SURVEY BY ANTAL AND CUSHMAN & WAKEFIELD

Investment potential of Tri-City

Edition 4

Strategic Partners:

City partner:

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Patrons:

SURVEY BY ANTAL AND CUSHMAN & WAKEFIELD

Investment potential

TRI-CITY

ANTAL AND CUSHMAN & WAKEFIELD

Foreword

Ladies and Gentlemen,

We are very pleased to present the series of reports from the fourth edition of the Business Environment Assessment Study. This is a comprehensive compilation of data and analysis, enriched with expert commentary.

The project is a valuable tool for all entrepreneurs and investors interested in developing their business in Poland.

The report reflects the current situation in the market and provides a business perspective, identifying the main trends in the economic development of companies in Poland's largest cities.

The project once again came about through close cooperation between Antal, a leader in HR consulting, and Cushman & Wakefield, a recognized real estate expert and leading international real estate services consultancy.

Our knowledge and experience were crucial in analysing the survey results and creating the report, which is not only a comprehensive compilation of data, but also a tool for strategic business decision-making.

1,290

decision-makers

The survey included 1,290 decision-makers, representatives of companies active on the Polish market.

9 cities

The project includes an analysis of the business environment in nine cities, and takes into account important areas such as:

1. the city's overall assessment,
2. infrastructure,
3. office space,
4. government support,
5. education potential,
6. employment potential,
7. business potential and
8. evaluation of the location as a place to live.

The report accurately describes the specifics of the Tri-City market.

It contains key market information for investors, including:

- the cost of living,
- housing prices on the secondary and primary markets,
- office rental rates,
- wages offered by employers,
- the number of students and graduates, and
- the number of employed people in the region by sector.

We hope that this report will become a valuable source of knowledge and inspiration for all those interested in business development and investment in the Polish market.

Enjoy your reading.

Artur Skiba
ANTAL PRESIDENT

Krzysztof Misiak
EXECUTIVE PARTNER, HEAD OF POLAND, CUSHMAN & WAKEFIELD

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Introduction

Investment potential – introduction

ECONOMIC INDICATORS AND EMPLOYMENT CONDITIONS IN POLAND

Employment rate	77.6 %
Registered unemployment	2.7 %
Minimum wage	811.03 EUR
Labour costs wages per hour	12.50 EUR
Employer's cost in addition to employee's gross salary	18 %
Inflation rate	10.3 %

POLAND IN COMPARISON WITH SELECTED EUROPEAN COUNTRIES

Country	Employ-ment rate [%]	Registered unemploy-ment [%]	Minimum wage [EUR]	Labour costs wages per hour [EUR]	Employer's cost in addition to emplo-yee's gross salary [% of salary]	Inflation rate [%]
UE (27 countries)	75.3%	5.9%		30.50	24.8%	6.1%
Bulgaria	78.1%	4.0%	398.81	8.20	13.3%	7.8%
Czech Republic	81.8%	2.7%	728.67	16.40	24.0%	10.2%
Germany	81.4%	3.0%	1,997.00	39.50	23.3%	6.5%
Hungary	80.6%	3.9%	623.77	10.70	14.2%	17.5%
Poland	77.6%	2.7%	811.03	12.50	18.0%	10.3%
Romania	68.5%	5.4%	604.41	9.50	5.3%	8.9%
Slovakia	77.3%	6.0%	700.00	15.60	27.0%	10.3%
Eurostat data	Q1 2023	June 2023	Q2 2023	2022	2022	July 2023

“

The immediate future for FDI inflows to Poland looks optimistic, but nevertheless maintaining a competitive investment climate has been, is and will always be a challenge.

RADEK PITUCH

INVESTMENT POTENTIAL

Expert commentary

Radek Pituch
MANAGER BSS & TECH PROJECTS, DIRECT INVESTMENTS DEPARTMENT
POLISH INVESTMENT AND TRADE AGENCY (PAIH)

Poland has been maintaining and strengthening its leading position in attracting foreign investments in the CEE region for a long time. This positive trend is reflected in the investment portfolio of the Polish Investment and Trade Agency.

Since 2018, PAIH has recorded record highs in terms of investment outlays and the number of declared, newly created jobs supported projects.

The passing months of 2023 were particularly exceptional in this regard. We can speak of effective support for the placement of 47 new investments in Poland, many of which are carried out by well-known global brands from various sectors of the economy, from financial services, through the automotive industry, to semiconductors. In addition, PAIH's portfolio includes nearly 150 active projects that the agency is seeking to locate in Poland.

A number of factors are contributing to the continued growth of investment rates in Poland. First of all, it is necessary to point to the human resources potential – the wide availability of qualified and experienced talent. Poland has the largest population potential among CEE countries, and is one of the largest academic centres in Europe. In the current market conditions, this is an undeniable asset. Second, Poland is a country open to innovation and new technologies. This is evidenced by some 100 newly created R&D and IT investments over the past two years. Third, an invaluable investment magnet is the excellent range of forms of business support for companies deciding to locate their capital in Poland. Thanks to an amendment to the *Program for the Support of Investments of Significant Importance to the Polish Economy for 2011-2030*, applying for a cash grant, of which PAIH is the operator, is even more transparent than before.

The immediate future for FDI inflows to Poland looks optimistic, but nevertheless maintaining a competitive investment climate has been, is and will always be a challenge. It is necessary to remain open to new industries, read well the needs and expectations of business and new investors, and actively promote the potential of the Polish economy internationally.

PART 1

Tri-City – introduction

TRI-CITY

Average rating

8.0

1.01.

