



pomorskie (Pomerania)

Total area of the voivodeship	18 310 km ²
Number of citizens: - in urban areas	2 304 700 64,42%
Population per 1 km ²	126 persons/km ²
Main economic centre	Tri-City (Gdansk, Gdynia, Sopot)
Bigger cities in the voivodeship	Słupsk, Tczew, Wejherowo, Starogard Gdański
Special Economic Zones	Pomeranian Special Economic Zone Słupsk Special Economic Zone
Industrial & Technology Parks	Gdansk Science and Technology Park, Pomeranian Science and Technology Park, Starogard Industrial Park, Kwidzyn Science and Technology Park, Baltic Energy Conservation Agency, Bussines Incubator Cierznie, "STARTER" - Gdansk Entrepreneurship, Słupsk Technological Incubator
Regional Investor Assistance Centre	Gdansk
International airport	Gdansk

Data for June 2015

Pomerania is one of the most dynamically developing regions in Central and Eastern Europe. A range of actions taken for the last years makes the region become a more advanced and attractive place each day.

Investment opportunities

- a perfect, seaside location at the crossroads of main European transport corridors;
- the highest number of flights to Scandinavia;
- well developed industrial and port facilities;
- great export opportunities;
- the best natural conditions for both onshore and offshore;
- investments into infrastructure, science and business;
- young, ambitious and perfectly educated personnel;
- more than 93 thousand students and 24 thousand graduates; the biggest number of prospective employees that speak Scandinavian languages;
- modern office area;
- the best place to live in Poland (proved in numerous rankings);
- attractive incentives.

SECTORS WITH HUGE POTENTIAL

These sectors have been indicated by the team of Invest in Pomerania on the basis of accumulated knowledge and observed current trends.

Modern Business Services Sector

- Tri-City is the main hub of development of services centres in the Pomeranian region. More than 100 (2016) business service centres operate here and employ approx. 19 000 (2016) employees. The vast majority of these centres specialise in IT services (ITO centres) and financial processes. What distinguishes Tri-City on the map of the Polish Modern Business Services sector is a distinctively stronger position in employment at research and development centres. There are presently approx. 2 300 (2016) persons employed at Tri-City R&D centres.
- Human capital of Tri-City has been widely recognized by investors, who transfer advanced process of business support to Pomerania. Qualifications and skills of Pomeranian employees allowed to establish first centers of knowledge-based services (KPO – Knowledge Process Outsourcing) and centers of excellence (i.e. Thomson Reuters).
- A distinctive feature of the region is a large number of students fluent in foreign languages less popular in Poland, for example Scandinavian ones.
- In 2015 new centers were established in Tri – City (Staples, Alexander Mann Solutions, State Street). News investments will create even 1 800 jobs in upcoming years.
- The Scandinavian investors are increasingly interested in Tri-City mostly because of the air connection network with Scandinavia, which is the most extensive in Poland.
- Regional universities offer many unique specialisations when compared to the rest of Poland. Among them is the largest centre of Scandinavian studies at the University of Gdansk. The centre offers Swedish, Danish, Norwegian, Icelandic and Finnish programs. Also the offer of language studies at the University of Gdansk was extended by Chinese.
- The cooperation of the Pomeranian universities with the investors present in the region is important to the dynamic development of the Modern Business Services sector in Tri-City. The schools are involved in the organisation of specialised training schemes for individual companies. An excellent examples include: Thomson Reuters Academy operating at the Faculty of Economics of the University of Gdansk (financial and banking program which allows students to learn the basic principles of financial markets, technical and fundamental analysis and helps them to be up to date with events taking place in the financial markets around the world); Trading Laboratory operating at the Faculty of Economics of the University of Gdansk, launched in cooperation with OSCT company. Beside this activities, companies of the sector are engaged in many projects, i.a. BPO Education Centre; post graduate

studies Finances and insurance risk – programming and analysis (the programme opened in 2015 at the Faculty of Mathematics, Physics and Computer Science of the University of Gdansk in cooperation with Misys Global Limited and Atena – Financial and IT services); dual studies Business Informatics at the University of Gdansk.

