

FOCUS ON

Created by **Pro Progressio**

Tricity



4/ City

5/ Education

6/ Transport

12/ Real Estate

14/ Business

20/ Salaries

22/ Culture,
entertainment,
recreation



Lukasz Zelewski,
President of
the Management
Board of Pomerania
Development Agency

Business services sector has been a key driver of Pomeranian economy for over a decade. Last year clearly confirmed the status of Tricity on the map of such investments, which is proved by the record number of successfully closed projects in 2021.

By building a favorable living environment for residents, we create development opportunities for

entrepreneurs, companies and employees, which significantly increases our relocation potential. The region has one of the best migration ratios of both domestic and foreign permanent residents and was the first in Poland to create its own Migration Policy. The *Come2Pomerania* programme, addressed mainly to employees and companies from abroad, is one of the examples of actions taken in this area.

The Common Declaration of Values signed by the Mayors of Tricity and the Marshal of Pomorskie Voivodeship in 2021 emphasizes that the directions of development are determined by

such values as solidarity, equality, cooperation and integration.

Investors in Pomerania can be sure to receive comprehensive services and support at each stage of the investment process. Invest in Pomerania is a local government initiative that cooperates with local partners, such as the Pomeranian and Słupsk Special Economic Zones, science and technology parks, representatives of local authorities and business environment institutions.

As a region we aim to respond to the changing needs of investors. We look carefully into the future and the growing potential of Tricity as the global situation challenges us a lot.



Radek Pituch,
Expert, Centre
for Strategic
Investments, PAIH

In the last jubilee year of Invest in Pomerania, we wrote about how intensively Gdańsk strengthens its position on the BSS map of Poland. How certain and consistent actions make this location one of the most dynamically developing business centers in Poland. This is the case, inter alia, because Gdańsk meets the challenges of the market and what investors are looking for.

The *Come2Pomerania* initiative is an excellent example of recent initiatives, which perfectly fit not only with what is

happening in the business sphere, but also in a wider, geopolitical dimension, which is a response to technology companies coming to Poland from across our eastern border, which relocate under the government programme *Poland. Business Harbor*. Thanks to the local support program, its undoubted advantages as a location on the map of Poland per se. Gdańsk records excellent results in attracting companies coming to Poland from Belarus, and from mid-2021 also other destinations covered by the P.BH program.

It is also worthy of recognition at the 12th place in the Tech Cities of the Future 2021/22 ranking prepared by FDI Strategy, where the Tricity was next to such locations as London, Paris, Berlin and Barcelona. However, all these

successes would not have been possible without the dedication and commitment to the process of building a strong position in the region by all interested parties. It is in the Tricity that you can clearly see how close cooperation between local government and business brings fruit in the form of a large number of companies interested in localization as well as a large number of local initiatives. It was recently that Gdańsk hosted events organized by ABSL or by Pro Progressio.

As always, I invite you to read this study, as well as encourage you to continue working together with the Polish Investment and Trade Agency. I am convinced that jointly undertaken actions will allow us to continue building an impressive success story of the modern business services sector in Poland.



Wiktor Doktor,
CEO,
Pro Progressio

Gdańsk, Sopot and Gdynia are a unique urban structure in Poland. Tricity is considered to be the best work-life balance location in Poland. The combination of the office environment, countless number

of cultural and sports attractions, as well as the diversity of residential spaces make the capital of the Pomeranian Voivodeship together with its sister cities very often chosen by Polish and foreign investors for the development of business activities.

Tricity is a highly developed market for the modern business services sector. Modern office buildings located in various districts, communication based on the fast city rail, are one of the many advantages of this seaside urban center.

During the first two decades of the 2000s, Tricity attracted hundreds of investors who created tens of thousands of jobs and are still creating new ones. Looking at the Polish map of BSS development destinations, Tricity is at the forefront and is almost always considered as the first or next headquarters for BPO, SSC, R&D and IT operational centers.

I invite you to read the *FOCUS ON Tricity* report, which presents the investment attractiveness of this city.