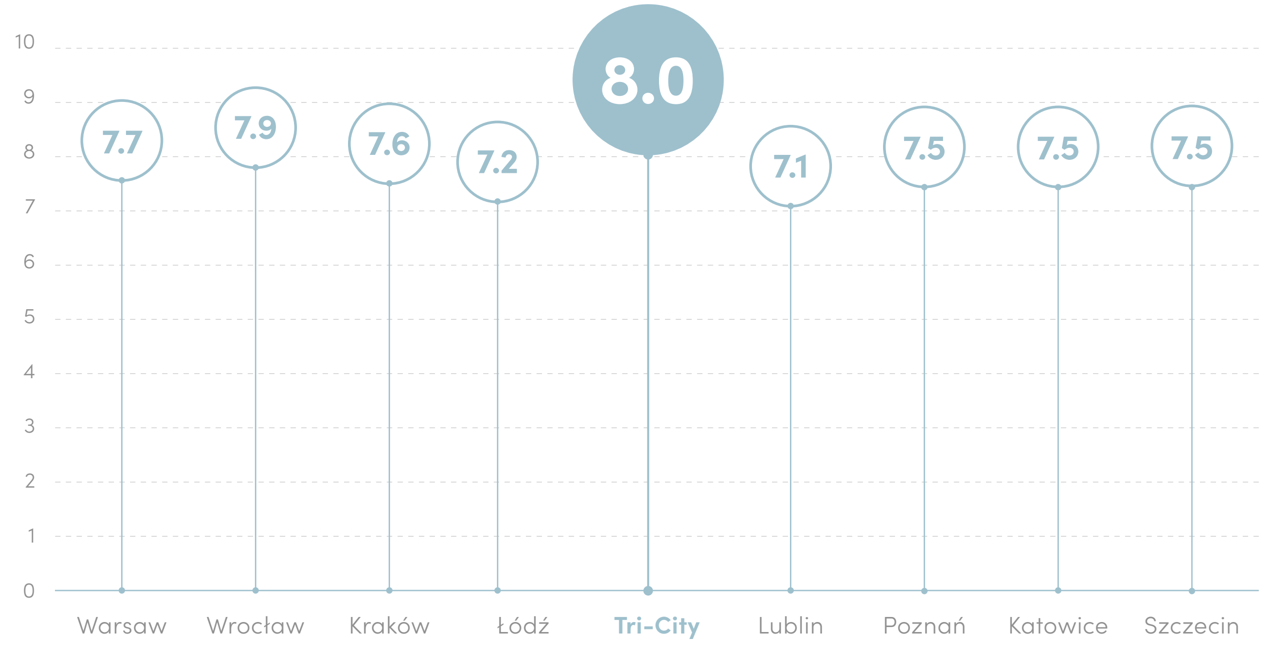
Tri-City assessment

The Business Environment Assessment Study highlighted the main aspects influencing companies' investment decisions.

Respondents were asked to assess the business environment in the cities in which they operate. By compiling several indicators for each area, the report presents a comprehensive rating expressed on a scale of 0-10, where 0 is the worst possible rating and 10 is the best.

CHART 1.1.

Average rating of all factors for Tri-City



The Tri-City is ranked among the top five areas most attractive to foreign investors in Poland.

The number of business entities at the end of 2022 was 91,445. For years, the Tri-City's potential has been based on its strategic coastal location at the intersection of two trans-European transport corridors and its access to a large pool of diverse talent.

The location has shaped the city's economic identity – the maritime sector in the broadest sense, along with ports, has been an integral part of Pomerania's (pol. Pomorze) economic development for years.

Find out more at www.investmentpotential.pl

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The biggest change in the existing spectrum of investment projects is the emergence of a large group of engineering projects at the intersection of high manufacturing and IT.

MARCIN GRZEGORY

TRI-CITY – INTRODUCTION

Expert commentary

Marcin Grzegory
DEPUTY DIRECTOR, INVEST IN POMERANIA

For almost all of 2022, IT companies accounted for the lion's share of BSS investors emerging or reinvesting in the Tri-City, while since the fall they have aligned themselves with advanced shared service centres and financial and customer experience service providers.

Employers in the sector are now putting a lot of effort into properly balancing hybrid work models, which has a direct impact on the efficiency of teams and their stability, i.e. calming down turnover.

The biggest change in the existing spectrum of investment projects is the emergence of a large group of engineering projects at the intersection of high manufacturing and IT, such as:

- Siemiens Gamesa,
- thyssenkrupp
- or Archer,

most of which have decided to set up teams in the Tri-City to increase their creative and innovative potential.

Another big factor in the change is beginning to shift much of the burden of energy production and delivery in Poland from the south to the coast, thanks to the construction of a new floating jetty, transmission line and liquid gas storage facilities, as well as the planned construction of a nuclear power plant and a series of offshore wind facilities.

The whole premise will require a dynamic expansion of the technological infrastructure and will certainly entail short and long-term construction/expansion of many teams and companies.

