementation of ambitious investment projects. In 2023, Gdańsk was ranked among the top 25 cities for investors in the Emerging Europe Business-Friendly Cities ranking. The region is also a leader in sustainable development, as demonstrated by the expansion of environmentally friendly urban infrastructure and the growing number of investments in renewable energy.

The Tri-City is also a major academic hub, home to renowned institutions such as Gdańsk University of Technology and the University of Gdańsk, which educate thousands of highly qualified graduates every year. The availability of modern office space and the continued development of technology hubs, such as the Pomeranian Science and Technology Park in Gdynia, further enhance the region's attractiveness.



**Mieczysław Struk**

Marshal of the Pomeranian Voivodeship

The Tricity area is the heart of Pomerania and a place where positive change is already taking place. A dynamic business ecosystem is developing here, providing entrepreneurs with the support they need to grow and succeed. Investors from a wide range of sectors—from IT and modern business services to manufacturing and logistics—can count on the assistance of local authorities.

The proximity of renowned universities ensures access to a highly skilled and talented workforce in some of the most advanced industries. Tricity is also a place where clean air, the sea, and surrounding forests create an excellent environment for both living and working. At the same time, we continue to expand our green energy initiatives.

Tricity is also defined by the close cooperation between Gdańsk, Gdynia, and Sopot. This partnership enables us to remain among the leading regions in Poland, working together to achieve goals that are important for the local community and sustainable regional development.



Basic data

Tricity is a metropolitan area composed of three cities: Gdańsk, Sopot, and Gdynia. It serves as the urban center of the Pomeranian Voivodeship and is one of the largest metropolitan areas in Poland. Its strengths are recognized by both residents and investors alike.

Tricity's business attractiveness is driven by several key factors, including excellent regional, national, and international transport connections, as well as access to a large talent pool supported by numerous renowned universities.



The region is also home to a rapidly growing business ecosystem, strengthened by the presence of global companies and initiatives coordinated by the Pomeranian Development Agency, such as Invest in Pomerania.

Residents particularly appreciate the region's natural advantages, including its proximity to the sea, high air quality, and extensive green spaces. In addition, Tricity benefits from a well-developed public transportation network, which enables efficient travel between the three cities and surrounding towns, making the region an attractive place to live and work.



Capital

of Pomerania Region



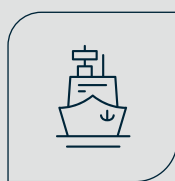
Airport

Gdańsk Lech Wałęsa Airport (GDN)



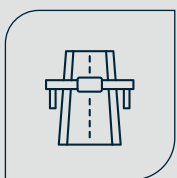
1,69 mln (2024)

citizens



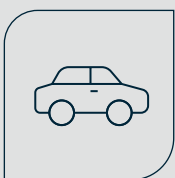
Port

Port of Gdynia
Port of Gdańsk



A1

highway



S7, S6

expressways

Road infrastructure



Key

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

Air Travel

Gdańsk Lech Wałęsa Airport (GDN)

Domestic flights



International flights



Education

Tricity is a strong and continuously growing academic hub, home to 22 higher education institutions. The largest share of students is enrolled at the universities that form the Daniel Fahrenheit Union of Universities.

In addition to undergraduate, graduate, and doctoral programs, Tricity offers a wide range of postgraduate courses guided by the principle of lifelong learning. Alongside specialized technology-focused programs such as Quantum Information Technology and Microelectronics, the region stands out for study programs tailored to the needs of the offshore industry, semiconductor manufacturing, and electromobility sectors.

In response to evolving market demands, universities are increasingly introducing programs that include Chinese, Spanish, Finnish, and Italian language components. Employers in Tricity also play an active role in shaping higher education by participating in Education Councils and contributing to curriculum development.

More than 22% of students are enrolled in technology-related fields, while over 25% are pursuing studies connected with the Business Services Sector (BSS), ensuring a steady pipeline of qualified talent for key industries.