415 km²

Town area

21%

Gdańsk
Green areas

59%

Sopot

46%

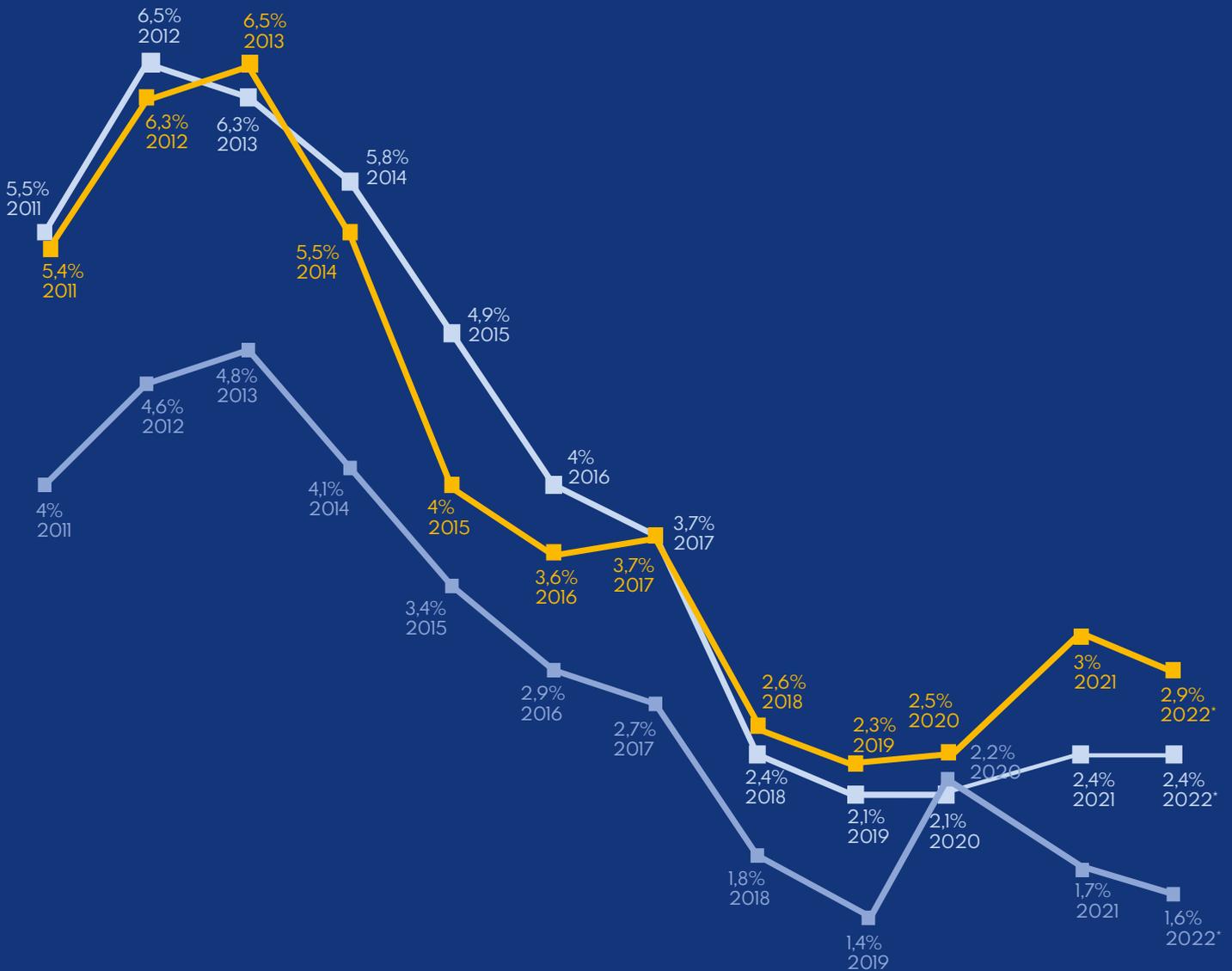
Gdynia

749 786

Population

1 625 580

Population of the Agglomeration



Unemployment rate

Gdynia

Gdańsk

Sopot

18

Universities

 18 829

 79 865

278

Kindergartens

including **29**
multilingual

Primary schools:

167

 55 468

High schools:

53

 4 295

 19 098

Technical schools:

25

 1 895

 12 566

9 143



SUBJECTS*



3 482	philology (foreign languages)	827
19 222	administration, business and law	4 542
588	IT/ICT	44
7 521	engineering and technology	2 115
1 916	logistics	317
8 322	medicine	1 889
3 417	architecture and construction	784

 Graduates

 Students

* data for Pomeranian voivodship for 2020

/Transport

 **173** car rentals

 **140** hybrids vehicles and electric cars for rent

 **60** taxi companies

5 845 taxis

PLN 9 average initial charge

PLN 3 average cost per km

 **151** bus lines

134 day bus lines

17 night bus lines

 **10** tram lines (Gdańsk)



Public Transport tickets

PLN 4,6 normal ticket price

PLN 16 one-day ticket price

PLN 125 monthly ticket price

 **8 500**

electric scooters
for rent

 **293,7**

Length of bicycle
routes in km

Distance from Tricity to other cities:

Warsaw	354 km
Wrocław	472 km
Poznań	327 km
Szczecin	348 km
Łódź	353 km
Katowice	550 km
Cracow	601 km
Rzeszów	668 km
Lublin	523 km
 Berlin	490 km
 Hamburg	748 km
 Prague	780 km
 Minsk	716 km
 Kiev	1127 km
 Moscow	1461 km
 Vilnius	577 km

