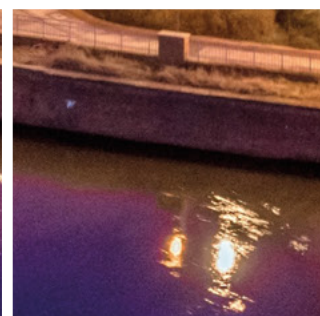
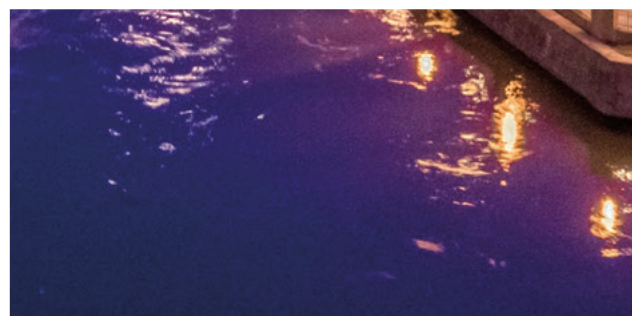
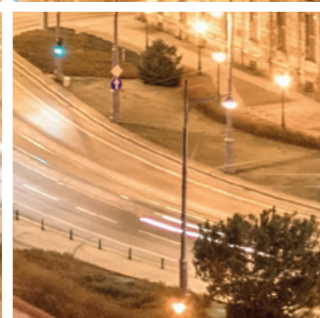
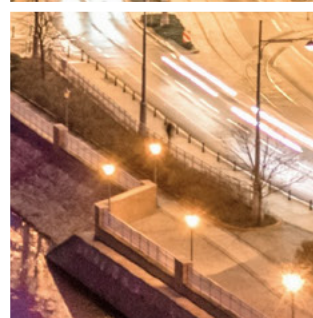
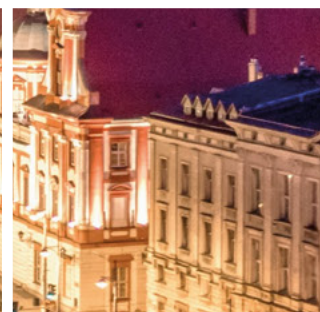
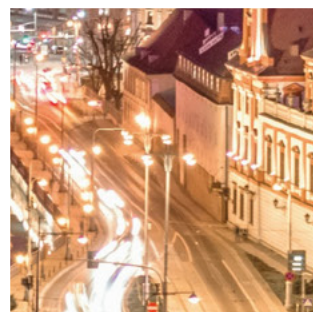
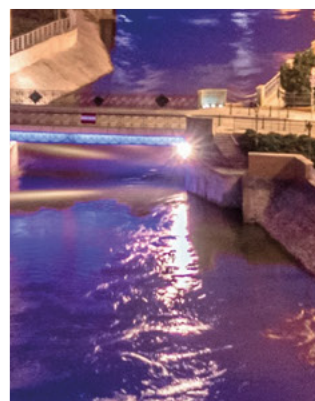
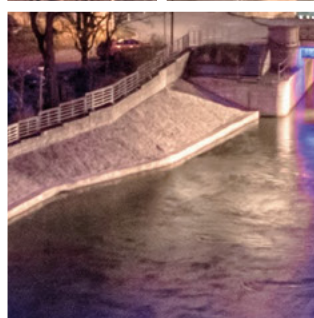
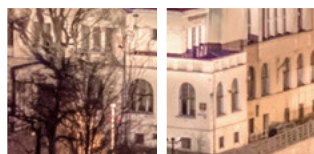


Wrocław *the meeting place*

DRIVEN BY

KNOWLEDGE PEOPLE & INNOVATION



/ Why Wroclaw



Perfect location and connectivity

Located in the heart of Europe and accessible by car in less than 4 hours from Warsaw, Berlin or Prague, Wroclaw is a perfect investment location. A constantly developing railway network supports both passenger traffic and freight transport, while direct flights to over 60 destinations make it even easier to travel round the world.



Business friendly

The supportive attitude of the city is very much appreciated by both local business and foreign direct investments (FDI). Moreover, the activities of Wroclaw Agglomeration Development Agency – the first such institution in Poland providing extensive support during the investment process, as well as offering a vast range of aftercare activities – are recognised and noticed by other cities.



Unique talent pool

The metropolitan area of Wroclaw, inhabited by around 1,500,000 people, is a great source of educated specialists whose knowledge and skills, together with their great command of foreign languages, are highly appreciated by companies from all sectors. It is contributed by 30 universities, which each year educate more than 116,100 students on varied faculties which bring over 25,775 graduates to the local labor market each year. Unique on the national scale is the presence of the Coventry University Wroclaw Branch.

Cooperative Ecosystem



Diversified economy

Thirst for knowledge and rapid growth drive Wroclaw creativity. Modern business services, industrial, IT, logistic sectors are just a few industries represented in the region by large international brands, as well as locally established more than 280 startups. Great support offered by many incubators and coworking spaces, together with vast networking events at hand, foster the creation of yet more micro businesses.



High quality of life

Wroclaw offers a high quality of life thanks to a lot of factors. The city is full of green areas, such as Szczytnicki Park or Japanese Garden which provide residents with places for relaxation and active recreation. Wroclaw - the meeting place, is a multicultural and tolerant city. This cultural diversity contributes to the openness and richness of the city's social life. Wroclaw is also characterized by a dynamic job market and a friendly atmosphere, making it an ideal place to live, study and work.



Leisure culture

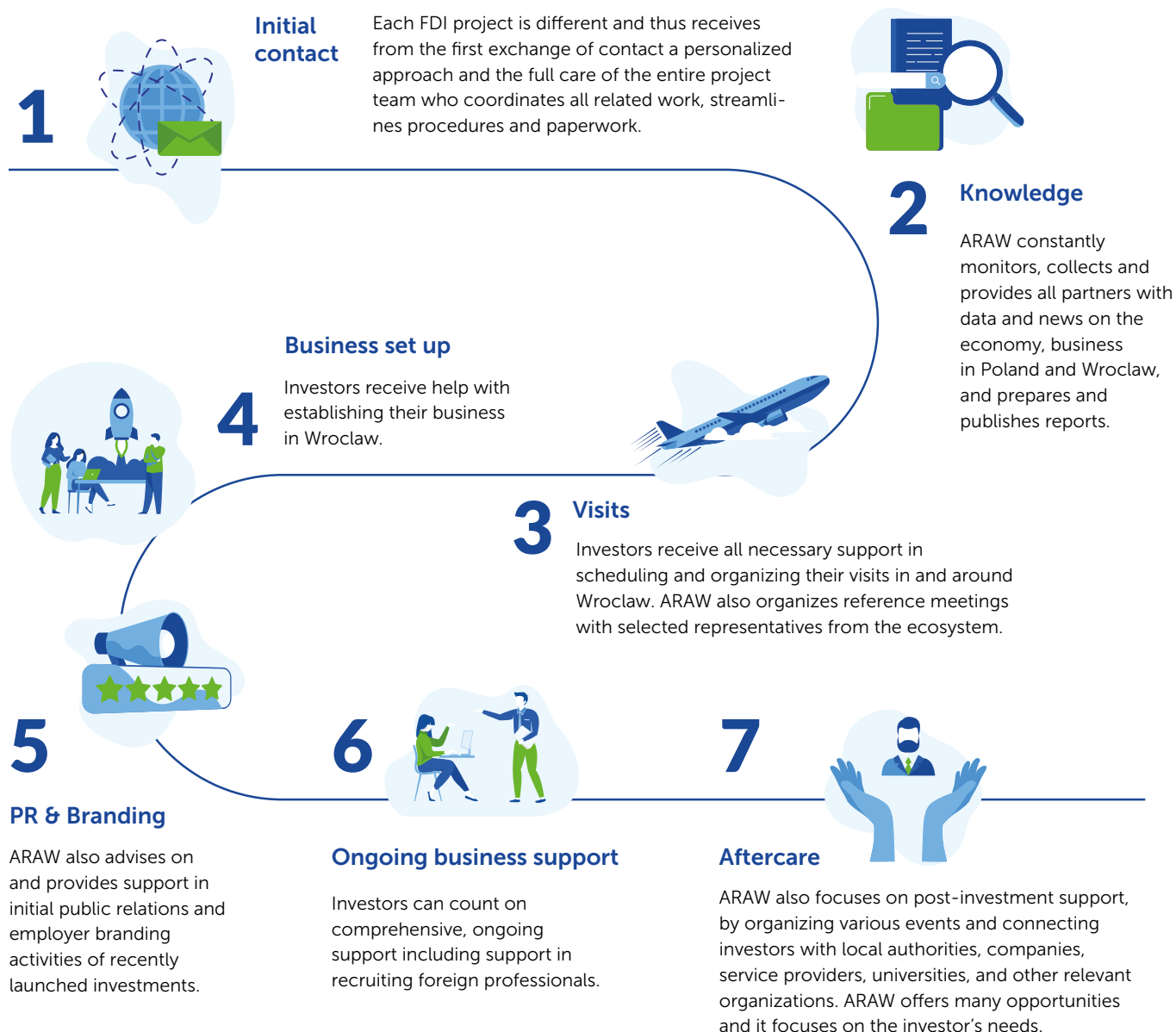
In Wroclaw you can take care of your free time with numerous attractions. There are theaters, cinemas, museums and art galleries that offer a rich cultural program. Worth visiting is the National Forum of Music, the Wroclaw Zoo, or strolling through the scenic Ostrów Tumski or The Market Square with its beautiful architecture. Wroclaw also offers an extensive network of bicycle and roller paths. In addition, the city organizes many festivals and outdoor events.



Wroclaw - soft landing guaranteed

We provide top quality support for foreign and Polish businesses not only during the investment process but also long after the entity has established its activity in the region. Our knowledge, experience, and network are at your service.

Our one-stop shop approach



Wrocław Agglomeration Development Agency

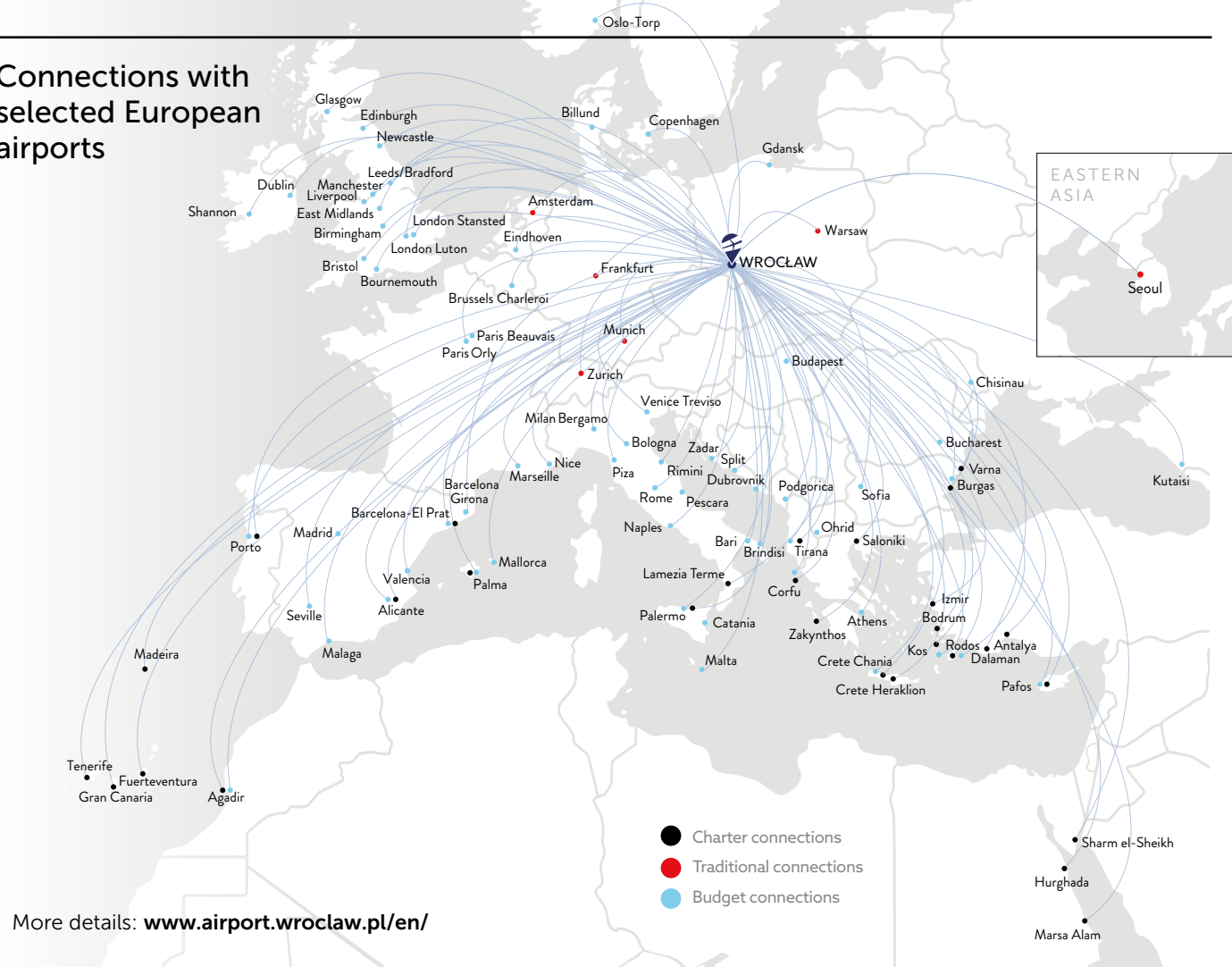
- Comprehensive support for investors**
 Created at the turn of 2005 and 2006 to provide one-stop shop support for investors in the Wrocław Agglomeration during the investment process.
- Partner of the national agency**
 Local partner of the Polish Investment and Trade Agency (PAIH), which supports both the foreign expansion of Polish business and the inflow of the foreign direct investments (FDI) to Poland.
- Varied aftercare offer**
 Extensive range of post-investment activities that involve networking and ecosystem building to encourage technologically advanced projects – R&D, ICT, KPO, Industry 4.0, electromobility.
- Experienced and successful**
 Until today, ARAW has successfully served over 270 FDIs, resulting in the creation of over 125,000 new jobs.
- Pioneering project in Poland**
 First such institution in Poland, resulting from a cooperation between Wrocław and 32 surrounding communes to foster business growth in the region.
- Awarded by international experts**
 Recognised by international expert institutions and organisations, like fDi Magazine (Financial Times Group), Emerging Europe, Forbes and many others.