PART 2

Infrastructure

INFRASTRUCTURE

Average rating

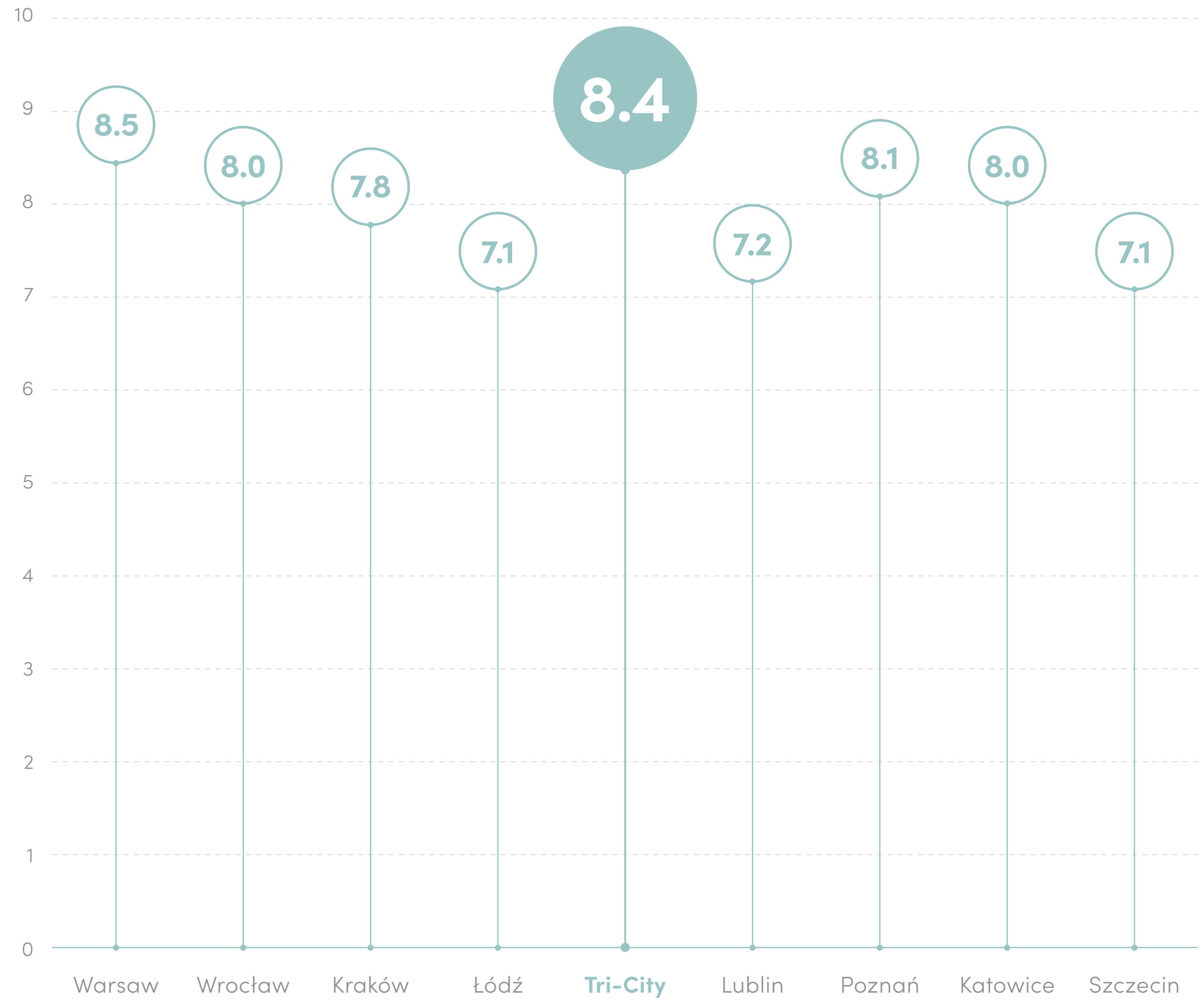
8.4

2.01.

Infrastructure

CHART 2.1.

Average infrastructure rating for Tri-City



The Tri-City's business development is strongly supported by a well-developed transportation infrastructure.

The city is distinguished by its accessibility to Poland's largest seaport.

Gdańsk-Rębiechowo Airport is the third largest airport in the country, with one of the largest route networks in Poland, and all business districts are well connected by public transportation: rail, bus and tram.

Find out more at www.investmentpotential.pl

“

Port of Gdańsk was the seaport entering the top ten largest ports in Europe earlier this year, and is now the eighth such location on the Old Continent.

ADAM SCHROEDER

INFRASTRUCTURE

Expert commentary

Adam Schroeder
ASSOCIATE, REGIONAL HEAD – NORTH REGION POLAND, OFFICE DEPARTMENT

The Tri-City has been developing for major infrastructure projects for many years now. Only last year, investments have started or continued here, creating an exceptional business climate.

An example is the Port of Gdańsk, which is booming thanks to consistent modernization. Earlier this year, the seaport was entering the top ten largest ports in Europe, and is now the eighth such location on the Old Continent. In the first half of 2023, nearly 2,000 ships called at the port, and as much as 36% more tons of cargo were handled compared to the previous year. Such excellent results are the result of, among other things, the modernization work carried out in 2022, which involved 5 km of quay and 7 km of waterway, the expansion of the Gdańsk container terminal Baltic Hub, as well as Naftoport.

A metropolitan bypass is scheduled to open in mid-2025. Its construction represents a huge undertaking to improve the smoothness and comfort of road transportation around the Tri-City. The new project will primarily relieve congestion on the current bypass, as well as the A1, S7 and Kashubian Route (pol. Trasa Kaszubska) (part of S6). The areas adjacent to these routes are already attracting interest from residents, investors and logistics companies.

In turn, one of the most important road investments in Pomerania, the Kashubian Route, was completed in 2022.

This 42-kilometer section of the S6 expressway will save drivers travelling between the Tri-City and Słupsk up to an hour of driving time. Ultimately, the S6 will connect the Tri-City with Szczecin, and the entire route is scheduled for completion in mid-2025.

One of these developments that Tri-City residents should be particularly pleased with is the return of the MEVO electric city bicycle system. It is currently being tested, and eventually residents of the Tri-City and neighbouring municipalities will have more than 3,000 bicycles at their disposal. This will transform individual transportation in Gdańsk, Sopot and Gdynia, especially since the agglomeration has one of the best developed networks of bicycle routes in the country.