- When analysing the structure of services provided at Tri-City centres, one may see a distinct specialisation towards IT services as well as research and development activity (including software development). Also centres that provide financial services are gaining an increasingly stronger position.
- Also in terms of office infrastructure, Tri-City is very well prepared for cooperation with investors from the Modern Business Services sector. As the third regional market (with more than 622 200 m² of state-of-the-art offices, of which approx. 14%, it creates a possibility for new leases to appear on the market or for existing ones to develop in fully equipped office in a period of 2-3 months.

ICT

- ICT is one of the fastest growing sectors in Pomerania. In 2013, the sector generated a record revenue representing 1/6 of the entire region, and it is still growing. Region's ICT sector (PKD 62 - software-related activities and consulting and related activities and PKD 63 - services related to information) hosts 5648 active companies (Q3 2015). For comparison, in 2009 there were 3445 companies operating in Pomerania. These numbers can be misleading, because the vast majority of registered businesses are sole proprietorships, the so-called "Contractors". If we take into account companies that employ more than 10 people, there are approx. 120 of them in Pomerania, located mostly in the Tricity. Companies from the ICT sector prefer large cities to ensure an adequate supply of personnel and graduates. According to calculations of Invest in Pomerania companies located in the Tricity employ approx. 10 000 IT professionals.
- The ICT companies can be divided into three categories:
 - Outsourcing companies - companies creating software for entities of other sectors in accordance with specified requirements;
 - Product companies - companies that develop software and for their own product;
 - Start-ups - a relatively young companies that build new business models, rapidly develop and actively seek for the new markets
- The advantage in the Tricity market have product companies. The biggest of them is Intel, which currently employs approx. 1900 people. In the second place there are outsourcing companies, the largest of which is the French Sii that employs approx. 600 people. The smallest are companies from start-up category, among which can be distinguished i.a.: Airhelp that obtained financing from Silicon Valley and sells its services on a global scale. Airhelp company has created and maintain an application that allows you to recover the costs incurred in connection with the negligence of

airlines (delayed and canceled flights, not allowing boarding), which took place up to 9 years ago.

- **Handled processes** - In terms of handled processes prevails software development and related processes of R&D. Among other current processes there will be IT support, application administration and infrastructure management.
- **Programming languages and other programmers skills** - Pomeranian companies are looking for employees with different skills. According to the results of the analysis of job offers, many positions require knowledge of the following languages: C # / C ++, SQL (including PL / SQL), Java and JavaScript. In the latter case, the most important for employers is knowledge of jQuery library. 10% to 15% of job offers included requirements of knowledge of CSS, Linux, .NET (especially ASP.NET), Java Enterprise Edition and Oracle SQL. They are looking for the person with experience in the field of agile methodologies (particularly Scrum), rarely Prince2 methodology. 5% to 10% of the job offers contained a requirement of knowledge of Spring and Hibernate backbone architecture, and JBoss application server. Several offers included knowledge of control tools of SVN version and a wide variety of solutions that support testing (including JUnit, Jira).

Electronics

- In recent years, Poland has become an important manufacturer of electronics in Europe. World's largest electronics companies, such as LG Electronics, Samsung R & D Center, Philips or Flex have chosen Poland as a location of their investments. At the end of July 2013 there were 12 companies producing electronics and employing 1,000 or more full-time employees and 32 companies employing between 250 and 999 employees. In total, in this sector there were 6811 private enterprises, where more than 62 thousand people worked.
- The electronics industry has strong roots in the Pomeranian economy. This sector currently employs approx. 17 thousand people. The investment of Radmor company - manufacturer of electronic equipment mainly for the army - was the first major project launched in Pomerania within the electronics sector. In the last 20 years in the area of Tczew and Kwidzyn other large companies representing mainly foreign capital invested (Flex, Lacroix, Jabil, Panlink Poland, Gemalto, Gerdins Cable Systems, Orbit One). Among investors, there are also companies with the domestic capital - Siled, Assel. The electronics industry is very sensitive to business cycles, and thus it is characterized by large fluctuations in the demand for workers.
- The value of the global electronics market in 2014 was valued at 1.225 billion dollars. It is predicted that in the years 2015-2020 annual market growth will amount to more than 15%. As a result, in just six years the value of the market will more than double to reach the level of 2.98 billion dollars. Among the major factors affecting the development of the demand for electronic products there are: growing disposable income, growing middle class constituting the main target group, as well as the

growing number of Internet users. In recent years, the majority of investments in the sector were the reinvestments of companies that already operate in Pomerania (Flex, Lacroix, Panlink Poland).