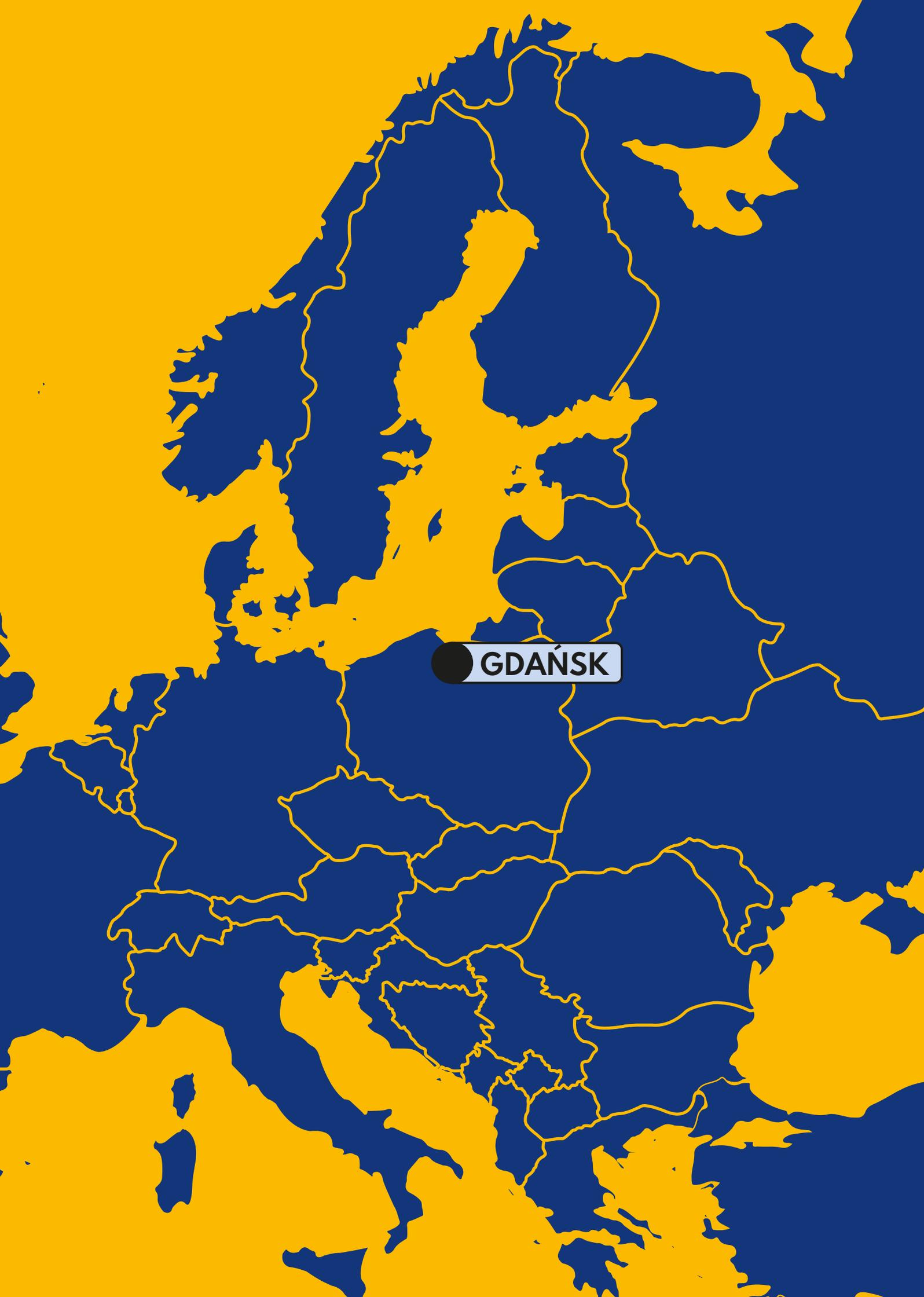


Roads

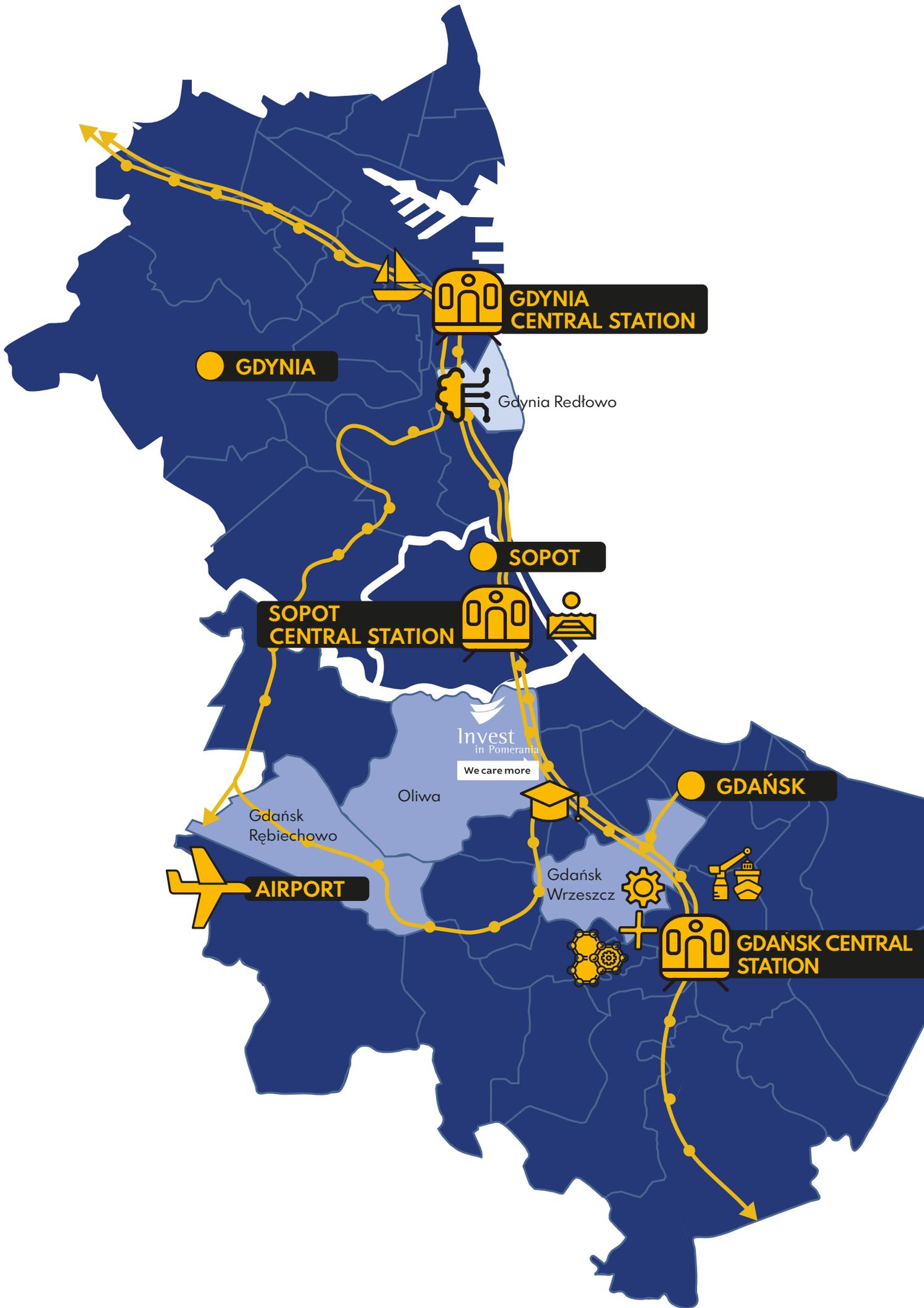
- 1** highway
- 2** express ways
- 8** regional roads
- 5** national roads

Gdańsk Airport – regular flights

 Aarhus	 London-Stansted
 Aberdeen	 Lublin
 Alesund-Vigra	 Malmö
 Alicante	 Malaga
 Amsterdam	 Malta
 Barcelona-El Prat De Llobregat	 Manchester
 Barcelona-Reus	 Milan-Bergamo
 Bergen	 Molde
 Billund	 Munich
 Birmingham	 Mykonos
 Bodo	 Narvik
 Bristol	 Newcastle
 Burgas	 Oslo Gardermoen
 Cork	 Oslo-Torp
 Doncaster-Sheffield	 Pafos
 Dortmund	 Paris-Beauvais
 Dublin	 Piza
 Düsseldorf	 Reykjavik-Keflavik
 Edinburgh	 Santorini
 Eindhoven	 Skelleftea
 Frankfurt am Main	 Split
 Göteborg	 Stavanger
 Hamburg	 Stockholm-Skavsta
 Haugesund	 Stockholm-Arlanda
 Helsinki	 Tromso
 Heraklion – Crete	 Trondheim
 Cologne-Bonn	 Turku
 Copenhagen	 Växjö
 Kraków	 Valencia
 Kristiansand	 Warsaw
 Kutaisi	 Venice
 Larnaca	 Vienna
 Leeds	 Wrocław
 Liverpool	 Zadar
 London-Gatwick	 Zurich
 London-Luton	