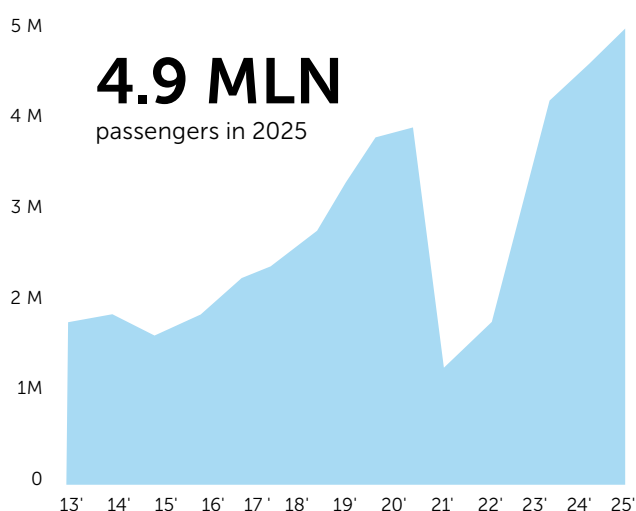
Location & Connectivity

Wroclaw is strategically located between Prague, Warsaw and Berlin, with each city less than a 4-hour drive away. The city boasts an excellent infrastructure, including modern highways, a growing airport, and an expanded rail network, ensuring it is well connected to the rest of the world. Within Wroclaw, numerous bus and tram lines, the city bike system, and car or electric scooter sharing systems make transportation easy and promote eco-friendly commuting for residents.

Connections with selected European airports



Passenger traffic at the Wrocław Airport



Growth

- 175 mln PLN granted in 2022 from EU funds for the airport development
- further extension of the Wrocław Aircraft, Maintenance Services (WAMS) of Ryanair
- further extension of the passenger terminal



Safety

ILS CAT II landing support system. Best parameters among regional airports.



Convenience

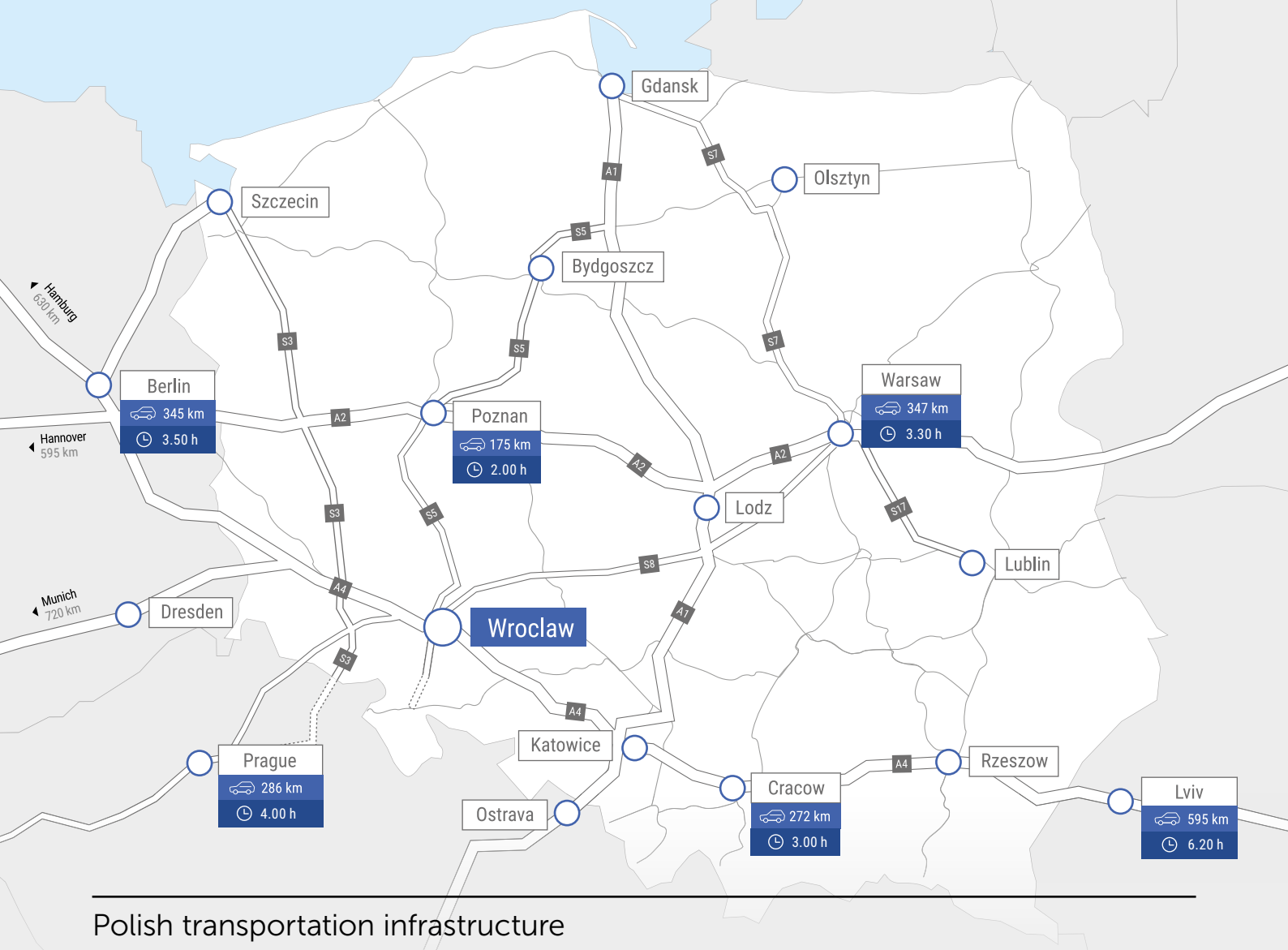
Only 10 km away from the city centre, parking spaces for 5,000 cars, Kiss&Fly zone, taxi, bus.

The best regional airport in Poland

The Wrocław Nicolaus Copernicus Airport provides its services to network carriers such as Lufthansa, Swiss, KLM, SAS, PLL LOT, low-cost carriers Ryanair, Wizz Air and Transavia and also charter airlines hired by tour operators. With so many various operators, the airport offers a wide range of direct flights to major hubs across Europe and beyond (Amsterdam, Munich, Frankfurt, Seoul, Copenhagen, Zurich and Warsaw) and flights to the largest capital cities of Europe such as Oslo, Stockholm, Rome, Paris-Orly, Athens, London etc. Due to the modern and functional terminal, alongside the comfortable network of connections, Wrocław Airport is willingly chosen both by outbound travelers and visitors.

Driving time & distance to selected ports:

- Bremerhaven – 7 h, 760 km
- Gdansk – 5 h, 500 km
- Hamburg – 6.5 h, 630 km
- Rotterdam – 9.5 h, 1,000 km



Polish transportation infrastructure

Poland has made significant improvements to its infrastructure network over the past decade. Between 2003 and 2025, the country built motorways and expressways totaling 5,465 km. In the long term, the target network of motorways and expressways is planned to reach approximately 8,000 km.

The Government's National Road Program for the period up to 2030 provides for road investments along national roads, expressways and highways with a total length of more than 6,100 km. New investments will include tasks with a length of about 2.6 thousand kilometers, while continuing tasks started under the existing road program

have a length of more than 3.5 thousand kilometers. The total amount allocated for the implementation of all works included in the program is 58.3 billion PLN. Wrocław is the first Polish city to complete a planned network of motorways and expressways. This has significantly reduced driving times to other major cities in the Central and Eastern European (CEE) region, such as Warsaw (3.5 hours via the S8 road), Szczecin (4.5 hours via the S3 road), Dresden (2.5 hours via the A4), Krakow (3 hours via the A4), and Poznan (2 hours via the S5). The completion of the motorway ring in 2011 has also alleviated transit-related traffic in Wrocław's city center.

5,465 km

motorways and express roads built in Poland 2003-2025

8,000 km

target motorways and expressways network length

PLN 80 billion

planned rail infrastructure investment in Poland by 2027

730 km

share of Polish roads in the Via Carpatia trail

Public transport system of Wrocław

Wrocław is one of the most innovative cities in Poland in terms of public transport. You can choose between buses, trams, city bikes, electric cars and scooter rentals, as well as the regional railway.

Mobility is recognised as a pillar of Wrocław's Smart City strategy programme. The city is aiming for an integrated transport system, ICT and the development of eco-friendly solutions.

Every citizen has access to the URBANCARD system. Not only does it allow easy travel around the city, thanks to its prepaid system, but it also provides numerous discounts and facilities.

Key facts



Buses

77 city bus
29 agglomeration lines



Trams

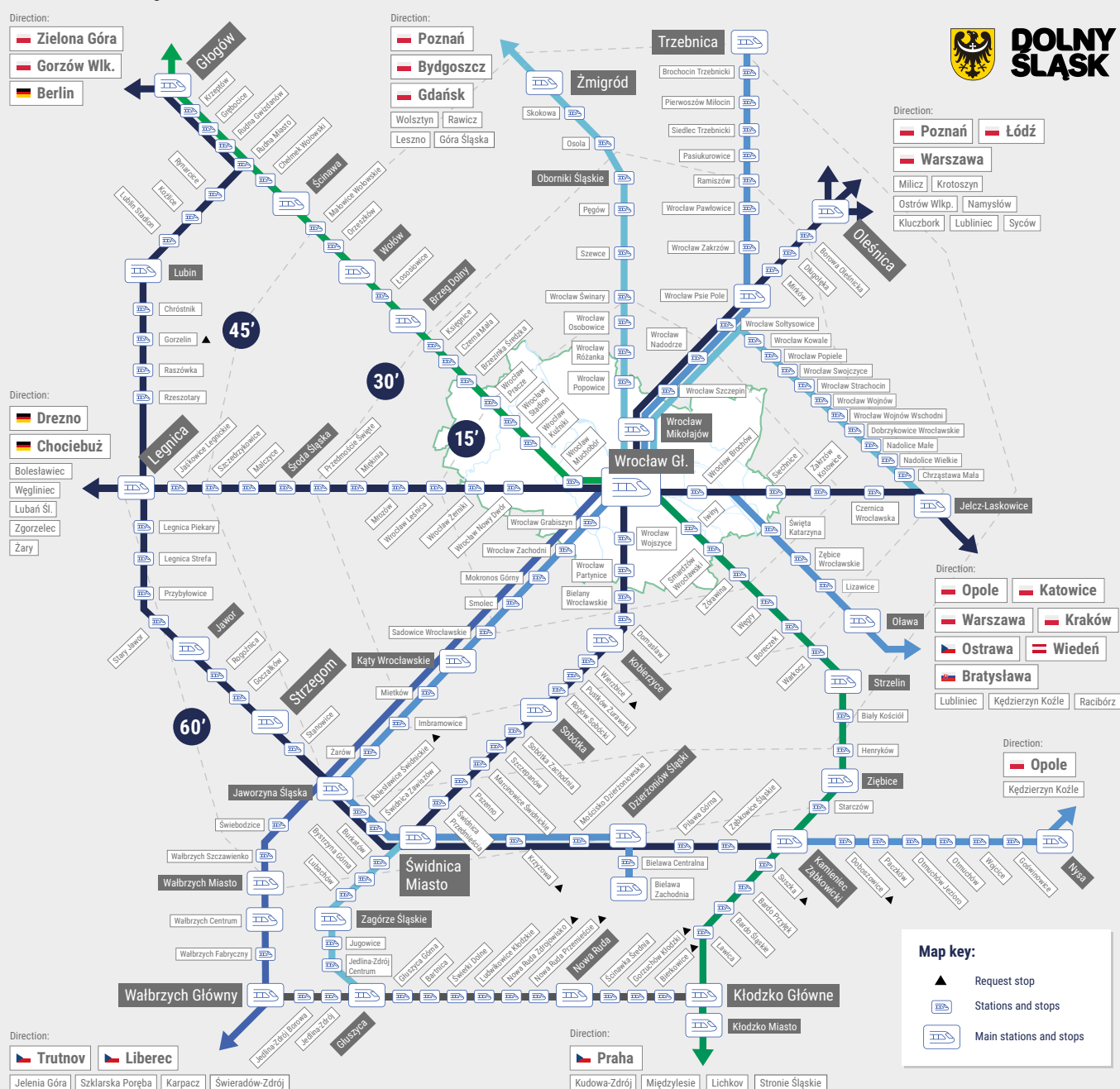
25 tram lines
200 trams in rush hours



Bikes

1450 km of bike lanes
2400 bikes in City Bike System (100 electric)
240 stations in City Bike System
(including 3 in suburban municipalities)

The railway network in Lower Silesia (2026)





Strong economy

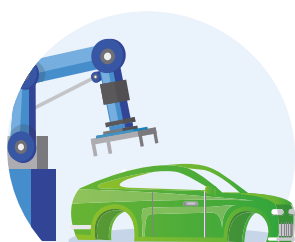
The economy of Wrocław is based on knowledge of enterprises, which are focusing on providing professional, scientific and technical services. Significant intensification of activities can also be observed in industries such as automotive, mechanical engineering, pharmacy, modern business services, IT & ICT. Diversification and resilient development of Wrocław makes it a really attractive labor market with many possibilities and opportunities for inhabitants.

Strong and diversified economy

Wrocław is one of the largest and most developed cities in Poland. In the past few years, it has experienced tremendous progress in both economic and socio-cultural areas. What is also important is that Wrocław belongs to the top cities when it comes to creating new jobs and increasing the quality of living of the citizens. The whole Lower Silesia region, which Wrocław is the capital of, is also known as the most urbanised region in Poland. Factors that have significantly impacted the development

of the Wrocław Agglomeration are, among others, its great location – in the heart of Europe, well-developed infrastructure increasing the connectivity aspect but also highly educated human capital which have attracted famous international brands of all sectors to the city. The city is strongly emphasizing cooperation with business and universities in the so-called „golden triangle”. Wrocław welcomes modern and innovative projects that will further boost its development.