Logistics

- The Pomeranian region has exceptional potential in logistics, which stems first of all from the excellent geographic situation. The region is an integral part of the Trans-European Transport Network (TEN-T). It is located on the crossing of two pan-European transport corridors: The VI corridor connecting Scandinavia with Southern Europe via Katowice, and IA corridor, which connects the Pomeranian region with the Baltic states (Lithuania, Latvia and Estonia).
- The ports of Gdansk and Gdynia handle all types of cargo. It is worth mentioning, that in total, Pomeranian ports emerge as regional leaders in containers handling. In 2010, Pomerania was ranked second (after St. Petersburg) among the ports of Baltic Sea.
- Sea transport from Pomeranian ports includes all world directions. The connections which are regularly operated include connections with Asia (including China, Taiwan, Singapore, Lebanon), North America (the USA, Mexico), South America (including Guyana, Venezuela, Colombia) and Central America (including Guatemala, Honduras, Costa Rika), and also European ports (including Rotterdam, Hamburg and St. Petersburg).
- Thanks to the DCT and weekly connections with Asia introduced by Maersk Line (current Alians 2M) and beginning from 2015 also Alians G6, operated by the largest container vessels in the world, Gdansk has become the key seaport on the Baltic Sea. Merchandise lands directly in Poland, from where it is distributed by land transport or smaller vessels to other countries. Thus, the Pomeranian region has become a port-hub of Central and Eastern Europe handling merchandise shipped by sea from Asia.
- There are four container terminals operating in Tri-City in total. DCT Gdansk ranks first with the estimated annual throughput capacity of over 1 500 000 TEU. However, due to planned investment, terminal's total capacity will increase up to 3 500 000 TEU by 2016. Aside from DCT Gdansk, there is also Gdansk Container Terminal (GTK). Additionally, there are two big, state-of-the-art container terminals operating at the port of Gdynia: Baltic Container Terminal (BCT) and Gdynia Container Terminal (GCT). Since 2003, the operator of BCT has been ICTSI international corporation with its registered office in the Philippines. Starting from 2005, a number of investments at the Port of Gdynia have been implemented by Hutchison Port Holdings (HPH), which have resulted in the conversion of the shipyard company into an advanced container terminal.
- In addition to transport infrastructure, the Pomeranian region also offers a well-developed logistics base. On port grounds, near the state-of-the-art container terminal DCT Gdansk and Sucharskiego Route, an area of 110 hectares was leased by

Goodman Poland. The investor performs infrastructural and warehouse investments within the Pomeranian Logistic Centre. 500,000m² of warehousing, production and office space will come into being. Estimated value of the project sums up to EUR 300 m. The 1st stage of the project (14 000 sqm) is already operational. The tenants include Terramar, Kuehne & Nagel, NRF. The 2nd stage of the project (14 000) is due in 2016.