● GDAŃSK



Distance from Gdańsk Central Station


 **20 min**


Airport


 **15 min**



 **37 min**


Gdańsk University of Technology

 **10 min**


 **20 min**


University of Gdańsk


 **30 min**


Medical University of Gdańsk

 **7 min**


 **40 min**


Gdynia Maritime University


 **54 min**


Gdańsk Science and Technology Park

 **14 min**


 **45 min**


Pomeranian Science and Technology Park in Gdynia

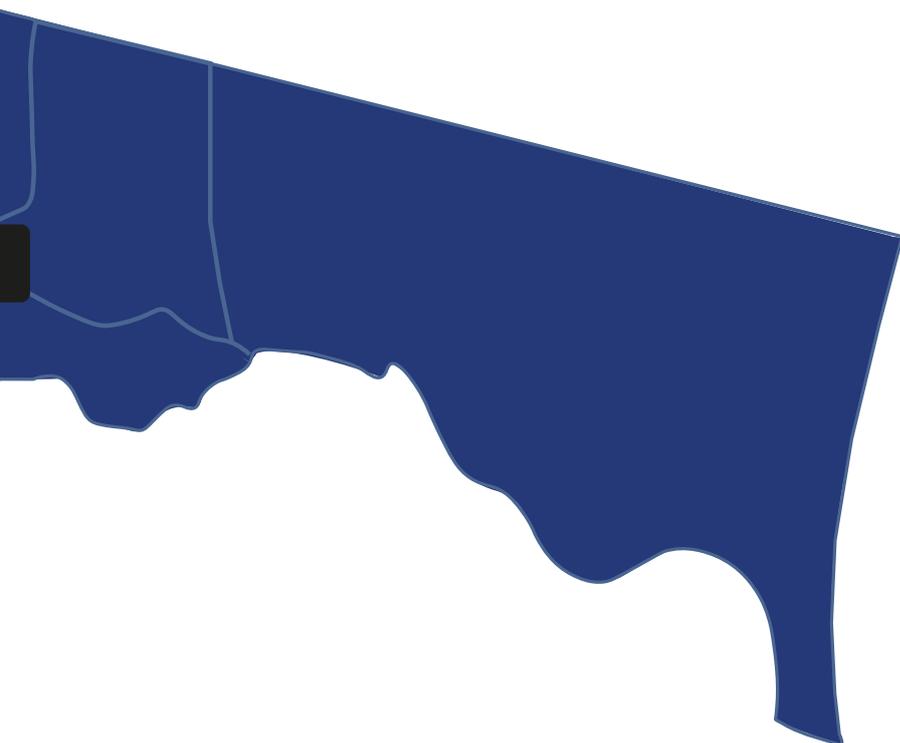

 **55 min**


Gdańsk Shipyard

 **12 min**


 **32 min**


Sopot Pier



-  Residential and business district
-  Railway junction

Offices

Total existing A/B+ Class office space	963 300 sqm
Total A/B+ Class office space under construction	61 900 sqm
Total A/B+ Class office space planned	300 000 sqm
A/B+ Class office spaces	130
A/B+ Class office spaces under construction	7
Planned A/B+ Class office spaces	18
Minimum rent in A/B+ Class	EUR 12,5 / sqm
Maximum rent in A/B+ Class	EUR 14 / sqm
Average services fees in A/B+ Class	EUR 4,5 / sqm

Selected office spaces

BUILDING	ADDRESS	DEVELOPER	TOTAL EXISTING SPACE	TOTAL PLANNED SPACE
Olivia Star	Grunwaldzka 472 C	Olivia Business Centre	45 700 sqm	-
Alchemia III Argon	Grunwaldzka 411	ISOC	36 000 sqm	-
Alchemia IV Neon	Grunwaldzka 413	DWS	33 700 sqm	-
Olivia Prime A	Grunwaldzka 472	Olivia Business Centre	28 000 sqm	-
Olivia Prime B	Grunwaldzka 472	Olivia Business Centre	25 000 sqm	-
3T Office Park	Kazimierza Górskiego	3T Office Park	38 200 sqm	-
Format	Droszyńskiego 24	Torus	-	13 000 sqm
K2	Kielecka 2	Vastint	-	11 400 sqm
Palio Office Park B	Jana z Kolna	Cavatina	-	7 700 sqm

Warehouses

Total existing warehouse space:	1 072 502 sqm
Total warehouse space under construction	207 065 sqm
Total planned warehouse space	953 868 sqm
Average rent in warehouses (city and environs)	EUR 2.95–3.65 / sqm