Diversified labour market



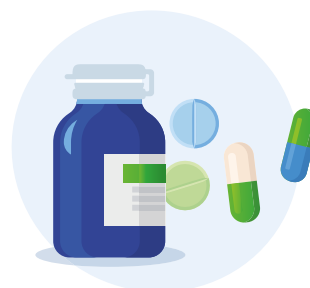
Automotive

Autoliv, BASF, Mercedes-Benz Group AG, PGW, Toyota, ZF



White goods

BSH, Electrolux, LG, Beko



Chemical & Pharma

3M, Align Technology, Fresenius, Hasco-Lek, Herbapol, MacoPharma, USP Zdrowie



Mechanical Engineering

Balluff, Danfoss Power Solutions, Fanuc



Modern business services

BNY, Google, HP, McKinsey, Olympus, UBS, Smith+Nephew, Qiagen



Electromobility

Mercedes-Benz Group AG, LG Enerav Solution



IT & ICT (BSS)

Atos, Capgemini, Dolby, GlobalLogic (Hitachi), IBM (Kyndryl), Nokia, Opera Software, Tieto, Unit4, Volvo IT

/ Modern Business Services

Wroclaw is one of the leading destinations for business services, IT sourcing and software development in Poland and Central Europe. The city's appeal is driven by a large pool of talented professionals and graduates, high-quality education, strong foreign language skills, and an abundance of modern office space. Wroclaw also boasts a vibrant startup ecosystem, with numerous innovative technology companies and entrepreneurs thriving in the region. The presence of many research and development centers, as well as robust IT and financial sectors, further distinguish Wroclaw as a top location for both established companies and emerging startups.

GBS: HR, F&A, Admin

3M / US
Amrest / PL
Aptean / US
AXA XL / US
Becton Dickinson / US
BNY / US
Boehringer Ingelheim / DE
Deichmann / DE
Delaval / SE
EY GDS / GB
Facor Law / US
Fortum / FI
Fresenius Kabi / DE
Fresenius Medical Care/ DE
Getsix Holding / DE
Google / US
Grid Dynamics/ US
Hana Bank/ KR
HPE / US
HP Inc. / US
Industrial Bank of Korea/ SG
Kaufland / DE
Mahle / DE
Merck / DE
Olympus / JP
Qiagen / DE
Parker Hannifin / US
Pattonair / US
PPG / US
Santander Global Operations / ES
Schaeffler / DE
Smith+Nephew / GB
SSAB / SE
Toyota / JP
UBS / CH
UPS / US
Volvo / SE
ZF / DE

KPO

Allianz / DE
Aryzta / CH
Crisil Irevna / IN
EY GDS / GB
McKinsey / US

BPO

Contract Administration / GB/PL
DXC Technology / US
Movate / US
DXC Technology / US
Gates / US
Impel Business Solutions / PL

Contact centre/ Debt Collection

CCIG / PL
Intrum / SE
KRD / PL
Kruk SA / PL
Pyszne.pl / PL
Qatar Airways / QA
Santander Consumer Bank / ES
Ultimo / PL

R&D IT

BASF / DE

70,300

250

companies in the modern services sector

CD Projekt Red / PL
Controlant / IS
DataWalk / PL
Diehl Controls / DE
dmTech / DE
Dolby / US
Etteplan / FI
GlobalLogic / US
IAV / DE
Kostal Group / DE
LiveChat / PL
Neurosoft / PL
Nokia / FI
Opera Software ASA / NO
Red Embedded Group / GB
Ryanair Travel Labs / IE
S3 / IE
Techland / CN
UNIT4 / NL
Viessmann / DE

IT services

Accenture / US
AirSlate / US
Alfa-Net / PL
Altimi Solutions / PL
Aptitude Software / GB
Atos / FR
Avande / US
Avenga IT Professionals / PL
Nasdaq/ US
Birlasoft / IN
Capgemini / FR
Ciklum / DK
Clearcode / PL
Cloudflight / PL
Codelab / PL
Code Poets / PL
Star / US
Coherent Solutions / BL
Comarch / PL
Concentrix / NL/IE
DataArt / US
Duco / US
Edge One Solutions / PL
Endava / GB
Epam Systems / US/BY
Epiq Systems / US
FrameLogic / PL
Gorilla Group / US
HCL / IN
Helbling Technik / CH

employees in the modern services sector in Wroclaw

30+

languages spoken in Wroclaw service centres

Hicron / PL
Infor / US
Infosys / IN
InsERT / PL
Intive / PL
Jabil / US
KBJ / PL
Kyndryl (IBM) / US
LeverX / PL
Luxoft / CH
Movate / IN
Mphasis / US/IN
Natwest/ GB
NBC / PL
NeuroSYS / PL
Ocado / GB
OpsTalent / GB
QAD / US
Quality Task Force / CH
RST / PL
Ryanair Travel Labs / IE
Sente / PL
SI Consulting / PL
Sii / FR
S3 Group / IE
Softserve / UA
Spyrosoft / PL
Sygnity / PL
Talex / PL
Thaumathec / PL
Tieto / FI
Tooploox / PL
Transition Technologies / PL
Unic / CH
Univio / PL
VM.PL / PL
Volvo IT / SE
Xebia / PL

Selected Wroclaw Startups

Alokai
Alphamoon
Biocam
Bioceltix
Biotts
Brand24
BuzzyBike
byteLAKE
BZB UAS
CancerCenter
ChallengeRocket
Clone

1.38 M

sqm of modern office stock (Q4 2025)

Cux.io
DataWalk
Droids on Roids
Explain Everything
Four Point
Fridee
Giant Lazer
Glucoactive
Green Sequest
Hustro
Identt
Infermedica
INKsearch
Kadromierz
Labplus
Laparo
LiveKid
Meeting Application
Monterail
Nanores
Open Loyalty
OwlSentry
PayEye
Piwik PRO
PixelAnt
QNA Technology
SatRevolution
Saul Technologies
Scanway
Sherlock Waste
Smabblers
Smart Lunch
Surfer
Surveily
Syntoil
Techland
Ten Square Games
TestArmy
TimeCamp
Tooploox
Trasee
Usemee
Woodpecker
Zeccer
Zmorph
Zrzutka.pl

/ Manufacturing sector

Lower Silesia, with Wrocław as its capital, is one of Poland's leading manufacturing hubs. The region benefits from significant foreign investment, a highly skilled workforce, and the bold integration of cutting-edge technologies, including Industry 4.0 solutions. These factors contribute to some of the highest productivity levels in the country. The sector's strength is driven by leading global industries, including automotive, white goods, machinery, aerospace, pharmaceuticals and chemicals. In addition, the electromobility industry is growing rapidly, with companies producing components and electric vehicles, such as scooters and motorcycles, flourishing in the region.

305,300

 employees in the manufacturing and construction sector in the region

3.8-5.4

headline rent € / sqm / month (Q4 2025)

4.5 M

sqm of modern warehouse/ manufacturing space (Q4 2025)

568,200

of industrial and logistic space under construction

Automotive

AKS Precision Ball / JP
Autoliv / SE
BASF / DE
Brose Sitech / DE
Carcoustics / DE
Hitachi/ JP
Mercedes-Benz Group / DE
Eto Magnetic / DE
Faurecia / FR
Garmin / US
Gates / US
Gestamp / ES
GKN / GB
Govecs / DE
GTHR / CN
Industrias Alegre / ES
Lear / US
Leoni / DE
LG Energy Solution / KR
Mercedes-Benz / DE
NSK / JP
Pittsburgh Glass Works / US
Ronald / DE
Sanden / JP
Simoldes Plasticos / PT
Sitech / DE
Teknoware / FI
Toyota / JP
Vibracoustic / DE
Volkswagen / DE
ZF / US

Aerospace

Becker Avionics / US
Collins Aerospace / US
Radiotechnika Marketing / PL
Ryanair / IE
Unison GE / US
XEOS / US/DE

Electronics / White goods

Aira / SE
Asplex / TW
Bafang Electric / CN
Beko / TR
Bosch / DE
BSH / DE
DCS / KR
Electrolux / SE
Elica / IT
Hemmersbach / DE
Ilpea / IT
Italmetal / IT
Komsa / DE
Lapp Kabel / DE
LG Electronics / KR
LG Innotek / KR
MSI / TW
Posco / KR
TelForceOne / PL
Unis Group / NL
USI Poland / TW
LG Chem/ KR
Wago Elwag / DE

Mechanical Engineering

Alstom / FR
Aluwind / DK
Boart Longyear / US
Danfoss / DK
DeLaval / SE
GE Vernova / US
HACO / BE
KGHM Zanam / PL
Parker Hannifin / US
Rawlplug / PL
Siemens / DE
Toya / PL
Vorwerk / DE
Viessmann / DE
Wrocław Aircraft Maintenance

nance Services / IE

Food processing

Bama / US
Bulk / US
Cargill / US
Lorenz Snack-World / DE
McCain / CA
Mondelez / US
Nestle Purina / US
Nordis / UA
PepsiCo / US
PPO Siechnice / PL
Sonko / PL
Tarczynski / PL
Wratistavia Biodiesel / PL

E-commerce / Logistics

AB SA / PL
Amazon / US
Crusar / PL
DHL / DE
DSV Group / CH
Kuehne + Nagel / CH
MBS Logistics / PL/DE
Pattonair / GB
Raben / NL
Schavemaker / NL
Shein / CN
Rohlig Suus / PL
THG / GB
Tim / PL
Trans.eu / PL
UPS / US

Chemical / Pharmaceutical

3M / US
BASF / DE
Colgate-Palmolive / US
Clarena / PL
Hasco-Lek / PL

Herbapol / PL
LG Energy Solution / KR
Linde Gaz / DE
MacoPharma / FR
Materialise / BE
Oleofarm / PL
Paragon Medical / US
PPG / US
Selena / PL
S-Lab / PL
USP Zdrowie / PL

R&D industrial

3M / US
Align Technology / US
Autoliv / SE
Brose Sitech / DE
Collins Aerospace / US
DeLaval / SE
Novasome / PL
LG Electronics / KR
KGHM Cuprum / PL
Mondelez International / US
PCC Rokita / DE
Sitech / DE
Robert Bosch / DE
Volvo / SE
XTPL / PL

/ Innovation driven city

Vivid startup community

Wroclaw is a recognized European tech hub and the capital of Lower Silesia, a region where according to the "Polish Startups 2025" report – as many as 23% of all domestic tech companies operate. The city is distinguished by exceptional growth dynamics, confirmed by international analyses: in "The next generation of tech ecosystems" report prepared by Dealroom, Wroclaw was named a "Rising Star" of technology, ranking 1st in Poland, 2nd in Europe, and 8th in the world in this category.

Wroclaw startup ecosystem is known for incredible cooperation among all players. The commitment of many players and entrepreneurship has created an environment in which the startups thrive. A strong technology infrastructure, a diverse talent pool, broad investment opportunities, universities that train specialists, the city's involvement, high quality of life and strategic location makes Wroclaw a great place for companies looking to launch. Additionally, using all the resources available in the market, startups can take advantage of this ever-growing community to succeed.

 **280+** startups
in Wroclaw

the biggest
startup ecosystem
in Poland



The most interesting startups from Wroclaw:

Biocam – develops technology for "painless diagnostics of the digestive system." Their endoscopic capsule allows for remote examination of the entire gastrointestinal tract at home, using AI for automatic pathology detection.

Clone – is building "synthetic humans" to solve the labor crisis. The company develops biomimetic androids powered by artificial muscles, matching human dexterity and strength for industrial and daily tasks.

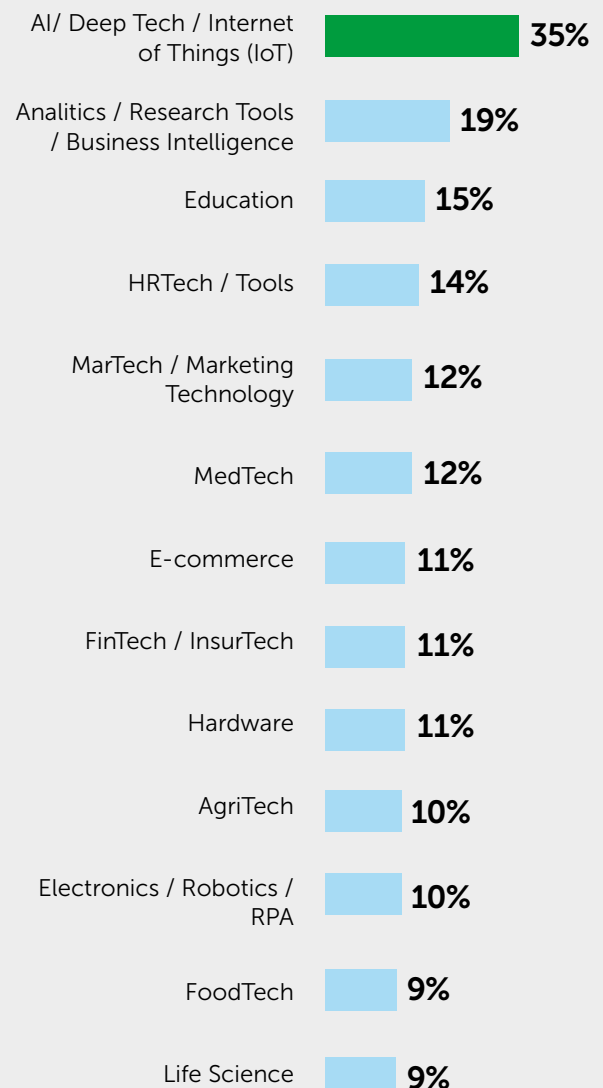
Infermedica – fulfills the mission of making healthcare "accessible, affordable, and convenient." Their Medical Guidance Platform uses AI for preliminary diagnosis and triage, directing patients to the right medical care at the right time.

SatRev – aims to provide "real-time Earth observation data." As a nanosatellite manufacturer, it is building its own constellation (REC) to deliver key imaging data for agriculture, infrastructure, and the government sector.

Scanway – operates under the slogan: "We observe Earth from space and industry from the inside." The company delivers advanced telescopes for nanosatellites and 3D/2D vision systems for the manufacturing industry, supporting quality control.

TSG – (Ten Square Games) creates games that "connect people through common passions." Specializing in free-to-play hobby mobile games (e.g., fishing, aviation), they provide entertainment to millions of players worldwide.

The most common fields of activity among Wroclaw startups*



*Polish startups 2025 report

Exquisite R&D facilities

The city's advanced and diverse infrastructure plays a crucial role in fostering the development of innovative services and facilitating the execution of research projects. Wrocław's research centers are equipped with high-tech laboratories and cutting-edge technology, operated by a team of international specialists who provide essential support. Serving as a collaborative platform, Wrocław's academic hub brings together the government, local academia, and the business community, thereby promoting the transfer of knowledge and the expansion of R&D activities. This integrated approach not only strengthens research capabilities but also drives innovation and economic growth in the region.