22

Number of Higher Education Institutions

79 000

Number of students



Office Availability



1,046,800 m²

Available Office Space

100+

Number of Modern Office Buildings

52.00–69.00 PLN m²/month
12.00–16.00 EUR m²/month

Monthly Office Rental Cost

13.3%

Vacancy Rate

| Selected Office Buildings

Building Name	Year of Completion	Address	Rental Area (m ²)
Olivia Business Center	2013	Aleja Grunwaldzka 472 Gdańsk	120,000
Biuro Alchemia	2013	Aleja Grunwaldzka 472 Gdańsk	122,000
3T Office Park	2021	ul. Kazimierza Górskiego 3 Gdynia	38,400
Airport City Gdańsk	2021	ul. Juliusza Słowackiego 200 Gdańsk	120,000
Garnizon	2019	ul. C.K. Norwida 1 Gdańsk	36,00

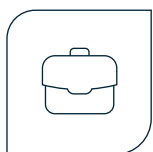


IT sector

The IT sector is currently the fastest-growing branch of the global economy, and both the COVID-19 pandemic and the war in Ukraine have significantly accelerated digitalization processes. The increasing pace of transferring business operations online, combined with growing demand for technology solutions from global companies such as Intel, Boeing, and Amazon, is shaping a new reality in the labor market across Tricity and the wider Pomeranian region.

More than 33,000 people in the region are employed in IT and related technology fields, reflecting the sector's strong potential and well-developed ecosystem.

The region's IT professionals specialize primarily in technology solutions for the maritime and aerospace industries, cybersecurity and financial security, as well as the development of artificial intelligence technologies.

**17,100**

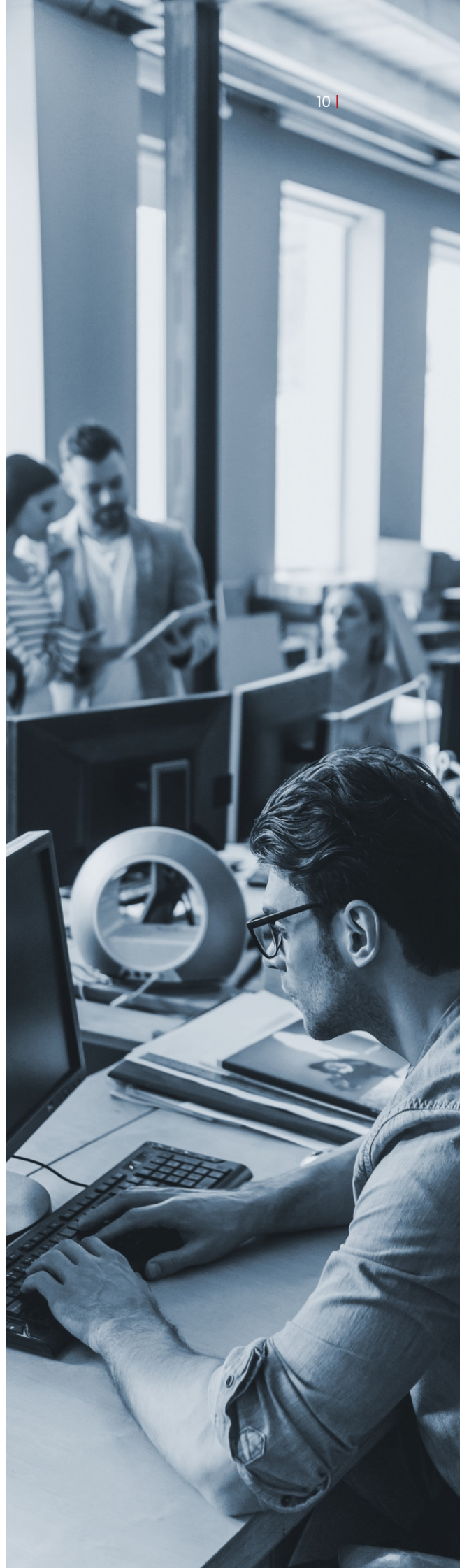
total employment
in the IT sector

**112**

number of companies

**9,674**

Total number of students on IT-related
major



Despite challenges facing the global economy, demand for the skills of Tricity's IT specialists remains strong. The sector's continued growth is driven by the evolving needs of both local and international companies. Thanks to a highly skilled workforce, a rapidly expanding technology services sector, and internationally recognized events such as InfoShare and IT Manager of Tomorrow, Tricity is becoming a leading technology hub in this part of Europe.