Selected warehouses

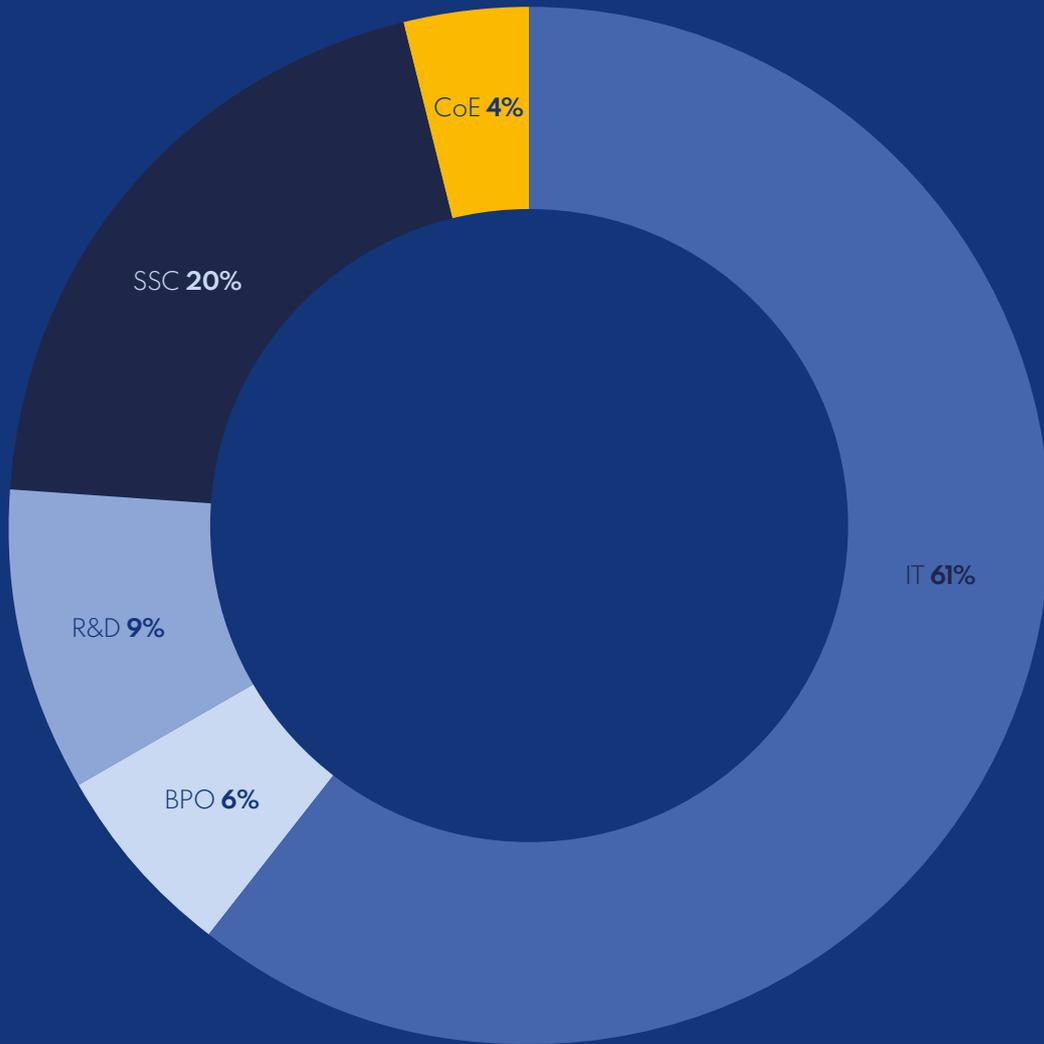
BUILDING	ADDRESS	DEVELOPER	TOTAL EXISTING SPACE	SPACE UNDER CONSTRUCTION	TOTAL PLANNED SPACE
Pomeranian Logistics Centre	ul. Kontenerowa 21, 80-601 Gdańsk	GLP	149 760 sqm	38 740 sqm	316 500 sqm
Panattoni Park Gdańsk Airport	ul. Botaniczna, Gdańsk	Panattoni	108 238 sqm	7 550 sqm	-
Panattoni Park Tricity South II	ul. Będzieszyn 100, Pruszcz Gdański	Panattoni	26 431 sqm	49 170 sqm	-
Hillwood Gdańsk	ul. Azymutalna, Gdańsk	Hillwood	-	29 705 sqm	-
7R Park Gdańsk Port	ul. Andruszkiewicza, Gdańsk	7R	-	-	119 300 sqm
7R Park Gdańsk III	Osowa (Gdańsk)	7R	-	-	113 767 sqm
Panattoni Park Gdańsk West II	Kowale	Panattoni	-	-	73 984 sqm

Shopping malls

Number of shopping malls	28
Total existing space	760 900 sqm
Total planned space	2 000 sqm
Total empty space	43 000 sqm
Average rents in prime spaces	EUR 36–38 / sqm

Selected shopping malls

BUILDING	ADDRESS	DEVELOPER	TOTAL EXISTING SPACE
Matarnia Park Handlowy	Złota Karczma 26	Inter IKEA/Ingka Centres	81 300 sqm
Centrum Handlowe Riviera	Kazimierza Górskiego 2	Mayland RE/Union Investment	70 500 sqm
Forum Gdansk	Targ Sienny 7	Multi Development	62 000 sqm
Morski Park Handlowy	Przywidzka 6/10A	Librecht&Wood/GRP	57 400 sqm
Auchan Gdańsk	Szczęśliwa 3	Immochan/Ceetrus Polska	52 100 sqm



Type of operation

Outsourcing centres using foreign languages

 Polish 193	 Italian 20
 English 181	 Russian 20
 German 41	 Danish 19
 French 27	 Finnish 16
 Norwegian 25	 Dutch 14
 Spanish 23	 Hungarian 8
 Swedish 23	 Ukrainian 8

Institutions supporting entrepreneurship

- Invest in Pomerania
- Pomeranian Science and Technology Park in Gdynia
- Gdańsk Science and Technology Park
- Baltic Port of New Technologies in Gdynia
- Gdańsk Business Incubator STARTER
- Gdynia Business Incubator
- Business Centre Club - Gdańsk Chamber
- Agency for Professional Promotion of Women
- Pomerania Development Agency Co.
- Center of Entrepreneurship in Sopot
- Economic Foundation
- Gdańsk Entrepreneurship Foundation
- Gdynia Entrepreneurship Support Centre
- Gdańsk Business Club
- Pomeranian Employers
- The Gdańsk Institute for Market Economics Research
- Inveno
- Pomeranian Special Economic Zone
- Pomeranian Chamber of Crafts for Small and Medium Enterprises
- The Polish Association of Centers for Technology Transfer
- Free Entrepreneurship Association
- InvestGDA