400+

R&D and IT centres

11%

of all R&D centers in Poland
are in the city of Wrocław

30+

incubators
and coworking spaces

Main research areas:

- ICT
- Chemistry & Materials
- Energy
- Transportation & Logistics
- Sustainability & Ecology

Selected research institutions/units

Codelab	codelab.eu/pl/kontakt/rd-site-wroclaw
HAK LLC Research and Development Centre	cbrhak.pl/
Institute of Energy Systems Automation in Wrocław	www.iase.wroc.pl/
KFB Acoustics	kfb-acoustics.com/
KGHM CUPRUM Research and Development Centre in Wrocław	kgmccuprum.com/en/
Lower Silesian Innovation Center	www.dci.edu.pl
L. Hirszfeld Institute of Immunology and Experimental Therapy PAN	hirszfeld.pl/en/
Łukasiewicz Research Network - Electrotechnical Institute Division of Electrotechnology and Materials Science	www.iel.wroc.pl/?Language=EN
Łukasiewicz Research Network – PORT Polish Center for Technology Development	www.port.org.pl/en/
Machinefish Materials & Technologies	machinefish.pl/en/
Military Institute of Engineer Technology	www.witi.wroc.pl/pl/
Poltegor Institute	www.igo.wroc.pl/en/
Research and Development Centre Novasome LLC	novasome.pl/en/
Research and Development Centre, Provincial Specialized Hospital in Wrocław	wssk.wroc.pl/osrodek-badawczo-rozwojowy
University of Wrocław	uni.wroc.pl/en/
Viessman Climate Solutions	viessmann-kariera.pl/rd
W. Trzebiatowski Institute of Low Temperature and Structural Research PAN	www.intibs.pl/en/
Wrocław Centre of Technology Transfer	wctt.pwr.edu.pl/en/
Wrocław Medical University	www.en.umed.wroc.pl/
Wrocław Technology Park	www.technologypark.pl/en/
Wrocław University of Economics and Business	www.ue.wroc.pl/en/
Wrocław University of Environmental and Life Sciences	upwr.edu.pl/en/
Wrocław University of Science and Technology	pwr.edu.pl/en/
ZEC Diagpom	www.diagpom.pl/index.html
Zespół Elektrociepłowni Wrocławskich KOGENERACJA S.A.	www.kogeneracja.com.pl/en/

/ Many networking and knowledge opportunities

Annual Conference Made in Wrocław

Business, science, technology and innovation on one stage. Each year Made in Wrocław gathers inspiring visionaries, representatives of multinational corporations, local government, academia and ambitious local startups. It combines a conference, expo and a business gala with a startup competition.



www.made-in-wroclaw.pl



Startup WRO Meetups

A series of meetups that focus on practice and solid knowledge. For anyone interested in the local startup community - from founders and investors to students. Our goal is to collectively create a platform for interesting projects to find inspiration, partners and funding, and for graduates to discover their dream jobs.



meetup.startupwroclaw.pl



Evolutions: Meetup & Showcase

Evolutions: Meetup & Showcase is the biggest regional startup event that brings together SMEs, innovators, investors and professionals from technology and creative industry. Organized by Startup Wrocław and OVHcloud Startup Program, one of the most respected nationally seed accelerators.



evolutions.startupwroclaw.pl



Wrocław Tech Business Angel Club

Wrocław Tech Business Angels Club is a community of top managers, investors and business angels from Lower Silesia, creating a platform dedicated to the exchange of knowledge, experience and cooperation in investing in technological, innovative startups. Members gain access to attractive projects, share knowledge and experience, develop competencies necessary in the dynamic world of startup investments and build strong professional business relationships.



wtbac.startupwroclaw.pl





Vibrant academic centre

Wroclaw is the third largest academic centre in Poland, attracting young people from all over the country, Europe and even further destinations. Each year, both public and private universities educate more than 100,000 talented individuals, who are very much appreciated by the local business. Students start their cooperation with companies during their 2nd and sometimes even 1st year of studies, whereas part time employment during 3rd or later years is almost a rule.

116,101

students in Wrocław

25,775	30	9,375	96%
graduates annually	universities & higher education institutions	foreign students in Wrocław	students speak English

Number of students of important majors in Wrocław

9,720	15,000	27,171	4,000	6,123
ITC & related	Engineering	F&A, Management, Administration	Language studies	Law

Biggest universities in Wrocław



Wrocław University
of Science and Technology

Wrocław University of Science and Technology

Top technical university in Poland actively collaborating with the industry. Founded in 1945, it educates over 22,000 students in 14 faculties, offering 50 study programs. It employs over 2,000 teachers. Annually, about 5,000 graduates receive their diplomas.



Wrocław
UNIVERSITY
OF ECONOMICS
AND BUSINESS

Wrocław University of Economics and Business

There are over 9,000 students study in 27 majors at the University. 76% of the graduates find employment within the first 3 months after graduation. WUE is ranked among the top economic higher education institutions in Poland.



Uniwersytet
Wrocławski

University of Wrocław

The only university in south-western Poland with the Initiative of Excellence – Research University status, what provides additional funds for scholarships and research projects. A member of the Arqus European University Alliance – a network of 9 prestigious European universities. At present there are over 20,000 students studying at 12 faculties.

Over 100 student scientific clubs in Wrocław

PWR Racing Team

A group of 80 students independently designs and builds Formula Student class racing cars, which they race in international engineering competitions. Winners of Formula SAE Italy in 2017.

Koło Naukowe Pojazdów i Robotów Mobilnych PIRM

The goal is the development of automotive and electromobility by the creation of innovative vehicles, mainly motorcycles: LEM Photon and LEM Tachyon with great successes in international competitions. photovoltaic panels.

AIIESEC

This international organization develops leadership qualities in young people. If you're thinking about a career in a global environment, AIIESEC is a good place to start.

UWr Scientific Club LegalNet

The club develops students' interests and skills in the field of computer law, in particular in information protection and legal regulations concerning access to information.

KN Humanizacja Środowiska Miejskiego

The team creates sustainable, innovative, and inclusive architecture in our surrounding space. They design technical and social solutions dedicated to vulnerable groups and the local urban community.

Student Forum Business Centre Club (SF BCC)

It supports the development of entrepreneurship in Poland. This is the place where future careers are created.

UWr Scientific Club of Chemists "Jeż"

The club supports and conducts scientific and research work as well as disseminates knowledge in the field of chemistry and other natural sciences.

UWr Scientific Club of Computer Science, Mechanics and Electronics Enthusiasts Continuum

Constructors of one of the best rovers in the world Aleph 1. Passionate students who want to develop knowledge and skills in electronics, robotics and embedded systems.

Polish Students' Union WUEB

ZSP organizes substantive, charitable and entertaining projects, combining passion with great fun.



Wroclaw – the right place!

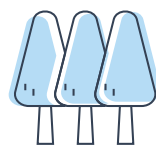
A unique city in the heart of Europe that combines modernity with tradition. As a rapidly developing business, educational and cultural center, Wrocław offers extraordinary opportunities creating a special place to live, work and develop. The city is vibrant with numerous festivals, concerts and artistic events that attract both locals and tourists from all over the world. Wrocław is also outstanding for its unique architecture and atmosphere, while numerous parks, green recreational areas and an extensive network of bicycle paths encourage active recreation. All this makes Wrocław an perfect place not only to work, but, above all, to develop and live.

Green city

Wroclaw is among 100 European cities selected for an innovative EU programme - the Climate Neutral and Smart Cities Mission.

Wroclaw's aim is to become a city that is sustainable, resilient, responsible and ready for the challenges of the future, which protects and develops its natural capital and ensures the safety and sustainable socio-economic development of its inhabitants.

Greenery close to the residents, in their everyday surroundings, on their way to work, school, around the block, access to parks or squares within 300 m of their homes, and the unsealing of concrete spaces - this is one of the city's priorities for the coming years.



There are
65 parks
in Wroclaw -
covering an area of
approx. 814.77 ha.



Over
27,500 new trees
and over 310,000 plants
of bush and climbers have been
planted in the last five years.



Green spaces in Wroclaw
account for about
52% of the city's area.

Culture

Wroclaw is one of the most important cultural centers in Poland and one of the most significant in this part of Europe which was proved by the city's recognition as the European Capital of Culture in 2016.

Experiencing culture in Wroclaw includes:

- A dozen unique museums - including the City Museum, the National Museum, the Museum of Contemporary Art, the Natural History Museum, and Hydropolis - a center for water knowledge.
- The National Forum of Music - one of the largest concert venues in Europe.
- Award-winning theaters: the Polish Theater, the Contemporary Theater, the Capitol Music Theater, the Pantomime Theater, the Opera House and various avant-garde theaters.
- Recognized international festivals: the WRO International Media Art Biennale, the New Horizons International Film Festival, the Jazz nad Odrą music festival, Jazztopad Festival, Review of Young Art in Extreme Conditions SURVIVAL and others.
- Guitar World Record - an annual event for more than 20 years, bringing together thousands of guitar lovers in the heart of the city, its market square, during which everyone plays one hit together to break the world record, while afterwards you can immerse yourself in the guitar world during the performances of various bands and the audience accompanying them.



There are more than a dozen municipal institutions in Wroclaw municipal cultural institutions, located in different parts of participation in cultural events, workshops and courses.

Wroclaw culture, both organized and grassroots, takes place in various city venues, cafes, hotspots, but also squares such as the summer themed dances on the square at the National Music Forum. Culture is a constantly present in the life of the agglomeration.

Tolerant city

Wroclaw is a city with an international community that offers numerous networking opportunities. Its cultural diversity stems from its role as an multinational academic center and its deep history. As a result, everyone, regardless of origin, can feel at home here.

Wroclaw promotes tolerance and openness, being the first Polish city to join the European Coalition Against Racism. A Declaration on Tolerance and Respect for Human Rights was adopted here in 2021, and the city's mayor has a dedicated advisor for tolerance and countering xenophobia.

The city is also distinguished by the presence of religious centers of different religions. Wroclaw has always been perceived as an open and tolerant city. A social and architectural expression of the city's openness is the Four Denominations District, which is part of the Old Town. There are four places of worship of different faiths in close proximity.



30 international schools and kindergartens

60,000 foreign students and staff

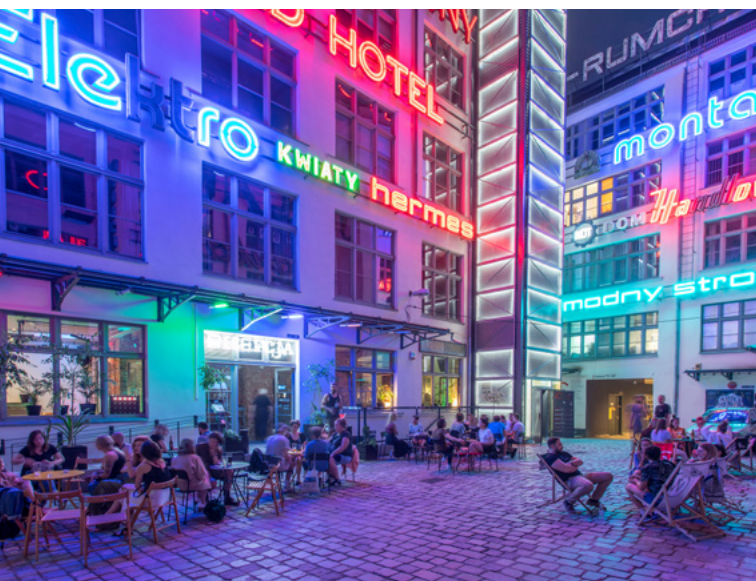


more than 120 nationalities

1 in 5 residents is a foreigner



27 consulates



After hours

Sports and entertainment facilities - the opportunity to spend time actively

Wroclaw offers a wealth of sports facilities for both amateurs and professionals, as well as a varied entertainment scene. The city is equipped with a variety of sports facilities which allow the practice of many sports all year round. It is also a great place to cheer on the best teams participating in international competitions. Wroclaw has several sports stadiums, offers numerous swimming pools, aquaparks, tennis, squash and badminton centers and sports halls. Climbing enthusiasts can enjoy climbing walls, and in winter there are several ice rinks. There are also shooting ranges,

skateparks, the horse racing track, golf clubs and various gyms in Wroclaw. For lovers of movie productions there are numerous cinemas located in various districts of the city, and for those who prefer to admire art there is no shortage of galleries with exhibitions. Also for those with strong nerves there will be attractions such as escape rooms. Wroclaw connects those younger and older through intergenerational events, and also integrates local communities in the city's neighborhoods by running local activity centers.

2

large, modern stadiums as multifunctional venues full of various events

12

swimming pools (indoor&outdoor) - including 3 Aquaparks (sport&recreation)

4

sports halls - group sports (handball, volleyball, basketball), athletics

8

climbing centers

10

skateparks - outdoor & indoor

6

cinemas

18

art galleries

1450

kilometres of cycle-friendly routes

Over

60

escape rooms

Dozen + gyms and training centers



Recreational environment

Lower Silesia is regarded as one of Poland's most beautiful tourist areas. It is a land of exceptionally unique nature as well as material historical monuments.

An expression of the architectural richness of the region is the European Route of Castles and Palaces, which are tangible traces of the history of the Lower Silesia region. These are up to 23 properties that are nowadays the pearl of the region's cultural heritage, which also bring the community together through cultural, culinary, reconstruction events organized in them.

Due to the location of Wrocław and its good road and rail infrastructure, getting to the most beautiful places in the region is convenient and fast.



9 beach bars in areas beside the Odra river

About

150

coffee shops with their own unique bean roasters



About

915

food and beverage facilities including restaurants, bars, various dining spots

Food and beverage facilities

Wrocław is a city brimming with fascinating places, including fantastic restaurants. The local dining spots are characterized by openness, creativity, and passion, drawing inspiration from travels and personal growth. The culinary scene in Wrocław reflects the city's multiculturalism, offering a wide range of flavors. Among the available culinary styles, the most prominent are Polish, Asian, Italian, French, Mexican, American, and Ukrainian cuisines. Every food enthusiast is sure to find something of interest here – from traditional regional dishes to specialties from the farthest corners of the globe!



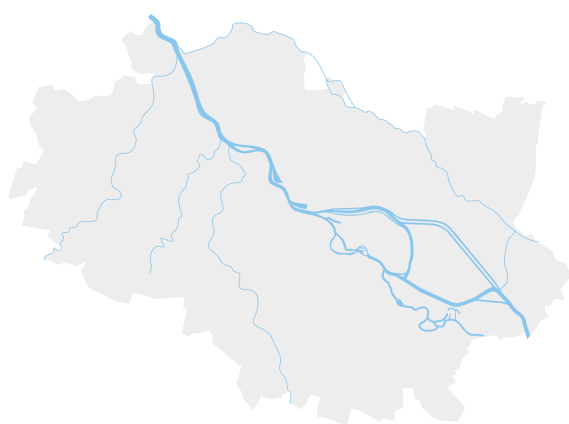
Education, investments, migration: the cornerstones of Wrocław's job market

A city of sustainable growth

Wrocław has 672.5 thousand residents according to official GUS statistics, while estimates by the University of Wrocław indicate 893,506 inhabitants as of 31 December 2022. The city is home to renowned universities, such as the University of Wrocław, and the Wrocław University of Technology. Graduates of these institutions support a broad ecosystem of over 160,000 active business in Wrocław, shaping a labour market of top-notch specialists.