- Along with Goodman, the DCT implements the concept of Port Centric Logistics, on the basis of the London standard. It is the first centre in Europe to integrate port and logistics functions on a scale grander than in London. Such a solution makes it possible to lower transport costs and save time.
- Port Centric Logistics (PCL) – concept is based on the British model and it constitutes the first investment of this type to be implemented in continental Europe. Its main premise is to lower road transport costs by way of placing distribution centres in the closest vicinity of the container terminal. Thanks to this, goods in containers do not have to travel the distance from the port to warehouses in order to be unloaded and transported to the distribution points, as they are unpacked from containers just after being unloaded from the vessel. This solution ensures faster and friendlier transportation, and also significantly reduces the costs of delivering goods to recipients.
- Also in the western part of the Port of Gdynia a Logistics Centre will be created in the vicinity of two existing large container terminals. It is planned that various business entities will operate within the centre, especially logistics operators, enterprises providing storage services and forwarding companies, as well as other providers of logistic services, which will have the possibility of adjusting the rented, improved land to their needs.
- Also road and railroad infrastructure has been subject to intense extension works within recent years. A number of intense activities have been undertaken at the domestic and regional level, aimed at the creation of the Baltic – Adriatic integrated transport corridor. The geographic situation of Poland between the two bodies of sea water: the Baltic and Adriatic, creates extraordinary conditions for directing the stream of cargo handled at the ports of both seas through our territory.
- In academic year 2012/2013, nearly 5 000 (2015) students studied subjects related to the TSL industry. The University of Gdansk, Gdansk University of Technology and Gdynia Maritime University offer extended curricula related to foreign trade, logistics, forwarding and port operations. Private universities also have rich educational offers. This is also true at the secondary level of education, where specialists are educated for the TSL sector.
- Transport infrastructure covered with TEN-T system in Pomeranian Region
 - A1 motorway
 - E65 railway line
 - Port of Gdansk

- Port of Gdynia
- Airport in Gdansk

Infrastructural projects implemented within the TEN-T system in Pomeranian Region:

- Rail Baltica – railway connection between Pomerania and Baltic countries
- Via Hanseatica – road connection along the route Hamburg-Riga, running through Pomerania
- Many companies in the Pomeranian region are investing intensely in warehouse back-up. In the near future, development of more than 1 million m² of land for the purposes of warehouse infrastructure is planned.

Biotechnology and light chemistry

- Undoubtedly, the ground for the development of the biotechnology and light chemistry in Pomerania have laid Polpharma company – a leading producer of medicines in East and Central Europe. The plant in Starogard Gdanski was established in 1935. Over the years, the company was expanding its product portfolio and investing in research and development. Currently, Polpharma is the leader in the pharmaceutical market in Poland and one of the world's top 20 manufacturers of generic drugs. It employs more than 7,000 people and records annual revenues of \$ 1 billion. On the other hand, in the 80s of the twentieth century in Pomerania cosmetics companies started their operations. Good examples are Oceanic and Ziaja, leading manufacturers of cosmetics in Poland. What's more, opening of the Intercollegiate Faculty of Biotechnology of University of Gdańsk and Medical University of Gdańsk (currently over 260 students) in 1993 had considerable importance for the development of the sector.
- Currently in the biotechnology sector and light chemistry in Pomerania there are approx. 30 companies specializing in: molecular biology (A & A Biotechnology, EURx), medical devices used in the fields of oncology, infectious diseases and transplantation (Blirt), cosmetics (Ziaja, Oceanic, Farmix Pharmaceutical Laboratory, Pharmaceutical - Cosmetic Laboratory Femi, Cosmetic Company Cosmetic Loton - Cooperative, Inventia Polish Technologies), laboratory diagnostics (Invicta), microbiology (JS Hamilton Poland), pharmacy (Pharmaceutical Laboratory Labofarm, Pharmaceutical Company Polpharma, Polpharma Biologics, Pharmaceutical and Cosmetic Production Company Profarm), detergents (Innovation and Implementation Company Impuls).
- Also heavy chemistry companies - Grupa Lotos (fuels refinery, producer of lubricants and bitumen) and Gdansk Phosphate Fertilizer Plant "Fosfory" (fertilizer producer) - operate in Pomerania.
- The investment potential of Pomerania region comprises of three factors: favourable location and developed transportation infrastructure, availability of qualified personnel and the necessary infrastructure for research and development.

- Three institutes in Pomerania offer higher education in biotechnology. These are: the University of Gdansk in cooperation with the Medical University of Gdansk and Gdansk University of Technology. Approx. 5 000 (2015) students are studying at the faculties of biotechnology, chemistry and other related to the production of pharmaceuticals and cosmetics. Science and technology parks in Gdansk and Gdynia prepared special offer for researchers and companies conducting research in the field of light chemistry. Within the park, there are laboratories offering the possibility of research in the fields of microbiology, molecular biology, in vitro or chemical analysis. The laboratories are used by both companies based in the parks as well as external entities. In addition, in both parks there are new areas under construction to be used for laboratories and offices.