PART 3

Office space

OFFICE SPACE

Average rating

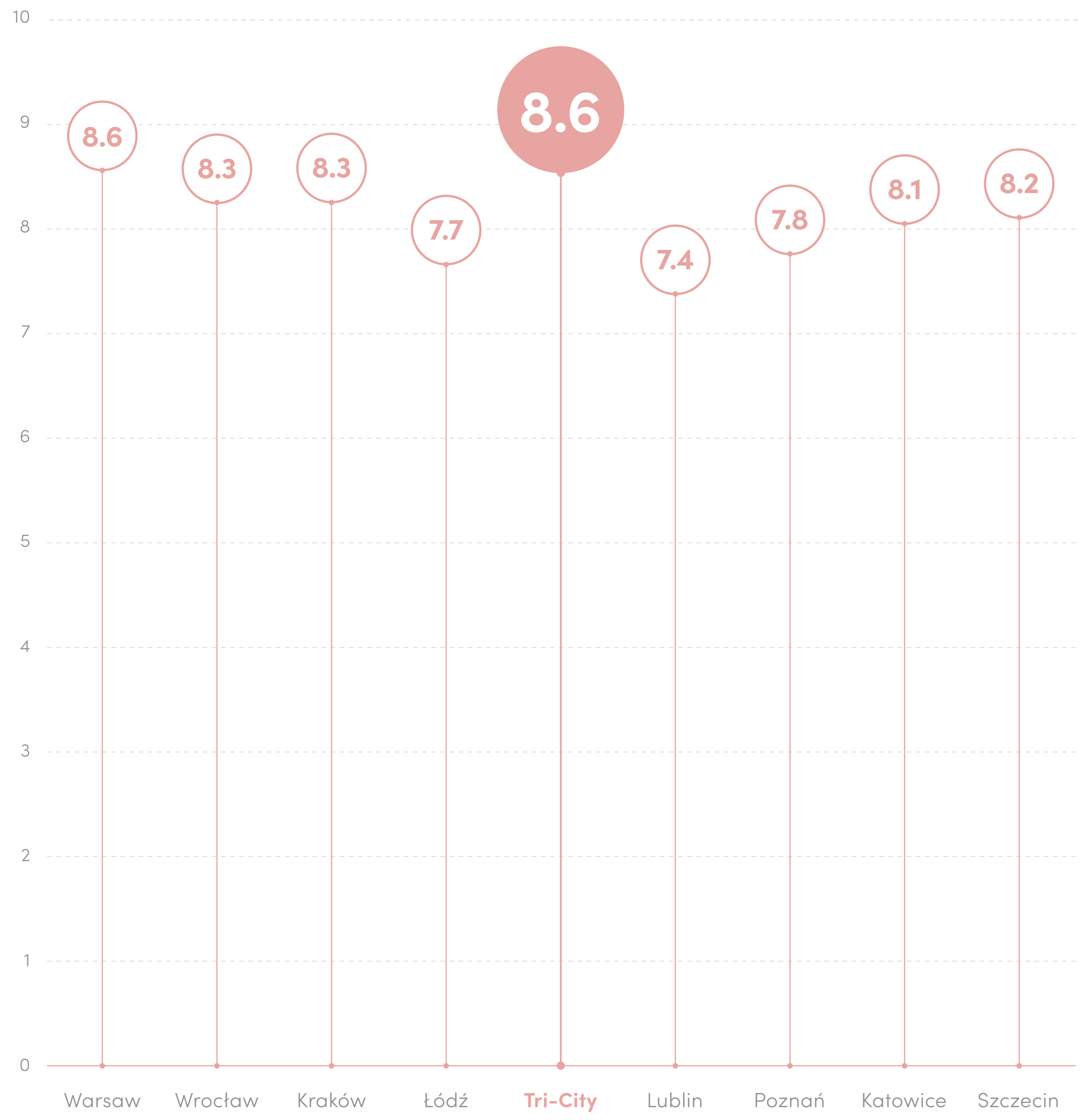
8.6

3.01.

Office Space

CHART 3.1.

Average office space rating for Tri-City



Find out more at www.investmentpotential.pl

3.02.
Real estate in Tri-City

BASIC DATA ABOUT THE REAL ESTATE MARKET

14.00–15.00 EUR/ m² / month
Asking rents

134
Number of existing office buildings

53,500 m²
Office space under construction

6,800 m²
New supply

68,600 m²
Gross demand

14.3%
Vacancy rate

1,023,800 m²
Total stock of office space

OFFICE SPACE STOCK BY AGE

230,700 m²	0–5 years
371,600 m²	6–10 years
421,700 m²	over 10 years

“

Meeting tenants' expectations is undoubtedly helped by the Tri-City's unchanging perception of itself as an attractive place to live and do business.

SAMANTA KIEŁDANOWICZ

OFFICE SPACE

Expert commentary

Samanta Kiełdanowicz
JUNIOR NEGOTIATOR, REGIONAL CITIES – TRICITY, OFFICE DEPARTMENT, CUSHMAN & WAKEFIELD

The Tri-City remains the third largest regional market in terms of office space stock, which exceeded 1.02 million sqm as of the end of June 2023 in Gdańsk, Sopot and Gdynia combined.

In the first half of the year, the scale of completed projects was relatively small, amounting to just 6,800 sqm. The volume of office space under construction is also at a relatively low level. It is estimated at around 53,500 sqm, compared to 150-200,000 sqm before the pandemic.

However, tenants have been very active in the Tri-City office market. Despite rising rents, transaction volume reached nearly 69,000 sqm, more than 30% higher than in the same period last year.

Growing tenant interest in office space, combined with a decline in the volume of investments under construction, may in the near future cause a so-called supply gap effect in the market, which in turn will mean a further increase in base rental rates and a significant reduction in the incentives offered by developers.

Despite declining new supply, however, tenants' demands for office space are not decreasing.

Sustainability, ESG and well-being factors play a significant role here. Meeting tenants' expectations is undoubtedly helped by the Tri-City's unchanging perception of itself as an attractive place to live and do business, which is reflected in receiving the highest overall rating for office space among all cities.