All this is due to the dynamic economic growth of the city, which in recent years has attracted both domestic and foreign investors. Wrocław has become a centre for businesses operating in such areas as technology, IT, financial and business services (BPO/SSC) and manufacturing. Investments in infrastructure, a favourable geographical location and openness to innovation ensure Wrocław's role as an unrivalled stronghold on the economic map of Poland and Central Europe.

Residents of Wrocław and Lower Silesia in 2025



7.6%

total population
of Poland

2.3%

unemployment
rate in Wrocław

- 672,500 thousand residents according to official GUS statistics. The Lower Silesian region currently has 2,862,400 inhabitants, i.e. 7.6% of the total population of Poland.
- Over 160 000 active business entities operate in the city. The enterprise sector employs nearly 200,000 people.
- The registered unemployment rate in Wrocław stands at a mere 2.3 %. In the Lower Silesian region, it reaches 5.3%, and 6% in Poland.
- The number of unemployed people registered in Wrocław is 9,200.

Professionally active and in work

- In the first quarter of 2025, the professionally active people in the Lower Silesian region accounted for 58.90% of the population aged 15–89. In this respect, it took a high 3rd place in Poland, right behind the Masovian (63.4%) and Pomeranian (60.8%) regions.
- At the same time, in the first quarter of 2025, those in work accounted for 58.9% of the population aged 15–89, i.e. 1,385,000 people. The largest number of workers was recorded

in manufacturing – 277,000, the biggest professional group being made up of specialists – 384,000, and technicians and middle staff – 211,000.

3rd
place
in Poland
professionally
active people



277,000
manufacturing



384,000
specialists



211,000
technicians
and middle staff

Foreign workers

- Based on the data of Central Statistical Office and the Social Insurance Institution of almost 1.1 million foreigners working in the country, 117,500 are employed in Lower Silesia as of 2025. Almost 80,000 have found a job in Wrocław.
- The largest share of the group are nationals of Ukraine, Belarus, Georgia, Moldova, India, Nepal, the Philippines, and Vietnam. As for EU-originating workers, there is a clear dominance of Germany, Spain, Italy, and France.
- Foreigners help to fill the numerous gaps in the domestic job market, especially in sectors where labour is scarce, such as construction, logistics, and services.
- Specialists from abroad bring new perspectives, experience, knowledge and competences, often in specialist positions in sectors such as IT, finance, or education.

/ Salaries

- In December 2025, the average gross salary in the enterprise sector reached 10,082.86 PLN in Wrocław. Nationally, average wages in the enterprise sector were 8.6% higher year-on-year. Wrocław's level remained within ~0.4% of the Lower Silesian regional average (10,121.3 PLN).
- The average gross monthly wages and salaries in the enterprise sector by industry from January to June 2025 were as follows:



10,076 PLN
Industry



8,934 PLN
construction



8,500 PLN
transport and warehouse
management



15,971 PLN
information
and communication



8,306 PLN
real estate services



11,171 PLN
professional, scientific
and technical activities



7,352 PLN
administration

Higher education: a wellspring of talent

Lower Silesia boasts

116,100 students studying
in **30** higher education
institutions.

The main academic centre in the region is Wrocław, which hosts the two largest universities in terms of the number of enrolled students:

22,000

Wrocław University of
Science and Technology

20,000

University
of Wrocław

There are

8,831

foreigners studying at the univer-
sities in Lower Silesia, the largest

group being made up of students
mainly from European countries:
Ukraine, Belarus, Turkey, Spain,
and Germany.

27,100

Most students
choose Business,
Administration and Law,

and as many as

14,200

go for Technology,
Industry, and Construction.

A job market with challenges and opportunities

- Wrocław's labour market stands out with growing competition for the best talents. As more and more businesses locate their headquarters and investments in the city, the pool of available specialists is shrinking. This makes it hard for employers to attract and retain skilled workers, especially in the IT and engineering sectors, where demand clearly exceeds supply.
- That said, several upward trends seem to be drawing a promising vision of the labour market in Wrocław. Continued investment in infrastructure and education should enhance it further. The city's commitment to promoting innovation and entrepreneurship adds new job opportunities and drives economic growth.

Forecasts for employees and employers

- Wrocław stands out with its low rate of unemployment, which ensures excellent conditions for specialists looking for new professional opportunities. The dynamic development of IT, finance, manufacturing and business services centres (BPO/SSC) drives professional mobility.
- According to PageGroup's 'Talent Trends 2025' survey, employee loyalty remains limited and candidates are more selective. 34% of employees are actively looking for a new role, while 46% have tried to negotiate a pay rise with their current employer. 60% work in a hybrid model, and 40% would consider changing jobs if required to return to the office full-time. At the same time, around 45% use AI tools in their day-to-day work.

The labour market in Wrocław is characterised by:



Optimism

many professionals express confidence in the labour market and are considering changing jobs in 2025;



Skill development

there is a growing focus on new skills, especially in digital and interpersonal skills, backed by micro-credentials;



Work-life balance

candidates increasingly frequent expect work-life balance and flexible working arrangements.

Recruitment and key growth sectors

- In 2025, Wrocław hosted around 250 business service centres, employing 70,300 people. The outlook for Q1 2026 assumes further growth, with employment expected to reach 72,600.
- The EY Europe Attractiveness Survey shows that in 2024 Poland attracted 259 foreign direct investment (FDI) projects, up 13% year-on-year, even as total FDI projects across Europe fell to 5,383 (-5% vs. 2023). With its mature business-services and technology ecosystem, Wrocław is well positioned to benefit from these investment flows.

Key employment drivers:

IT and technology: Wrocław is gaining a reputation as a technology hub, and the sector will continue to grow.

Manufacturing: The region's strong industrial base ensures stable demand for workers.

Business services: Wrocław's position as a large hub of business services centres affects employment growth.

Finance and accounting: As businesses grow, the demand for specialists in these fields will keep going up.

- All this makes sure that Wrocław not only maintains its leading position, but can also respond dynamically to the changing needs of the labour market that are yet to come.



The investment process in Poland - a detailed guide for foreign investors

Investing in Poland requires an understanding of local regulations, design stages and the specifics of the construction process. The key to success of any investment is to both tailor activities to the local requirements and effectively coordinate the work at every stage of the contraction process. Understanding local conditions, although it may initially appear complex, can be navigated efficiently and communicated transparently with the right support from strategic advisors, such as general contractors. Firstly, aligning activities with current regulations is essential to ensure compliance and minimize risks. Secondly, effective coordination of the various stages is crucial for achieving the overall success of any project.

Stage 1: Planning and requirements analysis

- Selection of the general contractor

The selection of the general contractor is an important decision in the whole process, determining the on-time and on-budget implementation of the entire investment. It is crucial to pay attention to the contractor's experience, financial stability and references. In addition, it is worth making sure that the company adheres to quality standards and communicates transparently.

It is advisable to choose a general contractor who will comprehensively guide the investor through the entire implementation process and support with expertise in the purchase of land.

- Formal and legal analysis

Formal documentation must comply with Polish construction and environmental laws. In some cases, an environmental impact assessment (EIA) is required, which may affect the project schedule.

- Project scheduling

The initial project schedule should take into account the time required to obtain the necessary administrative approvals and to plan subsequent stages such as design, construction and technical acceptance.

Stage 2: Design and permitting

- Conceptual design

The first step is to develop a conceptual design that takes into account functional, technical and aesthetic requirements. The design must also meet ecological requirements and energy efficiency standards.

- Building design

The next design stage is the development of a detailed building design that takes into account all technical aspects and the requirements of the client. It mainly concerns the construction and building branch with full-branch land development (PZT).

- Procedure for obtaining a building permit

An application for a building permit is submitted to the competent administrative authority,

obtaining a decision should take up to 65 days. The complete documentation includes, among others, the building project, technical project (including branch solutions: electrical, sanitary, etc.), decision on development conditions (if there is no local plan) and certificates on the compliance of the project with environmental regulations.



Stage 3: Construction and management of the investment process

1 Open shell (Core and Shell)

Construction of the building structure and external envelope, ensuring functionality and safety.

2 Sanitary and HVAC installations

Installation of plumbing, heating, ventilation and air conditioning systems for optimum comfort.

3 Electrical installations

Execution of internal and external electrical installations, including power distribution, lighting and security systems.

4 Process installations

Installation of specialised process systems tailored to the operational needs of the facility.

5 Technology

Installation of the client's technology solutions.

6 Finishing work

Interior finishing, including floors, walls and ceilings, ensuring functionality and aesthetics.

7 Landscaping and external networks

Implementation of external works such as landscaping, car parks, access roads and connection of external installations.

Comprehensive Coordination

At each stage, the general contractor provides effective coordination and management of the process, supported by detailed designs to meet client expectations and deadlines.

Stage 4: Acceptance procedures

Completion of construction is the beginning of the acceptance process with the administrative authorities, which allows the facility to be authorised for use.

- Preparation for acceptance

Preparation for the acceptance procedure should begin 1.5 months before the facility is scheduled for occupancy. It includes such stages as supplying the facility with utilities, commissioning the equipment, conducting tests, and finalizing the acceptance documentation approved by the relevant authorities.

- Acceptance procedure

The first stage of the acceptance procedure is to obtain the opinions/statements of the Sanitary

Inspectorate and the State Fire Brigade, which should take 14 days from the submission of the application. Next, a complete application for an occupancy permit must be submitted to the Building Control, which will carry out an inspection; the waiting time is up to 21 days from the date of application.

- Occupancy permit

Once the technical acceptance is positive, you can apply for an occupancy permit, which allows you to start operations in the facility. The Building Supervision has 30 days from the date of the inspection to issue its decision.

Stage 5: Operation and support

- Warranty service

In Poland, a warranty period of several years for the work carried out is standard, including warranty repairs and regular technical inspections.



Design & Build as the most optimal cooperation model for the investor with Atlas Ward.

The investment process in Poland is transparent but requires thorough preparation and an understanding of local regulations. The Design & Build model, offered by Atlas Ward, ensures a comprehensive approach, with one entity managing both design and implementation, reducing investment time and optimising costs.

Collaboration between designers and contractors minimises the risk of errors and allows the project to be flexibly adapted to the investor's needs. Leveraging Atlas Ward's expertise, investors can rely on the efficient execution of their project, from concept to completion.



Setting up a business

The vast majority of Polish laws are codified and the legal system is based on continental European civil law principles. Poland is still improving the country's business climate, simplifying legislation and introducing the digitalisation of procedures.

/ Doing business in Poland

When deciding to enter the Polish market, the legal forms of companies should be carefully considered. The choice of the most appropriate form for a particular investment depends on a number of business, practical and formal factors.

To proceed with the process of establishing of a company smoothly, the necessary steps must be properly planned and then followed.

Each type of company in the Polish legal system has a different purpose and is tailored to the needs of a particular type of investor. The most popular are listed below:

	Limited liability company	Joint stock company	Limited partnership	Limited joint stock partnership	Simple joint stock company	Branch of a foreign entity
Key aspect	Limited liability, simple form, unformalised to a point	For major undertakings; facilitated capital raising from investors	Combination of active participation and capital investment with limited risk	Flexible form; allows the involvement of investors through the issue of shares	Flexibility and a simple management structure; no minimum share capital requirement	Ability to operate without registering a separate company

Limited liability company (LLC)

A limited liability company is the most common choice for investors. Compared to other legal forms, this is due to a number of factors. These include:

- No personal liability of the shareholders for corporate liabilities;
- The required initial share capital is low – only 5,000 PLN (approximately €1,200);
- Comparatively low costs for incorporation and operation of the LLC;
- Clear and transparent rules in relation to the LLC's day-to-day management;
- LLC can even be established online, although this introduces some limitations;
- Under certain conditions, LLC may operate already after signing the Articles of Association.

Timeplan to establish a LLC in Poland

	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
Preparation/collection of documents, agreement on the articles of association								
Signing the LLC's articles of association at the notary								
Preparation of the application and its submission to the National Court Register								
Review of the application by the court and the registration – estimated time: 1 month								
Notification to the Central Register of Real Beneficiaries / Filing for registration for VAT purposes and other registrations (if required)								

/ Investment process in overview

The entire investment related to the construction process can be divided into four main stages:

- Pre-design documentation development
- Development of investment projects and permits
- Construction process
- The process of obtaining the occupancy permit

Detailed stages of the investment process with their approximate duration											
Months	1-3M	4-6M	7-9M	10-12M	13-15M	16-18M	19-21M	22-24M	25-27M	28-30M	31-33M
Analysis of the investor's needs Application for public aid instruments (depending on the type of investment)											
Real Estate purchase											
Tender for Design Company											
Design documentation preparation and the obtaining of all necessary permits											
Selection of the General Contractor and Construction Supervision Inspector (if required)											
Legal procedures prior to the commencement of construction work											
Construction works											
Partial and fade works, as well as tests and start-ups of the process installations											
Usage permit											

/ Taxes

Corporate Income Tax (CIT)

19%	9%*	20%	5%**
income on the capital companies, limited partnerships, limited joint-stock partnerships, and certain general partnerships		withholding tax on non-resident's income earned in Poland on certain types of transactions	income concerning intellectual property which will be created, developed or upgraded by a taxpayer within its R&D activity – so-called Innovation Box

* Small taxpayers (whose gross income did not exceed EUR 2.0M in a year) or taxpayers commencing business activities.

** Income concerning license agreements, sale of IP, sale of products with IP or compensation from infringement rights of IP.

Personal Income Tax (PIT)

12%	32%	19%	20%	Exempt
for the income up to PLN 120,000	for the surplus over PLN 120,000 the tax-exempted amount is currently – max PLN 30,000 per year	- business activity (self-employed) – after submitting the declaration on the linear taxation - capital gains, interests	withholding tax on non-resident's income earned in Poland on certain types of transactions	some types of income, such as: - return of business trip costs - expenses incurred by an employer for enhancement of qualifications of his or her employees - the value of some benefits paid by an employer

Tax on goods and services – VAT

23%	8%	5%	0%	Exempt
basic activities (all besides the below mentioned)	delivery of some goods and services specified in the Act on VAT	delivery of some goods and services specified in the Act on VAT	- export of goods - intra-community delivery of goods - international transport	- some used goods - financial services

Real estate tax

Real estate tax rates are established individually by local law. The national law sets the maximum rate for real estate tax for each year:

- **Industrial / Commercial Land**
1.45 PLN/sqm annually
- **Industrial / Commercial Building**
35.53 PLN/sqm annually
- **Structures**
2% of the initial asset value annually

/ Key incentives for investors

The Polish investment zone

Investment area

Any location in Poland



Tax exemption period

12 to 15 years, depending on location*

* There are plans to extend the exemption to a period of 15 to 20 years.