Maritime sector

- Today, the maritime business is one of the fastest developing sectors in Pomerania and in Tri-City agglomeration especially. Tri-City shipyards build highly specialized vessels for the offshore, arctic container vessels, wind towers, luxurious yachts.
- The maritime business gives employment to 32 thousand people. CSU estimates that there are around 3600 entities active in the sector, though it has to be underlined that the majority of these are self-employment single person companies. The revenues in terms of sales of vessels and offshore constructions and machines reach 2 billion euro per year. The biggest companies include Remontowa Holding (platform supply vessels, arctic containers, LNG-powered ferries, ship repairs), Crist (heavy-lift jack-up vessels, Vistal, EPG, Mostostal Pomorze (steel constructions for the maritime), Nauta (ship repairs), GSG Towers (wind towers), Rolls Royce (winches, service centre for engines), ICD (distribution boards).
- Equally dynamic is the yacht business, which is currently the European leader in the 6- 9 meters long yachts (2nd position globally after the US). In Tri-City area there are around 40 companies from the sector. The most prominent ones include Sunreef Yachts, Galeon, Admiral Boats, Conrad Shipyard.
- Apart from manufacturing, Tri-City host many design companies. There are 34 of them employing 850 engineers. Among the projects carried out “Innovation” – a heavy lift jack up vessel - must be mentioned. The Design documentation was prepared by Sto Gda, the vessel was built by Crist, the whole project amounted to 200 million Euros. Other good examples might be projects carried out by Remontowa Marine Design&Consulting (the biggest design centre in CEE) including icebreakers and LNG powered ferries.
- Another aspect that should be mention is the research environment – Ship Design and Research Centre in Gdansk (CTO) and CTM in Gdynia. CTO has been operating since 1971 and carries out research in scope of hydromechanics, acoustics, construction mechanics, combustibility. CTO disposes of its own model basins, a cavitation tunnel, acoustics and fire labs, a shore station. On the other hand CTM

researches naval technologies in scope of command and operation system, weapon system control, submarine weapons, naval defence, radio systems, data exchange. CTM has been operating since 1982.

- Naturally, Tri-City as one of the leading maritime centre in the Baltic Sea region hosts offices of the leading classification societies - DNV GL, Lloyds Register oraz American Bureau of Shipping. Only DNV GL in Gdynia employes over 200 engineers.

Food processing (with particular reference to fish processing)

- Food processing is an important sector for Pomerania industry. In 2015 in Pomerania there were 1 830 companies operating in this industry, which is the 7th result in Poland. In the region there are many dairies (Polmlek Group, Regional Dairy Cooperative Maluta (Maluta), Manufacturing and Trading Company Ser-Milk (Ser-Milk), Dairy Cooperative in Skarszewy). Maluta itself processes 40 million liters of milk annually producing milk, cream, butter, yogurt, cheese. With the growing demand for regional products, breweries (Amber Brewery, Brewery Gościszewo) and apiaries are in a very good situation. In Pomerania, there are over 1300 beekeepers that take care after 33 thousand beehives. In the context of foreign investments in the field of food processing, Pomerania has been chosen by such companies as Unilever (production of ice cream Algida, Banino near Gdansk), Dr. Oetker (production of food concentrates, Gdansk; production of frozen pizzas, Łebcz) Farm Frites (production of fries, Leborg).
- Pomerania, as a coastal region, has always been a location designated for fish processing. In this industry there are more than 430 companies, of which approx. 85% are small ones (less than 49 employees). Only 2% of the companies are enterprises employing over 250 employees. Among the Pomeranian investors in this sector there are companies such as Morpol, Graal, BMC Władysławowo, Łosoś Ustka, Szkuner, King Oscar.
- In the sector approx. 14 thousand people work. If we add to this number the fishing fleet, the total employment in the fishing industry in Poland is estimated at the level of 28 thousand people (at the end of 2014). Naturally, because of the location, industry is concentrated in Pomerania and West Pomerania.
- When it comes to production, it is dominated by caned products (approx. 25%), marinated product (20%) and smoked products (15%). The most popular processed species are: herring, sprat, mackerel and salmon. High level of imports of raw material (in 2014 for 667 million Euro) and high technological advancement characterizes Polish fish processing industry. In terms of exports, the strongest position is held by salmon (52% share in terms of value of exports, income raised by 7% - 52 million in 2013-2014).