PART 4

Public administration support

PUBLIC ADMINISTRATION SUPPORT

Average rating

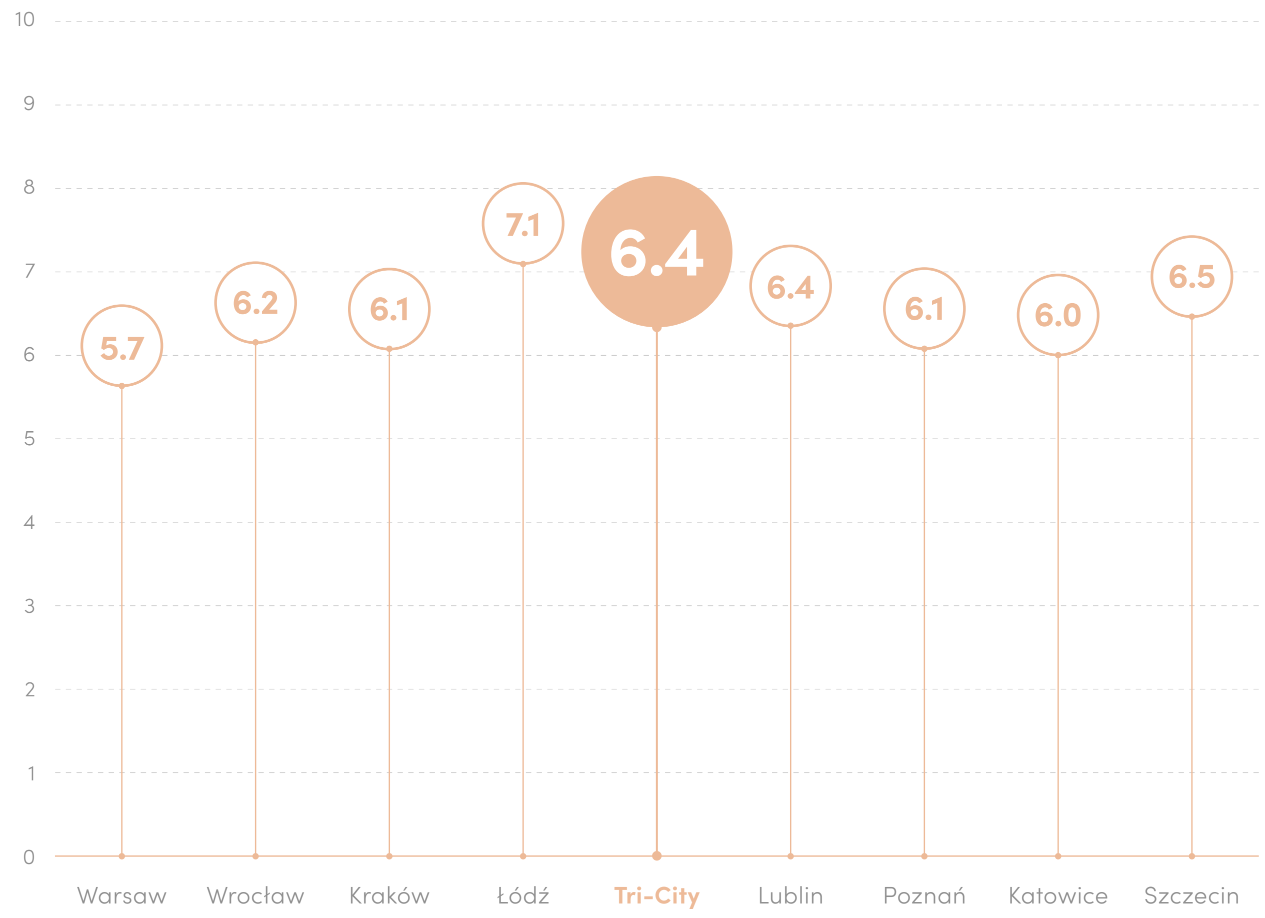
6.4

4.01.

Public administration support

CHART 4.1.

Average rating of public administration support for Tri-City



In the Pomorskie Voivodeship, local institutions are largely meeting the needs of companies.

Invest in Pomerania offers support in terms of, among other things, establishing contact with local authorities, potential business partners from the region or organizing a visit to the region.

In addition, entrepreneurs in the Tri-City can count on support from, among others:

- Pomeranian Special Economic Zone,
- the Pomeranian Regional Chamber of Commerce,
- PAIH
- and the Pomerania Development Agency (pol. Agencja Rozwoju Pomorza).

Find out more at www.investmentpotential.pl

PART 5

Educational potential

EDUCATIONAL POTENTIAL

Average rating

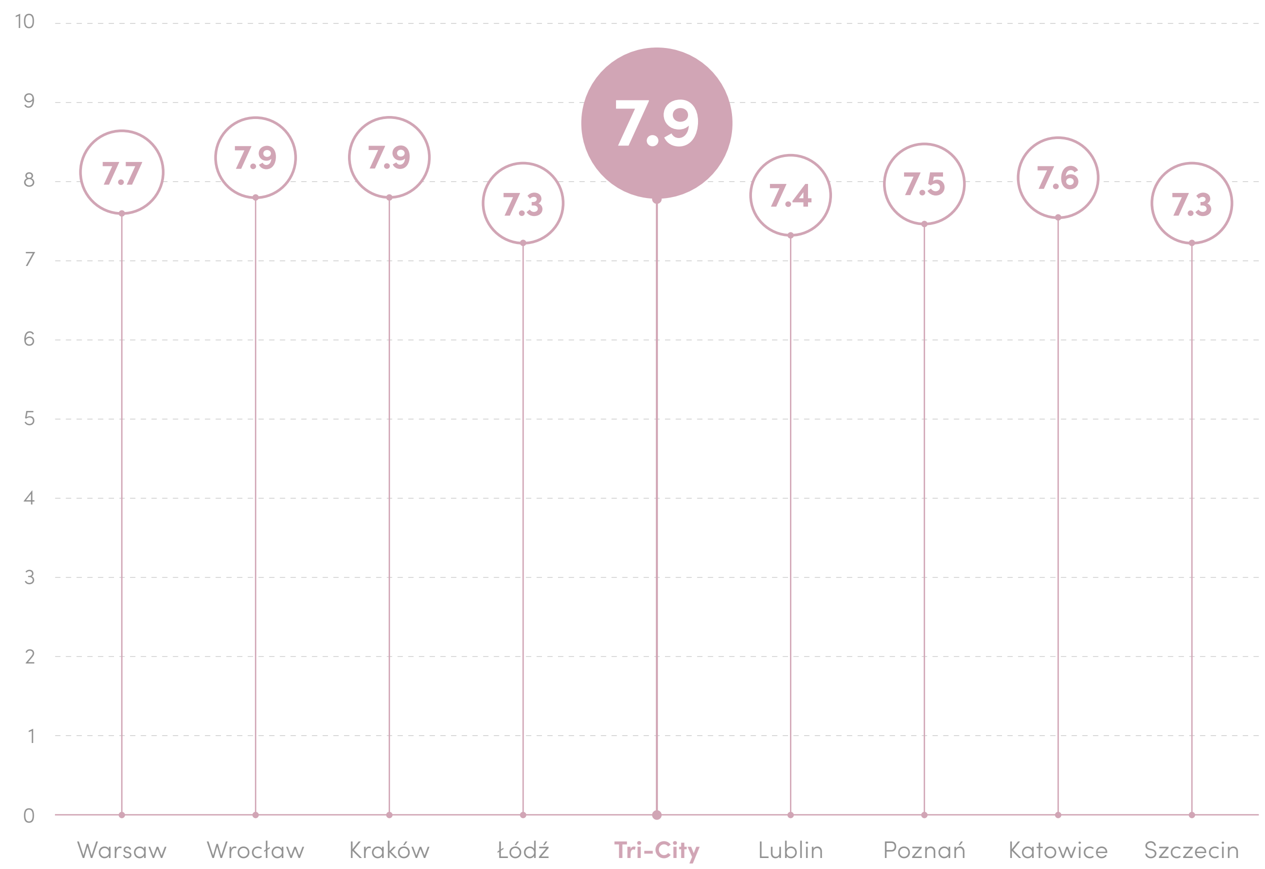
7.9

5.01.

Educational potential understood as the availability of future employees

CHART 5.1.

Average assessment of educational potential for Tri-City



Gdańsk, Gdynia and Sopot is an academic agglomeration with enormous potential, offering a wide range of top-level education.

Eight public schools and as many as fourteen private ones, among them Europe's largest state-run maritime university, guarantee a wide range of competences.

Together, more than 70,000 students study in the Tri-City.

Some of the most popular universities include: The University of Gdańsk, the Gdynia Maritime University, the Polish Naval Academy of the Heroes of Westerplatte in Gdynia, the Gdańsk University of Technology, the Medical University of Gdańsk.