Benefits

CIT exemption

Operating body

Special economic zones



Eligible costs

Two-year labour costs or
Costs of the investment

Qualitative criteria



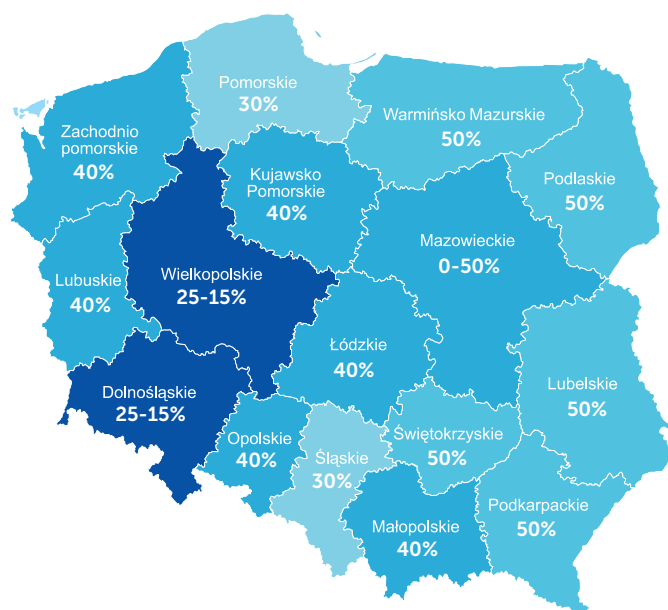
Minimum
expenditures:
**PLN 10 ÷ 100
million**
(large entrepreneur)

- The amount of eligible costs depends on the unemployment rate in the chosen region.
- Reduced investment thresholds for SME/R&D/BSS investments (reduction range: even to 98%).
- For reinvestment thresholds reduced by 50%.

Quantitative criteria

- Additional obligation to be met: qualitative criteria. Their minimum number depends on the location of the investment within Poland (4-6).
- The investor may select the required number of criteria for its location from the available 12/13 possible criteria (depending on the type of investment), however it is necessary to have at least 1 point in both categories (economic and social sustainability).

Regional state aid map (SMEs +20%/10%):



+10% for entrepreneurs in some regions of Śląskie, Małopolskie and Łódzkie (Just Transition Fund (JTF)).

Possible further intensity increases of 5%/ 10% for STEP investments.

Investment development program for the Polish economy until 2035

Work is underway on a new grant program. According to the drafts, funding will be available for three types of investments:

1. key sectoral and technological investment (support for investments in sectors such as biotechnology, defense industry and digital technologies),
2. development investment (support for investments of particular importance for regional development),
3. key service investment.

The minimum conditions that an investment must meet depend on its type, the size of the business, and its location.

When calculating the amount of support, the business's additional commitments (qualitative criteria)

and the intensity resulting from the regional aid map are taken into account.

The support is to be provided in the form of a cash grant based on an agreement concluded with the minister responsible for the economy.

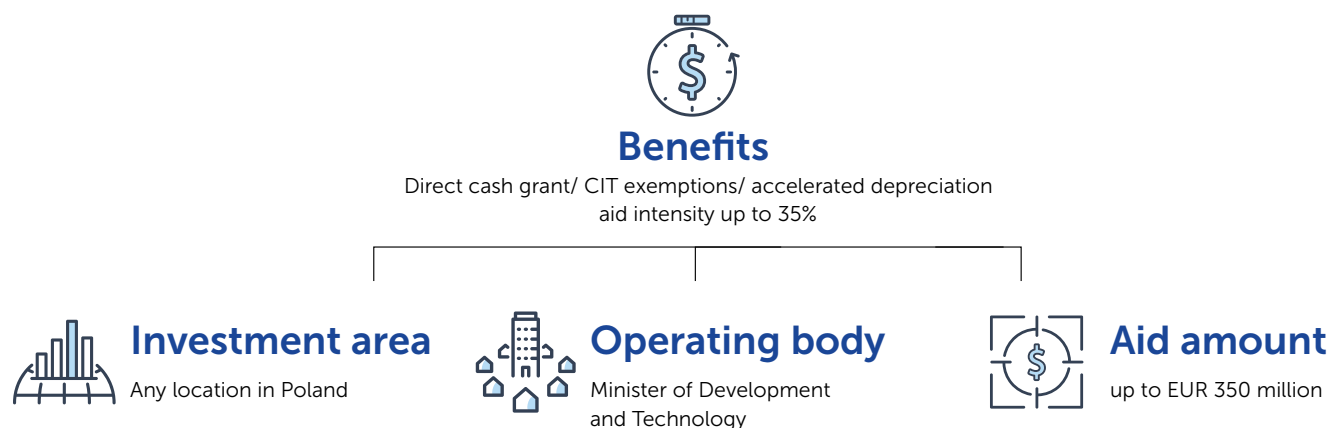
/ Clean Industrial Deal State Aid Framework (CISAF)

In June 2025 the EC adopted a new programme CISAF(successor to the TCTF-programme)

On this basis, national programs may be created (ongoing works on Polish implementation).

The CISAF provides a basis for implementing various

aid programmes, including those related to support for accelerating the introduction of clean energy, electricity costs and increasing production in the field of clean technologies.



Scope of the projects

The production of the net-zero technology final products i.a.:

- solar panels,
- offshore wind turbines
- batteries
- heat pumps
- sustainable biogas plants
- nuclear fission power plants
- renewable fuels of non-biological origin (RFNBO) technologies

Eligible projects:
creation of additional manufacturing capacity

The production of the main specific components of final products;

The production of new or recovered related critical raw materials necessary for the production of above mentioned products.

Aid intensity and limits



15% - 150 mln EUR

for Warsaw municipality

20% - 200 mln EUR

for dolnośląskie and wielkopolskie voivodeships, as well as some municipalities located in mazowieckie voivodeship

35% - 350 mln EUR

for the rest of Poland

/ Strategic technologies for Europe platform (STEP)

- Strategic Technologies for Europe Platform (STEP) is a new programme providing funding for innovations and securing supply chains in key sectors of the EU.
- In order for a project to be eligible for STEP funding, it must meet all three of the following conditions:
 - be thematically consistent with one of the following areas:
 - digital technologies and deep tech innovation;
 - clean and resource efficient technologies;
 - biotechnologies;
 - defence technologies;
 - pursue strategic objectives:
 - supporting the development or manufacturing of critical technologies throughout the EU, or safeguarding and strengthening their respective value chains;
 - addressing shortages of labour and skills critical to all kinds of quality jobs in support of the above-mentioned objective;
 - support critical technologies by:
 - bringing to the internal market an innovative, emerging and cutting-edge element with significant economic potential;
 - contributing to reducing or preventing strategic dependencies of the EU;
- Under STEP, the following **projects** are eligible for funding:
 - **research and development**
 - **investment**
- **Benefits for STEP projects:**
 - higher aid intensity (+5% or +10%) for CIT exemption
 - STEP seal – quality mark awarded to selected projects by the European Commission in EU programme calls
 - New calls dedicated for STEP initiatives (R&D or investment projects under NCBP / PARP itp.)

/ SMART path

• General information

The SMART Path is a research and development funding programme under the European Funds, managed by the National Centre for Research and Development. It is intended for enterprises planning to develop new

products, technologies or processes.

The support may be attractive to entrepreneurs from many industries, including food, biotechnology, electromobility and manufacturing.

• Basic eligible costs for R&D:

- personnel costs in the project;
 - costs of subcontractors;
 - equipment and real estate depreciation costs;
 - costs of purchasing intangible assets.
- Information about current and upcoming calls for proposals is available on the National Centre for Research and Development website and on the website dedicated to EU funds.

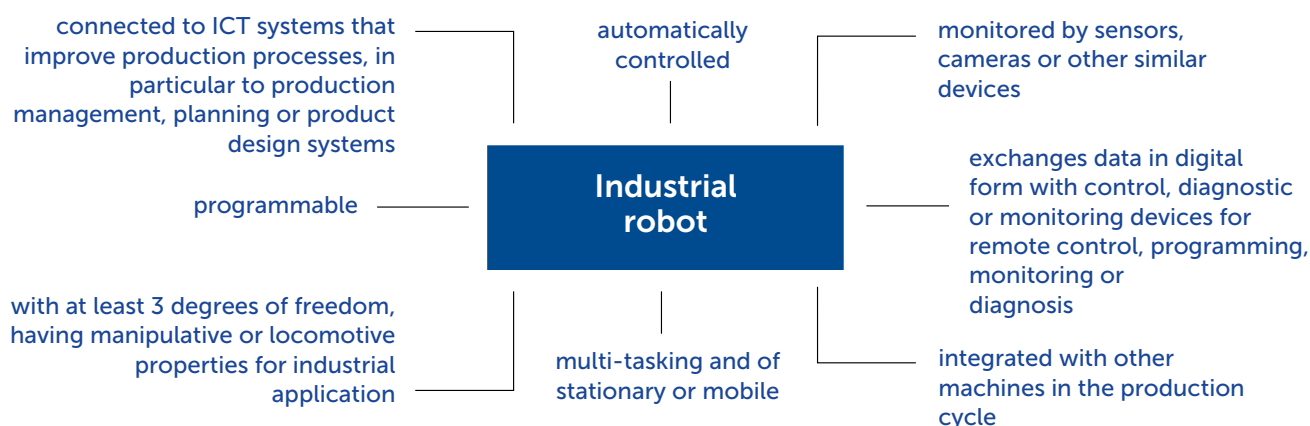
Robotisation Relief

The robotisation relief consists in the possibility of an additional deduction from the tax base of 50% of the tax-deductible costs incurred for robotisation.

This solution is perfect for entities planning to modernise their production plants, increase production capacity or reduce manual labour in favour of process automation.

Key assumptions:

- the possibility of deducting costs already allocated to tax-deductible expenses from the tax base;
- additional deduction may not exceed 50% of the costs incurred for robotisation, and the amount of the deduction may not exceed the taxable income earned by the taxpayer in the tax year;
- Costs incurred for robotisation must be incurred in the tax year started in 2026, but a taxpayer is entitled to settle them by applying for a refund of overpayment until the tax liability for that period expires. May be applied starting in 2022.



R&D relief

R&D relief is a tax preference that allows you to reduce the tax base by the costs of research and development activities that have been included by the taxpayer in tax deductible costs (eligible costs).

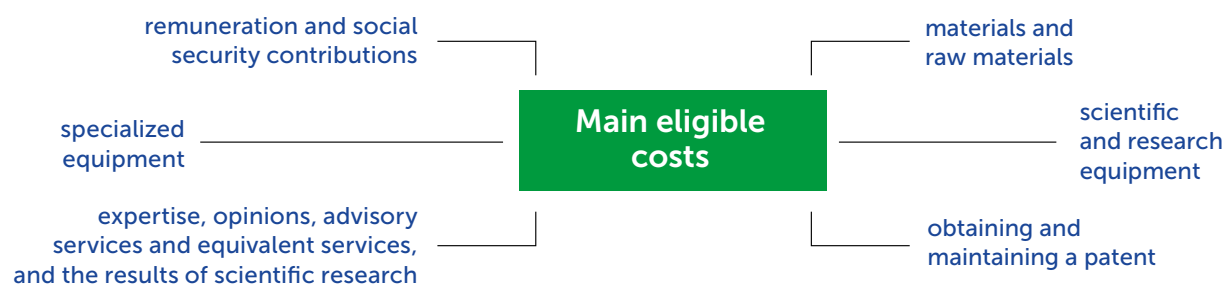
The entrepreneurs may deduct 200% of eligible employee costs and 100% of other eligible costs.

The R&D centers deduct 200% of all costs (apart from big

companies in the scope of patents – in this case 100%).

Every entrepreneur involved in the technological development of products/processes may benefit from this tax preference.

The result of R&D work is not necessary (the R&D project does not have to end in success/commercialization).



IP Box

A preferential tax rate on income (5%) generated from the commercialisation of intellectual property rights, created, developed or improved by an innovative company

(i.e. one that carries out research and development work) as part of its business activities.



R&D & IP box advantages – key facts

R&D

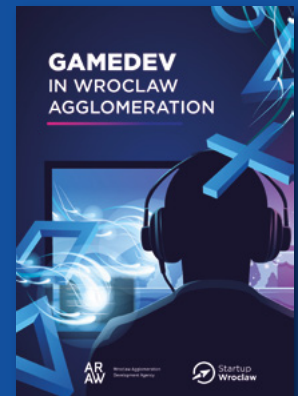
- the possibility of using it also in the event of a loss or when the deduction amount exceeds the tax base (then the deduction in the next 6 tax years)
- the possibility of benefiting from tax relief while having the CIT exemption decisions
- tax mechanism to be used any time during a fiscal year
- R&D relief can be combined with the IP BOX

R&D IP BOX:

- 5% CIT rate on qualified income
- the period of application of the relief - the entire duration of legal protection of qualified intellectual property rights
- support not only for the IT sector

Would you like a report?

We publish periodically a comprehensive series of reports available for everyone who would like to know more about business sectors in Wrocław.



Download reports:

<https://invest-in-wroclaw.pl/reports>

Invest in Poland?

There is only one choice: **Wrocław**



1st place in ranking European Cities & Regions of the Future 2025

- overall winner in the category of medium-sized cities.

1st place in categories: human capital and lifestyle and business friendliness.



2nd place in Poland according to the Polish Startups 2024 report

- Lower Silesia with the second biggest number of registered startups and as the second best region to drive business.

1st place in Poland according to the Polish Startups 2023 & 2022 report - Lower Silesia with the biggest number of registered startups.



1st place in Poland, 2nd in Europe and 8th worldwide in the category of rising stars of technology hubs in the report "The next generation of tech ecosystems" by Dealroom.



2nd best prepared for the future city in Poland, according to the ranking of Polish Cities of the Future 2050, compiled by the Saint-Gobain Group and the Polish Society for Future Studies.

A photograph of a modern office interior. In the foreground, there are several desks with computer monitors and ergonomic chairs. Potted plants are placed on the desks and in the background. The office has large windows with a geometric pattern, and the ceiling features long, horizontal light fixtures. The overall atmosphere is professional and contemporary.