Economic Potential

Gross domestic product in 2014

	in PLN (million)	in %	per capita
Poland	1 719 097	100	44 670
Pomorskie	97 883	5,7	42 580

Source: Central Statistical Office

Gross value added by kind of activity in 2013 (in millions)

	Ogółem	Agriculture, hunting and forestry; fishing	Industry sector	Con- struction	Trade and repair; hotels and restaurants; transport, storage and communication transport,	Financial and insurance activity; real estate, renting and business activities	Other service activities
Poland	1 470 844	46 067	381 778	111 437	433 852	135 047	362 664
Pomorskie	84 365	2 050	21 689	6 930	25 063	7 961	20 673

Source: Central Statistical Office

Average monthly gross wages and salaries (PLN) in June 2016

Poland	4 252,19
Pomorskie	4 307,08

Source: Central Statistical Office

Local job market

Economic activity of the population aged 15 and more (Q1 2016)

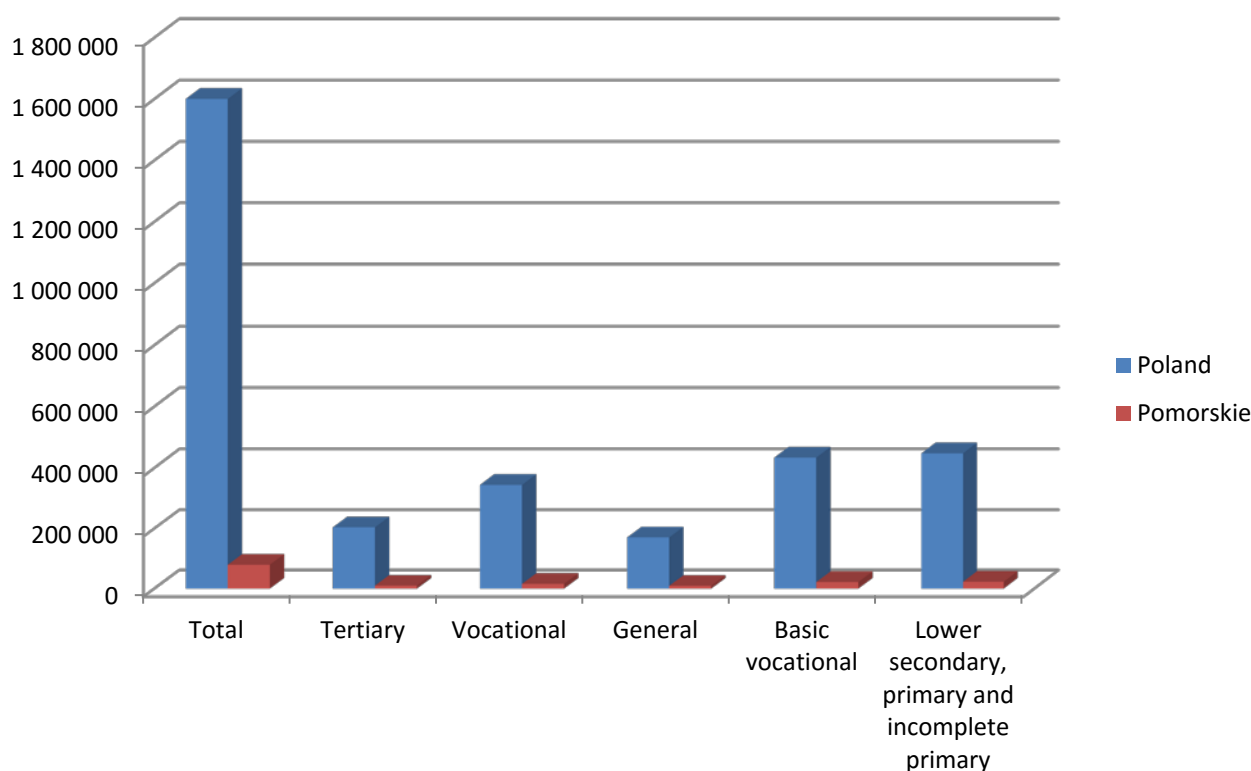
	Economically active persons (in thous.)	Activity rate (%)	Registered unemployment rate (%)
Poland	17 215	56,1	7,0
Pomorskie	1 045	57,8	6,4