Find out more at www.investmentpotential.pl

AVAILABILITY OF **FUTURE EMPLOYEES** IN TRI-CITY

22

Number of universities

77,781

Number of students

17,988

Number of graduates

NUMBER OF STUDENTS BY AREA OF KNOWLEDGE

3,011

Finance

7,190

Engineering

5,816

IT

2,417

Philologies

“

Tri-City universities are constantly adapting their programs to the needs of the labour market, and organized apprenticeships and internships allow students to gain practical experience and contacts in business.

JUSTYNA ŚLIWIŃSKA

EDUCATIONAL POTENTIAL

Expert commentary

Justyna Śliwińska
TEAM LEADER, IT SERVICES ANTAL

The Tri-City with its green areas, access to the Baltic Sea and rich cultural offer, numerous restaurants and entertainment venues attracts students not only from all over Poland, but also from different corners of the globe, creating a diverse and open-minded academic environment.

There are 22 higher education institutions in the Tri-City, as many as two of which made it into the top ten in this year's ranking of academic universities – the Gdańsk University of Technology (6th place) and the Medical University of Gdańsk (9th place). Cultural diversity and a multitude of fields of study undoubtedly promote the exchange of knowledge and experience, while modern campuses, libraries and laboratories support effective learning and research.

Cooperation between universities and business is of key importance here – Tri-City universities are constantly adapting their programs to the needs of the labour market, and organized apprenticeships and internships allow students to gain practical experience and contacts in business.

In addition, universities conduct innovative scientific research often in cooperation with local companies, which contributes to the technological and economic development of the region.

It is a place full of opportunities for scientific and professional development, making full use of its potentials for the development of the region and investment attractiveness.

PART 6

Employment potential

EMPLOYMENT POTENTIAL

Average rating

7.3

6.01.

Employment potential

CHART 6.1.

Average employment potential rating for Tri-City

LABOUR MARKET INDICATORS
OF THE POMERANIAN VOIVODESHIP

847,860
Population

4.6%
Unemployment rate

364,618
Average employment
in the enterprise sector

7,357.56 PLN
Average gross monthly salary
in the enterprise sector

Find out more at www.investmentpotential.pl

6.02.

Sample salaries in Tri-City

GROSS MONTHLY SALARIES (PLN)

Manufacturing and Logistics Sector	min.	max.
Production worker (unskilled)	3,600	5,000
Production worker (skilled)	4,000	6,000
Shift Manager	6,500	10,000
Logistics specialist	7,000	10,000
Logistics manager	12,000	18,000
Production engineer	8,000	10,000
SSC/BPO Sector	**min.**	**max.**
GL Accountant (2-3 years of experience)	9,000	11,000
GL Senior Accountant (over 3 years of experience)	11,000	13,000
GL Team Leader (team of 5-15 people)	13,000	16,000
AP/AR Accountant (2-3 years of experience)	7,000	8,000
AP/AR Senior Accountant (over 3 years of experience)	8,000	9,500
AP/AR Team Leader (team of 5-15 people)	12,000	16,000
CS Junior Specialist (no experience)	5,500	6,500
CS Specialist (over 1 year of experience)	6,500	7,500
CS Team Leader (team of 5-15 people)	10,000	13,000
Payroll Specialist (1-3 years of experience)	9,000	10,000
Senior Payroll Specialist (over 3 years of experience)	11,000	13,000
Payroll Team Leader (team of 5-15 people)	13,000	15,000
IT Sector	**min.**	**max.**
1st Line Support (2 years of experience)	7,000	10,000
2nd Line Support (2 years of experience)	9,000	12,000
3rd Line support (2 years of experience)	11,000	15,000
IT Administrator (3 years of experience)	12,500	17,000
Business / System Analyst (3 years of experience)	14,000	20,000
Fullstack Developer (3 years of experience)	18,000	23,000
Frontend Developer (3 years of experience)	17,000	22,000
Backend Developer (3 years of experience)	15,000	22,000
Devops (3 years of experience)	17,000	21,000
Manual Tester (3 years of experience)	9,000	12,000
Automatic Tester (3 years of experience)	15,000	19,000
Team Leader (dev) (team of 5-15 people)	25,000	33,000

> “The highest rates of personnel availability were recorded among professionals employed in the industrial sector, as well as in trade, transportation and warehousing, and construction.

ALEKSANDRA JĘDRZEJCZYK

EMPLOYMENT POTENTIAL

Expert commentary

Aleksandra Jędrzejczyk
TEAM LEADER, SSC/BPO ANTAL

The employment potential in the Tri-City is growing every year, and the Tri-City itself is gaining importance as a place that foreign companies are increasingly considering for new investments. According to Antal's survey, the employment potential index increased from the previous survey in 2021, when it stood at 7.1, confirming the dynamic changes taking place in the Tri-City market and continued growth.

The highest rates of personnel availability were recorded among professionals employed in the industrial sector, as well as in trade, transportation and warehousing, and construction. This is confirmed by the investments that are being made in Pomerania – logistics and warehouse parks or manufacturing plants – investors, basing on the availability of talent, are eager to locate new branches precisely in the Tri-City and its surroundings. For employers and investors, the region also has access to candidates who speak foreign languages, which is also reflected in the growing SSC/BPO sector.

The IT industry is growing most rapidly in the Tri-City market (48% of respondents plan to increase employment), followed by salespeople (34%), customer service specialists (30%) and data analysts (26%).

The fact that the Tri-City is also an attractive location for relocation undoubtedly contributes to the growth of employment potential in the Tri-City

– skilled workers are eager to move to Pomerania, filling local skills gaps.