Office market

As one of the largest regional office markets in Poland, Wrocław has an undeniable impact on the overall office trends in the country, both for tenants and building owners. At the end of the second quarter of 2024, the total modern office space reached almost 1.38 million square meters, while additional 36.6 thousand square meters remain under construction.

/ Wrocław office market – key figures



152,800 sqm

average annual take up
(2019–2023)

2025 YTD: 179,700 sqm



5,700 sqm

average annual absorption
(2021–2025)

1,361,800 M sqm

Office stock



36% sqm

demand is located
in Western Business Centre



22%

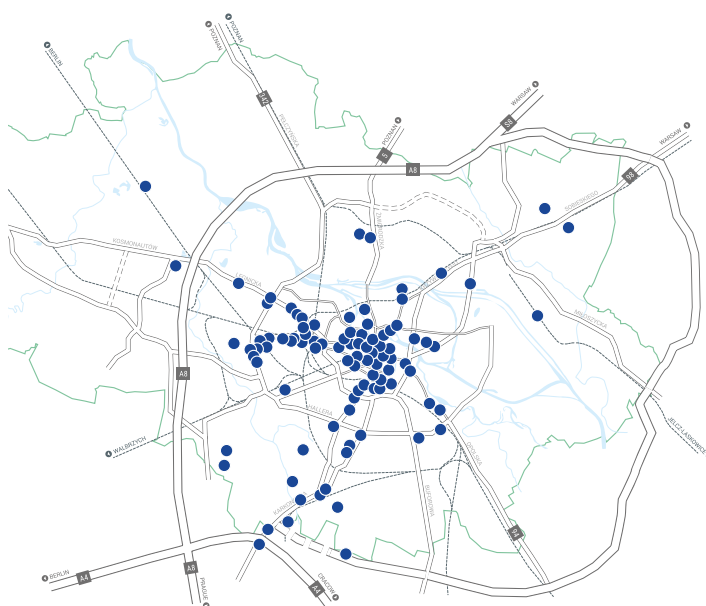
vacancy rate

Office stock evolution

Wrocław remains as the third largest office market in Poland, after Warsaw and Krakow. It is also one of the only 3 regional office markets to exceed 1 mln sqm, with almost 1,361,800 sq m of modern space present as at the end of Q1 2026.

During last 5 years it was also one of the fastest developing regional markets in Poland, adding 280,000 sq m of new office space since 2020, which constitutes a 22% increase of supply.

Similarly to other markets across Poland, developers remain cautious with new projects. In 2025, only 20,000 sq m was delivered across all regional cities, and Wrocław was among those with no new offices. The beginning of 2026 brings two new completions, which are already attracting tenants and first leases are signed.



Vacancy

Due to the extensive development of the supply, met with the pandemic, the vacancy ratio in Wrocław remains relatively high, at the level of over 20%. This translates into nearly 300,000 sq m of space readily available for rent, leaving a lot of possibilities for new tenants. The immediately available space differs by the location and by the building's age, however there are currently various opportunities for tenants looking for a high quality, well-located office.

Demand

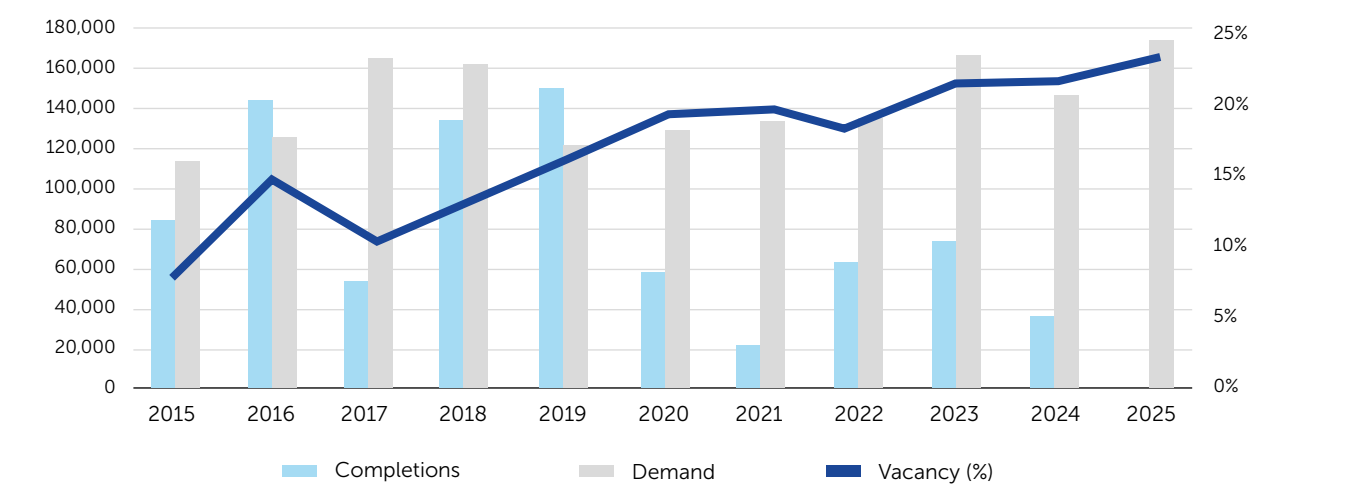
Leasing activity accelerated significantly in the last quarter of 2025, with 75,600 sq m transacted, the highest quarterly volume among Polish regional office markets. This strong

finish brought the 2025 total demand to 179,600 sq m, which is actually historically the highest demand registered in Wrocław. This momentum is brought to 2026, when in Q1 companies leased 25,500 sq m of office space.

Throughout 2025, renegotiations accounted for 57% of the leased space, whereas 33% space was let through new deals, including relocations. Notably, 10% of space was let through expansions – these fresh commitments are both a sign of economy growth and prior underestimation of the occupied space.

Sector-wise, business services led demand with 23% of annual activity, followed by the IT sector (17% share). This only confirms Wrocław's position as a key hub for advanced business operations.

Key office market indicators in Wrocław

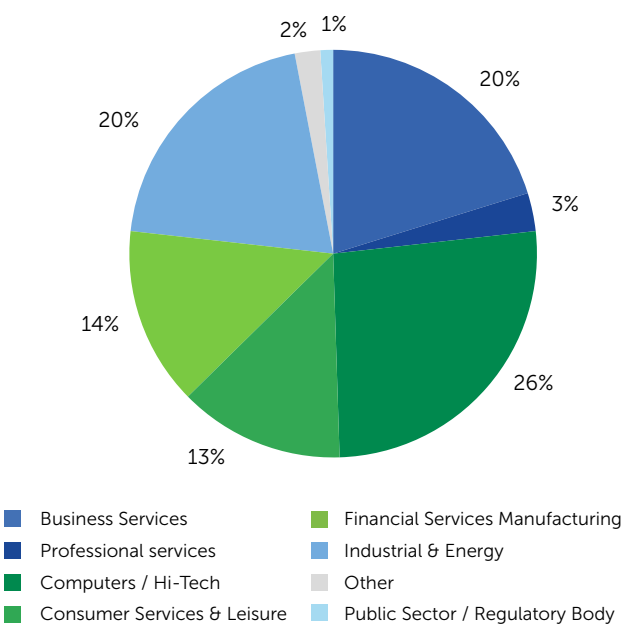


Demand remains strong

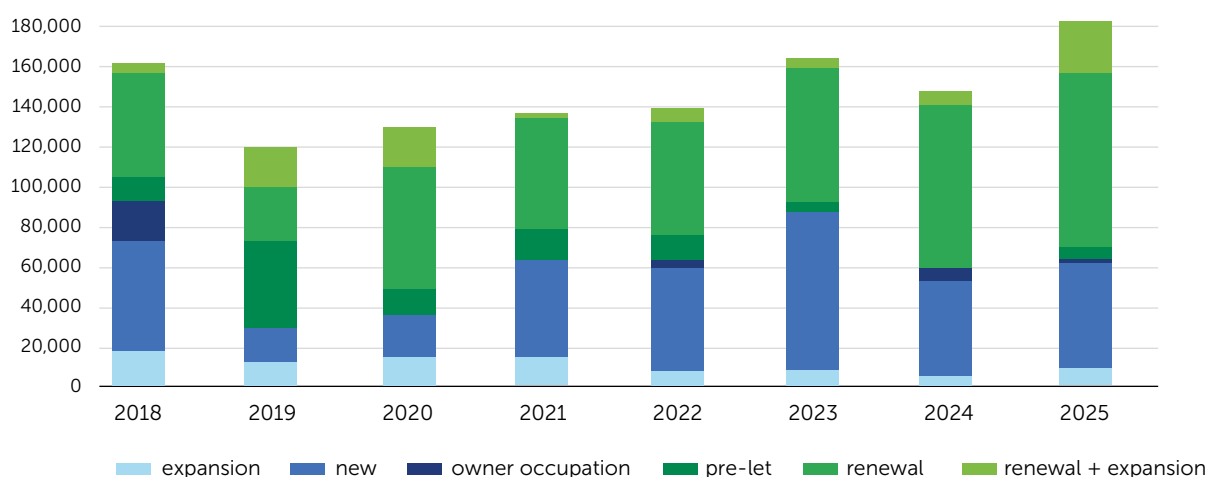
While vacancy level in Wrocław office market is relatively high, the market remains strong as evidenced not only by a healthy amount of demand, but also the highest YTD absorption among all regional markets in Poland.

Wrocław remains attractive for various industry sectors - their demand across 2025 was at a record level of 179,600 sq m, second only to Krakow. This 23% annual growth of tenants' activity indicates a strong interest in Wrocław - its skilled professional pool, growth perspectives and robust business environment. The industry pool is well balanced and diversified, creating a vibrant mix of business services, industrial & energy companies and a strong representation of IT sector.

Most active tenants (2022-2025)



Demand structure in Wrocław



Asking terms and conditions

- Standard asking rents in primary locations: 15.50- 16.50 EUR/sqm/month
- Standard asking rents in prime secondary locations: 14.00 – 15.25 EUR/sqm/month
- Standard asking rents in B class buildings: 11.00 – 12.70 EUR/sqm/month
- Standard rental period: 36- 60 months
- Standard service charge: 4.8 - 7.20 EUR/sqm/month
- Typical rent free period: 5 - 10 months
- Typical shell & core fit-out contribution: 500 - 750 EUR/sqm (applies to 5-year agreements and longer)
- Typical fit-out contribution for space with an existing fit-out: 80–500 EUR/sqm (depending on lease length and overall commercial terms)

Investment market in Poland

- In 2025, investment volume in Poland reached EUR 4.5 billion. While this represents a decrease from 2024, the structure of transactions differed. Instead of a higher number of larger deals, the market saw three substantial portfolio transactions and approximately 150 additional transactions. The average ticket size for the year was EUR 29.6 m, increasing to EUR 40.8 m in Q4 2025.
- The office sector accounted for the largest share of investment volume (39%), marginally exceeding the industrial sector (34%). Office investment activity was predominantly focused on Warsaw (80%), however regional activity in Wrocław resulted in EUR 124m transacted in Wrocław, in the office sector alone, including

two buildings sold to CEE investors. This proves that well-let and favourably located assets are what drives interest.

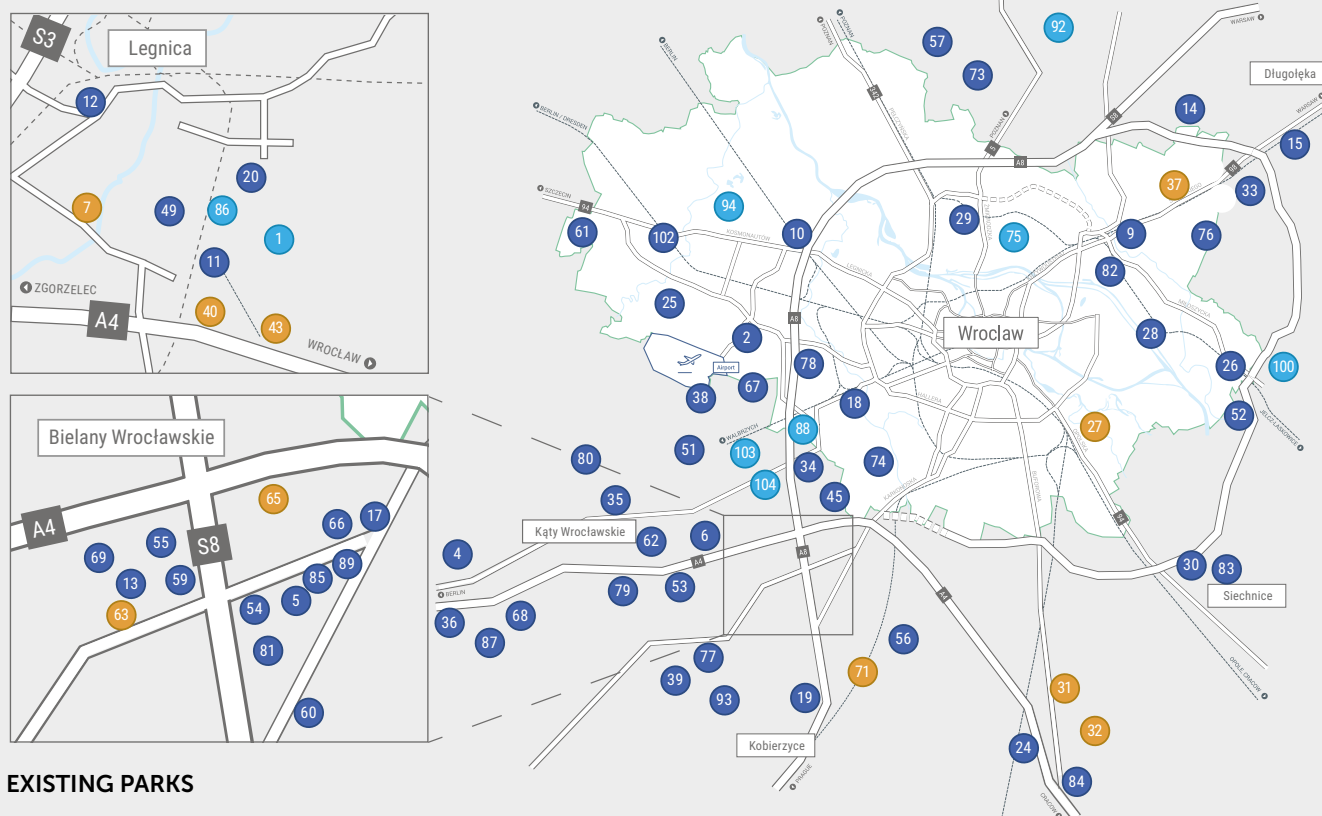
- Polish capital demonstrated significant presence in 2025, accounting for 20% of the total investment volume, with an average transaction size of EUR 14.9 million. This increase is attributable to sustained interest from domestic entities, including high-net-worth individuals, established Polish investors, and the public sector, while international investor activity remained relatively subdued. Interestingly, office sector is where Polish investors were most active, representing 67% of the office investment volume.
- As of the end of 2025, prime yields for industrial and logistics, office, and retail properties were 6.25%, 6.0%, and 6.5%, respectively. Prime yields for the PRS segment in Warsaw were recorded at 5.25% (for the residential planning projects), while hotel yields stood at 6.5%. Retail park yields compressed towards the end of the year to the level of 7.35%, showing positive sentiment. Another sector to watch for potential future compressions are hotels (lease based). Sectors such as offices and retail may witness core transactions taking place in 2026, which may potentially lead to slight yield compressions in the longer run, as the buyers structure will be changing towards more core capital.