Total number of business entities

114 220

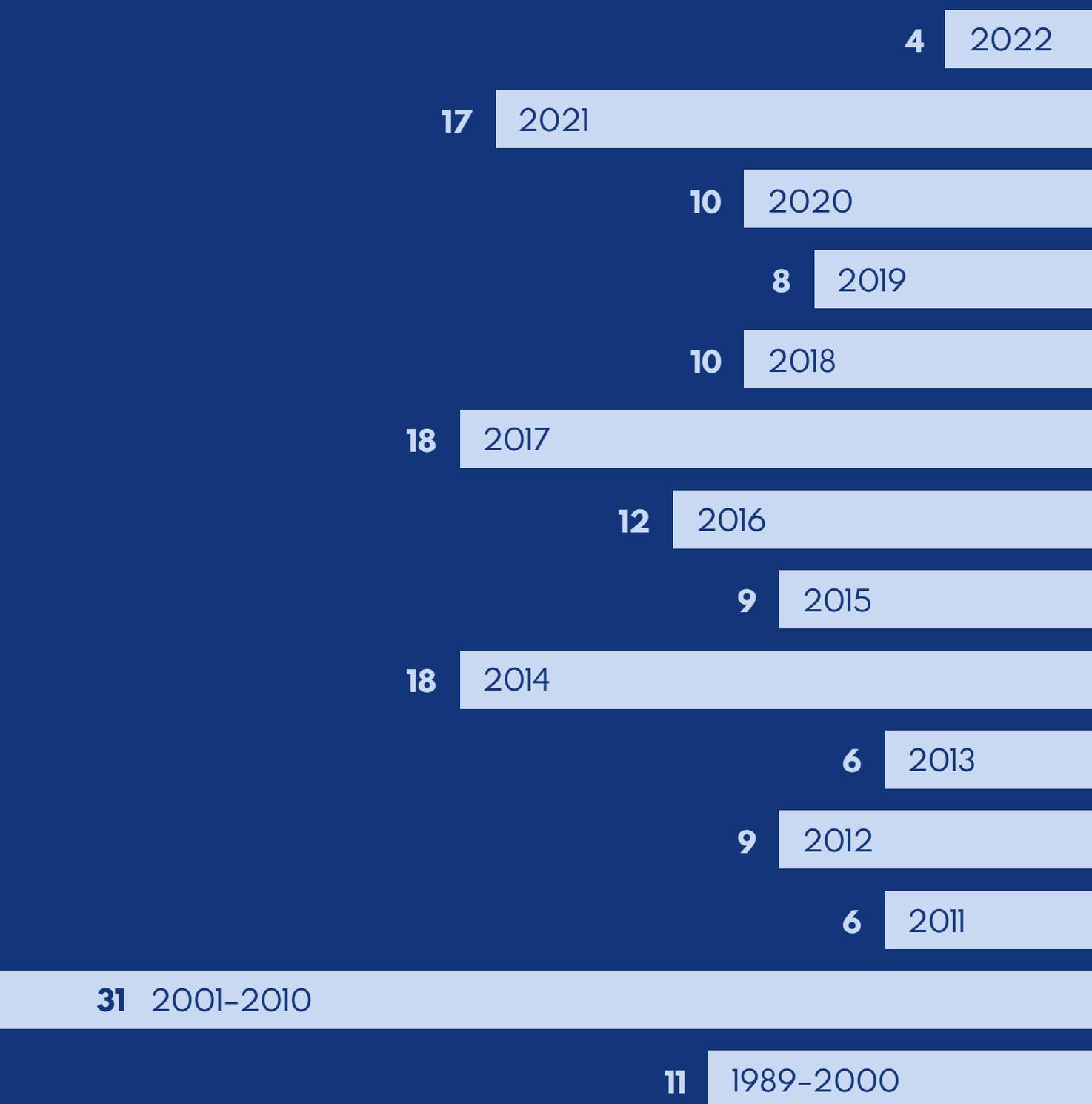
COMPANY	TYPE OF OPERATION
3MDEB	IT
7N	IT
ABAX Poland	IT
Acoustic	R&D
Acxiom Corporation	IT
Adva Optical Networking	IT
Agente Studio	IT
AirHelp Poland	SSC
Aiton Caldwell	IT
Alexander Mann Solutions	BPO
Allegro	IT
Alten	IT
AM Builder	IT
Amazon Development Center in Gdansk	R&D
Andiamo	R&D
APL Poland	SSC
Aplitt	IT
Arla Global Financial Service Centre	SSC
Arrow Services Sp. z o.o.	SSC
Aspire Systems	IT
Asseco Data Systems	IT
Astek	IT
Atena	IT
Atos Polska	IT
Avaus Marketing Innovations Poland	IT
Bank Millennium	SSC
Banqsoft	IT
Bayer Service Center Gdańsk	SSC
Benetel	R&D
BEST	SSC
Billwerk	IT
Blue Media	IT
Blue Soft	IT
Bluestone	IT
Boeing Poland	R&D
BPH	SSC
Call Center Inter Galactica	BPO
CareMe	IT
Ciklum	IT
Cognizant Technology Solutions	BPO
Collabera	IT
Columbia Pictures GBS	CoE
Comarch	IT
Connectis	IT
Cyclad	IT
Damen Engineering Services Gdańsk	R&D
Deltamarin	R&D
Develocraft	IT
DGC Polska (Iver)	IT
Digiteum	IT
Diverse Consulting Group	BPO