Source: Central Statistical Office

Registered unemployed persons by educational level in Q1 2016

	Total	Tertiary	Vocational	General	Basic vocational	Lower secondary, primary and incomplete primary
Poland	1 600 455	203 948	344 871	170 150	433 726	447 760
Pomorskie	79 321	9 755	15 818	9 158	21 860	22 730

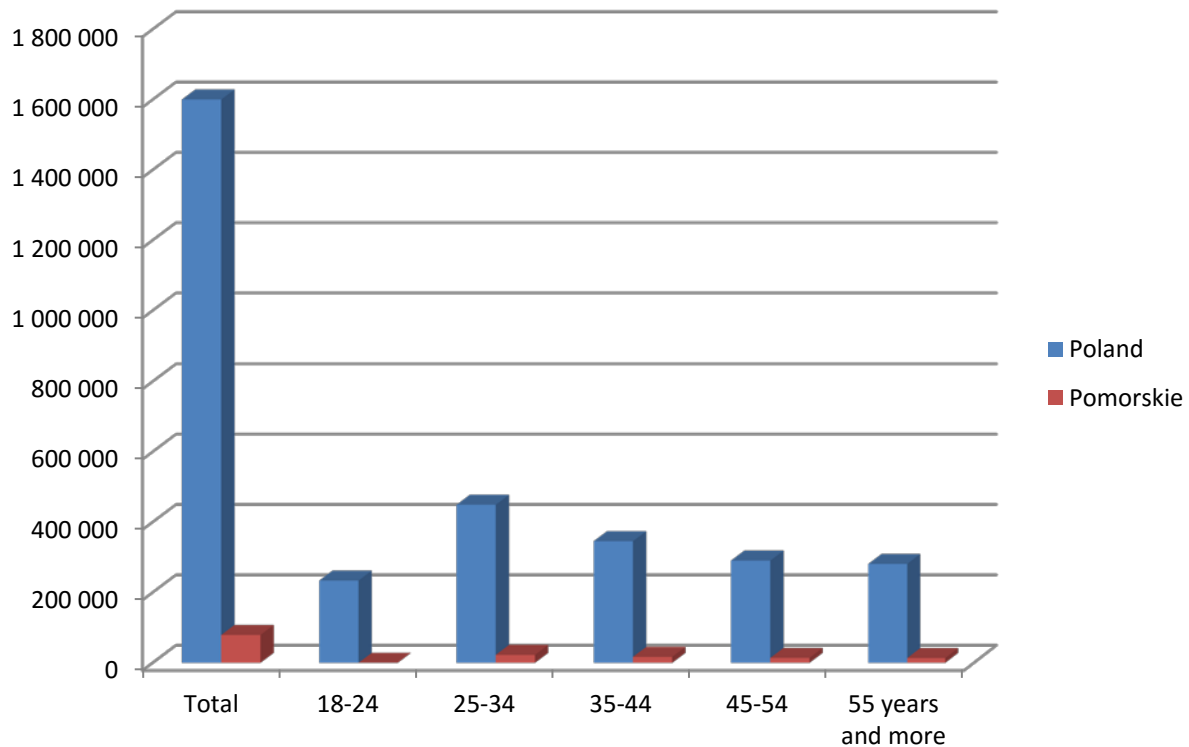
Source: Central Statistical Office



Registered unemployed persons by age in Q1 2016

	Total	18-24	25-34	35-44	45-54	55 years and more
Poland	1 600 455	233 809	449 214	345 832	290 516	281 084
Pomorskie	79 321	11 981	22 641	17 083	14 046	13 570

Source: Central Statistical Office



Tertiary education institutions including non-public higher education institutions