Warehouse market

Wrocław stands out as one of Poland's most dynamic logistics hubs, driven by its prime location, well-developed infrastructure, and rapidly expanding warehouse market.

Selected industrial and logistics parks in Wrocław



EXISTING PARKS

- | | | |
|--------------------------------------|--|---|
| 2. 7R City Flex Wrocław II | 33. MLP Wrocław | 69. Prologis Park Wrocław V |
| 4. 7R Wrocław West II | 34. MLP Wrocław West | 73. S5 Wrocław North Gate (X) |
| 5. Amazon Wrocław | 35. Mountpark Wrocław | 74. Segro Business Park Wrocław I |
| 6. BIK Park Wrocław I | 36. P3 Wrocław I | 76. Segro Industrial Park Wrocław |
| 9. City Logistics Wrocław North | 38. P3 Wrocław City | 77. Segro Industrial Park Wrocław II |
| 10. Citylink Wrocław Stadion SBU | 39. P3 Wrocław II | 78. Segro Industrial Park Wrocław II (Awicenny) |
| 11. DL Invest Park Legnica | 45. City Logistics Wrocław I | 79. Segro Logistics Park Wrocław |
| 12. DP Portfolio - Legnica | 49. Park Legnica | 80. Tiner Logistics Park |
| 13. EQT Exeter Bielany Wrocławskie I | 51. Panattoni Park Wrocław Airport | 81. VATT Invest Wrocław |
| 14. EQT Exeter Wrocław Mirkow | 52. EQT Exeter Dobrzykowice | 82. Wrocław Business Park |
| 15. Eurologis Centrum Logistyczne | 53. Panattoni Park Wrocław II | 83. Wrocław Siechnice Logistics Centre |
| 17. Frontier Park Wrocław | 54. Panattoni Park Wrocław III | 84. Wrocław Wojkowice Logistics Centre |
| 18. Marq Wrocław IV Logistics Centre | 55. EQT Exeter Bielany Wrocławskie II | 85. Wrocław-Bielany Logistics Centre |
| 19. Marq Wrocław V Logistics Centre | 56. Panattoni Park Wrocław Logistics South Hub | 87. ECE Katy Wrocławskie |
| 20. CTPark Legnica | 57. Panattoni Park Wrocław North Gate II | 89. EQT Exeter Wrocław South |
| 21. Hillwood Olesnica | 59. EQT Exeter Wrocław South IV | 93. Panattoni Park Campus 2 |
| 24. Hillwood Wrocław Wschod II | 60. Panattoni Park Wrocław VII | 102. Ideal Idea City Park Wrocław II |
| 25. Ideal Idea City Park Wrocław | 61. EQT Exeter Wroblowice | 105. CATALYST WROCŁAW by LemonTree |
| 26. Hillwood & Lcube Wrocław East | 62. Panattoni Park Wrocław XI | |
| 28. Logicor Wrocław II | 66. Prologis Park Wrocław | |
| 29. Logicor Wrocław IV | 67. Prologis Park Wrocław III | |
| 30. Mapletree Park Wrocław II | 68. Prologis Park Wrocław IV | |

PLANNED WAREHOUSE PARKS

- | | |
|---|-------------------------------|
| 1. Marq Legnica Logistics Centre | 92. Hillwood Wrocław (Malin) |
| 3. 7R Park Legnica | 94. Panattoni Park Airport II |
| 58. Panattoni Park Wrocław North Gate III | 100. Lcube Wrocław East II |
| 75. Segro Centre Wrocław, Zmigrodzka | 103. Green Park Wrocław |
| 86. Park Legnica II | 104. 7R City Park Wrocław I |
| 88. DL Invest Park Wrocław Mokronos | |

EXISTING BTS (BUILT TO SUIT) PROJECTS

- | |
|---|
| 7. BTS Manuli |
| 27. Logicor Wrocław I (BTS Whirlpool) |
| 31. Mapletree Park Wrocław III (TIM BTS) |
| 32. Mapletree Park Wrocław III (TIM II BTS) |
| 37. P3 Wrocław (BTS DHL) |
| 40. Panattoni BTS Gates Legnica |
| 43. Panattoni BTS Lear |
| 63. Panattoni Park Wrocław XII (Zabka BTS) |
| 65. Panattoni Wrocław (BTS Amazon) |
| 71. Propco BTS Kobierzycze |

Wroclaw industrial market specifics

1. Strategic location

Wroclaw serves as a critical connector between Western and Eastern Europe, positioned along key transport corridors to Germany, the Czech Republic, and Slovakia. Its role is further elevated by its position on the New Silk Road. The cargo terminal in Kąty Wrocławskie, operational since 2020, strengthens the region's importance in global supply chains.

2. Robust infrastructure

The region benefits from excellent road accessibility, including proximity to major highways such as the A4 and S8, enabling fast regional and international transport. Ongoing national investments in roads, rail networks, and port infrastructure further consolidate Wroclaw's status as a top-tier logistics hub.

3. A Leading warehouse market

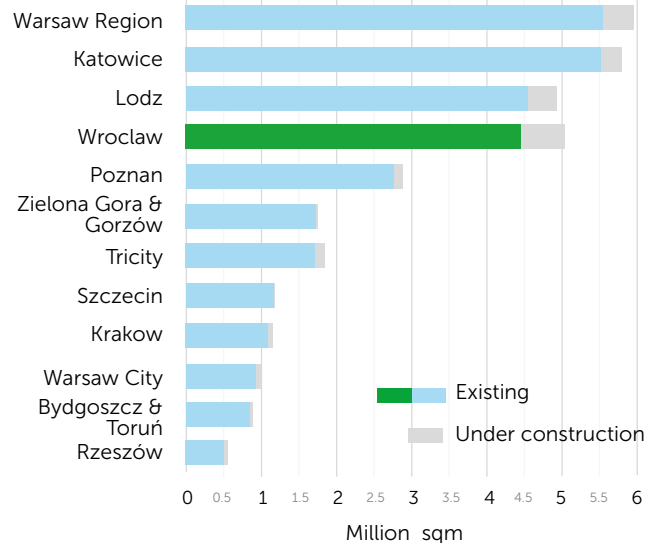
Wroclaw is consistently ranked among the four largest warehouse markets in Poland, with modern logistics stock expanding steadily. In 2025, Lower Silesia recorded some of the country's most significant new warehouse completions, including further phases of P3 Wrocław and the GLP Wrocław V Logistics Centre. Altogether, the Wrocław region delivered approximately 300,000 sq m of new supply, accounting for 18% of the total space added nationwide—the highest share among all Polish markets.

When tenants are concerned, market saw the most activity from 3PL (third-party logistics) and retail – both above 30% of the demand.

4. Strong investment pipeline and modern solutions

The region continues to attract substantial developer interest, supported by modern construction standards such as higher warehouse clearance (e.g., 12 meters), which is ideal for e-commerce, automation, and high-bay storage. Sustainable and energy-efficient features are increasingly integrated into new projects, further enhancing the market's competitiveness.

Industrial and logistics supply by region



111,000 sqm
space under construction



3,8-5,4 €
headline rents per square meter



4,5 million sqm
total logistics and industrial stock

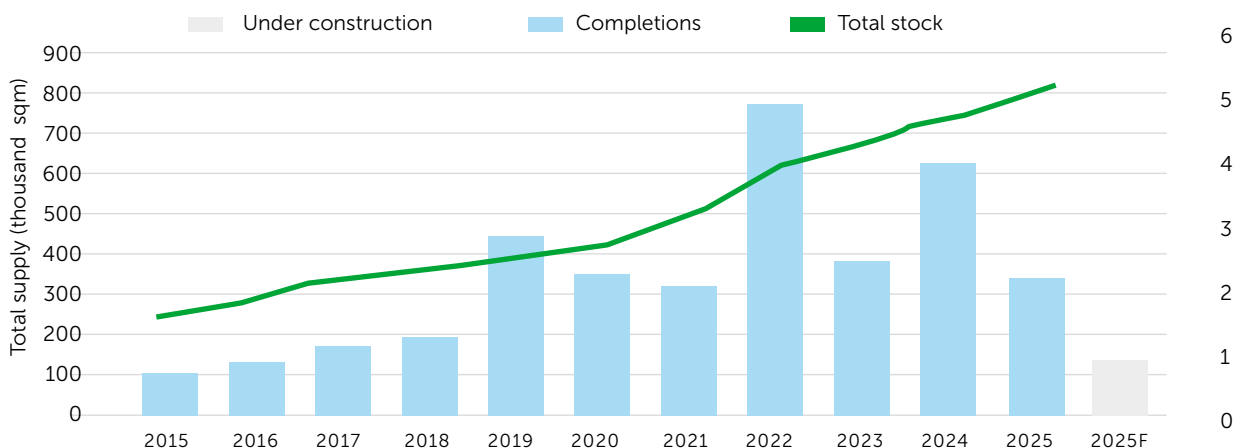


9.70%
vacancy rate of total stock

5. Investment market

Industrial & logistics remains the second most important sector in the investment volume. In 2025 it attracted almost EUR 1,5bn, including the Wrocław region. Various asset types were transacted, including last mile logistics portfolios, sale & lease back deals with manufacturing tenants, BTS projects and others. Importantly, among other sectors, I&L was the one which attracted most new capital. Investors from North America, French capital and CEE investors are among those who contributed to the high investment volume.

Warehouse supply in Wrocław area



Developers activity and new projects

Industrial developers delivered 150,700 sqm of new space in the region during the second quarter of 2024 and 218,300 sqm in the first quarter. The largest completion in the region in Q2 2024 was Hillwood LCube Wrocław East, with 59,300 sqm of modern warehouse space delivered. Additionally, two more projects were completed in Q2 - Panattoni Park Bolesławiec Modłowa with 49,500 sqm and 7R Park Wrocław West II with 41,900 sqm.

The warehouse market in Wrocław continues to expand dynamically, supported by strong developer activity and sustained occupier demand. In 2025, the region delivered approximately 300,000 sq m of new industrial space, accounting for 18% of total supply added nationwide, the highest share among all Polish markets. Key completions included further phases of major logistics parks such as P3 Wrocław and GLP Wrocław V Logistics Centre.

At the same time, the development pipeline remains active, with approximately 111,000 sq m currently under construction, confirming continued developer confidence in the region and its long-term growth potential.

Rents

Warehouse rental levels in Wrocław remain competitive compared to other major logistics hubs in Poland. Headline rents range between EUR 3.8 and 5.4 per sq m per month, depending on location, specification, and proximity to key transport routes.

Office space within logistics schemes typically achieves higher rental levels, ranging between EUR 11.0 and 13.0 per sq m per month, reflecting the growing demand for integrated warehouse and office solutions.

Leasing activity and vacancy rate

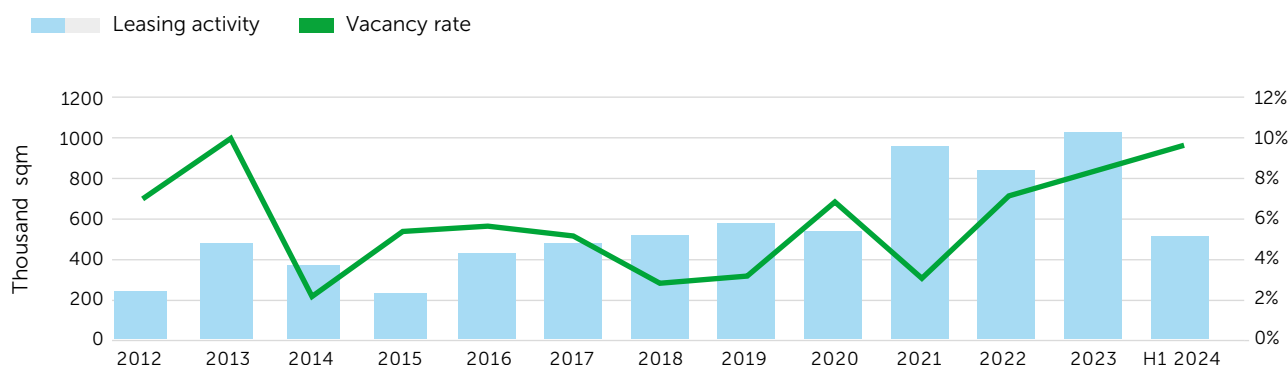
The warehouse sector recorded very strong leasing activity in 2025, reaching approximately 845,000 sq m. Demand was primarily driven by third-party logistics operators and the retail sector, each accounting for over 30% of total take-up, reflecting the growing importance of e-commerce and supply chain optimization.

Despite the high volume of new supply delivered to the market, the vacancy rate remained relatively moderate at 9.7%, indicating a balanced market with stable absorption levels and sustained occupier interest.

Tenants' interest in industrial and logistics space in H1 2024 in the Wrocław region was the highest amongst other regions in Poland. The demand for industrial and logistics space amounted to 455,700 sqm in Q2 2024, with two transactions over 90,000 sqm and two transactions over 50,000 sqm, whereas in whole H1 2024 it amounted to 526,900 sqm. The largest transaction which was signed in 2024 so far in the Wrocław region was the renegotiation of LX Pantos contract in Prime Logistics Wrocław for 98,700 sqm.

New lease agreements, together with expansions of existing footprints accounted for 47% of the total leasing activity registered this year in the Wrocław region, whereas 53% of the leased space were contract renewals in H1 2024. The Wrocław leasing market was dominated by 3PL operators – logistics tenants, who rented 39% of the modern space leased in H1 2024 in the region. E-commerce business plays an important role and further growth of the sector is predicted as a consequence of the changing consumer shopping preferences. Such situation will result in a growing need for modern logistics space in both the short and long term.

Total leasing activity and vacancy rate in the Wrocław region





Wrocław Agglomeration
Development Agency



Invest in
Wrocław



Startup
Wrocław

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