PART 7

Business potential

BUSINESS POTENTIAL

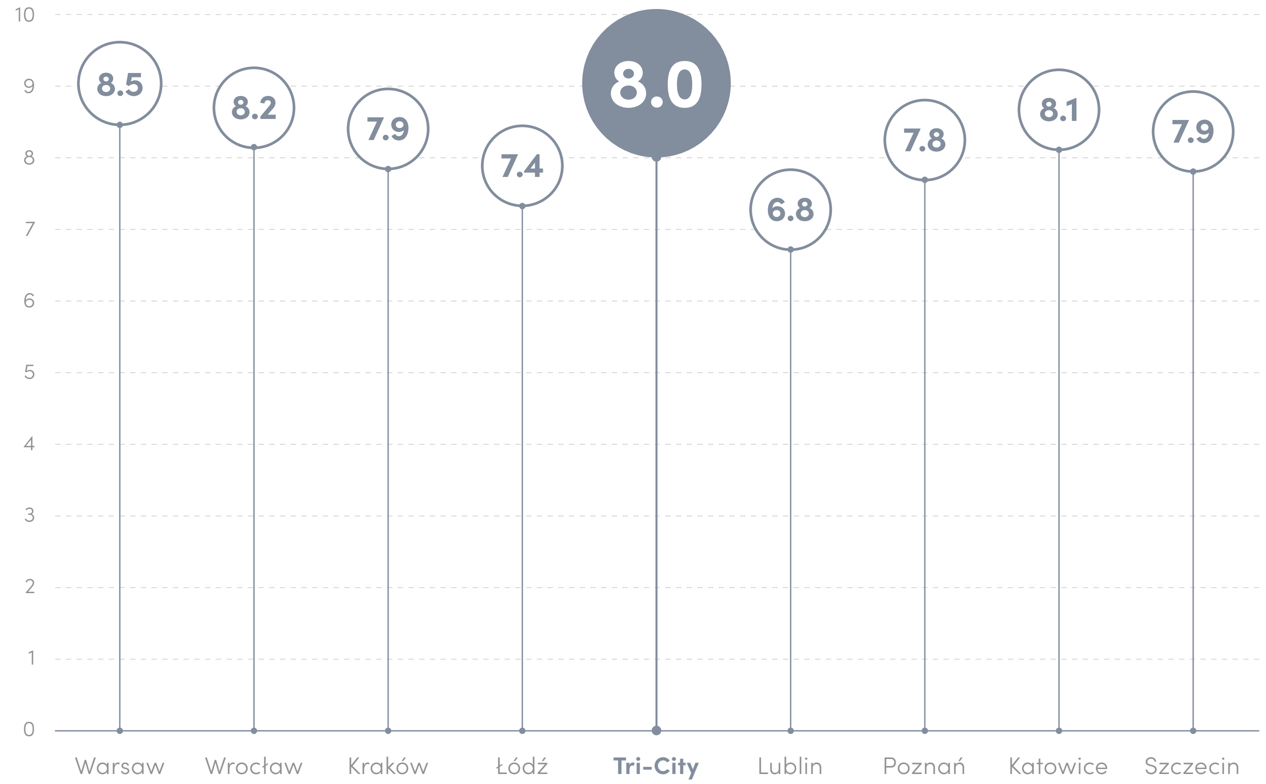
Average rating

8.0

7.01.
Business potential

CHART 7.1.

Average business potential rating for Tri-City



The Tri-City is a region with huge business potential.

The Pomeranian region is one of the fastest growing regions in Poland, as evidenced by dynamic GDP growth. In the "fDi" 2022 ranking, Gdańsk ranked eighth among medium-sized European business-friendly cities.

The Tri-City is a centre of industry, services and construction, which is the driving force behind the local economy.

In addition, the developing ports of Gdynia and Gdańsk support the dynamic development of trade.

The region has many strengths, such as its strategic location on the Baltic Sea in the heart of Europe, a diversified and diverse economy, a skilled workforce, advanced research and development facilities and investment-friendly pro-development policies. The Tri-City is a place that attracts entrepreneurs with an attractive environment for investment.

Find out more at www.investmentpotential.pl

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Many Polish and foreign organizations are already including Gdańsk in their development strategy.

MICHAŁ GRELA

BUSINESS POTENTIAL

Expert commentary

Michał Grela
HEAD OF SALES AND MARKETING, SPEEDNET

In recent years, Gdańsk has made a name for itself on the map of Europe as a rapidly growing centre for the IT industry.

There are many factors that make it an ideal location for local and global technology companies.

In my opinion, here are the three most important ones:

1. Access to highly skilled workers.

Many local universities and polytechnics are training top-notch IT professionals. Gdańsk is also one of the best places to live in the country, thus attracting great people from all over the country. This makes it easy for companies to build a distinguished staff.

2. Infrastructure proximity.

Gdańsk is well connected with major Polish and European cities, which simplifies daily cooperation with companies from all over the world.

3. Cultural proximity.

Residents of the Tri-City are great at communicating in English or German.

In addition, the residents of Gdańsk are known for their industriousness, making it easier for companies in the city to build an international presence.

Many Polish and foreign organizations are already including Gdańsk in their development strategy.

I think we will see further growth in Gdańsk in the near future – especially in the context of the technology industry.