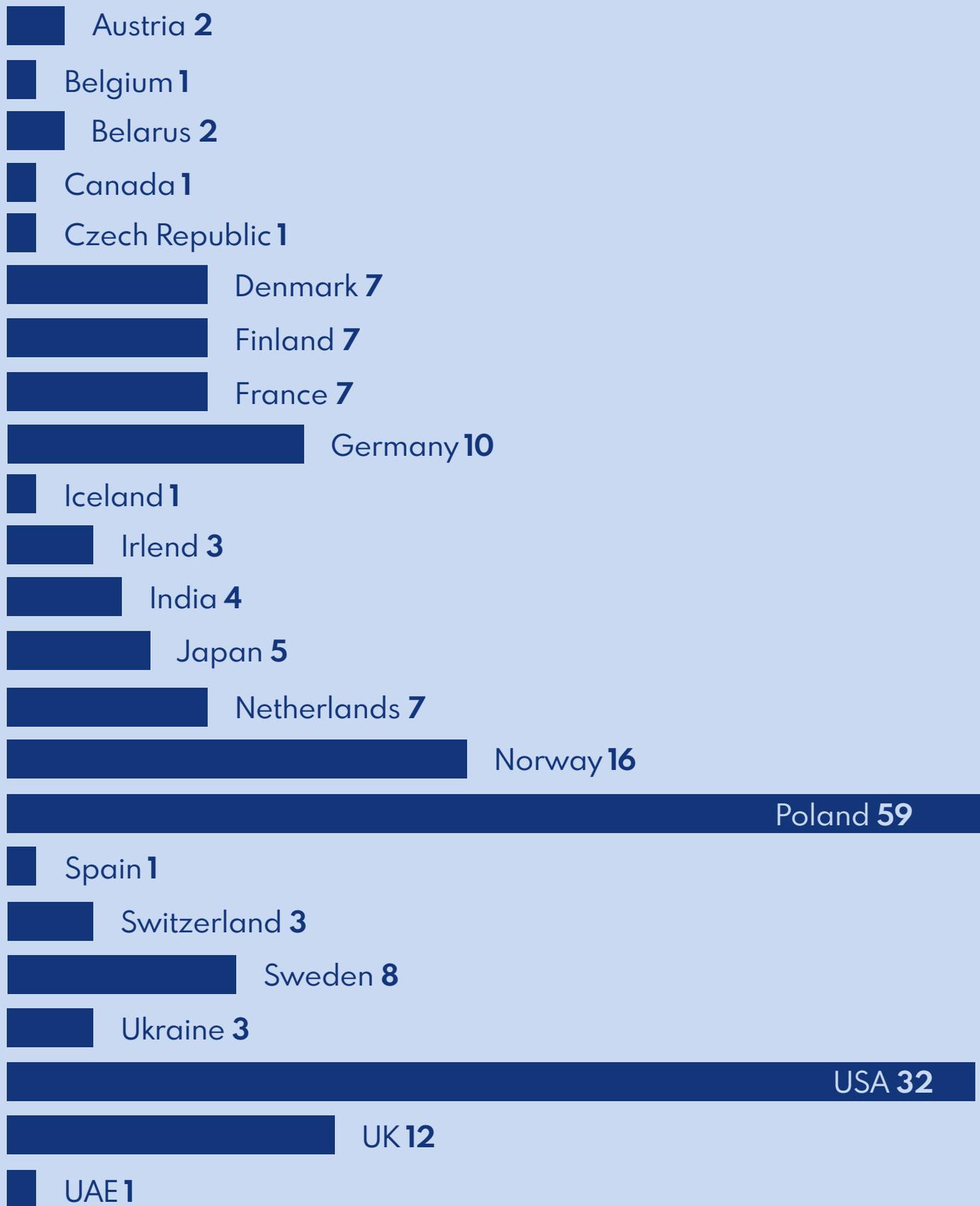
COMPANY	TYPE OF OPERATION
DNV	SSC
Dom Finansowy QS	SSC
Dynatrace Polska	IT
Eaton Electric	R&D
Efisco	IT
ELTEL Group Shared Services Centre	SSC
Enamor	R&D
Energa Centrum Usług Wspólnych	SSC
Ensono	IT
EPAM Systems Poland	IT
ERGO International Corporate Solutions (EICS)	SSC
Eurofins Digital Testing	IT
Evatic	IT
Federal-Mogul Financial Services Poland	SSC
FinalRentals	IT
Finastra	IT
Fineos	IT
First Flight Support	IT
FujiFilm Europe Business Service	SSC
Future Processing	IT
Gdańskie Centrum Informatyczne	IT
Gdańskie Centrum Usług Wspólnych	SSC
Genesis Global	IT
Geoban (Santander Group)	SSC
GetResponse	IT
Gibbs Hybrid	IT
Global Logic	IT
Graphcore	IT
Grid Dynamics	IT
Hapag-Lloyd	IT
Hempel Paints Poland	SSC
Hiab	SSC
HIQ	IT
Hitachi ABB Power Grids	IT
HK Finance	BPO
HMS Assistance	SSC
Holte Software	IT
Huber & Suhner	SSC
IHS Markit	IT
In4mo	R&D
Intel Technology Poland	R&D
InterLogic	IT
Intitek	IT
IT Kontrakt powered by Avenga	IT
Itmagination	R&D
JIT Team	IT
JohnnyBros	IT
Kainos Software Poland	IT
Kemira Business Service Center Gdańsk	SSC
Leo Pharma	SSC

COMPANY	TYPE OF OPERATION
Let's Deliver	IT
Lotos Centrum Usług Wspólnych (Grupa LOTOS S.A.)	SSC
LPP	SSC
Lufthansa Systems Poland	IT
Luxoft	IT
Lyreco (former Staples)	SSC
MacGregor Poland	CoE
Madkom	IT
Maersk Drilling	SSC
Manpower Group Solutions	BPO
Metsa Group Services	SSC
Movo	IT
Mowi	SSC
Multinor	BPO
Natek	IT
NBC IT Outsourcing	IT
Nearshoring Solutions	IT
Neoteric	IT
Nest Bank	SSC
Netguru	IT
Nethansa	IT
Nike	IT
Nippon Seiki (Europe) BV	R&D
Nordea Bank AB Oddział w Polsce	IT
Nordic Services	SSC
Objectivity	IT
OKE Poland	IT
ONE Ocean Network Express	SSC
Onwelo	IT
PGS Software	IT
PKO	SSC
Playsoft	IT
Polska Press Internet (część grupy Polska Press)	IT
Postdata	IT
Powel AS	IT
PPG	SSC
PredictX	SSC
PwC Advisory Centre of Excellence	CoE
Qloc	IT
Quad Graphics Europe	IT
Refinitiv	CoE
Renau Research and Development	R&D
Ricoh Business Service Centre	SSC
Riks TV	IT
Scalac	IT
Schibsted	IT
Seagull Maritime AS	IT