Higher education institutions in 2015

	Schools		Students	
		Non-public schools		In non-public schools
Poland	415	269	1 405 133	389 727
Pomorskie	27	18	93 391	21 799

Source: Central Statistical Office

Selected tertiary education institutions

University of Gdańsk (Uniwersytet Gdański)

selected faculties: English philology, Nordic languages, economics, administration, management, law, finance and banking, biotechnology, chemistry, biology

Technical University of Gdańsk (Politechnika Gdańska)

selected faculties: informatics, electronics and telecommunication, electrical technology, information technology, construction, mechanics and machine design, biotechnology, management, automatic control and robotics, ocean engineering, environmental engineering

Pomeranian Academy in Słupsk (Akademia Pomorska w Słupsku)

selected faculties: pedagogy, history, geography

Gdynia Maritime University (Akademia Morska w Gdyni)

selected faculties: management and marketing, electronics and communication, electrical technology, mechanics and machine design, navigation

Medical University of Gdańsk (Gdański Uniwersytet Medyczny)

selected faculties: medicine, pharmacy, biotechnology

Naval Academy

selected faculties: navigation, mechanics, humanities

Selected investors who have chosen Pomorskie

Enterprise	Sector	City
Lufthansa Systems Poland	ICT	Gdansk
Ergo Hestia	Insurance	Sopot
Dr.Oetker	Food processing	Gdansk
Multimedia Polska	ICT	Gdynia
Smurfit Kappa Polska	Paper packaging production	Pruszcz Gdanski
Curver Polska	Plastic production	Słupsk
Nordea Bank Polska	Banking	Gdynia
Scania Production Słupsk	Automotive	Słupsk
Eneva Group	ICT	Gdansk
Skanska	Construction	Gdansk
Jysk	Commerce	Gdansk
Prime Food	Food industry	Przechlewo
Arla	Accounting and Finance	Gdansk
International Paper-Kwidzyn Sp. z o.o.	Paper production	Kwidzyn
Jabil Circuit Polska	Electronics	Kwidzyn

Jabil Assembly Polska	Electronics	Kwidzyn
Flextronics International Polska	Electronics	Tczew
Eaton	Automotive	Tczew
Delphi Polska	Automotive	Gdansk
Thomson Reuters	Analytic services	Gdynia
Dznatrace	ICT	Gdansk
Intel Technology Poland	ICT	Gdansk
IBM	ICT	Gdansk
Axiom	ICT	Gdansk
First Data	Accounting and Finance	Gdansk
ProLogis	Real Estate	Gdansk
Panattoni	Real Estate	Gdansk
Coca Cola	Food industry	Gdynia
Sony Pictures	ICT and finance	Gdynia
EDF	Services	Gdansk
Saur Neptun Gdańsk	Services	Gdansk
Lacroix Electronics	Electronics	Kwidzyn
Rolls Royce Marine Polska	Maritime production	Gniew
DCT Gdańsk	Maritime	Gdansk
Nevion Manufacturing	ICT	Gdansk
Fineos	ICT	Gdansk
Kainos	ICT	Gdansk
Geoban	Accounting and Finance	Gdynia
Baltic Container Terminal	Maritime	Gdynia
Gdynia Container Terminal	Maritime	Gdynia
Sea-invest Polska	Maritime	Gdansk
ThyssenKrupp	Finance	Gdansk
Bayer	Finance	Gdansk
WNS Holding	Finance	Gdynia
OIE Support	Services	Gdansk

Metsä Group	Finance	Gdansk
SII	ICT	Gdansk
Misys	ICT	Gdynia
Alteams	Production	Lebork
Kemira	Finance, IT	Gdansk
Powel AS	IT	Gdansk
Competence Call Center	Services	Gdansk
Staples	Centre of Competence	Gdansk
Coleman	Centre of Competence	Gdansk
Epam	ICT	Gdansk
State Street	SSC	Gdansk
Intitek	ICT	Gdansk
Schibsted	ICT	Gdansk
Nation-E	Energy/ICT	Gdansk
MOL-Europe	SSC	Gdynia
Alexander Mann Solutions	BPO	Gdansk
Jeppesen a Boeing Company	ICT	Gdansk

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Investor Assistance Center

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