7.02. Selected companies in and around the city

Banking

ERGO HESTIA

SSC/BPO

ACXIOM

AIRHELP

ARROW

BAYER

COGNIZANT

COLEMAN RESEARCH

DNV GL

DYNATRACE

ELTEL

EPAM

FINASTRA

FINEOS

FUJIFILM

GEOBAN

GRUPA ENEVA

HEMPEL

IBM

INTEL TECHNOLOGY POLSKA

JEPPESEN A BOEING COMPANY

KAINOS

KEMIRA

LUFTHANSA SYSTEMS POLAND

METSA

MULTIMEDIA POLSKA

NEVION MANUFACTURING

OCEAN NETWORK EXPRESS

OIE SUPPORT

POLAND EY

POWEL AS

PWC

REFINITIV

RÖDL & PARTNER

SCHIBSTED

SOLVIT

STAPLES

STATE STREET

SWAROVSKI

THOMSON REUTERS

THYSSENKRUPP

TRANSCOM

WIPRO IT

Industrial production

AIC

APTIV POLSKA

DEKPOL

DELLNER SP. Z O.O –COMPONENTS, POLAND, BRAKES, PARTS

DRUTEX

EATON

GEMALTO

INTERNATIONAL PAPER – KWIDZYN I GDAŃSK

JABIL POLAND

LACROIX ELECTRONICS

LPP

MOWI

ROLLS ROYCE MARINE POLSKA

SCANIA PRODUCTION SŁUPSK

SMURFIT KAPPA

PART 8

Assessing the location as a place to live

ASSESSING THE LOCATION AS A PLACE TO LIVE

Average rating

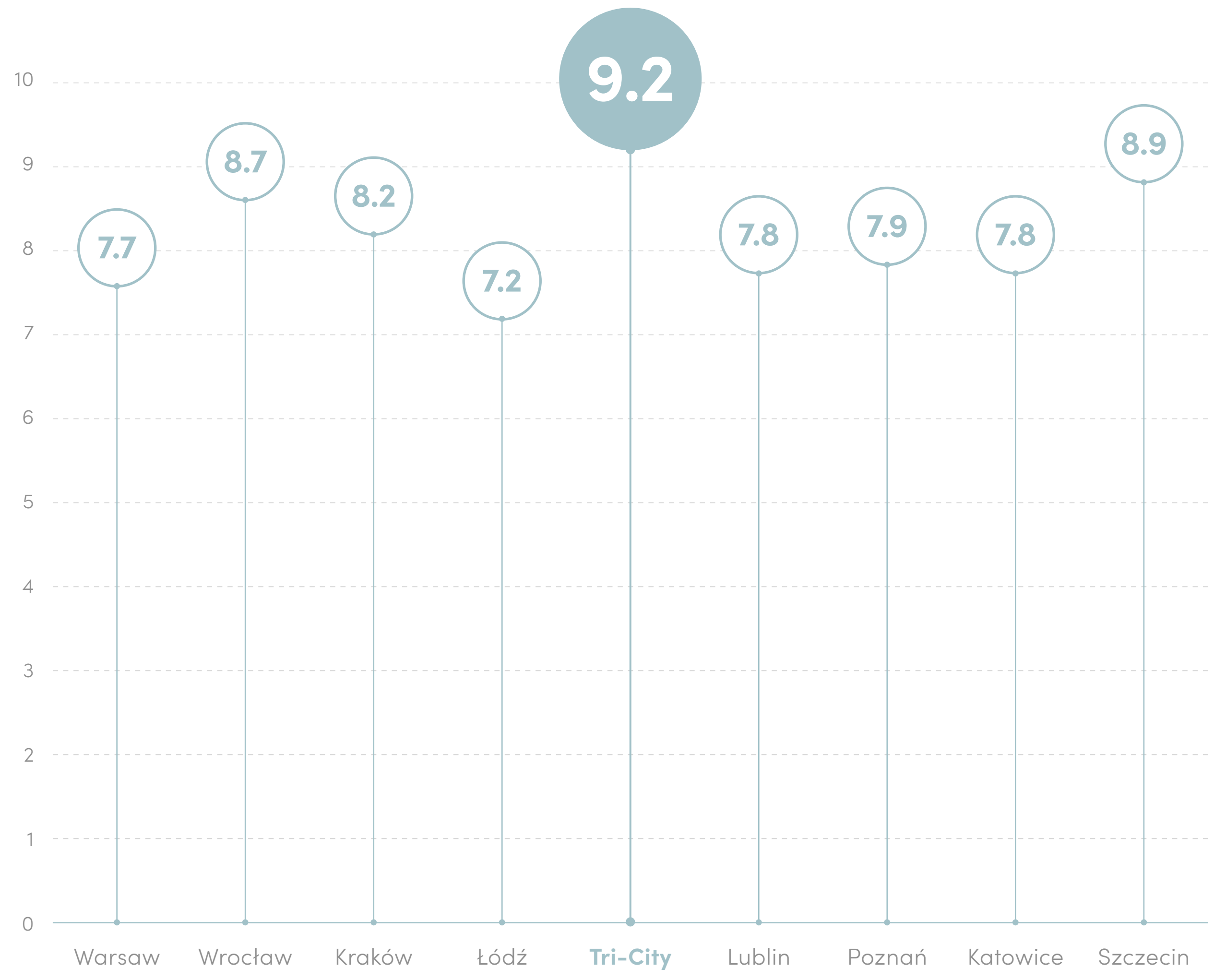
9.2

8.01.

Assessing the location as a place to live

CHART 8.1.

Average rating of Tri-City's location as a place to live



Gdańsk, Sopot and Gdynia form a unique urban ecosystem in Poland. The agglomeration has unparalleled *work-life balance* potential nationwide.

It is the only place in Poland that has an extensive office infrastructure, direct access to the sea (Gulf of Gdańsk), forests and even hills. This is where the work environment naturally mixes with the infrastructure influencing how people spend their free time, to varying degrees.

Find out more at www.investmentpotential.pl

8.02.

Tri-City as a place to live

DATA ON **TOURISM** AND **CULTURAL DEVELOPMENT** OF THE CITY

3.7 MLN — the number of visitors to Gdańsk in 2022.

1,607 — the number of tourist accommodation facilities in Gdańsk in 2021.

1,299 THOUSAND — museum visitors in Gdańsk in 2022.

684 THOUSAND — participants in mass events in Gdańsk in 2022.

924.5 HECTARES — the area of parks, greens and neighbourhood green areas in Gdańsk in 2021.

TRI-CITY AS A PLACE TO LIVE

Basket of goods and services in comparison with other urban centres

	Warsaw	Wrocław	Kraków	Łódź	Tri-City*	Lublin	Poznań	Katowice	Szczecin
Prices of apartments on the primary market [PLN/1 sqm] [1]	13,135	11,397	11,669	8,810	**11,384**	8,856	10,067	9,226	10,748
Prices of apartments on the secondary market [PLN/1 sqm] [1]	12,199	10,234	11,018	6,366	**10,899**	8,016	8,346	6,482	7,733
Average rental price for the city [PLN] [2]	5,037	3,130	3,147	2,247	**3,499**	2,448	2,437	2,347	2,630
Price of a 1-person room for a student [PLN] [3]	1,450	1,400	1,200	950	**1,450**	900	1,000	1,000	1,100
Number of children in nurseries and children's clubs per 1,000 children under 3 years of age [4]	314	360	362	242	**244**	342	291	376	285
Monthly cost of public transport ticket for an adult, without concessions and discounts, for Zone I in case of division* [PLN]	110	110	159	168	**117**	128	149	109	140

[1] Residential real estate price database, NBP, 2nd quarter of 2023
[2] Based on the data available at Otodom.pl, average rent prices in selected cities in July 2023
[3] PKO BP: PULS NIERUCHOMOŚCI: AAAAA STUDENT SZUKA MIESZKANIA September 28, 2022. – Average market rental prices per room in large-panel blocks of flats (data for the Tri-City is for Gdansk in this case)
[4] Statistics Poland, 2019 (Tri-City, excluding Gdynia and Sopot)
* Tri-City, excluding Gdynia and Sopot

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Methodology

Methodology

The Business Environment Assessment Study was conducted using the CAWI method among **1,290 decision-makers** of companies in Poland from **31.07-25.08.2023**.

Sources of data used in the report on the website:
www.investmentpotential.pl

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