COMPANY	TYPE OF OPERATION
Seargin	IT
SentiOne	IT
Sevenet	IT
SIEM Ship Management	SSC
Sigarden	IT
Signia Media Technologies AB	IT
Sii	IT
Smployer Tech Polska (Infotjenester)	IT
Sitel	BPO
Smart4aviation	IT
SocialCEE	IT
SoftServe	IT
Soldevelo	IT
Sollers Consulting	IT
SolveQ	IT
Solwit	CoE
Spartez	IT
Speednet	IT
SPN Tech	IT
SpotOn	IT
State Street Bank	CoE
STX Next	IT
Swarovski Global Business Services	SSC
Swiss Post Solutions	IT
Synopsys	R&D
TeleMobile Sp. z o.o.	R&D
TELUS International	BPO
TF Bank	IT
Thomson Reuters	CoE
ThyssenKrupp Group Services Gdańsk	SSC
Transcom Worldwide Poland	BPO
Travactory	IT
Ulstein Poland	R&D
Unifeeder	SSC
United Technologies (UTC Fire & Security Polska)	IT
UST- Global	IT
UXPin	IT
Vilja Solutions	IT
WeTog	R&D
Wipro IT Services Poland	BPO
Wirtualna Polska	IT
WNS Global Services Poland	BPO
Wolters Kluwer	IT
Xtrack	IT
Yameo	IT

Year of inauguration in Tricity





Country of origin

Call Center

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior Consultant	4 000	5 200
Consultant	5 500	6 800
Senior Consultant	6 000	8 200
Team Leader	7 500	13 000
Supervisor	10 000	14 000
Manager	13 000	18 000

IT

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Net Developer	10 500	20 000
C++ Developer	11 000	21 000
IT Helpdesk Level 1/2	6 000	8 000
B2B salaries		
Net Developer	PLN 80/h	PLN 180/h
C++ Developer	PLN 90/h	PLN 190/h
IT Helpdesk Level 1/2	PLN 40/h	PLN 80/h

Gross average monthly salary in PLN in Tricity in enterprise sector (data: Statistics Poland, January 2022)

7037

Accounts Payables / Accounts Receivables

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior accountant	5 000	5 500
Accountant	6 000	8 000
Senior accountant	6 500	9 000
Team Leader	10 000	15 000
Supervisor	11 500	15 500
Manager	15 000	18 000

General Ledger

Jobs - English speakers (PLN gross)



POSITION	MINIMUM	MAXIMUM
Junior accountant	5 200	5 800
Accountant	6 500	9 000
Senior accountant	7 500	11 000
Team Leader	10 500	15 000
Supervisor	12 000	16 000
Manager	15 000	18 000

Source: ManpowerGroup

/Culture, entertainment, recreation

13  cinemas

13  theatres

28  shopping malls

43  museums

24  festivals

Selected business, cultural and sports events

- Amberif
- Balt EXPO
- Baltic Sail Gdańsk
- European Forum for New Ideas
- FETA Festival
- Gdańsk Hoists the Music Festival
- Gdańsk Book Fair
- Gdynia Businessplan
- Globaltica
- Infoshare
- St. Dominic's Fair
- Colossuses
- Ladies' Jazz Festival
- Mozartiana
- Open'er Festival
- Red Bull Air Race
- Smart Metropolia
- Solidarity of Arts
- Soundrive Festival
- Technicon-Innovations
- TRAKO

16  hospitals

Conference facilities

- Amber Hotel
- Bonum Hotel
- Arkon Park Business & Sport Hotel
- BEST WESTERN VillaAqua Hotel
- The AmberEXPO Exhibition and Congress Center
- Dom Muzyka (Musicians' Home)
- Gdańsk Science and Technology Park
- Almond Business & SPA Hotel
- Antares Hotel
- Artus Hotel
- Bartan Hotel
- Bayjonn Hotel
- Blick Hotel
- Dal Hotel
- Dom Marynarza Hotel
- Dwór Oliwski Hotel
- Europa Hotel
- Focus Hotel
- Galion Hotel
- Gdańsk Hotel
- Grano Hotel
- Haffner Hotel
- Hanza Hotel
- Hotel Hampton by Hilton Gdańsk Oliwa
- Hotel Hampton by Hilton Gdańsk Airport
- Hotton Hotel
- Królewski Hotel
- Kuracyjny Spa & Wellness Hotel
- Lival Hotel
- Mercure Gdańsk Stare Miasto Hotel
- Nadmorski Hotel
- Novotel Gdańsk Marina Hotel
- Oliwski Hotel
- Opera Hotel
- Orbis Gdynia Hotel
- Orle Hotel
- Qubus Gdańsk Hotel
- Radisson BLU Hotel
- Rezydent Hotel
- Różany Gaj Hotel
- Scandic Gdańsk Hotel
- Sheraton Conference Center & Spa Hotel
- Sofitel Grand Sopot Hotel
- Sopot Hotel
- Puro Gdańsk Hotel
- Szydłowski Hotel
- Villa Baltica Hotel
- Villa Sedan Hotel
- Willa Lubicz Hotel
- Wolne Miasto Hotel
- Zhong-Hua Hotel
- Q Hotel Grand Cru
- Villa Eva
- Villa Pascal
- Villa Sentoza

107 
hotels
including:

11 five-star *****

32 four-star ****

48 three-star ***

Address of the Investor Assistance Centre:

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Pro Progressio - an organization supporting growth and promotion of Business Services industry in Poland. Pro Progressio cooperates with the public and private sector as well as with the international organisations operating in the BSS sector. Pro Progressio is a publisher of BSS sector media - FOCUS ON Business portal (former OutsourcingPortal) and FOCUS ON Business magazine (former Outsourcing&More).

Pro Progressio manages the Pro Progressio Club, to which it invites business entities providing business services and organisations operating in direct environment of the sector. The Club promotes and supports the development of the business activities, both in the area of services and production, furthermore, it facilitates business networking activities and increases brand awareness.

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Sources: Pro Progressio, Invest in Pomerania, Statistics Poland, Cushman & Wakefield and ManpowerGroup.