The region not only attracts talent but also actively contributes to shaping the future of technology, making it an ideal location for companies seeking innovative solutions and access to highly qualified specialists.

| Selected IT companies

Intel, Amazon, Wirtualna Polska, Hapag-Lloyd, Lufthansa, Boeing, Nike



Investment

Tricity serves as the maritime gateway to Poland and Europe, largely thanks to the largest container hub in the Baltic Sea region, which is linked to more than 20% of Poland's GDP. Building on this strong foundation, the Business Services Sector (BSS) has expanded significantly over the past fifteen years and now comprises 210 companies employing more than 40,000 professionals.

The sector is dominated by R&D operations (Amazon, Nike, Hapag-Lloyd), ITO services (SII, EPAM, SoftServe, Capgemini), financial security and compliance functions (PwC FCU, LSEG, State Street Bank, Santander), as well as advanced Global Business Services (GBS) centers operated by companies such as Swarovski, Arla, Lyreco, Bayer, and Thyssen.

In recent years, these favorable conditions, combined with the success of global industry leaders such as Intel, Amazon, and Boeing, have significantly increased Pomerania's attractiveness for investments in semiconductors, mobility solutions, and offshore wind energy. A landmark project reinforcing this trend was the construction of Northvolt's manufacturing facility. In January 2024, the company also announced the establishment of a GBS center in Gdańsk to support its global operations. The scale of this investment confirmed the region's capacity to host large-scale industrial projects in close proximity to seaports and within an exceptionally well-connected transportation network.

The region is also witnessing a growing number of engineering-focused projects led by companies such as Siemens Gamesa, Archer, and Thyssenkrupp, which are developing, testing, and validating innovative technologies before bringing them into full-scale production.

A major transformation expected in the coming years will be the shift of Poland's energy center from the traditional industrial south to the north of the country. West of Tricity, Poland's first nuclear power plant is set to be developed, supported by a network of offshore wind farms in the Baltic Sea. Together, these new energy sources will power emerging industrial parks and attract high-tech investments, including projects focused on smart energy grids and advanced energy infrastructure. This combination of world-class logistics, a thriving business services sector, engineering excellence, and a rapidly evolving clean energy ecosystem positions Tricity as one of the most promising locations for future-oriented investments in Europe.



The maximum level of State Aid for new investments in the region is 30%.

Case study – Hapag-Lloyd

A World-Class Technology Innovation Hub for the Logistics Industry

The Hapag-Lloyd Knowledge Center in Gdańsk is a unique technology innovation hub dedicated to enhancing logistics processes and developing cutting-edge IT solutions on a global scale. Serving both external customers and internal teams, the center is responsible for the development and continuous improvement of selected strategic products.

As one of Hapag-Lloyd's three key knowledge and innovation centers worldwide, the Gdańsk facility is rapidly expanding its team of nearly 500 experts, who continuously develop their skills and deepen their industry expertise.

At the Hapag-Lloyd Knowledge Center, teams are responsible for developing the company's flagship Freight Information System (FIS), a comprehensive platform that supports the management of global logistics operations and supply chains. The center's technology portfolio includes more than 20 innovative customer-focused solutions, among them the latest product, Live Position.

Live Position is a globally unique solution that is transforming cargo tracking in maritime transportation by enabling real-time monitoring of shipments throughout their journey. This innovation provides customers with unprecedented visibility into their supply chains, improving operational efficiency, transparency, and decision-making across global logistics networks.



Adam Sikorski

Director,
Knowledge Center

Our experts work on technologically advanced initiatives spanning a wide range of areas, including digital business platforms, artificial intelligence, data processing and analytics, cloud-based solutions, business process automation, and supply chain integration.

Our mission extends beyond delivering innovative technology solutions. We strive to drive the transformation of the entire logistics industry by developing cutting-edge tools and capabilities that enable our customers and partners to gain a sustainable competitive advantage in the global marketplace. Through continuous innovation and technological excellence, we help shape the future of logistics and global trade.

Trójmiasto – Talent Booster

The Tri-City is the fourth fastest-growing centre in terms of the business market, while its residents enjoy the highest overall quality of life. Investors identify it, together with Łódź, as one of the locations most willingly supported by investor service offices, with Poznań taking the leading position in this respect. It is practically the only location of its kind which, in addition to an airport, motorway access and convenient railway connections, also offers as many as two seaports. As a result, it is a preferred destination for investors from the Baltic and Scandinavian countries. During the challenging post-pandemic period, as many as 13 new business centres were established there, resulting in an almost 10% increase in employment in the sector compared with the pre-pandemic period.



15,300

Total employment in the BSS sector



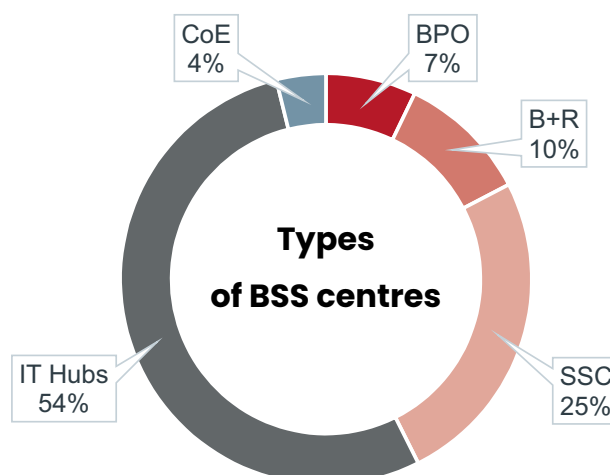
24,800

Total employment in the IT sector



209

Total number of business centres



Labour demand and supply in the BSS sector

IT:

Demand: **Very high**

Talent availability: **High**

Difficulty of recruitment **Very high**

Accounting:

Demand: **Very high**

Talent availability: **Moderate**

Difficulty of recruitment **Very high**

Customer service:

Demand: **Very high**

Talent availability: **Moderate**

Difficulty of recruitment **High**

Gross salary table (PLN/month)

Job position	min.	max.
Process Manager	17,000	19,000
Team Leader	13,000	15,000
Senior Specialist	9,000	10,000
Specialist	6,500	7,500
Junior Specialist	5,000	6,000

The salary table above does not include the total employer cost, including statutory contributions, which would increase the figures by approximately 20%. It also does not include allowances for knowledge of foreign languages other than English.

Most valued skills in the BSS sector

- Analytical skills
- Software development
- SAP Products
- Amazon Web Services
- JavaScript
- Jira
- Java
- Python
- HTML
- Accounting

Investment Agreement

Large, complex investments can involve many tax issues. The Investor's Tax Service Centre in the Ministry of Finance assists key investors in minimizing tax risks by providing support at every stage of the investment process.

Entrepreneurs investing in Poland can also benefit from the Investment Agreement, which enables them to precisely determine the tax implications of an investment. This Agreement provides stability and tax safety for large investment projects.



Tax safety

The Agreement is binding on tax authorities, ensuring reliable protection regarding tax matters.



Individual Approach

It takes into account the specific characteristics of each investment and the investor's business profile.



Broad scope

The Agreement addresses all tax aspects of investments



Cooperation with the investor

During the proceedings, investors can promptly clarify any uncertainties—either in writing or during meetings.

Anyone planning or implementing **an investment in Poland worth at least PLN 50 million** can apply for the Investment Agreement, provided the investment involves:

1.

Establishment of a new plant

2.

Investment in an existing plant

3.

Changes to the production process

4.

Introduction of a new product

5.

Acquisition of assets from a closed establishment

Contact us:

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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



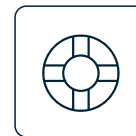
Cooperation
with startups
and technology
providers – B2B
meetings



Building connections
with research
institutes and
innovation centres



Support in dealings
with administrative
authorities



Post-investment
support



Polish Investment
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PFR Group

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Hays Poland

Hays Poland is a recruitment consultancy and part of the international Hays plc Group, the world's largest specialist recruitment company. With over 50 years of experience in the recruitment market, Hays operates 236 offices worldwide, employing more than 11,100 experts across 20 specialist areas.

In 2002, the company opened its first office in Poland. Since then, it has strengthened its position in the Polish market, becoming the undisputed leader in specialist recruitment. Hays provides recruitment services tailored to clients' specific needs, sourcing top candidates for permanent, temporary and contract positions.

The Hays service portfolio also includes Executive Search, Recruitment Process Outsourcing (RPO) and recruitment marketing.



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